11-27-8004—27-10-47.

Education and Public Health (194 8) Departm

Ms. **SERIES.**

→ 10(b) 31-32 CF

Passed
Supdt.

G.O. NO. 2886 Edn.,

2886
16.11.48

Dated 16-11-1948.

[Despatch Abstract.]

Government Press-Payment of bonus for setting work done over minimum out-turn-Proposals of the Superintendent, Government Press-Orders passed.

Back Papers.

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

Further Papers.

G.O.	No.	Department.	Date.	G O.	No.	Department.	Date.
2848	Edn	10/9/49					
2849	..	10/9/49					
~~1121~~							
GOMs	1121	PW	18567				
"	~~825~~ 852	TPt	30.10.72				

From
A. Lepper Esq.,
Superintendent,
Government Press, Madras.

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

-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-

No.103/Mis., dated 26th February 1948.

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

14984

Sir,

Sub: Government Press - Payment of bonus for setting work done over minimum outturn.

-o-

Ref: My Confidential D.O. letter No. 103/Mis., dated 6th August 1946 addressed to Mr. Kaiwar
to his D.O. No. 31073 F1-2/46 Edn. 27-1-1946

I have the honour to state that now that the new revised scales of pay for the staff of the Government Press have been brought into effect immediate orders are requested on the proposals put up in the letter referred to above in order that the minimum outturn may be fixed and the bonus introduced with effect from 1-1-1948 from which date only orders regarding bonus can be given effect to as the revaluation of the voucher proofs of work done by compositors and machine operators for a period of one year, viz., 1947 will be a very huge task hemmed in with all sorts of technical and administrative difficulties and further involving avoidable additional expenditure to Government by way of additional establishment. This suggestion may therefore be approved.

2. In this connection, I have also to request specific orders of Government on the question of intervals at which bonus may be paid. I would suggest payment being made on the next excess outturn calculated for a quarter of the financial year i.e., April to June and so on with a view not only to exercise check on slackness, but also to overcome Administrative difficulties in the matter of extraction, valuation of outturn monthly and preparation of acquittance rolls and bills therefor, with the existing clerical staff which is already overworked. This may also result in overlapping and dislocation of regular monthly payments on account of pay, overtime allowance arrear claims etc.. Even in the matter of quarterly payments, I will require an additional clerical staff of

One Upper division clerk on Rs 80-125/- and
One Lower " " " Rs 45-90/-

3. Now that all compositors are fixed on one unified scale there is no need for different outturns for different grades and I recommend that a minimum outturn of 1000 corrected ens per hour be fixed for all hand compositors. Linotype operators are similarly fixed on one unified scale and taking into consideration the nature of work I would recommend an outturn of 4,500 corrected ens per hour and 5,000 ens per hour to cross the efficiency bar. In the case of Monotype operators their outturn may be fixed at 5,000 corrected ens per hour and 6,000 ens per hour to cross the efficiency bar. These figures are the same as those proposed in the foot-notes on pages 79 and 80 of the Report of the Cabinet Salaries Committee 1946.

4. As far as the working of the bonus system is concerned I would request Government to approve the proposals contained in para 3 on my above letter as amended now to conform to the system of unified scales (copy of the amended draft rules enclosed) P 3-4 infra

5. The bonus system will not work well unless a reduct is made in the basic pay of the individual in respect of

short outturn. It will be observed in the "N.B." of the footnote on page 79 of the Report of the Cabinet Salaries Committee the proposed rates of reduction are one anna per 1000 ens in the case of Linotype and Monotype operators which should be altered to 1 anna 6 pies and 1 anna 3 pies respectively and 3 annas per 1000 ens in the case of Hand Compositors. These rates may be adopted.

6. For reasons explained in the above letter I further request Government to sanction 2 Head Computors on Rs 0-5-130-10-150 and 2 Computors on Rs 45-3-60-2½-85 in lieu of those previously proposed besides the clerical establishment proposed in para ~~one~~ two above. Very early orders are requested as the workers concerned are pressing for the payment of the bonus.

Superintendent.

OUTTURN FOR SETTING WORK

Setting work - Hand Composition - Plain matter.

General principle - For purposes of outturn, hand compositors shall give an outturn of 1000 corrected ens per hour. The time allowed shall also include distribution and first corrections and shall carry with it responsibility for the matter till it is finally imposed. The time account for composing solid matter shall be calculated on the basis of "Cast up" of the work and with the ~~with the~~ help of the Ready Reckoner prepared for sizes commonly in use. Two rough proofs shall be pulled in respect of each work composed, out of which one shall pass through for corrections and further necessary action and the other duly signed by the Foreman and Reader concerned, attached to the outturn sheets of the compositor as voucher. In the case of Confidential papers a memorandum giving details of matter set up and initialled by the Superintendent or one of the Gazetted Assistants shall take the place of first proof.

Number of lines for English work and approximate hour per page as cast up for single pages only ~~classified under "A," "B" and "C" groups~~ are given below :—

Size of types.	Foolscap folio—35 ems pica wide. Number of lines.	Foolscap folio ~~Class~~ Hour.	Foolscap folio ~~Class~~ Minutes.	Royal 8vo—26 ems pica wide. Number of lines.	Royal 8vo ~~Class~~ Hour.	Royal 8vo ~~Class~~ Minutes.	Demy 8vo—22 ems pica wide. Number of lines.	Demy 8vo ~~Class B.~~ Hour.	Demy 8vo ~~Class B.~~ Minutes.
12 point ..	60	4	30	45	2	30	38	1	45
11 ,, ..	70	5	45	53	3	15	44	2	30
10 ,, ..	76	7	..	58	4	..	48	3	..
9 ,, ..	86	8	30	64	4	45	54	3	30
8 ,, ..	92	10	..	70	5	30	58	4	..
6 ,, ..	120	17	..	90	9	30	76	6	45

Foolscap 16mo—15 ems pica wide—hour per page for small pica 18 lines shall be minutes [illegible], 40 ~~and 48 for "A," "B" and "C" classes~~.

NOTE.—(1) In respect of body types, pica shall be taken as 12 point, small pica 11 point, long primer 10 point, bourgeois 9 point, brevier 8 point, nonpariel 6 point.

(2) The above hours are only for close solid matter—Reductions will be made on merit of labour for open or blank portions.

6

Conversion table.—Lines longer or shorter than the ordinary page widths are converted to the standard size in which they occur as follows for line account purposes only :—

FOOLSCAP FOLIO (35 ems).

42 and 43 ems pica wide count	5 lines = 6 lines.
40 ems pica wide count	7 ,, = 8 ,,
38 ,,	12 ,, = 13 ,,
32 ,,	13 ,, = 12 ,,
30 ,,	8 ,, = 7 ,,
26 ,,	8 ,, = 6 ,,
24 ,,	6 ,, = 4 ,,
22 ,,	5 ,, = 3 ,,
19 ,,	11 ,, = 6 ,,
17 or 18 ,,	2 ,, = 1 ,,

IMPERIAL 8vo (28 ems).

32 ems pica wide	+ 1/7 or count	7 lines = 8 lines.
30 ,,	+ 1/14 ,,	14 ,, = 15 ,,
26 ,,	− 1/14 ,,	14 ,, = 13 ,,
24 ,,	− 1/7 ,,	7 ,, = 6 ,,

ROYAL 8vo (26 ems).

30 ems pica wide	+ 2/13 or count	13 lines = 15 lines.
28 ,,	+ 1/13 ,,	13 ,, = 14 ,,
24 ,,	− 1/13 ,,	13 ,, = 12 ,,
22 ,,	− 1/13 ,,	13 ,, = 11 ,,
20 ,,	− 3/13 ,,	13 ,, = 10 ,,
19 ,,	− 2/7 ,,	7 ,, = 5 ,,
18 ,,	− 4/13	6 ,, = 4 ,,

DEMY 8vo (22 ems).

20 ems pica wide − 1/11 or count	11 lines = 10 lines.
18 and 19 ems pica wide 2/11 or count	9 ,, = 7 ,,

Exceptional and unusual sizes will be cast up to ens, and divided by the number of ens in a foolscap folio line of the same type to obtain the number of lines to as outturn.

Marginal references as side-notes outside the page or as in-cut not of all sizes.—A time of minutes 2½ shall be allowed ~~for all classes of compositors uniformly~~ for setting and justifying per appearing line for plain matter or per line of measured depth tabular margins, the text line opposite such in-cut margins shall be taken as full lines for purposes of "casting up."

In-cuts.—In proceedings, etc., remarks (which are not marginal references) cut into the text are reckoned as lines of the type used at the fractional width of the page they occupy, with one line of full measure extra for each in-cut, the appearing text lines being treated as lines of type of the remaining width of measure.

7

4

Notes, etc., in half measure in parallel columns are treated as column matter the appearing lines being paid for at their actual width converted into full measure, plus the following allowance for ranging lines and making up blanks :—

Blanks up to 6 picas in depth,	½ line pica of column width.		
,, from 7 to 12 picas in depth,	1 line pica of column width.		
,, ,, 12 to 24	,,	2 lines	,,
,, ,, 24 to 40	,,	3 ,,	,,
,, ,, 40 upwards	,,	4 ,,	,,

Footnotes are taken as lines of the type in which they are composed, and the dividing rules as lines of the text type.

Matter or margin overrun from one length of matter to another.—One-third of the time permissible for the original setting of the matter shall be allowed for over running to new sizes.

Justifications in plain English matter only when exceeding two in the depth of a line—Address lines in proceedings—Dash and star lines—Standing headings—Greek, Anglo-Saxon and music setting work—Accented and diacritical letters when used along with texts—Old record works and such similar works. Time shall be allowed on the merit of labour in each case.

TABULAR WORK.

Allowances for tabular matter.—For this description of work extra hours to the extent noted below in addition to the hours for solid work ~~fixed for the different classes of compositors~~ shall be allowed provided the set up matter is fairly solid. ~~Thus for 92 lines of brevier table matter in 10 columns the hours to be allowed in respect of "A" class compositor shall be hours 12~~. In case of open tables of a lighter description reduction in hours shall be made proportionate to the labour involved in each case.

Class 1—Printing lengthways of page.

2 and 3 columns dependent upon each other and reading across the table, with or without headings as			plain matter.	
4 and 5	,,	,,	,,	one-eighth extra.
6 and 7	,,	,,	,,	quarter ,,
8 to 10	,,	,,	,,	one-third ,,
Above 10	,,	,,	,,	half ,,

Class 2—Narrow way of page.

2 columns dependent upon each other, with or without headings as			plain matter.	
3 and 4	,,	,,	,,	one-eighth extra.
5 and 6	,,	,,	,,	quarter ,,
7 and 8	,,	,,	,,	one-third ,,
Above 8	,,	,,	,,	half ,,

Imperial 8vo and smaller sizes are taken at the rate of class 2 for both ways of page.

NOTE:- Tabuler containing several columns not separated by rules shall be treated as plain matter.

Work in Indian Languages (other than job works).—In this class of work, the hours in respect of outturn shall be worked out with reference to the appearing matter in pages or eighths of a page deducting large blanks. Footnotes and lines of smaller type when of less total depth than one-eighth in a page are taken along with the body type. A table of type size and hour value ~~in respect of the three classes of compositions~~ is given below. Justifications of half-body letters, accents, etc., are included in the hours fixed. If there are eight rules of justifications under the words or letters in a page one-eighth extra over the total hours fixed for a page may be allowed :—

Description of body types.	Number of hours for foolscap folio.		Number of hours for imperial 8vo.		Number of hours for royal 8vo.		Number of hours for demy 8vo.		Number of hours for demy 12mo. or royal 16mo.		Number of hours for Demy 16mo and foolscap 8vo.	
	~~B.~~		~~B.~~		~~B.~~		~~B.~~		~~B.~~		~~B.~~	
	H.	M.	H.	M.	H.	M.	H.	M.	H.	M.	H.	M.
1 Tamil, pica	5	0	3	0	2	45	2	0	1	30	1	15
2 ,, small pica	5	45	3	30	3	15	2	30	..		..	
3 ,, long primer	7	0	4	15	4	0	3	0	2	15	1	45
4 ,, brevier	10	0	6	0	5	30	4	0	..		..	
5 Telugu, great primer ..	4	30	2	45	2	30	1	45	1	15	0	45
6 ,, english	5	0	3	0	2	45	2	0	1	30	1	15
7 ,, small pica	5	45	3	30	3	15	2	30	..		..	
8 ,, long primer	7	0	4	15	4	0	3	0	2	15	1	45
9 Kanarese, english	4	30	2	45	2	30	1	45	1	15	0	45
10 ,, pica ..	5	0	3	0	2	45	2	0	1	30	1	15
11 ,, long primer	7	0	4	15	4	0	3	0	2	15	1	45
12 Malayalam, english	4	30	2	45	2	30	1	45	1	15	0	45
13 ,, long primer	7	0	4	15	4	0	3	0	2	15	1	45
14 Hindustani, english ..	6	0	3	45	3	15	2	30	1	45	1	30
15 ,, long primer	8	30	5	0	4	45	3	30	2	30	2	0
16 Devanagiri, 2-line brevier	12	0	7	15	7	0	5	0	..		..	
17 ,, pica ..	15	0	9	15	8	45	6	15	..		..	
18 ,, long primer	18	0	10	45	10	30	7	30	..		..	
19 Oriya, english ..	5	0	3	0	2	45	2	0	1	30	1	15
20 Gujarati, pica ..	12	0	7	15	7	0	5	0	..		..	

Fractions of pages less than one-eighth of a page.—Time to be allowed shall be (1) for foolscap folio minutes 5 per line ; (2) royal 8vo and demy 8vo minutes $7\frac{1}{2}$ for two lines and (3) smaller sizes minutes uniformly for all classes of compositors.

Marginal lines (plain or tabular), all sizes, minutes 3 shall be allowed for each line uniformly.

Tabular work.—Hours may be allowed with extras as per tabular matter in English calculated to be nearest eighth of a page.

Time rates for imposing and making up.

Page.	Size of form.	Hours imposing.	Hours making up (solid).
16	Larger than Double Royal	$2\frac{1}{2}$	$1\frac{3}{4}$
16	Double Crown to Double Royal ..	$2\frac{1}{4}$	$1\frac{1}{4}$
8	Demy, Double Foolscap, Royal ..	$1\frac{1}{4}$	$\frac{3}{4}$
8	Foolscap, Crown	1	$\frac{1}{2}$
4	Demy, Double Foolscap, Royal ..	$\frac{3}{4}$	$\frac{1}{4}$
4	Foolscap, Crown	$\frac{1}{2}$	$\frac{1}{4}$
2	Crown Folio to Royal folio	$\frac{1}{2}$	
2	Smaller than Crown folio	$\frac{1}{4}$	
1	Any size	$\frac{1}{4}$	

Includes unlocking, searching for chase furniture, etc., and tying up or transferring to galleys dropped matter.

Includes also slight corrections in making up.

Leaded matter (extra for inserting lead).

	4 pages Foolscap folio.		8 pages Royal Octavo.		8 pages Demy Octavo.	
	8 to pica.	4 to pica.	8 to pica.	4 to pica.	8 to pica.	4 to pica.
	HR.	HR.	HR.	HR.	HR.	HR.
Set in 12 point	$\frac{1}{4}$	$\frac{1}{4}$	$\frac{3}{4}$	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{4}$
Set in 11 point	$\frac{1}{2}$	$\frac{1}{4}$	$\frac{3}{4}$	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$
Set in 10 point	$\frac{1}{2}$	$\frac{1}{4}$	$\frac{3}{4}$	$\frac{1}{2}$	$\frac{3}{4}$	$\frac{1}{2}$
Set in 8 point	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{3}{4}$	$\frac{3}{4}$	$\frac{3}{4}$	$\frac{1}{2}$

(1) Other sizes in proportion. (2) Press order attendance $\frac{1}{4}$ hour per form. Heavy corrections at valuation. (3) Reimposing $\frac{1}{4}$ hour per form less than imposing rates for four pages and eight pages $\frac{1}{2}$ hour per form less for 16 pages.

Makeup of irregular or tabular pages according to labour involved.

Author's corrections, press attendance, alterations in matter standing for not more than three months.—The labour shall be converted into hours as fair equivalent to the ~~expected~~ prescribed outturn for compositors.

~~1,000 ens per hour and "C" 800 ens per hour~~. Generally 60 corrections in hand-composed matter and 50 in case of mono-composition shall be considered as equivalent to 1,000 ens or an hour's labour. With imposed matter the hours passed include laying the form, unlocking and lockingup and taking it to proof press.

LINOTYPE COMPOSITION.

General principle.- That prescribed for hand setting will Mutatis Mutandis apply to Lino Composition also. A Lino Operator shall give an outturn of 4,500 corrected ens per hour up to the efficiency bar and 5,000 corrected ens if above the efficiency bar.

NOTE.- The outturn fixed includes all considerations for labour involved in respect of superior figures, headings in small capitals dash and star lines, short slugs, headlines, extraneous founts not run on the machine, etc.

Repeat lines.—One minute shall be allowed for every four slugs run on the machine. Non-setting hours shall include (1) mechanical and electrical breakdown not due to operator's fault, (2) change of magazines, ~~(3) cleaning of machine and (4) waiting for copy~~.

Tabular matter.—Works containing four columns or more tabular matter set in solid form 12½ per cent extra time shall be allowed over plain setting.

Marginal lines and standing alterations.—They shall be treated as plain matter and time according to the number of ens shall be allowed.

MONOTYPE KEYBOARD.

General principle.- That prescribed for hand setting will Mutatis Mutandis apply to Monotype composition also.

one justification.

Class III.—Matter comprising columns depending upon each other reading across the page which requires extraordinary justification on different sizes or faces of types.

A Monotype Keyboard Operator shall give an outturn of 5,000 ens per hour up to the efficiency bar and 6,000 ens per hour if above the efficiency bar.

An individual deduction of ten per cent from the total production shall be made to arrive at the outturn in corrected ens.

Tabular matter.—All tabular matter whether solid or blank shall be treated as plain matter.

Figure columns.—Those which do require justification shall be classified as plain matter under class I.

The cast-up of both lino and mono setting shall be done as in the case of hand composition by measuring the depth of the matter with the help of point gauges and hours allowed proportionate to the appearing matter in ens.

14984/48

Edn. and Public Health

7.

Govt Press – Payment of bonus for setting work done over minimum outturn.

from the S. G. P. No. 103/Pris dated 26-2-48

Compd [illegible]

Memo 14984/F./48-2. Edn. d. 1-4-48

The S. G. P is requested to report urgently whether the Madras Govt Press Workers Union was consulted in the matter of fixing a minimum outturn of work for purposes of payment of bonus and whether the Union has agreed to the minimum proposed.

31/3/48 Ty Thur.

AV 30-3-48

The S. G. P

Despatched 9/4

CONFIDENTIAL.

F1 9

From
A. Lepper Esq.,
Superintendent,
Government Press, Madras.

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

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

27156

No.103/Mis. Dated 9th April, 1948.

Sir,

Sub: Government Press - Payment of bonus for setting work done over minimum outturn.
Ref: Government Memorandum No. 14984-F1/48-2 Edn., dated 1st April, 1948.

p15 ante

With reference to the above Memorandum I have the honour to state that the Government Press Workers' Union has not been consulted in the matter of fixing a minimum outturn.

2. Further Government will be creating an undesirable precedent if I am asked to consult the Union in the matter of prescribing outturn for the various classes of employees of the Government Press of which there are others also viz., Machine-men, Binders, Readers, Foundry Workers, etc., whose minimum outturn has been fixed by the Superintendent, Government Press, Madras.

3. This is a matter in which Government must allow me to take the initiative. If the Union is to be consulted at every turn it not only undermines the Superintendent's authority but also increases the difficulties of administration and enforcement of discipline.

4. The minimum outturn expected of a Hand Compositor and machine operator was already laid down with the change over from Piece to Salary system in 1939. The minimum for the various grades then fixed is given below. Fixation of these minimum for the different grades was not intended to restrict production below the average capacity of individual worker but only as an administrative precautionery measure. Every employee in the Lower Grade was expected to maintain his efficiency in production to qualify himself for promotion to higher grade which was introduced to create an ~~initiative~~ incentive for better production and as a check on the slackers.

5. Now an unified time scale of pay has been introduced, the average of which compares abnormally favourable with the previous ones under the various grades, minimum outturn for the various classes of work now prescribed by me is too liberal to be contested by anybody as explained in the statement attached.

6. The monthly outturn now demanded of the three classes of workers viz., Hand Compositors, Lino Operators and Mono Keyboard Operators is only 1,74,000 ens, 7,83,000 ens and 8,70,000 ens as against 3,16,800 8,53,300 and 10,24,000 respectively which they would have to give under the piece system in force prior to 1940 to earn the average of the revised scale of pay. This means that in addition to the leave benefits accruing to them under the I.E.L. Rules with the switch over to the salary system the monetary benefits amount to an increase of about 80%, 10% and 15% respectively.

A. Lepper

RGM. Superintendent.

19

No. of posts.	Designation.	Scale of pay prior to 1-1-1947	Average.	Prescribed minimum outturn per hour in corrected ens.	No. of posts.	Designation.	Scale of pay on 1-1-47	Average.	Prescribed outturn per hour in corrected ens.
			Rs.						
16	Hand Compositors - Grade I	Rs.45-3/2-60	54	1,200	333	Hand Compositors.	Rs.40-2-60-3-75	59.4	
78	-do- Grade II.	Rs.38-3/2-50	45.5						
190	-do- " III	Rs.28-2/2-38	34	1,000					1,000
79	-do- " IV	Rs.20-2/2-28	24.9	800					
140	Tempy.Hand Compositors.	Rs.20/-(fixed)	20		140	Tempy. Hand Compositors.	Rs.40-2-60-(E.B)-3-75	59.4	
10	Lino Operators (Grade I)	Rs.65-5/2-80-3/2-95	81	5,000					
16	-do- Grade II	Rs.72-2/2-80	76.9	4,500	52	Lino Operators.	Rs.50-3-80 (E.B)3-110	80	
26	-do- Grade III	Rs.45-3/2-72	58.8	4,000					4,500 E.B 5,000
6	Lino Temporary Relief Operators	Rs.40/-(fixed)	40	3,000	6	Tempy. Lino Relief Operators	-do-	80	
3	Mono Operators Grade I	Rs.65-5/2-80-3/2-95	81	6,000					
4	-do- Grade II	Rs.72-2/2-80.	76.9	5,500	14	Mono Operators.	-do-	80	
7	-do- Grade III	Rs.45-3/2-72.	58.8	5,000					5,000 E.B. 6,000
4	Mono Temporary Relief Operators	Rs.40/-(fixed)	40	3,500	4	Mono Relief Operators	-do-	80	

Government Press,
Madras, 9-4-1948.

Superintendent.

EduP.H
F 21

11

Confidential

Govt Press. Payment of bonus for Setting work due over minimum outturn.

f17 cf. From the S. G. P. No. 103/Mis. d. 9.4.48.

Memo. No. 14984/F/48.-3 Edu. d. 26/4/48.

The Superintendent, Govt. Press is informed that his view regarding the consultation of Govt. Press workers' Union in the matter of fixing a minimum out turn cannot be ~~Cannot be~~ accepted and that he should arrange to Consult the Union in the matter ~~of fixing of a minimum out turn & then~~ and Send a report to Govt. as early as possible

To The S. G. P.

Despd 27/4

27/4

26/4/48

21.4.48

Edn A 4
F

C. 14984/F/48

Confl

Govt. Press. payment of bonus for Setting work due over minimum outturn.

p 21 ch – ~~From~~ Memo. No. 14984/F/48-3. Edn. d. 26.4.48.

Memo. No. 14984/F/48-4 Edn. d. 14-5-48.

The attention of the S. of P is invited to the above memo and he is requested to expedite his reply to it.

12/5

13/5/48

To.
The S. of P.

12/5

12.5.48

CONFIDENTIAL.

ASST. SECRETARY TO GOVERNMENT
21 MAY 1948
EDUCATION AND PUBLIC HEALTH DEPT.

21 MAY 1948
MADRAS

From
A. Lepper Esq.,
Superintendent,
Government Press, Madras.

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

-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-

No.103-Mis., dated 19-5-1948.

37679

Sir,

Sub: Government Press - Payment of bonus for
setting work done over the minimum outturn.

Ref: Education and Public Health Memorandum
No. 14984-F1/48-4 Edn., dated 26-4-1948.

p21 and

B

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I have the honour to state that as instructed in
the above memorandum I have consulted the Union on the above
subject and have to state that they do not agree to my
demand for an outturn of 1000 ens per hour for hand compositors
nor to the rate of bonus which has been fixed at the pre-1939
rate of 3 annas per thousand ens nor do they agree to any
deduction being made for short outturn on the grounds that the
Payment of Wages Act does not permit such deductions. Their
counter proposal is an outturn of 800 ens per hour and a bonus
of 4 annas 6 pies per 1000 ens for all hand compositors.

2) I cannot accept the Union's views. 800 ens per
hour was the outturn fixed for the lowest grade of compositor
on Rs 20-2/2-28 and is abnormally low. Now that one unified
scale of Rs 40-2-60-(E.B)-3-75 has been introduced it is
but right to expect a higher standard of workmanship from all
compositors and I have only demanded the outturn fixed for the
next lowest grade viz., 1000 ens which I have made applicable
to all and am not demanding an outturn of 1200 ens fixed for
Grades I and II. The Union may contend that the revised scale
is introduced to meet the high cost of living and not with th
intention of raising the standard of workmanship which is not
correct as dearness allowance is paid on this account.

3) The bonus is an incentive for workers to earn mo
and increase their production and is within easy reach of an
compositor who has the will and who puts his heart into his
work and I feel quite justified in fixing the rate which was
in force in the days of piece-work besides, if a correspondin
deduction is made for short outturn, the higher the bonus the
heavier will the deductions be.

4) The term "deduction" is perhaps misleading and
as specified in para IV (b) of the annexure to my letter
No.103/Mis., dated 26th February 1948 recovery will be effe
as fines for loitering and wasting Government time. The
Government of India follow a similar procedure in the case
operators but as compositors are paid on piece rates the
question does not arise in their case.

pp1- and

5) To accept the Union's proposals will cost
Government a small fortune and as I pointed out in my lett
No.103/Mis., dated 9th April 1948 the monetary benefits
accruing to them on a 1000 en per hour rate show an increa
of 80% over the 1939 rates in the case of hand compositors.

p17 and

6) The Union is not interested in the outturn fi
for Lino and Mono Operators as no operator is a member of
Union. Should Government decide to adopt the Union's pro
for hand compositors the outturn of the Lino and Mono Ope
will have to be similarly reduced to that prevailing for
lowest grades and still further increase the burden on G
ment expenditure.

7)

7) I request Government to accept the proposals contained in my letter No.103/Mis., dated 26-2-48 and pass early orders. pp1-6 ante

Superintendent.

27

GOVERNMENT OF MADRAS
Education and Public Health Department

Confidential

D.O.No.14984 F/48-6

1X

Fort St.George,
Madras,
30th June 1948.

Dear Mr.Lepper,

SUB:- Government Press - Payment of bonus for setting work done over the minimum outturn.

REF:- Correspondence ending with the Superintendent, Government Press's letter No.103 Mis. dated 19-5-48.

p25 CF

***

I am desired to say that the Hon'ble Minister for Finance wishes that you should meet him and explain your proposals relating to the payment of bonus for setting work done over the minimum out-turn. You may arrange with him over the phone when it will be convenient for him to meet you.

Yours sincerely,

OM
30/6/48
Fair copy below

To

A.Lepper, Esq.,
Superintendent,
Government Press,
MADRAS.

Despd
[illegible]

28

15

29

CONFIDENTIAL

Copy of the letter from the Superintendent, Government Press, Madras, to the Secretary to Government, Education and Publi Health Department, Fort St. George, Madras, No.55/Mis,29th June 1948.

Sub: Government Press - Increase in the scale of pay of certain workers.

Ref: Memorandum No. 91609 F1/47-5 Edn., dated 19-5-48.

With reference to the above Memorandum I have got in touch with the Government of India and other Provincial Government Presses and forward herewith a statement showing the scales of pay of Linotype and Monotype Operators, Junior Foremen and Assistant Foremen.

2. In most cases the scale of Rs.125-5-175 or 18 for Lino and Mono Operators is applicable only to operators giving an outturn of not less than 5000 (corrected) ens per hour based on the average outturn of three consequtive months. A deduction of Rs.4 or 5/- is made from the basic pay for an outturn less than 5000 (corrected) ens but not less than 4000 (corrected) ens per hour. A deduction of Rs.8 or 10/- per hour is made from the basic pay for inability to obtain an average outturn of 4500 (corrected) ens per hour but not less than 4000 (corrected) ens per hour. A bonus of 8 pies per 1000(Corrected) ens is paid for an outturn exceeding 8,00,000 (Corrected) ens per month. I would recommend that the same method of payment be adopted in the Government Press, Madras, and the scale fixed at Rs.125-5-175 with deduction of Rs.5/- and Rs.10/- for reduced outturn.

3. Regarding Junior Foremen it will be seen that my original proposals for a scale of Rs.70-4-110 are not high

P.T.O.

xxxx

-2-

compared with the rates paid by the Government of India and the Governments of Bombay and the United provinces, but I leave it to Government to decide whether this scale may be fxx applicable or the proposals contained in my letter No.55/Mis dated 17-3-48 adopted.

4. I would also recommend that in the case of Assistant Foremen, the scale suggested by Government in Memorandum No.91609-F1/47-2 Edn., be adopted.

5. I would request Government to consider these proposals very urgently and pass earlyx orders so that the matter can be finally settled once for all.

/True copy/

16

E & P.H. (F1).

C. No 14981/48

Sub: Government Press - Payment of bonus for setting work done over minimum out-turn - Proposals of the S.G.P. - Orders passed.

Ref: From the S.G.P. No.103/Mis. dated 26-2-48.

ORDER (MS) NO. 2886 EDUCATION, DATED 16-4-48

pp 12/13 cf

pp 1-3 cf

12/11

The Govt. have considered the proposals of the S.G.P. contained in his letter cited and pass the following orders:-

pp 11-12 cf

(1) The Govt. approve the scheme for payment of bonus for setting work done over minimum out-turn and direct that it shall come into effect from 1-4-48. The suggestion of the S.G.P. that the payment of bonus may be made on the next excess out-turn calculated for a quarter of the financial year, i.e., April to June and so on, is also approved.

para 2 on p. 1 cf

para 3 on p. 1 cf

(2) The minimum out-turn of work for ~~all~~ hand compositors, Lino type Operators, and Mono-type operators shall be fixed as follows:--

B

Hand compositors	---	1000 corrected ens per hour.
Linotype operators	---	4500 corrected ens per hour, with 5000 corrected ens per hour to cross the efficiency bar.
Monotype operators	---	5000 corrected ens per hour, with 6000 corrected ens per hour to cross the efficiency bar.

pp 3-13 cf

A

(3). The draft rules submitted by the S.G.P. for the bonus system, embodying quarterly payments in respect of ~~all~~ excess hours at the hour rate of 0-3-0 0-1-6, and 0-1-3 per 1000 corrected ens for Hand-compositors, Lino-type Operators, and Mono-type Operators respectively and (providing for recovery by way of fines at the same rates for deficiency in the minimum out-turn are approved.)

Correction C

pp 11-12 cf

(4) Sanction is also accorded to the employment of the following staff upto 31-3-'49 for giving effect to the bonus system:-

Two Computors on Rs. 45-85 each.

One U. D. Clerk on Rs. 80 - 110.

9.11.48

9/11/48

9-11-48

To

The S.G.P. ~~Madras~~.

The A.G. thro' Finance.

(with a copy of the Annexure).

2 S/c.

pp (3-18 cf)

22/11

D

17

No.CA-I/IV/939 Dated: 9th OCT.1967

1U1562

From

The Accountant-General,
Concurrent Audit, MADRAS-9

To

The Assistant Secretary to Government,
Public Works department, MADRAS-9

ASST. SECRETARY TO GOVERNMENT
10 OCT 1967
PUBLIC WORKS DEPARTMENT

Sir,

Sub: STATIONERY & PRINTING, Government Press, Madras - Bonus to employees certain particulars - draft rules

Ref: G.O.Ms.No.2886, Education & Public Health, dated 16-11-1948.

pp 31-32 cf

***

(K)

I am to enclose a copy of D.O.letter No.521/EC-IV/20650/67, dated 6-9-1967, for information of Government and request that a copy of the draft rules referred to in the G.O cited may please be made available to this office.

Yours faithfully,

P.T. Vadivelu 9/10/67

CONCURRENT AUDIT OFFICER

2

PIX

PW(D)-

Lr. No. 101562-D1/67-23/10/67

To

The A.G. (A)
Madras.

P.191
24 OCT 1967
FINANCE
107659

with copy of G.O. ar
Fb 31-3 GP
with encl
(K)

CENTRAL DESPATCH BRANCH
Sub Post
Regd.
Despatched by Messenger
Spl. Messenger
Date and initials of Despatcher
9/11

Sir,

Sub: S & P Dept - Govt Press - Payment of bonus for setting work done over minimum outturn - G.O. Ms. No: 2886 Edn dt 26-11-48

Ref: From the A.G., Lr. CA-I/IV/939 dt 7-10-67.

I am directed to furnish ~~a copy~~ copies of G.O. Ms. No 2886 Edn dt 16-11-48 ~~containing~~ and the draft rules referred to therein as desired.

23x67 23x67

Y.f.,

Copy to the DSO (with a copy of Lr 1-3 (A) & encl.

24.10.67

Note: With reference to A.G's Lr. at plank, the draft Lr above is subd for approval. ~~Finance~~ [The A.G has not specified the purpose for which copies of the G.O are required]. Finance dept may see before issue

23x67 23x67 24.10.67

Fin

PWD UO 101562 D1/67-1
24x67.

D

3

18

Copy of D.O.letter from Shri K.V.Narayana Iyer, Administrative Assistant, Office of the Director of Stationery & Printing, Madras-1, D.O.Pr.521/EC-IV/20650/67, dated 6-9-1967, addressed to Sri P.D.Vadivelu, Concurrent Audit Officer,Madras-9

Sub: Stationery & Printing department, Government Press, Madras - Bonus to employees - certain particulars Regarding.

Ref: D.O.letter No.CA-I/IV/715,dt.29-8-67

***

The draft rules referred to by you are not easily traceable in this office.

Sd/-..........

(True copy)

Superintendent

9.10.67

Fin (P10)

May be perused and returned to PWD. ~~the draft to AG on p2 above~~

26/10/67

28.10.67

ASST. SECRETARY TO GOVERNMENT
30 OCT 1967
PUBLIC WORKS DEPARTMENT

Rcvd 108868

Finance U.O.No. 107659/PIV/67-1
30/10/67

PWD

4

(101562 – D1/67)

Pvr (D1)

The note of Finance on p 3 ante may be perused. The draft Lr on p 2 ante may issue

31x67

After issue, the papers may be filed with G.O.Ms no. 2886 Edn of 16.11.48

SG
31.10.67

31.10.67

C.No. 14984/F1/48

Note

Education and P.H.Department(F.1.)

19

Govt. Press - Payment of Bonus for setting work done over minimum out-turn.

PA1-2 CF

From the S.G.P. No. 103 Mis dated 26-2-1948.

--

pp1-2 CF
7 LF

In June 1946, the S.G.P. brought to the notice of the Govt. the increasing demands made on the Govt. Press and the consequent increase of work in the Press and the difficulties in increasing the ~~outpost~~ output of the work. He considered that the introduction of a bonus system for payment of bonus for the work done by the Compositors over ~~or~~ above the minimum out turn prescribed for them ~~will~~ would constitute an incentive for the workers to increase their output. Such increased output should be paid for, that this addl. payment will not be taken into account in paying leave salary or pension etc. Such a system would be advantageous to the Govt. in as much as increased out put can be obtained without additional establishment and without commitment on the part of the Govt. in regard to the payment of leave salary and pension ~~pension calculated without taking into~~ on account the payment of the amount of bonus.

ibid

ibid

p5 CF 7 LF
p7 CF 7(S)

2 The S.G.P. was asked to submit a detailed scheme for the payment of bonus. The S.G.P. submitted his proposals but it was thought opportunity might be availed of in that connection for the revision of the scales of pay of the workers in the Govt. Press. Subsequently as the question of revision of salaries was taken up the introduction of bonus system was not further considered, pending the ~~view~~ issue of orders regarding the revision of the scales of pay.

N4W
7(S)

pp19647 S0
CF 7(S)

3 Orders have since been issued in G.O.No.916 Fin. dated 26-11-47 and the scales of pay have been given effect to from 1-1-48. The S.G.P. has now submitted revised proposals for the grant of the bonus. If the principle of granting the bonus is accepted, the following remarks on the S.G.P's proposals seem called for:

pp1-2 CF

Para 1 of S.G.P's letter on p 1 c.f.:

The Supdt. suggests that bonus system might be introduced ~~with effect from 1-1-48~~ and that it need not be granted for the previous year as it would involve additional expenditure and administrati y be brought intoeffect from 1-1-48 or only from the date of order.

Mar 9/11/48 ·3
Proposals [illegible]
S.P. ·2

A

ara 2 of the S.G.P's letter on p 1 c.f.:

The S.G.P. suggests that in the interest of administrative convenience the bonus may be paid quarterly and that one upper division clerk and one lower division clerk may be sanctioned for the work connected with the grant of bonus. The proposals may be accepted.

ara 3 of the S.G.P's letter on page 1 c.f.

The out-turn of work prescribed by the S.G.P. in this paragraph may be agreed to.

B
less Sal

ara 4 and 5 of the S.G.P's letter on p 1-2 c.f.

The views of the S.G.P. may be agreed to and the draft rules submitted by him on pp 3-4 c.f. and the out turn of work prescribed by him as laid down on pp 5-13 c.f. may be also be approved.

C

ASST. SECRETARY TO GOVERNMENT
17346
16 MAR 1948
SAL
FINANCE DEPARTMENT

ara 6 of the S.G.P's letter on p 2 c.f.

The S.G.P. suggests the appointment of 2 Head computors and 2 Computors.

para 4 on p 8 c.f.
of Col (5)

In August 1946 when the S.G.P. submitted his scheme for the grant of bonus he suggested that one computor and Estimator, one Head Computor and 2 Computors ~~may~~ might be appointed to lighten the internal check and avoid the loss of productive hours to Govt. In modification of those proposals the Supdt. now suggests the employment of 2 Head Computors and 2 Computors The revised proposal of the S.G.P. may be accepted.

para 1 p 2 c.f.

The remarks of Finance may be invited u.o.

12.3.48.

15/3/48 S/ 16/3/48

E & P.H. U.O. No
14984-F1/48-1
16.3.48

Finance(Sal.)

The proposals of E & P.H. at A, B and C above may be accepted.

2 Addl. staff for giving effect to the system of Bonus.

At the instance of the S.G.P., E & P.H. propose to sanction the following additional staff:-

(1)	Av.cost Rs (2)	Remarks. (3)
A. Technical staff.--		
2 Head Computers(90--150) +D.A.		In his original proposal submitted in Aug.1946 the S.G.P. applied for addl. staff of 1 Chief Computer on Rs 100-140 & 3 other Computers.
2 Computers(45--85) +H.R.A. +D.A.	603 p.m. or 7236 per annum.	
B. Ministerial staff--		
1 U.D. Clerk (80--125)+MHA+D.A.		
1 L.D. Clerk (45-90)+H.R.A.+D.A.		

Cf Col (3) above

As compared with the staff originally proposed in August 1946, the present demand is large and expensive. It is for consideration whether Finance may suggest that it is sufficient to sanction 2 Computers on Rs 45--85 and 1 U.D. Clerk on Rs 80--110 ~~to~~ (to start with. This staff may) be attached to one of the existing sections, the question of further strengthening being examined in the light of experience. If this suggestion is accepted, the extra cost will ~~be~~ work out to Rs 4037 p.a. As this exceeds the limit of Rs 3,000/- H.M(Fin.) may see the case. The addl. staff may be sanctioned temporarily up to 31-3-49 for the present.

17.3.48

18/3

E-P.H
71

Fin no 20630
17346 Sal/48.1
18.3.48

Finance agrees to the proposals of the S.G.P for payment of bonus ~~for setting work~~ set out in the note of this deptt on pp 1-2 ante. As regards addl. staff required by the S.G.P. Finance suggest that to start with, 2 computors on Rs 45-85 and 1 U.D clerk on Rs 80-110 may be sanctioned upto 31.3.49 as against a staff of 2 Head computors ~~2 some~~ on Rs 90-150, 2 computors on Rs 45-85, 1 U.D clerk on Rs 80-125 and 1 L.D clerk on Rs 45-90 asked for by the S.G.P and supported by this deptt. It is for orders whether the suggestion of Finance may be agreed to.

The file may be circulated

May be agreed to.

71
189

to H.M.(Edn) and H.M. (~~F~~inance) for ~~[illegible]~~ orders on the proposals at 'A', 'B' and 'C' on pp 1-2 ante and for the employment of the addl. staff mentioned above for giving effect to the system of bonus.

av
19.3.48

JBM
21/3/48 S

[illegible]
21 Mar

H.M. (Edn.)
H.M. (Fin.)

0837
22/3

I hope the bonus system will presume that an average minimum of work must be fixed to all workers. People who do less than a certain amount of work must be considered inefficient and people who are able to do more must be entitled to get a bonus.

~~Once~~ when we fix this up, we must be able to calculate the financial consequences of the amount that we give as bonus. I am not able to get at these figures in this file. I believe they are somewhere. They may be flagged and sent on because I must understand the system more fully before I give my opinion on it. I would also like to know whether in the fixation of this average, the Union was consulted so that a reasonable amount of work could be fixed in consultation with the workers, so that we have no trouble about it later on.

TSA
29.3.48

SECRETARY, EDN. AND P. H. DEPT.
30 MAR 1948
GOVERNMENT OF MADRAS

Circulation interrupted — [illegible] to the minister of H.M. (Edn.) by
30 Sept.

S.O. that an average minimum of work ~~is fixed~~ based on an average number of working hours i.e. 174 in a month has been fixed. People who do less than the minimum will have their pay reduced at the rates fixed for payment of bonus for work done in excess of the minimum. The S.G.P has stated that the payment of bonus for work done in excess of the minimum out-turn does not involve any addl. financial commitment to benefit the existing men. The scheme aims at increasing the production. It is explained by the S.G.P in his letter on pp 3-4 c.f. (in l.f.) to G.O. 916 Fin (S) 26.11.47

The workers' representatives are reported to have agreed to the bonus system vide the minutes of H.M.(Edn) on p 12 n.f. (in l.f. below). to G.O. 916 Fin 26.11.47 (S) But it is not known whether the Union has accepted the minimum proposed by the S.G.P. The S.G.P may be consulted.

p 3 c.f. G.O. 916 Fin (S) 26.11.47

Ud

They will earn bonus; but the point is that if any worker's out-turn is lower the work represented by the 'bonus' will have to be done by extra staff & in view of this it is considered better to [illegible] an incentive to the existing [illegible] to do [illegible]

The draft memo below is for appl.

av
30.3.48

JBM
31/3/48 S

[illegible]
1 Apr.

p 15 c.f. [Memo No. 14984-71/48-2 Edn dated 1-4-48]

pp 17-19 c.f. Cw 27156 from the S.G.P. No 103/ [illegible] dated 9.4.48

A

The S.G.P states that the Govt Press workers Union has not been consulted in the matter of fixing a minimum out-turn. He is not also for consulting the Union in the matter as it will create an undesirable precedent and undermine his authority. In the circumstances stated, it is for consideration whether the S.G.P's views may be accepted.

The S.G.P has also explained how the minimum out-turn ~~[illegible]~~ proposed by him is liberal.

The file may be circulated to H.M.(Edn) and H.M.(Fin) for orders on the proposals at 'A', 'B' and 'C' on pp 1-2 ante.

A.V.
15/4/48

JBM
17/4/48 S

'A' Even normally this is a matter in which consultation with the Union would be quite appropriate. The attitude of the Supt. is particularly inappropriate at a time when we are thinking of allowing Labour a voice in the management of concerns. He may be told that his view cannot be accepted and that he should arrange to consult the Union and then send a report.

R.

[illegible]
19/4/48

H.M. (Edn.)

0821
19/4

6

I agree with the note of the Secretary above. The Superintendent of the Government Press may be asked to come and the Secretary may explain to him the point of view and tell him how such a procedure would ~~work~~ help for smoother working of the Press.

SECRETARY, EPH, AND P.H. DEPT.
21 APR 1948
GOVERNMENT OF MADRAS

20-4-48

The draft d.o. below is for approval

21/4/48

22/4/48

S The happened to have [illegible] & I have mentioned to him the point of view in this case & the attitude [illegible] to be taken vis a vis the Union.

A formal communication may now go to him as at 'R' on p.5 ante.

23/4/48.

A draft memo to S.G.P is Submitted below, for approval

26/4

24/4/48

26/4/48

The draft reminder, below, to the S.G.P is Submitted for approval.

12/5

12/5/48

13/5/48

22

p21 cf [Memo no. 14984-7, Edn-4 Edn dated 26.4.48]

Cu 37670 from the S.G.P. No 103 Mis dated 19.5.48

Please see the minute of HM (Edn) on p blank

The S.G.P. states that he consulted the Govt Press workers' union in the matter of ~~fix~~ fixing a minimum out turn and payment of bonus for work done over the minimum and that the union does not agree to his proposals. The union's counter proposal is an out turn of 800 ens per hour (as against 1000 ens per hr fixed by the S.G.P) and a bonus of annas four and 6 pies per 1000 ens (as against 3 annas per 1000 ens proposed by the S.G.P) for all hand compositors. The union does not agree to any deduction being made for short out turn. The S.G.P. does not agree to the proposals of the union. He states that the proposals of the union will cost the Govt a good deal. He sees no reason to accept the views of the union. He therefore requests that his proposals in his letter on pp 1-4 ~~cf~~ may be accepted.

The S.G.P's view may be accepted.

The file may be circulated to HM (Edn) and HM (Fin) for orders on the proposals at 'A' 'B' and 'C' on pp 1-2 ante and ~~on~~ the proposal ~~to employ~~ up to 31-3-49 a staff of 2 computors on Rs 45-85, and one L.D. clerk on Rs 80-110 for ~~[illegible]~~ giving effect to the bonus system.

Already agreed to by Fin in pp 2-3 above

24.5.48

25/5/48 S

Fin: may see again before circulation.

25/5/48.

E.G.P. H.U.O. No
14984 Fi/48-5
25-5-48

Finance E III

(Previous note of Finance on pp2-3 above)

The minutes of HM (Edn) on pp. 4 and 6 above and the notes of E.P.H. following, may be perused. ~~and the [illegible]~~ ~~to delete~~ No further remarks seem ~~are~~ called for in this deptt.

27/5/48

71

ASST. SECRETARY TO GOVERNMENT
39651 Edn
25 MAY 1948
FINANCE DEPARTMENT

Fin. No
39651 Edn-7
28/5/48

ASST. SECRETARY TO GOVERNMENT
29 MAY 1948
39840
EDUCATION AND PUBLIC HEALTH DEPT.

27.5

27/5/48

Please see the note of Finance above.

The file may now be circulated for orders regarding the proposals referred to at "P" on p 7 ante

av
31.5.48

1/6/48 S

1/6/48 H.M. (Edn.)

H.M. (Fin.)

~~08123 1/6~~

TSA
8-6-48

This need not be taken up now.
(Why not the points for orders be put up clearly and specifically?)

16.6

17 JUN 1948

The file may be circulated to H.M. (Edn) for the perusal of the minute of H.M. (Fin) above.

The points for orders in the file ~~[illegible]~~ are :-

(1) whether the bonus system for work over the minimum outturn may be introduced from 1.1.48 — 'A' on p 2 ante

(2) whether a minimum out-turn of 1000 corrected ems per hour be fixed for all hand compositors, for Lino-type operators, an outturn of 4,500 corrected ems per hour and 5000 corrected ems per hour to cross the efficiency bar, and for Monotype operators, 5000 corrected ems per hour and 6000 corrected ems per hour to cross the efficiency bar. — 'B' on p 2 ante; para 3 on p 1 cf

(3) whether the draft rules submitted by the S.G.P at pp 3-4 cf for ~~[illegible]~~ of the Bonus System embodying quantity payments at hourly rates of 0-3-0, 0-1-6 and 0-1-3 per 1000 ems respectively and reduction for deficiency in the minimum outturn and the outturn for setting of work prescribed by him as at pp 5-13 cf, may be approved — 'P' on p 3 cf

and (4) whether the proposal to employ up to 31-3-49 a staff of 2 Computors on Rs 45-85 and one L.D. Clerk on Rs 80-110 for giving effect to the Bonus System may be approved.

18/6/48 S / 18/6/48 H.M. (Edn.)

This is for the introduction of the bonus system. This was suggested by the Cabinet Sub Committee for the revision of salaries. This is also recommended by the ~~Deputy~~ Superintendent of the Govt. Press as something which will be cheaper to the Government. H.M. Finance if ~~he wants to know more,~~ ~~about it~~ may call the Secretary to explain to him or send for the Supdt. of the Government Press.

TSA
24.6.48

24 JUN 1948

The file may circulated to H.M. (Fin).

24/6/48 S

25/6/48 H.M. (Fin.)

Let Supdt. meet me and explain.

29.6

A draft* D.O. is submitted for approval. After issue, the file may be sent to H.M. (Fin) for use at the discussion.

av
29.6.48

29 JUN 1948

*Issued as D.O. No 14984 Fi/48-6
30.6.48.

30/6/48 S / 30/6/48 H.M. (Fin.)

Supdt. discussed this with me.

A/ It may come into force from 1.4.48.
With regard to 2, the revised proposals of the Supdt. with regard to Lino-type and Mono-type at p 29 cf file may be accepted.
× 3 & 4 Yes.

31.8

Copy at pp 29-30 cf

01 AUG

~~May be circulated to HM (Edn).~~

pp 29-30 cf

The revised proposals of the S.G.P dated 29/6/48 referred to in the minute of H.M. (Fin) relate to the revision of the scales of pay of Lino and Mono-type Operators.

in pay for reduced outturn and a bonus of 8 pies per 1000 (corrected) ens for an outturn exceeding 8,00,000 (corrected) ens per month, with a scale of pay of Rs.125-5-175 for the Lino and Mono-type operators. It is presumed that H.M.(Fin.) has approved only the revised proposals of the S.G.P. relating to the minimum outturn to be fixed, as item (2) on p.8 ante on which H.M.(Fin.) has passed orders, relates to the fixation of minimum outturn. The S.G.P. originally proposed and outturn of 4,500 ens (corrected)per hour and 5,000 (corrected) ens per hour for crossing the efficiency bar for Lino-type operators, and 5,000 (corrected) ens per hour and 6,000 corrected ens per hour for crossing the efficiency bar for mono-type operators. He has now proposed in his letter dated 29th June 1948 as follows:- p1cF pp29-30 cf

5,000 (corrected) ens per hour based on the outturn of three consecutive months and a deduction of Rs.5/- for an outturn less than 5,000 but not less than 4,000 and a deduction of Rs.10/- for inability to obtain an average outturn of 4,500 but not less than 4,000 per hour.// Of course, the above proposal is based on the revised scale of pay suggested by him, viz., 125-5-175. It is not proposed to give this scale. The scale proposed to be given is Rs.60-3-120 plus bonus at 1 anna and 6 pies in the case of Lino-and 1 anna 3 pies in the case of mono-,per 1,000 ens in excess of normal outturn. The payment of bonus is also mentioned in the S.G.P.'s letter on pp.29-30 c.f., but H.M.(Fin.) has approved item (3) on p.3 ante. It is therefore presumed that the revised proposal of the S.G.P. in regard to the minimum outturn ~~above~~ alone as stated above has been approved by H.M.(Fin.) Portions marked 'A' and 'B' on pp.12-13 c.f. will have to be modified if the revised proposals of the S.G.P. regarding the minimum outurn are approved.

We note for S.G.P. at (4)

May be circulated to H.M.(Edn.) and H.M.(Fin.)

9/9/48 S

14/9

H.M.(Edn.) ✓

H.M.(Fin.) ✓

SECRETARY, EDN. AND P.H. DEPT.
25 SEP 1948
GOVERNMENT OF MADRAS

2A

Edn. & P.H. Deptt.

The Superintendent, Government Press, had just a talk with me about the proposals for revision of the pay of mono and lino-type operators and the payment of bonus, etc.

The point he made was that the suggestions he made about fixing a higher minimum outturn for them were intimately connected with his proposal for a higher rate of pay viz., Rs.125--175 and that it would not be justifiable to reject the proposal for the higher pay and, at the same time, to accept his suggestion about higher minimum outturn, as that minimum outturn would not at all be appropriate for the lower scale of pay of Rs.60--120, and the minimum outturn was pitched by him deliberately higher only in view of the higher salary which he was proposing. In other words, his proposals for higher pay and higher minimum outturn should either be accepted together or rejected together, and the higher minimum outturn should not be linked up with the lower scale of pay of Rs.60--120. This is an important point and I think the discussions that have proceeded so far will get materially altered with reference to this. Please examine.

14/9

14-9-48. Secretary.

The file on the introduction of the bonus system in the Govt Press has been recirculated to H.M.(Edn) and H.M.(Fin) on 10-9-48 and on its return the point raised above will be examined and put up. The file on the proposal for the revision of pay of mono- and lino-type operators, etc has has been sent to Finance as the subject is before the S.F.C.

14-9-48

14/9/48 S

14/9

E III

Please see the orders on p 10 ante.

The minimum outturn now approved therein is higher than that originally proposed by the S.G.P. As the S.G.P. now ~~used~~ insists on higher pay (which it is not proposed to grant) if the higher minimum is to be fixed, it is for orders whether the ~~propos~~ original proposal of the S.G.P. vide item (2) on p 8 ante may be approved. Finance may see for remarks before circulating the case again.

See joint note on p 11 ante

It is fair to do only this - in view of what has been explained at p 11 ante.

M

AV
28.9.48

BM
28/9/48

~~For~~ Fin.

E&P.H. U.O. No
14984 F./48-7
29.9.48.

Finance (E III)

(Pre Finance note on p 7 above)

Please see the further note of E.P.H. and the orders in circulation on pp 9-10 above. In the circumstances explained by E.P.H. on p 11 above, this deptt. need not object to orders being taken in circulation including HM (Fin), regarding the fixation of a minimum out-turn for work for hand compositors, lino-type operators etc.

ASST. SECRETARY TO GOVERNMENT
88767
1 OCT 1948
FINANCE DEPARTMENT

ASST. SECRETARY TO GOVERNMENT
7 OCT 1948
74584
EDUCATION AND PUBLIC HEALTH DEPT.

5/X.

FIN. U.O. 88767/E III-1
5-X-48

E.P.H.

4.X.48

Please see the note of Finance. The orders in circulation at pp 9-10 ante are :-

(1) that the bonus system for work over the minimum outturn in the Govt Press should come into force from 1.4.48.

(2) that the minimum outturn be as follows.

'5000 (corrected ens per hour based on the outturn of three consecutive months and a deduction of Rs 5 for an outturn less than 5000 but not less than 4000 and a deduction of Rs 10 for inability to obtain an average outturn of 4,500 but not less than 4000 per hour'.

25

(3) that the draft rules sent by the SGP at pp 3- for the bonus system embodying quarterly payment ~~at hour rate of 0-3-0-0-6~~ ~~annas~~ embodying the revised minimum outturn mentioned in item (2) above, etc be approved

(4) that the proposal to employ up to 31.3.49 a staff of 2 computors on Rs 45-85 and one L.D. clerk on Rs 80-110 for giving effect to the bonus system be approved.

p. 11 ante

The S.G.P. has since told the Secy that his revised minimum outturn and the higher scale of pay proposed by him for lino and mono-type operators should be accepted together or rejected together and that the higher minimum outturn should not be linked up with any lower scale of pay - vide note on p 11 ante. As it is not proposed to accept the proposal of the SGP regarding the scale of pay, his proposal for higher minimum outturn may not also be approved. His original proposal - vide item (2) on p 8 ante may ~~therefore~~ be approved. The file may now be circulated to HM (Edn) and HM (Fin).

AV
16.10.48

BM
18/10/48

SECRETARY, EDN. AND P.H. DEPT.
29 OCT 1948
GOVERNMENT OF MADRAS

28.X

TSA
26.10.48

Please see the orders in circulation above. A draft order is submitted. For approval. ~~May be sent to Finance for acceptance~~. Reference is invited in this connection to the representation of the Madras Govt. Press Lino and Mono Operators' Association wherein, ~~[illegible]~~ they have suggested that the idea of paying extra for additional outturn may be dropped. This suggestion is consequent on the increase in their scale of pay proposed by them. As it is not proposed to increase the scale as suggested by them, there is no need to consider their suggestion ~~[illegible]~~ to drop the bonus system already agreed to.

Shr
6.11.48

May be sent to Finance for acceptance of the draft order below

ar
8.11.48

9/11/48

E.&P.H. U.O. 152
14984 F1/48-8
10.11.48

FIN (E III)

Please see previous Finance notes on page 12 above and the orders in circulation on page 13 above. The draft order below may be accepted and the case returned to E&P.H.

12/11

E-PH

Dy K.
12.11.48

DR
12.11.48

11 NOV 1948
97829

DS
EPH

FIN. U.O. 97829/E III/48-1
12.11.48

Issue

15/11/48

84708
16 NOV

From
A. Lepper Esq.,
Superintendent,
Government Press, Madras.

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

No. MCS/S.B.C Dated 19-11-1948.

Sir,

Sub: Outturn of compositors.

I have had a good deal of further argument and discussion with the Union on the above question and have come to the conclusion that I shall have to accede to their demand for a reduced outturn of 800 corrected ens per hour instead of 1000 as proposed by me. If Government agree to this, there will also have to be a corresponding reduction in the outturn of the Lino and Mono Operators, the Lino outturn may be fixed at 3,500 corrected ens per hour and the Mono at 5,000 corrected ens plus bonus in each case.

4000

I fixed the bonus at the same rate as prevailed in the days of piecework. There is much agitation regarding this and the Union is demanding at 50% increase in each case in view of the changed conditions since 1939. This demand I am also prepared to accept.

A. Lepper
Superintendent.

RGM.

22 NOV 1948
86687

19/11

26

15

P1 8/11 3 17

27

POST COPY OF TELEPHONIC MESSAGE.

ASST. SECRETARY
24 NOV 1948
EDUCATION AND PUBLIC HEALTH DEPT.

From:- The Superintendent, Government Press, Madras.
To:- The Secretary to Government, Education and Public Health Department, Fort St. George, Madras.
Dated:- 23-11-1948.

87276

Ref: G.O.Ms.No. 2886 Edn., dated 16-11-1948.
Sub: Sanctioning the payment of bonus for setting work done over minimum outturn.

Please refer my letter No.Mis/S.B.C., dated 19-11-1948 wherein the out-turn for Mono Keyboard setting mentioned as 5000 corrected ens per hour is a clerical error for 4000 corrected ens per hour plus bonus.

blank

2. In view of my revised fixation of out-turn agreed to in the above letter, a modification to the G.O. cited above may please be issued early, and on receipt of which the bonus scheme will be given effect to.

R Siddique
23.11.48
~~for~~ Superintendent.

23/11

E+P.H. (F1)

117
10/12

Subr. Govt. Press - Payment of bonus - Reduction ~~Fixation~~ of minimum outturn - Negatived

Ref: G.O.(Ms) No. 2886, Edn., d/ 16.11.48.
From the S.G.P., R.No. Mis/S.B.C., d/ 19.11.48.

Dp (F.D)
14/12/48

Memo No: 86687 F1/48-2 Edd. 15-12-1948

The S.G.P. is informed that Govt. see no reason to reduce the minimum outturn fixed in G.O.(Ms) No. 2886, Edn., d/ 16/11/48.

Affile writer (t).
14/12/48

2. He is also informed that ~~the~~ Bonus scheme which has just been sanctioned ~~just now drawn~~ may be worked on the sanctioned basis for sometime, and that if, any revision is called for, as a result of its working, ~~he~~ S.G.P. may submit necessary (proposals ~~therefor~~ in due course.

17/12

To,
The S.G.P.
(2 spare copies)

OR.
9/12/48

9/12/48

6/12/48

11/12/48

E&P.H.

Sub: Govt Press Payment of bonus ~~Fixation~~ Reduction of minimum outturn
Negotiation

Ref: G.O.Ms. No. 2886, Edn, d/ 16.11.48
From the S.G.P. No. Mis/S.B.C., d/ 19.11.48

Memo No: 86687/Edn/48 15-12-1948

The S.G.P. is informed that
see no reason to reduce the minimum
outturn fixed in G.O.Ms. 2886, Edn, d/ 16-11-48.

2. He is also informed that the Bonus Scheme which has been
sanctioned just now may be worked
on the sanctioned basis for sometime
that if any revision is called for as a
result of the working, the Union
submit proposals therefor.

C.No. 86687 /48

EDUCATION & PUBLIC HEALTH DEPT

Sub: Government Press - Payment of bonus - Fixatio
minimum outturn.

Ref: G.O.Ms.No. 2886 Edn. dated 16-11-48.
From the S.G.P.No.Mis/S.B.C. dated 19-11-48.

...

(t)
31-32
CF

Please see the references from the S.G on pp 1-3 cf. The S.G.P. requests that the minimum ou turn fixed in G.O.Ms.No.2886 Education, dated 16-11-48 be reduced, as desired by the Union. He also requests that the rate of bonus may be raised by 50% in each ca in view of the changed conditions since 1939, as the r sanctioned are the same as prevailed in the days of piecework. In this connection, reference is solicited the remarks of the S.G.P. especially paras 1-3 and 5 of his letter, on p. 25 cf ('t) and the notes on p 7 nf.(The S.G.P. ~~has all along been holding~~ held until now the view that the minimum out-turn should not be fixed below 1000 ens per hour. Replying to the resolution passed by the Union, he ~~has~~ stated that any compositor with a year's experien should be capable of giving an out-turn of 1000 ens-~~per~~ ~~hour~~ he has also stated that monetary benefits on a 1000 ensper hour rate show an increase of 80% over the 1939 rates in the case of hand compositors and that the cost of production will increase, if the proposal of the Union was accepted. ~~Now~~ the S.G.P. has now proposed that the request of the Union may be acceded to. Reference is solicited to the remarks of the Secretary at page 15 of the sectional notes in linked file. The bonus scheme has been sanctioned just now and it may be worked on the sanctioned basis for sometime and if any revision is called for, as a result of its working, the S.G.P. may submit proposals.

p 15 of S.N/
delinked

For orders whether the present proposals of the S.G.P. may be turned down. Finance may see [illegible]

delinked
G.O. 2886 Edn (t)
16-11-48

ADDITIONAL DEPUTY SECRETARY
103178
2 DEC 1948
FINANCE DEPARTMENT

No. 86687 Edn/48-1
1-12-48.

27.11.48

27/11/48

2.

F1

Finance (E III)

Please see the letter from S.G.P. on page 1 of and the notes of E&P.H. on page 1 above. In the circumstances, this dept. may agree with the views of E&P.H. at A on page 1 above.

DGH.
12.48

DR
2.12.48

3/12

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.
4 - DEC 1948

DS
EPH

E-PH 90647

FIN.U.O. 103178/E III-1
3-12-48

CSR
4/12/48

E&P.H. (F1)

Please see the notes of ~~the~~ Finance above. A draft memo to the S.G.P. is submitted for approval. After issue, the papers may be filed with (t).

2. For orders as to circulation.

CSR
9/12/48

12/48

DM
6/12/48

S

11-12-48

(Gr.)

11/12/48

ISA
14.12.48

SECRETARY, EDN. AND P.H. DEPT.
14 DEC 1948
GOVERNMENT OF MADRAS

30 4/85 |S1|85

30