

Education and Public Health (1948) Department.

MS SERIES.

G.O. NO. 2024

Dated 14.8.48

[Despatch Abstract.]

Legislative Assembly Question - scales of pay of Teachers - Papers Received

Back Papers.

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

Further Papers.

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

STARRED QUESTION

SECRETARIAT OF THE MADRAS
LEGISLATURE.
(As Assembly Section.)

C. 9838.

K.M. Seethi Sahib Bahadur, M.L.A.

EDUCATION AND PUBLIC HEALTH DEPARTMENT.

* Q. No. 547 - Will the Hon'ble the Minister
for Education be pleased to state:

- Are the Government aware that the Scale of salary proposed by Sir Arthur Knapp in 1921 for the L.T. Assistants and Deputy Inspectors of the Educational Department, was 100-10-250 as a running scale;
- that only a percentage of the incumbents in the Second Grade can go to ^{the} I Grade and not retire on maximum of the 2nd grade now proposed; and
- and the Government aware of the great discontentment prevailing among the teachers of the Schools under the Municipalities and Local Boards and under private management as they do not get ^{the} benefit of the revision of the salary proposed by the Government;
- whether they will extend the benefit of the revision of salary to the teachers of the Schools under private agencies and local bodies?

Phk./30-1.

(2078-1000)

Supintendent

E.P.H.

(100)

1930-1.

Superintendent

$$\frac{w}{6/447}$$

UF

Issued @ 11-30 AM
JBL
12/24/47

5 X

Edu and P. H. Dept

Telephone message

From the Prot. Secy to Govt., Edu and P. H. Dept
To the D. P. S.

Please let me know urgently

- (1) Number of posts of School Posts and Deputy-
inspectors
- (2) Number of persons who are at present
at the maximum of the ordinary scale
of pay &
- (3) Percentage of persons who ordinarily have to
retire before being appointed to the
selection grade.

1/10/48 (120)

Date 194 ., Hours . Minutes .

TELEPHONIC MESSAGE

From

The D. P. G.

To

The A. S. 2

Ref: your T. M. of 12-2-1947

The particulars required in your T. M. referred to above are furnished below:-

1. No. of posts of School Assts and Dy Inspects of Schools is 519 (This includes 100 temporary posts including P. A. to the D. E. Os)
2. At present 118 officers are drawing the maximum of Rs. 150/- in the Ordinary grade scale of pay
3. It is not possible to set reckon correctly the percentage of officers in this Cadre who ordinarily have to retire before they are

Date 194... Hours... Minutes...

TELEPHONIC MESSAGE

From

To

9/6

they are promoted to the Selection grade. Most of the officers are to draw Rs. 150/- for at least 6 months and then to get into the selection grade if they are do not retire before their promotion. Roughly 75 persons of the officers retire before getting into the selection grade.

Jol
13/4/62



Governor's Secretariat.

502-10-7-46.

14286

dated the 20-2-1947

M.L.A. Question no. 547 by K. M. Seethi Sahib Sahodra 1946
Subject:—Scales of salary for the L. T. Assistants and by Inspectors of
Schools etc proposed by Sir Arthur Knight Knapp in 1921 etc

Governor's Secretariat no. 349 C/47-1 & 6. 2. 47

E. H. Department may be requested to state when the file on the above subject may be
expected.

(Sd) J. B. Brown 20.2.47 E. H. Department u.o.

Forwarded by order.

H. Sanbani
Superintendent
20.2.47

13 8
POST COPY OF TELEPHONIC MESSAGE.....DATED 13-2-47.

From

The Director of Public Instruction, Madras.

To

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

Ref:- Your Telephonic Message dated 12-2-47.

The particulars required in your Telephonic Message referred to above are furnished hereunder:-

13794

- 1) No. of posts of School Assistants and Deputy Inspectors of Schools. 519
This includes 100 Temporary Posts which include Personnel Assistants to District Educational Officers also.
- 2) At present 118 officers are ~~drawing~~ the maximum of Rs.150/- in the ordinary grade scales of pay.
- 3) It is not possible to ~~reckon~~ correctly the percentage of officers in this cadre ~~who~~ ordinarily have to retire before they are promoted to the selection grade. Most of the officers draw Rs.150/- for at least six years and then only get into the selection grade if they do not retire before their promotion. Roughly 75% of the officers retire before getting into the selection grade.

G. S. S.
for Director of Public Instruction.

pkc.17/2

SR
17/2

*Q.No. 547. Will the Hon'ble Minister for Education be pleased to state:

(a) whether it is a fact that the scale of salary proposed by Sir Arthur Knapp in 1921 for the L.T. Assistants and Deputy Inspectors of the Educational Department, was 100-10-250 as a running scale;

(b) whether only a percentage of the incumbents in the second grade can go to the first grade and not retire on maximum of the second grade now proposed; and

Draft Answer.

(a) ~~(b)~~ Prior to the re-organization in 1922 of the cadres of Deputy Inspectors and School Assistants, Sub-Assistant Inspectors (now designated Deputy Inspectors) doing inspection work and Headmasters and Assistants in Government Training Schools for Masters were included in one and the same cadre called the Sub Assistant Inspector's cadre, the pay of which ranged from Rs 75 to Rs 200 excluding temporary additions to pay. There was also a separate cadre called the School Assistants cadre which consisted of Assistants employed in Govt. secondary schools for boys. The pay of this cadre ranged from Rs 25 to Rs 125 excluding temporary additions to pay. Sir Arthur Knapp (Reforms Commissioner) recommended a uniform scale of Rs 100-5-150-10-250 for Deputy Inspectors as well as for School Assistants on Rs 60 and above with a view to effect an interchange of officers between the two branches of the service and the recruitment of Deputy Inspectors from School Assistants with experience of actual teaching. This scale was at first approved by Govt. Subsequently a re-organization of the subordinate inspecting agency involving the abolition of the post of supervisors of elementary schools and a substantial addition to the number of Deputy Inspectors was undertaken and it was felt that this re-organization should be carried through without any large additional cost to Govt. A separate cadre of School Assistants was then constituted and different scales of pay were fixed for the School Assistants and also for Deputy Inspectors which

*Sum 67-72-250
Sub Assistant Inspector 75 to 200
School Asst 25 to 125*

were lower than that originally approved. These scales were as follows:

Deputy Inspectors -- Rs 75-5-100-10-150 (ordinary grade)
Rs 150-10-250 (selection grade)
(25 per cent to be in selection grade)

School Assistants -- Rs 75-5-100 (48 per cent)
Rs 100-10-150 (40 per cent)
Rs 150-10-250 (12 per cent)

The pay of Sub.Assistant Inspectresses and School Assistants was also the same but they were given a special pay of Rs 35 and Rs 10 p.m. respectively.

They were amalgamated into a combined cadre in 1929 with the following scales of pay:

Rs 75-5-100-10-150 (ordinary grade)
Rs 150-10-250 (selection grade)
(25 per cent to be in the selection grade)

Similar arrangement was adopted for Sub.

Assistant Inspectresses and School Assistants.

In 1933 the scale was again revised as follows:

Rs 70-10/2-130 (ordinary grade)
Rs 140-15/2-200 (selection grade)
(20 per cent to be in the selection grade).

The scales of pay approved by the Salaries Revision Committee for L.T.Assts. in Govt. Service is as follows:

Ordinary grade - Rs 80-5-120-10-170 + 5 for craft training -- 66 2/3%

Selection grade - Rs 160-5-200-10-240 + Rs 5 for craft training -- 33 1/3%

Headmasters and Headmistresses with over 500 students to be granted a special pay of Rs 25 p.m. and Headmasters and Headmistresses of schools with less than 500 students to be granted a special pay of Rs 10 p.m.

School Assistants and Deputy Inspectors

(c) whether it is a fact that discontent prevail among the teachers of the schools under the Municipalities and Local Boards and under private management as they do not get the benefit of the revision of the salary proposed by the Govt.

(c) Government have received certain representations from the teachers of the Local Board and private managements showing their dissatisfaction at the present revision.

2nd + P.H. Dept. U.O.
No. 4838 A/17. 14.2.47.

Despatched
5.2.47

To,

The Secy, Madras Legislative Assembly - 3 copies.
Copy to the P.W.D. (Public Works) Dept.
one spare copy

copy
for
file

Approved by H.M. (Secy)

*Q.No.547. Will the Hon'ble Minister for Education be pleased to state:

(a) whether it is a fact that the scale of salary proposed by Sir Arthur Knapp in 1921 for the L.T.Assistants and Deputy Inspectors of the Educational Department, was Rs.100-10-250 as a running scale;

(b) whether only a percentage of the incumbents in the second grade can go to the first grade and not retire on maximum of the second grade now proposed; and

(c) whether it is a fact that a discontent prevails among the teachers of the schools under the Municipalities and Local Boards and under private management as they do not get the benefit of the revision of the salary proposed by the Government.

Education and Public Health Department.

Answer:

(a) and (b): Prior to the reorganisation in 1922 of the M cadres of Deputy Inspectors and School Assistants, Sub-Assistant Inspectors (now designated Deputy Inspectors) doing inspection work and Headmasters and Assistants in Government Training Schools for Masters were included in one and the same cadre called the Sub-Assistant Inspector's cadre, the pay of which ranged from Rs.75 to Rs.200 excluding temporary additions to pay. There was also a separate cadre called the School Assistants cadre which consisted of Assistants employed in Govt. Secondary Schools for boys. The pay of this cadre ranged from Rs.25 to Rs.125 excluding temporary additions to pay. Sir Arthur Knapp (Reforms Commissioner) recommended a uniform scale of Rs.100-5-150-10-250 for Deputy Inspectors as well as for School Assistants on Rs.60 and above with a view to effect an interchange of officers between the two branches of the service and the recruitment of Deputy Inspectors from School Assistants with experience of actual teaching. This scale was at first approved by Govt. Subsequently a re-organisation of the subordinate inspecting agency involving the abolition of the post of supervisors of elementary schools and a substantial addition to the number of Deputy Inspectors was undertaken and it was felt that this re-organization should be carried through without any large additional cost to Government. A separate cadre of School Assistants was then constituted and different scales of pay were fixed for the School Assistants and also for Deputy Inspectors which were lower than that originally approved. These scales were as follows:

Deputy Inspectors: Rs.75-5-100-10-150 (ordinary grade)
Rs.150-10-250 (selection grade)
(25 per cent to be in selection grade)
School Assistants: Rs.75-5-100 (48 per cent)
Rs.100-10-150 (40 per cent)
Rs.150-10-250(12 per cent)

The pay of Sub-Assistant Inspectresses and School Assistants was also the same but they were given a special pay of Rs.35 and Rs.10/- p.m. respectively.

They were amalgamated into a combined cadre in 1929 with the following scales of pay:

Rs.75-5-100-10-150(ordinary grade)
Rs.150-10-250(selection grade)
(25 per cent to be in the selection grade)

similar arrangement was adopted for Sub-Assistant Inspectresses and School Assistants. ~~but the special pay was not attached.~~

In 1933 the scale was again revised as follows:

BE 21/12

Rs.70-10/2-130(ordinary grade)
Rs.140-15/2-200(selection grade)
(20 per cent to be in the selection grade)

The scales of pay approved by the Salaries Revision Committee for L.T.Assistants in Government Service is as follows:

School Assistants and Deputy Inspectors:

Ordinary Grade - Rs.80-5-120-10-170 + 5 for craft training -- 66 2/3%
Selection grade- Rs.160-5-200-10-240 + Rs.5 for craft training -- 33 1/3%

Headmasters and Headmistresses with over 500 students to be granted a special pay of Rs.25 p.m. and Headmasters and Headmistresses of Schools with less than 500 students to be granted a special pay of Rs.10 p.m.

(c) Government have received certain representations from the teachers of the Local Board and Private managements showing their dissatisfaction at the present revision.

Secretary to Government.

The above answer has been approved by the Hon'ble Mr.T.S.Avanashilingam Chetty Minister for Education.

...

To the Secretary, Madras Legislature (Assembly Section) - 3 copies.
Copy to the Public (Elections) Department.
1.

Edn.& P.H.U.O.4838.A1.47.
dated 24-2-1947.

...000...

de
Answered

SECRETARIAT OF THE MADRAS LEGISLATURE,
Fort St. George
Chepauk, dated the 1-2-1937.



QUESTION No. 547
be held on the

next
for the meeting of the Legislative Assembly to
-1937-

Two copies of this question are forwarded to the Σ and P. H. Department.

The question has been admitted.

To
The Σ and P. H. Department.

lw 965/47-5 NL
3-2-47

Edu and P.H. Dept

Please see the starred question in the cf.

~~Q. 547~~
The position in regard to the salary of D.T. Aets and Dy Inspectors of Schools from time to time was as follows:-

Prior to the re-organisation in 1922^{of} the Cadres of Dy Inspectors and School Aets, Dy Aet Inspectors (now designated Dy Inspectors) during inspection work and headmasters and assistants in Govt Prg Schools for masters were included in one and the same cadre called the Dy. Aet Inspectors cadre, the pay of which ranged from Rs 75 to Rs 200 excluding temporary addition to pay. There was also a separate cadre called the School Aets cadre which consisted of assistants employed in Govt secondary schools for boys. The pay of this cadre ranged from Rs 25 to Rs 125 excluding temporary and duties to pay. Sir Arthur Kemph (Reforms Commissioner) recommended a uniform scale of Rs 100-5-150-10-250 for Dy Inspectors as well as

Plent of
80 No: 584. Edu
(a) 25-3-29

for school Aets on Rs 60 and above with a view to effect an interchange of officers between the two branches of the Service and the recruitment of Dy inspectors from School Aets with experience of actual teaching. This scale was at first approved by Govt. Subsequently a reorganisation of the subordinate inspecting staff involving the abolition of the post of supervisor of elementary schools and a substantial addition to the number of Dy inspectors was undertaken and it was felt that this re-organisation should be carried through without any ^{large} additional cost to Govt. A separate cadre of school Aets was then constituted and different scales of pay were fixed for the school Aets and also for Dy inspectors which were lower than that originally approved. These scales were as follows:—

15 of
80 No. 584 Edn
(a) 25.3.29.

The pay of Sub. Aet inspectors and school Aets was also the same but they were given a special pay of Rs 35 and Rs 10/2 p.m. respectively

Deputy Inspectors -	Rs 75-5-100-10-150 (Ordinary Aet)
	Rs 150-10-250 (Selection Aet)
	(25 p.c. to be in selection Aet)
School Aets	Rs 75-5-100 (48 p.c.)
	Rs 100-10-150 (40 p.c.)
	Rs 150-10-250 (12 p.c.)

They were amalgamated into a Combined Cadre in 1929 with the following scales of pay:—

Rs 75-5-100-10-150	(Ordinary Aet)
Rs 150-10-250	(Selection Aet)

(25 p.c. to be in the selection Aet)
Similar arrangement was adopted for Sub. Aet inspectors and school Aets but the special pay was abolished.
In 1933 the scale was again revised as follows:—

Rs 70-10/2-130	(Ordinary Aet)
Rs 140-15/2-200	(Selection Aet)

(20 p.c. to be in the selection Aet)
~~Similar arrangement was adopted for Sub. Aet inspectors and school Aets but the special pay was abolished.~~
This is the scale of pay now in force. It is a

fact that there are a number of persons who are stagnating at the maximum of the ordinary Aet

Go not put in

1941.

for as long a period of 13 years. before getting into the selection grade.

The scales of pay approved by the Salaries Revision Committee for L.T. Posts in Govt. Service, ^{and private schools} in the Service of local bodies are as shown below: -

Govt. Service

School Posts and
Dy. Inspectors

Ordinary Grade - Rs 80-5-120-10-140 + Rs 5 for Craft training - 66 2/3 p.c.

Selection Grade - Rs 160-5-200-10-240 + Rs 5 for Craft training - 33 1/3 p.c.

Headmaster and Headmistresses with over 500 students to be granted a special pay of Rs 25 p.m. and Headmasters and Headmistresses of schools with less than 500 students to be granted a special pay of Rs 10 p.m.

Local Body Service

School Posts - Rs 75-5-100 + Rs 5 for Craft training

Headmasters -

Big schools with from 100 and below } Rs 75-5-140 + Rs 10 if the strength is 500 and below and Rs 25 if strength is above 500.

Other Big schools } Rs 150-10-200 if the strength is below 500
Rs 150-10-200 + Rs 25 if the strength is above 500

Private Schools

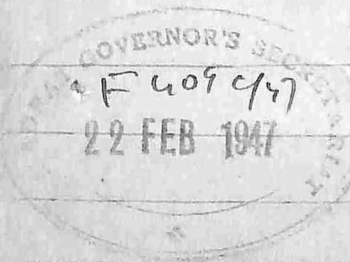
Private aided institutions should be advised to adopt at least the scales of pay recommended by the Committee for local body services. In addition to the grant in aid to which they would be eligible under the existing rules they should be paid a special grant equal to one half of the difference bet. the average of the scales of pay recommended by the Committee for similar posts in the municipal and the local board services and the average

Director has reported in another connection

of the scales of pay actually adopted by the managements subject to the condition that this addl. grant is used entirely for payment to the teachers employed by the managements in the schools in question.

It will be seen that the scales of pay for School Posts and Headmasters in local body and private schools are ^{slightly} lower than those for teachers in Govt. Service. While recognizing the general principle that there should be uniformity of pay for all teachers the Govt. had to make allowances for differences in conditions of service between teachers in Govt. employment and those in local body and private employment and also the limit of the Commitment they could undertake in this regard as determined by their general finances. The Govt. have however endeavored ~~endeavored~~ their best towards adequate remuneration for teachers. It is however likely that the teachers in ^{the supply} ~~the supply~~ of local bodies and private schools may be dissatisfied because of scales of pay for them are not the same as those for teachers in Govt. service. ^{Maybe circulated to} A draft answer is put (H. M. (Edn) and

H.E. ~~may see~~



14/2/47

14/2/47 S.

14/2/47

14/2/47

Please see the corrected draft answer below.

TSA

PSR. H.R. has seen

6.2.47

14.2.47



Scales of pay of teachers.

* 375 Q.—N. MUHAMMAD ANWAR SAHIB BAHADUR (on behalf of K. M. Seethi Sahib Bahadur): Will the Hon the Minister for Education be pleased to state—

(a) whether it is a fact that the scale of salary proposed by Sir Arthur Knapp in 1921 for the L.T. Assistants and Deputy Inspectors of the Educational department was Rs. 100—10—250 as a running scale;

(b) whether only a percentage of the incumbents in the second grade can go to the first grade and not retire on maximum of the second grade now proposed; and

(c) whether it is a fact that great discontent prevails among the teachers of the schools under the municipalities and local boards and under private management as they do not get the benefit of the revision of the salary proposed by the Government?

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QUESTIONS AND ANSWERS

[20th March 1947]

THE HON. SRI K. BHASHYAM:—“(a) to (c) It was a fact that the scale of salary proposed by Sir Arthur Knapp in 1921 for L.T. Assistants and Deputy Inspectors of the Educational department was Rs. 100—10—250. Recently the percentage of the incumbents in those posts to be promoted from the second to the first grade was raised from 25 per cent to 33 per cent. The Government therefore felt that there would be a better chance of persons getting to the first grade than before.”

DR. S. SUBRAHMANYA AYYAR:—“In view of the fact that all the schools get Government grants, cannot the Government insist on Government scales being adopted in the private-managed and local board schools?”

THE HON. SRI K. BHASHYAM:—“Government is unable to compel the aided schools to adopt the same scales as Government, because they cannot afford it and they may have to close down many of the schools. Then the Government will have to take up the schools in which case a lot of money will be required for the purpose.”

N. MUHAMMAD ANWAR SAHIB BAHADUR:—“Does the Hon. Minister know that several private managements are feeling great difficulty in securing the services of trained graduates because of the very poor initial pay that has been sanctioned under the scheme?”

THE HON. SRI K. BHASHYAM:—“I know there is some difficulty in respect of this matter.”

N. MUHAMMAD ANWAR SAHIB BAHADUR:—“May I inform the Hon. Minister that even with the salary of Rs. 125 plus dearness allowance, Mathematics trained and Physics trained graduates are not available for private aided institutions?”

THE HON. SRI K. BHASHYAM:—“I cannot answer the question off-hand but I will look into the matter.”

N. MUHAMMAD ANWAR SAHIB BAHADUR:—“In view of the high qualifications that are expected for the cadre of Senior Deputy Inspectors, is it not ridiculous that they should be asked to serve on an initial pay of Rs. 80?”

THE HON. SRI K. BHASHYAM:—“I do not think it is ridiculous. They were being paid a more ridiculous salary previously and they will be getting a higher pay after the revision.”

BEGUM SULTAN MIR AMIRUDDIN:—“May I ask whether it is not a fact that the unsatisfactory revision in the scale of pay of the teachers is bound to scare away those who wish to betake themselves to the teaching profession?”

THE HON. SRI K. BHASHYAM:—“Government have received representations from various teachers expressing dissatisfaction of the present scales of pay. The rest of the question I am not in a position to answer.”

QUESTIONS AND ANSWERS

867

20th March 1947]

BEGUM SULTAN MIR AMIRUDDIN:—“Will the Government reconsider the matter and revise their decision in regard to the scales of salary for teachers?”

THE HON. SRI K. BHASHYAM:—“A revision took place only recently and the effect of it will have to be observed before a further revision takes place. If at all anything could be done, it will be done in the next Budget.”

N. MUHAMMAD ANWAR SAHIB BAHADUR:—“Will the Hon. the Minister for Education give us an assurance that private managed institutions which find great difficulty in securing the services of trained teachers, particularly Mathematics and Physics trained teachers, will be admitted under the Grant-in-Aid Code to half the net cost of increase in salary?”

THE HON. SRI K. BHASHYAM:—“I am not in a position to give an assurance but I shall certainly look into the matter and see what can be done.”

SRI A. SUBRAHMANYAM:—“கனம் பிரதம மந்திரி அவர்களுக்கும் இங்கு கூடியிருக்கும் இதர கனம் மந்திரிமார்களுக்கும் கனம் அங்கத்தினர்கள் எல்லோரும் உபாத்தியாயர்களுடைய போதனையின்பேரில்தான் இந்த பெருமையையும் கௌரவத்தையும் அடைந்து இங்கு உன்னதமாய் வீற்றிருக்கிறோம் என்பதை நாம் மறுக்கமுடியுமா?”

THE HON. SRI K. BHASHYAM:—“We are immensely grateful to our teachers to whom we owe our present position.”

ABDUL HAMEED KHAN SAHIB BAHADUR:—“Arising from the answer given by the Hon. Minister that one will have to wait for the next Budget for any increase in expenditure on Education and particularly with regard to the raising of salaries of teachers, may I know whether that is necessary and whether it will not be possible for the Minister to come before the House with a Supplementary Grant?”

THE HON. SRI K. BHASHYAM:—“That may be done if it is absolutely necessary.”

SRI A. SUBRAHMANYAM:—“அப்படியானால் அவர்களுடைய வாழ்க்கை தரத்தை அனுசரித்து சம்பளத்தை உயர்த்தி பரிகாரம் செய்ய வேண்டியது அரசாங்கத்தாருடைய கடமை அல்லவா?”

THE HON. SRI K. BHASHYAM:—“I agree; it is so.”

SRI PILLALAMARRI VENKATESWARLU:—“May I request a translation of the question of the hon. Member?”

MR. SPEAKER:—“It is not possible to translate every question.”

SRI PILLALAMARRI VENKATESWARLU:—“Then why should we be here at all.”

H. S. HUSSAIN SAHIB BAHADUR:—“May I know the reason, Sir, why the revised scales of salary are not applicable to teachers under the local bodies and private managements?”

THE HON. SRI K. BHASHYAM:—“There must be some difference in the scales. There must be a higher pay for

[20th March 1947]

Government servants; otherwise, Government will be put to great difficulty in getting persons for employment under them.”

M. MUHAMMAD ISMAIL SAHIB BAHADUR:—“Sir, do the Government consider this Education department to be a nation-building department or take it only as a thing of luxury?”

THE HON. SRI K. BHASHYAM:—“The hon. Member himself knows that it is a nation-building department.”

M. MUHAMMAD ISMAIL SAHIB BAHADUR:—“In view of the answer given by the Hon. Minister, will he then pay all the attention due to such a nation-building department and try to give as much satisfaction as possible to the teachers?”

THE HON. SRI K. BHASHYAM:—“That is the endeavour of the Government.”

It is presumed that no action

called

30 30 9838
for on the portions marked F and A on pp
5-6 ante. The papers for future reference
may be

Conferences No. 2024 Bound 14.8.48

Received.

102
14/8/48
13.8.48

100
13/8/48

100
14/8/48

Abstract.

L.A. Question - Scales of
pay of teachers - papers
recorded.

100
13.8.48

17