

Education and Public Health

(1948) Department.

Ms. SERIES.

G.O. NO. 299 Edn.,

→ pp 12-13
ct

Dated 16-2-48.
16-2-1948.

[Despatch Abstract.]

Endowment Government college, Kumbakonam - The Subramanyam Scholarships
Endowment Fund Scheme - Amended.

College - Engineering, Grindy - Workshop employees
Payment of house rent allowance - Sanctioned.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
G.O.	1888	Edn.	28-8-47				
"	(321	"	5-7-47				

Further Papers.

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

Govt. Engineering College Workers Union.

GUINJOY

PRESIDENT
P. P. K. SARMA, B.A., M.L.C.
VICE-PRESIDENT
T. S. RAMANUJAM, M.A., LL.B., LONDON
SECRETARY
P. THANGAVELU

27 JUN 1947.
Madras

To
The Honourable the Minister for Education
Govt. of Madras,
Madras.

52870 Sir,

I beg to put forward before you the grievances of the workers of the Engineering College Workshops. The Govt. of Madras has sanctioned Rent allowance to P.W.D. Workshops since 1946. We were not given any allowance up till now. The following are our grievances.

1. Giving Holidays according to Festival with wages and an Holiday extra without wages.
2. Not paying any heed to accident report when hurt on duty.
3. Working when hurt on duty.
4. Filling up existing Vacancies according to seniority.
5. Filling up the vacancy of Machine Maistry according to Senior Turners in the Machine shop.
6. Scales of pay as sanctioned in the P.W.D and other Govt. Workshops.

7. Scales of pay sanctioned in 1938 and up till now no scales of pay sanctioned.

8. Gratuity after long service.

In P.W.D. Workshops the Gratuity is calculated at 15 days for every year, whereas here the Gratuity is calculated in this workshop at 3 months for every 10 years service and 6 months for every 15 years service. Our rule must be like the P.W.D. Workshops.

9. Sick leave to be sanctioned on average pay on Medical Certificate as in other Workshops.

We request that you would be good enough to go through these 9 grievances of ours and grant to us our requests.

Item No.5. may be carefully considered. The previous Maistry retired on 1-7-45 and the vacancy was filled by a Trainee of the War Technical Training Scheme. His qualification is not according to the one mentioned in the Fort St. George Gazette in 1945. He was classified in Class 19 A Emergency Rules. Necessary action should be taken immediately to fill the vacancy according to seniority in the Workshop.

Thanking you,

I remain, Sir,
Yours faithfully,

Enclt No. 52870 A (47) (15) 2-7-47

P. Shargarech
Secretary

Referred to the
DPS for remarks

28/6/47 21/7/47 To the DPS 21/8/47

Z.P.H.(A)

Mem. No. 52870-2/47 A. Edu. dated 21-8-47.
Sub: Engg. college - Workshop - Workmen - Granting certain concessions.

Ref: Enclt. No. 52870-1/47 A. Edu. dated 2.7.47.

The D.P.I. is requested to expedite his reply to the Enclt. read above.

21/8/47 M 21/8/47

21/8/47

(A) 495

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

Sub: College of Engineering, Guindy - Workers employed
in the workshop.
Ref: Government Memo. No. 52870-2/47-A dated 22.8.47.

C.F. 32 (a).

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

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

Enclosures: Roc No. 5468K2/46 dated 6 - 9 - 1947.

Sir,

71367

Sub: College of Engineering, Guindy - Workers employed
in the workshop.
Ref: Government Memo. No. 52870-2/47-A dated 22.8.47.

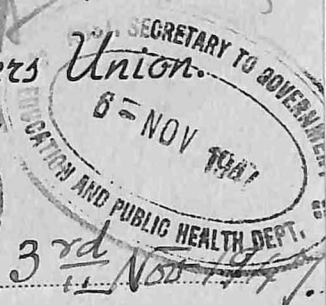
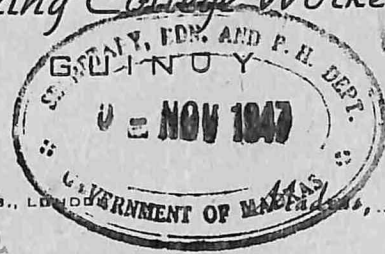
I have the honour to state that the question
has been referred to the Principal, College of Engineering,
Guindy for his remarks and his reply has not been received.
A report will be submitted as soon as the reply of the
Principal is received.

Ramu. 6/9.
6/9

K. Narasimhan
for Director of Public Instruction.
E.P.H. (A)
he D.P.I. may be reminded
next on 10.10.47, if necessary.
10.9.47 11/9/47 11/9/47

Govt. Engineering College Workers Union.

PRESIDENT
P. R. K. SARMA, B.A., M.L.C.
VICE-PRESIDENT
T. S. RAMANUJAM, M.A., D.L.B., LONDON
SECRETARY
P. THANGAVELU.



To The Honble The Minister for Education
Madras.

Sir,
The Government of Madras has sanctioned Rent allowance for 18 months. We were not paid as yet.

I request your immediate attention and Sanction of the payment as early as Possible. I have been sending so many reminders regarding the matter. Scales of pay and monthly salary also is not sanctioned yet. Filling up existing posts of vacant appointments according to the period of service and Seniority. I request your immediate attention on these important matters at

(A) 11/11/47
The A.P. Government
has sanctioned rent allowance for 18 months.

Your earliest Convenience:
 As the festival of Deepavali is fast approaching, we shall be very grateful if the rent allowance is paid to us before the festival so as to enable us to purchase the necessary things & clothing for our family. Thanking you very much

Yours faithfully,
 P. Thangavelu

Secretary,
 E. P. H. (A)

Enclt. No. 52870-4/47 A Edn dated 10-11-47
 Referred to the D. P. G. for remarks in continuation of Enclt. No. 52870-1/47 A Edn dated 2-7-47.

35/18/11
 7-11-47
 20-8-48
 15/11/48

C.F. 32.

EDUCATION

Department

Received

Registered

From (Name) DR. S. R. U. SAVOOR, M.A.,
 D.Sc., I.E.S.,
 Designation DIRECTOR OF PUBLIC INSTRUCTION,
 Station MADRAS.

To

The SECRETARY TO GOVERNMENT,
 EDUCATION AND P.H. DEPARTMENT,
 FORT ST. GEORGE, MADRAS.

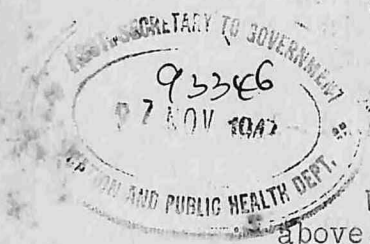
Enclosures:

R.C. No. 5468/K.2/46 dated 23rd November 1947.

Sir,

SUB:- College of Engineering, Guindy = Workshop Concessions to workmen.

REF:- G.O.No.1888, Education, dated 28th Aug.47.



With reference to paragraph 4 of the G.O. referred to above, I have the honour to state that there are at present 50 workmen in the Power House and Workshop on daily wages ranging from Rs.1-13-0 to annas 10. The monthly earnings (based on daily wages and interim relief) will not exceed Rs.50/- a month for each workman taking 26 days as average number of working days for a month. Each workman will, therefore, be eligible for a house rent allowance of Rs.5/- per mensem. The approximate cost involved in the grant of house rent allowance from 26th July 1946 (the date from which the workmen employed in the P.W.D. Workshops and Stores are getting the allowance) to 31st March 1947 will be Rs.1,800/- and for the current year Rs.3,000/-. With regard to the wages it is reported that the previous Principal sanctioned an increment of wages to the workmen with effect from 1st December 1946 and so no further increment is considered necessary for the present.

2. In their Endorsement No.52870/A/47-1 Education, dated 2nd July 1947, Government have referred to me for remarks the grievances of the workmen detailed in the letter dated 25th June 1947 of the Secretary of the Workers' Union. I submit the following remarks:-

Items 1 & 9:- The Workmen have since been granted 15 days leave with wages for all college holidays for festivals - vide paragraph 3 of G.O.No.1888, Education, dated 28th August 47. Apart from this, the workmen who have put in more than 10 years of service, get 15 days leave with wages in a year and those who have put in more than 3 years but less than 10 years, get 10 days leave with wages in a year.

Items 2 & 3:- Immediate medical attention is being paid by the college Resident Doctor to the workmen when hurt.

Items 4 & 5:- The Senior workman can be promoted as Maistries and Foremen only when they are qualified. It is reported that for want of a qualified hand, the Machine Maistries post has been filled up by a War Technician trainee as a temporary measure. The Senior turners in the Machine Shop are reported to be not qualified for the post of Machine Maistry.

Items 6 & 7:- With reference to the recommendations of the Cabinet Salaries Committee communicated in G.O.No.223, P.H. dated 23rd January 1947 proposals for converting the existing daily wages system in the college workshop into monthly salary system in line with the P.W.D Workshops are being worked out by the Principal and these will be submitted on receipt. I would also invite the attention of Government to the proposals submitted in this office letter HC.No.270/A/44 dated 26th May 1945, but these were not approved - vide Government Memorandum No.11055/C/44-19 Education, dated 2nd February 1946.

Item 8:- Under the existing orders of Government viz. G.O.No.MS.163, Education and Public Health, dated 30th January 1940 and G.O.No.228, Edn. dated 13th February 1941 gratuity is paid at the following rates:

- | | |
|--|------------------|
| (a) Not less than 10 years but less than 15 years. | 3 months' wages. |
| (b) 15 years and over | 6 months' wages. |

3. I request that Government may kindly issue early orders in regard to the grant of house rent allowance to the workmen.

for Director of Public Instruction.

KAN.26/11

Govt. Engineering College Workers Union.

GUINDY

PRESIDENT
P. R. K. SARMA, B.A., M.L.C.
VICE-PRESIDENT
T. S. RAMANUJAM, M.A., L.L.B., LONDON
SECRETARY
P. THANGAVELU.

Madras, 13.12.47

To
Jai Hind.
The Minister of Education.
Madras.

Sir. I beg to state, that I approached the College Staff Office Clerk & was informed by him that the Principal has despatched the letter regarding our grievances to you & no reply has been received yet. We find it extremely difficult in these famine stricken days to live with our meager earnings & therefore we request your personal and immediate attention & we be paid the allowances as early as possible. Thanking you

I beg to remain
Sir
Yours faithfully
P. Thangavelu
Secretary.

College - Engineering College, Guindy - Workshop
employees - Grant of House rent allowance, etc., -
Grievances.

From the Secretary, The Govt. Engg. College Workers
Union, Guindy letters dated 25-6-47, 3-11-47 and
13-12-47.

Memorandum No. 52870-6/47A Edu. dated 14-2-48

With reference to the letter of the Secretary,
Government Engineering College workers Union, ^{Guindy,} dated
25-6-47, and his subsequent letters read above, the
Secretary is informed as follows:-

Orders sanctioning the payment of house rent
allowance from 1-1-48 to the workers employed in the
Engineering College Workshop, Guindy, are being issued
separately.

Items 1 and 9: The workmen have since ^(granted) been holidays
with wages for the college holidays up to ^{a limit of} fifteen days
in a calendar year excluding those that fall within the
college vacations. Apart from this, the workmen who
have put in more than 10 years of service, get 15 days
leave with wages in a year and those who have put in
more than 3 years but less than 10 years, get 10 days
leave with wages in a year.

Items 2 and 3: It is reported that immediate medical
attention is being paid by the College Resident Doctor
to the workmen when hurt.

Items 4 and 5: It is reported that for want of a
qualified hand, the Machine Maistry's post has been
filled up by a War Technician trainee as a temporary
measure. The Senior workmen can be promoted as
Maistries and Foremen, only if they are qualified. The
Senior turners in the Machine shop are reported to be
not qualified for the post of Machine Maistry.

2 drafts
Op. friends
14/1/48
p1-2, 5-6, 8, 9, 10
36/53
6/3 17/2

p1-2, 5-6, 8, 9, 10

vide
para 3
of (A)
wide p1-2
A1 up to 7

vide
p1-2
wide p1-2

vide
p1-2
wide p1-2

Items 6 and 7: Proposals for converting the existing daily wages system in the college workshop into monthly salary system in ^{line} ~~time~~ with the P.W.D. workshops are being formulated by the Principal, Engineering College, Guindy and the D.P.I., and will be considered on receipt.

Item 8: Gratuity is now being paid to the workers at the following rates:

- (a) workers with not less than 10 years service, but less than 15 years) 3 months' wages
- (b) workers with service of 15 years and over) 6 months' wages

The question of giving gratuity on the lines of the rates allowed for the P.W. Workshop employees will be considered ^{along with} the proposals in regard to the conversion of the existing daily wages system into monthly salary system, are received from the D.P.I.

To the Secretary,
Govt. Engg. College
Workers' Union, Guindy.

Copy to the D.P.I.

(S/C)

Sub: College Engg., Guindy - Workshop employees
Payment of house rent allowance - Sanctioned

Read: G.O. No. Ms. 1888 Edu. dated 28.8.47.
From the D.P.I. No. 5468 K₂/ub d-23.11.47.

G.O. No. Ms. 299 Edu. dated 16-2-48.

The Govt. sanction the payment of house rent allowance, with effect from 1-1-48, to the workmen employed in the workshop of the ~~College~~ Engg College, Guindy, at the following rates -

- (1) Rs 5/- (Rupees five only) per mensem for workers earning upto Rs 50/- per mensem.
- (2) Rs 7/- (Rupees seven only) per mensem for workers earning more than Rs 50/- per mensem.

For the purpose of determining the rate of house rent allowance admissible to the men, the daily rate of wages multiplied by 26 working days maybe taken as the monthly wages.

2. The Govt. agree with the D.P.I. that, in view of the fact that the previous P.T.O.

13.
Principal of the college sanctioned an increment in wages to the workmen with effect from 1-12-46, para 2 sup 24/6.
no further increment need be sanctioned.
3. The D.P.J. is requested to expedite the proposals for converting the existing daily wages system in the college workshop into monthly salary system, in line with the P.W.D. workshops.
b
10-2-48
13/12/48
To the D.P.J.
A.G. (thru. Secy)
(4 s/c's.)

G.P.H.(A)

Sub: college - Engg., Grindy - Workshop employees - Payment of House rent allowance etc.
Read: G.O. No. 1888 Edu. dated 28-8-47.
From the Secy, the Govt. Engg. College Workers Union dated 25-6-47, 2-11-47 and 13-12-47.
From the D.P.J. No. 5468 K₂/46 dated 23-11-47.
1-2-55 c. no. 52870
12-3-55 c. no. 93246

Secretary, L. & P.H.

The connected file may be put up,
15A
10-12-47
H.M. Education.

99544
18 DEC 1947
18 DEC 1947
GOVT. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.

para 4A/28-29-47.
In G.O. No. 1888 Edu. dated 28-8-47, the D.P.J. was asked to work out the extra cost to Govt. involved in his proposals to grant house rent allowances and to increase the wages for the workmen in the Engg. college Workshop, Grindy; and to submit a report to Govt. The proposal is to grant house rent allowance to the workers at the rates sanctioned for the P.W.D. workshop employees. There are reported to be 50 workmen in the Power House and the Workshop of the Engg. college, Grindy, drawing wages not exceeding Rs 50/- a month. At the rate of 5 Rs per man as in the case of the P.W. workshop employees, the grant of house rent allowance to the Engg. college workshop employees entails an extra of Rs 3,000/- per year.
The question now is whether this house rent allowance should be granted with retrospective effect, i.e. from 26-7-46, the date

from which the P.W. workshop employees were granted the allowance; or whether it should merely be granted from the date of the issue of orders in the matter, i.e. without any retrospective effect. The D.P.J. has not made any definite recommendation on this point. Though he appears to hold the view that it should be granted from 26-7-46, the date when the P.W. workshop employees were granted the allowance. The workers too have not specifically demanded the grant of the allowance with retrospective effect, though reference is made to the grant of the allowance to the P.W. workshop employees from 26-7-46 to the fact that "they were not granted any allowance up till now". However, to avoid any possible further agitation in the matter on the part of the workers, it seems that the house rent allowance may be granted to them with effect from 26-7-46, the date when the P.W. workshop employees were granted the allowance; and it seems only reasonable to do so. 2 orders. (This will involve an expe. of Rs 4,800/- for the period from 26-7-46 to 31-3-47 and an expe. of Rs 3,000/- in the current year.)

2. On the question of increase of wages, the D.P.J. reports that the previous Principal of the College of Engg., Guindy, sanctioned an increment of wages to the workmen with effect from 1-12-46, and that, in the circumstances, no further increment is necessary at present. No action is therefore called for in this regard.

3. As to the grievances of the workers detailed in the Union Secretary's letter on p. 20 of the D.P.J. has offered his remarks in para 2 of his letter on p. 7-80-f. The Union Secy. may be informed accordingly. No other action

P.T.O.

para 10 of
G.O. 2017 P.W.
26-7-46

para 10 of

p 10 of

W/B
B
with

para 1 on p 70 of

para 1 on p 70 of

W/B
C
in

except in regard to the question of gratuity, the Union Secretary may be informed on the lines of the D.P.J.'s remarks, in regard to other grievances.

4. As regards gratuity, the workers are now paid gratuity at the following rates:

(a) Workers with not less than 10 years service } 3 months' wages.
but less than 15 years

(b) Workers with service of 15 years and over } 6 months' wages.
The Union Secy. wants that this gratuity should be at the rates sanctioned for the P.W.D. workshop employees. The gratuity granted to the latter is half a month's wages for every year of service after the employee is made permanent, subject to a maximum payment of 15 months' wages. For a ~~one~~ retiring ~~voluntarily~~, the minimum service required to qualify for gratuity is 10 years. It seems that gratuity may be allowed similarly to the Engg. college workshop employees, as, generally, the practice in the case of the P.W.D. workshop employees is followed in the case of the former.

The D.P.J. has stated that proposals for converting the existing daily wages system in the college workshop into monthly salary system, in line with the P.W.D. workshops are being worked out by the Principal. These proposals may be awaited.

As gratuity in the case of the P.W. workshop employees is allowable only to permanent employees, the question of granting similar gratuity to the Engg. college workshop employees may be taken up, when the proposal for making the in regard to monthly salary system etc. are received. The Union Secy. may be informed accordingly in re: to gratuity.

The file may be sent
2. A draft memo to the
P.T.O.

to P.W.D and Finance for remarks before circulation.
~~Union Secy is submitted for approval. After~~
~~issue, the file may be sent to P.W.D. and~~
~~Finance for remarks and put on file~~
~~before circulation.~~

6/19-12-47/127
20/12/47
JH
22/12/47 S
WMM
E.P.H. No. 52870-5/47A
dated 22-12-47

TOAS

P.W. (15)

Please see the note of E & P.H. sent on p 1-4 above.

The file deals with the proposal to grant house rent allowance, gratuity, monthly salaries to the Engineering College workshop workers as in the case of P.W. Workshop workers.
House rent allowance

The permanent workers of the P.W. Workshops, who are now given monthly wages, are eligible for house rent allowance at the rates sanctioned in Co No 78 R in dated 6-2-47 subject to the conditions specified in para 1 of the above Co.

The temporary workers are being paid house rent allowance with reference to Clause (iii) of Co 2019 P.W. d 26-7-46. It is now proposed to give all-in wages to this class of workers instead of paying separate allowances. Proposals in this regard have been called for from the C.E. (General) for each and every gratuity and monthly scales of pay.

No remarks are called for at this stage. With these remarks the file may be passed on to P.W.D.

28/12/47
26/12/47
A. on p. 3 and 4. The daily wage system is not going to be abolished entirely in the P.W. Workshops.
P.W.D. No 55997/47-1
28-12-47

Finance (Sal.)

The proposals on which the remarks of this department are called for are:-

(1) Grant of house rent allowance to the workmen employed in the Power House and Workshop on a daily wage system in the College of Engineering, Guindy, on the lines of the orders in para (iii) of G.O. 2019 P.W. dated 26-7-46.

(2) Grant of gratuity to the above workmen.

Item (1) above. It is reported that there are 50 such workmen in the College of Engineering on daily wages ranging between Rs 0-10-0 and Rs 1-13-0 it is proposed to allow them house rent from 26-7-46 on the analogy of the orders in G.O. No. 2019 P.W. dated 26-7-46 in which a similar concession was sanctioned to the workers in the P.W. Workshops. The proposal involves an extra cost of Rs 3,000 per annum recurring.

It may be pointed out at the outset that the men are now employed on daily wages and that a scheme to sanction monthly salary is being worked out. Until such a scheme is sanctioned, it is obviously not appropriate to sanction the house rent allowance so long as the men continue on daily wages. In fact, the P.W.D. have stated that the question of sanctioning daily rates of all-in wages to the workers in the P.W. Workshops (instead of paying separate allowances (e.g.) house rent) is separately under consideration. In the circumstances, Finance may advise that the present proposal may be deferred until orders are passed on the scheme referred to above.

If, however, it is decided to sanction the new house allowance to the men even now, house rent allowance may be sanctioned at the following rates with effect from 1-1-48:-

- (1) Rs 5 p.m. for workers earning up to Rs 50 p.m.
- (2) Rs 7 p.m. for workers earning more than Rs 50 p.m.

For the purpose of determining the rate of house rent allowance admissible to the men, the daily rate multiplied by 26 working days may be taken as the monthly wages.

E & P.H. may be requested to circulate the case to H.M. (Fin.) before issuing orders in view of the extra cost involved.

Item (2) above. No remarks seem called for in this department at this stage in view of the fact that

'K' on p.3 above.

6-1-48

The allowance is also drawn by similar workers of the Industries Deptt Finance will agree to these men getting H. R. A as in 2.0 no 2019 P.W dated 26/7/46. but with effect from the date of the order. H. M. (Fin) may see.

MR 8/1/48

EPH

E.P.H. (A)

The notes of P.W.D. and Finance on pages 4-6 above may be perused.

2. The file may be circulated to H.M. (Edn.) and H.M. (Fin) for orders w.r.t. 'B', 'C', 'D', 'E' and 'H' on pages 2-3 ante.

6-1-48

MR 19/1/48 S

TSR 24-1-48

May be sanctioned from 1.1.48.

R.S.A 5.2

For orders whether

the file may be recirculated to H.M. (Edn) w.r.t. the minute of H.M. (Fin) above.

6- vide 'B' on page 2 ante.

5-2-48

TSR

MR 7/2/48 S

TSR 7/2/48

TSR 8.2.48

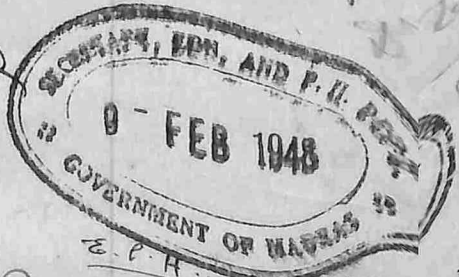
Memo draft letter to the Secy. of the Workers Union and draft order are submitted for approval. P.W.D. and Finance may see, after done.

6-2-48

TSR

MR 13/2/48 S

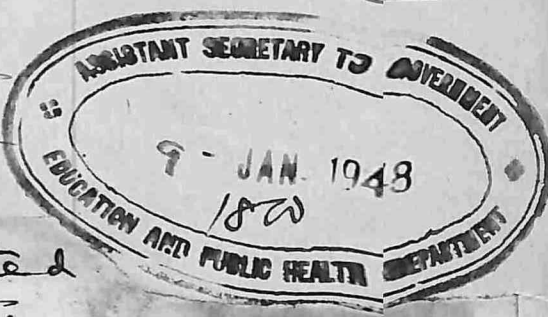
TSR 13/2/48



A.93346

Thio Fin (en) 6.1.48

Fin W. 180 SAL/48-1 8.1.48



P.W. No. 781-F/48-1



Fin. No. 12926 SAL/48-1 27.2.48

15502

The file may now be closed with the up on pages 11-12 etc

TSR 2/3/48

MR 3/3/48

P.W.D. last noted on page 4 up. The memo and the order below may be perused and the file passed on to Fin.

R 24.2.48

R 25.2.48

TSR 27/2

Fin (Sal)

(Previous Fin. note imp 5 above)

The case may be returned to Edn after perusal of the orders in circ. on p 6 above and no. 299 Edn. dated 16.2.48

C 29/2

E. M.

E. du P. (A)

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1536