

E & P H (1948) Department.

Ms SERIES.

G.O. NO. 318 (Edu)

Dated 19-2-48

Passed
on
Suppl.

(8)
O.P.R.S.

M-3-48-Com to A

[Despatch Abstract.]

East-Press. - Superintendent Scale of
pay - revised.

Back Papers.

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

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Trans	36578	E/57-1	Em St 8.4.52				

CONFIDENTIAL.

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

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

No.57/Mis., dated 5th December 1947.

Sir,

Sub: Government Press - Mr. A. Lepper, Superintendent,
Government Press - increased salary and permission
to retire on full pension on completion of 25 years'
service - application for -

As Government have completely spoiled my future and blocked any chance of my bettering my prospects by withholding my application to the Federal Public Service Commission for the post of Controller of Printing and Stationery, India which I was almost certain to get as I have previous experience and knowledge of Government of India work and routine and by which I should have obtained a far higher salary and an increased pension to the extent of Rs 1,000/- per mensem, I have the honour to supply for increased salary and permission to retire on full pension after completing 25 years service on 28th June 1951 for the following reasons.

2. In this connexion I should like to point out that I have been Superintendent, Government Press for more than 14 years and reached my maximum as far back as 1940 since which date I have had no advancement in my basic pay and can see none in future and with the cost of living more than double what it was then I think Government must realize how difficult I find it to carry on.

3. I have no private means whatever beyond my salary and no matter when I retire, whether at the age of 51 or 55, I shall have to find employment elsewhere and earn my livelihood as, with two young children to educate, I shall not be able to live on my meagre pension. My son's school fees and holiday payments amount to £210 or Rs 3,000/- per annum and my daughter is nearing school age and her school fees will be nearly as high which means that I have to find Rs 6,000/- per annum (nearly six months' salary) before I can think of anything else. The younger a man is on retirement the more likely is he to find a suitable job in England. I had hoped that the Government of India would release European Officers in the Provincial Service on proportionate pension when the changes in the constitution were ushered in on 15th August 1947 when I reached the age of 48. As prices rise I find it increasingly difficult to make both ends meet and the reduction in dearness allowance hits me very hard. I do not live extravagantly and cannot think of any means of economising further.

4. The only hope I had of getting a small increase under the Madras Government is also blocked by Government persistently turning down my proposal to amalgamate the Stationery and Printing Departments and make me the head of a department. This refusal by which a considerable saving in expenditure could be effected I fail to understand especially now that the main obstacles have been removed.

5. The pressure of work in the Government Press has never been greater than it is at present the outturn being about 300% more than in pre-war days and with such pressure my responsibility increases to the same degree. There has also been a great increase in the work of the Confidential department of the Press for instance twice a year the examination papers of sixty colleges and schools have to be printed amounting to 2,900 papers in all languages whereas previously the number of colleges and schools sending their papers to the Press was less than half this number and the printing of T.S.L.C. and E.S.L.C. papers and now S.S.L.C. is an additional responsibility. Labour is restive and difficult to deal with and has to be continually watched.

6. During

6. During the whole of my service of more than 21 years I have worked extremely hard, loyally and to the best of my ability and have given the best part of my life in the service of the Government of Madras and now that my future is spoiled I do feel entitled to some compensation from Government. My present salary is Rs 1,000/- per mensem + £25 overseas pay, Rs 200/- was cut off my basic pay to allow for overseas pay and I have had no increase for the last eight years and in view of the facts stated above I would request Government to immediately restore the cut of Rs 200/- and raise my pay from 1-1-48 to Rs 1,500-50-1,800 + £25 overseas pay.

7. As a result of all the pressure referred to in para 4 I am not at all fit and it is a recognized fact in the medical profession that it is not advisable for a European to serve more than 25 years in the tropics if a breakdown is to be avoided.

8. I feel that my premature retirement would not be letting the Madras Government down as in Mr. K.P.R. Menon they have an efficient and able officer to take my place.

alym
Superintendent.

96732/47

3
G.P.H (71)
Govt. Press - Superintendent -

Scale of pay - revised.

from No S.R.P. No. 57 Mis - D. 5.12.47.

Order 318 A.T. dated 19. 2. 48.

Ms. The Governor sanctions, as a special case, a scale of Rs 1000-50-1250 ^{plus £25 overseas pay.} for the post of Superintendent, Govt. Press Madras - The scale will be personal to Mr A Lepper and will not be applicable to other incumbents of the post of Superintendent -

2. Mr Lepper will be granted a

Government Press - Mr. A. Lepper, Superintendent -
Request for increased pay.

C. 96732

From the S.G.P. No. 57 - mis - dated 5.12.47.

In November last, Mr. Lepper, the Superintendent, Government Press, sent ^{to Govt} an application to the Federal Public Service Commission, for appointment as Controller of Printing and Stationery, India, a post which carries higher pay than his pay as S.G.P. in Madras. As the Govt. felt that in the present conditions, his services could not be spared for other appointment, they declined to forward the application.

2. Mr. Lepper's letter in the c.f. contains his reaction to the Govt.'s orders referred to ⁱⁿ para 1 above. He feels that the Govt. have blocked the chance of his ^{betting} his prospects, by declining to forward the application; and ^{he} applies for a higher scale of pay and permission to retire on full pension on the completion of 25 years of service on the 28th June 1951. The higher scale pay asked for is Rs. 1500-50-1800 plus £.25 overseas pay which he already gets.

Mr. Lepper's reasons for the request for the increased salary are

(i) that ever since he reached his maximum in his present scale in 1940, he has had no advancement in his basic pay though the cost of living has become more than double what it was, and he finds it difficult to carry on, especially with two young children to educate;

(ii) the recent reduction in the cost of living allowance hits him hard;

(iii) his hope of becoming the head of the combined departments of Printing and Stationery, on a higher salary, has also been blocked by the Govt.'s refusal to amalgamate the two departments; and

(iv) his responsibilities as the head of the Press have now increased considerably, the present out turn in the Press being 300 per cent more than in the pre-war days.

3. Mr. Lepper's reasons for premature retirement in June 1951 are contained in para 3 of his letter.

No special action seems to be called for at present on ^{his} ^{letter}

A Lepper Esq.
S.G.P.

The S.G.P.

" A.S. P. No. 2

" Inq. & Del.

S. C.

The Canal.
Amuse. the
position, normally,
to be referred to
person in
application with
sufficiently a request
for higher
salary.

a pay of Rs 1050/- in this above
scale with effect from the 1st
January 1948-

18.2.48

18/2/48

intimation ^{that he proposes to} retire in 1951 - It will suffice, it is presumed, if his request for higher pay is now taken up for consideration -

The scale of pay fixed for the Supt. Govt. Press is Rs.750-75/2-1050, but the scale applicable to Mr. Lepper is the old one, namely Rs.800-50-1200-~~/~~ and he reached the maximum in that scale in 1940. - In May of that year he requested the Govt. to grant him certain concessions, which had been granted to his predecessors, namely, overseas pay, free passage, improved pension and superiority of Status. Of these concessions, only the first was then allowed, and the Govt. in allowing a sterling over-seas pay of £.25 per mensem ordered a corresponding reduction of Rs.200/- a month in his pay - The other concessions asked for were not granted.

Mr. Scott Brown, the then Finance Secretary noted in that connection that the question of enhanced pension could be considered, if there is a strong case for it, at the time of ^{Mr. Lepper's} ~~his~~ retirement; this need not be considered now as there is no request for it in Mr. Lepper's present letter. The present request is for a scale of Rs.1500-500-1800 from 1.1.1948 - If this is conceded, Mr. Lepper's pay will be increased to Rs.1500 from 1.1.1948 (and the overseas pay of £.25, the equivalent of Rs.200 is to be intact); and he will get Rs.1650/- in January 1951 in which year he proposes to retire on the completion of 25 years service and will reach the maximum in the newly proposed scale only in January 1954, the year of his Superannuation in the usual course. It is presumed that Mr. Lepper's proposal is that the increased scale is to be personal to him, and if this presumption is correct, there seems to be no point in fixing a scale with a maximum which the Superintendent cannot reach on the date of his ^{contemplate} retirement (in 1951).

It is a fact that Mr. Lepper's pay has been at the same figure since 1940.

4. No special remarks seem to be called for, so far as E.& P.H. are concerned, on reason (ii) reduction in the cost of living allowance and on his reference to the present rise in prices and the difficulty to make both ends meet -

5. Reason (iii) refers to the refusal of Govt. to amalgamate the Printing and Stationery Departments - The scheme for the amalgamation of the two departments under a combined Superintendent was sanctioned by the Secretary of State for India in 1919.

— 3 —

but the question of giving effect to it was deferred in 1920. Since then, the question has received ^{the} ~~the~~ attention ^{of Govt} in 1931, 1933, 1942, 1944 and 1946-47 and on every occasion the scheme of amalgamation was deferred ^{or} ~~or~~ dropped, for good reasons - The matter was last dealt ~~with~~ in the papers in G.O.No.1873 Edn.dated 27.8.47. The proposal was dropped in the above G.O. for the reasons that a suitable and qualified stationery expert had ^{already} been posted ^x as Asst. Superintendent of Stationery in the place of Mr. Duncan, and that amalgamation would serve no useful purpose -

It does not appear that this question need be reopened at all now.

6. With regard to reason (iv) mentioned

6. With regard to reason (iv) mentioned above, it is submitted that the increase of the work of the and consequently of the responsibilities Govt. Press/of the head of the Press especially after the War, cannot be denied -

7. The request of the Supt. for the increased scale of Rs.1500-50-1800 with the usual overseas of pay of £.25 per mensem from 1.1.1948 is for consideration - Finance may offer remarks on the case *in the first instance.*

Finance (E.III).

Mr. Lepper is drawing pay in the scale in the pre-1933 scale for Superintendent Government Press viz. 800-50-1200. In May 1940 he requested the Govt. to grant him certain concessions, which were granted to his predecessors namely, overseas pay, free passage, improved pension etc. Of these the Govt. sanctioned him a sterling overseas pay of £ 25 per mensem with a corresponding reduction of Rs 200 a month in the basic pay. Mr. Lepper is thus getting Rs 1,000 + £ 25 sterling overseas pay. He now requests for the reasons mentioned below that he may be granted an increased scale of pay in 1500-50-1800 to be allowed overseas pay of £ 25 without any reduction in basic pay.

(i) that ever since he reached his maximum in his present scale in 1940, he has had no advancement in his basic pay though the cost of living has become more than double what it was, and he finds it difficult to carry on, especially with two young children to educate;

(ii) the recent reduction in the cost of living allowance hits him hard;

(iii) his hope of becoming the head of the combined departments of Printing and Stationery, on a higher salary, has also been blocked by the Govt's refusal to amalgamate the two departments; and

(iv) his responsibilities as the head of the Press have now increased considerably, the present out turn in the Press being 300% more than in the prewar days.

In regard to reason (i) E.P.H point out that it is personal and it cannot be taken into account. Reason (ii) is also mentioned by them as of general operation.

In regard to reason (iii) viz. the amalgamation of the stationery and printing departments, the Govt. have successively considered it unnecessary to pursue the matter. On the last occasion the question was dropped for the reason that a suitable and qualified Stationery expert has already been posted as Asst. Superintendent of Stationery in the place of Mr. Duncan and that amalgamation would serve no useful purpose, and E.P.H are not for opening the matter now. They state that the only point worth consideration is reason (iv). On this point E.P.H state that the increase in work is not for Govt. Press alone but it is the case in many offices, that for general increase in work additional hands are given. E.P.H. conclude that for onerous addition to duties a special allowance can be considered as and when a case is made out. E.P.H want to inform the S.G.P. They do not think that there is a case for revision of scale of pay.

This Department may agree with E.P.H generally that for the reasons (i) to (iii) there is no case for increasing the scale of pay, ~~xxx~~ especially as in another connection the view has been held that the present scales of pay of Provincial services are adequate and do not require an upward revision. In regard to the grant of additional allowance for onerous ~~xxx~~ additions to duties it is submitted that the question of abolition or restriction in the grant of class I (special work) special allowance was considered by the Cabinet and the Cabinet have decided that the matter be referred to the Retrenchment and Reorganisation Committee. The ~~xx~~ grant of special pay to S.G.P. will, if it is proposed, have to be examined in due course in the light of the decision ^{that will be taken by Govt} to be made on the ~~xxx~~ general question of grant of class I special pays.

The case may be returned to E.P.H.

EPH

E.P.H. (7)

Mr. Zepher, the Superintendent, Govt. Press has represented to the Govt. that his personal interests stand affected by the Govt's refusal to spare his services for other employment and that he has had no advancement in his pay since he reached the maximum of Rs 1000/- in his present scale of Rs 800-50-1000 plus £25 overseas pay and that in view of the increased cost of living and the enormous increase in the Superintendent's responsibilities owing to heavy out turn, he ^{has requested that} may be granted

The scale of Rs 1500-50-1800 plus
£ 25 Overseas pay -

It is not proposed to accept the
reasons given by Mr Lepper for his request,
as being valid as the circumstances referred to
by him, namely, increased cost of living and
increased responsibilities are of general
operation, and in this view it is consi-
dered that a revision of the scale of
pay is not justified, though for
onerous responsibilities the question of
granting a special allowance may be
considered as and when a case is

made out. It has also been held by the dep. Secy. to Govt. that his application for a special allowance is not justified. (Please see P.O. No. 1000 of 1947).

Finance While accepting the above
view have observed that the general
question of the grant of special allow-
ances is under examination by the Reven-
ue and Reorganization Committee
and the grant of a special allowance
to Mr Lepper, as suggested above, will
have to be examined in the course
in the light of the Govt.'s decision
on the general question -

Hm (E.M.) + Hm (Zin) may see

The case for orders on M above -

4.2.48
stated S
Hm (E.M.)
Hm (Zin)

Mr. Lepper has been a good Officer and has
been managing the Press fairly well. H.M. (Fin.)
may go into the matter and do whatever he thinks
right.

Since 1940, he is on ^{6.2.48} HM (Zin)
the maximum. In recent years
his work has ~~been~~ had increased.
He may fix a personal scale
- which will continue only as long as
Mr Lepper is in office.

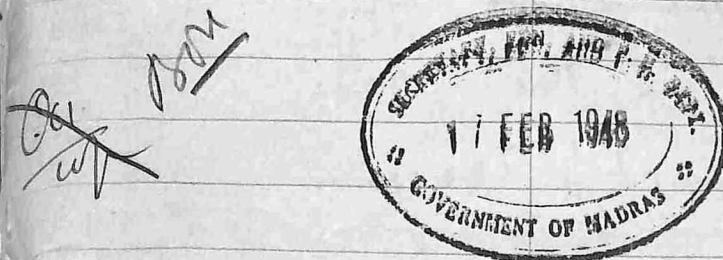
1000-50/- - 1250 seems reasonable

He may be put on 1050 from 1st
Jan 1948.

Ry. A
9.2.48.

The file may be
circulated to HM (E.M.)
J.M.
9/2/48

EPH 540
9.2.48



15A
16.2.48



20.2.48
E & P. H. VO. No. 2
96732-F/47-2

A draft order is sub? for approval
Finance may see after
issue.

18.2.48

[9.000.318 E.M. Dated 19.2.48]

Finance (E III)

(Per Finance rule on pp 3-5 above)

The orders in circulation on
p 7 above, and the G.O. already issued on pp 3-4 C.F.
may be perused and the case returned
to E.H.H.

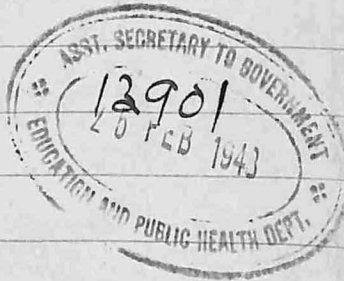
Sm
24/2/48
24.2.48

MR 24/2/48
25.2.48

E.P.H. \$
(71)

Fin. no.
11398
25/2/48

The file may now be
closed -



les
26.2.48

27/2/48

121

10.2.48