Government of Madras

EDUCATION AND PUBLIC HEALTH DEPARTMENT
(Education)

G.O. No. 3129, 9th December 1948

Rules—Local bodies—Headmasters and headmistresses of high schools—Appointment—Procedure—Revised draft rules—Confirmed.

pp 68-73 cf

[Despatch Abstract.]

Back Papers.

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

Further Papers.

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

60×5
300
60
360

2

Palanisami Goundar,
Ex-President,
District Board,

Coimbatore,
Dated 4-10-1947.

ASST. SECRETARY TO GOVERNMENT
NOV 1947
EDUCATION AND PUBLIC HEALTH DEPT.

To

Sri. Avinasilingam Chettiar Avl., B.A., B.L.,
Education Minister,
Government of Madras,
MADRAS.

Same as on p22 of (infra)

Dear Sir,

pp1-5 of (B)

Dt 258 MW

May I invite your attention to certain rules contained in G.O.No.1849 dated 22-8-1947 as published in Fort St. George Gazette dated 23-9-1947 converning the framing of panels for appointment of headmasters in board high schools.

As rule 3, sub-rule 2 is rather incomplete and is likely to lead to abuse of discretion in certain type of officers, the following addition is suggested:-

Suggested addition under rule 3, sub-rule 2 under Group A as the third paragraph.

p2 of (B)

The order of preference so assigned shall be based upon teaching experience, organising ability, ~~war effort, small savings work~~ and such other abilities and qualifications as may have been recorded in reports for the past two years by headmasters and inspecting Officers. It shall also be the duty of the authority assigning the order of preference to draw up at the same time full minutes in support of its Recommendations regarding the order of preference and send a copy of the same to the Director of Public Insptruction along with a copy of the panel.

Hoping that it will be possible to consider the above and incorporate the same in the final G.O.

Coimbatore,
Dated 4/11/47

Yours faithfully,
V.K.Palaniswami

6.11.47

Secretary, E. & P.H.

The amendment may be considered and the G.O. in question may be put

TSA
6-11-47

H.M. Education.

7

E&B (B3)

8

Please see the orders of H.M.(Edn) on page 1 ante. A copy of the letter from the Ex-president, District Board, Coimbatore has been referred to the D.P.I for remarks.

His reply may be awaited.

8-11-47

9-11-47

10-11

C.F. 32.

Local Administration Department

From (Name) Khan Sahib G.AbdulSattar Sahib Bahadur B.A.
Designation Special officer, District Board,
Station Salem.

Received Registered

To

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

Enclosures : No. R.F.No. 21-28077-47 dated 30thSeptember 1947 .

3

(B) 1-5

28575

Sir,

Rules and regulations-Headmasters of High schools-appointment-procedure- Reissue-draft published-suggestions-offered.
G.O.No.1849-Edn. dated 22-8-47.

The rules proposed to be reissued are welcome. In this connection I offer the following suggestion for the kind consideration of Government.

2. The high schools with Forms IV and V as the highest forms are only incomplete high schools and the headmasters of such schools have equal responsibilities in regard to school work and other duties. I see no reason to allow an incomplete highschool with form IV as the highest class in the hands of an L.T.Assistant, when the Government have considered the desirability ofposting a headmaster in the regular cadre to an incomplete high school with Form V as the highest class. The senior L.T.Assistants who are placed in charge of incomplete high schools with Form IV as the highest form may not have a real enthusiasm and earnestness in their work and in the welfare of the institution, as they have no chance to continue as headmasters when Form V is opened in the schools. Practical experience has shown that they feel dissatisfied to work as assistants when a Headmaster in the regular cadre is appointed to the school as soon as Form V is opned.With a view to see that the work and administration of such incomplete high schools with form IV as thehighest form is conducted on efficient lines, the headmasters should take an abiding interest in the institutions.

3 I therefore suggest to Government that the post of headmaster of an incomplete highschool withIV form may also be brought into theregular cadre of headmasters as such posts also carry special allowances.

rules (1)

1/10/47

For Special Officer,
District Board, Salem.

Rk. 30/9 1/10

Endorsement. 78515 B1/47-1 Edn. dated 9.10.47

Referred to the Director of Public Instruction for remarks

8.X.47

7/10/47

11/10

KK 11/10

To
The DPI with copy of letter

G.F. 33.

Education DEPARTMENT.

In reply, please quote number, date and short title.*

Received ______ Registered ______

ASST. SECRETARY TO GOVT. EDUCATION AND PUBLIC HEALTH
15 NOV 1947

From (Name) Dr. S.R.U.Savoor, M.A., D.Sc., I.E.S.,
(Designation) Director of Public Instruction,
Post Box ______, (Station) Madras.,
Telegraphic Address ______

To

The Secretary to Government,
Education & P.H.Department, Madras.

R.C.No. 537 G/46, dated 13-11-1947. 19

p4 ante

Sir,

ENCLOSURES ______

p 2 ante

SPARE COPIES ______

* Education - Secondary - Local Boards - Headmasters of High Schools with Form IV as the Highest class - Appointment, from the panels - remarks submitting.

Ref: Government Endt. 78515 B1/47-1 Edn., dated 9-10-1947.

With reference to the points raised in the letter from the Special Officer, District Board, Salem forwarded with the Government Endorsement cited, I have the honour to state that in the first place, it is only in G.O.No.975 Edn., dated 10-5-1947 that Government ordered for the first time that Headmasters of High Schools with Form V as the highest class should be appointed from the panels. It is now too early to extend the same principle to high schools with Form IV as the highest class.

(L)

Secondly the District Board, Salem alone has made this suggestion. If other local bodies were also to feel like this, they too would have put in similar proposals, but they have not done so.

amendments to Rule (1) of the rules at (B)

Thirdly, the proposal, if accepted would involve in more expenditure to the Local bodies in view of the fact that the Headmaster of such a High School getting the L.T.Scale of Rs.75-5-145 will get the Headmaster's scale of Rs.150-10-200.

Fourthly the Special Officer's argument that these Headmasters have no chance to continue as Headmasters when Form V is opened, is not totally correct, as some of these Headmasters may be on the panels and they have every chance of continuing as Headmasters even after Form V is opened.

Fifthly, the argument of the Special Officer that the Headmasters who act as Headmasters of such high schools do not know whether their names are on the panels or not is not acceptable, for, being the Headmasters of such schools they will naturally work efficiently so as to have their names included in the panels. They cannot be slack in their work, if they aspire for Headmasters' posts.

p.t.o.

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: 6 :

To overcome the difficulties stated to have been experienced, I submit that the appointing authorities may appoint Headmasters of such High Schools from those in the panel without divulging the fact that their names have already been in the panel.

Hence I am not in favour of the suggestions of the Special Officer in the circumstances explained above.

for Director of Public Instruction.
14/11

k.n.14-11.

Jan
14.11.

Please see the suggestion from the S.O., Dt. Bd. Salem on page 1 ante and the Director's remarks thereon above.

~~The suggestion of the special officer does not seem acceptable. This may be lodged.~~ The Director's remarks on the suggestion made by other local bodies may be awaited till then

17.11.47. 26.11.47

19.11.47

18/11/47

V.Subramanyam. B.A.L.T.
Retired Headmaster.

Tanjore.
13-10-47.

13

14 OCT 1947

To
The Secretary to Government,
Education & Public Health, MADRAS.

5

Sir,

Ref. Draft rules re. the appointment of headmasters of high schools under Dt.Boards Vide F.S.G. Suppl to Part IB. dated 23-9-47.

81462

As one who has watched the working of the panel G.O. of June,1942 and who has attended District and Provincial conferences of teachers, I make bold to submit some suggestions for modification of the draft rules.

Before offering my suggestions, I should like to review the working of the panel G.O of 1942. Before that G.O came into force Presidents of District Boards, generally chose the senior L.T assistants for appointment of headmasters. But with the passing of the G.O in 1942, (a very vague and ill-drafted G.O), wide latitude was given to the Educati -al officers in the choice of candidates for inclusion in the panel, and to Presidents of District Boards, in the appointment of headmasters from among those in the panel. As a result, juniors with less than 5 years' service came, in many instances, to be included in the panel and later to be appointed as headmasters in supersession of the claims of veterans, with clean records of service. Appointments went by patronage.

While every one will agree that merit and efficiency should be encouraged, the terms are so nebulous and liable to different interpretations according to the temparament of the officers, that much value cannot be given to it. Further Educational Officers who visit schools for two days in a year or District Board Presidents, who very often do not know anything about most of the teachers under them, cannot be expected to make a correct assessment of the merits of the different L.T assistants. Therefore I suggest that the safest and most wholesome principle to go by, will be by seniority, unless in any case, the senior L.T assistant has been proved to be incompetent. This principle is being observed in private schools with good results.

With this background, I beg leave to offer the following suggestions with regard to the draft rules.

p27 (B) I. In Rule 2, (1) the President of the District Board should be directed to send to the Divisional Inspector, a list of all permanent L.T assistants, not in the panel, arranged in the order of seniority, with details of service, pay & qualifications. The divisional Inspector sitting with the District Educational Officer should choose for inclusion in the panel, candidates from that list, with due consideration for qualifications and seniority. The claims of a senior teacher should not be ignored, unless he has been tried and found incompetent.

II. In Rule 3 (1) (a) vacancies arising by the opening of new school may be added.

III. In Rule 3 (2), all reference to groups A and B, and the order of preference should be omitted. If they are allowed to remain, it will lead to abuse and to injustice to several Senior men, who hand not till now been included in the panel. The only method by which patronage coul be minimised and justice assured to qualified teachers, is to direct the Divisional Inspector to arrange the candidates in the panel in the order of seniority of service under the Board. When a set of teachers are fo suitable for appointment of headmasters, it would be unfair to them if Educational Officers are given the right to choose the order of preferen among them.

8/12

IV I should also suggest that government must review all appointments made every year under the G.O and see if they have been made in conformity with the spirit of the rules.

I trust that my suggestions will receive their due consideration; and that the rules, when finalised, will be such as to ensure justice to the members of the teaching profession.

V. Subramanyam
Retired Headmaster

Education and Public Health Dept

Endt. 78515 B/47-2 Edn. B 21/10/47

Referred to the Director of Public Instruction for remarks in continuation of Endt no 78515 B/47-1 Edn dt 9.10.47 (Bywords).

Assistant Secretary to Govt.

20/10/47

DIRECTOR OF PUBLIC INSTRUCTION
Rc. 2279 G
29 OCT 1947
MADRAS

1515

6

M.S.Narayanan B.E.,M.E.,
M.F.S.(LOND.)F.R.A.I.(LOND.)
RETIRED Engineer.

Asramam,
Kallakurichi,
South Arcot Dt.,
17th October 1947.

83215

ASST. SECRETARY TO GOVERNMENT
OCT
EDUCATION AND PUBLIC HEALTH DEPT.

Dear Sir,

Subj. & REF:- Draft rules in G.O.No.1849 Education dated 22-8-1947 re-drawing up ~~xxx~~ of panels for appointment of Headmasters of High Schools under District Boards and Municipal Councils — suggestions for amending.

****

I like to bring the following to your [illegible]:-

1. The order of preference in Group A, under rule 3, sub-rule 2, paragraph 2 of the rules is left to be assigned by the authority drawing up the panel for the first time under the rules and no definite principles are laid down for its guidance to regulate such determination of order of preference. This omission is likely to lead to abuse of powers and to arbitrary exercise of discretion sought to be vested ~~to~~ with the authority framing the panel.

2. Under rule, sub-rule(2) Inspecting Officers are not required to send to the Director of Public Instruction full minutes regarding order of preference assigned by them in Group A at the

P.T.O.

15

Commencement of these rules.

3. Appeal by the President in case of a difference of the opinion regarding the order of preference for these already in the panel is not provided for by the rules (rule 5, sub-rule 1).

4. The omissions pointed out above may kindly be remedied by the adoption of the amendments suggested herein. The draft rules in the G.O. 1849 and the rules with necessary amendments, as proposed by me, are herein enclosed side by side for due consideration.

D.A. Draft rules & proposed amendments.

Yours Sincerely,
M. S. Narayanan.

To,

The Secretary to Government in the
Education Department,
Fort St. George,

M A D R A S.

Encl

~~Education and Public Health Deptt.~~

~~Referred to the Director of Public Instruction for remarks in continuation of Govt. Endt. No. 78575 B/40-1 Edn. Dt. 9-10-41.~~

~~Assistant Secretary to Govt.~~
~~20/10/41~~

To The Director of Public Instruction. Madras.

DRAFT RULE

G.O. 1849 Education dated 22/8/47
published in Gaz 7 23-9.47.

I. Rule 2, Sub-rule 2:-

It shall be the duty of the Inspecting Officers aforesaid to draw up at the same time a full minute in support to their recommendations and send a copy of the same to the Director of Public Instruction with a copy of the panel.

?

II. Rule 3, sub-rule 2 under the heading Group A, -- Paragraph 2.

Provided that in respect of persons already included in ~~x~~ a panel drawn up before the commencement of these -- rules, the order of preference shall be assigned to them by the authority drawing up the panel for the first time under these rules.

III. Rule 5, sub-rule 1:-

If the President on the receipt of a panel for the year wishes to have any name or names included in it or excluded from it or modify the order of preference in which the names in Group B have been arranged in the panel, he may appeal to the Director of Public Instruction whose decision thereon shall be final.

11

DRAFT RULE(with Amendments as suggested)

G.O. 1849 / Education 22.8.1947

17

Rule 2, sub-rule 2 (with amendment)

I. It shall be duty of the Inspecting Officers aforesaid to draw up at the same time a full minute in support of their recommendations, both in regard to the inclusion of new names every year and in regard to the assignment of the order of preference in Group A, when it is done for the first time under these rules, and send a copy of the same to the Director of Public Instruction along with a copy of the panel.

II. Rule 3, sub-rule 2, under the heading Group A, paragraph 2 (with amendment).

Provided that in respect of persons already included in a panel drawn up before the commencement of these rules, the order of preference shall be assigned to them by the authority drawing up the panel for the first time under these rules. Such assignment shall be based upon their qualifications, years of teaching experience, merit, ameliorative activities and ability as embodied in reports and remarks about them for the past three years by headmasters and Inspecting Officers.

Rule 5, sub-rule 1 (with amendment).

If the President on the receipt of a panel wishes to have any name or names included in it or excluded from it or to modify the order of preference in which the names have been arranged in the panel in Group A at the commencement of these rules, and in Group B every time the latter is drawn up, he may appeal to the Director of Public Instruction whose decision thereon shall be final.

M. S. Narayanan
17th oct 1947

19 B1

From J. S. R. Somayazulu M.A. Ph.D (Ed. USA)
B.Ed.
Kankipad, Kistna District

To

The Secretary to Government,
Education and Public Health
Madras.

8 1947

Subj:- Suggestions to draft rules relating to appointment of Headmasters of High Schools in District Boards, issued in G.O. No. 1849 Edn dated 22-8-47

8285?

B 1-5

Sir,

With reference to your draft rules relating to appointment of Headmasters of High Schools, issued in G.O. No. 1849 and publishe in Fort St. George Gazette dated 23-9-47, I, as an experienced teacher of over 20 years standing, beg to offer the following suggestio regarding selection of names into the pane

Rule(2) Selection or recommendation of a list of names into the panel from amon L.T. or B.Ed. Assistants in District Board Services, shall be in strict consideration of qualifications, service, merit and abilit seniority being taken into consideration whe the former are almost equal.

An age limit of at least 45 years and a service limit of at least 15 year in the L.T. Cadre, shall be fixed for the candidates for selection into the pan

PTO

of Head masters.

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91

DIRECTOR OF PUBLIC INSTRUCTION
30 OCT 1947
Rc. 2279 G1/47
MADRAS

I beg to remain,
Sir,
Your most obedient Servant
J. S. R. Somayazulu
16.10.'47
Experienced Teacher

Kankipad,
Kistna Dt.
16.10.'47.

CNos. 83215 + 82857

Endt. 83215 B1/47. Edn. d. 28.10.47. Education and Public Health Dept. Fort St. George

Referred to the Director of Public Instruction for remarks in continuation of Govt. Endt. No. 78515 B1/47-1 Education dated 9.10.47.

Assistant Secretary to Govt.
21/10/47
22/10/47

To
The Director of Public Instruction.

Rc. 2279 G1/47 91

DIRECTOR OF PUBLIC INSTRUCTION
Rc. 2279-G1/47.
31 OCT 1947

21

To

The Secretary to the Govt.,
Education and Public Health Department, Madras.

Sir,

I beg to submit the following suggestions with reference to the Draft Rules published with regard to the Appointment of Headmasters. of High Schools in District Board. (G.O. No. 1849 Edn. d. 22.8.47) (B) 1.5

84534

2. According to proviso to Rule 1 of the Draft Rules, a person in the panel waiting for appointment may be overlooked when vacancies of less than one month occurs. The object of the Rules as framed is that work should not be allowed to suffer. When there is a person in the panel waiting for the first appointment as Headmaster, he will surely lose no time to join the new post and work will not suffer. So when appointment of any person even from ~~the~~ outside ~~of~~ the panel is to be resorted to as envisaged in the draft rules, it should be first looked into whether all the persons in the panel have been appointed.

3. In Rule 2 (1) that the panel should be drawn by the Dvl.Inpector of Schools sitting with the District Educational Officer taking into consideration the list sent by the President is found. According to the wording of the rules, the Dvl.Inspector or the D.E.O. can also include new names irrespective of the recommendations of the President. So, there is possibility for the three persons to include names. I would suggest that, ~~the list~~ as the administrative authority of a Dt. Board, the President shall send a list and only from this list the panel should be drawn. So the wording in the rules may be changed, as 'The Dvl.Inspector of Schools and the District Educational Officer sitting togethere shall consider the list send by the President and draw up a panel from that list'.

4. The list that should be sent by the President does not specify the number of names recommended for inclusion in the panel. So a number may be fixed according to the vacancies that are expected to arise.

5. The basis for the preparation of the list by the President is not specified in the ~~list.~~ rules.

Rule 4(2)

There is no reference made in the draft rules for appointments to the posts of Headmsters from ~~backward~~ persons of backward communities who are already in the service of the District Board. This aspect is referred to only when the selection is to be made from outsiders. Preference shall be shown to communities which have not been represented so far as Headmasters in District Boards and inclusion of the names of such persons already in the service of the District Board may also be made a possibility in the list prepared by the President. The President more than the Inspecting Officers knows the local conditions of such communities. A rule to this effect may also be added. Rule of communal rotation need not be fol but unrepresented communities may be given preference.

I beg to remain,
Sir,
Your most obedient servant,

T. L. Muthuswamy
24.10.47
Science Assistant,
Board High School, Namakkal, Salem Dt.

Endt 84534 B1/47. 1 Edn. d. 27.10.47 Education and Public Health

Referred to the Director of Public Instruction for remarks.

(By order)
Assistant Secretary to Govt.
28/10
28/10/47

To
The Director of Public Instruction.

15 AC2 2791/47

23

ASST. SECRETARY TO GOVERNMENT
30 OCT 1947
EDUCATION AND PUBLIC HEALTH DEPT.

From
T.V.L.NarasimhaRao, B.A.L.T.,
President,
Teachers' Association,
M.H.School,
CHICACOLE.

To
The Secretary,
Education Department,
Government of Madras,
For St George,
MADRAS.

85665
MW

10

Through
The Commissioner
Chicacole Municipality
CHICACOLE.

(B) 1-5.

Sir,

Ref:- G.O. No 1849 Education dated 22 nd August 1947 containg draft rules for the appointment of headmasters and headmistresses of High Schools, under Municipal councils-DtBoard published in notification No. 19 September 2 3, 1947 in Supplement to Part 1. B calling for suggestions and objections.

Under the draft rules now notified, the Divisional Inspector of Schools has to prepare a panel for each school. It will be found that under this system, assistants in District Board High Schools get more encouragement than those in the Municipalities. There are more and more opportunities to start more High Schools in District Boards, and incomplete High Schools with 5 th form too have headmasters appointed from the panel.

Hence it is genera lly found that assistants with teaching experience of 20 years and more in aMunicipality donot get a chance for headmastership, whereas assistants in District Boards with less than 10 years service have risen as headmasters.

The benign Government may kindly give the same kind of ~~appointment~~ opportunities to the assistants in local boards and municipalities.

Further it is in the best interests of the educational institutions if more expirienced assistants are appointed as headmasters in preference to those with lesser service.

Rule 2

I therefore suggest that the panel may be prepared by the Division Inspector, ofcourse in consultation with the District Educational Officers

P.T.O

24 16 21

concerned, for the whole Division but not for each school.

The management~~s~~ of each school may be asked to send in names of all assistants, who are considered fit to become headmasters, and the panel may be prepared by selecting candidates from them, according to qualifications, service and merit.

As soon as a vacancy occurs in the post of a headmaster, the management will have to ask the Divisional Inspector the first name available in the panel and post him for a vacancy. Ofcourse, it is necessary that each appointment should be intimated to the Divisional Inspector as soon as it is made.

In this arrangement, each school may get an outsider as headmaster, which will be in the interests of the teacher~~s~~ and the institution concerned.

Chicacole
26-10-47

J V L Narasimha Rao 27.10.47
President,
Teachers' association

(copy submitted ~~xx~~ direct to save delay)

Lr. No. 85665 B/47 - (Edn. dated 1-11-47)

Education and Public Health Dept. Fort St. George

Referred to the Director of Public Instruction for remarks.

(By order)
Assistant Secretary to Govt.
31-10-47
31/10/47

DIRECTOR OF PUBLIC INSTRUCTION
Rc. 2279 - G1/47
4 NOV 1947
MADRAS

To
The Director of Public Instruction.

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181 ~~165~~ 17 91 25

To
The Honourable Minister For Local Administration,
The Government House,
Chepauk, Madras.

SECRETARY TO GOVERNMENT
40024
27 OCT 1947

ASST. SECRETARY
29 OCT 1947

88480

Honoured Sir,

In the Dailies of 24th September 1947 it was stated that Government have published draft rules relating to the appointment of Headmasters and Headmistresses of High Schools under District Board and Municipal Councils and that suggestions on this received within six weeks from that date will receive consideration of the Government. So, I beg to submit my suggestions on the "Panel of Headmasters and Headmistresses" and request you to consider the cases on their own merits and oblige.

I. (a) Panel of Headmasters in the District Board High Schools:-

The publication as shown does not seem to restrict the selection only to the L.T's or B.T's in service in the particular District Board High Schools but to the Province or Division and to all agencies and Managements. It will be in the interests of the School Assistants of the District Board High Schools if the Panel be drwan up only from among the L.T's or B.T's of that particular District Board management.

(b) If an L.T or B.T. in the particular District Board had served as Headmaster of a Middle or Incomplete High School continuously he must be given the first preference to be the Headmaster of that High School which will have V Form or VIF. in due course, as the case may be and thus meet the ends of justice.

II. (a) Panel of Headmasters in the High Schools under a Municipal Council:-

Here also the scope of selection of candidates is not specifically stated. It seems to give Province wide scope.

P.T.O.

26

The interests of the High School Assistants will be safeguarded if the Panel be drawn up only from among the L.T's or B.T.'s who are already in service in that particular Municipality or in the Municipal High Schools in that particular District.

(b) If an L.T. or B.T. in a particular Municipality had served as Headmaster of a Middle School and an Incomplete High School continuously, he must be given the first preference to be the Headmaster of that High School which will have V Form or VI Form in due course as the case amy be and serve justice.

(c) If there is only one High School in the District in a Municipality, the particular L.T. or B.T. who is acting as the Headmaster of the Incomplete High School, be given chance to continue as the Headmaster of that High School which will have V or VI Form in due course as the case may be.

In this case the drawing up of a panel may with advantage be dropped.

I beg to remain,
Honoured Sir,
Your most obedient servant,
A WELL WISHER.

24-10-'47

Copy submitted to The Honourable Minister for Education for favour of informationa and consideration.

LAD

EJ P.H.U.O.
28 x 47

28|x|47

LAuel.[illegible] 24|477
28|x|47

To
The Honourable Minister For Local Administration,
The Government House,
Chepauk, Madras.

MINISTER FOR EDUCATION
27-10-47
GOVT. OF MADRAS

SECY., EDN. AND P.H. DEPT.
27 OCT 1947
GOVERNMENT OF MADRAS

SECRETARY TO GOVERNMENT
29 OCT 1947
EDUCATION AND PUBLIC HEALTH DEPT.

81 12 21

25216

Honoured Sir,

In the Dailies of 24th September 1947 it was stated that Government have published draft rules relating to the appointment of Headmasters and Headmistresses of High Schools under District Board and Municipal Councils and that suggestions on this received within six weeks from that date will receive consideration of the Government. So, I beg to submit my suggestions on the "Panel of Headmasters and Headmistresses" and request you to consider the cases on their own merits and oblige.

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rule 2

(b) If an L.T or B.T. in the particular District Board had served as Headmaster of a Middle or Incomplete High School continuously he must be given the first preference to be the Headmaster of that High School which will have V Form or VIF. in due course, as the case may be and thus meet the ends of justice.

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Here also the scope of selection of candidates is not specifically stated. It seems to give Province wide scope.

P.T.O.

-2- A 29

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(b) If an L.T. or B.T. in a particular Municipality had served as Headmaster of a Middle School and an Incomplete High School continuously, he must be given the first preference to be the Headmaster of that High School which will have V Form or VI Form in due course as the case amy be and serve justice.

(c) If there is only one High School in the District in a Municipality, the particular L.T. or B.T. who is acting as the Headmaster of the Incomplete High School, be given chance to continue as the Headmaster of that High School which will have V or VI Form in due course as the case may be.

In this case the drawing up of Panel may with advantage be dropped.

DIRECTOR OF PUBLIC INSTRUCTION
NOV 1947
Rc.2279-G1/47.
MADRAS

I beg to remain,
Honoured Sir,
Your most obedient servant,
A WELL WISHER.

24-10-'47

Rc 2279 G1/47

Copy submitted to The Honourable Minister for Education for favour of informations and consideration.

Endt 85480 B1/47-1 Edn. dated 1-11-47 Education and Public Health Dept.

Referred to the Director of Public Instruction for remarks.

Sd/-
Assistant Secretary to Govt.

To
The D.P.I., Madras.

Pa…,
31-10-1947.

B1 29 Rc 576 G1/46

ASST. SECRETARY TO GOVERNMENT
1 NOV 1947
EDUCATION AND PUBLIC HEALTH DEPT.

From
Sri S.G. Devanatha Chettiar,
President, Panchayat Board,
Panruti.

DIRECTOR OF PUBLIC INSTRUCTION
Rc.576-G1/47
8 NOV 1947
MADRAS

To

The Secretary to Government,
Education Department,
Madras.

86370 B/1-5 13

Sir,

Ref:- G.O.No.1849 Edn. 22nd Aug. 1947. published in Fort St. George ~~gazetted~~ dated Septr.23, 1947.

I have the honour to submit herewith a few suggestions in respect of the draft rules relating to the appointment of headmasters in District Board High Schools. I hope they will be duly considered by the Government of Madras.

I have the honour to be,
Sir,
Your most obedient servant,

Endt 86370 B1/47-1 Edn. 6-11-47 Education and Public Health Dept. Fort St. George

Referred to the Director of Public Instruction for remarks.

Sd/-
Assistant Secretary to Govt.

To
The Director of Public Instruction.

4/11/47

Suggestions in respect of G.O.No.1849 Edn., 22nd August 1947 published in the Fort St. George Gazette dated September 23, 1947.

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rule 2(1)

1. The principle laid down for fixing the order of preference in Group B xxx xt as stated in clause 3(2) of the draft rules may also be adhered to by the president in sending the list of L.T. or B.Ed. Assistants to the Divisional Inspector, as per clause 2(1).

rule (3)(1)

2. In the case of Dt. Boards having more than 5 High Schools under their management the number of persons whose names should be included in the pan~~n~~el in any one year may be fixed at 5 if a smaller number is arrived at by the formula referred to in cl.3(1).

Do

3. The words 'or otherwise' may be inserted after the words 'superannuation of the existing incumbents' in clause 3(1)(a).

clause 3(2) & (3)

4. In the panels hitherto drawn up there may be instances of seniors as well as highly qualified persons of ability having been left out. Their names are likely to be included in the panel according to the new rules. It is but proper that they are not relegated to group B and given appointments only after all the persons in Group A including less qualified or junior men are provided. Cl.3(2) and 3(3) may therefore be suitably amended. Such persons as were eligible for inclusion in the panel for the year 1947-48 xxx or previous years, but were left out, may therefore, when their names are included in the panel be assigned to Group A and the order of preference of all the persons in that group may also be refixed 'according to their qualifications, merit and ability, seniority being taken into account only if the qualifications, merit and ability are approximately equal'.

Station: Panruti.
Date: 31-10-1947.

Signature.

Ref. A.2. 33395/47.

Malabar District Board Office,
Calicut, dated 29th Oct. '47.

From

J. Griffiths, Esq., I.C.S.,
Special Officer, Malabar District Board,
Calicut.

ASST. SECRETARY TO GOVERNMENT
3 - NOV 1947
EDUCATION AND PUBLIC HEALTH DEPT.

To

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

B 1-5

Sir,

87 126

RULES- Local bodies- Headmistress and Headmasters of High schools- Appointment proceedure- Reissue- Draft published G.O.No.1849 (Edn.,) dated 22-8-1947.

The important change sought to be introduced by the draft rules over the existing rules is the vesting of complete power in regard to selection of persons for appointment as headmaster or headmistress in the Divisional Inspector or Inspectress of schools as the case may be. Whatever be the defect in the existing rules the remedy thought of in the present rules do seem to require reconsideration. It will not be fair to vest absolute power of selection with Divisional Inspector or Inspectress and it will be liable to abuses. The administrative authority should have a wholesome voice in the selection of persons for appointment as headmasters and headmistresses. The confidential reports of teachers with the remarks of the executive authority and the report of Educational Officers based on oral reports of headmasters cursory impressions formed during inspection will not be safe guides for selection. As has been repeatedly pointed out the headmaster must be a person who should have real capacity for organisation supervision and control. He must have the personality and initiative to strike out new lines of policy etc., Selection of the fittest person of the requisite cadre who will answer all the requirements cannot be made without a proper interview by the selecting authorities. [It is not enough if the Education authorities select persons without a personal interview. It is therefore suggested that the selection may be made by the Executive authority and the Divisional Inspector or Inspectress sitting together and interviewing candidates. Ofcourse if there be dessent the matter can go to the Director of Public Instruction and his decision can be final. If this view is acceptable to Government the instructions in para 2 may be modified.]

rule 2

C. Narayanan Pillai
31 [illegible]

For Special Officer.

KNS/30/10/-.

8u/31.x

34

Education and Public Health Depth

Endt. 87126 B1/47. 1 Edn: dated 13/11/47 Fort St. George

Referred to the Director of Public Instruction for remarks.

By order

Assistant Secretary to Govt.

7/11/47

9/11/47

DIRECTOR OF PUBLIC INSTRUCTION
Rc. 537-G1/46
13 NOV 1947
MADRAS

To
The Director of Public Instruction.

35

No.B-3-25596/47.
Enc:- Nil.

Tinnevelly District Board Office,
Dated the 28th October 1947.

From

K. Ghulam Mahmood Sahib Bahadur, B.A.,
Collector and Special Officer,
District Board, Tinnevelly.

To

The Secretary to Government of Madras,
Education and Public Health Department,
MADRAS.

ASST. SECRETARY TO GOVERNMENT
4 NOV 1947
EDUCATION AND PUBLIC HEALTH DEPT.

16

Sir,

87483

Rules - Headmasters of High schools - Appointment - Procedure.

Ref:- G.O.No.1849 Edn., dated 22-8-47. (B) 1-5

With reference to the Draft Rules relating to the appointment of Headmasters and Headmistresses of High schools published in the G.O., cited above, I offer the following suggestion for the consideration of the Government.

2. Under the Rules proposed to be re-issued, the vacancies in the posts of Headmasters and Headmistresses of High schools with Form V or Form VI as the highest class under the District Boards have to be filled from a panel of suitable candidates to be drawn up by the Divisional Inspector of schools. The Headmasters of High schools with Form IV as the highest class are not included in the regular cadre of Headmasters to which appointments are made from the panel. The Headmasters of such High schools will be in cadre of L.T., Assistants. The post of the Headmaster of a High school with Form IV as the highest class also carries with it, all the responsibilities of the Headmasters in the regular cadre. The post requires a suitable, efficient and enthusiastic person from the panel who will have a real interest in the development of the incomplete High school into a full blown High school. The Headmaster of an incomplete High school with Form IV will not be inclined to be earnest in developing the school as he will be replaced by a Headmaster from the panel when Form V

(P.T.O.)

==2== 36

rules

is opened in that school. [I, therefore, suggest that the posts of Headmasters of High schools with Form IV as the highest class may also be ordered to be filled up by persons from the panel.]

La Rahiry 30/x.

For Special Officer.

Tsc/30.10.

DIRECTOR OF PUBLIC INSTRUCTION
Re. 537-G1/46
13 NOV 1947
MADRAS

Rc 537 G1/46

91

Encl 87433 B/ws. 1 Edn. dt 10/11/47 Education and Public Health Deptt
Fort St. George

Referred to the Director of Public Instruction for remarks.

(By order)

Assistant Secretary to govt.

To
The Director of Public Instruction.

6/11/47

9/11/47

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37 ~~179~~ 93 B1

Palanisami Goundar,
Ex-President,
District Board,

Coimbatore,
Dated 4-11-1947.

17

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.
9 NOV 1947

DIRECTOR OF PUBLIC INSTRUCTION
Re. 537-G1/46
13 NOV 1947
MADRAS

The Secretary to Government,
in the Education Department,
Fort St. George,
MADRAS.

Dear Sir,

87606 MWB

May I invite your attention to certain rules contained in G.O.No.1849 dated 22-8-1947 as published in Fort St. George Gazette dated 23-9-1947 concerning the framing of panels for appointment of headmasters in board high schools.

As rule 3, sub-rule 2 is rather incomplete and is likely to lead to abuse of discretion in certain type of officers, the following addition is suggested:-

Same as my [illegible]

Suggested addition under rule 3, sub-rule 2 under Group A as the third paragraph.

The order of preference so assigned shall be based upon teaching experience, organising ability, ~~war effort, small savings work~~ and such other abilities and qualifications as may have been recorded in reports for the past two years by headmasters and inspecting Officers. It shall also be the duty of the authority assigning the order of preference to draw up at the same time full minutes in support of its Recommendations regarding the order of preference and send a copy of the same to the Director of Public Instruction along with a copy of the panel.

Hoping that it will be possible to consider the above and incorporate the same in the final G.O.

Coimbatore,
Dated 4-11-47.

Yours faithfully,
V. K. Palaniswamy.

Encl 87606 B7/47-1 Edn 8, (13.11.47) Education & Public Health Dept
Fort St. George

537 63/46

Referred to the Director of Public Instruction for remarks.

(By order)

Assistant Secretary to Govt.

To
The Director of Public Instruction,
Madras.

Public (Elections) Dept

Edp. H u-o
7/11/47.

39

ASSISTANT SECRETARY TO GOVT.
5476
7 - NOV 1947
CHIEF SECRETARIAT

To

The Secretary,
The Government of Madras,
Madras.

Through the Headmaster. B. H. School Amalapuram

DIRECTOR OF PUBLIC INSTRUCTION
1 NOV 1947
MADRAS

Sir,

The Fort St. George Gazettee of 23rd September announces certain draft rules relating to the appointment of Head-Masters and Head-Mistresses of High Schools under local bodies and Municipalities.

As the Government gave notice that any objection or suggestion received with respect thereto before the expiry of six weeks from the date of application would be considered by it, the following objections and suggestions are submitted for your kind consideration.

According to the G.O. wide powers are given to the Divisional Inspector of Schools in the selection of candidates for the panel. It may sometimes do more harm than good to the senior assistants. Even a temporary B.Ed. Assistant can hope for a place in the panel as preferment may sometimes go by letter more than by merit. Hence it is submitted that it may not be disirable that wide powers should be vested in one man.

According to the G.O. even an outsider can be selected as "Head-Master" in the name of efficiency and merit if the ~~pt~~ authorities so chose. This is another gross injustice to the L.T. or B.Ed. Assistants who have put in a long period of unblemished and efficient service with the pious hope of some time becoming Head-Master. The provision for bringing in out-siders on the plea of merit would therefore result in the frustration of all legitmate hopes and in heart-burning. The draft rules nip in the bud all such pious and legitmate aspirations of senior assistants by giving too wide a choice to the authorities in the selection of candidates for the panel.

S. Tapal
O.H. m.o

If the panel system cannot be overthrown for any reason, the following suggestions are submitted for your sympathetic and favourable consideration:--

~~40~~ 41

19

1. Seniority shall ordinarily be the criterion for the selection of candidates for the ~~apeal~~ panel unless otherwise condemned.

2. L.T's or B.Ed's. who have put in not less than 15 years of permanent service with at least 12 years of service in B.Ed. cadre in the same Board and who are above 40 years of age are ordinarily eligible for inclusion in the panel unless otherwise condemned.

3. L.T's. or B.Ed's. satisfying the above rules may be permitted to put in applications to the President of the District Board or the Chairman of a Municipality as the case may be, stating their age, ~~servi~~ service, pay and their additional qualifications, if any, in the month of December every year and the latter shall send the applications with his remarks along with a consolidated list~~s~~ of the applicants giving their particulars and his remarks thereon to the Divisional Inspector of Schools.

rule 4

4. No outsider shall be recruited as Head-Master under any circumstances.

rule 6

5. No person once included in a panel ~~a~~ for a year but not appointed shall be excluded from the panel for any succeeding year or years

rule

6. The ~~electi~~ selection of candidates for the ~~ap~~ panel shall be made by the Divisional Inspector of Schools, The District Educational Officer and the President of the District Board or the Chairman of the Municipality, who is the pay-master, sitting to-gether.

7. The criteria for including some names from out of the list furnished by the President or the Chairman shall be notified in the Fort St. George Gazette~~e~~ and the reason's for excluding the remaining names shall be communicated to the persons concerned.

8. It shall be open to the aggrieved ~~to the~~ persons to appeal to the Government within three months from the date of receipt of such communication or gazette~~r~~ notification.

Board High School,
Amalapuram,
D/ 4--11---1947.

I beg to remain, Sir,
Your most obedient servant,
B Seshagiri R..

1. Seniority shall ordinarily be the cr~~y~~iterion for the selection of candidates for the ~~apenl~~ panel unless otherwise condemned.

2. L.T's or B.Ed's. who have put in not less than 15 years of permanent service with at least 12 years of service in B.Ed. cadre in the same Board and who are above 40 years of age are ordinarily eligible for inclusion in the panel unless otherwise condemned.

20

3. L.Ts. or B.Ed's. satisfying the above rules may be permitted to put in applications to the President of the District Board or the Chairman of a Municipality, as the case may be, stating their age, ~~serbi~~ service, pay and their additional qualifications, if any, in the month of December every year and the latter shall send the applications with his remarks along with a consolidated list~~x~~ of the applicants giving their particulars and his remarks thereon to the Divisional Inspector of Schools.

4. No outsider shall be recruited as Head-Master under any circumstances.

5. No person once included in a panel ~~x~~ for a year, but not appointed, shall be excluded from the panel for any succeeding year or years.

6. The ~~electi~~ selection of candidates for the ~~ep~~ panel shall be made by the Divisional Inspector of Schools, The District Educational Officer and the President of the District Board or the Chairman of the Municipality, who is the pay-master, sit to-gether.

The cr~~y~~iteria for including some names from out of the urnished by the President or the Chairman shall be notified in the Fort St. George Gazette~~e~~ and the reasons for excluding the remaining names shall be communicated to the persons concerned.

It shall be open to the aggrieved ~~to the~~ persons to appeal the Government within three months from the date of receipt uch communication or gazette~~e~~ notification.

High School,
alapuram,
-11---1947.

I beg to remain, Sir,
Your most obedient servant,

Same as in p29 ante

To

The Secretary,
The Government of Madras,
Madras.
Through the Headmaster, B.H. School, Amalapu

Sir,

The Fort St. George Gazette of 23rd September announces certain draft rules relating to the appointment of Head-Masters and Head-Mistresses of High Schools under local bodies and municipalities.

As the Government gave notice that any objection or suggestion received with respect thereto before the expiry of six weeks from the date of application would be considered by it, the following objections and suggestions are submitted for your kind consideration.

According to the G.O. wide powers are given to the Divisional Inspector of Schools in the selection of candidates for the panel. It may sometimes do more harm than good to the senior assistants. Even a temporary B.Ed. Assistant can hope for a place in the panel as preferment may sometimes go by letter more than by merit. Hence it is submitted that it may not be disirable that wide powers should be vested in one man.

According to the G.O. even an outsider can be selected as "Head-Master" in the name of efficiency and merit if the ~~ot~~ authorities so chose. This is another gross injustice to the L.T.-B.Ed. Assistants who have put in a long period of unblemished and efficient service with the pious hope of some time becoming Head-Master. The provision for bringing in out-siders on the plea of merit would therefore result in the frustration of all legitmate hopes and in heart-burning. The draft rules nip in the bud all such pious and legitmate aspirations of senior assistants by giving too wide a choice to the authorities in the selection of candidates for the panel.

If the panel system cannot be overthrown for any reason, the following suggestions are submitted for your sympthetic and favourable consideration:--

1. Seniority shall ordinarily be the criterion for the selection of candidates for the ~~apeal~~ panel unless otherwise condemned.

2. L.T's or B.Ed's. who have put in not less than 15 years of permanent service with at least 12 years of service in B.Ed. cadre in the same Board and who are above 40 years of age are ordinarily eligible for inclusion in the panel unless otherwise condemned.

3. L.Ts. or B.Ed's. satisfying the above rules may be permitted to put in applications to the President of the District Board or the Chairman of a Municipality as the case may be, stating their age, ~~serbi~~ service, pay and their additional qualifications, if any, in the month of December every year and the latter shall send the applications with his remarks along with a consolidated list~~s~~ of the applicants giving their particulars and his remarks thereon, to the Divisional Inspector of Schools.

4. No outsider shall be recruited as Head-Master under any circumstances.

Panel or as p 30 ante

5. No person once included in a panel ~~s~~ for a year but not appointed, shall be excluded from the panel for any succeeding year or years

6. The ~~slecti~~ selection of candidates for the ~~ap~~ panel shall be made by the Divisional Inspector of Schools, The District Educational Officer and the President of the District Board or the Chairman of the Municipality, who is the pay-master, sitting to-gether.

7. The criteria for including some names from out of the list furnished by the President or the Chairman shall be notified in the Fort St. George Gazette~~s~~ and the reasons for excluding the remaining names shall be communicated to the persons concerned.

8. It shall be open to the aggrieved ~~to the~~ persons to appeal to the Government within three months from the date of receipt of such communication or gazetted notification.

Board High School,
Amalapuram,
D/ 4--11---1947.

I beg to remain, Sir,
Your most obedient servant,
B.V. Somayazulu
B.Ed. Assistant

[illegible]

B.Y. Somayajulu

[illegible]-11-47

From,
Sri K. Palaiah B.A. L.T.
Headmaster
B.H. School
Amalapuram

~~Through~~

To The Secretary to the
Government of
Madras
Madras.

Sir,

I beg to submit herewith a few humble suggestions made by Messrs B.Y. Somayajulu, B.A., B.Ed., K. Suryanarayana M.A. B.Ed. and B. Seshagiri Rao B.A., B.Ed. Senior B.Ed. Assistants of this Institution for favour of your kind perusal

Perusal.

I beg to remain,
Sir,
Your most obedient
Servant
K. Pa[illegible]
Headmaster
8/11/47

ASSISTANT SECRETARY TO GOVERNMENT
88955
9 - NOV 1947
EDUCATION AND PUBLIC HEALTH DEPARTMENT

Pub(Elec) Dept

E.L.P.H. U.O.

7/11/47

8/11/47

Pub(Elec)U.O.
5476/47-1
8/11/47

EH A(3)

~~This is time - barred.~~
~~May be lodged~~ This is belated. It is for consideration whether this should be sent to the DPI for remarks.
14.11.47

14/11

R.F.No.31.On.C.No. 18230/47.

Nellore District Board Office,
Dated. 7-11-1947.

From
The Special Officer,
District Board, Nellore.

To
The Secretary to Government,
Education and Public Health Department,
MADRAS. ✓

Sir,

Subject:-- Rules- Local Bodies- Headmasters and Headmistresses of High Schools- Appointment- Procedure- Re-issue of.

Reference:- G.O., No. 1849 Edn., Dated 22-8-1947.

B 1-5

***

I wish to suggest that Government may be pleased to consider the desirability of treating also the post of the Headmaster or Headmistress of an incomplete High School with form IV as the highest class on a par with that of an incomplete high school with form V as the highest class for purposes of the rules under reference, in view of the obvious need to maintain efficiency in the former schools also and to create abiding keen and real interest in them to conduct ~~xxxxx~~ their work on efficient lines.

P. V. Ramanayya
For Special Officer. 8.11.47

JAS 8.11.p.b.

GSR
8.11

EH A(3)

The last date for receiving criticism in respect of the rules relating to the appointment of headmasters and headmistresses in schools under local bodies expired on 4.11.47. For orders whether this ~~may be lodged~~ should be

14.11.47

Sent to the DPI for remarks in continuation of those already

Sent

14/11/47

14.11

Rc 537 G1/46

1574

Re. 537 G1/46 Ed. H. U.O. 89433 B1/47

15.11.47.

L.Dis. No. 19733/DB/47.

East Godavari D. Bd. Office,
Cocanada, Dated 30-11-47.

From

Sri S.Rajagopala Ayyangar B.A.,
Special Officer, Dt. Bd., East Godavari.

To

The Secretary to the Government of Madras,
Education and Public Health Department, MADRAS.

6 DEC 1947

25

Sir,

Sub:- Education - Secondary - East Godavari District Board - Rules & Regulations - Appointment of Head Masters of High Schools - Draft ~~publicatio~~ published - Suggestions offered.

96170

Ref:- G.O. No. 1849-Edn., dated 22-8-47.

B 11-5

...

Regarding the issue of the Rules on the appointment of the Head Masters in the High Schools, the following suggestions are offered:-

In view of the consideration to appoint a Head Master, in the regular cadre for an incomplete High School with V Form as the highest Class, the Head Master, who is put in charge of an incomplete High School with IV Form only as the highest class may also be given a reasonable allowance, since he is also responsible for the proper up keep and efficiency of the institution. Unless such an allowance is attached to the post o Head Master of an incomplete High School even with IV Form as the highe Class, the incumbent in charge of ~~the~~ such incomplete High School will ordinarily have no enthusiasm for his work as he has no chance to continue as Head Master, on the opening of V Form in the School. Such a He Master will not also work earnestly as an assistant soon after a Hea Master in the regular cadre is appointed, as V Form is opened.

P.T.O

26 ~~42~~

mate duties, the allegation of the individual that everything went by patronage seems to be unwarranted. Of the four suggestions, made by this retired Head master, the 1st and 2nd may perhaps be accepted. Even in regard to the first suggestion, it does not seem **necessary** that every senior teacher should be tried and found incompetent. The Divisional Inspector of Schools may, if he is satisfied from the records that a senior teacher is not suitable for appointment, ignore his name for purposes of the panel. pp7-8 ante

2. Suggestions of Sri M.S.Narayanan, Retired Engineer forwarded with Govt. Endt. 83215-B.1/47 dated 28-10-47. pp9-11 ante

Of the three amendments suggested I and II may be accepted, the order of preference in group A being followed as per such order noted in Group B of the rules.

pp12-13 ante

3. Suggestions of Sri J.S.RSomayajulu forwarded with Govt. Endt. 83215-B.1 dated 28-10-47.

An age limit of 45 years and a service limit of atleast 15 years suggested in the matter of selection does not seem desirable. If the above age limit is to be fixed it will bar the promotion of so many young assistants who are otherwise fit to be included in the panel.

4. Suggestion of Sri T.L.Muthuswamy dated 24-10-47 forwarded with Govt. Endt.84534-B.1/47 dated 30-11-1947. pp14 ante

As the candidates to be selected have already been entertained on the basis of communal rotation, there is no necessity to enforce a similar rule in the matter of promotion to the Head master's (Selection) posts. It is done purely on merits irrespective of the community to which the candidate belongs.

5. Suggestion of Sri T.V.L.Narasimha Rao, President, Teacher's Association, forwarded with Govt. Endt. No.8566-B.1/47 dated 1-11-1947. pp15-16 ante

This suggestion will throw additional work on the office of the Divisional Inspector and the local bodies will not also agree to this arrangement. This suggestion need not be considered.

6. Suggestion from one (name not furnished) forwarded with Govt. Endt. 85480-B.1/47 dated 1-11-1947. pp19-20 ante

Remarks were already submitted on this suggestion, that an L.T. or B.T. who served as Head master of a middle or incomplete high school, must be given preference to be the Headmaster of that High School which may develop in due course into a high school having form V or VI vide RC.No.537-G.1/47 dated 13-11-47 of the Director of Public Instruction.

7. Letter of the Special Officer, District Board, Malabar A.3.33395/47 dated 20-10-47 forwarded with Government Endt.87126-B.1/47 dated 10-11-1947. pp23-24 ante

If the administrative heads are vested with the powers of selecting the candidates men without good records may be selected through the influence of local persons acquainted with the administrative heads and the merits of the candidates in Educational aspects will particularly be ignored.

The interview of the candidates is not desirable as the selection is strictly a confidential one.

Under rule 2(1), the President, District Board has to send a list of names for inclusion in the panel with his reasons for the recommendations. This shall be the basis for the Divisional Inspector to proceed with his selection. Hence the suggestion of the Special Officer need not be considered.

8.

~~43~~ 59

27

pp21-22 ante

8. Suggestion of the President, Panchayat Board, Panruti, forwarded with Government Endt.86370-B.1/47 dated 26-11-47.

None of the suggestions made therein need any consideration.

9. Suggestion of Ex-President, District Board, Coimbatore dated 4-11-1947 forwarded with Govt. Endt. 87606/B.1/47 dated 13-11-1947. pp27-28 ante

Reference to qualifications, merits and ability, mentioned under Group B, under rule 3(2) will suffice. No qualification as suggested therein is necessary.

10. Suggestions of Sri B.Seshagiri Rao and two others of East Godavari District and also of the President, District Board, Nellore No.18230/42 dated 7-11-1947. pp25-30 & pp37 ante

As the appointing authority while sending the list makes his recommendations the President, District Board or the administrative head concerned need, not form one of the selection committee as suggested. The other suggestions are not acceptable. R

for Director of Public Instruction.

60

LOCAL ADMINISTRATION DEPARTMENT.

61

From

Sri A. Dorai Raj, B.A.,
Special Officer, Dt. Bd.
North Arcot, Vellore.

To

The Secretary to ~~the~~ Government of Madra
Education & Public Health Department,
Fort St. George, Madras.

14 OCT 1948

Roc.B3. No.32514-48 dated 6th October 1948.

Sir,

75667
9-10

Sub: RULES--Local Bodies--Headmasters and Headmistresses of High schools Appointment--Procedure--Re-issue==Amendments to rules--Draft published.

Ref: G. O. Ms. No.2455, Education dated 25-9-1948.

...0o0...

28

It is suggested that the candidate should not be given the option of chosing any District Board that he wishes to serve and that his name should be removed from the panel of the other District Board or District Boards as soon as he commences his probation in one Board which will be normally of his choice.

FOR SPECIAL OFFICER.

ms.13/10.

13/10

C.No.75667/48

E.P.H.(G3)

This may lie over till ~~15~~.11.1948.

16/10/48. (The notification was published in the Gazette of 5.10.48)

16/10/48

16/10/48

161-181 Pub

Education & P.H.(G3) Dept.

RULES - Local Bodies - Headmasters and headmistresses of High Schools - Appointment - Procedure - ~~Re-issue of~~ Revised draft rules - Confirmed.

C.No.78515/47

29

G.O.No.1849.Education, dated the 22nd August 1947.
~~From the D.P.I.Rc.No.537.G/46, d/ 13.11.47 & 18-12-47~~
G.O. No. 2455 Edn. Dt 25th Septr. 1948.

ORDER(PS)No. 3129 Edn. dated 9.12.48

In G.O.No.1849.Education, dated 22-8-1947, and G.O. No 2455 Edn Dt 25.9.1948 ~~of certain~~ the Govt. ~~Govt. published for information the draft/rules relating~~ ordered the publication for general information of Certain draft Rules relating to the appointment of headmasters and headmistresses of Board and Municipal High Schools ~~as subsequently amended with certain alterations~~. They have considered ~~and~~ the objections and suggestions received and are of opinion that the point~~s~~ on which the draft rules require amendment are in respect of rules 2(1),(2), 3, 4 and 5 of the rules. Necessary additions have been made to these rules.

2. The rules as ~~amended~~ thus altered are hereby confirmed.

3. The appended notifications will be published in the Fort St. George Gazette:--

30.5.48

To the D.P.I. / 15.5.48.
" S.Os. of Dt. Bds. / 28.5.48
" Commrs of Mpl. Mpalities concerned /
" I.L.B.
" Exr. of L.F.A. /
" L.A. Dept. /
" Legal Dept. /
" S.G.P.(for publn of the Notifns. in the F.S.G.G.)

APPENDIX I

In exercise of the powers conferred by sections 70 and 199(2)(a) of the Madras Local Boards Act, 1920 (Madras Act XIV of 1920) and in supersession of the rules published with Education Department Notification dated the 30th June 1942, at pages 1-3 of the Rules Supplement to Part I-B of the Fort St. George Gazette, dated the 14th July 1942, as subsequently amended, H.E. the Governor of Madras hereby makes the following rules relating to the appointment of headmasters and headmistresses of high schools under district boards:--

Rules

1. Every vacancy in the post of headmaster or headmistress of a high school with Form V or Form VI as the highest class under a district board shall subject to the provisions of rule 3 (3) be filled by the president of the district board (hereinafter referred to as the president) from a panel of suitable candidates drawn up by the Divisional Inspector of Schools in the case of boys' schools and by the Inspectress of Girls' Schools in the case of girls' schools:

Provided that it shall be open to the president, in order to avoid dislocation of work or for other reasons to be recorded in writing, to appoint persons not in the panel for periods of one month and less without probationary rights.

NOTE.—If at the time a vacancy in the post of headmaster/headmistress occurs in a school, the most senior among the probationary headmasters/headmistresses be serving as ~~L~~.T. or B.Ed. Assistant in the same school, he/she shall forthwith be appointed in that vacancy. If there is no such probationer and if it is decided to take action under the proviso to this rule to fill the vacancy, a probationer in the post of headmaster/headmistress serving as ~~L~~.T. or B.Ed. Assistant in the school shall be preferred to any one else in the school even though the period of such incumbency shall not count for probation.

2. The following procedure shall be adopted in drawing up the panel:--

(1) The President shall send to the Divisional Inspector of Schools or the Inspectress of Girls' Schools concerned, a list of B.T. or B.Ed. Assistants in the service of the district board, who have put in a service of not less than ten years and whose names are not already in the panel and whom he would recommend for inclusion in the panel, with a detailed statement of the reasons for such recommendation. Such list shall be sent in December immediately preceding the year for which the panel is to be drawn. The Divisional Inspector of Schools and the District Educational Officer sitting together or the Inspectress of ~~Grils'~~ Girls' Schools shall draw up a panel of suitable candidates, taking into consideration the list sent by the president, and send it to him not later ~~than~~ than the 1st May immediately following. If the Divisional Inspector of Schools or the Inspectress finds that the list does not contain a sufficient number of candidates ~~are not~~ suitable for appointment as headmaster/headmistress, it shall be open ~~for~~ to the Divisional Inspector or Inspectress ~~of Girls' Schools~~ to call for the lists of other B.Ts. and B.Eds. in the service of the Board who have not put in 10 years of service and ~~choose the best~~ draw up the panel from among them. The panel thus drawn up shall be treated as confidential.

(2) It shall be the duty of the Inspecting officers aforesaid to draw up at the same time a full minute in support of their recommendations ~~both~~ (a) in regard to the inclusion of new names every year, ~~and~~ (b) in regard to the assignment of the order of preference in Group A referred to in rule 3(2) when ~~it is done~~ the panel is drawn up for the first time under these rules and send a copy of the same to the Director of Public Instruction along with a copy of the panel.

pp 12-12(a) of Sectional notes.

Vide p. of the S.N.

p. 9 of S.N.

p. 14 of S.N.

on the same basis as for inclusion in Group B

p. 18 of Sectional notes

p. 19 of Sectional notes

3. (1) The number of persons whose names should be included in the panel in any one year shall be determined as follows:—

The president shall intimate to the Divisional Inspector or the Inspectress, as the case may be, not later than the 1st January of each year—

(a) the number of permanent vacancies that would occur by superannuation of existing incumbents during the twelve months commencing from the 1st May of that year; ~~and~~

(b) the number of probationers who are expected to revert to the ~~L.T.~~ B.T. or B.Ed.

(c) the number of vacancies that ~~would~~ may arise on account of the opening of new schools.

Provided however, that where only one permanent vacancy is expected to arise and neither a probationer nor a person in the panel not appointed hitherto is expected to be available for appointment to the vacancy, the panel may consist of three persons if the president so desires.

(2) The persons included in a panel shall be placed in two groups as follows:—

Group A.—Persons, if any, already included in the panel drawn up for the preceding year and not appointed as headmaster/headmistress arranged according to the year in which their names were first included in the panel and in the order of preference specified therein:

Provided that in respect of persons included in a panel drawn up before the commencement of these rules, the order of preference shall be assigned to them by the authority drawing up the panel for the first time under these rules. The order of preference shall be fixed as laid down under group B.

Group B.—Persons newly included, arranged in the order of preference based on their qualifications, merit and ability, seniority being taken into account only if the qualifications, merit and ability are approximately equal.

(3) Persons whose names are in the panel shall be appointed in the order in which the names are arranged in the panel, that is to say, those whose names appear in Group A shall be appointed in the order of preference specified therein and only after all such persons have been appointed, appointments shall be made from among the persons in Group B in the order of preference specified therein.

4. (1) If in the opinion of the Divisional Inspector of Schools sitting with the District Educational Officer in the case of boys' schools, or of the Inspectress of Girls' Schools in the case of girls' schools, it is not possible to select a sufficient number of persons from among the qualified assistants in the service of the district board to make up the panel, it shall be open to the Divisional Inspector or the Inspectress to request the president to invite applications from outsiders by advertisement. The president shall take the necessary action and send all the applications received to the Divisional Inspector or the Inspectress, as the case may be.

(2) If the Divisional Inspector and the District Educational Officer or as the case may be the Inspectress consider that an interview is necessary, the Divisional Inspector and the District Educational Officer together or the Inspectress shall make a preliminary selection from among the applicants and arrange for an interview and shall then draw up a panel from among the candidates who have been interviewed and from among candidates, if any, already in the service of the district board. ~~When persons who are not in the service of the district board are selected, preference shall be given to those in the service of the district board.~~ ⓨ In regard to the selection of persons who are not in ~~is~~ the service of the district board, if two candidates are considered equal in qualification, character and efficiency, the candidates belonging to the backward community shall be preferred for appointment as headmaster/headmistress of a high school.

5. (1) If the president on the receipt of a panel for the year wishes to have any name or names either included in it or excluded from it or to modify the order of preference ~~in Group B~~ have been arranged in the panel ⓧ he may appeal to the ... All such appeals

ⓧ in group A ~~at the commencement of these~~ when the panel is drawn up for the first time under these rules and in group B every time the ~~latter~~ panel is drawn up,

6. No person whose name is included in a panel for a year and who has not been appointed shall be removed therefrom at the time of making a panel for the subsequent year, except for reasons to be recorded in writing by the Divisional Inspector and the District Educational Officer or the Inspectress, as the case may be.

7. Save as provided in rule 6, persons whose names are included in a panel but who have not been appointed shall be included in every subsequent panel.

8. If in the course of a year, a permanent or an acting vacancy of longer duration than one month occurs or is about to occur and there is no probationer available for appointment and the panel has been exhausted, fresh names may, on the application of the president, be included in the panel in accordance generally with the provisions of the foregoing rules ... to the condition that the number of names so included

9. When a person who has been selected for appointment as headmaster/headmistress under the service of more than one district board and who has commenced his/her probation under the service of one of those district boards, is appointed as headmaster/headmistress under the service of any other district board, the appointing authority shall require him/her to select the district board under which he/she wished to serve".

II

In exercise of the powers conferred by sections 73 and 303(2)(a) of the Madras District Municipalities Act, 1920 (Madras Act V of 1920), and in supersession of the rules published with Education Department Notification dated the 30th June 1942 at pages 1-3 of the Rules Supplement to Part I-B of the Fort St George Gazette, dated the 14th July 1942, as subsequently amended, H.E. the Governor of Madras hereby makes the following rules relating to the appointment of headmasters and headmistresses of high schools under municipal councils.---

Rules

1. Every vacancy in the post of headmaster or headmistress of a high school with Form V or Form VI as the highest class under a municipal council shall subject to the provisions of rule 3 (3) be filled by the Appointment Committee of the council (hereinafter referred to as the Appointment Committee) from a panel of suitable candidates drawn up by the Divisional Inspector of Schools in the case of boys' schools and by the Inspectress of Girls' Schools in the case of girls' schools:

Provided that it shall be open to the Appointment Committee, in order to avoid dislocation of work or for other reasons to be recorded in writing, to appoint persons not in the panel for periods of one month and less, without probationary rights.

NOTE.—If at the time a vacancy in the post of headmaster/headmistress occurs in a school, the most senior among the probationary headmasters/headmistresses be serving as B.T. or B.Ed. Assistant in the same school, he/she shall forthwith be appointed in that vacancy. If there is no such probationer and if it is decided to take action under the proviso to this rule to fill the vacancy, a probationer in the post of headmaster/headmistress serving as B.T. or B.Ed. Assistant in the school shall be preferred to any one else in the school, even though the period of such incumbency shall not count for probation.

2. The following procedure shall be adopted in drawing up the panel:--

(1) The Appointment Committee shall send to the Divisional Inspector of Schools or the Inspectress of Girls' Schools concerned, a list of B.T. or B.Ed. Assistants in the service of the municipal council who have put in a service of not less than ten years and whose names are not already in the panel and whom ~~he~~ it ~~the Appointment Committee~~ would recommend for inclusion in the panel, with a detailed statement of the reasons for such recommendation. Such list shall be sent in December immediately preceding the year for which the panel is to be drawn. The Divisional Inspector of Schools and the District Educational Officer sitting together or the Inspectress of Girls' Schools shall draw up a panel of suitable candidates, taking into consideration the list sent by the Appointment Committee, and send it to the executive authority of the council not later than the 1st May immediately following. If the Divisional Inspector of Schools or the Inspectress finds that ~~these~~ the list does not contain a sufficient number of candidates ~~are not~~ suitable for appointment as headmaster/headmistress, it shall be open ~~for~~ to the Divisional Inspector or Inspectress ~~of Grils' Schools~~ to call for the lists of other B.Ts. and B.Eds. in the service of the council who have not put in 10 years of service and ~~choose the best~~ draw up the panel from among them. The panel thus drawn up shall be treated as confidential.

(2) It shall be the duty of the Inspecting officers aforesaid to draw up at the same time a full minute in support of their recommendations ~~both~~ (a) in regard to the inclusion of new names every yea ~~and~~ (b) in regard to the assignment of the order of preference in Group A referred to in rule 3(2) when ~~it is done~~ the panel is drawn up for the first time under these rules and send a copy of the same to the Director of Public Instruction along with a copy of the panel.

3. (1) The number of persons whose names should be included in the panel in any one year shall be determined as follows:—

The executive authority shall intimate to the Divisional Inspector or the Inspectress, as the case may be, not later than the 1st January of each year—

(a) the number of permanent vacancies that would occur by superannuation of existing incumbents during the twelve months commencing from the 1st May of that year; ~~and~~

(b) the number … vert to the B.T. or …

(c) the number of vacancies that ~~would~~ may arise on account of the opening of new schools.

… ear will be equal to … (a) less the number … e. Deviations from … nstruction:

Provided however that where only one permanent vacancy is expected to arise and neither a probationer nor a person in the panel not appointed hitherto is expected to be available for appointment to the vacancy, the panel may consist of three persons if the Appointment Committee so desires.

(2) The persons included in a panel shall be placed in two groups as follows:—

Group A.—Persons, if any, already included in the panel drawn up for the preceding year and not appointed as headmaster/headmistress arranged according to the year in which their names were first included in the panel and in the order of preference specified therein:

Provided that in respect of persons included in a panel drawn up before the commencement of these rules, the order of preference shall be assigned to them by the authority drawing up the panel for the first time under these rules on the same basis as for inclusion in Group B. ~~The order of preference shall be fixed as laid down under group B.~~

Group B.—Persons newly included, arranged in the order of preference based on their qualifications, merit and ability, seniority being taken into account only if the qualifications, merit and ability are approximately equal.

(3) Persons whose names are in the panel shall be appointed in the order in which their names are arranged in the panel, that is to say, those whose names appear in Group A shall be appointed in the order of preference specified therein and only after all such persons have been appointed, appointments shall be made from among the persons in Group B in the order of preference specified therein.

4. (1) If in the opinion of the Divisional Inspector of Schools sitting with the District Educational Officer in the case of boys' schools, or of the Inspectress of Girls' Schools in the case of girls' schools, it is not possible to select a sufficient number of persons from among the qualified Assistants in the service of the municipal council to make up the panel, it shall be open to the Divisional Inspector or the Inspectress to request the executive authority to invite applications from outsiders by advertisement. The executive authority shall take the necessary action and send all the applications received to the Divisional Inspector or the Inspectress, as the case may be.

(2) If the Divisional Inspector and the District Educational Officer or as the case may be the Inspectress consider that an interview is necessary, the Divisional Inspector and the District Educational Officer together or the Inspectress shall make a preliminary selection from among the applicants and arrange for an interview and shall then … a panel from among the candidates who have been interviewed and from among …

(3) ~~When a person~~ … nce shall be … the

⊗ In regard to the selection of persons who are not in the service of the municipal council, if two candidates are considered equal in qualification, character and efficiency, the candidates belonging to the backward communities shall be preferred for appointment as headmaster/headmistres… of a high school.

5. (1) If the Appointment Committee on the receipt of a panel for the year wishes to have any name or names either included in it or excluded from it, or to modify the order of preference in which the names ~~in Group B~~ have been arranged in the panel, it may appeal to the Director of Public Instruction whose decision thereon shall be final. All such appeals shall be made within fifteen clear days after the receipt of the panel from the Divisional Inspector or the Inspectress.

(2) It shall be open to the Divisional Inspector or the Inspectress or the Appointment Committee, to have any of the names once included in the panel for the year, for reasons arising subsequent to the preparation of the panel, omitted at any time during the year with the prior approval of the Director of Public Instruction.

6. No person whose name is included in a panel for a year and who has not been appointed shall be removed therefrom at the time of making a panel for the subsequent year, except for reasons to be recorded in writing by the Divisional Inspector and the District Educational Officer or the Inspectress, as the case may be.

7. Save as provided in rule 6, persons whose names are included in a panel but who have not been appointed shall be included in every subsequent panel.

8. If in the course of a year, a permanent or an acting vacancy of longer duration than one month occurs or is about to occur and there is no probationer available for appointment and the panel has been exhausted, fresh names may, on the application of the Appointment Committee, be included in the panel in accordance generall

"[illegible]. When a person who has been selected for appointment as headmaster/headmistress under the service of more than one municipal council and who has commenced his/her probation under the service of one of those municipal councils, is appointed as headmaster/headmistress under the service of any other municipal council, the appointing authority shall require him/her to elect the municipal council under which he/she wishes to serve".

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EDUCATION AND PUBLIC HEALTH DEPARTMENT
(Education)

GOVERNMENT
19 JAN 1949

G.O. No. 3129, 9th December 1948

Rules—Local bodies—Headmasters and headmistresses of high schools—Appointment—Procedure—Revised draft rules—Confirmed.

32

READ—the following papers :—

G.O. No. 1849, Education, dated the 22nd August 1947.

G.O. No. 2455, Education, dated 25th September 1948.

Order—No. 3129, Education, dated 9th December 1948.

In G.Os. No. 1849, Education, dated 22nd August 1947, and No. 2455, Education, dated 25th September 1948, the Government ordered the publication for general information of certain draft rules relating to the appointment of headmasters and headmistresses of Board and Municipal High schools. They have considered the objections and suggestions received and are of opinion that the points on which the draft rules require amendment are in respect of rules 2 (1) & (2), 3, 4 and 5 of the rules. Necessary additions have been made to these rules. 1

2. The rules as ~~then~~ thus altered are hereby confirmed.

3. The appended notifications will be published in the *Fort St. George Gazette*.

(By order of His Excellency the Governor)

M. V. SUBRAMANIAN,
Secretary to Government.

To the Director of Public Instruction.
" Special Officers of District Boards.
" Commissioners of Municipalities (through Chairmen of Municipal Councils).
" ~~Inspector of Local Board~~ ~~Municipal councils and Local Boards~~
" Examiner of Local Fund Accounts.
" Local Administration Department.
" Legal Department.
" Superintendent, Government Press (for publication of the notifications in the *Fort St. George Gazette*).

Municipal Council and Local Boards

APPENDIX.

NOTIFICATIONS.

I

In exercise of the powers conferred by sections 70 and 199 (2) (*a*) of the Madras Local Boards Act, 1920 (Madras Act XIV of 1920), and in supersession of the rules published with Education Department Notification, dated the 30th June 1942, at pages 1-3 of the Rules Supplement to Part I-B of the *Fort St. George Gazette*, dated the 14th July 1942, as subsequently amended, His Excellency the Governor of Madras hereby makes the following rules relating to the appointment of headmasters and headmistresses of high schools under district boards:—

RULES.

1. Every vacancy in the post of headmaster or headmistress of a high school with Form V or Form VI as the highest class under a district board shall subject to the provisions of rule 3 (3) be filled by the president of the district board (hereinafter referred to as the president) from a panel of suitable candidates drawn up by the Divisional Inspector of Schools in the case of boys' schools and by the Inspectress of Girls' Schools in the case of girls' schools:

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Provided that it shall be open to the president, in order to avoid dislocation of work or for other reasons to be recorded in writing, to appoint persons not in the panel for periods of one month and less without probationary rights.

NOTE.—If at the time a vacancy in the post of headmaster/headmistress occurs in a school. the most senior among the probationary headmasters/headmistresses be serving as B.T. or B.Ed. Assistant in the same school, he/she shall forthwith be appointed in that vacancy. If there is no such probationer and if it is decided to take action under the proviso to this rule to fill the vacancy, a probationer in the post of headmaster/headmistress serving as B.T. or B.Ed. Assistant in the school shall be preferred to any one else in the school even though the period of such incumbency shall not count for probation.

2. The following procedure shall be adopted in drawing up the panel:—

(1) The President shall send to the Divisional Inspector of Schools or the Inspectress of Girls' Schools concerned, a list of B.T. or B.Ed. Assistants in the service of the district board, who have put in a service of not less than ten years and whose names are not already in the panel and whom he would recommend for inclusion in the panel, with a detailed statement of the reasons for such recommendation. Such list shall be sent in December immediately preceding the year for which the panel is to be drawn. The Divisional Inspector of Schools and the District Educational Officer sitting together or the Inspectress of Girls' Schools shall draw up a panel of suitable candidates, taking into consideration the list sent by the President, and send it to him not later than the 1st May immediately following. If the Divisional Inspector of Schools or the Inspectress finds that the list does not contain a sufficient number of candidates suitable for appointment as headmaster/headmistress, it shall be open to the Divisional Inspector or Inspectress to call for the lists of other B.Ts. and B.Eds. in the service of the Board who have not put in ten years of service and draw up the panel from among them. The panel thus drawn up shall be treated as confidential.

(2) It shall be the duty of the Inspecting officers aforesaid to draw up at the same time a full minute in support of their recommendations—

(*a*) in regard to the inclusion of new names every year;

(*b*) in regard to the assignment of the order of preference in Group A referred to in rule 3 (2) when the panel is drawn up for the first time under these rules; and send a copy of the same to the Director of Public Instruction along with a copy of the panel.

3. (1) The number of persons whose names should be included in the panel in any one year shall be determined as follows:—

The president shall intimate to the Divisional Inspector or the Inspectress, as the case may be, not later than the 1st January of each year—

(*a*) the number of permanent vacancies that would occur by superannuation of existing incumbents during the twelve months commencing from the 1st May of that year;

(*b*) the number of probationers who are expected to revert to the B.T. or B.Ed. cadre by the 1st May of that year; and

(*c*) the number of vacancies that may arise on account of the opening of new schools.

The number of persons to be included in the panel for the year will be equal to twice the number of permanent vacancies referred to in clause (*a*) less the number referred to in clause (*b*) subject ordinarily to a maximum of five. Deviations from this rule will require the prior approval of the Director of Public Instruction:

Provided however, that where only one permanent vacancy is expected to arise and neither a probationer nor a person in the panel not appointed hitherto is expected to be available for appointment to the vacancy, the panel may consist of three persons if the president so desires.

(2) The persons included in a panel shall be placed in two groups as follows:—

Group A.—Persons, if any, already included in the panel drawn up for the preceding year and not appointed as headmaster/headmistress arranged according to the year in which their names were first included in the panel and in the order of preference specified therein:

Provided that in respect of persons included in a panel drawn up before the commencement of these rules, the order of preference shall be assigned to them by the authority drawing up the panel for the first time under these rules on the same basis as for inclusion in Group B.

Group B.—Persons newly included, arranged in the order of preference based on their qualifications, merit and ability, seniority being taken into account only if the qualifications, merit and ability are approximately equal.

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(3) Persons whose names are in the panel shall be appointed in the order in which the names are arranged in the panel, that is to say, those whose names appear in Group A shall be appointed in the order of preference specified therein and only after all such persons have been appointed, appointments shall be made from among the persons in Group B in the order of preference specified therein.

4. (1) If in the opinion of the Divisional Inspector of Schools sitting with the District Educational Officer in the case of boys' schools, or of the Inspectress of Girls' schools in the case of girls' schools, it is not possible to select a sufficient number of persons from among the qualified assistants in the service of the district board to make up the panel, it shall be open to the Divisional Inspector or the Inspectress to request the president to invite applications from outsiders by advertisement. The president shall take the necessary action and send all the applications received to the Divisional Inspector or the Inspectress, as the case may be.

(2) If the Divisional Inspector and the District Educational Officer or as the case may be the Inspectress consider that an interview is necessary, the Divisional Inspector and the District Educational Officer together or the Inspectress shall make a preliminary selection from among the applicants and arrange for an interview and shall then draw up a panel from among the candidates who have been interviewed and from among candidates, if any, already in the service of the district board. In regard to the selection of persons who are not in the service of the district board, if two candidates are considered equal in qualification, character and efficiency, the candidate belonging to the backward community shall be preferred for appointment as headmaster/headmistress of a high school.

Where in any year or at any time no new names are required for completing the panel and no names have to be omitted, the Divisional Inspector in consultation with the District Educational Officer or as the case may be the Inspectress may send the panel to the president.

5. (1) If the president on the receipt of a panel for the year wishes to have any name or names either included in it or excluded from it or to modify the order of preference in which the names have been arranged in the panel in Group A when the panel is drawn up for the first time under these rules and in Group B every time the panel is drawn up, he may appeal to the Director of Public Instruction whose decision thereon shall be final. All such appeals shall be made within fifteen clear days after the receipt of the panel from the Divisional Inspector or Inspectress.

(2) It shall be open to the Divisional Inspector or the Inspectress or the president to have any of the names once included in the panel for a year, for reasons arising subsequent to the preparation of the panel, omitted at any time during the year with the prior approval of the Director of Public Instruction.

6. No person whose name is included in a panel for a year and who has not been appointed shall be removed therefrom at the time of making a panel for the subsequent year, except for reasons to be recorded in writing by the Divisional Inspector and the District Educational Officer or the Inspectress, as the case may be.

7. Save as provided in rule 6, persons whose names are included in a panel but who have not been appointed shall be included in every subsequent panel.

8. If in the course of a year, a permanent or an acting vacancy of longer duration than one month occurs or is about to occur and there is no probationer available for appointment and the panel has been exhausted, fresh names may, on the application of the president, be included in the panel in accordance generally with the provisions of the foregoing rules subject to the condition that the number of names so included shall be not less than two even if the vacancy happens to be an acting vacancy.

9. When a person who has been selected for appointment as headmaster/headmistress under the service of more than one district board and who has commenced his/her probation under the service of one of those district boards, is appointed as headmaster/headmistress under the service of any other district board, the appointing authority shall require him/her to elect the district board under which he/she wishes to serve.

10. The provisions of these rules shall, so far as may be, apply to persons whose names have been included in the panel or panels drawn up in accordance with the rules hereby superseded.

II

In exercise of the powers conferred by sections 73 and 303 (2) (*a*) of the Madras District Municipalities Act, 1920 (Madras Act V of 1920), and in supersession of the rules published with Education Department Notification, dated the 30th June 1942, at pages 1–3 of the Rules Supplement to Part I-B of the *Fort St. George Gazette*, dated the 14th July 1942, as subsequently amended, His Excellency the Governor of Madras

5

hereby makes the following rules relating to the appointment of headmasters and headmistresses of high schools under municipal councils:—

RULES.

1. Every vacancy in the post of headmaster or headmistress of a high school with Form V or Form VI as the highest class under a municipal council shall, subject to the provisions of rule 3 (3), be filled by the Appointment Committee of the council (hereinafter referred to as the Appointment Committee) from a panel of suitable candidates drawn up by the Divisional Inspector of Schools in the case of boys' schools and by the Inspectress of Girls' Schools in the case of girls' schools:—

Provided that it shall be open to the Appointment Committee, in order to avoid dislocation of work or for other reasons to be recorded in writing, to appoint persons not in the panel for periods of one month and less, without probationary rights.

NOTE.—If at the time a vacancy in the post of headmaster/headmistress occurs in a school, the most senior among the probationary headmasters/headmistresses be serving as B.T. or B.Ed. Assistant in the same school, he/she shall forthwith be appointed in that vacancy. If there is no such probationer and if it is decided to take action under the proviso to this rule to fill the vacancy, a probationer in the post of headmaster/headmistress serving as B.T. or B.Ed. Assistant in the school shall be preferred to anyone else in the school, even though the period of such incumbency shall not count for probation.

2. The following procedure shall be adopted in drawing up the panel:—

(1) The Appointment Committee shall send to the Divisional Inspector of Schools or the Inspectress of Girls' Schools concerned, a list of B.T. or B.Ed. Assistants in the service of the municipal council who have put in a service of not less than ten years and whose names are not already in the panel and whom it would recommend for inclusion in the panel, with a detailed statement of the reasons for such recommendation. Such list shall be sent in December immediately preceding the year for which the panel is to be drawn. The Divisional Inspector of Schools and the District Educational Officer sitting together or the Inspectress of Girls' Schools shall draw up a panel of suitable candidates, taking into consideration the list sent by the Appointment Committee, and send it to the executive authority of the council not later than the 1st May immediately following. If the Divisional Inspector of Schools or the Inspectress finds that the list does not contain a sufficient number of candidates suitable for appointment as headmaster/headmistress, it shall be open to the Divisional Inspector or Inspectress to call for the lists of other B.Ts. and B.Eds. in the service of the council who have not put in ten years of service and draw up the panel from among them. The panel thus drawn up shall be treated as confidential.

(2) It shall be the duty of the Inspecting officers aforesaid to draw up at the same time a full minute in support of their recommendations—

(*a*) in regard to the inclusion of new names every year;

(*b*) in regard to the assignment of the order of preference in Group A referred to in rule 3 (2) when the panel is drawn up for the first time under these rules, and send a copy of the same to the Director of Public Instruction along with a copy of the panel.

3. (1) The number of persons whose names should be included in the panel in any one year shall be determined as follows:—

The executive authority shall intimate to the Divisional Inspector or the Inspectress, as the case may be, not later than the 1st January of each year—

(*a*) the number of permanent vacancies that would occur by superannuation of existing incumbents during the twelve months commencing from the 1st May of that year;

(*b*) the number of probationers who are expected to revert to the B.T. or B.Ed. cadre by the 1st May of that year; and

(*c*) the number of vacancies that may arise on account of the opening of new schools.

The number of persons to be included in the panel for the year will be equal to twice the number of permanent vacancies referred to in clause (*a*) less the number referred to in clause (*b*) subject ordinarily to a maximum of five. Deviations from this rule will require the prior approval of the Director of Public Instruction:

Provided, however, that where only one permanent vacancy is expected to arise and neither a probationer nor a person in the panel not appointed hitherto is expected to be available for appointment to the vacancy, the panel may consist of three persons if the Appointment Committee so desires.

(2) The persons included in a panel shall be placed in two groups as follows:—

Group A.—Persons, if any, already included in the panel drawn up for the preceding year and not appointed as headmaster/headmistress arranged according to the year in which their names were first included in the panel and in the order of preference specified therein:

Provided that in respect of persons included in a panel drawn up before the commencement of these rules, the order of preference shall be assigned to them by the authority drawing up the panel for the first time under these rules on the same basis as for inclusion in Group B.

Group B.—Persons newly included, arranged in the order of preference based on their qualifications, merit and ability, seniority being taken into account only if the qualifications, merit and ability are approximately equal.

(3) Persons whose names are in the panel shall be appointed in the order in which their names are arranged in the panel, that is to say, those whose names appear in Group A shall be appointed in the order of preference specified therein and only after all such persons have been appointed, appointments shall be made from among the persons in Group B in the order of preference specified therein.

4. (1) If in the opinion of the Divisional Inspector of Schools sitting with the District Educational Officer in the case of boys' schools, or of the Inspectress of Girls' Schools in the case of girls' schools, it is not possible to select a sufficient number of persons from among the qualified Assistants in the service of the municipal council to make up the panel, it shall be open to the Divisional Inspector or the Inspectress to request the executive authority to invite applications from outsiders by advertisement. The executive authority shall take the necessary action and send all the applications received to the Divisional Inspector or the Inspectress, as the case may be.

(2) If the Divisional Inspector and the District Educational Officer or as the case may be the Inspectress consider that an interview is necessary, the Divisional Inspector and the District Educational Officer together or the Inspectress shall make a preliminary selection from among the applicants and arrange for an interview and shall then draw up a panel from among the candidates who have been interviewed and from among candidates, if any, already in the service of the municipal council. In regard to the selection of persons who are not in the service of the municipal council, if two candidates are considered equal in qualification, character and efficiency, the candidates belonging to the backward community shall be preferred for appointment as headmaster/headmistress of a high school.

Where in any year or at any time no new names are required for completing the panel and no names have to be omitted, the Divisional Inspector in consultation with the District Educational Officer or as the case may be the Inspectress, may send the panel to the executive authority.

Ad/ 5. (1) If the Appointment Committee on the receipt of a panel for the year wishes to have any name or names either included in it or excluded from it, or to modify the order of preference in which the names have been arranged in the panel, it may appeal to the Dirctor of Public Instruction whose decision thereon shall be final. All such appeals shall be made within fifteen clear days after the receipt of the panel from the Divisional Inspector or the Inspectress.

(2) It shall be open to the Divisional Inspector or the Inspectress or the Appointment Committee, to have any of the names once included in the panel for the year, for reasons arising subsequent to the preparation of the panel, omitted at any time during the year with the prior approval of the Director of Public Instruction.

6. No person whose name is included in a panel for a year and who has not been appointed shall be removed therefrom at the time of making a panel for the subsequent year, except for reasons to be recorded in writing by the Divisional Inspector and the District Educational Officer or the Inspectress, as the case may be. '5'

7. Save as provided in rule 6, persons whose names are included in a panel but who have not been appointed shall be included in every subsequent panel.

8. If in the course of a year, a permanent or an acting vacancy of longer duration than one month occurs or is about to occur and there is no probationer available for appointment and the panel has been exhausted, fresh names may, on the application of the Appointment Committee, be included in the panel in accordance generally with the provisions of the foregoing rules subject to the condition that the number of names so included shall be not less than two even if the vacancy happens to be an acting vacancy.

9. When a person who has been selected for appointment as headmaster/headmistress under the service of more than one municipal council and who has commenced his/her probation under the service of one of those municipal councils, is appointed as headmaster/headmistress under the service of any other municipal council, the appointing authority shall require him/her to elect the municipal council under which he/she wishes to serve.

10. The provisions of these rules shall, so far as may be, apply to persons whose names have been included in the panel or panels drawn up in accordance with the rules hereby superseded.

74

Sectt. 11-22—5,506—18-11-42.

161/181 Pub

75

38

PRESS SLIP.

ORDINARY. URGENT (a). SPECIAL (a).

17 DEC 1948
GOVERNMENT MADRAS

Education & public Health DEPARTMENT.

Current No. 78575, dated 29—9—1947.

G.O. No. 3129 Edn., dated 9-12-1948.

Number of MS. pages sent (b) Correspondence 6. (c) Notes —

Brief subject. Rules - Local bodies - Headmasters & Headmistresses of High Schools - Appt. - procedure - Revised draft Rules.

(d) Number of copies required when struck off (*not including copies for volumes and editors' table which are retained in the Press*). (1)	"Press" copies to supply on requisitions for purchase by the public. (2)	Complete correspondence and orders. (3)	Notes. (4)
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A

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Ch. Satyanarayana Clerk.
10.12.48.

11.12.48 Supt.

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S. Lakshminarasimhulu
27/1/49.

~~Ch. Satyanarayana~~ Clerk.
~~2.1.1949~~.

Supt.

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Clerk.

Supt.

SPECIAL INSTRUCTIONS.

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V. Ramaswami
Asst. Secretary to Govt.

10.12.48.

11.12.48

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G2

C.F. 32.

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ASST. SECRETARY TO GOVERNMENT
12 MAY 194
EDUCATION AND PUBLIC HEALTH DEPT.

From (Name)

(Designation) The Director of Public Instruction,

Post Box ______, (Station) Madras. ______,

Telegraphic Address ______

36

To

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

36298

Re. No. 1047 G1/49, dated 11-5-49 19- .

Sir,

* Sub: Panel of Candidates suitable for appointment as Headmasters of High Schools, Dist.Board.

Ref: G.O.No.3129 Education dated 9-12-48.

Enclosures ______

Spare Copies ______

(C)

(B)

p.2 printed order in (C) -

-ibid -

printed order in (B) -

In the draft rules issued with G.O.1849 Education dated 22-8-47, under Rule 3(1) clauses (a) and (b) ~~above~~ alone were published. Now in G.O.No.3129 Education dated 9-12-48 confirming the draft rules clause(c) has also been inserted under Rule 3(1) of the rules. In this sub para of the rule below clause (c), it is stated that the number of persons to be included in the panel for a year will be equal to twice the number of permanent vacancies referred to in clause (a) less the number referred to in clause (b) subject ordinarily to a maximum of five and that deviations from this rule will require the prior approval of the Director of Public Instruction. There is however no reference in this sub para to clause (c) of Rule 3(1) which was added in G.O.No.3129 Education dated 9-12-48. It is not clear whether it is the intention of Government that the maximum number of five referred to in the above sub para should also take into account the number of vacancies that may arise on account of opening of new schools referred to in clause (c) or only those referred to in clauses (a) and (b) as originally contemplated in the draft rules issued with G.O.No.1849 Education dated 22-8-47. As a large number of Secondary Schools is being opened by certain local bodies every year, there will be deviations from the rule in the sub para referred to above in several cases, if the maximum number of five were to include the vacancies referred to in clause(c) also. Government may be pleased to issue a clarification in the matter.

Again certain practical difficulties arise in determining the number of persons to be included in the panel when in a particular year no permanent vacancies occur by superannuation of exising incumbents, as it is the basis on which the number has to be determined under the existing rules. If the maximum number of five is to reckon the vacancies on account of opening of new schools also, then the difficulty pointed out above may be overcome as shown below. Even though no permanent vacancies arise on account of superannuation of existing incumbents, if there is to be ~~are~~ one reversion under clause (b) and 7 vacancies under clause (c) the number may be ~~said~~ fixed as (2 X 0) - 1 plus 7 = 6. As this number is in excess of five (maximum referred to in the G.O), the Director of Public Instruction, can give prior approval to the Divisional Inspector to include ~~are~~ one more candidate~~s~~ in the panel.

P.T.O.

2/ 78/

:3:

I request the favour of urgent orders.

Yours faithfully,

Director of Public Instruction.

9/11/5

KT.11/5.

C.F. 304.

OFFICE OF THE

Date 194 .

79/

Hours Minutes

TELEPHONIC MESSAGE.

From	To
D.P.I	A.S. E&PH.

37

Sub. ~~Col~~ Panel of candidate suitable for appointment as Head Master of Secondary Schools

39220

Ref. Director's letter R.C. 1047 Ex/44 dt 11/5/44.

Kindly issued early orders as the matter is very urgent.

20/5/44

[Please write on both sides.

2 C.F 304.

80

Post copy of telephone message dated 20-5-49.

38

From

The Director of Public Instruction,
Madras.

ASST. SECRETARY TO GOVERNMENT, EDUCATION AND PUBLIC HEALTH DEPT.
24 MAY 1

The Secretary to Government,
Education and Public Health Department.

39582

SUB:- Panel of candidates suitable for appointment as Headmasters of Secondary schools.
REF:- Director's letter Rc.1047-G1/49 dated 11-5-49.

Kindly issue early orders as the matter is very urgent.

For Director of Public Instruction.

KS 21/5.
TD.

8/23/5

82 39

Read again

Ⓒ G.O. No. 3129 Edn Dated 9.12.48. Et PH (G2)

From the D.P.I. – No. 1047 – G1 – 49
Dated the 11.5.1949

– Memo No. 36298/G2/49-1 Edn/. 27-5-49.

Despatched
27/5

Establishment – Secondary Education – Panel of Candidates for appt. as Head Masters of High Schools.

The D.P.I. is informed that the maximum number of five Candidates whose names should ordinarily be included in the panel under Rule 3 (1) of the revised Rules relating to the appointment of Head Masters of High Schools should take into account also the number of vacancies arising by the opening of new schools, as under rule 3 (1) (c) of those Rules.

p2 of the printed order in Ⓒ

To
The D.P.I. 24.5.49

27/5

25/5/49

Note: Under rule 3 (1) the maximum number of persons to be included in the panel for a particular year should ordinarily be five which number may be varied with the approval of the D.P.I. – There is no

p 2 of the printed order in Ⓒ

Contd.

87/2

doubt that that number should be fixed after taking into account all ~~[illegible]~~ categories of vacancies including those arising from the opening of new schools — There seems to be no reason to exclude this latter type of vacancies from the calculation —

The draft memo ~~at~~ on p1 ante is for approval. After issue the papers may be added to G.O. No 3129 Edn. Dy 8.12.48.

4.5.49.

25/5/49

27/5

A/c

Education and Punlic Health
Department (B1) section.

Rules- Local bodies - Headmasters and Headmistresses of high schools -Appointment. Procedure - Reissue

-----

From the D.P.I. R.C. No 537 G/46 dated 13-11-47 & 18-12-47

(B)

In G.O. No 1849 Education dated 22-8-47 the Govt published for general information the draft of the reissue of the rules relating to the appointment of headmasters and headmistresses of board and municipal high schools as subsequently amended. The objections and suggestions received for amending the rules are on pp 1-3 and ~~& to 40~~ 7 to 40 C.F The remarks of the D.P.I. have been obtained on those suggestions and they will be found on pages 5-6 and 41-42 C.F The suggestions are examined in the sectional notes with reference to the rules relating to the appointment of ~~xxxxxxx~~ headmasters of and headmistresses of board high schools. The suggestions are applicable to the corresponding rules relating to t he appointment of headmasters and headmistresses in municipal high s chools and the latter rules will be recast with references to the orders that may be passed in the sectional notes. Afters orders are passed in the ~~xxxxxxx~~ sectional notes, a draft order will be submitted for approval

21.3.48

25.3.48

30.3.48

31/3

See my remarks in the sectional note.

29 APR 1948

TSA
29.4.48

G.3.

28515/47

Attention is also invited in this connection to section 7 (d) of the Madras General Clauses Act, 1891. The object of previous publication is to enable the members of the public to prefer their objections or suggestions for the consideration of the authority empowered to make rules. This object will be frustrated if an entirely new rule which was never published in draft is included among certain other rules which have been published in draft and which it is proposed to confirm. This Department may therefore advise that new rule 9 should be published first in draft and that the question of proceeding with it or not may be considered on receipt of objections and suggestions, if any.

26. 8. 48

E P H

Legal no 10163/48-1 d. 26. 8. 48

30 AUG 1948

64061

ELPH(?s)

Please see the note of the Legal Dept above. The question of confirmation of the draft amendments in this file may be taken up after objections and suggestions in respect of the amendments to new rule 9 dealt with in the linked file, are ~~a~~ received. This may lie over till 1/11/48.

7/9/48

~~9.9.48~~ 9/9/48

10-9-48
13

S 14/9

Objections ~~&~~ and suggestions in respect of the amendments to new rule 9 were called for. The receipt of the same may be awaited till 15.11.48.

4.11.48.

PP 9-10 C6 (M) / L7

From the S.O North Arcot D.B.
No. B-3-32514-48 Dated 6.10.48

p45 y

(M)/9.10 y

p45 y

Please see the draft of the new rule relating to the appointment of headmasters ~~of~~ and head mistresses high schools published with G.O.No. 2455 Edn dated 25th Septr. 1948. With reference to this provision, the S.O of the North Arcot Dt. Bd. has suggested that no option should be given to the candidate to select the local body which he would serve, when the candidate's name happens to be in the panel of two local bodies – in the S.O's opinion it will suffice if the local body in whose service the candidate commences ~~his~~ probation is treated as being his choice and if his name is removed in the panel pertaining to the other local body.

The S.O gives no reason why the candidate should not be given the option – As there seems to be no harm in the proposal, ~~it~~ it is for consideration whether the draft rule as it stands may now be confirmed.

Subject ~~ion~~ to orders, the new draft rule has been included as Revised rule 9 in the draft below – Legal may see –

ASSISTANT SECRETARY
26 NOV 1948
LEGAL DEPARTMENT

13516

23/11/48

x pages 3 & 6 of the draft

22.11.48

24/11

23/11/48

S 24/11

E.P.H. no. 28515. 47. G3. 6
24.11.48.

6

Legal Dept

Seen in Legal

27/11/48

E & P.H (93)

Legal No. 13216/48

27.11.48

30 NOV 194

The ~~draft~~ Revised Rules may now issue.

(Rules [illegible] p. 3 [illegible])

30.11.48

1-12-48

Enc?

8938-B

ISA

7.12.48

12 DEC

Pl. Send Ro. to Pres.

8/12

SECTIONAL

NOTES

A3

District Boards.

A4

Rule as published.

1. Every vacancy in the post of headmaster or headmistress of a high school with Form V or Form VI as the highest class under a district board shall subject to the provisions of rule 3 (3) be filled by the president of the district board (hereinafter referred to as the president) from a panel of suitable candidates drawn up by the Divisional Inspector of Schools in the case of boys' schools and by the Inspectress of Girls' Schools in the case of girls' schools:

Provided that it shall be open to the president, in order to avoid dislocation of work or for other reasons to be recorded in writing, to appoint persons not in the panel for periods of one month and less without probationary rights.

NOTE.—If at the time a vacancy in the post of headmaster/headmistress occurs in a school, the most senior among the probationary headmasters/headmistresses be serving as L.T. or B.Ed. Assistant in the same school, he/she shall forthwith be appointed in that vacancy. If there is no such probationer and if it is decided to take action under the proviso to this rule to fill the vacancy, a probationer in the post of headmaster/headmistress serving as L.T. or B.Ed. Assistant in the school shall be preferred to any one else in the school even though the period of such incumbency shall not count for probation.

Suggestions – ~~RDB, Malabar~~.

SO. Dt Bd, Salem.

p 3 cf

I therefore suggest to Government that the post of headmaster of an incomplete high school with IV form may also be brought into the regular cadre of headmasters as such posts also carry special allowances.

T. L. Muthuswamy.

p 11 cf

X

According to proviso to rule 1 of the draft rules, a person in the panel waiting for appointment may be overlooked when vacancies of less then one month occurs. The object of the rules as framed is that work should not be allowed to suffer. When there is a person in the panel waiting for the first appointment as headmaster, he will surely lose no time to join the new post and work will not suffer. So when appointment of any person even ~~forxou~~ from outside the panel is to be resorted to as envisaged in the draft rules, it should be first looked into whether all the persons in the panel have been appointed.

So., Dt Bd, Nellore.

p 3 cf

I wish to suggest that Government may be pleased to consider the desirablity of treating also the post of the headmaster or headmistress of an incomplete high school with form IV as the highest class on a par with that of an incomplete high school with form V as the highest class for purposes of the rules under reference in view of the obvious need to maintain efficiency in the former schools also and to create abiding keen and real interest in them to conduct their work on efficient lines.

S.O., Dt Bd, East Godavari

pp 3-4 cf

Hence I recommend to the earnest consideration of Government the desirability of bringing the post of headmaster of an incomplete high school with IV form also to the regular cadre of headmaster carrying special allowance.

Remarks of the DPI.

p 3 cf

pp 5-6 cf

With reference to the points raised in the letter from the Special Officer, District Board, Salem, forwarded with the Government Endorsement cited, I have the honour to state that

(1)

in the first place, it is only in G.O.No.975 Edn., dated 10-5-1947 that Government ordered for the first time that Headmasters of High Schools with Form V as the highest class should be appointed from the panels. It is now too early to extend the same principle to high schools with Form IV as the highest class.

Secondly the District Board, Salem, alone has made this suggestion. If other local bodies were also to feel like this, they too would have put in similar proposals, but they have not done so.

Thirdly, the proposal, if accepted would involve in more expenditure to the Local bodies in view of the fact that the Headmaster of such a High School getting the L.T. Scale of Rs.75-5-145 will get the Headmaster's scale of Rs.150-10-200.

Fourthly the Special Officer's argument that these Headmasters have no chance to continue as Headmasters when Form V is opened, is not toally correct, as some of these Headmasters may be on the panels and they have every chance of continuing as Headmasters even after Form V is opendd.

Fifthly, the argument of the Special Officer that the Headmasters who act as Headmasters of such high schools do not know whether their names are on the panels or not is not acceptable, for, being the Headmasters of such schools they will naturally work efficiently so as to have their names included in the panels. They cannot be slack in their work, if they aspire for Headmasters' posts.

To overcome the difficulties stated to have been experienced, I submit that the appointing authorities may appoint Headmasters of such High Schools from those in the panel without divulging the fact that their names have already been in the panel.

Hence I am not in favour of the suggestions of the Special Officer in the circumstances explained above.

EAO(B)

Please see the suggestions made above. The post of headmaster of a secondary school with Form IV and below carries a lower scale of pay (Rs 75-5-145) than that of a headmaster of a high school with Form V or Form VI as the highest form (Rs 150-10-200). The former is a post in the L.T. grade while the latter is in a senior ~~higher~~ grade in the cadre of Headmasters. ~~It seems necessary to appoint~~ A selection is made from among the L.T. Assistants for inclusion in the panel and a person whose name is included in the panel should be regularly appointed on probation as headmaster in the scale of Rs 150-10-200. The appointment of such a person to an incomplete high school with Form IV will prove inconvenient as he will have to leave the school as soon as he gets a chance for regular appointment in a high school with Form V or complete high school. The suggestion that

appointment of headmasters of high schools with Form IV only should also be made from the panel need not be accepted.

2. As regards the suggestion at X at on page 1 ante it is submitted that the proviso is explanatory and it may be taken that the appointing authority will appoint a person from the panel if he is readily available on the spot. No action seems called for on this suggestion also.

18.3.48

25.3.48

25.3.48

31/3

TSA
28.4.48

PTO

4

46

Rule as published.

2. The following procedure shall be adopted in drawing up the panel:—

(1) The president shall send to the Divisional Inspector of Schools or the Inspectress of Girls' Schools concerned, a list of L.T. or B.Ed. Assistants in the service of the district board whose names are not already in the panel, and whom he would recommend for inclusion in the panel, with a detailed statement of the reasons for such recommendation. Such list shall be sent in December immediately preceding the year for which the panel is to be drawn. The Divisional Inspector of Schools and the District Educational Officer sitting together or the Inspectress of Girls' Schools shall draw up a panel of suitable candidates, taking into consideration the list sent by the president, and send it to him not later than the 1st May immediately following. The panel thus drawn up shall be treated as confidential.

(2) It shall be the duty of the inspecting officers aforesaid to draw up at the same time a full minute in support of their recommendations and send a copy of the same to the Director of Public Instruction along with a copy of the panel.

Suggestions.

(1) V. Subramaniyam.

p 11 cf (item 6 cc, b)

In rule 2, (1) the President of the District Board should be directed to send to the Divisional Inspector, a list of all permanent L.T. Assistants, not in the panel, arranged in the order of seniority with details of service, pay and qualifications. The Divisional Inspector sitting with the District Educational Officer should choose for inclusion in the panel, candidates from that list, with due consideration for qualifications and seniority. The claims of a senior teacher should not be ignored, unless he has been tried and found ~~x~~incompetent.

(2) M.S. Narayanan.

p 11 cf (item 1)

It shall be the duty of the Inspecting Officers aforesaid to draw up at the same time a full minute in support of their recommendations, both in regard to the inclusion of new names every year and in regard to the assignment of the order of preference in Group A when it is done for the first time under these rules and send a copy of the same to the Director of Public Instruction along with a copy of the panel.

(3) J.S.R. Somayajulu.

pp 12-13 cf

Selection or recommendation of a list of names into the panel from among L.T. of B.Ed. Assistants in District Board services, shall be in strict consideration of qualifications, service, merit and ability, seniority being taken into consideration when the former are almost equal.

An age limit of atleast 45 years and a service limit of atleast 15 years in the L.T. cadre, shall be fixed for the candidates for selection into the panel of headmasters.

(4) T. L. Muthuswamy.

p 14 cf

In rule 2(1) that the panel should be drawn by the Divisional Inspector of Schools sitting with the District Educational Officer taking into consideration the list sent by the President is found. According to the wording of the rules, the Divl. Inspector or the D.E.O. can also include new names irrespective of the recommendations of the President. So, there is possibility for the three persons to include names. I would suggest that as the administrative authority of a District Board, the President shall send a list and only from this list the panel should be drawn. So the wording in the rules may be changed, as "The Divl. Inspector of Schools and the D.E.O. sitting together shall consider the list sent by the President and draw up a panel from that list.

The list that should be sent by the President does not specify the number of names recommended for inclusion in the panel. So a number may be fixed according to the vacancies that are expected to arise.

The basis for the preparation of the list by the President ~~and~~ is not specified in the rules.

(5) T.V.L. Narasimha Rao.

I therefore suggest that the panel may be prepared by the Divisional Inspector of course in consultation with the District EducationL Officers concerned for t he whole division but not for each school.

pp 17-18 cf

The management of each school may be asked to send in names of all assistants who are considered fit to become headmasters, and the panel may be prepared by selecting candidates from them, according to qualifications, service and merit.

As soon as a vacancy occurs in the post of a headmaster, the management will have to ask the Divisional Inspector the first name available in the panel and post him for a vacancy. Of course, it is necessary that each appointment should be intimated to the Divisional Inspector as soon as it is made.

In this arrangement, each school may get an outsider as headmaster, which will be in the interests of the teacher and the institution concerned.

(6) A. Wellwisher (unsigned).

pp 19-20 cf

The publication as shown does not seem to restrict the selection only to the L.T's or B.T.'s in service in the particular District Board High Schools but to the Province or Division and to all agencies and managements. It will be in the interests of the School Assistants of the District Board High Schools if the panel be drawn up only from among the L.T's or B.T's of that particular District Board management.

Vide pp 1-2 ante

If an L.T. or B.T. in the particular district board had served as headmaster of a middle or incomplete high school continuously he must be given the first preference to be the headmaster of that high school which will have V Form or VI Form in due course, as the case may be and thus meet the ends of justice.

(7) President, Panchayat Board, Panruti.

p.22 cf

p13 supra

The principle laid down for fixing the order of preference in Group B as stated in clause 3(2) of the draft rules may also be adhered to by the President in sending the list of L.T. or B.Ed. assistants to the Divisional Inspector, as per clause 2 (1).

(8) S.O., Dt. Bd, Malabar.

It is not enough if Education authorities select perons without a personal interview. It is therefore suggested that the selection may be made by the Executive authority and the Divisional Inspector or Inspectress sitting together and interviewing candidates. Of course if there be dissent, the matter can go the Director of Public Instruction and his decision can be final. If this view is acceptable to Government the instructions in para 2 may be modified.

This should have been included in second draft rules

9 S.O., Dt. Bd, Tinnevelly.

I therefore suggest that the posts of headmaster of high schools with form IV as the highest class may also be ordered to be filled up persons from the panel.

(10) B. Seshagiri Rao and others.

Seniority shall ordinarily be the criterion for the selection of candidates for the panel unless otherwise condemned.

p.30 cf

L.T.s or B.Eds. who have put in not less than 15 years of permanent service with at least 12 years of service in B.Ed cadre in the same Board and who are above 40 years of age are ordinarily eligible for inclusion in the panel unless otherwise condemned.

L.Ts. or B.Eds. satisfying the above rules may be permitted to put in applications to the President of the District Board or the Chairman of a Municipality as the case may be, stating their age, service, pay and their additional qualifications, if any, in the month of December every year and the latter shall send the applications giving their particulars and his remakrs thereon to the Divisional Inspector of Schools.

with his remarks along with a consolidated list of applicants

B. Seshagiri Rao and others.

p.29 cf

The selection of candidates for the panel shall be made by the Divisional Inspector of Schools, the District Educational Officer and the President of the District Board or the Chairman of the Municipality who is the pay-master sitting together.

The criteria for including some names from out of the list ~~inxthexFext~~ furnished by the President or the Chairman shall be notified in the Fort St. George Gazette and the reasons for excluding the remaining ~~xxx~~ names shall be communicated to the persons concerned.

It shall be open to the aggrieved persons to appeal to the Government within three months from the date of receipt of such communication or gazette notification.

Remarks of the D.P.I.

p 8 cf

1. Representation, dated 13-10-47 from Mr. Subramaniam ~~xxxx~~ Retired Headmaster forwarded with Government Endt. 78515-B.1/47-2 Edn., dated 21-10-47.

p 5 ante

pp 41-42 cf

It is pointed out by Mr. Subramaniam that a wide latitude was given to the Educational Officers and the presidents of District Boards for selecting candidates for appointment as Headmasters, as a result of which juniors with less than 5 years service came to be selected in supersession of the claims of veterans. This is not totally correct. For the selection is done strictly taking into consideration the teaching ability, the organising capacity, tact and suitability of the candidate for promotion as Headmasters as recorded in their confidential reports, irrespective of the years of service they have put in. As the Departmental officers are public servants who are not expected to show any discrimination in the matter of discharge of their legitimate duties, the allegation of the individual that everything went by patronage seems to be unwarranted. Of the four suggestions, made by this retired Headmaster, the 1st and 2nd may perhaps be accepted. Even in regard to the first suggestion, it does not seem necessary that every senior teacher should be tried and found incompetent. The Divisional Inspector of Schools may, if he is satisfied from the records that a senior teacher is not suitable for appointment, ignore his name for purposes of the panel.

A

6

p13 cf

2. Suggestions of Sri M.S.Narayanan, Retired Engineer, forwarded with Govt. Endt. 83215-B.1/47, dated 28-10-47.

p11 cf

Of the three amendments suggested I an II may be accepted, the order of preference in group A being followed as per such order noted in Group B of the rules. B

3. Suggestions of Sri J.S.R.Somayajulu forwarded with Govt. Endt. 83215-B.1, dated 28-10-47.

An age limit of 45 years and a service limit of atleast 15 years suggested in the matter of selection does not seem desirable. If the above age limit is to be fixed it will bar the promotion of so may young assistants who are otherwise fit to be included in the panel.

p16 cf

5. Suggestion of Sri T.V.L.Narasimha Rao, President, Teachers' Association, forwarded with Govt. Endt. No.85665-B.1/47, dated 1-11-1947.

This suggestion will throw additional work on the office of the Divisional Inspector and the local bodies will not also agree to this arrangement. This suggestion need not be considered.

p20 cf

6. Suggestion from one (name not furnished) forwarded with Govt. Endt. 85480-B1./47, dated 1-11-47.

pp5-6 cf & pp 1-2 ante

Remarks were already submitted on this suggestion, that an L.T. or B.T. who served as Headmaster of a middle or incomplete high school, must be given preference to be the Headmaster of that High School which may develop in due course into a High School having form V or VI vide RC.No.537-G.1/47, dated 13-11-47 of the Director of Public Instruction.

7. Letter of the Special Officer, District Board, Malabar A.3.33395/47, dated 20-10-47 forwarded with Government Endt. 87126-B.1/47, dated 10-11-1947.

If the administrative heads are vested with the powers of selecting the candidates, men without good records may be selected through the influence of local persons acquainted with the administrative heads and the merits of the candidates in Educational aspects will practically be ignored.

The interview of the candidates is not desirable as the selection is strictly a confidential one.

Under rule 2 (1) the President, District Board has to send a list of names for inclusion in the panel with his reasons for the recommendations. This shall be the basis for the Divisional Inspector to proceed with his selection. Hence the suggestion of the Special Officer need not be considered.

p37 cf

10. Suggestions of Sri B.Seshagiri Rao and two others of East Godavari District and also of the President, District Board, Nellore No.18230/42, dated 7-11-1947.

p1 ante

As the appointing authority while sending the list makes his recommendations the President, District Board or the administrative head concerned need, not form one of the selection committee as suggested. The other suggestions are not acceptable.

E&PH (BD) Dept.

Please see the various suggestions and the remarks of the Director of Public Instruction on pages 5-8 above.

P.T.O.

9

A 8

The suggestions are examined below:-

1. Mr V.Subramanyam Sub-rule 1

p7 cf & p 5 ante

The P.D.B. should be directed to send to the Divisional Inspector a list of all permanent L.T.Assistants not in the panel arranged in the order of seniority with detailes of service pay and qualifications. Choice for inclusion in the panel should be made with due consideration for qualifications and seniority. The claims of a senior teacher should not be ignored unless he has been tried and found incompetent.

41-42 cf p7 ante

The D.P.I. states that this suggestion may perhaps be accepted but it does not seem necessary that every senior teacher should be tried and found incompetent. The Divisional Inspector of schools may if he is satisfied from the records that a senior teacher is not suitable for (appointment, ignore his name for purposes of panel)

A

It will be a cumbersome business to send each year a list of all permanent L.T., B.T. or B.Ed. Assts. What is required is that the names of deserving seniors to those recommended for inclusion in the panel should not be omitted simply because the Pt., Dt.Bd. has not recommended their names for inclusion in the panel. The rule as it is, allows opportunity to the Divisional Inspector and District Educational Officer to consider all or any of the names in the Dt. Bd. establishment irrespective of the recommendations of the P.D.B., They can call for the establishment list and call for particulars in respect of all seniors above those who are proposed to be included in the panel and decide whether the ommissions of their names by the President, District Board are correct. If the omissions are incorrect the names of seniors may be included in the panel. No alterations to the existing rule seems necessary.

2. Mr. M.S. Narayanan - Sub-rule (2)

p5 ante

The minutes to be drawn up by the Inspecting officers should not only be inregard to the inclusion of new names in the panel but also inregard to the assignment of the order of preference in Group A when it is done for the first time. The D.P.I. recommends that the suggestion may be accepted the order of preference in Group A being followed as per such order noted in Group B of the rules.

p42 cf

Subrule (2) may be recast as follows:-

' It shall be the duty of the Inspecting officers aforesaid to draw up at the same time a full minute in support of their recommendations both inregard to the inclusion of new names every year and inregard to

2534

to the assignment of the order of preference in Group A referred to in rule 3(2) when it is done for the first time under these rules and send a copy of the same to the Director of Public Instruction among with a copy of the panel'.

It is not necessary to lay down in this rule that the order of preference laid down for Group B shall be followed for Group A also.

25.3.48

~~25.3.48~~

3 J.S.R.Somayajulu, B seshagiri Rao and Others

p12 cf & p30 cf

The suggestions made for fixing an agelimit and a service limit ~~for service for~~ for selection for inclusion in the panel are 45 years of age and 15 years service in the L.T. cadre or 40 years of age and atleast 15 years' service of which atleast 12 years of service should be in the same district board. The D.P.I. points out that this does not seem desirable. He is of opinion that if an agelimt is fixed it will bar the promotion of so many young assistants who are otherwise fit to be included in the panel. The age and service of the L.T. assistants under each district board will vary and it does not seem desirable to prescribe a hard and fast limit. There is no necessity to prescribe any minimum age limit. It is for consideration whether a permanent service of atleast five years may be insisted on for selection for inclusion in the panel so that very junior men may not be put incharge of of high schools with Form V and complete high schools.

p42 cf

The recommendation of the D.P.I that no age limit or service need be prescribed may be accepted.

25.3.48

4. T.L.Muthuswami According to the wording of the rules, the Divisional Inspector or the D.E.O. can also include new names irrespective of the recommendations of the President. The rule may be changed as " The Divisional Inspector of schools and the D.E.O. sitting together shall consider the list sent by the President and draw up a panel from that list'. The D.P.I. has not offered his remarks on this suggestion. The rule as it is may remain unaltered for the ~~The suggestion seems acceptable. as under the proposed rule the PDB will send a complete list of all permanent L T Assts not in the panel.~~ Reasons mentioned at A on page 9 ante.

p14 cf

It would not be expedient to limit ~~[illegible]~~ to the list sent by the President. The rule may stand as it is.

para 4 of p[illegible]

5.T.V.L.Narasimha Rao Panel to be drawn up for all schools in a division and not for each school . Each vacancy should be intimated to the Divisional Inspector and the appointing authority should post the candidate proposed by the Divisional Inspector. This would enable each school to get an outsider as headmaster. The D.P.I. points out that the suggestion will throw additional work on the office of the Divisional Inspector and the local bodies will not also agree to this. He recommends that the suggestion need not be considered. Attention is solicited to the suggestion made by a wellwisher in this connection on page 19-20 cf 6. In the

p15 cf

The suggestion may be dropped.

paras 6 of p42

25.3.48

Extract on p6 ante

circumstances the suggestion of Mr Narasimha Rao need not be accepted.

A9

6.President Panchayat Board Panruti

p22 cf + p6 ante

Extract on

p13 cf

25.3.48

The principle laid down for fixing the order of preference in rule 3(2) may be adhered to by the President in sending the list of L.T.Assistants. The D.P.I. states that this need not be considered. The Director's view may be concurred in.

7. S.O. Dt Bd Malabar - Sesha giri Rao and others

p23 cf, p30 cf

extracted on pp 6-7 ante

Selection should be made after a personal interview. The P.D.B. or the Chariman should also sit with the Divisional Inspector and the D.E.O. in making the selection. The D.P.I.considers that interview of the candidates is not desirable as the selection is strictly a confidential one. He is of opinion that if the administrative heads are vested with powers of selection men without good records may be selected through the influence of the local persons and the merits of the candidates in Educational aspects will practically be ignored . In the circumstances stated the suggestion need not be accepted. Further the appointing authority while sending the list makes his recommendations and there is no need for him to be the final selecting ~~authority~~ authority.

p8 ante

para 7 and p42 cf

The suggestion may be dropped accepting the recommendation of the D.P.I

25.3.48

pp 25-26 cf

8 S.O. District Board Tinnevelly Headmasters of high schools with Form 1V may also be filled up by persons from the panel. Attention is solicited to the remarks of the D.P.I. on a similar suggestion made by the P.D.B Salem on on pages 5-6 C.F. He is of ipinion that it will be sufficient if L.T. or B.T. who served as headmaster of a middle school or incomeplete high school is given preference to be the headmaster of that high school which may develop in due course into a high school with Form V or V1. The Director's view may be concurred in. The post of headmasters of high schools with Form V or V1 carry a higher scale of pay than that of a headmaster of a high school with Form IV which carries only the L.T. scale of pay. The latter need not be filled up from the panel. It should be open to the President to make the most convenient arrangement.

Extract on p7 ante

9 Seshagiri Rao and Others The reasons for selecting the names should be notified in the Gazette , Reasons for non-selection should be communicated to the persons concerned. It should be open to the aggrieved persons to appeal to Govt within three months from the date of receipt of communication. The D.P.I. points out that the suggestions are not acceptable. This will only lead to controversy and endless petitions. The selection is confidential. The post of headmaster is

The recommendation of the D.P.I may be accepted.

25.3.48

12

is a selection post and there is no appeal for not selecting a person for inclusion in the panel. The suggestion need not therefore be accepted.

21.3.48

25-3-48

31/3

The suggestions of the Department as mentioned above may be accepted except in one case. I do think that some limit of service may be placed for selecting these people for the headmaster's post. Generally it may take 15 years or more for anybody to reach the seniority which will get them the headmaster's post. I have known cases of Dt. Boards in which very young men ~~who~~ have been selected for the headmaster's post/ ~~and~~ have created heart-burning among others, ~~and~~ In some cases it has not been without some nepotism. And so I think a service of 10 years may be fixed up for those who are to be selected as headmasters and from which list the Divl. Inspr. of Schools or the Inspectress of Schools is to select candidates for the headmastership. If the Divl. Inspr. of Schools or the Inspectress finds that these candidates are not suitable for the headmaster's post, then it may be open for them to call for the lists of other L.Ts. and B.Ts. in the service of the Board and choose the best among them.

A'

TSA
29-4-48

Please see the minutes of H.M.(Edn) above. With reference to 'A' above, rule 2(1) of the rules may be regast as follows:

(B)

" 2.
(1) The president shall send to the Divisional Inspector of Schools or the Inspectress of Girls' Schools concerned, a list of B.T. or B.Ed. Assistants in the service of the district Board, who have put in a service of not less than ten years and whose names are not already in the panel and whom he would recommend for inclusion in the panel, with a detailed statement of the reasons for such recommendation. Such list shall be sent in December immediately preceding the year for which the panel is to be drawn. The Divisional Inspector of Schools and the District Educational Officer sitting together or the Inspectress of Girls' Schools shall draw up a panel of suitable candidates, taking into consideration the list sent by the president, and send it to him not later than the 1st May immediately following. If the Divisional Inspector of Schools or the Inspectress finds that these candidates are not suitable for appointment as headmaster/headmistress, it shall be open for the Divisional Inspector/Inspectress of Girls' schools to call for the lists of other B.Ts. and B.Eds. in the service of the Board who have not put in 10 years of service and choose the best among them. The ~~list~~ panel thus drawn up shall be treated as confidential."

12(a)

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11.5.48

11.5.48

12.5.48

If ~~selections~~ as the panels were made strictly in accordance with the instructions in the minute of H.M.(Edn) at page 12 ante, it would mean that the list of persons having a service of below 10 years could be called for only if none of the persons in the list of persons having over 10 years service were suitable. But I think, it would be convenient, and it would be necessary, to arrange to have the list of persons having service of below 10 years called for even when the number of persons found suitable in the list of persons having over 10 years service falls short of the number required to make up the panel: and the second list can be used for making up that deficit. For orders whether the instructions may be modified accordingly.

17/6/48

TSA
13-6-48

With reference to H.M.(Edn.)'s orders above, the Rule 2(1) may be recast as follows:-

" 2(i). The President shall send to the Divisional Inspector of Schools or the Inspectress of Girls' Schools concerned, a list of B.T. or B.Ed. Assistants in the service of the district Board, who have put in a service of ~~not less than~~ 10 years and above. ~~and a list of other B.Ts. and B.Eds. in the service of the District Board who have not put in a service of 10 years.~~ The list~~s~~ shall contain only names of persons who~~se names~~ are not already in the panel and whom he would recommend for inclusion in the panel, with a detailed statement of the reasons for such recommendation. Such list~~s~~ shall be sent in December immediately preceding the year for which the panel is to be drawn. The Divisional Inspector of Schools and the District Educational Officer sitting together or the Inspectress of Girls' Schools shall draw up a panel of suitable candidates taking into consideration the list of B.Ts. and B.Eds. in the service of the Board with not less than 10 years' service sent by the President and send it to him not later than the 1st May immediately following. If the Divisional Inspector of Schools or the Inspectress finds that ~~these~~ there are not sufficient no. of candidates ~~are not suitable~~ in this list suitable for appointment as headmaster/headmistress, it shall be open for the Divisional Inspector/Inspectress of Girls' Schools ~~to choose the best from the~~ to call for a list of other B.Ts. and B.Eds. in the service of the Board who have not put in 10 years' ~~of~~ service and choose from this list the additional no. of candidates required. The panel thus drawn up shall be treated as confidential."

24-6-48.
CRS
24/6/48

24-6-48

BRKCV

Rule as published.

3. (1) The number of persons whose names should be included in the panel in any one year shall be determined as follows:—

The president shall intimate to the Divisional Inspector or the Inspectress, as the case may be, not later than the 1st January of each year—

(*a*) the number of permanent vacancies that would occur by superannuation of existing incumbents during the twelve months commencing from the 1st May of that year; and

(*b*) the number of probationers who are expected to revert to the L.T. or B.Ed. cadre by the 1st May of that year.

& the number of vacancies that would arise on account of the opening of new schools.

The number of persons to be included in the panel for the year will be equal to twice the number of permanent vacancies referred to in clause (*a*) less the number referred to in clause (*b*) subject ordinarily to a maximum of five. Deviations from this rule will require the prior approval of the Director of Public Instruction:

Provided however, that where only one permanent vacancy is expected to arise and neither a probationer nor a person in the panel not appointed hitherto is expected to be available for appointment to the vacancy, the panel may consist of three persons if the president so desires.

(2) The persons included in a panel shall be placed in two groups as follows:—

Group A.—Persons, if any, already included in the panel drawn up for the preceding year and not appointed as headmaster/headmistress arranged according to the year in which their names were first included in the panel and in the order of preference specified therein:

Provided that in respect of persons included in a panel drawn up before the commencement of these rules, the order of preference shall be assigned to them on the same basis as for Group B by the authority drawing up the panel for the first time under these rules.

Group B.—Persons newly included, arranged in the order of preference based on their qualifications, merit and ability, seniority being taken into account only if the qualifications, merit and ability are approximately equal.

(3) Persons whose names are in the panel shall be appointed in the order in which the names are arranged in the panel, that is to say, those whose names appear in Group A shall be appointed in the order of preference specified therein and only after all such persons have been appointed, appointments shall be made from among the persons in Group B in the order of preference specified therein.

Suggestions.

EX-P.D.B., Coimbatore.

p19 cf

The order of preference so assigned shall be based upon teaching experience, organising ability, and such other abilities and qualifications as may have been recorded in reports for the past two years by headmasters and inspecting officers. It shall also be the duty of the authority assigning the order of preference to draw up at the same time full minutes in support of its recommendations regarding the order of preference and send a copy of the same to the Director of Public Instruction along with a copy of the panel.

V. Subramanyan.

(Suggestion 2a)
p7 cf

In rule 3 (1)(a) vacancies arising by the opening of new schools may be added. X

(Suggestion 3a)
p7 cf

In rule 3(2), all reference to groups A and B, and the order of preference should be omitted. If they are allowed to remain, it will lead to abuse and to injustice to several Senior men, who had not till now been included in the panel. The only method by which patronage could be minimised and justice assured to qualified teachers is to direct the Divisional Inspector to arrange the candidates in the panel in the order of seniority of service under the Board. When a set of teachers are found suitable for appointment of headmasters, it would be unfair to them if Educational Officers are given the right to choose the order of preference among them

p8 cf

I should also suggest that Government should review all appointments made every year under the G.O. and see if they have been made in conformity with the spirit of the rules.

M.S. Narayanan.

p11 cf Y
(Sl. 12)

Provided that in respect of persons already included in a panel drawn up before the commencement of these rules, the order of preference shall be assigned to them by the authority drawing up the panel for the first time under these rules. Such assignment shall be based upon their qualifications, years of teaching experience, merit, ameliorative activities and ability as embodied in reports and remarks about them for the past three years by headmasters and Inspecting Officers.

15 13

Presidents, Panchayat Board, Panruti

In the case of Dt. Bds. having more than 5 high schools under their management the number of persons whose names should be included in the panel in any one year may be fixed at 5 if a smaller number is arrived at by the formula referred to in clause 3(1).

The words 'or otherwise' may be inserted after the words 'superannuation of the existing incumbents' in clause 3(1)(a).

p22 cf

In the panels hitherto drawn up there may be instances of seniors as well as high qualified persons of ability having been left out. Their names are likely to be included in the panel according to the new rules. It is but proper that they are not relegated to group B and given appointments only after all the persons in Group A including less qualified or junior men are provided. Cl. 3(2) and 3(3) may therefore be suitably amended. Such persons as were eligible for inclusion in the panel for the year 1947-48 or previous years but were left out, may therefore, when their names are included in the panel be assigned to Group A and the order of preference of all the persons in that Group may also be refixed 'according to their qualifications, merit, and ability, seniority being taken into account only if the qualifications, merit and ability are approximately equal'.

NB

Remarks of the DPI.

p21 cf

p43 cf

8. Suggestion of the President, Panchayat Board, Panruti, forwarded with Government Endt. 86370 B-1/47, dated 26-11-47.

None of the suggestions made therein need any consideration.

9. Suggestion of Ex-President, District Board, Coimbatore, dated 4-11-1947 forwarded with Govt. Endt. 87606/B.1/47, dated 13-11-47.

p28 cf

Do

Reference to qualificational merits and ability, mentioned under Group B, under rule 3 (2) will suffice. No qualification as suggested therein is necessary.

10

Please see the suggestions and the remarks of the D.P.I. thereon on pages 12-~~13~~14 above. He ~~recommends that~~ the suggestions of Mr Subramaniam and of M.S.Narayanan at X and Y on page 13 ante may be accepted and others need not be considered. The Director's recommendation may be accepted.

2. In Rule 3(1), the word 'and' at the end of clause (a) may be deleted and it may be added at the end of clause (b) : after clause (b) the following may be inserted as clause (c)

'(c) the number of vacancies that would arise on account of the opening of new schools'

3. In Rule 3(2), the following sentence may be added at the end of the proviso under Group A

'The order of preference shall be ~~based on qualifications ability and merit~~ fixed as laid down under Group 'B'.

21-3-48

25-3-48

25/3/48

31/3

Rule as published.

4. (1) If in the opinion of the Divisional Inspector of Schools sitting with the District Educational Officer in the case of boys' schools, or of the Inspectress of Girls' Schools in the case of girls' schools, it is not possible to select a sufficient number of persons from among the qualified assistants in the service of the district board to make up the panel, it shall be open to the Divisional Inspector or the Inspectress to request the president to invite applications from outsiders by advertisement. The president shall take the necessary action and send all the applications received to the Divisional Inspector or the Inspectress, as the case may be.

(2) If the Divisional Inspector and the District Educational Officer or as the case may be the Inspectress consider that an interview is necessary, the Divisional Inspector and the District Educational Officer together or the Inspectress shall make a preliminary selection from among the applicants and arrange for an interview and shall then draw up a panel from among the candidates who have been interviewed and from among candidates, if any, already in the service of the district board. When persons who are not in the service of the district board are selected, preference shall be given to those belonging to communities which are not represented in the service of the district board as headmasters or headmistresses of high schools.

Where in any year or at any time no new names are required for completing the panel and no names have to be omitted, the Divisional Inspector in consultation with the District Educational Officer or as the case may be the Inspectress may send the panel to the president.

Suggestions

T. L. Muthuswamy.

p 14 cf

There is no reference made in the draft rules for appointments to the posts of headmasters from persons of backward communities who are already in the service of the District Board. This aspect is referred to only when the selection is to be made from outsiders. Preference shall be shown to communities which have not been represented so far as headmasters in District Bds. and inclusion of the names of such persons already in the service of the District Board may also be made a possibility in the list prepared by the President. The President more than the Inspecting Officers knows the local conditions of such communities. A rule to this effect may also be added. Rule of communal rotation need not be followed but unrepresented communities may be given preference.

B. Seshagiri Rao and others.

p 30 cf

No outsider shall be recruited as headmaster under any circumstances.

Remarks of the DPI.

p 43 cf The suggestion is not acceptable

Remarks of the DPI.

p 14 cf

p 2 cf

4. Suggestion of Sri T.L.Muthuswamy, dated 24-10-47 forwarded with Govt. Endt. 84534-B1./47, dated 30-11-1947.

As the candidates to be selected have already been entertained on the basis of communal rotation, there is no necessity to enforce a similar rule in the matter of promotion to the Headmasters (Selection) posts. It is done purely on merits irrespective of the community to which the candidate belongs.

E&P W(B1)

Please see the remarks of the DPI on the suggestions made for amendment of this rule. The PDB will certainly consider the claims of persons of backward communities when sending a list of L.T. Assistants not in the panel with his recommendations and the Inspecting Officers will not also fail to consider the claims of those candidates no specific provision need be made for giving

14

preference to members of backward communities

21-3-48

25-3-48 We may agree with D.P.I.; no alterations necessary

3/1/48

The headmaster's post is a selection post and we should try to man those posts with men of best qualifications and character without regard to the community to which he belongs and so no reference to the consideration of the community should be inserted in the rules which may lead ~~to~~ the selecting authorities to think that communal representation is intended by the rules. If two candidates are equal in qualification, and character and efficiency, then the backward communities may be preferred.

TSA
29-4-48

Please see the minutes of H.M.(Edn) above. For the last sentence in sub-paragraph (1) of Rule 4(2) of the rules, the following sentence may be substituted: "In regard to the selection of ~~In regard to~~ persons who are not in the service of the district board, ~~If two candidates are equal in~~ qualification, character and efficiency, candidates belonging to the back-ward communities shall be preferred for appointment as headmaster/headmistress of high schools."

P. 3 (B)

H.M.'s ... G among persons candidates whose merits are [illegible] [illegible]

①

11-5-48

11-5-48

12-5-48

1/6/48

Rule as published.

5. (1) If the president on the receipt of a panel for the year wishes to have any name or names either included in it or excluded from it or to modify the order of preference in which the names in Group B have been arranged in the panel, he may appeal to the Director of Public Instruction whose decision thereon shall be final. All such appeals shall be made within fifteen clear days after the receipt of the panel from the Divisional Inspector or Inspectress.

(2) It shall be open to the Divisional Inspector or the Inspectress or the president to have any of the names once included in the panel for a year, for reasons arising subsequent to the preparation of the panel, omitted at any time during the year with the prior approval of the Director of Public Instruction.

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Suggestion

M. S. Narayanan.

The following is the amendment suggested.

p11 cf (Item 3)

If the President on the receipt of a panel wishes to have any name or names included in it or excluded from it or to modify the order of preference in which the names have been arranged in the panel in Group A at the commencement of these rules, and in Group B every time the latter is drawn up, he may appeal to the Director of Public Instruction whose decision thereon shall be final.

(B)

Please see the notes on pp 6(a) + (b) ~~of the~~ in G.O. No 1849 Edn of 22.8.47 - The D.P.I. has not recommended the suggestion of Mr Narayanan - For orders whether the rule may be left as it is. None of the Special Officers of Dt Bds have suggested an amendment of this rule.

21-3-48

The suggestion to include group A also in rule 5 (1) is acceptable.

25-3-48

3/1/48

TSA
29-4-48

P.T.O.

20

21

Rule as published.

6. No person whose name is included in a panel for a year and who has not been appointed shall be removed therefrom at the time of making a panel for the subsequent year, except for reasons to be recorded in writing by the Divisional Inspector and the District Educational Officer or the Inspectress, as the case may be.

Suggestion

B. Seshagiri Rao & others.

p2 pc95

No person once included in a panel for a year but not appointed shall be excluded from the panel for any succeeding years or years.

E.H.M.(B7)

The DPI has not recommended ~~this~~ suggestion of Seshagiri Rao & others. The rule provides for a contingency of removing the name of a person ~~whose~~ who for reasons arising subsequent to the inclusion of his name in the panel is considered unsuitable for appointment as headmaster and that ~~too~~ for reasons to be recorded in writing. It may be allowed to stand as it is

21.3.48

The recommendation of the D.P.I. may be accepted.

25.3.48

8/5/48

ISA

29-4-~~48~~

P.T.O.

55

Rule as published.

7. Save as provided in rule 6, persons whose names are included in a panel but who have not been appointed shall be included in every subsequent panel.

E & PH (BM)

No suggestions for amending this rule have been received and ~~the~~ it may stand as it is.

21.3.48

25.3.48

31/3/48

TSA
29-4-48

P. T. O.

Rule as published.

8. If in the course of a year, a permanent or an acting vacancy of longer duration than one month occurs or is about to occur and there is no probationer available for appointment and the panel has been exhausted, fresh names may, on the application of the president, be included in the panel in accordance generally with the provisions of the foregoing rules subject to the condition that the number of names so included shall be not less than two even if the vacancy happens to be an acting vacancy.

56

E & P H (BM) Depot.

No suggestions for amending the rule have been received and it may stand as it is.

KSK
21-3-48

25-3-48

31/3/48

TSA
29-4-48

P. T. O.

Rule as published.

9. The provisions of these rules shall, so far as may be, apply to persons whose names have been included in the panel or panels drawn up in accordance with the rules hereby superseded.

57 E & P H (M) Dept.

No suggestions for amending the rule has been received. The rule may therefore stand as it is.

21-3-48

25-3-48

33-DI

11.10.54 DI

~~26-11-84~~/DI

~~3-5-55~~ DI
DI

~~10-8-55~~ DI
8.11.58 DI

~~27.2.61~~/DI

~~3-3-61~~ BD

~~28/10/67~~ /DI

14.3.72 81