

Education & Public Health.

(1948) Department.

MS. SERIES.

G.O. NO.

38 Education.

12-15ef

Dated 6th January, 1948.

closed.

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o for R.S.

158-100 in A

[Despatch Abstract.]

Stationery Office - Posts of Manager, Store-Keeper and Head Accountant - Revision 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.

From: C.W.Tremenheere, Esq., M.B.E.,
Superintendent of Stationery,
Madras at Guindy,
Saidapet P.O.

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

No.A2.1260/46 dated 29th July 1946.

Sir,

Subject: Stationery Office - Heads of Sections - Pay - Revision - Proposals.

Mr. James Asha acting Store-keeper has put in a petition requesting that the pay of his post might be suitably revised.

Sri A.Venkatachari who acted as Manager from 12-3-46 to 11-7-46 has also put in a petition requesting that the pay attached to the posts of Manager, Storekeeper and Head Accountant of the Stationery Office might be suitably revised. The petitioners have explained the need for improvement of the status of the three posts in question. The two petitions are herewith forwarded to Government with the following remarks:

STORE-KEEPER:

Prior to 1922 the pay of the post was Rs.100/-. In the revision of 1922 it was put in the scale of Rs.85--4--125. In the revision of 1933 the scale was further reduced and fixed at Rs.70--5/2--85--7 1/2--100.

One Upper Division Clerk, 4 Lower Division Clerks, 10 Warehousemen, 26 Lascars, Watchmen, Tinker etc., and about 50 coolies and Carpenters are working under him. He holds stocks worth about 20 lakhs. He furnishes a security of Rs.3,000/-. His responsibility is very great. The post is in the Selection Category. Account test for Subordinate Officers Part I and Departmental Test in the Madras Stamp Manual and Madras Stationery Manual have been prescribed as necessary qualifications to be possessed before promotion to the post. The scale of pay attached to this post is certainly very low. It is understood that the Store-keeper of the P.W.D. is in the scale of Rs.140--5/2--145--7 1/2--190 and that he furnishes a security of Rs.2,000/-. I recommend that the scale of pay of the Store-keeper of the Stationery Office may be revised and fixed at Rs.140--5/2--145--7 1/2--190.

HEAD ACCOUNTANT:

Prior to 1922 there were two Head Accountants in the Stamp and Stationery Establishment one on Rs.85/- and the other on Rs.70/-. In 1922 the pay of both was revised and fixed in the scale of Rs.85--4--125. In the revision of 1933 it was reduced to Rs.70--5/2--85--7 1/2--100. For purposes of comparison the special tests prescribed and the scales of pay attached to the Accountants in some of the offices are noted below. This post also is a Selection Category.

Offices.	Qualification	Scale of pay.
Stamp and Stationery Office.	Account Test for Sub-ordinate Officers Part I and Departmental Test.	70--5/2--85--7 1/2--100
Office of the Director of Agriculture.	Account Test for Sub-ordinate Officers Part I and Departmental Test.	100--7 1/2--115--10/2--125
Commissioner for Government Examination.	Account Test for Sub-ordinate Officers Part I.	100--10/2--150.
Electricity Department.	Account Test for Sub-ordinate Officers Part I.	100--10/2--150.
Director of Industries.	No special qualification.	100--10/2--150.
Inspector-General of Prisons.	Account Test Part I and Jail Test.	100--7 1/2--115--10/2--125

Although the Head Accountant of the Stationery Office is doing duties of almost equal importance with those possessing indential qualifications of the offices mentioned above, the scale of pay obtaining in the Stationery Office alone is low. I recommend the scale of Rs.100--10/2--150 to this post.

MANAGER:

Prior to 1922 the pay of the Manager of the Stationery Office was Rs.150. In the revision of 1922 it was fixed in the scale of Rs.125--5--175. In the revision of 1933 it was reduced to Rs.100--10/2--150. For purposes of comparison the special qualifications prescribed and the scales of pay attached to the posts of Managers of offices of almost equal importance are noted below:

<u>Managers.</u>	<u>Qualifications.</u>	<u>Scale of Pay.</u>
Stamp and Stationery.	Account Test for Sub-ordinate Officers Part I and Departmental Test.	100--10/2--150.
Director of Agriculture.	do	125--10/2--175--15/2--220.
Electricity Department.	Account Test.	175--15/2--220.
Government Press.	--	175--15/2--220.
Director of Industries.	--	175--15/2--220.
Inspector-General of Prisons.	Account Test, Jail Test.	175--15/2--220.

For purposes of promotion, transfer etc., all the office under the Collector of Madras are amalgamated. As the Manager's pay is lower than that of Huzur Head Clerk in the Revenue Subordinate Service, there is stagnation and persons qualified for promotion to any of the posts in the Revenue Subordinate Service would not like to take up the appointment as Manager of the Stationery Office. It appears to be necessary to suitably revise the pay of the Manager of the Stationery Office, and make it sufficiently attractive. It will serve as an inducement for persons in the Revenue Department to take up the place. The post of Manager also is a Selection Category. Wider the field for selection is made, there will be better scope for selection of best men for the post.

In the above circumstances I recommend the scale of Rs.175--15/2--220 for the Manager of the Stationery Office. This is the scale of pay given to the Manager of the Government Press which is on a par with the Stationery Office.

SAS/29.7.

SUPERINTENDENT OF STATIONERY.

Enc: 2.

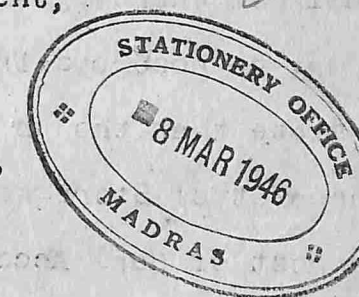
Madras, 8th March 1946.

To

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

Through

The Superintendent of Stationery,
Madras.



Sir,

Stationery Office- Acting Store-keeper- Personal Compensatory allowance- Sanctioned- G.O.No.Ms.335,Edn, dated 18-2-46.

I beg to submit that the Government Order mentioned above granting me a personal compensatory allowance of Rs.1-8-0 compensates me only for the loss of the Presidency allowance but does not compensate me for the loss on account of the payment of the premium for the Fidelity Bond and the incurring of expenditure for conveyance from Beach to Guindy.

The loss is worked out below --

Amount paid to me as upper division clerk	Rs.76-8-0	(Pay Rs.70 + Rs.6/8 P.A)
Amount paid as Acting Store-keeper	Rs.75-0-0	
Add personal compensatory allowance sanctioned in the above G.O.	Rs.1-8-0	
	Rs.76-8-0	
<u>DEDUCT</u>		
Amount towards premium	Rs.3-2-0*	
" Ry.fare	Rs.5-2-0	Rs.8-4-0
<u>(*The duration of the vacancy is likely to be six months. Spreading the annual premium of Rs.18-12-0 over this period of 6 months the monthly premium works out to Rs.3-2-0)</u>		
LOSS	Rs.76-8-0 minus Rs.68-4-0	= Rs.8-4-0

It has been the recognised principle of the Government that the person promoted to a post involving higher responsibilities should be financially benefitted and on this principle only officiating allowance is granted. Recently the Government have sanctioned officiating allowance for persons working as Upper division clerks. The fact that I am made to lose financially by this promotion is contrary to the recognised principle. Apart from the railway fare, I lose Rs.3-2-0 on account of the premium for the Fidelity Bond. As this is peculiar only to the post of the Store-keeper, I submit that it is not

unreasonable to request that I may be compensated for this loss. I therefore request that I may be granted also an additional personal compensatory allowance of Rs.3-2-0 per mensem at least which may be absorbed in future increments. In this connection, I may state that though the same qualifications are prescribed for the post of Store-keeper and Head Accountant, the promotion to the post of Head Accountant does not involve this loss towards the payment of the premium for the Fidelity Bond. Thus my juniors who may be subsequently promoted as Head Accountant will be better benefitted financially than myself. I wish to bring this anomaly to notice and request that the pay of Store-keeper may suitably be revised considering the fact that it is a security post while that of the Head Accountant is not. The post of Store-keeper of the Stationery Office is of a peculiar kind and there does not appear to be a corresponding post in the Presidency. Hence a special scale has to be prescribed for it as in the case of the post of the Manager, Stationery Office.

As regards the railway fare, I submit that the only way to avoid this loss is to shift my residence to Guindy or Saidapet. But owing to the prevailing acute accommodation problem and owing to the fact also that the Stationery Stores will be located in Guindy only temporarily and will be shifted back soon to the permanent building in North Beach Road, I cannot shift my residence. The lascars and warehousemen of the Stationery Stores are paid railway fares from the contingencies. In view of the hard circumstances of my case, I submit that the same concession may be extended to me and I may be paid my railway fare from Beach to Guindy till the Stationery Stores is shifted back to the permanent buildings in the North Beach Road.

Hoping for favourable orders,

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

J. Asha
Acting Store-keeper
Stationery Office, Madras.

Dated 10 -7-1946.

To The Secretary to Govt., Edn. & P.H. Department,
THRO The Superintendent of Stationery,

Madras.

Sir,

In G.O.No.Ms.1257, Edn., dated 26-6-1946, a personal compensatory allowance of Rs.5/- was sanctioned to me so that the immediate loss in my emoluments in consequence of my promotion to the post of Manager may be met.

2. While thanking Government for this relief -- granted to me, I beg to submit that the posts of Head Accountant and Manager of the Stationery Office are on two different scales of pay, viz., Rs.70-100 and Rs.100-150 respectively. Any-one promoted from the lower -- scale of pay to the higher scale is allowed to draw the officiating allowance permitted for the Manager's post which involves supervision, general control over the staff and additional duties and higher responsibilities.

3. It is a recognized principle with the Government that the person promoted to a post involving higher responsibility and duties should be financially benefitted and it is on this principle that officiating -- allowance is granted.

4. Though, by the Government order quoted above, I have been saved from loss of emoluments caused by my promotion to the Manager's post, I have not been remunerated for the additional duties and responsibilities as per F.R.30 and rules framed thereunder.

5. This anomaly is due to the fact that the -- maximum pay for the Head Accountant's post is Rs.100/- and the starting pay for the Manager's post is also Rs.100/- As I have been drawing Rs.100 for a long time both as Store-keeper and Head Accountant, my pay as Acting Manager for the period from 12-3-1946 to 11-7-1946 may be fixed at the next higher stage or a special pay

special pay may be granted under F.R.9(25)(b).

6. The Houserent allowance, for the continuance of which I applied in my petition dated 8-4-1946 is a compensatory allowance and it is not a source of profit to me in as-much as I continue to incur the expenditure in whichever post I am acting and to deny this for short periods, will be a hardship and a financial loss to me.

7. In the above circumstances, I request that ~~you~~ may be pleased ~~will be pleased enough to address~~ Government/again to consider my case.

File note of 30/9
(14)

8. I further submit that the Stationery Office is a Presidency Office which has to deal with all Heads of Departments including the Board Office, the Secretariat and the several Chief Engineers. The Stationery Office is on a par with other Presidency offices such as those mentioned below :-

1. Office of the Director of Agriculture.
2. " Chief Engineer for Electricity.
3. " Chief Conservator of Forests.
4. " Director of Fisheries.
5. " Superintendent, Govt. Press.
6. " Inspector of Municipal Councils & Local Boards.
7. " Inspector General of Prisons.

The scales of pay of the Managers of the above offices, (for whom Account test qualifications are the same and departmental test qualifications of their respective departments are prescribed) are Rs.120-205 and 165-205. The Head Accountants and First Grade Accountants in the above offices are also placed in the scale of Rs.100-120 whereas in the Stationery Office, the scales of pay are Rs.100-10/2-150 and 70-5/2-85-7 1/2/2-100 respectively which is not compatible with the degree of responsibility and the extent of duty attached to the posts. This meagre -- scales of pay obtaining in the Stationery Office for the Heads of sections, viz., Manager, Head Accountant and Store-keeper ~~may~~ are it is requested that ~~be~~ brought to the notice of Government and/better scales of pay may be prescribed.

I beg to remain,
Sir,
Your most obedient servant,
A. Venkata Chari
Ag. Manager.

28.9.46
T.M. by Post
20.9.46
From: The Dy. Secy to Govt, EoPH Dept;
To: The Secy, ✓ dtd 8/20/9.
Ref. your letter No. A2.1260/46 d. 29.7.46 Re: revision of pay of certain posts in the Staty Office
Please furnish urgently information on the following points if you can do so conveniently -
(1) the number of incidents handled by the Storekeeper in 1933 and in 1945.
(2) the value of the stores handled by the Storekeeper in 1933 and in 1945.
This information is with Ref. to the revision of the scale ordered by DS
20/9/46
CWA
20.9.46
5/20K
20.9.46

From: M. Karamatullah Esq., I.C.S.,
SUPERINTENDENT OF STATIONERY,
(MADRAS) AT GUINDY,
SAIDAPET P.O.

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

No.A.2.1260/46 DATED 26/9/46.

Stationery Office - Revision of certain posts in -
Education and Public Health Department T.M. (by post)
dated 20-9-46.

The information is furnished below:-

(A)	1933-34. Rs.	1944-45. Rs.
Value of opening balance.	730884	21,97,669
Value of Receipts.	575866	20,27,539
Value of Issues.	652706	21,98,496
Value of closing balance.	654044	20,26,712

(b) The number of indents handled in 1933 is not available. Hence the indents handled in 41-42 and 44-45 are given below in round figures.

	1941-42.	1944-45.
Annual Indents.	1100	1350
Supplemental Indents.	300	400
Issue slips Indents.	3000	3500

PK.30/9

for SUPERINTENDENT OF STATIONERY.

For these reasons, I consider that a public latrine in this bottled up space is objectionable even if a public type design is constructed. In this connection, I invite the attention of the Director of Public Health in his Circular D.No.160/Hyg., dated 7th. November 1930. The public latrine under consideration is in close proximity to living quarters and will ever be a source of nuisance as mentioned in that circular.

There are no scavengers in the Panchayat and all the eight public latrines which are huge big ~~enormous~~ enclosures are allowed to remain uncleared except for the services rendered by the pigs. The Panchayat was advised to employ two scavengers, but this has not been heeded to. Such seems to be the importance attached by the local boards on the conservancy of public latrines.

The latrine under reference is an open space measuring 82' x 94' x 84'. It is surrounded by houses on all sides. The compound of houses actually form its boundary on three sides while on the fourth it is bordered by a channel called Sangam body beyond which there are dwelling houses. This Sangam body feeds the fresh water tank called the Kanthia tank which is used by the entire neighbourhood.

Subject: Sanitation - Latrine in Balajirapet -
Undi Panchayat - West Godavari Dt. Existence in the same locality.

Copy of letter L.Dis.No.A.2-2730/40, dated 5th. April 1940 of the Dt. Health Officer, West Godavari, Ellore, to the Director of Public Health, Madras.

Enclosure

T.M.P.1-6-1940.12-6

CV
Ct PH Dept
C2.

The information furnished by the Sd/- on 3.3.46
was called for in connection with his proposals for the
revision of the scales of pay of the Manager, Storekeeper and
the Head Accountant of the Stationery Office. It may be
sent to Fin 200 in continuation of Ed PH 200/43062 dated
- 1 Edn d. 24.9.46 for adding to the file and taking the matter
into consideration in examining the case.

3/10/46
Cura
7.10.46

8.10.46

Finance
Finance E III

The file referred to at 'A' above was sent
to E + P. H with this dept# v.o. 51810 E III dated
9-10-46. This may be returned to them.

8m m
10/10/46

60475
10 OCT 1946

10 x 46

EPA

Fin. v.o. 54477 E III
10 x 46

From: M. Karamstullah, Esq., I.C.S.,
Superintendent of Stationery,
(Sd/-) at Guindy,
Post P.O.

To: The Secretary to Government,
Education and Public Health Depart-
ment,
Madras.

2037
80 JAN 1947
SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.

No. A2-1260/46.

Dated: January '47.

Stationery Office - Heads of sections -
Pay - Revision - proposals.
Ref: My letter A2-1260/46 dated 27-7-46.

I request to be informed whether orders have been passed on my letter
referred to above regarding the sanction of increase in the scales of pay to
(1) the Store Keeper (2) The Head Accountant and (3) The Manager of the
Stationery Office and whether these proposals were considered along with the
General revision of salaries to all non-Gazetted subordinates in Government
service.

PICB
31/1

PK.25/1/251

27.1.47.

for SUPERINTENDENT OF STATIONERY.

Copy of letter From
To Government, Madras
1947.

Public Service
Salaries
Ref: C.O.Ms. No.
" " No.
" " No.

I submit below
of pay of the
11. (a) Recommendation

In this rec
posts should exist

1. Superintendent
2. Office Assistant
3. Accountant
4. Cash Keeper

and that all posts
Office Manager,
bents of such posts
pay ordered to be

1. Superintendent

2. Office

3. Accountant

II (b) The existing
pay suggested
below:-

(i) Name
Ma

addressed in
to Rs 175-15/2
in 1933 according
fixed for the
Rs 190-10-24
Stationery of
Manager, Office

No. 78 Fin. dat
consulting the
revision of s
pending (Vide
12-2-47).
of Stationery
of Stationery
Madras..

II (b) Name
(ii) Stationery

For many years
Rs 100/- It
April 1933
very low and
arduous duties
46 dated 27
the scale of
dated 6-2-4

Stationery
of pay of the
1/11-20-46

Ct. H. Dept
C2.

The information furnished by the Sgs and J. 3 ante
was called for in connection with his proposals for the
revision of the scales of

75/12/2
Ct. H. Dept
C2
12/3/47 - From the Sgs, letter No. A2. 1260/46 d 27.1.47

Subject
Stationery Office - Heads of Sections - Revision of scales
of pay.

Memo No. 43062 C2/46-3 Edn dated 12.2.47

The Sgs is informed that ~~the~~ proposals for the revision
of scales of the Heads of Sections in his office will be taken up
for consideration after the issue of orders on the general revision
of scales of pay of non-gazetted Govt servants

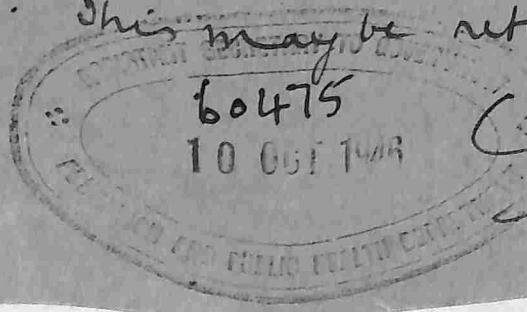
10/2/47

one
11/1/47

To
The Sgs
AP 10/1/47

9-10-46. This may be returned to them.

Am
10/10/46



60475
10 OCT 1946

C. 2/1

10 x 46

EPA

Fin. No. 54477 Edn
10x46

1/1-20-46

N
1/12-20-46

1/11-20-46

Stationery
of pay of the

Rs 170--10--220 may be ^{sanctioned} for the post. In this connection please refer to my letter dated 23rd Novr. 1945 to Govt. in reply to confidential Memo No. 68014-2 G.I. P.H. dated 21st Novr. 1946.

II (b) Name of post Category Existing scale of pay.

(iii) Head Accountant Selection category Rs 70--5/2--85-7 1/2--100.

The existing scale of pay for this post is identical with that of the post of Storekeeper. The Head Accountant is in charge of the Accounts section consisting of two U.D. clerks and five L.D. Clerks. Besides supervising the work of these clerks he assists the Manager in all office correspondence and accounts works. The Budget, forecast, Administration report and indents for Europe stores etc., are prepared by him. All correspondence and other matters relating to establishment, leave, pay, pension, promotion, transfer, etc., are scrutinised by him before passed on to the Manager. Both the posts of Storekeeper and Head Accountant are of equal importance and are in the selection category. The same special test, the qualifications are prescribed for both these posts as those required for the post of the Manager. Usually when vacancies either temporary or permanent occur in the post of Manager, it is filled up by selecting either the Storekeeper or the Head Accountant according to merit and Seniority. Apart from the fact that the scales of pay for the post of storekeeper and Head Accountant has been identical, it is also desirable to make these posts interchangeable so that these posts may be held by turns once in three years by the incumbents of either posts. I therefore recommend that the revised scale for this post also may be fixed as Rs 170--10--220. The Head Accountant may in future be designated as Junior Supt. The designation of Storekeeper may be retained, as such a classification is peculiar to this office and indicates the nature of the work and has been in existence for a very long time.

Dealt with separately

** **

EDN. & P.H. (C2).

STATIONERY OFFICE - Posts of Manager, Store Keeper and Head Acctt. - Revision of pay - Orders passed.

From the S. of S., No. A2.1260/46 dated 29-7-46. " " " 27-1-47.

ORDER/MS. 38 EDN., DATED 6-11-47-148

The Govt. have considered the proposals of the S. of S. for the revision of the scales of pay of the Manager, Store Keeper and Head Acctt. of his office. They direct that the scale of pay of the Store Keeper be refixed at Rs. 100-5-150. As regards the post of Manager and Head Acctt. the Govt. consider that there is no case for revising the scales sanctioned in G.O. No. 78, Fin., dated 6-2-47.

To The S. of S. A.G. (thru Fin.) S/C

R.B. 13/11/47

BM 15/11/47

#1-6 of C.No.43062. From the Superintendent of Stationery, letter No.A.2.1260/46, dated 29-7-1946.

Sub:-Stationery Office - Posts of Manager, Store-keeper and Head Accountant - Revision of scales of pay and other requests.

The proposals of the Superintendent of Stationery for the revision of the scales of pay of the Manager, Store-keeper and Head Accountant of his office are as follows:-

Designation of post. (1)	Present scale of pay (2)	Proposed scale of pay. (3)	Remarks. (4)
Manager.	100-10/2-150 (Avr. Rs. 132½) ↓ 140-5-190. (Revised scale fixed in G.O. No. 78 Fin. d. 6.2.47) p25 R	(1) 175-15/2-220 (Avr. Rs. 207¼) ↓ 190-10-240 (2) (Revised scale fixed in G.O. No. 78 Fin. d. 6.2.47) p13 of p25 R	(1) Posts of Managers in certain other offices carry the scale of pay of Rs. 175-15/2-220. (2) The officers under the Collector of Madras are amalgamated for purposes of promotion, transfer, etc., but since the scale of pay of the Manager, Stationery office is lower than that of the Huzur Head Clerk, there is stagnation and qualified persons are not forthcoming for the former post. (3) To enable suitable persons in the Revenue Dept. to take up the post of Manager, Stationery Office, it is necessary to make the scale of pay sufficiently attractive.
store-keeper.	70-5/2-85-7½/2-100. (Avr. Rs. 89½) ↓ 80-3-95-5-125. (Revised scale fixed in G.O. No. 78 Fin. d. 6.2.47)	(1) 140-5/2-145-7½/2-190. (Avr. 167.79) ↓ 170-10-220 (2) (Revised scale fixed in G.O. No. 78 Fin. d. 6.2.47) p14 of p25 R	He holds stocks worth about 20 lakhs, furnishes a security of Rs. 3,000/- and his responsibility is very great. He has got a large staff working under him.
Head Accountant.	70-5/2-85-7½/2-100. (Avr. Rs. 89½) ↓ 80-3-95-5-125. (Revised scale fixed in G.O. No. 78 Fin. d. 6.2.47) p25 R	(1) 100-10/2-150. (Avr. Rs. 132½) ↓ 170-10-220. (2) (Revised scale fixed in G.O. No. 78 Fin. d. 6.2.47) p14 of p25 R	Store-keepers of the P.W. D. who furnishes a security of Rs. 2,000/- only is on the scale of pay of Rs. 140-5/2-145-7½-190. Posts of Accountants in certain other offices carry the scale of pay of Rs. 100-10/2-150 though the duties and qualifications are similar. p1-2 of

In addition to the comparison that the Superintendent of Stationery has made with the scales of pay obtaining for similar posts in certain other offices, there is much force in the

argument that qualified persons from the Revenue Department are not forthcoming for the post of Manager since the scale of pay of the post is lower than that of the Huzur Head Clerk. This argument will equally apply to the posts of Store-keeper and Head Accountant as well. The scales of pay of the above three posts in the Stationery Office are lower than the scales of pay of the Huzur Sarishtadar and English Head Clerk in the Madras Collectorate. Since the offices under the control of the Collector of Madras are amalgamated for purposes of promotion, transfer, etc., it is but fair that the scales of pay of important posts in the Stationery Office approximate to the scales of pay of the Huzur Sarishtadar and English Head Clerk. A comparison can also be made with advantage with the scales of pay of important posts in the Stationery Office obtaining in the Govt. Press, since the two offices have largely to do with labour. The Stationery Office is the office of a 'Head of a Department' just like the Government Press and has got a higher status than that of the Collectorate. For this reason also, the scales of pay of the three posts in the Stationery Office which are lower than the scale of pay of the English Head Clerk require revision. Attention is invited to Statement II at Flag 'D' in this connection. The Superintendent of Stationery has made out a strong case and his recommendations are examined below.

2. Manager, Stationery Office:- For the reasons stated in para 1 above, and since the Manager is the ministerial head of the office, the recommendation of the Superintendent of Stationery that the scale of pay of the post be enhanced to Rs.175-15/2-220 may be accepted. This is the scale of pay applicable to the Huzur Sarishtadar on the one hand and the Manager of the Government Press on the other.

Head Accountant, Stationery Office:- The scale of pay recommended for the post, viz., Rs.100-10/2-150 may be accepted. The scales of pay of the Head Clerk in the Government Press and Accountants in the offices of the C.G.E. and the Director of Industries and Commerce are on this scale.

Store-keeper, Stationery Office:- The following statement shows in one view the scales of pay obtaining for certain other Store-keepers compared to the scale of pay of the Store-keeper, Stationery Office:-

Designation of post.	Pre 1933 scale of pay.	1933 scale of pay.	Amount of security.
Store-keeper, P.W. Stores, Madras	200-10/2-250.	150-5/2-155-7 1/2/2 (Avr. Rs 177.75)	Rs. 2,000
(Madras Engineering Subordinate service)	100-2 1/2-125 80-2-100-5-125	70-3/2-85-5/2 100.	1,000
Store-keeper, Stationery Office.	85-4-125	70-5/2-85-7 1/2/2 100.	3,000
Store-keeper of Medicine Govt. Gl. Hospital, Madras.	85-4-125	70-5/2-85-7 1/2/2 100.	* 2,000
Store-keeper, Govt. Press.		70-5/2-85-7 1/2/2 100.	* 1,000

* Ascertained unofficially from the office concerned.

From the above statement, it is evident that there is no correlation between the amount of security and the scale of pay of the post. The present scale of pay of the post of Store-keeper, Stationery Office, viz., Rs.70-100 has been fixed in 1933. Since then his work has enormously increased. Several new departments and offices have come into existence consequent on account of the war. Even after the cessation of hostilities many new departments and offices are being formed on account of post-war reconstruction. All these offices as being in the Presidency get their supply of Stationery, etc., from the Stationery Office. As a natural corollary, the volume of work to be dealt with by the Store-keeper now stands no comparison with that in 1933. The Store-keeper now handles stores worth Rs.20 lakhs against Rs. seven lakhs of stores handled in 1933 and hence his responsibility is very great. The scale of pay of the post is not commensurate with the responsibility and work involved in discharging the duties of the post. The recommendation of the Superintendent of Stationery to fix the scale of pay of the post of Store-keeper, P.W. Stores, Madras for the post of Store-keeper of his office may be accepted. The scale of pay of the Store-keeper, Stationery Office may thus be

(a) Ascertained from Stationery Office

be raised to Rs. 150-5/2-155-7 1/2-200 as the scale of pay of Rs. 140-5/2-145-7 1/2-190 recommended by the Superintendent of Stationery is the 1938 revision of the above scale of pay.

The extra cost involved in the above proposals is Rs. 2349/-.
 per annum vide statement III at flag 'D'. The above proposals are for improvement of the status of the posts concerned mainly in the interests of administrative efficiency of the Stationery Office and should therefore be considered separately from the general question of revision of salaries which is now under consideration in Fin.

3. In addition to the above proposals for revision of scales of pay, the Store-keeper and Manager of the Stationery Office have petitioned Government for the following benefits reconsidering the orders recently passed in their cases:-

(1) Grant of an additional compensatory allowance of Rs. 3-2-0 p.m. to the Store-keeper for payment of premium for the Fidelity Bond.,

(2) Payment of railway fare to the Store-keeper till the Stationery Stores is shifted back to its old place in the First Line Beach;

(3) Fixation of pay of the Manager at next higher stage in the time scale;

(4) Grant to the Manager of Madras House Allowance. The Superintendent of Stationery has not offered his remarks on the above requests presumably in view of his recommendations to enhance their scales of pay. In granting a compensatory allowance to the Manager, his pay has been calculated at the next higher stage. The other requests have all been considered and negatived and hence they need not be reopened.

4. The case may be sent to Finance for remarks.

The proposals of the Suptl. of Stationery may be accepted.

SRK
 24.9.46
 Fin

SRK
 24.9.46

not for
 Sat Sect

43-6cf

44cf

44cf

45cf

46cf

Fin note on
 44cf (N)

* (Q) SF
 12/10/46



24.9.46
 24.9.46

The proposals in this file are to revise the scales of pay of the posts of Manager, Store-keeper and Head Accountant in the office of the Superintendent of Stationery. Please see the note of E. & P.H. from page 1 above. As the proposals are for improvement of the status of the posts concerned mainly in the interests of administrative efficiency of the Stationery office, E. & P.H. suggest that these proposals may be considered separately from the general question of revision of salaries. This department may, however, suggest that a fruitful examination of the proposals may be made only after the recommendations of the Salaries Sub-committee are available. Pending the recommendations of the salaries sub-committee who are going into the question of revision of scales of pay of Government servants in general, it seems premature to take up the question of revision of scales of pay of certain posts in a particular department. No useful comparison with the scales of pay of similar posts in other departments can be made at this stage. In the circumstances and in view of the fact that the recommendations of the Salaries Sub-committee may be expected shortly, this department may perhaps advise that the recommendations of the Salaries Sub-committee may be awaited before proceeding further with the proposals in this file.

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

Ms. 2
 7.10.46 8.10.46

9.10.46 E.P.H.

C2

May lie over till the recommendations of the Salaries Committee to final stage become available.

11/10/46

12.10.46

14.10.46



Fin. O. 51810 E. 7
 9.10.46

Adl (em)

9.10.46

From the S. of S., letter No. A2.1260/46 dated 27-1-47. C.No. 7037/47.
Govt. Memo. No. 43062 G2/46-3, Edn., dated 12-2-47.
From the S. of S., letter No. A2. 2004/47 dated 7-3-47.

This case relates to the revision of the scales of pay of the Manager, Storekeeper and the Head Accountant in the Sty. Office for improving the status of the posts mainly in the interests of administrative efficiency of the Sty. Office, for ~~being~~ considered separately from the general question of revision of salaries of Govt. servants. The scales of pay recommended for the posts by this Dept. are mentioned as items (1) in Col. (3) of the statt. on p. 1 ante and the reasons in support of those recommendations are mentioned in col. (4) of the statt. and in the notes following on pp. 1-3 ante. Fin. however considered that a fruitful examination of the proposals can be made only after the recommendations of the Salaries Sub-Committee are available, as no useful comparison with the scales of pay of similar posts in other Depts. can be made if the question is taken up at that time and advised that the proposals may be taken up later. The S. of S. was informed in the Memo. on p. 12 c.f., that the revision of the scales of pay of the Heads of Sections in his office will be taken up after the issue of orders on the general revision of scales of pay of non-gazetted Govt. servants. Orders re. revision of scales of pay have issued in G.O. No. 78 Fin. dated 6-2-47. The S. of S. has sent in revised recommendations in respect of the scales of pay to be fixed for the Manager, Storekeeper and the Head Accountant of the Sty. Office, consequent on the issue of G.O. No. 78 Fin., dated 6-2-47 - vide extracts from his letter on pp. 13-14 c.f. The proposals are examined below.

2. The original and revised proposals of the S. of S. in respect of the revision of the scales of pay of the Manager, Storekeeper and the Head Accountant of the Sty. office are shown in one view in the statt. at Flag (D). The recommendation of the S. of S. to fix the scale of pay of Rs. 190-10-240 for the post of Manager may be accepted in view of what is stated in the remarks col. of the statt. at p. 3 (D) and the notes on pp. 1-2 ante. His recommendation to fix the scale of pay of Rs. 170-10-220 to the Storekeeper may also be accepted as it is to approximate to the scale of pay of the Storekeeper, P.W. Stores, Madras. The

The scale of pay suggested is however lower than that of the Storekeeper, P.W. Stores. The S. of S. recommends the adoption of the scale of pay of Rs. 170-10-220 proposed for the Storekeeper in respect of the Head Accountant also for the reasons mentioned on p. 14 c.f. From the statt. on p. 1 ante, it will be observed that in the original recommendation of the S. of S., a differentiation was contemplated between the two posts. The reasons adduced now by the S. of S. are not convincing for fixing the same scale of pay for both the posts. It is now sought to fix a higher scale for the Storekeeper in view of the heavy responsibilities involved in the custody of stationery articles worth about 20 lakhs and the management of the large staff working under him. There can be no comparison between the Head Accountant and the Storekeeper in the matter of responsibilities involved. Moreover, it is desirable that the Head Accountant should aspire for the post of Storekeeper and the Storekeeper aspire for the post of Manager in the Sty. Office. The recommendation of the S. of S. in this respect need not therefore be accepted. It will suffice if the revised scale of pay of Rs. 140-5-190 for the posts of Head Clerk in the Govt. Press and Accountants in the offices of the C.O.M. and the D.I. & C. is adopted for the post of Head Accountant in the Sty. Office. The case may be sent to Fin. for remarks.

Finance (D.III)

The scales of pay of the posts of Manager, Storekeeper and Head Accountant which were in force prior to 1-1-1947 and those from 1-1-1947 are as follows:-

	Prior to 1-1-47	From 1-1-47
Manager	100-10/2-150	140-5-190
Storekeeper	70-5/2-85-7 1/2/2-100	80-3-95-5-10
Head Accountant	70-5/2-85-7 1/2/2-100	80-3-95-5-10

The Superintendent of Stationery has made the following

recommendations.

(a) The scale of Manager may be raised to Rs 190-10-240 in order to correspond ~~scale~~ to that ~~allowed~~ ^{for} the Manager, Govt. Press.

(b) The scale of pay of Storekeeper may be fixed at 170-10-220 which is the scale allowed to Managers of P.W. Circles and Sanitary Engineer's Office.

(c) The scale of pay of Head Accountant may be designated as Junior Superintendent and the scale of 170-10-220 ^{may be allowed} as this post and the Storekeeper should be made interchangeable.

E & P.H. have accepted the recommendation for the post of Manager. ^{they have not made any remarks as the chance of designation for the post} In regard to the post of Storekeeper they revised the scale 170-10-220 as this is approximate to the scale of pay of Storekeeper, P.W. Stores viz., 150-10-250.

They consider, however, that ~~it is desirable that~~ ^{there} can be no comparison between the Head Accountant and the Storekeeper in the matter of responsibilities but that it is desirable that the Head Clerk should be promoted to the post of Storekeeper and the Storekeeper to the post of Manager, Stationery Office.

E. & P.H. recommend the scale of Rs 140-5-190 for the post of Head Accountant. The scales of pay fixed for the posts in G.O. 78, Fin., dated 6-2-47 have been fixed after a thorough examination of the responsibilities of the posts.. If a revision of particular posts in anyone office is undertaken merely because of the

position now stated about higher responsibilities of the posts it will ^{give} rise eventually to a revision of pay of posts in every other department ^{on some footing ground or other} for revision and it will be difficult to resist such proposals. When a revision of pay has been made on certain

definite principles then it is always desirable to agree to the scales based on such principles and not to depart from those scales unless there are extraordinary circumstances. In the

present case, there does not appear to be any special circumstances which warrant ^{a further upward} ~~a consideration~~ of a revision of scales of pay so recently made. On general grounds ^{this} ~~the~~ department cannot, therefore, agree to the revision of pay.

If, however, E. & P.H. wish to press their proposals, they

p.t.o.

may first be requested to put up the papers relating to the fixation of scales of pay of these posts for the first time as this will give an idea of the responsibilities attached to these posts.

The revised scale for the Manager is consistent with that sanctioned for similar ministerial posts in this Office. The pay proposed is the same as for the Managers of Heads of Dep'ts such as Commissioner of Labour, Police, C.E.F., D.I. & C. whose work is far more complex and demands, ~~far more~~ in my view, far better remuneration. I don't think any case has been made out for a revision of pay of the Head Accountant.

The Storekeeper has to provide security of Rs 3000/- and has a responsible office. I suggest his pay may be fixed at Rs 100-5-150.

11.9.47 EPH



Fin. no. 51642 EPH 7
11.9.47

p.t.o. -10-

E.& P.H.(C2).

[Please explain why
it has been
delegated for
2 months after
return from
the
18/11/47]
Extract cut out
for separate
action
on 1/12

The case relates to the revision of the scales of pay of the Manager, Store Keeper and Head Acctt. in the Sty. Office. The scales of pay of these posts prior to 1-1-47, from 1-1-47, those recommended by the S. of S. and the scales suggested by E.& P.H., and those agreed to by Fin. are shown below:--

	PRIOR TO 1-1-47.	FROM 1-1-47.	SCALE SUG- GESTED BY S. OF S.	RECOMMENDED BY E.& P.H.	ACCEPTED BY FINANCE.
	(1)	(2)	(3)	(4)	(5)
Manager	100-10/2-150.	140-5-190	190-10-240	190-10-240	140-5-190
Store Keeper	70-5/2-85-7½/2- 100.	80-3-95- 5-125.	170-10-220	170-10-220	100-5-150
Head Accountant.	70-5/2-85- 7½/2-100.	80-3-95- 5-125.	170-10-220	140-5-190	80-3-95- 5-125.

The Fin. Dept. consider that there is no case for further revising the scales in the case of the Manager and the Head Acctt. As regards the Store Keeper they suggest that he may be allowed the scale of Rs. 100-5-150 against 170-10-220 proposed by E.& P.H. for orders whether the scale suggested by Fin. may perhaps be accepted. Subject to orders a draft order is submd. It may be circulated to

19/11/47

Maybe accepted
by

H.M.(Edn.) and H.O.(C2)
R.A.B.
13.11.47
13.11.47

15/11/47
H.M.(Edn.)
H.O.(C2)

5.1.48

15A
22/11/47

16/11/47

M.A.
2.1.48

