6

Scott. II-27—58,004—27-10-47.

(T) Y.N.M

Edn

(194) Department.

MS SERIES.

G.O. NO. 3211 Edn

Dated 15-12-48

O/MS

✓ H31-334.

See also 625 [illegible]

Send H 25901 1 Copy if necessary

[Despatch Abstract.]

Elementary Schools - Rules relating to grant of Recognition - Teacher's Service Regulations - Amendments issued

G.O.	No.	Department.	Date.	G.O.
"	473	Edn	27-4-43	
"	217	Edn	24-1-45	
"	2406	Edn	7-11-47	
	1469	Edn	26-7-46	
"	1716	Edn	27-10-45	
"	283	Edn	16-2-45	
"	[illegible]	Edn	26-9-38	

Further Papers.

To
The Hon'ble Sri. T.S.Avanasalingam Chettiar, B.A.M.L.
Minister of Education,
Government of Madras,
MADRAS.

Sir,

I am writing this letter with the idea that the Government will be ever ready to give a hearing of grievance and will try to ameliorate the conditions of the sufferers.

The Government on the representation of the inadequacy of pay of the teachers, especially of the lower grades in Elementary and Secondary Aided Schools revised the scales of pay and increased the grants, and recently I understand has issued instructions, giving the teachers powers to appeal in cases of unjust removal - which rule it is said to apply for Secondary Schools and not for aided Primary Schools.

I am sorry to bring to your kind notice, that in the Aided School the Proprietors and the Managers do not give any enhanced pay to any incumbant, but enjoy the excess payment given for themselves. The teachers who ask for the payment of the full grant given, not to say of the additional grant as per the revised scale, are given three months' notice.

The Managers have been given legal opinion, that the appointment and removal of teachers is only their own concern and cannot be interfered with by anybody, and the Government can act only as an advisory body simply to see that the teachers so appointed are only trained and qualified. As such the teachers have no voice, and have only to submit to any pay given, and the present grant only proves an additional emolument to the managers alone. So I request that necessary steps may be taken to have this corrected and the position made clear to the managers.

The difficulty may be solved in this way. Orders may be issued, that for the removal of the existing teachers, usual ~~pr~~ procedure as per rules of government may be adopted namely framing charges, getting the explanation of the concerned party, and forwarding the same to the District Educational Officers through the Deputy with his recommendation and obtain the approval of the same for the discharge. The matter of appointment also may be done accordingly. The managers must be made to give a written undertaking, that they will abide by such rules for obtaining the grant.

I am writing this, because I see the sufferings of teachers, who have put in years of service and who have been given such notice for demanding full payment of grant. My brother's boy, who had put in more than five years ~~service~~ of continued and unblemished service, is one of such sufferers.

Without stability of service how can the teachers join the Provident Fund and contribute for the same ?

It may not be out of place for me to mention two incidents in my years of service. A Headmaster of a Municipal School was given notice, by a newly elected Chairman immediately on his assumption of his office because the Headmaster happened to be his inveterate foe. Mr. K. Naesa Iyer, the then District Educational Officer of the District, was informed by the Headmaster. He corresponded with Mr. Little Hailes, the then Director of Public Instruction, and after obtaining his advice and instructions, came to Karur as my guest, and sent word to the Chairman that he would like to see him. The Chairman was strongly advised to withdraw the notice, suggesting that the Educational Authorities would not like to actively interfere in the matter. The advice proving ineffective, the District Educational Officer had to mention that he had the authority of the Director, to give the Chairman two alternatives, namely that this Municipal Council should interfere and have the notice withdrawn on pain of removal of recognition of the School or (2) that the School would be taken over by the Government or handed over to the District Board for management. The Chairman immediately acquieseed withdrawing the notice and gave a written undertaking not to interfere.

In the Kulitalai Taluk Board, on account of complaints that the Headmasters were not distributing the pay of teachers properly, pay was sent to the individual teachers by Money Order.

Any action that is considered feasible may be adopted to stabilise the security of the service of teachers by giving authority to District Educational Officers regarding appointment and removal. Only after such security is given to teachers can they join the Provident Fund. This difficulty is experienced mostly, in Aided Schools.

The Public is fully aware of the present Governement taking active interest, in the spread of Primary Education and immediate action in this matter will make trained teachers join more freely in Aided Schools.

Yours sincerely,

Ramaiya Sastri

Retired Assistant Engineer.

56. Dabir East Street,
KUMBAKONAM,
30th December, 1947.

Copy of the letter to the Director of Public Instruction, Madras, for information and necessary action at an early date.

5 5 **E. & P. H. Deptt.** 7

AIDED ELEMENTARY SCHOOL TEACHERS AND MANAGEMENT - AGREEMENT.

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Memo No. 1331 C1/48. 1 Edn., dated 7-2-48.

pp 21-27 CF

(u)

19
8/2

The agreement approved in G.O.No.2406, Edn., dated 7-11-1947 is only in respect of teachers in secondary schools. A number of complaints are being received that teachers in aided elementary schools are being sent away by managements for petty reasons and that steps should be taken to ensure that the teachers have more security of service. It is, therefore, suggested that the agreement may, with suitable modifications, be adopted for teachers in aided elementary schools also. The D.P.I. is requested to examine the matter and send ~~the~~ a draft agreement and ~~the~~ draft amendments necessary to the rules in this behalf.

6/2/48

10/2/48

To
The D.P.I.

8/

9/ 6

From
S.Ramaiya Sastri,
Retd Engineer,
56. Dabir East Street,
KUMBAKONAM,

22 MAR 1948

To
The Director of Public Instruction,
MADRAS.

23 MAR 1948

Sir, ppI-5 [illegible]

21931

About the last week of December, 1947, I wrote a letter to the Hon'ble Minister of Education, explaining the grievances and disabilities of teachers in aided schools and how the Government Grants given in aid of teachers do not reach the individuals. (Copy was sent to you also for information.) on 20.12.47

The Hon'ble Minister gave a prompt reply to the effect, that orders are issued revising the agreement between teachers and managers and the teachers were allowed powere of appeal.

I am writing this letter to you with the idea, that you may realise the practical difficulties and remove the disabilities of teachers, which should be done both in the interests of teachers and the Government who are paying substantial sums of money to aided school managers.

The intention of the Government was to raise the status of teachers, guarantee their services and only with that end in view, instructions are issued for opening service registers, making them join the Provident Fund.

How the whole thing is flouted by the managing authority of aided school may be seen in the particular instance of my brother's son, S.K. Visvanathan, teacher in Balasaraswathi Patasala, Palakarai, Kumbakonam. Visvanathan has put in more than five years of untarnished service with no adverse remarks, either by the Inspecting Officer or by the manager himself.

Following the instructions of the Deputy Inspector during meeting, that teachers should demand and obtain full pay on pain of removal of Teachers Certificates by the Govt. he demanded full payment and obtained the same. The manager two days after gave him 3 months notice to quit. The notice

CTD
23/3/48

was received on 6-12-1947 " under protest." He not only took no notice of the remark and relieved him even before the expiry of the period on 1-3-1948. Thereupon a notice was issued to him and copy was sent to the Deputy Inspector.

Since the Deputy Inspector stated that he had received intimation about another's appointment in his stead and that he would recommend him to another school, it was considered no good to send the appeal and remain without appointment.

He got himself employed in another school whose manager was only appraised of all the facts.

On account of the order of the Department that teachers who obtain less pay will be made to lose their certificates, their voices are hushed and the aided school managers have become more autocratic with no control over them. Under the circumstanc you may see, how it will be possible for teachers to join the Provident Fund when there is no permanency nor guarantee of service, with the possibility of getting removed at the sweet will and pleasure of the Manager..

The teachers are passed S.S.L.C and have got special training for teachership. Their status is already lower than the clerks and they remain with no prospects of promotion. It is the Department that should make proper representation to Governmant and improve the status.

Even an ordinary peon in Government service cannot be removed orbitrarily without adopting the usual proceedure of framing charges, getting explanation , making enquiry and deciding finally to remove or otherwise.

I should therefore suggest that the power of appointment and removal should be vested with the District Educational Officer and the managers of aided schools who depend mostly on Government help should be made to give an undertaking to abide by such rules and they should be instructed that even for obtaining the grant, they should be insisted in their teachers joining Provident Fund and making prompt payment. Besides the Deputy Inspectors shoul be informed, that they should inspect Acquittance Rolls, make enquiries of teachers about the receipt of their pay and their relations with the Headmaster.

I trust you will do the needful in the matter which will go a great way in ameliorating the condition of teachers.

Ramaiya
18 3 48

~~Copy to The Hon'ble Minister of Education~~ In continuation of my letter dated 30th December, 1947 for favour of issuing any instructions if deemed necessary in the matter.

Ramaiya
18 3 48

Ed P.H (C1)

Memo. No. 1331 C1/48-2 Edn d. 5-4-48.

Aided Elementary School ~~teachers~~ — ~~Execution of~~ Agreements between managements & teachers

The D.P.I. is requested to expedite his reply to Govt. Memo. No. 1331 C1/48-1 Edn dated 7-2-48.

3/4/48

2/4/48.

8.4.48

C.F. 32.

Education. Department

From (Name) Sri D.S.Reddi, M.A.(Oxon)

Designation Director of Public Instruction.

Station Madras.

Received Registered

To

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

30 APR 1948

Enclosures:

No. Rc. 545.B.2/48. dated 28--4--1948. 194 .

Sir,

31833

Sub: Elementary Education - Aided Schools - conditions of service - Agreement between teachers and managements.

Ref: Government Memorandum 1331.C1/48-1, Education, dated 7--2--1948 and 5--4--1948.

****

p7 ante   p14 ante

With reference to the Government Memorandum cited above, I have the honour to state that the Teachers Service Register now in use is such an agreement in the case of aided elementary school teachers,

that no separate agreement as in the case of teachers is secondary schools is necessary, and that the terms of agreement may be given as instructions as furnished below and printed in the Teachers' Service Registers in both English and other Regional languages.

INSTRUCTION - 1.

clause (1) p17 of Bk

The school authority shall employ the teacher on the salary shown in this register and the teacher shall serve the management in the school from the date of his taking charge of such appointment until the same ceases with the consent of the management or as provided in rule 13 of the Rules for recognition.

INSTRUCTION - 2.

clause (2) u/23 CF

The teacher shall be on probation for a period of 12 months from the date of his taking charge of his appointment but the management may before the expiry of that period extend it to a further period not exceeding 12 months for reasons to be recorded in writing.

INSTRUCTION - 3.

clause (3) u/23 CF

The teacher will employ himself honestly, efficiently and diligently under the orders and instructions of the Headmaster or Correspondent or other officers of the said school under whom he shall be placed from time to time as a teacher in the said school. He shall discharge satisfactorily all the duties attached to the post of the said teacher and will make himself useful in other respects as may be required of him.

INSTRUCTION 4.

clause (6) u/24 CF

The teacher shall conform to all the rules and regulations of the school for the time being in force therein and obey all lawful orders and directions as he shall receive from the school authority from time to time.

INSTRUCTION - 5

No appointment of a teacher made by the school authority should be kept on a temporary basis for more than 3 years and all appointments after that period should be made or deemed permanent.

INSTRUCTION - 6.

All appointment orders made as a temporary measure for periods

P.T.O.

A of 3 months or less should specify the period of appointment.

p.17 of Bk In addition to the above, I suggest that an amendment to rule 13 of the rules for recognition which deals with the conditions of service between teachers and managements, as noted below may be made and I consider this will be adequate to meet the needs of any case.

For the existing Rule 13(2) of the Rules for recognition the following shall be substituted:-

p17 of Bk Rule 13(2)

RULE 13 ~~(2) (1)~~

7(2) p24 of (ii) (i) No teacher whose appointment is not covered by sub-rule (4) below shall except with the permission of the management be entitled to leave the school without giving 3 months' notice or payment of 3 months' salary in lieu thereof to the management.

7(1) (ii) The management of a school shall have power to terminate the services of any permanent members of the staff only as provided hereunder,

p24 of (ii) (a) without notice for any or all of the following reasons:-

Cf. Clause 7(1)(a) Wilful neglect of duty, serious misconduct, gross in sub-ordination, mental unfitness, suspension or cancellation of a teachers certificate by the Director of Public Instruction under 154 Madras Educational Rules or when action is taken against the teacher under rule 15 of these rules.

Clause 7(1)(b) (b) with 3 months' notice or 3 months' salary in lieu thereof for the following reasons:-

. In competence, retrenchment, physical unfitness or any other good causes,

Clause 7(1)(b)(i) Provided that in all these cases coming under (a) and (b) above, the teacher shall be informed in wirting, of the view of the management in the matter and shall be given a reasonable apportunity for stating his case in writing or in person andthe statement made by him if any, shall be taken into consideration before a final decision is taken by the management. 7(1)(b)(ii) For termination of the services of teachers who have put in not less than 5 years efficient service in th school for reasons of "incompetence", the previous approval of the Deputy Inspector of Schools concerned shall be obtained.

7(4) (iii) In respect of the teachers appointed temporarily or to act on probation, the management of a school shall have the right to terminate the services of such teachers.

7(4)(i) (a) without giving notice in cases of wilful neglect of duty, serious misconduct, gross insubordination, mental unfitness, suspension or cancellation of teacher's certificate under rule 154 Madras Educational Rules and when action is taken under rule 14 ~~15~~ of these rules.

7(4)(ii) (b) with notice of 3 months or 3 months' salary in lieu thereof for reasons of incompetence physical unfitness, retrenchment or any other good causes

iv. No notice on either side is necessary when teachers are appointed purely as a temporary measure for 3 months or less.

Instruction 1 at p26 of (ii)

contd....

7(1)(b)(iii) omitted

7(3) v. No teacher who is a permanent member of a school shall when he has not been given notice of termination of his services or when he has not given notice to the management for relieving him of his services, apply for an appointment under any other management except through the management of the school in which he serves. The penalty for a breach of this rule shall be dismissal of the teacher from service. The Management shall not refuse to forward such application when made but may decline to relieve the teacher when the need arises, unless he gives due notice or pays an amount equal to the salary for 3 months or for such periods by which the period of notice falls short.

P NOTE.

a) For the purpose of these rules the term salary refers to the salary excluding Dearness Allowance drawn by the teacher at the time of termination of or leaving his services in the school.

(and the instructions as printed in the Teachers' Service Register

b) A violation of the provisions of these rules on the part of the teacher shall be deemed to be an offence coming under the purview of rule 154 Madras Educational Rules and rule 14 ~~15~~ of these rules and action shall be taken by the District Educational Officer on a report from the management. p18 of Bk

p33 of Bk c) Termination of services for serious misconduct, wilful negligence of duty or gross insubordination should be reported to the concerned Inspecting Officer by the management.

(vi) R.E. 7(iii) - p4 of (ii)

Q vi. The Management and the teachers have a right of appeal against orders arising from these rules and the appeal shall be disposed of by the District Educational Officer. A second appeal shall lie with the Deputy Director, Elementary Education. An appeal shall be valid only if it is made within a period of 2 months from the date of orders against which the same is preferred.

When revising the form of the Teachers' Service Register the following changes are suggested:-

PAGE - 1. Column 13. The number and date of the T.T.C. may be substituted for the words "date of completion of the T.C." at this column, may altogether be omitted and under columns 10 and 11 - the words - "No. and date of the certificates" may be added.

or A

B PAGE 3 - Column 13 - The words "SAI" may be omitted.

C PAGE 2 - Column 7 - The words "Rate or" may be omitted, retainingthe words "scale of pay" and an additional column may be opened to note in actual pay.

D A fresh column also needs to be provided for recording the leave taken by a teacher under a particular management. A few pages may be allotted at the end of the Teachers Service Register for working out the leave account as is done in the case of Service Books ~~of~~ for Government officials.

E A few more pages with the columns also need to be provided in the Register in view of its being kept as record of service for a teacher for a length of time.

For Director of Public Instruction.

Gr.29.4.48.

2/29/4.

~~[illegible]~~

To 11 T.M. (Jeypore) Edn. H (ii) 19

11 The Dy. D.P.S.

Please refer me to the orders prescribing the form of the service register referred to in rule 13(1) of the Rules for Recognition of Elementary Schools and if possible forward also a specimen copy of the register.

Cs
31/7/48.

Despatched
31/7

31/7/48

12 C1 12 31

POST COPY OF TELEPHONE MESSAGE DATED 14-8-48.

ASST. SECRETARY TO GOVERNMENT
17 AUG 1948
EDUCATION AND PUBLIC HEALTH DEPT.

FROM

THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.

TO

THE SECRETARY TO GOVERNMENT,
EDUCATION & PUBLIC HEALTH DEPARTMENT, MADRAS.

****

61423

p19 ante

REF:- Telephone Message (by post) dated 31-7-48 from the Assistant Secretary to Government, Education & Public Health Department, Madras, re: Teachers' Service Register.

*****

R/189

I invite your kind attention to the Government U.O.Note No.13419-C5 dated 29th September 1938, and the copy of the instructions appended thereto which also contained the 'Form of the Register'.

R/190

The Teacher's Service Register bears Form No.Edl.B.163.

VRR — 16/8

FOR DIRECTOR OF PUBLIC INSTRUCTION.

16/8.

MDS
16/8

Please type
Ind.

E. & P.H. Deptt.
(C1).

Sub:- Elementary Schools - Rules relating to Grant of Recognition - Teachers' Service Registers - Amendments - ~~Issued~~.

(R) Read again: ~~From~~ G.O. No. 2270, Edn., dated 24-9-1938.

pages 15-17 of. Read also: From ~~the~~ D.P.I., ~~Rc~~ No. 545-B2/48, dated 28.4.1948.

G.O. Ms. No. , Edn., dated

The Govt. direct that the following changes be made in the Form of the Teachers' Service Register prescribed in rule 13 of the Rules relating to ~~Reg.~~ Recognition of Elementary Schools:-

page 17 of BK

(i) Page 1 of the Register: Column: 13: This column may be omitted and the words "Number and Date of the Certificate" may be added under columns 10 and 11.

'A' on page 17 of.
& para 6 on page 9 of.

(ii) Page 2 of the Register: column 7:- The words "Rate or" may be omitted.

'C' on page 17 of.

(iii) Pages 2-3 of the Register: columns (8) to (10) may be renumbered as columns (9) to (11), a new column being inserted as column 8, after column 7, with the following entry:-

ibid

"Actual pay drawn at the time of entry".

(iv) Page 3 of the Register:- Column 10 renumbered as column 11:- Insert the following as column 12, renumbering the existing columns (11) to (14) as (13) to (16).

'D' on page 17 of.

Column 12: Particulars of leave taken.

(v) Page 3 of the Register:- Column (13) renumbered as column 15: The words "or Sub-Assistant Inspectress" may be omitted.

'B' on page 17 of.

(vi) A few more pages may be added to the Register for the purpose of ~~(i)~~ (a) working out the leave account of the teacher and (b) ~~for~~ longer use as a record of the teacher's service.

'E' on page 17 of.

2. The Govt. also direct that the following instructions shall be printed at the end of the Service Register both in English and in the Regional language concerned:-

[H.E. Instructions 1 to 6 at 'A' on pages 15-16 c.f.]

3. The D.P.I. is requested to take ~~an~~ urgent steps for carrying out the above alterations in the Service Register and issuing revised registers as early as possible.

4. The following amendments shall be made to the rules relating to the grant of recognition and aid to elementary schools, published with Education Department's Notification No. 243, dated the 21st August 1939, at pages 556 to 568 of Part I-B of the Fort St. George Gazette, dated the 29th August 1939, as subsequently amended:-

Amendments

Chapter I — Rules for Recognition

Rule 13(2):- Substitute the following for the existing rule:-

[H.E. 'P' on pages 16-17 c.f.]

(vi) It shall be lawful for a management, if satisfied on medical evidence that a teacher is unfit, and is likely for a considerable ~~time~~ period to continue ~~[illegible]~~ unfit, by reason of ill-health, for the discharge of his duties as ~~a~~ such teacher, to terminate his services on paying him three months' salary less any amount which may have been paid to him as leave allowance after the date of his last appearance in the school for the regular discharge of his duties as teacher, subject to a minimum of one month's full salary.

(vii) [H.E. 'Q' on page 17 c.f.]

Rule 28:- Add the following at the end of the rule:-

"or that any of the instructions in the Service Register has been violated by the management."

[illegible] 7/12/48

[illegible] 8/12/48

'Z' on page 15 c.f.

'A' on page 6 n.f.

para 4 of DPI's remarks on page 6 n.f. [illegible]

clause 7 (1)(b)(iii) on page 24 c.f. of [illegible]

para 9 of p [illegible]

To

The D.P.I.

" A.G.

" S.G.P. (for publication of para 4 in the F.S.G. G.)

E.& P.H.Deptt.(Cl).

G.O. Ms. No. 3211, Edn., dated 15-12-48

Sub:- Elementary Schools - Rules relating to grant of Recognition - Teachers' Service Registers - Amendments - Issued.

Read again:- G.O. No.2270, Education, dated 24-9-1938.

Read also:- From the D.P.I., No. 545-B2/48, dated 28-4-1948.

-----

ed. on 17.12 1 P.M.

(R)

pages 15-17 c.f.

page 1 of book

The Government direct that the following changes be made in the Form of the Teachers' Service Register prescribed in rule 13 of the Rules relating to Recognition of Elementary Schools:-

'A' on p. 17 c.f. of para 6 on p. 9 n.f.

(i) Page 1 of the Register: Column 13.- This column may be omitted and the words "Number and Date of the Certificates" may be added under columns 10 and 11.

'C' on page 17 c.f.

(ii) Page 2 of the Register: Column 7.- The words "Rate or" may be omitted.

ibid

(iii) Pages 2-3 of the Register: Columns (8) to (10) may be renumbered as Columns (9) to (11), a new column being inserted as column 8, after column 7, with the following entry:-

"Actual pay drawn at the time of entry."

'D' on page 17 c.f.

(iv) Page 3 of the Register: Column 10 renumbered as column 11.- Insert the following as column 12, renumbering the existing columns (11) to (14) as (13) to (16):-

' Column 12: Particulars of leave taken.'

'B' on page 17 c.f.

(v). Page 3 of the Register: Column (13) renumbered as column 15:- The words "or Sub-Assistant Inspectress" may be omitted.

'E' on page 17 c.f.

(vi). A few more pages may be added to the Register for the purposes of (a) working out the leave account of the teacher and (b) ~~for~~ longer use as a record of the teacher's service.

'Z' on page 15 c.f.

2. The Govt. also direct that the following instructions shall be printed at the end of the Service Register

both in English and in the Regional language concerned:-

" **Instruction 1:-** The school authority shall employ the teacher on the salary shown in this register and the teacher shall serve the management in the school from the date of his taking charge of such appointment until the same ceases with the consent of the management or as provided in rule 13 of the Rules for Recognition.

'A' on pages 15-16 CF

Instruction 2:- The teacher shall be on probation for a period of 12 months from the date of his taking charge of his appointment, but the management may, before the expiry of that period, extend it to a further period not exceeding 12 months for reasons to be recorded in writing.

ibid

Instruction 3:- The teacher will employ himself honestly, efficiently and diligently under the orders and instructions of the Headmaster or Correspondent or other officers of the said school under whom he shall be placed from time to time as a teacher in the said school. He shall discharge satisfactorily all the duties attached to the post of the said teacher and will make himself useful in other respects as may be required of him.

ibid

Instruction 4:- The teacher shall conform to all the rules and regulations of the school for the time being in force therein and obey all lawful orders and directions as he shall receive from the school authority from time to time.

ibid

Instruction 5:- No appointment of a teacher made by the school authority should be kept on a temporary basis for more than 3 years and all appointments after that period should be made or deemed permanent.

ibid

Instruction 6:- All appointment orders made as a temporary measure for periods of 3 months or less should specify the period of appointment. "

ibid

3. The D.P.I. is requested to take urgent steps to carry out the alterations in the Service Register and issue revised registers as early as possible.

'A' on Page 6 CF

4. The following amendments shall be made to the rules relating to the grant of recognition and aid to elementary schools, published with Education Department's Notification No.243, dated the 21st August 1939, at pages 556 to 568 of Part I-B of the Fort St. George Gazette, dated the 29th August 1939, as subsequently amended:-

'P' on pages 16-17 CF as edited

Amendments.

Chapter I - Rules for Recognition:

15

Rule 13 (2):- Substitute the following for the existing rule:-

" **Rule 13 (2):**

(i). No teacher whose appointment is not covered by sub-rule (4 iv) below shall, except with the permission of the management, be entitled to leave the school without giving 3 months' notice or payment of 3 months' salary in lieu thereof to the management.

(ii). The management of a school shall have power to terminate the services of any permanent members of the staff only as provided hereunder,

(a) without notice, for any or all of the following reasons:-

Wilful neglect of duty, serious misconduct, gross insubordination, mental unfitness, suspension or cancellation of a teachers' certificate by the Director of Public Instruction under rule 154 of the Madras Educational Rules or when action is taken against the teacher under rule 15 of ~~the~~ these rules.

(b) with 3 months' notice or 3 months' salary in lieu thereof, for the following reasons:-

Incompetence, retrenchment, physical unfitness or any other good causes.

Provided that in all these cases coming under (a) and (b) above, the teacher shall be informed in writing of the view of the management in the matter and shall be given a reasonable ~~an~~ opportunity for stating his case in writing or in person and the statement made by him if any, shall be taken into consideration before a final decision is taken by the management. For termination of the services of teachers who have put in not less than 5 years' efficient service in the school for or any other good cause

reasons of "incompetence", the previous approval of the Deputy Inspector of Schools concerned shall be obtained.

(iii). In respect of the teachers appointed temporarily or to act on probation, the management of a school shall have the right to terminate the services of such teachers,

(a) without ~~with~~ giving notice, in cases of wilful neglect of duty, serious misconduct, gross insubordination, mental unfitness, suspension or cancellation of teacher's certificate under rule 154 of the Madras Educational Rules and when action is taken under rule 14 of these rules, and

(b) with notice of 3 months or 3 months' salary in lieu thereof, for reasons of incompetence, physical unfitness, retrenchment, or any other good causes.

(iv). No notice on either side is necessary when teachers are appointed purely as a temporary measure for 3 months or less.

(v). No teacher who is a permanent member of a school shall when he has not been given notice of termination of his services or when he has not given notice to the management for relieving him of his services, apply for an appointment under any other management except through the management of the school in which he serves. The penalty for a breach of this rule shall be dismissal of the teacher from service. The Management shall not refuse to forward such application when made, but may decline to relieve the teacher when the need arises, unless he gives due notice or pays an amount equal to the salary for 3 months or for such periods by which the period of notice falls short.

NOTE:-

(a). For the purpose of these rules the term 'salary' refers to the salary excluding Dearness Allowance drawn by the teacher at the time of termination of or leaving his services in the school.

(b). A violation of the provisions of these rules and the instructions embodied in the Teachers' Service Registers on the part of the teacher shall be deemed to be an offence coming

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under the purview of rule 154 of the Madras Educationa Rules and rule 14 of these rules and action shall be taken by the Dt. Educational Officer on a report from the management.

'P' on page 16-17 Cl

(c). Termination of services for serious misconduc wilful negligence of duty or gross insubordination should be reported to the concerned Inspecting Officer by the management.

para 4 of DPI's remarks on p.6 up. followed 7(i)(b)(iii) on page 24 cf. 6 ⓤ

(vi). It shall be lawful for a management, if satisfied on medical evidence that a teacher is unfit, and is likely for a considerable period to continue unfit, by reason of ill-health, for the discharge of his duties as such teacher, to terminate his services on paying him three months' salary less any amount which may have been paid to him as leave allowance after the date of his last appearance in the school for the regular discharge of his duties as teacher, subject to a minimum of one month's full salary.

Q on p.17 cf

within three months from the date of the receipt

(vii). The management and the teachers have a right of appeal against orders arising from these rules and the appeal shall be disposed of by the District Educational Officer. A second appeal shall lie with the Deputy Director, Elementary Education. An appeal shal be valid only if it is made within a period of 2 months from the date of orders against which the same is preferred.

~~xvi~~ Rule 28:- Add the following at the end of the rule:-

x para 9 on p.7 up

x "or that any of the instructions in the Service Register has been violated by the management."

(original draft approved by Secy added at pages 23-24 cf)

M.V.S.,
8-12-48.
Secretary.

To
The D.P.I., Madras.
" Acctt General, Madras.
" S.G.P.(for publn. of
para 4 in the ~~F~~.S.G.G.)

3 spare copies

30

31

GOVERNMENT OF MADRAS
Education and Public Health Department
G.O.No. 3211 Edn. dated the 15th December 1948.

17

Elementary chools- Rules relating to grant of Recognition-
Teachers' ervice Registers- Amendments- Issued.
-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X

:Read:

G.O.No.22 0 Education dated 24-9-1938.
From the irector of Public Instruction No.545-B2/48 dated 28-4-48.

ORDER:

The Government direct that the following changes be made in the Form o the Teachers' Service Register prescribed in rule 13 of the Rules elating to Recognition of Elementary Schools:-

(i) Page 1 of the Register: Column 13- This column may be omitted and the words "Number and Date of the Certificaes" may be added der columns 10 and 11.

(ii) Page 2 of the Register: Column 7: The words "Rate or" may mitted.

(iii) Pages 2-3 of the Register: Columns (8) to (10) may be renumbered as Columns (9) to (11), a new column being inserted as column 8, after column 7, with the following entry:-

"Actual pay drawn at the time of entry."

(iv) Page 3 of the Register: Column 10 renumbered as Column 11:-

Insert the following as column 12, renumbering the existing columns (11) to(14) as (13) to (16):-

Column 12, Particulars of leave taken.

(V) Page 3 of the Register: Column (13) renumbered as column 15:-

The words "or Sub-Assistant Inspectress" may be omitted.

(vi) A few more pagesmay be added to the Register for the purposes of (a) working out the leave account of the teacher and (b) longer use as a record of the teacher's service.

2. The Government also direct that the following instructions shall be printed at the end of the Service Register both in English and in the Regional language concerned:-

"Instruction1:- The school authority shall employ the teacher on the salary shown in this register and the teacher shall serve the management in the school from the date of his taking charge of such appointment until the same cases with the consent of the management or as provided in rule 13 of the Rules for Recognition.

Instruction 2: The teacher shall be on probation for a peri 18 months from the date of his taking charge of his appointm but the management may, before the expirey of that period, e it to a further period not exceeding 12 months for reasons recorded in writing.

Instruction 3:- The teacher will employ himself honsetly and diligently under the orders and instructions of the er Correspondent or other officers of the said school un shall be placed from time to time as a teacher in the He shall discharge satisfactorily all the duties at post of the said teacher and will make himself use pects as may be required of him.

Instruction 4: The teacher shall conform to al regulations of the school for the time being obey all lawful orders and directions as he school authority from time to time.

Instruction 5: No appointment of a teacher made b the sch
authority should be kept on a temporary basis for more than
years and all appointments after that period should be made or deemed permanent.

Instruction 6: All appointment orders made as a temporary measure for periods of 3 months or less should specify the period of appointment.".

3. The Director of Public Instruction is requested take ur
steps to carry out the alterations in the Service Register and issue revised registers as early as possible.

4. The following amendments shall be made to the rules relating to the grant of recognition and aid to elementary schools, publis
with Education Department's Notification No.343, dated the 21st August 1939, at pages 556 to 568 of Part I-B of the Fort St. Geor
Gazette, dated the 29th August 1939, as subsequently amended:-

AMENDMENTS:

Chapter I-Rules for Recognition:

Rule 13(2):- Substitute the following for the existing rule:-

"**Rule 13 (2):**

(i) No teacher whose appointment is not covered by sub-rule(
below shall, except with the permission of the management, be entitled to leave the school without giving 3 months' notice or payment of 3 months' salary in lieu thereof to the management.

(ii) Themanagement of a school shall have power to terminate the servicesof any permanent members of the staff only as provided hereunder,

(a) without notice, for any or all of the following reasons:-

Wilful neglect of duty, serious misconduct, gross insubor
nation, mental unfitness, suspension or cancellation of a teachers certificate by the Director of Public Instruction under rule 154 of of the Madras Educational Rulesor when action is taken against the teacher under rule 14 of these rules.

(b) with 3 months' notice or 3 months' salary in lieu thereof, for the following reasons:-

Incompetence, retrenchment, physical unfitness or any other good causes.

Provided that in all these cases coming under (a) and (b)
above, the teacher shall be informed in writing of the view of
the management in the matter and shall be given a reasonable oppor-
ity for stating his case in writing or in person and the statement
e by him if any, shall be taken into consideration before a
l decision is taken by the management. For termination of the
ices of teachers who have put in not less than 5 years' efficien
es in the school for reasons of "incompetence", the previous
approval of the Deputy Inspector of Schools concerned shall
ined.

ii) In respect of the teachers appointed temporarily or to
ation, the management of a school shall have the right
the servicesof such teachers.

out giving notice, in cases of wilful neglect of duty
t, gross insubordination, mental unfitness, suspen
n of teacher's certificate under rule 154 of the
ulesand when action is taken under rule 14 of

p.t.o.

(b) with notice of 3 months or 3 months' salary in lieu thereof, for reasons of incompetence, physical unfitness, retrenchment, or any other good causes.

(iv) No notice on either side is necessary when teachers are appointed purely as a temporary measure for 3 months or less.

(v) No teacher who is a permanent member of a school shall when he has not been given notice of termination of his services or when he has not given notice to the management for relieving him of his services, apply for an appointment under any other management except through the management of the school in which he serves. The penalty for a breach of this rule shall be dismissal of the teacher from service. The Management shall not refuse to forward such application when made, but may decline to relieve the teacher when the need arises, unless he gives due notice or pays an amount equal to the salary for 3 monthsor for such periodsby which the period of notice falls short.

NOTE: (a) For the purpose of these rules the term 'Salary' refers to the salary excluding Dearness Allowance drawn by the teacher at the time of termination of or leaving his service, in the school.

(b) A violation of the provisions of these rules and the instructions embodied in the Teachers' Service Registers on the part of the teacher shall be deemed to be an offence coming under the purview of rule 154 of the Madras Educational Rules and rule 14 of these rulesand action shall be taken by the District Educational Officer on a report from the management.

(c) Termination of services for serious misconduct, wilful negligence of duty or gross insubordination should be reported to the concerned Inspecting Officer by the management.

(vi). It shall be lawful for a management, if satisfied on medical evidencethat a teacher is unfit, and is likely for a considerable period to continue unfit, by reason of ill-health, for the discharge of his duties as such teacher, to terminate his services on paying him three months' salary less any amount which may have been paid to him as leave allowance after the date of his last appearance in the school for the regular discharge of his dutiesas teacher, subject to a minimum of one month's full salary.

(vii). The management and the teachers have a right of appeal against orders arising from these rules and the appeal shall be disposed of by the District Educational Officer. A second appeal shall lie with the Deputy Director, Elementary Education. An appeal shall be valid only if it is made within a period of 2 months from the date of orders against which the same is preferred.

Rule 28: Add the following at the end of the rule:-

"or that any of the instructions in the service Register has been violated by the management."

(By order of His Excellency the Governor)

M.V. SUBRAMANIAN,
Secretary to Government.

To the Director of Public Instruction.
" " Accountant-General, Madras.
" " Superintendent Government Press (for publication of para 4
in the Fort St. George Gazette)

-

True copy-forwarded-By Order

RF/17.12.

Superintendent.

Notes

Secretary, E.& P.H.

Please see herewith a representation about aided school teachers. Recently we revised the terms of agreement of aided school teachers. I hope final orders have been issued on this agreement.

Cp. p 21 of (U)
G.O. 2406 Edn.
7/11/47

Certain elementary school teachers mentioned to me that this agreement referred only to secondary school teachers and not to elementary schools. My rememberance was that it was for both. The matter may be checked up and put up.

TSA
6-1-48
H.M. Education.

E&P.H.(C)

ASSISTANT SECRETARY TO GOVERNMENT
7 - JAN 1948
EDUCATION AND PUBLIC HEALTH DEPARTMENT

1331

SECRETARY, EDN. AND P. H. DEPT.
7 - JAN 1948
GOVERNMENT OF MADRAS

Education and P.H. Dept.

pp 21-27 of (U)

Attention is invited to the orders issued in G.O.No. 2406 Edn. dated 7-11-47. at pp21-27 of (U). The draft agreement applies to aided secondary schools only.

There is no similar agreement in the case of aided elementary schools. In the rules relating to ele. schools, provision has been made for mentioning in the Service Register the terms of service under which ~~the~~ a teacher is employed, specifying whether the appointment is on probation, temporary or permanent, ~~and~~ as also the salary and the scale of pay. Please see rule 13 (1) of the rules for recognition of elementary schools.

p 17 of the Pamphlet

In this connection it may also be noted that provision has also been made in the rules, for the disbursement direct to the teachers employed in aided ele. schools the grants payable to them by the Inspecting ~~officers~~ Officers. Pl. see rule 23 of the rules for aid relating to ele. schools.

pp 31-32 ibid

The file may be circulated to H.M.(Edn.) with reference to his minutes above.

21/1

21.1.48

21/1/48

22/1/48

26/1/48

H.M. (Edn.)

2.

I see that the agreement that we have prescribed is only with reference to secondary schools. A lot of complaint has been received that the elementary school teachers are also dismissed in aided managements on petty grounds and that more security for them is necessary. The D.P.I. may be asked to examine the necessity of applying the terms of this agreement to the elementary schools also with suitable alterations.

KA
2. 2 48

SECRETARIAT, EDN. AND P.H. DEPT.
2 - FEB 1948
GOVERNMENT OF MADRAS

A draft Memo is Submitted.

6/2/48 S

Memo. No. 1331 C/48-1 Edn. dated 7-2-48.
From the D.P.I. Rc. No. 545 B2/48 d. 28-4-48.
From the D.P.I. T.M. dated 14-8-48.

p7 cf
p15 cf
p21 cf
u/21 cf

In G.O. 2406, Edn., dated 7-11-47, the Govt. approved a draft agreement form, for secondary schools which gives more security of service to teachers. In the memo at p7 cf, the D.P.I. was asked to report whether this form could be adopted for aided elementary schools also. With reference to this memo, the Director has submitted the proposals at pp 15-17 cf. The proposals call for the following remarks:-

(1) Aided Ele. School teachers have only a service register in which their terms of service are entered by the management. The D.P.I. considers that no separate agreement

Rule 13 - p17 R/A

p15 cf

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form as in the case of ~~aided~~ secondary schools is necessary and that it will be sufficient if the terms of the agreement form approved for secondary schools are incorporated in the Service Register or in the rules for recognition of elementary schools. This may be agreed to.

p15 CF

(2)(i) It will be seen from a comparison of the form at pp 23-27 cf of (u) with the proposals at pp 15-17 cf, that of the various clauses of the draft agreement form and the instructions appended thereto, the D.P.I. has not proposed the following for incorporation in the Service Register or the Rules for recogn:-

clauses 4, 5, 7(1)(6)(iii) and instructions 2, 4, 5 & 7.

u/23-27 cf

(2)(ii) Clause 4 at p23 cf of (u). According to rule 4(5) of the rules for aid to elementary school teachers, aided elementary school teachers with a continuous service of not less than 12 months are eligible for leave at the rate of 15 days per year, the limit for the accumulation of such leave being 45 days and the teachers and the substitutes appointed in their places being assessed grant for the period of the leave. The teachers are eligible for no other kind of leave except casual leave and if they are absent because of any other ~~leave~~ cause, they will not be assessed ~~grant~~ grant for that period of absence. Presumably because of this, the D.P.I. has not considered it necessary to bring in this clause. This position may be accepted.

Y/3 cf
G.O. 2335 Edn. 14-2-45

(2)(iii) Clause 5 at pp 23-24 cf of (u). The D.P.I. has not given any reason why he has left out this clause. If provision, as in this clause is not made in respect of aided elementary school teachers, they will be at perfect liberty to undertake private tuition and like type of work without any check by the managements. So far as elementary schools under local bodies are concerned, the President may in consultation with the Subordinate Inspecting Officers permit elementary school teachers to undertake this type of work. In view of this, it is for consideration why aided elementary school teachers also should not be permitted to undertake this kind of work, only with the written ~~for~~ sanction of the school authority. The D.P.I. may be consulted.

(iv) Clause 7(1)(b)(iii) at 4/24 cf. The D.P.I. may be asked whether a provision like this is not necessary.

Instructions 2, 4 & 5 at 4/26-27 cf. The D.P.I. has left out these instructions. This position may be accepted.

(vi) Instruction 7 at p27 cf of ⓑ The D.P.I. may be asked why this has been left out.

(3) With reference to clause 7(4)(ii) at 4/25 cf, the word 'retrenchment' may be inserted after 'unfitness' in draft rule 13 (iii)(b) at p16 cf.

(4) In draft rule 13 (iii)(a) at p16 cf and the draft note (b) at p17 cf, the reference should be to rule 14 and not rule 15.

p18 of BK

(5) Draft note (b) at p17 cf. reads "A violation of the provisions of these rules on the part of the teacher ....." It says nothing about the violation of the instructions at p15 cf. which are proposed to be incorporated in the Service Register. The rule has to be amended.

p22 of BK

(6) Rule 28 of the rules for recogni says that recognition may be withdra from any school, if it is reported by th inspecting officers that the salary of any teacher in the school is not bein paid to him in accordance with the terms set forth in the register. The rule has now to be amended to provide for the withdrawal of recognition in cases where managements violate the instructions which are proposed to be incorporated in the Service Register.

(7) In the G.O. at 4/21 cf, the grant-in-aid code has been amended to deal with cases where managements violate the terms of the agreement they enter into with their teachers. In the case of aided elementary schools there is already a provision in the rules for direct payment of grants to teachers - please see rule 23 of the rules for recognition of elementary schools. No further action is necessary in this regard.

pp31-32 of BK

p17 cf

(8) The D.P.I. has proposed certain changes in the form of the Service Register. Please see the instructions at pp 190-193 of G.O. 2270 Edn. 24-9-38 governing the issue of the Service Register and also prescribing ~~at~~ its form. For facility of reference a service register locally obtained is put up at Ⓠ. The changes proposed by the Director call for the following remarks:-

Ⓡ

removed.

(a) Page 1 of Ⓠ column 13 The change proposed is not quite clear. The Director may be asked to make his intention clear.

(b) Page 39 (B) This is a sequel to the amalgamation of the Boys' and Girls' Ranges and may be agreed to.

(c) The other changes also may be agreed to. When issuing final orders in this case, the Director may be asked to issue necessary instructions for carrying out these changes.

2/. The D.P.I. may see and offer his remarks.

30/9/48.

1/10/48

DIRECTOR OF PUBLIC INSTRUCTION
Re 54513
6 OCT 1948
13
MADRAS

B2 Recd on 13-10-48

Edn. 1331 C. (B3
4-10-48.

U.O.No.545 B2/48 dated 9th November 1948.

Resubmitted to the Secretary to Government, E & P.H. with the following remarks offered seriatim:

2. Clause 4 under item (2) of the note: The presumption in the note is correct. para (2)(ii) at p. 3 ante

'A' on p. 3 ante

3. Clause 5 under item (2) of the note: Separate proposals have been submitted to Government to regulate the work of private tuition in the case of teachers of aided elementary schools - vide amendments suggested in my letter R.O.C.No.1713 B2/48 dated 10-7-48 with reference to Government Memo No.66098 B2/46-10, Edn., dated 14-4-48 and endorsement 66088 B2/48-12 dated 12-5-48. In view of this there is no need to make any further alteration to rules. para (2)(iii) on pages 3-4 ante

Separate file. It has been decided that no action is necessary.

4. Clause 7 (1) (b) (iii) under item 2 of the note: In view of the remarks in the note, I have no objection for the retention of a similar provision for aided elementary schools also. This may be made as Rule 13 (2) (vi) under the revised rule 13 (2) (v) proposed for amendment in my letter R.O.C.No.545 B2/48 dated 28-4-48. para (2)(iv) at page 4 ante

page 17 q.
pages 15-17 q.

5. Instruction 7 under item 2 of the note: This relates to payment of vacation salary to teachers. At present assessment of grant for a teacher and payment of vacation salary are dependent on each other and this is regulated with reference to my Proceedings R.O.C.No.578 B2/48 dated 6-3-48 (copy enclosed herewith). It is considered not necessary to include this in these proposals as it applies only to temporary teachers; and when teachers happen to be ineligible for grants due to reduction in the teacher quotient or other reasons, it does not appear equitable to insist on the management to pay vacation salary to the teacher even when he may not get grants for the teacher. Aided ely. schools may not stand comparison with aided secy. schools in this regard. para (2)(vi) at page 4 ante

'A' on page supra

6. Item (3) of the note: It is considered that the words "any other good causes" occurring in the last portion of Rule 13 (2) (iii) (b) as now proposed for amendment in my letter R.O.C.No.578 B2/47 dated 28-4-48 will cover cases under "Retrenchment" also and hence left out. However I have no objection if it is considered necessary to include this word also. para (3) at page 4 ante

page 16 q.
pages 15-17 q.

7. Item (4) of the note: The words "Rule 15" may be altered as "Rule 14." para (4) at page 4 ante

8. Item (5) of the note: In the draft note (b) under the proposed rule 13 (2) referred to herein after the words "A violation of the provisions of these rules" the following may be added" and the instructions embodied in the Teachers' Service Registers." para (5) at page 4 ante

9. Item (6) of the note: The existing Rule 28 of the Rules for recognition may be modified by adding the following words at the end and this will serve the purpose: "or the management have violated in carrying out the instructions embodied in the Teachers' Service registers." para (6) at page 5 ante

PTO

C1

10. Item (8) of the note:- The change is due to the abolition of the system of completion of Probationary teachers' certificates by requiring the teacher to put in 18 months' approved service after passing the T.S.L.C. Examination. The word "at" in the fair-copy of the Director's letter R.C.578 B2/48 dated 28-4-48 is a type mistake for "or."

para (8)(a) at pages 5-6 ante

'A' at page 17 c.f.

pages 15-17 c.f.

10 NOV 1948

83198

D.P.I.

To

The Secretary to Government,

Edn. & P.H. Department.

(Enclosure)

Copy of Proceedings of the Director of Public Instruction, R.O.C.No.578 B2/48 dated 6-3-48.

Sub: Elementary Education - Aided schools - Assessment of grant for the vacation period for teachers.

Read: Letter R.O.C.No.147-E2/48 dated 14-2-48 of the Divisional Inspector, Madura Division.

The Divisional Inspector is informed that grants may be assessed for teachers for the vacation period irrespective of their periods of service prior to the vacation, provided they are paid vacation salaries by the managers and are also otherwise eligible for grants under the Rules.

Edn. & P.H. Deptt (C1)

The remarks of the D.P.I. on pages 6 - 8 above may be perused. He has agreed with the suggestions made by this Deptt. in paras. ~~(2)(iv)~~ (3), (4), (5), ~~(6)~~ and (6) on pages 4 - 5 ante — vide the Director's remarks in paras. ~~4 paras~~ 6 to 9 on pages 7 ~~& 8~~ ante. He has stated that the presumption at 'A' on page 3 ante is correct. ~~He has~~

para 2 on p. 6 ante

2. In regard to para 2(iii) on pages 3 - 4 ante, the D.P.I. stated that separate proposals have been submitted. The point need not, therefore, be pursued in this file.

para 3 on p. 6 ante

Separate file

3. With reference to para. 2(iv) on page 4 ante, the D.P.I. agrees that a ~~simi~~ provision similar to instruction 7 (1) (b) (iii) at p 24 c.f. of ⓥ may be ~~made as~~ inserted as clause (vi) of the (amended) rule 13(2) at page 17 c.f. This may be accepted. The ~~present clause~~ (vi) of the rule at p. 17 c.f. may be renumbered as clause (vii).

para 4 at p. 6

4. Para 2(v) on page 4 ante calls for no further remarks.

5. Para 2(vi) at page 4 ante:- In the circumstances stated by the D.P.I. in para. 5 on pages 6 - 7 ante, it may be agreed that no provision similar to instruction 7 at p. 27 c.f. of ⓥ need be made. For orders.

6. ~~In~~ Para 8 (a) at pages 5 - 6 ante:- Please see para. 10 of the D.P.I's. remarks at page 8 ante. In the circumstances stated by him, ~~clause~~ item 13 on page 1 of ⓠ may be omitted and the words "with No. and date of certificates held" may be added to the items (10) and 11 on page 1 of ⓠ. For orders.

7. A draft order covering all points of discussion is sub'd. below for approval.

11/12/48

DM 8/12/48

TSA
14-12-48

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

RJS

(1) Issue
(2) Compare fair copy carefully
(3) Give these as spare copies
(4) correction copy of rules

14/12/48

24 11

5921
pp25-30
CF

P/26
CF

R.O.C.NO.545-B.2/48

Office of the
Director of Public Instruction,
Madras, Dated 24-1-1949.

ASST. SECRETARY TO GOVT.,
27 JAN 19
EDUCATION AND PUBLIC HEALTH

~~From~~

The Director of Public Instruction,
Madras.

To

The Secretary to Government,
Education and Public Health Department.

Sub: Elementary Education - Aided - Rules - relating to Recognition and Teachers' Service Registers - Amendments - Issued.

Ref: G.O.No.3211 Edn dated 15-12-1948.

I have been asked to take urgent steps to carry out the alterations in the Service Register and issue revised registers as early as possible in para 3 of the G.O. cited above. In view of the fact that there may be considerable stock of Teachers Service Registers with the District Educational Officers and as it is not desirable to discard them totally as obsolete I am instructing the Dt.Edl.Officers to instruct the managers to carry out necessary alterations and additions in the existing Teachers Service Registers of Teachers and get them attested by the Deputy Inspectors at a very early date. As and when the existing registers become used up in the usual course, fresh revised registers with the additions and alterations duly printed will be issued to the teachers and the Superintendent, Government Press will also be requested to supply only revised Teachers Service Registers to the District Educational Officers hereafter and have the same printed ready in the meanwhile. Further the issue of revised Registers to all the Teachers wholesale will cause considerable strain on the District Educational ~~Officerix m~~ Officer's office in issuing them while if the work is done as and when the Registers are renewed it will considerably ~~minir~~ minimise the strain.

Yours faithfully,

26.1.49

for Director of Public Instruction.

RVR 25/1/-

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13

E. & P. H. Dept. (A)

Sub:- Aided Elementary Schools - Service Registers of teachers.

Ref:- From the D.P.I. No.545-B2/48, dated 24--1--1949.

Memorandum No. 5921-C1/49 - 1 Edn., dated 5/2/49

The D.P.I. is informed that there is no objection to his making use of existing stock of service registers of teachers as proposed in the letter referred to above and to issuing revised registers only after the existing registers are used up.

2/2/49

To

The D.P.I.

9 FEB 1949

Note: For orders whether H.S.(Edn) may see.

2/2/49

5.2.49

SERVICE CONDITIONS IN AIDED SCHOOLS

MADRAS, Nov. 21.

The Government have notified the introduction of a new clause in the form of agreement to be entered into between a teacher and the management of an aided secondary school as prescribed under the Madras Educational Rules.

The new clause states that in the event of either party to an agreement failing to observe the terms thereof, the aggrieved party shall have a right to appeal to the Director of Public Instruction or the Divisional Inspector as the case may be and that the orders of the appellate authority shall be final and binding on the parties.

Appeals from or in respect of persons holding the posts of Headmasters, Headmistresses, L.T. Assistants, Senior Grade Pandits, Munshis and Commercial and Manual Training Instructors will be disposed of by the D.P.I. The Divisional Inspectors will be the appellate authority to dispose of appeals from or in respect of persons holding posts under all the above categories.

The Government have laid down that pending the order of the appellate authority on any appeal by a teacher or a management, the management may not relieve the teacher nor may a teacher stop away om the school.