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Scott. II-27-58,604--27-10-47.

Education and Public Health

(194 8) Department.

4 SERIES.

G.O. NO. 2790 Edn.,

2790

8.11.48

Dated

8-11-1948.

[Despatch Abstract.]

Madras Record Office-Establishment-Request for removal of age-limit
for recruitment to the post of Assistant Curator-Negatived.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
90.	1088.	Edn.	22.7.44.				
90.	929.	"	16.6.44.				

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
1337	Ms.	Edn.	14.5.51.				

Chittoor, 2nd October 1948.

To

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

Through

The Curator,
Madras Record Office,
Chittoor.

Sir,

We, the Ministerial members of the office staff, beg to make the following representation relating to the existing age rule for recruitment to the post of Assistant Curator in this office.

2. The post of the Assistant Curator was created during the time of Mr. Percy Macqueen, a Civilian, who was posted for special duty in this office, early in 1930. Rules for recruitment to the said post were framed only in 1933. Among the several rules governing the recruitment to the post the maximum limit of 40 years of age was fixed and the appointment was not thrown open to the members of this office, appointment being made by transfer from other services or classes, or by direct recruitment.

3. In 1938, however, when a permanent vacancy of the Assistant Curator arose, the then Senior Assistant of the office was appointed as Assistant Curator early in 1939, the age limit being waived, as a special case, in his favour. In 1944, when the question of a suitable successor to the then Assistant Curator was being considered the maximum of 40 years till then prescribed was increased to 45 years and recruitment to the post was thrown open to the members of the Ministerial Service in the office. Accordingly the post went to one in the office in 1945.

4. While feeling very grateful to the Government for what they have done in the past, so far as this office is concerned, we beg to point out in this connection that the age rule, nevertheless inflicts a great hardship on most of us and raises a bar to our prospects in this office. This fact was already brought to the notice of the Government by certain senior members of the staff in 1944 when they applied for the post of the Assistant Curator just

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before the retirement of the previous Assistant Curator.

5. Ours is a small office with a limited staff, where really good prospects are few and far between. There is only one gazetted post of Assistant Curator to which a ~~selected~~ staff of twenty non-gazetted servants can aspire. Even the remote possibility of an acting chance in an occasional vacancy in that post will be lost the moment one exceeds the limit and he has to give way to a younger member of the staff, even though he may otherwise be fit and efficient. The contingency of a younger member of the staff being promoted over the heads of older persons simply because he comes within the existing age limit and the bitterness and sense of frustration that it brings in consequence among the older members of the staff can better be imagined than described.

6. We may also be permitted to point out that it would not be correct to assume, as at present, that merely because a person passes the age limit of 45 years he will no longer be efficient and fit to discharge the duties of the Assistant Curator.

7. The deletion of the age rule will only be a just and equitable measure and it will, besides endowing the Curator with a greater liberty and a wider choice in recommending suitable candidates rich in experience and well trained in the peculiar technique of this office, certainly infuse a feeling of encouragement and hope among the staff and contribute to an all round efficiency in the work of the office.

8. Before concluding, we beg to add that our request is quite reasonable and legitimate and to point out that no age bar exists in regard to the posts of the Assistant Secretaries to Government; the First Assistant, Board of Revenue, etc., to mention only a few posts in the Provincial Services. Members of these offices are eligible for appointment to the said posts even for a short time before they retire, if for nothing else, at least to end their official career in a Gazetted post.

9. We, therefore, in all humility pray that the age rule for appointment to the post of Assistant Curator in this office may be deleted in fairness to the members of this office staff, who have no chance of a rapid rise and who cannot look beyond the confines of this office to better their lot in life.

Yours faithfully,

P. Gummappa

M. Natesan

S. Jayasekharan

P. Ramakrishnan

R. Thiagarajan

P. Padmanabha Rao

K. S. S. S. S.

U. S. S. S. S.

E. M. Swaminathan

V. S. S. S. S.

CONFIDENTIAL.

Endorsement No. 2416-A/48-1.

Madras Record Office,
Chittoor, 26th October 1948.

Forwarded.

27 OCT 1948

2. This is a petition by some of the members of the staff of this office requesting the Government to relax the age limit of 45 which has been fixed for recruitment by transfer to the post of the Assistant Curator. An age limit of 40 was first fixed for the post in G.O. No. 757, Public Services, dated 23rd July 1934 and it was on my recommendation raised to 45 in G.O. No. 929, Education, dated 16th June 1944. The post also which was first not so much specifically open to the members of this office was on my recommendation subsequently declared to be so open to them, the first preference being given to them over others in the case of appointment by transfer (Please see the two G.Os. mentioned above). I do not think that any more inducements should be held out to the members of this office. The removal of the age limit which has now been sufficiently raised high to 45, will in my opinion, materially effect the efficiency of the whole staff since it would hardly make it worth while for many of the comparatively younger members of the staff, to exert themselves, to show adequate energy, initiative and enthusiasm in their work. It will also, on the other hand, tend to make the appointment in practice 'a plum' for the senior most member, whether he possesses the requisite energy and efficiency or not. The hope of every member, to become a

gazetted

Madras General Service - Madras Record Office-
Assistant Curator - Age limit for recruitment.

C.No. 79205/48

Ref: ^{Encl 1} ~~Letter~~ the Curator, M.R.O., No 2416 -A/48-1
d- 26th October 1948.

The qualifications prescribed for recruitment to the post of Assistant Curator in the Madras Record Office are:-

(i) that a candidate must possess administrative experience and ability to control

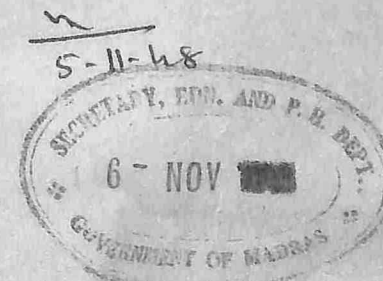
a very large staff; and

(ii) ~~he~~ must not have completed 45 years of age;

This age limit was introduced in the year 1944-G.O. No. 929 Edn. d/16th June 1944 prior to that the age limit was 40.

2/10 members of the Madras Record Office have submitted a representation urging that a provision in the rules prescribing the age limit may be deleted. The Curator in forwarding the representation says that with there is no need to comply ~~that~~ their request. The present Assistant Curator ^{who} was appointed in 1945, completed 45 years of age in May last. The M.P.S.C. has just now selected ~~two~~ names for inclusion in the panel and the connected file is in circulation. One of them will complete 45 years next month and the other will reach that age a few hours hence. The Curator's recommendation that the request of the subordinates need not be complied with, may, perhaps be approved. The draft below is for approval.

The file may be circulated to H.M. (Edn.)



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TSA
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p 47 of the Madras
Services Manual Vol II
(Book No. 113)

p 54

Sri Venkatesan
Sri M. Prasad

The Curator in his Encl. at pp. 4-5 of the
the govt. may agree with the view of the
curator at 'A' on p. 5 of the draft
memo on which is submitted for
approval that the alteration of the
present rule in respect of age
for the Asst. Curator's appointment
is not desirable.

4.11.48

