Scott. Old II-37, New II-16—1,25,206—11-5-04.

EDN (19 48) Department.

SERIES.

G.O. No.	526 EDN 1513 and 546 EDN
Dated	17-3-48

9126.

CF = 133 pages

122

[Despatch Abstract.]

Schools — Secondary — Govt Local Bodies and private — Pandits and Munshis — Grades, Qualifications and scales of pay — Further Revision — Orders passed

Scott. Old II-26, New I.

Back Papers.

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

Further Papers.

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

Scott II-27—58,000—4-11-46.

E&PH

(1948) Department.

MS SERIES.

G.O. NO. 526 Edn dt 15.3.48 pp1
and
546 Edn dt 17.3.

ed-

[Despatch Abstract.]

Schools - Secondary - Government - Local Bodies and Private - Panditis and Munshis - Grades, qualifications and Scales of pay - further Revision - Orders passed

G.O.	

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.
G.O	3221	Edn.	4-12-50			
"	379	"	15-2-51			
"	998	"	2/5/52			

To

The Honourable Minister for Education,
Fort St. George,
M A D R A S.

DIRECTOR OF PUBLIC INSTRUCTION
Re 321 K3/47
OFFICE OF THE INSPECTRESS OF SCHOOLS
I CIRCLE, RAJAHMUNDRY
7 JUN 1947

Through

The Superintendent,
Queen Mary Secondary & Training School for Women,
V I Z A G A P A T A M.

Honoured Sir,

We, the undersigned Pundits of Government High schools, who do not possess the required qualifications as per G.O. No. 78 dated 6-2-47, issued by the Finance Department of the Government of Madras, beg to present this memorandum to you, Sir, for the issue of necessary orders for removing the injustice done to us by some of the clauses in the above G.O.

In the above G.O. the Government was pleased to enhance the scales of pay of teachers in the various schools in our Province. The scales of pay of Punditsworking in Hig Schools, both under the Local Boards and Municipalities as wel as the Government are also enhanced.

In regard to the enhancement of the scales of pay of Pundits working in High Schools, who do not possess the required qualifications, it is provided by the Government as follows:

"High Schools x x x x x x x such of them as do no possess the required qualifications will be placed on the scale Rs. 60-4-100 if they are now on the scale of 45-5/2-60 and the scale Rs. 45-2-75 if they are on any lower scale".

We submit that the above provision causes much hardships to us, the Pundits working Government High Schools for the following reasons:

1. In the High Schools under the Local Boards and Municipalities amongst the Pundits there are now two grades existing viz. Senior Pundits grade Rs.45-2/2-75 and Junior Pundits grade Rs.30-2/2-50. The Senior Pundit Higher forms and the Junior handles the lowe

2. Bu[illegible]rnment High Schools in our Presid[illegible] there is generally only one Pundit and he handles both the [illegible] and higher forms. Thus, in these High Schools there is [illegible] question of Senior and Junior Pundit, and consequently t[illegible] only one scale of pay.

3. The scalesof pay of such Pundits before 'th[illegible] ment of 1933, was 40-2-50 and after the retrenchment the [illegible] fell to Rs. 35-2/2-45.

4. There was no similar retrenchment in the scal[illegible] pay of Pundits in High Schools and Middle Schools under the [illegible] Boards and Municipalities. On the other hand about the [illegible] 1935, the Madras Government was pleased to enhance the s[illegible] pay of Pundits under the Local Boards and Municipaliti[illegible]

5. From the above it can be seen that in a [illegible]se, a Government High School, where there is only one [illegible] one Pun[illegible] he is now (i.e. before the present G.O. No. 78 or 4[illegible] came in[illegible] operation) drawing the scale of Rs. 35-4/2-2/2-45, an[illegible] there [illegible] no such scale 45-5/2-60 as envisaged in the above G.O. [illegible] posts carrying 45-5/2-60 only exists in the Government Orie[illegible] Manuscripts Library and in certain Government Arts Colleges. We all belong to this category of Pundits carrying the scale o[illegible] 35-45. Though we are handling bothmx Higher and Lower forms [illegible] the High Schools, we are not now entitled under the above G.O. [illegible] draw the scale of Rs. 60-4-100.

6. Under the above G.O. a Pundit handling the Highe[illegible] forms in the High Schools under the Local Boards and Municipal[illegible] is entitled to the scale of Rs. 60-4-100; whereas a Pundit [illegible] handling both Higher and Lower forms in Government High Scho[illegible] will not be entitled to the grade of Rs. 60-4-100 for the abo[illegible] reasons.

We, therefore, draw your attention to this glaring injustice worked out by the above G.O. It is therefore submitted that the High School Pundits under the Local Boards [illegible] Municipalities had their scales of pay enhanced about 1934, an[illegible] they have been drawing the enhanced scales since then, but the [illegible] Pundits in Government High Schools on the other hand, had their

scales of pay retrenched in the year 1933 and h[illegible] the retrenched scales since then. Now the above G.O. though it seeks to enhance the salaries of High School Pundits also, the same scale (60-4-100) is not given to Pundits handling the High School classes in Government High Schools just as given in High Schools under Local Boards and Municipalities.

We most respectfully pray you, Sir, to make s[illegible] alterations or exemptions as may be deemed necessary in the above G.O. so as to place the Pundits handling the High Sch[illegible] classes in Government High Schools and Local Boards or Municipalities on the same scale of pay Rs. 60-4-100.

We beg to remain,
Honoured Sir,
Your most obedient serva[illegible]

V Narasimha Sastri (Siro[illegible] and Bhash[illegible]
Sanskrit pandit

2 S.C. Kamakshamma
(Telugu Pandit) Uttaraya[illegible] Pravar[illegible]
(A.[illegible])

VIZAGAPATAM,
Dated 28th May, 1947.

Copies submitted to:-

1. The Honourable Minister for Education, Madras.
2. The Director of Public Instruction, Madras.

N Dis 267 c/47
9.6.47
Submitted to the Director of Public Instruction Madras

N Dis 214/47 6-6-47

Submitted to the Inspectress of Girls' Schools, I Circle, Nagalapuram
No favourable comment.

K. Venkata Rao.
Superintendent,
Queen Mary Secondary and Training School for Women, Vizagapatam.

Inspectress Schools I Circle.
7/6

Office of the Director of Public Instruction, M a d r a s.
Sri D.S.Reddi, M.A.(Oxon.),M.B.E.,
Director of Public Instruction,Madras.

R.C.No.321-K3/47. Dated 1st July 1947.

Subject.

Memorial from the Pandits employed in the Queen Mary Secondary and Training School for women, Vizagapatam to the Hon'ble Minister for Education in regard to scales of pay.

Reference:-Endorsement N.Dis.267-B/47 dated 9.6.1947 of the Inspectress of Girls' Schools,I Circle.

Submitted in continuation of this office Endorsement R.C.No.321-K3/47 dated 24..4..1947. .

For Director of Public Instruction.

To
The Secretary to the Government of Madras,
Education and Public Health Department,
Fort St.George, M a d r a s.

ks.3.7.

Ernst Dept

T.M

(6)

From:

The Assistant Secretary Ernst Dept

To

✓ The Deputy DPI.

Reference Director's Ernst RC-No 321 K-3/47 of 1-7-47 on the memorial from the Panits employed in the Queen Mary Secondary & Training School for women Vizagapatam.

Please say to what subject the previous Ernst No 321 (K-3/47) & 24-4-1947 referred to therein relates as it is not readily traceable. A copy of the Ernst may kindly be furnished.

Issued.
8/7/47

P.C. to go.

7/7/47

Telephone Message dated 11.7.1947
(BY POST).

From

The Director of Public Instruction, Madras

To

The Assistant Secretary to the Government of Madras,
Education and Public Health Department,
Fort St. George, M a d r a s.

Revised Scales of pay--Memorials from Pandits employe
in the Queen Mary Secondary and Training School for
women, Vizagapatam.
Reference:-Government Telephonic message dated 8.7.19

I have the honour to state that my office Endorsement
321-K3/47 dated 24.4.1947 relates to the submission of Memorial
to the Hon'ble Minister for Education by the members of the
Madras Educational Subordinate Service (Religious Instructors,
Pandits etc.) in regard to revision of scales of pay - a copy
of Endorsement No. 321-K3/47 dated 24.4.1947 is furnished herewi

ks. 12.7.

For Director of Public Instruction.

COPY OF ENDORSEMENT R.C.No. 321-K3/47 dated 24.4.1947.

Public Services--Subordinate services--Memorials to the Hon'ble
Minister for Education--Submitted by the members of the Madra
Educational Subordinate service(Religious Instructors,Pandits.
REFERENCE:-

1. Endorsement Rc.No.82-A/47 dated 25.3.1947 and 3.4.47 and
   NROC.No. 130-A/47 dated 10.4.1947
2. Endorsement N.Dis.215-G1/47 dated 26.3.1947,N.R.C.No.131-G1/
   dated 9.4.1947 and N.R.C.No.179-G1/47 dated 11.4.47 of the
   Divisional Inspector of Schools,Anantapur.
3. Endorsement N.Dis.163-A/47 dated 1.4.47 (2)and X.N.Dis.
   dated 8.4.47.
4. Endt.N.R.C.No.284-A/47 dated 22.3.47,N.Dis.326-A/47 dated
   28.3.1947,N.Dis.347-A/47 dated 1.4.47(2)of the Divisional
   Inspector of Schools,Coimbatore
5. Endt.Rec.No.180-A/47 dated 1.3.47 of the Inspectress of
   Girls' Schools,IV Circle,Madras.
6. Endt.Rc.No.131-A/47 dated 31.3.1947 of the Inspectress of
   Girls' Schools, III Circle.
7. Endt.Rc.No.85-C/47 dated 1.4.1947 of the Inspectress
   of Girls' Schools, I Circle.

Submitted.

D.S.Reddi
For Director of Public Instruction.
(True copy).

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

FOR DIRECTOR OF PUBLIC INSTRUCTION.

8

D.O. Director of Public Instruction, Madras, 25th June 1947.

Dear Sir,

As desired by you I am enclosing herewith a brief note indicating the extra cost to Government if the scale of pay sanctioned for Secondary Grade teachers in Local Board Schools is given to Pandits of the Second Grade.

Yours sincerely,

To
The Hon'ble Sri. T.S. Avinashilingam Chettiar, B.A., M.L.,
Minister for Education,
Fort St. George,
MADRAS.

At present there are 237 High Schools (complete and incomplete) and 130 Middle Schools under Local Bodies. From a perusal of some Tabular Inspection Reports on the High and Middle Schools, it is observed that there is one Pandit in a Middle School and there are 2 to 6 Pandits in High Schools. The average number of pandits in a High School may be taken as 4 and two-thirds of this number of posts of pandits in High Schools may be taken to be in the Second Grade. Pandit's posts in the Middle schools are only in the Second Grade. Hence the total number of posts of Pandits in Grade II may roughly be taken to be -

(130 X 1) plus (2/3 X 4 X 237) = 130 plus 632 = 762.

The newly sanctioned scale for Grade II Pandits is Rs.40--1½--70 and the average salary works out to Rs.55/-. If this scale is intended to be raised to Rs.45--2--85, the average salary will work out to Rs.65/- and the increase for each post in Grade II will thus be Rs.10/- per mensem. Hence the approximate total increase in cost to local bodies by the grant of the scale of Rs.45--2--85 instead of Rs.40--1½--70 to Pandits of Grade II will be -

Rs.762 X 10 X 12 per annum

or Rs.91,440/-.

4 $\frac{237 \times 4 \times 2}{3}$ = 632 316

of the extra cost involved in combining the L.T. and Ist Grade Pandits into one grade.

2. The Director is also requested to state whether it will not be sufficient if the existing incumbents who do not possess the training qualification required for Pandits Ist Grade are allowed the scale of pay of Rs.60 -4- 100 already fixed for them and what is the justification for allowing them the higher scale of Rs. 60-4-100-5-130 ~~60 to 130~~. whether a separate higher scale of Rs 70-5-130 should be fixed for those in Govt Schools ~~requested to furnish an estimate of the extra cost involved in this revision~~.

3. The existing pandits in Govt Secy Schools are on the scale of Rs 35 to 45 and not on the scale of Rs 45-75. Such of them who are holders of oriental titles & who dont posses the training qualification will have to be given the revised ~~same~~ scale of pay ~~allowed~~ fixed for those on Rs 45-75. To The Director is requested to state whether this presumption is correct. He is also requested to furnish an estimate ~~the Director~~ of the extra cost involved in raising the scale ~~Rs 60 to 100~~ ~~Rs 60 to 100~~ of Rs 60 to 100 as proposed in para 1 above

12.7.47

11.7.47

12/7/47

To

The DPI

Deputy

To

The Honourable Minister for Education,

Government of Madras,

Madras.

20 JUN 1947 EDUCATION AND PUBLIC HEALTH DEPARTMENT

19 JUN 1947

Memorandum submitted by Srimathi V.Sithamahalakshmamma M.L.A., on behalf of the old pandits in service under the local Boards prior to 1--7--1926.

MINISTER FOR EDUCATION GOVT. OF MADRAS

7059

Sir,

In the Government orders relating to further increase in the pay of the teachers in local bodies published in the Madras Dailies dated June 6th and 7th, reference was made to three classes of pundits serving in Secondary Schools under local bodies. But there has been a separate category of old pundits entertained prior to 1--7--1926 who needed neither qualifications nor exemptions. They are in fact very few in number in the Province and the net cost to the Government is very little even if their scales of pay are increased. It is a well established fact that these old pundits are decidedly superior to the present Oriental Degree-holders, both by merit and experience.

It is not out of place here to mention the past history in brief of these old pundits:

According to G.O. No. Misc.888 Law (Edn.) D/17-5-26 and the proceedings of the Director of Public Instruction, Madras, No.Dis.No.1064/27 d/12--3--27, these pundits belong to the category of those that need neither qualifications nor exemption. It is clear from the abovementioned proceedings that those qualifications are not required of those pundits who joined service prior to that date. Having full faith in those orders, the old pundits did not think it necessary to try to obtain those qualifications. Otherwise, they could have easily got them.

When the scales were modified in 1934 the Government mistook that these old pundits were without qualifications, while, in fact they were not unqualified but qualifications or

exemptions were not required of them. Great injustice was done to them by placing them in the lower grade.

At long last, the Government have recognised the ability and ripe experience of those pundits and as a result they published in G.O. No.3395 d/20--8--1945, that the old pundits are competent to handle the higher forms but refused to concede the higher grade to them. It is not known why a pundit who is declared competent to do the work of Higher forms is denied the emoluments thereof. In every District there are not more than 4 or 5 such pundits and that too, on the verge of retirement. They earnestly look to the present popular Government, who know their ability and are going to revise the scales in view of the present hard times. The work and the efficiency of those old pundits may kindly be considered and the injustice set right.

Copy on Mr. Gampa

The case of the old pundits is thus ignored ever since 1934 and they never earned even a single increment by way of encouragement from that time onwards. Bare equity and justice require that the old pundits should be accorded the same pay and status as those Oriental Degreeholders, in charge of Forms IV to VI in Secondary Schools.

Yours sincerely,

MADRAS
11th June 47.

V. Seetamahalakshmamma
M.L.A.,

Proc. Dis No.2082/26 dated 28--5--26 of D.P.I. - Madras.

G.O. No.Mis 888 Law (Education) dated

17---5---26.

O R D E R:-

The Government approve of the Director's proposal that Pandits and Munshis teaching the vernacular or classical languages in recognised secondary schools should be holders of Oriental titles of a recognised University. This qualification should be required of candidates appointed from July '26 onwards.

Copy of Proc. Dis No.1064/27 dated 18-3-27 of the Director of Public Instruction, Madras.

The attention of the undermentioned officers is drawn to para 1 of G.O. Mis 888 Law (Education) dated 17-5-26 communicated in Proc. Dis No.2082/26 dated 28--5--26 regarding the qualification of Pandits and Munshis of Secondary schools and they are informed that exemption from possessing the qualification prescribed in the above G.O. is not necessary in the case of Pandits or Munshis, who were appointed before 1st July 1926.

---000---

15

Government of Madras. (Local Self Govt. Department.

G.O. NO. 3395 L & M 20th. August, 35

Establishment - District Board Secondary Schools - Pay revised.

Read the following paper -

G.O. NO. 4619 L & M Dated 20th October, 34.

Order - NO. 3395 L & M Dated 20th August, 35.

In G.O. NO. 4619 Dated 20th October, 34 the Government fixed certain scales of pay for the staff in schools under control of the Dt. Board including the existing incumbents, with reference to representations since made to Government that those scales are not adequate and require revision they examine the question carefully further in consultation with the D.P. I and consider that only the following changes are called for in the seals already fixed by them.

x x x

2. Pandits who are holders of titles in oriental learning should be given a salary of Rs. 42-2/2-75 while

16

those who hold merely certificates of proficiency in Oriental learning should be given a salary of Rs. 30-2/2-50.

x x x

The above alterations in the scales of pay will be fixed with reference to Act. 67 (3) of the Madras Local Boards Act as amended by Madras Act II of 1934 and will be brought into force from 1st November, 1934.

Sd. T.B. Rausal.
Secretary to Government.

The Government do not see adequate reason to accept the suggestion that the existing incumbents should be -- exempted from the operations of revised scale of pay.

17

(13)

Government of Madras. Education and Public Health Department. G.O. No. 1205, 8th. August, 1945. (Education).

~~G.O. No. 1205~~

Establishment - Secondary Schools - Local Bodies "Exempted" Pandits - Status - Defined.

Read the following paper:-

G.O. No. 1010 Education dated the 30th. June, 1941.

Order:- No. 1250. Education dated 8th August, 1945.

In G.O. No. 1010 Education dated 30th June, 1941, the Government directed that board and Municipal Secondary Schools who are holders of titles in Oriental learning should be allowed the higher scale of pay of Rs. 45-3/2-75 if at least half their work is in the high school forms and the Lower scale of Rs. 30-2/2-50 in all other cases. They also ordered that pandits who drew pay in the lower scale should be designated junior pandits and that vacancies in the higher scale should be filled by the promotion of junior pandits if there were such pandits with the prescribed qualifications in the service of the local body concerned.

2. It has been brought to the notice of Government that Pandits who were appointed before 1926 and exempted from possessing the prescribed qualifications but who were senior pandits and were teaching in the high school forms (IV to VI) have been designated junior pandits and made to work only in the lower forms while their juniors who possess the prescribed qualifications are allowed to teach the higher forms and draw the higher scale of pay. Pandits of District Boards and executive authorities of Municipal councils are informed that the orders in G.O. No. 1010, Education dated 30th. June, 1941, were not intended to affect the seniority of "exempted pundits" and that if an exempted pandit was the senior pandit and was teaching the higher forms, he should be allowed to contine as such. He should not be made

to work in the lower forms and lose, his status merely to enable a junior pandit who is a title holder, to draw the higher scale of pay. The fact that the exempted pandit is eligible only for the lower scale of pay should make no difference.

(By order of His Excellancy the Governor)

Sd. N.V.Subrahmanyam.

Secretary to Government.

DIRECTOR OF PUBLIC INSTRUCTION
C 1175/47
27 JUN 1947
MADRAS

To

All presidents of Dt. Boards.
" Executive authorities of Municipal councils (through Chairmen of Municipal Council).
" Director of Public Instruction.
" Auditor of Local Fund Accounts and Inspector of Municipal Councils and Local Boards.

Forwarded to the Telugu Pandit for return

Endorsement No: 51059. B1/47-1. Edn. d. 25.6.47

Referred to the Director of Public Instruction for remarks

(Reporter)

Assistant Secretary

24/6/47

To

The Director of Public Instruction

R.C.No. 1175 G/47. Madras, 8th July 1947

Sub: Local Bodies - Secondary schools - Pre-1926 Pandits - Revision of scale of pay - Regarding

*****

Ref: Government Endorsement No. 51059 B1/47-1 Edn., dated 25th June 1947.

****

SECRETARY TO GOVERNMENT
17 JUL 1947
5-6648

Resubmitted.

2. In para 3 of their order No. 621 L & M, dated 15th February 1936, Government directed that the pandits who did not possess the prescribed qualifications but were appointed prior to 1-7-1926 should be granted the lower scale (Viz) Rs 30-2/2-50 intended for holders of certificates of Proficiency. In para 2 of the same order, Government stated that they could not comply with the request of such pandits to classify them with the title holders for purposes of pay and to allow them the higher scale of Rs 45-2/2-75. Recently in Government Memo Nos. 31786/46-2 B, Edn., dated 6--8--1946 and Memo No. 26407 B1-2/47 Edn., dated 4--6--1947 requests of certain pandits of this category to give them the higher scale of pay were negatived by Government.

3. Now, these scales of pay of Rs 45--75 and 30--50 have been revised in G.O.No. 975 Edn., dated 10-5-1947 to Rs 60--130 and 40--70 respectively. In the above order, it is laid down that such of the existing incumbents as do not possess the required qualifications will be placed on the scale of Rs 60-4-100 if they are now on the scale of Rs 45-2/2-75 and on the scale of Rs 40-1-60 if they are on any lower scale. Thus these pre-1926 pandits who are now in the scale of Rs 30-2/2-50 will get the scale of Rs 40-1-60 and hence they have nothing to complain of.

4. The further raising of the scale of Rs 40-1½-70 to Rs 45-2-85 is under the consideration of Government separately. If this is done then the scale of pay of these pre-1926 pandits may also be raised from Rs 40-1-60 to Rs 45-2-75.

For Director of Public Instruction.

To

The Secretary to Government,
Education and Public Health Department.

P.R.K. 9/7/47

9/7

C.No. 2985/11/7

20

(13)

From

D. Venkatasubbaiah, M.A., B.Ed.,

Vice President,

Provincial Upadyaya Pandita Parishat,

N e l l o r e.

To

The Secretary,

Government of Madras.

Sir,

Subject:- Revised scales of pay of Pandits in the Secondary Schools.

May I beg to bring to your notice that under paragraph 7 of G.O. No.975 Education, dated 10th May 1947 Pandits and Munshis employed in the Secondary Schools are classified into three groups. In a memorandum presented by me on behalf of Parishat on 12th May 1947 and in my interviews with the Hon'ble Minister for Education on 19th May as also on the 1st of June, the classification was discussed and its disastrous nature was explained. In that connection the following points were stressed:-

(1) Pandits having major portion of work in the Higher forms, should be granted the same scale of pay as L.T. Assistants, without imposing the English qualification as it is not necessary in the efficient teaching of Indian languages.

(ii) In the same way pandits having entire or major portion of work in the Middle schools should be granted the scale of Rs.45-3-60-2-90 without the imposition of the unnecessary English qualification and promote them to senior pandits' vacancies in the High Schools, as and when those vacancies arise, in due regard of their seniority of service.

(iii) A nine months pandits' Training on the same lines and of the same status as the B.Ed or B.T. should be instituted and during the same training time a course of instruction in the general knowledge subjects (except Mathematics) should be introduced, and as that would make a Pandits fully qualified and competent, with no further insistence on English qualification, they should in salary and status enjoy parity with their L.T. colleagues.

In this connection in my interview with the Deputy Director on 20-6-1947, I learnt that the Training course on the above lines would soon be started in the Training colleges, and during the same time general knowledge subjects would be taught. But uptil now no arrangements seem to have been made and therefore it would be unjust and improper to make the present incumbents pay a high price for the lack of that Training qualification, while determining their scales of pay.

(iv) In granting new scales of pay to fix the present pay of the existing incumbents according to the length of service.

(v) To insist upon the private managements adopting new scales of pay and allowances and service rules as obtain in the Government Educational institutions and make it an essential conditions of recognition and aid to their schools.

On my representations the Government in a subsequent G.O.No.1154 of 5-6-1947 stated "that the regrouping of the posts of pandits and Munshis is under separate consideration." The regrouping is only to fix the scales of pay. and they are not given in the above G.O. Now, in the absence

SECRETARY TO GOVERNMENT 14 JUL 1947 EDUCATION AND PUBLIC HEALTH DEPT.

of definite instructions in regard to the revised scales of pay of pandits, in some cases the ~~revised~~ scales as per G.O. No.975 dated 10th May are being given effect to and in several other cases without giving effect to those scales, the managements keep on awaiting instructions from Government.

Therefore I request you to be pleased to enlighten me on the question of regrouping of the pandits and the pay scales as revised in accordance to the same regrouping. As this is a matter causing anxiety in the minds of thousands of pandits, a clear reply either in the press or to ~~me~~ me direct is solicited.

Yours sincerely,
Venkata Subbaiah.

Nellore,
7-7-1947.

Vice President,
Provincial Upadhyaya Pandita Parishat.

Pub(Elect) Dept
EHPH no

Pub(Elect) no 2983/47-1 4/7/47

This may be added to the file relating to the regrouping of Pandits. A reply may be sent after a final decision is reached in the matter
15-7-47

To
The
Minister for Education,
Govt of Madras,
Madras.

MINISTER FOR EDUCATION
GOVT. OF MADRAS

16 JUL 1947

16 JUL 1947
EDUCATION AND PUBLIC HEALTH

(17)

Respected Sir,

I humbly submit the following information for your kind perusal and favourable disposal of the line of regrouping the Pandit teachers in the secondary schools.

The Government is pleased to group the pandits in the following way.

1 A degree and L.T;
2 Oriental title + S.S.L.C eligible and secondary grade training
3 Oriental title + S.S.L.C and secondary training or pandits training

But the Government has ignored the fact that there are already language graduates (part III Telugu) who underwent training in the secondary grade.

No doubt the intention of the Government is to place the language graduates in the senior place and make all the language graduates fit for teaching regional language in future in the secondary schools.

But the managements are now taking

PTO

shelter under the pretext that no mention of trained graduates of the regional language is mentioned in groups in G.O. dated 10th May 1947 and are avoiding them from the pandits place just to get other kinds of pandits for check rolls even though they are untrained.

Graduates with part III Telugu are little in number. Some of the language (Telugu) graduates who underwent B.E.d training are going as class teachers to teach other subjects with the intention that they can at least get tuitions.

At this stage if the few existing secondary trained language (Telugu) graduates are not encouraged the idea of the Government to improve the number of language graduates for high schools will lose its significance and there will be no graduates ~~(illegible)~~ in future to teach the regional language.

As I, though passed B.A with part III Telugu and underwent training in secondary grade secured Class II and Rank I, have become a victim for the interpretations of the managements as mentioned above, I beg to bring this piece of information for your perusal to do justice to the secondary trained language (Telugu) graduates while regrouping the posts of the pandits in the near future.

I beg to remain,
Respected Sir,
your most obedient servant
K.S. Venugopalamoorthy
Nazarpeta Tenali

Tenali
Nazarpet
13.7.47

This may be added to the file relating to fixation of pay of Pandits and numbers.
EB&HO
19/7/47
19/7/47

2174

To
The Honourable Minister for Education,
Government of Madras.

Most Respected Sir,

Sub:--1 Enhancement of the scales of pay for Telugu Pandits and to publish them.
2. To remove additional English qualifications for Pandits
3. To raise the salaries of Pandits to meet the daily enhancing cost of living.

To make daily life easy the Government pleased to enhance the salaries for employees working in various departments and issued a Communique dated 1-1-47 Another press Communique has been ~~issue~~ issued by the Government altering the scales first published after the teachers showed this disapproval and dissatisfaction. The Government did not publish the scales of Telugu Pandits saying that the question is under consideration. On account of it the managements are suspicious about our scales of pay. The Government should take pity and publish the scales of pay for pandits.

From the early days of study of Sanskrit up to the University Degree it would take at least ten years and as such the Pandits have no time to get another additional English qualification. The popular Government is giving prominence to the languaggs of districts and as such the Pandits Association finds no necessity for learning English and request the Government to remove additional English qualifications for them.

The Telugu Pandits have to spend at least five years for the study of Primary Education and the rest of the time for the sutdy of University Education, and gets the degree. They spend their lives for the study and teaching of languages relating to provinces and as such it is requested that the Government should be kind to the Pandits and publish their revised scales of pay

We beg to remain,
Most Respected Sir,
A.V.L. Narasimhamurthy

The question of reclassifying Pandits into two grades and of determining the scales of pay applicable to the existing incumbents is under separate consideration.

This

ASST. SECRETARY TO GOVT. 18 JUL 1947 EDUCATION AND PUBLIC HEALTH DEPT.
MINISTER FOR EDUCATION GOVT. OF MADRAS
17 JUL 1947

2

maybe added to that file on its return from ever.

19/7/47

21.7

A. Vaidyanathier, M. L. A.
ADVOCATE.
ஏ. வைத்தியநாதய்யர், எம். எல். ஏ.,
அட்வோகேட்.

96, Sandaipettai Street
MADURA.
96, சந்தைப்பேட்டைத்தெரு,

28--7--- 1947.

SECRETARY, EDN. AND P. H. DEPARTMENT GOVT. OF MADRAS 31 JUL 1947

MINISTER FOR EDUCATION 6 GOVT. OF MADRAS

SECRETARY TO GOVERNMENT 1 AUG 1947

Dear Sri Avanashilingam Chettiar,

I am herewith sending you a somewhat impassioned plea for filling up some gaps which seem to occur and work hard on Pandits and Munshis. May I request you to kindly see if this can be remedied? I know you have been trying to consider any difficulty that is brought to your notice and I hope that the cause of Pandits and Munshis will appeal to you.

Yours sincerely,

A. Vaidyanathier

Encs: One.

Hon'ble Sri Avanashilingam Chettiar,
Minister for Education,
Fort St. George, Madras.

EPH(B1)

This may be added to the main file on the revision of salaries of Pandits and Munshis.

1-8-47

21/8/47

STATUS AND PAY OF PANDITS AND MUNSHIS.

The recent revision of scales of pay has in no way helped to remove the injustice that had been done to the Pandits and Munshis from time to time. It has not put them on a par with teachers of other subjects in the matter of pay and status.

Explanation:- Colleges: Pandits and Munshis in colleges are divided into three categories, according to the new Government Order as follows:-

Grade (1): Those having the same qualifications as Lecturers and Assistant Lecturers i.e., M.A. or B.A.(Hons.) I or II Class - Rs.120-5-240 (the same as that of Asst.Lecturers)

Grade (2):- Those possessing S.S.L.C. and Oriental Title (Vidwan,etc) plus Pandit's or Secondary Training - 80-170.

Grade (3):- Unqualified, i.e., those possessing neither of the qualifications prescribed above - Rs.100--5--140.

Such a classification of Pandits is highly arbitrary, anamolous and unjust. It is arbitrary and anamolous in as much as a Pandit who is a B.A. L.T., or M.A.(Third Class), L.T., in the language is eligible only to the grade 100--5--140 if he is employed in a college while he would be eligible to the grade 80-5-120-10-170 if he is employed in a High School. It is unjust because almost all the present incumbents, with the exception of a few, fall under the category 'unqualified.' Thus an M.A.(Third Class) with L.T. is unqualified. A Vidwan who has been doing the work for the last 25 years or more is now considered to be unqualified for his work. According to the rules of the University, an Oriental Title holder (no class necessary) is qualified to teach all subjects under Part II and Part III, except translation. An M.A.(no class necessary) is qualified to teach all the subjects and if he has 7 years experience in teaching the B.A. and Intermediate classes, he can be the Head of the Department in a First Grade or even an Honours College. Such being the case, the rule that Pandits and Munshis without a first or second class M.A. or B.A.(Hons.) are not eligible for Assistant Lecturer's and Lecturer's places is highly unjust. The present incumbents who have at least 7 years' experience may be exempted from the rule, if their record of work is good, and they may be thought of for promotion, even to the M.E.S. This will not be without a parallel or precedent. Assistant Lecturers who are only III Class M.A's are promoted even to-day to the M.E.S. though the qualification prescribed for direct recruitment to the M.E.S. is I or II Class M.A. The Heads of Departments in many Colleges including the Presidency College are III Class Masters of Arts. The reason underlying this concession is that an Assistant Lecturer and a Lecturer are doing for all practical purposes the same kind of work, though their status and pay differ, and so if a person has been found competent as an Assistant Lecturer he may be promoted to the M.E.S. This reasoning will apply equally well or even better to the Pandits and Munshis also. The Pandit or Munshi is, and has been doing the same work as that expected of a Lecturer or an Assistant Lecturer. He is in sole charge of Part II. When the Pandit is called a Lecturer or an Assistant Lecturer his work does not change. All that happens as a result of the change in the designation, is that the Pandit sheds his inferiority complex and receives the salary and status which are due to him and which have been so long unjustly denied to him. Competent Pandits whether they are III Class M.A's or mere Vidwans must be considered for promotion to the M.E.S. places now sanctioned along with others possessiong M.A. I or II Class. In the matter of languages a First or Second Class in the B.A. (Hons.) or M.A. should not be the main consideration for promotion to the M.E.S.

Pandits and Munshis without a first or second class M.A., but with very fine record of work in the language may also be considered suitable for promotion to the M.E.S., if they possess the required minimum qualification prescribed by the University. The rule of I or II Class M.A. must apply rigorously only to new entrants, as it has been applied in other subjects and categories.

In support of this point the following analogies may be cited:

1) The promotion of Assistant Lecturers with a III Class M.A. or B.A.(Hons.) Degree to the M.E.S. whereas the qualifications prescribed for direct recruitment is I or II Class M.A. or B.A.(Hons.) with L.T.

2) The promotion of Deputy Inspectors and School Assistants with B.A.(Third Class) L.T.(third Class) to the posts of District Educational Officers when the qualification prescribed for direct recruitment is first or second class B.A.(Hons.) or M.A. with L.T.

3) Several persons in service have been exempted from the L.T.

4) In subjects where qualified hands are difficult to get, persons not possessing the requisite qualifications have been appointed.

Under the existing rules an M.A.(Third Class) is not eligible for a Lecturer's or even an Assistant Lecturer's post even if he possesses a Doctorate in the subject concerned. This kills all incentive for original work and research. The rules may be so amended as to give the holders of a research degree first preference to these posts as it is done in all the Universities of the world. It may also be prescribed that a person promoted or appointed to the M.E.S. by direct recruitment, should before the completion of his probation produce some original work pertaining to his language and literature and thus obtain the research degree of a recognised University. This will promote efficiency and remove the scarcity for good works on modern lines in the regional languages.

It will be undesirable to appoint Pandits in Service to the Post of Lecturers and Assistant Lecturers under 9(a)(i) only and to replace them later by direct recruits. No man can put his heart into the work when he knows that he is a stop-gap. Experience may be given due regard.

We pray, therefore, that the posts of Pandits and Munshis in Colleges be converted into posts of Lecturers, Assistant Lecturers and Tutors and the present incumbents absorbed in these posts according to their qualifications and Service as follows:-

<u>Lecturer</u> - M.A., B.A.(Hons.) or B.O.L I or II Class with 4 years experience in teaching College classes. ~~M.A., B.A.~~ M.A., B.A(Hons.), or B.O.L. III Class with 7 years experience in teaching college classes.

<u>Asst.Lecturer</u> - I, II or III Class M.A.B.A.(Hons.), B.O.L. and Oriental Title holders with 15 years experience in teaching College classes.

Of the present incumbents, the rest may be fixed up as Tutors. The rules may be amended accordingly.

We further pray, that the status of language teachers should not vary from language to language and from college to college of the same grade. We wish to point out that on giving effect to the proposals, the Government now have in view, various anamolies will crop up. Part II languages would be under a Pandit in most of the colleges, under an Assistant Lecturer in a few, and under Lecturer in the rest. This anamoly may be avoided and a general principle common to all languages and colleges be fixed and posts sanctioned accordingly.

HIGH SCHOOLS:-

According to the revised Scales of pay, Pandits and Munshis in High School are divided into the following categories:-

1) Language Assistants - Qualifications: B.A. (in the language) plus L.T - Scale: 80-5-120-10-170.

2) Pandits and Munshis - Grade I - Qualifications: S.S.L.C. plus Oriental Title ~~a~~ plus Training - Scale - 70-5-150.

3) Pandits and Munshis - Grade II - Qualifications: Oriental Title plus Training - Scale - 45-3-60-2-90.

Existing incumbents not possessing the above qualifications are fixed up as follows:-

1) Those who were in the scale 45-5/2-60 will get 60-4-100.
2) Those who were in the scale 35-4/2-43-2/2-45 will get 45-2-75.

There ~~is~~ was no provision for the training of Pandits and Munshis till now. S.S.L.C. was never before insisted upon as a qualification for them. To debar them from the revised scales of pay on the ground that they do not possess these qualifications is hard. We pray that all pandits and Munshis in service be fixed in the following categories according to their qualifications and service:

~~Exemption~~ - B.A. or B.O.L. (in the language concerned) plus L.T - Language Assistant - Grade I - 80-170.

Oriental Title holder with 15 years experience be exemeted from possessing other qualifications and be fixed in the grade of Language Assistant - Grade II - 70-5-150.

As a transitory measure, the rest of the present incumbents may be exempted from the S.S.L.C. qualification and asked to undergo a training of two years' duration during which they are taught the essentials of other branches of knowledge along with methods of teaching. On the completion of such training they may be given the grade 70-5-150.

Arguments in favour of amending the Rules so as to provide for the promotion of Pandits without the prescribed qualifications

(I). Persons recruited as Asst. Lecturers before the (I) & (II) class rule came into effect are not only retained as Asst.Lecturers but are also promoted to the M.E.S.

(2).Even mere B.A.L.Ts (IIIrd Class) are promoted from the Deputy Inspectors and School Assistants grade to D.E.Os and Divisional Inspector's places where as the qualifications prescribed for direct recruits are Ist or IInd Class M.A. or B.A.(Hons) with L.T.

(3). The following IIIrd Class M.A.s are holding M.E.S. places. Some of them are Principals, others heads of the deapartments and the rest Additional Professors.

1. A.Ramanatha Pillai,	Principal,	Govt.College, Coimbatore
2. P.R.Krishnaswami Iyengar,	"	Govt,Brennen College Tellichery.
3. S.Ramachandra Iyer,	Lecturer in Chemistry.	Kumbakonam.
4. V.Venkataraman,	Prof. of History &Politics.	Rresidency College.
5. Dr.S.Gopalakrishna Murthy, (M.A. IIIrd Class) & D.Sc., Madras.	Prof. of Physics	Presidency College.
6. N.C.Krishnayya Naidu,	Lecturer in Geography.	Teacher's College, Saidapet.
7. P.Ramananda Rao,	Addl.Prof. of Chemistry	Presidency College.
8. M.S.Natesa Iyer,	Lecturer in Natural Science	Teacher's College, Saidapet.
9. D.Venkata Rao,	Lecturer in History	Govt. Arts College, Anantapur.
10. M.Varada Iyer,	Addl.Prof. of Zoology	Presidency College
11. N.L.Narasimhan,	Lecturer in Natur.Science	Govt.Training College Rajamundry.
12. M.Thiruvaranam,	Lecturer in Geography.	Training College, Rajamundry.

B.A. (Mental & Moral Science) Third Class.

B.A. (Hons) Third Class- Geography, (Main) and Economics Subsidiary

NAMES OF IIIrdCLASS M.A.s HOLDING ASST. LECTURERS PLACES.

1. B. Appa Rao,	Asst.Lecturer in Philosophy	Arts College, Rajamundry
2. Thiruvenkatacharya,	Asst. Lecturer in Mathematics	Anantapur.
3. S.Palaniyandi Pillai, B.A. (Second Class, & Research Certificate Banglore institute.)	Asst.Lecturer in Chemistry	Coimbatore.

WOMEN'S BRANCH.

M.E.S.

1. Miss. Ammani Ammal,	~~IIIrd Class~~; Physics	Queen Mary's College
2. Mrs. M.Parvathi,	Lecturer in Mathematics	Queen Mary's College
3. Mrs. Devaki Damodaran,	Lecturer in History	do
4. Mrs. T.N.Ramamurthy, (M.A.IIIrd Class B.Sc., Hons. ~~IIIrd Class~~ (Lond) Third Class.		
5. Miss. V.Koman, B.A. (His)Madras, B.A.(Hons) London IIIrd Class.		

ASSISTANT LECTURERS.

1. Miss. L.Rangachary, B.A.L.T.,	Asst.Lecturer in Chemistry.	
2. Mrs. D.Stuart, B.A.L.T.,	Asst.Lecturer in French.	

IV. Though L.T. is required under the statuatory rules, many have been exempted.

V. Whenever candidates with the prescribed qualifications are not available Government have been filling up such posts with Scholars in the subject irrespective of other qualifications.

E.g. The appointment of Lecturer and Asst.Lecturer in Islamic History in the Government Muslim College, Madras.

VI. The Pandits and Munshis Cadre is the recruiting ground in the department for the posts of Asst. Lecturers and Lecturers in the Languages and hence the rules may be amended so as to provide for their promotion.

SUMMARY.

PROPOSALS FOR THE FUTURE:

COLLEGES:-

I (a). The status of language teachers should not differ from language to language or from College to College of the same grade.

(b). All posts of Pandits and Munshis in Colleges be converted into those of Lecturers, Asst. Lecturers and Tutors.

(c). QUALIFICATIONS FOR NEW RECRUITS

(i). Lecturers & Asst. Lecturers. First or Second Class in M.A., B.A.(Hons) B.O.L. (Hons)-New Regulations, B.O.L. Old and Transitory Regulations, or any one of the above degrees in the Third Class + a research degree in the language concerned.

(ii). Tutors- Third class in M.A., B.A.(Hons), B.O.L.(Hons) New Regulations, B.O.L old & Transitory Regulations or First or Second class in B.A. (Part III Language) or B.O.L. New Regulations.

II. All posts of Pandits and Munshis in High Schools be converted into the following two Categories.

I). Language Assistant Grade I. 80--5--120--10--170.
Selection Grade:- 170-240. (Qualification: B.A. or B.O.L. (in language) + LT Qualification:- S.S.L.C. + Oriental title holder + Training.

II). Language Assistant Grade II: 70--5--150.

III. Pandit's Training Institute to be attached to a Teacher's College and to be under the direct supervision of the Lecturer in Language of the College. As there is no Teacher's College in Malabar the proposed Institute may be put under a Lecturer in Malayalam in the M.M.S. with the necessary staff to assist him.

IV. Change in the Curricula of Malayalam Studies.

For all degree and Title examinations in Malayalam Sanskrit be made a compulsory cognate language.

ADJUSTMENTS FOR THE PRESENT.

The present incumbents be absorbed in the three Categories of Lecturers, Asst. Lecturers and Tutors, if they possess the minimum qualifications prescribed by the University.

EXPLANATION.

(I) Lecturer in the M.E.S.--M.A. or B.A. (Hons) or B.O.L. with seven years experience be considered suitable irrespective of Class as this is the minimum qualification prescribed by the University for the Head of a department in a first grade College. class should not be taken into account in the case of the present incumbents. Service and merit must count. Each candidate may be asked to state the contribution he has made to his language and literature so that comparative merits may be assessed.

(2). ASSISTANT LECTURERS.

M.A.; B.A. (Hons) B.O.L. I, II, or III class and Oriental title holders with more than I5 years' experience in teaching College classes be considered. The rest be ~~cons~~ fixed up as tutors.

HIGH SCHOOLS.

Pandits with more than I5 years experience be given Language Assistant's grade-2 forthwith. The rest may be asked to go for training. Duration be extended to two years. A paper on general knowledge may be added. Exemption from S.S.L.C.

MALAYALAM DEPARTMENT:- Qualifications of persons in Service.

(I). M.A. (Second Class). ..... 4years experience.
(2). M.A. (Third Class)+ L.T. ..... 8years experience.
(3). M.A. (Third Class)..... ..... 3 " "
(4). B.O.L. (Third Class)..... 3 " "
(5). Vidwan..... ..... 20 " "
(6). Siromani & Proficiency Certificate I5 " "

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(27)

Extract from the minutes of H.M. (Edn.)

~~Present Stage~~

III Pandits - Scales of pay. —— The matter may be expedited. It has been pending for a long time and I have been receiving many representations from Pandits for re-consideration about their pay. We must be able to place it at least before the next meeting of the Standing Finance Committee. The reply from the D.P.I. may be expedited.

~~VII Abolition of Intermediate in the Presidency College, Madras and shifting to Govt. Muslim College.~~

VII Revision of agreements of aided school teachers. } Revision of agreements of Aided schools teachers may be expedited.

file aided & HM separately

36

Scales of Pay – Pandits and Munshis – in Secondary Schools – Further revision

Memo: 50972-B1/47-3 Edn. dt 27/8/47

The attention of the D.P.I. is invited to Govt. Memo no. 50972-B1/47-2 Edn. dated 22/7/47 on the subject cited above and is requested to state at what stage the matter now is & when this reply may be expected.

The reference may be treated as specially urgent as it is necessary that there should be no delay in issuing orders as soon as possible to place the question before the standing Finance Committee at its next meeting.

26/8/47

To The D.P.I.

38

89

(22)

SECRETARY, EDN. AND P. H. DEPT.
23 SEP 1947
GOVERNMENT OF MADRAS

Rc.No.842 B-1/47

Office of the
Director of Public Instruction
Madras, 22nd September 1947.

From

Dr. S.R.U. Sevoor M.A., D.Sc.(Lond)., I.E.S.,
Director of Public Instruction, Madras.

To

The Secretary to Government,
Education & Public Health Department,
Madras.

Sir,

75222

Scales of pay -- Pandits and Munshis in Secondary schools -- Further revision.

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pp 10-11

With reference to Government Memo. No.50972 B-1/47-2 Education dated 22.7.1947, I have the honour to state as follows: --

2. It has been suggested that a single scale of pay be sanctioned to Pandits who possess (i) a degree with a language as the main special subject plus L.T. and (ii) S.S.L.C. eligible plus Oriental Title and Pandits or Secondary grade training. I may mention that a language graduate with L.T. qualification is certainly much more competent to handle the language classes than the other, both from the point of view of his knowledge of the subject and his general knowledge. As regards the grammar, rhetoric and literature of the languages are concerned, the language graduate has to study as much as the Oriental Title holder. In addition, the language graduate studies comparative philology, a subject which is unknown to the Oriental Title holder. Again, the knowledge which a graduate possesses of general subjects, stands in no way a comparison with that of an ordinary S.S.L.C. holder with an Oriental title. It may further be observed that the L.T. degree cannot be considered as merely equal to either Pandits Training or Secondary Grade training. The portions under Educational psychology, methods etc., for the L.T. course are of an advanced type. It is not therefore proper to combine both these classes of Pandits for purposes of pay. If this is agreed to, the existing classification into three grades may stand as it is.

3. In Government institutions, I recommend that the qualifications for Grade I Pandits may be that they should possess a degree in the language concerned plus B.T. degree. In the case of holders of B.O.L. Pass and Hons. degrees, eligibility in the S.S.L.C. need not be insisted upon, for a large number of B.O.L. candidates are those, who having failed in one or other of the subjects of the S.S.L.C., diverted their attention to the study of languages. I consider, that S.S.L.C. eligibility if prescribed as a qualfication for B.O.Ls, a very large number of them will become ineligible for this grade. The minimum general educational qualifications for holders of B.O.L. degree should therefore be S.S.L.C. completed. The Grade I Pandits may be given the same scale of pay as that for school Assistants Viz., Rs.85-5-125-10-175.

Grade II: -- Oriental Title holders with secondary grade training or Pandits training may be given a scale of Rs.60-4-100-5-130.

Grade III : -- Oriental Title holders without Training may be given the scale of Rs. 50-3-65-2-95.

I may also state that all Pandits in Middle schools and Pandits who have worked only in Middle school sections of high schools may be permitted only Grades II and III, even though they are qualified for Grade I

4. The pandits in secondary schools under Local bodies may also be grouped into three grades and the qualifications required of them and the scales of pay suggested for them may be as indicated below: --

Grade	Qualifications	Scale of pay
I	A degree with a language as the main subject plus L.T. or B.T. or B.Ed. OR A B.O.L. Pass or Hons. with S.S.L.C. (Completed) Plus L.T. or B.T. or B.Ed.	75--5--145
II	Oriental Title plus Secondary Grade training or Pandits' training	50-4-90-5-12[illegible]
III	Oriental Title without training	45-2-85

S Ranganathan

DIRECTOR OF PUBLIC INSTRUCTION.

Copy to 'K' section.

Principle 60-4-100
40-1-60

41

(38) E+PH(A1)

T.M (By post)

From

The Assistant Secretary E+PH Dept

To

The Deputy DPI

Reference Govt Memo no 50972B.1/47-2 Edu dated 22.7.47 and the Director's reply Rcm 842 B1/47 & 22.8.47 regarding further revision of the scales of pay of Pandits and Munshis in Secondary schools

It is presumed that it is the Director's intention that the pay of the existing incumbents who do not possess the L.T. BT or BEd degree should be placed in the revised grades II + III according to their qualifications and there is no necessity to continue the transitional scales 60-4-100 and 45-2-75 in respect of Govt schools + 60-4-100 + 40-1-60 in respect of secondary schools under local bodies fixed in G.O. no 78 Fin dt 6.2.47 + no 975 Edu dated 10-5-47.. If it is considered necessary to

Principle
24.9.47

24.9.47

(V)/9
(F)/3

continue those scales, it may be indicated how the remarks should be modified with reference to the recommendations now made by the Director.

24.9.47

C.F. 30.

EDUCATION **DEPARTMENT.**

Received 29 SEP 1947 19 . Registered 19 .

Subject.

LOCAL BODIES - SECONDARY SCHOOLS -- PANDITS AND MUNSHIS-- Pay of.

Reference:-

Government U.O.No.50972 B1/47-4 Education dated 17th September, 1947.

ENCLOSURES.
No.
Spare copies

R.C. No. 842-B1/47.

Station Madras, *Dated the* 29th September 1947.

From (Name) DR. S.R.U. SAVOOR, M.A., D.Sc., I.E.S.,

(Designation) DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.

To The Secretary to the Government of Madras,

Education and Public Health *Department.*

Fort St. George, Madras.

Sir,

In continuation of my letter R.C. No. 842-B1/47 dated 22nd September 1947 and with reference to the Government U.O. cited above, I have the honour to state as follows:

2. The scale of pay of Rs. 40-1½-70 referred to in paragraph 2 of the Government u.o. quoted above is for Pandits and Munshis of Grade II with Oriental Title plus Pandit's or Secondary Grade Training according to the classification under G.O.No.975-Education dated 10th May 1947. This class of pandits has since been recommended in my above letter dated 22.9.1947 to be classified as Grade III pandits and the scale of pay recommended is Rs.45-2-85 and the qualification recommended to be prescribed is Oriental Title only. If this recommendation is accepted, the scale of Rs. 40-1½-70 may be omitted.

The scale of pay of Rs. 40-1-60 referred to in the Government u.o. cited above, relates to Pandits-Grade II (according to the classification in G.O. No.975-Education dated 10.5.1947) working in middle schools and

P.T.O.

to those existing incumbents working in high or middle schools who do not possess the required qualifications. But these Grade II Pandits now coming under Grade III pandits according to the new classification suggested in my letter dated 22.9.1947 may be paid in the scale of Rs. 45-2-85 irrespective of the schools in which they work. And the existing incumbents who do not possess the prescribed qualifications may be given the scale of Rs. 45-2-75-- vide also this office endorsement Rc.No.1175-G/47 dated 8.7.1947. Therefore the scale of Rs. 40-1-60 may also be removed.

3. The pandits and Munshis belonging to Grade III may be granted an allowance of Rs.10/- per mensem if they handle higher forms for not less than 12 periods in a week. The approval of the District Educational Officer or the Inspectress, as the case may be, should be obtained by the local body for the assignment of work of pandits and Munshis in the higher forms. Such approval should be given by the District Educational Officer or the Inspectress only where it is found impossible to entrust the entire work in the higher forms to Pandits and Munshis of Grade I or Grade II of my letter dated 22.9.1947.

4. This information could not be submitted with my letter dated 22.9.1947 as the above Government u.o. was received by me only on 19.9.1947 and my office had no knowledge of it when putting up the above letter.

5) There is no objection in paying an allowance of Rs.10/- per month to the last Grade of Pandits in Government school provided they work at least half the number of periods allotted to them in the High School Department.

6) The grant of the allowance contemplated in paragraph 3 supra to lower grade pandits is recommended to those in aided Secondary schools also.

(7). Pending the above mentioned reorganisation the Pandits who are actually doing the work in the higher forms for 12 periods per week may be allowed the allowance of Rs 10 in all schools as suggested in the U.O. of 17-9-1947.

S R N Savoor

FOR DIRECTOR OF PUBLIC INSTRUCTION.

From,

Vidwan.D.Veeraraghavan, B.O.L.,
Tamil Pundit, Board High School, Idappadi, Salem Dt.

To

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

Thro'

The Headmaster,
Board High School, Idappadi, Salem Dt.

and

The Special Officer,
District Board, Salem.

DISTRICT BOARD OFFICE
2 JUL 1947
SALEM.

Sir,

I beg to submit that in the revised scales of pay for Tamil Pundits the pay of B.O.L Vidwans is left unconsidered. A S.S.L.C. eligible Secondary grade or Pundit's trained Vidwan will get the scale of 60--4--100--5--130 and a B.O.L., possessing all the above qualification and 3 years of Collegiate study is also to get the same scale. This position is really unjustifiable. The three years of collegiate study prescribed for taking the B.O.L. degree is one of research type intended to enrich the knowledge of Tamil Vidwans through sources other than Tamil literature and enable them to have a critical and scientific knowledge of their subject and help them to do their task more intelligently and delightfully than a S.S.L.C. Vidwan. This acquisition of extra qualification is not an useless addition but a very valuable asset to a Tamil Pundit. The recognition of this simple fact is not one of giving undue preference to english knowledge, but is an acknowledgement of superior knowledge in Tamil language, literature and history.

Therefore I beg to appeal that a special grade be fixed for Tamil B.O.L. Vidwans which will only be an act of bare justice. If it is not possible to do the refixation immediately, an allowance may kindly be added to the pay already proposed as is done in the case of Physical training instructors possessing collegiate certificates.

Soliciting a sympathetic consideration,

I beg to remain,
Sir,
Your most obedient servant,
D. Veeraraghavan

Copy submitted direct to the Hon'ble Minister for Education to save delay

18787

Rs. 654

Idappadi

DIRECTOR OF PUBLIC INSTRUCTION
C. 1319/41/47
18 JUL 1947
MADRAS

N. Dis No E2, - 18787 - 47 dt 10 . 7 . 47

Endt

Forwarded to the secretary to Government, Education and Public Health Department, Madras for favourable consideration and orders.

16/47.

Submitted.

14.7.47

For Special Officer
District Board, Salem

Board High School
Idappadi

Endorsement No 56965 B1/47-1. Edn. dt. 16.7.47

Referred to the Director of Public Instruction, Madras, for remarks

(By order)

Assistant Secretary

To
The Director of Public Instruction

Tele. "CONGRESS"

Andhra Provincial Congress Committee

Prof. N. G. Ranga,
President.
K. Obula Reddy,
Gl. Secretary.

BEZWADA

Date 19th July'47.

Ref. No.

29 JUL 1947
GOVERNMENT OF MADRAS

MINISTER FOR EDUCATION
GOVT. OF MADRAS

My dear Avinashjee,

I am sorry to learn that your Department has recently passed an order to say that all those pandits in oriental languages including Telugu, Tamil must pass S.S.L.C examination or must have

1165

R.C.No. 1319 G/47.

Office of the Director of Public Instruction, Madras, 22--9--1947

Sub: Petition - Sri D. Veeraraghavan, Tamil Pandit- Secondary Schools - District Board, Salem - for higher scale of pay

Ref: Govt. Endorsement No. 56965 B1/47-1 Edn., dated 16-7-1947

Resubmitted.

2. I do not see any reason to give B.O.Ls any special grade as is asked for by the petitioner. They may be given the scale of pay of First grade Pandits as classified in G.O.No. 975 Edn., dated 10-5-47 If B.O.L.Pandits possess the additional qualification of L.T or B.Ed they may be given the L.T. Assistant's scale of pay of Rs 75-5-145.

For Director of Public Instruction.

To

The Secretary to Government,
Education and Public Health Dept.

P.R.K. 24/9/47

The question of allowing revised scales of pay to pandits in this is under consideration separately. This will be dealt with along with the proposals in that file.

29.9.47

18787

Rs. 654
Idappadi

DIRECTOR OF PUBLIC INSTRUCTION
C. 1319 G1/47
18 JUL 1947
MADRAS

N.D. No E2, - 18787-47 Dt 10.7.47
Endt
Forwarded to the secretary to Government, Education and Public Health Department, Madras for favourable consideration and orders.

16/47.
Submitted.
14.K.
14.7.47.

1.7.47.
Board High Schools
Idappadi

For special officer
District Board. Salem
7/7/47 8.7.47

Endorsement No 56965. B1/47-1. Edn. 8. 16.7.47
Referred to the Director of Public Instruction, Madras. for remarks
(By order)
Assistant Secretary
(14.7.47)

To
The Director of Public Instruction

R.C.No. 1319 G/47.

Office of the Director of Public Instruction, Madras, 22-9-1947

Sub: Petition - Sri D. Veeraraghavan, Tamil Pandit- Secondary Schools - District Board, Salem - for higher scale of pay

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For Director of Public Instruction.

To
The Secretary to Government,
Education and Public Health Dept.

P.R.K. 24/9/47

The question of allowing revised scales of pay to pandits in this is under consideration separately. This will be dealt with along with the proposals in that file.

U6

T.M (By post)

(54)

Estt II (B)

From:

The Secretary, S+PH Deptt.

To The DPI

Reference Correspondence ending with your letter RC No 842-B1/47 & 27.9.47 revision of the grades, qualifications + scales of pay for pandits + munshis in all secondary schools.

The extra cost on account of the raising of the scale of pay of pandits in the last grade in secondary schools under local bodies from Rs 40-1½-70 to Rs 45-2-85 has been roughly estimated at Rs 91440 per annum. Please furnish very urgently what the extra cost will be in respect of the pandits in that grade in secondary schools under the management of Govt + private bodies.

The saving in expenditure on account of the lowering of the scale of pay for pandits in grade II (old grade I) from Rs 70-5-150 to 60-4-100-5-130 in respect of Govt secondary schools and from Rs 60-4-100-5-130 to Rs 50-4-90-5-120 in

respect of secondary schools under local bodies + private managements may also be roughly estimated + reported as the information is required for ~~[illegible]~~ estimating the net extra expenditure on account of the present proposals.

2/ The information called for in my TM dt 24.9.47 whether the transitional scale of Rs 60-4-100 for existing incumbents who do not possess the required qualifications should be continued or not may also be furnished. In the latest letter the abolition of the lower scale of Rs 40-1-60 alone has been recommended

30.9.47

30.9.47

30/9/47

(pages 50-52 cy (Go. 2161 Edn dt 8/10/47) removed & placed as a separate Go.)

Immediate

Secretary, E. & P.H.

80499

ASST. SECRETARY TO GOVERNMENT
9 - OCT 1947
EDUCATION AND PUBLIC HEALTH DEPT.

I understand that in many aided schools, our revised salaries for Tamil Pandits have not been brought into effect because we have issued a G.O. that the further revision of their salaries is under consideration. It seems as if this further revision will take more time. In the meantime, a G.O. must issue that Tamil Pandits in aided schools must be paid according to the revised G.O. originally issued.

SECRETARY, EDN. & P.H. DEPT.
9 - OCT 1947
GOVERNMENT OF MADRAS

ISA
8.10.47
H.M. Education.

SE(A(S.))

A draft memo is submitted ~~[illegible]~~ for approval.

9.10.47

9.10.47

9.10.47

Education and Public Health(B1)

Revised scales of pay of Pandits-Instructions-Issued.

MEMO.NO. 80495 B1/47-1 EDUCATION DATED 9.10.47

It is understood that in many aided schools, the revised scales of pay fixed for pandits have not been given effect to by the managements pending a decision on the question of regrouping the posts of pandits and munshis and of further revision of the scales of pay with reference to the qualifications to be fixed for each group.

As it may take some more time for the Govt. to pass orders on this question, the D.P.I. is requested to instruct the managements of aided institutions to give effect to the revised scales of pay for pandits already fixed in G.O.No. 975 Edn. dated 10-5-47 without any further delay.

To the D.P.I.

Tele. "CONGRESS"

Andhra Provincial Congress Committee

BEZWADA

Prof. N. G. Ranga,
President.

K. Obula Reddy,
Gl. Secretary.

Ref. No.

Date 19th July '47.

29 JUL 1947 GOVERNMENT OF MADRAS
MINISTER FOR EDUCATION 6 GOVT. OF MADRAS
30 JUL 1947

61651

My dear Avinashjee,

I am sorry to learn that your Department has recently passed an order to say that all those pandits in oriental languages including Telugu, Tamil must pass S.S.L.C examination or must have passed S.S.L.C examination and undergo secondary grade training, if they are to be recognised as pandits and become entitled to the new scale of Rs.60-1½-70. I consider these new qualifications, ie., S.S.L.C and secondary grade training to be unnecessary, because, almost all these Telugu and Tamil pandits have had to reach such a high standard of scholarship in Tamil or Telugu and may be in Sanskrit also, before they could come to be entertained as pandits and their standard of scholarship in their language is certainly higher than what is generally attained by our ordinary B.As in English. All these years, their ignorance of English of their not having gone to the Training Schools has not been a disqualification, nor has it prevented them from rendering useful services in our high schools and even colleges. For, let us remember that almost all the great pandits of colleges were "untrained" in the eye of the modern Training College and yet, they served our college students and languages most meritoriously. Don't you remember how great was the dissatisfaction felt and expressed even by Bapuji, when Sri Rajajee stipulated a similar condition of S.S.L.C English knowledge for Hindi pandits in 1938 ?

~~Therefore~~ Moreover, the constituent Assembly is deciding to make Hindi our National language and English is to be only a

secondary language and as per your own recent decisions, Telugu or Tamil is to be the first, Hindi the second and English the third language and as such, why need we stipulate this compulsory qualification in English for our pandits.

So I request you to withdraw these new and unnecessary conditions and qualifications to entitle a pandit to draw the first or second grade scales.

Even if you can't give up these qualifications, I request you to see that all the existing pandits are exempted from these obnoxious qualifications. I can assure you that they all deserve as per their order of seniority, not the second but the first grade salaries, ie., 60 -4 -100-5-130. Please let us remember that a pandit has taken and is taking much greater trouble than the B.A. B.Ed teacher and has studied much greater number of books and memorise immensely more stuff. Such pandits deserve as high salaries as the B.A.B.Ed teachers and be treated the same way and be given the same privileges.

The present dispensation is most unjust and it is most mortifying to us, who have seen the liberal and highly honourable treatment given to teachers (pandits) of their own languages in other countries, to find our pandits condemned to salaries which are most inadequate and beggarly.

These are days when we have to encourage our youngmen and women to go in for panditship in ever larger numbers since we have to teach all subjects in the local language in all high schools and so, we must make the salaries and other opportunities of honour and prestige of these pandits really attractive.

And why do we want them to learn English to qualify for the usual salaries ? If we like, we may encourage our future applicants to study Hindi and English also, by offering to pay some additional allowance for their proficiency (working knowledge, that is, to read and understand and translate the writings into their own local language) in Hindi or English or both.

Yours sincerely,

(N.G.Ranga)

To

Hon'ble Sri T. Arunasalingam Chettiar,
Education Minister,
Govt of Madras
Madras

DIRECTOR OF PUBLIC INSTRUCTION
C 1623 B1/47
22 AUG 1947
MADRAS

Endorsement 61651/47-B, Edn B3/P/47 Edn. & H. Dept

Referred to the Director of Public Instruction for remarks.

By order

Assistant Secretary to Govt

31-7-47

34/7/47

To The Director of Public Instruction

Education Department.

From

Dr.S.R.U. Savoor, M.A., D.Sc., I.E.S.,
Director of Public Instruction, Madras.

To

The Secretary to Government,
Education and Public Health Department.

ASST. SECRETARY TO GOVERNMENT
8 - OCT 1947
EDUCATION AND PUBLIC HEALTH DEPT.

R.O.C.No.2517 E/47, dated 4-10-47.

Sir,

Sub:- Madras Educational Rules - Rule 13 - Qualifications of Pandits and Munshis in Secondary Schools.

Ref:- Govt. Endt.No.61651/47-1 Dated 1-8-47 referring for remarks letter from the Secretary, Andhra Provincial Congress Committee, Bezwada.

In resubmitting herewith the papers forwarded with the Government Endorsement referred to above, I have the honour to invite the attention of Governmentto my letter Roc.No.842 B1/47, dated 22-9-47 fixing the qualifications, grades and scales of pay for Pandits and Munshis in Secondary Schools.

for Director of Public Instruction.

pkr.6/10

May be added to the main file, that is linked below.

PROVINCIAL UPADHYAYA PANDITHA PARISHAT. (Regd.)

రాష్ట్రియోపాధ్యాయ పండిత పరిషత్తు. (రిజిస్టరు.)

స్థాపితము 1927. కార్యస్థానము.

R. O. C. No.. Dated 194

-2-

they are placed lower. Again formerly the senior vacancies were open to them. Now in this regard their positions is most dubious and disconcerting. May I beg to add, they do not deserve this bad lot. Therefore I request you to be pleased to reconsider their case, and grant them the following deserving demands of theirs:

(i) The Junior pandits now in service be exempted from the newly prescribed qualification, as is justly done in the case of senior pandits.

(ii) They may be granted the scale of 45-3-60-2-90.

(iii) They must be eligible, with their present qualifications for the senior vacancies as and when they arise.

Hoping that justice will be done to the Junior pandits and prayers mentioned in the 1 & 2 paragraphs will be granted and soliciting the favour of an early reply.

I beg to remain,
Sir,
Yours sincerely,

D. Venkata Subbaiah.
Vice president.

Address:
D. Venkatasubbiah,
M.A.,B.Ed.,
Lecturer, V.R.College,
Attitota Agraharam,
N e l l o r e.

~~Lodged~~
~~the matter under Apanth consideration~~

3. EHAH(BS)

Please see the requests on page 2 ante.

3. Orders have already been issued that when Pandits in the lowest grade are entrusted with teaching in the higher forms, should be given a special pay of Rs 10 pm.

2. In regard to the exemption of the existing pandits from possessing the ~~[illegible]~~ qualifications newly prescribed, the DPI has reported in connection with a Leg. that this may be considered after orders are passed on the revised qualifications proposed by him. No action seems therefore called for. This may be added to the last next file.

[illegible]
20/10/47

DIRECTOR OF PUBLIC INSTRUCTION
C 1878 B1/47
23 SEP 1947
MADRAS

64
87

(42)

To

The Hon'ble T. Avinashalingam Chettiar,
Minister for Education,
Government of Madras,
Fort St. George,
Madras.

SECRET. SECRETARY TO GOVERNMENT
13 SEP 1947
EDUCATION AND PUBLIC HEALTH DEPT.

MINISTER FOR EDUCATION
GOVT. OF MADRAS

SECRETARY, EDN. AND P. H. DEPT.
12 SEP 1947
GOVERNMENT OF MADRAS

Most Honoured Sir,

A meeting of the Pandits of the Telugu country (Andhra Desa) was held at Bezwada in the Buildings of Sri Tirumala Trilinga Vidya Peetham on 7--9--1947 at 12 Noon.

73074

Sri C. Janakiramayya, M.A., P.O.L., Head of the Department of Oriental Languages, Hindu College, Masulipatam, presided.

Representatives from various districts attended. Views of several others who could not attend were obtained.

It was resolved to submit the enclosed Memorandum for favour of your kind perusal and compassionate disposal.

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

Bezwada,

Dated

J. Narayana Sastry.
CONVENER,
VIDWAT SABHA, BEZWADA.

Address:-

J. Narayana Sastri,
Pandit, Hindu College, High School,
Masulipatam.

B1

Endt 73074/47-B, Edn. & P.H. 9/47 Education and Public Health Dept, Fort St. George

Referred to the Director of Public Instruction for remarks on the several points raised in the memorandum.

9/9

Assistant Secretary to Govt.
16/9/47

To The Director of Public Instruction

To

The Hon'ble T. Avinashalingam Chettiyar,
Minister for Education to the Govt. of Madras,
Fort St. George, M a d r a s.

Most Honoured Sir,

1. The Teaching profession is and has been one of the learned professions. It is held in great esteem by all peoples in all ages. Teachers have the pious responsibility of moulding the character of the future generation. As such their social, economic and professional status should be safe-guarded by the State.

2. Pandits of Oriental Languages were the custodians and guardians of our National Culture during the last two centuries of effective foreign domination in India. We have now entered upon the happy period of National independence. The idea of National Independence cannot be complete unless we safeguard the interests of our provincial languages and national culture. To-day there is an enthusiasm to find employment for those that worked in the National movement. There is an enthusiasm to reward those that suffered in the National movement by gifts of lands. What then, is the reward for Pandits that sacrificed their all in the preservation of our National Culture? They had been the most persecuted class of all the learned professions. They were starved for generations to preserve our culture. What then is their reward?

3. The Government have been kind enough to revise the salary grades of several classes of people. It is unfortunate that they have not been pleased to come to a decision with regard to the salaries of Pandits. Months have elapsed in the hope of getting some consideration for the selfless service they have rendered to the country. Will it be too much to request for an early and favourable decision?

Matter being with the DPI

4. A Pandit is a teacher of Oriental languages (Provincial Language or a classical language) in an educational institution. In olden days traditional scholars were employed to do this work. In modern times Oriental Title holders are employed to do this work. The Vidwan or Siromani Title of the Madras University and the Bhasha Praveena or Vidya Praveena of the Andhra University are approved as qualifications for the place of a Pandit in a School.

5. These Oriental Titles are awarded to candidates after a period of six years of study in an Oriental College recognised for the purpose. The courses for the Titles are framed by the respective Boards of studies in the Universities. The course for a Title generally includes set books from various periods of the literature, advanced grammar, prosody and Poetics, History of language and literature and a special period or Sastra courses of study.

Siromani (Madras) and Vidya Praveena (Andhra) are titles in the Sanskrit language and a Sastra. The course comprises of Vedic Texts, Grammar, Elements of Tarka and a special subject. Vyakarana or Alamkara is studied as a special subject.

Vidwan (Madras) & Ubhaya Bhashaya Praveena (Andhra) :-

The Title is in two groups A and B. The A Title contains Sanskrit and Telugu -- half to half. The B Title contains 75% Telugu and 25% Sanskrit.

Bhasha Praveena (Andhra) :-

This is a remodelled course of the Ubhayabhasha Praveena Title in this University. Bhasha Praveena Title has heavy Sanskrit and heavier Telugu. It retains the Sanskrit of A Vidwan and has atleast the Telugu of B-Vidwan. In addition it has a special subject for study. A Bhasha Praveena

Title Holder has good knowledge of Sanskrit and Telugu and should be considered best qualified for Teaching Telugu. A title holder of average ability possesses at least as much strength in the language as a graduate with Part III - Telugu or Sanskrit. So in point of scholarship, an Oriental Title holder need not be considered inferior to a graduate. Should then an Oriental Title Holder be considered inferior to a B.A., in Salary Grade etc.?

6. There is an erroneous notion among the educated classes that knowledge of English is essential for a Pandit. It is reasonable to consider that knowledge of other Indian literatures widens the outlook of a Pandit. It is reasonable to consider that knowledge of Sanskrit is essential for a Pandit in the Provincial languages. But there is no point in insisting upon a smattering knowledge of English for Pandits in the Provincial languages. If English knowing scholars of Provincial languages are required for purposes of Translation work, we can employ the language B.As., for the purpose and style them Translation Assistants.

Achar Lakshmi Separately

7. We have succeeded in making the English people quit India. It is our aim to make the Provincial language the First language as well as the medium of instruction in high schools and Colleges. Under the circumstances is it not regressive to insist upon English qualification for pandits? Is it not adding insult to injury to place the non-english knowing pandit on a lower level in point of status and salary grade?

8. Pandits were considered competent and qualified to teach the provincial languages all these years with an Oriental Title. There is no point in asking them to pass the S.S.L.C. at this stage; nor is it desirable to ask them to undergo training. If the Government are of opinion that

Oriental Title Holders should have some general knowledge qualification they are requested to revise the Sanskrit Entrance Examination course so as to include General knowledge subjects like History, Geography and Civics. But Oriental Title holders who have been teaching the Provincial languages in Schools from 1945 July, should be exempted from these restrictions. For purposes of seniority and salary grades, these exempted Pandits should be considered fully qualified.

9. All B.A., Degree holders are not intended for the teaching profession. So training becomes necessary for those that take up the teaching profession. But all the Oriental Title holders are intended for the teaching profession and as such the course for an Oriental Title should be self sufficient for the teaching of the languages and it presupposes a special aptitude for teaching. Candidates studying in an Oriental College have many opportunities of picking up the methods of instruction in their classes. Every one of their classes is a model class for them and by the time they take the title, they pick up a good deal of the traditional methods of teaching. It may not be out of place to mention that the students preparing for the final examination of an Oriental Title in Oriental Institutions are at times assigned some class work in the Elementary section. Training may still be considered necessary or useful for a raw teacher. But for an experienced teacher there is not much good that training can do. Knowledge that comes from experience is probably the best and the most useful. Pandits experienced in the teaching of languages deserve to be exempted for this reason.

9 (b). If for any reason training is considered necessary for pandits already in service, an emergency pandits' training course should be conducted in the Training

schools at ~~xxxxxx~~ District Centres from April, 15th to July, 15th to enable Pandits in service to undergo the training without any clash to their work.

10. The Pandit teaches the provincial language which has been hitherto the second language and which is going to be the first language in all educational institutions. His professional status should be raised atleast to be on a par with the teachers of other subjects. When the provincial language becomes the first language the position of the Pandit should be elevated still. As such the Pandit's grade under consideration should not be inferior at all to the L.T., scale. The distinction of a Junior and Senior Pandit should be abolished. There is no such distinction among the L.T. Assistants. Why then should be this distinction among the Oriental Title holders?

11. The invidious distinction between Senior and Junior Pandits in the Schools managed by the Local Boards is based on the fact that some are working in High Schools while others are working in the Middle Schools. The Pandit whether he works in a High School or a Middle School takes the same Oriental Title from the same University. He is equipped to teach his subject in any High School. He should not be paid a Lower salary simply because he is employed in a middle school. Further it is important to note that an Oriental Title holder is the only competent person to teach the provincial language in a high school or Middle school. Secondary grade teachers are incompetent to teach the regional language in Middle schools. As such the Oriental Title holders alone should be employed to teach the regional language in a Middle School and they should be given the salary grade they are entitled to by virtue of their qualifications.

12. The clash and the unfair competition between languages B.As. and Oriental Title holders working in a high school should be removed by restricting the sphere of their work in the school. The languages B.As. should be styled Translation Assistants and they should not be entrusted with the teaching of Text-books. The Oriental Title holders should be styled as Telugu assistants, Hindi assistants etc., and should be allowed to teach the text books exclusively. The proportion of the Language L.Ts. and Oriental Title holders working in a high school should be fixed by the government. The total number of the language teachers and their proportion should be based on the strength of the institutions. Care should be taken by the Government to see that Managements adhere strictly to this principle when they fill up the vacancies.

13. Language Teachers:- Translation Assistants or language assistants working in a high school -- whether they are degree holders or title holders -- should be placed on a par with the teachers of other subjects, viz., English Mathematics, Science, History and Geography--in the High school. They should be placed on a par with the other L.Ts. in the high school for purposes of status and salary grades.

14. Language teachers working in a middle school are all title holders. They are qualified and competent to handle higher forms. They are employed in Middle Schools because secondary grade teachers cannot efficiently carry on that work. Therefore Oriental Title holders working in middle schools should get something more that the Secondary Grade Teacher. It is desirable to start an Oriental Title holder Midway between the Secondary Grade minimum (45) and L.T. minimum (75) and promote him to a high school immediately after he reaches the L.T.minimum. Thus the Pandits' scale

would roughly run as 60 - 5 - 75 - 5 - 140.

15. This will make all Pandits feel that the artificial discrimination is removed. There will be only one scale for all Pandits. Pandits working in Middle school automatically go to high schools after they reach the minimum of the L.T. scale and their seniority is not affected.

The Government should not have any inconvenience to grant this scale to Pandits. It is requested that the Government may be pleased to consider the plight of the Pandits and alleviate their sufferings.

Bezwada,
Dated 9th Sept., 1947.

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

J. Narayana Sastry.
CONVENER,
VIDWAT SABHA, BEZWADA.

Copies to:-

1. The Hon'ble Premier, Government of Madras, Fort St. George, Madras.
2. The Director of Public Instruction, Madras.
3. The Superintendent of Sanskrit Schools, Madras.

72 B1

Education Department.

From

Dr.S.R.U. Savoor, M.A., D.Sc., I.E.S.,
Director of Public Instruction, Madras.

To

The Secretary to Government,
Education and Public Health Department.

R.C.1878 B1/47, dated 15-10-47.

SECRETARY TO GOVERNMENT
16 OCT 1947
EDUCATION AND PUBLIC HEALTH DEPT.

Sir,

Sub:- Memorandum from the Pandits of Andhra Desa - regarding scales of pay - status - qualifications etc.,

****

82440

In resubmitting herewith the Memorandum referred to above, forwarded to me with the Government Endt.73074/47-B1 dated 19-9-47 I have the honour to state as follows.

2) Regarding para 3 of the memorandum, the Director has submitted his views to Government in his letter Rc.842 B1/47 dated 22-9-47. Orders thereon are awaited.

3) The question regarding General Educational qualifications and the prescription of English qualifications for Pandits has been discussed in the Director's letter referred to above.

This may be added to the main file relating to the revision of scales of pay for pandits and munshis

pkr. 15/10

for Director of Public Instruction.

73

(48)

E+PH(37)

T.M

Special

From:
The Secretary E+PH Deptt

To
The DPI.

Ref. my T.M dated 30.9.47 regarding the approximate estimate of the extra cost involved in revising the scale of pay for Pandits & Munshis in the last two grades as proposed by the Director

Please expedite your reply & say when it may be expected. The matter should be treated as special

29/10/47

29.X.47

Advance 29/X

Desired 29/10/47

TELEPHONE MESSAGE (BY POST)

No.842-B.1/47

Office of the
Director of Public Instruction,
Madras, Dated 31-10-1947.

From

The Director of Public Instruction, Madras.

To

The Assistant Secretary,
Education and Public Health Department.

Ref: Your Telephone message (by post) dated 24-9-47 re: further revision of the scales of pay of pandits and munshis in Secondary Schools.

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH (DEPT.)

Your presumption that it is the intention of the Director that the pay of the existing incumbents who do not possess the L.T., B.T. or B.Ed. degree should be placed in the Revised grades II and III according to their qualifications is correct. Attention is in this connection invited to the Director's Endt. to Government RC.No.1319-G/47 dated 22-9-47 in regard to B.O.Ls. A degree holder with a language as the special subject but without the L.T. or B.T. or B.Ed. degree should be placed in the Revised Grade II

The transitional scale of Rs.40-1-60 was already recommended in para 2 of the Director's Letter RC.No.842 B.1-47 dated 29-9-47 for removal.

The transitional scale of Rs.60-4-100 in respect of pandits in Secondary Schools under Local Bodies applies to those pandits and munshis who do not possess the required qualifications, if they are now on the scale of Rs.45-2/2-75, as per the remarks on page 3 of G.O.No.975 Edn dated 10-5-47. Now the existing incumbents (Graduates without training qualifications and Oriental Title holders without training qualifications) are to be placed in the revised grades II and III respectively. Besides, it was already recommended to Govt. in para 3 of the Director's letter RC.No.842 B.1/47 dated 29-9-47 that the pandits and munshis in Grade III might be granted an allowance of Rs.10/- p.m., if they handed higher forms for not less than 12 periods in a week. A pandit of the III grade who handles the higher forms will get Rs.45 plus Rs.10 i.e. Rs.55 in all, while a grade II pandit will get Rs.50 only. To remove the anomaly, Grade II pandits too may be given an allowance of Rs.10/- as they work in higher forms and possess superior qualifications. If this is accepted, there is no need for the transitional scale ofRs.60-4-100 in respect of pandits in Secondary Schools under local bodies and it may be omitted.

In respect of Government Schools, Grade II and Grade III Pandits are designed for Middle Schools. But the allowance of Rs.10/- p.m. is proposed only in the case of Grade III Pandits if he works in a High School for 12 periods per week. It will be unfair to deny the same concession in respect of grade II Pandits if they happen to work for the same number of periods in the High School. It will not also be justifiable to ignore his training qualification which will make his teaching more effective and efficient. I, therefore, recommend that both the II and III grade pandits may be given the allowance.

As there

As there are certain Pandits and munshis in the old scale of Rs.65-5/2-80 in the Government madrasai-Azam, they will fit in only in the revised III grade, viz. Rs.50-3-65-2-95 as they possess only oriental titles. To remove this anomaly, the transitional scale of Rs.60-4-100 may be retained so long as the present incumbents of the posts in the old scale are in service.

for Director of Public Instruction.

RVR 1/11/-

Special messenger

84004

76

(9)

Education (Ex)

T.M

From

The Assistant Secretary Edn Dept

To

The Deputy D P I.

Patmer 8/11/47 P.C.W. 8/11/47 11.50 A.M

Issued 12.15 P.M. 8/XI/47

Ref this office T.M dated 30.9.47 + reminder dated 29.10.47 - regarding estimate of the extra cost involved in revising the scales of pay of Pandits and Munshis in the last two grades as proposed by the Director

Please arrange to send through a special messenger a copy of the reply to the TM said to have sent a few days back as it has not yet been received in this Deptt

8.11.47 S(a.c)

7/11/47

Office of the
Director of Public Instruction,
Madras, 8th November, 1 9 4 7.

Telephonic Message(By post)

To

The Secretary to Government,
Education & Public Health Department.

85908

Refce: Your Telephonic message (By post) dated 30.9.47, re: revision of grades, qualifications and scales of pay for Pandits and Munshis in all secondary schools.

The extra cost on account of the raising of the scale of pay of Pandits in the last grade in Secondary schools under Government and private bodies is as below: --

(a) Government Schools .. Rs.33,540/-

(b) Aided schools Rs.1,56,000/-

(c) Secondary schools under local bodies Rs 91440

2. The saving in expenditure on account of the lowering of the scale of pay for Pandits in Grade II (Old Grade I) is shown below: --

(a) Government Schools .. No information

(b) Local Bodies schools .. Rs.28,440/-
assuming that there are 75% of the total number of Pandits. But if the recommendation to grant an allowance of Rs.10/- to the pandits of this grade also is accepted by Government, there will be no savings.

(c) Aided schools .. .. The anticipated savings Rs.24,000/-

for Director of Public Instruction

ASST. SECRETARY TO GOVERNMENT
8 - NOV 1947
EDUCATION AND PUBLIC HEALTH DEPT.

33540
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91440
256980

156 × 2/3
312 104

156000
24000
132000

33540
104000
45720
1,83,260

(52)

T.M (By post) EFAN(BS)

From

The Assistant Secretary EFAN Deptt

To The Deputy ~~DPI~~

Dy Sec
advise
12/11/47

Reference Director's TM (By post) 28.11.47 regarding the extra cost on account of the raising of the scale of pay for Pandits in the last grade and the savings on account of the lowering of the scale of pay of pandits in Grade II. It is presumed that the figures furnished in respect of secondary schools under local bodies and private managements represent the total ~~cost~~ cost or saving and that the extra cost or saving to Govt in the payment of teaching grant should be calculated on the basis of one half or two thirds of the amounts reported. Please say immediately

p.c. DPI
12/11

80

whether the presumption is correct

12/11/47

Note

Please see the Finance Dept's note at X on page 30 nf. The extra cost to govt should be calculated at 1/3 of the figures in respect of aided schools and at one half of the figures in respect of secondary schools under local bodies. This may be verified before proceeding further

12/11/47

81

Office of the Director of Public Instruction,
Cathedral P.O., Madras, Dated the 18th Novr. 1947.

(53)

From

Dr. M. Abdul Haq,
Deputy Director of Public Instruction,
Madras.

To

The Hon'ble Minister for Education,
Fort St. George, Madras.

Sir,

Revision of scales of pay of Pandits - Secondary Schools.

--

During our personal discussion in the matter of the fixation of the qualifications and the pay of the Pandits, we have agreed to fix the qualifications as follows:--

Existing Grade.	Qualification.	Revised scales already sanctioned.	Arrangements now proposed ~~by P.A.C.P.M.~~. Grade.	New scales proposed.	~~Remarks.~~ Qualifications
1.	2.	3.	4.	5.	6.
		Government High Schools and Middle Schools.			
(i) L.T. Assts.	A Degree with the Language as the main special subject and L.T.	80-5-120-10-170	Grade I.	85-5-125-10-175	Degree in the Language plus L.T. or B.T. or B.Ed., ~~pass in~~ B.O.L. (pass or Hons.) with SSLC completed plus L.T. or B.T. or B.Ed. [Persons who do not possess these qualifications will be placed in Grades I or II.]
(ii) Grade I	S.S.L.C. eligible & an Oriental Title & Pandit's or Secy. Grade Trg.	70-5-150	Grade II		~~New Qualification.~~ Completed SSLC and an Oriental Title and a Pandit's or Secy. Trg. for future entrants. In the case of existing incumbents, Oriental Title with 15 years' service as Pandit in high school classes on 1-1-47. 70-5-150.
(iii) Grade II	Oriental Title & Pandit's or Secy. Grade Trg.	45-3-60-2-90	Grade III ~~45-3-60-2-90~~		Oriental Title with Pandit's or Secy. Trg. For those with more than five years of teaching experience as Pandit on 1-1-47, mere Oriental Title.
		Under Local Bodies.			
(iv) L.T. Assts.	A degree with Language as main subject & L.T.	70-5-140	Grade I	75-5-145	A Degree with Language as the main subject plus L.T. or B.T. or B.Ed. or B.O.L. (pass or Hons.) with SSLC completed plus L.T. or B.T. or B.Ed.
(v) I Grade	SSLC. eligible & Oriental Title & Pandit's or Secy. Grade Trg.	60-4-100-5-130	Grade II	60-4-100-5-130	Oriental Title & Secy. Grade Trg. or Pandit's Trg. ~~New Qualification~~ Completed SSLC and an Oriental Title and a Pandit's or Secy. Trg. for future entrants. In the case of existing

1.	2.	3.	4.	5.	6.
(v) contd.					incumbents Oriental Title with 15 years of service as Pandit in the high school class es on 1-1-47.
(vi)	Grade II-Oriental Title & Pandit's or Secy. Grade Trg.	40-1½-70	Grade III	45-2-85	Oriental Title with Pandit's or Secy. Grade Trg. For those with more than 5 years of teaching experience as Pandit on 1-1-47, mere Oriental Title.
	Under Aided Managements.				
(vii)	L.T. Assts. A Degree with Language as main subject and L.T.	70-5-140	Grade I	75-5-145	A Degree with language as the main subject plus L.T. or B.T. or B.Ed. or B.O.L. (pass or Hons.) with SSLC completed plus L.T. or B.T. or B.Ed.
(viii)	I Grade-SSLC. Eligible & Oriental & Pandit's or Secy. Grade Trg.	60-4-100-5-130	Grade II	60-4-100-5-130	~~New Qualification.~~ Completed SSLC and an Oriental Title and a Pandit's or Secy. Grade Trg. for future entrants. For existing incumbents, Oriental Title with 15 years of service as Pandit in the high school classes on 1-1-47.
(ix)	Grade II-Oriental Title & Pandit's or Secy. Grade Trg.	40-1½-70	Grade III	45-2-85	Oriental Title with Pandit's or Secy. Grade Trg. For those with more than 5 years of teaching experience as Pandit on 1-1-47, mere Oriental Title.

The cost of fixing these qualifications will be as follows:--

Item (i). Nil.

Item (ii). Rs.1,800.

Item (iii). Nil.

Item (iv). Nil.

Item (v). Rs.14,000. × ½ 7000

Item (vi). Rs.77,000. × ½ 38500

Item (vii). Nil.

Item (viii). Rs.20,000. × 2/3 13333

Item (ix). Rs.1,12,000. × 2/3 224000/3 74666

The Government portion of the cost will be the full amount for Government schools, ~~for~~ half the amount in the case of local bodies and two-thirds in the case of aided managements.

There are two or three cases where existing incumbents have a higher scale of pay in Government institutions. This has not been considered in this. As these cases are very few, they may be left as they are.

Deputy Director of Public Instruction.

112000

77000
112000
189000

Government of Madras.
Education and Public Health Department.

TELEPHONIC MESSAGE (BY Post) DATED THE 20th NOVEMBER 1947.

From

The Assistant Secretary to Government,
Education and Public Health Department.

To

The Deputy Director of Public Instruction,
Office of the Director of Public Instruction.

Ref: Your letter dated the 18th November 1947 regarding the revised scales of pay and qualifications for Pandits settled in consultation with H.M.(Education).

In the case of existing incumbents with Oriental Title who have not undergone Pandits' or Secondary Grade Training, it is proposed to lay down that those with 15 years' service as Pandit in high school classes on 1-1-47 will be eligible for the revised scale of Rs.70-5-150 in Government schools and Rs.60-4-100-5-130 in Secondary Schools under local bodies and private managements and those with more than 5 years' teaching experience on 1-1-47 will be eligible for the ~~proposed~~ revised scale of Rs.45-3-60-2-90 in Government Secondary Schools and Rs. 45--2--85 in non-Government schools. It is presumed that those who have not put in the required service or teaching

P.T.O.

85

experience will be eligible only for the transitional scale of pay already fixed (i.e. Rs 60-4-100 and Rs 45-2-75 for govt schools and Rs 60-4-100 and Rs 40-1-60 for non-govt schools) and that in both grades the service should be more than 15 or 5 years respectively for the sake of uniformity. It is also presumed that the pre-1926 Pandits will now become eligible for the revised scale for Grade III Pandits - 45--2--85 - as they have put in more than 5 years' service and it is no longer necessary to adopt the scale of pay of Rs.45--2--85 previously recommended by the Director (vide his letter Re. 1175 A/47 dt 8-7-47). Please say whether the presumptions are correct. The reference may kindly be treated as special as the matter has to be placed before the ~~Ban~~ Standing Finance Committee.

20/11/47

20-11

Desired
20/11(47)

POST COPY OF TELEPHONIC MESSAGE DATED 14-11-1947

From
The Director of Public Instruction,
Madras.

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

REF:- Your Telephonic Message dated 10-11-1947 regarding the extra cost on account of raising the scale of pay of pandits in the last grade and the savings on account of the lowering the scale of pay of pandits in Grade II.

The figures already furnished represent the extra cost or savings as the case may be, ~~the~~ to local bodies and private managements respectively and not to Government on account of payment of teaching grant.

for Director of Public Instruction

15.11

86

ASST. SECRETARY TO GOVERNMENT
17 NOV 1947
EDUCATION AND PUBLIC HEALTH DEPT.

90906

Read. by M.Z. on 19/11/47.

E.&P.H(B).

~~The main file on the subject is not readily traceable. Time may be granted till 1-12-47 for reply on merits.~~ M.R. 15/11.

This may be added to the main file which has been sent to Finance for remarks

24/11/47

25/11

C.F. 50.

DEPARTMENT.

Received ..... 19 . *Registered* ..... 19 .

Subject.

ENCLOSURES.

No. .....

.....

Spare copies .....

No.

Station ....., *Dated the* ..... 19 .

87

TELEPHONIC MESSAGE REPLY (By Post)

Special

Office of the
Director of Public Instruction,
Madras. Dated 26-11-1947.

Ref : Your Post Copy of Telephonic Message dated 20-11-47 regarding revision of scales of pay and qualifications for Pandits and Munshis in secondary schools.

So far as the secondary schools under local bodies are concerned, the following remarks are offered.

(i) Existing Pandits and Munshis (Oriental Title holders) who have put in less than 15 years of service and are drawing pay in the old senior scale of Rs. 45-2/2-75 may be given the scale of Rs. 60-4-100, and (ii) existing Pandits and Munshis (Oriental Title Holders) who have put in less than 5 years of service and are drawing pay in the old junior scale of Rs.30-2/2-50 may be given the scale of Rs.40-1-60.

2. The pre-1926 pandits have more than 5 years of service to their credit but do not possess Oriental Title. if, in view of their long service only without reference to their professional attainment, Government are inclined to give them also the scale of Rs.45-2-85, I have no objection.

3. So far as Aided Schools are concerned the presumption in the Memo is correct.

4. II Grade. - In respect of Government Schools, existing incumbents with Oriental Titles and less than 15 years of service if they are on the old scale of 65-5/2-80 and 45-5/2-60 can draw pay in the scale of 60-4-100 only.

5. III Grade. - Pandits and Munshis with Oriental Titles on the old scale of 35-4/2-43-2/2-45 with less than 5 years of service are eligible for the scale of Rs.45-2-75 only.

6. For the sake of uniformity, the service prescribed for both the grades should be 15 or 5 years respectively on 1-1-1947.

26/11

for DIRECTOR OF PUBLIC INSTRUCTION.

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

NVP:26-11:

88

89 Revised note

Education and P.H.Deptt.(B1)

Please take 30 copies at once

NOTE FOR THE STANDING FINANCE COMMITTEE OF THE CABINET.

Sub: Revision of the qualifications and scales of pay for Pandits and Munshis in Secondary schools.

58

SUMMARY OF COST

MAJOR HEAD OF ACCOUNT	MINOR AND SUB-HEAD OF ACCOUNT	ULTIMATE COST Recurring Rs.	ULTIMATE COST Non-Recurring. Rs.	COST IN THE YEAR of INTRODUCTION (1947-48.) Recurring Rs.	COST IN THE YEAR of INTRODUCTION (1947-48.) Non-Recurring Rs
37 Education Secondary Govt. Secondary schools-for boys and girls-General-A. Ordinary areas.	1 Pay of Establishments (Revision of the scales of pay of pandits and Munshis)	1800	...	1800	.....
37. h. Education Secondary-Grants to local bodies for Secondary Education A. Ordinary areas.	1. Teaching voted (Addl. teaching grant payable on account of revision of scales of pay of pandits.)	45500	...	Nil	...
37. g. Education Secondary -Direct grants to non-Govt. Secondary Schools A. General-	1. Teaching voted (Additional teaching grant payable on account of revision of the scales of pandits.	88020	...	Nil.	
Total		135320	...	1800	

Previously there were two grades of Pandits and Munshis in Secondary schools. In revising their scales of pay, provision was made for the employment of three grades of Pandits and Munshis and the qualifications for each grade were also revised. Pandits holding a degree with the language as the main special subject and L.T. were placed in a separate grade and holders of oriental title with Pandits' or Secondary grade training were divided into two grades and distinction was made between these two grades by prescribing 'S.S.L.C. eligible' as an additional qualification for Pandits and Munshis in Grade I . It has been pointed out that a large number of holders of oriental degrees(B.O.L.Pass or Hons) are those who having failed in one or other subjects of the S.S.L.C. diverted their attention to the study of languages and the minimum general educational qualification for them should therefore be the 'S.S.L.C. completed' and not 'S.S.L.C. eligible'. It has also been pointed out that it is impossible for the existing holders of oriental title only to undergo secondary

secondary grade training as they would not possess the general educational qualification required nor can they undergo Pandits' training since facilities for such training have not been provided. The qualification prescribed for Pandits who are not LTs. has therefore to be revised to accommodate existing men who have served for a number of years. Owing to the changes in the qualifications prescribed, it is necessary to revise the scales of pay already fixed.

2. The following statement shows in one view the existing grades, qualifications, and scales of pay for Pandits and Munshis and as now proposed to be revised.

Existing Grade. 1	Qualification 2	Revised scales already Sanctioned. 3	New Proposals: Grade 4	New Proposals: New scales proposed 5	New Proposals: Qualifications. 6
	Government High Schools and Middle Schools				
(i) L.T.Assists.	A Degree with the Language as the main special subject and L.T.	80-5-120-10-170	Grade I	85-5-125-10-175	Degree in the Language plus L.T. or B.T. or B.Ed., B.O.L. (pass or Hons) with S.S.L.C. completed plus L.T. or B.T. or B.Ed. Persons who do not possess these qualifications will be placed in Grades I or II)
(ii) Grade I-S.S.L.C. eligible & an Oriental Title & Pandit's or Secondary Grade Training.	~~70-5-150 Grade II~~	70-5-150	Grade II	70-5-150	Completed SSLC and an Oriental Title and Pandit's or Secy. Trg. for future entrants. In the case of existing incumbents, Oriental Title with 15 years' service as Pandit in high school classes on 1-1-47.
(iii) Grade II Oriental Title Pandit's or Secy. Grade Training.	~~45-3-60-2-90 Grade III 45-3-60-2-90~~	45-3-60-2-90	Grade III	45-3-60-2-90	Oriental Title with Pandit's or Secy. Trg. For those with five years service as Pandit on 1-1-47, Oriental Title only.
	Secondary Schools under local bodies and private managements.				
L.T.Assistants. A degree with language as main subject & L.T.	~~70-5-140~~	70-5-140 ~~Grade I 75-5-145~~	Grade I	75-5-145	A Degree with language as the main subject plus L.T.

2	3	4	5	6
				~~A Degree with Language as the main subject~~ plus L.T. or B.T. or B.Ed. or B.O.L. (Pass or Hons) with SSLC completed plus L.T. or B.T. or B.Edd.
(ii) Grade I-SSLC. eligible and Oriental Title & Pandit's or Secondary Grade Training.	60-4-100.-5-130	Grade II	60-4-100-5-130	Completed SSLC and an Oriental Title and Pandit's or Secy. Trg. for future entrants. In the case of existing incumbents Oriental Title with 15 years of service as Pandit in the High school classes as on 1-1-1947.
(iii) Grade II - Oriental Title & Pandit's or Secondary grade Training.	40-1½-70	Grade III	45-2-85	Oriental Title with Pandit's or Secy Grade Trg. For those with 5 years service as Pandit on 1-1-47, Oriental Title only.

The scale of pay proposed for the revised grade I is the same as that fixed for L.T. Assistants and for grade III the same as that fixed for secondary grade teachers. The scale of pay already fixed for Grade I will remain unaltered and will be applicable to the revised Grade II. In fixing the revised scale of pay, it was laid down that the existing incumbents in Govt. Secondary and Training schools who do notm possess the qualifications now fixed will be placed in the scale of Rs. 60-4-100 if they were on the scale of Rs. 45-5/2-60 and on the scale of Rs. 45-2-75 if they were on the lower scale of 35-4/2-43-2/2-45 while those employed in secondary schools under local bodies should be placed in the scale of Rs. 60-4-100 if they were on the scale of Rs. 45-2/2-75 and on the scale of Rs. 40-1-60 if they were on any lower scale. These transitional scales will continue and will be applicable to those existing incumbents who do not possess the revised qualifications or ~~have future~~ the prescribed years of service.

3/ There are certain pandits in the service of local bodies who were recruited to the service prior to 1926 on the old scale of Rs. 30-2/2-50. As they dom not possess any Oriental title, the D.P.I. ~~has~~ recommended that they may placed in a slightly lower scale than that proposed for grade III pandits viz., Rs. 45-2-75. the maximum of ~~which~~ this scale is less than

the maximum of which is less than that of the third grade by Rs.10. In view of their long service and their for proficiency in their subject, it is considered whether they may allowed the revised scale of Rs. 45-2-85 admissible to Pandits in Grade III. The D.P.I has no objection to the proposal.

4. The Finance Department consider that there is no necessity to further revise the scale of pay for Pandits in the L.T. grade (Revised Grade I) as the acquisition of the qualifications in Indian languages is comparatively easier and cheaper than obtaining like qualifications in foreign languages, accurate Sciences, humanities etc., In respect of the next grade, they suggest that the slightly lower scale of Rs. 60-4-100-5-130 for Pandits and Munshis in Government Secondary Schools of Rs. 50-4-90-5-120 for those in secondary schools under local bodies with a special pay of Rs.10 p.m. proposed by the D.P.I. may be adopted. ~~adopted, and the transitional scale of Rs.60-4-100 applicable to existing~~ ~~with~~ As regional languages have now to be studied throughout the secondary school course compulsorily and as students are expected to acquire a greater knowledge in these languages than before, it is necessary to employ qualified pandits in this grade for giving instruction in the higher forms in future. There will be no incentive for candidates to qualify themselves for this appointment unless the scale of pay is the same as that of other ~~pandits~~ assistants in the same grade. It is not desirable to lower the scale of pay so recently fixed for ~~the next grade of pandits~~ and there will be no saving if in addition to the lower scale they are given an allowance of Rs 10 p.m. The transitional scales will in any case have to be continued for those who have not put in the prescribed years of service.

5 The ultimate extra cost involved is 1.35 lakhs as shown in the summary.

The Government portion of the cost represents the full amount for Govt. schools, and half the amount in the case of local bodies' schools and two thirds in the case of aided managements, on the basis of the teaching grants admissible to ~~their government schools.~~

~~As there has been a great deal of agitation over this matter, it is necessary that the revision should be given effect to immediately.~~

There will be no extra expenditure in the current year on account of the proposed revision of the scales of pay of pandits and Munshis in secondary schools under local bodies and private managements as the teaching grant for 1947-48 is payable only in 1948-9. The extra cost on account of the revision of the scales of pay of pandits in Government secondary schools is small (i.e. Rs 1800 only) and can be met from the sanctioned allotment or by reappropriation in due course. As there has been a great deal of agitation over this matter, it is necessary that the revision should be given effect to immediately.

6 The particulars to be furnished for financing new schemes of expenditure are given below:-

(a) Budget provision under the major head of account.

(b) Actual expenditure under the major head in the current year to the end of the ~~latest month~~ (for which the figure is available.)

(c) Estimate of expenditure on the scheme in the current year.

(d) Savings in the budget provision for other items included in the major head.

(e) Total commitment in the year under the major head on account of new scheme. (not provided for in the budget) sanctioned since the beginning of the financial year up to the end of the month of October 1947

(f) Total commitment in the year under all major heads of account of new schemes (not provided for in the budget) sanctioned since the beginning of the financial year up to the end of the month of. Oct 1947

(a) Rs 6,99,62,900
(b) Rs 1,49,59,818
(c) Rs 1800
(d) not known
(e) Rs 8,23,000
(f) 3,12,21,560

95

EPDH (B1)

T.M

(6)

From

The Assistant Secretary EPDH Deptt

To

The Deputy D.P.I. - (Secondary Edn)

Reference - Discussion regarding the revision of qualifications and scales of pay for Pandits and Munshis in secondary schools.

Please say when the estimate of cost may be expected. The matter may be treated as special as the subject should be placed before the ~~next~~ standing Finance Committee at its next meeting.

16-12-47

16-12-47

DT 16/12

Desired

Issued @ 3 PM 16/12/47

P. C. to go.

97 (62)

Office of the
Director of Public Instruction,
Madras, dated the 20th Decr. 47.

D.O.

ASST. SECRETARY TO GOVERNMENT
22 DEC 1947
99989
EDUCATION AND PUBLIC HEALTH DEPT.

My dear Sir,

In continuation of my discussion with you, I am enclosing herewith a comprehensive statement about the extra cost to Government under the following three different heads: --

1. Government institutions
2. Local Body institutions
3. Institutions under Aided managements.

Yours sincerely,

P. Ahmed Kutty

To 98

Sri Sankaralinga Doss
Assistant Secretary to Government,
E & P.H. Department.

I 99 (63)

GOVERNMENT

1. Average pay of 100 Pandits in the scale of Rs.45-2-75 } 100 x 61 2/3 x 12

$= \frac{100 \times 185 \times 12}{3}$

= Rs.7,400ø/-

2. Average pay of 100 pandits in the scale of Rs.85-175 } 100 137 x 12

13,700 x 12 or

= Rs,1,64,400/-

Extra Cost 1,64,400 minus 74,000/-

40 x 100 x 9 36000 =Rs.90,400/-

Local Bodies

As already assumed, the total number of High school pandits in Secondary schools under Local bodies is 948 and the number of Middle school pandits is 130.

The High school Pandits may be classified under the following categories: --

1. Pandits with L.T. qualifications	1%
2. S.S.L.C. Eligible Oriental title plus Pandit's or secondary grade training	4%
3. Pandits with Oriental Title only in the scale of Rs.60-4-100	80%
4. Pandits without qualifications but employed prior to 1926 and who were handling high school classes(Rs.40-1-60)	10%
5. Pandits of the last grade, working in higher forms for not less than 12 periods and in receipt of a special pay of Rs.10/-	5%

Extra cost on account of the proposed amalgamation of the L.T. grade and I Grade: --

		Immediate Rs.	Ultimate Rs.
	Category (1) .. .. NIL.		
38x15x12 38x19 2/3x12	Category (2) -- No. of posts 38 From 60-4-100-3-130 to 75-5-145)	6,840	8,968
	Category (3) .. No. of posts 758 (From 60-4-100 to Rs.75-5-145)		
114x15x12 114x30 2/9x12	(a) Pandits with 15 years service, if taken over to L.T. grade (15% of the total)	20,520	41,344
303x15x12 303x30 2/9 x 12	(b) Pandits with 10 years service, if taken over to the L.T. grade (40% of the total)	54,540	109,888
530x15x12 530x30 2/9x12	(c) Pandits with 5 years of service, if taken over to the L.T. grade(70% of the total.)	95,400	192,213
130x5x12 130x10x12	Extra cost on account of the raising of the pay of the Middle school pandits from Rs.40-1½-70 to 45-2-85	7,800	15,600

IN THIS THE CONTRIBUTION OF GOVERNMENT WILL BE 50% OF THE TOTAL COST BOTH IMMEDIATE AND ULTIMATE.

758 X 3 / 10 = 22.74 / 10

758 - 530 = 228 parts

one-half 36000 90400
47700 96106
27300 55005

3900 7800
2000 16000
11900 23800

6840 - 8968
54540 109888
2 61380 118856
30690 59428

Institutions under Aided Managements.

As already assumed, the total number of pandits in High Schools is 1,300 and in Middle Schools is 200 roughly.

The High School pandits may be classified under the following categories:--

1. Pandits with L.T. qualifications :	1 per cent.	13
2. S.S.L.C. eligible plus Oriental Title and Pandits or Secondary Grade Training	4 " "	52
3. Pandits with Oriental Title only (in the scale of Rs 60--4--100)	25 " "	325
4. Pre 1926 Pandits and other pandits without the required qualifications.	70 " "	910

Extra cost on account of the Proposed amalgamation of the L.T. Grade and I Grade: --

	Immediate.	Ultimate.
Category (1) ...		...
Category (2) No. of posts 52 (roughly)		
52 x 15 x 12 (From 60-4-100-3-130 to 75-5-145)	9,360	
52 x 19 2/3 x 12 ...	3120	12,272
	6240	4091
		8181
Category (3) No. of posts 325(roughly) (From 60-4-100 to 75-5-145)		
325xx		
(a) Pandits with 15 years service if taken over to L.T. Grade (15 per cent of the total)		
49 x 15 x 12	8,820	
49 x 30 2/9 x 12	2940	17,437
	5880	5812
		11625
(b) Pandits with 10 years' service if taken over to L.T. Grade (40 percent of the total)		
130 x 15 x 12	23,400	
130 x 30 2/9 x 12	7800	47,147
	15600	15716
		31431
(c) Pandits with 5 years' service if taken over to L.T. Grade. (70 percent of the total)		
$\frac{455}{2}$ x 15 x 12	40,950	
455/2 x 30 2/9 x 12	13650	82,507
	27300	27502
		55005
Extra cost on account of the raising of the pay of Middle School pandits from 40-1½-70 to 45-2-85.		
200 x 5 x 12 (Immediate)	12,000	
200 x 10 x 12 (arrears)	4000	24,000
	8000	8000
		16000

IN THIS THE EXTRA COST OT GOVERNMENT WOLL BE 2/3 rds OF THE TOTAL COST.

325 - 130 = 195

325 - 227 = 98

325 - 130 = 195

27300 - 6240 = 33540

910 1240 - 818 1 15600 - 31431

B, 104

Secretary, E. & P.H.

WD 100196.

With regard to the revision of salaries of Pandits, we have called for certain information from the D.P.I. The matter may be expedited and submitted to me on the 23rd.

TSA
20.12.47

H.M. Education.

SECRET. EDUCATION AND PUBLIC HEALTH DEPT. 22 DEC 1947

SECRETARY, EDN. AND P. H. DEPT. 22 DEC 1947 GOVERNMENT OF MADRAS

105 1

(67) Education

Special

T.M

From.
The Assistant Secretary Edn Dept
To
The Deputy DPI

Reference your do dated 20.12.47 furnishing details of the extra cost involved on account of the proposal to combine Pandits in the L.T. grade with those in grade I and to admit to the L.T. scale existing incumbents on Rs 60-4-100 with 5, 10 & 15 years of service. The stt furnished in respect of govt secondary schools ~~do not~~ does not contain information in regard to the total no of posts on 60-4-100 and hence it may be apportioned with reference to the length of service as given in the case of pandits in secondary schools under local bodies & private managements. Will you kindly furnish the information as soon as possible.

Issued
23/12/47

KSR
22/12/47

23.12.47

106

68

668

Office of the
Director of Public Instruction, Madras, 23rd Decr. 47.

D.O.

Dear Mr. Das,

In continuation of my D.O. dated 20.12.47 I am enclosing herewith a statement about the extra cost to Government in respect of Government Secondary Schools.

Yours sincerely,

23/12

Sri Sankarlinga Das,
Assistant Secretary to Government,
Education & Public Health Department,
Fort St. George, Madras.

EXHELON

The main file relating to the revision of the scales of pay & qualifications for Pandits & Munshis which was circulated to H.M. (Edn) on 28/9 has not yet been received back. This may be added to that file on its return

If it is possible to get back the file, the statement may be corrected by 6.1.48

6-1-48

Government.

It may be assumed that the total number of pandits in the Government Secondary schools is 100.

The High school Pandits may be classified under the following categories: --

1. Pandits with L.T. qualifications 85 = 175 — 1%
2. Oriental title PLUS Pandits or secondary grade training — 2%
3. Pandits with Oriental title only in the scale of Rs.60-4-100 — 4%
4. Pandits with Oriental title only in the scale of Rs.45-2-75 — 90%
5. Pre 1926 Pandits .. .. .. — 3%

Extra cost in respect of	Immediate	Ultimate
Category (i)	N I L	
(2) 40x2x12 .. (137-67.5) = 69.5x2x12	960	1,668
(3) (85-60) = 25x 4 x 12 .. (137 - 84.4) = 52.6 x 4 x 12	1,200	2,525
(4) (85-45) = 40 x 90 x 12 .. (137 - 61.6) = 75.4 x 90 x 12	43,200	81,540
(a) Pandits with 15 years service if taken over to L.T. Grade (15% of the total) (85-45) = 40x15x12 .. (75.4 x 15 x 12)	7,200	10,872
(b) Pandits with 10 years service if taken over to L.T. grade --(40% of the total). ..	17280 ~~19,200~~	32573 36,240
(c) Pandits with 5 years service if taken over to L.T. grade (70% of the total)..	33,600	63,420

2160 + 4193
17280 32573
19440 36666

40
40
1600
12
19200

90
15
79

Please take 30 copies at once
UOK
27.1.48

Note for the informal meeting of the Hon'ble Ministers.

(Subject - Revision of the qualifications and scales of pay for Pandits and Munshis in secondary schools)

Summary of cost.

Previously there were two grades of Pandits and Munshis in Secondary schools. In revising their scales of pay with effect from 1--1-1947 provision was made for the employment of three grades of pandits and Munshis and the qualifications for each grade were also revised. Pandits holding a degree with the language as the main special subject and L.T. training qualification were placed in a separate grade and holders of oriental title with Pandits' or secondary grade training were deivided into two grades and a distinction was made between these two grades by prescribing 'S.S.L.C. elegible' as an additional qualification for Pandits and Munshis in Grade I. The intention was that posts in high schools should be either in the L.T. grade or Grade I while all the posts in middle schools should be in Grade II.

The following statement shows in a review the existing grades, qualifications & scales of pay for Pandits & Munshis and those as now proposed to be revised.

Existing grade and qualifications.	Existing revised scale of pay	Proposed grade and qualifications.	Proposed revised scale of pay.
		Government high schools.	
(i) L.T. Assistants (A degree with the language as the main special subject and L.T.)	Rs. 80-5-120 10-170	Grade I For new entrants. Degree in the language plus L.T.B.T or B.Ed., B.O.L (Pass or Honours) with ~~with~~ S.S.L.C. completed plus L.T.B.T. or B.Ed. S.S.L.C. completed and an Oriental title and Pandits or Secondary grade training.	Rs. 85-5-125-10-175
(ii) Grade I (S.S.L.C. eligible and an Oriental title and Pandits or secondary grade Training)	70-5-150	For existing incumbents. Oriental Title with ten years service as Pandit in high schools on 1-1-1947	85-5-125-10-175
Existing incumbents who do not possess the prescribed qualifications.	Rs. 60-4-100 or 45-2-75	Oriental title with less than ten years service as Pandit in high schools on 1-1-47.	70-5-150

1.	2.	3.	4.
Pre 1926 pandits without Oriental title	45-2-75	Pre 1926 pandits without any oriental title	Rs.45-3-60-2-90
Middle schools.			
(iii) Grade II Oriental title with pandits' or secondary grade training	45-3-60-2-90	Grade II For new entrants. oriental title with Pandit's or secondary grade training	45-3-60-2-90
		For existing incumbents	
For those who do not possess the prescribed qualifications and also pre 1926 pandits	45-2-75	oriental title only and also for Pre 1926 pandits without any oriental title	-do-
Secondary schools under local bodies and private managements.			
L.T. Assistants (A degree with the language as main spl. subject and L.T.)	70-5-140	Grade I For new entrants Degree in the language plus L.T., B.T. or B.Ed., B.O.L.	75-5-145
Grade 1 (S.S.L.C. eligible and oriental title and Pandit's or secondary grade training)	60-~~4-100-5-130~~ 5-130	(pass or Honours) with S.S.L.C. completed L.T. B.T. or B.Ed. S.S.L.C. completed and oriental title and pandit's or secondary grade training	
		For existing incumbents	
Existing incumbents who do not possess the prescribed qualifications	60-4-100 or 40-1-60	oriental title with ten years' service as pandits in high schools on 1-1-1947	-do-
		Oriental title with less than ten years' service on 1-1-47	60-4-100-5-130
Pre 1926 pandits without any oriental title	40-1-60	Pre 1926 pandits without any oriental title	45-2-85
Middle schools.			
Grade II oriental title with Pandit's or secondary grade training	40-1½-70	Grade II For new entrants oriental title with pandit's or secondary grade training	45-2-85
		For existing incumbents	
For those who do not possess the prescribed qualifications and also Pre 1926 pandits	40-1-60	Oriental title only and also for Pre 1926 Pandits without any oriental title.	-do-

3. It will be observed from the above statement that it is now proposed to combine the two grades in high schools into one grade (Grade I) and to prescribe for that grade the existing qualifications for the two grades substituting for 'S.S.L.C. eligible 'S.S.L.C. completed' as a number of holders of oriental degrees and oriental titles are those who having failed in S.S.L.C. in one or two subjects diverted their attention to the study of languages and obtained the oriental degrees (B.O.L. pass or Honours) or titles.

It is proposed to fix for those in the existing grades I the same scale of pay as that of other L.T. Assistants.

Holders of Oriental title who do not possess pandits' or secondary grade training qualifications, are now eligible only for a lower scale of pay (Rs. 60-4-100 and 45-2-75 in Govt. schools and Rs 40-1-60 and 60-4-100 in Secondary schools under local bodies and private managements) than that now prescribed for grade I in the existing scale. It has been pointed out that it is impossible for the existing holders of oriental title only to undergo secondary grade training as they would not possess the general educational qualfication required nor can they undergo pandits' training since facilties for such training have not been provided. It is therefore proposed to absorb in the proposed Grade I the existing incumbents with oriental title with ten years' service in high schools on 1-1-47 and to allow for those with less than 10 years service for the existing scales of pay for Grade I Pandits. There are also certain pandits recruited prior to 1926 who do not posses any oriental title. They are now eligible only for the scale of pay of Rs. 45-2-75 if employed in Govt. Secondary schools and Rs. 40-1-60 if employed in non Govt. Secondary schools. In view of their long service and their proficiency in their subject, it is proposed to allow them the scale of pay admissible for pandits in Grade II. ie Rs 45-3-60-2-90 in govt Secondary schools + Rs 45-2-85 in secondary schools under local bodies + private managements.

The existing scale of pay fixed for Pandits Grade II in Govt. Secondary schools, corresponds to the scale of pay fixed for secondary grade teachers while the scale of pay fixed for those in the same grade in secondary schools under local bodies and private managements is slightly lower than that of secondary grade teachers. It is proposed to remove this anomaly ~~and~~ to raise the scale of pay from Rs. 40-1½-70 to Rs. 45-2-85. It is also proposed to allow the proposed revised scale to all the existing incumbents who do not possess pandits' or secondary grade training as well as to Pre-1926 pandits who have neither the oriental title qualification nor the requisite training as it will not be possible for them to obtain the requisite qualification and become eligible for the higher scale. ~~within a reasonable period~~. If the scales of pay now pproposed are adopted , the transitional scales of pay of Rs 60-4-100 and Rs 45-2-75 fixed for existing incumbents in Govt high schools and middle schools who do not possess the prescribed qualifications and the corresponding scales of Rs 60-4-100 and Rs 40-1-60 for schools under local bodies and private mangements will be abolished. The two lower scales of pay under Grade 1 — partial marks in A in the statement in para 2 — also will be extinguished as soon when the existing incumbents retire from service.

4. The finance Department consider that there is no necessity to revise the scale of pay for Pandits in the L.T. grade (Proposed Grade 1) to be on a par with ordinary L.T.Assistants as the acquisition of qualifications in the Indian languages is not so difficult or expensive as those in foreign languages, accurate sciences etc. They also state that the scale of pay fixed for ordinary L.T. Assistants is inclusive of an element of craft training qualification which is not necessary in the case of pandits. In regard to the proposal to combine the existing L.T. grade and Grade I, they point out that the qualifications for the existing grade I ~~is~~ are definitely lower than that of L.T.Assistants and the adoption of a common scale for both is bound to affect ~~adversely~~ ultimately the availability of Pandits with a degree in Indian languages and L.T. B.T. or B.Ed qualifications and remove the incentive for acquiring the higher qualification for which there will be no reward.. Further, the finances of most of the local bodies and private managements are already unsatisfactory and the present proposal will throw additional burden on government by way of grants. In view of these considerations and in the interests of economy, they consider it desirable to maintain the distinction between the L.T. Assistants and Oriental title holders as originally laid down. This Department consider that there should be no distinction between the scale of pay for L.T. Assistants and the scale of pay for pandits with L.T. qualification as otherwise there will be no incentive for teachers to qualify themselves in the regional languages. It is proposed to equate Oriental Title holders with S.S.L.C. completed and Pandit's or Secondary grade training with L.Ts. as they have also put in about the same period of study although L.Ts will be preferred if available.

X on page 45 only

5. The immediate and ultimate extra cost involved in each of the proposals is given below:

	Immediate.	Ultimate.
	Rs	Rs
1. Combination of L.T. and Grade I Pandits and admission of existing incumbents with Oriental Title with ten years service to the L.T. scale	71,970	1,35,700
2. Admission of existing incumbents with Oriental Title and less than 10 years service in high schools to the existing scale of pay for Grade I Pandits.	16,200	91,940
3. Revision of the scale of pay for pre-1926 Pandits.	39,250	1,17,770
4. Raising the scale of pay of Pandits in middle schools.	11,900	23,800
Total.	1,39,320	3,69,210

There will be no extra cost in the year of introduction in respect of schools under local bodies and private managements as the teaching grants for that year are payable only in the succeeding year; the cost will therefore be only in respect of Government schools and that will be Rs.35,640/- ~~as mentioned in the summary at the top of the note.~~

6. It was originally proposed to place the matter before the Standing Finance Committee but in view of the fact that the question has been pending for a long time, it is not now proposed to adopt that procedure. H.M.(Education) has minuted as follows:

"This has been pending for nearly one year. While all others have been given revision, the Pandits have not yet been given revision. It is a very urgent matter and so may be put up before the next informal meeting of the Ministers. If it takes very long for the next informal meeting, it may be

on the 28th so that it may be included also as a Part II Scheme. The matter has been very long delayed and that we have come in for a great deal of criticism in the matter. Hon'ble Premier may see."

T.S.A(vinashilingam)
23--1--48

The case was circulated to the Hon'ble the Premier and he has minuted that it may be considered at the informal meeting on the 31st instant.

7. The points for decision are:-

(i) whether the existing L.T. Grade and Grade I for Pandits and Munshis in high schools should be combined into one and designated as Grade I and if so, whether the existing incumbents with Oriental degrees or titles who do not possess the training qualification newly prescribed and who are eligible only for a lower scale of pay than that prescribed for the existing Grade I should be allowed the higher scale of pay fixed for Pandits in the L.T., B.T., or B.Ed. Grade if they had put in 10 years service in high schools on 1--1--47 and the rest with less than 10 years service to the existing revised scale of pay for Grade I,

~~(ii) whether, in case, the existing two grades for high schools are maintained, the existing incumbents who have put in 10 years service in high schools on 1--1--47 but who have not undergone the Pandits or Secondary grade training may be admitted to the existing scale for Grade I Pandits and Munshis, and the rest be allowed to remain in the lower Escales of Rs 60-4-100, Rs 45-75 & 40 to 60~~

(iii) whether the revised scale of pay fixed for Pandits and Munshis in Grade II in secondary schools ~~and~~ under local bodies and private managements intended for employment in middle schools only should be raised to Rs.45--2--85 (the scale of pay admissible for Secondary grade teachers) and whether the existing pandits with Oriental Title only without any training qualification as well as the Pre-1926 pandits who do not possess even Oriental Titles should be allowed Rs 45-2-85 the revised scale of pay proposed for Pandits ~~in~~ Grade II.

Secretary, E.& P.H.

Please see herewith the revised estimates furnished by the Deputy Director for Secondary Education, with regard to the amendments made by the Standing Finance Committee in the revision of salaries for the Pandits. This may be put in the file relating to the revision of salaries for Pandits and that file sent to me immediately.

H.M. Education.

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

Office of the
Director of Public Instruction
Madras, 5th February, 1 9 4 8.

D.O.

Sir,

I am herewith enclosing a note on the ultimate cost adopting revised scales of salaries to Pandits. There would not be any immediate cost in respect of schools under Local bodies and private managements as the initial salaries would be the same in their cases.

Yours sincerely,

To

The Hon. Sri T.S.Avinashilingam Chettiar,
Minister for Education, Madras.

Please see the note of the Edn.& P.H.Dept.dated 27-1-48 at pp.133-137 ante.

So far as Secondary schools under local bodies are concerned, the following modifications have been suggested for existing incumbents in High schools:-

(a) Oriental title holders with 15 years' service as Pandit in high schools on 1-1-48 will be allowed the scale of Rs.75-5-145.

(b) While those with less than 15 years' service on 1-1-48 will be allowed the scale of Rs.60-4-100-5-120.

As already reported to Govt. - vide D.D.'s D.O dated 20-12-47 to the Asst.Secy - the extra cost to local bodies on account of(a)above will be

	Immediate.	Ultimate.
	Rs.20,520.	Rs.41344.
The extra cost on account of (b)..	Rs. Nil.	Rs.73845*

* 644 x 9/5 x 12.

The contribution by Govt.will be 50 per cent of the total cost - both immediate and ultimate.

Government schools.

(a) We have already furnished figures in regard to taking over the L.T.scale of pay for Pandits with 15 years service in high schools (i.e for 15 pandits) and this figure needs no alteration and may be adopted.

(b) Extra cost involved on account of admission of existing incumbents with oriental title and less than 15 years service in High schools to the scale of Rs.65-5-130 is worked out below.

	Immediate.	Ultimate
(a) -----	Rs.7200.	Rs.10872
(b) (Rs.65-45)..20 x 82* x 12...	Rs.19680	
97.5 x 82 x 12.....		Rs.95940

* (97-15).

Aided Secondary schools under private management:

So far as Secondary schools under private management are concerned, the following modifcations have been suggested for existing incumbents in High schools --

(a) Oriental title holders with 15 years service as Pandits in High Schools on 1-1-48.

(b) While those with less than 15 years service on 1-1-48 will be allowed the scale of Rs.60-4-100-5-120

The extra cost on account of (a) above will be...

	Immediate.	Ultimate.
(49 x 15 x 12) & (49 x ~~30 and 2/9~~ 30 2/9 x 12).	8820 (already furnished)	17437
On account of (b) above.		
(276 x 9 5/9 ~~and 8/9~~ x 12)...	--	~~31648~~ 10549

20097

Education & Public Health Department.

NOTE FOR THE ~~INFORMAL MEETING OF THE HON'BLE MINISTERS.~~ Cabinet

***

Sub: Revision of the qualifications and scales of pay for Pandits and Munshis in secondary schools.

***

Previously there were two grades of pandits and Munshis in Secondary schools. In revising their scales of pay with effect from 1-1-1947 provision was made for the employment of three grades of pandits and Munshis and the qualifications for each grade were also revised. Pandits holding a degree with the language as the main special subject and L.T. training qualification were placed in a separate grade and holders of oriental title with Pandits' or secondary grade training were devided into two grades and a distinction was made between these two grades by prescribing 'S.S.L.C. elegible' as an additional qualification for Pandits and Munshis in Grade I. The intention was that posts in high schools should be either in the L.T. grade or Grade I while all the posts in middle schools should be in Grade II.

2. The following statement shows in one view the existing grades, qualifications, and scales of pay for Pandits and Munshis and those as now proposed to be revised.

Existing grade and qualifications.	Existing revised scale of pay.	Proposed grade and qualifications.	Proposed revised scale of pay.
1.	2.	3.	4.
Government High Schools.			
	Rs.		Rs.
(i) L.T.Assistants (A degree with the language as the main special subject and L.T.)	80-5-120-10-170.	Grade I. ~~For new entrants.~~ Degree in the language plus L.T.B.T. or B.Ed., B.O.L. (Pass or Honours) with S.S.L.C. completed plus L.T.B.T. or B.Ed. S.S.L.C. completed and an Oriental title and Pandit's or Secondary grade training.	85-5-125-10-175.
(ii) Grade I (S.S.L.C. eligible and an Oriental title and Pandit's or secondary grade Training).	70-5-150		
		For existing incumbents.	
Existing incumbents who do not possess the prescribed qualifications.	60-4-100 or 45-2-75.	Oriental Title with ~~ten~~ fifteen years' service as Pandit in high schools on 1-1-1947.	85-5-125-10-175.
		Oriental title with less than ~~15~~ years service as Pandit in high schools on 1-1-48.	~~70-5-150~~ 65-5-130 A.
Pre-1926 pandits without Oriental title.	45-2-75	Pre 1926 pandits without any oriental title.	45-3-60-2-90.
Middle schools.			
(iii) Grade II. Oriental title with Pandit's or secondary grade training.	45-3-60-2-90	Grade II ~~For new entrants.~~ Oriental title with Pandit's or secondary grade training.	45-3-60-2-90.

p.t.o.

1.	2.	3.	4.
		For existing incumbents.	
For those who do not possess the prescribed qualifications and also pre 1926 pandits.	45-2-75	oriental title only and also for pre 1926 pandits without any oriental title	45-3-60-2-90
Secondary schools under local bodies and private managements.			
L.T. Assistants (A degree with the language as main special subject and L.T.)	70-5-140	Grade I ~~For new entrants~~ Degree in the language plus L.T., B.T. or B.Ed., B.O.L. (Pass or Honours) with S.S.L.C. completed L.T., B.T. or B.Ed. S.S.L.C. completed and oriental title and pandits or secondary grade training.	75-5-145
Grade I (S.S.L.C. eligible and oriental title and Pandits' or secondary Grade training)	60-4-100-5-130.		
		For existing incumbents.	
Existing incumbents who do not possess the prescribed qualifications.	(oriental) 60-4-100 or 40-1-60	~~xxxxxxxxxx~~ title with ~~ten~~ 15 years' service as pandits in high schools on 1-1-1948.	75-5-145 ~~do~~
		Oreintal title with less than ~~10~~ 15 years' service on 1-1-48 ~~Oriantalxxxxxxxxxx~~	60-4-~~100-5-130~~ 120.
Pre 1926 pandits without any oriental title	40-1-60	Pre 1926 pandits without any oriental title	45-2-85.
		Middle Schools.	
Grade II Oriental title with Pandit's or secondary grade training	40-1½-70	Grade II ~~For new entrants~~ oriental title with pandit's or secondary grade training	45-2-85
		For existing incumbents	
For those who do not possess the prescribed qualifications and also Pre 1926 pandits	40-1-60.	Oriental title only and also for Pre 1926 Pandits without any oriental title	- do -

3. It will be observed from the above statement that it is now proposed to combine the two grades in high schools into one grade ~~xxxx~~ (grade I) and to prescribe for that grade the existing qualifications for the two grades substituting for 'S.S.L.C. eligible 'S.S.L.C. completed' as a number of holders of oriental degrees and oriental titles are those who having failed in S.S.L.C. in one or two subjects diverted their attention to the study of languages and obtained the oriental degrees (B.O.L. pass or Honours) or titles.

It is proposed to fix for those in the existing grade I the same scale of pay as that of other L.T. Assistants.

Holders of Oriental title who do not possess pandits' or secondary grade training qualification, are now eligible only for a lower scale of pay (Rs.60-4-100 and Rs.45-2-75 in Government schools and Rs.60-4-100 and Rs.40-1-60 in Secondary schools under local bodies and private managements) than that now prescribed for grade I in the existing scale. It has been pointed out that it is impossible for the existing holders of oriental title only to undergo secondary grade training as they would not possess the general educational qualification required for can they undergo pandits' training since facilities for such training have not been provided. It is therefore proposed ~~to absorb~~ in the proposed Grade I the existing incumbents with oriental title with ~~ten~~ 15 years' service in high schools on 1-1-48 and to allow for those with less than ~~10~~ 15 years service the ~~existing~~

P.T.O.

scale of pay ~~Rs.60-4-100 for Grade I Pandits~~ of Rs.65-5-130 for those in Govt secondary schools Rs.60-4-120 for those in other schools There are also certain pandits recruited prior to 1926 who do not possess any oriental title. They are now eligible only for the scale of pay of Rs. 45-2-75 if employed in Government Secondary schools and - Rs.40-1-60 if employed in non Government secondary schools. In view of their long service and their proficiency in their subject, it is proposed to allow them the scale of pay admissible for pandits in Grade II, i.e., Rs.45-3-60-2-90 in Government secondary schools and Rs.45-2-85 in secondary schools under local bodies and private managements.

The existing scale of pay fixed for Pandits Grade II in Government secondary schools, corresponds to the scale of pay fixed for secondary grade teachers while the scale of pay fixed for those in the same grade in secondary schools under local bodies and private managements is slightly lower than that of secondary grade teachers. It is proposed to remove this anomaly and to raise the scale of pay from Rs.40-1½-70 to Rs.45-2-85. It is also proposed to allow the proposed revised scale to all the existing incumbents who do not possess pandits' or secondary grade training as well as to Pre 1926 pandits who have neither the oriental title qualification nor the requisite training as it will not be possible for them to obtain the requisite qualification and become eligible for the higher scale. If the scales of pay now proposed are adopted, the transitional scales of pay of Rs.60-4-100 and Rs.45-2-75 fixed for existing incumbents in Government high schools and middle schools who do not possess the prescribed qualifications and the corresponding scales of Rs.60-4-100 and Rs.40-1-60 for schools under local bodies and private managements will be abolished. The two lower scales of pay under Grade I portion marked in A in the statement under para 2 - will also be extinguished as and when the existing incumbents retire from service.

4. The finance department consider that there is no necessity to revise the scale of pay for Pandits in the L.T. grade (Proposed Grade I) to be on a par with ordinary L.T. Assistants as the acquisition of qualifications in the Indian languages is not so difficult or expensive as those in foreign languages, accurate sciences etc. They also state that the scale of pay fixed for ordinary L.T. Assistants is inclusive of an element of craft training qualification which is not necessary in the case of pandits. In regard to the proposal to combine the existing L.T. ~~xx~~ grade and Grade I, they point out, that the qualifications for the existing grade I are definitely lower than that of L.T. Assistants and the adoption of a common scale for both is bound to affect ultimately the availability of Pandits with a degree in Indian languages and L.T., B.T., or B.Ed. qualifications and remove the incentive for acquiring the higher qualification for which there will be no reward. Further, the finances of most of the local bodies and private managements are already unsatisfactory and the present proposal will throw additional burden on government by way of grants. In view of these considerations and in the interests of economy, they consider it desirable to maintain the distinction between the L.T. Assistants and Oriental title holders as originally laid down.

This Department consider that there should be no distinction between the scale of pay for L.T. Assistants and the scale of pay for pandits with L.T. qualification as otherwise there will be no incentive for teachers to qualify themselves in the regional languages. It is proposed to equate Oriental Title holders with S.S.L.C. completed and Pandit's or Secondary grade training with L.Ts. as they have also put in about the same period of study although L.Ts. will be preferred if available.

P.T.O.

5. The immediate and ultimate extra cost involved in each of the proposals is given below:

	Immediate.	Ultimate.
	Rs.	Rs.
1. Combination of L.T. and Grade I Pandits and admission of existing incumbents with Oriental Title with ~~15~~ years service to the L.T. scale	~~71,970~~ 33,960	~~1,35,700~~ 57,500
2. ~~Admission of~~ Grant to the existing incumbents with Oriental Title and less than 15 years service in high schools ~~to the existing scale of pay for Grade I Pandits~~ a higher Scale of pay	~~16,800~~ 18960	~~91,040~~ 93,920
3. Revision of the scale of pay for, pre-1926 pandits	39,250	117,770
4. Raising the scale of pay of Pandits in middle schools	11,900	23,800
TOTAL	~~1,30,520~~ 104,070	~~3,69,210~~ 292990

There will be no extra cost in the year of introduction in respect of schools under local bodies and private managements as the teaching grants for that year are payable only in the succeeding year; the cost will therefore be only in respect of Government schools ~~and that will be Rs.30,520.~~

6. ~~It was originally proposed to place the matter before the Standing Finance~~ The above proposals have been accepted by the Standing Finance Committee ~~but in view of the fact that the question has been pending for a long time, it is not now proposed to adopt that procedure. The Hon'ble Minister For Education has minuted as follows:-~~

~~"This has been pending for nearly one year. While all others have been given revision, the Pandits have not yet been given revision. It is a very urgent matter and so may be put up before the next informal meeting of the Ministers. If it takes very long for the next informal meeting, it may be placed on the 28th so that it may be included also as a Part II Scheme. The matter has been very long delayed and that we have come in for a great deal of criticism in the matter. Hon'ble Premier may see."~~

~~T.S.A(vinashilingam)~~
~~23-1-48.~~

~~The case was circulated to the Hon'ble the Premier and he has minuted that it may be considered at the informal meeting on the 31st instant.~~

7. The points for decision are:-

(i) Whether the existing L.T.Grade and Grade 1 for Pandits and Munshis in high schools should be combined into one and designated as Grade 1 and the same scale of pay given as per other L.T. Assistants and if so, whether the existing incumbents with Oriental degrees or titles who do not possess the training qualification newly prescribed and who are eligible only for a lower scale of pay than that prescribed for the existing Grade 1 should be allowed the higher scale of pay fixed for Pandits in the L.T., B.T or B-Ed Grade if they had put in 15 years service in high schools on 1-1-48 and the rest with lesser qualifications than those specified in Grade I not less than an Oriental title with less than 15 years service, the scale of pay of Rs 65-5-130 if employed in Govt secondary schools and Rs 60-4-120 if employed in high schools under local bodies and private managments.

(58)

(ii) whether the revised scale of pay fixed for Pandits and Munshis in Grade II in secondary schools under local bodies and private managements intended for employment in middle schools only should be raised to Rs.45-2-85 (the scale of pay admissible for Secondary Grade teachers) and whether the existing pandits with Oriental Title only without any training qualification as well as the Pre-1926 pandits who do not possess even Oriental Titles should be allowed Rs.45-2-85 the revised scale of pay proposed for Pandits Grade II.

RSS.27-1-48.

M. Subramanian,
Secretary to Government.

*****

Despatched
11-2-48.

Schools - Secondary - Pandits ~~&/Muxxxx~~ Munshis - Further revision of the qualifications and scales of pay - Orders passed.

Read again 9.9.1975 Educ 8 10.5.67 (7)

ORDER ~~No.~~ No. 526 Edu dated 15-3-68

D. ~~Previously~~ There were only two grades of Pandits and ~~Muxxxx~~ Munshis in secondary schools (before 1947). ~~In revising their scales of pay with~~ In the revision of the scales of pay which took effect from 1-1-1947, provision was made for the employment of three grades of Pandits and Munshis and the qualifications for each grade were also revised. Pandits holding a degree with the language as the main special subject and L.T.Training qualification were placed in a separate grade and holders of oriental title with Pandit's or Secondary grade training were divided into two grades and a distinction was made between these two grades by prescribing S.S.L.C. eligible as an additional qualification for Pandits and Munshis in Grade I. The intention was that posts in high schools should be either in the L.T.Grade or Grade I while all the posts in middle schools should be in Grade II

2. Representations have been made to Govt. that in the recent ~~revision~~ revision Pandits and Munshis have not been placed on a par with teachers of other subjects in the matter of pay and status and that the qualifications prescribed should also be revised. The Govt. have reconsidered the whole question carefully and have decided (1) that the existing two grades in high schools (i.e. L.T. as Grade I Pandit) should be combined ~~into one grade I~~ and also grades as Grade I and that the same scale of pay ~~for that grade should be the same~~ as that ~~xxx~~ of other L.T.Assistants, should be allowed to them.

~~3x~~ (2) that holders of oriental title who do not possess pandits' or secondary grade training qualification ~~with~~ but have put in 15 years service in high schools in Training Schools on 1-1-48 should be allowed the scale of pay admissible to Pandits as munshis in Grade I and that the scales of pay for those with less than 15 years' service should be raised as shown in the appendix.

* ~~3xxxx2~~ (3.) that the scale of pay for Pandits and Munshis in Grade II should be the same as that fixed for secondary grade teachers and

(4.) that the existing incumbents ~~including~~ and those who were recruited prior to 1926 who have neither the oriental title nor the requisite training qualification ~~including those who were recruited prior to 1926~~ should be allowed the scale of pay admissible to Grade II ~~to grade II~~ under section 67 (3) of the Madras Local Boards Act, and Sec. 70 (3) of the Madras Dt. Municipalities Act, 1920, the Govt. fix the scales of pay for pandits and munshis in Secondary Schools under local bodies as shown in the appendix to this order. The revised scales now sanctioned will take effect from ~~1-3-48~~ 1-1-48. The pay of the existing incumbents should be fixed in the revised scales as

now sanctioned under F.R. 22(a) (ii). In the case of those pandits and munshis whose pay has not yet been fixed in the revised sacles fixed in G.O. No 905 Education dated 10-5-47 giving weightage for service upto 31-12-46, their pay should first be fixed in those scales giving weightage for their past service and then their pay should be refixed in the scales of pay admissible under this order in accordance with F.R. 22(a) (ii). The employment of pandits and munshis in Grade I will be confined to high schools and those of Grade II to middle schools. The revised scales of pay now sanctioned will be applicable to pandits and munshis in secondary and training schools under private mangements and such managements should adopt atleast these scales of pay for pandits and munshis in their schools.

4. Orders will issue separately inregard to the revision of the scales of pay, qualifications and grades of pandits and munshis in Govt Secondary and Training schools

5. The question of revising the scales of pay fixed for Hisdustani teachers in secondary schools is under consideration of Govt and orders will issue separately

6The D.P.I. is requested to communicate the orders to the managements of aided secondary and Training schools

To

The D.P.I.
,, S.Os of Dt Boards
,,The Executive Authorities of Municipalities
,, The Inspector of Mcls and Local Boards
, Examiner of L.F.Accounts
,,A.G. through Finance
,, L.A.Deptt
,,Finance Department
,,Director of Information and Publicity

Appendix

Existing grade & qualifications	Existing scale of pay (vide G.O. 905 dt 10-5-47)	Revised grade and qualifications	Revised scale of pay now fixed
~~Secondary schools and oriental boards and private managements.~~ High schools			
L.T. Assistants (A degree with the language as main special subject and L.T.)	70-5-140	Grade I. Degree in the language plus L.T., B.T. or B.Ed., B.O.D. (Pass or Honours) with S.S.L.C. completed L.T., B.T. or B.Ld.	75-5-145.
Grade I (S.S.L.C. Eligible and Oriental title and Pandits' or secondary grade training)	60-4-100-5-130-	S.S.L.C. completed and oriental title and pandits or secondary grade training.	
Existing incumbents who do not possess the prescribed qualifications	60-4-100 or 40-1-60	For existing incumbents. Oriental title with 15 years' service as pandits in high schools on 1-1-48	75-5-145
		Oriental title with less than 15 years' service on 1-1-48	60-4-120
Pre 1926 pandits without any oriental title	40-1-60	Pre 1926 pandits without any oriental title	45-2-85
		Middle schools.	
Grade II Oriental title with Pandit's or secondary grade training	40-1½-70	Grade II Oriental title with Pandits' or secondary grade training	45-2-85 ~~do.~~
For those who do not possess the prescribed qualifications and also Pre 1926 Pandits.	40-1-60	For existing incumbents. Oriental title only and also for Pre 1926 Pandits without any oriental title	45-2-85 ~~do.~~

Education and Public Health Department.
(B1).

SCHOOLS - Government - Secondary and Training - Pandits and Munshis - Grades, qualifications and scales of pay - Further revision - Orders passed.

ORDER MS.NO. 546 EDUCATION, dated 17 · 3 · 1948.

The Government direct that with effect from 1st January 1948 the grades, qualifications and scales of pay for Pandits and Munshis in the Madras Educational Subordinate Service employed in Government Secondary and Training Schools fixed in Schedule II to G.O.No.78 Finance, dated the 6th February 1947, be revised as shown in the annexure to this order.

2. The pay of the existing incumbents should be refixed in the revised scales now sanctioned ~~under~~ according to Fundamental Rule 22(a)(ii).

To

The D.P.I.
The AG thro' Fin.
The Fin. Dept.
The D.I. & P.

ANNEXURE.

129 Annexure

Existing grade and qualifications.	Existing revised scale of pay.	~~Proposed~~ Revised grade and qualifications.	~~Proposed~~ Revised scale of pay.
1.	2	3.	4.
		Government High Schools.	
(i) L.T. Assistants (A degree with the language as the main special subject and L.T.)	Rs. 80-5-120-10-170.	Grade I. Degree in the language plus L.T. B.T. or B.Ed., B.O.L. (Pass or Honours) with S.S.L.C. completed plus L.T.B.T. or B.Ed.. S.S.L.C. completed and an Oriental title and Pandit's or Secondary grade training.	Rs. 85-5-125-10-175.
(ii) Grade I (S.S.L.C. eligible and an Oriental title and Pandit's or secondary grade Training).	70-5-150		
		For existing incumbents.	
Existing incumbents who do not possess the prescribed qualifications.	60-4-100 or 45-2-75.	Oriental Title with 15 years' service as Pandit in high schools on 1-1-1948.	85-5-125-10-175.
		Oriental title with less than 15 years' service as Pandit in high schools on 1-1-48.	65-5-130
Pre-1926 Pandits without Oriental title	45-2-75	Pre 1926 pandits without any oriental title	45-3-60-2-90.
		Middle Schools.	
(iii) Grade II. Oriental title with pandit's or secondary grade training	45-3-60-2-90	Grade II Oriental title with Pandit's or Secondary grade training	45-3-60-2-90
		For existing incumbents.	
For those who do not possess the prescribed qualifications and also pre 1926 pandits.	45-2-75.	Oriental title only and also for pre 1926 pandits without any oriental title	45-3-60-2-90.

16.3.48

C.F. 32.

EDUCATION Department

From (Name) SRI D.S.REDDI, M.A. (Oxon)

Designation DIRECTOR OF PUBLIC INSTRUCTION,

Station MADRAS.

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

To

The SECRETARY TO GOVERNMENT, EDUCATION AND PUBLIC HEALTH DEPT. MADRAS.

Enclosures:

No. RC.1577/K1/48 dated 22nd July 1948.

Sir,

SUB:- Public Services - Revised Scales of pay 1947 Madras Educational Subordinate Service - Revision of pay of pandits and Munshis employed in Government Secondary and Training Schools Clarification--Requested:

REF:- G.O.No.MS. 546, Education, dated 17th March 48.

In the Government orders quoted above it is stated that the pay of the pandits and munshis employed in the Government secondary and training schools is revised as shown in the Annexure to that order but in the Annexure only two types of institutions - High Schools and Middle Schools have been mentioned leaving out the training schools. Since the training schools are also of two types Secondary Training Schools and the Elementary TrainingSchools - I presume that they should be brought respectively under the High

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and Middle Schools for the purposes of this G.O. I request you kindly to let me know whether my presumption is correct.

Yours faithfully,

for Director of Public Instruction.

KAN.25/7

28/7.

E. III

E & P H (Edn) Deptt.

132

(82)

C.no. 56088 B1/48

Schools. Government Secondary and Training Schools. Pandits and Munshis. Revision of scales of pay. Clarification. Issued.

pp 128-129 cf of (R) in the W/P

Read: Go. no. 546 Edn dated 17.3.48.

From the DPI., RC. no. 1577-K1/48 dt 22.7.48.

pp 1-2 cf

Memo. no. 56088-B1/48-2 Edn dt 6/8/48.

The Director of Public Instruction is informed that the presumption that the pandits and munshis in the Secondary Training Schools & Elementary Training Schools should be paid the scales of pay admissible to pandits and munshis in High Schools and Middle Schools respectively, is correct.

31-7-48

Telephoned this to Sri Rao 17/8/48

To
The DPI.
The Hy. Tns. Director (with a copy of G.O. & cy).

30-7-48

133

Note:- The scales of pay for pandits & munshis in the Secondary schools and training schools are the same. Finance may see the draft memo on plants for acceptance before issue.

31-7-48

2/8/48

FIN (E III).

The draft memo overleaf may be accepted and the case returned to E-P.H.

E-PH

Fin. No. 65723/E III-1
4.8.48

ASST. SECRETARY TO GOVERNMENT
4 - AUG 1948
FINANCE DEPARTMENT

58500

38498

Notes

Secretary, E.& P.H.

In the Press Note issued by our Department, two mistakes have crept in. One is with regard to Pandits and another is with regard to Hindustani teachers.

With regard to Pandits, it will be seen that in page 3 revised scales - Pandits for colleges I Grade is Rs. 120-5-170-7-240 plus Rs.5 for L.Ts. This is essentially College Grade.

No.II - Rs.80-5-120-10-170. This is the L.T. Grade for High Schools.

Qualifications:- Below that it has been mentioned that this L.T. grade for High Schools will apply to Pandits who are eligible for S.S.L.C. plus an Oriental Title plus Pandit's or Secondary Grade training and this is the correct version. But in High Schools and Colleges a small mistake has been committed by dividing into three categories. The real intention is that the First Grade in High Schools will be either L.T. Assistants or Pandits eligible with S.S.L.C. plus an Oriental title plus Pandit's or Secondary Grade Training. These two qualifications are for the first grade and must carry the pay of L.T. Assistants and in effect there will be two grades for High Schools and Middle Schools. This may be corrected. The intention is that the qualifications for the first grade Pandits in High Schools will be either a degree with the language as the main special subject and L.T. or eligible S.S.L.C. plus an Oriental title plus Pandits or Secondary Grade training.

No.III should be renumbered as No. II. This is the intention of the Salaries Revision Committee and so it must be corrected as follows:--

P.t.o.

High Schools and Middle Schools.

I		Rs.80-5-120-10-170
Qualifications	...	A degree with the language as the main special subject and L.T. or eligible S.S.L.C. plus an Oriental title plus Pandits or Secondary Grade Training.

Omit II in both the places and renumber III as II.

The second is with regard to Hindustani Pandits in page 9. The existing scales are 45-2/2-75 and Rs.30-2/2-50. The revised scales as mentioned here is Rs.40-1½-70 and 30-1-50. There cannot be a revision reducing Rs.45 to Rs.40 and Rs.30 to Rs.30. Evidently it is a mistake. It must be as follows:--

If secondary Grade trained the revised scale must be Rs.45-2/2-75.

If not secondary grade trained the revised scale is 40-1½-70. These corrections may be made.

TSA 3-5-47

H.M. Education.

SECRETARY, EDN. AND P.H. DEPT. 0 - MAY 1947 GOVERNMENT OF MADRAS

B1

Secretary, E. & P.H.

Please see herewith a representation on behalf of the Hindusthani teachers. I am afraid there has been a mistake about their pay. What we suggested was 40-75 ~~and now it happens that~~ there is a provision for 30-2/2-50. which it occurs is a mistake ~~I am not able to see~~ anything. The facts may be verified and put up.

TSA 18-4-47

H.M. Education.

ASST. SECRETARY TO GOVERNMENT 21 APR 1947 30960 EDUCATION AND PUBLIC HEALTH DEPT.

(104)

In his note on pages 1 to 2 ante HH (Edn) has raised the following two points:-

1) Revision of scales of pay of pandits
2) Revision of scales of pay of Hindustani teachers.

1 above: Three scales of pay have been ~~fixed~~ prescribed for pandits in Govt High schools and middle schools according to their qualifications. HH (Edn) observes, that the intention of the Salaries Committee was to fix only two scales of pay as explained by him in his note. He has ordered that necessary corrections should be issued to the press note, published by this dept. Submitted that the press note was based on the orders of Govt G.O. no. 78. Finance D/ 6.2.47. It appears that the annexure to the G.O. should be amended.

Under HH's orders the two scales of pay for pandits will be as follows:-

I — a degree with the language as the main special subject and an L.T. degree or S.S.L.C. holders with an oriental title and pandits training (or Secondary grade) → Rs. 80-5-120-10-170. ~~80-170~~

II — Oriental title holders with pandits training (or Secondary grade) — Rs 45-3-60-2-90 ~~45-90~~

It may happen that a pandit who may possess a title and may have undergone pandits training, but has not secured eligibility in S.S.L.C. examination will be given only a pay of Rs 45-90, while another with the same technical qualifications will be eligible for a pay of Rs 80-170.

if he has come out successfully in the S.S.L.C. Examination. It is not known whether this large gap between the two scales of pay for pandits with a small difference in qualification is really intended.

Based on the scales of pay fixed for pandits in Govt high schools, similar scales of pay have been fixed for pandits in schools under local bodies. If the scales of pandits in Govt schools are revised as indicated by HH (Edn) the pay of pandits in schools under local bodies may have to be correspondingly revised.

(2) above: HH (Edn) suggests that the pay of Hindustani teachers in schools under local bodies should be revised as indicated below:-

Qualification.	Old scale.	Scale as fixed by Govt.	Scale proposed by HH.
Secondary grade trained.	45-75.	40-70.	45-75
not secondary grade trained	30-50	30-50	40-70.

Under HH (Edn) orders the scales of pay of Hindustani teachers who are secondary grade trained does not get revised. It is not known whether this is HH (Edn) his intention. ~~These~~ Hindustani teachers if employed in Govt schools are eligible for a pay of Rs 45-90. and Rs 40-60 respectively. The pay of Rs 40-70 proposed by HH. (Edn) for Hindustani teachers who are not secondary grade trained

is slightly higher than the pay fixed for such teachers in Govt schools. It seems that the scale of pay proposed by HH (Edn) for secondary grade trained teachers needs revision. Secondary grade trained teachers are eligible for a pay of Rs 40-70. and the Hindustani teacher will get only Rs 57/- for his technical qualification in Hindustani. Orders of HH (Edn) may be obtained for the scales to be fixed for Hindustani teachers.

2. Finance dept may see for remarks before circulation.

LPG
14-5-47. 15-5-47 19-5-47

S/Fin

M; orders may be taken on A, B, C before the case is further examined. Test to Fin:

14/5/47

14 (Gn)

(a) Yes. If a failed S.S.L.C. candidate who has got the Oriental Title and has had the Pandit's training, passes the S.S.L.C. then he will be put on a par with those who have passed the Oriental Examination and have passed the Pandit's training. And so, there is no discrepancy in the matter, ~~that is intended~~.

(b) Yes, consistent with above

(c) This requires correction. It must be: For secondary grade trained Hindi teachers, Secondary grade pay plus Rs.5. The Secondary grade pay is under revision in another file and will come before the Cabinet shortly.

For those who are not secondary grade trained, it may be Rs. 40 - 70.

The matter may be treated as urgent and the revision made as soon as possible.

TSA
29-5-47

Is the file referred to on?

Sal 6

H.M. has suggested that the pay of secondary grade teachers in high schools under local bodies should be raised from Rs 45-75 to Rs 45-85. In the case of Hindustani teachers who are S.S.L.C. trained the pay according to H.M. will be Rs 50-90. In the case of other Hindustani teachers the pay proposed by H.M. is Rs 40-70. These scales are higher than the scales fixed for similar teachers in Govt. service. The pay of teachers in Govt. schools should also be revised. Under orders of H.M. the proposal re revision of pay of Hindustani teachers in schools under local bodies has been included in the note to be placed before the Cabinet for its meeting to be held on 3.6.47.

Rs 45-90
Rs 40-60

Further revision of salary in schools under local body & aided agency.

2. The file may be sent to the Finance Deptt. for remarks. [Further action with refce to X on p 5 ante will be taken after the question of revision of grades of pandits in Govt. schools is settled]

29-5-47

S/Fin

E&P. H. No no 38498 B2/47-1
2/6/47

Finance (Salaries)

The case deals with the question of further revision of scales of pay for Pandits and Hindustani teachers under Government, Local bodies and private managements. In the main file relating to further revision of pay of teachers, it has since been decided to accept the proposals of E & P.H. for the revision of scales of pay of ~~teachers~~ pandits and Hindustani teachers, and orders are likely to issue shortly. No further action seems therefore called for in the present case which may be returned to E & P.H.

5/6

E-PH.

E&P. H. Deptt [B2] File no 33426 Sal/47-1
5-6-47

The points raised in this file are
1) Reclassification of pandits into ~~three~~ two grades instead of ~~two~~ three grades as original decided by Govt.
2) Revision of pay of Hindustani teachers.

(86)

As regards '2' above, the Cabinet at its meeting held on 3-6-47 have decided to revise the pay of Hindustani teachers. Orders ~~regarding~~ revising the pay of Hindustani teachers in schools under local bodies have been issued. Further action to revise the scales of pay of Hindustani teachers in Govt. schools ~~has been~~ has to be taken by the Finance dept. As regards pandits, the question was not considered by the Cabinet. The Finance dept will have to examine the question and to take the orders of Govt in the matter. ~~That dept may be~~ The file may be sent to that dept for further action. [If the classification of pandits as proposed by H.M. (Edn) is finally accepted by Govt, further action in regard to pandits in schools under local bodies will be taken up in this dept.]

This question has been taken up by Finance. The connected file has been received today & the amendments are being scrutinised.
10/6/47

E&P.H. No no 38498 B2/47-2
14/6/47

9.6.47 10-6-47 S/Fin

Finance (Sal.) Deptt.

(Notes from p.6 above alone need be seen).

The case has now been remitted to this department for reclassifying the posts of Pandits (in Oriental Languages) in High Schools and Middle Schools in two grades instead of in 3 grades as follows:-

	As ordered in G.O. No.78 Fin.d/6-2-47	As now suggested by H.M(Edn.)
High Schools & Middle Schools--		
1) L.T. Assistants .. A degree with the Languageas the main spl. subject & L.T. ..	Rs 80-5-120-10-170.	Grade I: Rs 80--170
2) do. Grade I .. S.S.L.C.eligible & an Oriental title & a Pandit's or Secondary Grade training. ..	Rs 70-5-150	
3) do. Grade II .. Oriental title & Pandit's or Secondary Grade training ..	Rs 45-3-60-2-90	Grade II: Rs 45--90

The revised scales and the existing classification sanctioned in G.O.78 Fin. dated 6-2-47 are based on the recommendation of the Cabinet Salaries Committee and the Committee came to its conclusions after due consultation with the Heads of Departments and Secretariat Departments. (Orders of the H.Ms concerned were obtained when communicating the views on the revised scales for the various services). In this case, it is obvious from a review of the qualifications that it is only in the fitness of things and in the interest of economy that a distinction should exist between Pandits with--

(1) L.T. qualifications with the Language as the main subject

(2) S.S.L.C. eligible plusaa Oriental title and a Pandit's or Secondary Grade training.

(3) Oriental title and Pandit's or Secondary Grade training.

To club item (2) with (1) will, apart from raising the pay of the former and involving extra cost to the Govt., does not seem justified on its merits as the qualifications of item (1) are definitely higher than ~~that~~ those of item (2) above, which justifies a distinction in the pay scales. In fact, a further revision on the lines proposed will at all be justified only if it is shown that in the light of experience gained that men with the necessary qualifications (as in item (2) above) are not forthcoming on the revised scale of Rs 75--150. In view of these considerations, and to avoid repercussions on the other services it seems desirable to retain the distinction in pay between the types of qualifications as already ~~sanctioned~~ sanctioned.

If, however, E & P.H. press for the acceptance of their proposal, they may be requested to obtain in the first instance a detailed report from the D.P.I. whether the qualifications for items (1) and (2) can be deemed to be equal etc. and the extra cost involved in clubbing the items, in accordance with the decision of the Cabinet dated 3-6-47 in G.O. 1154 Edn. dated 5-6-47.

18/6 E-PH

Fin. Work 36160 Sal/47
18. 6. 47.

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

P.T

qualify themselves for the higher scale.

In regard to grade II, these Pandits will ordinarily be employed only in Middle Schools. It is obviously impossible for them to undergo secondary grade trainingas they would not be possessing the general educational qualifications required; nor can they undergo Pandit's training since facilities for such training have not yet been provided. These people may be placed on the secondary grade scale for District Boards which has recently been sanctioned by Government.

In regard to the future, the Madras Educational Rules may be amended so as to require that these Pandits should have passed at least Form III. If and when Government should organise training courses for these classes of Pandits, they should be required to undergo the training.

Managements should be required to prefer L.T. Assistants for employment in High Schools rather than Oriental Title holders with Secondary or Pandit's training. Necessary amendments to the M.E.Rs. may be called for.

23/6.

	As ordered in G.O. No.78 Fin.d/6-2-47	As now suggested by H.M(Edn.)
High Schools & Middle Schools--		
1) L.T. Assistants .. A degree with the Languageas the main spl. subject & L.T. ..	Rs 80-5-120-10-170.	Grade I: Rs 80--170
2) do. Grade I .. S.S.L.C.eligible & an Oriental title & a Pandit's or Secondary Grade training. ..	Rs 70-5-150	
3) do. Grade II .. Oriental title & Pandit's or Secondary Grade training ..	Rs 45-3-60-2-90	Grade II: Rs 45--90

The revised scales and the existing classification sanctioned in G.O.78 Fin. dated 6-2-47 are based on the recommendation of the Cabinet Salaries Committee and the Committee came to its conclusions after due consultation with the Heads of Departments and Secretariat Departments. (Orders of the H.Ms concerned were obtained when communicating the views on the revised scales for the various services). In this case, it is obvious from a review of the qualifications that it is only in the fitness of things and in the interest of economy that a distinction should exist between Pandits with--

(1) L.T. qualifications with the Language as the main subject

(2) S.S.L.C. eligible plusaa Oriental title and a Pandit's or Secondary Grade training.

(3) Oriental title and Pandit's or Secondary Grade training.

To club item (2) with (1) will, apart from raising the pay of the former and involving extra cost to the Govt., does not seem justified on its merits as the qualifications of item (1) are definitely higher than ~~that~~ those of item (2) above, which justifies a distinction in the pay scales. In fact, a further revision on the lines proposed will at all be justified only if it is shown ~~that~~ in the light of experience gained that men with the necessary qualifications (as in item (2) above) are not forthcoming on the revised scale of Rs 75--150. In view of these considerations, and to avoid repercussions on the other services it seems desirable to retain the distinction in pay between the types of qualifications as already ~~sanctioned~~ sanctioned.

If, however, E & P.H. Dept. press for the acceptance of their proposal, they may be requested to obtain in the first instance a detailed report from the D.P.I. whether the qualifications for items (1) and (2) can be deemed to be equal etc. and the extra cost involved in clubbing the items, in accordance with the decision of the Cabinet dated 3-6-47 in G.O. 1154 Edn. dated 5-6-47.

18/6

E-PH

Pur No. 36160 Sal/47
18. 6. 47.

ASST. SECRETARY TO GOVERNMENT
15 JUN 1947
5697
EDUCATION AND PUBLIC HEALTH DEPT.

P.T

Note from the DPI

In regard to Colleges, the instruction that the existing incumbents who do not possess the qualifications prescribed for the I or II grade should be given a scale of pay of Rs.100-140 appears to be a mistake, as people with inferior qualifications cannot be given the higher scale of pay than those who are S.S.L.Cs. and in addition trained. The scale may therefore be reduced to Rs.70-5-130.

In regard to High Schools, the scale recommended for those possessing a Degree in a language as the main special subject, plus L.T., may be revised with reference to the scale for other L.T. Assistants recently sanctioned by Government. The same scale may be prescribed also for grade I pandits provided they possess the qualifications prescribed, viz. S.S.L.C. eligible plus an Oriental title plus Pandit's or Secondary grade training. Those who are working in high schools who do not possess the training qualification may continue on the existing scale of Rs.60-4-100-5-130. It is open to them to undergo training and qualify themselves for the higher scale.

In regard to grade II, these Pandits will ordinarily be employed only in Middle Schools. It is obviously impossible for them to undergo secondary grade trainingas they would not be possessing the general educational qualifications required; nor can they undergo Pandit's training since facilities for such training have not yet been provided. These people may be placed on the secondary grade scale for District Boards which has recently been sanctioned by Government.

In regard to the future, the Madras Educational Rules may be amended so as to require that these Pandits should have passed at least Form III. If and when Government should organise training courses for these classes of Pandits, they should be required to undergo the training.

Managements should be required to prefer L.T. Assistants for employment in High Schools rather than Oriental Title holders with Secondary or Pandit's training. Necessary amendments to the M.E.R. may be called for.

25/6.

accepted. As regards items (2) and (3) the new scales seem high having regard to general educational qualifications and it seems necessary to obtain a definite report from the D.P.I. in the first instance whether such less qualified-men will not be available on the scales-of-pay already sanctioned viz., Rs 60-4-100 in Govt Schools.

(ii) With reference to para 5 of E & P.H. note above, although it is the intention to prefer men with a degree in the Indian Languages as the main subject and L.T. qualification for posts of Pandits, Grade I, it ~~xxxx~~ does not seem to bar the employment of Oriental Title Holders with S.S.L.C. or Pandit's training in such posts. In view of this, it seems necessary to obtain a definite report from the D.P.I. whether the higher scales of Rs 85-175 ~~xxxxx~~ is necessary in such cases as already suggested on p. 9 above.

(iii) Extracts of the note at A on p 11 above, and the notes on pp 12-14 above will be taken for amending the scale of pay of College Pandits ~~to Rs~~ who do not possess the necessary qualifications.

9.7.47

Fin more 40705 Sal/47-1
10-7-47

EHOH (P&T)

Please see the Finance Deptt's note above. They consider that a reference should be made to the DPI on both the points viz (1) combining of L.T. + Grade I pandits into one grade by a single scale + the extra cost involved in that change (2) grant of a scale of pay of Rs 60 to 130 or Rs 60 to 130 to existing Pandits in Govt high schools + local bodies' schols who do not possess the training qualification. With reference to their note at X above, it is said that the question of availability of pandits on the scale of Rs 60-4-100 does not arise as it is not a question of recruitment of pandits on that scale. The question is what scale of pay should be allowed to existing incumbents in high schools under the control of Govt + local bodies who do not possess the training qualification required for pandits I Grade. There is only one scale of pay for pandits in Govt Schools - Rs 35-4/2-43-2/2-45 while there are two scales for those employed in Schools under local bodies viz 45-2/2-75 and 30-2/2-50. According to the existing instructions those who are on the scale of Rs 45-2/2-75 + who will naturally be holders of oriental titles are eligible for the transitional scale of Rs 60-4-100. It is presumed that pandits in Govt high schools who possess the same qualifications but are now on the scale of Rs 35-45 will ~~[illegible]~~ be eligible for the scale of Rs 60-4-100 or any other scale that may be fixed in lieu of this scale. This may be clarified by a reference to the DPI

A draft memo to the DPI is submitted below for approval.

11/7/47

12.7.47

16/7/47

Seen. Govt may see

16.7.47

Wished to see

16/7/47

16/7/47

I am afraid Finance has not understood the Cabinet resolution. The Cabinet has decided in its resolution on the revision of pay of teachers dated 3rd June 1947 in (d) that the qualification of the various Pandits in schools should be determined by the Education Dept. This was put with the definite understanding that certain qualifications which had been given for certain grades had created a misunderstanding and ~~indeed correction of those~~ the correction was left to us by the Cabinet. ~~It is~~ ~~[illegible]~~ I think no reference is necessary to the D.P.I. on the matter. This matter was decided with the consent of the D.P.I. as his note in the file will show. The only matter that is for decision is whether the third grade Pandits must be given Rs.40-1½-70 or Rs.45-2-85 in a way of bringing them in line with the

PRIVT. SECRETARY TO MINISTER
10 JUL 1947
56456
PUBLIC HEALTH DEPTT.

secondary grade teachers and the point is whether that may be done.

This is the only matter that is to be decided now. Please see herewith the note from the D.P.I. in which he has worked out the cost on this proposal.

ISA
18.7.47

Fin. Dept

H.M(Edn.) spoke to me about this. I submitted that the Finance view must be that while the Cabinet decision gives the E.& P.H. Department authority to determine qualifications of Pandits, it does not remove from Finance the duty laid on it by rule 12(1) of the Business Rules of examining the financial aspects of the proposal and questioning the scales of pay proposed for the qualifications in question. This necessarily involves an examination of qualifications and grades and E.P.H. have to satisfy Finance that a fresh revision after publication of revised scales etc. in G.O.78 Fin. dated 6-2-47 is really necessary.

H.M(Edn.) directed me to note the view taken by Finance and resubmit the case so that it may be placed before the Cabinet.

18 July H M (Edn)

This may be put up before the Standing Finance Committee of the Cabinet again. But in view of the fact that it will take some time for the Committee to meet, immediate information also may be gathered from the D.P.I. over these matters.

ISA
18.7.47

PRINCIPAL SECRETARY TO GOVERNMENT
29 JUL 1947
EDUCATION AND PUBLIC HEALTH DEPT.

FN

Returned to E&PH for further action. The point that S in E&PH sets on p.4 ante is appreciated but FN still doesn't see any good ground in the proposed upward revision. The D.P.I. may be asked to report fully on the points raised by FN also.

18 July E&PH

Fin. note notes

E+PH

Please see the minutes of H M (Edn) and the n of the Finance Dept thereon on p 16 ante.

The draft memo already put up below is for approval.

Kerr 21/7/47

20-7-47

S 21/7/47.

Establishment - ~~Local bodies~~ - ~~Secondary Schools~~ - Pandits employed prior to 1926 - Revised scale of pay to be allowed -

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Pp 1-2 cf Petition from Srimathi V. Sithamahalakshmamma M.L.A Madras dt 11.6.47

p 3 cf From the DPI Rc. no 1175/G/47 dt 8.7.47

Please see the representation made by Srimathi V. Sithamahalakshmamma M.L.A about the revised scale of pay to be allowed for pandits in the service of local bodies who were recruited prior to 1926 on pp 1-2 cf. The suggestion made therein is that these pandits should be accorded the same scale of pay & status as Oriental degree holders working in high schools.

p 2 cf (V) 2. In para 3 of Go no 621 L&M dt 15.2.36, the govt directed that pandits who did not possess the required qualifications but were appointed prior to 1.7.26 should be granted the lower scale of Rs 30-2/2-50. Under the latest orders in Go no 975 Edn dated 10.5.47, such pandits should be placed in the scale of Rs 40-1-60. There is a separate proposal to reclassify pandits in secondary schools into two grades and to allow the existing pandits who hold titles in Oriental learning but who have not undergone training the scale of pay of Rs 60 to 130 and to all the other pandits who are now on the scale of Rs 30-50, the scale of pay of Rs 45-2-85. As pointed out by the DPI, if this is done, the pandits who were recruited prior to 1926 may also be declared eligible for the scale of pay of Rs 45-2-85. This may ~~become a precedent~~ ~~order~~ ~~now~~ be added to the file referred to at A above as noted on the file after its receipt from Govt. This point has also been raised in that file and in the draft proposal the DPI has been asked to clarify. Pl put up with the file.

16.7.47

15.7.47

B The file relating to the revision of the scale of pay

2

for Pandits is now in Finance. This may be sent to Finance for consideration along with that file.

17/7/47

17.7.47

Fin (Sal)

The file referred to above was returned to Ed P.H. with this Dept. u.o.no. 40705 Sal/47-2 dated 18-7-47. This may be sent to Ed P.H. in continuation.

21-7-47

21.7.47

Fin u.o.no. 40705 Sal/47-2
18/7/47

ASST. SECRETARY TO GOVERNMENT
43211 Sal
18 JUL 1947
FINANCE DEPARTMENT

Fin u.o.no. 43211 Sal/47-1
21-7-47.

Edn (Ar)

This may now be added to the main file. The cases of the pandits recruited prior to 1926 will come under para 3 of the memo on pp 10-11 of

22.7.47

23/7/47

ASST. SECRETARY TO GOVERNMENT
59339
22 JUL 1947
EDUCATION AND PUBLIC HEALTH DEPT.

Please see the memo to the D.P.I. on pp 10-11 C-F. His reply has not yet been received.

2. It is understood that H.M.(Edn) desires that pending decision on the general question orders may be issued at once on the point of payment of Rs 10 extra for Pandits who do work in the higher forms. Attention is solicited to item (d) in G.O No 1154 Edn dated 5-6-47 where it has been stated that ordrs will be issued separately on the question of payment of additional remuneration to pandits in the lower category, who have to be assigned work in the higher forms. This is based on the cabinet decision on page 43 N.7 F.F. in that G.O. that an extra remuneration of Rs 10 should be paid in such cases. This decision will hold good only in respect of pandits employed in secondary schools under local bodies. The classfication of the existing pandits into two grades has not yet been made. It is for consideration whether pending such classification ~~whether~~ pandits in the scale of Rs 30-2/2-50 (old scale) who will be placed in the lower category may be permitted to draw an additional pay of Rs ~~10 p.m.~~ 10 p.m. if they are assigned work in the higher forms. ~~after the issue of orders in regard to the payment of remuneration (without retrospective effect)~~. The orders to take effect from the date of order (without retrospective effect)

Revised scale New entrants Rs 40-1½-70 Existing men Rs 40-1-60

3. Pandits in Govt secondary schools are in the lowest grade of Rs 35-4/2-43-2/2-45 (old) and there appears to be no posts on the higher scale of Rs 45-5/2-60 in those schools. It is for consideration whether the payment of additional remuneration to pandits in the lowest grade for the period they are asked to teach in the higher forms should be allowed in Govt secondary schools also. The D.P.I. may be consulted.

4. There is no information whether there are two categories of pandits in aided secondary schools now. As the mangements of such schools have been advised to adopt the scales of pay fixed for those in the employ of local bodies such cases will arise in future. It is for consideration whether the payment of extra remuneration should be allowed in their cases also. The opinion of the D.P.I. may be invited on this point also

5. The file may be circulated to H.M.(Edn) before a reference is made to the D.P.I.

11/9/47

12.9.47

H.M. (Ar.)

We seem to be making eternal references to the D.P.I. The office may be asked to make a list of the matters over which we have made references to the D.P.I. which are more than 2 weeks old. The D.P.I. and the relevant Deputy Inspectors may be requested to come. The Secretary may discuss with them and come to conclusions over those matters, at least on such of those matters over which decision is possible quickly. This sort of sending files seems to take such a long time that I think it is time for us to resort to conference methods for resolving our opinions. The D.P.I. may be phoned and the Secretary may kindly fix up an engagement with him during the course of the next week and such of the matters on which his opinions could be found might be recorded during the interview and the papers submitted to me. This may also be one of those items which may be discussed with the D.P.I. during that meeting.

SECRETARY, EDN. AND P.H. DEPT.
13 SEP 1947
GOVERNMENT OF MADRAS

TSA

12.9.47

Please see the minutes of H.M. (Edn) on page 21 ante. The subject has been included in the list of subjects to be discussed with the DPI. However to enable the Director to study the question and give his opinion during the interview, a note is submitted below for approval.

17.9.47

17.9.47 J.S.

17/9/47

Maybe submit to Secy for perusal ~~of the note below~~.

19/9/47

19.9.47 S.

E.P.H.Deptt.(B1)

Schools - Secondary - Pandits and Munshis in the lower who are assigned work in the higher forms - Payment of additional remuneration.

******

In G.O. No. 1154 Education dated 5-6-1947 it is stated that orders will be issued separately on the question of payment of additional remuneration to pandits in the lower category who have to be assigned work in the higher forms. It is considered that orders may be issued immediately on this point pending a decision on the general question of reclassification of pandits into two grades.

2. In secondary schools under local bodies there are only two grades. Pandits According to G.O.No. 975 Education dated 10-5-47 pandits who were drawing pay in the lower scale of 30-2/2-50 should be placed on the scale of Rs. 40-1-60 and new recruits should be placed on the scale of Rs. 40-1½-70. If such pandits are assigned work in the higher forms, they may allowed to draw during that period an additional pay of Rs. 10/- p.m. i[illegible] (Grade IV).

2. Pandits and Munshis in Govt.Secondary schools in the lowest grade (Grade IV) who were drawing pay in the scale of Rs. 35-~~4½-43~~-2/2 - 45 will be placed on the revised scale 45-2-75. Such pandits and those who are newly recruited in the lowest grade may be declared eligible to draw an additional pay of Rs. 10 p.m. during the period they are ~~assign~~ assigned work in the higher forms.

3. Managements of aided schools have been advised to adopt atleast the scales of pay fixed for pandits in Secondary schools under local bodies. It is for consideration whether the pandits in the lower grade in aided schools may also be allowed the same concession.

4. The D.P.I. may be requested to consider the above questions and give his opinion when the question is taken up for discussion with the Secretary. A note on which is being sent to the Separately.

17.9.47

17.9.47 J.S.

17/9/47

E.P.H.No.50972 B1/47-4 dt 17/9/47

A copy of orders 17/9/47

17/9/47

C.No. 75232/47 From the D.P.I. Rc.No. 842 B1/47 dated 22-9-1947.

....

Please see the Director's reply on pp 39 - 40 cf. He considers that it is not proper to combine Pandits possessing a degree with a language as the main special subject plus L.T. or B.T. or B.Ed. and Pandits possessing the lower qualification of S.S.L.C. eligible plus Oriental title and Pandits or Secondary grade training into one grade as the qualifications of the former are much higher than that of the latter and that the existing classification of Pandits in Secondary schools into three grades may stand as it is. In the circumstances stated in para 2 of the Director's letter, it is for consideration whether the question of combining these two grades into one may be dropped.

2.The Director reports that in the case of holders of B.O.L.Pass or Honours degrees eligibility in the S.S.L.C. need not be insisted upon and that the minimum general educational qualification for them may be S.S.L.C. completed. The Director's proposal may be accepted.

3.The Director recommends that the scales of pay and qualifications for the three grades of Pandits in Secondary Schools under Government and Local bodies may be fixed as shown below:-

GOVT. HIGH SCHOOLS AND MIDDLE SCHOOLS.

GRADE	As fixed in G.O.78 Fin.d/6-9-47 (1) QUALIFICATION	REVISED SCALE OF PAY.	As now proposed to be fixed (2)
L.T.Assistants-x	A degree with the language as the main special subject and L.T.	80-5-120-10-170.	85-5-125-10-175 Grade I A degree in the language concerned plus L.T. or B.T. or B.Ed. ~~85-5-125-10-175~~.
Grade I.	S.S.L.C. eligible and an Oriental title and Pandits or secondary grade training.	70-5-150	B.O.L. or (pass or Hons) with S.S.L.C.(completed) plus L.T. or B.T. or B.Ed. Grade - II Oriental Title plus Secondary grade training or Pandits' Training. 60-4-100-5-130.
Grade II.	Oriental Title and Pandits' or Secondary grade training.	45-3-60-2-90	Grade III Oriental title holders without training 50-3-65-2-95.

HIGH SCHOOLS AND MIDDLE SCHOOLS UNDER LOCAL BODIES.

L.T.Assistants.	A degree with language as the main subject and L.T.	70-5-140	75-5-145 Grade I A degree with a language as the main subject plus L.T.or B.T.or B.Ed. ~~Rs.75-5-145~~ or B.O.L. Pass or Hons.with S.S.L.C.(completed) plus L.T. or B.T.or B.Ed.

(1) ~~As fixed in G.O. No. [illegible]~~		(2) As now proposed to be fixed.	
First Grade.	S.S.L.C. Eligible and and Oriental title and Pandits or Secondary grade training.	60-4-100-5-130	Grade II Oriental Title Plus Secondary grade training or Pandits training. 50-4-90-5-120
Second. Grade.	Oriental title and Pandits or Secondary Grade training.	40-1½-70	Grade III Oriental title without training. 45-2-85.

4/ The revised scale of pay now suggested by D.P.I. for Grade I and Grade III Pandits is the same as those fixed for L.T. Assistants and Secondary grade teachers ~~[illegible]~~ in great service under local bodies respectively. A slightly lower scale of pay has now been proposed for pandits holding oriental title plus Secondary or Pandits training than the one previously fixed in view of the fact that it is not proposed to ~~xxxx~~ ..insist on S.S.L.C. eligibility in respect of this class of Pandits. This will reduce the extra cost involved in raising the scale of pay of Pandits in the ~~last~~ third grade to that of secondary grade teachers.

5/ In this connection the Director has proposed that all Pandits in Middle schools and Pandits who have worked only in Middle school sections of high schools may be ~~[illegible]~~ placed only in Grades II and III eventhough they are qualified for Grade I. It is presumed that it is the Director's intention that the existing incumbents who do not possess the L.T. or B.T. or B.Ed. training should be placed in the revised grades II or III according to their qualifications and there is no necessity to continue the transitional scales ~~already~~ fixed. This may be verified by a T.M. as the D.P.I. has not specifically answered this point raised in the memo. on page 10 c.f.

6/ A draft T.M. is submitted below for approval. ~~After issue the file may be sent to Finance U.O. for remarks.~~

Work 24.9.47

TM 8 24.9.47

Reference at p. 23 ante?

~~A reply is awaited~~ Put up a U.O. reminder to D.P.I. asking him when he proposes to come for discussion

~~A U.O. note is submitted below for approval.~~ (Now U.O. that please the by Convert. file etc.)

(It will be better if Secy. phones to the D.P.I.)

Work 25.9.47

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pp 41-42 c.f. (T.M. to the Director of Public Instruction, dated 24--9--1947).

pp 43-44 c.f. From the Director of Public Instruction, R.C.No.842-B1/47 dated the 29th September 1947.

Please see the Director's reply on pages 43-44 c.f. He states that if his recommendation to fix the scale of pay for Pandits' III Grade with Oriental Titles only in secondary schools under local bodies as 45—2—85 is accepted, the revised scale of 40—1½—70 and the transitional scale of Rs.40—1--60 fixed in G.O.No.975 Education dated the 10th May 1947 may be abolished and existing incumbents who have not undergone training may be allowed the scale of Rs.~~45-2-85~~ 45-2-85 irrespective of the schools in which they work. The existing Pandits who were recruited prior to 1926 will also be classified under this category and allowed the scale of Rs.45-2-85 - Vide Director's recommendation on page 19 c.f. The Director's proposal may be accepted. The extra cost on account of this revision has been estimated as Rs.91440. One half of this amount will have to be met by Government by way of teaching grants but the extra cost will be reduced on account of the saving that may be effected by reducing the scale of pay fixed for Pandits in Grade II.

M.V.S.

p9 c.f.

2. Managements of private aided secondary schools have been instructed to adopt the scales of pay fixed for teachers in secondary schools under local bodies. If the scale of pay for Grade III Pandits (Grade II according to G.O.No.975 Education dated the 10th May 1947) in Secondary schools under local bodies is raised to that of secondary grade teachers, the pandits falling under this category in secondary schools under private managements will also benefit by the revision. In October 1946, the D.P.I. reported that there were 382 high schools under private managements. Besides this there are middle schools also. The D.P.I. may be asked to furnish an estimate of the extra cost involved in respect of Government Secondary Schools and Secondary Schools under private managements.

S.S.D./30-9-47

M.V.S.

MVS 30.9.47

x x x x x

From the Director of Public Instruction, No.842-B1/47 dated ~~8~~ 10-47. 31.X.47

Please see the T.M. to the D.P.I. on pages 41-42 c.f.

reply to it on pages 74-75 c.f. He agrees that the existing incumbents who do not possess the L.T., B.T. or B.Ed. qualification should be placed in the revised grades II and III according to their qualification.

2. In regard to the abolition of the transitional scales applicable to the existing incumbents who do not possess the qualifications prescribed for the last two grades of pandits and munshis, the Director has already recommended that the transitional scale of Rs. 40-1-60 applicable to those in the service of local bodies may be abolished and that they may be declared eligible for the scale of pay of Rs.45-2-75. He now recommends that the transitional scale of Rs.60-4-100 applicable to the existing incumbents in the service of local bodies on the scale of Rs.45-2/2-75 who will be placed in the revised grade II may be abolished if they are given an allowance of Rs.10 per mensem in addition to the pay in the scale of Rs.50-4-90-5-120 now proposed. This practically amounts to giving the scale of Rs.60-4-100-5-130 already fixed. It seems objectionable in principle to grant an allowance when the scale of pay is revised so as to raise the total emoluments ~~as~~ to be on a par with the old scale. It is therefore for consideration whether the scale of pay of Rs.60-4-100-5-130 already fixed may be allowed to remain and the existing incumbents who do not possess the training qualification may be allowed the scale of Rs.60--4--100 as already fixed. The D.P.I. recommends the same allowance in respect of Government schools as well. On the same basis as for local bodies the proposal may be negatived.

This seems to be the better course.
S.S.D./5-11-47.
M.V.S.

M.V.S.

3. The Director's recommendation in the concluding para that the transitional scale of Rs.60--4--100 applicable to the existing incumbents in Government Secondary Schools may be retained may be accepted.

S.S.D./5-11-47
M.V.S.

4. The D.P.I. has not yet furnished the estimate of extra cost called for in para 1 of the T.M. on pages 48-49 c.f. He has been reminded on 20--10--1947. His reply may be awaited.

S.S.D.
6--11--47

M.V.S.
6--11--1947.

x x x x

This matter has taken many months and it seems as if we have not made any progress. The matter must be expedited. We are coming in for a great deal of public criticism in the matter and we will come out for more if we do not act quickly. I shall be glad if the matter is put up before me within three days or earlier if possible.

T.S.A./7--11--47.

P.T.O.

From the Director of Public Instruction, T.M. dated the 8th Nov. 1947.

Please see the proposals of the D.P.I. in regard to the further revision of the qualifications and the scales of pay for Pandits and Munshis in secondary schools under all types of managements on pages 39-40, 43-44, 74-75 and 77 c.f. and the notes thereon from page 25 ante. An estimate of the extra cost on account of the proposed revision furnished by the D.P.I. will be found on page 77 c.f.

2. The file may now be sent to Finance U.O. for remarks with reference to their note on pages 15-16 c.f. Their attention may be invited to the minutes of H.M.(Education) on page 25 ante and they may be requested also to indicate the financial procedure to be adopted to avoid delay in the issue of orders.

[The original of the notes containing the typed matter above is kept at (G). It has been removed at the instance of the Finance as it relates to notes relating to grant of allowance in which orders have already been issued.]

Special

8/11/47

8.11.47

S.S.D.
7-11-47

(notes from p 25 above alone need be seen)

Finance (Sal.)

The case deals with proposals for reclassificat and revision of scales of pay of Pandits in Middle and Secondary School under Govt. and local bodies. The following statement show in one view particulars of the revised scales already sanctioned and the new proposals:-

Govt. High Schools & Middle Schools.

ASST. SECRETARY TO GOVT. 67341 10 NOV 1947 Sal FINANCE DEPARTMENT

GOVT. HIGH SCHOOLS AND MIDDLE SCHOOLS.

Existing Grade.	Qualification.	Revised scales already sanctioned.	Arrangements now proposed by E.P.&A.H. Grade.	New scales proposed.	Remarks.
(i) L.T.Assts.	A Degree with the Language as the main special subject & L.T.	80-5-120-10-170	Grade I	85-5-125-10-175	Degree in the Language plus L.T. or B.T. or B.Ed. ~~or~~ pass in B.O.L.(pass or Hons.) with SSLC.completed plus L.T. or B.T. or B.Ed. Persons who do not possess these qualifications will be placed in Gr. Grades I or II.
(ii) Grade I	SSLC.eligible & a Oriental Title & Pandit's or Secy. Grade Training.	70-5-150	Grade II	New Qualification. Oriental Title plus Secondary Grade Training or Pandit's training. 70-5-150	
(iii) Grade II	Oriental Title & Pandit's or Secy. Grade Training.	45-3-60-2-90	Grade III	50-3-65-2-95 ~~45-3-60-2-90~~	Oriental Title holders without training.
Under Local Bodies. As Aided managements					
(iv) L.T. Assts.	A degree with Language as main subject & L.T.	70-5-140	Grade I	New Qualifications. 75-5-145	A degree with Language as the main subject plus L.T. or B.T. or B.Ed. ~~or~~ B.O.L. (pass or Hons.) with S.S.L.C. ~~or~~ completed plus L.T. or B.T. or B.Ed.
(v) I Grade	SSLC. Eligible & Oriental Title & Pandit's or Secy. Grade training.	60-4-100-5-130	Grade II	60-4-100-5-130	Oriental Title & Secy. Grade Training or Pandit's training.
(vi) Grade II	Oriental Title & Pandit's or Secy. Grade training.	40-1½-70	Grade III	45-2-85	Oriental Title & without ~~xxxxx~~ training The pay of persons who do not possess the qualifications to be held up at Rs 75.

The proposal involves a monthly extra cost of Rs ~~256~~,980 per annum as shown below:-

		Rs per annum.	
Pandits in Govt. schools	..	33,540	
do. Aided Schools	..	1,32,000	Payment of grants.
do. Secondary schools under local bodies	..	91,440	
		256980	

(worked out as below p 77)

The following remarks seem called for in this connection.

Items (i) and (iv). The new scales proposed in these items represent the revised scales sanctioned for L.T. Assistants

in Govt. schools and local bodies' schools respectively. The acquisition of the qualifications in Indian languages is comparatively easier than in other subjects (e.g.) ~~the study of~~ foreign languages, accurate sciences, humanities etc. and having regard to the merits of the case and in the interest of economy, the slightly lower scales already sanctioned seem quite adequate. Finance may therefore strongly advise against any further upward revision in regard to these items.

Items (ii) and (v) above. The Director has proposed the following revised scales for these items:-

Item (ii) .. II Grade Pandits(Govt.) .. 60-4-100-5-130 (With a Spl. pay of Rs 10 p.m. for Pandits II & III Grade who do work in higher forms for not less than 12 periods in a week.)

Item (v) .. do. (Local bodies) 50-4-90-5-120

In suggesting the revised scales the D.P.I. has obviously taken into account the qualifications and the proposals are also economical and simple and will do away with the necessity of maintaining transitional scales because most existing incumbents are likely to possess the revised lower qualifications. In the circumstances, it seems sufficient to adopt the recommendation of the D.P.I. If this results in overpayments to the existing staff, it may be ordered to be waived as the men were not in any way responsible for the excess payments.

This may be given effect later. MR 12/11/47

Item (iii). The new scale proposed for the Pandits III Grade is higher than that of Secondary Grade Trained Teachers by Rs 5 p.m, for which there seems to be no sufficient justification in view of the more expensive and difficult nature of the Secondary Grade training qualification (for which a two year course of study after S.S.L.C is prescribed). It seems enough at the most to maintain parity of scales for both. In this view, it does not appear that any case has been made out for raising the scale of pay of Pandits III Grade any further.

Item (vi). The revised scale sanctioned for Secondary Grade Trained Teachers under local bodies is Rs 45-2-85 ~~is~~ it may be sanctioned for Pandits III Grade.

If, however, E & P.H. press their proposal (they will have to treat it as a "New Service" in view of the large extra cost involved). They will have to rea...

theStanding Finance Committee and the Cabinet.

ASST. SECRETARY TO GOVERNMENT
90222
12 NOV 1947
EDUCATION AND PUBLIC HEALTH DEPT.

FINV.O. 673 71 Sal/47-1
12.11.47

EDN.& P.H.(B1).

Please see the remarks of Finance on pages 29-31 ante. The following remarks are called for:--

~~There are two Finance Dept. notes relating to~~ scales for L.T. Assts. in items (i) and (iv) of the statement on p.30 ante.

Finance consider that the revised scales of pay already sanctioned for the posts are adequate for the reason that the acquisition of the qualifications in Indian languages is comparatively easier than in other subjects. This statement of Finance cannot be accepted. Any one who has a deeper knowledge of the Indian languages must frankly admit that the acquisition of the qualifications in Indian languages is comparatively hard than in foreign languages. ~~At least it cannot be said the easier than that of the other languages.~~ The ~~Higher~~ scales of pay now suggested ~~is only the revised scales of pay for LT Asst including the craft allowance~~ by the Director may, in the circumstances, be accepted.

Items (ii) and (v) in the statement on page 30 relating to the scale of pay for Grade I Pandits. (Revised Grade II)

This Dept. suggested the continuance of the ~~revised~~ scales of pay already fixed for here ~~for Grade II~~ Pandits ~~as now proposed~~ for the simple reason that the proposal of the D.P.I. to allow a special allowance of Rs. 10/- per mensem in addition to the ~~revised~~ scale of pay now proposed will in effect result in giving ~~the higher~~ the scale of pay already fixed which Fin. now object to. If on principle Fin. have no objection to allow this special allowance of Rs. 10/- per mensem for Pandits of II Grade who do work in higher forms for not less than 12 periods in a week, this Dept. will withdraw their objection. It may, however, be pointed out that Grade II Pandits work in higher forms and all of them will be eligible for the allowance. There will be no saving on ~~account~~ ~~can be expected of~~ the lowering of the scales ~~under~~ for Grade II Pandits under local bodies ~~as~~ and also under aided managements ~~if an allowance is sanctioned~~.

Item (iii) Grade II Pandits under Govt. Schools (Revised Grade III)

Finance suggest that there is no reason to give the higher scale of pay to the new Grade III Pandits over and above the scales of pay fixed for Secondary Grade Teachers. The D.P.I. who is ~~an~~ the expert adviser in all these matters considers apparently ~~on equalisation~~ on equation of the qualifications that the higher salary is necessary for this Grade of Pandits in Govt. Schools. This higher scale is suggested, however, with a view to keep up the difference between the scales of pay ~~prevailing~~ fixed for the staff in Govt. institutions and the local body institutions. For orders whether the Director's recommendation may be pressed.

Item (vi) Grade II Pandits under local bodies (Revised Grade III)

Finance have accepted the proposed scale of Rs. 45-2-85 for the new Grade III Pandits.

2/ The scales of pay for Pandits which ~~has~~ will finally be adopted for the local bodies will have to be made applicable to aided schools also.

3/ Finance have calculated the extra cost involved in the proposal at Rs. 2,56,980/-. The extra expenditure furnished by the D.P.I. on page 77 c.f. is the total additional expenditure involved in the proposal. The extra cost to Govt. will have to be worked out therefrom. The following will roughly be the extra cost involved as shown below:--

		Per annum.
(a) Government Schools.		Rs. 33,540
(b) Aided Schools.	2/3rds of Rs. 1,56,000	Rs.104,000
(c) Secondary schools under local bodies i.e. one half of Rs. 91,440/-		45,720
	Total.	Rs.183,260

4/ The case may be circulated to H.M.(Edn.) and H.M.(Fin.) for orders on the foregoing proposals.

I have had a further talk with the Deputy Director of Public Instruction in charge of Elementary Education. His latest letter (dated

working out the financial consequences of the proposal, is found below.

This matter was considered during the second revision of the teachers' salaries. At its meeting held on 3-6-47, the Cabinet decided that pandits of lower grade who are asked to serve in higher forms may be paid Rs.10 extra and that the consequences of the various grades of pandits in schools should be determined by the Education Department. Thereafter, this department fixed certain qualifications etc. On this, the Finance Department said that the change of the qualifications will cost more and suggested that the matter must be referred to the D.P.I. and the financial consequences of this must be worked out.

It is regrettable that it has taken such a long time to work out the financial consequences of these changes. This has been necessitated by the fact that the information that was necessary had to be collected from many places. It is unfortunate that because of these, there has been a great deal of agitation among the pandits and language teachers.

The D.P.I. has suggested the changes which are found in his letter dated 18th Novr. This change, while fixing higher qualifications for new entrants, has also tried to accommodate existing people who have served for a number of years. The qualifications suggested by the D.P.I. may be accepted. The cost also has been worked out by the D.P.I. in his letter. The Government portion of the cost will be the full amount for Government schools, half the amount in the case of local bodies and two-thirds in the case of aided managements. The total amount of cost may be worked out, according to these rates.

This, ~~only this, is a matter which~~ must may be referred to the Standing Finance Committee. This has been creating a great deal of agitation and so, must be decided early. A ~~draft~~ note for the Standing Finance Committee may be submitted.

TSA
18-11-47

SECRETARY, EDN. AND P.H. DEPT.
18 NOV 1947
GOVERNMENT OF MADRAS

Please see the letter from the Deputy DPI on pp 81-82 cf. The proposals set out therein differ from the proposals previously made by the DPI in two respects. ~~viz.~~ (1) In the case of Pandits - Grade I - (Revised Grade II). it is proposed to retain the scale already fixed and not to lower the scale which is fixed and to grant an allowance of Rs10 as proposed subsequently. (2) So far as existing incumbents are concerned, it is proposed to admit to the revised scale for Grade II, Pandits in high schools who had not undergone Pandits or secondary grade training provided they had put in 15 years service on 1.1.47 and similarly to the revised scale for Grade III Pandits with 5 years teaching experience on 1.1.47. Those who do not come under these categories, will it is presumed be eligible only for the transitional scales of pay already fixed. viz Rs 60-4-100 and Rs 45-2-75 for Govt schools and Rs 60-4-100 and Rs 40-1-60 in the case of those in non-Govt schools.

Get the position also confirmed by A.D.M. 20.11.47

2. In the case of pre 1926 Pandits, the DPI recommended that if the scale of pay for Pandits in the last grade in secondary schools under local bodies is raised from Rs 40-1½-70 to 45-2-85, the Pandits recruited prior to 1926 may be allowed the scale of pay for 45-2-75. As these teachers would have put in more than 5 years teaching experience, they will be eligible for the proposed scale of pay of Rs 45-2-85.

p 19 cf

20.11.47

3. A draft note for the Standing Finance Committee is submitted below for approval. It may be sent to Fin for acceptance and for adding their note to be incorporated in the note for the committee. The minutes of HM (Edn) & HM (Fin) will be incorporated after the file is received back from circulation.

T.M. revised 20.11.47

Edn (Ph) No. 100
5097231/47-7 Edn
21/11/47

ASST. SECRETARY TO GOVERNMENT
70319
FINANCE DEPARTMENT

Edn (Sal)
19-11-47

20.11.47 21 — 21/11/47

Fin (Sal)

Please see previous Fin. note on pp 29-32 above and the HFM note following. After consulting

Consulting the D.P.I, that dept have agreed with the suggestions of this dept in regard to the revised scales of Pandits III Grade, viz

Rs 45-90 in the case of Pandits III Grade in Govt High Schools & middle schools

Rs 45-85 " " under Local Bodies & Aided Managements

Regarding the remaining items, they press for the acceptance of the scales already proposed by them — of items (i), (ii) (iv) & (v) of statement on p 30 above —, and in addition they propose :-

(1) that the appropriate revised scales of pay may be allowed to existing Pandits, II Grade (under Govt & Local Bodies) who have not undergone Pandits or Secondary Grade training provided they have put in a total service of 15 years on 1.1.1947;

(2) that the appropriate revised scales for Pandits III Grade may be allowed to existing persons, who do not possess the requisite qualifications, if they have put in 5 years' service on 1.1.1947.

& (3) to allow the following transitional scales of pay to Pandits, II & III Grades who ~~do not come~~ are not qualified and ~~who can~~ do not come under the above 2 categories :-

	Govt High Schools & Middle Schools	Schools under Local Bodies & Aided Managements
II Grade Pandits	60 - 4 - 100 } As already provided for in Go 78 Fin 6.2.47	60 - 4 - 100
III Grade Pandits.	45 - 2 - 75 } As already provided for in Go 78 Fin 6.2.47	40 - 1 - 60.

The draft note for the Standing Finance Committee has been prepared on the above footing. The proposals in their present form are said to involve an extra cost of Rs 1,35,320/per annum recurring ~~for~~ by way of pay for Pandits under Govt and grant to Local bodies & Aided schools.

2. This dept have already advised, on a consideration of the merits of the case that there is no justification

for raising any further the scales of pay of Pandits, I Grade -- Cf. items (i) and (iv) on p.30 above. As already noted by this department, the acquisition of higher qualifications in the Indian Languages is comparatively easier and cheaper, and it cannot be seriously contended that they are quite as difficult or expensive like qualifications in foreign languages, accurate sciences, humanities etc. This aspect does not appear to have been considered ~~at all~~ by the Director or by E & P.H. Finance may therefore adhere to the view already expressed at 'M' on p.31 above.

A

Items (ii) and (v) of statement on p.30 above. The D.P.I. has since changed his recommendation and now wants that the revised scales already sanctioned may be retained. What this department suggested is based on the earlier recommendation of the D.P.I., although he has apparently changed his mind since. The reasons for his revised recommendations are not clear. The arguments at 'A' above apply with equal force here also. Nowadays men with high academical qualifications are available to start even as L.D. Clerks on Rs 45--90, and in face of this fact, there seems to be no justification for the adoption of a scale of Rs 70-5-150 / Rs 60-4-100-5-130 for Pandits II Grade who have not even studied up to S.S.L.C. It is true that men entering service as L.D. Clerks have got better prospects, but the work of the Pandits is comparatively easier with smaller hours of work and no risk of distant transfers. Having ~~due~~ regard to the merits of the case, it seems that the suggestion at 'K' on p.31 above will meet the requirements of the case, and it does not seem necessary to go any further. This will also dispense with the necessity of maintaining transitional scales.

If, however, E & P.H. press their view, they may be requested to incorporate the views of this department in the draft note which may be in the usual prescribed form. Subject to this suggestion, the draft note may be accepted. It is presumed that the case will be circulated to H.M(Fin.)

SECRETARY TO GOVT. 93118 NOV 1947 EDUCATION AND PUBLIC HEALTH DEPT.

WO 703195AL/47-1
25-11-47

25/11/47 E.P.H 25/11/47

E & P.H.(B1)

Notes from page 29 ante may be perused. The proposal is set out in the revised draft note for the Standing Finance Committee put up below. Finance do not agree to the proposal to raise the scale of pay for pandits and munshis in the L.T. grade to conform to the revised scale of pay fixed for L.T.s in other subjects and to the scale of pay for the next grade of pandits (old grade 1 revised grade 11) already fixed being allowed to remain without any modification. They suggest that the lower scale of pay of Rs 60-4-100-5-130 for those in Government Secondary Schools and of Rs. 50-4-90-5-120 for those in Secondary schools under local bodies with a special pay of Rs. 10 p.m. may be allotted as the scales are economical and simple and will do away with the necessity of maintaining transitional scales for the existing incumbents who do not possess the qualifications prescribed for this grade. ~~The~~

In reply to the telephonic message on page 84 c.f., the D.P.I. has confirmed the presumptions in para 1 of the note on page 35 ANTE. In the case of pre-1926 Pandits, he has stated that they have more than five years service to their credit but do not possess oriental title and that if in view of their long service only without reference to their professional attainments, Govt. are inclined to give them the scale of Rs. 45-2-85 he would not object to it. Orders are requested whether the scale of Rs. 45-2-85 may be allowed to the pre-1926 Pandits. His recommendation in para 6 of the telephonic message on page 87 c.f. may be accepted.

2. The proposals of this Deptt may be processed. The note for the Standing Finance Committee placed below may be sent to Finance for acceptance and for furnishing the particulars in para 6 of the note.

29-11-47 29/11/47 Fin. (Sal)

(Previous Fin. note on pp 35 – 37 above) E.&P.H.W.O. No. 50972-8B, Edn. 29-8-47.

Deptt do not agree to the suggestions of this department on pp 31-32 & 36-37 above, and have prepared the draft note for the Standing Fin. Com. briefly embodying the views of this dept. The draft note may be accepted. Particulars required in para 6 of the note are shown in pencil.

It is presumed that the case will be circulated

ASST. SECRETARY TO GOVERNMENT 72037 29 NOV 1947 FINANCE DEPARTMENT

to Hon (Fin)

29/11/47

E.&P.H

Thro Fin (T&E)

Recirculate as P.H.Dept

The note for the Standing Finance Committee may be circulated to Hon (Edu) and Hon (Fin).

29-11-47 29/11/47 Hon (Edu) Hon (Fin)

TSA 1-12-47

SECRETARY, EDN. AND P.H. DEPT. 1 DEC 1947 GOVERNMENT OF MADRAS

The file may now be sent to Finance for use at the meeting of the S.F.C and also for recording the decision of the Committee

2/12/47.

2-12-47 Seen Fin

E.&P.H.W.O. No. 50972-9B, Edn. 2-12-47.

ASST. SECRETARY TO GOVERNMENT 72888 2 DEC 1947 FINANCE DEPARTMENT

Rwr 41

(102) EDN (SS)

Standing Finance Committee - Meeting to be held on 2.12.47 - Inclusion of the subject - Revision of the scales of pay and qualifications for Pandits in Secondary Schools

---

H&M (Edn) desires that the subject - Revision of the scales of pay and qualifications for Pandits in ~~Secondary~~ Secondary Schools should be included in the agenda for tomorrow's meeting. The file containing the note for the Committee has been circulated to H&M (Fin) now & copies will be taken circulated as soon as it is received. Finance may be requested to include the subject in the agenda for tomorrow's meeting

ASST. SECRETARY TO GOVERNMENT
1 DEC 1947
FINANCE DEPARTMENT

E&H(Edn)
50972 B1/47-9 (Ed)
1.12.47

1/12/47 1/12/47

1.12.47 S 1/12/47 Fin

P.T.O.

42

Finance (S.F.C) Dept.

With reference to q+PH note on h41 above, the subject of this file may be included in the supplemental agenda for the next meeting of the S.F.C on 4.12.47.

DS

on 2.12.47.

3/12/47

Standing Finance Committee.

H.M(Edn.) agreed to the consideration of the subject being deferred to the next meeting.

5/12/47

Min. 072888/SFC/47.1
9/12/47.

43

Spl.

Secretary, E.& P.H.

Please send the file with regard to the Bill prohibiting school buildings which have received capital grants from Government and also the file with regard to the revision of salaries of ~~pandits~~.

H.M.Education. 6.12.47

SECRETARY, EDN. AND P. H. DEPT. 6 DEC 1947 GOVERNMENT OF MADRAS

73046 SFC

E.+P.H. W.O. No. 96059A-1B, Ed. 6-12-47.

The file relating to the revision of pay of Pandits was sent to Finance for use at the meeting of the Standing Finance Committee and for recording its decision. It is understood that the subject will be taken up only at the next meeting. Finance may be requested to return the file as it is required by H M (Edn).

6/12/47

6-12-47

6/12/47

102

44

Finance (SFC) Dept.

Please see E+PH note overleaf. The file referred to therein is linked ~~placed~~ below and ~~in order~~ ~~whether it~~ may be returned to E+PH:

MR 9/12/47

E+PH

Fin. No. 7288/SFC(47)-1 9/12/47

E+PH(M).

96350A.

~~96059A~~ 9-12-47

The file may be circulated to HM (Edn)

9-12-47

The matter of revision of salaries of Pandits and Munshis has been agitated a great deal recently. A note has been circulated to the Standing Finance Committee for revision of their salaries already. Certain mistakes have been made in the note. I have had a talk with the Deputy Director of

45

A

45. 2/2-75

Public Instruction, Secondary Education, over this matter. Orders have already been issued that under the recent revision, Pandits who have been paid Rs.30-45 are to be put on Rs.45-90 grades in Government schools and Pandits who were getting Rs.45 should be put on the grade of Rs.70-150 in Government schools and a corresponding revision has been made in the local board institutions also. Taking this into consideration, the present revision contemplated will not cost us anything except item 3 in the local board schools where it is said to be brought to thescale of salaries of secondary grade teachers.

2 In this matter, two things had to be considered: (1) The matter of qualifications to be prescribed for Pandits and Munshis; and (2) the salaries to be given to them. The agitation has been mainly that when [illegible] high schools for Pandits, then these language teachers should be treated in the same manner as teachers of other subjects and English. There is a great deal in this argument. Our reason for fixing a lower pay has been that their qualification is not good enough. If that is so, we must prescribe the qualifications which we consider good enough and then give them the pay similar to that paid to teachers of other subjects. In view of these considerations, I make the following proposals:

Grade I

Grade II

The qualification for Pandits should be, graduates who have taken up the language as an optional subject in the B.A. Classes and who have passed the L.T. or B.T. examination, or S.S.L.C. completed, with a pass in Vidwan's test and Pandit's training. This later qualification may be treated as equivalent to L.T., as these men also put in about the same number of years; L.Ts. may be preferred wherever available.

3 For the transitional period, existing Pandits who have been teaching in high schools for more than five years, might also be considered equal to this. If there are any amongst existing teachers who have not passed Pandit's ~~training~~ Training tests, they will not get increments unless they pass the training tests. For purposes of future recruitment, such people may not be chosen and if they are chosen, they may be given a pay already prescribed under the rules, i.e. Rs.70-130. 60-100

4 For language teachers handling I to III forms, the existing provisions may remain with regard to Government schools. With regard to local

boards and aided institutions, their pay may be brought on a line with secondary grade teachers as suggested in the previous note.

The Deputy Director of Public Instruction, Secondary Education, tells me that in view of A above in this note, the financial consequences of this proposal will be only 1.35 lakhs. ~~as calculated above.~~ This note may be circulated to the Standing Finance Committee and the matter may be brought for consideration as an urgent subject in the next meeting of the Standing Finance Committee.

TSA
10.12.47

GOVERNMENT EDUCATIONAL DEPARTMENT
14 DEC 1947
GOVERNMENT OF MADRAS

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

1. Para 1 of H.M's minute. - Existing incumbents who possess the qualifications prescribed for the respective grades will be eligible for the revised scales of pay fixed for those grades. The extra cost furnished in the letter from the Deputy D.P.I on page 2 of is on account of the proposal to admit to the revised scale of pay of pandits in Grade I - Revised grade II the existing pandits who have not undergone the requisite training but who have put in 15 years service.

2. Para 2 of H.M's minute. - It appears to be the intention to delete the qualification of secondary grade training newly prescribed when the revised scales of pay were fixed for those with oriental titles only - Grades I & II. From the portion marked X in H.M's minute, it is not clear whether it is his intention that the existing L.T. & Grade I should be combined into one as S.S.L.C completed with a pass in Vidwan's test (evidently oriental title is meant) or Pandit's training is proposed as an alternate qualification to a degree with language as the main subject and L.T. or B.T or B.Ed. and it is said that L.Ts may be preferred where ever available. In para 2 of his letter on page 39 of the D.P.I has given his reasons as to why the two classes of pandits should not be combined. If both these are combined, there

be extra cost.

4. Para 4 of H.M's minute. From the concluding portion of the minute, it appears to be the intention that the note for the Standing Finance Committee already prepared & circulated need not be revised and that it will be sufficient if a copy of the H.M's minute ~~only~~ is circulated in continuation of the note already sent. The next meeting of the Standing Finance Committee has not yet been fixed. It is for consideration whether a revised note setting out the correct position & the decision now arrived at may be circulated.

5. The Deputy D.P.I Secondary Education who discussed this with the Hon'ble H.M (Edn) may perhaps be summoned & it may be ascertained what exactly are the revised proposals and he may perhaps be asked to indicate what corrections are necessary in the note for the Standing Finance Committee according to the revised proposals so that there may be no further room for mistakes to creep in.

U.S.K.
11/12/47

I was present at the discussion of the Dy.D.P.I.(Fin.) with H.M.(Edn.). H.M. wants that the proposed Grade II and Grade I should be amalgamated with the qualifications already proposed and has also asked for information regarding extra cost if existing incumbents with 15 years service, 10 years service and 5 years service in High School classes are brought to the I Grade. H.M. was of the view that the proposed Grade II should be applied to persons who do not come under the amalgamated category and also that proposed Grade III Pandits ~~should be~~ should be employed only in Middle Schools and proposed Grade I and Grade II in High Schools. Whatever the number of years of experience is taken into account, persons recruited before that period, ~~i.e.,~~ 5, 10 or 15 years persons recruited before 1942, 1937 and 1932 should alone be allowed to get into the I Grade.

2. The Dy.Director has undertaken to furnish figures of cost required by H.M.(Edn.) ~~with an~~ immediate and ultimate ~~cost~~ by to-morrow

to-morrow. This may be awaited. Orders must be obtained whether persons in grades I and II if posted to middle schools what scale they will be allowed. The file will have to be put up to Dn after receipt of the estimate of cost.

/Z.

C.No. 99919/47 From the Deputy D.P.I. D.O. dated 20-12-47.

Notes from page 44 ante may be read.

2. The Deputy D.P.I. Secondary Education, has furnished an estimate of the immediate and ultimate extra cost involved in the proposal to combine the posts of Pandits with L.T. qualifications and those with the qualification ' S.S.L.C. completed with a pass in Vidwan's test and Pandits' or Secondary training into one grade. The extra cost is mainly due to the proposal to admit into this grade Pandits with Oriental title only in the scale of Rs.60-4-100 who have put in five years' service in high schools as thereby it is estimated that 70% of the total number of pandits will become eligible for the scale of Rs.85-175 in Govt.Schools and of Rs. 75-5-145 in secondary schools under local bodies and private managements. The extra cost will be less if the period of service to be prescribed for eligibility to draw the higher scale of pay is fixed at 10 years or at 15 years as originally proposed. A statement showing the extra cost involved is put up. The DPI has not reported what the extra cost will be if the existing incumbents on Rs 60-4-100 in govt schools are admitted to the scale of Rs 85-to 175. A draft T.M calling for this information is submitted below for approval.

(M) The extra cost on this is not likely to be appreciable.

3. At Z on p. 47 ante, it is stated that H.M.(Education) is of the view that pandits who are now in the scale of Rs.60-4-100 who have not put in five years service should be placed in the proposed revised scale of Rs. 70-5-150 for Govt.schools and of Rs.60-4-100-5-130 for non-Government Schools (Local bodies and private). The extra cost involved in this proposal is ~~above shown in the statement~~ at (M). The extra cost on account of the raising of the scale of pay of pandits in middle schools under local bodies and private managements from Rs.40-1½ - 70 to Rs. 45 - 2 - 85 is now estimated at Rs.11,900 (Immediate) & Rs. 23800(ultimate). It is not proposed to raise the scale of Rs. 45-90 fixed for pandits in Government middle schools.

	Immediate	Ultimate
Local Bodies	3900	7800
Private managements	8000	16000
	11900	23800

4. The intention is that only pandits of the last category eligible for the scale of Rs.45-90 or Rs.45-85 should be employed in Govt. and non- Govt. non-govt. middle schools respectively. At Z on page 48 ante, it has been suggested that orders should be taken as to what scale of pay should be allowed if a Pandit in a high school is posted to a middle school. Such a contingency will rarely arise. There is no necessity to post a pandit with L.T. or an equivalent qualification to teach the language in a middle school but in a high school with a middle school Department, or due to exigencies of service it may sometimes be found necessary to entrust the teaching of the lower forms also to the pandit handling the higher forms. In that case he will be eligible to draw the scale of pay he was drawing in the high school. No extra remuneration need be allowed unless he has to do more than the prescribed period of hours of work in a week. An allowance of Rs.10 may be allowed for doing extra work. as in the case of pandit teaching in the lower forms when entrusted with teaching in the higher forms

No extra allowance will be necessary if the additional work is not appreciable.

5. The file may first be circulated to H.M. (Education) for orders. After the question of combining L.T. and Grade I Pandits into one and the no. of years of service to be prescribed for the existing incumbents in high school to be admitted to the revised scale of pay for pandits in Grade I, is settled Finance will have to see as this is a modification of the proposals already accepted by them.

22/12/47

Orders are requested on the following points.

(i) whether pandits possessing a completed S.S.L.C. and Oriental Title and Pandits or Secondary Grade Training may be equated with L.T. Assistants possessing a degree in the language plus L.T., B.T., or B.Ed., BoL (Pass or Honours) with S.S.L.C. completed plus L.T. or B.T. or B.Ed. and allowed the higher scale of pay admissible for L.T. Assistants,

(ii) whether the existing incumbents teaching in high schools on 1--1--47 possessing Oriental Title with service as pandits for ~~a fixed~~ to be fixed number of years may also be given ~~the concession of~~ the higher scale of pay allowed for L.T. Assistants. If so, what the number of years of service for these pandits should be i.e. whether pandits with 15 years experience in high school classes on 1-1-47 or 10 years experience or five years experience will be counted for such ~~concession~~, higher scale of pay; The statement of extra cost is at (M).

(iii) whether pandits who are existing incumbents possessing Oriental Title but who do not possess the number of years of service fixed under item (ii) above, may be allowed the scale of pay of Rs.~~75~~ 70-5--150 in Govt. schools and Rs.60-4-100-5-130 in schools under local bodies and private managements.

(iv) whether the scales of pay of pandits possessing Oriental Title

The file in respect of Govt schools will have to be addressed to Dn.

with Pandits or Secondary Grade Training employed in middle schools under local bodies and private managements may be raised from Rs.40-1½-70 to Rs.45-2-85,

(a) whether existing incumbents employed in middle schools under Local Bodies or private managements i.e. pandits with five years service ~~may be allowed~~ on 1--1--47 possessing Oriental Title only may be allowed the proposed scales of pay,

(b) whether those existing incumbents who do not possess this five years service may be allowed the transitional scale of Rs.40--1--60, and (The transitional scales for pandits of the III grade will remain unaltered)

(v) (a) whether the employment of pandits in Grade I may be confined to high schools and those of Grade II (last grade) to middle schools,

(b) if owing to exigencies of service, Grade I pandits are employed for work in middle schools should they be allowed the scales of pay admissible to them according to their qualifications or should any reduced pay be allowed to them or if they take additional classes in middle schools should they be allowed any allowance for such extra work.

23-12-47

(i) Yes.

(ii) We may strike an average and give it for people of 10 year's experience.

(iii) Yes.

(iv) We ~~are~~ did not make a distinction between a & b but it may be at the rate fixed for secondary grade teachers which if I remember right is Rs.45 to 90 in the case of Govt. schools and Rs.45-85 in the case of Local Boards.

(v) (a) Yes.

(b) The question will not arise. One who has been teaching in High School at the higher rate, I believe, will not go to a middle school with a lower rate of pay and so no provision need be made for such a contingency.

I am sorry the matter has taken sometime with me due to the intervention of the holidays. This is a matter that has been pending for one year and must be finished as soon as possible and urgent steps may be taken in the matter.

TSA
9-1-48

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

I have shown it to the D.P.I. & yesterday they have sent for the profs for the schools already

(108)

Please see the minutes of H.M. (Edn) on page 50 ante.

2. According to the existing classification there are three grades of pandits and munshis - L.T. grade & Grade I in high schools and Grade II for middle schools. It is now proposed to combine the two grades in high schools into one and to fix for the proposed Grade I, the existing scale of pay for L.T. grade. It is proposed to admit to this scale such of the existing incumbents with oriental title only with 10 years service in high schools, and to allow to those with less than 10 years service the existing scale of pay for grade I pandits. There are also pandits recruited prior to 1926 in high schools who do not possess any oriental title. It has already been decided that such pandits in schools under local bodies and private managements may be allowed the scale of Rs 45-2-85. Such pandits in govt high schools will have to be allowed the scale of pay of Rs 45-3-60-2-90.

3. The following table sets out the position:-

High Schools -	Govt	Local bodies and private
Grade I		
Qualifications -		Scale of pay.
For new entrants Degree in the language plus L.T. B.T. or B.Ed, B.O.L. (Pass or Honours) with S.S.L.C completed (Completed) plus L.T. B.T. or B.Ed; S.S.L.C completed and oriental title and Pandits or Secondary Grade Training. for new entrants.		
In the case of existing incumbents (a) oriental title with ten years service as Pandit in high schools on 1-1-47	Rs 85-5-125-10-175	75-5-145
(b) Existing incumbents with oriental title and with less than 10 years service as Pandit in high schools on 1-1-47.	Rs 70-5-150	60-4-100-5-130
(c) Pre 1926 Pandits without any oriental title.	Rs 45-3-60-2-90	45-2-85

Middle Schools

Grade II.

Qualifications	Scale of pay Govt -	Local bodies + Private.
For new entrants Oriental title with Pandits' or Secondary Grade training ~~for new entrants~~	45-3-60-2-90	45-2-85
Existing incumbents with Oriental title only and pre-1926 pandits without any Oriental title -	— do —	do -

It will be observed from the above statement that the transitional scales of pay of Rs 60-4-100 + 45-2-75 fixed for existing incumbents in Govt high schools + middle schools who do not possess the prescribed qualifications + the corresponding scales of Rs 60-4-100 + 40-1-60 for schools under local bodies and private managements will be abolished if the revised proposals are adopted and that the last two scales of pay under Grade I (b) + (c) in high schools will be extinguished when the existing incumbents retire from service.

4 The extra cost involved in the above proposals will be as shown below:-

High Schools

	Immediate - Rs	Ultimate Rs
(1). Combination of L.T + Grade I pandits in high schools		
High schools under Govt	19440	36,666
" under local bodies	30,690	59,428
" aided managements	21,840	39,612.
	71,970	135,706.
2. Admission of existing incumbents with Oriental title + with less than 10 years' service in high schools to the scale of Rs 70-5-150 in Govt high schools + Rs 60-4-100-5-130 in high schools under local bodies and private managements		
Govt -	16,200	33596
Local bodies	—	37128
Private managements	—	21216
	16,200	91940

3.		Immediate -	Ultimate
Pre 1926 pandits in high schools - raising of the scale of pay from 45-2-75 to 45-3-60-2-90 in Govt schools + from Rs 40-1-60 to 45-2-85 in schools under local bodies + private managements	Govt	—	18
	Local bodies	2850	8550
	Private	36400	109200
		39250	117768

Middle School

Extra cost on account of the raising of the pay of the pandits in middle schools under local bodies + private managements from Rs 40-1½-70 to 45-2-85	11900	23800
Total.	1,39,320	3,69,214
	or 1,39,300 roundly	3,69,200 roundly

The above estimate is only a very rough estimate; it is being assumed for purposes of calculation that a certain proportion of the total number of pandits will be in each category. The immediate extra cost in respect of schools under local bodies and private managements will be only in 1949-50 as the teaching grants for 1948-9 are payable only in the subsequent year. The expenditure for 1948-49 will be about 35,640 of Govt schools.

4 The remarks of Finance may be invited before a revised note for the Standing Finance Committee is put up as the present proposals are in modification of those already scrutinised by Finance

8.1.48

8.1.48

9/1/48

Finance (Salaries) Dept

E.P.H.W.O. 50972 B1/4710 (Previous Finance note on pp.35-37, H.M's (Edn)
9. 1. 48. minute on pp.44-46, and 50 above and the notes following alone need be seen)

The case originally started with proposals for the reclassification and revision of scales of pay of Pandits in Middle and Secondary Schools under Governme

Local bodies and private managements as shown in the comparative statement on p. 30 above. At the instance of H.M.(Education) it is now proposed to have only two Grades of Pandits—the first grade comprising existing (a) L.T. Assistants and (b) Grade I Pandits (with S.S.L.C. Completed and) Oriental Title plus Secondary Grade Training or Pandits training--Cf items (i)-(ii), (iv)-(v) of Statement on p.30 above (to be employed only in Secondary Schools), and ~~bb~~ Second Grade for Pandits with Oriental Title ~~without~~ and Pandits or Secy Grade training (to be employed only in Middle Schools)—on scales of pay as indicated on pp.51-52 above. For existing Pandits in Secy Schools with only Oriental Title, the scheme provides for:

(a) absorption in the proposed Grade I, if they have 10 years service as Pandits in High Schools and

(b) Retention of the existing scales of pay for Grade I Pandits ~~lower scales corresponding to items (ii) & (v) in the statement on p. 30 above~~ for such Pandits with less than 10 years' service in high schools; and in the case of Pandits without any Oriental title and employed from a date prior to ~~before~~ 1926, scales as indicated at A and B on pp.51-52 above. The proposals involve an extra cost at Rs. 3,69,200 p.a. (ultimate)

2. The following remarks seem called for in this department:--

(i) In regard to the higher scale of Rs.85-175 (on a par with ordinary L.T. Assistants) proposed for the new Grade I Pandits, attention is solicited to this department's note at M on p.31 above and A on p.37 above, in which it has been held that there is no justification on merits to accept the proposal. In the first place, the acquisition of qualification in the Indian languages is not as difficult or as expensive as those in foreign languages, accurate sciences etc. Secondly the scale prescribed for L.T. Assistants, viz., Rs.85-175 is inclusive of an element for craft training qualification, which is obviously not necessary in the case of the Pandits. Even if they possess, they are not likely to be utilised for teaching crafts. In view of these considerations and in the interest of economy it does not appear that

that there is any case for maintaining parity ~~equality~~ in regard to pay scales between L.T. Assistants and Pandits I Grade (new grade proposed). It seems enough to have a scale of Rs. 80-170 as already suggested, and this may be restricted to the men with the qualifications referred to in the last column against item (2) of p.30 above. It is proposed to combine the existing L.T. Assistants and I Grade Pandits--cf. item (i)-(ii) and (iv)-(v) of Statement on p. 30 above. It is obvious for a perusal of the qualifications--cf. last col. of the statement on p.30 above, that the qualifications of existing Pandits I grade (cf. items (ii) and (v) under Government, Local Bodies etc. are definitely lower than those of L.T. Assistants ~~—as~~ etc. Pandits with Oriental title etc. qualifications ~~do not have the facility to be provided with upto date events and~~ cannot obviously keep themselves posted with world events. The adoption of a common scale for both is bound to affect ultimately the availability ~~supply~~ of Pandits with a degree in Indian languages and L.T. qualifications. It will remove the incentive for acquiring the higher qualification for which there ~~is~~ will be no reward. Attention is invited to para 1 of the D.P.I's letter on p.39 C.F., which clearly supports this view. Whatever the conditions in other departments, it is highly necessary to vary the scales of pay of staff in the teaching and technical professions with reference to qualifications. In fact, H.M.(Education) recently ~~ex~~ expressed a similar view in another file relating to the grant of higher pay (than S.S.L.C. trained Teacher's scale) for men with Intermediate qualifications. The finances of most of the local bodies and private managements are already unsatisfactory, and the present proposal will only throw additional burden on Government by way of grants. In view of these considerations and in the interest of economy, it seems desirable to maintain the distinction between L.T.Assistants and Oriental Title etc. holders, as originally agreed to.

3 If, however, E & P.H. press their proposal, they may be requested to circulate the case to H.M.(Fin) and embody the views of this department in the draft

information about current world affairs which is very desirable in a member of the teaching profession.

note for the Standing Finance Committee.

EP4

Please see the Finance Deptt's note on pp 53-55 ante. This Deptt may press the proposal. A revised note for the Standing Finance Committee is submitted below for approval. It may be sent to Finance no for acceptance or remarks prior to circulation to H.M. (Edn) + H.M. (Fin) so that the note may be issued if the revised proposals as set out therein are accepted in Cipher.

11-1-48

As against the arguments of Finance in para 2 on pages 54-55 ante pl see the minutes of H.M. (Edn) at T on page 45 ante and this Department's note at A on p 32 ante. It cannot be said that Pandits with Oriental title qualification can not keep themselves posted with information about current world affairs as the news about current world affairs are available in all languages. This Deptt may therefore press the proposal. The draft note for Standing Finance Committee is for approval.

12/1/48

Copy of the minutes of H.M.(Edn.) dated 12-1-48.
(Recd on 15-1-48)

"Secretary, E & P.H.

The matter of revision of Pandits' scale as well as giving weightage for secondary grade teachers are pending for a long time. I shall be glad if those notes are made ready. I am afraid there will not be any meeting of the Standing Finance Committee in the near future. The matter may be circulated to H.M.(Finance) and Hon'ble Premier so that they may be included in the next meeting of the Cabinet as these matters are pending for more than a year. I need not see notes for these. You may get the approval of H.M.(Fin) and circulate

culate them.

T.S.A.
12--1--1948.

A on page 56 ante

The file relating to grant of advance increments to teachers in Secondary Schools with reference to their service on 1.1.47 has been sent to Finance for use at the meeting of the Standing Finance Committee & for recording the decision of the Committee. With reference to the minutes of H.M. (Edn) action will be taken separately to obtain the file back from Finance and circulate it to H.M. (Edn) and to H.E. for orders in whether the subject may be placed before the Cabinet.

2/ This file relates to the revision of the qualifications & scales of pay for Pandits & Munshis in Secondary Schools. The revised proposals are set out in the note for the Standing Finance Committee put up below. In view of the minutes of H.M. (Edn) above, the file may be circulated to H.M. (Fin) ~~+ H.P.M.~~ and to H.E. for orders whether the matter may be placed before the Cabinet. After orders are passed a note for the Cabinet will be ~~prepared~~ put up.

15.1.48

15/1/48

See Ept P.4 may discuss the full implications with me

17.1

While I see the force in certain points I am unable to agree with the rest.

I would like to discuss the matter further with H.M. (Edn).

Any way, the Cabinet note may issue

19.1

This may first be discussed in informal meeting of H.Ms.

20/1/48

SECRETARY, EDN. AND P.H. DEPT. 19 JAN 1948 GOVERNMENT OF MADRAS

SECRETARY, EDN. AND P.H. DEPT. 1 JAN 1948 GOVERNMENT OF MADRAS

50972 / 47

May be circulated to H.M (Edn) with reference to the minutes of H.M (Fin) and H.Pr on page 57 ante.

21.1.48

H.M (Edn)

This has been pending for nearly one year. While all others have been given revision, the Pandits have not yet been given revision. It is a very urgent matter and so may be put up before the next informal meeting of the Ministers. If it takes very long for the next informal meeting, it may be placed on the 28th so that it may be included also as a Part II Scheme. The matter has been very long delayed and that we have come in for a great deal of criticism in the matter. Hon'ble Premier may see. X.

ISA
23.1.48

JOINT SECRETARY TO GOVERNMENT
23 JAN 1948
EDUCATION AND PUBLIC HEALTH DEPARTMENTS

The case may be circulated to H.Pr with reference to the minutes of H.M (Edn) above.

23.1.48 J.J H.Pr 23/1/48

May be considered at the informal meeting on 31st
C.P.R
24/1/48

H.Pr.

with reference to the minutes of H.M (Edn) at X above, it is submitted that pending a decision on the question of further revision of the scales of pay and the qualifications for Pandits & Munshis in Secondary schools, Special Officers of District Boards & Executive Authorities of Municipalities were instructed to adopt the revised scales of pay already fixed in G.O. No 975 Edn dt 10.5.47 and the D.P.I was also ~~instructed~~ asked to instruct the managements of aided schools to give effect to the revised scales of pay fixed in the above G.O. without any delay.

— Vide memorandum (P)

(F) — Vide page 56 of

~~It is not therefore correct to say that Pandits have not yet been given revision.~~

(112)

2. A note for the informal meeting of the Honorable Ministers is submitted below ~~for approval~~. The file may be circulated to H.M (Edn) for approval of the note.

26.1.48

SECRETARY, REN. AND PROJECT.
27 JAN 1948
GOVERNMENT OF MADRAS

S 26/1/48
H.M (Edn) (Cr.)

ISA
26.1.48

Copies of the note have been tabled & circulated to all H.Ms. The file may now be sent to the Principal Private Secretary to the Hon'ble Premier

P.P.S
28.1.48

28/1/48

O.S
28/1

6693.

Subject:- Revision of the qualifications and scales of pay for Pandits and Munshis in secondary schools.

Although the subject was not included in the Agenda for yesterday's meeting of the Standing Finance Committee, it was taken up for consideration first, at the instance of H.M(Education). It was agreed that the proposal of the Education Department ~~irrespective~~ in respect of new entrants to Grade I may be accepted. Existing incumbents with Oriental Title and with 15 years service as Pandits in high schools on 1-1-48 may have their pay fixed in the scale Rs 85-5-125-10-175. Those with Oriental Title qualifications but with less than 15 years service as Pandits in high schools on 1-1-48 will be given pay in the scale Rs 65-5-130. The proposed scale of Rs 45-3-60-2-90 for pre-1926 Pandits without any Oriental Title was agreed to.

Middle Schools. - Grade II. The scale Rs 45-3-60-2-90 for new entrants with Oriental Title and with Pandits or Secondary Grade training was accepted. As regards existing incumbents the proposal of the Education Department was agreed to.

Secondary Schools under Local Bodies and Private Managements - Grade I. The Education Department's proposals to fix the pay of new entrants to Grade I in the scale - Rs 75-5-145 was agreed to. As regards existing incumbents those with Oriental Title and with 15 years service as Pandits in high schools on 1-1-48 may also have their pay fixed in the scale Rs 75-5-145. Pandits with Oriental Title but with less than 15 years service on 1-1-48 will have their pay fixed in the scale Rs 60-4-120. Pre-1926 Pandits without any Oriental Title qualifications will draw pay in the scale Rs 45-2-85. The proposals of the administrative department in respect of Middle Schools were accepted.

The financial implications of the above ~~prop~~ scales of pay should be worked out. H.M(Edn.) desired that this matter should be referred to the Cabinet at its next meeting

without fail after the financial implications have been worked out.

MR 4/2/48

EPH Fin. n. 0 6693 (SF4/48-1) 4/2/48

ASST. SECRETARY TO GOVERNMENT 4 FEB 1948 EDUCATION AND PUBLIC HEALTH DEPT.

EPH(M)

Please see the note above. It will be observed that the proposals for the revision of the qualifications and scales of pay for Pandits and Munshis in secondary schools as set out in the note for the informal meeting of the Hon'ble Ministers at (Z) were discussed by the Standing Finance Committee. The main file on the subject was sent to the Principal Private Secretary to the Hon'ble Premier on 28.1.48. As further action has been to be taken on the proposals as accepted by the Standing Finance, the Principal Private Secretary to the Hon'ble Premier may be requested to return the main file along with this file.

28/1/48

KSK 4.2.48

JPM 4/2/48 S

Principal Private Secy. to H. Pr.

The file is returned herewith.

J.S.

EPH(Ms)

Please see the minutes of H.M (Edn) on page 114 cf. In the statement of extra cost furnished by the Deputy DPI, the scale of pay for oriental title holders with less than 15 years' service employed in non-govt high schools is specified as Rs 60-4-100-5-120 while in the Finance Dept's note the scale is entered as Rs 60-4-120. The extra cost in respect of Govt schools has not also been correctly worked out in the SH at p 118 cf. p 61 ante

A statement showing the financial implications

SECRETARY, EDN. AND P. H. DEPT. 5 FEB 1948 GOVERNMENT OF MADRAS

of the proposals as accepted by the Standing Finance Committee is put up at (R) adopting the scale of Rs 60-4-120 specified in the Fin note on p 61 ante for non-Govt secondary schools

(114)

2. The note for the informal meeting of the Hon'ble Ministers already prepared & circulated has also been revised suitably. (Put up below).

3. The file may be circulated to H.M (Edn) with reference to his minutes on page 114 cf. Orders of H.P.M will have to be taken for including this subject for the next Cabinet meeting.

KSK 6.2.48

JPM 7/2/48 S

7/2/48 H.M. (Ms.)

The point for decision may be amended slightly as follows:--

Whether the existing L.T.Grade and Grade I for Pandits and Munshis in high schools should be combined into one and designated as Grade I and the same scale of pay given as per other L.T.Assistants and if so, whether the existing incumbents with Oriental degrees or titles who do not possess the training qualification newly prescribed ~~for the existing Grade I should be allowed~~ and who are eligible only for a lower scale of pay than that prescribed for the existing Grade I should be allowed the higher scale of pay fixed for Pandits in the L.T., B.T. or B.Ed. Grade if they had put in 15 years service in high schools on 1-1-1948 and the rest with lesser qualifications than those specified in Grade I, not less than an Oriental title with less than 15 years service, the scale of pay of Rs.65-5-130 if employed in Government secondary schools and Rs.60-4-120 if employed in high schools under local bodies and private managements.

This may be put up for the next Cabinet meeting.

Not as amended approve

TSA 7.2.48

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

The first point for decision in para 7 of the note for the Cabinet has been amended by proposed by H.M. in his minutes above.

The file may be circulated to H.P. for orders for including the subject for the next Cabinet meeting.

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

KSK 9.2.48

9/2/48 S

9.2.48

O.P.R. H. Pr. 11/2/48

64

The note for the Cabinet has been issued.
The file may now be sent to the Chief Secretary.

11/2/48

Public (Special)
11-2-48

Extra 5092 Sa/48-12
11/2/48

Recd from Public Dept vide 7002 Sa/48

4.(12) 181/65 (115)

EDUCATION & PUBLIC HEALTH DEPARTMENT.

NOTE FOR THE CABINET.

Sub: Revision of the qualifications and scales of pay for Pandits and Munshis in secondary schools.

***

Previously there were two grades of pandits and munshis in Secondary Schools. In revising their scales of pay with effect from 1-1-1947 provision was made for the employment of three grades of pandits and Munshis and the qualifications for each grade were also revised. Pandits holding a degree with the language as the main special subject and L.T. training qualification were placed in a separate grade and holders of oriental title with Pandits' or secondary grade training were divided into two grades and a distinction was made between these two grades by prescribing 'S.S.L.C. eligible' as an additional qualification for Pandits and Munshis in Grade I. The intention was that posts in high schools should be either in the L.T. grade or Grade I while all the posts in middle schools should be in Grade II.

2. The following statement shows in one view the existing grades, qualifications, and scales of pay for Pandits and Munshis and those as now proposed to be revised.

Existing grade and qualifications.	Existing revised scale of pay.	Proposed grade and qualifications.	Proposed Revised scale of pay.
1.	2.	3.	4.
		Government High Schools.	
(i) L.T. Assistants (A degree with the language as the main special subject and L.T.)	Rs. 80-5-120-10-170.	Grade I. Degree in the language plus L.T. B.T. or B.Ed., B.O.L. (Pass or Honours) with S.S.L.C. completed plus L.T.B.T. or B.Ed. S.S.L.C. completed and an Oriental title and Pandit's or Secondary grade training.	Rs. 85-5-125-10-175.
(ii) Grade I (S.S.L.C. eligible and an Oriental title and Pandit's or secondary grade Training).	70-5-150		
		For existing incumbents.	
Existing incumbents who do not possess the prescribed qualifications.	60-4-100 or 45-2-75.	Oriental Title with 15 years' service as Pandit in high schools on 1-1-1948.	85-5-125-10-175.
		Oriental title with less than 15 years' service as Pandit in high schools on 1-1-48.	65-5-130 A
Pre-1926 Pandits without Oriental title	45-2-75	Pre 1926 pandits without any oriental title	45-3-60-2-90.
		Middle Schools.	
(iii) Grade II. Oriental title with pandit's or secondary grade training	45-3-60-2-90	Grade II Oriental title with Pandit's or Secondary grade training	45-3-60-2-90

p.t.o.

1.	2.	3.	4.
For those who do not possess the prescribed qualifications and also pre 1926 pandits.	45-2-75.	For existing incumbents. Oriental title only and also for pre 1926 pandits without any oriental title	45-3-60-2-90.
Secondary schools under local bodies and privatemanagements.			
L.T.Assistants (A degree with the language as main special subject and L.T.)	70-5-140	Grade I. Degree in the language plus L.T., B.T. or B.Ed., B.O.D. (Pass or Honours) with S.S.L.C. completed L.T., B.T. or B.Ed.	75-5-[illegible]5.
Grade I (S.S.L.C. Eligible and oriental title and Pandits' or secondary grade training)	60-4-100-5-130-	S.S.L.C. completed and oriental title and pandits or secondary grade training.	
Existing incumbents who do not possess the prescribed qualifications	60-4-100 or 40-1-60	For existing incumbents. Oriental title with 15 years' service as pandits in high schools on 1-1-48	75-5-145
		Oriental title with less than 15 years' service on 1-1-48	60-4-120 A
Pre 1926 pandits without any oriental title	40-1-60	Pre 1926 pandits without any oriental title .	45-2-85
		Middle schools.	
Grade II Oriental title with Pandit's or secondary grade training	40-1½-70	Grade II Oriental title with Pandits' or secondary grade training	do.
		For existing incumbents.	
For those who do not possess the prescribed qualifications and also Pre 1926 Pandits.	40-1-60	Oriental title only and also for Pre 1926 Pandits without any oriental title	do.

3. It will be observed from the above statement that it is now proposed to combine the two grades in high schools into one grade (Grade I) and to prescribe for that grade the existing qualifications for the two grades substituting for 'S.S.L.C. Eligible 'S.S.L.C. completed' as a number of holders of oriental degrees and oriental titles are those who having failed in S.S.L.C. in one or two subjects diverted their attention to the study of languages and obtained the oriental degrees (B.O.L. pass or Honours) or titles.

It is proposed to fix for those in the existing grade I the same scale of pay as that of other L.T. Assistants.

Holders of Oriental title who do not possess pandits' or secondary grade training qualification, are now eligible only for a lower scale of pay (Rs.60-4-100 and Rs.45-2-75 in Government schools and Rs.60-4-100 and Rs.40-1-60 in Secondary schools under local bodies and private managements) than that now prescribed for grade I in the existing scale. It has been pointed out that it is impossible for the existing holders of oriental title only to under go secondary grade training as they would not possess the general educational qualification required for and can they undergo pandits' training since facilities for w uch training have not been provided. It is therefore proposed to absorb in the proposed Grade I the existing incumbents with oriental title with 15 years' service in high schools on 1-1-48 and to allow for those

p.t.o.

with less than 15 years service the scale of pay of Rs.65-5-130 for those in Government secondary schools and Rs.60-4-120 for those in other schools. There are also certain pandits recruited prior to 1926 who do not possess any oriental title. They are now eligible only for the scale of pay of Rs.45-2-75 if employed in Government Secondary Schools and Rs.40-1-60 if employed in non-Government secondary schools. In view of their long service and their proficiency in their subject, it is proposed to allow them the scale of pay admissible for pandits in Grade II, i.e., Rs.45-3-60-2-90 in Government secondary schools and Rs.45-2-85 in secondary schools under local bodies and private managements.

The existing scale of pay fixed for Pandits Grade II in Government secondary schools, corresponds to the scale of pay fixed for secondary grade teachers while the scale of pay fixed for those in the same grade in secondary schools under local bodies and private managements is slightly lower than that of secondary grade teachers. It is proposed to remove this anomaly and to raise the scale of pay from Rs.40-1½-70 to 45-2-85. It is also proposed to allow the proposed revised scale to all the existing incumbents who do not possess pandits' or secondary grade training as well as to Pre 1926 pandits who have neither the oriental title qualification nor the requisite training as it will not be possible for them to obtain the requisite qualification and become eligible for the higher scale. If the scales of pay now proposed are adopted, the transitional scales of pay of Rs.60-4-100 and Rs.45-2-75 fixed for existing incumbents in Government high schools and middle schools who do not possess the prescribed qualifications and the corresponding scales of Rs.60-4-100 and Rs.40-1-60 for schools under local bodies and private managements will be abolished. The two lower scales of pay under Grade I portion marked in A in the statement under para 2 - will also be extinguished as and when the existing incumbents retire from service.

4. The Finance Department consider that there is no necessity to revise the scale of pay for Pandits in the L.T. grade (Proposed Grade I) to be on a par with ordinary L.T. Assistants as the acquisition of qualifications in the Indian languages is not so difficult or expensive as those in foreign languages, accurate sciences etc. They also state that the scale of pay fixed for ordinary L.T. Assistants is inclusive of an element of craft training qualification which is not necessary in the case of pandits. In regard to the proposal to combine the existing L.T. grade and Grade I, they point out, that the qualifications for the existing grade I are definitely lower than that of L.T. Assistants and the adoption of a common scale for both is bound to affect ultimately the availability of Pandits with a degree in Indian languages and L.T., B.T., or B.Ed. qualifications and remove the incentive for acquiring the higher qualification for which there will be no reward. Further, the finances of most of the local bodies and private managements are already unsatisfactory and the present proposal will throw additional burden on government by way of grants. In view of these considerations and in the interests of economy, they consider it desirable to maintain the distinction between the L.T. Assistants and Oriental title holders as originally laid down.

This Department consider that there should be no distinction between the scale of pay for L.T. Assistants and the scale of pay for pandits with L.T. qualification, as otherwise there will be no incentive for teachers to qualify themselves in the regional languages. It is proposed to equate Oriental Title holders with S.S.L.C. completed and Pandit's or Secondary grade training with L.Ts. as they have also put in about the same period of study although L.Ts. will be preferred if avaialble.

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5. The immediate and ultimate extra cost involved in each of the proposals is given below:-

	Immediate.	Ultimate.
	Rs.	Rs.
1. Combination of L.T. and Grade I Pandits and admission of existing incumbents with Oriental Title with 15 years service to the L.T. scale	33,960	57,500
2. Grant to the existing incumbents with Oriental Title and less than 15 years service in high schools., a higher scale of pay	18,960	93,920
3. Revision of the scale of pay for pre 1926 pandits	39,250	1,17,770
4. Raising the scale of pay of Pandits in middle schools	11,900	23,800
Total	1,04,070	2,92,990.

There will be no extra cost in the year of introduction in respect of schools under local bodies and private managements as the teaching grants for that year are payable only in the succeeding year; the cost will therefore be only in respect of Government schools

6. The above proposals have been accepted by the Standing Finance Committee.

7. The points for decision are:- (1) Whether the existing L.T.Grade and Grade 1 for Pandits and Munishis in high schools should be combined into one and designated as Grade 1 and the same scale of pay given as per other L.T. Assistants and if so, whether the existing incumbents with Oriental degrees or titles who do not possess the training qualification newly prescribed and who are eligible only for a lower scale of pay than that prescribed for the existing Grade 1 should be allowed the higher scale of pay fixed for Pandits in the L.T., B.T. or B.Ed. Grade if they had put in 15 years service in high schools on 1-1-48 and the rest with lesser qualifications than those specified in Grade I not less than an Oriental title with less than 15 years service, the scale of pay of Rs.65-5-130 if employed in Government secondary schools and Rs.60-4-120 if employed in high schools under local bodies and private managements.

(2) whether the revised scale of pay fixed for Pandits and Munshis in Grade II in secondary schools under local bodies and private managements intended for employment in middle schools only should be raised Rs.45-2-85 (the scale of pay admissible for Secondary Grade Teachers) and whether the existing pandits with Oriental Title only without any training qualification as well as the Pre-1926 Pandits who do not possess even Oriental Titles should be allowed Rs.45-2-85 the revised scale of pay proposed for Pandits Grade II.

M.V.Subramanian,
Secretary to Government.

RSS.11-2-48.

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MEETING OF THE COUNCIL OF MINISTERS HELD AT FORT ST.GEORGE ON SATURDAY, THE 14TH FEBRUARY 1948.

The Hon'ble the Premier presided.

SECRETT. EDN. AND P.H. DEPT. 18 FEB 1948 GOVERNMENT OF MADRAS

12151

PRESENT.

1. The Hon. Dr. T.S.S.Rajan.
2. The Hon. Sri M.Bhaktavatsalam.
3. The Hon. Mr. Daniel Thomas.
4. The Hon. Sri K.Chandramouli.
5. The Hon. Sri H.Sitaramareddy.
6. The Hon. Sri T.S.Avanashilingam Chettiar.
7. The Hon. Sri K.Madhava Menon.
8. The Hon. Sri Kala Venkata Rao.
9. The Hon. Sri A.B.Shetty.
10. The Hon. Sri V.Kurmayya.

Agenda.

Cases for ratification of decision of Standing Finance Committee by the Cabinet:

Revision of the qualifications and scales of pay for Pandits and Munshis in Secondary Schools.

ORDER:

Approved.

O.P.RAMASWAMY REDDY.

Education and Public Health Department.

(118)

Please see the note for the cabinet and the decision thereon on pp 65-69 ante. The revised scales of pay should ordinarily take effect from the date of the order fixing the revised scales. It is for consideration whether they may be given effect to from 1.3.48.

2 Attention is solicited to para 4 of go no 2304 Edu dated 30.10.47. The revised scales of pay may be made applicable to pandits & munshis in training schools under private managements also - Vide in this connection item IV in p. 2 of Go 1154 Edu dt 5.6.47. Private managements may be asked to adopt at least the local body scales.

3. The question of further revising the scales of pay of Hindustani teachers in Secondary Schools to place them on a par with other language teachers is under separate consideration. It was ordered to lie over pending a decision in this file and it is proposed to ask the DPI to furnish an estimate of the extra cost involved if the revised scales to be fixed for other pandits are adopted for Hindustani teachers - Action is being taken separately in this regard.

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

20.2.48 | 21.2.48

Orders in circulation may be obtained on this point from portion marked 'A' on page 6 ante. It seems that Hons intention is to give effect to the orders from 1.1.48.

Fin (Sal)

Ed.M.W.S. 50972/B1/47-13.
23.2.48.

Please see previous Fin. note on pp 61-62 above, the note following and the decision of the Cab. on p. 69 above. The draft order ~~accepted~~ calls for the following remarks:

(i) It is proposed to give effect to the new scales ~~from~~ decided upon from 1-3-48 after obtaining exp in circulation, and to fix the pay of the existing incumbents in the new scales at the stage or above the aggregate of their pay in the present scales + t.a.p, or personal pay if any. As men would already have derived substantial advantage in the fixation of pay in the 194 revised scales, the procedure at K above is to confer double benefit and unduly inflate

K

Through separately ~~the circulation~~ file circulation
23.2.48

SECRETARY TO GOVERNMENT
23 FEB 1948
11255
FINANCE DEPARTMENT

Salaries for which there seems to be no justification. It seems sufficient if their pay is ordered to be fixed under F.R. 22 (a) (ii) | MR 24/2 A

(ii) E&AH have suggested that steps may be taken in this department for the revision of scales of pay, qualifications and grades of Pandits and munshis in Govt Secondary and training schools. ~~As the intention is to give to~~ This is a case of second revision and the intention is to give effect to it from 1.1.48. It does not therefore seem appropriate to amend the Madras Revised Scales of Pay Rules & its schedule II which are designed to take effect from 1.1.47. E&AH will have to issue necessary special orders in this regard. It may also be made clear that the pay of existing incumbents will be fixed in the new scales under F.R. 22 (a) (ii) | B | MR

Subject to the above remarks, the case may be ~~recast~~ accepted and the case returned to E&AH

MR 24/2/48

MR 24/2/48

E&AH

Recd 6 PM by hand

E&AH(Bt)

Govt. of Madras No. 11255 Sal/48-1 24.2.48

24 FEB 1948 EDUCATIONAL & PUBLIC HEALTH DEPT.

The suggestions of Finance at A & B above may be accepted. The draft order has been suitably altered. After issue, a separate draft order will be put up in respect of ~~Govt~~ revision of the scales of pay of Pandits & Munshis in Govt Secondary & Training Schools.

The file may be circulated for orders as to the date from which the revised scales of pay may be given effect to - Vide para 1 on page 71 ante | X

MR 24.2.48

25.2.48

S 25/2/48

HM (Edn) M. (Ex.) M. (Fin.)

Secy 25/2

With regard to ~~the~~ matters 'A' and 'B' referred to above, refers to weightage for services and 'B' is only a technical

(119)

matter. With regard to 'A' if the increase that they are getting is so substantial as to cover the weightage that they might possibly get, then the suggestion of Finance may be accepted. If the increase that they get by this new grade will be less than the weightage, then in justice to them that weightage may be allowed. Possibly there will be only very few cases or perhaps, even no cases in which this weightage may have to be allowed in practice.

ISA 27.2.48

Circulation intimated for which see the minute of Secy. (Ex.) 27/2

SECRETARY, EDN. AND P. H. DEPT. 27 FEB 1948 GOVERNMENT OF MADRAS

With reference to the minutes of H M (Edn) above, it is submitted that portion marked A refers to the fixation of pay of the existing pandits & munshis in the scales of pay now proposed to be fixed for them under F.R. 22 (a) (ii) and not to weightage of service. It was proposed by this Dept that the pay of the existing incumbents may be fixed in the new scales at the stage next above the aggregate of their pay in the present scales (the scales that came into force from 1.1.47), temporary additional pay or personal pay if any, as was done when the existing scales were brought into force. Finance consider that it is not necessary to allow the concession and that it will be sufficient if their pay is fixed in the new scales under the rule referred to above. ~~The rule~~ F.R. 22(a)(ii) runs as follows:-

(F) portion marked A in para 1 of G.O. 9955 dt 18/5/47

"when appointment to the new post does not involve the assumption of duties or responsibilities of greater importance than those attaching to ~~such~~ the

permanent post, he will draw as initial pay the stage of the time scale which is equal to his substantive pay in respect of the old post or if there is no such stage, the stage next below that pay plus personal pay equal to the difference and in either case will continue to draw that pay until such time as he would have received an increment in the time scale of the old post or for the period for which an increment is earned in the time scale of the new post whichever is less. But if the minimum pay of the time scale of the new post is higher than his substantive pay in respect of the old post he will draw that minimum as initial pay."

~~The suggestion of Finance may be accepted.~~

2. Instructions have already been issued that the pay of pandits & munshis should be fixed in the scales of pay sanctioned from 1.1.47. In the cases of pandits & munshis in Govt Secondary schools, the pay would have already been fixed in the existing scales allowing weightage. In the case of those serving in secondary schools under local bodies, the Govt have in Go no. 289 Edn dt 13.2.48 directed that weightage should be allowed & the pay should be refixed in the existing scales from 1.1.47, 1-10-47 or 1.4.48 as classified into three groups. In the case of aided secondary schools the Govt have decided not to mind on giving weightage but if the management of an aided school has allowed weightage and refixed the pay in the revised scales, whether Govt or local bodies, the expenditure should be taken into account in assessing the teaching grant. In all cases the pay as refixed in the existing scales allowing weightage will be taken into account for purposes of ~~fixing the~~ in the diagr. initial pay in the scales of pay ~~now~~ as proposed ~~to be fixed in cases where the higher scale of pay than the existing scale is admissible according to the orders proposed to be issued.~~ The position will hold good even in the case of those who elect to continue in the existing scales & come on to the revised scale at a later date.

H.M (Edn) has not issued orders as to the date from which the revised scales of pay may be given effect to. No orders are requested on this point — pl see X on p 71 ante

4/ H.M's suggestion is that the pay of the teachers should be fixed under F.R.22(a)(ii) if the increase in emoluments which they ~~are~~ will get~~ting~~ in the new proposed scale is so substantial as to cover the weightage which they might possibly get. If however the increase falls below the weightage which they might possibly get, the weightage should be allowed and the pay fixed in the new scale.

In other words, the suggestion is that the pay of the existing teachers should be fixed in the ~~revised~~ new ~~proposed~~ scale now sanctioned under F.R.22(a)(ii) subject to the condition that it does not fall below the present pay plus the weightage which they might possibly get assuming that such weightage had been allowed. In cases where the fixation of pay under F.R.22(a)(ii) falls below the pay plus the weightage, the teachers should be allowed at least that weightage and their pay should be fixed in the new scale under FR 22(a)(ii). In case where such fixation falls below the minimum pay of the new scales the minimum should be allowed. Attention is invited in this connection to the note in para 2 on page 74 ante.

5/ L.A. and Finance may see before circulation.

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28.2.48

S W
28/Mar
L.A.

L. A. Dept.

~~This may be perused and passed on to Fin.~~

Edn no. 509/2/B1/48-14
28/2/48

28.2.48.
~~28/2/48.~~

With reference to the orders issued in Go. no. 289 Edn dated 13/2/48, the teachers in all local bodies (excepting eight mpl. cls.) ~~will~~ would have been allowed weightage in the existing revised scales of pay by the time the proposed revised scales dealt with in this file are given effect to; ~~&~~ hence fixation of pay in the case of teachers of these local bodies

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1/1/48 or as may be ordered by H.M. (Edn) & Min. for Finance

the proposed revised scales of pay under F.R. 22(a)(ii) will cause no hardship to them.

2. As regards teachers in the eight mpl. cls. which have been ~~allowed~~ directed to allow weightage with effect from 1-4-48, ~~only~~ the position becomes somewhat complicated if the proposed revised scales of pay are given effect to from a date earlier than 1-4-48, as shown below :-

(1) The pay of these teachers will have to be first fixed in the proposed revised scales of pay under F.R. 22(a)(ii) on the basis of the actual pay drawn (i.e. pay without weightage).

(2) Later on, when the teachers are allowed weightage in the existing revised scales from 1/4/48, their pay ~~will~~ in the proposed revised scales will have to be reviewed and refixed with reference to F.R. 22(a)(ii).

All the same, these teachers also will not in any way be adversely affected by the application of F.R. 22(a)(ii) in the matter of fixation of their pay in the proposed revised scales.

3. In the above circumstances, it does not appear that the draft order below requires any modification. With these remarks, the file may be passed on to Finance.

1/3/48

In the case of 73 municipal councils and 24 district boards, pay of pandits and munshis would have been fixed already in the revised scales giving weightage for past service. There is therefore no need to talk of weightage

again when their pay is revised with reference to the scales proposed in the draft order. In the case of the remaining 8 ml. cls. the revised scales of pay will be brought into effect from 1/4/48. Their pay may first be fixed in the ~~existing~~ scales giving weightage for their past service and then refixed in the ~~revised~~ scales proposed in the draft order in accordance with F.R. 22(a)(ii). This seems to be the proper and simplest course.

1.3.48 Secy 1.3.48

Fin (Sal)

(Previous Fin. note on pp 71-72 above)

Please see Hm's (Education) orders on pages 72-73 and the notes following. This dept may agree with the views of Edn on above subject to the ~~modifi~~ suggestion of Fin at P above

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U.O. 1877 + SA2/48

2-3-48

Please see the minutes of HM (Edn) on pp 72-73 ante and the notes following. The existing incumbents will fall into categories (1) those whose pay has already been in the revised scales sanctioned in G.O. no 975 Edn dt 10.5.47 giving weightage for past service and (2) those whose pay has not yet been so fixed. As pointed out in the F.A. Deptl note at P on 76 ante, the question of granting weightage in refixing the pay in the new scales will not at all arise in respect of the first category. In respect of the second also the appropriate and the simplest course is as already pointed out in this Deptl note on p 74 ante and agreed to by F.A. also at P above is to fix their pay first in the existing scale (i.e. the scales introduced from 1.1.47) giving weightage for their past service and then refix their pay in the new scales of pay now proposed to be fixed in accordance with F.R. 22 (a) (ii). The draft order - para 3 has been amplifie

Edn (Sal)

3.3.48

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to bring this out clearly

2 Attention is solicited to the portion marked x on pp 71-72 ante. Orders may be obtained in circulation as to the date from which the revised scales of pay may be given effect to i.e from the date of order or from 1.1.48.

3 The file may be circulated to HM (Edn) & HM (Fin)

per approved of the draft and for orders on para 2 above

3/3/48

3.3.48

from 1-1-48

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4.3.48

P.G.A
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19802

SECRETARY TO GOVT. EDN. AND P.H. DEPT. 15 MAR 1948 GOVERNMENT OF MADRAS

[Issued as G.O. No 526 Education dated 15.3.48]

Please see the remarks of the Finance Deptt. in regard to the revision of the scales of pay, qualifications and grades of Pandits and Munshis in Government Secondary and Training Schools on page 72 ante

A draft order is submitted below for approval. It may be sent to Finance Dept. for acceptance

15.3.48

16.3.48

SECRETARY TO GOVT. EDUCATION AND PUBLIC HEALTH 17 MAR 1948

F. HP.HUO. No. 19802 B1/48-1 16/3/48

(Fin. laid on the table) Fin (Sal)

The draft order below may be accepted and the case returned to E&PH

17348 16 MAR 1948 FINANCE DEPARTMENT

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E-P.H.

Fin No 1734

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