

Ex PH (1948) Department.

MS. SERIES.

G.O. NO. 2408 -

Pdu

Dated

21-9-48

OW RS
p54 - 007
A.M.

[Despatch Abstract.]

Trans let to Department -

Junior Assistant - Scale of pay.

Revised.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Co	1565	17-6-48.					

Further Papers.

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

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

Through the Senior Translator to Government, Madras.

Sir,

Subject:- Junior Assistants -Translators' Department -Enhancement
of pay -Petition for.

Reference:- G.O.Ms.No.1565, Education, dated 17-6-48.

With reference to the G.O.cited, we, the Junior Assistants
of the Translators' Department, beg leave to bring the following facts
to the notice of Government and pray for a reconsideration of the
order passed in the G.O.Ms.No.1565, Education, dated 17-6-48:-

Government in their order No.78, Finance, dated 6-2-47 were
pleased to order that anomalies in the scales of pay would be considered.
We beg leave to submit that our case is an anomaly. Readers in the
languages in the Office of the Registrar of Books, who are under
the same administrative control as ourselves and who do somewhat
similar work, were receiving the same salary as the Junior Assistants
before the revision of scales of pay, namely 55-5/2-70. But after
the revision of scales, the Readers get 80-110 whereas we get only
Rs.70-100. We are expected to be more proficient in both English
and the language of the respective sections and our work requires
greater accuracy and precision than that of the Readers and therefore we
deserve to be paid a higher salary. So also Translators in District
Courts who were getting the same pay as the Junior Assistants before
the revision of scales are getting now a scale of 80-110 which is
higher than that of the Junior Assistants. Upper Division Clerks in
other offices who were receiving the selfsame salary as the Junior
Assistants before the revision are getting a higher salary as a
result of the revision, namely 80-110. The Upper Division Clerks
have, besides, better chances of promotion in their offices. But
as there is only one higher post in each section of this Department,
the chances of promotion of the Junior Assistants are practically nil.
We deserve to be paid a higher salary than Upper Division Clerks but
actually our scales of pay are lower than that of Upper Division
Clerks. We, therefore, humbly pray that Government may be pleased to
revise

revise our scale of pay at least to that of the Readers in the Office of the Registrar of Books and that of Upper Division Clerks.

Yours faithfully,

Ch. Kunhi Raman

P. R. R. Rana Swami.

R. Parthasarathi.

G. Scharangam

R. Narayana Ayyangar.

V. Kulasekhara Rao.

M. D. Abdur Ramp

M. Mukhyapana Rao.

Office of the Senior Translator
to Government, Madras.

ENDORSEMENT No. 1633/48-1, dated 3rd August 1948.

Forwarded.

2. It is submitted that the statement of the petitioners that they are doing work which is similar to that of the Readers in languages in the Office of the Registrar of Books, Madras, and that a higher degree of proficiency both in English and in a language of the province is expected of them is true. When the scale of pay of the Readers in languages in the Office of the Registrar of Books has been fixed as Rs. 80-3-110, there seems to be no valid reason for fixing the scale of pay of the Junior Assistants in this Department at a lower level. The request of the petitioners for the enhancement of their scale of pay is very modest and deserves sympathetic consideration at the hands of the Government.

3. It may be pointed out, in this connection, that suitable candidates for appointment as Junior Assistants are not attracted either by the present scale of pay for these posts or the chances of promotion in this Department. Much difficulty is therefore being experienced in the matter of securing or retaining the services of suitable hands, for they do not either accept the posts offered or like to continue in a Department wherein they consider

consider that they do not have good prospects. Consequently the work suffers. Even as recently as in July last, another Junior Assistant (Tamil), who had put in a service of about four years, resigned his post because he was not satisfied with the salary he was receiving. It is hoped that, if the scale of pay for Junior Assistants is enhanced as prayed for by the petitioners, there may be some improvement in the present situation.

58585

AUG 1948

H. Binayabam

Senior Translator to Government.

To

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

Translator's Dept - Junior Assistant - Scale of pay - ~~Revised~~ ~~orders passed~~

Read again G.O. No. 1565 Dtd 17.6.1948

From the Senior Translator to Govt No. 1633-48-1 Dtd 3.8.48.

Order No. 2408 Dtd 5.2.5.46 Ms.

The Govt. accept the recommendation of the Senior Translator to Govt. that the Junior Assistants in the office of the Senior Translators be granted the scale of Rs 80-3-95-5-110. Suitable amendments to G.O. No. 78 Dtd 6th Feb. 1947 will be issued in the Finance Dept.

The revised scale of pay now sanctioned will take effect from the date of this order

To The L.T.C. A.S.C. (with copies) 1-3 of 4 + 1-3 of 4 + 2 S.C.S.

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B on page 1 of

para 2 of the
S.T.G.'s endt.
on page 2 of

para 3 of the
S.T.G.'s endt. on
pages 2-3 of

(4)

Edu. and P.H. Dept. (1)

From the Junior Asst., Translators' Department, Petition, dated 21.7.48, Endt. of the S.T.G., No. 1633/48-1, dated 3.8.1948.

Translator's Department - Junior Assistants -
Scales of pay - Revision of - Petition for.

In Ao. No. 1565, Edu., dated 17.6.1948, the request of Junior Assistants of the Translators' Dept. for a revision of their scale of pay from 70-2-100 to 100-5-150 was turned down. They have now come forward with another petition for a reconsideration of the above orders. The present request is for a scale of Rs. 80-3-110. The S.T.G. strongly recommends the request.

2. The present request is based on the fact that the work of the Junior Assistants is akin to that of Readers in languages in the office of the Registrar of Books and that the scales of pay of latter classes prior to revision were the same ^{Rs. 55-5-70}. It is also stated that the Junior Assistants are expected to be more proficient in both English and the language of the respective sections than the Readers in the office of the Registrar for Books and that the work of the former requires greater accuracy and precision than that of the latter. Though some other reasons have also been given by the Junior Assistants, the S.T.G. stresses the above factor only and states that there is no valid reason for fixing the scale of pay of the Junior Assistants ^{at a lower level than that of the Readers} ^(mentioned above). Another factor, namely, that the low scale of pay affects recruitment of suitable candidates for the posts of Junior Assistants is also stressed by the S.T.G. Further the present request of the Junior Assistants is only for a modest increase - from Rs. 70-2-100 to Rs. 80-3-110. Besides, the extra cost to Govt. will

will also not be much.

8. In the above circumstances, it is for orders whether the orders in G.O. No. 1565, Edw., dated 17.6.1948 may be reconsidered and the present request of the Junior Assistants strongly recommended by the S.T.G. may be supported in this dept. Subject to orders, the remarks of Finance may be invited w/o before circulation.

the matter Is there any difference in the qualifications required of candidates for appointment as Readers in the office of the Registrar of Books and as Junior Assistants in the Translators' Dept?

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In both the cases the candidate should at least be a B.A. In the case of the Readers, however, a higher proficiency in the languages concerned is necessary as the title of Vidwan, B.O.L. degree is required; in the alternative, a B.A. (Hons) or M.A. degree in the language in question will be accepted as adequate qualification for the Reader's post - In the case of the Junior Assistant it will suffice if the candidate is a graduate whose second language for the Collegiate Course is the language of the Section -

In his end. the S.T.G. has stated that the Junior Assistants in the Translators' Dept. is doing work similar to that of the Readers in the Office of the Registrar of Books.

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who is also
the Registrar
of Books,

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There seems to be force in the arguments at A on page 1 of 4.
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23-8-48

ASST. SECRETARY to GOVT.
25 AUG 1948
FINANCE DEPARTMENT
80149

Though the Readers' qualifications appear to be higher, yet it must be recognized that the translation work requires a higher proficiency in English and wider general knowledge. It cannot therefore be said that there is justification for fixing a lower scale of pay for the Junior Assistants in the Translators' Dept. - E.T. It may defeat the request of the petitioners - Finance may see -

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23-8-48
52/1/1/1

Finance (E.III) Dept.
The case deals with the revision of the scale of pay of the Junior Assts. in the Translators' Deptt. from Rs. 70-2-100 to Rs. 80-110. The main arguments, for the revision of pay are (1) that, prior to the revision of scales of pay in G.O. 78 Finance, dated 6-2-47, the scales of pay for the posts of Junior Assistants in the Translators' Dept., Readers in the languages in the Office of the Registrar of Books, Translators in District Courts and U.D. Clerks in 'B' Class officers, were the same viz., 55-70, but after the revision, the scales of pay for all other posts have been fixed at Rs. 80-110 whereas the scale of pay for the Junior Assistants in the translators' dept. alone has been revised to 70-2-100 and (ii) that they are doing work which is similar to that of the Readers in languages in the office of the Registrar of Books, and that a higher degree of proficiency both in English and in a language of the Province is required. The S.T.G. and E. & P.H. department support the proposal.

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2. The following statement shows in one view the scale of pay of Junior Assistants in the Translators' department prior to general revision in 1947, the scale suggested by the Cabinet Salaries Committee, the scale recommended by E.&P.H. department and the scale ~~of~~ finally recommended by the Salaries Committee and approved by Government.

	Prior to 1-1-47.	Originally suggested by C.S.C.	Recommendation of E.P.H. Deptt.	Salaries committee's final recommendation
Jr.Assts.	55-5/2-70	60-2-80	70-2-85-7 1/2-100	70-2-100

It may thus be seen that the revised scales of pay

were sanctioned by Government only after mature consideration

and taking into account all relevant factors. Further there could be no

comparison of the scales of pay or duties of Junior Assts.

in the Translators' department with that of the Readers in

the office of the Registrar of Books, is not valid because

though the minimum qualification for both the posts viz. B.A. (Hons.) or M.A. Degree in the language in question, yet in the case of Readers a higher proficiency in the languages concerned is necessary as the title of Vidwan, B.A. Degree is required in addition or in the alternative B.O.L. or

B.A.(Hons.) or M.A. Degree in the language in question.

The revised scale sanctioned for the posts of Junior Assts.

cannot be justifiably compared with the revised scales of pay for other posts which

carried the same scale of pay prior to revision as that of

Junior Assistants prior to revision, because the revision

of scales is based ~~on~~ on the qualifications, duties and

responsibilities attached to each post and the salaries

committee would have taken into account all these relevant

factors. Further the proposal was considered in detail only

recently and was turned down in June last - please see in

this connection the notes on page 1-3 n.f. of G.O.1565,

Education dated 17-6-48. H.Pr. also has since recommended

that there should be no more upward revision of pay.

In the circumstances this department may advise

that this request be negated.



extract with ready available original in P.H. H.

BS
M E P H

F.M.V.O. 80/169/E.M.H.

30-8-48 E-PH

H.Pr. has recently intimated that no further proposals should be entertained for revision of salaries fixed by the Committee.

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motion paper 2-3 of

The case relates to the proposal of the Senior Translator to Govt. for equalizing the scale of pay of the Junior Assistants in his office with the scale of pay fixed for Readers in the office of the Registrar of Books. Both the Junior Assistants in the Senior Translator's office and the Readers in the office of the Registrar of Books were, before the recent revision of salaries in February 1947, drawing salaries in the scale of Rs 55-5/2-70. In the order sanctioning revised scales, however, the Readers have been given the scale of Rs 80-3-95-5-110, whereas the Junior Assistants' scale of pay has become Rs 70-2-100. The Junior Assistants have represented that in view of the above fact and the fact that a high proficiency in English and in the languages of the section is required of them, they deserve higher pay than what has been fixed, and have requested that their scale of pay may be raised to Rs 80-110, which is the scale applicable to Readers under the Registrar of Books.

pages 1-2 of

pages 2-3 of

The Senior Translator to Govt. who is also the Registrar of Books, has supported the Junior Assistants' Request and has also agreed with the statements contained in their petition.

petition -

29. It supports the request of the Junior Assistants as in their opinion there is no justification for fixing different scales for these two classes of servants. Finance, however, do not agree, for the reasons given in para 2 of their note on p. 4 ante -

It is for consideration whether the request in this case, which is strongly supported by the Senior Translator who has intimate acquaintance with the work of both the Junior Assistants and the Readers may not be acceded to.

The case may be circulated to Mr (Edn) & Mr (Fin)

for my
pres. to
propose
by

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ISA
9.9.48

M.A.
9.9



84410

for my

13/9

no. 58585 31/10-26m
13/9/48

10.9.48

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Please see the previous Fin. notes on pp. 3-4 above, the orders in circulation on p. 6 above and the notes following.

The draft order may be accepted on the remark that the revised scale may take effect from the date of issue of the orders in this case
~~from the date of issue of the orders~~

PR
14.9.48

for
16/9/48 SPM (P3)

FIN. O.O. 84410/Fin-1
16.9.48



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In view of the 2nd para of the Fin. Dept's note an addition may be made to the draft order as indicated in it.

It is proposed whether the order may now issue, as has amended

17.9.48

17.9.48

S. S. S.

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