

Education and Public Health

(194⁸) Department.

Ms. SERIES.

G.O. NO. 126 Edn.,

Dated 17-1-1948.

[Despatch Abstract.]

Madras Educational Service-Dr. E.F. Andrews, Chief Inspector of Physical Education-Proposal to grant-2 advance increments-Negatived-Papers recorded.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	90.1378						
	97.26						

Further Papers.

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

33.

In reply, please quote number, date and short title.*

EDUCATION

DEPARTMENT.

Received

Registered

From (Name) Dr. S.R.U. Savor, M.A., D.Sc., I.E.S.,

(Designation) Director of Public Instruction,

Post Box _____, (STATION) Madras.

Telegraphic Address _____



The Secretary to Government,
Education and Public Health Department.

RC.No. 1259-C3/47, dated 21st April 1947.

Sir,

*Sub: Fixation of initial salary of Mr. G.F. Andrews, Chief Inspector of Physical Education at higher rate.

REF: Letters from the Chief Inspector of Physical Education dated 10-3-47 and 7-4-47.

ENCLOSURES

SPARE COPIES

In submitting herewith copies of the letters from the Chief Inspector of Physical Education referred to above I recommend the granting of two advance increments.

Signature

for Director of Public Instruction.

Ram.23/4. 22/4

Copy of letter dated 7-4-1947 from Chief Inspector of Physical Education, Madras.

Sub: Physical Education - Chief Inspector of Physical Education - Dr.G.F.Andrews - Higher starting salary in the sanctioned scale of pay.

In continuation of my representation to the Director on the above subject dated 10th March 1947 (copy enclosed) I have the honour to submit the following further facts in support of my representation:-

1. That the late Adviser to Government of Physical Education was paid Rs.230/- for part-time service. I was appointed as full time Adviser, but the designation has been changed. The duties and responsibilities have increased with plenty of touring.

2. That Mrs.M.M.Buck was started on a higher initial salary with two advance increments of Rs.260/- in the scale of Rs.200-30/2-500.

Praying that the Director may be pleased to consider the above facts also while recommending to Government the sanction of the higher initial salary of Rs.500/-.

p.t.o.

2. Copy of letter dated 10-3-1947 from the Chief Inspector of Physical Education, Madras.

Sub: Physical Education-Chief Inspector of Physical Education.
Dt. G.F. Andrews - Higher starting salary in the Sanctioned scale of pay - request submitting.

I have the honour to submit the following for favour of kind consideration by the Director:-

I entered service in the physical education branch of the educational department on the 1st July 1924, after completing a year's training as Physical Director for which I had been deputed by Government during 1923-24.

After seven years of service, I spent 3 years in the U.S.A. from 1931-34 for advanced studies on ~~the~~ health and physical education, hoping that thereby my prospects in the educational department would be improved.

In 1938, I reached the maximum in my scale of pay i.e. Rs.250/- in the non-gazetted service.

During 1943-46 I was on other duty doing War Service in the National War Front where I served as Assistant Director of Publicity on Rs.350/- per mensem.

In April 1946, I was promoted to the Gazetted rank and joined duty in my present post on the 1st May 1946. The appointment which was under emergency powers was later regularised in G.O.No.Ms.2206, Education dated 19-11-46. The Accountant-General has fixed my pay at Rs.260/- per mensem in the Gazetted scale of pay. Thus though promoted to a responsible Gazetted post, in pay there is an increase of only Rs.10/-.

The post I hold is that of a Presidency Officer with jurisdiction all over the Province with Headquarters at Madras and involving touring. I have to visit all the Government Colleges for men (where I have to meet the Principals on more or less an equal footing), to direct and help in the progress of health and physical education in the 600 and odd secondary and training schools and the thousands of elementary schools, besides guiding the four Regional Inspectors of Physical Education in their work. No presidency officer with such heavy work and who has to contact gazetted officers of all ranks from District Educational Officers to Collectors and Ministers in the course of his duties draws such a low pay as I do.

I beg to request the Director therefore to be pleased to recommend to Government that I may be started on a higher initial salary in the gazetted scale of pay, the pay being fixed at Rs.500/- p.m. in consideration of the following:-

- 1) That I hold a Presidency post as stated above;
- 2) That though I was qualified for higher appointment by 1934, I had to wait 12 years for the promotion;
- 3) That I reached the maximum of Rs.250/- in the non-gazetted scale of pay 9 years ago in 1938.
- 4) That I have only 5½ years more to serve, my date of birth being 11-8-1897 and consequently I will be eligible to draw only 2 more biennial increments;
- 5) That the expanding nature of health and physical education work and the greater importance given to it involves very heavy work and responsibility;

(6) That I was the lone hand in charge of physical education work in the Province for nearly 20 years from 1924 to 1942, first as Assistant Physical Director and later as Senior Physical Director and mainly responsible then for the progress of physical education;

(7) That I went abroad for further higher studies anticipating promotion, which I had been led to expect prior to my going abroad, at my own expense and yet had to wait 12 years for the fruition of these hopes:

(8) That the salary of similar posts elsewhere is very high e.g. in Bengal where it is said to be Rs.1,000/- and the University of Punjab where it is about Rs.600/- and in Bombay where the Principal of the Physical Education College draws Rs.500/-.

(9) That the scale of pay of the newly proposed ^{post} of Physical Director to the Corporation of Madras is Rs.250--500 plus car Allowance of Rs.100/- per mensem and of the Indian Principal of the Y.M.C.A. College of Physical Education, Saidapet, Madras who is to be appointed soon is to be Rs.600/-; and

(10) That there are recent precedents of grant of higher starting salaries in the Education and Public Health Department itself, the beneficiaries being the Assistant Director of Public Health, one of them getting an increase of as much as Rs.300/- over his previous salary.

I may be permitted to add that the request that the higher initial salary may be fixed at Rs.500/- is submitted irrespective of G.O.No.Ms.1398 Education dated 19-7-1946 which gives the concession of two advance increments in the gazetted scale of pay to non-gazetted officers promoted to the gazetted rank. This is a general concession and on the basis of the principle in this G.O. my salary should be Rs.340/- i.e. 2 advance increments of Rs.40/- each, over the next higher pay of Rs.260/- in the scale. But my submission is that my case is not just a general one, but singular in that the post is not an ordinary gazetted post, with a limited jurisdiction, but a specially responsible Presidency Post. Government seem to have accepted the principle that persons holding such posts should be paid correspondingly high salaries because of the onerous duties and responsibilities involved, e.g. as in the case of the Assistant Directors of Public Health referred to above. Besides, if this principle is not applied to the post of Chief Inspector of Physical Education, then rarely can any Chief Inspector of Physical Education, aspire to reach even Rs.500/- in the scale (let alone the maximum of Rs.700/-) before retiring from service, since, as in my case, it will be very late in life that one may expect to be promoted to the post.

Praying that the Director may be pleased to consider the above representation favourably and to recommend to Government very strongly the early sanction of a higher initial salary of Rs.500/-.

/True copy/

for Director of Public Instruction.

23/4

(C) That I was the lone hand in charge of physical education work in the Province for nearly 20 years from 1924 to 1942, first as Assistant Physical Director and later as Senior Physical Director and mainly responsible then for the progress of physical education;

(7) That I went abroad for further higher studies anticipating promotion, which I had been led to expect prior to my going abroad at my own expense and yet had to wait 12 years for the fruition of these hopes;

(8) That the salary of similar posts elsewhere is very high e.g. in Bengal where it is said to be Rs.1,000/- and the University of Punjab where it is about Rs.600/- and in Bombay where the Principal of the Physical Education College draws Rs.500/-.

(9) That the scale of pay of the newly proposed Physical Education Director to the Corporation of Madras is Rs.250-500 plus car allowance of Rs.100/- per mensem and the Indian Principal of the Y.M.C.A. College of Physical Education, Bangalore, Madras who is to be appointed soon is to be Rs.600/-; and

(10) That there are recent precedents of grant of higher starting salaries in the Education and Public Health Department itself, the beneficiaries being the Assistant Director of Public Health, one of them getting an increase of as much as Rs.300/- over his previous salary.

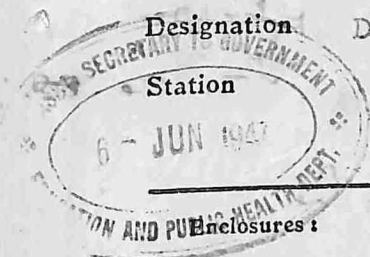
I may be permitted to add that the request that the higher initial salary may be fixed at Rs.500/- is submitted irrespective of G.O.No.1398 Education dated 19-7-1946 which gives the concession of two advance increments in the gazetted scale of pay to non-gazetted officers promoted to the gazetted rank. This is a general concession and on the basis of the principle in this G.O. my salary should be Rs.340/- i.e. 2 advance increments of Rs.40/- each, over the next higher pay of Rs.260/- in the scale. But my submission is that my case is not just a general one, but singular in that the post is not an ordinary gazetted post, with a limited jurisdiction, but a specially responsible Presidency Post. Government seem to have accepted the principle that persons holding such posts should be paid correspondingly high salaries because of the onerous duties and responsibilities involved, e.g. as in the case of the Assistant Directors of Public Health referred to above. Besides, if this principle is not applied to the post of Chief Inspector of Physical Education, then rarely can any Chief Inspector of Physical Education aspire to reach even Rs.500/- in the scale (let alone the maximum of Rs.700/-) before retiring from service, since, as in my case, it will be very rare in life that one may expect to be promoted to the post.

Praying that the Director may be pleased to consider the above representations favourably and to recommend to Government very strongly the early sanction of a higher initial salary of Rs.500/-.

(True copy)

For Director of Public Instruction.

C.F. 32 (a).



From (Name) Dr. S.R.U. Savor, M.A., D.Sc., I.E.S., Director of Public Instruction, MADRAS.

Received... Registered... To The Secretary to Government, Education and Public Health Department.

No. R.C. 1259 C3/47, dated 3rd June '47, 1947.

Sir,

Sub:- Fixation of initial salary of Mr. G.F. Andrews Chief Inspector of Physical Education -

Ref:- This Office R.C.No.1259 C3/47 dated 21-4-47.

I request you to kindly let me know when orders of Government may be expected on the reference cited above.

pk. 4/6

for Director of Public Instruction. Memo. No. 31334-A-1, dt. 4.6.47 (A)

Sd/- [Signature]

Ref:- From the Sd/-, No. 1259-C3/47, dt. 2.6.47

The matter is under consideration

25-146-1187
1187
146147

N.H. - The ^{main} file has been ordered to be
over him ~~in general~~ ^{raising the} ~~3m.~~ ^{settled.}
starting salary of promoters is

09.5
14.6.

Det
2016/1/7
✓ TO the 00.1

4375

Reem. no 31334-A-3, dt- 18.12.20

M.E.J. - Dr. G.F. Andrews, ch. Supr. of
Physical Edn. - Friction of unhappy

Ct 1 Ref: - from the ~~25.1~~, no. 125823/17
d/- 21.4.17

The Govt. ~~has~~ ^{has} declined
~~to~~ ^{to} accept the recommenda-
tion made in the letter of the
D.S. cited.

oim
18/12/17

~~DPN~~
~~3.1.48~~
 to be 00.1 17.12 1947

cf. C.No. 31334A. From the D.P.I. :- 140, 559 C3/47 d. 21-6-47.

Dr. G. F. Andrews -

Chief Inspector of Physical Education - Request for Higher Pay.

p. 21 of (G)

In G.O. No. 900 Edn d. 30-6-46

the arrangement under which the Principal of the V.R.C. College of Physical Education, Sandapet, was the part time Adviser to Govt on Physical Edn was discontinued and the post of a whole time officer was sanctioned. (The designation of the post has since been changed into "Ch. Insp. of Physical Edn"). The scale of pay allowed to the post is the only M.E.S. scale of Rs 230-30 1/2-260-40 1/2-500-50 1/2-700 (formerly 200-30 1/2-260-40 1/2-500-50 1/2-700). Promotee officers have been allowed Rs 260. There is separately under Consideration a proposal to raise the starting pay of promotees from Rs 260 to Rs 300.

File sent to Finance. Since no action taken yet.

p. 140 p. 34

cf. I.M.

Dr. G. F. Andrews, the incumbent of the post (appointed from 1-5-46), who is now drawing Rs 260, has, in his petition, (copy at H. 1-3-d), requested that his pay may be fixed at Rs 500 p.m. The request is too exaggerated and the amt mentioned is highly inflated. The D.P.I. recommends the granting to Dr. Andrews of two advance increments - apparently two increments above Rs 260.

The D.P.I.'s recommendation seems appropriate for the following reasons.

N. by 20/7/47

①. Dr. Andrews was drawing Rs 250/- in the Sub-Educational Service for a long time and he gets only an increase of Rs 10/- per mensem on promotion to the P.E.S.

from 5 on p. 2 of

from 6 on p. 2 of

②. He is a Promotee officer and also a touring officer.

from 7 on p. 2 of

③. He is due to retire in 1952 and he cannot hope to reach the maximum in the scale of pay, viz. 230-700 before he retires.

W. by 20/7/47

If the D.P.I.'s recommendation is approved, the officer's pay may be fixed at Rs 340 from 1-5-46 with no claim for arrears of pay. Finance may see for remarks.

before circulation.

10/5/47. Before proceeding further, it would seem desirable to await the decision on the proposal referred to at A overleaf.

12-5-47

5/11/47

The Govt have since declined to approve the Director's proposal at A on the previous page.

16/8/47 19/8/47 3/7/47

7 inv. (C. S. R.)

(Please see the notes on pp. 1-2 above)
The C. S. H. dept. support the proposal for giving two advance increments to Mr. Andrews for the reasons mentioned at B on p. 1 above.

It is submitted that the reasons (1) and (3) mentioned on p. 1 above are not peculiar in the case of Mr. Andrews alone. They are quite common in the case of persons who do not get promotions in the early stages of their career. There are a number of cases in which the person appointed in a specialised department gets their promotion very early with a sudden jump in their pay on account of the nature of the corresponding Provincial Service retaining service on account of their age or do not get any promotion at all on account of the persons employed in the corresponding specialised dept in the Provincial Service being younger in age.

One of the reasons adduced recently for giving a higher initial salary at B-250/- to persons promoted from the Subordinate Educational Service was that most of them would get an increase of B-10/- only as the maximum in the scale for the Subordinate Services was B-250/- The Govt. after due consideration turned down

(B)

GO NO: 1775 Edn

12/6/47 7/8/47

10/7/47
Recd in C.S.H.
on 1.9.47

F 74 U.O. NO.
31334-A-1

28/8/47

* chemistry,
biology, zoology

the proposal. The fact that Mr. Andrews got only one increase of B-10/- on promotion cannot be considered as a ground now for giving advance increments.

Reason (2) adduced on p. 1 above is not also a sufficient ground for fixing the pay at a higher stage. There are other posts included under the Provincial ^{Service} on the same scale of pay such as the Superintendent of Sanitary Schools, Deputy Director of Agriculture, Provincial Marketing Officer, who have extensive training and who are just started on B-260 only when they are promoted in the corresponding Subordinate Service for which they are promoted is only B-250/- Thus there is no case for sanctioning advance increments by retaining pay. In the circumstances this dept. may advise that the request may be negatived.

DR
6/8/47

Will SPA please put up
GO 1398 Edn d 19.7.46 to which
The Chief Inspr. of Physical Edu
refers with any remarks they
may wish to add with reference to
his comment in para 8 of p. 1

9.5.47 S.H.



Genl no. 51678-CSR/
P S 47.

7/10/34

Edn and P.H. Dept
H.

10/11/47

in an other file in circulation this may be o.
the the 40 is read back.

11/12/47

13/9/47

Please see the note of the Fin Dy Secy on the previous page. Go. No. 1398 Edu D. 19. 7. 46. is placed below. This dept's note on pp 1-2 ante took into account all the facts mentioned in the petition. The file may be sent to Finance for remarks.

10/27/47
29/9/47
Finance
E.A.P.H.W. 31334-2
30/9/47.
Fin (C.S.R.)

Submitted with reference to the previous Finance Dy. Secy's note on p. 3 above.

For orders whether, for the reasons stated in this dept.'s note on pp. 2-3 above, this dept. may advise against the grant of any advance increments to Mr. Andrews.

E.P.H. may be requested to circulate the case to H.M. Fin. if they wish to press their proposal for the grant of 2 advance increments.

7/10/47.
U.R.
8/10/47
EPH
A
Fin. U.O. No. 58898-CSR!
8-x-47.
EPH.

Notes from page 1 ante may be read. For orders whether this dept may press the proposal that Mr. Andrews pay ~~shall~~ be paid at Rs 340 from 1.5.46. with no claim for arrears of pay.

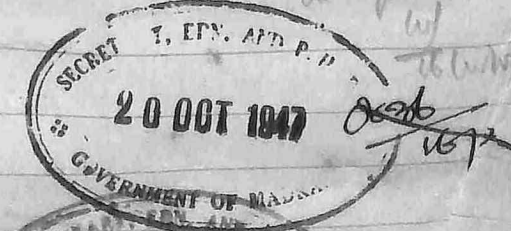
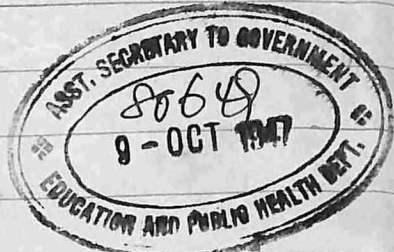
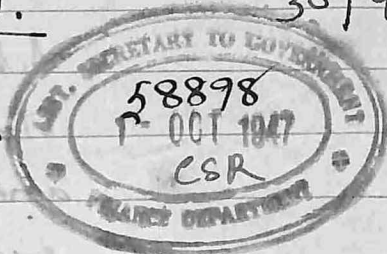
10/10/47
11/10/47
16/10/47
M. (Cin.)

may be pressed

TSA

the file may be circulated to HM (Finance)

Reasons are not limited as to negative. P. 9 9.12



The file may be re-circulated to HM (Edu) w.r.t the minute of HM (Fin) on p 4 ante

9/12/47
M. (Cin.)



15A
17-12-47

A draft Memo. is sub.

18/12/47

17/12/47

Joined as Memo. No. 31334-A-3, 4-1-1948

The papers may be "Recorded"

19/11

as E.O. No. 126 on 17-1-48

Abstract:-

Mr. E.A. Andrews, Ch. Insp. of Physical Edu. proposed to grant 2 advance increments - Negative - Papers recorded.

18/11/47

12/11/47

421
C1