Government of Madras

EDUCATION AND PUBLIC HEALTH DEPARTMENT

(Education)

G. O. No. 975, 10th May 1947

Education—Schools under local bodies and private managements—Scales of pay for teachers—Revision—Orders passed.

CHAMBER OF LOCAL FUND AUDIT
MADRAS

Further Papers

G.O. 49 Edn dt. 20.1.54
MS

GoPs 1154 Edn ST 5/6/47

Further Pay Revision

G.O. Ms 2033 Edn dt 24-9-60

Duty Allowance

Further orders

Ms 892 Edn dt 22.4.61

Ms 2598 " 4-11-61

Government of Madras

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(Education)

(2)

G.O. No. 975, 10th May 1947

Education—Schools under local bodies and private managements—Scales of pay for teachers—Revision—Orders passed.

rder—No. 975, Education, dated 10th May 1947.

The Government have considered the question of raising ıe scales of pay of teachers in the service of local bodies d private managements, alongside the general revision scales of pay for the non-gazetted Government services. ile the Government are alive to the general principle t they should secure uniformity of pay for all teachers, had to make allowances for certain essential differ- in conditions of services between the teachers in overnment employment and those working under local odies and in private aided institutions and between the wo latter again and also to recognize the limit of the mmitment they could undertake in this regard as termined by their general finances; they have therefore ided to adopt for teachers in the service of local bodies es of pay slightly lower than those for teachers in ernment service. Under sub-section (3) of section 67 ıe Madras Local Boards Act, sub-section (3) of section 70 of the Madras District Municipalities Act, the Government now fix the scales of pay specified in the Appendix to these proceedings for teachers in schools under district boards/municipal councils. The scales of ay will apply to teachers in the service of local bodies as om 1st January 1947. The pay of each of the existing bents shall be fixed in the revised scale at the stage xt above the aggregate of his pay in the existing scale pay and his temporary additional pay or personal pay, any, whether such aggregate represents a stage in the sed scale or not. If such aggregate is less than the imum of the revised scale, his pay shall be fixed at n minimum. Municipal councils which have adopted old Government scales of pay for higher elementary de teachers will be allowed to retain those scales for sting incumbents—permanent and probationers who e completed probation or not.

The Government are now paying fixed lump sum ubsidies to local bodies towards the cost of maintenance secondary schools opened prior to 1930. This system of ies will be abolished as from 1st January 1947 and paid, every year, for all recognized nder their control, grants-in-aid based the institutions in the preceding financial year approved by the Director of Public Instruction ubject to the proviso that in the case of schools in spect of which fixed subsidies are being granted now as eaching subsidies, teaching grants paid under the revised ystem will not be less than the subsidies to which they re at present entitled. The grant will be assessed according to the procedure laid down in paragraph 32 of the Grant-in-aid Code for assessment of teaching grants to ided secondary schools.

3. The payment of grants-in-aid to secondary schools under local bodies in lieu of the fixed lump sum subsidies will be subject to the following conditions:—

(1) that each local body should set apart from its general funds for recurring expenditure on secondary schools during each of the next ten years a sum not less than the average of the amount they have spent on this account during the last three years (1944–45 to 1946–47); and

(2) that each local body should levy ten instalments of tuition fees not below the standard rates. They should also explore the possibility of increasing the income now derived under secondary education by increasing the rate of fees for each instalment or by other means such as increasing the endowments for schools.

4. The Director of Public Instruction is requested to determine the grant payable to each secondary school under local bodies after obtaining financial statements from them and to intimate to them the grant admissible for each school.

The teaching grant for 1946–47 will be made up of

(*a*) in the case of subsidy schools—

(i) three-fourth of the annual subsidy for the first nine months of the year;

(ii) one-fourth of the net cost for the year based on expenditure at old rates for the last three months;

(iii) half the difference between the total expenditure actually incurred at the new rates of pay during the last three months of the year and the expenditure that would have been incurred at the old rate of pay;

(iv) actual fee concessions under rule 92, Madras Educational Rules or article 32, Grant-in-aid code, and military concessions for the short term in 1946–47; and

(v) one-third of the grants for books for the year to the military concession holders; and

(*b*) in the case of non-subsidy schools—

Items (ii) to (v) under 'subsidy schools'.

In future, the decision of the Director of Public Instruction as to whether an item of expenditure is an approved item for the purposes of assessment of teaching grant or not shall be final.

5. As regards elementary schools under local bodies, subsidies on the existing basis will continue to be paid. In order to enable the local bodies to meet the additional expenditure involved in paying teachers in elementary schools on the revised scales of pay the Government will give them advances from provincial funds for one year to the extent to which they are unable to bear the cost from their own resources. All possibilities of enhancing the receipts under the elementary education account of each local body will be explored in due course and the advances recovered as far as possible. The Special Officers of district boards and Executive Authorities of municipal councils should examine the additional liability involved in sanctioning the revised scales of pay and submit proposals to Government for meeting the extra expenditure indicating advances, if any, required from provincial funds.

6. The attention of the Special Officers of district boards and Executive Authorities of municipal councils is invited to the following important features of the revised scales of pay now sanctioned:—

(1) Inclusion in the regular cadre of headmasters, of headmasters of secondary schools with Form V as the highest class.

(2) The grant of an allowance in addition to the L.T. scale of pay to headmasters of incomplete secondary schools.

(3) The grant of an allowance to headmasters (in the regular grade of headmasters) of schools with more than 500 pupils.

(4) Distribution of teachers of languages other than English among three grades, namely, L.T. grade, Pandit Grade I, and Pandit Grade II.

(5) Payment of allowances to headmasters of certain categories of elementary schools.

Headmasters of secondary schools with Form V as the highest class also should hereafter be appointed fr-

among persons ...ed in the panel of headmasters. In view of items (2), (3) and (5) above, it is desirable to examine afresh the cases of seniors in the respective scales and posts and to appoint deserving persons among them to posts carrying allowances. The Government trust that this will be done as early as possible, in consultation in the case of secondary schools with District Educational Officers or Inspectresses of Girls' Schools and, in the case of elementary schools, Deputy Inspectors or Sub-Assistant Inspectresses of Schools, as the case may be, and orders issued in good time before the commencement of the next year.

7. As regards teachers of languages other than English the Director of Public Instruction is requested to examine the case of each school and determine the number of posts that each school should have in the three cadres, referred to in item (4). Additions to the first two cadres, namely, the L.T. Assistant in languages other than English and Pandits Grade I should be made thereafter only with the approval of the District Educational Officer or the Inspectress, subject to the general instructions which the Director may issue from time to time. In case of difference of opinion between the Special Officers of District Boards, or Executive Authorities of Municipal Councils and the Inspecting Officers, it will be open to the Special Officer or the Executive Authority to refer the matter to the Director of Public Instruction whose decision will be final.

8. There are now no standard scales of pay for teachers in aided secondary schools. The managements have been given the discretion to adopt such scales of salaries as their finances could afford and 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 Government are of the opinion that a stage has been reached when a marked departure from the existing practice should be made. They are keenly aware of the fact that teachers in aided schools are in a number of cases, paid very poor salaries. They expect the managements to address themselves seriously and sincerely to the problem of giving their teachers reasonable salaries. The managements have been allowed in the past to increase the rates of fees with a view mainly to improve the pay and prospects of teachers. While a number of managements have taken advantage of that permission to increase the rates of fees, it cannot be stated that all of them have utilized the income thus derived for raising the scales of pay of teachers. The Government appeal to the managements to adopt at least the scales of pay laid down in the appendix to these proceedings for teachers in secondary schools under local bodies. The Government consider that in cases where the managements of aided schools do not adopt those scales, the teachers in such aided schools should not be placed at a disadvantage compared with those in schools where revised scales have been introduced. Thay have therefore decided to pay to such managements of secondary schools, in addition to the grant for which they would be eligible under the grant-in-aid Code, a special grant calculated at one-half of the difference between the average of the scales of pay actually adopted by the managements and the average of the scales of pay laid down for similar posts in schools under local bodies, subject to the condition that this additional amount is used entirely for payment to teachers. These special grants will be paid as from 1st January 1947. The management should at the same time explore all methods of augmenting the resources by increasing their endowments, etc., and should give a fair deal to the teachers in their service.

The orders in this paragraph are subject to the following conditions:—

(i) that no management of an existing school shall be permitted to lower its latest scales of pay as approved for purposes of assessing teaching grants, without the prior approval of the Director of Public Instruction.

(ii) That no new school shall be permitted to ... into existence especially in areas already served ... schools, which shall not undertake to adopt at least ... scales of pay approved for teachers in schools under local ... bodies.

It shall, however, be competent for the Director ... Public Instruction to permit in school-less centres ... opening of schools with lesser scales of pay, for its teach... provided the management undertakes to adopt for t... the scales for teachers in schools under local bodies ... in three years of the opening of the school.

(iii) That the Director of Public Instruction sha... empowered to investigate into the financial resource... the existing institutions and to take steps to have ... scales of pay raised as high as their resources (presen... prospective) permit, subject to the condition that h... not compel any management to raise the scales abo... level approved for teachers in schools under local bodi...

(iv) That in future the net extra income by increase... fees shall be used primarily for raising the salaries ... teachers till these are at least on a par with the salar... approved for teachers in schools under local bodies: ... requirement shall not be deviated from in any case ... out the prior written approval of the Director of Public Instruction.

9. The Director of Public Instruction is requested t... submit the necessary draft amendments to the Grant-in-aid Code.

10. Elementary schools under aided management a... panchayats are now paid grants at fixed rates which ... with reference to the qualifications of teachers. ... Government direct that with effect from 1st January 1947 ... grants for teachers in these schools be calculated on the following scales:—

Class of teachers.	Present rate of grant per mensem.		Proposed scale per mensem.
	Aided schools.	Panchayat schools.	Aided and Panchayat schools
	RS.	RS.	RS.
Lower Elementary—			
Untrained	7	14	8
Trained	11	14	15
Higher Elementary—			
Untrained	11	14	12
Trained	16	17	20—½—2...
Secondary—			
Untrained	14	19½	15
Trained	20	22	25—1—35
Collegiate—			
Untrained	19 2/3	19½	20
Trained	25	22	35

11. The entire cost of paying teachers on these sc... will be met from provincial funds. All classes of exist... teachers for whom the scales of grant mentioned in pa... graph 10 have been sanctioned will be brought on ... those scales with effect from 1st January 1947. ... managements should be informed clearly that ... are merely scales on which grants will be ... department and that ... bodies will ... that the amount paid ... condary schools ... given to him in the shape of ... ary without the manage... ments keeping any part of it for itself, but they also trust that the managements will strive to pay their teachers at appreciably higher rates from out of their own private resources.

12. The Director of Public Instruction is requested to submit draft amendments to the rules relating to aided elementary schools. He is also requested to issue instructions to Inspecting Officers to ensure that the grants are paid to the teachers in full.

13. The dearness and cost of living allowances paid to teachers under local bodies and in aided secondary and elementary schools and panchayat schools will continue to be paid at the existing rates subject to reduction and final withdrawal along with such allowances paid to Government servants.

(By order of His Excellency the Governor)

M. V. SUBRAMANIAN,
Secretary to Government.

To the Director of Public Instruction.
" Special Officers of District Boards.
" Executive Authorities of Municipal Councils through Chairmen.

To the Inspector of Muncipal Councils and Local Boards.
" Examiner of Local Fund Accounts.
" Accountant-General, through Finance.
" Local Administration Department.
" Finance Department.

APPENDIX.

	Existing scales of pay. (1) RS.	Revised scales. (2)
...ementary schools—		
Headmasters and Headmistresses	....	Grade pay plus an allowance of Rs. 2 per mensem for schools with a staff of not less than four including the Headmaster or Headmistress. Grade pay plus Rs. 5 per mensem if, in addition the strength of the school exceeds Rs. 300.
...ower Elementary grade, men teachers	* 15—1/2—20	
Do. women teachers	* 20—1/2—25	Rs. 20—1—30.
...er elementary grade, men teachers	* 20—1/2—24—2/2—30	
Do. women teachers	* 25—1/2—29—2/2—35	
...her elementary grade untrained teachers, men ..	15	Rs. 25—1—40 plus Rs. 5 per mensem for teachers with Craft training.
Do. women ..	20	
Se...dary grade, men teachers	* 25—2/2—45	Rs. 20.
Do. women teachers	* 30—2/2—50	
Secondary grade untrained teachers, men	20	Rs. 35—1½—65 plus Rs. 5 per mensem for teachers with Craft training.
Do. women	25	
...ndary schools—		Rs. 25.
Headmasters of High schools	110—10/2—170 ..	
Headmasters of middle schools, incomplete high schools	65—5/2—100 ..	The pay should depend on the number of forms and strength, as follows— A. Secondary school 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 500 and below. Rs. 150—10—200 plus Rs. 25 if the strength exceeds 500.
L.T. Assistants	65—5/2—100	
Secondary grade trained teachers	30—2/2—50	70—5—140 plus Rs. 5 for Craft training.
...andits and Munshis—	.. ..	40—1½—70 plus Rs. 5 for Craft training.
Title-holders in Oriental Learning	45—2/2—75	
Proficiency Certificate holders in Oriental Learning ..	30—2/2—50	†

† The scale of pay will depend as the qualifications prescribed as follows:

Grade.	Qulifications.	Scale of pay. RS.
L.T. Assistants	A degree with the language as the main subject and L.T.	
First Grade	S.S.L.C. eligible and an Oriental title and Pandits or Secondary Grade training	70—5—140.
Second Grade	Oriental Title and Pandits or Secondary Grade training	60—4—100—5—130.
		40—1½—70.

Remarks.—High schools.—The existing incumbents will be assigned to these three grades, according to their qualifications and the number of posts in each ...rade fixed by the Government for each school. Such of them as do not possess the required qualifications will be placed on the scale of Rs. 45—2/2—75 and on the scale of Rs. 40—1—60 if they are on any lower scale. ...ow on the scale of Rs. 40—1—60 if they are on any lower scale.

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 ...e scale of Rs. 40—1—60.

	RS.	RS.
...ysical training instructors and instructresses who have completed S.S.L.C. and have done one year's training at Y.M.C.A. College of Physical Education.	30—2/2—50 ..	45—1½—75 if they possess a certificate of the Secondary grade. 35—1—50 for others.
...rawing masters	25—2/2—45 ..	40—1½—70.
...ndustani teachers—teaching in Forms IV to VI ..	45—2/2—75 ..	40—1½—70.
Do. teaching in Forms I to III ..	30—2/2—50 ..	40—1½—70 if secondary grade trained.
...nual Training Instructors, Commercial Instructors ..	30—2/2—50 ..	30—1—50 if not secondary grade trained.
...wing and needlework mistresses, Music mistresses, ...tc.	30—2/2—50 ..	50—2—90. 40—1½—70.
...sical training instructors and instructresses other than those above.	25—2/2—45 ..	30—1—50.
...rained teachers—		
...raduates	..	50 for teachers in B.Ed. posts .. 30 for teachers in secondary grade posts. 45.
...econdary grade ...chers	.. 20	.. .. 30.
	.. 20	.. .. 25.

* Municipal councils have been permitted to adopt for teachers in their service Government scales of pay.

among persons included in the panel of headmasters. In view of items (2), (3) and (5) above, it is desirable to examine afresh the cases of seniors in the respective scales and posts and to appoint deserving persons among them to posts carrying allowances. The Government trust that this will be done as early as possible, in consultation in the case of secondary schools with District Educational Officers or Inspectresses of Girls' Schools and, in the case of elementary schools, Deputy Inspectors or Sub-Assistant Inspectresses of Schools, as the case may be, and orders issued in good time before the commencement of the next year.

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It shall, however, be competent for the Director of Public Instruction to permit in school-less centres the opening of schools with lesser scales of pay, for its teachers provided the management undertakes to adopt for them the scales for teachers in schools under local bodies within three years of the opening of the school.

(iii) That the Director of Public Instruction shall be empowered to investigate into the financial resources of the existing institutions and to take steps to have the scales of pay raised as high as their resources (present and prospective) permit, subject to the condition that he shall not compel any management to raise the scales above the level approved for teachers in schools under local bodies.

(iv) That in future the net extra income by increase in fees shall be used primarily for raising the salaries of teachers till these are at least on a par with the salaries approved for teachers in schools under local bodies: This requirement shall not be deviated from in any case without the prior written approval of the Director of Public Instruction.

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	RS.	RS.	RS.
Lower Elementary—			
Untrained	7	14	8
Trained	11	14	15
Higher Elementary—			
Untrained	11	14	12
Trained	16	17	20—½—[illegible]
Secondary—			
Untrained	14	19½	15
Trained	20	22	25—1—35
Collegiate—			
Untrained	19 2/3	19½	20
Trained	25	22	35

11. The entire cost of paying teachers on these scales will be met from provincial funds. All classes of existing teachers for whom the scales of grant mentioned in paragraph 10 have been sanctioned will be brought on to those scales with effect from 1st January 1947. The managements should be informed clearly that the scales are merely scales on which grants will be calculated by the department and that the Government not only expect that the amount paid on behalf of each teacher will be given to him in the shape of salary without the managements keeping any part of it for itself, but they also trust that the managements will strive to pay their teachers at appreciably higher rates from out of their own private resources.

12. The Director of Public Instruction is requested to submit draft amendments to the rules relating to aided elementary schools. He is also requested to issue instructions to Inspecting Officers to ensure that the grants are paid to the teachers in full.

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Headmasters and Headmistresses	....	Grade pay plus an allowance of Rs. 2 per mensem for schools with a staff of not less than four including the Headmaster or Headmistress. Grade pay plus Rs. 5 per mensem if, in addition the strength of the school exceeds Rs. 300.
Lower Elementary grade, men teachers	* 15—1/2—20	Rs. 20—1—30.
Do. women teachers	* 20—1/2—25	
Higher elementary grade, men teachers	* 20—1/2—24—2/2—30 ..	Rs. 25—1—40 plus Rs. 5 per mensem for teachers with Craft training.
Do. women teachers	* 25—1/2—29—2/2—35 ..	
Higher elementary grade untrained teachers, men ..	15	Rs. 20.
Do. women ..	20	
Secondary grade, men teachers	* 25—2/2—45	Rs. 35—1½—65 plus Rs. 5 per mensem for teachers with Craft training.
Do. women teachers	* 30—2/2—50	
Secondary grade untrained teachers, men	20	Rs. 25.
Do. women	25	
Secondary schools—		
Headmasters of High schools	110—10/2—170	The pay should depend on the number of forms and strength, as follows— A. Secondary school 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 500 and below. Rs. 150—10—200 plus Rs. 25 if the strength exceeds 500.
Headmasters of middle schools, incomplete high schools	65—5/2—100	
L.T. Assistants	65—5/2—100	70—5—140 plus Rs. 5 for Craft training.
Secondary grade trained teachers	30—2/2—50	40—1½—70 plus Rs. 5 for Craft training.
Pandits and Munshis—		
Title-holders in Oriental Learning	45—2/2—75	†
Proficiency Certificate holders in Oriental Learning ..	30—2/2—50	

† The scale of pay will depend as the qualifications prescribed as follows:

Grade.	Qulifications.	Scale of pay. RS.
L.T. Assistants	A degree with the language as the main subject and L.T.	70—5—140.
First Grade	S.S.L.C. eligible and an Oriental title and Pandits or Secondary Grade training ..	60—4—100—5—130.
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Remarks.—High schools.—The existing incumbents will be assigned to these three 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 Rs. 45—2/2—75 and on the scale of Rs. 40—1—60 if they are on any lower scale.

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 Rs. 40—1—60.

	RS.	RS.
Physical training instructors and instructresses who have completed S.S.L.C. and have done one year's training at Y.M.C.A. College of Physical Education.	30—2/2—50 ..	45—1½—75 if they possess a certificate of the Secondary grade. 35—1—50 for others.
Drawing masters	25—2/2—45 ..	40—1½—70.
Hindustani teachers—teaching in Forms IV to VI ..	45—2/2—75 ..	40—1½—70 if secondary grade trained.
Do. teaching in Forms I to III ..	30—2/2—50 ..	30—1—50 if not secondary grade trained.
Manual Training Instructors, Commercial Instructors ..	30—2/2—50 ..	50—2—90.
Sewing and needlework mistresses, Music mistresses, etc.	30—2/2—50 ..	40—1½—70.
Physical training instructors and instructresses other than those above.	25—2/2—45 ..	30—1—50.
Untrained teachers—		
Graduates	..	50 for teachers in B.Ed. posts .. 30 for teachers in secondary grade posts. } 45.
Secondary grade	..	20 .. .. 30.
Others	..	20 .. .. 25.

* Municipal councils have been permitted to adopt for teachers in their service Government scales of pay.

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[B2]

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(*a*) If a paper is marked to be printed urgently the Superintendent of the section concerned should sign the Press slip. The Superintendent should exercise a careful discretion in the matter.

(*b*) Each letter, memorandum, or order, or set of orders, in the file of correspondence should be headed in succession with the Roman numeral I, II, III, etc., the number being written in red ink or blue chalk above the item. The particular papers to be printed in the special issue-copies should be indicated by the Roman numeral (I, II, etc.) by which that item had been headed in the correspondence file. All matter, including marginal remarks or references, to be printed should be written in ink and matter which should not be printed should be encircled. Initials and signatures that are not quite legible should be re-written distinctly.

(*b*1) For rules regarding printing of notes, see rule 315 of the Office Manual.

(*c*) The number of copies and the details of distribution should be filled in by the Superintendent or Referencer concerned.

(*d*) In the absence of special instructions to the Press to keep matter standing for a specified period, ordinary papers of 8 pages and under will be kept standing for *one* week, and larger papers for *two* weeks only. *The type of notes and of all confidential papers is distributed immediately after striking.*

(*e*) This slip, properly and completely filled in, should accompany every paper sent to Press; it will be returned by the Press when proofs are furnished; it should be sent to the Press when a call is made for revised proofs or when a corrected proof is sent for striking. When finally returned by Press it should be filed with the original order or letter.

INSTRUCTIONS FOR THE PRESS.

(*a*) If, in the opinion of the Superintendent of the Press, a paper has been marked urgent unnecessarily, he should send the Press slip to the Registrar with a remark to that effect.

(*b*) Unless a note to the contrary is made against the matter, pencil entries should not be printed. The Superintendent of the Press may bring to the notice of the Registrar any instance of incomplete or careless editing.

(*c*) Signature copies of letters to the Secretary of State or to the Government of India should be printed on hand-made paper.

(*d*) This slip should be returned by the Press to the Secretariat when proofs are furnished; it will be sent back to the Press when proofs are returned corrected and should be finally returned to the Secretariat when struck-off copies are supplied.

(*e*) The names of the Secretary and Members should be printed in full when they occur on the right hand side, only the first time when they appear on the left side, the initials alone being printed later.

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TO PRESS, MADRAS, OOTY.

A	B	C
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.... Referencer. / Clerk.	.... Referencer. / Clerk.	.... Referencer. / Clerk.
.... Supt. (initialled) 12/5/47	.... Supt.	.... Supt.

SPECIAL INSTRUCTIONS.

Certified that the number of copies indented for is the minimum required.

V Ramaswami
Asst Secy to Govt
E&P.H. Dept
14/5/47

Press
Please send proof before the 14th evening.
S. Shivaram P
Supdt

TO BE FILLED IN BY THE PRESS.

Diary.		Initials of Press official.
Received in Press on	2-40 P.M. 14-5-47	(initialled)
First proof furnished on	16-5-47	(initialled)
Call for revised proof received on		
Revised proof furnished on		(initialled)
Corrected proof received for striking on	2/6/47	
Final copies supplied on	6-6-47	(initialled)

Government of Madras
Education and P.H. Department.
G.O.No. 975 (Press) Edn. dated 10-5-47.

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Education - Schools under Local Bodies and Private managements - Scales of pay for teachers - Revision -- Orders passed.

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ORDER:

The Government have considered the question of raising the scales of pay of teachers in the service of local bodies and private managements, alongside the general revision of scales of pay for the non-gazetted Government services. While the Government are alive to the general principle that they should secure uniformity of pay for all teachers, they had to make allowances for certain essential differences in conditions of services between the teachers in Government employment and those working under local bodies and in private aided institutions and between the two latter again and also to recognise the limit of the commitment they could undertake in this regard as determined by their general finances; they have therefore decided to adopt for teachers in the service of local bodies scales of pay slightly lower than those for teachers in Government service. Under sub-section (3) of section 67 of the Madras Local Bds. Act/ Sub-Sec. (3) of Section 70 of the Madras District Municipalities Act, the Government now fix the scales of pay specified in the Appendix to these proceedings for teachers in schools under District Boards/ Municipal councils. The scales of pay will apply to teachers in the service of local bodies as from 1st January 1947. The pay of each of the existing incumbents shall be fixed in the revised scale at the stage next above the aggregate of his pay in the existing scale of pay and his temporary additional pay or personal pay, if any, whether such aggregate represents a stage in the revised scale or not. If such aggregate is less than the minimum of the revised scale, his pay shall be fixed at such minimum. Municipal councils which have adopted the old Govt. scales of pay for higher elementary grade teachers will be allowed to retain those scales for existing incumbents - permanent and probationers who have completed probation or not.

2. The Government are now paying fixed lump sum subsidies to local bodies towards the cost of maintenance of secondary schools opened prior to 1930. This system of subsidies will be abolished as from 1-1-47 and local bodies will be paid, every year, for all recognised secondary schools under their control, grants-in-aid based on the net cost of the institutions in the preceding financial year approved by the Director of Public Instruction subject to the proviso that in the case of schools in respect of which fixed subsidies are being granted now as teaching subsidies, teaching grants paid under the revised system will not be less than the subsidies to which they are at present entitled. The grant will be assessed according to the procedure laid down in para 32 of the Grant-in-aid Code for assessment of teaching grants to aided secondary schools.

3. The payment of grants-in-aid to secondary schools under local bodies in lieu of the fixed lumpsum subsidies will be subject to the following conditions:

(i) that each local body should set apart from its general funds for recurring expenditure on secondary schools during each of the next ten years a sum not less than the average of the amount they have spent on this account during the last three years (1944-45 to 1946-47); and

(2) that each local body should levy ten instalments of tuition fees not below the standard rates. They should also explore the possibility of increasing the income now derived under secondary education by increasing the rate of fees for each instalment or by other means - such as increasing the endowments for schools.

4. The Director of Public Instruction is requested to determine the grant payable to each secondary school under local bodies after obtaining financial statements from them and to intimate to them the grant admissible for each school.
The teaching grant for 1946-47 will be made up of -

(a) in the case of subsidy schools:

(i) 3/4 of the annual subsidy for the first nine months of the year;

(ii) 1/4th of the net cost for the year based on expenditure at old rates for the last 3 months;

(iii) 1/2 the difference between the total expenditure actually incurred at the new rates of pay during the last 3 months of the year and the expenditure that would have been incurred at the old rate of pay;

(iv) actual fee concessions under rule 92 M.E.R. or Article 32, Grant-

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Grant-in-aid code, and military concessions) for the short term in 1946-47; and

(v) 1/3 rd of the grants for books for the year to the military concession holders; and

(b) in the case of non-subsidy schools:

Items (ii) to (v) under 'subsidy schools'.

In future, the decision of the Director of Public Instruction as to whether an item of expenditure is an approved item for purposes of assessment of teaching grant or not shall be final.

5. As regards elementary schools under local bodies, subsidies on the existing basis will continue to be paid. In order to enable the local bodies to meet the addl. expenditure involved in paying teachers in elementary schools on the revised scales of pay the Government will give them advances from provincial funds for one year to the extent to which they are unable to bear the cost from their own resources. All possibilities of enhancing the receipts under the elementary education account of each local body will be explored in due course and the advances recovered as far as possible. The Special Officers of District Boards and Executive Authorities of Municipal councils should examine the additional liability involved in sanctioning the revised scales of pay and submit proposals to Government for meeting the extra expenditure indicating advances if any, required from provincial funds.

6. The attention of the Special Officers of District Boards and Executive Authorities of Ml. Cls. is invited to the following important features of the revised scales of pay now sanctioned.:

1. inclusion in the regular cadre of headmasters, of headmasters of secondary schools with Form V as the highest class.

2. The grant of an allowance in addition to the L.T. scale of pay to headmasters of incomplete secondary schools.

3. The grant of an allowance to headmasters (in the regular grade of headmasters) of schools with more than 500 pupils.

4. Distribution of teachers of languages other than English among three grades, namely; L.T. grade, Pandit grade, I, and Pandit Grade II.

5. Payment of allowances to headmasters of certain categories of elementary schools.

Headmasters of secondary schools with form V as the highest class also should hereafter be appointed from among persons included in the panel of headmasters. In view of items of (2), (3) and (5) above, it is desirable to examine afresh the cases of seniors in the respective scales and posts and to appoint deserving persons among them to posts carrying allowances. The Govt. trust that this will be done as early as possible, in consultation in the case of secondary schools with Dt. Edl. Officers or Inspectresses of Girls' schools and, in the case of elementary schools, Deputy Inspectors of sub-Assistant Inspectresses of schools, as the case may be, and orders issued in good time before the commencement of the next year.

7. As regards teachers of languages other than English, the Director of Public Instruction is requested to examine the case of each school and determine the number of posts that each school should have in the three cadres, referred to in item (4). Additions to the first two cadres, namely, the L.T. Assistant in languages other than English and Pandits Grade I should be made thereafter only with the approval of the District Edl. Officer or the Inspectress, subject to the general instructions which the Director may issue from time to time. In case of difference of opinion between the Special Officers of Dt. Bds., or Executive Authorities of Municipal Councils and the Inspecting Officers, it will be open to the Special Officer or the Executive Authority to refer the matter to the Director of Public Instruction whose decision will be final.

8. There are now no standard scales of pay for teachers in aided secondary schools. The managements have been given the discretion to adopt such scales of salaries as their finances could afford and the Government are giving them grants-in-aid for a year based on half of the approved next cost in the preceding financial year. The Government are of the opinion that a stage has been reached when a marked departure from the existing practice should be made. They are keenly aware of the fact that teachers in aided schools are in a number of cases, paid very poor salaries. They expect the managements to address themselves seriously and sincerely to the problem of giving their teachers reasonable salaries. The managements have been allowed in the past to increase the rates of fees with a view mainly to improve the pay and prospects of teachers. While a number of managements have taken advantage of that permission to increase the rates of fees, it cannot be stated that all of them have utilised the income thus derived for raising the scales of pay of teachers. The Govt. appeal to the managements to adopt at least the scales of pay laid down in the appendix to these proceedings for teachers in secondary schools under local bodies. The Government consider that in cases where the managements of aided schools do not adopt those scales, the teachers in such aided schools should not be placed at a disadvantage compared with those in schools where revised scales have been introduced. They have therefore decided to pay to such managements of secondary schools, in addition to the grant for which they would be eligible under the Grant-in-aid code, a special grant calculated at one half of the difference between the average of the scales of pay actually adopted by the managements and the average of the scales of pay laid down for similar posts in schools under local bodies, subject to the condition that this addl. amount is used entirely for payment to teachers. These special grants will be paid as from Ist June 1947. The management should at the same time explore all methods of augmenting their resources by increasing their endowments etc., and should give a fair deal to the teachers in their service.

The orders in this para are subject to the following conditions:

(i) that no management of an existing school shall be permitted to lower its latest scales of pay as approved for purposes of assessing teaching grants, without the prior approval of the Director of Public Instruction.

(ii) that no new school shall be permitted to come into existence especially in areas already served by schools, which shall not undertake to adopt at least the scales of pay approved for teachers in schools under local bodies.

It shall, however, be competent for the Director of Public Instruction to permit in school-less centres the opening of schools with lesser scales of pay for its teachers, provided the management undertake to adopt for them the scales for teachers in schools under local bodies within three years of the opening of the school.

(iii) That the Director of Public Instruction shall be empowered to investigate into the financial resources of the existing institutions and to take steps to have the scales of pay raised as high as their resources (present and prospective) permit subject to the condition that he shall not compel any management to raise the scales above the level approved for teachers in schools under local bodies.

(iv) that in future the net extra income by increase in fees shall be used primarily for raising the salaries of teachers till these are at least on a par with the salaries approved for teachers in schools under local bodies; this requirement shall not be deviated from in any case without the prior written approval of the Director of Public Instruction.

9. The Director of Public Instruction is requested to submit the necessary draft amendments to the Grant-in-aid code.

10. Elementary schools under aided management and Panchayats are now paid grants at fixed rates which vary with reference to the qualifications of teachers. The Govt. direct that , with effect from 1-1-47 grants for teachers in these schools be calculated on the following scales.

CLASS OF TEACHERS	Present rate of grant per mensem		Proposed scale per mensem
	Aided schools Rs	Panchayat schools Rs	Aided and Panchayat schools. Rs
LOWER ELEMENTARY:			
Untrained	7	14	8
Trained	11	14	15
HIGHER ELEMENTARY:			
Untrained	11	14	12
Trained	16	17	20-½-25
SECONDARY			
Untrained	14	19½	15
Trained	20	22	25-1-35
COLLEGIATE Untrained	19 2/3	19½	20
Trained	25	22	35

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12. The entire cost of paying teachers on these scales will be met from provincial funds. All classes of existing teachers for whom the scales of grant mentioned in paragraph 11 have been sanctioned will be brought on to those scales with effect from 1-1-47. The managements should be informed clearly that the scales are merely scales on which grants will be calculated by the department and that the Government not only expect that the amount paid on behalf of each teacher will be given to him in the shape of salary without the managements keeping any part of it for itself, but they also trust that the managements will strive to pay their teachers at appreciably higher rates from out of their own private resources.

12. The Director of Public Instruction is requested to submit draft amendments to the Rules relating to aided elementary schools. He is also requested to issue instructions to inspecting officers to ensure that the grants are paid to the teachers in full.

13. The dearness ~~allowance~~ and cost of living allowances paid to teachers under local bodies and in aided secondary and elementary schools and Panchayat schools will continue to be paid at the existing rates subject to reduction and final withdrawl along with such allowances paid to Government servants.

(By order of His Excellency the Governor)

M.V. SUBRAMANIAN,
Secretary to Govt.

To the D.P.I.
To the Special officers of Dt. Bds.
To the Executive authorities of Ml.Cls.
through Chairman.
To the Inspector of Ml.Cls. & L.Bds.
To the Examiner of L.F.Accts.
To the A.G.thro'Finance.
To the L.A. Department.
Fin.Department.

True copy-Forwarded-By Order

SUPERINTENDENT.

~~ANNEXURE~~ Appendix

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Appendix

	Existing scales of pay (1) Rs.	Revised scales (2) Rs.
Elementary schools:		
Headmasters and Headmistresses		Grade pay plusman allowance of Rs 2 p.m. for schools with a staff of not less than 4 including the Headmaster or Headmistress. Grade pay plus Rs 5 p.m. if, in addition the strength of the school exceeds 300.
Lower Elementary Grade, men teachers ..	*15-1/2-20	20-1-30
-do- Women teachers ..	*20-1/2-25	
Higher elementary grade, men teachers. ..	*20-1/2-24-2/2-30	25-1-40 plus Rs 5 p.m. for teachers with Craft training
-do- Women teachers ..	*25-1/2-29-2/2-35	
Higher elementary grade untrained teachers - men	15	
-do- -do- -women	20	20
Secondary grademen teachers ..	*25-2/2-45	35-1½-65 plus Rs 5 per mensem for teachers with Craft training
-do- Women teachers ..	*30-2/2-50	
Secondary grade untrained teachers - Men	20	
-do- -do- - Women	25	25

*Municipal councils have been permitted to adopt for teachers in their service Govt. scales of pay.

Secondary Schools.

Headmasters of High schools ..	110-10/2-170	The pay should depend on the no. of ~~xxxxxxxx~~ forms and strength, as follows.
Headmasters of middle schools, incomplete high schools .	65/5/2-100	A. Secondary schools with IV form and below. Rs 70-5-140 plus Rs10 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. Rs150-10-200 plus Rs 25 if the strength exceeds 500.
L.T. Assistants Secondary grade trained teachers	65-5/2-100 30-2/2-50	70-5-~~140~~ 140 plus Rs 5 for Craft trng. 40-1½-70 plus Rs 5 for craft training.
PANDITS AND MUNSHIS: Title holders in Oriental Learning Proficiency certificate holders in Oriental Learning	45-2/2-75 30-2/2-50.	) **)

** The scale of pay will depend as the qualifications prescribed as followw:

Grade	Qualifications	Scale of pay.
L.T.Assts.	A degree with the language as the main subject and L.T.	70-5-140
I Grade	S.S.L.C. eligibility and an Oriental title and Pandit's or Secy., Grade trng.	60-4-100-5-~~150~~/30
II Grade	Oriental Title and Pandit's or Secy., grade trng.	40-1½-70

Remarks

High Schools: The existing incumbents will be assigned to these 3 grades, according to their qulfns. and the no. of posts in each grade fixed by the Govt. for each school. Such of them as do not possess the required qualfns. 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.

Middle schools: All the posts in these schools will belong to GradeII and existing incumbents who do ~~not~~ not possess the required qualfns. will be placed on the scale of 40-1-60.

Physical training instructors and Instructresses who have completed S.S.L.C. and have done 1 year's trng. at Y.M.C.A. College of Physical Edn.		30-2/2-50 25-2/2-45	45-1½-75 if they possess a certificate of the Secy., grade. 35-1-50 for others. 40-1½-70
Drawing masters		~~30-2/2-50~~	
Hindustani teachers	Teaching in Forms IV to VI " " I to III	45-2/2-75 30-2/2-50	40-1½-70 if secondary grade trnained 30-1-50 if not secy.grade trained
Manual Trng. Instructors, commercial instructors		30-2/2-50	50-2-90
Drawing and needlework mistresses, Music mistresses etc.		30-2/2-50	40-1½-70 P.T.O.

	(1)	(2)
Physical Trng. Instructors and instructresses other than those above: Drawing Masters	25-2/2-45	30-1-50
UNTRAINED TEACHERS.		
Graduates	50 for teachers in B.Ed. posts 30 for teachers in Secy. grade posts.	45
Secondary grade	20	30
Others	20	25

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GOVERNMENT OF MADRAS.
Public(Information & Publicity)Dept.

Press Note No.46.

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.30-4 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.40-7 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 would 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 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 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 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 have been fixed at Rs.75-145 which are eight increments above in the existing scales 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 + 16 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 boards 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 conditions 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 requisite 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 Educational 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 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.

MADRAS EDUCATIONAL SUB SERVICE.

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. 100-10/2 - 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. Demonstrators 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 : Rs. 30-3/2-45-2/2-55.
REVISED SCALE FOR ALL: 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 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

contd....3

13. Hindustani 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 Carpentary (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. 80-5-120-10-170 (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 or Secondary Grade training.

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 : Rs. 30-3/2-45-2/2-55.
REVISED SCALE FOR ALL: 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 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

contd....3

13. Hindustani 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 Carpentary (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. 80-5-120-10-170 (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 Gover[illegible] 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.[illegible]/-.

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.

(14) 25

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

29. Linesmen and electricians

Existing scale - 30-3/2-39-2/2-45
Revised scale - 35-2-55-1-60

30. Wireman (Post classifiedtas 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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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 : ~~28-~~ 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. 70-5-150.
(1st Grade for High School Pandits in Government Educational Institution and with same qualification.)

(c) 60-4-100 for existing incumbents without qualifications as (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.

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 -- 35-1½-65 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 scales. 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:-

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 -- 40-1½-70 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 - 40-1½-70.

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.

R E M A R K S:- 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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(16) 29

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 45-1½-75 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 40-1½-70.

HINDUSTANI TEACHERS:

Existing scales 45-2/2-75.
30-2/2-50
Revised scale 40-1½-70 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 40-1½-70.

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 Rs.30 for Secy Grade posts	45
Secondary Grade	20	30
Others	20	25

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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		
LOWER ELEMENTARY			
Untrained	Rs 7	Rs 14	Rs 8
Trained.	11	14	15
HIGHER ELEMENTARY - Untrained	11	14	12
Trained	16	17	20-½-25
SECONDARY - Untrained	14	19½	15
Trained	20	22	25-1-35
COLLEGIATE - Untrained	19-2/3	19½	20
Trained	25	22	35

CDD.18-2.

Sec'y (E.P. H)
Please examine in mediately.
V.K.
27-1-47

(17) 31

To:- The Hon'ble V.Kurmayya, B.A.,LL.B.,
Minister of Public Information,
Govt.of Madras, Camp:- Bezwada.

1504

SECTT. FIN. AND P.U. DEPT.
1 FEB 1947
GOVERNMENT OF MADRAS

SECRETARIAT GOVERNMENT
1 FEB 1947
7720
EDUCATION AND PUBLIC HEALTH DEPT.

The humble memorandum of the Madras Elementary Teachers' Union with reference to the Revised Scales of pay.

Most Honoured Sir,

We beg leave to place before you on behalf of our Union, and through you to the Honourable the Minister for Education, the following submission :-

The scales of salaries suggested by the Government for Teachers (Ele.Schools) is very disappointing and discouraging as well. A wide disparity in scales of pay is noticed for persons of some qualifications serving in the various departments and particularly vast difference is shown between teachers serving in Government Institutions and those under Local Bodies. We are being given the following Government scales of pay since 1934.

Lower Grade.	20-2/2-24-1/2-28.
Higher Grade.	23-2/2-45.
Secondary Grade.	30-3/3-45-2/2-55.

The corresponding new scales to the above are not mentioned in the proposals of the Cabinet Committee. They suggest the following to one and all of the managements of local Boards & Municipalities.

Lower Grade.	20-1-30.
Higher Grade.	25-1-40 (plus 5 for crafts)
Secondary Grade.	33-1½-65 (plus 5 ,,

It may be seen that our Higher Grade Teachers in the present scales of pay reach the maximum of Rs.45/- while, on the introduction of the revised scales of pay they shall have to content themselves with Rs.40/- This fact may be brought to the kind notice of the Govt. Likewise the teachers of all other Grades shall not have any

kind of concrete benefit by the adoption of the revised scales of pay. We therefore crave ~~upon~~ your indulgence and humbly request you, sir, to do what all is possible to give us some kind of relief by getting the following scales approved :-

1) Lower Grade. .. 25-1-35.
2) Higher Grade. .. 35-3-44-2-60
3) Secondary Grade. .. 50-3-80-2-90

In this connection we wish to draw the attention of the Government that teachers trained during 1914-16 were examined only in two Grades - Secondary and Elementary. Then there was no existence of Higher Grade. So teachers trained during the said period may be treated as Higher Grade Teachers in the matter of scales of pay.

Finally, we submit that our management stands on the list of 1st Grade Municipalities with large Elementary Education Fund. Hence we request that the scales of pay as requested by us may kindly be got approved to be given effect from 1st of Jan.1947.

We thank you, sir, for your kind and patient hearing and accepting the humble memorandum.

We beg to remain,
Most Honoured Sir,
Your most obedient servants
Members of the Union
Secretary ~~President~~.

Bezwada,
26.1.1947.

Edn. and P.H. Dept.

EDUCATION - Schools under Local Bodies and Private Managements - Scales of pay for teachers - Revision - Orders passed.

ORDER/PRESS No. 975 Edn. Dt. 10.5.47

The Government have considered the question of raising the scales of pay of teachers in the service of local bodies and private managements, alongside the genl. revision of scales of pay for the non-gazetted Govt. services. While the Govt. are alive to the general principle that they should secure uniformity of pay for all teachers, they had to make allowances for certain essential differences in conditions of services between the teachers in Govt. employment and those working under local bodies and in private aided institutions and between the two latter again and also to recognise the limit of the commitment they could undertake in this regard as determined by their general finances; they have therefore decided to adopt for teachers in the service of local bodies scales of pay slightly lower than those for teachers in Government service. Under sub-sec.(3) of Sec. 67 of the Madras Local Boards Act/sub-sec.(3) of Sec. 70 of the Madras District Municipalities Act, the Govt. now fix the scales of pay specified in the Appendix to these proceedings for teachers in schools under Dt. Bds./ Ml. Cls. The scales of pay will apply to teachers in the service of local bodies as from 1st Jan. 47. The pay of each of the existing incumbemts shall be fixed in the revised

The pay of each of the existing incumbents shall be fixed in the revised scale at the stage next above the aggregate of his pay in the existing scale of pay and his tempy. addl. pay or personal pay, if any, whether such aggregate represents a stage in the revised scale or not. If such aggregate is less than the minimum of the revised scale, his pay shall be fixed at su

additional pay and personal pay represents a stage in in the revised scale or not. If their pay plus tempy. addl. pay and personal pay, if any, in the existing scale of pay is lower than the minimum of the revised scales of pay, their pay in the latter scale shall be fixed at such minimum.

2. The Government are now paying fixed lump sum subsidies to local bodies towards the cost of maintenance of secy. schools opened prior to 1930. The local bodies will in future be paid grants-in-aid for all secy. schools under their control every year based on the basis of the approved net cost of the institutions in the preceding financial year, after taking into account the subsidy now being paid. The grant will be assessed according to the procedure laid down in para 32 of the Grant-in-Aid Code for assessment of teaching grants to aided secondary schools.

3. The payment of grants-in-aid ~~to all~~ secondary schools under local bodies in lieu of the fixed lumpsum subsidies will be subject to the following conditions:

1) that each local body should set apart from its general funds for recurring expenditure on secy. schools during each of the next ten years a sum not less than the average of the amount they have spent on this acct. during the last three years (1944-45 to 1946-47);

and 2) that each local body should levy ~~not less than~~ ten instalments of ~~school~~ higher fees ~~in each school~~ not below the standard rates. They should also explore the possibility of ~~incurring~~ increasing the income now derived under secondary edn. by increasing the rate of fees for each instalment or by other means - such as increasing the endowments for schools.

4. The D.P.I. is requested to determine the grant

minimum. Municipal Councils which have adopted the old Govt. scales of pay for higher elementary grade teachers will be allowed to retain those scales for existing incumbents - permanent and probationers who have completed probation or not.

This system of subsidies will be abolished as from 1-1-47 and local bodies will ~~in future~~ be paid, every year, for all recognized secondary schools under their control, grants-in-aid based on the net cost of the institutions in the preceding financial year approved by the D.P.I., subject to the proviso that in the case of schools in respect of which fixed subsidies are being granted now as teaching subsidies, teaching grants paid under the revised system will not be less than the subsidies to which they are at present entitled.

payable to each secy. school under local bodies after

~~xxx~~ The teaching grant for 1946-47 will be made up of -

(a) in the case of subsidy schools:

(i) 3/4th of the annual subsidy for the first nine months of the year;

(ii) 1/4th of the net cost for the year based on expenditure at old rates for the last 3 months;

(iii) 1/2 the difference between the total expenditure actually incurred at the new rates of pay during the last 3 months of the year and the expre. that would have been incurred at the old rate of pay; ~~and~~

(iv) actual fee concessions (undergrade 92 M.E.R. / 32, or Art. Grant-in-Aid Code, and military concessions) for the short term in 1946-47; and

(v) 1/3rd of the ~~books~~ for book grants, for the year, ~~for~~ the mily. concession holders: and

(b) in the case of non-subsidy schools:

items (ii) to (v) under 'subsidy schools'.

In future, the decision of the D.P.I. as to whether an item of expre. is an approved item for purposes of assessment of teaching grant or not, shall be final.

scales of pay and submit proposals to Government for meeting the extra expenditure indicating advances if any, required from Provl. funds.

6. The attention of the Spl. Officers of Dt. Bds., and Executive Authorities, of Ml. Cls. is invited to the following important features of the revised scales of pay now sanctioned: -

1) Inclusion in the regular cadre of headmasters, of headmasters of secy. schools with Form V as the highest class.

2) The grant of an allowance in addition to the L.T scale of pay to headmasters of incomplete secy. schools.

3) The grant of an allowance to headmasters (in the regular grade of headmasters) of schools with more than 500 pupils.

4) Distribution of teachers of languages other than English among three grades, namely; L.T. Grade, Pandit grade, I and Pandit Grade II.

5) Payment of allowances to headmasters of certain categories of elementary schools.

Headmasters of secy. schools with form V as the highest class should also hereafter be apptd., from among persons included in the panel of headmasters. In view of items of (2),(3) and (5) above, it is desirable to examine afresh the cases of seniors in the respective scales and posts and to appt. deserving persons among them to posts carrying allowances, the Govt. trust that this will be done ~~at~~ as early ~~a date~~ as possible, in consultation, in the case of secy. schools with Dt. Edl. Officers or Inspectresses of Girls' Schools and, in the case of ele. schools, Dy. Inspectors or Sub-Assistant Inspectresses of schools, as the case may be, and orders issued in good time before the commencement of the next year.

7. As regards teachers of languages other than English, the D.P.I. is requested to examine the case of each school and determine the number of posts that each school should have in the three cadres, referred to in item (4). Additions to the first two cadres, namely, the L.T. Asst. in languages other than English and Pandits Grade I, should be made thereafter only with the approval of the D.E.O. or the Inspectress, subject to the general instructions ~~that~~ the Director may issue from time to time. In case of difference of opinion between the Spl. Officers of Dt. Bds., or Ex.Authorities of Ml. Cls. and the Inspecting Officers, it will be open to the Spl. Officer or the Ex-Authority to refer the matter to the D.P.I., whose decision will be final.

8. There are now no standard scales of pay for teachers in aided secy. schools. The managements have been given the discretion to adopt such scales of salaries as their finances could afford and the Govt. are giving them grants-in-aid for a year based on half of the approved next cost in the preceding financial year. The Government are of the opinion that a stage has been reached when a marked departure from the existing practice should be made. They are keenly aware of the fact that teachers in aided schools

h/8-9

/approved

The orders in this para are subject to the following conditions:

(i) That no management of an existing school shall be permitted to lower its latest scales of pay as appd. for purposes of assessing teaching grants, without the prior approval of the D.P.I.

(ii) That no new school shall be permitted to come into existence, esply. in areas already served by schools, which shall not undertake to adopt at least the scales of pay/for teachers in schools under local bodies.

~~(iii)~~ It shall, however, be competent for the D.P.I. to permit in school-less centres the opening of schools with lesser scales of pay for its teachers, provided the management undertakes to adopt for them the scales for teachers in schools under local bodies within three years of the opening of the school.

(iii) That the D.P.I. shall be empowered to investigate into the financial resources of the existing institutions and to take steps to have the scales of pay raised as high as their resources (present and prospective) permit, subject to the condition that he shall not compel any management to raise the scales above the level appd. for teachers in schools under local bodies.

(iv) That in future the net extra income by increase in fees shall be used primarily for raising the salaries of teachers till these are at least on a par with the salaries approved for teachers in schools under local bodies: this requirement shall not be deviated from in any case without the prior written approval of the D.P.I.

are, in a number of cases, paid very poor salaries. They expect the managements to address themselves seriously and sincerely to the problem of giving their teachers reasonable salaries. The managements have been allowed in the past to increase the rates of fees, with a view mainly to improve the pay and prospects of teachers. While a number of managements have taken advantage of that permission to increase the rates of fees, it cannot be stated that all of them have utilised the income thus derived for raising the scales of pay of teachers. The Government appeal to the managements to adopt at least the scales of pay laid down in the appendix to these proceedings for teachers in secondary schools under local bodies. The Government consider that in cases where the managements of aided schools do not adopt those scales, the teachers in such aided schools should not be placed at a disadvantage compared with those in schools where revised scales have been introduced. They have therefore decided to pay to such managements of secondary schools, in addition to the grant for which they would be eligible under the Grant-in-Aide Code, a special grant calculated at one half of the difference between the average of the scales of pay actually adopted by the managements and the average of the scales of pay laid down for similar posts in schools under local bodies, subject to the condition that this additional amount is used entirely for payment to teachers. These special grants will be paid as from 1st Jan. 1947. The management should at the same time explore all methods of augmenting their resources by increasing their endowments etc., and should give a fair deal to the teachers in their service.

9. The D.P.I. is requested to submit the necessary draft amendments to the Grant-in-Aid Code.

10. Elementary schools under aided management and Panchayats are now paid grants at fixed rates which vary with refce. to the qualifications of teachers. The Government direct that, with effect from 1-1-47, grants

for teachers in these schools be calculated on the following scales.

CLASS OF TEACHERS	Present rate of grant per mensem. Aided schools	Panchayat Schools	Proposed scale per mensem Aided and Panchayat schools
	Rs	Rs	Rs.
LOWER ELEMENTARY:			
Untrained	7	14	8
Trained	11	14	15
HIGHER ELEMENTARY:			
Untrained	11	14	12
Trained	16	17	20-½-25
SECONDARY:			
Untrained	14	19½	15
Trained	20	22	25-1-35
COLLEGIATE:			
Untrained	19 2/3	19½	20
Trained	25	22	35

12. The entire cost of paying teachers on these scales will be met from Provl. funds. All classes of existing teachers for whom the scales of grant mentioned in paragraph 11 have been sanctioned will be brought on to those scales with effect from 1--1--47. The managements should be informed clearly that the scales are merely scales on which grants will be calculated by the Dept. and that the Govt. not only expect that the amount paid on behalf of each teacher will be given to him in the shape of salary, without the mangements keeping any part of it for itself, but they also trust that the managements will strive to pay their teachers at appreciably higher rates from out of their own private resources.

13. The D.P.I. is requested to submit draft amendments to the Rules relating to aided ele. schools. He is also requested to issue instructions to inspecting officers to ensure that the grants are paid to the teachers in full.

14. The dearness and cost-of-living allowances paid to teachers under local bodies and in aided secy. and ele.

schools and Panchayat schools will continue to be paid at the existing rates, subject to reduction and final withdrawal along with such allowances paid to Govt. servants.

24/2/47

To
The D.P.I.
The Spl. Officer of Dt. Bds.,
The Exe. Authorities of Ml. Cls. thro' Chairman.
Inspr. of Ml.Cls.& L.Bds.
Exr. of L.F. Accts.
A.G. thro' Finance
L.A. Dept.
Finance Dept.

Appendix
p 9 below

Appendix.

	Existing scales of pay. (1) Rs.	Revised scales. (2) Rs.
Elementary schools.		
Headmasters and Headmistresses. ..	-	Grade pay plus an allowance of Rs.2 p.m. for schools with a staff of not less than 4 including the Headmaster or Headmistress. Grade pay plus Rs.5 p.m. if, in addition, the strength of the school exceeds 300.
Lower Elementary Grade, men teachers. ..	*15-1/2-20	20-1-30
do. Women teachers. ..	*20-1/2-25	
Higher elementary grade, men teachers. ..	*20-1/2-24-2/2-30	25-1-40 plus Rs.5 p.m. for teachers with Craft training.
do. Women teachers. ..	*25-1/2-29-2/2-35	
Higher elementary grade, untrained teachers - men..	15	20
do. - Women.	20	
Secondary grade, men teachers. ..	*25-2/2-45	35-1½-65 plus Rs.5 p.m. for teachers with Craft training.
do. Women teachers. ..	*30-2/2-50	
Secondary grade, untrained teachers - Men. ..	20	25
do. do. Women. ..	25	
Secondary Schools.		
Headmasters of high Schools. ..	110-10/2-170	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.
Headmasters of middle schools, incomplete high schools.	65-5/2-100	70-5-140 plus Rs.5 for Craft training.
L.T.Assistants.	65-5/2-100	40-1½-70 plus Rs.5 for Craft training.
Secondary grade trained teachers. ..	30-2/2-50	

(*Municipal Cls. ~~have been permitted to adopt~~ for teachers in their service Govt. scales of pay ~~with the previous sanction of Govt.~~)

Secondary schools (Contd.)

Pandits and Munshis:	
Title holders in Oriental Learning. ..	45-2/2-75
Proficiency certificate holders in Oriental Learning.	30-2/2-50

XX. The scale of pay will depend on the qualifications prescribed as follows:

Grade.	Qualifications.	Scale of pay.
L.T.Assistants.	A degree with the language as the main subject and L.T.	70-5-140
I Grade.	S.S.L.C. eligible and an Oriental Title and Pandit's or Secondary Grade training.	60-4-100-5-130
II Grade.	Oriental Title and Pandit's or Secondary grade training.	40-1½-70

Physical training instructors and Instructresses who have a ... 30-2/2-50

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.

Middle Schools:

... will belong to ... possess the required qualifications will be placed on the scale of 40-1-60;

45-1½-75 if they possess a certificate of the Secondary grade.

35-1-50 for others.

Edn & H. Dept

46/2416

No. 37043-B2/47-Edn. dated 24.6.47

Dear Sri Reddi,

Subj: Revision of salaries of teachers

A note on the subject mentioned above with a draft order was sent to the Director for remarks from the Secretariat on 25.2.47. The note was returned by the Director on 12.4.47. The Govt desire to point out that in such an urgent matter as this there should not have been so much delay.

Yours sincerely

To
Sri D.S. Reddi MA (Oxon)
MBE
AP.I

Dept
24/6

1876. 24/6/47 19-6-47

45

Teachers - Secondary and Elementary schools under Local Bodies and Private Managements - Revision of pay.

A Press note was issued on 14--2--1947 explaining the main features of the revision of salaries of teachers in the schools under all managements approved by Government. Orders on the revised scales of pay for teachers in Government institutions have been issued by the Finance Department in G.O.No. 78 Fin. dated 6--2--47. It is now necessary to issue formal orders sanctioning the revised scales of pay for teachers in schools under local bodies and under private managements. A draft order embodying the recommendations of the Salaries Committee is placed below.

In this connexion orders are necessary on two points.

(1) According to the recommendations of the Salaries Committee, the Local Bodies will in future be paid grants-in-aid towards the maintenance of secy. schools on the basis of half of the approved net cost, instead of fixed subsidies. At present local bodies are not given any subsidy towards the loss incurred by them on the grant of fee concessions under rule 92 of the M.E.R. and concessions to children of Ex-Army men. Under para 32 of the Grant-in-Aid Code, the managements of aided secy. schools are eligible, in addition to the grants on the basis of half of the net cost, for a grant equal to (1) the loss in fee income on account of the award of fee concessions under rule 92 of the M.E.R. and to half of the ~~expnde~~ expenditure incurred on scholarships or fee remissions upto a limit of 10 per cent of the fee income reckoned at standard rates. They are also paid grants towards the loss incurred by the grant of fee concessions to children of Ex-Army men. Now that it is decided that the grants for local bodies should be on the same basis as that ~~thx~~ for managements of aided secy. schools, it seems a uniform principle should be followed in both cases.

2. Attention is invited to the letter to the Hon'ble Minister from the Bezwada Ele. Teachers' Union on p. 1 c.f. The Ml. Cls. have been permitted to adopt Government scales of pay for the teachers in ele. schools if their finances permit. The old scales of pay for teachers in ele. schools

under the control of Government and of local bodies are as shown below:-

	Local body Rs	Govt. Rs
Lr. Ele. Gr.	15--20 (Men) 20-25 (Women)	20-28 (Both men and women)
Hr. Ele. Gr.	20-30 (Men) 25-35 (Women)	23-45 (Men) 23-45 (Women)
Secy.Gr.	25-45 (Men) 30-50 (Women)	30-55 (Men) 30-55 (Women)

The scales of pay now sanctioned for the above categories of teachers are as below:-

	Local Body Rs.	Govt. Rs.
Lr. Ele.Gr.	20-30	20-35
Hr. Ele.Gr.	25-1-40 plus 5	25-45 plus 5
Secy. Gr.	35-65 plus 5	40-85 plus 5

Certain Ml. Cls. adopted the old Govt. scales as shown at "A" above. So far as Lower Elementary and Secondary grade teachers are concerned these scales are lower than the revised scales to be introduced. In the case of Higher Elementary grade teachers, the old Govt. scale is Rs. 23-45 while the revised scale for local bodies is 25-40; the maximum has been reduced by Rs. 5/-. The introduction of these revised scales will not affect the existing incumbents who are drawing pay over 40; as regards teachers drawing below 40, they will stand to lose by the introduction of revised scales, unless they are permitted to retain the present scales. In the case of teachers to be newly employed, the revised scales will have to be adopted. ~~in as much as the maximum revised scale is less than the old maximum~~. The question for consideration is whether the Ml. Cls. which have adopted the old Govt. scales may be permitted to retain these scales for Higher Ele. grade teachers at present in their schools and for those to be newly employed; or whether the Ml. Cls. may generally be given the permission to adopt the revised Govt. scales for all classes of teachers in their ele. schools, if their finances permit.

The file may first be sent to D.P.I. for remarks on the points raised above, and on the draft order put up.

Ex.P.H. 7043 B2/47/19
25.2.47.

G.O. Reply. No. 842-B.1/47 dated 9.4.47

I agree to the note and the draft order subject to the following remarks: --

I. Note.

1. Elementary schools.

Penultimate para of the note.

Such of the Municipal councils and District Boards as have adopted the old Government scale for the Higher Elementary Grade teachers should be permitted to retain this scale for the present incumbents (Permanent members as well as those who are serving as Probationers whether they have completed their probation or not.)

If Government agree, a note to the above effect may be inserted at the end of para 1 of the draft G.O.

II. Draft G.O.

2. Penultimate sentence of para 1.

This is slightly vague. This may consistently with para 9(2)(a) of the notification issued with G.O. No.78 Finance dated 6th February 1947, read as follows:--

The pay of each of the existing incumbents shall be fixed in the revised scale at the stage next above the aggregate of his pay in the existing scale of pay and his temporary additional pay or personal pay, if any, whether such aggregate represents a stage in the revised scale or not.

3. Subsidies.

Para 2.

I think not much is gained by having anything to do with the old system of subsidies and it will be simpler if the subsidies system is totally replaced by the grant in aid system. If Government agree, I would suggest the following modifications to the draft: --

The second sentence will read as: "This system of subsidies will be abolished as from 1-1-1947 and Local bodies will in future be paid every year grants-in-aid for all recognized secondary schools under their control based on the net cost of the institutions in the preceding financial year approved by the Director of Public Instruction." But it is possible that the idea of Government is that in any case these schools should get at least these subsidies even if the grant-in-Aid is less. In that case it is best to substitute in the second sentence for the words "after taking into account the subsidy now paid" the following words: --

"Subject to the condition that in the case of schools in respect of which fixed subsidies are being granted now as teaching subsidies, teaching grants paid under the revised system will not be less than the subsidies to which they are at present entitled".

4. As the revised system comes into force from 1st January 1947, which is not the commencement of the financial year and as it is desirable to have the same period, namely, the financial year, in future for the assessment of grants for all types of schools, the following transitional procedure for the year 1946-47 may be adopted in respect of Local body schools: --

(a) Subsidy schools: --

The teaching grant will be made up of

(i) 3/4th of the annual subsidy for the first nine months of the year;

(ii) 1/4th of the net cost for the year based on expenditure at old rates for the last 3 months;

(iii) 1/2 the difference between the total expenditure actually incurred at the new rates of pay during the last 3 months of the year and the expenditure that would have been incurred at the old rate of pay ;

and (iv) actual fee concessions (92 M.E.R., 32 Grant-in-Aid Code and Military concessions) for the short term in 1946-47;

(v) 1/3 of the books grants for the year for the military concession holders.

(b) Non-subsidy schools: --

The teaching grant will be made up as (ii) to (v) above.

The above may be added as sub-para 2 of the existing para 4 of the draft G.O.

5. The following may be added as sub para 3 of the existing para 4 of the draft G.O.

In future the decision of the Director of Public Instruction as to whether an item of expenditure is an approved item for purposes of assessment of teaching grant or not shall be final.

6. The following, the object of which is obvious, may be added at the end of para 9 of the draft as a new sub para: --

The above directions are subject to the following conditions: --

(i) That no management of an existing school shall be permitted to lower its latest scales of pay as approved for purposes of assessing teaching grants without the prior approval of the Director.

(ii) That no new school shall be permitted to come into existence especially in areas already served by schools which shall not undertake to adopt at least the scales approved for the Local bodies.

It shall, however, be competent for the Director of Public Instruction to permit in school-less centres the opening of schools with lesser scales, provided the management undertakes to adopt the local body scales within 3 years of the opening of the school.

(iii) That the Director of Public Instruction shall

be empowered to investigate into the financial resources of the existing institutions and to take steps to have the scales raised as high as their resources (present and prospective) permit, subject to the condition that the Director of Public Instruction shall not compel any management to raise it above the level approved for Local body schools.

(iv) That in future the net extra income by increase in fees shall be used primarily for raising the salaries of teachers till these are at least on a par with the salaries approved for Local body schools and any deviation from this should be done only with the prior written approval of the Director of Public Instruction.

S R K Sarma.

D. P. I.

To

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

SECRET. SECRETARY TO GOVERNMENT
12 APR 1947
EDUCATION AND PUBLIC HEALTH DEPT.

13429

23459

E. and P.H. Dept.

D.P.I.'s U.O. Reply on pp.3-6 ante.

Para 1, p.3 ante:

Municipal Councils alone have been permitted to adopt Govt. scales of pay for higher ele. and secy. grade teachers. A sentence has been added at the end of para 1 of the draft order. The Dir. has not offered any remarks on the suggestion at "B" on p.2 ante. For orders whether the matter left to be may be considered if and when any municipal council makes a request.

Para 2, p.3 ante:

The sentence in the draft was based on G.O.187-L.A., dated 8-2-47. There is no objn. to adopting the wording of para 2(2)(a) and (b) of the notfn. in G.O.78-Fin., dated 6-2-47. The draft has been amended.

Para 3, pp.3-4 ante:

Para 2 of the draft may be amended as suggested by the Dir.

The addns. suggested by the Dir. in paras 4, 5 and 6 may be accepted.

The draft, as accordingly amplified may be sent to L.A. and Fin. for acceptance before circn. These depts may be requested to treat the case as specially urgent.

18/4/47 A S IV/5 17/4/47

L. A. Dept

The draft order may be accepted.

18/4/47

Fin (Sal)

The draft order may be accepted.

Education and P.H.(B.2.) Department.

I am sorry it has taken such a long time for us to issue this order. It is long over due.

In page 2 para 3 sub para (2) of the draft it is said that each local body should levy not less than nine instalments of tuition fees not below the standard rates. In view of the later orders that has been issued that 10 instalments may be ~~made~~ received, this may be corrected ~~as stated~~. Otherwise the draft may issue.

TSA
30-6-47

why is so much delay who is responsible for it.
Issue
G.P.R
8/5/47

SECRETARY, EDN. AND P.H. DEPT.
8 - MAY 1947
GOVERNMENT OF MADRAS

With reference to H.P.M's remarks at 'A' on page 8 ante, it is submitted that there was no delay in this office. ~~The file was returned on 21-4-47 and returned to section on 8-5-47.~~

2. The G.O. in revision of salaries has been put in print and the proof copy has been received. After the G.O. has been sent to the press H.M.(Edn.) has raised certain points connected with the revision of scales of pay for Pandits and Hindustani teachers. According to H.M.(Edn.) there should be only two scales of pay for Pandits in High schools under Government or under Local Bodies, whereas ~~while~~ three scales have been adopted for both kinds of schools. This has been examined and submitted separately. A decision has to be reached in consultation with Finance. The whole of para 7 of the G.O. has to be recast with reference to the decision that ~~would~~ may be arrived at in regard to the number of grades of pay to be allowed for Pandits. The file on the subject has been circulated with a view to ascertain the intention of H.M. ~~Education.~~ After H.M's (~~Education~~) intention is known the matter will be further examined if necessary in consultation with the D.P.I. and sent to Finance for remarks. It may take some time before the scales of pay for Pandits are settled. In the circumstances, it appears that the issue of the G.O. need not be held up. For orders ~~whether~~ Revised instructions may if necessary be issued later on with reference to the decision of Government regarding the scales of pay for Pandits.

3. As regards Hindustani teachers, H.M.(Edn.) has proposed a further revision of scales of pay. According to him, the scales now fixed are really not intended by the Salaries Committee. In any case over of the two scales fixed, the higher one is less than the old higher scale and the lower is the same as the old lower scale. Thus there is practically no revision of pay so far Hindustani teachers are concerned. Till definite scales of pay for Hindustani teachers are settled, it is for orders whether the entries under the heading revised scales against Hindustani teachers in the Appendix to the G.O. may be omitted and an indication made that revised scales will be fixed separately.

The proof has been returned to the Press for striking clean copies.

With reference to 'P' on page 9 ante it is submitted that a note regarding the introduction of revised scales of pay was sent to the D.P.I. on 25-2-47. The D.P.I. returned the draft with his remarks on 9-4-47. (The D.P.I.'s office has been reminded by the Asst. Secretary on the Phone.) The file was resubmitted with a note on 16-4-47. It was marked for L.A. and Finance Departments and returned from the two departments on 20-4-47. The file was circulated on 21-4-47 and returned from circulation on 8-5-47. Thereafter G.O. was numbered and sent to press. Thus it will be seen from the note above the file was with the Director for over a month and in circulation for about a fortnight.

The D.P.I may be informed that in such urgent matters there should be no such delay.

6.P.R
17/6

With reference to orders above a draft G.O. to the D.P.I is submitted for approval.

S