

EDUCATION (1947) Department.

Ms SERIES.

G.O. NO.

332

Dated

24. 2. 47.

[Despatch Abstract.]

PAY. TEACHERS — REVISION.

PRESS NOTE ISSUED. —

PAPERS — RECORDED.

SPECIAL.

To the Secretary, E.&P.H.

Back Papers.

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

Further Papers.

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

I am herewith sending you a statement and the appendix to the statement which the Education Department should publish in the matter of revision of salaries. I am also sending herewith a note asking for certain corrections which are necessary to make the intention of the Cabinet clear. In many cases there are repetitions of the same post and the Finance Department may be asked to make the corrections so that they may be in a line with the Education Departments groups of posts and also to bring out the intention of the Cabinet more clearly. I shall be glad if this can be done immediately. The Finance Department may be asked to return this after correction this evening or tomorrow morning so that the Communique may be issued at once. Already there has been delay in the matter.

TSA
30-1-47

H.M. Education.

my be sent to Finance.

30-1-47

TS

Finance

In consideration of the importance of education, the Government have thought fit to issue orders that as far as educational employees in the local boards and aided educational institutions are concerned, the revision will come into effect from the 1st January 1947.

TSA
30-1-47

I am not aware of any such orders, but I will look into it.

P.H. 37043B/47-1

30-1-47



The corrected copy of the Cabinet Salaries Committee Report is put up in the main file relating to revision of salaries, and which is now in legal. As soon as it is received back, the list of corrections indicated in the (Education) note will be

Fin (Sal)

carried out in the annexure II to the draft order. A copy of the list of corrections has been taken for this purpose. The following remarks seem called for in this connection:-

(i) According to the corrections suggested by the H.M. (Edn.) in items (4), (5), and (6), the scales of pay of Physical Training Instructors in the Govt and Local Body institutions are as under:-

As recommended by the Cab. Sal. Committee & accepted by Govt	As now suggested by H.M. (Education)
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Government Institutions

Ms. Grade II
Physical Training Instructors (Secy. Gr. Trg. with Phy. Trg. Certificate by the Higher Grade). 50-3-65-2-95 (which represents Secy. Gr. scale of pay without Craft Trg. + Rs 10 for P.T.C. by Higher Grade) 40-3-55-2-85 + 5 for Craft Trg. + 10 for P.T.C. by Higher Grade.

New Grade II

Phy. Training Instructors with Higher Elem. Grade Trg. (Grade II) 35-1-45-10 for Phy. Trg. Certificate 25-1-45-10 for Craft Trg. + 10 for P.T.C. by Lower Grade.

Institutions under Local Bodies.

Phy. Trg. Instructors 45-1-45-75 40-1-45-70 for Secy. Gr. + Rs 5 for Craft Trg.; 35-1-50 for others 40-1-45-70 for Secy. Gr. + Rs 5 for Craft Trg. + Rs 10 for P.T.C. (Higher Gr.) 35-1-50 for others.

As different rates have been decided for men with or without Craft Training, it is for consideration whether the scale of pay of Physical Training Instructors in the Govt. institutions may be shown as the same for Secondary or Higher Elem. Grade ~~Training Instructors~~ Trained Teachers plus Rs 10 for qualifications in Physical Training. It is also observed that Rs 10 has been suggested for Physical Training Instructors, whether they possess qualifications by the Higher or Lower Grade. If the same rate is given for both grades, there will be no incentive to qualify for the Higher Grade certificate. It may therefore be made clear whether the rate is deliberately intended for both grades, or whether a slightly lower rate may be adopted for the Lower Grade.

As the rates now suggested by H.M. (Education) differ from those of the recommendations of the Cabinet Salaries Committee, E & P.H. may be requested to circulate the case to the members of the Cabinet Salaries Committee and H.P.M.

MS
The copy is necessary for the copy of the qualifications attached to the file.

before issuing the communique and send a copy of the same to this department for making necessary corrections in Annexure II to the draft order.

(2) Certain slight amendments have been indicated in pencil in paras 2--3 of the draft communique in accordance with the decisions of the Cabinet in regard to the revised scales for Higher/Grade Trained & Secondary Grade Trained Teachers under Local Boards and Municipalities and the two grades of L.T. Assistants in Govt. service.

(3) The opening sentence of para 8 of the draft communique states that "to enable the local bodies to meet the additional expenditure involved in giving effect to the revised scales of pay to the teachers in their elementary schools, the Govt. will give them advances from Provincial Funds to the extent to which they are unable to bear the cost from their own resources." According to ^{the revised} recommendation No. 29 of the Cabinet Salaries Committee, which has been accepted by the Cabinet, the intention appears to be that "the Govt. should bear the additional cost in the form of grants to municipalities for one year and advances to District Boards for the same period repayable to the extent that the District Boards are able to repay". The first sentence of para 8 may be modified to fit in with the above intention.



MS
31.1.47

MS
31/1

E - PH.

Education and Public Health Dept.

The file may be circulated to H.M. (Education), members of salaries committee and H.P.M. with reference to the Finance Department note above. It may be noted in this connection that the L.A. department proposes to give effect to the revision of salaries of services other than educational from 1-4-1947, and that that department have suggested that the revision of salaries of educational services may also be from 1-4-47, for the sake of uniformity. That department propose to take orders in circulation on this point.

This Dept has however pressed that the revision may be given effect to from 1.1.47 in the case of local body teachers also.

31/1/47 S

The matter has been announced already & as cannot be changed. No other suggestion may be accepted to make the salary of the teachers decided clear.

31/1/47
 (L.A.)
 (P.W.)
 (L.A.)
 (Res.)
 (H.N.)

I am, indeed, anxious that the employees of local bodies should have the increased scale of salaries as early as possible. But so far as non-educational establishments are concerned, Government have to examine the finances of each municipality and District Board and see if the new scales of pay could be implemented. Obviously, no provision has been made in the current year's budget for any extra expenditure on salaries. Considering the poor state of finances in most of these local bodies, the earliest point of time when the new scales could be introduced would be the 1st of April. This would give time for the concerned local bodies to provide the necessary funds in the next year's budget.

As regards the educational establishments, Government have, no doubt, promised to make a grant-in-aid for the municipalities and to give advances for the District Board. But even here, if we start from the 1st of January the Government aid by way of grant or loan, as the case may be, would cease with the 31st December. Local Bodies would be faced with the problem of continuing the payment of the increased scales of salaries from 1st January 1948 i.e. during the middle of the financial year. The position of the elementary education fund in most of the District Boards is heavily in deficit, owing to the payment of dearness allowance to a large number of teachers. We are now endeavouring to explore additional revenue for our local bodies both for general expenditure and for the education fund. It would take at least one year for securing additional funds from any new sources of revenue which Government may be able to provide. In these circumstances I think it would be more helpful in the way of stabilising the finances of local bodies if we can defer the implementation of the increased scale of salaries for teachers till 1-4-47. There is also another point to be taken into

6/
consideration. If for the general staff, revised scales cannot be introduced earlier than the 1st of April, it would create discontent amongst them, if the teaching staff were to be given the increased scales with effect from the 1st January.

As regards the additional pay to Physical Training Instructors, the matter will have to be decided by the Cabinet. In the circumstances the whole question may be placed before the Cabinet for their decision.

57
1/2
I have seen H.M.(L.A.'s) note. The Cabinet that day definitely said in pursuance of the long discussions we had that the increase to the educational establishments in local bodies and others must come into effect immediately. In pursuance of that we had a note from the Finance agreeing that this may come into effect from 1/1/1947. A point has been made by H.M.(L.A.) that this may lead to further agitation from certain local bodies. I would like to point out to him that arrears of dearness allowances, that is, six months salary in 1944 were not paid to all local boards servants except to the elementary school teachers. And so when they have suffered then, it will not be fair to make this plea. I would like H.M.(L.A.) to reconsider it and allow the revision of salaries to the educational establishments in local bodies to come into effect from the 1st January 1947.

TSA
1-2-47
In view of H.M. Edu's strong desire that the school teachers should have the benefit of the increased scales from 1-1-47, I agree

is matter relates to a definite decision next page

7.
This matter raises two points. First, alteration in certain scales of pay as now suggested by H.M.(Edu). Regarding these I must say that our recommendations were based on the written recommendations of H.M.(Edu) himself. Cabinet having finally decided them, I do not think that they should or could be altered now. The alterations suggested are not mere repetitions to be "corrected" as suggested by H.M.(Edu), but appear to me to be clear amendments to ~~the decided~~ ^{the decided} proposals. Second, the question of date when the new scales for Teachers in the employ of local bodies and grants for them in aided institutions should take effect; whether it is from 1-1-1947 or later after scrutiny. I agree with H.M.(Edu) that the intention that it is to take effect from 1-1-1947 is clear as seen from para 18 of the Government communique.

K-R-K
6.2.47
In view of what H.M.(Rev) says it may be included in the supplementary agenda of the Cabinet Meeting on 12/2/47

The file may be circd. to H.M.(Edu.) for perusal of the minutes of H.M.(L.A.), H.M.(Rev.) and H.P.M. It is presumed that the only point on which orders of the Cabinet should be taken is about the pay for Physical Training Instructors: it is not clear whether orders are required also about the date from which the revision of salaries of teachers in local board and aided schools should be given effect to.

AB
2/2/47
B-A there is no difference of opinion about this, I do not know what point also to be raised in the Cabinet; only 'A' would need to go before the Cabinet.
for 'A' may be done separately, the communique is not yet while



NOTE FOR THE MEETING OF THE CABINET TO BE HELD ON
12th February 1947.

Sub: Revision of salaries of teachers - Physical
Training Instructors - Allowance for craft
training.

**

In connection with the revision of salaries of persons in
the Government Educational Subordinate Service, the Cabinet
Salaries Committee recommended, among other things, that the
following categories of servants be granted, in addition to pay,
an allowance of Rs. 5 for Craft training:

Deputy Inspectors of Schools
Sub-Asst. Inspectresses of Schools
School Assistants.
Headmasters and Headmistresses
Physical Directors and Directresses
Secondary grade teachers
Higher Elementary grade teachers.

The Committee recommended that certain Physical Training
Instructresses
Instructors and ~~xxxxxxx~~ would be paid Secondary grade
pay plus Rs. 10 ~~plus~~ Higher grade Physical Training Instructors
Higher grade pay plus Rs. 10. That must mean in the first case
Rs. 45 plus 10 and accordingly in the other case. That is how
this department understood it and wants that to be made clear.
The actual recommendations of the Committee ~~was~~ however as fol-
lows:-

Govt. Institutions:

Physical Training Instructors
and Instructresses - I Grade
(Secondary Grade training
with Physical Training certi-
ficate by the Higher grade)

Rs. 50-3-65-2-95 (which
represents Secy. grade
scale of pay without
craft training plus Rs. 10
for Physical training certi-
ficate Higher grade)

Physical Training Instructors
and Instructresses - II grade
(Higher Ele. Grade training
with Physical Training
certificate.)

Rs. 35-1-55 (25-1-45 plus
Rs. 10 for Physical Training
certificate)

Institutions under local bodies:

Physical Training Instructors
and Instructresses

Rs. 45-1½-75 for Secy. grade.
Rs. 35-1-50 for others.

The Hon'ble Minister for Education considers that
the allowance for craft training ~~only~~ ^{also} should be given to the
Physical Training Instructors and Instructresses ~~also~~ ^{also} as

This may be included in the agenda for tomorrow's
Cabinet and notice may be issued immediately.

TSA
11-2-47



A draft note for the cabinet
is subd. It may be sent to
Finance for acceptance and
Chief Secy. for approval before c.m.

11/2/47 3 / by
11/2/47

Finance

Accepted in Fin.

C.S.



C.S.

EYCH

11/2/47

11/2/47

11/2/47

copies of note sent to H.M.S.,
H.G. & Fin Secy.

11/2/47

Fin up 8001(A) Subs
11-2-1947



as consulted
TSA

11-2-47

10p 9-10 below

as stated above and that their scales of pay should be as below:-

Govt. institutions:

Physical Training instructors and instructresses I Grade

Rs. 40-3-55-2-85 plus 5 for Craft Training plus 10 for Physical Training Higher grade.

-do- II Grade

Rs. 25-1-45 plus 5 for Craft Training plus 10 for Physical Training Certificate Lower grade.

Institutions under local bodies:

Physical Training Instructors and Instructresses

Rs. 40-1 $\frac{1}{2}$ -70 for Secy. grade Plus Rs. 5 for Craft Training Plus Rs. 10 for Physical Training Certificate Higher Grade.

Rs. 35-1-50 for others.

The Hon'ble Minister for Revenue has minuted on the question as follows:

*** I must say that our recommendations were based on the written recommendations of H.M.(Edn.) himself. Cabinet having finally decided them, I do not think that they should or could be altered now. The alterations suggested *** appear to me to be clear amendments to the decided proposals. ***.

The Hon'ble Prime Minister has minuted that, in view of what the Hon. Minister for Revenue says, the matter may be included in the supplemental agenda of the Cabinet Meeting on the 12th instant. H.E. the Governor has agreed to the item being discussed at the meeting of the Cabinet.

The point for orders is whether the scales of pay for Physical Training Instructors and Instructresses may be understood by the Hon'ble Minister for Education.

11/2/47
SECRETARY TO GOVERNMENT.

p.13 u/p

8684



It is understood that the Cabinet at its meeting held on 12-2-47 has decided that the proposal of H.M.Edn above need not be accepted; ^{the} draft press communique can now be issued, and necessary alterations have been made against the figures relating to Physical Training Instructors and Instructresses (Items 16 and 17 on p.11 and portion 'A' on p.20 of the statements attached to the draft press communique

The communication to be issued to the Press in connexion with the general revision of the salaries was a ~~press~~ ^{also} Press note. The present publication may be a Pressnote. The pencil additions suggested in the draft are also for approval.

Fin. may see before circulation. On return from circulation the file may be sent to Director of Publicity and Information for ~~arranging~~ the issue of the Pressnote

13/2/47 S (Sal)
(Previous Fin. note on p.8 above)

The Box may be returned to Expt after perusal of notes on p.9 above and the draft press note.

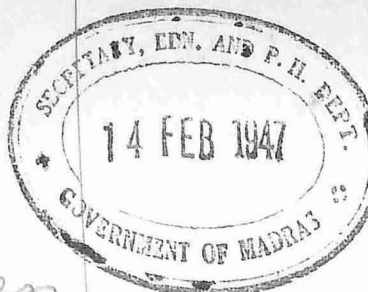
13/2/47

13/2

E-PH

13/2/47

for order as to circ



13/2/47 S (Sal)

14/2/47 (Sal)

TSA

14/2/47

12 Copies of the Press note after 'bone-up' may be ~~sent~~ made available to this Dept. please.

14/2/47

TOD.I.P.

12

Public (I & II) Dept.

The press note below has been issued. The file may be returned to E.P.H. Dept.

27/1/47.
20.2.47

20.2.47

E.P.H.

B2

37043

Par - Teachers
- Pension -
Press note
issued -
Paper
needed.

Order No 332 End.
24.2.47.

The paper may be
'Recorded' for future refer.

23/2/47 S

15-27

Pub (980) U.O. 787/471
20.2.47.

69 8

reference to the qualifications of the teachers. The Government propose to lay down, with effect from 1st January 1947 the following rates or scales of grants:

Class of teachers.	Present rate of grant per mensem.		Proposed rate or scale per mensem.
	Aided schools.	Panchayat schools.	Aided and Panchayat schools
	Rs.	Rs.	Rs.
OVER ELEMENTARY:			
Untrained.	7	14	8
Trained.	11	14	16
HIGHER ELEMENTARY:			
Untrained.	11	14	12
Trained.	16	17	20-1-25
SECONDARY:			
Untrained.	14	19 1/2	15
Trained.	20	22	25-1-35
COLLEGIATE:			
Untrained.	19 2/3	19 1/2	20
Trained.	25	22	35

The employment of untrained teachers is discouraged; the lower elementary grade is disappearing; rates of grants have been fixed for these only for the sake of completeness.

For the collegiate teachers a rate has been prescribed which is well above the present rates. For the other types of teachers the advantage of a time-scale is now given, with the starting point giving an immediate increase in emoluments over the present rates of grant.

The grants at these rates will be paid in full by the Government themselves. The extra cost of this to Government will be about Rs.50 lakhs per annum ultimately and Rs.25 x lakhs immediately over the present cost of Rs.105 lakhs.

6. The dearness and war allowances paid to teachers in local body, aided and panchayat schools - secondary and elementary - will continue as dearness allowance, at the existing rates, subject to reduction and final withdrawal along with dearness allowance paid to Govt. servants. The existing

cost of this to Government is:
Aided elementary schools .. Rs.101 lakhs
Panchayat schools .. 4.30 "
Local body elementary schools .. 16 "

Meeting of the Council of Ministers held at Fort St. George
on Wednesday the 12th February 1947.

His Excellency the Governor Presided.

Present:

The Hon'ble Sri T. Prakasam.
The Hon'ble Mrs. R. Lakshminipathi.
The Hon'ble Sri V. V. Giri.
The Hon'ble Sri K. Bhashyam.
The Hon'ble Sri K. Koti Reddi.
The Hon'ble Mr. Daniel Thomas.
The Hon'ble Sri K. R. Karanth.
The Hon'ble Sri M. Bhaktavathsalam.
The Hon'ble Sri P. S. Kumaraswami Raja.
The Hon'ble Sri T. S. Avanaswalingam.
The Hon'ble Sri V. Kurmayya.
The Hon'ble Sri R. Raghava Menon.
The Hon'ble Sri B. Venkataratnam.

Agenda:

Revision of Salaries of Teachers - Craft-training
allowance for Physical Training Instructors.

Order:-

It was decided that the Cabinet Salaries Sub Committee's
recommendation and interpretation should be upheld and that the
alterations proposed by H. M. (Education) should not be accepted.

E. & P.H. Dept.

Sd/- Archibald Nye.

Dated, Fort St. George Madras, 14th Feb. '47.

The Government have been receiving certain representations from teachers' guilds and associations about the revision of salaries made by Government recently. Many of them are based upon a misapprehension and without a proper appreciation of the facts and so, the Government have thought fit to issue a detailed communique with a list of detailed revision of salaries so that a proper perspective of the whole scheme may be had.

2. The old grade for the higher elementary grade teacher was Rs.20-1/2-30 in the majority of local boards where they are employed in such large numbers. This has been increased to those who know the craft to Rs.30-45, i.e. Rs.25-40 + 5 for craft. This will be in addition to the dearness allowance of Rs.16/- which they are at present receiving. The Government expect everyone of them to learn the craft immediately and be entitled to this additional remuneration of Rs.5. The intention of the Government is that even in our elementary schools we should have at least secondary grade teachers. Recently orders have been passed giving scope to the higher elementary grade teachers to qualify themselves for the secondary grade and become eligible for the secondary grade scales. The old basic grades of secondary grade teachers were Rs.25-45 in elementary schools and Rs.30-50 in secondary schools. These have now been raised to Rs.40-70 and 45-75. These will be in addition to the dearness allowance which they are at present receiving. The Government have felt that the secondary grade teachers should be given further prospects and so, they propose to reserve a large percentage of posts in the junior Deputy Inspectors cadre to the secondary grade assistants to be recruited from all services, viz., Government, local boards and aided, so that efficient secondary grade teachers in all services will have a further and a larger scope for rise. The pay of the Junior Deputy Inspectors has been fixed at Rs.60-120 as against Rs. 50-70 which was the old scale and so, it will be seen that not only ~~xx~~ have the Government given initial increments to higher elementary grade and secondary grade teachers on a generous scale but also they have given scope for some of those persons among them who can distinguish themselves for efficient service.

3. Now we come to the L.Ts. ~~xxx~~ L.Ts. in Government service have been given two grades viz. Rs. 80-170 and 160-240, plus Rs.5/- for craft training admissible to both grades. The selection grade has been increased from one fifth to one-third so that all reasonably efficient men will reach the top and over and above that, there are the gazetted posts to which they may aspire. In the local boards, the rates have been fixed at Rs. 75-145 which are eight increments above in the existing scale, namely Rs. 65-100. This difference between the Government and the local board schools has been necessary because of the administrative and executive work which those in Government service have to perform and the large financial responsibility they have to bear from the very beginning. Besides, a welcome feature in the new scheme is allowances to headmasters in all grades of schools. It is further the intention of Government that recruitment of District Educational Officers should not be confined only to those in Government cadre, but that efficient men in local board and aided services should also be given scope for being recruited as District Educational Officers. The Government are actively considering the matter of fixing their proportion.

4. And now, we come to the aided schools. In this matter, the Government would like to remind such of those people as are agitating for equal pay to aided school elementary teachers along with local board services, that the Government grants are only an aid which Government give and the rest of the amount is expected to be contributed by the managements. It is not possible to treat the aided schools on a par with local board or Government schools for the simple reason that these are private schools receiving only aid from Government and are not subject to the same control. But as far as elementary schools are concerned, the grants besides having been liberalised, have, in the new scheme, a further advantage, that is, they have definitely been put on the time scale in addition to the full dearness allowance which the teachers are getting from Government. That is, higher grade teachers in aided schools, instead of getting Rs 14/- previously, will get Rs.20-25 + 16.

Now, secondary grade teachers, instead of Rs.18 previously will get Rs.25 and to begin with and will get more under the time scale with their service i.e. Rs.25-35 + 16.

5. As far as aided secondary schools are concerned, the Government have received many representations that the aided schools should be compelled to give the local board rates. The Government have advised them to pay the local board rates and to show the earnestness of Government in this matter and to help them to do this, the aided secondary schools will be paid, in addition to the grants to which they will be eligible under the grant-in-aid Code, a special grant equal to one half of the difference between the average of the scales of pay laid down for similar posts in the service of local bodies and the average of the scales of pay actually adopted by the managements, subject to the condition that this additional grant is used entirely for payment to the teachers. The Government hope that the aided schools will recognise their duty by their teachers and come forward to meet their portion of the responsibility. This will not preclude the aided schools from paying even at Government rates, if they choose to do so.

6. For the collegiate teachers, a rate has been prescribed which is well above the present rates. The scales of pay of the Instructors etc. in the Engineering Colleges have been raised high enough so that the teaching posts will be able to secure men with high academic qualifications fit to train up engineers in their turn. These are higher than those offered in the P.W.D. in the non-gazetted services.

7. In the matter of pandits, the Government have recognised the importance of raising their status and paying them on the same level as other teachers and professors in the high schools and colleges. Those with proper qualifications have been brought to the front rank. The grades of even those who do not possess the requisit qualifications, have been substantially raised. The pays of others also have been suitably raised and the details will be found in the appendix to this note.

8. In consideration of the importance of education, the Government propose to issue orders that, as far as teachers in the service of local bodies and in aided institutions are concerned, the revision of the scales of pay should be given effect to from 1-1-1947.

9. To enable the local bodies District Boards and Municipalities to meet the additional expenditure involved in giving effect to the revised scales of pay to the teachers in their elementary schools, the Government will bear the additional cost in the form of grants to middle class for one year and advances to District Boards for the same period, repayable to the extent that the local bodies are able to pay back. All possibilities of enhancing the receipts under the Elementary Education Fund accounts of each local body will be explored in due course. As regards the revision of salaries of teachers in their secondary schools, the local bodies will in future be paid grants-in-aid in a particular year on the basis of half of the approved net cost in the preceding financial year, after taking into account the subsidies now being paid. The grants to elementary schools under aided managements and panchayats at the revised rates or scales will be paid in full by the Government themselves.

10. The Government, consistent with their financial position, have gone to the greatest extent possible. The matter of raising the status of elementary school and other teachers in various other ways is also under the active consideration of Government. The total ultimate cost of the salaries revision is Rs. 267 lakhs. Out of this, the revision of the posts in Government/Educational institutions alone costs about Rs.10 lakhs while the cost of revision of pay of teachers in aided institutions and institutions under local bodies is estimated at Rs.81 lakhs. These figures do not include the cost of revision of salaries of teachers in elementary schools under local bodies, viz., Rs.80 lakhs ultimately. From this will be known the extent of the increase that has been given to those in the educational services. It may be that there is still more scope for improvement but it must be always remembered that the money has to be drawn from the people. With the loss of Rs. 16.80 crores of revenue by enforcement of prohibition, the Government have suffered a set-back in their financial resources and in spite of these set-backs, the Government have thought fit to come forward with this large item of expenditure to relieve the present difficulties of their non-gazetted services. It is not that this cannot admit of improvements; but only it must await better times. Now that the Government have come forward to do their best, the Government expect that the teachers will do their part by increasing the quality and efficiency of their work. It cannot be gainsaid that in-

P.T.O.

our elementary schools as well as our other schools and colleges, a great deal of improvement is necessary and possible. The emoluments of any service must depend upon the efficiency with which that service serves the country and if we are to raise further the status of the teachers and make demands upon the people of this country, that must and will depend to a large extent upon the quality of service which these services will render to the nation. In this note, they address themselves to the educational service and the Government expect that they will come forward to do their best by the nation.

C.V. Hanumantha Rao.

Director of Information & Publicity.

CDD.17.2.

1. Assistant Professors and Assistant Lecturers (Men & Women).

Existing Scale : Rs. 100-10/2-200.
 Revised Scale : Rs. 120-5-170-7-240 plus Rs.5 for L.Ts.

2. Assistant Instructors, Engineering College, Senior and Junior.

Existing Scale : Rs. 100-10/2-200.
 Revised Scale : Rs. 180-10 - 280.

3. Assistant to women Specialist in Physical Education:

Existing Scale : Rs. 100-10/2-200.
 Regional Physical Directors. Rs. 200-10/2 - 200.
 Physical Director, Presidency College. Rs. 140-15/2-200.

REVISED SCALES FOR ALL: Rs. 120-5-170-7-240.

4. Workshop Instructor Junior (Engineering College).

Existing Scale : Rs.150/-.
 Laboratory Assistants - (Engineering College).

Existing Scale : Rs. 100-10/2-110-15/2-200.

REVISED SCALE FOR ALL: Rs. 180-10-250.

5.(a). Deputy Inspectors of Schools, School Assistants (Men) & Headmasters,

&
 (b). Sub Assistant Inspectresses, School Assistants (Women) & Headmistresses.

Existing Scale : Rs. 70-10/2-130 with 20% in the selection grade of Rs. 140-15/2-200.

(c). Physical Directors (all except that of the Presidency College.)

(d). Physical Directoresses.

Existing Scale: Rs. 70-10/2-130 with three posts for men in the selection grade of Rs.140-15/2-200.

REVISED SCALE : Each of these sections, a,b,c, & d will form one unit and will have two grades of appointments.

GRADE II. on Rs. 80-5-120-10-170, and
 GRADE I. on Rs. 160-5-200-10-240 in addition to Rs.5/- for craft training in both grades.

The ratio between Grade I and Grade II will be as 1 : 2.

Headmasters and Meadmistresses of schools with over 500 pupils will get a special allowance of Rs.25/-p.m. The rest will get an allowance of Rs.10/- p.m.

6. Assistant to Manual Training Expert.

Existing Scale : Rs. 70-10/2-130.
 REVISED SCALE : Rs. 80-5-120-10-170.

7. Demonstration and Tutors.

Existing Scale : Rs. 70-10/2-130.
 REVISED SCALE : Rs. 80-5-120-10-140.

8. Junior Deputy Inspector of Schools.

Existing Scale : 50-5/2-70.
REVISED SCALE : 60-4-100-5-120.

9. Commercial Instructors.

Existing Scale : TWO GRADES : Rs. 70-5/2-95.
55-5/2-70.

Manual Training Instructors.

Existing Scale : Rs. 70-5/2-95.

Manual Training Instructors (Men) (Temporary).

Existing Scale :
REVISED SCALE FOR ALL: Rs. 30-3/2-45-2/2-55.
Rs. 60-4-100.

10. Secondary Grade trained teachers (Men & Women)

Existing scale: Rs. 30-3/2-45-2/2-55
Revised scale: Rs. 45-3-60-2-90 for those with craft training
Rs. 40-3-55-2-85 for those without craft training

11. (a) Assistant manual training instructors in wood work.

Drawing Masters, 1st Grade.
Weaving Instructors and Handicraft Instructors.
Drawing Mistresses, sewing mistresses and
Music Mistresses and combined Drawing and Sewing Mistresses.

Existing scale Rs. 30-3/2-45-2/2-55

(b) Supervisors of Sanskrit schools:

Existing scale: Rs. 35-3/2-50-2/2-60

(c) Instructors - Aluminum, Engraving and Wood carving.

Existing scale: Rs. 35-4/2-55

(d) Drawing Master II Grade (Engineering college)

Existing scale Rs. 23-2/2-45
REVISED SCALE FOR ALL: Rs. 45-3-60-2-90

12. (a) Religious Instructors (Men & Women)

Existing scales Rs. 35-4/2-43-2/2-45
30-3/2-45-2/2-55
Revised scale If secondary grade trained Rs. 35-2-75
If with pandits qualifications 45-3-60-2-80.
If not secondary grade trained 25-1-45.

(b) Part Time Religious Instructors.

Existing scale: Rs. 24
Revised scale Rs. 30

stani Teachers.

Existing scale - 35-4/2-43-2/2-45
Revised scale - If secondary grade trained- 45-3-60-2-90
If not secondary grade trained 40-2-60

14: Workshop Instructors in Carpentry (Engineering College)

Existing scale - 50-4/2-90
Revised scale - 70-2-90-3-120

15 (a) Instructors (Textile, Printing & Rattan work) Men, Assistant Manual Training Instructor in Weaving & Basketry Instructresses (women).

Existing scale - 30-3/2-45
Revised scale - 35-2-55

(b) Assistant Manual Training Instructor in Weaving.

Existing scale - 30-3/2-45
Revised scale - 35-2-55

16. Physical Training Instructors & Instructresses I Grade

Existing scale - 30-3/2-45-2/2-55
Revised scale - 50-3-65-2-95 i.e. Secondary grade pay plus Rs. 10 for secondary grade trained men having higher grade certificates in Physical Training.

17. Physical Training Instructors & Instructresses II grade.

Existing scale - 23-2/2-45
Revised scale - 35-1-55 i.e. Higher Elementary grade pay plus Rs. 10 for S.S.L.C. completed certificate holders trained in Higher elementary training and holding Lower grade P.T.I. certificate.
All those with lower qualifications also will be in this scale.

18. Pandits and Munshis (Colleges and Schools)

Existing scale : - Men 1st Grade. -- 80-10/2-100.
Men 2nd Grade & Women 1st Grade - 65-5/2-80.
Men 3rd Grade & Women 2nd Grade - 45-5/2-60.
Men 4th Grade & Women 3rd Grade - 35-4/2-43-2/2-45.

REVISED SCALE : -
Colleges I : - Rs. 120-5-170-7-240 plus Rs. 5/- for L.Ts.
II : - Rs. 60-5-120-10-170 (Pandits & Munshis.)

QUALIFICATIONS I : - Same as these prescribed for Assistant Professors and Assistant Lecturers.
II : - Eligible S.S.L.C. Plus an Oriental title plus Pandit's or Secondary grade training.

High Schools and Middle Schools.

I - L.T. Assistant Scale - 80-5-120-10-170.
II - (Pandit - 1st Grade) - 70-5-150.
III - (Pandit - 2nd Grade) - 45-3-60-2-90.
QUALIFICATIONS I - A degree with the language as the main special subject and L.T.
II - Pandit 1st Grade: Eligible S.S.L.C. Plus an Oriental Title plus Pandit's or Secondary Grade training.
III - Pandits 2nd Grade: Oriental Title and Pandit's or Secondary Grade training.

REMARKS:

COLLEGES.

The existing incumbents will be assigned to these 2 Grades according to their qualifications and the number of posts in each grade fixed by the Government for each College. Such of them as do not possess the required qualifications will be placed on the scale Rs.100-5-140.

HIGH SCHOOLS:

The existing incumbents will be assigned to these 3 grades according to their qualifications and the number of posts in each grade fixed by the Government for each High School. Such of them as do not possess the required qualifications will be placed on the scale Rs.60-4-100 if they are now on the scale of Rs.45-5/2-60 and on the scale Rs.45-2-75 if they are on any lower scale.

MIDDLE SCHOOLS:

All the posts in the schools will belong to Grade II and existing incumbents who do not possess the required qualifications will be placed on the scale Rs.45-2-75.

19. Higher Elementary Grade Teachers (Men & Women).

Existing Scale : Rs. 23-2/2-45.

REVISED SCALE : Rs. 25-1-45 plus Rs.5 for craft training.

20. Teachers in Amindivi Islands.

Existing Scale : Rs. 24-2/2-28-1/2-33 if trained; Rs.15 if untrained.

REVISED SCALE : Rs. 25-1-45 plus Rs.5/- for craft training.If untrained Rs.20/-.

21. Lower Elementary Grade Teachers (Men & Women) and certain Teachers in Islands.

Existing Scale : Rs. 20-2/2-24-1/2-28.

REVISED SCALE : Rs. 20-1-35.

(1). COLLEGE OF ENGINEERING, GUINDY.

22. Power House Superintendents.

Existing Scale : Rs. 225-15/2-300.

REVISED SCALE : Rs. 225-10-325.

23. Shift Operators.

Existing Scale : Rs. 70-5/2-90.

REVISED SCALE : Rs. 90-3-120.

24. Maistris - Electrical Maistri.

Existing Scale : Rs. 50-4/2-70.

REVISED SCALE : Rs. 60-3-75-2-85.

25. Foreman Fitter.

Existing Scale : Rs. 35-4/2-55.

REVISED SCALE : Rs. 45-3-60-2-70.

26. Foreman Carpenter.

Existing Scale : Rs. 35 - 4/2 - 55.

REVISED SCALE : Rs. 45 - 3 - 60 - 2 - 70.

27. Instrument repairers 1st Grade.

Existing Scale : Rs. 35 - 3/2 - 53 - 2/2 - 55.

REVISED SCALE : Rs. 45- 2 - 65 - 1 - 70.

28. Machine Maistri, Blacksmith Maistri and Foundry Maistri

Existing scale - 30-2/2-50

Revised scale - Machine Maistri: 45-2-55-1-70

Blacksmith Maistri &) 40-2-50-1-65
Foundry Maistri)

29. Linesmen and electricians

Existing scale - 30-3/2-39-2/2-45

Revised scale - 35-2-55-1-60

30. Wireman (Post classified as linesman & electrician)

Existing scale - 30-2/2-44-1/2-45

Revised scale - 35-2-55-1-60

31. Fitter

Existing scale - 35-2/2-39-1/2-40

Revised scale - 40-2-50-1.55

32. Instrument repairers II Grade

Existing scale - 28-3/2-37-2/2-45

Revised scale - 35-2-55-1-60

33. Compounder

Existing scale - 28-1/2-40

Revised scale - 35-1-60

34. Battery room attendants

Existing scale - 28-3/2-37

Revised scale - 35-2-55

35. Pump house operators

Existing scale - 19-2/2-23-1/2-24

Revised scale - 22-1-30

36. Stokers and cleaners

Existing scale - 19-2/2-23-1/2-24

Revised scale - 22-1-30

37. Cleaners

Existing scale - 19-1/2-24

Revised scale - 22-1/2-30

38. Ward Attendant

Existing scale - 12-17

Revised scale - 16-1/2(a)-25

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contd....6

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2. OTHER GOVERNMENT COLLEGES.

39. House Keeper, Queen Mary's College.
Existing Scale : --- Rs. 60-5/2-75.
REVISED SCALE : --- Rs. 70-3-100.
40. Workshop Assistants (Senior I Grade).
Existing Scale : --- Rs. 55-3/2-70.
REVISED SCALE : --- Rs. 60-3-75-2-85.
41. Sergeants in Government Colleges, I Grade.
Existing Scale : --- Rs. 40-5/2-70.
REVISED SCALE : --- Rs. 50-3-80.
42. Workshop Assistants (Senior) II Grade.
Existing Scale : --- Rs. 35-4/2-55.
REVISED SCALE : --- Rs. 45-3-60-2-70.
43. Museum Keepers, Presidency College, Madras.
Existing Scale : --- Rs. 30-3/2-45-2/2-55.
REVISED SCALE : --- Rs. 40-2-60-1-70.
44. Gas Superintendent, Presidency College, Madras.
Existing Scale : --- Rs. 30-3/2-45-2/2-55.
REVISED SCALE : --- Rs. 40-2-60-1-70 (40-2-60-1-70).
45. Mechanics in Government Colleges.
Existing Scale : --- Rs. 38-2/2-50.
REVISED SCALE : --- Rs. 40-2-50-1-65.
46. Sergeants in Government Colleges, II Grade.
Existing Scale : --- Rs. 28-3/2-37.
REVISED SCALE : --- Rs. 35-3-50.
47. Workshop Assistant (Junior).
Existing Scale : --- Rs. 23-3/2-35-2/2-45.
REVISED SCALE : --- Rs. 30-2-60.
48. Attenders I Grade.
Existing Scale : --- Rs. 19-2/2-25-1/2-30.
Revised Scale : --- Rs. 24 -1 - 32 - 1/2(a) - 35.
49. Attenders II Grade.
Existing Scale : --- Rs. 17-1/2-22.
REVISED SCALE : --- Rs. 22-1/2(a) -30.
50. Oriental Manuscripts Library.
Existing Scales:
Pandits 1st Grade. Rs. 45-5/2-60.
Pandits 2nd Grade. Rs. 35-4/2-43-2/2-45.
Asst. Pandits. Rs. 35-1/2-43-2/2-45.

REVISED SCALES FOR ALL:

- (a) Grade I. ... Rs. 80-5-120-10-170.
L.T. Assistant grade for High School Pandit in Government Educational Institutions and with same qualifications.
- (b) Grade II ... Rs. 70-8-150.
(1st Grade for High School Pandits in Government Educational Institution and with same qualification.)
- (c) 60-4-100 for existing incumbents without qualifications as (a) & (b) above drawn on the scale of 45-5/2-60.
- (d) 45-2-75 for existing incumbents without the qualifications as (a) & (b) above and now on a Lower scale than 45-5/2-60. The number of posts in each grade will be fixed by Government.

-7-25
15
MUNICIPAL AND LOCAL BOARD SERVICE.

1. Elementary Schools:-

- i. Headmasters and Headmistresses. Allowances.

Existing scale: NIL.

REVISED SCALE: Allowance of Rs.2/- p.m. for schools with a staff of not less than four including the Headmasters and Headmistresses. Allowance of Rs.5/- p.m. if in addition the strength of the school exceeds 300.

- ii. Lower Elementary Grade (Men) Existing Scales -- 15--1/2--20.
-do- (Women).

Existing Scale -- 20-1/2-25.

NOTE: - The Local Bodies may adopt Government scales also with the sanction of Government.

Revised Scales:- 20--1--30.

- iii. Higher Elementary Grade (Men).

Existing Scale ... 20-1/2-24-2/2-30.

Higher Elementary Grade - women.

Existing scale --- 25-1/2-29-2/2-35.

NOTE:- The Local Bodies may adopt Government Scales also with the sanction of Government.

REVISED SCALES -- 25-1-40 plus Rs.5/- for craft training.

- iv. Higher Elementary Grade Untrained (Men).

Existing Scale - Rs.15.

Higher Elementary Grade Untrained (Women).

Existing scale -- Rs.20.

Revised Scale 20.

2. i. Secondary Grade (Men).

Existing Scale - 25/-2/2--45.

Secondary Grade (women).

Existing scale -- 30-2/2-50.

NOTE:- The Local Bodies may adopt Government scales also with the sanction of Government.

REVISED SCALE -- 35-1 1/2-65 plus Rs.5/- for craft training.

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ii. Secondary Grade untrained (Men).

Existing scale Rs.20/-
Secondary Grade untrained (women).

Existing scale Rs.25.

Revised scale Rs.25/-

SECONDARY SCHOOLS:

Headmasters of high schools -- Existing scale Rs.110-10/2-170.

Headmasters of middle and incomplete High schools.

Existing scale -- Rs.65--5/2--100

Revised scale: The pay should depend on the number of forms and strength, as follows:-

- Secondary schools with IV form and below.
Rs.70-5-140 plus Rs.10, if the strength is 500 and below.
Rs.70-5-140 plus Rs.25 if the strength is above 500.
- Other Secondary Schools:-
Rs.150-10-200, if the strength is below 500;
Rs.150-10-200, plus Rs.25 if the strength exceeds 500.

L.T.Assistants:- Existing scale -- 65-5/2-100.

Revised scale -- 70-5-140 plus Rs.5 for craft training.

Secondary Grade Trained Teachers.

Existing scale -- 30-2/2-50.

Revised scale -- 40-1-70 plus Rs.5 for craft training.

Pandits and Munshis:-

Existing scale 45-2/2-75.

30-2/2-50.

Revised scale: I. L.T.Assistants Scale - 70-5-140.

II. Pandit I Grade - 60-4-100-5-130.

III. Pandit II Grade - 40-1-70.

QUALIFICATIONS:-

- A degree with the language as the main subject and L.T.
- Pandit I Grade - Eligible S.S.L.C. PLUS an Oriental Title and Pandit or Secondary Grade training.
- Pandit II Grade - Oriental Title and Pandit or Secondary Grade Training.

REMARKS:-

HIGH SCHOOLS:- The existing incumbents

will be assigned to these 3 grades, according to their qualifications and the number of posts in each grade fixed by the Government for each school. Such of them as do not possess the required qualifications will be placed on the scale of 60-4-100 if they are now on the scale of 45-2/2-75, and on the scale of 40-1-60 if they are on any lower scale.

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MIDDLE SCHOOLS:- All the posts in these schools will belong to Grade II and existing incumbents who do not possess the required qualifications will be placed on the scale of 40-1-60.

ES
PHYSICAL TRAINING INSTRUCTORS/AND INSTRUCTRESS (Higher Grade Certificate Holders).

Existing scale 30-2/2-50
Revised scale 45-1-75

for those with Secy grade training and physical training Higher Grade certificate.

35-1-50 for those with lower qualifications.

DRAWING MASTERS

Existing scale 25-2/2-45
Revised scale 40-1-70.

HINDUSTANI TEACHERS:

Existing scales 45-2/2-75.
30-2/2-50

Revised scale 40-1-70 if Secondary Grade trained.
30-1-50 if not Secondary Grade trained

MANUAL TRAINING INSTRUCTORS, COMMERCIAL INSTRUCTORS.

Existing Scale 30-2/2-50
Revised scale 50-2-90.

DRAWING NEEDLEWORK MISTRESSES, MUSIC MISTRESSES ETC.

Existing scale 30-2/2-50
Revised scale 40-1-70.

PHYSICAL TRAINING INSTRUCTORS AND INSTRUCTRESSES OTHER THAN THOSE ABOVE :: DRAWING MASTERS.

Existing scale 25-2/2-45
Revised scale 30-1-50

UNTRAINED TEACHERS -- Existing scale. Revised scale.

Graduates.	Rs.50 for B.A., or L.T. posts	45
	Rs.30 for Secy Grade posts	
Secondary Grade	20	30
Others	20	25

PRESENT AND REVISED RATES OR SCALES OF GRANTS TO ELEMENTARY SCHOOLS UNDER AIDED MANagements AND PANCHAYATS.

Class of Teachers.	Present rate per mensem		Proposed rate or scale per mensem - aided and Panchayat schools.
	aided schools.	Panchayat schools.	
LOWER ELEMENTARY	Rs	Rs	Rs
Untrained	7	14	8
Trained.	11	14	15
HIGHER ELEMENTARY - Untrained	11	14	12
Trained	16	17	20-1-25
SECONDARY - Untrained	14	19	15
Trained	20	22	25-1-35
COLLEGIATE - Untrained	19-2/3	19	20
Trained	25	22	35

CDD.18-2.

The Government have been receiving certain representations from teachers' guilds and associations about the revision of salaries made by Government recently. Many of them are based upon a misapprehension and without a proper appreciation of the facts and so, the Government have thought fit to issue a detailed communique with a list of detailed revision of salaries so that a proper perspective of the whole scheme may be had.

^{2.} The old grade for the higher ^{elementary} grade teacher was Rs 20-1/2-30 in the majority of local boards where they are employed in such large numbers. This has been increased to those who know the craft to Rs 30-⁴⁵50, i.e., Rs 25-⁴⁰45 + 5 for craft. This will be in addition to the dearness allowance of Rs 16/- which they are at present receiving. The Government expect ~~that~~ every one of them to learn the craft immediately and be entitled to this additional remuneration of Rs 5. The intention of the Government is that even in our elementary schools we should have at least secondary grade teachers. Recently orders have been passed giving scope to the higher elementary grade teachers to qualify themselves for the secondary grade and become eligible for the secondary grade scales. The old basic grades of secondary grade teachers ~~in secondary schools~~ were Rs 25-45 in elementary schools and Rs 30-50 in secondary schools. These have now been raised to Rs 40-70 and 45-75. These will be in addition to the dearness allowance which they are at present receiving. The Government have felt that the secondary grade teachers should be given further prospects and so, they propose to reserve a large percentage of posts in the Junior Deputy Inspectors cadre to the secondary grade assistants to be recruited from all services, viz., Government, local boards and aided, so that efficient secondary grade teachers in all services will have a further and a larger scope for rise. The pay of the Junior Deputy Inspectors has been fixed at Rs 60-120 as against Rs 50-70 which was the old scale and so, it will be seen that

The press note
may come today
cut
14.2.47

Salaries detailed upon the
HET in the revised
Local Board

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not only have the Government given initial increments to higher grade and secondary grade teachers on a generous scale but also they have given scope for such of those persons among them who can distinguish themselves for efficient service.

3. Now we come to the L.Ts. L.Ts. in Government service have been given ^{two} grades of Rs 85-175-245. The selection grade has been increased from one fifth to one-third so that all reasonably efficient men will reach the top and over and above that, there are the gazetted posts to which they may aspire. In the local boards, the rates have been fixed at Rs 75-145 which are eight increments above in the existing scale, namely Rs 65-100. This difference between the Government and the local board schools has been necessary because of the administrative and executive work which those in Government service have to perform and the large financial responsibility they have to bear from the very beginning. Besides, a welcome feature in the new scheme is allowances to headmasters in all grades of schools. It is further the intention of Government that recruitment of D.E.Os. should not be confined only to those in Government cadres but that efficient men in local board and aided services should also be given scope for being recruited as D.E.Os. The Government are actively considering the matter of fixing their proportion.

4. And now, we come to the aided schools. In this matter, the Government would like to remind such of those people who are agitating for equal pay to aided school elementary teachers along with local board services, that the Government grants are only an aid which Government give and the rest of the amount is expected to be contributed by the managements. ^{It is not possible to} The Government cannot treat the aided schools on a par with local board or Government schools for the simple reason that these are private schools receiving only aid from Government and are not subject to the same control. But as far as elementary schools are concerned, the grants besides having been liberalised, have, in the new

elementary
plus Rs. 5 for craft training
admissible to both grades

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scheme, a further advantage, that is, they have definitely been put on the time scale in addition to the full dearness allowance which the teachers are getting from Government. That is, higher grade teachers in aided schools, instead of getting Rs 14/- previously will get Rs 20⁻²⁵ + 16. Now to begin with secondary grade teachers, instead of Rs 18 previously, will get Rs 25 + 16 ^{to begin with} and will get more under the time scale with their service (25-35+16).

5. As far as aided secondary schools are concerned, the Government have received many representations that the aided schools should be compelled to give the local board rates. The Government have advised them to pay the local board rates and to show the earnestness of Government in this matter and to help them to do this, the aided secondary schools will be paid, in addition to the grants to which they will be eligible under the Grant-in-aid Code, a special grant equal to one half of the difference between the average of the scales of pay laid down for similar posts in the service of local bodies and the average of the scales of pay actually adopted by the managements, subject to the condition that this additional grant is used entirely for payment to the teachers. The Government hope that the aided schools will recognise their duty by their teachers and come forward to meet their portion of the responsibility. This will not preclude the aided schools from paying even at Government rates, if they choose to do so.

6. For the collegiate teachers, a rate has been prescribed which is well above the present rates. The scales of pay of the Instructors etc. in the Engineering Colleges have been raised high enough so that the teaching posts will be able to secure men with high academic qualifications fit to train up engineers in their turn. These are higher than those offered in the P.W.D. in the non-gazetted services.

7. In the matter of pandits, the Government have

recognized the importance of raising their status and paying them on the same level as other teachers and professors in the high schools and colleges. Those with proper ~~and~~ qualifications have been brought to the front rank. The grades of even those who do not possess the requisite qualifications, have been ~~substantially~~ raised. The pays of others also have been suitably raised and the details will be found in the ~~annexure~~ *appendix* attached to this note. (See fly leaf)

10. The Government, consistent with their financial position, have gone to the greatest extent possible. The matter of raising the status of elementary school and other teachers in various other ways is also under the active consideration of Government. The total ultimate cost of the salaries revision is Rs 267 lakhs. Out of this, the revision of the posts in the ~~Education Department~~ *Govt. Est. institutions* alone costs ~~Rs~~ *about Rs. 10 lakhs*. From this will be known the extent of the increase that has been given to those in the educational services. It may be that there is still more scope for improvement but it must be always remembered that the money has to be drawn from the people. With the loss of Rs 16.80 crores of revenue by enforcement of prohibition, the Government have suffered a set-back in their financial resources and in spite of these set-backs, the Government have thought fit to come forward with this large item of expenditure to relieve the present difficulties of their non-gazetted services. It is not that this cannot admit of improvements, but only it must await better times. Now that the

Government have come forward to do their best, the Government expect that the teachers will do their part *by increasing the quality & efficiency of their work.* ~~thoroughly efficient and loyal manner.~~ It cannot be gainsaid

that in our elementary schools as well as our other schools and colleges, a great deal of improvement is necessary and possible. The emoluments of any service must depend upon the efficiency with which that service serves the country and if we are to raise further the status of the teachers and make demands upon the people of this country, that must and will depend to a large extent upon the quality of service which

+ while the cost of revision of pay of teachers in aided institutions and institutions under local bodies is estimated at Rs. 81 lakhs. These figures do not include the cost of revision of salaries of teachers in ele. schools under local bodies, viz., Rs. 80 lakhs ultimately.

these services will render to the nation. In this note, they address themselves to the educational service and the Government expect that they will come forward to do their best by the nation.

Tst
30.1.47

Revised scales of pay

pp 7-21 CF

8. In consideration of the importance of education, the Govt. propose to issue orders that, as far as teachers in the service of local bodies and in aided ~~educational~~ institutions are concerned, the revision of the scales of pay should be given effect to from 1-1-1947.

9. To enable the local bodies ^(Dt. Boards & municipalities) to meet the additional expenditure involved in giving effect to the revised scales of pay to the teachers in their ele. schools, the Govt. will ~~give them advances from Provl. funds to the extent to which they are unable to bear the cost from their own resources.~~ All possibilities of enhancing the receipts under the Ele. Edn. Fund accounts of each local body will be explored in due course and the advances paid from Provl. ~~revenues recovered as far as possible.~~ As regards the revision of salaries of teachers in their secondary schools, the local bodies will in future be paid grants-in-aid in a particular year on the basis of half of the approved net cost in the preceding financial year, after taking into account the subsidies now being paid. The grants to ele. schools under aided managements and panchayats at the revised rates or scales will be paid in full by the Govt. themselves.

Bear the addl. cost in the form of grants to M. Bd. for one year and advances to Dt. Boards for the same period, repayable to the extent the local bodies are able to pay back.

Madras Edl. Sub. Service

1. Assistant Professors and Assistant Lecturers (Men and Women).
Existing scale: Rs.100--10/2--200
Revised scale: Rs.120--5--170--7--240 plus Rs.5 for L.Ts.
2. Assistant Instructors, Engineering College - Senior and Junior.
Existing scale: Rs.100--10/2--200.
Revised scale: Rs.150--10--280.
3. Assistant to Women Specialist in Physical Education:
Existing scale: Rs.100--10/2--200.
Regional Physical Directors.
Rs.100--10/2--200
Physical Director, Presidency College.
Rs.140--15/2--200.
REVISED SCALE FOR ALL: Rs.120--5--170--7--240.
4. Workshop Instructor Junior (Engineering College)
Existing scale: Rs.150/-
Laboratory Assistants - (Engineering College)
Existing scale: Rs.100--10/2--110--15/2--200
REVISED SCALE FOR ALL: Rs.180--10--250.
5. (a) Deputy Inspectors of Schools and School Assistants,
(Men/Headmasters)
and
(b) Sub Assistant Inspectresses, and School Assistants (Women)
and Headmistresses.
Existing scale: Rs.70--10/2--130 with 20 % in the selection
grade of Rs.140--15/2--200
(c) Physical Directors (all except that of the Presidency
College).
(d) Physical Directresses.
Existing scale: Rs.70--10/2--130 with three parts in the
selection grade of Rs.140--15/2--200.
REVISED SCALE: Each of these sections will form one unit and will
have two grades of appointments.
Grade II on Rs.80-5-150-10-170 and
Grade I on Rs.100-5-200-10-240 in addition to
Rs.5/- for craft training in both grades.
The ratio between Grade I and Grade II will be as
1 : 2.
Headmasters and Headmistresses of schools with over
500 pupils will get a special allowance of Rs.25 p.m.
The rest will get an allowance of Rs.10/- p.m.

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6. Assistant to Manual Training Expert:

Existing scale: Rs.70--10/2--130.

Revised scale: Rs.80--5--120--10--170.

7. Demonstrators and Tutors:

Existing scale: Rs.70--10/2--100.

Revised scale: Rs.80--5--120--10--140

8. Junior Deputy Inspector of Schools.

Existing scale: Rs.50--5/2--70.

Revised scale: Rs.60--4--100--5--120.

9. Commercial Instructors

Existing scale: Two grades: 70--5/2--95

55--5/2--70.

Manual Training Instructors.

Existing scale: Rs.70--5/2--95

Manual Training Instructors (MEN) (TEMPY)

Existing scale: Rs.30--3/2--45--2/2--55.

REVISED SCALE FOR ALL: Rs.60--4--100

10. Secondary Grade trained teachers (Men and women).

Existing scale: Rs.30--3/2--45--2/2--55

Revised scale: Rs.45--3--60--⁻²⁻⁹⁰~~2-90~~ for those with craft training

Rs.40--3--55--2--85 for those without craft training.

11 (a). Assistant manual training instructors in wood work

Drawing masters, 1st grade.

Leaving instructors and handicraft instructresses.

Drawing mistresses, sewing mistresses and

Music mistress and combined drawing and sewing instructors. MISTRESSES.

Existing scale: Rs.30--3/2--45--2/2--55

(b) Supervisors of Sanskrit schools:

Existing scale: Rs.35--3/2--50--2/2--60

(c) Instructors - Aluminium, engraving and wood carving.

Existing scale: Rs.35--4/2--55

(d) Drawing Master II Grade (Engineering College)

Existing scale: Rs.25--2/2--45

REVISED SCALE FOR ALL: Rs.45--3--60--2--90.

10

23

12. ~~(A) Religious Instructors.~~
Existing Scale: ~~30-3/2-45-22/55-2/2-55~~
REVISED SCALE: ~~35-2-75~~

(B) Part time Religious Instructors.
Existing Scale: 24.
REVISED SCALE: 30.

13. ~~(A) Hindustani Teachers.~~
Existing Scale: 35-4/2-43-2/2-45.
REVISED SCALE: If secondary grade trained 35-2-75.
If with pandits qualified 45-3-60-2-90.
If not secondary grade trained 25-1-45.

(A) Religious Instructors (Men & Women).
Existing Scales 35-4/2-43-2/2-45.
30-3/2-45-2/2-55
REVISED SCALE: If secondary grade trained 35-2-75.
If with pandits qualified 45-3-60-2-80.
If not secondary grade trained 25-1-45.

14. Workshop Instructors in Carpentry (Engineering College).
Existing Scale: 50-4/2-90
REVISED SCALE: 70-2-90-3-120.

15.(a) Instructors (Textile, Printing & Rattan work) Men, Assistant Manual Training Instructor in Weaving & Basketry Instructors (Women).

Existing Scale: 30-3/2-45.
REVISED SCALE: 35-2-55.

(b) Assistant Manual Training Instructor in Weaving.
Existing Scale: ~~30-4-50~~ 30-3/2-45.
REVISED SCALE: 35-2-55.

16. Physical Training Instructors I Grade and Instructors.
Existing Scale: 30-3/2-45-2/2-55.
REVISED SCALE: 50-3-65-2-95-2-100.
Secondary grade pay plus Rs.10 for secondary grade trained men having higher grade certificates in Physical Training.

17. Physical Training Instructors and II Grade.
Existing Scale: 23-2/2-45.
REVISED SCALE: 35-1-55-4-2-60-2-75.
Higher Elementary grade plus Rs.10 for S.S.L.C. completed certificate holders trained in Higher elementary training and holding Lower grade P.T.T. certificate. All those with lower qualifications also will be in this scale.

18. Pandits and Munshis (Colleges and Schools).

Existing Scale: Men 1st Grade. 80-10/2-100.

Men 2nd grade and Women I grade. 65-5/2-80.

Men 3rd grade and Women II Grade. 45-5/2-60.

Men IV grade and Women III grade. 35-4/2-43-2/2-45

REVISED SCALE:-

Colleges: I .. Rs.120-5-170-7-240 Plus Rs.5 for L.T's
 II.. Rs. 80-5-120-10-170 (Pandits & Munshis)

Qualifications: Grade I - same as those prescribed for Assistant Professors and Asst. Lecturers.
 Grade II. Eligible S.S.L.C. Plus an Oriental title Plus Pandit's or Secondary grade training.

High Schools and Middle Schools:

Grade I - L.T. Assistant Scale. (80-5-120-10-170)

II - (Pandit - 1st Grade).

Rs.70-5-150.

III - (Pandit - 2nd grade) Rs.45-3-60-2-90

Qualifications I - A degree with the language as the main special subject and L.T.

II - Pandit 1st grade: Eligible S.S.L.C. Plus an Oriental title Plus Pandit's or Secondary grade training.

III - Pandits 2nd grade: Oriental title and Pandit's or Secondary grade training.

Remarks:

Colleges

The existing incumbents will be assigned to these 2 grades according to their qualifications and the number of posts in each grade fixed by the Government for each College. Such of them as do not possess the required qualifications will be placed on the scale Rs.100-5-140.

High Schools.

The existing incumbents will be assigned to these 3 grades according to their qualifications and the number of posts in each grade fixed by the Government for each High School. Such of them as do not possess the required qualifications will be placed on the scale Rs.60-4-100 if they are now on the scale of Rs.45-5/2-60 and on the scale Rs.45-2-75 if they are on any lower scale.

Middle Schools.

All the posts in the schools will belong to Grade II and existing incumbents who do not possess the required qualifications will be placed on the scale, Rs.45-2-75.

19. Higher Elementary grade Teachers (Men and Women).

Existing Scale: 23-2/2-45.

REVISED SCALE: 25-1-45 plus Rs.5 for Craft training.

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5 + 3 43

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20. Teachers in Amindivi Islands.

Existing Scale: 24-2/2-28-1/2-33 if trained;
Rs.15 if untrained.

REVISED SCALE: Rs.25-1-45 plus Rs.5 for craft training,
if untrained Rs.20.

21. Lower Elementary Grade Teachers (Men and Women).

and certain teachers in Laccadive Islands.

Existing Scale: 20-2/2-24-1/2-28.

REVISED SCALE: 20-1-35.

44

45-14

26

22 Power House Superintendent.

Existing Scale: 225 - 15/2 - 300

REVISED SCALE: 225 - 10 - 325 ✓

23 Shift Operators.

Existing Scale: 70 - 5/2 - 90

REVISED SCALE: 90 - 3 - 120 ✓

24 Maistris - Electrical Maistri.

Existing Scale: 50 - 4/2 - 70

REVISED SCALE: 60 - 3 - 75 - 2 - 85. ✓

25. Foreman Fitter.

Existing Scale: 28 35 - 4/2 - 55

REVISED SCALE: 45 - 3 - 60 - 2 - 70 ✓

26 Foreman Carpenter

Existing Scale: 35 - 4/2 - 55

REVISED SCALE: 45 - 3 - 60 - 2 - 70 ✓

27. Instrument repairers, I Grade

Existing Scale: 35 - 3/2 - 53 - 2/2 - 55

REVISED SCALE: 45 - 2 - 65 - 1 - 70 ✓

28 Machine maistri, Blacksmith maistri and Foundry maistri.

Existing Scale: 30 - 2/2 - 50

REVISED SCALE: Machine maistri: 45 - 2 - 55 - 1 - 70
Blacksmith Maistri: 40 - 2 - 50 - 1 - 65.
Foundry Maistri: |

29 Linemen and electricians.

Existing Scale: 30-3/2-39-2/2-45

REVISED SCALE: 35-2-55-1-60 ✓

30 Wireman (Post classified as linemen and electrician)

Existing Scale: 30-2/2-44-1/2-45

REVISED SCALE: 35-2-55-1-60 ✓

31. Fitter.

Existing Scale: 35-2/2-39-1/2-40

REVISED SCALE: 40-2-50-1-55. ✓

32. Instrument repairers, II Grade.

Existing Scale: 28-3/2-37-2/2-45

REVISED SCALE: 35-2-55-1-60. ✓

Compounder.

33. Compounder.

Existing Scale: 28-1/2-40

REVISED SCALE: 35-1-60.

34. Battery room attendants.

Existing Scale: 28-3/2-37

REVISED SCALE: 35-2-55.

35. Pump-house operators.

Existing Scale: 19-2/2-23-1/2-24.

REVISED SCALE: 22-1-30.

36. Stokers and cleaners.

Existing Scale: 19-2/2-23-1/2-24.

REVISED SCALE: 22-1-30.

37. Cleaners.

Existing Scale: 19-1/2-24.

REVISED SCALE: 22-1/2-30

38. Ward attendant.

Existing Scale: 12-17

REVISED SCALE: 16-1/2-25.

OTHER

(2) GOVERNMENT COLLEGES, TRIVANDRUM.

39. House-Keeper, Queen Mary's College.

Existing Scale: 60-5/2-75.

REVISED SCALE: 70-3-100.

40. Workshop Assistants (Senior) I Grade.

Existing Scale: 55-3/2-70

REVISED SCALE: 60-3-75-2-85.

41. Sergeants in Government Colleges, I Grade.

Existing Scale: 40-5/2-70

REVISED SCALE: 50-3-80.

42. Workshop Assistants (Senior), II Grade.

Existing Scale: 35-4/2-55

REVISED SCALE: 45-3-60-2-70.

43. Museum Keepers, Presidency College, Madras.

Existing Scale: 30-3/2-45-2/2-55

REVISED SCALE: 40-2-60-1-70.

48

-8-

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44 Gas Superintendent, Presidency College, Madras.

Existing Scale: 30-3/2-45-2/2-55

REVISED SCALE: 40-2-60-1-70. (40-2-60-1-70).

45 Mechanics in Government Colleges.

Existing Scale: 36-2/2-50

REVISED SCALE: 40-2-50-1-65.

46 Sergeants in Government Colleges, II Grade.

Existing Scale: 28-3/2-37.

REVISED SCALE: 35-3-50

47 Workshop Assistant (Junior).

Existing Scale: 23-3/2-35-2/2-45.

REVISED SCALE: 30-2-60.

48 Attenders I Grade.

Existing Scale: 19-2/2-25-1/2-30.

REVISED SCALE: 24-1-32-1^{1/2}(a)-35.

49 Attenders II Grade.

Existing Scale: 17-1^{1/2}(a)-22. 17-1^{1/2}-22

REVISED SCALE: 22-1^{1/2}(a)-30.

(3) ORIENTAL MANUSCRIPTS LIBRARY.

50 Pandits I Grade.

Existing Scale: 45-5/2-60

REVISED SCALE: 45-3-60-2-80.

51 Pandits II Grade.

Existing Scale: 35-4/2-43-2/2-45.

REVISED SCALE: 45-3-60-2-80

52 Assistant Pandits.

Existing Scale: 35-1/2-43-2/2-45.

REVISED SCALE: 45-3-60-2-80.

~~SUPERINTENDENT, ORIENTAL MANUSCRIPTS LIBRARY.~~

50. Existing Scales:

Pandits 1st Grade 45-5/2-60

Pandits 2nd Grade 35-4/2-43-2/2-45.

Asst. Pandits. 35-1/2-43-2/2-45.

Revised Scales for all:

(a) Grade I - 80-5-120-10-170.

L.P. Asst. grade for High School Pandit in Government
Educational Institutions and with same qualifications

(b) Grade II - ~~170-5-150~~ 70-5-150.

(1st Grade for high school pandits in Government Educational
Institution and with same qualification.

(c) 60-4-100 for existing incumbents without qualifications as
at (a) & (b) above drawn on the scale of 45-5/2-60.

(d) 45-2-75 for existing incumbents without the qualifications
as (a) & (b) above and now on a lower scale than 45-5/2-60.

The number of posts in each grade will be fixed by Govern-
ment.

52

Municipal and Local Board Service.

1. Elementary Schools.

i. Headmasters and Headmistresses. Allowances

Existing Scale: NIL.

Revised Scales. Allowance of Rs.2/- p.m. for schools with a staff of not less than four including the Headmaster and Headmistress
or Allowance of Rs.5/- p.m. if in addition the strength of the school exceeds 300.

ii. Lower Elementary Grade (Men) Existing Scales. 15-1/2-20
-do- (Women).

Existing scale - 20-1/2-25.

NOTE: The Local Bodies may adopt Govt. scales also with the sanction of Govt.

Revised Scales. 20-1-30.

iii. Higher Elementary Grade. (Men)

Existing Scale - 20-1/2-24-2/2-30.

Higher Elementary Grade (Women).

Existing scale ²⁵ - 25-1/2-29-2/2-35.

NOTE: The Local Bodies may adopt Govt. scales also with the sanction of Govt.

Revised Scales: 25-1-40 plus Rs.5 for craft training.

2. iv. Higher Elementary Grade Untrained (Men)

Existing scale - 15

Higher Elementary Grade untrained (Women)

Existing scale - 20

Revised scale - 20.

2.1. Secondary Grade (Men)

Existing scale 25-2/2-45.

Secondary Grade (Women)

Existing scale 30-2/2-50.

NOTE: The Local Bodies may adopt Govt. Scales also with the sanction of Govt.

Revised Scale: 35-1 1/2-65 PLUS Rs.5/- for craft training.

ii. Secondary Grade untrained (Men)

Existing scale Rs.20/-

Secondary Grade untrained (Women)

Existing scale Rs.25/-.

Revised scales: Rs.25/-.

Secondary Schools:

Headmasters of high schools.

Existing scale - Rs.110-10/2-170

Headmasters of Middle ~~Secondary~~ and incomplete High Schools.

Existing scale - 65-5/2-100.

Revised scale: The pay should depend on the no. of forms and strength, as follows:-

A: Secondary schools with IV Form and below.

Rs.70-5-140 plus Rs.10, if the strength is 500 and below;

Rs.70-5-140 plus Rs.25 if the strength is above 500.

B: Other Secondary Schools:

Rs.150-10-200, if the strength is below 500;

Rs.150-10-200 plus Rs.25 if the strength exceeds 500.

L.T. Assistants

Existing scale - 65-5/2-100

Revised scale - 70-5-140 plus Rs.5 for craft training.

Secondary Grade Trained Teachers:

Existing scale 30-2/2-50

Revised Scale 40-1-70 plus Rs.5 for craft training.

Pandits and Munshis:

Existing scale - 45-2/2-75

30-2/2-50

Revised scale -
I - L.T. Assistants Scale 70-5-140
II - Pandit ~~II~~ I Grade - 60-4-100-5-130
III - Pandit II Grade - 40-1-70

Qualifications:- I - A degree with the language as the main subject and L.T.

II - Pandit I Grade - Eligible S.S.L.C. PLUS an Oriental Title and Pandit or Secondary grade training.

III - Pandit II Grade- Oriental Title and Pandit or Secondary Grade Training.

Remarks: High Schools.

The existing incumbents will be assigned to these 3 grades, according to their qualifications and the no. of posts in each grade fixed by the Govt. for each school. Such of them as do not possess the required qualifications will be placed on the scale of 60-4-100 if they are now on the scale of 45-2/2-75, and on the scale of 40-1-60 if they are on any lower scale.

Remarks (contd).

Middle Schools:

All the posts in these schools will belong to Grade II and existing incumbents who do not possess the required qualifications will be placed on the scale of 40-1-60.

Physical Training Instructors and Instructresses (Higher Grade Certificate Holders).

Existing scale - 30-2/2-50

Revised scale - 45-1-75 for those with Secy. grade training and Physical ^{Trained} Higher Grade certificate.

35
- 25-1-50 for those with lower qualifications.

Drawing Masters:

Existing scale - 25-2/2-45

Revised scale - 40-1-70

Hindustani Teachers:-

Existing scales- 45-2/2-75.

30-2/2-50.

Revised Scale - 40-1-70 if Secondary Grade trained.
30-1-50 if not Secy. grade trained.

Manual Training Instructors, Commercial Instructors:

Existing Scale - 30-2/2-50.

Revised Scale - 50-2-90.

Drawing and needlework mistresses, Music Mistresses etc.:

Existing Scale - 30-2/2-50.

Revised Scale - 40-1-70.

Physical Training Instructors and Instructresses other than those above: Drawing Masters.

Existing Scale 25-2/2-45. Revised Scale - 30-1-50

	Existing scale.	Revised scale.
Graduates. (Rs. 50 for BEd & 1 T for Rs. 20 for Secy. grade fork)	45	45
Secondary Grade.	20	30
Others.	20	25

(X) G.O. NO. 128 EPH.
18-1-46.

Present and Revised rates or scales of grants to elementary schools under aided managements and panchayats.

Class of teachers.

Present rate per mensem.
Aided schools. Panchayat schools.

Proposed rate or scale per mensem.
Aided and Panchayat Schools.

Rs.

Rs.

Rs.

LOWER ELEMENTARY

Untrained
Trained

7

11

14

14

8

15

58/21

Class of teachers.	Present rate of grant p.m. Aided schools.	Present rate of grant p.m. Panchayat schools.	Proposed rate or scale p.m. Aided and Panchayat schools.
	Rs.	Rs.	Rs.

CONTD.:

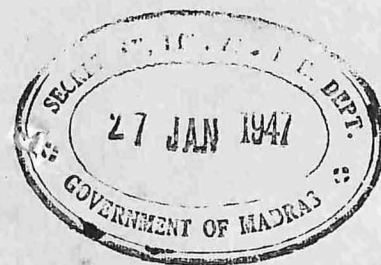
HIGHER ELEMENTARY			
Untrained	11	14	12
Trained	16	17	20-1/2-25
SECONDARY			
Untrained	14	19 1/2	15
Trained	20	22	25-1-35
COLLEGIATE:			
Untrained	19 2/3	19 1/2	20
Trained	25	22	35

SPECIAL:

Secretary, E. & P.H.

57 33

In the matter of the revision of salaries, it has been made clear in the Communique that it is the intention of the Cabinet that as regards the Government servants and others in Municipal and Local Board service in the Education Department, the increases should come into effect immediately, that is, from 1-1-47. This has been made clear in the Communique in para. 18, but the matter as to when it will come into effect with regard to aided institutions, has not been made clear in the Communique. The intention there also is that it must be brought into effect from 1-1-47. The minute of the Cabinet decision itself which runs "It was decided that the new salary rates should have effect from the month of January 1947 payable in February 1947", and so, the salary revisions as well as grants with reference to aided institutions may be given effect to from the first of January 1947. The Secretary, Education Department, may take the necessary steps in the matter.



TSA
27-1-47
H.M. Education.

P

We have made this clear in regard to teachers who were below in the various teachers in aided institutions, in the separate communique which will be issued from the dept (which will be sent to them in due course before issue) Meanwhile this may be.

File no. 4927-Sal-47-1

27-1-47

27 JAN 1947



27/1/47
Dy S. Sri (S)

The suggestion as I above may be accepted.

The case may be reviewed after per.

27/1/47



TSA

29-1-47

60

67 3A

to teachers in their elementary schools, the Government will give them advances from Provincial funds to the extent to which they are unable to bear the cost from their own resources. Possibilities of enhancing the receipts under the Elementary Education Fund accounts of each local body will be explored in due course and the advances paid from Provincial revenues recovered as far as possible. The extra cost is estimated at Rs. 80 lakhs per annum ultimately.

As regards the revision of salaries of teachers in their secondary schools, the local bodies will in future be paid grant-in-aid in a particular year on the basis of half of the approved net cost in the preceding financial year, after taking into account the subsidies on buildings now being laid. The extra cost to Government is estimated as Rs. 21 lakhs over the present cost.

4. There are now no standard scales of pay for teachers in aided secondary schools. The managements have been given discretion to adopt such scales of salaries as their finances could afford. The Government are giving them grants-in-aid for a year, based on half of the approved net cost in the preceding financial year. The managements will now be advised to adopt at least the scales of pay laid down for teachers in secondary schools under the local bodies. In order to help them to do this they will be paid, in addition to the grants to which they would be eligible under the Grant-in-Aid Code, a special grant equal to one-half of the difference between the average of the scales of pay laid down for similar posts in the services of local bodies, and the average of the scales of pay actually adopted by the managements, subject to the condition that this additional grant is used entirely for payment to the teachers. The extra cost to Government is estimated very approximately as Rs. 10 lakhs per annum over the present cost of nearly Rs. 6 lakhs. These special grants also will be paid as from 1-1-47.

5. Elementary schools under aided managements and panchayats are now paid grants at fixed rates which vary with the

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35
The following corrections are necessary to bring out the intentions of the Cabinet.

(1) p. 14. Line 15. The words "Regional Physical Director" to be deleted. These are covered by the item in Line 5. (They are out of place here or these officers do not come into the scheme within this group).

(2) p. 14. Line 10 from the bottom. Manual Training Instructors (Temporary (M.B.)).

These are included in "Manual Training Instructors" 5 lines ahead. It was for this reason that this proposal for deletion of the remarks under columns 3 and 4 was approved. When these deletions were suggested in a previous note, the expression "Manual Training Instructors (T.B.) (M.B.)" should be shown alongside "Manual Training Instructors" 5 lines ahead.

(3) p. 15. Line 3. "Grade I", etc.

This service is covered by the expression "Physical Directors I and II" on p. 14. So, these words should be deleted here.

Grade II will become Grade I.

Grade III will become grade II.

(4) p. 15. Line 4. The expression in column 5 should be:

"Secondary Grade scale plus Rs.5/- for craft training plus Rs.10/- for Higher Grade training in Physical Education".

When this amendment is carried out, the figures in col. 4 should be Rs.40-3-55-2-85 plus Rs.5/- for craft training plus Rs.10/- for Higher Grade Training in Physical Education.

(5) p. 15. Line 5. Similarly, columns 5 and 4 should be as follows

Col. 5. Higher Elementary Grade scale plus Rs.5/- for craft training plus Rs.10/- for Physical Training Certificate Lower Grade.

Col. 4. 25-1-45 plus Rs.5/- for craft training plus Rs.10/- for Physical Training Certificate Lower Grade.

Grade III will read as Grade II in future.

(6) p. 34. Physical Training Instructors. In col. the following will have to be substituted:

40-1-70 plus Rs.5/- for craft training plus Rs.10/- for Physical Training Certificate (Higher Grade).

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(7) typed schedule attached which was prepared on the basis of documents available

"Religious Instructors"

occurs in 3 different places, 12(A), 12(B) and 13(B). 12(A) may be deleted.

When amendments are made on the lines suggested at (4), (5) and (6) above, the remarks against "revised scale" under items (16) and (17) of the typed schedule will have to be amended suitably.

*1/28
30-1-47*

h/14-15

*This department understood
to + wants that to be
made clear*

*The actual
recommendation
of the committee
was however
as follows:-*

Edn. and P.H. Dept. 963
Education.

NOTE FOR THE MEETING OF THE CABINET TO BE HELD ON 12-2-1947.

[Sub:- Revision of salaries of teachers - Physical Training Instructors - Allowance for craft training.]

In connection with the revision of salaries of persons in the Govt. Educational Subordinate Service, the Cabinet Salaries Committee recommended, among other things, that the following categories of servants be granted, in addn. to pay, an allowance of Rs.5 for Craft training:

- Dy.Insprs. of Schools.
- Sub-Asst.Inspectresses of Schools
- School Assts.
- Headmasters and Headmistresses
- Physical Directors and Directresses
- Secondary grade teachers
- Higher Elementary Grade teachers

The Committee did not recommend the grant of the allowance in question to Physical Training Instructors and Instructresses. *that is not in question* *+ inspectors will be paid secondary grade pay + 10 Rs + High grade Phy. Trng.*

The scales of pay decided by the Committee for this class of servants are as follows: *in Govt. and local body institutions*
including Higher grade pay + 10 Rs. that must mean
Govt. institutions: *in the Govt. case 45 + 10 + according to the other case - that to have*

Physical Training Instructors and Instructresses - I Grade (Secondary Gr. training with P.T. Certificate by the Higher Grade)	Rs.50-3-65-295 (which represents Secy.Gr.scale of pay without craft trg. plus Rs.10 for P.T.C., Higher Grade)
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Physical Training Instructors and Instructress - II Grade (Higher Ele. Grade training with P.T. certificate)	Rs.35-1-55 (25-1-45 plus 10 for P.T.C.)
--	---

Institutions under local bodies:

Physical Training Instructors and Instructresses	Rs.45-1-75 for Secy.Grade. Rs.35-1-50 for other
--	--

The Hon. Minister for Education considers that the allowance for craft training should be given

66

17 $\frac{1}{86}$ R# NR

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EXHIBIT

Handwritten text, possibly a signature or date.

EXHIBIT

EXHIBIT