

(194⁸) Department.

SERIES.

G.O. NO. Ms.3294,Edn.

3294

Dated 23-12-48

[Despatch Abstract.]

Establishment - Elementary Education - Municipal Council, Tellicherry
Petition from Sri.K.Ryru Nayar, Headmaster, Municipal Higher Elementary
School, Koduvalli for refixation of pay - Orders passed.

Back Papers.

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

Further Papers.

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

Tellicherry,
23. 7. 1947.

From

K.Ryru Nayar,

Headmaster,

Koduvalli Municipal Higher Elementary School,

TELLICHERRY.

To

The Commissioner,

Tellicherry Municipality, Tellicherry.

Sir,

I beg leave to place before you the following facts and circumstances for your kind consideration and necessary and favourable action.

I am a fully qualified secondary grade teacher and have been the Headmaster of the Koduvalli Higher Elementary School from 1.4.1925. Starting on a monthly salary of Rs.25/- I am now drawing a pay of Rs.45/- only after a period of twenty two years. Even prior to 1925 I was working as an Assistant in the same school and as Headmaster and Assistant in another school under the Council from 6. 7. 1920 and thus I have put in a total of 27 years' service with 25 years continuous service. A statement showing the different stages of salary drawn by me as Headmaster and Assistant during the long period of strenuous service is herewith annexed for easy reference. The table will abundantly make it clear that I have been working on a very low salary ranging from Rs.25/- to Rs.36/- for a long period till 1. 4. 1936, the date of introduction of the time scale of pay in vogue in the Municipality till now, although the Head teachers of the two other Municipal Higher Elementary schools who had entered Municipal service long after I had entered it were drawing Rs.45/- and more even from the date they had entered service. Even the introduction of the time scale of pay from 1. 4. 1936 did not improve matters to any great extent.

I am now drawing Rs.45/- as my pay and according to G.O.No. 1154-Edn., dated 5.6.'47 read with G.O.No.975-Education dated

P.T.O.

10.5.'47, I should be getting only Rs.46/- if no weightage of services allowed, and even supposing that weightage is allowed, my monthly pay would come up to only Rs.49/- as the service from the date of introduction of the time scale of pay that was in vogue on 31.12.'46 alone would be taken into account for increment as contemplated in Government Memorandum No.22312-1-G.L.A. dated 27.6.'47. This is yet another hardship as I would be losing 17 years of service out of a total of 25 years continuous service and only 8 years of service would be counted as valid.

I may not be understood as blowing my own trumpet, if I submit that the condition of and the work turned out by the school is in happy contrast to the scale of pay on which I have to work. The School had only a strength of 142 pupils when I took charge as Headmaster on 1.4.'25 but the number soon swelled up and went up above 500 and continues to be for the last eight years and today it is 575, with 16 assistant teachers. The annual Inspection reports about the school by the departmental officer for the past 22 years have been uniformly appreciative of the sound, well organised, disciplined and efficient work turned out at the school. This will also be borne out by the excellent results obtained in the VIII standard public examination which started only from 1942. From that year onward up to the current year the percentage of passes varied from 77 % to 90 % with the exception of 68 % in 1946, a year in which I was away for seven months working as Supervisor of Elementary schools in the Municipality. The proficiency cup awarded by the Tellicherry Municipal Council for the best Higher Elementary School within the Municipality in connection with the "Schools day celebrations" has been consistently won by my school during the years 1945, 1946 and 1947. The Commissioner of the Municipality has been pleased from time to time to record Red entries in my service register in appreciation of the fine results obtained at the public examinations and also in appreciation of the good work turned out by me as supervisor of census work in 1931 and 1941.

In these circumstances I beg to submit that the pay which I am now receiving is thoroughly inadequate and has been so in the past also taking into account the strength of the school and the unstinted and efficient services I have been rendering in the cause of education all these 27 years. This hardship to me and, if I may be allowed to submit,

the injustice of the whole matter will be immediately apparent when the fact that a raw secondary grade teacher entering service for the first time will be automatically getting Rs.40/- and myself only 6 or 9 rupees more, is taken into account.

I would therefore in all earnestness and humility submit that as a special case and with special considerations in view of my services and the bulk of work as a teacher - about which the relevant records would speak - you may be pleased to recommend that the maximum pay fixed under the revised scale, i.e. Rs.75/- or atleast Rs.73/- per mensem which is now the pay drawn by a secondary grade teacher of my services and standing in a Government Elementary School be granted to me with effect from 1st January 1947 and thereby enable me to carry on my work cheerfully and enthusiastically as I had been hitherto doing when the pay was very small and the cost of living cheap and the number of members of the family less than at present.

I beg to remain,

Sir,

Your most obedient servant.

Tellicherry.
23rd July '47.

(sd) K.Ryru Nayar.

Statement of pay and service.

		<u>Period.</u>	
	Pay	From	To
Headmaster Valia Madavil School.	Rs.25	6.7.'20	5.2.'22
First Asst. -Do -	Rs.25	2.8.'22	31.10.'22
-Do -	Rs.27/8	1.11.'22	15. 6.'24
1st Asst.Koduvally school	Rs.32	16. 6.'24	31. 7.'24
Headmaster Koduvally.	Rs.34/8	1. 8.'24	15. 8.'24
First Asst. Do -	Rs.32	16. 8.'24	31. 3.'25
Headmaster Koduvally school	Rs.25	1. 4.'25	31. 3.'28
-Do -	Rs.30	1. 4.'28	31. 3.'32
-Do -	Rs.27	1. 4.'32	31. 3.'33
-Do -	Rs.36	1. 4.'33	31. 3.'36
Headmaster Koduvally	Rs.44	1. 4.'36	31. 3.'44
-Do -	Rs.45	1. 4.'44	22. 5.'45.
Supervisor of Ele.Schools.	Rs.47	23. 5.'45	20.12.'45
Headmaster Koduvally.	Rs.45	21.12.'45	31.12.'46

(True copy)

Handwritten signature
4/12/47

C.F. 32.

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



DEPARTMENT.

Received.....Registered.....

From (Name) Sri.V.Balagangadhara Menon,B.A.(Hons)

(Designation) Commissioner, Tellicherry Municipality.

Post Box....., (STATION).....

Telegraphic Address.....

To

The Secretary to Govt.,
Education Department,
Fort St.George, Madras.

Thro No. B.7048 dated 19-12-1947.

Sir, The Director of Public Instruction, MADRAS.

* and Thro'

The Chairman, Municipal Council, Tellicherry.

ENCLOSURES.....

SEPARATE COPIES.....

Sub:- Elementary Education - Tellicherry Municipality
Payment of the maximum in the scale of pay
to a teacher - sanction - Requested.

In enclosing herewith a copy of the petition
received from Sri.K.Ryru Nayar, Headmaster Municipal Koduvally Higher
Elementary School, Tellicherry, I have to submit as follows:-

This teacher has been under the service of
this council for the last 27 years out of which 22 years he has worked
as Headmaster of the Koduvally school. From an ordinary school with
a strength of 142 pupils in 1925, he has built up the school into one
of the most well-known of Higher Elementary Schools in this District
for its efficiency, discipline and results. Its strength has increased
to 575 and it continues to evoke uniformly high praise from all
Inspecting Officers and remains the pride of this Municipality in the
matter of Elementary Education. Throughout his 27 years of service
under the council this teacher has shown a rare type of ability and
earnestness. He has practically dedicated his exceptional qualities
in the service of his school.

Even after such a long period of meritorious
service, the pay he is drawing is only Rs.46/- from 1.1.1947 and would
be Rs.49/- if weightage is allowed. (No orders have yet been received
here for grant of weightage of past service to Elementary Education
staff) A raw secondary grade teacher starts now on Rs.40/-.

It is recognised on all hands.

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type of earnestness and devotion to work is becoming rare among Elementary school Teachers and that restlessness and a tendency for ~~education~~ ^{apitition} are spreading among them. Even among those who have been unaffected by these, a mechanical adherence to one's allotted duty is the rule.

In these circumstances it becomes vitally necessary to encourage exceptional merits. In this particular case I unhesitatingly recommend that the maximum in the scale - namely Rs.75/- may be sanctioned to this teacher for the remaining 8 years of his service in recognition of his exceptionally meritorious services for over quarter of a century under this council.

It is also respectfully suggested that Government may, if thought fit, be pleased to review the establishment rules relating to Municipal Elementary Schools to decide how best provision may be made to draw out, encourage and sustain persons of exceptional merit, as revealed by the present case, in view of the vital importance in the coming days of mammoth nation building work of leadership and character.

[Signature]
Commissioner

Forwarded

The applicant, though a Secondary trained teacher, is not ~~meritorious~~ ^{better} is equal to an ordinary graduate teacher. The Municipal Koduvally H.E. School with all its present glory owes its present enviable position to his zeal, enthusiasm and efficiency. It ~~is~~ bears testimony to his special knack and aptitude for work entrusted with him. I firmly believe that granting his request is nothing but recognition of merit and the denial would amount to denial of bare justice. I strongly recommend that the applicant may be allowed as a special case the maximum fixed for Secondary

Chairman Municipal Council

T. ABDUL SHAKKUR, B.A., B.L.,
MUNICIPAL CHAIRMAN

Tellicherry

10th. October 1948

Hon'ble Sri, T.S. Avanasilingam
Chettiar,
Minister for Education,
Fort St. George,
M A D R A S

Sir,

Hope you will kindly excuse me the liberty I take in addressing this letter to you when you are busily engrossed in the multiplicity of affairs which await your kind attention.

I have to bring to your kind notice that a few months back I wrote to you two D.O. letters in connection with the petition of Sri K. Rairu Nair, a secondary trained teacher, under the employee of Tellicherry Municipality for advanced increment of pay on account of his alleged special ability. I am sorry to state that I happened to recommend that petition and write those two D.O. letters under misapprehension and false representations. At the time when I made the recommendations I was quite new to the Office of Chairman and I was mainly guided by the Commissioner's endorsement and the representations made to me by the petitioner himself who was then the acting supervisor. When this petition was returned by D.P.I. to be resubmitted with the views of the Council I perused the records touching the matter and I was surprised to see that the petitioner does not possess an unblemished record of service and he was fined once and that there are some others who deserve preferential treatment much better than he. On reconsideration of the matter in the light of the records available the Commissioner also had to revise his opinion and he pointed out to the Council in his Office note the real state of affairs. The Council after very hot discussion

P.T.O

resolved by a majority of one vote to grant him an increase in the pay and not the maximum in the scale as prayed for.

One member has sent a dissenting minute requesting the Govt. not to give effect to that resolution giving cogent reasons and pointing out the bad effect of making such invidious distinctions and showing special favours. In forwarding the above resolution I too have strongly recommended that it may not be given effect to. (A copy of the dissenting minute sent to the Govt. is enclosed herewith for your kind perusal).

I may be permitted to add that on a careful consideration of the case from various points of view I am convinced that the Municipality will be doing a great injustice in case it picks out this particular person for preferential treatment notwithstanding his antecedents and ignoring the claims of others and that such special favours would only lead to demoralisation of Municipal service and consequent indiscipline in the Office.

I, therefore, request that you may be pleased not to sanction any increment in the pay as the petitioner had been given, like others, weightage increment and increased dearness allowance, since his petition.

Thanking you

Yours sincerely

T. Abdul Muhaimin

From:

O. Mahinali,
Municipal Councillor,
Tellicherry.

To

The Collector of Malabar,
Calicut.

Thr:

The Cahirman,
Municipal Council,
Tellicherry.

Sir,

The Tellicherry Municipal Council at its meeting held on 13.9.48 has on a petition presented by Sri K. Rairu Nair, a secondary trained teacher under the Municipal Council to grant him the maximum in the scale of pay decided to sanction an increase in the pay of the said teacher from Rs52 to Rs65. Out of 23 Councillors only 18 were present. Nine members voted in favour of the resolution namely to grant him a pay of Rs65 per mensem, eight voted against the resolution and one member was of the view that both Sri K. Rairu Nair and educational Supervisor who is also a senior secondary trained teacher should be given increased pay as pointed out by the office note. The decision taken by the Council is unsound in principle for the following reasons:-

1. Sri K. Rairu Nair submitted his petition for advanced increment of pay before the weightage and enhanced dearness allowance were sanctioned. Sri Rairu Nair was benefited considerably by the increase.

2. Petitions from three clerks under the Municipality subsequent to Mr Rairu Nair's petition, for maximum pay on the ground of their special ability were rejected on the ground that they had been benefited by the weightage and increased dearness allowance.

3. It cannot be said that the record of service of Sri K. Rairu Nair is unblemished. He had once been fined Rs2/-.

4. It is not fair on the part of the Council to favour an individual employee when there are many employees in the same and other departments under the Council with equal and better claims to favourable treatment.

5. As pointed out in the office note dated 15.4.48 it is not fair to make an invidious distinction between employees of the same ability, status and standing in the Municipal service. In that office note attention of the Council had been drawn to the fact that the Educational Supervisor also deserves the maximum in the scale of pay.

6. The Council in taking the above decision has ignored its very bad financial position. It has also failed to understand that by doing so it will be setting up a very bad precedent.

As the decision of the Council is against the interest of the Council, is likely to demoralise the Municipal service and is against all sense of fair play and justice. I request the Collector may be pleased to interfere in the matter and cancel the resolution, the Council.

Yours faithfully

Tellicherry)
15-9-48

Signed O. Mahinali

(True Copy)

V. E.

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In the D.P.S.
(with a copy of
p.p.v. 44 ef.)

E+14 (C) Dep.

Memo No 75769. C/1. 2d. 8. 11-48.

Est. - M.L. Tellicherry - Sri K. Raimu Nair -
Secondary grade teacher - Grant of higher pay.

Ref. from the Chairman, Tellicherry M.L. 1st; D.O. No. 10 dated 10-10-48.

A copy of the ^{reference} ~~20~~ cited along with
a copy of its enclosure is forwarded to the D.P.S.
He is requested to state whether there are any ^{papers} ~~papers~~
pending on the subject pending with him and if
so, to forward ~~the~~ ^{it} them to Govt. at an early date.

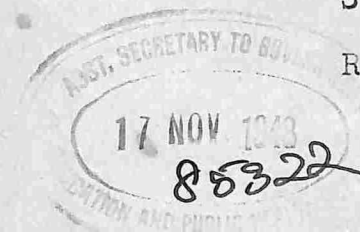
31.10.48
21/11/48

2/11/48

RC. 3=B2/48.

Office of the Director of
Public Instruction, Madras.
Dated 29th October 1948.

Sub: Elementary Education - Municipal Council, Tellicherry -
Grant of increased pay to K. Ryru Nair.
Ref: Letter from the Commissioner, Tellicherry Municipality
B2. 7048 dated 19.12.1947.



Submitted.

The remarks of the Chairman in forwarding the
Commissioner's letter N.Rc. 7048/47 dated 25.9.1948 clearly shows
that there is no need to consider the proposal. Further it has
to be emphasised that no principle is apparent in the proposal.
The acceptance of this proposal will make *invidious* distinction
between this teacher and other equally efficient persons. The council
is moved by personal considerations. Hence the proposal is not
recommended.

J. O. Panchanabhishekam
15. 11. 48

for Director of Public Instruction.

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

15/11

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2-
Copy of letter Roc.No.7048/47 dated 25.9.1948 of the Commissioner, Tellicherry Municipality to the Director of Public Instruction.

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Sub: Establishment - Education - Tellicherry Municipal Council - Sri.K. Ryrur Nair - Fixation of maximum pay in the revised scale - Views of the council, Reported.
Ref: 1. R.C. No. 3-B2/48 dated 9.1.1948 of the Director of Public Instruction, Madras.
2. C.R.No. 13 dated 13.9.1948.

p-17
wiba
I forward herewith copies of the council resolutions No. 20 dated 20.4.48 and No. 13 dated 13.9.1948 regarding the fixation of pay to Sri.K. Ryrur Nair at the maximum of revised scales of pay for Secondary Grade Teachers.

p9
aule
A dissenting minute by a councillor requesting the cancellation of the resolution has been submitted to the Collector of Malabar, and his orders in the matter are awaited.

Sd.....
COMMISSIONER.

FORWARDED:

p6
aule
My remarks on the petition of Sri.K. Ryrur Nair he was made when I was quite new to the office of the Chairman and I was not fully conversant with the records relating to the subject. I was solely guided by the endorsement of the Commissioner and the representations made by the petitioner himself who was then the acting Supervisor. After the receipt of the letter of Director of Public Instruction dated 9.1.1948 calling for the views of the council I scrutinised the relevant records and also Service Registers of all the Secondary trained teachers under the employee of the Municipal Council and to my surprise I found that the petitioner was fined once, that he is not the seniormost among them, that no injustice was done to him till now and that he has not got an unblemished record of service. On a careful consideration of the matter the Commissioner also was constrained to submit an office note before the council for its consideration along with Sri. Ryrur Nair's petition pointing out the real facts of the case and the inadvisability of picking out a particular person for favourable treatment disregarding the claims of others (Vide agenda dated 20/4/1948). The Council after heated discussion, when it first came before it, referred it to Finance Committee. At the Finance Committee meeting held on 23.7.1948 I pointed out inter alia that it would be doing a great injustice if it recommends increment to Sri. Ryrur Nair alone ignoring the claims of Supervisor referred to in Commissioner's note who is more deserving and possessing an unblemished record of long and satisfactory service. But the majority of the members on the committee decided to recommend increment to the petitioner alone. Hence I dissented from their view and held that if at all any special treatment is to be accorded both should be treated alike. The Council at its meeting held on 13.9.1948 after very hot discussion resolved by a very narrow majority of one vote to adopt the majority view of the committee.

In the light of the above circumstances and for the following reasons I request that the above resolution may not be given effect to.

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1. Sri. K. Ryru Nair has not got an unblemished record of service. He had once been fined Rs. 2/-

2. He is granted weightage increment and increased dearness allowance since the petition.

3. Petitions from three clerks praying for preferential treatment for their special ability were rejected on account of the payment of weightage increment.

4. Awarding preferential treatment to a particular individual ignoring the claims of ~~etc~~ others would certainly demoralise the Municipal Service and also cause heart burning to others possessing the same and better qualifications and holding higher posts with long an unblemished record of service.

5. The petitioner is not the seniormost of all the Secondary trained teachers and no injustice had been done to him at any time.

6. The decision of the council is against all sense of justice and fairplay and it is lacking in farsightedness that by so doing it would be setting up a very bad precedent.

SD.....
CHAIRMAN.

Copy of the proceedings of the Tellicherry Municipality passed at its ordinary meeting held on 20th April 1948.

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x x x x x x

20:

Petition dated 23.7.1948 from Sri.K. Ryru Nair, Headmaster, Municipal Koduvally School, requesting to fix his salary at the maximum in the revised scales of pay and letter dated 9.1.1948 from the Director of Public Instruction requesting the commissioner to obtain and report the views of the council in the matter and commissioner's note thereon.

The seniormost in service among the Secondary Trained teachers is the Elementary Education Supervisor. He is also very efficient and his service throughout the period has been quite satisfactory. It is nothing but the recognition of his merit that he was appointed as Supervisor while both were working as headmasters in two different Higher Elementary Schools. The applicant now gets Rs. 52/- while the Supervisor gets Rs. 71/-. The maximum prayed for is Rs. 75/- which is more than what the Supervisor now gets. If the council desires to pick out the most deserving hands and award the maximum pay as a recognition of merit then the applicant and the Supervisor, both should be given the maximum. It will be opposed to justice, equity and good conscience that of two persons having the same qualification and equally competent in one's own sphere of activities, the senior in service holding higher post should get lower pay than the other. So in the interest of justice maximum may be recommended to both.

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REFERRED TO FINANCE COMMITTEE.

Sd.T. Abdul Shakur,
(Chairman).
/ True copy /

Sd.....
Commissioner.

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Proceedings of the Tellicherry Municipal Council passed at its me ordinary meeting held on 13th September 1948.

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X

X

13: C.R.No. 20 dated 20.4.48 referring to the finance committee the petition dated 23.7.48 of Sri.K. Ryru Nair requesting to fix his salary at the maximum of the revised scale of pay and office note thereon, and the following proceedings of the finance committee dated 16.7.48.

"M/S.N.S. Poi, M. Govindan, & M. Bavachi repeat their decision made at the committee meeting held on 17.6.48 and they hold that they have nothing futher to add for the present. I, (Chairman) disagree with them for the following reasons:"

1. The decision of the above gentlemen is illegal. Under the District Municipalities Act, the only person competent to move the council to alter the apy of its servants is the Commissioner. It is irregular on the part of the committee to consider Mr. Ryru Nair's petition alone, without considering the commissioner's note and recording an opinion thereon.

I am of opinion that the Committee should have considered the enhancement of the pay of both persons mentioned in Commissioner's note.

As the education Supervisor referred to in Commissioner's note is more efficient and able than Mr. Ryru Nair, he also should be given the maximum pay."

NOTE:

The decision of the committee meeting held on 17.6.48 was that it recommends an increase of Rs. 11.8.0 in the pay of Sri.Ryru Nair from 1.4.1948 so as to enable him to draw Rs. 65/- p.m..

The Chairman was not present at the meeting held on 17.6.48.

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9 MEMBERS OPINED THAT THE MAJORITY OPINION OF THE COMMITTEE BE ACCEPTED. ONE MEMBER WAS OF OPINION THAT ENHANCED PAY SHOUDD BE GIVEN TO BOTH. 8MEMBERS WAS FOR NOT GRANTING ANY ENHANCEMENT IN PAY TO BOTH. THE MAJORITY OPINION OF THE COMMITTEE IS ACCEPTED BY THE MAJORITY VOTE OF THE COUNCIL.

Sd/. T.Abdul Shakur,
(Chairman)

/ True copy /

Commissioner.

/ True copy /

D. P. Pantanadikur
15.11.48

for Director of Public Instruction.

15/11

Sub :- Ealt. - Ele. Edn. - Hl. cl, Tallicherry - Petition from
Sri. K. Renu Nayari, Headmaster, Hl. Higher
ele. school, Koduvalli for reparation of pay -
Admitted. (See page 2)

29 From the Commr, Tellicherry Hy. No. 32-7048/47
dated 19.12.47 and D.O. letter from the
re. chairman dated 10.10.47

2. The petitioner is referred to the Commr.,

Tellier, N.Y., for order on his petition.

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T-te Commr.

Tallicherry ry.

from the C. H. C.

The D. P. f.

The Examination of L. F.

Асқ.

Sri. K. Ramesh Navi,

Headmaster,

no. Higher sec. school

Koduvalli,

Tellicherry Ry.

(Para 2 only)

Sub:- Sri K.Ryru Nayar, Headmaster, Municipal Higher Elementary School, Koduvalli, Tellicherry Municipality - Fixation of pay.

Secretary, E. & P. H.

Please see herewith a letter from the Municipal Chairman, Tellicherry. This may be put in the related file and sent along with it.

H.M.Education.

Petition from Sri K.Ryru Nair, Headmaster, Koduvalli
Municipal Higher Ele. School, Tellicherry, dated
23--7--1947.

From the Commissioner, Tellicherry Mlty., No.B2-7048/48,
dated 19-12-47 and 25-9-48.

From the C.M.C., Tellicherry, dated 25-9-48 and 10-10-48
Endorsement of the D.P.I., No.3-B2/48, dated 29-10-48.

On pp.1-3 c.f. is a petition from Sri K.Ryru Nayar, Headmaster, Higher Ele. School, Tellicherry Municipality regarding the fixation of his pay. He is a secondary grade teacher and is now ~~has~~ the headmaster of the

Koduvalli Higher Ele. School, drawing a pay of Rs.52 in the scale of Rs.40-75, admissible to Secondary grade teachers under local bodies in the revised scale. He has put in a service of about 27 years. He requests that he may be allowed to draw the maximum (Rs.75) in the above scale from 1-1-47 in view of his long continuous and efficient service or at least Rs.73/- which is the pay now drawn by a secondary grade teacher of his services and standing in a Government ele. school.

The Municipal Council in its resolution ^{d. 13-9-48} has recommended a pay of Rs.65 to the teacher from 1-4-48. The Chairman, in his Endorsement on pp.15-16 has examined the case at length and he does not endorse the Council's resolution. Please see also the ^{2-8 CF} The D.P.I. also (p.13 c.f.) does not recommend the proposal of the Council. In view of the reasons given by the Chairman and the D.P.I. ~~to~~ Govt. may agree with them that there is no sufficient justification to show any special consideration to the teacher.

- 3 -
The file may be ^{sent} to H.M.(Edn.) ^{vide} (u.e. p.1 ante).

For an ordinary secondary grade teacher today, we are giving Rs.45 to 85 but this poor man seems to be getting Rs.49 only after 17 years of service. This is very hard indeed. The Municipal Council has recommended him a pay of Rs.65. I think we may accept the Municipal Council's recommendation.

Please see the minutes of H.M.(Edn.) above.

A draft ~~order~~ order is submitted below for approval.

The scale of Rs.45-85 is admissible to secondary grade teachers in high schools. In elementary schools the scale of pay for secondary grade teachers is Rs.40-75.



12/1
10-11-12

A draft of the report is submitted for approval
Please see the minutes of 11-11-12 for details.

15