Scott. II-27—30,004—24-10-44.

EDUCATION AND PUBLIC HEALTH (1947) Department.

MS SERIES. (1)

G.O. No. MS. 2460 Edn.

Dated 15th November 1947.

[Despatch Abstract.]

Colleges - Aided and local body - managed - Suggestion to fix scales of pay for staff - Dropped (being a matter for Universities).

Urgent. 44/1819

(2)

Edn and P.H. dept.

83346

Memorandum No.53346A/46-1, Edated 13-9-1946.

SUB :- REVISION OF THE PAY OF THE STAFF AND ESTABLISHMENT IN COLLEGES.

~~The~~ Proposals for the introduction of uniform scales of pay for the staff employed in secondary and elementary schools under all managements as contemplated in the post-war five year education plan is under consideration separately. The Director of Public Instruction is requested to submit similar proposals for the introduction of uniform scales of pay for the staff employed in colleges under all managements (Government, Aided and Local Bodies) not later than the 30th September 1946 for consideration as Part II scheme for 1947-1948. The following two items should be included in the proposals:-

(i) Creation of a separate cadre on Rs. 500 - 100/2- 1000 for the Chief Professors in the Presidency College, Madras.

2 (ii) The ~~raising~~ Revision of the pay of the posts of Principals of Presidency College, Madras and ~~the~~ Teachers' College, Saidapet. sealed

(iii) Grants to teachers in Indian languages employed in colleges the same scale of pay as for Assistant Lecturers.

An estimate of the additional cost involved in the proposals, separately in respect of Government institutions, Local Bodies and Aided Schools should also be sent.

12/9/46

To the D.P.I.

R: 1-10-46.

R.C.No. 6967 B.4/46. Madras, 2nd October 1946.

From

Dr. S.R.U. Savoor, M.A., D.Sc., I.E.S.,
Director of Public Instruction, Madras.

To

The Secretary to Government,
Education and Public Health Dept.

ASST. SECRETARY TO GOVERNMENT
4 - OCT 1946
EDUCATION AND PUBLIC HEALTH DEPT.

Sir,

Sub: Revision of the ~~staff~~ pay of the staff and establishment in colleges.

Ref: Govt. Memo No. 53346 A/46-1 Edn., dated 13-9-1946.

I have the honour to state that proposals called for in items (i) and (ii) of the Government Memo have been submitted to Govt. separately. As regards other proposals I am not sure whether I shall be able to get full details. However I request that I may be given a little time to submit them.

For Director of Public Instruction

P.R.K. 3/10/46

3/X

The D.P.I. wants time to send the proposals for the revision of the scales of pay of staff in colleges under all managements, called for in the Memo. on pp.1-2 ante, as he is not sure whether he shall be able to get full details. His request may be granted. Fin. may be requested to permit this Dept. to forward the Part II proposal in this regard later than the scheduled date. (Pl. see in this connection the suggestions of the Dir., in outline, in ~~D.P.~~Edn.II, so far as Govt. colleges are concerned.)

Finance(E.III)Dept.

The proposal of E & P.H. at A above is that it may be permitted to send up the Part II Scheme relating to revision of the scales of pay of staff in colleges later than the Scheduled date (1.11.1946) ~~[illegible]~~. For the reasons stated by Director of Public Instruction on page 3 above, the Director of Public Instructionx doubts whether he will be able to submit the proposals to E & P.H. in

ASSISTANT SECRETARY
18 OCT 1946
FINANCE DEPARTMENT

page...21

(Orders regarding individual officers to be indexed under the personal names of the Author)

UTATION -- see Allowances)

RESSED CLASSES

OSITS

.E STAMPS - see Rubber Stamps)

'D'

OUNT RESIGNATURE -- see Contingencies and Treasury)

RESPONDENCE

TRIBUTIONS

-- to children and dependents of ex-army men

NCESSIONS
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Books

VISION

LLEGES
Arts
Professional

LLECTIONS

in time for them to examine and send up the proposals to Finance. He has therefore asked for a little extension of time without specifying the time required. It is essential that the prescribed dates should be ~~xxhxxxhx~~ adhered to in order to avoid dislocation of budget work. E & P.H. may therefore be requested to ask the Director of Public Instruction to send up the proposals as quickly as possible so that the proposals may be sent to Finance on the ~~same~~ date. If, however, it is found that it is not possible to adhere to the due date, extension of time may be granted till 10-11-46, so that the proposals may be ~~examined~~ examined by ~~them before they are set up~~ to the Finance Department.

The DPI may be reminded on 15-11-45 if the proposals are not received by then. Epit

A reminder is issued

The DPI is informed that he may submit the part II proposals on the subject cited not later than 5-11-46 if they are to be considered as in connection with the budget estimates for 1946-47

To The DPI

Memo. No. 53346 A/46-3 Edn dt 24-10-46
Subj Colleges - Revision of pay of staff and establishment
Ref From the DPI, Rc No 6967 B.4/46 dt 2-10-46

EDUCATION DEPARTMENT

R.C.No.6967-B.4/46

Office of the
Director of Public Instruction,
Madras, Dated 2--11-1946

From

Dr.S.R.U.Savoor, M.A., D.Sc., I.E.S.,
Director of Public Instruction, Madras.

To

The Secretary to Government,
Education and Public Health Department.

Sir,

Sub: Postwar Educational Reconstruction - Revision of the pay of staff in colleges - Proposals submitted

Ref: 1. Govt. Memo.No.37043-B.2-45-16 Edn dated 29-5-1946

2. Govt. Memo.No.53346-A-46-1.Edn dated 13-9-46 and 26-10-46.

I have the honour to submit the following proposals for the revision of the scales of pay of the staff in aided and local board colleges. In respect of the staff in Government Colleges, I suggested certain scales of pay in my general proposals forthe revision of ~~thexpayxinxmy~~ pay of staff of the Department both Inspectorate and Collegiate in my letter RC.7968-B.4-46 dated 30-9-1946.

2. In the report of the C.A. Board of Education on Postwar Reconstruction, no definite scales of pay of staff in colleges have been suggested. However in its 11th meeting the C.A. Board suggested the following~~x~~ scales of pay for the staff in colleges:-

"Affiliated and constituent colleges:-

% Principals	Rs.800-1000	*
Readers	Rs.500-25-800	
Lecturers	Rs.300-20-500	
Junior Lecturers	Rs.150-15-300	

% The scales suggested are appropriate to the colleges in class I grade (or whatever designation may be thought suitable) For Class II colleges, a salary of Rs.500-25-800 is recommended and if it should be thought that there should be a still further class, Rs.450-600 would seem to be appropriate. This latter scale however should be confined to colleges with more than say 150 to 200 students.

* These figures do not refer to "scales" of pay, but only to a minimum of pay of some amount between the two figures.

Having the above recommendations in view, I propose the following scales of pay:

First Grade Colleges:

		Average salary
Principal Scale	Rs.600-50/2-800	724 4/9
Lecturer	Rs. 300-40/2-500	420
Asst.Lecturer	Rs.150-25/2-300	236 2/3
Tutors and Demonstrators: Rs.		
Hons qualification	60-5/2-90	77 1/3
B.A.	40-5/2-65	55
Pandits and Munshis:		
B.O.L.Lts.	~~120~~ 150-25/2-300	236 2/3
Oriental title holders	70-10/2-100	89 1/3
Physical Directors: D.A.Dip.in Phy.Edn.	70-9/2-115-10/2-125	101 7/9

P.T.O.

Second Grade Colleges.

		Average salary
Principal	Rs.250-50/2-500	400
Asst.Lecturers and Pandits with B.O.L. L.T. qualification	150-12½/2-250	203 1/3

Others (except lecturers) as in the case of First Grade colleges.

Adopting the above scales of pay, the extra cost on account of revision of pay of staff has been worked out and is shown in the statement enclosed - one for first grade colleges (aided and local bodies) and professional colleges and the other for second grade colleges.

The extra cost works out as follows:-

Institutions:	Immediate extra cost Rs.	Ultimate extra cost Rs.
Aided 1st Grade Colleges	1,99,362	5,74,329
Aided 2nd grade colleges	20,963	62,296
Local Board 1st and 2nd grade colleges	26,183	59,015
Aided professional colleges	25,499	42,858
Total	2,78,007	7,38,498

3. No information is available inthis office regarding the financial condition of added colleges and therefore it is not possible to determine the extent towhich the managements of the colleges may bear the extra cost involved on account of the proposed revision of the scales of pay. It becomes necessary that an arbitrary principle should be adopted in fixing the proportion of the cost to be borne by the managements concerned and by Government by way of increased grants. At present, in the case of "non-profit" colleges, grant is paid on half the net cost basis. This system may be continued except the grant on staff which may be assessed at 2/3 rds or 4/5ths of the cost and grant accordingly, to enable the war managements to meet the extra commitment. It may be left to the management to increase the rates of fees if necessary charged by them to meet the extra cost involved.

As regards the local board colleges, Government are paying a lump sum subsidy of Rs.5,000 to the Municipal College, Salem. The other two local board colleges do not get any maintenance subsidy. Government may with reference tothe financial conditions of the local bodies concerned, fix the proportion of extra cost to be borne by the Govt and the respective local bodies.

It also appears necessary to think about the machinery by which the management of these colleges may be compelled to adopt the scales of pay accepted by Government. The Director has no direct control over these colleges. If rules are amended in the Grant-in-aid Code, so as to implement the adoption of these scales these amended rules will not be binding on colleges especially those which get only compensatory grants under Madras Educational Rules and Soldiers' fee concessions rules . Government may, therefore, consult the Universities concerned as to the matter by which the revised scales of pay may be made to be adopted by the managements concerned.

for Director of Public Instruction.

RVR 4/11/-

Sl. No.	Name of College	Strength	Fee income at Standard rates	Net Cost as worked by office	Staff (5) Lecturers	Assistant Lecturers	Pandits	Tutors	Demonstrators	P. T. Rs	Unqualified	Expenditure on staff as admitted by office	Expenditure on staff if revised scales are introduced	Immediate Extra Cost.	Ultimate Cost.	Ultimate Extra Cost
1.	V.R. College, Nellore (Center)	845	37,698	29,774	1	7	4 1 MA BEd 1 Vidwan	3 1 MA 1 Vidwan B.A 1 BABEd	4 1 Msc	1 BA. BT. D.P.E	–	24,445	29,440	4,995	34,849	10,404
2.	Madura College, Madura	354	31,368	16,157	1	8	2 1 Vidwan	–	4	1 B.A. L.T.	–	13,509	21,720	8,211	29,614	16,105
3.	Islamiah College, Vaniyambadi	96	8,736	13,733	1	5	1 Vidwan	–	–	1 B.A. PhyE	–	11,550	15,312	3,762	19,293	7,743
4.	St John's College Palamcottah	135	12,192	16,601	1	6	1 Vidwan	–	–	–	–	14,940	17,420	2,480	20,512	5,572
5.	Malabar Christian College Calicut	169	18,712	16,228	1	7	1 Vidwan	–	1	–	–	14,378	18,180	3,802	26,012	11,634
6.	Zamorins College, Calicut	260	21,368	23,177	1	9	3 1 BOL	–	2 B.A	1 L.T.	–	19,783	23,496	3,713	30,621	10,838
	TOTAL	1,859	1,30,044	1,15,670	6	42	12	3	11	4	–	98,605	1,25,568	26,963	1,60,901	62,296

for Director of Public Instruction.

Colleges — Revision of Pay of teaching staff — Statement showing financial effect.

(Figures taken from the Financial Statement 1943-44)

(8)

11

S.No.	Name of College	Teaching Staff: Lecturers (Principal included)	Asst. Lecturers	Tutors: With Hons. or M.A. degree	Tutors: With B.A degree	Demonstrators: With Hons. or M.A degree or B.Sc. Hons.	Pandits & Munshis: With B.A or B.Sc degree	Pandits & Munshis: B.O.L & L.T or M.A.	Pandits & Munshis: Others	Physical Director.		Cost on staff as worked out in the Financial Statement (Col 13 given by managements of Non Profit Colleges)	Immediate Cost: Cost on account of introducing the proposed scales.	Immediate Cost: Extra Cost (Col 14 minus Col 13)	Ultimate Cost: Cost on account of introducing the proposed scale.	Ultimate Cost: Extra Cost (Col 16 minus Col. 13)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
						I Grade	COLLEGES									
	MEN															
1	Maharaja's College, Vizianagaram (X)															
2	P.R. College, Cocanada	10	15	4	7	8	11	3	3	2 (1 qualified)		68,742	98,364	NIL	1,33,466	29,973.
3.	Hindu College, Masulipatam	8	12	5	1	6	5	—	2	2 (unqualified)		44,519	66,160	NIL	92,045	22,586
4.	Andhra Christian College, Guntur	8	22	5	2	7	3	—	4	1		81,752	87,240	NIL	1,26,398	29,408
5	Madras Christian College, Tambaram	13	32	11	—	6	2	—	1	1 (qualified)		1,31,804	1,51,165	19,361	1,79,442	47,628
6.	Pachaiyappa's College, Madras.	14	30	7	—	9	2		5	1 (unqualified)		92,729	26,720	21,633	1,83,002	77,915
7.	Loyola College, Madras	11	26	3	5	4	4	treated as Lecturer		1		1,39,049	1,41,430	2,381	1,45,369	6,320
8.	Theosophical College, Madanapallee	4	12	2	—	—	1	—	1	—		26,884	42,480	15,596	61,249	34,365
9.	St. Joseph's College, Trichinopoly	11	29	3	5	—	9	3	1	Confirmed with Lecturers post		1,56,192	1,67,520	NIL	1,65,677	NIL
10.	National College, Trichinopoly	6	12	1	2	—	—	—	1	1 (unqualified)		35,619	52,800	6,270	72,133	25,603
11	American College, Madura	9	15	2	2	2	6	—	4	1 (qualified)		68,789	86,064	17,275	1,06,094	37,305
12	M.D.T. Hindu College, Timevelly	7	15	—	1	—	4	—	1	1		33,611	59,040	22,467	86,052	49,431
13	St Xaviers College, Palamcottah	5	13	1	3	1	1	—	5	1		59,009	64,320	5,311	82,550	23,541
14	St. Aloysius College, Mangalore	9	13	—	2	1	3	—	3	1		62,057	74,700	12,646	94,578	32,57[illegible]
	WOMEN															
15	Women Christian College, Madras	9	18	—	—	—	1	—	1	1		[illegible]	71,472	22,810	103,[illegible]	[illegible]
16	Holy Cross College, Trichinopoly	5	16	—	—	1	2	—	3	—		[illegible]6,790	53,020	27,[illegible]	71,787	52,664
17	Sarah Tucker College, Palamcottah	1	11 (3 on 1/2 scale)	1	—	—	—	—	1	1 (unqualified)		15,409	20,[illegible]	13,[illegible]	[illegible],778	22,[illegible]
															11,694	51,274	23,248

(9) T.M 9 EDHCA)

13

From: The Asst. Secy, EDHCA)
TO: The Asst Registrar
Univ. of Madras.

copied. SB 24/11/66.

Will you kindly arrange to send by return a copy of the rules of the Univ. prescribing minimum scales of pay for staff in Arts & Training colleges affiliated to the Univ?

DG. 29.11.66 (PSO)

MM 29/11/66

Circ not available 29/11/66

No. A6620. UNIVERSITY OF MADRAS 10 (10) 164

From

The Registrar,
University of Madras.

To

The Assistant Secretary to
Government,
Education and Public Health
Department,
Fort St.George, Madras.

ASST. SECRETARY TO GOVERNMENT
1 - DEC 1946
EDUCATION AND PUBLIC HEALTH DEPT.

University Buildings,
Chepauk, Madras,
30 NOV 1946

Sir,

Ref: Your telephonic message (by post) dated the 29th November 1946.

I have the honour to inform you that there are no fixed grades of salaries at present in all the Colleges. The matter is under consideration of the General Inspection Commission. In regard to new Colleges the following grades have been laid down:-

Professors - Rs.200-15-350-20-450-25-500
Lecturers (including Lecturers in Languages with Degree qualifications) - Rs.100-10-250.
Lecturers in Languages (Vidwans, Siromanis, etc.) - Rs.75-5-125.
Tutors or Demonstrators - Rs.60 or 75 according to qualification with an annual increment of Rs.5/- and the period of service being three to five years.
Physical Directors - Rs.100-10-200

The Principal will be in the grade of Professor with an allowance of Rs.100/- per mensem.

Your obedient servant,

D. Ramayanam
REGISTRAR.

ssg/30/11/

Edn. and P.W. Dept.(A).

MEMO.No. 53346 A/46-4 dated 20-12-46

Revision of pay of staff in colleges.

Read:- From the D.P.I., No.6967-B4/46,
dated 2-11-46.

To the scales of pay recommended by the Cabinet Salaries Committee for the staff in Govt. colleges, the D.P.I. has suggested certain modifications. These suggestions are under consideration. The scales of salaries proposed by the Dir., in the letter cited, for the staff in ~~EE~~ private colleges and colleges under local bodies are, in some cases, (e.g., Asst.Lecturers and Pandits and Munshis), higher than the modified scales recommended by him for the staff in Govt. colleges. The Dir. is requested to state whether the scales to be laid down for the staff in non-Govt. colleges should not be ~~similar to~~ the same as those to be fixed for the staff in Govt. colleges.

On the Cabinet Committee's recommendations for the introduction of uniform scales of pay for the staff in ele. and secy. schools under all kinds of managements (Govt., local body and aided), the Dir. has remarked that the pay need not be uniform but that they may vary with the kind of management. The Dir. is also requested to report whether he does not consider that that remark ~~also~~ should apply to the staff in colleges also and that ~~little~~ lower scales of pay than those to be fixed for the staff in Govt. colleges should accordingly be fixed for the staff in non-Govt. colleges.

P.T.O.

Information, too, as to the salary now granted by the various non-Govt. colleges to their staff (Principals, Lecturers, Asst.Lecturers, etc.) should be sent to Govt.

If, w.r.t. the grades of pay laid down by the Unty. (Vide enclosure#) for new colleges and also taking into account the scales recommended for the staff in Govt. colleges, in his letter C.No.7968-B4/46, dated 30-9-46, the Dir. considers that the scales now suggested by him for the staff in non-Govt. colleges require any revision, necy. modfns. shd. beproposed.

9/12/46

To the D.P.I.
(with copy of
C.F.14)

10/12/46

(12)

Confdl.

Edn & PH Deptt (A).

Memo No. 53346A/46-5 Edn d 27-2-47

Revision of pay of staff in Colleges.

Ref 15-16 cf. From the Govt Memo No. 53346A/46-4 Edn d. 10-12-46.

The DPI is requested to state when reply to the Govt memo cited above may be expected.

27/2/47

To, the DPI.

26/2/47

Dpd under secy's con

28/2/47

CONFIDENTIAL

R.C.6967 B4/46.

Office of the
Director of Public Instruction,
Madras, Dated 31-3-1947.

From

Dr. S.R.U. Savoor, M.A., D.Sc., I.E.S.,
Director of Public Instruction, Madras.

To

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

Sir,

Sub:- Revision of pay of staff in aided colleges.

Ref:- Govt. Memo.No.53346 A.46.2 Edn., dated 10th December 1946.

With reference to the Government Memorandum quoted above, I have the honour to state that I have reconsidered the whole question of revision of pay of staff in aided colleges and I am submitting the following revised proposals. While submitting these proposals, the following considerations weighed with me. The main bulk of the collegiate grade of work is being borne by the aided colleges and when the salary scales of the teachers are determined this unique position should be borne in mind. The problem is not one of interest secondary in nature or importance to that of the scales of pay of government services. Secondly, the conditions of service, pay and prospects, in government service are so different from those in aided colleges that we shall not be justified in being guided entirely by government scales. At the same time I have suggested scales which should be regarded in the sum as less costly than the Government scales. The essential points are:--

(i) that we should, if the highest grade of academic work is to be done at the high level that should always be maintained, offer sufficient advantages of salaries to attract the right type of men and women for the work.

(ii) that having attracted them, they should be enabled to reach higher position in their own line within reasonable time.

With these in view, the following Classification of the staff and the salary rates are suggested:--

Classification of colleges.

The colleges should be divided into three grades:--

(a) Honours colleges.
(b) First grade colleges.
(c) Second grade colleges.

Grades of appointment.

The chief grades of appointment in these colleges besides the Principal and Pandits, Tutors, etc., should be:--

(a) Hons. colleges:- Professors, Readers and Lecturers. the ratio roughly of 1:2:3.

(b) First grade colleges: Chief Lecturers and Lecturers in the ratio roughly of 1:2 and

(c) Second grade colleges:- Lecturers one or two of these will be Chief Lecturers based on merit and service not on subjects so much.

p.t.o.

Salary scales.

The scales of pay suggested are as hereunder:-

(a) Principals:

Honours college ..	Rs. 600 - 25 - 800
First Grade Colleges .	Rs. 500 - 25/2-600
Second Grade Colleges.	Rs. 300 - 25/2-400

(b) Professors:- Rs. 400 - 25/2 - 500 - 25 - 600

(c) Readers and Chief Lecturers Rs. 250 - 20/2 - 350 - 25/2-400

(d) Lecturers Rs. 120 - 5 - 170 - 10 - 250.

Assuming that a man starts on Rs. 120/- in a first grade college and does good work as Lecturer, he will have a chance of going up to the higher scale on Rs. 250/- as Chief Lecturer. This will be the case in about 60 per cent of the teachers. Of the remaining 40 percent a good 30 to 35 percent will have to end up ass Lecturers on Rs. 250/-. It is only the remaining approximately 5 per cent that will have a change o becoming Professors and Principals of first grade and Honours college Considering the high academic qualifications that are naturally expected of these, the increasing emphasis that is being placed on research qualifications, the very exacting nature of the work of a Professor, notwithstanding anything that the lay public may say to th contrary, these prospects do not appear to err on the side of excess. The scales are definitely less than what similarly situated men and women elsewhere enjoy. As stated already, they are very moderate compared with the pay and prospect of men and women in Government employ.

(e) Tutors and Demonstrators:- Rs. 75 - 5 - 100 if Honours(1st and 2nd class)

and

Rs. 65 - 5 - 100 for the rest.

(d) Pandits and Munshis:- The scales approved by Government normal and transitional, namely, Rs. 80 - 5 - 120 - 10 - 170 and Rs. 100-5-140 for qualified and unqualified men now in employ, may be approved. There is no need to show Lecturer's grade in this as has been done b Government.

(e) Physical Directors:-

As they have no chance of promotion and as it is very desirable that the persons appointed should have a standing backed by financial resources, it is essential to give them a running scale of Rs. 80-5-160-10-240. The scale may be Rs. 100-5-170-10-250 if the Physical Director is an Honours man.

If more than one Physical Director is required and the Chief Physical Director should be given an allowance of Rs. 15/- and all the rest should be on a scale of Rs. 80-5-160-10-240 or Rs. 100-5-170-10-250 according as they are graduates or Honours men.

With reference to para 3 of the Government Memorandum I herewith append a statement of salaries now offered in the aided colleges.

For Director of Public Instruction.

ks. 2-4.

8/4

marks. a) S.No. 38:- There are 1) 1 Principal and 6 Professors on a monthly rate of Rs. 325/- P.m. inclusive of allowances. Excluding Deamen allowance
2) 1 Part-time lecturer was on Rs. 210/- per term. 3) Two full time lecturers on Rs. 100/- P.m. fixed. 4) One full time Lecturer on R
b) 5 Part. time language lecturers, one on Rs. 162½/- Per Term, one Rs. 75/- Per Term; one on Rs. 50/- per term, one on Rs. 45/- Per
There is one full time Physical Director on Rs. 75/- P.m.

b) S.No. 14:- 2) on Rs. 400 - 25 - 650
6) on Rs. 140 - 10 - 250
14) on Rs. 100 - 10/2 - 200.
1) on Rs. 200 - 20 - 300.
1) on Rs. 200/- fixed.

(c) S. No. 10 - 3) on Rs. 150 - 10 - 250.
6) on Rs. 155 - 7½ - 200
2) on Rs. 100 - 10 - 150
1) on Rs. 100 - 7½ - 163.

(d) S. No. 25 - Professors 3 - 750 - 50/2 - 1000.
1 - 400 - 40/2 - 600 - 50/3 - 700.
Readers - 4 - 400 - 40/2 - 600.
5 - 200 - 30/2 - 320 - 40/2 - 400.
Lecturers 2 - 250 - 10 - 350
5 - 210 - 15/2 - 300.

(e) S. No. 24 - Profesors - 4 - 750 - 50/2 - 1000
1 - 400 - 40/2 - 600 - 50/3 - 700
Readers 6 - 200 - 30/2 - 320 - 40/2 - 400.
Lecturer 1 - 250 - 10 - 350
" 4 - 210 - 15/2 - 300.

f) S. No. 9 - 1 Vice Principal - 400 - 25 - 600.
8 Professors - 600 - 50 - 800
4 Professors. 400 - 25 - 600.
5 addl. Professors. 250 - 12½ - 300
4 Asst. Professors - 200 - 10 - 250.
10 Lecturers 150 - 10 - 200
15 Asst. Lecturers. 100 - 10 - 150.

(g) S. No. 7 - Professors - 1 on Rs. 200 - 20 - 500
" 4 on Rs. 150 - 10 - 300

Lecturers - 5 on 150 - 10 - 250
Sr. - 13 on 130 - 10 - 200
Jr. 6 on 100 - 10 - 150.

For D

Statement showing the scales of Pay that are now existing in Non-Government Arts and Professional Colleges

(13)

Name of the College.	Principals.	Professors & Lecturers.	Asst. Professors & Assistant Lecturers	Scale of Tutors with M.A. or Hons. degree qualification.	Scale of Tutors with B.A. or B.Sc. degree qualification.	Scale of Demonstrators (Post. Gr.
(2)	(3)	(4)	(5)	(6)	(7)	(8
Maharaja's College. Vizianagaram	1.350-20-450.	4 on Rs. 200-350 2 on 200 fixed. 1 on 150 fixed.	4 on Rs. 100-10-200 11 on Rs. 80-5-120.	1. 50-5-70 1. on Rs. 50/- fixed.	1. on 50-5-70 1. on Rs. 50/- fixed.	1. on Rs. 50/
Thapuram Rajas College. Cocanada.	1.400-25-500.	See (d) overleaf.	11) 100-5-150.	4) 60-5/2-80.	8. 60-5/2-70.	2. 60-5/2
Andhra College. Masulipatam.	250-25-400 + allowance 100.	4 on 150-20/2-250 12 on 125-15/2-200.	14) 100-5-150.	1. 60-3-90.	50/-	1. 60-3-9
Andhra Christian College. Guntur.		S. 200-300 400-600.	14. 20-10/2-250 19. 125-10/2-175 7. 100-5/2-150	7. 60-80.	19) 50-70	—
Madras Christian College. Tambaram	unmarried. 300/- and married 400/- + allowances for children.		200-10-300 120-127.8-0-168-0- 180-5-200.	—	60-65 55-60	—
Pachaiyappa's College. Madras.	1. 600-50-750 + 175 allowances.	8) 250-10-400-10-450.	62) 100-10-150 (13) 10-200 S.G. 10-250	—	—	27) 75.
Loyola College. Madras.	no scales for Principal and Professors only 'estimated salary' is given.		see G. overleaf	—	13. 65-5-100.	3) 75-5
Theosophical College. Madanapalli	1. 250-25-500.	9. 100-5-150.	3. 75-5-100	—	—	—

(2)	(3)	(4)	(5)	(6)	(7)
Municipal College. Salem.	1. 200-20/2-300.	13. 100-10/2-180.	4		
Lady Hope College. Municipal College, Guntur.	1. 200-15/2-400.	6. 125-10-240	10/2-120.	—	1. 40-5/2-55
Sir Cattamanchi R. Reddy College Eluru.	1. 250-25/2-400.	1. 100-5/2-150. 5. 125-10/2-185- 15/2-200.	10/2-175	1. 60-5/2-80.	—
Sir Venkateswara College. Tirupati	1. 200-25-500 + 100 allowance.	4) 200-15+350-20-450-25-500.	10-250.	—	—
Mrs. A. V. N. College. Vizagapatam	300-25-450.	7. 125-7½-200-10-		1. 60-4-90	1. 60-4-90.

The College Teachers' Union

(16) 16 G3 25

GOVT. OF MADRAS EDN. AND P.H. DEPT. 11 APR 1947 RECEIVED FOR EDUCATION 11 APR 1947 DIRECTOR OF PUBLIC INSTRUCTION ASSISTANT SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPARTMENT Dated 5-4-1947 APR 1947 2-8327

PRESIDENT :
A. Ramaswamy Goundar, M. A., L. T.
Principal, Municipal College, Salem

VICE-PRESIDENT :
A. Rama Ayyar, M. A.
Principal, National College, Trichy

SECRETARY :
A. Sankaranarayanan, B. A. (Hons.)
Lecturer, Municipal College, Salem

JOINT SECRETARY :
S. Appanda, M. A., L. T.
Asst. Professor, Pachaiyappa's College, Madras

TREASURER :
B. R. Krishnamurthy Naidu, M. A., L. T.
Lecturer, Municipal College, Salem

EXECUTIVE COMMITTEE MEMBERS :
Dr. B. V. Narayanaswamy Naidu
M. A., Ph. D., B. Com., Bar-at-law
Principal, Pachaiyappa's College

Rao Sahib Alexander Gnanamuthu, M. A.
Principal, M. D. T. Hindu College, Tinnevelly

T. Totadri Iyengar, M. A.
St. Joseph's College, Trichinopoly

Miss. P. Adiseshiah, M. A.
Holy Cross College, Trichinopoly

Dr. A. Chidambaranathan Chettiar, M. A.
Annamalai University, Annamalainagar

Devaraj G. Paul, M. A.
The American College, Madura

M. Raghavacharyulu, M. A., L. T.
Secretary,
College Teachers' Association (Andhra University)

P. A. Joseph, M. A.
Sacred Heart College, Thevara

K. Sitaraman, B. A., (Hons.)
Islamiah College, Vaniyambadi

M. K. Shanmugam, M. A.
Pachaiyappa's College, Madras

Cherry Road
SALEM

Sir,

The scales of pay of College Teachers in Municipal Service have not yet been revised by the Government. There are only two Municipal Colleges in this Province- a first grade College in Salem and a second grade College in Guntur. The Teachers of these two Colleges are all non-gazetted officers under Municipal service. It is most unfortunate that their cases were not considered by the Government along with the rest. It was thought that they were completely forgotten or ignored; but the Secretary's letter dated 21st March 1947 is indeed encouraging and I therefore beg to request you, sir, to consider this question as early as possible and take a decision that will give us an immediate and long expected relief.

The recommendations of various bodies regarding the revision of scales of College staff may kindly be remembered while fixing the proposed revised scales.

i. The revised scales for Government Colleges.
ii. Scales of pay recommended by the Madras University.
iii. Scales of pay recommended by a Committee appointed by the Andhra University.
iv. Scales of pay recommended by the First Provincial Conference of College Teachers of Madras, Andhra & Annamalai Universities.
v. Scales of pay recommended by the Salem Municipality.
vi. Scales of pay now in force in Guntur College.

P.T.O.

The College Teachers' Union

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Pachaiyappa's College, Madras

Cherry Road
SALEM

Dated 5---4---47.

-2-

I may be permitted to add that the rules already framed by the Government for ~~fixing~~ fixing the initial salary with reference to the previous service may kindly be extended to the College Teachers also.

YOurs sincerely,

A. Ramaswamy Gaur

PRESIDENT.

To

The Hon.Minister for Education,
Government of Madras,
Fort.St.George,
Madras.

(18) T.M. 18 27 E & OH (A)

Special

From: The ~~Asst.~~ Secy., E & OH

To: The Dy. D.I.

Ref:- Your letter No. 6967-B4/46, dt- 31.3.47 - re: Revision of ~~pay~~ of staff in aided Colleges.

Pl. refer to the last para of yr. letter of 2 $\frac{11}{46}$. It is correct that the Govt. may not have control over colleges which get only "fee-compensation grants". But it is not clear how it can be said that the private colleges which get ~~from the Govt. grants~~ also teaching & equipment grants cannot be compelled to adopt the scales of pay to be fixed for their staff by Govt.; it is seen that almost all

Issues
11/7/47

~~the~~ ~~private~~ ~~Govt.~~ colleges, with a very few exceptions, get either 9 or the above ~~two~~ grant. Please elucidate. A specially urgent reply is requested.

ORS
11/7/47

pf
11.7.47

Office of the
Director of Public Instruction,
Madras.

Post copy of telephonic message dated the 17th J u l y 1947.

***

From

The Director of Public Instruction,
Madras.

To

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

ASST. SECRETARY TO GOVERNMENT
19 JUL 1947
EDUCATION AND PUBLIC HEALTH DEPT.

REF:- Your telephonic message dated 11th July 1947.
re: revision of the scales of pay for staff in non-Government colleges:

5938

Though it is time that private colleges which receive teaching grants can be compelled to adopt the scales of pay fixed by Government, it is desirable to have uniform scales for all colleges. This can be done only if the Universities concerned agree to make their adoption a condition of affiliation. It would be anamolous if the University insisted on different scales of pay.

OKR 18/7

for Director of Public Instruction.

KAN.18/7
18/7

Edn. and P.H. Dept.(A).

LETTER/Ref.No. 53366- 6/ed A-Edn.d. 24-7-47.

To

The Registrar,

University of Madras, Madras.
Andhra University, Waltair.

Sir,

The Govt. propose to take up the question of fixing suitable scales of salaries for the staff employed in colleges under aided and local body management.

In your letter No.A.6620, dated 30-11-46, details about the scales of pay ~~xxxxxxxxxxxx~~ laid down by the Unty. for staff in new colleges were furnished, and it was also reported that the question of fixing grades for all colleges was under the consideration of the General Inspection Commission. I am to request you to be good enough to say whether the Genl. Inspn. Commn. has ~~xxw~~ arrived at any decisions in the matter and, if so, what they are.

I am to request you to say whether the Andhra University has prescribed, or proposes to prescribe, any scales of pay for the staff employed in colleges affiliated to it and, if so, what they are.

2. If the Govt. fix any definite scales of pay for being followed by the managements of ~~xxxx~~ private colleges, it will also be necy. to decide on the machinery by which the managements of those colleges can be compelled to adopt the scales. If the rules subject to which grants are paid to these colleges are amended, the amended rules will not be binding on them, ~~cestly~~ those which get only grants under the M.E.R.'s and grants towards fee-concessions to children of soliders. I am also therefore to request that the Unty. will be so good as to offer its views and suggestions on this

point.

P.S
7-8-47
17/6.

8/7/47

Copy to the D.P.I.

Dept
28/7

21 (21) 32 E.P.H.(A)

Letter No. 53346-7/46 A. Edn dated 27-8-47.

To

The Regr.,
University of Madras, Madras.
Andhra University, Waltair.

Sir,

Sub: Colleges under aided and local body management- Fixing of scales for staff.

Ref: My letter No. 53346-6/46 A. Edn. D. 24-7-47

I am to request you to state when a reply may be expected to my reference cited above.

I have the honour to be,
Sir,
Your most obedient servant,

Dept
28/8

copy to the D.P.I.

26.8.47 26/8/47 27/8/47

It is requested that all communications should be addressed to the Registrar, University of Madras, Triplicane P. O., Madras, and not to any person by name.

UNIVERSITY OF MADRAS.

No. A4300

UNIVERSITY BUILDINGS,
CHEPAUK, MADRAS.

ASST. SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPT. 5 SEP 1947

4 SEP 1947

Enclosures

FROM

THE REGISTRAR,

University of Madras.

To

The Secretary to the Government,
Education and Public Health Department,
Fort St.George, Madras.

Ref: Correspondence ending with your letter No.53346-6/46 dx A. Edn. dated the 27th August 1947 - Fixing suitable scales of salaries for the staff employed in Colleges.

- - -

I have the honour to inform you that the Syndicate considered your above letter at its meeting held on the 23rd August 1947 and resolved that the Government be informed that all Colleges affiliated to the University have to conform to the conditions of affiliation laid down in the Statutes wherein conditions of service of teachers (including scales of pay) come under the cognisance of the University. In communicating the above resolution, I have to state that it has been the practice that such questions fall within the purview of the University, whose jurisdiction extends to all Colleges whether maintained by a Provincial Government, a State, a Municipality, a Trust Board or any other agency. Under such circumstances, the statutory Body to enforce these conditions is the University.

The final recommendations of the General Inspection Commission will be known within a month but the interim recommendations regarding the scales of salaries to be prescribed as minimum are as follows:--

Professors and Heads of Departments. Rs.200-15-350-20-450-25-500.
Lecturers (including lecturers in languages with Degree qualifications) Rs.100-10-250
Tutors and Demonstrators ... Rs.75-5-100
Lecturers in Languages holding Oriental Titles Rs.75-5-125
Physical Directors Rs.100-10-200

Rxx Principal to be in the grade of Professor plus an allowance of Rs.100/- per mensem.

Your obedient servant,

R. Rajagopalan

Ag. REGISTRAR.

ks/4/9/-

A 23

[221/46 (19-12-46) 5,000]

All official letters, packages etc., should be addressed to the Registrar by designation and not by name.

ANDHRA UNIVERSITY

Waltair, 5th Sept. 1947

TELE { GRAMS: "UNIVERSITY" WALTAIR.
PHONE: WALTAIR. No.

No. C2-7271-46

Encl. one





From THE REGISTRAR, ANDHRA UNIVERSITY.

To The Secretary to the Government of Madras,
Education and Public Health Department,
Fort St. George, Madras.

Sir,

Sub: Affiliated colleges -- revision of salary grades of teaching staff other than the Government & University Colleges.

Ref: Your letter no. 53346-4/46-A Education D/ 31-7-47 and your remdinder of even no. dated 27--8--1947.

.....

I have the honour to enclose herewith a copy of this office circular letter of even no. d/ 18-6-47 communicated to the Principals of the affiliated (Arts & Science) colleges other than University and Government Colleges.

As regards para 2 of your letter, the question will be considered by the Syndicate at its meeting to be held on 12-9-47 and its views will be communicated to you thereafter.

Registrar.

b.a.

24

(24)

ANDHRA UNIVERSITY

No. C2-7271-46.

Waltair, 18th June 1947.

From

The Registrar, Andhra University.

To

The Correspondents of Affiliated Colleges
(excluding University Colleges & Government Colleges).

Sir,

Sub:Affiliated Colleges - Revision of salary grades of the teaching staff - Syndicate Resolution communicated.

I have the honour to inform you that the Syndicate at its last meeting held on 7-6-47 considered 1. The Report of the Committee, appointed by the Syndicate to go into the question of the conditions of service of the staffs of affiliated colleges excluding the Government and University Colleges, with special reference to the classification of teachers, grades, payment of salaries and tenure of their appointments, and 2. the views of the Correspondents of the affiliated colleges and also of the members of the Senate, Academic Council, so far received upto 7-6-47 and resolved as follows:

1. That the Syndicate urges on the Managements of all the Affiliated Colleges the adoption of the following scales of pay for the teaching staff in the affiliated colleges with effect from 1st of July 1947 as basic salaries:

compare

First Grade Colleges:

Principal	..	Rs. 400-40-600
Lecturers	..	,, 150-10-210-15-300
Tutors and Demonstrators.	..	,, 80-5-120
Pandits and Munshis.	..	,, 80-5-120
Physical Director	..	,, 100-5-150
Librarian	..	,, 100-5-150

Second Grade Colleges:

Principal	..	,, 300-25-450
Lecturers	..	,, 150-7½-210-10-250
Tutors and Demonstrators.	..	,, 80-4-100-5-110
Pandits and Munshis	..	,, 80-4-100-5-110
Librarian and Physical Director.	..	,, 100-4-140

2. That the term 'Assistant Lecturer' or any term implying that a teacher is an assistant to another teacher be abolished.

3. That in regard to lecturers it be open to the Managements to have two or three grades based either on senibrity or on the initial merit of the candidates - for instance an M.Sc. may be given a higher start than a B.Sc.(Hons.) and a D.Sc. a yet higher start and the efficiency of the teacher and with higher maxima as judged by experience, but the minimum salary recommended above shall be basic for all and no lecturer might be appointed on anything less. The Managements may, however, institute higher scales of salary than the basic.

4. That where there are two or more lecturers in any one department and where one of them is appointed Head of the department to organise the department and co-ordinate the work of the staff concerned, he should be paid an allowance of Rs. 50/- per month in addition to his salary.

5. That such lecturers in 1st grade colleges as are assigned teaching work in Intermediate classes may be placed on the same grade as lecturers in 2nd grade colleges;

6. That the tutors and demonstrators in affiliated colleges who are entrusted with the lecturing work for a limited number of hours in accordance with the Standing Orders of the Syndicate, should be given allowance of Rs. 10/- per month per hour a week;

7. That all tutors and demonstrators who have put in a service of not less than 8 to 9 months by the commencement of the summer vacation shall be deemed to have earned the summer vacation and shall be paid their salaries for the vacation months.

8. That the teachers recruited on the old scales of pay should be placed in the new scales and that, with a view to give them the recognition due to their experience, their salaries in the revised scales should be fixed on either of the following principles:

(i) One half of the difference between the minimum of their present scale and the actual salary that they are now drawing shall be added to the minimum of the revised scale.

(ii) A sum of Rs. 15/- shall be added to the present salary.

9. That in order to meet the probable deficits due to the adoption of these revised scales, the Syndicate recommends to the Managements the levy of increased tuition and other fees [illegible] such increase shall not exceed the rates obtaining in the Government Arts College, Rajahmundry.

The Managements are also enjoined to set about vigorously to collect more funds.

The Syndicate, at the same time, cannot too strongly urge on Government the urgent need to give adequate grants in aid to affiliated colleges.

10. That the Managements of Colleges pay the other half of the dearness allowance while the first half is being contributed by the Government in order to place the [illegible] on a par with that given to Government employees."

I am therefore to request that you will be so good as to report to the University at an early date the steps taken or proposed to be taken to give effect to the above Syndicate Resolution.

Kindly acknowledge the receipt of this letter.

CR,

Registrar.

Copy to the Principals of Affiliated Colleges (other than University and Government Colleges.

Copy to the Principals of University and Government Colleges for information.

,, to the Director [illegible]truction, Madras.

2b A 37

48-41—5-6-41—5,000.

All official letters, packages etc. should be addressed to The Registrar by designation and not by name.

ANDHRA UNIVERSITY, WALTAIR.

(26)

TELE { GRAMS: "[redacted]. PHONE: [redacted].

4th October 1947.

No. C2.-7271-1-46

Encl. 2

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

From THE REGISTRAR, ANDHRA UNIVERSITY.

To

D 8988

The Secretary to the Government of Madras,
Education & Public Health Department,
Fort St.George, M a d r a s.

Sir,

Sub: Affiliated Colleges - Revision of salary grades of teaching staffs otherm than the Government and University Colleges.

In continuation of this office letter No.of even number dated 5-9-47, I have the honour to inform you that the Syndicate at its meeting held on 12-9-47 considered your letter No.53346-6/46 A.Education dated 24-7-47 and resolved that a copy of the report of the Affiliated Colleges Committee on the revision of salaries be sent up to Government and that actual revisions made by the colleges, that have so far reported giving the new scales etc. be also sent up to Government.

p 30 ant

I am accordingly enclosing a copy of the Report of the Affiliated Colleges Committee together with copies of letters from Principals of affiliated colleges, the managements of which have already revised the salary grades of the teaching staffs of their colleges, for your information.

Registrar.

s.a.

Enclosure

Copy of letter No.89/47-48 dated 18-7-47 from the Principal, ~~University~~ M.R. College, Vizianagaram to the Registrar, Andhra University, Waltair.

I have the honour to inform you that the Maharajah Saheb Bahadur of Vizianagaram has been graciously pleased to sanction for the College staff the scales of pay laid down by the Syndicate resolution.

All the Lecturers and Assistant Lecturers are placed in Rs.150-300, Tutors etc. on 80-120, Pandits Do. Physical Director and Librarian Rs.100-150 and the Principal on Rs.400-600. We are all eternally indebted to the Maharajah Saheb for his magnificient generosity.

We are also thankful to the University for their efforts to increase our salaries.

2.

Copy of letter R.C.No.2c/47 dated 2nd September 1947 from the Principal, Mrs.A.V.N. College, Vizagapatam to the Registrar, Andhra University.

Sub: Affiliated Colleges - Revision of salary grades of teaching staff - Syndicate resolution.

Ref: Your C2-7271-46 dated 18th June 1947.

I beg to report that the Committee of Management of this College, after having considered carefully the recommendations of the Syndicate and having in view the finances of the College, was pleased to sanction the following grades to the teaching staff from 1-7-47.

Principal	400-40-600
Lecturers who are heads of Departments	150-10-210-15-300
Other Lecturers	150-7½-210-10-250
Tutors & Demonstrators (Honours, M.Sc., or M.As)	80-5-120
Tutors and Demonstrators (B.A. or B.Sc.)	70-5-110
Pandits (teaching B.A. class)	80-5-120
Pandits and Munshi (teaching Intermediate class)	80-4-100-5-110
Physical Director	100-5-150
Librarian	100-5-150

The designation of Assistant Lecturer is abolished from 1-7-47.

A sum of Rs.25/- will be paid as allowance to all heads of departments for coordinating the work of the staff in that department.

Tutors and Demonstrators who are entrusted with a limited number of hours of teaching work are to be paid Rs.10/- per hour of such work.

Rs.15/- is to be added to the present salaries of lecturers who are now drawing above Rs.150/- and those drawing less than 150/- to be paid Rs.150/- or given one increment over Rs.150/- according to service.

A higher start to Dr.T.Ramarao M.A., Ph.D., is under consideration.

Dearness allowance is to be paid on basic pay at full Government rates. It is requested that the Syndicate may be pleased to move in the matter of Government paying their half of the Dearness Allowance.

---

s.a.

28
40 (29)

To

The Vice-Chancellor,

Andhra University, WALTAIR.

Sir,

On the motion of the Senate we were constituted into a Committee by the Syndicate on 15-12-1946 and were asked to investigate and recommend on the question of conditions of service of the staffs of affiliated colleges excluding Government and University Colleges with special reference to the classification of teachers, grades, payment of salaries and tenure. The Committee was also asked to take into account the financial position of the colleges in making its recommendations.

We beg to present our report.

INTRODUCTION

The exclusion of University Colleges from our terms of reference was decided upon by the Senate because institutions run by the University mainly cater to Honours and Post-graduate courses. They are strictly speaking not purely teaching institutions. Moreover University Committees have already gone into conditions of teachers, their grades and payment of salaries and have drawn up regulations relating to the teaching staff in these institutions. All the affiliated colleges are teaching institutions pure and simple, and of these colleges only two are Government Colleges. The observations and the recommendations that we make would therefore have general application to the teaching institutions in the Andhra University area. Any review of the conditions of the teaching staff in affiliated colleges, would be incomplete and perfunctory if it did not take into account the supply, recruitment and training of teachers, and recent trends in educational policy. For apart from the question of the

(29) 29 41

security and satisfaction of the present incumbents in colleges, we have also to consider whether if the present position is allowed to continue the attractiveness of the teaching profession would not be affected and the flow of teachers to colleges be diminished.

We held our first meeting on 28-1-1947 in Madras and at that meeting decided on the programme of inspection of the colleges, the questionnaire that should be issued to the managements and to the teaching profession and on the interpretation that should be placed on the terms of reference. It was pointed out by the Chairman that the main objective which the Committee should have in view was the remedial measures that should be adopted to alleviate the conditions of teachers and to find out ways and means of improving the status and attractiveness of the teaching profession. The financial position of the colleges was to be taken into account only to find out ways and means to meet the deficits which might possibly ensue consequent upon our recommendations being adopted by the respective managements. Almost all the affiliated colleges in the Andhra University area have been visited by the members, representatives of organizations of teachers have been interviewed, and individual teachers if they wished to place their grievances were accorded special facilities by the Committee and their evidence was taken in camera. Representatives of the managements in several cases have been interviewed and were very helpful in placing before us the information ~~thatxx~~

that we required. In making these recommendations we realise the immense importance to the country of securing an adequate supply of men and women of character as teachers, and we are convinced that nothing short of drastic reforms involving expenditure of considerable additional sums of public money will secure what the colleges need and what the students in colleges deserve.

CHAPTER I.

SURVEY OF INSTITUTIONS.

Any casual observer who undertakes a survey of educational institutions in the Andhra University area will find that over 90 per cent of these institutions have come into existence, been built up, and are sustained by private philanthrophy. These institutions have played a vital part in the education of successive generations of our ~~enlightenment and~~ people and their contribution to the cause of enlightenment and social progress can not be sufficiently estimated. Just as in Tamil Nadu the bulk of the educational institutions have been built up and nourished by Missionary agencies, so in Andhra Desa the bulk of the colleges and schools have been founded by and are dependent on the munificence of the landed aristocracy. At a time when the Governments of the day pursued a laissez-faire policy it was left

to private philanthrophy to shoulder the responsibility for starting ~~or sustaining~~ agencies to disseminate education among several backward sections of the people and to redeem many thousands from illiteracy. A cultured citizenry is the foundation of a rational body politic; and these institutions have produced many intelligent and cultured citizens who have played a considerable part in the development of our people. In our inquiry except for the Missionary institution in Guntur and the Hindu College in Masulipatam among the first grade colleges all the other colleges owe a lot to the Zamindars of Andhra Desa. It is seldom realised how considerable has been the munificence of this class to the cause of higher education: for instance in some colleges the deficits incurred during the past 70 years have been met out of the incomes of the Zamindars; in one case the Zamindars defrayed deficits ranging from Rs.20,000 to Rs.50,000 per annum. This does not take account of the capital sums expended on construction of buildings and laboratories and free gift of lands by them.

That these institutions are fulfiling a vital ~~xxxxxxx~~ cultural purpose is obvious; that they should continue to do the good work needs no argument. But then what struck us in our enquiry was the general feeling of apprehension voiced by independent citizens, members of the teaching profession and public men of all shades of opinion regarding the stability and security of these institutions are wound up with the fortunes of the landed aristocracy.

There is a feeling that the proposed legislation relating to the Zamindaries would lead to the closure of many of these educational institutions, especially as the Government has also expressed the view that college education is a ~~xxxxx~~ luxury and is meant to be maintained by private munificence.

That the Zamindars would be unable to cope with the existing deficits was made clear to us in the course of our enquiry. Nevertheless, they expressed a desire to do their utmost to promote the growth of educational institutions provided the Government undertook to aid them. In this connection it may be stated that the Rajah of Vizianagaram indicated his intention to set apart from his property 50 acres of valuable building site in close proximaty to the railway station estimated at the market value of 7 lakhs of rupees for the construction of new buildings to house the colleges, hostels and laboratories, provided the Government undertook to bear the capital cost to be incurred for the construction of the buildings and laboratory equipment. The present college buildings in which the students are receiving instruction apart from not being as attractive as they should be are insufficient and can not be expanded. The high school which the Rajah at present manages has been forced to have for its habitation the former stables of the Rajah of Vizianagaram and would be ~~xxxxxxxxxxxxxxxxxxxxxxxxxxxx~~ shifted to the college premises when the new buildings are constructed. It would be sound statesmanship and wisdom if the Government instead

of allowing educational institutions to languish, faced up to its responsibilities, adopted a progressive policy both in respect of capital expenditure and maintenance of such institutions. What the nature of the obligations would be will be indicated later. In fact, it is recognised in the United Kingdom where cultural diversity of effort is promoted that the state should give grants and subventions to private institutions so that they may not incur deficits; educational ~~institux~~ institutions are not profit making institutions like factories and industrial enterprises. Therefore, the grants and aid that are given ~~thesex~~ are not treated on a par with subsidies granted to industries. Incidentally it may be stated that the colleges are supervised by the University which insists on maintainance of minimum curricula standards, recruitment of qualified teachers, provision of adequate capital ~~xx~~ equipment and guarantee of income to meet recurring expenditure.

CHAPTER II.

STATUS AND CLASSIFICATIONS OF TE'CHERS.

We have in the course of our investigations come across a variety of classifications, grades and payments of salaries to teachers in the affiliated colleges. Some of the classifications are rational since status is related to function; some however are not and have sprung up either by accident or by design and the effects of such classifications have been pernicious. For as has been indicated ~~by~~ to us both by the Managements and representatives of the teachers such classifications are acquiesced in with a view to save the Managements' expense.

RECOGNITION.

This section on the recognition of teachers reveals, among other things some of the grounds on which salary scales are based. An analysis of the situation as it is, is imperative if the implications of the recommendations made by the Committee are to be properly understood and acted upon. It is not our purpose to undertake a historical review of the status of teachers in affiliated colleges in detail. But we propose to state the complexities which confront us in any consideration of the problem of recognition and status of teachers. The present development of grades and classes of teachers has come about partly by accident and partly by design. In some institutions classifications range from chief lecturers down to special tutors and demonstrators, and ordinary tutors and ordinary demonstrators. Without providing a proper classification of teachers we could not recommend the basic scale of pay for the various grades of teachers in the respective affiliated colleges. Moreover if the standing of education as distinguished from the standard of education is to be raised a rational classification will have to be adopted. As the Mecnair Committee in its recommendations on a similar subject has aptly remarked "The standing of education itself must be raised if teaching as a profession is to become attractive to intelligent and cultured men and women". At present in some colleges there are chief lecturers, senior lecturers, junior lecturers, probationary lecturers, assistant lecturers, tutors, special tutors, demonstrators and special demonstrators. What distinguishes the work of a lecturer from that of an assistant lecturer is not the work that is performed or the responsibility that is

shouldered in the organisation of studies but the designation and the differences in salaries. Now one suggests that the lecturers should not receive more payment by virtue of seniority and the quality of work that is tunned out by them. But the feature of the system is the fixation of grades of salaries for the same quality and quantity of work that is turned out. A rational classification would be to do away with the present cadres of assistant lecturers, junior lecturers, senior lecturers, pfobationary lecturers, and special tutors. The only purpose served by perpetrating these distinctions without differences is mere economisation of expenses in respect of certain classes of teachers on payment of unequal remuneration for equal work. If similar cadres had been created and different ~~xxxxxxxxxxx~~ grades of salaries had been fixed for the same work in any other administration or vocation storm of protest would have been raised against the injustices perpetrated. It is because public opinion and administrators have been inclined to consider teachers as a race apart that they are suffering from disabilities which no civilised society can possibly tolerate. On this point we quote the profound observations of an educational committee constituted to inquire into the welfare of teachers of the United Kingdom.

" We turn from the standing of education to the status of teachers. There are teachers who have chosen their profession becuase they have a call to it which cannot in any circumstances be denied. It would however, be foolish to rely upon this missionary spirit for maintaining the supply and the morale of of quarter of a million of teachers."

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Teaching is indeed a form of social service but like xtxx other professions it is also a bread and butter affair, and a large proportion of teachers not unreasonably treat it as such. They are interested in children, in their general welfare and education, but they are also interested in the exxx emoluments of the profession and in the prospects which it offers of a satisfying life for themselves. This measure of self-interest is common to the majority of people in the majority of professions and we see no reason why teachers should be expected to judge their profession by different standards. There is, indeed, a positive danger in such an expectation. It encourages people to treat teachers as a race apart, when the prime need is that they should be regarded as what in fact they are: ordinary people with a personal life to live and a necessary and therefore useful task to perform.

The xxxx esteem in which the profession is held by the public is an obvious factor in recruitment. We wish to place on record that our own investigations have led us to a high appreciation of the profession and to the conviction that parents especially are xxxxxxxxx conscious of the debt they owe to teachers, particularly at the present time. But the parents may highly value what a particular school or teacher has done for their children and yet discourage one of those same children from entering the profession. There are many reasons for this.

One, in homes in which teaching is not regarded as a step up in the social scale, is the feeling, to which we have already referred, that teachers are a race apart; another is a knowledge of the conditions under which many teachers have to work". Substitute colleges for schools and we have a picture of the conditions of teachers in the affiliated colleges of Andhra University area.

The Committee has arrived at the conclusion that there ought to be only one class of lecturers and the Head of the department may be styled either as chief lecturer or the head of the department. This has been adopted to approximate the status of teachers to the functions they perform. If, however, the reforms that we envisage in a later section of this chapter are capable of being put into operation then we would need only two grades of lecturers, lecturers and assistant lecturers, the latter being entrusted with the responsibility of lecturing for minimum number of hours and undertaking the supervision of groups of students not exceeding 35 in number at a time. The tutors and demonstrators' cadre would then have to be abolished. Some managements however have pointed out that it would be difficult in the existing circumstances without proper financial support from the public authority to undertake the reforms that we have suggested. Failing the implementation of the reforms suggested by the Committee we recommend that the following cadres be adopted by the respective managements:

(i) Lecturers.

(ii) Tutors and Demonstrators.

The H ~~ead~~ of the department may be styled as chief lecturer and should receive an allowance.

SALARIES AND RECOGNITION OF TEACHERS.

When an inquiry Committee was constituted by Mr. Robert Lowe, Vice-President of the Educational department in 1870 to investigate the conditions of teachers in the Dame schools, a teacher in such a school is reported to have remarked testily that she could not furnish a proper answer to the question as to how much knowledge she imparted, but that she could tell the Committee "Its little they pays us and its little we teaches them". An advocate of cheap education received a proper answer from the teacher of the Dame school and since then men and women in the United Kingdom have attempted to see the view point of those who are employed to teach subjects. Unfortunately in India ideals of false economy still have a great hold over some who wield influence and authority. Just as the teacher in the Dame school in blunt language instructed the inquiry Committee so too many teachers who are asked to give evidence before us pointed out the fallacy of attempting to have a first class education imparted by underpaid teachers who have always to think of the morrow to make both ends meet. We have been impressed with the ~~MANAGEMENTXXXX~~ memoranda submitted to us by the teachers and the managements on the question of salaries. One of the redeeming features is the

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absence of conflict between the managements and the teachers ~~xxx~~ in their approach to the problem of salaries. Both stressed the need for raising the salaries, the former because they felt that the teaching profession was a declining profession and that the teachers were abandoning it for other avocations, the latter because they feel that they are an exploited section of the society and are treated as a race apart from the common run from men and women.

PRINCIPLES ON WHICH SALARIES SHOULD BE FIXED.

Before proceeding to fix the new scales of salaries to teachers we took into account the criteria by which the emoluments of this profession should be judged. The scales of payment ought to satisfy 4 important tests.

1. THE TEST OF PROFESSIONAL NEED:---

The scales given to the teachers should be sufficient to make possible a kind of life which teachers of the quality required ought to be enabled to live.

2. THE ECONOMIC TEST:

The payment given to the teachers should either be the same or should approximate to the earnings which they would have obtained in similar occupations, in order that the flow of teachers of the right quality to these professions may be maintained and increased. As it is there has been a diminution in the flow of teachers to the ~~xxx~~ various training Colleges. In Guntur, the St. Joseph's Training College for Women, has been able to fill up only 1/3 of the seats. 36 graduates applied for admission to the college and on second thoughts 24 of them elected to choose other vocations.

3. THE PROFESSIONAL TEST:~~xxxxx~~

The salaries that are now fixed should not give rise to anarolies or injustices within~~x~~ the teaching profession. It is on this account that we have recommended the abolition of certain cadres and the adoption of a simplified rational classffication of grades.

4. THE EDUCATIONAL TEST:-------

This does not need elucidation.

THE PERSONAL NEED:---- In considering the needs of the teacher we have to bear in mind two important facts. Those who enter the teaching profession continue to be teachers all their lives; their responsibilities increase with age. As the teacher ages, he feels the need for incurring expenditure for his children and for dependants. He is therefore like any other normal being entitled to take account of the increase in his responsibilities and increase costs that have taken place during the past decade and the need for not getting into debt especially after he has passed the prime of life. 35 or 40 years ago, the salaries paid to ~~xx~~ the lecturers might have been considered to sufficient. For one thing, the cost of living was low; and for another, the joint~~x~~ family sys em which was in vogue might have helped members of the family to pool their resources and run the family as one unit. The social structure is fast cracking up and today the teacher is thrown on his resources and has to provide not only for the education of his children but also for himself when he retires from the profession. It is a matter for poignant regret that intelligent citizens should harp back to the scales of salaries in vogue 30 or 40 years ago and suggest by implication that the present generation of teachers have become more mundane and less imbued with the

spirit of service and self-sacrifice. Essentially the missionary spirit of service comes into active operation only when the minimum amount of competence is assured. To think that teachers can live on air and yet give their best is to indulge in a dangerous fallacy. In one college, a lecturer at the age of 23 or 24 was started on the salary of Rs.125/-. By the time he is 44 he would be receiving a salary of Rs. 200. It takes him 20 years to reach the maximum of Rs.200 if he is not put in continuous probation for 5 years as has been done in some cases. Two examples may be adduced to illustrate the essential injustice of the system in vogue ; A Master of Arts and Bachelor of Laws after serving in the institution for 12 years gets a salary of Rs.155. Another M.A., Ph.D., B.Ed., gets a salary of Rs. 155 after 11 years of service. If either had chosen Government service he would very probably have reached the cadre of an Assistant Secretary or at least of Superintendent and earned about Rs.250 after serving for 10 years. This sharp disparity between the scales of remuneration that are offered to the teachers and the members of the subordinate civil service is one of the causes that has contributed to the diminution in the number of graduates that take to the teaching profession. Just when his needs are the greatest he reaches the maximum which is inadequate to sustain himself and the members of his family. The Committee therefore recommends that the salaries of the Lecturers, Tutors and

Demonstrators, Librarian, Physical Director, Pandits, and Munshis, should have their salaries forthwith increased.

FIRST GRADE COLLEGES:-----

Principal	:---	Rs. 400--40--600
Lecturers	:---	Rs. 150--10--210--15--300
Tutors and Demonstrators.		Rs. 80--5--120
Pandits and Munshis.		Rs. 80--5--120
Physical Director.		Rs. 100--5--150
Librarian.		Rs. 100--5--150

The Chief lecturer or Head of the Department who is entrusted with the responsibility of organising and co-ordinating the work of the department is to be paid an allowance of Rs.50 per mensem.

The Committee's recommendation for the grant of an allowance of to the Chief lecturer or Head of the Department rests on the tacit assumption that he is concerned with the co-ordination work of two or more lecturers. Lecturers whose work is confined only to Intermediate classes in First grade colleges would be placed on the same grade as lecturers in second grade colleges.

SECOND GRADE COLLEGES:-----

Principal	:---	300--25--450
Lecturers	:---	150-7½-210-10-250
Tutors and Demonstrators.		80--4--100-5--110
Pandits and Munshis.		80-4-100-5-110
Librarian and Physical Director.		100-4--140

If tutors and demonstrators are given lecturing work for a limited number of hours they would be entitled to receive an allowance of Rs. 10 per month. As these tutors and demonstrators are to be paid salaries on the revised basis for 12 months in the year and not for 9 or 10 months as

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seems to be the practice in some colleges.

The Committee recommends that in adopting the new scales the teachers recruited on the old scales should have the benefit of their previous experience. A formula has been arrived at to do equitable justice to the old incumbents without upsetting the financial position very much. The teachers should therefore get one half of the difference between the minimum of their present scale and the salaries that they are now getting in addition and this half should be added to the recommended scale. Thus if a lecturer is drawing Rs. 155 in the scale of Rs. 125 to 200, he will get in the revised scale Rs. 150 + 15. Another alternative method is of doing justice to the existing incumbents is to add Rs. 15 to the present salary as it is in excess of the proposed minimum. We leave it to the management for adopt the formula.

While we accept in general the suggestions tending to give a sense of further security we however feel that in view of the additional burden it throws on the management, we recommend a modified form of suggestion, namely that the subscriber should contribute half an anna in the rupee extra and the management and the government should each contribute 1/4 of an anna and that a insurance policy be taken in the name of the subscriber for this additional sum. This, we feel, will make some provision and will give a sense of security to the dependants on the teacher.

In view of the Government order contributing one half of the difference in the Dearness allowance, we recommend that the management should pay the other half.

It has been brought to the notice of the Committee that lecturers are kept on probation for indefinite periods and that this has a demoralizing effect on the teachers who entertain justifiably the feeling of uncertainity regarding their future. The Committee recommends that in no case the period of probation shall exceed 2 years. The Committee in framing its recommendations wishes to make it clear that these recommendations were arrived at after consulatation with the representatives of teachers and managements and there can be no justification in shelving these recommendations on the ground of lack of finance. These are mandatory in charact r and have to be implemented. The problem of making expenditure and income balance is dealt with in a subsequent chapter. The Committee wishes to make these observations which it trusts, will be taken in the proper spirit by all interested in education. It is not sug est d that teachers, in contrast with members drawn from other walks of life, should be wholly freed from the anxiety regarding their financial position. But when the Committee considered the needs of the teaching profession and the demand of the teacher to live a life of reasonable competence and to be relatively free to devote himself to to the promotion of cultural effort, they could not but arrive at the inescapable conclusion that the salaries in vogue are demonstrably inadequate and cannot be justified either on the ground of justice or on the footing of expediency. It is to be hoped that when the teachers are paid adequate

salaries they will for their part live up to their responsibilities and give of their best to the students who today are passing through a crisis and which if not properly tackled will cause headaches, to administrators, to those interested in stability and reform and to those who entertain visions regarding a bright future for our province.

THE ECONOMIC TEST :----

We consider the second principle. It would be proper to make a comparison of the salaries that teachers are paid, with the remuneration that are paid to members in similar and alternative occupations. For this purpose it is sufficient if we scrutinise the remunerations that are given to members in the subordinate civil service. In choosing the subordinate civil service as a basis of comparison there are two advantages. Firstly, the figure relating to the remuneration and increments are public property. Secondly, when a youngman desires to enter the teaching profession he is at the cross-roads. More often than not, he either elects to enter the subordinate civil service or the teaching profession, We do not suggest that the value of contribution which the civil servant makes is less than that of the teacher or the contribution which the teacher makes is less than that of a civil servant. When there are two alternative occupations, either of which the youngman may choose it would be reasonable to expect that he takes into account the possibilities of promotion that are open to him in either of them. Quite recently the Government of Madras in revising the scales of pay of Non-Gazetted Officers recommended the following scales for the sub-ordinate service in the Educational branch. Their recommendations are;--------

1. Tutors and Demonstrators are to be started on Rs.80 in the scale of Rs. 80-5-120-10-140.

Licentiates in Teaching in first cadres are to be started on Rs. 160 in the scale of Rs. 160-5-200-10-240-

Assistant Professors and Lecturers are to be started on Rs. 120-5-170-7-240, plus Rs. 5 for L.Ts.,

Our Grades are:---

Tutors and demonstrators in First grade Colleges :--- Rs. 80-5-120. The scales recommended by the Committee for teachers in affiliated colleges are:-----

FIRST GRADE COLLEGES.	Lecturers:--------	Rs. 150-10-210-15-300
	Tutors and Demonstrators.	Rs. 80-5-120
	Librarian and Physical Director.	100-5-150
	Pandits and Munshis.	80-5-120
Second Grade Colleges.	Lecturers ;---------	Rs. 150-7½-210-10-250
	Tutors and Demonstrators.	80--4--100--110
	Pandits and Munshies.	80--4--100--110
	Librarian and Physical Director.	100--4--140.

It will be seen that the scale of salaries recommended by the Madras Government relate either to teachers employed in high Schools or to assistant lecturers, tutors and demonstrators employed in colleges. The qualifications insisted upon by the University for the recruitment of lecturers for teaching posts in affiliated colleges are higher and more rigorous and the scales of pay obtaining in the Madras provincial educational service ought to be taken into account for purposes of comparison. If they had been taken into consideration, the disparity in the scales of pay recommended by the Committee would be greater. We have quoted these figures to prove that our recommendations are moderate and not by any means generous.

Nevertheless we have recommended these scales because we are confronted with certain insuperable financial limitations. It is sufficient for our purpose to point out that in comparison with the increase in salaries recommended for High School teachers, the basic scale recommended for college teachers is not high.

THE PROFESSIONAL TEST:--

In recommending the new salary scales we have taken care to prevent anamolies and disparities being created and injustices being continued within the profession. Some of the anamolies have already been dealt with the heading of Standing of Education and classification of teachers.

THE BASIC SCALE WITH A VARIETY OF EMOLUMENTS.

The result of the recommendations which are mandatory and would have to be implemented by the various teaching institutions in the Andhra University area is that there would be only one basic salary scale for those who are recognised by the University as ~~xxxxxxxxx~~ qualified teachers. It will be noticed that the scale has been so arranged that the teachers reach the maximum about the time when the majority of them are experiencing the greatest pressure on their financial resources. Thus, lecturers both in the first and second grade colleges would reach the maximum at the end of 12 years and would be entitled the basic maximum for the next 13 years, it being understood that the teacher is in service for 25 years. While the basic salary can be fixed by the Committee, it must not be thought that revisions over and above the basic salary cannot be given by the managements if they so think fit. Teaching is a

profession in which individual capabilities and capacities count for much more than in any other profession. Unequal endowments in human quality and intelligence should be recognised and onee equality of opportunity is given to all classes, it is probable that any differentiation in the pay given would be correlated with the special qualifications of the individual concerned. This is a sound principle and has received authoritative confirmation at the hands of an expert Educational Committee constituted by the Board of Education to enquire into similar questions. We quote:----

"The principle of making additions to a teacher(s xxxxsalary to makk any speicial functions he is discharging or any special responsibilities he is carrying on from time to time is sound. Indeed, in our opinion, the proper organization of a school of reasonable size makes necessary more posts of special responsibility than exist at present, or at any rate more than are at present remunerated as such. Such payments should, however, continue bo be individual in character and not used so as to create a new scale of salaries for a whole category of teachers..... A structure in which basic salaries plus any additions to which teachers might be entitled in virtue of special qualifications is elastic and specially desirable. Such a structure would make it easier to recognise and reward differences of responsibility of human quality and special qualifications;xxxx and it would do much to make the world of schools and teaching satisfying and attractive to the adventurous."

A proposal of some interest was brought to the notice of the the members of the Committee by two Heads of

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Insert ~~Add~~ the following after the word 'regulations' in line 7 from top on page 22.

"The fact that they surrender part of their salaries should not influence the Government in the assessment of grants on the scale of basic salaries."

institutions in Guntur. In Guntur, in the A.C. College and the St. Joseph's Training College, some of the teachers have passed a self-denying ordinance and vowed to lead a life of voluntary poverty. Such cases are exceptional, and the members of the committee recommend to the University to exempt the individuals from the operation of the minimum scales regulations. The Governments in other countries have not penalised such institutions for obtaining the services of such individuals. The examples of these individuals, the committee may point out, should not be advanced to beat down the demand for basic salaries made by teachers.

Another fact which emerged in the course of our enquiry was the difficulty experienced by teachers to handle large numbers of students. Not only did the teachers recommend an increase in the salaries, but also approved the proposal recasting the system of instruction in practice. 35 or 40 years age, the number of students that aspired for higher education was limited with the result that the teachers could personally supervise the work of their students and mould their character and create in them the urge to be individual in their outlook and to approach the problems with a fresh minds. To day most of the colleges are factories. We have tutors who are at best only correctors of composition note books and demonstrators who supervise the practical classes. Neither the tutor nor the demonstrator is expected to personally supervise the student and be responsible for his cultural development. Half of the troubles in the student world may be attributed to insufficient contact between the teachers and taught, and students therefore fall a prey

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to outside forces and agencies, most of which have no interest in their cultural developments. We suggest that in the event of the managements being able to finance, two cadres be created to fulfill the functions which we have in view. The first cadre is that of the lecturer and the second is that of the Assistant Lecturer. The class of teachers and demonstrators would in this event have to be abolished. The basic salary scale for the lecturers will be the same and the assistant lecturers should be placed in the scale of Rs. 120-8-200. It would be the function of the Assistant Lecturers to do lecturing work for half the number of hours that a lecturer does and at the same time be responsible for the supervision of 30 to 35 students. Estimates of increased staff in consequence of these proposals being put into operation were drawn up, and they revealed a 65% increase in the strength of the staff and a 75% increase in the salaries over and above those ruling at the present time in the colleges. Clearly this scheme cannot be put into operation unless and until the college managements have financial resources at their disposal. The Government is anxious to prevent wastages in education. Here is a magnificient opportunity for it to translate its desire into practice. As it is, we have left it to the management to adopt this reform if they are able to finance the scheme. The advantages are many, the spirit is willing, but the purses are empty; and if they are filled up what cannot be done ?

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CHAPTER III.

Government Responsibility and Ways and Means.

Normally, it would not have been necessary for a University Committee to play the role of a "Laputan flapper" and invite the attention of the Government to the responsibilities which it has to shoulder and from which it cannot escape notwithstanding the pecent pronouncements to the contrary by those in office. It is a mtter for profound regret that during the past decade, and more particularly during the past 10 months speeches should have been delivered against the encouragement of University education, and pronouncements on educational policy should have been indulged in which tend to give the impression that those who are in authority have not the faintest idea of the reactionary nature of their proposals. The pronouncements of Ministers and more particularly those of the Ex-Ministers of education, apart from causing consternation in the minds of the public, have tended to cause ddisappointment to all who love the country and who wish to see it play a great part in the public affairs.

University education according to these individuals is a luxury; colleges may be allowed to fend for themselves and may be made to be dependent on the benefactions of private philanthrophy. We have already pointed out that the landed aristocracy on whose benefactions educational institutions in Andhra Desa have mainly depended is faced with a crisis in its fortunes. At no period in the history of colleges has there been noticed such a universal feeling of apprehension regarding the stability and security of these institutions. It is at this juncture, that the Government, if the reports that have been published in the papers are correct, has decided to enforce a cut of one lakh in the grant given to the Andhra University. This cut is

published in the papers are correct, has decided to enforce a cut of one lakh in the grant given to the Andhra University. This cut is symptomatic of the policy which the government is following in respect of University education.

To think of University education as a luxury is to indulge in a dangerous fallacy. If this idea is put into operation then our colleges will at best enjoy a consumptive life. Our High Schools will suffer from scarcity of trained personnel to undertake the instruction of the young. Our industrial development calculated to promote the standard of living of millions of our countrymen would be seriously curtailed. India's Social stability will be threatened; for without a cultured citizenry it would be impossible to expect that our problems will be solved in a rational manner.

Moreover at every stage we would come up against the problem of "bottlenecks" and instead of developing our resources we would be allowing them to run to waste. Further millions of our countrymen who have been justifiably agitating all these years for equality of opportunities will cruelly deprived of such opportunities and will come to feel that they have no place in the country; their growth will be stunted; their chances of earning a proper livelihood will diminish; they will turn to the pursuit of irrational methods of agitation justifiably when they find that equality of opportunity is denied them by a Government which is expected to display an active interest in the development of their personalities. In contrast with the policy that is attempted to be pursued in our ~~prefixx~~ province are the policies that are pursued in the United ~~Kxx~~ Kingdom and

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the U.S.S.R. which while it is divided from the United Kingdom in promoting University education. The "New Law Education" passed by Parliament in 1944 starts with the premise that University Education, higher education and technical educaction should be promoted so as to ensure equality of opportunities to all citizens. We quote: "The new educational opportunities must not, therefore, be of a single pattern. It is just as important to achieve diversity as it is to ensure equality of educational opportunity. But such diversity must not impair the social unity within the educational system which will open the way to a more closely knit society and give us strength to face the tasks ahead. The war has revealed afresh the resources and character of the British people--an enduring possession that will survive all the material losses inevitably in the present struggle. In the youth of the nation we have our greatest national asset. Even on the basis of mere expediency, we cannot afford not to develop this asset to the greatest advantage. It is the object of the present proposals to strengthen and inspire the younger generation. For it is as true today as when it was first said, the "the bulwarks of a city are its men".

The objective has been translated into practice in the various stages of education. For in the United Kingdom they rightly think of education as a Unity. The college is linked up with the high school and the high school with the primary school ; and all three have to be nourished if they are to play the role which the Government of the United Kingdom has in view. The University Grants Committee of the United Kingdom has recently had its regulations liberalised so that the demands of the new age may be met. Over 40 million pounds are distributed by the University

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Grants Committee to Universities and Colleges and it must be further remembered that the Finance Minister or the Government of the day does not interfere with the autonomy of adademic institutions. Perhaps, an illustration of how the public Exchequer sustains a University may not be inappropriate. The University that we have chosen is the University of Wales which is situated in a backward area and which on the Darwinian principle of the survival of the fittest should have long ago been wound up. An account of the aid given to the colleges in Wales which are the constituents of the University appears in the "Times Educational Supplement", dated December, 7th, 1946. We quote:-- "During the war years the Treasury grant of £158,000 was not increased; but in 1945 it was raised to £282,000. A large proportion of this sum has been used to supplement the salary scales of the staffs and so bring them up to the level of those in other Universities. It is further expected that further aid will be forthcoming this year for capital charges.

While the contributions of the Treasury comprise about 70 per cent of the total income the support of the local authorities has not been increased by any substantial amount. Local authority grants are voluntary, and it is a striking tribute to the influence of the university that for nearly 25 years the authorities have contributed an agreed annual sum. In 1942-43 the grant amounted to £ 61,278, a contribution which is now insufficient, especially if compared with the grants from the Treasury and a revision of the national scale of payments from local authorities is overdue.

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(56)

LACK OF ACCOMMODATION

The increase in the number of students is remarkable and the pressure on accommodation acute. At University College, Bangor, 700 students have been enrolled as opposed to last year's figure of 500. At University College, Aberystwyth, the pre-war figure of about 650 has increased to over 1,000, probably the limit of the college's capacity; while at Cardiff the numbers are ~~xxxxxx~~ about 1400.

At Swansea 660 full-time students have entered, compared with 475 last session, and candidates applying for entry to the science departments have had to be rejected as accommodation was full. Here the number of students is expected to rise to over 1,000, ~~x~~ and plans are afoot to provide for between 1,200 and 1,500 students, over double the pre-war figure. The fact that in 1924 the number of teachers in the college was 36 while this year it is nearly 80 gives some indication of its expansion. Buildings at present in use are of a semi-permanent nature and must be expanded; more land is also required for hostels. Similar conditions prevail at the other university colleges.

Fortunately all the colleges are able to balance their financial accounts. At Bangor, where private gifts last year amounted to £10,000, a previous deficit has become a slight surplus and at Swansea there is a substantial credit balance. BUT MUCH OF THIS IS ~~XX~~ DUE TO THE GENEROUS INCREASES IN THE TREASURY GRANTS."

It would be a tragedy if when other countries are adopting progressive policies our province should adopt a retrograde policy.

The recommendations that we have made are as have been pointed out, very moderate and not generous enough to meet the needs of the situation. Even so colleges will be hard put to balance their

budgets and deficits cannot be avoided. The endowments that have been allocated to the colleges are not sufficient to yield incomes to meet the deficits that are incurred year after year. A college has not only to pay the salaries of its teachers but also ~~xx~~ to extend its buildings, to improve laboratory equipment and to effect other such improvements as may be considered necessary and desirable. In many institutions in the war years opportunities for expansion of capital equipment were limited. Precisely now when the demands on the managements are the greatest, they are faced with the prospect of diminishing income, and hence the possibility of their satisfying the needs of colleges is becoming more and more remote. The seriousness of the nature of the gaps was brought home to us by various representatives of the managements who pleaded their inability to live up to the rigid standards insisted upon by the University. In such a grave crisis it is the paramount duty of the Government to undertake the active role of a provider of wherewithal for colleges.

Descending from the abstract to a consideration of the concrete methods to meet the deficits that will be incurred by the colleges when they implement our recommendations which are mandatory in character, we suggest to them a course which they might follow. It has been pointed out to the members of the Committee that college fees may be increased to the level obtaining in Government Arts College, Rajahmundry and that a start may be made from the next academic year for the first year of admissions in the Intermediate junior and B.A., and B.Sc. junior. To this proposal some objections are raised. The most important objection advanced is that the backward classes and backward areas may not be able to obtain the benefits of higher education, as students may not be able to pay the new fees. One principal went so far as to suggest that there would be a fall in the admissions of students drawn from backward

communities and backward areas and that he was extremely averse to any increase in college fees. Another head of a college suggested that an increase in college fees would lead to a conflict between the studdnts and the managements. However, taking account of the large volume of opinion in favour of increase of fees we recommend the same to the managements. This part of our recommendations is optional and not mandatory as in the case of teachers' salaries. But even if colleges adopted the committee's suggestion to increase the fees they still would be in difficulties. For the deficits would be greater than what they are under the old scale of salaries now in vogue. To demonstrate the validity of this argument the Committee has prepared two statements, one relating to a representative 2nd grade college and another relating to a representative first grade college. In both cases will the ~~xxxx~~ deficits increase

(Statements vide appendicies A and B.)

GRANTS IN AID.

The arguments, that the Committee has advanced to enforce the case for the Government taking the principal responsibility to promote the cause of education lead it invetibly to consider the existing rules and regulations embodied in the grants in aid code of the Madras Governmant. Orginally drafted under the instructions from bureaucrats who approached educational problems in the spirit of guardians of workhouses, aid was given to insititutions reluctantly and only after considerable persuasion. Educational institutions like ~~xx~~ Oliver Twist petitioned for more and were doled out driblets of comfort, except in rare cases. But even these niggardly subventions have been since stopped.

Prior to 1937 grants for construction of buildings, for purchase of lands, for laboratories and for equipment by way of ~~fmk~~ furniture were given to various colleges. But after 1937 the grants were practically withheld for the purposes specified above and only during the war years were they relaxed in the case of a few colleges. It is more than ever necessary that the rules should be changed so as to meet the demands of a new era.

Quite naturally the Committee was forced to undertake an analysis of grants in aid and draw upon the experience of other countries in the period prior to the outbreak of the war. The Committee has reverted to the pre 1939 period because it realises that while it may not be possible for our Province to forthwith adopt the liberal scheme of assistance now in operation in the United Kingdom, it should still be possible for the Government to change the rules relating to grants in aid and subventions to educational institutions, so as to bring them in conformity with the policy followed by civilised countries in the years 1933--39.

It is necessary now to consider how the Government may best participate in the financial support of collegiate education while leaving the actual administration of the service to managements. It is recognised that in India as in the United Kingdom cultural diversity of effort can be promoted only by a variety of educational institutions and that they should be sustained by the Public Exchequer. As we have pointed out in an earlier section of the report educational institutions are not profit making institutions and therefore their claim ~~xx~~ for a subvention or aid is much stronger than in the case of profit making institutions. The principles that were

adopted in other countries to determine the amount of financial help to be given to an educational institution are fairly simple; the public Exchequer is expected to subsidise education in order to promote equalisation of opportunity. The management is expected to provide a portion of the funds so that it might be responsible for the running of the institution; the principle of responsibility requires that every spending authority must have a financial interest in prudent management. Unless managements find it harder to spend than not to spend extravagance is certain. In what manner can the principles of ~~equitisxt~~ equalisation of opportunity and responsibility be harmonised? The answer to this question is that only expenditure which is discretionary must involve a sacrifice on the part of the managementx. At least a portion of the expenditure which it is within the power of the management to control or initiate must be paid for by the managements. Equalisation by means of grants must be equalisation of the burden of expenditure about which the management has no choice whatsover. For instance as a result of our recommendations it has to incur the expenditure and no choice is left open to the management to avoid it. Consequently it is entitled to ask the provincial authority to grant sums to meet deficits however large they may be and to"ear-mark" grants for the purpose of meeting the deficits incurred by granting increase in salaries. When a University salary schedule is prescribed, and such a salary schedule is according to all standards fair then the Government should assume logically speaking the whole cost of the deficits, for the amount of the salaries are

no longer under the control of the managements. It would be a ~~diffe~~ different story however, if some colleges decided to make ex-gratia payments to teachers or pay salaries over and above the basic scales recommended by us. In such a case there is no ground for soliciting the assistance of the Government.

Incidentally the Government has to take a broad view of educational problems and requirements and readjust its policy. The Committee was precluded by the very terms of its reference from considering the expenditure that would be incurred on laboratories, on the extension of buildings, on the better provision of facilities for students in providing adequate hostel accommodation. But by this time every intelligent citizen knows that colleges suffer from acute lack of accommodation in all directions and students are herded into rooms like cattle to receive instruction from under-paid lecturers who literally speaking are exhausted by academic labour.

Therefore, do we urge upon the Government to awake betimes to the responsibilities which it cannot evade and which if ~~ef~~ evaded will spell ruin to University education, social stability and enlightenment.

----oOo-----

T/A.

(Sd.) Lakkaraju Subba Rau, (Chairman)
(Sd.) P. Chenchiah.
(Sd.) D.V. Ramaswamy.
(Sd.) B. Kameswaramma.
(Sd.) A. Ranganadhamudaliar.
(Sd.) A. Krishnaswamy.

Appendix-A.

S.R.R. & C.V.R. College, Bezwada.

Designation.	No.	Present grade.	Average cost.	Total cost	New grade	average cost	Total cost
1. Principal	1	200-20-500	366⅔	367	300-25-450	427	427
2. Lecturers	9	100-10-250	183⅓	1650)	150-7½-210-10-250	208 8/9	2089
Asst. lecturer	1	80-7½-140	118	118)			
3. Physical Director	1	80-7½-140	118	118	80-7½-140	118	118
4. Tutors	2	50-5--100	80 5/8	161			
5. Spl.Demonstrator	1	80/-	80	80	80-5--120	105⅓	527
6. Demonstrators	2	50-5--100	80 5/8	161			
7. ~~Audix~~ Pandits	3	50-5-100	80 5/8	242	80-4--100	93⅓	280
				2,897			3,441

Average cost per month Rs. 2,897

" " per year " 34,764

Average cost per month Rs. 3,441

" " year " 41,292

Increase in fee on 205 students to be admitted in July 1947 205 X 20 = 4,100

Revised scale ... 41,299
Old scale 34,764
Extra deficit 6,528

T/A.

Appendix - B.

M.R. College, Vizianagaram.

Designation.	No.	Present grade.	Average cost.	Total. cost	New Grade.	Average cost.	Total cost
Principal	1	350-20-450	416⅔	417	400-20-600	522 2/9	523
Chief Lecturer	1	350/-	350	350			
"	4	200-12½-300	263⅓	1053			
Addl.Chief lecturers	2	150/- each	150	300	(22) 150-10-210-15-300	238⅓	5,243
Lecturers	4	100-10-200	161 1/9	645			
Asst.Lecturers	11	80-5--120	105⅓	1159			
					7 X 50 extra as chief lecturer		350
				165			
Tutors	3	55/- each	55/-				
Demonstrators	1	50-5-80	69⅔	70	(13) 80-5-120	105⅓	1370
"	1	50-5-70	64⅔	65			
"	8	55/- each	55/-	440			
Pandits	3	55, 55 & 70	-	180	(3) 80-4-100	93⅓	280
Physical Director	1	80-5-120	105⅓	105	(1) 80-7½-140	118	118
				------			------
		Average cost per month		Rs. 4,949	Average cost per month		Rs. 7,884
		" per year		59,388	" per year		94,608
				======			======

1947--48 Increase in fees - Intermediate 213 X 20 = 4,260
B.A. (34) 104 X 30 3,120
B.Sc. (70) ------
7,380
=====

Revised scale ... 94,608
Old scale ... 59,388
Extra deficit 35,220

T/A.

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Appendix -- B.

Copy of letter No. P. 249 of 46-47 ~~from~~ dated 22-7-47 from the Secretary and Correspondent, V.R.College, Nellore, to the Registrar, Andhra University, Waltair.

Ref: C2-7271-46 dated 18th June 1947.

Sub: Affiliated Colleges - Revision of salary grades of the teaching staff - Syndicate resolution.

We have the honour to acknowledge your communication quoted above and to inform you that the V.R.College Committee at its last meeting resolved to revise the salary grades of the teaching staff of the V.R.College on the lines recommended by the Syndicate in the communication referred to, subject to the following modifications. These modifications the committee was reluctantly compelled to adopt, in view of the present financial position of the College, and the uncertainty and indefiniteness of the nature and extent of the help that may be expected from the Government in response to "the earnest" urgings by the Syndicate for grants ~~in~~ in aid to educational institutions.

Principal.	:	400-35-600
Lecturers 1st Grade.	:	150-10-210-15-300
Tutors and Demonstrators:		
M.A., B.A.(Hons.) & B.Sc.(Hons.)	-	80-5-120
B.A. & B.Sc.		70-5-110
Pandits and Munshis:		80-5-120
Physical Director:		100-5-150
Librarian.		100-5-150
Lecturers II Grade. Intermediate Classes only.		150-7½-210-10-250.
Lecturers II Grade.		100-5-150-7½-210-10-250.

2. The term assistant lecturer has been dropped as applied to any member of the College Staff.

3. The allowance paid to the Head of a Department for organizing and coordinating the work of a department is fixed at Rs. 30/-.

4. A sum of Rs. 15/- has been added to the salary of all teachers recruited on old scales of pay, and they have all been put on new scales.

5. The Committee has decided, as early as March 1947, to enhance the scale of tuition fees to be levied in the College and according to their resolution the enhancement is by 25% on the old rates in the B.A. Classes and by 33-1/3% in the Intermediate classes.

6. The College Committee has been paying dearness allowance at 17½% to the members of staff drawing Rs. 100/- and more for more than two years now.

7. On behalf of the Committee we may take the liberty of assuring the Syndicate that the moment the Government's help in the form of grants in aid is known, the scales now adopted will again be revised with a view to bringing the scales adopted in the College still nearer to those recommended by the Syndicate.

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Appendix - B.

Copy of letter R.C.No. L-2/47-48 dated 25-7-47 from the Principal & Correspondent, S.R.R.College, Bezwada, to the Registrar, Andhra University, Waltair.

Ref: Your ~~in~~ office No. C2-7271-46 dated 18-7-47.
Sub: Affiliated colleges - Revision of salary grades of the teaching staff - Syndicate resolution - Revision effected by the college -Report submitted.

I have the honour to state that in accordance with the syndicate resolution communicated above, the salary grades of the Teaching staff have been revised as per the details shown in the schedule enclosed. The annual increment and in some cases the maximum of the grade granted last year by the authorities of this college to the teaching staff is higher than the annual increments and the maximum of the grade laid down by the University for the Teaching Staff in the second grade colleges; and conforms more or less to the annual increment and maximum of the grade laid down for the First grade colleges. So a revision of the salary grades, strictly conforming to the recommendations of the University regarding the salary grades of the teaching staff in Second grade colleges would have adversely affected the interests of the teaching staff, in some cases quite seriously. To avoid this and also to set a high standard, the revision has been made in such a way as to conform to the grades recommended by the University for the teaching staff in the first grade colleges.

The revised grades come into effect from 1st July 1947.

The dearness allowance granted has been left unchanged. It is at present calculated at half the rates sanctioned by the Government. The question of government granting half of the total contribution under dearness allowance is under correspondence with the Director of Public Instruction and as soon as Government passes favourable orders, Dearness allowance will be granted as per Government rates.

Copy of letter R.C.No. 1948 dated 28-7-47 from the Correspondent, Hindu College, Guntur, to the Registrar, Andhra University, Waltair.

Ref: Your C2-7271-46 dated 24-7-47.
Sub: Affiliated Colleges - Revision of salary grades of the Teaching Staff.

The management have accepted the recommendations of the Syndicate regarding the revision of salary grades of the teaching staff and are going to implement it.

Copy of letter R.C.No. 1960 dated 4-8-47 from the Principal, Hindu College, Guntur, to the Registrar, Andhra University, Waltair.

I have the honour to request you for clarification on the following matters:

(1) According to your communication No. C2-7271-46 dated 18-6-47 regarding the revision of Salary grades, the Syndicate urges the abolition of the term Asst. lecturer. Does it follow that all who are at present styled Asst. lecturers automatically become Lecturers, or have the Managements the option of placing some of them in the Tutors', Demonstrators' or Pandits' grade?

(2) Clause 8 of the Syndicate's resolution requires that, in order to give recognition to experience, each teacher should have half the increment earned in his previous scale added to the minimum of the new scale. Does this apply to an Asst. Lecturer who is elevated to the status and grade of a Lecturer? There is, for instance, an Asst. Lecturer in our College who has obtained a total increment of Rs. 35/- in our old Asst. Lecturer's grade of Rs. 100 to 150. He is now to be made a lecturer and given the new scale of Rs. 150-7½-210-10-250. The management's view is that, since he is getting into a higher grade, no further consideration need be shown to him. His own contention is that, since there is no difference whatever either in the qualifications or functions of an Asst. Lecturer and lecturer, and since by the new dispensation the Syndicate is merely attempting to redress a long-standing grievance, an Asst. Lecturer now coming into his own as a lecturer is entitled to have half his previous increment added to the new scale - just like any other lecturer with experience.

I have the honour to request you to treat these matters as urgent and favour me with an early communication of your rulings thereupon, since they will help us in avoiding erroneous decisions. The budget meeting of our Council will probably take place on the 10th instant, and I should like to have your views before that date if possible.

Copy of letter Rec. M.C.No. 19/47 dated 30-7-47 from the Principal, Sir C.R.R. Municipal College, Ellore, to the Registrar, Andhra University, Waltair.

Sub: Affiliated Colleges - Revision of salary grades of the teaching staff - Syndicate Resolution.

Ref: Your letter No. C2-7271-46 dated 18th June 1947 and 24-7-47.

A sub-committee is appointed to examine the question and a decision will be reached soon. It will be communicated in due course.

CR.

(67)

APPENDIX -- B.

S.R.R. & C.V.R. COLLEGE, BEZWADA.

SCHEDULE.

No.	Name.	Designation.	Current grade of salary. Rs. (4)	Current salary. Rs. (5)	Revised grade from 1-7-47. Rs. (6)	Revised salary from 1-7-47 Rs. (7)	Dearness allowance Rs. (8)	Total Emoluments. Rs. (9)	Management contribution for T.P.F. Rs. (10)	Total expenditure for the college. Rs. (11)	Rate of Dearness allowance. (12)
(1)	(2)	(3)									
1.	Dr.P.Sreenivasachar	Principal	200-20-500	290	400-40-600	400	35	435	12/8	437/8	Half Govt.rates
2.	Sri J.Sivasankara-- Sastry.	Lecturer in English.	100-10-250	150	150-10-210-15-300	170	14/14	184/14	5/5	190/3	do. ie. 8⅓%
3.	" M.Raghavacharyulu	" Mathematics	,,	150	,,	170	14/14	184/14	5/5	190/3	,,
4.	" B.Raghavendra Rao	" Commerce	,,	150	,,	170	14/14	184/14	5/5	190/3	,,
5.	" D.V.Krishniah	" Commerce	,,	125	,,	150	13/2	163/2	4/11	167/13	,,
6.	" Viswanatha Satya-narayana.	"Telugu	,,	150	,,	150	13/2	163/2	4/11	167/13	,,
7.	" A.Radhakrishnamurty	"Logic	,,	125	,,	150	13/2	163/2	4/11	167/13	,,
8.	" C.S.Narasimham	" History	,,	125	,,	150	13/2	163/2	4/11	167/13	,,
9.	" S.S.Somayajulu	"Chemistry	,,	110	,,	150	13/2	163/2	4/11	167/13	,,
10.	" V.G.Krishna Murty	" Physics	,,	110	,,	150	13/2	163/2	4/11	167/13	,,
11.	" J.Suryanarayana(2 hrs.lecturingwork)	Tutor in Eng-lish (1)	50--5--100	80	80--5--120	80 / 20	9/	109/	3/2	112/2	do. do. Rs.9/-
12.	" P.Madhava Sarma(2 hrs. do.)	"Telugu(1)	80-7½-120	87/8	,,	80 / 20	9/	109/	3/2	112/2	,,
13.	" V.K.Mohan Rao(do)	Demonstrator in Chem.	50--5--100	80	,,	80 / 20	9/	109/	3/2	112/2	,,
14.	" V.Venkateswarlu (do.)	" Physics	--	--	,,	80	9/	89/	2/8	91/8	,,
15.	" K.Seshagiri Rao	" Chemistry	--	--	,,	80	9/	89/	2/8	91/8	,,
16.	" K.Rajeswara Rao	" Physics	--	--	,,	80	9/	89/	2/8	91/8	,,
17.	" N.Srinivasulu	Tutor in Eng(2)	--	--	,,	80	9/	89/	2/8	91/8	,,
18.	" M.C.Srinivasan	Demonstrator in Chem.	--	--	,,	80	9/	89/	2/8	91/8	,,
19.	" N.SivasankaraSastry	"Physics	--	--	,,	80	9/	89/	2/8	91/8	,,
20.	" P.Satyanarayana	Pandit in Skt.	50--5--100	55	,,	80	9/	89/	2/8	91/8	,,
21.	" D.Krishna Rao	" Hindi	,,	55	,,	80	9/	89/	2/8	91/8	,,
22.	" M.N.Gupta	" Telugu	,,	50	,,	115	10/1	125/1	3/9/6	128/10/6	do. (33⅓%)
23.	" M.Jagakiramiah	Physical Director.		107/	100--5--150						

NOTE:- Column 7 includes teaching allowance, if any.

COLLEGE, BEZWADA.

68 (68) 29

A/-

02
15/11

Cf. 19

Colleges - aided + local body - managed -
Suggestion to fix scales of pay for staff -
Dropped (being a matter for universities).

Read :- from the G.O. No. 6967-B4/46, dt - 31.8-47

G.O. (Ms.) No 2460 Edn., dt - 15.11.47

The G.O. is informed
that the Govt. have come
to the conclusion that it is
for the Universities ~~[illegible]~~ themselves in the
Province - and not for Govt. - to
lay down scales of pay for the

C.67052. From the D.P.I., No.6967-B4/46, dated 2-11-446.

Staff in aided and local body colleges - Revision of salaries.

One of the schemes in the Govt. Post-War Five-Year Plan is the introduction of uniform scales of pay for staff in colleges and schools. In his letter in the C.F. of L.F., the D.P.I. sent rough proposals for the revision of salaries of staff in Govt. colleges, among others. It was decided there that the consideration of those proposals may await the recommendations of the Cabinet Salaries Committee on the revision of pay of all Govt. servants.

The Cabinet Committee has now subd. its report. Its recommendations relate mainly to non-gazetted staff; as regards gazetted staff, it has proposed the raising of the minima of their scales of pay so as to make those minima fit in with the maxima of the revised scales for non-gazetted staff. The Dir.'s remarks on the Committee's recommendations were called for, so far as "Edn." was concerned, and they have been recd. they will be considered by the Committee again and the cabinet in due course.

On the Committee's recommendation for uniform scales of pay for the staff in schools (ele. and secy.) under all kinds of management - Govt., local body and aided, the Dir. has remarked that the scales of pay need not be uniform for staff in all kinds of managements but that they may vary with the kind of management.

For the staff in Govt. colleges, the Dir. suggested in certain cases scales of pay different from those recommended by the Committee.

In his letter in the C.F. of this file, the Dir. has proposed scales of pay for the staff in aided colleges and colleges under local bodies. These scales are compared below with the scales of pay recommended by him for the non-gazetted staff in Govt. colleges when the Cabinet Committee's proposals were referred to him for remarks:

P.T.O.

2

its staff employed in colleges under aided & local body management. The proposals made in the letter read above have therefore been dropped.

2. Copy of a communication in this connection, recd. from the Regr., Univ. of Madras, No. A. 4300, d/- 4.9.47, is forwarded. [illegible] the Dir., Ed. & P.H.

DSM 14/11/47

13.11.

To [illegible] D.O. (with copy & C.F. 33)

	Non-Govt. colleges.	Govt. colleges.
I GRADE COLLEGES.		
Asst.Lecturers ..	Rs.150-25/2-300	Rs.125-5-170-1
Tutors & Demonstrators: Hons.	60-5/2-90	*
B.A.	40-5/2-65	*
Pandits & Munshis:		
B.O.L., L.T.'s	150-25/2-300	125-5-170-10-250
Oriental Title holders	70-10/2-100	125-5-170-10-250
Physical Directors (D.A.Dip. in Phy.Edn.)	70-9/2-115-10/2-125	100-5-180-EB-10-240
II GRADE COLLEGES.		
Asst.Lecturers	150-12½/2-250	**
Pandits (B.O.L., L.T.'s)	-do-	125-5-170-10-250

*The existing scales of pay (recently introduced) for Tutors and Demonstrators in Govt. Colleges is Rs.70-10/2-100 - with no distinction as between B.A.'s and Hons.'s. The Cabinet Committee recommended Rs.70-5-100-10-120 and the Dir. apparently considered that that scale would suffice and therefore has not suggested any modified scale.

**Now, there are no separate scales of pay for Asst.Lecturers (Govt.) employed in I Grade Colleges and those in II Grade colleges and according to the Dir.'s recommendation, Rs.125-250 should be introduced.

It will be seen from the above table that in the cases of Asst.Lecturers and Pandits & Munshis, the scales proposed by the Dir. for non-Govt. colleges are higher than those proposed by him for Govt. colleges. It therefore seems that he should be asked now (1) whether the scales for aided and local board colleges should be the same as those suggested by him for Govt. colleges, or (2) whether, w.r.t. the principle mentioned at "M" on p.1 ante (in respect of secy. and ele. schools), a little lower scales of pay than those for Govt. colleges should be fixed for local board and aided colleges; in the latter case, he should be asked to suggest modified scales of pay.

As regards the "gazetted" staff in non-Govt. colleges, the kinds of posts to be taken into account are only two - (1) Principals, and (2) Lecturers. As it is, there are now no separate scales of pay for the Principals of Govt. colleges, except for [illegible] colleges, Engg. Colleges and the Teachers' Colleges, Saidapet; Principals, professors and lecturers are on the same scale of pay, viz., Rs.200-700, except that Principals of I Grade and training colleges are eligible for a special pay of Rs.50 in

addition. The question whether the scales of pay of the gazetted posts in the Edn. Dept. should be revised has been raised in the L.F. and it has been proposed there that H.M. Edn.'s orders may be taken. The scales now suggested by the Dir. for Principals and Lecturers in non-Govt. colleges and the scales proposed by him for corresponding posts in non-Govt. colleges, in the L.F., are as follow:

	I Grade colleges.		II Grade colleges.	
	Govt.	Non-Govt.	Govt.	Non-Govt.
	Rs.	Rs.	Rs.	Rs.
Principals	500-75/2-800-EB-100/2-1000	600-50/2-800	300-40/2-500-EB-50/2-600	250-50-500
Lecturers	300-40/2-500-EB-50/2-600	300-40/2-500		

The D.P.I. has not stated what the scales of pay are that are now paid by non-Govt. colleges to their Principals and Lecturers. The minimum scales of pay that are laid down by the Unty. for these two posts in new colleges are given on p 14 CF. It is for orders whether information on "Q" above should be called for.

In respect of aided colleges, the Dir. has proposed that the grant for the staff may be assessed at 2/3rds or 4/5ths of the net cost, instead of at 1/2 the cost as at present - in order to enable managements to meet the addl. expre. involved in granting salaries at rates to be laid down by Govt. In connection with the revision of salaries of the staff in schools, the Cabinet Committee has recommended that teaching grants for aided secy. schools may be assessed at 2/3rds of the net cost. The Dir. has proposed the basis of assessment of the grant may be 3/4ths of the cost. The basis to be finally adopted for secy. schools may be applied to aided colleges also.

As regards colleges under local bodies, the Dir.'s recommendation is that the Govt. may, w.r.t. the financial condition of the local body concerned, fix the proportion of the extra cost to be borne by Govt. and the respecti

local body. There are now three colleges under local bodies - (Municipal College, Salem - I Grade; Municipal College for Women, Guntur - II Grade; and Municipal College, Ellore - II Grade). The Govt. are paying a lump-sum subsidy of Rs.5,000 for the Salem College alone; the question whether this amount should be increased may be examined after it is decided to ~~enforce~~ compel the local bodies to grant the scales of pay to be laid down by Govt. There is under separate consideration a proposal to take over under Govt. manggement the Municipal College, Guntur. As regards the Municipal College, Ellore, its request for a Govt. subsidy was turned down previously more than once; perhaps the request may be re-examined after a decision on the question of scales of pay is come to.

Pending orders of Govt. on the Cabinet Committee's recommendations, it is for orders whether a reference to the D.P.I. on "B" on p.1 ante and "C" on p.3 ante, may be sent.

2/12/46 S

A draft Memo. is subd.

9/12/46 S

[Memo No. 5334 46 A/46-4 Edn. d. 10-12-46] to P.15-16 CF

P 20

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CF.19-20 From the D.P.I., No.6967-B4/46, dated 31-3-47.

The fixation of scales of salaries for the staff employed in colleges under aided and local body management is dealt with in this file.

Nal put up 2. In G.O.78-Fin., dated 6-2-47, on the recommendations of the Cabinet Salaries Committee, the Govt. have ordered the revision of pay of all non-gazetted Govt. officers, including the non-gazetted staff in Govt. colleges. Consequent on that general revision, it was considered, in L.F. ~~B~~ NF. 4 thereof, that such of the recommendations (which were in a rough form) of the D.P.I. sent with his letter in that file for the revision of salaries of the entire staff of the Edn. Dept. as related to non-gazetted ~~staff~~ posts need not be proceeded with: the Dir. was asked to send detailed proposals only in regard to the re-organization of the gazetted staff and the revision of pay of gazetted posts in the Dept; these detailed proposals are awaited.

CF.11- L.F. 4

CF.19-20 3. In this file, the Dir. has now subd. modified proposals for fixing salaries of the staff, and grades of appts., in non-Govt. colleges. He has stated that the conditions of service and prospects under Govt. are so different from those under aided managements that there will be no justification for the Govt. being guided entirely by Govt. scales in fixing pay for the staff in the ~~non-Govt.~~ latter colleges and has added that, at the same time, he has suggested scales which shd. be regarded, in the sum, as less costly than Govt. scales.

CF.19 X Y

The scales of pay recommended by him, w.r.t. this and other considerations indicated at A on p.19 C.F., are ~~indicated~~ suggested below: the scales sanctd. by Govt., in the general revision, for the members of the Collegiate Secn. of the Edl. Subordinate Service are also indicated further below:

SCALES NOW PROPOSED BY THE DIR. FOR STAFF IN NON-GOVT. COLLEGES. A.

	Hons. Colleges.	I Gr. Colleges.	II Gr. colleges
1. Principals ..	Rs.600-25-800	Rs.500-25/2-600	Rs.300-25/2-400

2. Professors .. Rs.400-25/2-500-25-600
3. Readers & Ch.Lecturers .. Rs.250-20-350-25/2-400
4. Lecturers .. Rs.120-5-170-10-250

	Hons. Men.	Others.
5. Tutors and Demonstrators.	75-5-100	65-5-100

6. Pandits and Munshis: Qualified. Rs.80-5-120-10-170 Unqualified. 100-5-140

7. Physical Dirs. Hons. Men. Rs.100-5-170-10-250 Others: 80-5-160-10-240
(If more than one Dir. is reqd., the Ch.Physical Dir. shd. be given Rs.15 in addn., as allce.)

B.

SCALES OF PAY SANCTD. BY GOVT. FOR NON-GAZETTED STAFF IN THEIR COLLEGES.

Asst.Profs. and Asst.Lecturers	..	Rs.120-5-170-7-240 plus Rs.5 for L.T.'s.
Tutors and Demonstrators	..	Rs.80-5-120-10-140
Pandits & Munshis	..	Gr.I: Rs.120-5-170-7-240 plus -do-
		Gr.II: Rs.80-5-120-10-170
Physical Dirs.	..	Rs.120-5-170-7-240
-do- Gr.II.	..	Rs.80-5-120-10-140 plus Rs.5 for craft trg.

The posts in Govt. service corresponding or similar to those numbered 1 to 3 under A (Aided colleges) on p.5 ante, are gazetted posts in the M.E.S. The revision of pay of such posts will have to be taken up yet, after the Dir.'s proposals in that regard, refd. to in para 2 above, are recd. The question of fixing the pay of Principals, Profs., Readers and Chief Lecturers and Lecturers in non-Govt. colleges can appropriately be considered only after revised scales for the gazetted staff in Govt. colleges are decided on, lest, applying "Y" on p.5 ante, they should tend to be costlier than Govt. scales. This aspect should, it seems, be kept in view, notwithstanding the Dir.'s remark at X on p.5 ante. Therefore, the question of fixing pay for 'gazetted posts' in aided and local body colleges may, for the present, be deferred. For orders.

Immediately, only the question of salaries of the existing 'non-gazetted staff' (i.e., in the aided colleges) - Lecturers (who can be equated to Asst.Profs. and Asst.Lecturers in Govt. service), Tutors and Demonstrators, Pandits and Munshis, and Physical Directors - alone need be gone into. Details of pay now granted by the various non-Govt. colleges to their staff are furnished at pp.21-23 C.F. Even for proceeding with the fixation of pay of the 'non-gazetted' staff, it is necy. to know whether the Madras Unty. Genl. Inspection Commission (which was reported to be considering the matter) has arrived at any conclusions in regard to the grades to be laid down for the staff in all colleges (not new colleges alone), and also whether the Andhra Unty. now insists, or proposes to insist, on the staff employed in colleges affiliated to it being paid on any particular scales.

C.F. 14

72

It is presumed that in the last sub-para of para 3 of his letter at p.9 C.F., the D.P.I. refers only to the managements of aided private colleges. In this view, the views and suggestions of the two Universities may also be obtained in regard to the manner in which the managements of those colleges can be enforced to adopt for their staff the scales proposed to be laid down by Govt.

The draft letter subd. is for consideration.

P.S. 17.6.47

Thro' B2 B3 ... 25/6/47

JSM 8/7/47 ... 14.7.47 14 (Con.)

TSA 25.7.47

pp 30-31 C.F. p33 C.F. 24 JUL 1947 pp 34 + 37 C.F. p 35 C.F.

[Issued as letter No. 53346-6/46 A Edn. d. 24-7-47]

From the Regr., University of Madras. No. 4300 d. 4-9-47.
From the Regr., Andhra University. No. C 7271-46 d. 5-9-47 and 4-10-47.

Please see the letter from the Regr., University of Madras. at p 33 C.F., particularly portions underlined 'y'. In view of this statement it does not seem that the govt should consider the question of laying down scales of pay for the staff in aided colleges and colleges under local bodies. If the Andhra University has also laid down the scales of pay which the colleges affiliated to it should adopt. If. is for orders whether the D.P.I. may be informed that it is for the universities to lay down the scales of pay for aided colleges and that the Govt need not.

A

8.

fix new scales of pay.

OSM.
29/10/47 S

Pat. this is an important
do. is helping
Colleges
but Colleges of
Local bodies?
by
NPN

The scales of pay for the staff in govt. colleges – p 6 ante are better than those prepared by the two universities – pp 33 and 35 ante. ~~As regards local bodies~~ ~~colleges~~ there are only two colleges under local bodies and the govt are giving ~~a fixed~~ a fixed subsidy only to one of them – p 4 ante. If the scales of pay in these colleges are inadequate, it is for the universities to threaten them with disaffiliation. the govt need not interfere in the matter. (vide item (i) ante)

OSM
31/10/47 S

'A' as per (i) ante may be done.

by
1/11/47

M. (Gen.)

TSA
2-11-47

3 - NOV 1947
GOVERNMENT OF

0126
1/11

A draft order is sent.

PS.
13.11.47 Nam
13/11/47

OSM
24/11/47

(T3)