Scott II-27—04,004—4-11-46.

E & P.H. (1948) Department.

SERIES.

closed.

2/4/48
Supdl.

G.O. NO. Ms. 372 Edn.

Dated 26. 2. 48

46

46,500

[Despatch Abstract.]

Schools - Secondary - Aided - Adoption of Government Scales of pay for teachers - Grant of Advance increments either in the Government scales or in the local bodies' scales - Assessment of Teaching grants - Instructions - Issued.

Back Papers.

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

Further Paper

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

[illegible] கோபாலகிருஷ்ணன்
செப்பனிடுபவர் பெயர்
அக்டோபர் 1991
செப்பனிடுவதற்காக எடுத்துக் கொள்ளப்பட்ட நாள்.
நவம்பர் 1991
செப்பனிட்டு முடித்த நாள்

சரிபார்க்கும் மு.பா.எ. கையொப்பம்.

18/11/91
ஆராய்ச்சி உதவியாளர் கையொப்பம்.

4004

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A

B

GRIEVANCES OF AIDED SCHOOL TEACHERS

MADRAS, Jan. 18.

The Madras Government have informed the Director of Public Instruction that they have considered the question whether advance increments should be allowed to teachers in secondary schools under private managements, giving weightage to services upto January 1, 1947, and have decided that it should be dropped in view of the present acute financial stringency.

The above decision of the Government was the subject matter of prolonged discussions at a joint meeting of the Correspondents and Headmasters of the City, held yesterday under the presidentship of Mr. B. Masilamani Pillai, Correspondent of Sir M. Ct. Muthiah Chettiar High School, Purasawalkam.

Mr. K. Kuruvilla Jacob, President of the Headmasters' Association, who welcomed the gathering, contended that the Government's inability to accept for grant purposes the advance increments given to teachers, would place the managements in a very awkward position and added that the aided managements were given the definite understanding that salaries and increments given upto the rates in Government schools would be accepted as recognised expenditure and that many schools paid these advance increments. Also both the South Indian Teachers' Union and the Headmasters' Association exhorted the managements to give these salaries and increments. As a result of the Government's decision most of the managements would have to face an unexpected deficit and might have to resort to reduction in salaries of teachers.

A general discussion then ensued in which Messrs. T. P. Srinivasavaradan, S. Krishna Aiyar, K. Hanumantha Rao, L. R. Chandrasekhara Aiyar, P. Ramaswami Chetti, V. A. Ramachandra Aiyar and T. M. Kuriyan took part, after which Mr. S. Natarajan (Secretary of the S.I.T.U.) moved a resolution requesting the Government to approve of the expenditure involved in the grant of advance increments for teachers in aided schools and pass early orders to that effect. The resolution was passed.

By another resolution the meeting requested the Government inasmuch as they had amended the Madras Educational Rules enhancing the standard rate of fees by 25 per cent, they might amend Rule No. 32 of the Grant-in-Aid Code so that for purposes of assessing the teaching-grant the fee income be reckoned at the present enhanced scales at rates in force prior to the date of enhancement.

The meeting also decided to send a deputation to the Education Minister to discuss the issues raised in the resolutions.

Mr. E. W. Menzel (Principal of St. Paul's High School, Raipur, C. P.) then addressed the meeting on 'Educational Measurements' and urged the need for putting education on a scientific footing.

With a vote of thanks by Mr. K. Hanumantha Rao the meeting concluded.

②

Rc.No: 1/24-48 3 B2 29

The Chintadripet Secondary School Association, (Limited.)

NAPIER PARK, MOUNT ROAD, MADRAS.

From

Sri. T. P. **MEENAKSHISUNDARAN,** M.A., B.L., M.O.L.,
THE CORRESPONDENT & SECRETARY,
Chintadripet High School-Ele. School.
R. B. C. C. C's. Girls School.

To

The Secretary to Government
Law (Education) Department
Fort St. George
Thro'
The Director of Public Instruction
Madras

R.C. 1091 D1/47
28 JAN 1948

Dated 27th Jan. 1948.

7 FEB 1948
9154

Sir,

SUB: Grant of weightage to teachers for service.

With reference to your G.O. M.S. NO.2619 Edn., dated 9-12-1947 communicated to us in Roc. No.1091 D-1/47 dated 15-12-47, I have the honour to submit that, as the members of the teaching staff and the clerical and the menial establishment have been granted the scale of pay together with additional increments which had accrued according to the years of service put in by each in consonance with the scale of pay granted for different categories of incumbents in Government Educational institutions, the management would be faced with a heavy deficit in the event of your decision to ignore the additional expenditure incurred under weightage to service in the matter of ~~assessing~~ assessing teaching grant.

I have the honour to be,
Sir,
Your most obedient servant,
T P Meenakshi Sundaran
CORRESPONDENT.

Office of the Director of Public Instruction, Madras.
R.C.No.1091-D1/47 dated 3.2.1948.

Submitted to Government for favour of orders.

For Director of Public Instruction.

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

ks.5-2.

5/2

Etpm(B1)

The question of admitting the expenditure incurred on salaries after giving weightage of service either in the Govt scales or local bodies scales in respect of aided secy schools is under separate consideration. The file has been sent to Fin with a draft order. This may be added to the file on return.

KSK
26/2/48

(B)

26.2.48

4 3

C.F. 16.

Ed94(A)

DRAFT FOR APPROVAL.

	Date.	Initials.
When received for fair copying ..		
When copied ..		
When examined ..		
When signed ..		
When despatched.		

SUBJECT :— Schools - Secondary - Aided - Adoption of Govt scales of pay for teachers - Grant of advance increments either in the Govt Scales or in the local bodies' scales - Assessment of teaching grants - Instructions Issued.

READ AGAIN ...., dated 19

" " .... " 19

READ ALSO :—

No. .... From the ...., No. ...., dated 19

" .... " .... " .... " 19

" .... " .... " .... " 19

Order ~~Resolution Rout.~~ Ms. No. 372, Edn dated 26. 2. 48 19

Despatched 26/2/48

mp 2 of (7)

Prior to 1947 ~~For purposes of~~ assessment of teaching grants to aided secondary schools under the Grant-in-Aid code, was calculated on the basis of the salaries paid to teachers in those schools up to the maximum in the Scales of pay fixed for teachers in Government Secondary schools ~~were hitherto taken into~~ account. In G.O. no 975 Edn dated 10.5.47 managements of aided Secondary schools were asked to adopt for teachers in their service atleast the revised scales of pay fixed for teachers in secondary schools under local bodies. In order to enable them to meet the additional cost involved in the adoption of ~~these schools~~ revised scales, the basis of assessment of teaching grant was raised in G.O. no 1154 Edn dated 5.6.47 from one half to two thirds of the approved net cost of maintenance of those schools ~~with effect~~ from 1.6.47.

(5)/2

N.L. The question has been raised whether in cases where the Govt scales of pay have been adopted ~~whether~~ the salaries paid by private managements

(4)

4

~~in accordance with the~~ in those scales ~~fixed for teachers in Govt~~ ~~service~~ would in future be taken into account for purposes paid under the revised basis (of two thirds grant). The Govt desire to make it clear that it is open to managements of aided secondary schools to adopt for their teachers the revised scales of pay fixed for teachers in Govt service if they can afford to do so. ~~and that in such cases~~ [illegible] the expenditure incurred by ~~them~~ managements on payment of salaries in ~~those~~ to revised scales ~~from 1.6.47~~ will be treated as an approved item of expenditure and ~~that~~ will make them eligible from 1.6.47 for teaching grant on the basis of two thirds of the approved net cost ~~will be paid~~

2. The Govt have decided not to insist on managements of aided secondary schools granting advance increments to the ~~staff~~ teachers giving weightage for their service up to 31-12-46 and refixing their pay ~~of the teachers~~ in the revised scales, but it is open to the managements to give such weightage if they can afford to do so; and in ~~Hence in~~ ~~but in~~ cases where the managements have allowed advance increments, in the revised scales of pay adopted by them, according to the principles laid down by Govt for the grant of weightage in the scales of pay fixed for teachers in Govt secondary schools or in the secondary schools under local bodies, as the case may be, the expenditure incurred by them on payment of salaries as refixed will be taken into account for purposes of assessment of teaching grant ~~on the basis of two thirds of the approved net cost with effect from 1.6.47 or any subsequent~~ from the date from which the revised scales have actually been adopted and pay has been fixed in those ~~rev~~ scales giving weightage for service.

3. The D P I is requested to communicate the orders to the managements of aided secondary schools.

G.O. 2611
9-12-47

To
The D P I
" Director of Information & Publicity
A. G.
Finance
D.S./co.

27/12/48

2/12/48

USR
4.2.48

THE SOUTH INDIA TEACHERS' UNION

520, HIGH ROAD,
TRIPLICANE

No. U/——

Madras, 10th July 1947.

5

To

The Hon'ble Minister for Education,
Government of Madras.

ASST. SECRETARY TO GOVERNMENT
11 JUN 1947
EDUCATION AND PUBLIC HEALTH DEPT.

56728

Sir,

I understand that in communicating the communique of the 6th June 1947 to managements of aided institutions, the Director of Public Instruction is requiring the managements to adopt the scales of salaries applicable to teachers under Local Boards. You may be aware that in accordance with the present practice expenses on teachers' salaries in accordance with scales applicable to government servants holding similar posts would be approved for purposes of aid. Please let me know if that practice would be continued, i.e., if salaries in accordance with government scales would be taken into consideration for purposes of aid.

X Also please let me know if house rent allowance paid to teachers in secondary schools and colleges in urban or municipal areas would be treated as approved expenditure and included for purposes of grant.

Yours faithfully,

S. Natarajan
Secretary.

1. Copy to the Director of Public Instruction, Madras.
2. Copy to the Secretary to the Government of Madras, Education Department.

(5)

6

Edn. and P.H. Dep't
Fort St. George

Endt.

Referred to the Director of Public Instruction for remarks.

(By order)

Assistant Secretary to Govt.

Mh
18/7/47

To
The Director of Public Instruction

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6 7 / T.M 2 6

From
The Assistant Secretary to Govt. E&PH Dep't
(with a copy of Govt. U.O. No. 56728/47 B1 Edn. 18/7/47

To
The Deputy D.P.I.

Ref:.. Director's U.O. reply Re. 704 D1/47 dated 14/8/47 regarding House Rent Allowance to teachers in costly places

The Director has not ~~stated~~ offered any specific remarks in regard ~~anything with the reference~~ to the assessment of teaching grant ~~in the~~ to ~~case of~~ institutions in which the staff have been allowed the scales of ~~where the scales of~~ pay fixed for the staff in Govt schools ~~Govt. schools have been adopted~~. It is presumed that A well. Please ~~say~~ whether the Director agrees with the Secretariat note contained in the Govt. U.O. note No. 56728-B1/47 Edn dated 18-7-47. ~~the above matter~~ question. Please confi

Mh
28/8/47

28/8/47

(6)

29/8/47

1/8/47

29/8/47

PC b.P

7. [illegible]

Post Copy of Telephonic Message dated 2nd September, 1947.

From

The Director of Public Instruction, Madras

To

The Assistant Secretary to the Government of Madras,
Education and Public Health Department,
Fort St.George, Madras.

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

T.M.No.704-D1.

Reference:-Your telephonic message of date regarding House Allowance to teachers in costly places.

Your presumption is correct.

70471

For Director of Public Instruction.
3/9

Rec
6/9/47

ks.3.9.

Sd
3/9

8 ~~11~~ Draft I ~~B~~ ~~6~~

E & P.H.(B1)

Letter Ref. 5672 8/47-B1 -3 Edn. dated 25-9-47

To

✓ The Secretary,
The South Indian Teachers Union,
Triplicane, Madras.

Sir,

Aided secondary schools under private managements- Assessment of teaching grants in cases where Govt scales of pay have been adopted.

Reference your letter to the Hon'ble Minister for Education dated 10-7-47

I am directed to say, that if managements of aided secondary schools adopt for their teaching staff, the revised scales of pay fixed ~~by Govt~~ for teachers in ~~their~~ Govt secondary schools, the expenditure incurred by the managements on payment of salaries in those scales, will be taken into account in assessing the teaching grant on the basis of two thirds of the approved net cost. ~~and~~ I am to add that the expenditure on payment of house rent allowance to teachers in schools and colleges will not however be recognised as an approved item of expenditure for purposes of assessment of teaching grants.

2 drafts

Draw Section & then send Depo 26/9

28/9 put to Public (D & P)

Depo 26/9

Copy to the D.P.I.

24.9.47

⑧

25.9.47

V.G.S

O.T.O

E+OH (M)

Grants - Teaching - Aided secondary schools - Extra cost if revised scales of pay for teachers in Govt service are adopted by the managements

From the Secy. The South Indian Teachers Union dated 10.7.47

From the DPI Rc no 704 D1/47 d 14.8.47

Memo 56728 D1/47-5 Edn. dated 16.10.47

16/10/47

Before announcing that the expenditure incurred by the managements of aided secondary schools on payment of salaries in the revised scales of pay fixed for teachers in Govt service will be taken into account for assessing teaching grants on the basis of two thirds of the approved net cost, the Govt desire to know the ultimate liability on account of this undertaking. The DPI is therefore requested to report very urgently what will the approximate extra cost to Govt on payment of teaching grants to aided schools on the basis of two thirds of the approved net cost if all the managements adopt for the teachers in their service the revised scales of pay fixed

14 ~~2~~ ~~6~~

for teachers in Govt Secondary schools instead of the scales of pay fixed for teachers in secondary schools under local bodies.

2. The Director is also requested to report what is the [illegible] cost in respect of the aided schools which have already [illegible] the revised scales of pay fixed for teachers in Govt Service.

USK
14.10.47

16.x.47

To: Despd
20/10
The D.P.I.

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10 ~~7~~ ~~15~~ 9

Grant - Teaching - Aided secondary schools - Extra cost if revised scales of pay for teachers in Govt. service are adopted by the managements

KK 115
7/11

Memo: 56728 B1/47 - 6 Edn. dated 7-11-47

The attention of the D.P.I. is invited to Govt. Memo. No. 56728 B1/47 - 5 Edn. dated 16-10-47 on the subject cited above and he is requested to expedite his reply.

M. 4-5 ante

7/11/47

5.11.47

USK
5/11/47

6.11.47

To: Despd
12/11/47
The D.P.I.

Copy of Letter Roc.No. 1091 D1/47 dated 13th November 1947 from the Director of Public Instruction, Madras to the Secretary to Government, Education and Public Health Department, Madras.

Sub: Grants- Teaching - Secondary schools under private managements - Grant advance increments in the revised scales and extra cost involved if Government and Local body scales are adopted by managements. (78081) GO

...

Ref: 1.Govt.Memo No. 78081 B1/47 -2 Edn. d/14-10-1947. pp 1-2 of in top file
2.Govt.Memo No. 56728 B1/47 -5 Edn. dated 16-10-1947. pp 5-6 ante

...

Original on p5 cf in top file

With reference to the Govt.Memos. cited above I have the honour to state that it is not possible to furnish even the estimates without getting the necessary particulars from the management through the inspecting officers. However, since Government wanted the estimates very urgently, the figures which are very approximate and likely to vary, and taken from the financial statements of the schools for 1946-47 are submitted.

The figures have been arrived at, by working out the cost, in respect of a few selected schools taking the pay on 31-3-47 as the basis and then striking out average and hence they are very rough estimates. As required in the first of the memos. referred to above, the pay of the teachers has been fixed in the next state in the Local body or Government scales and weightage given, both under Local Body and Government scales, though it was not clear from the Govt.Memo dated 16-10-1947, whether weightage should be given in respect of Government scales or not.

The estimates are given below in detail:

BOYS' SCHOOLS: 1. If Local Body scales are adopted from 1-6-1947, the approximate extra cost or 2/3 net cost basis for 10 months in 1947-48

-2-

18 10

works out to Rs. 9.63 lakhs.

2. If Government scales are adopted with weightage as in Government service, the approximate cost in 1947-48 will be Rs.12.97 lakhs.

GIRLS' SCHOOLS:

1. If Local body scales are adopted approximate immediate cost in 1947-48 will be Rs.1.75 lakhs.

2. If Government scales are adopted the approximate immediate cost in 1947-48 will be Rs.2.13 lakhs.

The grants of advance increments in addition to the fixation of pay in the next higher stage should not be left to the discretion of management for uniformity sake. Further it is desirable to do so to avoid unhealthy competition among the managements dissatisfaction among the members of the staff.

The information called for in para 2 of Government Memo No.56728-B1/47-5 Education dated 16-10-1947, is not available in my office. If necessary, it will be called for.

(True copy)

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12 #19 12

E&PH(1317)

From, **T.M.** dated, 26-11-47.

The Asst Secretary to Govt
Edn & PH Dept

To

The Deputy DPI

[illegible]

Line engaged
AD. 27-11-47.

[illegible] 27.11.47

Ref. Director's letter Roc. no 1091 DI/47 dated 13.11.47 regarding the extra cost involved if govt & local bodies scales are adopted for secondary schools under private managements.

The figures furnished represent the extra cost to govt if weightage for service is given after fixing the pay in the next higher stage.

Please say very urgently what the extra cost will be if no weightage for service is given and pay is fixed only at the next higher stage in the revised scales applicable to secondary schools under local

⑫

20 12

bodies and under Govt management respectively.

~~[illegible]~~
26/11/47

(Bynders)

---

13 ~~13~~ 21/081

ASST. SECRETARY TO GOVERNMENT
6 DEC 1947
EDUCATION AND PUBLIC HEALTH DEPT.

13

TELEPHONIC MESSAGE BY POST DATED 5-12-1947.

From
Deputy
The/Director of Public Instruction, Madras.

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

11-12 ante

960 51
M2

Ref: Education & Public Health Department Telephonic Message by post dated 26-11-1947 regarding extra cost involved if Government and local Board scales are adopted for secondary schools under private managements.

If no weightage for service is given and the pay is fixed only at the next higher stage in the revised scales applicable to Secondary Schools under Local Bodies and under Government management, the extra cost will be as follows:

1) Boys Schools. Assuming that Local Body scales are adopted from 1-6-1947, the approximate extra cost on 2/3 net cost, basis for 10 months in 1947-48 works out to 5.04 lakhs.

2) If Government scales are adopted, the approximate cost in 1947-48 will be 6.5 lakhs.

Girls Schools. 1) If Local body scales are adopted the approximate cost in 1947-48 will be 1.03 lakhs.

2) If Government scales are adopted the approximate cost in 1947-48 will be 1.23 lakhs.

As already stated these figures are very rough estimates.

eputy Director of Public Instruction

808
5/12

(13)

E & P.H. (B1)

Press Communique

Teaching grants to secondary schools under private managements

For purposes of assessment of teaching grants to aided secondary schools under the Grant-in-Aid Code, the salaries paid to the teachers in those schools up to the maximum in the scales of pay fixed for teachers in Govt secondary schools were hitherto taken into account. Recently managements of aided schools were asked to adopt for teachers in their service atleast the revised scales of pay fixed for teachers in secondary schools under local bodies. Inorder to enable them to meet the ~~extra~~ additional cost involved in the adoption of those scales, the basis of assessment of teaching grant was raised from one half to two thirds of the approved net cost of maintenance of those schools. The question has been raised whether salaries paid by private managements in accordance with the sacles fixed for teachers in Govt service would in future be taken into account for purposes of aid under the revised ~~system~~ basis. The Govt desire to make it clear that it is open to managements of aided secondary schools to adopt for their teachers

24

the scales of pay fixed for teachers in Govt service if they can afford to do so and in such cases the expenditure incurred by them on payment of salaries in those scales from 1-6-47 will be treated as an approved item of expenditure and ~~for assessment of~~ teaching grant on the basis of two thirds of the approved net cost. will be paid.

[illegible].9.47

25.9.47

25/9/47

15

Please see the cutting below from the 'Hindu'.

I expect that the order referred to at 'A' there meant only that the Government will not insist on any weightage being given, and that the existing position, that if the managements themselves chose voluntarily to give weightage according as they consider appropriate, in any scale which does not exceed the Government scales, in expenditure will be duly taken into account for the calculation of grant, remains unaltered. If this is so, there has been apparently a misunderstanding of the Government order and this will require to be cleared up. Please examine.

A.S. IV.

19/9/47.

Secretary, E.& P.H.

Please see herewith a copy of the order issued by us. Mr. T.T.Krishnamachari came here as representative of the Teachers' Union for a clarification. It is true that we have refused to issue orders that weightage for services must be given in all aided institutions. At the same time, our orders are definite that while they must ~~be~~ pay at least the local board's rate, it is open to aided institutions to adopt Govt. rates and claim 2/3rds grant over that. That will mean that it is open for them to give weightage according to Govt. rates and claim grant on that, While we will not issue orders compelling aided managements to give them weightage for services. That, I think, is the meaning of this order. The matter may be clarified and put up.

TSA
23.1-48
H.M.Education.

E.& P.H.(B1).

Please see the note on p.1 ANTE and H.M's.minutes above. The following issue is raised in the note:--

~~(1)~~ Whether managements of secondary schools may grant advance increments to teachers in the scales adopted by them i.e., either the scale of the local body or the Govt. scale.

2. Prior to 1-1-47 there were no standard scales of pay for teachers in aided secondary schools and the managements were adopting such scales of salaries as their finances permitted. The Govt. were giving them Grant-in-Aid based on half the net approved cost in the preceding financial year under Rule 32 of the Grant-in-Aid Code. The salar~~ies~~y of members of the staff is an approved item of expre. for assessment of teaching grants. As no uniform scales of pay were prescribed for teachers in the employ of secondary schools under private managements, the D.P.I. issued instructions that for purposes of grant, the pay of teachers should not ordinarily exceed those of Govt. servants of similar grade. Under these instructions it was open to managements to adopt the scales of pay fixed for teachers in Govt. service and claim teaching grant on the expre. incurred on that basis. It was also open to them to fix the ~~scales of~~ pay for individual teachers when employed at

FINANCE DEPARTMENT
27 JAN '48

X on p 5 7 (P)

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TSA
23.1-48

H.M.Education.

16

E.& P.H.(B1).

Please see the note on p.1 ANTE and H.M's.minutes above. The following issue is raised in the note:--

~~(1)~~ Whether managements of secondary schools may grant advance increments to teachers in the scales adopted by them i.e., either the scale of the local body or the Govt. scale.

2. Prior to 1-1-47 there were no standard scales of pay for teachers in aided secondary schools and the managements were adopting such scales of salaries as their finances permitted. The Govt. were giving them Grant-in-Aid based on half the net approved cost in the preceding financial year under Rule 32 of the Grant-in-Aid Code. The salar~~yes~~ies of members of the staff is an approved item of expre. for assessment of teaching grants. As no uniform scales of pay were prescribed for teachers in the employ of secondary schools under private managements, the D.P.I. issued instructions that for purposes of grant, the pay of teachers should not ordinarily exceed those of Govt. servants of similar grade. Under these instructions it was open to managements to adopt the scales of pay fixed for teachers in Govt. service and claim teaching grant on the expre. incurred on that basis. It was also open to them to fix the ~~scales of~~ pay for individual teachers when employed at

27 JAN
FINANCE DEPARTMENT

X 44 157 (P)

P1

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-any-

any stage in the time-scale adopted by them.

3. In May last, the Govt. decided that a departure should be made from the existing practice. They instructed the managements of aided secondary schools to adopt at least the scales of pay fixed for teachers in secondary schools ~~and~~ under local bodies as laid down in G.O. No. 975, Edn., dated 10th May 1947. With a view to enable the managements to find adequate funds for meeting the extra cost involved, the Govt. raised the basis of assessment of teaching grants from one-half to two-thirds of the approved net cost and insisted on all managements of aided schools to introduce at least the scales of pay fixed for teachers under ~~local~~ local bodies. The raising of the basis of assessment was with effect from 1st ~~July~~ June 47. Under these orders it is open to managements of aided secondary schools to adopt the Govt. scale of pay or any other scale higher than that fixed for teachers in secondary schools under local bodies provided the scale does not exceed those fixed for Govt. servants of similar grades. The expre. incurred on payment of the salaries in those scales will be treated as an approved expre. for assessment of teaching grants.

M

Only by way of stipulation of a minimum scale. wf

Z

5/2

Along with this it should go to be open to them also to fix individual pay in the scales. wf

A

4. The question was raised whether the intention of Govt. might be made clear by the issue of a Press Communique. This was examined in a separate file. The file was circulated to H.M.(Edn.), ~~H.M.(Fin.)~~ and H.Pr. The file is now with H.Pr. — A above =

[illegible]

[illegible]

5. If it is admitted that managements of aided secondary schools can adopt

(1) at least the scales of pay of local bodies;

(2) the scales of pay not exceeding those fixed for Govt. servants; and

(3) any scale of pay not less than the scales of pay of local bodies, but not exceeding the scales of pay of Govt. servants.

The next question is whether ~~such~~ aided managements can fix the pay of the teachers at any stage in the scales so adopted by giving advance increments with reference to the service put in by the teachers. Generally whatever orders ~~are~~ are issued in respect of secondary schools under local bodies are made applicable to aided secondary schools also, e.g., the D.P.I. has been instructed to circularise the managements of aided Secondary -Schools-

para 2 of Memo 45841 B3/47-4 Edn 17/10/47

K

12 This was also by way of stipulation of a minimum in pursuance of M at p:2 ante. wf

There is this distinction: the local bodies we had recently to introduce the system of half-grant; for aided schools (except for the increase in the rate) the system was already in vogue & there was no intention of restricting the lines under which grants were payable. wf

This will not meet the case at all. wf

Schools that as in the case of teachers in secondary schools under local bodies, the pay of each of the existing incumbents in aided secondary schools should be fixed in the revised scale at the stage next above the aggregate of his pay, in the existing scale of pay plus temporary pay or personal pay if any whether such aggregate represents a stage in the revised scale or not and if such aggregate is less than the minimum of the revised scale, his pay should be fixed at such minimum.

The question of allowing weightage or advance increments in the scales fixed for teachers in secondary schools under local bodies has been deferred; such of the local bodies whose finances can afford to pay the teachers under their employ in secondary schools advance increments without expectation of any grant from the Govt. have been permitted to do so provided other employees of the local bodies have been granted such advance increments. Vide GO 2756 Edn dt 27.12.47 (B) The question whether this proviso should be deleted is under separate consideration.

Similarly there seems to be no objection to ~~provide~~ permit managements giving advance increments to the teachers without any expectation of grant from the Govt.

We did not want to compel them to do this. This did not mean that we did not want it to be done voluntarily where managements could afford it, or that they would not be given the usual grants on that if they did. wf

The Govt. have already considered the question whether they should direct private managements to give advance increments to teachers in the aided secondary schools and meet the expre. on that account by way of grants. They have decided in view of the addl. extra cost involved as the existing financial stringency that the proposal should be dropped. ~~in view of the financial stringency.~~

Q This must be issued with the further clarification about weightage (as indicated by HM at p:2 ante & in my note also at p:1 ante) — nothing is clear also to at the import of (L) was only as at 'L' above.

6. The next point is whether the managements of aided secondary schools can pay advance increments to teachers in that Govt. scales of pay if they adopt such scales and are allowed to receive grant on that basis. As pointed out already in para ~~5~~ 4 above, orders on the question whether if Govt. scales of pay ~~may be are~~ adopted ~~by~~ the managements they may be allowed to draw grants on that basis have not still been issued. When the adoption of Govt. scales of pay is still not decided, it is premature to consider whether advance increments in that scale can be given and the expre. on it be counted for purposes of grant. If the procedure adopted in the case of local bodies' schools need not be adopted in the case of aided secondary schools and if Govt. scales are allowed

4 Govt

~~-4-~~

to be adopted by managements of aided secondary schools, and grant assessed on that basis, the question whether advance increments in the Govt. scale can be allowed may be considered further. The conditions under which managements may grant advance increments and claim grant on that basis will have to be settled. // As stated above till June 1947 the Govt. were paying grants to managements of aided secondary schools at one-half of the approved net cost in the preceding financial year. From 1-6-47, the basis of assessment of grant has been increased to two-thirds of the net cost. There will be ~~The~~ extra expense to Govt. if advance increments are allowed in Govt. scales as two thirds of the extra cost involved in the grant of advance increments will have to be met by Govt by way of teaching grant.

We may reveal ... take into account for grant pay up to the limit's ... Govt. scales were followed.

It may be noted in this connection that as regards the statement at 'B' on p.1 c.f. ~~is not correct and~~ no instructions appear to have been issued by Govt. to that effect. except the statement at T vide para 5 on p 16 of (L).

This was ... to ... 'B' on p. 1 c.f.

7. May be sent to Finance u.o. for remarks prior to circulation.

26-1-48

26/1/48

Fin (Exp. A)

The minutes of H.M. (Edu) and the notes of E & H following on pp 1-4 above may be read.

2. In G.O. 2619 Edu d 9.12.47, the question of compelling aided managements to give advance increments to the staff employed in secondary schools was considered and was dropped in view of the present financial stringency. E & H now observe that by dropping this proposal, it was never meant that such of those managements ~~which~~ as wanted to give advance increments to the teachers voluntarily and which could afford to do it would be denied grants on that basis. They therefore propose to clarify the position and suggest that orders may at the same time be issued stating that if Govt. scales of pay are adopted by the managements, they will be allowed to draw grant on that basis.

3. In G.O. 975 Edn d 10.5.47 ~~According to the latest orders~~, managements of aided secondary schools were ~~are~~ advised to adopt ~~at least~~ the scale of pay in force in schools under local bodies. The Govt. have also raised the basis of assessment of grant from half to 2/3rds of the approved net cost. E & H. are of the view that it is open to these managements under these orders to adopt the Govt. scale of pay and claim grant on that basis. It is therefore proposed to issue orders (in the linked file) clarifying this position. The liability to Govt. if all the managements adopted the revised scales of pay fixed for teachers in Govt. service is reported to be 0.66 lakh immediate and Rs 1.69 lakhs ultimate. If all the managements do not adopt it, the expenditure will be less. As, for the purpose of teaching grant, the actual pay given by the managements not exceeding the maximum pay for those in Govt. service ~~were~~ was hitherto taken into account ~~for purpose of teach~~ Finance may agree to the issue of orders as suggested by E & H. at Q on p 3 above. E & H may be requested to circulate the case to H.M. (Fin) also.

29/1

4. On the question of allowing managements to give advance increments if they voluntarily chose to do so, it may be mentioned that the Govt. have deferred the question of allowing local bodies to give advance increments to their teachers in secondary schools and have agreed to advance increments being given ~~to~~ only in the case of those local bodies who can meet the extra cost ~~from their own funds~~ without expecting any grant from the Govt. There is no information regarding the number of managements of aided schools which have adopted the Govt. scales of pay and which are likely to give weightage for services in that scale. It has been estimated that if all the managements allow such weightage the ultimate extra cost would be Rs 18.30 lakhs and that the immediate extra cost would be Rs 15.10 lakhs. If the Govt. allow managements the choice to give weightage on the Govt scale if they desired and to claim a grant, the Govt. will be committed to a large expenditure. In view of the present need for stringent economy in expenditure, it does not seem desirable to allow [managements

Para 8 of p.o. at (2)

p. 2 of p.o. at (5)

after adopting Govt scale para 6-7 of (L)

EPH u.o. 4004.B1 48.1. Edn

26.1.48

4986 EA 30.1.48

L on p 3 above

18

(18)

to give advance increments in the Govt. scale and claim a grant from the Govt. The Govt. have already increased their rate of grant from one half to 2/3 rd. of the approved net cost and it seems that they ~~[illegible]~~ cannot bear fresh liabilities of considerable magnitude ~~[illegible]~~ by committing themselves to payment of an additional grant on this account. Finance may advise against the proposal.

If E&P.H press that the proposal should be pursued, they may be requested to take orders in circulation including H.M.(Fin). ~~As the extra cost is likely to be large,~~ E&P.H. will also have to follow the "New Service" procedure, as the extra expenditure involved is very large and is recurring

28.1.48

29.1.48

30.1.48 E&P.H.

29.1.48
30.1.48

29.1.48
A
30.1.48

Fin. u.o. 4986 Ex.A/48-1
30.1.48.

E & P.H.Department
B 1 section.

ASST. SECRETARY TO GOVERNMENT
7554
30 JAN 1948
EDUCATION AND PUBLIC HEALTH DEPT.

Please see the minutes of H.M.(Edn) and the notes following on pages 1-6 above.

2. In connection with the adoption of the revised scales of pay for teachers in aided secondary schools, under private management the following points have been raised for orders

(1) Whether it is open to managements of aided secondary schools to adopt the Govt scales of pay which ~~are~~ are higher than the scales of pay fixed for teachers in secondary schools under local bodies and whether the expenditure incurred on payment of salaries in the higher scales should be treated as approved expenditure for assessment of teaching grants

(2) whether managements of aided secondary schools should be allowed to grant advance increments with reference to weightage of service if they can afford to do so either in the Govt scales of pay or the local bodies scales of pay and claim teaching grant on the basis of the pay as so refixed.

Point 1 Adoption of Govt scales of pay The Finance Department agree with this Department that the discretion allowed to managements to adopt the Govt scales of pay has not been removed by the stipulation that atleast the local bodies' scales of pay should be adopted as it is only the minimum

para 3 on p 5 ante

p 2 g (S)

M on p 2 ante

and that it is open to them to adopt the Govt scales of pay and claim teaching grant on the basis of the expenditure incurred in those scales. They have therefore no objection to the issue of the Press Communique as proposed in the linked file to clarify the existing position. F

Point ~~II~~ (2) Grant of advance increments in the revised scales

Para 4 on p 5 ante

The Finance Department point out that it is not desirable to allow managements to give advance increments in the Govt scales and claim a grant as the Govt would thereby be committed to a large expenditure. This objection ~~will hold good~~ applies even to the grant of advance increments in the local bodies' scales of pay which have been adopted by some managements. Attention is solicited to the portions marked L and 2 on page 3 ante. ~~This~~ For the reasons mentioned therein this Department may press the proposal that in cases where the managements have voluntarily granted advance increments , the Govt may take into account for purposes of assessment of teaching grant, pays up to the limits allowable, if the principles laid down by Govt for weightage in the Govt scales of pay were followed. ~~as the actual pay given by the managements not exceeding the maximum pay in the Govt service for corresponding posts were hitherto taken into account for assessment of teaching grant and there was no intention of restricting the conditions under which the grants were hitherto payable.~~ The extra cost to Govt by way of teaching grant if weightage for service is given to teachers in all aided secondary schools has been roughly estimated as follows:-

R on p 4 ante

X on p 3 ante

1. If weightage for service is given in the scales of pay fixed for teachers in secondary schools under local bodies (13.66-~~11.38~~ 7.28 lakhs) = 6.38
(11.38 - 6.07) = 5.31

2. If weightage for service is given in the scales of pay fixed for teachers in Govt secondary schools
Ultimate (18.30-8.97 lakhs) = 9.33
Immediate (15.30 - 7.73 lakhs) = 7.37

Ultimate	Immediate
Rs in lakhs ~~6.28~~ 6.38	5.31
9.33	7.37

+ p 6 of (L)
+ p 6 of in linked file

There is no information as to how many managements of aided secondary schools have adopted or ~~is~~ are going to adopt the Govt scales of pay and the local bodies' scales of pay and have granted or ~~are prepared~~ propose to grant advance increments in the respective scales. It may be presumed that the number of managements which have adopted the Govt scales of pay will be small. The expenditure will be between Rs 5.31 lakhs and 7.37 lakhs immediate, and Rs 6.38 lakhs and Rs 9.33 lakhs ultimate. The estimate is of very rough as stated [illegible]

If all schools give weightage

3 The file may be circulated to H.M.(Edn) H.M.(Fin) and H.Pr for orders. The linked file which was circulated to H.Pr was obtained for reference for this file. The proposal in this file relating to the grant of advance increments will have to be placed before the standing Finance committee and the Cabinet as Finance have pointed out that the new service procedure should be followed.

B

Estimated cost [illegible] 5000 per annum recurring.

1.2.48

1.2.48

2.2.48

S

H.M.(Edn).

H.M.(Fin).

H.M.Pr. H.Pr.

O.S.B. 2/2

This is a matter for interpretation. The Finance Department agree that we had asked the aided school managements that they must pay at least at local board rates + It was agreed specifically in the G.O. that they may pay up to Government scale. In furtherance of that G.O., certain aided institutions have given revision of pay and weightage for service at Government rates. I cannot see how Finance can object to that now. We have declared many times that, while we will be prepared to ~~allow~~ must aided institutions to pay at local board rates, the option of giving at Government rates is being given to managements, and now we cannot go back upon it and say that the weightage to service is not covered by that statement. I think it will be a travesty of truth. Consistent with our previous G.O., we must allow aided institutions also to give them weightage for service not exceeding Govt. Rates which is mere justice.

– para 8 on page 2 of G.O. 975 Edn 10/5/47 (Z)

– Vide portion marked X on p 16 of (t)

H.M. Finance and H.Pr. may kindly see. Since the matter is urgent and it is only a matter of interpretation, I do not know whether it will be necessary that H.Pr. also should see. H.M. Finance will decide.

T.S.A.
2.2.48

A.S.(Edn) may discuss with me today.

3.2

3 FEB 1948

I told H.M. the [illegible] A.S. [illegible] on casual leave. He said the Superintendent who dealt with [illegible] may [illegible] to explain [illegible]

G.O. 2619 Edn 9/12/47 (L)

[illegible] H.Pr. on 3/2/48.

p 5 of (P)

The question of allowing weightage was considered sometime ago and deferred. Even in the case of local boards another file is in circulation and we are yet to take the final decision. The fact that we wanted the private aided schools to give atleast local board scales, implying they should give Government scales, does not lend itself to the interpretation that they may give weightage and get it considered for calculating the teaching grant. What was done previously did not contemplate weightage and even if some institutions give it, they do it on their own responsibility.

Further, we have no information so far that any private institution has given it. I presume that at present it is of mere academic interest. Let H.M.Education see again.

P

3.2.

6 FEB 1948

May be circulated to H.M.(Edn) with reference to 'P' above.

3/2/48
H.M.(Edn)

With regard to local boards, we have issued orders that in such of those local boards which have given weightage for their other services, weightage must be also given to teachers in secondary schools on the same basis. Weightage for service may be given to teachers in such of those aided schools where the managements have agreed to bear the other half. That is the only suggestion made in the file. Where the aided school managements have not introduced it, there is no question of paying anything from our own funds.

1/3

The number of institutions that have paid ~~must~~ may be about 20% of the total number of institutions. Many schools in Madras like the Christian College High School and the Hindu High School and certain institutions in the moffussil have given ~~which~~ weightage for service in the bona fide belief that the Government will meet

Z

half the expenses. It is not intended that we should give our portion of weightage for service even to institutions which have not introduced this weightage. As this has been done under the bona fide belief, I think, in justice we should concede that such of those who have already given, must be allowed to do so and we should meet our portion of the expenses as usual.

As this will create a great deal of hardship as well as heart-burning if the institutions are to withdraw this weightage on this new ~~consideration~~ decision of Government, I would request H.M.(Fin.) to consider the matter more favourably.

TSA
4.2.48

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

May be re-circulated to H.M.(Fin.)
4/2/48

H.M.(Fin.)

We need not compel anybody to give weightage.
Revision does not include weightage.
Andhra Varsity effected a revision without weightage. Likewise I presume Annamalai.

But if any management gives it, we will have to allow it. That seems reasonable, in view of our past pronouncements.
S.F.C. may consider.

B.G.A
6.2

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

May now be circulated to H.Pr. through H.M.(Edn.)
6/2/48

H.M.(Edn.)
H.Pr.

There is no question of compelling any management to pay weightage at Government rates, or even pay at Government rates.

What all we want to do is that if management pays weightage that must be entitled to count for grant. This is implicit in our Communique as well as in our many G.Os., When we have said that they are allowed to pay at Government rates, the rates must apply not only to the scale but also to the service put in by the various individual teachers. That is the only reasonable interpretation to be given to it and I feel it is not necessary that this matter should again go before the Standing Finance Committee or anywhere else. It is a matter of interpretation and the correct interpretation should be what I have mentioned above. If H.M.(Finance) agrees with me in that interpretation, it is unnecessary that this should go again before the Standing Finance Committee and take much more time.

H.M.(Finance) may kindly see.

TSA
6.2.48

B.G.A
7.2

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

What would be the cost of this
G.P.R.
11/2/48

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

Please see the minutes of H.Pr. above.

No information is available as to ~~how many~~ the number of ~~of~~ managements of aided secondary schools who have adopted Govt scales of pay and fixed the pay of the teachers in those scales giving weightage for service according to the provisions applicable to Govt servants. There is also no information as to how many managements have allowed weightage in the scales of pay fixed for teachers in secondary schools ~~or~~ under local bodies.

At I on page 9 ante, H.M.(Edn) has ~~observed~~ minuted that the

the number of aided secondary schools that have allowed weightage may be about 20 percent of the total number of schools. This presumably refers to those that have adopted the Govt scales of pay and fixed the pay of the existing incumbents in those scales allowing weightage for service. There may be also cases of managements that have adopted the scales of pay fixed for teachers in Secondary schools under local bodies and allowed weightage in fixing the pay of existing incumbents in those scales before the D.P.I issued instructions with reference to para 2 of Memo no 45841 B1/47-4 Edn d/ 17.10.47

(Y) 12

2. With reference to the portion marked W in HM's minute on page 10 ante, it is submitted that the Govts' liability will be one half of the extra cost only in respect of the period prior to 1.6.47. - According to G.O. no 1154 Edn d/ 5.6.47, the basis of assessment of teaching grant is two thirds of the approved net cost from 1.6.47 in the case of schools that have adopted the revised scales of pay and the Govts' liability will therefore be two thirds of the extra cost in the grant of weightage.

(S)/2

3 The teaching grant for 1947-8 will be assessed and paid only at the end of 1948-9 and the D.P.I will have information in regard to the managements which have allowed advance increments giving weightage for service only then - He will have therefore to call for the information now from the Inspecting officers. Fr orders whether the information required may be called for.

4 As it will take some time to obtain the information required by the Hon'ble Premier, it is for consideration whether the Press Communique put up in the linked file about the adoption of Govt scales of pay alone (without weightage) ~~by~~ managements of aided secondary schools may be issued in advance

H.Pr: [illegible] will be [illegible] to prevent [illegible] in advance.

5. The file may be circulated to HM (Edn) first for orders on paras 3 and 4 above and then to H.Pr if necessary.

13.2.48

S 16.2.48 As. (Sec.)

H.M (Edn)

12/2 18/2

I have had a talk with the D.P.I. and the South Indian Teachers' Association who have collected facts over this matter.

They tell me that only about 50 schools might have given weightage for services. The D.P.I. does not have statistics over this matter, but the information given by the Teachers' Association may be fairly reliable. There are about 800 high schools. Even putting the number about 100, the percentage of schools who have given weightage for services at Govt. or Local Board rates will be about 1/8th of the total number. The total cost has been calculated at p.7 n.f. It is 6.38 lakhs ultimate and 5.31 lakhs immediate if calculated at the rate of local board rates and 9.33 lakhs ultimate and Rs.7.37 lakhs immediate if calculated at Govt. rates. We may presume roughly that of the 100 schools half may be at Govt. rates and half may be at Local Board rates. According to this the net cost of allowing weightage for services will be .39 lakhs ultimate and .33 lakhs immediate for schools giving weightage at local board rates and .58 lakhs ultimate and .46 lakhs immediate for schools giving weightage at Govt. rates. The total cost will be .97 lakhs ultimate and .79 lakh immediate. Apart from the cost of it, the real point is we have in our communiques definitely said that while we will compel them to give at least at Local Board rates, it is open to them to adopt Govt. rates ~~and~~ It is necessary that we should act by our word and promise that we have made to them. ~~I will further say that this is no new commitment but only what we have already promised~~.

H.Pr. may kindly see.

TSA
15.2.48

We have to stand by our commitments in any case.

for H.Pr

22/2

23 FEB 1948

Please see the minutes above. The file may be circulated to H.M (Edn) for perusal of the minutes and for orders as to whether instead of issuing the Press Communique already put up in the linked file an order may ~~now~~ be issued, (as both the points raised in this file have now been decided).

(1) that it is open to managements of aided secondary schools to adopt for their teachers, the scales of pay fixed for teachers in Govt service if they can afford to do so and that in such cases the expenditure incurred by them on payment of salaries in those scales from 1.6.47 will be treated as an approved item of expenditure and teaching grant on the basis of two thirds of the approved net cost will be paid

(2) that ~~which~~ Govt do not propose to insist on managements of aided secondary schools to grant advance increments to the staff in those schools giving weightage for service and refix their pay in the revised scales but in cases where managements have allowed advance increments in the revised scales of pay adopted by them (Govt or local bodies) according to the principles laid down by Govt for grant of weightage in Govt scales or ~~[illegible]~~ local bodies' scales, the expenditure incurred by them on the payment of salaries as refixed will be taken into account for purposes of assessment of teaching grant on the basis of two thirds of the approved net cost with effect from 1.6.47 or or any subsequent date from which the revised scales have actually been adopted & weightage has been allowed

The order may be communicated to the Director of Information & Publicity after it is accepted in Finance

USK
23.2.48

23.2.48

HM

TSA
24.2.48

ASST. SECRETARY TO GOVERNMENT
12036
25 FEB 1948
FINANCE DEPARTMENT

2 FEB 1948

A draft order is submitted below for approval. It may be sent to Finance no. for acceptance

USK
24.2.48

24 FEB 1948
GOVERNMENT OF MADRAS

E & P.H. No. 4004 B1/482
26.2.48

Finance (Expenditure A) Department.

The further notes and orders in circulation on pp.6-13 above and the draft order below may be perused.

Finance suggested that the proposal would have to be treated as on 'New Service' as the extra expenditure involved is large and is a recurring one and that it should be placed before the Standing Finance Committee and the Cabinet. For the reasons stated in the minutes of H.M.(Education) at 'A' on page 11 above, it was considered that the matter need not go before the Standing Finance Committee and the Cabinet. Accordingly orders have been obtained on the proposal by circulating the case to H.M. (Education), H.M. (Finance) and Hon'ble the Premier. As the proposal is on a 'New Service', E & P.H. will no doubt obtain a supplementary grant from the Legislature in March next. (Copies of explanatory notes for supple grants should reach the Fin dept before 3.3.48)

Rs
26.2.48.

26.2.48

26.2.48

26/2/48
A.S.
E&PH

Fin no 12036 Exp A-1
26.2.48.

Education and P.H. Dept

The draft may issue.

Separate action will be taken with reference to T above.

26.2.48

ASST. SECRETARY TO GOVERNMENT
14313
26 FEB 1948
EDUCATION AND PUBLIC HEALTH DEPT.

Further action

[G.O. no 372 Edn d/ 26-2-48]

A draft explanatory note for supplementary grant is submitted below for approval. It may be sent to Finance no. for acceptance

28.2.48

ASST. SECRETARY TO GOVERNMENT
2 MAR 1948
EDUCATION AND PUBLIC HEALTH DEPT.

USK
28/2/48

E & PH no
4004 B/48-3
28/2/48

29.2.48

Fin (B.E.II)

The draft note may be accepted, and the case returned to E & P.H.

2.3.48
E&PH

The draft may issue

Fin no 12793A - BE II/48-1
2-3-48

23

2.3.48

Take b copies at once

Dr 2/8/47

E.O.H (157)

Grant XV - Education

Estimate of the amount required for further expenditure

	Voted	Rs 100
Total of	Sums charged	nil

Major head	Minor head	Sub-head of appropriation	Estimated amount of ~~additional~~ further expenditure in 1947-8 charged Rs	Voted Rs
p. 211 CPR 1947-8				
37. Education Secondary	g.- Direct grants to Non-Government secondary schools	A. General 1. Teaching	Nil	100

para 8 on p 29 (Z)

Explanatory Note. -

In May 1947, the managements of aided secondary schools were asked to adopt for teachers in their employ atleast the revised scales of pay fixed for teachers in secondary schools under local bodies. They were not precluded thereby from adopting the ~~slightly~~ higher scales of pay fixed for teachers in Govt Secondary Schools. Certain managements have adopted the Govt Scales while others the local bodies' scales. In fixing the pay of the existing incumbents in the revised scales, Some managements have allowed advance increments giving weightage for service up to 31. 12. 46 as it is open to them to give such weightage even though the Govt have not ~~insisted on giving~~ ~~directed them to give~~ weightage for ~~service it was not insisted on them to~~

not insisted on it.

2 The Govt considered the question whether for purposes of assessment of teaching grants to these schools on the basis of two thirds of the approved net cost of maintenance, the additional expenditure involved in the grant of ~~advancements~~ advance increments should be taken into account and decided that the expenditure incurred on payment of salaries in the revised scales (Govt or local bodies' scales) after giving weightage for service should be taken into account for assessment of teaching grant. It

2

18

is roughly estimated that the managements of 100 aided secondary schools would have allowed advance increments — 50 in Govt scales and 50 in local bodies' scales and the extra cost to Govt by way of teaching grant by admitting the expenditure to aid will be Rs 97000 ultimate and Rs 79000 immediate.

As the additional expenditure on account of the grant of advance increments in refixing the pay of the staff will be incurred only in the current year, and the teaching grant for this year will be assessed & paid only in the next year. As the expenditure is on a "new service", a token sum of Rs 100 is included in the supplementary estimate ~~The additional amount required for teaching grants in 1948-9 will be met by reappropriation during that year if possible.~~

[8]

28.2.48

28-2-48

M.V.S
2/3/48

Copies despd. with E.A.U.
no. 60024/47-3
2/3/48

7.

14 JUN 1947
Education and Public Health

Secretary, E.& P.H.

Please see herewith a representation from the South Indian Teachers' Union. Before the recent introduction of the 2/3rds grant, the teachers in aided institutions were allowed to be paid upto a maximum amount of Govt. rates in their schools and the Govt. paid half of it. Now we have offered to pay 2/3rds and laid down that they must pay atleast Local Board rates. This, in my opinion, has not debarred them from paying Govt. rates as some of them are already doing and claiming the 2/3rds net grant. This matter may be examined and put up.

12-7-47

H.M. Education.

For purposes of assessment of teaching grant the actual pay given by managements not exceed

(25)

20 54 96/2

2

the maximum pay for those in Govt service were hitherto taken into account for purposes of assessment of teaching grant. In para 8 of G.O. no 975 Edn dt 10.5.47, the Govt appealed to the managements of aided schools to adopt atleast the scales of pay fixed for teachers in secondary schools under Local bodies. It does not prevent the managements from adopting the scales of pay fixed for those in Govt service. In cases where the scales of pay fixed for Govt servants have been adopted, the expenditure incurred for payment of salaries according to that scale will be taken into account for purposes of assessment of teaching grants. The Govt have only raised the proportion from one half to two thirds of the net cost and no change has been made in the procedure hitherto adopted for assessment of teaching grant.

The remarks of the D.P.I. may be invited - particularly with reference to X on p1 ff.

17/7/47

1.8.47

31.7

17/6/47

E&P.H.U.O. 56728 B1/47 Edn 18/7/47

A S III

25

26

.O 704 D1/47
14-8-47.

Resubmitted with ref. to E & P.H.U.O.No.56728 B1/47-
Edn.,dated 18-7-47.

2. The request for house-rent allowance in costly places cannot be dismissed as unreasonable, but in view of the following reasons it does not seem desirable to recognise such expenditure:

(a) Only very few institutions could afford to pay such allowances.

(b) in case such allowance is paid by some managements and they are approved by Government, there would be an agitation among the teachers of other schools for the payment of this allowance.

(c) In the latter case, managements with very slender finances will find the situation very embarassing and will naturally turn to the State for help for meeting this expenditure in full.

(d) The grant of Dearness Allowance alone has already cost Government an appreciable amount and it is likely to go up still. It is, therefore, not desirable for Government to undertake further commitments.

(e) There are still many schools which find it difficult to pay Dearness Allowance at full Government rates and Government has been forced to find ways and means of compelling managements to pay Dearness Allowance at Government rates.

(f) With this background, it is not desirable to burden the managements with yet another expenditure such as the payment of house-rent allowance even if Government want to consider this question favourbably.

(g) It is not yet known to what extent the adoption of the Local Board scales will affect the aided managements.

(h) It is not easy to watch this expenditure and there would be much scope for abuse.

(i) The already complicated assessment of teaching grant will be made still more difficult.

66558

P.T.O.

B, Exp. A. grants

In view of the above, I think it is not desirable to approve such expenditure.

D.P.I.

To

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

16 SEP 1947

Please see the remarks of the DPI above.

2. The Director considers that it is not desirable to recognise expenditure on payment of house rent to teachers in aided educational institutions as an approved item of expenditure for purposes of assessment of teaching grants under the Grant-in-Aid Code. The Director's view may be concurred in.

A

3. As regards salaries, according to the existing practice, expenditure incurred by management on payment of salaries not exceeding the maximum in the Govt scales will be taken into account in assessing the teaching grant. The DPI agrees with the position set out in the note on pp 1-2 ante. The South Indian Teachers Union may be informed that if the revised scales of pay fixed for teachers in Govt institutions are adopted for teachers in aided educational institutions, the expenditure incurred on payment of salaries in that scale will be taken into account for purposes of assessment of teaching grant and two-thirds of the net cost will be paid.

Vide TM on p3 of

B

4. The file may be sent to Finance for perusal & remarks if any prior to circulation with reference to the minutes of HM (Edn) on page 1 ante

6/9/47

9.9.47

Fin (Exp. A)

A + B above may be agreed to in Finance.

15.9.47

15.9.47

E.P.H.

E.P.H. Fin U.O. 5415 4 EA-1 15.9.47

Edn. U.O. 56720/47-B.2 9/9/47

10 SEP 1947 EA

26

23

Finance have agreed to the two points marked 'A' and 'B' on page ante. The file may now be circulated to HM (Edn) with reference to his minutes on page 1 ante

16/9/47

16/9/47

17.9.47

HM (Edn)

A reply to the South Indian Teachers' Union on these matters. With regard to the fact that we will be paying two-thirds grants up to Govt. grades of pay, a Communique may also be issued so that the position may be made clear.

22-9-47

SEP 1947 GOVERNMENT OF MADRAS

A draft letter to the Secretary, South Indian Teachers Union and a draft Press Communique are submitted below for approval. ~~Finance may~~ Public (I & P) see prior to circulation to the Hon'ble HM.

24.9.47

Pub: (I&P)

Edn. U.O. No. 57728/47-B.4 dt 26/9/47

(Issued as Letter No. 56728/47-B.3 dated 20/9/47)

The draft press communique placed below may be perused and the file returned to E.P.H.

25.9.47

28.9.47

E.P.H.

Public U.O. No. 44308/47-1 29.9.47

Ex-Genl: E.P.H.

The draft press communique may be circulated for approval

30.9.47

9-10-47

HM (Edn)

HPM

ASST. SECRETARY TO GOVT. 30 SEP 1947 EDUCATION AND PUBLIC HEALTH

77782

HPM [illegible] the file to me & advise what the extra cost would be i.e. the difference between

2/3 [illegible] on [illegible] scales & 2/3 on local-board scales. Pg 6 worked ~~out~~.

14(?)/47

A draft memo is submitted below for approval

Is it not necessary to obtain the actual ~~and the~~ expenditure ~~for~~ as at present i.e. for schools which have already adopted the Govt. scales of pay.

16.X.47

14.10.47

A sentence has been added to the memo.

16/10/47

16.X.47

Memo No 56728 B1/47 dated 13-11-1947 p. 5 C.F.
From the D.P.I. R.O.C.No 1091 D1/47 dated 13-11-1947 p. 9. C.F.
From the Deputy D.P.I. Postcopy of T.M. dated 5-12-1947 p. 13 C.F.

Please see the Director's reply on pp 9-10 C.F. and the further particulars furnished in the telephonic reply on page 13 C.F. The Director states that information inregard to the number of managements which have adopted the revised scales of pay fixed for teachers in Govt service and those which propose to adopt those scales is not available and will have to be called for through Inspecting officers. He has calculated the extra cost on a very rough basis if no weightage for service is given and the pay is fixed only at the next higher stage in the revised scales of pay applicable to secondary schools under local bodies and under Govt management as follows:-

	Cost in 1947-8			Ultimate cost
	Boys schools	Girls Schools	Total	
	Rs	Rs	Rs	Rs
1. If the revised scales of pay fixed for teachers in secondary schools under local bodies are adopted from 1-6-47	5.04	1.03	6.07	7.28
2. If Govt scales are adopted from 1-6-47	6.5	1.23	7.73 .66	8.97 1.69

The above estimate cannot be taken even as fairly approximate as all the mangements may hot be in a position to adopt the Govt scales

of pay. It is for consideration whether the D.P.I. should be asked to obtain definite information as to the number of aided secondary schools in which the Govt scales of pay have been adopted for the staff and the number of schools in which it is proposed to adopt those scales . If this is unnecessary, it is for consideration whether the proposed press communique ~~should~~ may be issued or whether the D.P.I. may be merely informed that if the managements of aided secondary schools adopt the revised scales of pay fixed for teachers in Govt secondary schools, the expenditure incurred on payment of salaries in those scales may be treated as an approved item of expenditure for purposes of assessment of teaching grants as was done hitherto.

The file may be circulated to H.M.(Edn) and H.P.M for orders.

25/12/47

The ~~the ultimate~~ additional liability to Govt if all the managements adopt the revised scales of pay fixed for teachers ~~Govt serv~~ in Govt service will be about Rs .66 lakhs immediate and Rs 1.69 lakhs ultimate. If all the managements do not adopt the Govt scales the extra cost will be less. The extra cost does not seem to be much and it seems that the press communique may be issued. The press communique ~~is only authorises~~ only reiterates the existing procedure hitherto followed please see notes on pages 1-2 ante.

2.1.48

S
7/1/48
Hon. Premier / M (Edn)
H.P
H.M.

3/1

The communication is only a clarification of our position to which we are already committed. [redacted] The Press Communique may issue.

TSA
9.1.48

This file was obtained from the Premier's Secy in connection with the orders issued in G.O. no 372 Edn dt 20.2.48

The papers may be filed with that G.O.

28-2-48

THE SOUTH INDIA TEACHERS' UNION

ASST. SECRETARY TO GOVERNMENT
27 JAN 1948
EDUCATION AND PUBLIC HEALTH DEPT.

520, High Road,
Triplicane, Madras,

26th January 1948.

From

Sri S. Natarajan, B.A., L.T.,
Secretary, The South India Teachers' Union,
Triplicane, Madras.

To

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

6033

Sir,

It is reported that the Director of Public Instruction, Madras, has recently communicated to schools the decision of the Government to drop the question of advance increments to teachers in aided secondary schools on account of their service prior to 1st January 1947.

This decision has caused considerable uneasiness amongst teachers and a serious disappointment to them. They feel that by dropping the question Government have allowed financial consideration to outweigh what they themselves consider to be just and fair.

In their several orders in respect of salaries they have admitted that weightage should be given to senior employees in respect of their services prior to 1st January 1947 and such advance increments have been given to government servants. They have been sanctioned to employees of local bodies including teachers in elementary and secondary schools.

The spirit of the Government Communiques and Orders in respect of teachers' salaries in aided schools has been one of persuading managements of aided institutions to fall in line with what obtains in government service in the matter of salaries. Some managements have, acting on the suggestion, given advance increments to the senior members. Some managements feel that their senior teachers should be helped but would like to be assured that the expenditure would be accepted for purposes of aid. A few managements would give such help only if they are directed to do so.

~~29~~ 30

From the information available with the Union, the estimate of expenditure on account of aided schools could not be too great to be met from provincial funds.

It is therefore requested that managements of aided secondary schools, including training schools and schools for Anglo-Indians and Europeans, be permitted to give advance increments to their teachers and other employees on account of service prior to the 1st January 1947 in accordance with the principles laid down by Government in respect of their employees and be assured that such additional expenditure would be treated as approved expenditure.

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

Secretary.

(30)

3

Edn (B1)

Please see the representation from the Secy. S.I.T.U. on pp 1-2 ante.

2 The Govt have already considered the question and have decided that it may be deferred. The question whether in cases where the managements have voluntarily granted advanced increments and refixed the pay of the teaching staff, the expenditure on salaries according to the pay so refixed should be taken into account for assessment of teaching grant or not has been raised separately and the file is under circulation. This may be added to the file on its return from circn.

10/2/48

11-2-48 As I

18/2/48

4/30

THE SOUTH INDIA TEACHERS' UNION

520, HIGH ROAD,
TRIPLICANE

ASST. SECRETARY TO GOVERNMENT
9 FEB 1948
EDUCATION AND PUBLIC HEALTH DEPT.

No. U/——

Madras, 8th Febry. 1948.

To

The Hon'ble Sri B. Gopala Reddy Garu,
Minister for Finance, Government of Madras,
Fort St. George, Madras--9.

9524 Ed

Sir,

Further to the representations made to you by the deputationists on behalf of the Headmasters and Correspondents of the High Schools of the City, may I submit to your attention that the extra cost involved, as far as aided schools are concerned, would not be more than 3.5 lakhs of rupees and government's share would only be about 2.5 lakhs. It should also be remembered that this amount would not be needed during the current financial year, as grants to schools on expenditure incurred during this year 1947-48 are payable only in 1948-49.

Salaries of teachers in aided institutions have been low all these years and government cannot be said to be unaware of it. Hence, unless the advance increments are granted to senior teachers in aided schools, they will derive very little benefit by the revision of the scales. It is therefore requested that early orders may be passed authorising the managements of aided schools to grant advance increments at least in accordance with the principles laid down for government servants.

Yours faithfully,

S Natarajan
Secretary.

✓ Copy to the Secretary to the Government of Madras, Education Department, for favour of information.

(31)

To

The Hon'ble Sri. T. S. Avinashilingam Chettiar, M.A., B.L.,
Minister for Education, Government of Madras.

Sir,

A joint meeting of the Madras City Headmasters Association and of the Correspondents of the Secondary Schools in the City was held early in January and we were authorised to place before you the following for your careful consideration:

I. In G.O. No.2619, Education, 9-12-1947, Managements of Aided Secondary Schools were informed that Government have decided to drop the question whether advance increments should be allowed to teachers in their employ for service prior to 1-1-1947. This decision has created a very unhappy situation and we request Government to reconsider their decision.

In their several communiques to Managements in respect of salaries of teachers Government have been encouraging Managements to adopt liberal scales of salaries. In communicating G.O.No.975, Education, dated 10-8-1947, the Director of Public Instruction was pleased to instruct his Inspecting Officers to inform Managements that they should adopt at least the above scales (the scales applicable to teachers under Local Bodies). In a press communique issued on the 17th February 1947 it was stated, "The Government hope that the Aided Schools will recognise their duty by the teachers and come forward to meet their portion of the responsibility. This will not preclude the Aided Schools from paying even at Government rates if they choose to do so.

In C. No.538 D/46 of the 13th May 1946, the Director of Public Instruction has informed the Managements that "Salaries or scales of pay admitted will be ordinarily limited to those of government servants of similar grades. Government have been examining the claims of employees of Local Boards and of private institutions for weightage for service prior to 1--1--1947. In G.Os. No.1422, dated 19-8-47 and No.2035, dated 19-9-47, Government have admitted the reasonableness of the claim and have accordingly sanctioned advance increments on service prior to 1-1-1947 to all employees of the Local Boards including teachers in elementary schools. In their order of the 5th January 1948, they have extended it to teachers in Secondary Schools under Local Bodies also. It was therefore expected that Government would pass similar orders in respect of teachers in Private Managements and thus enable them to benefit to an appreciable extent by the Government's intention to revise the scales of salaries.

The present decision, it is needless to point out, has caused deep disappointment and serious discontent among the teachers. Some managements, acting in accordance with the general spirit underlying the several orders have granted ~~a~~ advance increments and they would be put to serious inconvenience if the expenditure be not approved for purposes of aid.

It is therefore requested that this question be re-examined and orders issued permitting the grant of advance increments to teachers and other employees of private Secondary Schools in accordance with the principles laid down for Government and Local Board employees and directing that it be treated as approved expenditure.

II. Standard rates:

We were further directed to invite your attention to G.O. No.1938, dated 4-9-1947 by which Rule 86 of the Madras Educational Rules has been amended increasing the standard rates of fees by 25%. The Managements feel that it cannot be the intention of Government to nullify the effect of their earlier order revising the rate of grant in aid from ½ to 2/3 of the net cost. The rate of grant-in-aid was increased in order to enable Managements to adopt the revised ~~rate~~ scales of salaries. It is no secret that the Managements of Aided Institutions had to levy extra instalments of fees in order to meet a portion of the net cost. If the standard rates be increased, it will make it difficult for Managements to meet the enhanced net cost due the revised scales. We therefore request that Rule 32 of the Grant-in-aid Code be amended defining net cost as the excess of approved recurring expenditure over income reckoned at 80% of the standard rates.

7343

(Sd.) K. Kuruvila Jacob,
President, Headmasters' Association.
(Sd.) P. Doraikannu Mudaliar,
President, Madras Teachers' Guild.
(Sd.) T.P. Srinivasavaradan.
Headmaster, Hindu High School, Triplicane.
(Sd.) Ramachandran.
Secretary and Correspondent,
Pachiappas Trust Board.

Headmaster, St. Gabriel's High School,
and
Secretary, Sputh India Teachers' Union.

9

35

THE SOUTH INDIA TEACHERS' UNION

520, HIGH ROAD,
TRIPLICANE

~~34~~ 087

No. U/—— Madras, 7th Feb. 1948.

SECRETARY, EDN. AND P. H. DEPT.
10 FEB 1948
GOVERNMENT OF MADRAS

MINISTER FOR EDUCATION
10/2/48
GOVT. OF MADRAS

ASST. SECRETARY TO GOVT.
11 FEB 1948
EDUCATION AND PUBLIC HEALTH

To

The Hon'ble Sri T.S. Avinashilingam Chettiar,
Minister for Education, Government of Madras.

Sir,

10091
CS

As suggested by you the representatives of Headmasters and Correspondents of the City High Schools met the Hon'ble Sri B. Gopala Reddy, Minister for Finance and gave him a copy of the memorandum prepared by them. (I enclose herewith the memorandum).

In the course of the discussion it was pointed out that the extra cost involved could not be more than three lakhs and that Government may have to meet its share of this only in the financial year 1948--49. He seemed to agree with the justice of the request and promised ~~to~~ sympathetic consideration.

Yours faithfully,

(2) S. Natarajan
Secretary.

In view of the orders passed in G.O. No 372 Edn dt 26.2.48, no action is called for on this letter. This may be filed with the G.O. after it is received from Fin

29.2.48

(35)

1.3.48

To
The Honourable Sri T.S. Avinashilingham Chettiar,
Minister for Education,
Government of Madras.

Sir,

A joint meeting of the Madras City Headmasters Association and of the Correspondents of Secondary Schools in the City was held early in January and we were authorised to place before you the following for your careful consideration:

I In G.O. No. 2619 Education 9-12-'47, Managements of Aided Secondary Schools were informed that Government have decided to drop the question whether advance increments should be allowed to teachers in their employ for service prior to 1-1-'47. This decision has created a very unhappy situation and we request Government to reconsider their decision:---

In their several communiques to Managements in respect of salaries of teachers Government have been encouraging Managements to adopt liberal scales of salaries.. In Communicating G.O. 975 Edn. dated 10-3-'47, the Director of Public Instruction was pleased to instruct his Inspecting Officers to inform Managements that they should adopt at least the above scales (the scales applicable to teachers under Local bodies). In a press communique issued on the 17th February, 1947 it was stated, 'The Government hope that the Aided Schools will recognise their duty by the teachers and come forward to meet their portion of the responsibility. This will not preclude the Aided Schools from paying even at Governement rates if they chose to do so.

In C.No. 538 D/46 of the 13th May 1946, the Director of Public Instruction has informed the Managements that 'Salaries or scales of pay admitted will be ordinarily limited to those of Government servants of similar grades.

Governemnt have been examining the claims of employees of Local Boards and of Private Institution for weightage for service prior to 1-1-'47. In G.Os. No. 1422 dated 19-8-'47 and 2035 dated 19-9-'47, Government have admitted the reasonableness of the claim and have accordingly sanctioned advance increments on service prior to 1-1-'47, to all employees of the Local Boards including teachers in Elementary Schools. In their order of the 5th January 1948, they have extended it to teachers in Secondary Schools nder Local bodies also. It was therefore expected that overnment would pass similar orders in respect of teachers n Private Schools and thus enable them to benefit to an appreciable extent by the Government's intention to revise the scales of salaries.

The present decision, it is needless to point out has caused deep disappointment and serious discontent among the teachers. Some Managements, acting in accordance with the general spirit underlying the several orders have granted advance increments and they would be put to serious inconvenience if the expenditure be not approved for purposes of aid.

It is therefore requested that this question be re-examined and orders issued permitting the grant of advance increments to teachers and other employees of private Secondary schools in accordance with the principles laid down for Government and Local Board employees and directing that it be treated as approved expenditure.

P.T.O

12/57

II Standard rates:

We were further directed to invite your attention to G.O. No. 1938 dated 4-9-'47 by which rule 86 of Madras Educational Rules has been amended increasing the standard rates of fees by 25 %. The Managements feel that it cannot be the intention of Government to nullify the effect of their earlier order revising the rate of grant in aid from $\frac{1}{2}$ to $\frac{2}{3}$ of the net cost. The rate of Grant in aid was increased in order to enable Managements to adopt the revised scales of salaries. It is no secret that the Managements of Aided Institutions had to levy extra instalments of fees e in order to meet a portion of the net cost. If the standard rates be increased, it will make it difficult for Managements to meet the enhanced net cost due to the revised scales. We therefore request that Rule 32 of the Grant in aid Code be amended defining net cost as the excesses of approved recurring expenditure over income reckoned at 80 % of the standard rates.

------ -

K Kuruvila Jacob
President
Headmasters' Ass'n

T. S. Ramachandran
Secy [illegible]
Pachaiyappa's Charities

S Natarajan
Secretary The South
Ba

29

HE SOUTH INDIA TEACHERS' UNION

520, HIGH ROAD,
TRIPLICANE

ASST. SECRETARY TO GOVERNMENT, FINANCE DEPARTMENT

8029

ASST. SECRETARY TO GOVERNMENT, EDUCATION AND PUBLIC HEALTH DEPT.
11 FEB 1948

Madras, 8th Febry.1948.

The Hon'ble Sri B. Gopala Reddy Garu,
Minister for Finance, Government of Madras,
Fort St. George, Madras--9.

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Fin (Sal)

E & Att. no for disposal

10.2.48

10.2.48

19/2/48

Yours faithfully,

Secretary.

Copy to the Secretary to the Government of Madras, Finance Department, for favour of information.

(39)

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~~84~~ 76

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(Sd.) Ramachandran.
Secretary and Correspondent,
Pachiappas Trust Board.

S Natarajan
Headmaster, St. Gabriel's High School,
and
Secretary, South India Teachers' Union.

[illegible]

To

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and
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