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Scott II-27—58,004—4-11-46.

EDUCATION AND PUBLIC HEALTH (194 8) Department.

(T)

MS. **SERIES.** 9

G.O. NO. MS. 113 Edn.

113

Dated 16th January 1948.

Put away

[MS 5 p cf
para 2 on p 21 cf
pp 23-31 cf
xx on p 5-6 nf]

O fw RS
Copy fw ADM

5-13 cf.
para 2 p 21 cf
p 23-31 cf.
xx on p 5-6 nf.

[Despatch Abstract.]

Elementary schools - Recruitment of permanent teachers for individual schools - papers recorded.

Back Papers.

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

Further Papers.

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

E&P.H.(Ex) Dept.

D.O. No. 85582 A2/47-1. Edn. d. 3/11/47.

35/4/11/47

Dear Dr. Savoor,

Subject – Elementary education – Schools under Govt. and local bodies – Recruitment of "permanent teachers" for individual schools.

pp 1-3 wf.

I am to enclose a copy of the ~~note~~ minute dated 28-10-47 of the H.M. (Edn) on the subject noted above, and to request you to offer your views on the ~~proposal~~ suggestion made by ~~the H.M.;~~ in it ~~in his note~~ ~~If the suggestion is acceptable; definite proposals for implementing the suggestion may be sent up at an early date~~.

Yours Sincerely,

To Despd 6/11

Dr. S. R. U. Savoor,
M.A., D.Sc., I.E.S.,
D.P.I.
Madras.
(with a copy of note).

AE 31.10.47 4.11.47

2/11/47

3/11/47.

3

D.O. No.2095 B1/47.

SECRETARY, EDN. AND P. H. DEPT.
28 NOV 1947
GOVERNMENT OF MADRAS

OFFICE OF THE
DIRECTOR OF PUBLIC INSTRUCTION,
MADRAS, dated 21-11-1947.

My Dear Subramaniam,

SUB: Elementary Education - Schools under Government and Local bodies - Recruitment of permanent teachers for individual schools.

p.7 ante

REF: D.O. No.85582 B2/47-1 Edn., dated 3 - 11 - 1947.
@@@@@@@

p.p.5-6 infra.

94007

I enclose herewith a copy of a reply to the Hon'ble Minister's note forwarded to me direct, in the matter.

Yours sincerely,

SRK Savoor

To

M.V. Subrahmaniam Esq., I.C.S.,
Secretary to Government,
Education and Public Health Department,
MADRAS.

R.C.No.2095 B1/47

OFFICE OF THE
DIRECTOR OF PUBLIC INSTRUCTION,
MADRAS, 21 - 11 - 47.

From

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

To

The Hon'ble Minister for Education,
MADRAS.

Sir,

SUB: Better recruitment of the personnel to the elementary and secondary schools.
REF: Note dated 28-10-1947 from the Hon'ble Minister for Education.

@ @ @ @ @

In resubmitting the above note dated 28-10-1947, I would like to point out some of the difficulties if the suggestions made therein are to be carried out.

Elementary schools under District Board Managements.

So far as elementary schools are concerned, I presume the Hon'ble Minister is thinking of schools under Local Bodies; for there are no government elementary schools except where they are attached to the model schools and in the Agency. It will not be possible to make a school or a village a unit for the purpose of service under the District Board. In the first place, a particular village may not be able to supply the required number of teachers for the schools in the locality. It may also happen that some villages are able to supply more teachers than are necessary. Secondly appointments cannot be evenly distributed among all communities and the choice for the appointing authority will be very limited. It is not quite true that, in aided schools, teachers are not transferred at all. It is true of managements which conduct single schools, but where a management is in charge of several schools, as in the case of Missions, periodical transfers do take place. Though it is advantageous to keep a teacher in a particular school for a fairly long period, an occasional change of staff will be a real advantage to the school.

As regards the difficulties pointed out by the Hon'ble Minister in regard to women teachers, I agree that they are real and they may be overcome to a large extent by adopting the following suggestions:-

i) A rule may be made that no teacher should ordinarily be transferred from a school or a locality within a period of three or five years, and that every transfer should have the prior approval of the District Educational Officer or the Inspectress.

ii) For the purpose of transfers, the Taluk or the Revenue Firka may be taken as a Unit.

iii) In recruiting teachers, the requirements of each taluk or Revenue firka may be considered and teachers who belong to the Taluk or firka may be preferred.

iv) The District Board may be required to provide for quarters for women teachers in every place.

If however government still feel that the proposal to recruit teachers to each school should be given effect to whatever the difficulties, the following suggestions may be adopted:-

1) Each school or all the schools in a locality i.e. Boys, Girls and separate schools for muslims and Harijans should be treated as a Unit of service and recruitment, confirmation and discharge may be made within that Unit. The Local Board Ruls of service will have to be amended suitably.

2) In regard to the selection of persons a panel of teachers for eac locality may be drawn ~~is~~ up by a committee consisting of the President, D Board or its executive authority, the District Educational Officer and Inspectress.

P.T.O.

Government Secondary and Training Schools:

As regards the schools under Government, the proposal is unworkable for many reasons. The most important of all is that Government service is regarded as something in the nature of a special privilege which should be shared by the members of ~~sufficient~~ different communities irrespective of geographical considerations subject to linguistic requirements. Since Government schools are not evenly distributed in the Presidency, the principle of recruiting for a school would mean that certain localities mostly urban, would monopolise all the jobs. In addition, communal representation will have to be given up since the locality in which the school is located may not be able to supply a candidate of the community whose turn it is. What would also happen on account of the superior attractiveness of government service is that the candidates generally of the advanced communities would offer themselves for recruitment for a particular school and when once they are confirmed, put pressure for a transfer. If this request is not complied with, there will be deterioration in their work.

I may also add that transfers are not always made as a punishment but often at the request of his teachers who for ~~minor~~ various reasons such as health, education of their children etc., desire to be posted to particular places or districts. Moreover there are many cases also where a teacher's misconduct is not such as can be proved, but when a transfer is desirable.

Coming to the question of leave arrangements, nobody would be willing to take up temporary appointments if on return from leave of the permanent incumbent, he or she is thrown out of employment. At present, people are willing to be appointed because of the chance of continuing elsewhere.

As regards secondary schools, it is quite unlikely that we may get sufficient number of teachers for a school from the same place. Even if a few teachers are available, it will not be possible to select teachers for the different subjects from one single area as a Unit. Permanent undisturbed service in their own places can be advantageous and injurious as well.

for DIRECTOR OF PUBLIC INSTRUCTION.

Ramu.25/11.

Nfes.

Secretary, E.& P.H.

At present the recruitment of staff for our elementary and secondary schools is not satisfactory. In fact our elementary and secondary schools are very badly manned and run today. The reasons for the inefficiency in our elementary schools are:

(1) the bad quality of our staff.

(2) the bad management of our Local Boards.

SECRETARY TO GOVERNMENT
85582
22 OCT 1947
AND PUBLIC HEALTH DEPT.

With regard to the management of elementary schools, separate proposals are under consideration for entrusting them to Taluk Educational Councils and taking the management away from Dt. Boards.

This note is with reference to point (1) with regard to the methods that may be adopted to improve the quality of recruitment ~~for~~ of elementary and secondary school teachers.

The reasons why we are not able to get ~~a good quality of~~ teachers of a good quality are as follows:-

(i) The low pay for the teachers.

(2) Constant transfers which make~~s~~ it still more difficult for these men and women who have taken the teaching profession to live. These constant transfers have had an effect of avoiding all respectable men and women from joining the profession. With this low pay they are not able to get on in strange and new places. As far as girls are concerned, this has acted definitely in a very prejudicial way. They have to live without protection, without friends or relatives lonely in villages. After heoric attempts at leading good life for some time, they are overpowered by other influences and being unprotected ~~as~~ they fall pray to circumstances which bring down their moral character. It is absolutely essential that we should protect the girls who are coming to our service.

We are not able to provide houses for our teaching

29 OCT 1947
OF MADRAS

P.T.O.

8

staff in the various elementary schools in the villages and towns. The result is they have to depend ~~on~~ for everything upon outsiders and get into unscrupulous influence.

Much of this difficulty is solved if we can recruit teachers for individual schools who will not be transferred. I found in Madras a secondary grade boy working in a school for a pay of Rs.25/-. I told him that he ~~will~~ would get Rs.45/- if he is transferred to some other place but he said with Rs.25/- and living with his parents he finds it much cheaper than to go to a far off place and to receive Rs.45/-.

From that it will be seen ~~who~~ how much it will be cheaper and safer for these teachers if they are allowed to live in their own places along with their parents and relatives even for a low pay. This will definitely improve the moral tone of the school also.

One of the reasons for ~~the~~ want of tradition as well as dignity in our elementary schools in the Local Board managements is because of the constant transfer of teachers. Traditions are not built and the people of the village do not have respect for these new comers. We have seen in aided institutions how a teacher in spite of his ~~small~~ small pay is able to command lot of reverence in the village because most of the people of the village have studied under him and has continued to command their respect for many many years. This tradition is of great value in building ~~of~~ up the atmosphere for an institution and it is necessary that we should create these traditions in our Local Boards also.

It may be urged that there may be certain teachers who pick up quarrels in the villages or who may otherwise have to be transferred. My reply will be that transfers should not be regarded as punishments and if people misbehave or do not act properly let the usual punishment be given such as fining, or reduction or even dismissal and

CPT

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this should not be set up as an argument against recruitment of permanent personnel for schools.

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For these reasons, ~~I strongly~~ I feel that in elementary and secondary schools in Local Boards as well as in Govt. permanent teachers for individual schools should be recruited. The matter may be considered and put up.

A

TSA
28/10/47

H.M. Education.

E & P.H (E2) Dept.

Please see the ~~notes~~ note of H.M. at pp. 1-3. above.

The D.P.I's ~~own~~ views on the proposal at "A" above may first be obtained.

∴ A draft D.O. is subd. below for approval.

31.10.47
1.11.47

2/11/47

3/11/47

p.1 cf [Issued as D.O. No. 85582 B2/47-1. Edn. d. 3/11/47]

p.3 cf. L. No. 94007. B2/47. from the D.P.I; D.O. No 2095. B/47 d. 21/11/47.

Please see the D.O. at p.1. cf. and the D.P.I's reply at ~~pt~~ pp 3-6 cf. The Director has outlined in detail at pp. 5-6 cf the difficulties involved in implementing the suggestion at "A" above. The file may now be submitted to H.M. (Edn) for orders as to the further action to be taken in the matter.

29.11.47
29.11.47

30/11/47

I agree with the DPI that the proposal [illegible] will be difficult to [illegible] schools & the [illegible] comments at 'M' at p.5 cf. may in any case be made

CO

-3-

for women teachers; for items (ii) & (iii) I would prefer the Taluk as a unit.

As regards Secondary Schools under Local Boards, the D.P.I.'s view seems to be that the proposed rules will be extended to them (B at p. 6 cf.) I am of that view too.

As regards D.B. El. Schools, while I agree that the objections at 'A' at p. 5 cf. have weight, this may be met to a large extent if a smaller area is taken as a unit instead of a district. The D.P.I. himself seems to have proceeded to make his suggestions at 'B' at p. 5 on that footing. ~~I do not~~ It is not clear what exactly he means by 'locality' in clause (i) there. I think the 'Taluk' may be taken as a unit. On that footing his suggestions (i) & (ii) are acceptable. I invite attention to 'K' at p. 3 in the 'Memorandum' below where I made similar suggestions in another connection. In fact, now that we are proposing to entrust all D.B. Schools to Taluk Committees, the arrangements will necessarily be on those lines; & if the idea of having recruitment for individual schools is dropped, no further action would be necessary.

2/1/47

M. (Ed.)

I have gone through the notes of the Secretary above as well as the letter from the D.P.I. I am afraid the letter of the D.P.I. as well as the note above has not taken into consideration the great suffering our elementary school teachers undergo by these transfers. It is not a matter of individual suffering but it is a matter of indignity which prevents respectable men and women from taking to the teaching profession, especially in the matter of girls these transfers act as a definite bar for good family people taking to this profession. I am anxious that we must enable higher class people to take to teaching as a social service and we must provide an atmosphere and circumstance which will lead to that class of people taking to teaching as their profession. If that is to be done, we can't be transferring them at will.

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p 5 CF

The suggestions given by the Director are very impracticable. For example point (iv) in which he says that "the Dt. Board may be required to provide for quarters for women teachers in every place," which is something absolutely impracticable. You can't even think of it. We know the miserable hovels that our schools are and we are helpless even in putting them in order but to ask the Dt. Boards to provide quarters for the women teachers is something which no Dt. Board will be able to fulfil.

With regard to point (iii) which is also supported by the Secretary, I am afraid, it is said without understanding local conditions. This transfer within the firka will have ~~irresponsible~~ more deplorable results than the present rules. If a man is transferred 5 miles away, we may fairly make sure that in these days of difficulties of housing, the teacher will continue to be in the old place and will go ~~in~~ on a cycle and we can imagine how efficient the teaching will be if he is to go ~~in~~ on a cycle everyday about 10 to 15 miles. I am afraid these suggestions have been made without a proper grasp of how things exist in our villages.

I am of opinion that this recruitment of teachers for individual schools must be introduced but I don't want that we should go ahead without making sure of the effects of this recruitment. This matter of recruiting teachers for individual schools may be tried in one taluk in each regional area - Tamilnad, Andhra and the West Coast. One taluk may be chosen in Tamilnad, one in Andhra and one in Malabar. Experienced Deputy Inspectors may be placed in charge of these taluks. The teachers in those schools, Board as well as Govt., may be asked to give the order of preference in which they would like to be settled permanently. They may be asked to give 5 places in the order of preference as follows:-

(1) First Preference ——
(2) Second Preference
(3) Third Preference
(4) Fourth Preference
and (5) Fifth Preference.

On the receipt of these preferences, the fixtures may be made by the Deputy Inspectors of Schools and given to the Dt. Board Special Officers for their acceptance ~~deputation~~. The teachers may be told that these people when they are fixed up are fixed for life. They should not ask for transfers and if any transfers are to be given, they can be given only on agreement or when such transfers are easily capable of being made by the authorities, i.e., they must be made to behave ~~be~~ normally ~~when~~ they are fixed to those schools.

If their work is not satisfactory, or if they pick up quarrels or join in factions ~~or if their work is found unsatisfactory~~ or if they work is found unsatisfactory from any other point of view, they may be told that they must be punished with fine, reduction or suspension or dismissal. No change of rules need be introduced just now. This may be introduced from the beginning of the year i.e., June '48. The matter may be watched and the D.P.I. may be asked to give us a report by December '48 so that on his report we may extend it throughout the Province, if necessary.

The D.P.I. may be asked to select the taluks and make the necessary arrangements for it and report.

TSA
11-12-47

11 DEC 1947

B1 NTR OBR

For orders whether the papers may be sent to the D.P.I. now for taking action as desired by H.M (Edu)

OBR
11/12/47

S/ DPI now
11/1/48

D.P.I.

DIRECTOR OF PUBLIC INSTRUCTION
14 DEC 1947
MADRAS

ASSISTANT SECRETARY TO GOVERNMENT
584
5 - JAN 1948
EDUCATION AND PUBLIC HEALTH DEPARTMENT

~~70514~~
70754
13.12.47

Resubmitted.

2. Action will be taken as desired by Hon'ble Minister for Education.

W.G. no 2095 B1/47
3-1-1948

SRK Swamy.
D.P.I.

Ex P H (B1) Dept.

No further action is now called for. The papers may be recorded. (A call has been noted).

OBR
15/1/48

124
16/1

Order No. 113 Edn. dt. 16-1-48
12.1.48
12.1.48

Elementary schools - Recruitment of permanent teachers for individual schools - papers recorded.

14

E. & P. H. Deptt. 15

D.O. No. 3423 B2/48-1 Edn., dated 29-1-48.

9

Mr.
Dear/ Reddy,

1025/30-1

ELEMENTARY Schools - local bodies and Government - Recruitment of teachers for individual schools.

***

I am desired to invite attention to the minute of H.M. (Edn.), dated 11-12-47 sent to Dr. Savoor with this Deptt. U.O.No.70154.B2., dated 13-12-47 and his reply in your office U.O.No.2095.B1/47, dated 3-1-48. I am to point out that if the proposal is to be given effect to from the next school year you have to select now the Taluks in which you proposed to introduce it and start asking teachers about their preferences. I am to ask you to let the Govt. know as early as possible the Taluks you select for the purpose and also the steps you are taking to give effect to the proposal.

pp 4-7 NF

P.T.O.

6

-2-

I am also to ask you to send to Govt. quarterly reports on the working of the scheme.

Yours sincerely,

28/1/48

27/1/48

To

The D.P.I.

(by name)

2/2/48

Reminded on 26/2

E & P.H. (B2) Depp.

17
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D/-

17.3.48

18/3

p.1 of

D.O. No. 3423 B2/48-2 Edn. 8 17-3-48.

Dear Mr. Reddi,

Elementary Schools - Local Bodies and Government - Recruitment of teachers for individual schools.

Ref. My D.O. No. 3423 B2/48-1 Edn. 8 29/1/48.

I am to request that your reply to my D.O. cited may be expedited.

Yours Sincerely.

15.3.48

15.3.48

16/3/48

S 17/3/48

To

The D.P.I.

(by name)

18/3/48

~~486~~

D.O. 3423 B2/48 2 Edn. 17-3-48

Dear Mr. [illegible],

Elementary Schools - Local bodies and Government Recruitment of teachers for individual schools

[illegible] G.O. Ms. No. [illegible]

I am to request that your reply may [illegible] be expedited.

Yours sincerely

17.3.48

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5 B2 9

11

D.O.No.2095B1/47

Office of the
Director of Public Instruction,
Madras, 25th March 1948.

SECRETARIAT [illegible] DEPT.
30 MAR 1948
GOVERNMENT OF MADRAS

Dear Mr. Subramaniam,

Sub: Elementary Schools - Local Bodies - Government Recruitment of teachers for individual schools.

Ref: Your D.O.Rc.No.3423B2/48-2 Edn., dated 17.3.1948.

****

The file relating to the subject mentioned above has been mislaid and is being traced. A reply will be submitted shortly.

2. Copies of the references from Government on the subject have however been called for from the Secretariat.

U.R.R. 28/3

for DIRECTOR OF PUBLIC INSTRUCTION.

To

Sri M.V. Subramaniam, I.C.S.,
Secretary to Government,
Education and Public Health Department,
MADRAS.

Sd 25/3

6/20

L.D. till 20/4

E & P.H (B2) Dept

Please see the interim reply from the D.P.I. at p.5. ante. His final reply may be awaited till 20-4-48

Copies of the references required have already been supplied to the P.A. to D.P.I.

2-4-48

7/4/48.

5/4/48

SECRETARY, EDN. AND P. H. DEPT.
6 - APR 1948
23692A
GOVERNMENT OF MADRAS
D.O.

B2 21

12

Director of Public Instruction,
Madras, 5th April 1948.

Dear Mr. Subramanian,

Sub: Elementary Schools - Local bodies and Government - Recruitment of teachers for individual schools.

Please see your D.O. letters No.3423 B2/48-1, Edn., dated 29-1-48 and 17-3-48. I regret that I could not send you an earlier reply as the file was not traceable and I had to obtain copies of the correspondence from your office.

The following taluks have been selected for introducing the scheme from the beginning of the next school year, that is from June 1948. Instructions are being issued to the subordinate officers for giving effect to this scheme,

1. Krishnagiri in Salem District.
2. Peddapur in East Godavari Dt.
3. Kurumbranad in Malabar Dt.

Yours sincerely,

To

M. V. Subramanian, Esq., I.C.S.,
Secretary to Government,
Edn. & P.H.Dept., Fort St. George, Madras.

~~1~~ 22

~~1~~ 23

Edu. & P.H. Dept. (B2)

Very urgent

D.O. No. 14550/49-1- B2 -Edu., dated 5.4.1949.

13

Dear Mr. Bhadriah,

Sub:- Elementary Education - Improving Efficiency - Avoidance of Transfers - Recruitment on School-basis.

I am to forward an extract from the 'Note to the Cabinet' on the above subject and to say that the ~~Cabinet~~ Govt ~~have ordered~~ have decided that transfers of teachers should be avoided and that recruitment must be on the school-basis. I am, in this connection, to invite your attention to the correspondence ending with ~~your~~ Mr. Reddi's D.O., dated 5.4.1948, intimating the taluks selected for trying the experiment of "recruitment on school-basis". H.M. (Edu) now desires that you should consider the matter further and suggest any change of rules that may be necessary to ~~bring the~~

'A' on page 1 ry.

'A' on page 2 ry.

page 21 of (E)

'B' on p. 2 ry.

24

~~school basis~~ recruitment ~~into operation~~ throughout the Province. I am, therefore, to ask you for necessary proposals in the matter at a very early date.

put into operation on this basis;

Yours sincerely,

BM
4/4/49

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Sri P. Bhadriah, M.A., L.T.,
D.P.I., Madras
(with copy of 'A' on page 1 ~~/~~)
(One f.c. for file)

Bo 25. 14

D.O.No.2095-B-1/47.

Director of Public Instruction,
Madras, 19th April 1949.

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPARTMENT
-9 APR 1949
21 APR 1949

Dear Mr.Lobo Prabhu,

Sub: Elementary Education - Improving efficiency - avoidance of transfers.

Ref: Your D.O.No.14550/49-1-B.2-Edn., dated 5-4-49.
pages 1-2 and ...

30278

The District Educational Officers were asked to give effect to the scheme of recruitment of teachers for individual schools in the following Taluks as an experimental measure during 1948-49:-

A

1. Krishnagiri Taluk (Salem Dt.)	August 1948.
2. Peddapur Taluk (East Godavari Dt).	November 1948.
3. Kurumbranad Taluk (Malabar Dt.)	September 1948.

Mys. (G) H93

They were able to give effect to postings and transfers of teachers with the above object in view from the months noted opposite to each Taluk.

B 2. I have received only partial reports and from the reply received from the District Educational Officer, Salem, it is found that the scheme has proved a success in the case of teachers posted to urban areas and to schools situated in their villages. I am calling for more detailed particulars and it is now too soon to generalise the results and to propose a change in the rules. I shall submit a further reply giving full details regarding the working of the scheme in all these taluks on hearing from the District Educational Officers.

(A) 3. In this connection, I have to state that the Local Bodies consult the Inspecting Officers, whenever they make postings and transfers. With reference to G.O.No.1264, Education, dated 26-6-1946, the Local Bodies convene a conference of District Educational Officers and Deputy Inspectors of Schools in April and May every year and discuss the matter of transfers etc., and give effect to the same at the beginning of the school year. Some of the Local Bodies settle these matters by correspondence instead of summoning a conference. The Local Bodies are also asked not to make transfers in the middle of the school year, as it will affect the working of the schools and the efficiency impaired. The brief annual reports received from the District Educational Officers will be examined to see how far the Local Bodies have consulted the District Educational Officers with reference to the above.

4. Now, after the amalgamation of the Boys' and Girls' Ranges, the distinction between boys' and girls' schools has been abolished and the schools are amalgamated, wherever they are considered possible and practicable. In such a fluid state as at present, the postings and transfers of women teachers are also to be taken into account. There may be teachers belonging to certain areas far in excess of the requirements. Similarly, there may be teachers in some centres falling short of the requirements. These points are also to be taken into account. The feasibility of extending the scheme of recruitment of teachers to individual schools throughout the Province needs thorough

and

RS
21/4/49

and careful examination which will take some time and I shall submit my views on the question as early as possible.

Yours sincerely,

To

J.M.Lobo Prabhu Esq., I.C.S.,
Joint Secretary to Government,
Education & Public Health Department,
Fort St.George, Madras.

A

E.P.H.(B2) Deptt

The D.P.I's final reply referred to at 'B' above may be awaited till 27.5.49.

Rem
27.4.49

Education Department.

From

The Director of Public Instruction,
Madras.

To

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

Rc.No.2095 B1/47 dated 18th July 1949.

ASSISTANT SECRETARY TO GOVERNMENT
21 JUL 1949
EDUCATION AND PUBLIC HEALTH DEPARTMENT

55880

Sir,

Sub: ELEMENTARY EDUCATION - improving efficiency - avoidance of transfers - recruitment of teachers for individual schools.

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p. 12CF

p 3-4CF. -

Ref: Govt.D.O.Letter No.14550/49-1-B.2.Edn., dated 5-4-1949.
Also this office D.O. reply No.2095 B.1./47, dated 19-4-1949.

In continuation of this office reply on the subject, I have the honour to state, that I called for detailed reports regarding the working of the scheme of recruitment of teachers for individual schools from the District Educational Officers, Salem, Malabar and East Godavari. The scheme with reference to to its working so far in the taluks of Krishnagiri, Kurumbranad and Peddapur has created contentment among teachers and has proved a success.

I feel under the circumstances, that the scheme may be tried in one more taluk in the above districts and new taluks in other districts. But, the extension of the scheme may, perhaps, be deferred till the passing of the new Panchayat Bill defining the control of the Panchayat Boards over elementary schools.

Yours faithfully,

20.7.49

for Director of Public Instruction.

KHR.19-7.

19/7

E. & P. H. Dept. ~~(B2)~~ 28 15

Memorandum No. 14550 B2/49-2 Edn., dated 6/8/49

Sub:- ELEMENTARY EDUCATION - Improving efficiency - Avoidance of transfers - Recruitment of teachers for individual schools.

Ref:- From the D.P.I., No.2095-B1/47, dated 18-7-1949.

The D.P.I. is requested to report whether the system of recruitment of teachers on the basis of individual schools [illegible] may not be made applicable also to ~~the~~ all teachers already in service. It has been suggested that teachers already in service may be given an opportunity to select schools of their choice ~~for~~ from which they will be transferred only on disciplinary grounds. The Director is requested to offer his remarks on the suggestion.

5/8/49

6/8

To

The D.P.I.

8/8

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6/8

June

B2

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R.O.C.No.2095 B1/47

Office of the
Director of Public Instruction
Madras, dated, 19th Aug. 1949.

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.
66067
23 AUG 1949
18

From

The Director of Public Instruction
Madras.

To

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

Sir,

Subject:- ELEMENTARY EDUCATION -- Improving efficiency avoidance of transfers - recruitment of teachers for individual schools - extension of the scheme to other districts.

Reference:- Govt. Memo No.14550 B2/49-2 Edn., dated 6-8-1949.

p Tank -

With reference to the Government Memo., referred to above, if the scheme is extended to all the other districts immediately many teachers would like to be transferred to schools either in their own villages or nearby or any other place which they consider suitable and that it will ultimately result in huge number of transfers (even transfers from one district to another) in the middle of this year, and transfers are not desirable in the middle of the school year in the interest of the education of the children. It is therefore inopportune at this stage of the school-year to extend the scheme to other districts.

2. I would therefore suggest that the scheme may be given effect to from the next school-year onwards. In the meanwhile Government may issue necessary instructions to all the Special Officers of District Boards sufficiently early so that the District Boards may be in a position to introduce the scheme from the beginning of the next school-year.

On receipt of the G.O. necessary instructions will be issued to all the inspecting officers.

Yours faithfully

K. Subramaniyer

For Director of Public Instruction.

SJ/22/8.

22/8

3) E. & P. H.Dept. (B2)

17

Memorandum No. 14550 B2/49-3 Edn., dated 31.8.49

Sub:- ELEMENTARY EDUCATION - Improving efficiency - Avoidance of transfers - Recruktment of teachers for individual schools - Extension of the scheme to other districts.

Ref:- Letter from the D.P.I., No.2095-B1/47, dated 19th August 1949.

J.V 31.8

51/31/8

113

The D.P.I. is informed that the Govt. consider that Special Officers of Dt. Bds. should can now begin to make all preliminary arrangements to ~~effect~~ introduce the scheme of transfer of teachers on individual school basis at least by the re-opening of schools in 1950-51 after vacation. He is therefore requested to issue necessary instructions to the Spl. Officers in the matter.

To

The D.P.I.

30/8/49

30/8/49

31/8

3423

Secretary. E. & P.H.

I had sent a note about fixing up of elementary teachers to individual schools so that they may not be transferred. I had explained in the note the advantages that may arise from this procedure. I understand the D.P.I. has sent his remarks over it. The matter may be put up early as it will be necessary to issue early orders so that it may be given effect to in the next school year.

ASSISTANT SECRETARY TO GOVERNMENT, EDUCATION AND PUBLIC HEALTH DEPARTMENT
16 JAN 1948

TSA
16-1-48

H.M. Education.

E & P.H.
B2

Please see the papers in G.O.No. 113 Edn. d. 16-1-48.

19/1/48 S

I understand orders have been issued on this matter. The D.P.I. may be asked to let us know the taluks in which he is trying this proposal and be reporting once in three months as to how this proposal is working and is being worked.

If the proposal is to be brought into effect from the next school year, he must select the taluks and start asking the teachers about their preferences. He may keep us informed about the steps that he is taking in the matter.

TSA
28.1.48

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

A draft D.O. to the D.P.I. is subd.

28/1/48 S

P.T.O.

33

[Issued as D.O. No. 3423. P2/48 .1. Edn. d/ 29.1.48.]

From the D.P.I.; D.O. No. nil dated 5.4.48.

Please see the D.O. at p.p. 1-2 cf. and the reply from the D.P.I. at p. 7 cf. He has selected three taluks for introducing the scheme of recruitment of teachers for individual schools from the beginning of the next school year. He has also stated that instructions are being issued to the subordinate officers for giving effect to the scheme under ~~[illegible]~~ reference. No further action seems called for now on this. The ~~file~~ paper may be [filed with G.O. 113 Edn. dated 16.1.48 after perusal by H.M. (Edn) ~~circulated to~~ H.M. (Edn) ~~with ref. to his minutes at p.1. ante~~

8.4.48

8/4/48.

9/4/48

S/ (Edn)
14/4/48

M. (Sur.)

14/4

TSA
17-4-48

SECRETARY, EDN. AND P.H. DEPT.
19 APR 1948
GOVERNMENT OF MADRAS

34

Extract from the Note for the Cabinet on "Elementary Education — Improving Efficiency"

AVOIDANCE OF TRANSFERS

The next important matter for consideration is:

One of the great evils of district board administration has been the transfer of teachers on very flimsy grounds. Constant transfer of teachers has made the teachers lose interest for the schools. This is one of the important reasons for the success of Missionary schools and private institutions, i.e., the continuance of the teachers in the same school without transfer so that they will be able to build up traditions and take interest in the children and the school. Such continuance creates a personal interest in the teacher, in the children and the school. The constant transfers create not only no end of trouble to the teachers but lead to great difficulties especially when there are women teachers. It will considerably increase the morale of the teaching profession if these constant transfers are not resorted to. Transfers should not be regarded as punishment and when anything wrong happens, other processes of disciplinary action should be taken and the teachers should not be transferred.

VIII. The question now is whether these transfers may be avoided.

Extract from the proceedings of the Cabinet Sub-Committee meeting held on the 12th and the 13th January 1949.

(8) Approved

Extract from the proceedings of the

MEETING OF THE COUNCIL OF MINISTERS HELD AT FORT ST. GEORGE,
MADRAS, ON SATURDAY, THE 12TH FEBRUARY 1949.

AGENDA

10. Elementary Education - Improving efficiency - Levy of Education Tax by District Boards - Recommendations of the Cabinet Sub-Committee.

ORDER.

It was decided that the decisions arrived at by the Cabinet Sub-Committee regarding elementary education should be approved subject to the modification that as regards the shift system it may be tried in 10 selected areas in the province. As regards Point (18) the decision was that the previous decision (i.e., medium of instruction in elementary and secondary schools - Government of India's resolution) will stand. As regards the question of levy of education tax by District Boards it was decided that the Secretariat department should examine the matter and prepare a note for consideration by the Cabinet.

K.R.M.
14-2-1949.

O.P.Ramaswamy Reddy,
PREMIER.

K.R.M.
15-2-49.

14550
1.3.49

35

C.M. 14550 B2/49

Extract from the minutes of H.M. (Edn.), dated 15.2.1949.

5. (8) The Cabinet has agreed that these transfers are bad and recruitment must be on the school basis. The D.P.I. may be asked to consider the matter and suggest any change of rules that may be necessary to bring this into effect.

A
B

T.S.A.
15.2.1949.

Edn. & P.H. Dept. (B2)

Please see the extracts over leaf and the minutes of H.M. (Edn.) above.

2. As regards avoidance of transfers, instructions have been issued from time to time — vide, for instance, G.O's. No. 1264, Edn., dated 26.6.1946, No. 1331, Edn., dated 8.7.46, and No. 702, Edn., dated 9.4.1947. But H.M. now desires that action should be taken to make every school a unit of ~~recruitment~~ recruitment for teachers. Regarding this also, attention is invited to the papers in G.O. No. 113, Edn., dated 16.1.1948. The experiment of 'recruitment on school basis' was proposed to be tried by the D.P.I. during 1948-49 in the taluks of Krishnagiri (Salem Dt.), Peddapur (East Godavari Dt.) and Kurumbranad (Malabar Dt.). The results of the experiment will be useful in deciding the question. Perhaps necessary extracts from pages 1-2 above may be commd. to the D.P.I., and his attention being invited to the previous papers mentioned above, and he may be asked to submit necessary proposals in the matter. A draft D.O. is subd. for consideration. H.M. (Edn.) may see before issue.

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Ⓐ & Ⓑ

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page 21 of Ⓔ

Ⓔ

4/4/49

H.M. (Edn.)
4/4/49

Id. 7 (Edn.)

TSA
5.4.49

5
Date
5/4/49

JOINT SECRETARY TO GOVERNMENT
5 APR 1949
EDUCATION AND PUBLIC HEALTH DEPARTMENT

36

pages 1-2 c.f.
pages 3-4 c.f.

[D.O. No. 14550/49-1-B2-Edn., dated 5.4.1949]

From the D.P.I., D.O. No. 2095-B1/47, dated 19.4.1949.

20

The D.P.I. states that it is too soon to generalise the results of the experiment of "recruitment on school basis" tried in the taluks mentioned at 'A' on page 3 c.f.

B' on page 3 c.f.

2. In paras. 3 and 4 on page 3 c.f., the Director mentions the considerations which will have to ~~be~~ be taken into account before the experiment is introduced on a province-wide basis. He states that he will consider all these aspects and submit a further report as early as possible. The receipt of this further report may be awaited till 1.8.1949 (1st August 1949 — i.e., 3 months hence). For orders.

B' on p. 3 c.f. & D' on page 4 c.f.

JOINT SECRETARY TO GOVERNMENT
30 APR 1949
EDUCATION AND PUBLIC HEALTH DEPARTMENT

27/4/49

27/4/49

3/28/4

Id. 7 (Edn.)

29/4

Date
28/4/49

Call for 1/8/49.

plan...

In Feb. 1949, it was decided by the Cabinet that recruitment of teachers for ele. schools under Dt. Bds. should be made on school basis and the D.P.I. was asked to submit proposals to introduce this system throughout the Province. Earlier to this, the system was introduced as an experimental measure, in three taluks, viz., Krishnagiri (Salem Dt.), Kurumbarand (Malabar Dt.), Peddapur (E.Godavari Dt.). The decision to introduce the system on a province-wide basis has been kept in abeyance till the results of introducing it in the three taluks are known.

E/21

p2 ante

The D.P.I. reports the system has had the desired effect and has proved a success in the three

p5 cf

4

taluks. He ~~hxx~~ feels that it may be tried in one more taluk in the same districts and in new taluks in other Dts. At the same time he is of the opinion that further action may be deferred till the passing of the new Panchayat Bill. His suggestion seems acceptable. The file may be circulated to H.M. (~~Edn.~~)

SS.

NM
26/7/49 S

Does the proposal apply only to new recruits. In that case, it will be ages before the decision of the cabinet is implement, even if it is applied to all cases.

Should it not apply also to existing teachers, who may be given an opportunity to select a school of their choice, from which they may only be transferred on disciplinary grounds. A

27/7

Submitted that the intention seems to be that the proposal sh. apply to all teachers including existing incumbents

29/7/49

NM
28/7/49 S

What then is the administrative difficulty in respect of A above. Inquire from D.P.I

1/8

5

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A draft memo to the D.P.I. is submitted

3/8/49.

3/8/49

NM
5/8/49

S 6/8

21

p9 CF

p1 ante

p1 CF

p21 of (E)

p5 CF

p4 ante

p9 CF

From the D.P.I., No.2095-B1/47, dated 19--8--1949.

Following the decision of the Cabinet that elementary school teachers should be recruited on individual school basis (as the existing system allows transfers of teachers which are detrimental to the interests of elementary education) the D.P.I. was asked to submit proposals to introduce the system throughout the Province. The Director suggested that the results of the new method which was introduced in advance of the Cabinet decision in certain taluks in three districts as an experimental measure might be awaited. He later reported that the system proved to be a success but suggested that the expansion of it to some more areas might be deferred till the passing of the Panchayat Bill.

A 2. Secretary raised the question whether the new system might not be made applicable to teachers already in service, i.e., whether the teachers might not be given an opportunity to select schools of their choice from which they would be liable to be transferred only on disciplinary grounds. The Director who has been consulted in the matter reports that the immediate introduction of this system in all districts in the middle of the school-year will cause much dislocation of work and suggests that it may be introduced from the next school year. For orders whether his suggestion may be accepted.

SS.
24-8-49.

NM
25/8/49 S

HM (Edn)

5

For the very reason that a large number of transfers are involved ~~which~~ it does not appear expedient to wait for a point of time at the beginning of the next year. We may introduce the system at once asking the S.Os. to give effect to it gradually with due reference to the necessity for avoiding dislocation of work.

H.M.(E.&.L.)

26/8

Materials may be collected by the S.O's and transfers effected by the reopening next year

KM
29/8

The draft below is

for app.

30/8/49

31/8

30/8/49

~~26/26/8~~

SECRETARY, EDN. ...
29 AUG 194
GOVERNMENT OF MADRAS

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