

Education and Public Health

(194 8) Department.

Ms. SERIES.

G.O. NO. 45 Edn.,

Dated

7-1-1948.

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7-1-48

p 11 ef

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Supt

2 p 12.5

[Despatch Abstract.]

Government Press-Technical staff-Fixation of the pay of incumbents in the revised scales-Proposals of the Superintendent-Orders issued.

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

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

I have the honour to state that most of the junior machine men and binders and some others exercised their option to come under the scales published in G.O.No.78, dated 6-2-47 in which various grades and categories were clubbed together under one unified scale for instance Junior Machine Men and Layers-on were under one scale of Rs 20-2-40 (E.B)-1-50 and under section 7(2)(c) of the G.O. they were enabled to count service in all such grades in the existing scale for increments in the grade in the revised scale but in G.O.916 Finance dated 26-11-47 these grades have been separated and thus remain unaltered which means that these Junior Machine Men have to be fixed under Section 7(2)(a) of the G.O. and can therefore only count for increment service in the corresponding grade in the existing scale which means that although the scales as amended are higher in practically every case they will draw several rupees less than they have been drawing. The same also applies to the binding and other departments. Though they are protected from loss of pay by being permitted to draw the residue over and above the new fixation in the form of personal pay to be absorbed in future increments this means that in some cases no increase will be possible for 3, 5 or even 6 years.

Back Papers.

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

-2-

2. It is also brought to notice that a man will have to service a minimum of 35 to 38 years before there is any chance of his reaching the maximum of the grade with the increments of 1 rupee in the grade of Layer-on and Junior Machine Man and it is suggested to Government that the increments in the scale of Layers-on and Junior Machine Man be raised to 2 Rupees and that of Senior Machine Man be altered to 3 Rupees which will enable a man to reach his maximum after 22 to 25 years of service which he does ~~not~~ under the present existing scale. These alterations should be made in all cases where the scales of pay of Rs 30-1-50, Rs 35-1-55 and Rs 40-2-60-1-70 apply, the corresponding scales should be Rs 30-2-50, Rs 35-2-55 and Rs 40-3-70.

3. I am of opinion that hardship will be entailed by these two points. There is actually much agitation on this account and when I came to office yesterday morning the workers concerned were on the point of striking work but it has been temporarily averted on my promising to take up their case. I would request that Government may take immediate action on these two points and let me know what they propose to do. Otherwise I am afraid a strike cannot be averted unless favourable orders are passed before the bills are prepared for next month's wages which must be ready a week before the Christmas holidays.

alipen
Superintendent.

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From the P.G.P. No. 40-Ins-47
Dt 3.12.47

Memo 95361-F/47-2. Edu. 8.12.47

Government Press - Technical staff - Revision of Scales of pay.

With reference to paragraph 1 of his letter cited above the P.G.P. is informed that in view of the revision of the Scales of pay ordered in G.O. No. 916 Dated 26th Nov. 1947, in respect of the Technical staff in the Govt. Press, the Scales fixed in G.O. No. 78 Dated 6th Feb. 1947 for that staff should be deemed to be non-existent. Pay should be fixed to that the incumbents of the posts, the Scales sanctioned in G.O. No. 916 Dated 26.11.1947, but in accordance with the Madras Revised Scales of Pay.

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pp 146-150
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Sup rintendent.

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Rules, 1947. If in such fixation, individual

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Superintendent
Cool. Pres.
Madras

A. Statement I.—Showing initial pay fixed under rule 9 of the

Name of Office.—SUPERINTENDENT, GOVERNMENT

Serial number.	Name of Government servant.	Permanent post. Officiating post.	Substantive pay Officiating pay on 31st December 1946, or while last on duty (date) and interim relief on that date.	Service in existing scale of pay [Rule 2 (e)] in Permanent post. Officiating post.		
				From	To	Total.
(1)	(2)	(3)	(4)	(5)	(6)	(7)

G.O. No 18 Fin dated 6.2.1947.

Machine men

(20-2-40 E.B.-1-50)

1.	460 M. Arjunan	M.M. 20-1-30	30+3	1.3.22	31-12-46	24-10-0
2.	461. V. K. Manickam	do	do	1.3.22	31-12-46	24-10-0
3.	467. V. Rangasawamy	do	28+3	1.4.27	31-12-46	19-9-0
4.	472 A. Natarajan	do	25+3.	1-6-29	31-12-46	17-7-0
5.	458. C. Natesan	do 30-2-40.	38+3	1-6-40	31-12-46	5-1-20
6.	452. P.C. Sundaram	do 30-2-40	40+3	9-9-38	31-12-46	8-3-23

Binders

(20-2-40 E.B.-1-50)

7.	P. Manavalan	Binder 30-2-40	30+3.	1-3-22	31-12-46	24-10-0.
8.	782 N. Chengalrayan	do	32+3	1-3-22	31-12-46.	24-10-0
9.	689. K.J. Ramanujam	do 20-2-30	30+3.	1-3-22	31-12-46.	24-10-0
10.	687. S. Natarajan	do	28+3	1-11-23.	31-12-46.	23-2-0.
11.	690 R. Arunagiri	do	26+3.	1-7-25	31-12-46.	21-6-0.
12.	6. P. Elthirajulu	do 40-2-50.	42+4	1-4-45	31-12-46.	1-9-0.
13.	7. A.K. Govindarajulu	do	50+4	19-8-39.	31-12-46	7-14-13.

35-2-55 E.B.-1-6

Madras Revised Scales of Pay Rules, 1947.

302-28-11-47.

PRESS, MADRAS.

Rule under which initial pay is fixed.	Initial pay in permanent officiating post.	Pay had he been in service in the revised scale [vide rule 9 (g)].	Whether under the second sentence of paragraph 7 of the G.O. the officers elects to draw Madras House Allowance. Rate of Madras House Allowance admissible.	For OFFICES IN THE MADRAS CITY.		Remarks.
				If the ultimate sentence of paragraph 7 of the G.O. is applied, how the amount of personal compensatory allowance is fixed.	Amount of personal compensatory allowance.	
(8)	(9)	(10)	(11)	Present pay, Madras House Allowance. Presidency Allowance drawn.	(12)	(13)
(14)						

9(2)(a) (C.IV)	41	50.				
do	41	50.				
do	40	49.				
do	38	47.				
9(2)(a) (C.I)	45	45				
9(2)(a) C.IV	49	51.				
9(2)(a) C.IV	41	50.				
do	42	50.				
do	41	50.				
do	40	50.				
do	38	50.				
9(2) a (ci)	46	37				
do	54	49				

Services on 15-1-20 & 20-1-21 are taken together.

Services on 15-1-20 20-2-30 & 30-2-40 are taken together.

Pay restricted under 9(3)

Superintendent
Govt Press

Madras
10th Dec. 47

A. Statement I.—Showing initial pay fixed under rule 9 of the

Name of Office.—SUPERINTENDENT, GOVERNMENT

Serial number.	Name of Government servant.	Permanent post. Officiating post.	Substantive pay Officiating pay on 31st December 1946, or while last on duty (date) and interim relief on that date.	Service in existing scale of pay [Rule 2 (e)] in Permanent post. Officiating post.		
				From	To	Total.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
						Y. M. D.

Govt. Pres. - Technical staff - fixation
 of pay of incumbents in the revised scales
 - proposals of the Supt. - orders issued E.H.H. (2)
 C.No. 95361 - from the S.P.P. - No 40 -

Mis. - 47 - D 3.12.47 and 10.12.47.

subject: -

2/5/48
 2/2/48
 2/4/48

Order No. 45 E.H.H. 7-148.
 Ms.

The Govt. cannot approve the proposals contained in the Superintendent's letter read above. 2. With regard to paragraph 1 of the Superintendent's letter No 40 - Mis. - 47 dated the 3rd 3rd Decr. 1947 and his letter of the 10th Decr. 1947, he is informed that in view of the orders in paragraph 1, the pay of the existing incumbents should be fixed in the latest revised scales of pay, on the basis of their pay in the "existing scales" on the 31st Decr. 1946, applying the Madras Revised Scales of Pay Rules. If after such fixation, recoveries are found to be necessary in view of the fixation of pay already made in the scales sanctioned in G.O. No. 7871 dated the 6th Feb. 1947, such recoveries may be waived.

The S.P.P. ✓

" A.S.

S.C. - 890

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8/1/48

to give concrete case.
2. As regards para 2 of the
S.G.P's letter the suggestion is totally
unacceptable. What it amounts to in
short is that various scales spread over
a period of 20 years should now be revised
keeping the maxima and minima intact
but standardizing the rate from 20 to 0 years

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If this is conceded in the case of the
press workers there will be similar
claims from other classes of govt
servants which will be difficult to
resist.

MR
6/12/47



ET.H. (7) Fin No. 73613-A-SAL/47-1
6-12-47

~~With reference~~

The above notes of Finance
may be perused.

With reference to para 1 of
Fin D.S.'s note on the previous
page the position may in the
first instance be explained to
the S.G.P. as regards the diffi-
culty pointed out in his letter,
he may be asked to give
concrete cases -

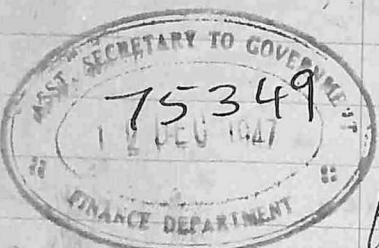
The draft memo below
is for approval.

6/12/47
M. (Am) - for information.

[Memo No 95361-F-47-2 Edn Dt 8-12-47]
From the S.G.P. No. 40-M-47
Dt 10-12-47.



10
Please see the Finance notes above
and the memo on pages 3-4 of
the S.G.P.'s solution of the diffi-
culty pointed out in para 1 of
his letter on page 1 of is con-
tained in his letter on p. 5 of.
Finance may kindly offer remarks
on the Dept's suggestion, in the first
instance



12/12/47
12/12/47

2 Edn P.H. No. No.
95361-F-47-3
12-12-47

Finance (Sal).

Please see previous Finance note on pp. 3-6 above and the
notes following. It will be seen from the S.G.P.'s letter
on p. 5 CF. that his intention is to take the pay ^{already} fixed for
the subordinates in the revised scales introduced in G.O.

78 Fin. dated 6-2-47 as the initial pay and then fix the
pay in the corresponding new scales sanctioned in G.O. 916 Fin.
dated 26-11-47 in accordance with F.R. 22 (Cf. rule 9(h) of the
Madras Revised Scales of Pay Rules if it is to their advantage)

2. The following statement illustrates how the present
proposal will work ^{out} in practice:-

	Pay already fixed in the scales sancd. in G.O. 78 Fin. d/ 5-2-47	Pay admissible in the scale sancd. in G.O. 916 Fin. d/ 26-11-47	Pay to be fixed according to the S.G.P.'s proposal.
	1.	2.	3.
Arjunan, Machineman on Rs 30 + TAP. in old scale of Rs 20-1-30 with a service of over 20 years on 31-12-46	41 p.m. in the scale of Rs 20-2-40-EB- 1-50	39 in the scale of Rs 35-1-55	Rs 39 + PP. 2 to be absorbed in future incre- ments.
Ramanujam, a Binder on Rs 30 + 3 in the old scale of Rs 20-2-30 with a service of over 24 years on 31-12-46	41 in the scale of Rs 20-2-40- 1-50	38 in the scale of Rs 30-1-50	38 + PP. Rs 3 to be absorbed in future incre- ments.

There is hardly any justification to accept the present
proposal of the S.G.P. which obviously aims at securing

the advantage of both the scales especially in face of the position already explained in this department's note on pp.4-5 above viz., that the scales first sanctioned in G.O.78 Fin. dated 6-2-47 should be deemed to have not come into existence ~~at all~~. Otherwise there is no point in replacing those scales by the orders in G.O.916 Fin. dated 26-11-47. The proposal is obviously designed to secure the advantages of both the scales which was clearly not ~~the~~ contemplated, when sanctioning the revised scales in G.O.916 Fin. dated 26-11-47. In the circumstances, it does not appear that Finance can agree to the proposal. All that is required is to fix the pay of the existing incumbents in the latest scales on the basis of their pay in the "existing scales" on 31-12-46, applying the Madras Revised Scales of Pay Rules. If, as a result of such fixation of pay, overpayments are found to result -- owing to fixation of pay in the original scales introduced in G.O.78 Fin. dated 6-2-47 -- the recovery may be waived, as the men drew it ~~under~~ free.

~~which cannot be said to be responsible for the excess~~

MR
13/1/47

EPH

Education and P.H. Dept.
(F.I.)

753495AL/101
13.12.47



The Superintendent, Government Press, has represented that the scales of pay recently fixed for the technical staff of the Government Press are, in the case of Junior machinemen, Binders and a few others, not an improvement on their old emoluments and that there is consequently discontent among the staff. He has made the following proposals for allaying this discontent:-

(i) that the pay fixed for these men under G.O.No. 78 Fin. dated the 6th February 1947, instead of ~~their~~ their pay as on 31st December 1946, may be taken to be their initial pay for the purpose of the fixation of ~~their~~ their pay under G.O.No. 916 Finance, dated 26-11-1945, which contains the recently sanctioned increased scales of pay for them, and

(ii) that the annual increments in the case of ~~layers-on~~ Junior Machine men and a few others may be raised ~~to Rs 2/-~~ to Rs 1/-

instead of Re.1/- and that in the case of the posts such as Senior Machine Men, the annual increment be raised uniformly from Rs 2/- to Rs. 3/-. (The posts in question are specified in para 3 below)

2. As regards the first proposal the Finance Department have noted that there is no justification to accept it as it aims at securing the advantage of both the scales. Soon after the scales of pay contained in G.O. No. 78 Finance, dated 6-2-1947, were announced by Government, the Government Press workers' Union expressed the opinion that these scales of pay were not satisfactory so far as the Government Press workers' Union were concerned; and ~~that~~ they desired Government to effect an improvement of the scales fixed. The Union also desired an extension of time for the exercise of the option to remain in the old scales with reference to rules 6 and 10 of the Madras Revised Scales of Pay Rules, 1947. This suggestion was approved by Government and time was granted for the exercise of this option, upto a month after the date on which orders are issued on the proposals under consideration. So, when the orders in G.O.No. 916 Fin. dated 26-11-1947, issued, it was known to every body concerned, including the Superintendent, Government Press, that so far as the scales of pay were concerned the later orders would supersede the orders in G.O.No. 78 Finance dated 6-2-1947.

The Superintendent's proposal is, however, made with a view to solving the difficulty caused to a number of men whose pay, when fixed under the orders of November last is lower than when fixed under the scales of February last. This result is because the latest scales in respect of certain categories, provide for a uniform increment of Re 1/- only ~~in respect of certain categories~~ and the advance increments under rule 9 of the Revised Pay Rules have to be allowed at the rate of only Re. 1/ only, ~~whereas~~ the scales of February provided at the earlier stages an annual increment of Rs 2/- and the accrual from advance increments under the February scales will be more. Though,

pages 2-8 and

pages 5-7 y
in memo
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5-5-47

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V/pages 2-3

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pages 146-150
y in linked
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V

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Ry 20-2-40
(2B)-1-50

pages 1-2 y

V

pages 5-9 y

pages 146-150 y in
in linked 2th

para 2

P.O.

therefore, the maximum and minimum were improved in the November revision (except in the case of Junior carpenter whose scale was lowered ^{after consultation with} ~~the S.G.P.~~ (the S.G.P.) it must be admitted that to the extent to which a difficulty such as the above has been created, the November revision has not benefited certain workers as originally anticipated. In this view, it would appear that a solution of the difficulty pointed out by the S.G.P. would lie in the 2nd proposal of the S.G.P. which is noted on in the next paragraph.

3. The second proposal is for the grant of an annual increment of Rs 2/- and Rs 3/- respectively in the case of certain posts for which increments of Re 1/- and Rs. 2/- have now been allowed. The scales of pay sanctioned in G.O.No. 78 Finance dated 6-2-1947 and G.O.No. 916 Fin. dated 26-11-47 are compared below with those now suggested by the Superintendent Government Press ^{as far as these posts are concerned}:-

	Scales of pay sanctioned in G.O.78 Finance dated 6-2-1947	Scales of pay sanctioned in G.O.No.916 Fin. dated 26-11-1947	Scales now proposed by the S.G.P.
1.	2.	3.	4.
1. Junior Binders	Rs. 20-2-40 (E B)-1-50	Rs. 30-1-50	Rs. 30-2-50
2. Junior Carpenters	Rs. 35-2-55 (E B)-1-65	Rs. 30-1-50	Rs. 30-2-50
3. Junior Foundry workers	Rs. 20-2-40 (E B)-1-50	Rs. 30-1-50	Rs. 30-2-50
4. Rubber stamp and electrotype mountmakers	Rs. 20-2-40 (E B)-1-50	Rs. 30-1-50	Rs. 30-2-50
5. Junior Electricians	Rs. 20-2-40 (E B)-1-50	Rs. 30-1-50	Rs. 30-2-50
6. Layers on	Rs. 20-2-40 (E B)-1-50	Rs. 30-1-50	Rs. 30-2-50
1. Senior Binders	Rs. 20-2-40 (E B)-1-50	Rs. 35-1-55	Rs. 35-2-55
2. Junior Machinemen	Rs. 20-2-40 (E B)-1-50	Rs. 35-1-55	Rs. 35-2-55
3. Senior Foundry workers	Rs. 20-2-40 (E B)-1-50	Rs. 35-1-55	Rs. 35-2-55
4. Fitter	Rs. 35-2-55 (E B)-1-65	Rs. 40-2-60 (E B)-1-70	Rs. 40-3-70
5. Turner	Rs. 35-2-55 (E B)-1-65	Rs. 40-2-60 (E B)-1-70	Rs. 40-3-70
6. Blacksmith	Rs. 35-2-55 (E B)-1-65	Rs. 40-2-60 (E B)-1-70	Rs. 40-3-70
7. Gate-sergeant	Rs. 35-2-55 (E B)-1-65	Rs. 40-2-60 (E B)-1-70	Rs. 40-3-70
8. Top Senior Binders	Rs. 35-2-55 (E B)-1-65	Rs. 40-2-60 (E B)-1-70	Rs. 40-3-70
9. Top Senior Foundry workers	Rs. 20-2-40 (E B)-1-50	Rs. 40-2-60 (E B)-1-70	Rs. 40-3-80

	1.	2.	3.	4.
7. Senior Time-Keeper	Rs. 35-2-55 (E B)-1-65	Rs. 40-2-60 (E B)-1-70	Rs. 40-3-70	
8. Senior Machine Men	Rs. 35-2-55 (E B)-1-65	Rs. 40-2-60 (E B)-1-70	Rs. 40-3-70	
9. Asst. Foremen (Binding)	Rs. 35-2-55 (E B)-1-65	Rs. 40-2-60 (E B)-1-70	Rs. 40-3-70	

The only difference in the proposed scale as in column 4 above is in respect of the rate of annual increment.

It is understood that 520 men will be benefited by the concessions.

Finance have estimated the extra cost on account of proposed revision, to be Rs. 17,596 per annum and have suggested that it is totally unacceptable, and that if it is approved in the case of Press Workers, there will be similar claims from other classes of Govt. servants which it will be difficult to resist. It is for consideration whether in the light of what is stated in paragraph 2 above the S.G.P.'s proposal will be approved.

4. The case may be circulated to H.M.(Edn.) and H.M.(Finance) for orders.



A draft order is submitted for approval.

19.12.47

26.12

