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EDUCATION (195/48) D

Part

Ms SERIES.

11/1948

G.O. No. 803 p.597

Dated 7. 4. 1948.

M.G. Cd
p.598
/ 1149

[Despatch Abstract.]

Back Papers.

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h	600	P (S)	18. 3. 40				
"	1427	Edn	28. 7. 26				
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C.F. 36.

EDUCATIONAL DEPARTMENT.

.7 OCT 1945
11/10/45

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

46689

Subject.

MADRAS EDUCATIONAL SERVICE - Recruitment of teachers employed in Non- Government schools to posts in the Inspectorate and in the Government Training institutions.

ENCLOSURES.
No. ....
....
Spare copies ....

R.C. No. 3892 C/45

Station Madras, *Dated the* 2nd October 1945. 19

From (Name) Dr. B.B. Dey, D.Sc(Lond) F.R.I.C.,

(Designation) Director of Public Instruction

To The Secretary to the Government of Madras,

EDUCATION & PUBLIC HEALTH Department.

Sir,

10.9-11 infra

In resubmitting herewith the petition No. U/1167, dated 11th August 1945 from the Honorary Secretary, the South Indian Teachers' Union, addressed to the Adviser to His Excellency the Governor, I have the honour to state as follows:-

2. The Honorary Secretary has forwarded the resolution passed at the Provincial Educational Conference which urge on the Government the view that teachers employed in Non-Government educational institutions with a specified perio of approved service be declared eligible for appointment to the Inspectorate and that a definite proportion of the vacancies arising each year be filled from such eligible candidates. The South India Teachers' Union also urges th the Training Institutions should be staffed by competent persons and suggests that persons in non-Government school who possess adequate qualifications should also be appoint to these institutions. Similar demands have been submitted by the President of the Headmasters' Association in a statement presented on behalf of his Association. A copy of the statement is herewith submitted. In regard to the points raised by the South India Teachers' Union and the Headmasters Association the following remarks are submitted:-

I. Appointment to the Inspectorate:

(i) Both the South India Teachers' Union and the Headmasters' Association state that the grant of this demand is in the interests sound education of the Province. They state that by providing experienced teachers from non-Government schools with appointments in the Inspectorate two obvious advantages will result viz (1) that the prospects and status of the teachers in non-Government institutions will be improved and (2) that such appointments will have a wholesome effect on the inspectorate. These two points are examined below:-

(1) Improvement of the prospects and status of the teachers in non-Government institutions.

(ii) The South India Teachers' Union and the Headmasters Associ tion state that the teaching profession of late is not attracting or retaining men of the right type and calibre owing to the absen of financial attractions or prospects of advancement. Under the present policy of the Government a vast majority of the teachers nearly 90 per cent) whose lot is to work in non-Government institu tions have to retire only as Assistant Masters or as Headmasters which posts too are very few and are not sufficiently attractive. There can be no doubt about the present low status of the teachers in general and of the Aided school teachers in particular. It is also true that the pay and prospects offered to teachers are meagre when compared to those offered in other professions requiring equal qualifications and standards. This point has been duly recognised by the Government and in the Post War Educational Schemes it has already been proposed to spend about Rs 9 crores in bringing the pay of all teachers up to the minimum scales recommended by the Central Advisory Board of Education. The above provision when brought into effect is bound to improve the financial status of the teachers to a great extent. As regards the question of providing prospects of appointment to the inspectorate I may submit that even should such a provision be made it will not amount to offering chances of promotion to thousands of teachers employed in non-Government schools. The total number of District Educational Officers' posts is 26(including temporary posts) Out of these not more than 4 vacancies are likely to occur every year. Of the four vacancies one has to be filled by direct recruitment and the other three by transfer from among the Deputy Inspectors, School Assistants and Superintendents of my office. It is always open to teachers in non-Government schools who possess the prescribed qualifications nd who are below 30 years of age to apply to the Commission when vacancies of District Educational Officers reserved to be filled by direct recruitment are advertised. In regard to the recruitment by transfer I may point out that there are over 500 Officers in th Subordinate Services in the Department from among whom the three vacancies have to be filled. I consider that the present field of recruitment by transfer is wide enough and it is neither necessary nor desirable to widen the field of recruitment by making non-departmental teachers also eligible for appointment as District Educational Officers by transfer as such a procedure will lead to complications in rules and confusion in administration, apart from interfering with legitimate aspirations of the Departmental Subordinates. Besides while the promotion of one individual from a considerable number of Non-Government teachers is hardly calculated to improve the position and prospects of the large body of teachers the rules do not debar them at present from applying for and being recruited to the posts by the Public Service Commission. In these circumstances, the improvement of the pay of teachers in general will go a long way in attracting the right type of personnel to the profession and there is no need to consider the question of promotion of non-Government teachers to the Inspectorate as it is fraught with difficulties without in any way improving the prospects of the Non-Government teachers to any perceptible extent.

(2) Promotion of Non-Government teachers to the Inspectorate will have ~~a~~ wholesome effect on the Inspectorate.

(iii)

(iii) It is stated that the promotion of a few experienced teachers from High schools will have a very wholesome effect on the Inspectorate. In criticising the present policy of recruitment to the Inspectorate it is alleged that the Inspectorate at present is manned by men who have had little or no teaching experience in high schools and that the Deputy Inspectors and Superintendents of the Director's Office promoted as District Educational Officers are unable to give that direction in educational matters which constitute the chief mission of the Inspectors.

(iv) It may be pointed out that the present policy of recruitment to the posts in the Administrative Branch of the Madras Educational Service is sound and reasonable and approaches very closely the standard laid down by the Central Advisory Board of Education in regard to the recruitment of Educational Officers The present method of recruitment to the posts of District Educational Officers is indicated below:-

(a) One vacancy out of every four substantive vacancies (Viz 25%) is filled by DIRECT RECRUITMENT of a person who possesses a First or Second class degree of M.A., B.A(Hons) or B.Sc(Hons) and a Professional Degree in teaching. The candidate for direct recruitment should not be over 30 years of age.

(b) The next 3 vancancies (i.e 75% of the total substantive vacancies) are filled by TRANSFER from among the combined care of Deputy Inspectors and school Assistants in the Department and from the Superintendents of the Director's Office. A person who has attained the age of 50 is not eligible for promotion as District Educational Officer.

The burden of the arguments in favour of promoting non-Government High school teachers to the inspectorate is that teaching experience in High schools is a most essential qualification for a District Educational Officer. Even if it be so, I may submit that the majority of the District Educational Officers possess such a qualification. There is therefore, no real need for -- recruiting a few more persons from the Non-Government High schools for appointment to a few districts. Teaching experience is of course an essential qualification required of a District Educational Officer as he has to encourage better methods of school organisation and teaching in schools and advise the teachers and managements of schools in this respect. But as Mr.H.C.Papworth, O.B.E., while acting as Director of Public Instruction once pointed out to Government this is not the only thing and there are different kinds of experience that will be useful for the person appointed to the posts of District Educational Officers such as teaching experience, experience as Deputy Inspectors and practical knowledge of rules, regulations and policy of the Department. In my opinion, the present inspectorate is not found wanting in any of these essential requisites. In fact, the majority of the District Educational Officers have had experience as teachers and Headmasters not in one type of institution~~s~~ only but in different types of educational institutions(viz., High schools, Training schools Model Elementary schools and even in Colleges) and that too in different localities in the province. None of the District Edl. Officers are lay men as all of them except one, possess L.T. or B.T or other professional qualifications.

(v) The statement made by the South India Teachers' Union that the Deputy Inspectors and Superintendents of the Director's Office promoted as District Educational Officers can be useful in auditing and checking registers is an insinuation which is unnecessary and unmerited by the Officers concerned. There are at present

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at present 4 Officers in the Madras Educational Service
including Sri R. Narasimhulu Naidu, who have been promoted
from the ranks of Superintendent of my Office. Of these only
Messrs S.Murugesa Mudaliar and S.Krishnaswami Ayyangar were
appointed direct to the posts of District Educational Officers
but both the two Officers served as Deputy Inspectors of schools
for some time before they were promoted to the Madras Educational
service. Sri N. Sarangapani Ayyangar served as Personal Assistant
to the Director of Public Instruction and only when the late
Director felt sure that he would make a good District Educational
Officer he was posted as a District Educational Officer. Succes-
sive Directors (Mr. H.F. Saunders, Sir Meverel Statham and Mr.H.C.
Papworth) were consistently of the opinion that the efficient
Superintendents of the Director's office who possessed the pres-
cribed qualifications were quite suitable for promotion as District
Educational Officers. In the opinion of the late Sir Meverel
Statham training in the Director of Public Instruction's Offic
was no less valuable than teaching experience or experience as a
Inspector - Vide U.O.reply No. Cl.6/37,dated 29th December 1937
in reply to Government Education and Pub.Health Department U.O.
Note No. 5501-37-1,dated 16th Octr. 1937.
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Page 8.7
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(vi) In this connection I may point out that according to the
Report of the Committee appointed by the Central Advisory Board of
Education to consider the Recruitment of Education Officers
emphasis is laid more on the administrative qualities than on
the teaching experience of a person for recruitment to posts of xx
the type of District Educational Officers. The following extract
from paragraph 7 of the above Report is submitted for information.-

> "The Committee do not, however, think it necessary that
> the teaching experience should cover a very long period
> Experience suggests that the teacher with too much experi-
> ence does not usually make a good Administrative Office
> since he tends to be set in his outlook and to require
> those under his control to adopt the methods which he
> he himself found successful....................."

From the above it may be observed that the appointment of a
teacher or a Headmaster with too long experience in high schools
as District Educational Officer is not as perfect a proposal as
made out by the Teachers' Union or the Headmasters' Association.

(vii) I may further submit that the proposal under question
emanates from a body of High school teachers and hence the views
expressed in favour of the proposal are apt to be prejudiced. The
union and Association probably forget that the appointment of a
person who has no other experience than that of teaching in high
school classes is open to the same kind of charge from the teachers
and others connected with Elementary ~~xxxxx~~ and other types of
schools.

(viii) I do not consider that there is anything seriously
wrong with the present Inspectorate or the policy adopted for
recruitment to it. While criticism of non-official bodies like
the South India Teachers' Union and the Headmasters' Association
should always ~~already~~ be welcome in the interests of efficiency in
Administration and improvement of education, it is wrong on the
part of the South India Teachers' Union to make unfounded reflec-
tion on the efficiency of the inspectorate thereby misleading
the public and also undermining the prestige of these officers.

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II. Appointment to the staff of Training Institutions.-

The South India Teachers' Union and the Headmasters' Asso-
ciation complain that the Government training schools and colleges
have not been staffed by competent persons. They suggest that
persons in non-Government schools who possess adequate qualifi-
cations should also be appointed to these institutions. I may
submit in this connection that all the Government Training Schools
in the Department are staffed by men and women who possess L.T.

B.Ed. or other Professional degree or have undergone Secondary
grade or other teachers' training. As regards the Training
Colleges the Headmasters' Association protests against the
posting of Lecturers from Arts Colleges to the Training Colleges
in which they are expected to lecture on school organisation
and methods of teaching in schools. I may point out that so
long as transfers of Lecturers between the Arts and training
colleges have to be ordered in the interests of administration
and for the due observance of Statutory Rules, it is not possi-
ble to staff the training colleges ideally and the complaint is
bound to exist. I may, however, add that the lecturers employed
in Arts College posted to Training Colleges are not laymen but
men who possess the required professional qualifications and
and many of these men have been found to be highly competent as
Lecturers in training colleges. It is true that in the exigencies
of service certain officers without a professional degree or
officers who have no aptitude to work in training colleges have
at times to be posted to a training college. But every endeavour
is made to post only professionally qualified men to these
training Colleges. The wider question of staffing of the Train-
ing institutions will have to be taken up separately in greater
detail. In view of the fact that only professionally qualified
persons are recruited for both the Madras Educational Service
and the Madras Educational Subordinate service and probationers
without the qualification are required to obtain the degree in
teaching before completion of their probation there will be no
Officer in the Department without the professional qualification
in teaching, in future. I therefore consider that there is
no need to recruit non-Government teachers for appointment
to the Training Colleges or training schools under the control
of the Government.

3. Despite all that has been stated above, it cannot be gain-
said that there are teachers and Headmasters in non-Government
institutions who possess outstanding merits and abilities with
gifts of organisation who will prove efficient Lecturers and
District Educational Officers. I feel that by bringing in such
men in the Departmental fold, efficiency in education will improve
I may submit that in the case of a person of outstanding merit
and ability employed in a Non-Government institution who is
overaged by a few years the Department should not be deprived of
his services because of hard and fast rules. Despite initial
difficulties in framing suitable rules I may submit that such a
provision may have a healthy influence on the profession and
act as an incentive to men of talents in non-Government schools
who are over 30 years of age to put forth their best. If the
Government are agreeable I suggest that some kind of provision
to the following effect may be made in the statutory rules. A
beginning may be made with the Madras Educational Service and
later on extended to the Subordinate Educational Service also
if necessary:

For posts in the Administrative Branch of the Madras Educa-
tional Service the following provision may be made:-

> "Every alternate vacancy which is at present reserved to
> be filled by DIRECT RECRUITMENT may be filled by direct
> recruitment from among bona fide Headmasters of non-Govern-
> ment High schools who are below 40 years of age and who have
> put in not less than 3 years' service as Headmaster and 10
> years of service as a teacher, in recognised educational
> institutions "

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If the Government are pleased to accept my above suggestion
I shall submit for the consideration of Government suitable --
amendments to the Special Rules for the Madras Educational
Service in regard to the conditions of service etc.

For Director of Public Instruction.

P.R.K. 4/10/45

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4/x

THE STATUS OF TEACHERS AND EFFICIENCY IN EDUCATION.

The status of teachers and efficiency in education are very closely connected. So long as the teachers are poorly paid and they have no prospects for the future except to retire as teachers the profession will not attract the best type of men. Even before the war, teaching was only the last resort for most men and many continued as teachers only because they could not get anything -- better. It is a tragedy that the profession which is entrusted with the training of the future citizens can not get the best men.

2 There are two essential remedies to improve the situation and these are:-- (a) to raise the salary scales of teachers and (b) to make teachers in Aided schools eligible for appointment to the Educational Inspectorate and to the staff of Government Training Colleges and schools without the usual age restrictions. When the salary scales of teachers is as good as those of men in other professions and when appointments to the Inspectorate and Training Institutions are open to them, the profession will attract the right type of men and the schools will be more efficient.

3 The recruitment of teachers in Aided schools to the Inspectorate is also essential for the effciency of the Inspectorate and the Government Training Colleges. In this Province the number of Government Secondary schools is very small and so the number of teachers from Government service from among whom recruitment may be made for the higher posts in the Educational Department is extremely limited. This has resulted in the Inspectorate of this Province being mainly staffed by men with little teaching experience and who therefore cannot given any valuable guidance in educational methods and school organisation. No educational system can make any progress without a good inspectorate consisting of men with experience of school teaching and upto-date knowledge of educational methods.

4 The position is equally bad with regard to the Government Training Colleges for men. The Government does not seem to have realised that the Training College is a Professional College and that the staff of the College should consist of men with high professional qualifications and intimate knowledge of school problems. It is a well known fact that the lecturers of the Training Colleges are posted without the least consideration of their professional competence. One who has never taught in a High school and has been lecturing to B.A. students on History for twenty years or more may for departmental conveience be suddenly asked to lecture on the methods of teaching History in schools. One who has not seen the inside of a school since his own school days may be asked to be the Principal of a Training College. What kind of professional training can Colleges staffed with such unqualified men give to -- teachers? Has the Principal of a Medical College, Engineering College or a Law College even been a man without professional qualifications. It is an insult to the teaching profession and a crime to the community that the training of teachers is so badly neglected.

5 For the sake of effciency in Education, the Government should take immediate steps to improve the situation. If Advocates can be appointed as District Munsiffs and Judges, who should not teachers in Aided schools be appointed to the Inspectorate and Training Colleges?

6 There can not be any education without teachers and postwar reconstruction in education must commence with steps for improving the status of teachers and this attracting men of the right kind to join the profession.

Headmasters' Association
(Madras Christian College school)
Madras, 15th August 1945.

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THE SOUTH INDIA TEACHERS' UNION

520, HIGH ROAD,
TRIPLICANE,

No. U/1167.

Madras, 11th August 1945.

From

Mr. T.P. Srinivasavaradan, B.A., L.T.,
Hony. Secretary, The South Indiax Teachers' Union.

[illegible]
14/8

To

The Adviser to Government (Education),
Fort St. George, Madras.

Through the Director of Public Instruction, Madras.

Sir,

I have the honour to forward the following resolution passed at the Provincial Educational Conference for your sympathetic and immediate consideration:-

"In the interests of sound education this Conference urges on the Government the view that teachers employed in non-government institutions with a specified period of approved service be eligible for appointment to the Inspectorate and that a definite proportion of vacancies arising each year be filled up from such eligible candidates."

2. The South India Teachers' Union has been pressing this point since 1927. The All-India Federation of Educational Associations passed a similar resolution in 1929 and it has been reiterating it year after year. The Executive Board of the Union at its meeting held recently reconsidered this question and it has authorised me to make the following representation on this subject:-

3 The Union has been noting with grave concern that teaching as a profession is failing to attract the right type of teachers. Young men and women do not find in the profession that opportunity for advancement which persons of talent would always seek. Under the present policy of Government whereby over 90 per cent of teachers have to work in non-government institutions, a vast majority of teahhers have only to retire as Assistant Masters. Very few can hope to become Heads of institutions and to them that is the highest post that can be aspired to. Nor is the headship of a school offering much either by way of emoluments or of professional status. It is no wonder that teaching is not attracting the right personnel nor is it able to retain them if they should

enter the service.

4 To remedy this defect the Union urges that facilities be offered to Headmasters and Teachers in ~~xx~~ non-government institutions with a specified period of approved service for appointment in the Inspectorate and other superior posts in the Education Department. Such a prospect is bound to have a very beneficial effect on the teaching profession.

5 The Union would like to point out that the promotion to the Inspectorate of experienced teachers from high schools will have a very wholesome effect on the Inspectorate too. It is an unfortunate state of affairs whereby the Inspectorate is manned by men who have had little or no teaching experience in high schools. Deputy Inspectors of Schools and Superintendents of sections in the office of the Director of Public Instruction are being appointed to the Inspectorate. Their inclusion no doubt would help in the work of auditing and checking registers. But it must be mentioned that they are unable to give that direction in educational matters which constitute chiefly the mission of the Inspectors.

6 On the other hand, if a Headmaster or a senior teacher of a fairly big school is made to inspect other schools and offer suggestions for improvement, certainly his suggestions would be more realistic and practical than the stereotyped ones so familiar to us in the annual school inspection reports we have at present from our District Educational Officers who are more eager to find fault with others than to offer any constructive suggestions. As many of them have not the requisites for this work, the present Inspectorate does not serve the purpose for which it is intended. It is feared that if the present policy of recruitment is continued, the Inspectorate will steadily lose its legitimate share in the framing of a sound educational policy for this province. It may be mentioned here that in the Department of Law recruitment to District Munsiffs and District Judges is made from the bar.

7 One other point which the Union wishes to bring to the notice of the Government is this. It is unfortunate that in the Government training colleges and schools, persons with little or no experience of teaching and with little or no professional training are appointed as lecturers and teachers. As such the students under training cannot hope to profit much from them. If in the training colleges and schools, pupil-teachers do not get proper training, it goes without saying that the quality of teaching will become poorer and poorer. Immediate steps must be taken by the Government to staff these training institutions with competent persons and one way of doing it is to recruit from non-government institutions persons possessing adequate qualifications. Best men must be chosen for the training ~~xx~~ institutions; otherwise the training becomes a farce.

8. In addition to holding out greater variety of prospects, such as recruitment to the Inspectorate, Training Institutions and other superior posts in the Education Department, there is the very potent remedy of higher salaries to attract the best men to the teaching profession. Not only salaries, the teachers should also be enabled to enjoy the same privileges as any other public servant.

I have the honour to be,
Sir,
Your most obedient servant,
T. P. Srinivasavaradan.
Hony. Secretary.

E.&G.H.(A)

T.M.

Special.

Pl. remind

P.G.
13/12/45

From: The Supdt., E.&G.H.(A)
To: The Senior Supdt., D.P.I.'s office

Please arrange to furnish the following information, very urgently

① No. of vacancies that occurred in each of the last 3 years in the Combined cadre of Dy. Insprs. (senior scale) and School Assts.

② No. of Govt. High Schools in the Province — ⓐ for boys and (b) for girls.

③ No. of Govt. High schools — ⓐ for Muslim boys and ⓑ for Muslim girls.

B.D

Issued
OAG
11/12/45

P.G.
10-12-45

10.12.45

C.F. 304.

OFFICE OF THE

Date 194 , Hours Minutes .

TELEPHONIC MESSAGE

From	To
The Senior Supdt. D.P.I.	The Supdt. A. E & P H

Ref: your T.M. d/ 12. 12. 45

The vacancies that occurred in each of the last 3 years in the combined cadre of Deputy Inspectors and School assistants are as follows.

1942	Deputy Inspectors	20	School Asst.	6
1943	"	17	"	14
1944	"	10	"	6

The number of Govt. High Schools as on 31. 3. 45 for boys was 13 and girls 20. The number of Govt. High Schools for Muslim boys was 6 and for girls 4.

14/12/45

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Edn. and P.H. Dept.(A).

MEMO. No. 44689-A.2 Edn dated 25/2/46

Recruitment of ~~non-Gov~~t. teachers in non-Govt. sc[illegible] to
Inspectorate and Govt. Trg. institutions.
Ref:- From the D.P.I., R.C.No.3892-C/45,
dated 2-10-45.

The Government generally agree with the views expressed by the D.P.I. in paras 2 I(ii) and 2 II of the letter cited above. They also accept his suggestion contained in para 3 of the letter. The Director is requested to send suitable draft amendments to the Special rules relating to the M.E.S.

2. Attention of the Director is ~~invited~~ in this connection invited to paras 6(ii) (b) and (c) of Chap. XVII of the Report of the Special Committee ~~of~~ appointed by the Syndicate of the Madras Unty. to examine problems of post-war educational reconstruction, which recommend the institution of separate Inspectors on the academic and administrative sides and also

pp. 1-5 of

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Q - p.6 N.F.

p. 93, Report

Remove

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parate Inspectors, with refce. to the scheme of furcated courses, on the Preparatory and Technical des. He is requested to examine these points and bmit a report to Govt. separately.

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27.2.46.

Recd. as "Post-war" Lis Reorganisation scheme relating to departments

To the D.P.I. ✓

Despd
(c5)
26-2-46.

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EDUCATION DEPARTMENT.

R.C.NO.3892-C/45

T. SECRETARY TO GOVERNMENT
10 MAY 1946
EDUCATION AND PUBLIC HEALTH DEPT.

Office of the
Director of Public Instruction,
Madras, Dated 8-5-1946.

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.

25086

Sir,

Sub: Recruitment of teachers in non-Government schools to Inspectorate - Proposal - Draft amendment to the Statutory Rules - Submitting.

REF: Government Education and Public Health Memorandum No.44689-A.2 Edn dated 25-2-1946.

pp. 16-17 cml

With reference to paragraph 1 of the Government Memo. cited above I have the honour to submit the following draft amendments to the Special Rules relating to the Madras Educational Service.

17
p.24, Bk.113

Rule 2 of the Special Rules: Appointment to the Service:

Insert the following note to paragraph 1 of sub-rule 2(d):

"Note:- Every alternate vacancy in the administrative section of the Men's Branch that has to be filled or reserved to be filled by direct recruitment shall be filled or reserved to be filled by direct recruitment from among Headmasters serving in recognised High Schools which are under managements other than Government. No person who, on 1st July of the year in which the selection is made has less than a total service of 3 years as Headmaster of a recognised High School plus a total service of 10 years as a teacher in a recognised school in the Province, shall be appointed to a post to be filled as aforesaid".

p.17. Bk 113

18
p.25 —do—

Rule 5: Qualifications as to age and domicile:-

Insert the following proviso to clause (a) to sub-rule 5(a) of the said rules:-

"Provided that in the case of appointment to the vacancies to be filled by direct recruitment of Headmasters of non-Government High Schools and referred to in the Note under Rule 2(d) a person who has completed the age of 30 but not the age of 40 shall also be eligible for appointment".

In the sub-paragraph in rule 5(a) of the said rules, for the expression, the "The age-limits of 30 and 35 years" substitute "The age-limits of 30, 35 and 40 years".

M8 ,,

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p.27 —do—

2. Rule 14: Training for direct recruits to Administrative Section:-

I have the honour to state that under this rule ordinary direct recruits undergoing training under a District Educational p.20 Bk II3

Educational Officer are paid a salary at the rate of Rs.100/- p.m. during the period of such training. However, inview of the fact that persons recruited from the category of Headmasters of non-Government High Schools will ordinarily be middle-aged men with family responsibilities and a status to maintain, I consider that it would be reasonable to pay them at the rate of Rs.200/- p.m. (the minimum in the scale of Rs.200-700) during the period of their training under a District Educational Officer and accordingly request that this proposal may be accepted by Government.

3. As regards other conditions of service, I have the honour to state as follows:-

Since most of the officers recruited from among Headmasters of non-Government High Schools would be over 30 years of age and some nearing 40 years of age at the time of appointment as District Educational Officers it may not be possible for them to put in the required number of years of pensionable service and earn a decent pension consistent with the status in public life they might occupy at the time of their retirement. In considering the various courses open to obviate this hardship I submit the following proposal as it appears to be the most suitable. The Headmaster-recruits before their entry into Government Service would be contributing either to the Teachers' Provident Fund or to some other contributory Provident Fund. I submit that such District Educational Officers who are recruited direct from among Headmasters of non-Government High Schools may be given the benefit of contributory Provident Fund instead of pension. I may submit that the system of contributory Provident Fund is already applicable to certain posts in the Power House and Workshops of the College of Engineering, Guindy and that some of the officers engaged on contract basis (e.g. S.A.W. Bukhari Sahib Bahadur, Lecturer in Islamic History and Culture, Government Muhammadan College, Madras under Govt. Memo.No.22829-3.A.Edn dated 26-5-1944) have been allowed the benefit of contributory Provident Fund.

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G.O. 1427 28.7.36

G.O. 972 26.5.44

K/3-4 CF

4. As regards leave and other conditions of service the rules applicable to other ordinary direct recruits to the administrative Section of the Madras Educational Service (Men's Branch) may be made applicable to these non-Government Headmaster-recruits also.

5. A separate report in regard to paragraph 2 of the Government Memo. under reference will be submitted to Government shortly.

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

Muhammad
9.5.46
for Director of Public Instruction.

RVR 9/5/-
Sd 9/5.

T.M.

E.J&H.(A)
20

From: The Supdt., EJ&H(A)
To: The Sr. Supdt., D.P.I.'s Office.
Ref:- Para 3 of Dir.'s R.C.No. 3892 E/45, d/ 8.5.46, re: Recruitment of teachers in non-Govt. Schools to M.E.S. (Administrative Secn.).

Will you ~~be able to cite me~~ please refer to the G.O. by which the Contributory Provident Fund has been made applicable to certain post in the Power House and Workshops of the College of Engg., Guindy?

W 23.5.46

Pl. remind W 2/7

p.19 ante

Reminded OPB 28/5

Issued OPB 24/5

A

22

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION,
MADRAS.

Post Copy of Telephonic Message dated 28-5-1946.

***

From

The Deputy Director of Public Instruction, Madras

To

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

28699

ASST. SECRETARY TO GOVERNMENT
30 MAY 1946
EDUCATION AND PUBLIC HEALTH DEPT.

Reference: Education & Public Health Secretariat (A. Section) Telephonic Message, dated 24th May 1946 regarding recruitment of teachers in non-Government schools to Madras Educational Service (Administrative Section) - Contributory Provident Fund.

Q/34

Contributory Provident Fund system was made applicable to the staff employed in the Engineering College Power House in G.O.No.1427 Miscellaneous, Education, dated 28th July 1926.

29.5.46

Deputy Director of Public Instruction.

NB/28-5.

23

E D H (A)

The papers quoted in the G.O. at (Q) have been called for from M.R.O. Their receipt may be awaited till 6.6.46

W
3.6.46

NM
3/6/46

Bn C

-37-

24

THE SOUTH INDIA TEACHERS' UNION

520, HIGH ROAD,
TRIPLICANE,

No. U/1342. Madras, 1st June 1946.

14 JUN 1946

NB

5 JUN 1946
C2029 ...

From

T.P. Srinivasavaradan, B.A., L.T.,
Honorary Secretary,
The South India Teachers' Union,

To

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

through the Director of Public Instruction, Madras.

Sir,

I have the honour to forward the following resolution passed at the Provincial Educational Conference held at Bellary in May 1946 for your sympathetic and immediate consideration:--

p. 9 ante

> "With a view to making inspection efficient and effective, this Conference urges upon the government the need to reorganise the Inspectorate and in this connection requests the government to give effect to the proposals contained in the memorandum submitted on the 11th August 1945 by the South India Teachers' Union on the subject, viz., the appointment of experienced Headmasters and Senior Masters to the Inspectorate."

pp. 9-11 ante

A copy of the memorandum submitted to the government on the 11th August 1945 is herewith enclosed. The Union desires to point out again that it is an unfortunate state of affairs whereby the Inspectorate is manned by men who have had little or no teaching experience in high schools and that Deputy Inspectors of Schools and Superintendents of Sections in the office of the Director of Public Instruction are being appointed to the Inspectorate. The policy of appointing Superintendents and Officers in the office of the Director of Public Instruction having no teaching experience, as District Educational Officers must be at once given up as they have not the requisite qualification for giving that direction in educational matters which constitute chiefly the mission of the Inspectors. The Union is strongly of opinion that the government should change the present policy of recruitment and recruit to the Inspectorate only experienced Headmasters and Senior Masters of High Schools, whether they belong to government, local bodies or

25

or aided institutions.

I have the honour to be,

Sir,

Your most obedient servant,

T. P. Srinivasavaradan

Hony. Secretary.

Encl.-1.

Copy submitted direct to the Hon'ble the Minister for Education, Madras, for information and necessary action.

DPP

N.R.C. No. 2029 C/46 Dated 7-6-1946.

Returned.

2. The letter may be signed and resubmitted.

7.6.46

For Director of Public Instruction

NB 6/6/46. 6/6/46.

To The Honorary Secretary,
The South Indian Teachers' Union,
520, High Road, Triplicane.

26

THE SOUTH INDIA TEACHERS' UNION

520, High Road, Triplicane,

No.U/1167. Same as pp 9-11 ante Madras, 11th August 1945.

From

Mr. T.P. Srinivasavaradan, B.A., L.T.,
Hony. Secretary, The South India Teachers' Union.

To

The Adviser to Government (Education),
Fort St. George, Madras.

through the Director of Public Instruction, Madras.

DIRECTOR OF PUBLIC INSTRUCTION
[illegible] JUN [illegible]
MADRAS

Sir,

I have the honour to forward the following resolution passed at the Provincial Educational Conference for your sympathetic and immediate consideration:--

"In the interests of sound education this Conference urges on the Government the view that teachers employed in non-government institutions with a specified period of approved service be eligible for appointment to the Inspectorate and that a definite proportion of vacancies arising each year be filled up from such eligible candidates

The South India Teachers' Union has been pressing this point since 1927. The All-India Federation of Educational Associations passed a similar resolution in 1929 and it has been reiterating it year after year. The Executive Board of the Union at its meeting held recently reconsidered this question and it has authorised me to make the following representation on this subject:--

The Union has been noting with grave concern that teaching as a profession is failing to attract the right type of teachers. Young men and women do not find in the profession that opportunity for advancement which persons of talent would always seek. Under the present policy of government whereby over 90 per cent of teachers have to work in non-government institutions, a vast majority of teachers have only to retire as Assistant Masters. Very few can hop to become Heads of institutions and to them that is the highest post that can be aspired to. Nor is the headship of a school offering much either by way of emoluments or of professional status. It is no wonder that teaching is not attracting the right personnel nor is it able to retain them if they should enter the service.

To remedy this defect the Union urges that facilities be offered to Headmasters and Teachers in non-government institutions with a specified period of approved service for appointment in the Inspectorate and other superior posts in the Education Department. Such a prospect is bound to have a very beneficial effect on the teaching profession.

The Union would like to point out that the promotion to the Inspectorate of experienced teachers from high schools will have a very wholesome effect on the Inspectorate too. It is an unfortunate state of affairs whereby the Inspectorate is manned by men who have had little or no teaching experience in high schools. Deputy Inspectors of schools and Superintendents of sections in the office of the Director of Public Instruction are being appointed to the Inspectorate. Their inclusion no doubt would help in the work of auditing and checking of registers. But it must be mentioned that they are unable to give that direction in educational matters which constitute chiefly the mission of the Inspectors.

On the other hand, if a Headmaster or a Senior Teacher of a fairly big school is made to inspect other schools and offer suggestions for improvement, certainly his suggestions would be more realistic and practical than the stereotyped ones so familiar to us in the annual school inspection reports wemhave at present from our District Educational Officers who are more eager to find fault with others than to offer any constructive suggestions. As many of them have not the requisites for this work, the present Inspectorate does not serve the purpose for which it is intended. It is feared that if the present policy of recruitment is continued, the Inspectorate will steadily lose its legitimate share in the framing of a sound educational policy for this province. It may be mentioned here that in the Department of Law recruitment to District Munsiffs and District Judges is made from the bar.

One other point which the Union wishes to bring to the notice of the government is this. It is unfortunate that in the government training colleges and schools, persons with little or no experie teaching and with little or no professional training are appointed as lecturers and teachers. As such the students under training cannot hope to profit much from them. If in the training colleges and schools, pupil teachers do not get proper training, it goes without saying that the quality of teaching will become poorer and poorer. Immediate steps must be taken by the government to staff these training institutions with competent persons and one way of doing it is to recruit from non-government institutions persons possessing adequate qualifications. Best men must be chosen for the training institutions; otherwise the training becomes a farce.

In addition to holding out greater variety of prospects, such as recruitment to the Inspectorate, Training Institutions and other superior posts in the Education Department, there is the very potent remedy of higher salaries to attract the best men to the teaching profession. Not only salaries, the teachers should also be enabled to enjoy the same privileges as any other public servant.

I have the honour to be,

Sir,

Your most obedient servant,

T. P. Srinivasavaradan

Hony. Secretary.

31

33014

ASST. SECRETARY TO GOVERNMENT
21 JUN 1946
EDUCATION AND PUBLIC HEALTH DEPT.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.
R.C.NO.3892-C/45, Dated 18---6--1946.
£@£

p.16 ante   pp.1-5 ante

Submitted.

2. The attention of Government is invited to the Director's letter RC.No.3892-C/45, dated 2-10-45 disposed of in the Education and Public Health Department Memo.No.44689-A.2. Edn dated 25-2-1946. The question of issuing suitable amendments to the Special Rules for the Madras Educational Service with a view to fill up a certain proportion of the vacancies in the Administrative Section of the Madras Educational Service from among suitable Headmasters of non-Government High Schools is already under the consideration of Government - Vide Director's letter RC.No.3892-C/45, dated 8-5-1946.

20.6.46
for Director of Public Instruction.

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

RVR 19/6/-

20/6

E. 18. 4. [illegible])

The main file on the subject ~~has~~ was sent to Fin. on 14.6.46. Its return may be awaited till 30.6.46.

24/6/46

24.6.46

32

Edn. and P.H. Dept.(A)

57
31/7

MEMO. No. 44689-A-5 ~~Edn~~., d/ 31.7.46.

Recruitment ~~to~~ of teachers in non-Govt. schools to the Administrative Secn. of the M.E.S.

Ref:- From the D.P.I., R.C.No.3892-C/45, dated 8-5-1946.

Cf 18-19

Para 2, NF 8

p.17, BK.113

The D.P.I. is requested to report why the amendment proposed to sub-rule (d) of rule 2 of the M.E.S. special rules should not be applied to the Women's Branch also, having regard to the fact that there are about 75 high schools for girls in the Presy. under managements other than Govt.

Para 3, N.F.8

2. It has been suggested that the Headmasters of non-Govt. schools recruited as D.E.O.'s need not be reqd. to undergo trg. under D.E.O.'s like new recruits without previous expce. in the Edn. Dept., esply. for the reason ~~in view of the fact~~ that they will be recruited as D.E.O.'s only if they possess 13 yrs. of service in high schools.

N.F.13

It has also been ~~suggested~~ pointed out that these Headmasters recruited as D.E.O.'s will get, for their

33

-2-

rvice under the Govt., a pension of not less than Rs.115/-
.m. and that, with this pension plus the C.P.F. amount
or non-Govt. service, they will be just as well off as
romotees" from the M.E.S.S. xx and that, therefore,
here is no need to allow them the benefit of the C.P.F.
for Govt. service, instead of the pension admissible to
them ordinarily.

N.P.B

3/ The Dir. is requested

(1) to offer his views on these suggestions, and

(2) also to report whether it will be possible for Headmasters with 13 years of service to be recruited as D.E.O.'s at the minimum age of 30 and, if not, whether the minimum age should not be fixed at a higher ~~age~~ limit.

29.7.46

3/7/46

31.7.46

To the D.P.I.

Memo. No. 44689-A-6, dt 26.10.46.

Recruitment of teachers in non-Govt. schools to M.E.S.-Administrative Sec.

The D.P.I. is requested to state when his reply to Govt. Memo. No. 44689-A-5 Edn., dt. 31.7.46, will be sent.

24.10.46

26/10/46

Education Department.

34

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, Madras.

Rc.No.3598 C-1/46 dated 7-11-1946.

Sir,

Sub: Madras Educational Service - Administrative Section - Recruitment of Teachers in non-government schools to Madras Educational Service.

ASST. SECRETARY TO GOVERNMENT
8 NOV 1946
68065
EDUCATION AND PUBLIC HEALTH DEPT.

Ref: Government Memo No.44689 A.5 Edn., dated 31-7-1946 and reminderMemo thereon dated 26-10-1946.

pp.32-33

The matter is under consideration and my reply will be submitted to Government shortly.

for Director of Public Instruction

k.h.8-11. Sd 8/11

Assistant Secretary to Gov...
5- DEC 1[illegible]
7U 902
Education and Public Health Department

Rc.No.3598 C-1/46 Dated 4-12-1946

From

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

To

The Secretary to Government,
Education & Public Health Department.

A5 II

Sir,

Madras Educational Service -- Recruitment of teachers in Non-Government schools to the Administrative section of the M.E.S.

pp.32-33 ante

Ref: Govt. Memo. No.44689 A-5 Edn. dated 31.7.1946.

With reference to the points raised in the Government Memorandum cited above, I desire to reconsider the original suggestion contained in paragraph 3 of the former Director's letter Rc.No.3892 C/45 dated 2.10.1945 addressed to Government for the reasons explained below: -

p.5 ante

2 It is quite true that among the teachers of the Non-Government schools there are a number of men and women who by virtue of their academic record and experience as teachers, deserve to be appointed to suitable posts in the M.E.S., but their experience and attainments are of a limited and specialised kind being confined only to teaching and the organization of work in secondary schools. They have no knowledge of elementary schools or the work connected with their supervision, control and administration. With the introduction of compulsion and mid day meals the primary work of a District Educational Officer is connected with elementary education where administrative experience is far more necessary than teaching experience in a secondary school.

3 Even if a short period of administrative training is provided for as in the case of a direct recruit to the post of a District Educational Officer, the age at which these teachers are recruited makes it relatively difficult for them to lean rapidly. For a considerable period they will be largely guided by the offices and they would have barely 10 years of service ahead of them by the time

they gather enough administrative experience ~~have learnt anything~~ to exercise an independent judgment.

4 In all countries where we have recruitment to the Inspectorate from among non-Government ~~recruitment~~ teachers the work of Elementary schools and secondary schools is ordinarily well differentiated and the system works well enough. But, in this country we are still to advance to that stage of development as the inspection of both categories of schools has to be done by the same agency. I, therefore, consider that teachers of Non-Government High schools who have no knowledge of the conditions of elementary Education and have no administrative experience would be quite unsuitable as District Educational Officers where considerable administrative experience is needed.

In this connection I may state that the Government have already been addressed to sanction "Subject Inspector's" and this proposal is under the consideration of Government under the Post War Educational Re-organisation schemes. If they are pleased to approve the proposal, these teachers of Non-Govt. high schools would be more suitable for these osts of Subject Inspectors than for those of District Edu-ational officers.

In the above circumstances, I request that the Govern-ent may be pleased to defer the further consideration of he present proposal for the recruitment of Non-government chool Headmasters for the posts of District Educational fficers.

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

~~for~~ Direttor of Public Instruction.

30
13/2

Edn. and P.H. Dept.(A).

MEMO.No. 44689-A-7, dt 12.2.47

CF 35-36

M.E.S. - Admn. Secn. - Recruitment of teachers in non-Govt. schools.

Ref:- From the D.P.I., No.3598-C1/46, dated 4-12-46.

CF 16

The decision of Govt. to make ~~the~~ teachers and headmasters in non-Govt. schools eligible for recruitment as D.E.O in the M.E.S., conveyed in ~~Govt.~~ Memo.No.44689-A-2, dated 25-2-46, will not be reconsidered and will stand. If the "post-war" proposal for ~~the~~ appointment of Dt.Secy, Edn. Inspectors (Subject Insprs.) is finally approved, the special rules for the service may have to be entirely changed, when the expce. that may be gained in the recruitment of non-Govt. school teachers ~~in non-Govt. institutions~~ may be put to use, if necy. The D.P.I. is accordingly ~~therefore~~ requested to send his reply to ~~Govt.~~ Memo.No.44689-A-5-Edn., dated 31-7-46, at an early date.

CF 32-33

2. The Govt. further consider that,

~~-2-~~ 38

when direct recruitment to the Admn. Secn. is thrown open to teachers in non-Govt. schools also, the no. of vacancies to be filled or reserved to be filled by that method should correspondingly be increased. The Dir. is therefore requested to make his suggestions for fixing ~~a~~ suitable proportions acc. to which vacancies shd. be filled ~~of appts. as between~~ (1) by direct recruitment, (2) by recruitment of non-Govt. school teachers, and (3) by recruitment by transfer of deptl. men.

P.G.
8.2.47

18/2/47

14/2/47

To the D.P.I.

14/2

Edn. and P.H. Dept.(A).

39

MEMO.No. 44689/45-A-8 Edn., dated 19.3.47

M.E.S. - Admn.Secn. - Recruitment of teachers in non-Govt. schools.

The D.P.I. is requested to expedite his reply to Govt.Memo.No.44689-A-7, dated 12-2-1947.

37-38

P.G.
19.3.47

To the D.P.I.

P.G.
15.3.47

15/3/47

17/3/47

19/3/47

40

C.F. 30.

EDUCATION **DEPARTMENT.**

Received 4 - APR 1947 19 . *Registered* 19 .
26759

Subject.

MADRAS EDUCATIONAL SERVICE - Recruitment of Teachers in Non-Government Schools to the Administrative Section of the Madras Educational Service:

@@@

Enclosures.
No.
Spare copies

R.C. No. 3598-C.1/46

Station MADRAS, *Dated the* 2nd APRIL 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.

Sir,

pp.32-33 ante
pp.37-38 "

REF:- Government Education and Public Health Dept., Memorandum No.44689-A.5 dated 31st July 1946 and No.44689-A.7 dated 12th February 1947.

---

p.32 ante

WITH reference to paragraph 1 of the Government Memorandum No.44689-A.5 Education, dated 31st July 1946, I have the honour to state that a very large number of the 75 Girls High Schools under non-Government managements have been started only in recent years and the Headmistresses and teachers in many of these schools will not possess the teaching experience proposed to be prescribed. Moreover, a large number of the well-established and older Girls' High Schools are under Mission managements, where head-teachers and many of the Assistants usually happen to be missionaries. So, despite there being about 75 girls high schools the number ofteachers with the requisite qualifications and experience who will be eligible to apply for appointment to the Madras Educational Service will not be

only

comparatively small for some years to come, but would be confined to Mission school teachers. In the above circumstances, I am of the opinion that the question of making the proposed amendment applicable to the Women's Branch of the Madras Educational Service (Administrative Section) may be considered later on in the light of experience in the Men's Branch.

2. In regard to the field of recruitment, qualifications and period of teaching experience that should be prescribed for this class of "Direct Recruits" I submit that a reconsideration of the whole question is necessary in view of the facts explained below:

p.5 ante

p.18 ante

3. The original proposal contained in paragraph 3 of the Director's letter RC.No.3892 C/45 dated 2nd October 1945 was for prescribing 10 years experience as teacher plus 3 years experience as Headmaster in a secondary school. According to this proposal amendments to the Special Rules were suggested in my letter RC.No.3892-C/45 dated 8th May 1946. However, on a further consideration I feel that as the maximum age limit for this class of direct recruits has been proposed to be fixed at 40 the benefit of the proposal will be greatly restricted inasmuch as in many of the non-Government High Schools, especially in schools under the control of the District Boards, it will be very rare to find a Headmaster with 3 years' experience below the age of 40. As such almost all the Headmasters of District Board High schools would be excluded from consideration, since the average age at which a District Board teacher becomes a Headmaster is generally above 40. As it is very desirable to have as wide a field of recruitment as possible in order to satisfy the demands of the entire teaching profession two solutions can be considered:

(1) To reduce the period of teaching experience required from 13 years to 12 years which should include only a reduced period of service for one year as Headmaster; or

(2) To reduce the period of teaching experience required from 13 years to 12 years and to do away with the clause requiring service as Headmaster. But a note that preference should be given to a candidate who has had experience as Headmaster of a high school may be added.

I recommend that Government may bepleased to accept the second alternative solution mentioned above as it has the advantage that it equalises the chances of teachers in all classes of schools.

4. If the intention of Government is that this proposal is meant to be a recognition of the valuable work done by members of the teaching profession in non-Government schools, I would even support the raising of the age limit to 44 or 45 on the distinct understanding that the benefits of the contributory Provident Fund are made applicable to them. Such recruits can put in a clear ten years' service in Government employ and would also make way earlier to another recruit. The prospect of more frequent recruitment from this category would be a greater incentive to good work in non-Government schools, than when a vacancy is going to arise at long intervals.

5. In regard to qualifications I do not think it is fair to require of these candidates an Honours or M.A. degree with a first or Second Class plus a degree in teaching. As in essence this new class of recruits, though technically classified as "Direct Recruits" are really "promotees" from the teaching profession, I consider that the same qualifications are prescribed in the Special Rules for the Madras Educational Service for candidates to be recruited to the category of District Educational Officers by transfer should be adequate.

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p.32 ante

6. As regards the suggestion contained in paragraph 2 of the Government Memorandum No.44689-A.5. Education, dated 31st July 1946, I may submit that the duties of a District Educational Officer are not only varied but of a responsible character. A direct recruit will have to learn something about office procedure in the District offices besides acquainting himself with Departmental Rules and orders, the rules in regard to the assessment of teaching, equipment, building and other grants. He has atleast to know something about transactions with the treasury and the system of accounting in public offices. Without this knowledge no officer can be placed in charge of a district. For these reasons, I do not consider it possible to dispense with the District Educational Officer's training altogether. I, therefore, suggest that the period of such training for this class of Direct Recruits may be 6 months as prescribed in Rule 14 of the Special Rules for the Madras Educational Service until some experience has been gained.

pp.32-33 ante

7. As regards the provision of the benefits of Contributory ProvidentFund for the Direct recruits in question, I accept the position explained in sub-paragraph under paragraph 2 of the Government Memorandum dated 31st July 1946 and accordingly agree that the usual pension system may be made applicable to them, subject, however, to what I have stated in paragraph 4 of this letter.

p.41 ante

p.33 ante

8. In regard to the question whether it will be possible for non-Government teachers with 12 years service to be recruited as District Educational Officers at the minimum age of 30 I may submit that this will not be possible having regard to the qualifications prescribed and the long period of teaching experience required. As to the question of raising the age-limit for all Direct recruitment to the Madras Educational Service (Administrative Branch), I may submit that Direct Recruitment is to ~~allot~~ attract) to this department qualified young men to the higher ranks and also to secure well qualified officers for filling ultimately at least some of the superior posts in the Madras Educational service by comparatively young and energetic officers. Thirty years, which is the age limit prescribed for ordinary direct recruits to the post of District Educational Officers is the most suitable age and if the age is raised to a higher limit the very object of Direct Recruitment is likely to be defeated as many of the young men would have chosen other careers by the time they attain 35 or 40 years and what will be left for the Education Department to choose from will be only second or even third rate men. It will naturally also be impossible for men below 30 years of age, however, brilliant they may be, to compete with men of ordinary ability above the age of 30, but possessing longer teaching experience owing to their being older in years. In the above circumstances, I submit that the age-limit for Direct Recruitment to the Administrative Branch of the Madras Educational Service may continue to be 30 years as at present, but exception may be made only in the case of teachers of non-Government Schools in respect of the special method ofrecruitment contemplated in this letter.

pp.37-38 ante

9. With reference to paragraph 2 of the Government Memorandum No. 44689-A.7. Education, dated 12th February1947, I have the honour to state that according to my present proposal the proportion of substantive vacancies reserved to be filled by the three methods ofrecruitment works out as follows:

DIRECT RECRUITMENT (Ordinary)		DIRECT RECRUITMENT (Non-Govt. Teachers).		RECRUITMENT BY TRANSFER OF Departmental Officers.
1	:	1	:	6

In regard to the suggestion of Government that the proportion of vacancies to be filled by Direct Recruitment should be increased, I may submit that this would cause great hardship to the members of the Subordinate Services who are aspiring for promotion. The two classes of Direct Recruits, one with a clear run of 25 to 30 years of continuous service ahead of him,

43

and the other i.e. Non-Government teacher-Direct-recruits with a minimum of 15 years of service if recruited at the age of 40 would greatly reduce the chances of promotion of the Departmental subordinates, if the ratio of vacancies for direct recruits is raised. Considering that for the combined cadre of Deputy Inspectors and School Assistants consisting of 430 posts there are only 31 posts in the Administrative Branch of the Madras Educational Service available, it cannot be denied that the prospects of promotion are even now very limited in this Department and it would be very inequitable if they are further reduced.

1.41 ark

10. On the other hand if the age-limit is raised to 45 years as suggested earlier (vide paragraph 4 above), I have no objection if the ratio of Direct-Recruitment is slightly raised as follows:

DIRECT RECRUITMENT (Ordinary)		DIRECT RECRUITMENT (Non-Govt. Teachers)		RECRUITMENT BY TRANSFER
1	:	1	:	5

11. I solicit the early orders of Government, on receipt of which, I shall submit for the consideration of Government suitable revised amendments to the Special Rules for the Madras Educational Service.

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

for DIRECTOR OF PUBLIC INSTRUCTION.

KAN.3/4

Issue to dg
m 22/9/47

44

E.P.H.Deptt.

MEMO NO. 44689-A10/47/Edn. Dated 22/9/47.

Sub: Madras Educational Service - Recruitment of teachers in Non-Government schools to the administrative section.

****

pp 40-43 cf

Ref: Letter from the D.P.I No. 3598 C 1/46 dated 2-4-1947.

....

The Government have considered the recommendations made by the D.P.I. in the letter cited and they have decided :-

(1) that for the present only men teachers in non-Govt schools should be recruited to the Administrative Section of the M.E.S.;

(ii) that the maximum age of such recruits should be 40 years; (iii) that they should have had a minimum teaching experience of 12 years, preference being given to those who have had experience~~s~~ as head-masters; (iv) that the candidates should possess the academic qualifications prescribed for transferee D.E.Os.

45

-2-

(v) that they should be given 4 months' training before they are posted as D.E.Os, a pay of Rs. 200/- a month or ~~the pay~~ ~~the~~ pay drawn by them at the time of recruitment, whichever is less, being allowed during the period of training;

(vi) that they should be admitted to the Contributary Provident Fund system and

(vii) that the proportion of ~~in~~ recruitment to the category of D.E.Os should be 2:2:4, i.e. 2 by direct recruitment, 2 from teachers in non-Government schools and 4 from transfer~~r~~ees.

The Director is requested to send at an early date draft amendments to the M.E.S. Rules relating to M.E.S. embodying these decisions.

5/9/47

11/9/47.

To
The D.P.I.

Despd
22/9

46

R.C.NO.3598-C.1/46.

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

Office of the
Director of Public Instruction,
Madras, Dated 17-9-1947

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.

45124

Sir,

Sub: Madras Educational Service - Recruitment of Teachers in Non-Government Schools to the Administrative Section of the Madras Educational Service.

I have the honour to invite your attention to my letter RC.No.3598.C.1/47 dated 2-4-1947 and request you to let me know when I may except the orders of Government in the matter.

R. Narayanan
for Director ofPublic Instruction.

RVR 19/9/-

19/9

47

(Confl)

further action

circulation

p 44 cf

48

E.P.H.Deptt.(A)

Letter.Ref: 44689 A/45-12 No. dated 14.10.47

To

The Secretary,
Madras Public Service Commission.

Sir,

Sub: M.E.S. - Recruitment of teachers in non-Govt.Schools to the Administrative section.

It has been ——— suggested

The Government have decided :-

(1) that men teachers in non-Govt.schools (Local ~~bodies~~ boards and aided agencies) should be recruited to the Administrative section of the M.E.S.

(2) that the maximum age of such recruits should be 40 years,

(3) that they should have had a minimum teaching experience of 12 years, preference being given to those who have had experience as headmasters;

(4) that the candidates should possess the academic qualification prescribed for transferee-D.E.Os.,

(5) that they should be given 4 months training before they are posted as D.E.Os., a pay of Rs.200/- a month or the pay drawn by them at the time of recruitment whichever is less, being allowed during the period of training,

(6) that they should be admitted to the contributory Provident Fund system, (7) that the proportion of recruitment to the category of D.E.Os should be 2:2:4 , i.e. 2 by direct recruitment, 2 from teachers in non-Government schools and 4 from transferrees.

The requisite amendments ~~to/the~~ to the Spl.Rules for the Madras Edu.Servi under sec. 266 (3)(a) & (b) of Govt of I Act 1935 are being prepared. ~~As the matter is very urgent and~~ to request ~~to~~ you to be so good as to ~~make the~~ place the suggestions matter before the Commission and obtain~~ed~~ ~~his~~ its views. thereon

Y.O.S.

9/10/47

9/10/47

dpd. H.R 14/10/47.

Edn and P. H. Dc

Memo No. 44689 A/45 – 13 dt 31.x.47

M. E. S. – Recruitment of teachers in Non-Govt schools, to the administrative section

Ref Govt Memo No: 44689A-10 dt 22.9.47.

p44cf

The D. P. I is requested to send the draft amendments called for in the Memo cited above very urgently.

To Depd 31/x

To the D. P. I.

31/10/47.

31/10/47

Education P.H. Dept.

Letter No. 44[illegible] 5-12 dt. 31.10.47

M.E.S. - Recruitment of teachers in [illegible] to the administrative section

Ref: Govt. letter No. 44[illegible]
8.9.47

The D.P.I. is requested to submit the draft amendments to the rules [illegible] very urgently.

31/10/47

Confidential

Tel: Pubsercom.

From
Sri C.Krishnaswami Chetty,
Secretary, Public Service
Commission, Madras-8.

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

Secretary, Edn. and P.H. Dept.
5 NOV 1947
Government of Madras

No.6562-B1/47-1, dated 1-11-47.

Sir,

87761

Recruitment - Direct - Madras Educational Service - Administrative Section - Recruitment from teachers in local bodies and aided institutions - Your letter No.44689-A/45-12, dated 14-10-47. p. 48 ante

---

I am to say that the Commission has no remarks to offer on the suggestions made in your letter cited and to express the presumption that the draft rules will in due course be forwarded to the Commission for its remarks before issue.

Your obedient servant,

Secretary.

3.11.47

Encl:Nil.

pmr.1/11/47.

APPLICATION FOR RECRUITMENT TO THE MADRAS SECRETARIAT SERVICE: POST:
UPPER DIVISION CLERK/~~LOWER DIVISION CLERK~~ ~~Other than those in the~~ Central ~~Branches.~~

(c) Technical qualification, if any;
(Certificates to be produced in original.)

10. Names of post to which applicant wishes to be appointed.

11. Language chosen by the applicant for the compulsory subject "Language Translation and Composition."

20. Name of centre at which the applicant wishes to xm appear for the examination. (Only one centre should be specified.)

APPLICATION FOR RECRUITMENT TO THE MADRAS MINISTERIAL SERVICE POST:
CLERK IN THE LOCAL FUND AUDIT DEPARTMENT.

(c) Technical qualification, if any.
(certificates to be produced in original).

11. Language chosen by the applicant for the compulsory subject "Language Translation and composition."

20. Name of centre at which the applicant wishes to appear for the examination. (Only one centre should be specified).

E 8 64 (A)

52

Very urgent

Memo. No. 44689-A-13, d/- 10-11-47.

M.E.S. — Recruitment of teachers in non-Govt. schools to the Admn. Secn.

~~Ref.~~ — ~~From~~

C.F. 44-45

The attention of the D.P.I. is invited to Memo. No. 44689-A-10/47. Edn. d/- 22.9.47, containing the decision of Govt. on the subject cited, and he is requested to expedite the sending of the draft of the amendments to the Special Rules for the M.E.S. called for therein.

7/11/47

9/11/47

10/11/47.

To the D.P.I.

Despd.
10/11/47

53

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 & Public Health Department.

Rc. 3598-G1/46, dt 19.11.47)

D/ 21/11/47

ASST. SECRETARY TO GOVERNMENT
23 NOV [illegible]
EDUCATION AND PUBLIC HEALTH DEPT.

92707

Sir,

Sub:- Madras Educational Service - Recruitment of teachers in Non-Govt. Schools to the Administrative Section - Draft Amendments to the Special Rules - Submitting:

""""""

Ref:- Govt. E.& P.H. Dept. Memorandum No. 44689 A.10/47, dated 22-9-47.

""""""

pp 44-45 & ...

With reference to the Memorandum cited above I have the honour to submit the following draft amendments to the Special Rules relating to the Madras Educational Service embodying the decisions of Government as conveyed in the above Memorandum.

Draft Amendments.

I "In sub-rule (a) of Rule 2 of the said rules the following Methods of recruitment shall be substituted for item (i) against the entries relating to Category 4--District Educational Officers under Class II, and the existing items (ii) and (iii) thereunder shall be re-numbered as items (iii) and (iv) respectively.

(i) Direct Recruitment (Ordinary);
or
(ii) Direct Recruitment from among teachers employed in recognised Non-Government Secondary Schools; or

II. For the existing sub-rule (d) under Rule 2 of the said Rules, Substitute the following:-

"(d) Substantive vacancies arising in the Administrative Section of the Men's Branch shall be filled or reserved to be filled in the following order:-

1. Direct Recruitment (Ordinary).
2. Recruitment by Transfer from the Subordinate Services.
3. Direct Recruitment from among teachers employed in recognised Non-Govt. Secondary Schools.
4. Recruitment by Transfer from the Subordinate Services.

In the Administrative Section of the Women's Branch, when a substantive vacancy has been filled or reserved to be filled by direct recruitment the next three such vacancies shall be filled or reserved to be filled by recruitment by transfer from the Madras Educational Subordinate Service and the next such vacancy following shall be filled or reserved to be filled by direct recruitment.

P.T.O.

54.

This sub-rule shall not apply to the appointment of the Inspectress of European Schools nor shall it affect promotions or transfers within the service contemplated by sub-rule (c);"

III. Qualifications as to age:

The following proviso shall be added to clause (a) under Rule 5(a) of the said Rules:-

"Provided that in the case of direct recruitment to the category of District Educational Officers from among teachers employed in recognised non-Government Secondary Schools, a candidate shall be eligible for appointment if he has not completed the age of 40 on the 1st of July of the year in which the selection is made; and"

IV. Other qualifications:

In the table forming the Annexure to the said Rules, the following shall be inserted in Columns (3) and (4) against items relating to Categories 3,4,5,7 and 8 under Class II:-

"Add the expression '(Ordinary)' to the existing entry 'Direct Recruitment' in Column (3)

"Insert a new item in Column (3) next below the existing entry 'Direct Recruitment' and enter the following against this new item under Column (4) as shown below:

(4)	(3)
(i) A degree in Arts of a University in the Province;	Direct Recruitment to Category 4 from among teachers employed in recognised Non-Govt. Secondary Schools.
(ii) a successful course of training in the Theory and Practice of Education of the University of Madras or the B.Ed. degree of the Andhra University obtained after undergoing the course of training prescribed for the purpose in a training college affiliated to that University;	

and (iii) Experience as teacher in a recognised school for a total period of not less than 12 years;

Preference shall be given to a candidate who has had experience as Headmaster of a recognised High School in the Province".

V. Training for direct recruits to Administrative Section:

In Rule 14 of the said rules, add the following proviso to the first sentence:

"Provided, however, that in the case of a person recruited direct tothe category of District Educational Officers from among teachers employed in recognised non-Government Schools the period of Training under a District Educational Officer shall not exceed four months."

55

In Rule 14 of the said Rules add the following clause to the penultimate sentence:

" and a probationer recruited to the category of District Educational Officers from among teachers employed in recognised non-Government Schools, shall be paid a pay at the rate of Rs.200 per mensem or the pay drawn by him at the time of his recruitment, whichever is less."

VI. Contributory Provident Fund benefit.

The following may ve introduced as Rule 18 in the said Rules: (Special Rules for the Madras Educational Service)

"18. "18. Contributory Provident Fund: Persons recruited direct as District Educational Officers from among Teachers employed in recognised non-Government Schools against the vacancies reserved for them shall be admitted to the Madras Contributory Provident Fund system in lieu of Pension,"

p.45 ante

2. In this connection I may submit that the decision (vii) contained in Govt. Memorandum No.44689 .10/47., dated 22-9-1947, i.e., to fix the proportion of recruitment as 2:2:4, is likely to give rise to stagnation, the order indicated by me is not followed as a candidate losing a chance once will most probably become overaged for recruitment next time. To avoid such stagnation, I have suggested in Amendment II above the order of recruitment to the posts.

p.53 ante

The order of recruitment as suggested by me while being in accordance with the proportion fixed by Government, will be more equitable as the rotation of recruitment, will be quicker and the available vacancies in a specific period of years will be more evenly distributed among the various classes of recruits. I request that this may be accepted by Government.

K Subramania Iyr

for Director of Public Instruction.

P.K/R
20-11

21/11

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.

Telephonic Message - (P.C. only).

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

From

The Director of Public Instruction,
Madras.

To

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

96287

Ref: Government E.P.H. Memo. No.44689-A-10-47, dated 22-9-47, regarding recruitment of Non-Government Teachers to the Administrative Section of the Madras Educational Service.

Please see my reply to the above Government Memorandum, despatched from my office on 21-11-47. The number and date of this office letter which seem to have been omitted in the ~~F.C.~~ fair copy may be entered therein as R.C. No.3598-C1-46, dated 19-11-47.

FOR DIRECTOR OF PUBLIC INSTRUCTION.

CD/1-12-47.

Confidential

2000

6

From
Sri V.Srinivasa Ayyangar,
Asst. Secretary, Public
Service Commn., Madras-8.

To
The Secretary to the Government of
Madras, Education and Public Health
Department, Madras-9.

No.6562-B1/47-2, dated 5-1-48.

SECRETARY, EDN. AND P. H. DEPT.
9 JAN 1948
GOVERNMENT OF MADRAS

Sir,

p.48 c.f.

A | Recruitment - Direct - Madras Educational Service - Administrative section - Recruitment from teachers in local bodies and aided institutions - Your letter No.44689-A/45-12, dated 14-10-47 and Commission's letter No.6562-B1/47-1, dated 1-11-47.

p. 51 c.f.

--

45
15/1

I am to enquire when the amendments referred to in the Government's letter cited will be referred to the Commission for remarks.

Your obedient servant,

V.Srinivasan
6.1.48
Asst.Secretary.

Letter/Ref. No. 44689-A-15, dt. 12.1.48 (E & A)
To The Secy., M.P.S.C.
Sir, Sub:- [As at A above] Above
Ref:- Your letter No. 6562-B1/47-2, dt. 5.1.48.
~~Encl: Nil.~~
~~pmr. 6/1/48.~~ I am to say that draft amendments are under consideration & that they will be refd. to ~~the~~ Commission shortly.

Y.s.,

6.1.48

P.S.
10.1.48
10/1/48

12/1/48

~~Letter~~ / ~~Ref.~~ No. 44689-A-16, d/- 21.1.48 ~~Edn.~~ of G.H.(A)

58

To

The Secy., M.P.S.C. (with a copy of draft order)

8
22/1

Desp
22/1/48

Sir,

M.E.S. – Admve. Serv. – Recruitment of teachers in non-Govt. schools.

p.57 cf.

Ref: – ~~Govt.~~ Correspondence resting with my letter No. ~~6562-B1/47-1 dt -1.11.47~~ 44689-A-15, dt-12.1.48.

I am to enclose a draft of the amendments proposed to be made to the Spl. Rules for the M.E.S. & to request that you will be so good as to obtain & communicate to Govt., at an early date, the views of the M.P.S.C. thereon.

Yrs.,

P.G.
21.1.48

21/1/48

22/1/48

26/1/48.

Edn. and P.H. Dept.(A).

M.E.S. - Special Rules - Recruitment to ~~the~~Administrative Secn. of non-Govt. secy. school teachers - Amendments issued.

CF 53 JJ

Read:- From theDPI, No. Rc 3598-C1/46, ~~letter~~ d/- 19-11-47.
From the S., MCSC, No. 66/-E1/48-1, dt 18-2-48

G.O.(MS.) No. 803 Edn., dated 7. 4. 48

The following notification will be pubd. in the

FSGG:-

NOTIFICATION.

****

In exercise of the powers conferred by Section 241(2)(b) of the Government of India Act, 1935, His Excellency the Governor of Madras hereby makes the following amendments to the Special Rules for the Madras Educational Service (Section 6 of Part III-A of the Service Rules in Volume II of the Madras Services Manual, 1946).

Amendments.

In the said Special Rules -

I at p.53 cf

(1) in ~~xxxxxxxxxx(a)xxf~~ rule 2 (a), for item (i) in column (2) against each of Class II of the categories 3 to 8, the following shall be substituted, namely:-

"Direct recruitment ~~(Ordinary) or Direct~~ which shall include recruitment from among teachers employed in recogniz non-Govt. secondary schools; or" ;

(2) ~~forxxxx~~ for rule 2(d), the following shall be substituted, namely:-

"(d) Substantive vacancies arising in the Administrative Section of the Men's Branch shall be filled or reserved to be filled in the following order:

II at pp.53-54 cf

1. Direct Recruitment ~~(Ordinary).~~ otherwise than by the method specified in item 3,
2. Recruitment by transfer from the Subordinate Services.
3. Direct Recruitment from among teachers employed in recognized non-Gov Secondary schools.
4. Recruitment by transfer from the Subordinate Services.

In the Administrative Section of the Women's Branch, when a substantive vacancy has been filled or reserved to be filled by direct recruitment, the next three such vacancies shall be filled or reserved to be filled by recruitment by transfer from the Madras Educational Subordinate Service and the next such vacancy following shall be filled or reserved to be filled by direct recruitment.

[illegible] shall not apply to the appointment the Inspectress of European Schools nor shall it affect promotions or transfers within the service contemplated by sub-rule (c);" ;

~~(3) In rule 5(c), the following proviso shall be added, namely:-~~

~~"Provided that in the case of direct recruitment to the Administrative Section of the Men's Branch from among teachers employed in recognised non-Govt. Secondary schools, a candidate shall be eligible for appointment~~

(3) For sub-rule (a) of rule 5~~(a)~~, the following sub-rule shall be substituted, namely:-

"(a) No person shall be eligible for appointment--

(i) by direct recruitment ~~xx~~ to the administrative section if he or she has complted the age of 30 and to the collegiate section except category 2 of Class V (Professors, College of Engineering, Guindy), if he or she has completed the age of 35;

Provided that in the case of direct recruitment to the Administrative Section of the Men's Branch from among teachers employed in recognised non-Govt. secondary schools, a candidate shall be eligible for appointment if he has not completed the age of 40;

III at p. 54 CF

(ii) by recruitment by transfer to the administrative section if he or she has attained the age of 50.

The age-limits prescribed in clause (i) shall apply with reference to 1st July of the year in which the selection is made." ;

(4) For rule 14, the following rule shall be substituted, namely:-

"14. Training for direct recruits to Administrative Section.-- [illegible] direct recruitment to the service in the administrative section [illegible] of the Director of Public Instruction, be required, before commencing [illegible] the duties of his or her post, to undergo training for a period of six [illegible] under a District Educational Officer or an Inspectress of Schools or the [illegible] endent of a Secondary and Training School for Women, as the case may [illegible] vided that the case of a person ~~xxxxxx~~ appointed by direct recruitment to th[illegible] istrative section of the Men's Branch from among teachers employed [illegible] ognized non-Govt. secondary schools, the period of training shall not [illegible] four months. While undergoing such training, the probationer shall be paid a pay calculated at the rate of Rs.100 per mensem or, if he is a person appointed from among teachers employed in recognised [illegible] secondary ~~xxxxx~~ schools, a pay calculated at the [illegible] Rs.200 per mensem [illegible]

IV at pp. 54, 55 CF

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in the non-Govt. institution at the time of his ~~appointment~~ recruitment, whichever is less. The period of training shall not be counted for purposes of increments in the time-scale of pay applicable to an approved probationer." ;

VI, CF, T

(5) The following shall be added as rule 17, namely~~18~~:-

"~~18~~ 17. Contributory Provident Fund.--Persons appointed by direct recruitment to the administrative section of the Men's Branch of the service from among teachers employed in recognized non-Govt. secondary schools shall be admitted to the Madras Contributory Provident Fund instead of being ~~xx allowed to be~~ governed by the pension rules." ;

(6) In the Annexure--

IV at p. 54 CF

(a) in columns (1) and (2), the expression ~~entries~~ "VII - Any category" ~~below Class II - Categories 3 to 8,~~ shall be omitted;

(b) in column (3), for the words "Direct recruitment" against Class II - Categories 3 to 8, the words "Direct recruitment ~~(Ordinary)~~" otherwise than from among teachers employed in recognised non-Government secondary schools" shall be substituted;

(c) in columns (3) and (4), in ~~to~~ the entries against Class II - Categories 3 to 8, before "Transfer" and the entries relating thereto the following shall be inserted ~~added~~, namely:-

"Direct recruitment from among teachers employed in recognized non-Govt. secondary schools.	(i) A degree in Arts of a University in the Province; (ii) a successful course of training in the Theory and Practice of Education of the University of Madras or the B.Ed. degree of the Andhra University obtained after undergoing the course of training prescribed for the purpose in a ~~teaching~~ training college affiliated to that University; and (iii) experience as teacher in a recognised school for a total period of not less than 12 years; or in addition Preference shall be given to a candidate who has had experience as Headmaster of a recognised high school in the Province.";

and

(d) after Class VI - Manual Training Expert and the entries relating thereto, the following shall be inserted, namely:-

"VII.	Any category.	Direct recruitment.	(i) First or second class degree of M.A. or B.A.(Hons.) or B.Sc.(Hons.) of a University in the Province; and (ii) a successful course of training in the Theory and Practice of Education of the University of Madras or the B.Ed. degree

the Andhra University obtained after undergoing the course of training prescribed for the purpose in a training college affiliated to that University.

Transfer

(i) A degree in Arts of ~~the~~ a University ~~of Madras;~~ in the Province; and

(ii) a successful course of training in the Theory and Practice of Education of the University of Madras or the B.Ed. degree of the Andhra University obtained after undergoing the course of training prescribed for the purpose in a training college affiliated to that University."

P.G.
12/

2/12/47

2/12/47

Despd except to book clerk of Secy & Asst Secy*
14.4.48

To the D.P.I.
" S., M.P.S.C.
" A.G.
" Pub.(Ser.)
" Legal.
" S.G.P. (for pubn. in Gazette & for issue of ⓡ)
" Sectt. Library (4 copies)
" P.C.'s to H.M.'s (2 c each)
* Bk. clerks of Secy. & Asst. S.
" D.S.J. & P.

Despd on 14.4.48

Give one
G.O. are spare
copy

ⓡ correction slips to Services Manual, Vol. II

CONFIDENTIAL

TEL: "PUBSERCOM"

From
Sri C. Krishnaswami Chetty,
Secretary, Public Service Commn.,
Madras-8.

To
The Secretary to the
Government of Madras,
Education & Public Health
Department, Madras-9.

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

No.661-C.1/48-1, dated 13-2-1948.

Sir,

10828 p.58 ante

Rules - Madras Educational Service - Administrative Section - Recruitment of teachers in non-Government Schools - Your letter No.44689-A-16, dated 26-1-1948.

--

I am to say that the Commission has no remarks to offer on the draft amendments forwarded with the letter cited.

pp.57-60 ante

Your obedient servant,

Secretary.

13.2.48

Encl. - Nil.

ckn.13-2-1948.

64

Government of Madras
Abstract

Madras Educational Service - Special Rules - Recruitment to Administrative Section of non-Government secondary school teachers - Amendments issued.

-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x

Education and Public Health Department.

G.O.Ms. No. 803 Edn. Dated the 7th April 1948.

:Read:

From the Director of Public Instruction No.R.C.3598-C1/46 dated 19-11-47.
From the Secretary, Madras Public Service Commission No.66-C1/48 -1
dated ~~12-2-48~~ 13-2-48.

--

Order:

The following notification will be published in the Fort St. George Gazette.

NOTIFICATION.

In exercise of the powers conferred by section 241(2)(b) of the Government of India Act, 1935, His Excellency the Governor of Madras hereby makes the following amendments to the Special Rules for the Madras Educational Service (Section 6 of Part III-A of the Service Rules in Volume II of the Madras Service Manual, 1946).

Amendments.

In the said Special Rules -

(1) in rule 2(a), for item (i) in column(2) against each of the categories 3 to 8, of Class II, the following shall be substituted namely:-

"Direct recruitment which shall include recruitment from among teachers employed in recognized non-Government secondary schools or";

(2) for rule 2(d), the following shall be substituted, namely:-

"(d) Substantive vacancies arising in the Administrative Section of the Men's Branch shall be filled or reserved to be filled in the following order:

1. Direct recruitment otherwise than by the method specified in item 3.
2. Recruitment by transfer from the Subordinate Services.
3. Direct recruitment from among teachers employed in recognised non-Government Secondary Schools.
4. Recruitment by transfer from the Subordinate Services.

S

In the Administrative Section of the Women's Branch, when a substantive vacancy has been filled or reserved to be filled by direct recruitment, the next three such vacancies shall be filled or reserved to be filled by recruitment by transfer from the Madras Educational Subordinate Service and the next such vacancy following shall be filled or reserved to be filled by direct recruitment.

This sub-rule shall not apply to the appointment of the Inspectress of European Schools nor shall it affect promotions or transfers within the service contemplated by sub-rule (c);"

(3) for sub-rule(a) of rule 5 the following sub-rule shall be substituted namely:-

"(a) No person shall be eligible for appointment --

(i) by direct recruitment to the administrative section if he or she has completed the age of 30 and to the collegiate section except category 2 of Class V (Professors, College of Engineering, Guindy) if he or she has completed the age of 35;

p.t.o.

A

Provided that in the case of direct recruitment to the Administrative section of the Men's branch from among teachers employed in recognised non-Government secondary schools, a candidate shall be eligible for appointment if he has not completed the age of 40;

(ii) by recruitment by transfer to the administrative section if he or she has attained the age of 50.

The age-limits prescribed in clause(i) shall apply with reference to 1st July of the year in which the selection is made.";

(4) for rule 14, the following rule shall be substituted, namely:-

"14. Training for direct recruits to Administrative Section.--

A person appointed by direct recruitment to the service in the administrative section may, at the discretion of the Director of Public Instruction, be required, before commencing to perform the duties if his or her post, to undergo training for a period of six months under a District Educational Officer or an Inspectress of Schools or the Superintendent of a Secondary and Training School for Women, as the case may be; Provided that in the case of a person appointed by direct recruitment to the administrative section of the Men's Branch from among teachers employed in recognised non-Government secondary schools the period of training shall not exceed four months. While undergoing such training, the probationer shall be paid a pay calculated at the rate of Rs. 100 per mensem or, if he is a person appointed from among teachers employed in recognised non-Government secondary schools, a pay calculated at the rate of Rs. 200 per mensem or the pay drawn by him in the non-Government institution at the time of his recruitment, whichever is less. The period of training shall not be counted for purposes of increments in the time-scale of pay applicable to an approved probationer.";

(5) the following shall be added as rule 17, namely

"17. Contributory Provident Fund: Persons appointed by direct recruitment to the administrative section of the Men's Branch of the service from among teachers employed in recognised non-Government secondary schools shall be admitted to the Madras Contributory Provident Fund instead of being governed by the pension rules."

(6) In the Annexure --

(a) in columns (1) and (2), the expression "VII-Any category" shall be omitted;

(b) in column (3) for the words "Direct recruitment" against Class II-Categories 3 to 8, the words "Direct recruitment otherwise than ~~given~~ from among teachers employed in recognised non-Government secondary schools", shall be substituted;

(c) in columns (3) and (4), in the entries against Class II-Categories 3 to 8, before 'Transfer' and the entries relating thereto the following shall be inserted, namely:-

"Direct Recruitment from among teachers employed in recognised non-Government secondary schools.	(i) A degree in Arts of a University in the Province; (ii) a successful course of training in the Theory and Practice of Education of the University of Madras or the B.Ed. degree of the Andhra University obtained after undergoing the course of training prescribed for the purpose in a training college affiliated to that University; and (iii) experience as teacher in a recognised school for a total period of not less than 12 years. Preference shall be given to a candidate who in addition has had experience as Headmaster of a recognised high school in the Province." and

B

(d) after Class VI-Manual Training Expert and the entries relating thereto, the following shall be inserted, namely:-

"VII. Any category	Direct recruitment	(i) First or second class degree of M.A. or B.A. (Hons.) or B.Sc. (Hons.) of a University in the Province; and (ii) a successful course of training in the Theory and Practice of Education of the University of Madras or the B.Ed. degree of the Andhra University obtained after undergoing the course of training prescribed for the purpose in a training college affiliated to that university.
	Transfer	(i) A degree in Arts of a University in the Province; and (ii) a successful course of training in the Theory and Practice of Education of the University of Madras or the B.Ed. degree of the Andhra University obtained after undergoing the course of training prescribed for the purpose in a training college affiliated to that University".

(By order of His Excellency the Governor)

M.V. SUBRAMANIAN,
Secretary to Government.

To the Director of Public Instruction.
" " Secretary, Madras Public Service Commission.
" " Accountant-General.
" " Public(Services)Dept.
" " Legal Department
" " Superintendent Government Press. (for publn. in Gazette + for issue of correction slips to Services Manual, vol. II)
" " Secretariat Library (4 copies)
" " Personal Clerks to H.M's (2 copies)
" " Books Clerks of Secretary and Asst. Secretary.
" " Director of Information and Publicity.
20 spare copies.

/True copy- Forwarded- By Order

Superintendent.

Edn. and P.H. Dept.(A).

U.O. No. 44689/46-A-18, d/- 16-4-48

EXPLANATORY NOTE.

pp. 2-3 infra

6 7

Ref:- G.O.No.803-Edn., dated 7-4-48.

① In their Press Communique No.45, d/- 14-2-47, the Govt. stated, inter alia, that it was their intention that recruitment of D.E.Os. shd. not be confined to ~~those~~ persons in Govt. cadres but that efficient men in local board and aided services shd. also be given scope for being apptd. as D.E.Os. and that they were actively considering the matter of fixing proportions accg. to which vacancies shd. be filled.

X at p. 2 inf The Govt. have since taken the decision that one out of every 4 subst. vacancies arising in the Admn. Secn. of the Men's Br. of the M.E.S. (higher inspectorate of the Edn. Dept.) shd. be filled or reserved to be filled by direct recruitment from among teachers employed in recognized non-Govt. secy. schools.

Y at p. 3 inf A degree in Arts of a Unty. in the Provce. and the B.T. degree of the Unty. of Madras or the B.Ed. degree of the Andhra Unty. (or equivalent degrees) are the qualfns. that will be reqd. of the teacher-recruits. They shd. not have completed the

2 -do- age of 40 yrs on 1st July of the yr. in which the selection for recruitment is made. They shd. have had expce. as teachers in a recognized school for a total period of not less than 12 yrs.,

A; p. 3 inf and a candidate who, in addn., has had expce. as Headmaster of a recognized High school in the Provce. will be given preference.

B -do- Before commencing to perform his regular duties, the teacher-recruit may, at the discretion of the DPI, be reqd. to ~~xx~~ undergo trg. for a pd. ~~of~~ not exceeding 4 months under a D.E.O., and during such trg. he will be given a salary calculated at the rate of Rs.200 p.m. or the pay drawn by him in the non-Govt. institution at the time of his recruitment, whichever is less. The recruits will be

C -do- admitted to the Madras C.P.F. ~~xx~~ and will not be governed by the ordy. pension rules.

The necy. amendments to the Spl.Rules for the M.E.S. have been notified in the G.O. cited.

To the ~~Pub.(I.&P.)~~ DPS P.G. 16.4.48 14/4/48 14/4/48 16/4

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pl

at the time of amending the service rules — pages 7, 25 & 31 N.F. of Go. 803-Edn., dt- 7.4.48. The question may be left to be taken up again if experience proves that there are no sufficient no. of qualified teachers within 40.

8/1/49 AS IV 10/1/49

p.f. 5.1.49

2/1/49.

Thro' B1 / B2

NF

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Education & P.H.(A) Dept.

pp.1-5 CF.

C.No.44689. From the D.P.I., R.C.No.3892.C/45, d/2-10-45.

Recruitment of non-Government teachers to the Inspectorate and the Government Training Institutions.

pp.7 + 9-11 CF

The South India Teachers' Union and the Headmasters' Association have submitted representations making the following requests. The Directors remarks are on pp.1-5 c.f.

X

(1) That the salaries of teachers should be raised;

(2) That teachers employed in non-Government institutions with a specified period of approved service should be made eligible for appointment to the Inspectorate and that a definite proportion of vacancies arising each year should be filled from such eligible teachers; and

(3) That recruitment to the staff of Government institutions should be made from qualified teachers in non-Government institutions.

para 2, p.7 CF & para 8, p.11 CF.

2. (1) Raising salaries of teachers: The argument of the Union and the Association is that higher salaries should be offered to attract the best men and to retain them in the teaching profession. The Director of Public Instruction points out that the provision of Rs.9 crores in the post-war educational scheme~~s~~ towards raising the pay of the teachers to the minimum scales recommended by the Central Advisory Board of Education has been made in due recognition of this fact. He says that this ~~provision~~ scheme, ~~when expended~~ if implemented, is bound to improve the financial status of teachers and will go a long way to attract~~ing~~ the right type of personnel. It does not seem that anything more need be done at present in the matter.

p.2 CF

Seen D/9

A

para 4, p.10 CF
,, 3, p.7 CF

3. (2) That teachers employed in non-Government institutions with a specified period of approved service be made eligible for appointment to the Inspectorate and that a definite proportion of vacancies arising each year be filled from such eligible teachers:

Prior to 1922, the inspecting staff consisted of Inspectors, Assistant Inspectors, Sub-Assistant Inspectors and Supervisors. In 1922, the agency was re-organised and the staff was replaced by two grades of officers: (1) the higher grade - District Educational Officers in the place of Inspectors and Assistant Inspectors and (2) the lower grade - Deputy Inspectors in the place of Sub-Asst. Inspectors and Supervisors. The duties of the Inspecting

a/6

f/5

fficers are indicated in Chapter X and XII of the Madras Inspection Code.

pp. 74 & 91 BK. 41

The request of the Associations is that Headmasters and teachers in non-Govt. Institutions with a specified period of approved service should be made eligible for appointment to the Inspectorate and other superior posts in the Education Dept, so as to enhance ~~The reasons adduced are : (1) Improvement in~~ the status and prospects of teachers in such institutions and to improve ~~and (2) Improvement~~ ~~in~~ the efficiency of the Inspectorate, as the present members of the Inspectorate are persons without teaching experience.

para 4, p. 10 CF

para 3, p. 7 CF

The method of appointment to the service is contained in the Special rules relating to the Madras Educational Subordinate Service and the Madras Educational Service. According to these rules the D.E.Os. are appointed by direct recruitment and by transfer from the subordinate services, direct recruitment being made to one out of every four Vacancies. In the case of the Subordinate Edl. Service direct recruitment is made to posts of Junior Dy. Insprs., promotion being made from this cadre to posts of senior Deputy Inspectors and School Assistants (combined cadre). Direct recruitment is also made to posts of ~~to the combined cadre of~~ School Assistants and Headmasters – II Grade. School Assistants can be appointed as Deputy Inspectors and vice versa. ~~Senior Deputy Inspectors and the School Assistants is made only in respect of schools for Muhammadans and the women's branch.~~

pp. 22-24, BK. 114

pp. 21-23, BK. 113

p. 21, BK. 113

× rule 2(d), p. ~~24~~ 17, BK. 113

M

Rule 2(a) of M.E.S. Rules p. ~~21~~ 15, BK. 114

-ibid-

The D.P.I., though he does not agree with all the statements made by the Associations, yet ~~he~~ concedes that there are persons in non-Govt. educational institutions who possess~~es~~ outstanding merits and abilities with gifts of organisation and who will prove efficient D.E.Os. He has, therefore, recommended that in the Administrative section of the M.E.S., ~~that~~ every alternate vacancy which is at present reserved to be filled by direct recruitment may be filled by direct recruitment from among bona fide headmasters of non-Govt. High Schools, who are below 40 years of age, and who have put in not less than 3 years' service as headmaster and ten years' ~~of~~ service as a teacher, in recognised educational institutions.

para 3, p. 5 CF

The question of Recruitment of Educational Officers was considered by a sub-Committee of the Central Advisory Board (vide pp. 69-74 CF of G.O.No.1574 Edn., dated 18th ~~Oct.~~ Novr. 1943) and the Director's remarks (the late Sir R.M.Statham) on ~~the~~ committee's proposals, on pp. 125-126 ibid.). One of the

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W

suggestions of the Committee is that teachers of outstanding ability in non-Govt. schools should not be debarred from appt. to the posts of educational officers. The D.P.I. (Sir Meverel) stated that "the need for teaching experience for recruits in the administrative branch of the M.E.S. has been recognised and that as far as possible the Public Service Commission has taken this factor into account in making recruitment".

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para 8, p. 72 CF of I (8)

(4) on p. 126 CF of I (8)

So far as men's branch is concerned, as there are at present only 13 boys' High Schools, of which 6 are intended specially for muslims, ~~having~~ the chances of men in the subordinate educational service gaining actual teaching experience in Secondary schools are limited, unlike the women's branch. There are about 20 Secondary schools for girls and the posts of headmistresses of about 8 of these institutions are in the M.E.S. - in fact all the present Inspectresses of Girls' Schools are persons who have worked for a long time as heads of the institutions. Lack of teaching experience cannot be said about the officers in the women's branch, but there is force in the statement made by the Association so far as the men's branch is concerned. The D.P.I. has stated that not more than four vacancies are likely to occur every year in the posts of D.E.Os. Therefore, there will be only one vacancy to be filled by direct recruitment.. If, as suggested by the Director, every alternate vacancy for direct recruitment is reserved for heads of non-Govt. institutions, only once in two years the heads of non-Govt. institutions may have a chance.

p. 16 CF.

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p. 2 CF.

For appt. to posts of D.E.Os, the present rules provide~~s~~ only for the possession of a qualification in teaching but does not specifically prescribe ~~for~~ the possession of actual teaching experience for a specified period. If the principle of possession of actual teaching experience for purposes of appointment to the posts of Educational Officers is accepted, the existing rules may be amended to provide for this; in this case, the age limit may have also to be raised as suggested by the D.P.I. from 30 to 40 or at least to 35. If this is done, the heads of non-Govt. institutions may take their chance for every vacancy reserved for direct recruitment.

p. ~~20~~ 21, BK. 113

B

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in regard to Government institutions. But I agree also with the D.P.I (paragraph 3 at page 5 c.f.) that in the scheme of direct recruitment non-Government teachers may be brought in. The proposal at "B", p.3 ante while helping to implement the D.P.I's proposal, would however make a further inroad into the general principle underlying direct recruitment being used supplementary to promotion by 'transfer' -- namely, the leavening of the cadres with young people drawn straight; I do not think that is justified. So I consider that the D.P.I's proposal at "R" at page 5 c.f. may be approved.

p.4 ante "C" :- By "Inspectorate", in the correspondence, only the D.E.Os' posts are meant. The D.P.I himself has proposed that the case of the subordinate inspectorate may be considered later if necessary. The present scheme of recruitment there rests on direct recruitment at the stage of junior Deputy Inspector or of equivalent categories, promotion being made later on from this batch to the category of senior Deputy Inspectors. At the stage of direct recruitment referred to, the avenue is open to all -- including persons who are in non-Government institutions. The age limit, 30, gives ample opportunity for such of them as desire to enter Government service and the junior Inspectorate to do so. After that start there seems to be, prima facie, no need or justification to open a side-door for entrance at a later stage for persons in non-Government schools. The proposal at "C" p.4 ante need not be approved. The D.P.I's proposal, that the question may be considered later on if necessary, may be approved.

p.4 ante "D" :- I agree. P (3)

p.5 ante "E" :- I do not agree to the suggestion in this particular form, but the points raised in paragraph 6 (ii) (b) and (c) at page 93 of the Madras University Special Committee's Report, namely, separate Inspectorates on the academic and administrative sides, and separate Inspectors on the "preparatory" and "technical" sides (the latter with reference to the scheme of bifurcated courses), deserve examination. || The D.P.I may be asked to examine these points and send a report. Q (4)

Pub: (Ser.) may see before [illegible]

(1)

para 3 p.5 c.f.

para 3 p.5 c.f.

N (2)

48
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5.1.46

E&PH
U.O. 44489-A-1
6/1/46

Public (Services) Depart

Please see the notes of the E.&.P.H. department ante. The E.&.P.H. department are apparently satisfie the age limit proposed at R on p.5 c.f. will not unduly na the field of selection. The proposals may generally be agr to in this department. The Commission will have to be consulted on the proposal at R on p 5 CF. ~~before amending the Madras Educational Service Rules.~~

The file may be returned to E.&.P.H.

8.1.46 11/1/46 CS 13.1.46

M

Pub Ser. No
48/46-1
15.1.46

Through Section.
8/1/46

E.P.H

Edn. and P.H. Dept.

"M" above: The existing age-limits for direct recruits and transferees to the Administrative Secn. of the M.E.S. are 30 and 50 resply. p.25, Bk.113 Teachers in non-Govt. institutions in this Province form a very large body; and the age-limit proposed by the D.P.I. "R", p.5 for their appt. by direct recruitment, viz., 40, will not unduly narrow the field of selection as it is likely that there will be available a good no. of teachers below 40 possessing the experience suggested.

2. At present, ~~xxxx~~ one out of every 4 vacancies in the Administrative Section of the M.E.S. (both Men's and Women's Branches) are reserved to be filled by direct recruitment. Rule 2(d) at p.17, Bk.113 The Director's suggestion ("R", p.5 C.F.) is that every alternate vacancy to be filled by direct recruitment may be reserved for the direct recruitment of teachers in non-Govt. institutions. It is proposed to accept this suggestion and ask the Dir. to submit draft amendments to the rules. It is presumed that the proposed change should apply to posts both in the Men's Branch and in the Women's Branch. The M.P.S.C. will be consulted after the draft amendments are received.

3. The case may be circulated for orders on the point in para 2 above and also on the other points discussed in Secy.'s note at pp.5-6 ante (marked M, N, P, & Q &c)

(with a book)

I agree with Sec this note. The Inspectorate may be strengthened. 26/1/46 S 3/1/46

29/1/46 A2. A1. Int

30.1.46 AH. 11/2/46

Asst. Secretary to Government, Education and Public Health Dept. 2381 14 JAN 1946

Secretary, Edn. and P.H. Dept. Government of Madras 12 FEB 1946

Madras Governor's Secretariat 31 JAN 1946 650

in regd draft Memo. to D.P.I. is subd.

D.P.I.

W 20.2.46 BM 21/2/46 S W 23.2.46.

pp. 16-17 CF

(Memo.No.44689-A-2-Edn., dated 25-2-46.)

From the D.P.I., R.C.No.3892-C/45, dated 8-5-46. C.25086.

pp. 18-19 CF

The D.P.I. has subd. draft amendments to the special rules relating to the M.E.S. to provide for the recruitment to the Administrative Section of Headmasters who are employed in recognised high schools which are under managements other than Govt. The follg. remarks are called for on the draft amendments:

2. The proposed draft amendment to rule 2 applies only to the Men's Branch. The Dir. has not stated anything about the Women's Branch. There are about 75 girls' high schools under managements other than Govt. It was therefore presumed in the note on p.7 ante that the proposed amendment should apply to the Women's Branch as well. The Dir. may be consulted specifically about this.

B 13.6.46

3. Draft amendment to rule 14: The Dir. has presumed that Headmasters of non-Govt. high schools recruited to the Administrative Secn. should undergo training (as provided in the rules) under a D.E.O. for a period of six months, at the discretion of the D.P.I. It is not clear why ~~should~~ the Headmasters should be sent for the training at all. School Assts. & Headmasters in the M.E.S. who are recruited by transfer to the Administrative Secn. are not given any such training. Persons with experience of 10 years as teachers and 3 yrs. as Headmasters (who alone are proposed to be appd recruited) do not seem to require any further training for appt. as D.E.O.'s. The Dir. may be consulted on this point also.

I do not think there is any need for further training.

B 13.6.46

B 13.6.46

4. The Dir. has suggested that the Headmasters of non-Govt. high schools recruited as D.E.O.'s may be allowed the benefit of the Contributory Provident Fund instead of pension for the reasons mentioned in para 3, p. 19 C.F. The suggestion may be accepted in this dept. and the remarks of Fin. invited.

B 13.6.46

5. The Dir. may be consulted on the point in paras 2 and 3 above after the file returns from Fin.

W 7.6.46 BM 18/6/46 S B 13.6.46

Finance E3

EPH U.O. No. 44689-A-3

ASST. SECRETARY TO GOVT.
15 JUN 1946
FINANCE DEPT.

P17 B.K.113

35558 E3

EP H notes on

(Please see pages 7-9 above and orders in circulation ap 7 above) of M.E.S

The case relates to the recruitment of non-Govt teachers in the administrative side

Draft amendment to rule 2 of ~~P~~ M.E.S rules.

Please see the amendment proposed by DPI on p18 CF. The amendment has not mentioned about the 'Women's Branch' and EPH propose to consult DPI. No remarks are called for.

P18 B.K.113

Draft amendment to rule 14. Pay during training

The existing rule says that a person appointed by direct recruitment to the service in the administrative section may, at the discretion of the ~~D~~ D.P.I, be required, before commencing to perform the duties of his or her post, to undergo training for a period of six months under a D.E.O or an Inspectress of Schools, as the case may be. While undergoing such training, the probationer is paid Rs100 p.m.

Para pp 18-19 CF

The proposal now made by the DPI is that persons recruited from the category of Headmasters of non-Govt high schools (who are to be treated as direct recruits) then should during the above training period be given Rs [illegible].

p 8 above

EPH consider ~~that~~ no training need be given to x 29/

..he Headmasters of non-Govt high schools and DPI is proposed to be consulted. Pending the receipt of further remarks of DPI and of EPH thereon no remarks are called for in Finance.

2/7

m/ 26/6/46 The D.P.I. has proposed that such District Educational Officers as are recruited from among Headmasters of non-Govt. High ~~secondary~~ Schools may be given the benefits of the Contributory Provident Fund System instead of the Pension System for the reason that since most of the recruits would be over 30 years and some nearing 40 at the time of appointment ~~retirement~~ as D.E.O., it may not be possible for them to put in the required number of years of pensionable Service to earn a decent pension. E&PH Department support the proposal. The Govt. have held that, as a general rule, only the pension system should apply and that the contributory provident fund benefits should be given only in special cases, e.g., where officers possessing special qualifications or experience for a particular work are engaged for a specific periods. pl see 'M' on p 2 of the extract of notes at (e) from GO 136 PWD d 15.1.45 wherein the Govt declined to extend the C.P.F. privileges to the future incumbents of ~~they~~ Radio Supervisors and other officers of the Provl. Broadcasting Deptt. It does not appear that the ~~D.P.I.'s~~ reason at 'R' above will justify a relaxation of the general rule in this case. The proposal of D.P.I., if accepted, will also create an inconvenient precedent. In the circumstances Finance may suggest that the D.P.I.'s proposal need not be

Trns'l Ben

Re: para 4 of

R.

M' on 118-9

(e)

original GO
a PWD file

future extra

accepted.

An 26.6.46. D 26/6/46. DEO's are appointed also by transfer from the Subordinate service. Will EPH please state, on the average, at what age a "transferee" will become a DEO., at what pay and what pay he is likely to draw on retirement, so that [illegible] case may be compared with that of a Head-Master recruited as DEO under the present proposal? It may happen that the latter is not much worse off than the former, who is eligible only to a pension.

27/6/46

EPH.

Fin ua [illegible] 58 Edn/46
28.6.46

ASST. SECRETARY TO GOVERNMENT, EDUCATION AND PUBLIC ...
2 - JUL 1946
4976

Edn. and P.H. Dept.(A).

Rule 5(b) of M.E.S Rules

M1

File in circn. orders issued

'p'

The age-limit for recruitment to the posts of D.E.O.'s by transfer from the M.E.S.S. etc is 50. Ordinarily, Subordinate Service officers get promoted as D.E.O.'s between the ages of 45 and 50. The pay they draw on transfer is usually Rs.200 or Rs.230 in the scale of Rs.200-30/2-260-40/2-500-50/2-700. Many 'transferee' officers reach only the stage of Rs.420 or 460 at the time of their retirement. It may be stated, in this connection, that there is separately under consideration a proposal to give a higher starting pay to the officers apptd. by transfer to the M.E.S. (Administrative & Collegiate Sections - Men's and Women's Branches), considering the late age at which they are promoted and also the low salary they get at the time of retirement; Fin. have accepted the proposal and the file is in circn. This concession, if allowed, will not apply to D.E.O.'s recruited from among teachers and Headmasters of non-Govt. schools, as that recruitment will be 'direct recruitment'. Unlike Subordinate Service officers these teachers wd. not have put in any Govt service previously, which wd. count for pension. Mostof them will normally have only 15 yrs. to serve before they retire and their pensionable service wd. be much less. With this informa-

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tion, the file may be retd. to Fin. for remarks. They may be requested to take into account the fact given at W on cf. 19, also.

(On return, the D.P.I. may also be asked, w.r.t. C.F. 24 and 31, after taking orders in circulation, to inform the S.I. Teachers' Union of the action taken on their representation of last year.)

JM 10/7/46

Bm. 7. 46

8.7.46.

38620
EPH U.O. No. 44688-A-4-Edn 11.7.46.

ASST. SECRETARY TO GOVERNMENT
11 JUL 1946
FINANCE DEPARTMENT

38190
11/7

dealt with in the note of Pension 15/7
15/7

Pen ?

Finance

Fin (Pen).

The note of E.P.H. on pp. 11-12 above furnishing the information asked for in Dy. Secy.'s note on p. 11 above may be perused.

2. From the note of E.P.H., it will be seen that a Subordinate Edl. Service officer promoted as Dt. Edl. officer will be able to draw at the time of retirement a pay of Rs. 420 or Rs. 460 p.m. On the other hand, a Headmaster in a non-Govt. school who is promoted as Dt. Edl. officer will draw at the time of retirement — (i) if appointed as D.E.O. at the age of 30 yrs a pay of Rs. 700, the maximum in the scale; or (ii) if appointed at the age of 40 yrs. (maxm permissible age) a pay of Rs. 460. Taking the average of these two pays, it may be assumed that the officer of the class mentioned at 'B' above will draw a pay of Rs. 580 at the time of retirement. He will have rendered Govt. service for a period of 20 years (average of 25 yrs. & 15 yrs.). The pension he will get works out to Rs. $\frac{20}{60} \times 580$ or Rs. 193 p.m. roundly. This amount compares favourably with the pension which an officer promoted from the Subordinate Edl. service will get viz. Rs. 210 or 230 p.m. For the service rendered prior to entering Govt. service, the officer of the class mentioned at 'B' above would get contributory prov. fund benefits apart from this pension he

B

Rs 193/- per month plus contributory p.f. amount for service in the non-Govt school will be a tidy amount, as compared with Rs 230/- p.m. the pension of the promotee. Even if the latter's starting-pay is enhanced, as indicated at 'P' on P11 ante the promotee may not get more than Rs 300 p.m. and the difference between the 2 classes is not so much as to break away from rules. Vide next page too.

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20/7

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would be eligible for, for his service under Govt.

It does not appear that a Headmaster who is recruited as D.E.O. will be put to any exceptional hardship if he is not permitted to subscribe to the Contributory Prov. Fund for his service under Govt. It seems therefore that the general rules that service under Govt. is pensionable should apply to the above case. Incidentally, it is submitted that it is not desirable to have officers in the same dept. & the same cadre on two different systems viz. the Contributory Prov. Fund & the Pension systems.

20/7

There is no sufficient justification, in view of what is pointed out above, to depart from the general rules.

20/7

20/7

3. After orders are passed on para. 2 above, the case may be returned to E.P.H.

A
17.7.46.

The office note overleaf deals with an average case of the two cases (i) & (ii) — if (i) alone is taken ~~[illegible]~~ i.e. in the case of a Head Master taken into the service when he is 30 yrs, his pension will be $\frac{30}{60} \times 700$ i.e. Rs 350/- ~~[illegible]~~ p.m. He will get a comparatively small sum from his C.P.F in the non Govt school. It is true that as the men get nearer 40 yrs on date of recruitment to Govt service, their pension on retirement will fall to $\left(\frac{15}{60} \times 460\right)$ i.e. Rs 115/- p.m., but it has to be noted that the amount received under the C.P.F. will be large and this will compensate for the small pension. I think it can safely be stated that, with their pension for Govt. service (which will not go below Rs 115/- p.m.) plus their C.P.F for non-Govt service, these men will be just as well-off as "promotees", even after the concession at 'P' on P11 ante is granted to the latter.

K

This Dept may: advise that the general rules be followed & the proposal made by the D.P.I. turned down.

26/7/46

EPH

ASST. SECRETARY TO GOVERNMENT
39935
22 JUL 1946
EDUCATION AND PUBLIC HEALTH DEPT.

Fin U.O. 38630 Pen-1
22.7.46.

-12

14

[Education and P.H. Dept]

The position as explained by Finance may be sent to the D.P.I for further remarks if any. He may also be consulted with reference to the suggestions in paras 2 and 3 on page 8 ante. The draft below is for approval

29.7.46

30/7/46

31.7.46

[Memo No. 44689 A-5 Edn. d. 31-7-46] φ32 CF

67605

A 15

To the Secretary, E.&.P.H.

In the D.E.O's Conference that was held here some time back a suggestion was made that some of the D.E.Os. should be recruited from the existing experienced headmasters of the aided schools. I understand that among those who are at present D.E.Os. the people that have been directly recruited are better than the people who have been promoted from the junior posts and the worst are those who have been promoted from the posts of clerks and superintendents of the D.P.Is Office.

At present, I understand, that for every 4 three recruitment, 3 two are by promotion and one directly. I should suggest that it may be two by promotion, one directly and one by ~~from~~ ~~the~~ recruitment from ~~of~~ headmasters of the ~~aid~~ aided and local board schools. In that case, the age for recruitment from the headmasters must be raised.

D.P.I.

The D.P.I. may be asked to examine the proposal and report.

TSA
6.11.46

H.M.Edn.

SECRETARY, EDN. AND P.H. DEPT. 6 - NOV 1946 GOVERNMENT OF MADRAS

At present, one out of every 4 vacancies occurring in the Administrative Secn. (D.E.O.'s, etc. in the Men's Branch, and Inspectress (of Girls' Schools and Supdts. in the Women's Branch, separately) of the Madras Edl.Service ~~are~~ is reserved to be filled by direct recruitment. The other 3 vacancies go to candidates to be apptd. by transfer from the Madras Edl.Subordinate Service and Ministerial Service, i.e., by promotion. Last year, the S.I. Teachers' Union and the Headmasters' Association represented, inter alia, that teachers in institutions other than those under Govt. with a specified period of appd. service shd. be made eligible for appt. to the Inspectorate and that a definite proportion of vacancies arising each year shd. be filled from such eligible teachers, so as to enhance the status and prospects of teachers in non-Govt.institutions and also to improve the effi-

Vol. 2 (d)
P.17, BK.113

CF 7-11-

No. 44689-A
4/12/46

ciency of the Inspectorate as its present members are persons without teaching expce. The D.P.I. offered exhaustive remarks on the representation and finally agreed that, by bringing into the deptl. fold such teachers and headmasters in non-Govt.institutions as possess outstanding merits and abilities with gifts of organization, efficiency in education would improve. He accordingly suggested that every alternate vacancy arising in the Administrative Secn. of the M.E.S. to be filled by direct recruitment be reserved for the direct recruitment of teachers in non-Govt. institutions and that the maximum age-limit for appt. to the Service of such teachers be fixed at 40. The Govt. accepted the Dir.'s suggestion after full consideration. The Dir. later subd. draft amendments to the Special Rules for the M.E.S. They could not be issued, in consultation with the Pub.Ser.Commn., since certain points such as allowing the teachers (to be recruited as D.E.O.'s, etc.) the benefit of the Contributory Provident Fund system (instead of the ordy.pension system), the necessity to give them initial training and bringing within the scope of the amendment posts in the Women's Branch also, ~~are~~ were not yet settled. ~~The concerned file is linked below.~~ Under the proposed amendment~~s~~, out of 8 vacancies - one will go for direct recruitment in the ordy. way, one for direct recruitment of Headmasters and teachers ~~of~~ in non-Govt. institutions, and the remaining 6 to 'transferees'.

A

pp. 1-7 aide

pp. 18-19 CF

2. [The question has been raised separately by H.M.(Edn.) that the rules should be amended so as to make the Supdts. of the D.P.I.'s Office ineligible for appt. as D.E.O.'s; that question is under consideration in another file; clerks of the Dir.'s Office are already not eligible for appt. as D.E.O.'s.]

May be circd. to H.M.(Edn.).

15.11.46

28/11/46

H.M. (Edn.)

The matter at 'A' may be taken up with the Public Services Commission. As regards the percentage, it may be 1:1:2 and not 1:1:6 as suggested above. As the first two categories of direct recruitment from among the headmasters have yielded the best results, they may be given a slightly greater percentage than has been suggested above. While steps may be taken to consult the Commission on the above matters, the D.P.I. may be asked to make proposals for the necessary amendments of the rules.

TSA
9.12-46

From the D.P.I., No.3598-C1/46, dated 4-12-46.

pp. 35-36 c.f.

Pl. see the letter since recd. from the D.P.I. at pp. 35-36 C.F. The proposal to fill every alternate vacancy that should go to direct recruits, by teachers and headmasters of non-Govt. schools was made by Dr. B.B.Dey, as D.P.I. By the time the Govt. approved the proposal and called for amendments to the rules, Dr. Savoor had taken over charge. When the draft amendments were under consideration, the question why non-Govt. school teachers, before regular appt. as D.E.O.'s, should be given initial training under a D.E.O., like raw direct recruits, cropped up - and this question probably led Dr. Savoor to examine the matter afresh. He has now expressed his view that teachers of non-Govt. high schools who have no knowledge of the conditions of ele. edn. and have no administrative expce. would be quite unsuitable as D.E.O.'s.

p. 5 c.f.
p. 7 ante &
p. 16 c.f.
p. 8 ante
pp. 32-33 c.f.
p. 36 c.f.

One of the proposals in the "post-war scheme" subd. by the D.P.I. for the re-organization of the inspecting staff of the Edn.Dept. is the appt. of a separate class of officers called Secondary Education (Subject) Inspectors - one for each district; these officers should be inter-changeable with Lecturers in training colleges; the Insprs. [illegible] in a division should have specialised in different subjects and each of them should be in charge of secy. and trg. schools in his own district and should also be available for inspection of his respective speciality in any other dt. of the division; The consideration of this scheme will be taken up by the Conference of Educationists to be convened by the Govt.

The Dir. says that if the proposal re: Secy. Edn. Insprs. goes through finally, the teachers of non-Govt. high schools would be more suitable for those posts than for posts of D.E.O.'s and he accordingly requests that approval of the suggestion re: recruitment of teachers [illegible] 's may be postponed.

p. 36 c.f.

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Under the existing rules, School Assts. ~~and~~ Headmasters in Govt. schools as well, as Dy.Insprs. of Schools, are eligible for promotion as D.E.O.'s by transfer. Dy.Insprs. alone are in touch with the conditions of ele. edn. since their primary duty is to inspect ele. schools. The School Assts. and H.M.'s are men in the field of Secy. Edn. and, ordinarily, they cannot have any ~~kixxkx~~ knowledge of ele. schools and cannot possess expce. of administration. Teachers of non-Govt. Secy. schools are placed in the same position as School Assts. & H.M.'s in Govt. schools. When the latter are already eligible for promotion as D.E.O.'s, the reasons why the former should not be allowed to be apptd. to those posts are not known and it seems that lack of expce. of ele. schools should not be brought in as a particular point in their case alone. It may probably be argued that, under Govt., School Assts. (& H.M.'s) and Dy.Insprs. are inter-changeable and some of the School Assts. might have previously served as Dy.Insprs. But, it cannot be said that all School Assts. or a majority of them would have officiated in the Inspectorate, and therefore the remarks in para 3 of the Dir.'s present letter should, strictly speaking, be applied to them too. Moreover, under the original proposal, only one out of 8 vacancies will go to these non-Govt. school teachers. The competition for this one vacancy will in all probability be ~~great~~ keen and, as was implied by the former Director, only a man with extraordinary merit and ability and gifts of organization is likely to be selected. It will not be very difficult for such an educationist to acquaint himself with the trends of ele. edn. swiftly. In view of these considerations and also of the suggestion of the Sub-Committee of the Central Advisory Board, refd. to at "X" on pp.2-3 ante, it seems that the original decision to make these teachers eligible to come into the inspectorate need not be reconsidered and may stand.

pp. 35-36 c.f.
para 3, p.5 c.f.
pp. 7 ante

If the Dir.'s proposal re: appt. of Secy. Edn. Insprs., refd. to on previous page, is approved in due course, the entire rules re: recruitment to the Service may have to be changed in the light of the expce. that may be gained of the scheme of recruitment

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these teachers ~~may also xx stand to use in revising~~ the rules may, if necy., be further modified - later.

W.r.t. XXXX "Z" in H.M.(Edn.)'s minutes at p.17 ante, it may be xx pointed out that the system of recruitment of teachers and headmasters of non-Govt. schools as D.E.O.'s in the M.E.S. is not already in vogue and it is yet to be introduced and experimented. For this reason and considering the emphasis the Dir. lays on expce. of ele. edn. - which neither teachers and headmasters of non-Govt. Secy. schools nor direct recruits possess - it seems desirable that, for the present, the proportion of recruitment, as already decided, -pp.6-7 ante as between ① direct recruits, ② deptl. men (Dy. Insprs. who are in touch with ele. edn. included), and ③ non-Govt. schools teachers, is allowed to remain. For orders.

pp 35-36 C.F.

On the assumption that the xxxxxxxxxxxx previous decision will be reconsidered, the Dir. has not answered the points put to him in the Memo. at pp.32-33 C.F. It is for orders whether he may be informed that the proposal will be proceeded with and asked, therefore, to send his reply to the Memo.

May be done

For orders as to circulation.

P.G.
12.1.47

GRM
14/1/47 S

15/1/47

H.M. (Edn.)

I entirely agree with the note above on p. 19 ante, that the objection that direct recruits may not have experience in elementary education should not be taken seriously. In fact, our experience has been that direct recruits to the D.E.O's cadre have been found to be much better in efficiency than the promotees from the Deputy Inspector's cadre. Besides the direct recruits existing to-day, if we are to take direct recruits from the staff of the local boards and aided schools, I think, we must ~~change~~ increase the proportion of direct recruitment. The Director may be asked to suggest what may be a reasonable proportion.

The Director may also be asked to give his answer to the points raised in the memo* referred to above.

*pp.32-33 c.f.

SECRETARY, EDN. AND P. H. DEPT.
30 JAN 1947
GOVERNMENT OF MADRAS

TSA
29-1-47

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6/3/47

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[H.M.'s minutes on previous page]

A draft Memo. is subd.

P.G.
8.2.47

GRM
6/2/47 S

1/3/47

(Issued as No.44689-A-7, dated 12-2-1947.)

Secretary, E. & P.H.

We have said in our Press Communique with reference to the Revision of Salaries that the D.E.O.'s posts will be made open also to Headmasters of aided and local board schools. The D.P.I. may be asked to suggest the percentage that may be reserved for these services. The maximum age for recruitment for these posts from local boards and aided institutions may be 40 with a minimum of ten years' service.

The D.P.I. may be asked to send up necessary amendments in this connection.

TSA
24.2.47

H.M. Education.

extract at ①

1546

SECY., EDN. AND P. H. DEPT.
24 FEB 1947

The point about the ~~xxxxxxxxxxx~~ percentage of vacancies in the D.E.Os.' category that will have to be reserved for the recruitment of teachers in non-Govt. schools ~~has been~~ was fully considered in this file and the D.P.I. has again recently been asked to make his suggestions: vide the Memo. at C.F.38. The age-limit proposed by the Dir. and accepted by Govt. for the appt. xx as D.E.O.'s xx of these teachers was 40. No action is therefore necy. in these respects.

pp. 5-6 & 19-20 ante

C.F. 5 & pp. 5-7 ante

2. As regards the length of service, 3 years as Headmaster and 10 years as teacher in recognized educational institutions has been accepted as the minimum - (Portion at "R", C.F.5, and pp.6-7 ante. If it is considered that this period should be reduced to 10 years, the D.P.I. will have to be consulted. However, it seems that the decision need not be altered now and if, in the working of the scheme, any difficulty is felt (this is not likely) in securing the services of men with this amount of experience, then the minimum may be reduced. May be circulated for orders on this point.

P.G.
2.3.47

8/3/47

GRM
4/3/47 S / H.M. (Law)

5/3/47

H.M. (Law)

The Department has omitted to deal with one of the important points raised by the Hon'ble Minister, i.e. the percentage of vacancies in the D.E.O's category may be reserved. A reference is made to Memo. at p. 38 c.f. which only states that the D.P.I. has been asked to make his suggestion. This may await his suggestion. As regards the other points, I agree with the Department.

14/3/47

SECRETARY, EDN. AND P.H. DEPT.
14 MAR 1947
GOVERNMENT OF MADRAS

"X" above: The point about fixing revised percentages was dealt with in the notes on p.7 (para 2) and p.20, ante. The question of dealing ~~ix~~ with it further will arise only after the D.P.I.'s suggestions called for (at p.38 C.F.) with refce. to the former Minister's minutes at p.20 ante, are recd. A draft reminder to the Dir. is subd.

P.G.
15.3.47

15/3/47

BM
17/3/47

S
X

HM may see the reply to above.

HM (Wn)

TSA
7-4-47

Issued —
p. 39 C.F.

— awaiting reminder.

c.f. 40

From the D.P.I., No.3598-C1/46, dated 2-4-47.

SECRETARY, EDN. AND P.H. DEPT.
[illegible] - APR 1947
GOVERNMENT OF MADRAS

The D.P.I. has further considered the matter in all its aspects and has sent modified proposals in regard to the field of recruitment, qualfns. and period of teaching expce. that shd. be expected of the non-Govt. school teachers and Headmasters to be recruited as D.E.O.'s. He has also sent his reply to the Memo.'s at pp.32-33 and 38 C.F.

2. The points raised in the Memo.'s are:

Para 1, C.F.32

(1) Why teachers in non-Govt. schools for Women also shd. not be made eligible for appt. to the higher Inspectorate (Women's Branch).

First sub-para of Para 2, C.F.32
Second sub-para — do —

(2) Why the teacher-recruits in qn. shd. be given initial trg. under a D.E.O. for 6 months since they wd. have had sufficient teaching expce.

(3) ~~Where~~ Whether there is justification for allowing them Contributory Prov. Fund benefits.

Para 3(2), C.F.33

(4) Whether the minm. age proposed by the Dir. for their recruitment (30) might be fixed at a higher limit. p. 18 C.F.

Para 2, C.F. 37-38

(5) What suitable revised proportions might be fixed accg. to wh. vacancies shd. be filled by the various methods.

The points on which the D.P.I. says a reconsideration is reqd. are:

C.F. 40-43

(6) Reduction of the period of teaching expce. to be expected of the teacher-direct recruits.

(7) Raising of the maxm. age-limit for their recruitment.

(8) Academical qualfns. to be prescribed for them.

3. The points are examined below.

Para 1, C.F.40-41

(1) above - Necessity to recruit non-Govt. school women teachers also to the Inspectorate:

The Dir. is of the opinion that the qn. of making non-Govt. school women teachers also eligible for appt. to the M.E.S. inspectorate (posts of Supdts. and Inspectresses of Girls' Schools) may be considered later on in the light of expce. in the Men's Branch. He ~~ix~~ bases his view on the fact that ~~xhe~~ a very large no. of girls' schools under non-Govt. managements ~~xxxx~~ were started only recently, that teachers in many of these schools will not possess ~~many years'~~ sufficient teaching expce. and that therefore the no. of teachers with the requisite qualfns. and expce. proposed to be prescribed, will not only be comparatively small for some yrs. to come but would be confined to mission school teachers. The view seems to be acceptable and the amendment may be confined to the Men's Branch for the present.

M

Para 6, C.F.42

(2) above - Administrative trg. for the teacher-recruits:

The Dir. says that the duties of a D.E.O. are varied and responsible and that no officer without ~~some~~ any knowledge about office procedure, deptl. rules and orders, rules re: teaching and other grants, the system of accounting in public offices and transactions with the Treasury, ~~xx~~ ~~no officer~~ can be place in charge of a district and that, for these reasons, ~~that~~ he does not consider it possible to dispense with the D.E.O.'s trg. altogether. He suggests that 6 months' trg. may be prescribed for these teacher-recruits also. As already pointed out on p.19 ante, these non-Govt. school teachers are in no way worse off in expce. of ele. edn. and educational administration than School Assts. in Govt. service. But I Grade School Assts. are persons who have passed Dy.Inspr.'s Test, Parts I and II and Acct. Test; even Ordy.Grade School Assts. cannot earn increments above Rs.100 unless they pass the Dy.Inspr.'s Test (and the Lang.Test). In view of this factor, as a mid-way arrangement, it is subd. that 4 months' trg. may be laid down for the non-Govt. school teacher-direct recruits. During the period of the trg., they may be allowed pay at the minm. of the time-scale, viz., Rs.230 now, for the reasons given by the Dir. in para 2, C.F.19. Fin. ~~shd.~~ ~~see~~.

para 6 on p.42

Rule 7(d), MEIS Rule — DK. 114

Rule 14 [illegible]

– p.23 ante

(4) above - Minimum age-limit: para 8, C.F.42.

The Dir. was asked (a) whether it wd. be possible for teachers and Head Masters ~~H.M.'s~~ who have had 13 yrs. of service, to be recruited as DEO's at the minm. age of 30; and (b) whether that minm. age (which was suggested by him) might not be fixed at a higher limit. His answer to (a) is in the negative. He has not however suggested a specific minm. age. Probably, it is unnecy. to fix that. It would suffice to mention only the maxm. limit; for, then, even a person who has put in the reqd. amt. of service and who, at the same time, is within 30, would not also be ineligible to apply for the post.

para 3(2) C.F.33

– p.18 C.F.

1st sentence para 8, C.F.42

– p.23 ante

(8) above - Qualfns.: Para 5, C.F.41.

The qualfns. now prescribed for appt. as D.E.O. by direct recruitment are M.A. or Hons. (I or II Class) and B.T. or an equivalent degree, and those prescribed for appt. by transfer are a mere Arts degree and B.T. or equivalent degree. The Dir. opines that the qualfns. expected of direct recruits should not be prescribed for these teacher-direct recruits, for the technical reason that they will be termed as 'Direct recruits' but that the qualfns. prescribed for 'transferees' should be adequate since they are really promotees from the teaching profession. The view may be ~~endorsed~~ accepted.

Annexure to MES Rule, BK 112

para 5, C.F.41

Para 7, C.F.42: – p.23 ante

(3) above - Applicability of the Contributory Provident Fund system:

pp.32-33 C.F.

The Dir. agrees to the suggestion of Govt. that there is no need to allow the non-Govt. school teachers, the benefits of the C.P.F. system and that they may be brought under the ordy. pension rules.

Para 3, C.F.41: – p.23 ante

(6) above - Amount of teaching expce.:

A

para 3, p.5 C.F.

"Not less than 3 yrs.' service as Headmaster and 10 yrs.' service as teacher" was formerly suggested by the Dir. (Dr.Dey) and accepted by Govt. At p.21 ante (– pp.6-7 ante), H.M. suggested that a minimum of 10 yrs.' might be prescribed. It was noted by the Dept., inter alia, that if the period already decided on shd. be reduced, the Dir. should be consulted. The Dir. has now reported, at his own motion, that as, in many of the non-Govt. High schools (particularly Dt. Bd. schools), the ave. age at which teachers get promoted as H.M.'s is generally above 40, it is necy. to prescribe, instead of "A" above, only 12 yrs.' teaching expce. ~~xxxxxxxxxxx~~ (without specifying any expce. as Headmaster), preference to be given, however, to a candidate who has ~~xxxxxx~~ served as H.M. This seems to be a desirable alteration and may be accepted.

para 3 on p.41 C.F.

Para 4, C.F.41 – p.23 ante

(7) above - Raising of maxm. age-limit:

The Dir. further says that, if the Govt.'s intention is to recognize the valuable work done by non-Govt. school teachers, he ~~xx~~ would even support ~~xx~~ the raising of the upper age-limit from 40 to 44 or 45 on the distinct understanding that the Contributory Prov. Fund system is made applicable to the ~~xxxxx~~ teachers. The reason given by the Dir. for this suggestion, (viz., that such a recruit (age: 45) would make way earlier to another person and that the prospect of ~~xxx~~ frequent vacancies in non-Govt. schools would be a greater incentive to good work), does not seem to be quite convincing and cannot be taken as the sole reason. The raising of the age-limit would widen the field of recruitment and this factor alone seems to merit consideration. But, whether the condition underlined above would be fulfilled is doubtful. To judge by the Fin. Dept.'s noting on pp.12-13 ar it is not likely to be satisfied.

para 4, C.F.41

E3

It is, however, understood that the question, whether in lieu of the existing pension system, some sort of C.P.F. scheme may not be instituted for new entrants is being considered as a general question in that dept. If that proposal is ~~likely to be~~ brought into force, then the age-limit for these teacher-recruits may be raised. Fin. may be requested to offer their remarks.

(5) above - p.23 ante - Proportions as between several methods: Para 9, " 10, C.F.42-43.

The Dir. says that the raising of the proportion already fixed for direct recruitment (one out of every 4 vacancies) would cause ~~xg~~ great hardship to the members of the Sub.Service (430 in no.) who are aspiring for promotion: there are only 31 posts in the Admn. Secn of the Provl. Service. He also says that, with regular direct-recruits who have a clear run of 25 to 30 yrs., ~~xf~~ and the proposed teacher-recruits who will have a minimum of 15 yrs., of continuous service ahead, ~~wxxx~~ ~~gxx~~ the frequency of the vacancies will be ~~xxpxy~~ greatly reduced. The Dir.'s apprehension seems to be quite justified, and this Dept. may hold the view expressed at p.20 ante, that the proportion already decided (viz., Direct Recruitment: Recruitment on non-Govt. school teachers: Promotion :: 1: 1: 6) may be allowed to remain.

In case it is possible to raise the maxm. age-limit (7 above) to 45, then the Dir.'s suggestion for fixing the ratios as 1 : 1 : 5 (also made subject to the same condition) may be supported. para 10 C.F.43

4. The file may first be sent to Public(S) ~~and~~ Finance for remarks with refce. to points (2) and (7) - before circulation.

P.G.
22.4.47

24/4/47.

3-5-47

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8/5/47

Pub: (Serv)

Pub. (S) Dpt.

(Last seen on p 7 ante).
The note of E.P.H. dpt at pp. 22 to 26 above may be perused. All the points examined in the note are greatly of administrative interest and no special remarks seem to be called for in this dpt. However, before taking a decision on points (4) to (8), the Madras

E.P.H.
U.O. No. 44 183-A9
3.5.47

1524
10 MAY 1947
CHIEF SECRETARIAT

E3

Public Service Commission should be consulted. The file may be passed on to Finance

10.5.47

12/5/47

Addl. Secy.
13/5/47

Fin E3

Pub (Ser) U.O.
1524/47-1
13/5/47

29/47

14 MAY 1947
FINANCE DEPARTMENT

N.C.

(Finance last saw on pages 12-13 above.

In their notes on pages 22-26 above E.P.H have examined the modified proposals of the D.P.I. in regard to the field of recruitment, qualification and period of teaching experience to be prescribed for non-Government school teachers and Heddmasters recruited as D.E.Os. The points raised in this connection are stated in para 2 of E.P.H's note on pp.22-23 above. The points relating to this Department are examined below

X 1.e pages 40-43 CF

(1) The field of recruitment. This is to be restricted now to Men's branch for the reason stated by the D.P.I. in para 1 on pp.40-41 C.F. E.P.H propose to agree with D.P.I's view. Submitted that this Department may also agree.

M on p 23 above

(2) Pay to be allowed to non-Govt. teacher recruit~~ed~~ during training. It is considered by the D.P.I. that the non-Govt. teacher recruits should be given 6 months' training before they are appointed as D.E.O's. It is considered that these non-Govt. school teachers are in no way worse off in experience of ~~xxx~~ elementary education and educational administration than school Assistants in Govt. service. E.P.H however think that school Assistants would have passed Dy. Inspector's test and so in a way better than non-Government teacher recruits. E.P.H think that a reduced course of training for 4 months should be sufficient for these non-Govt. teachers' recruits. During this period, E.P.H. propose that the teacher may be allowed the minimum i.e. Rs 230 of the scale of pay for D.E.O's (M.B.S. 230-700)

Para 6, p 42 CF

E.P.H note at K on pp 23-24 above

L on p 24 above

D.E.O's (M.E.S. 230-700). The reason for this are given by D.P.I. in para 2 on p.19 C.F.

As ordinary direct recruits undergoing training under a D.E.O. are allowed only Rs 100 during the period of training ~~i.e.~~ it does not appear that the non-Govt. teacher recruits should be given as high as Rs 230 i.e. the minimum of time scale of pay of D.E.Os, merely for the reason that these class of recruits will ordinarily be middle aged men with family responsibilities and a status to maintain. During training direct recruits are generally allowed less than the minimum of the scale of ~~pay~~ of the service. ~~of~~ probationers recruited direct as Deputy Collectors are given Rs 250 during their course of training ~~xx~~ while the scale of pay of Dy.Collector is Rs 300-50/2-700. In a similar way it is submitted that these direct recruits recruited from the class of non-Govt. teachers may ~~need~~ be paid ~~only~~ Rs 50 less or Rs 180 during the course of their training. or the pay actually drawn at the time of recruitment to Govt service whichever is higher.

21.5.47

Para 2, M.S.C.P. + rule 14, M.E.S. rules p 20 of [illegible] 113

p 4 of G.O. 78 Fin 36-247 [illegible]

May be given Rs 200/- or the pay drawn ~~[illegible]~~ at the time of recruitment ~~[illegible]~~ whichever is less

Through Pen. re. points (3) & (7) on pp.25-26 N.F.

27.5.47

(3) Maximum age at recruitment and pension versus contributory Provident fund.

Originally it was suggested that the age of recruitment of Headmasters of non-government schools as District Educational Officers might be between 30 and 40. As Headmasters, they would be subscribing to the Teacher's Provident Fund or some other contributory Provident Fund. The Director of Public Instruction recommended that these recruits might be admitted to the contributory provident fund benefits instead of to the pension system as most of them would be over 30 years and some nearing 40 at the time of appointment as District Educational Officers they might not be able to put in the required number of years of pensionable service to earn a decent pension. In this Department's note on pp.12-13 above, the effect of the pension system on these new recruits was examined. It will be seen from that note that the case of a Headmaster taken into Government service at the age of 30 years, his pension will be about Rs.350 per mensem and will get a comparatively

W on p 19 C.F.

R — do —

page 13 above

small sum from his Contributory Provident Fund in the non-Government school whilst as the men get nearer 40 years at date of recruitment to Government service their pension on retirement will fall to about Rs.115 per mensem but the amount received from their Contributory Provident Fund for non-Government service will be large and would compensate for the small pension. In conclusion it was held that with pension for Government service plus their Contributory Provident Fund for non-Government service these direct recruits would be just as well off as "promotees" from the Madras Educational Subordinate Service and therefore there was no need to allow them the benefit of Contributory Provident Fund for service under Government instead of the pension ordinarily admissible to them. The Director of Public Instruction has accepted the position.

cf K on p.13 above and sub. para: 2 of para: 2 of Memo. on pp 32-33 C.F.

A

para: 7 on p.42 CF

However, for the reasons given in para 4 on p.41 c.f., the Director of Public Instruction now suggests that the upper age limit for recruitment may be raised from 40 to 44 or 45 subject to the condition that Contributory Provident Fund should be made applicable to them in that case. E & P.H. are inclined to raising the age limit as proposed as it would widen the field of recruitment, but are doubtful if the condition laid down by the Director of Public Instruction can be accepted. They are however of the view that the age limit may be raised, if the proposal to introduce Contributory Provident Fund for all Government servants in lieu of pension is brought ~~to~~ into force. It is submitted that the proposal ~~xxxxxxxxx~~ referred to relates to the institution of a Contributory Provident Fund scheme combined with pension and it is not possible to say at this stage when the scheme will come into effect. Apart from this, ~~the position stated at A above remains the same~~ even if the age limit is raised ~~by~~ to 44 or 45 ~~and~~ it is not likely that all recruits who are selected will be of maximum age and the position stated at A above would remain the same because the reduction in pension on account of the shortage of pensionable service will be offset by the increased accumulations in their non-Government Contributory Provident Fund account which will compensate for the reduced pension. In this view, this Department may suggest that, if otherwise considered desirable, the age limit for recruitment may be raised as suggested by the Director of Public Instruction without Conceding ~~considering~~ the condition of attaching Contributory Provident Fund benefits or waiting for the decision on the general question referred to by E & P.H. at the top of p. 26 above.

Note under item (7) on pp 25-26 above

K

Thro' Fin (R.R.) w.r.t. K above.

26.5.47

DS

KR 26.5.47

26/5

5

Personally I do not think that the pension system is so inviolable as the previous noting would suggest and the fact that certain men are recruited round about 40 years of age is a sufficient reason for allowing them to continue under a Contributory Provident Fund system. Also with a contribution of 6¼% the provident Fund is likely to be cheaper than pension. I see that the qualifications for recruitment are being watered down with reference to the age of recruitment: As these men will be called upon to do administrative duties it seems to be desirable to insist on some experience as headmaster as proposed originally. This of course is an administrative matter, but if experience as headmaster is prescribed and the age limits are raised this dept need not object to these recruits being allowed to continue under the Contributory Provident Fund system.

27.5.47 E&P.H.

Fin. U.O. 2914/7 E.II/47 28.5.47

ASST. SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPT. 45053 9 MAY

Edn. and P.H. Dept.(A).

W.r.t. Finance Dept.'s notes above, the follg. further remarks on some of the points discussed at pp.23-26 ante ~~by this Dept.~~, are offered:

p.24 ante

Point (2) - pp.23-24 ante: This Dept. recommended that during the period of training (4 months proposed by them, as against 6 months suggested by the D.P.I.) to be given to the non-Govt. school teacher recruits*, they may be paid Rs.230, the minimum of the D.E.O.'s scale. Fin. consider that Rs.200 or the pay drawn by the person as teacher at the time of recruitment may be granted. Fin.'s view may, it seems, be accepted.

*for DEO's posts

p.28 ante

p.24 ante

Point (8) - p.24 ante: This Dept. may perhaps stick to their recommendation that the Dir.'s view that only the qualfns. prescribed for transferee-D.E.O.'s (and not those laid down for direct-recruit D.E.O.'s) should be expected of the non-Govt. school teacher-recruits.

Points (3), ~~(5)~~ (6), ~~and~~ (7) and (5) ~~and (5)~~, pp.25-26 ante:

p.25 ante

In view of Fin. Secy.'s note at R on p.30 ante, experience as Headmaster for 2 years (in addition to 10 years as teacher) may be prescribed as a regular qualification, instead of as a preferential qualfn. and the maximum age-limit may be raised to 45. Then, this dept. may recommend the applicability to the Headmaster-recruits of the Contributory Provident Fund system (in lieu of the ordy. pension system). ~~Fin. do not object to this.~~ The proportion accg. to which vacancies should be filled by direct recruits, promotees, and the new kind of recruits may be laid down as 1 : 5 : 1.

p.26 ante

2. The file may first be circulated to H.M.(Edn.) for provisionally approving the recommendations. The Dir. will then be asked to suggest draft amendments to the rules accordingly; ~~and~~ the Commn. will be addressed thereafter, on the proposed amendments - which will be an easier course. The case will be subd. to H.M. (Edn.), HM (Fin.), HPM and H.E. for final decision after the Commn.'s remarks are in - Pub.'s note at pp.26-27 ante.

(Notes from p: 22 ante)

P.S.
4.6.47

10/6/47

14-6-47

S
28/6(?)
2/7/47
HM (Edn.)

O.P.
2/7/47

I am considering the points seriatim with regard to points mentioned in pp.22 and 23 ante.

✓ (1) For the present the recruitment may be confined to men teachers in aided schools.

✓ (2) Four months training may be sufficient. The pay to be paid to them may be Rs.200/- or the pay drawn by the person as teacher at the time of recruitment, whichever is less.

✓ (3) The advice of Finance may be accepted.

✓ (4) & (7) The maximum age for recruitment as D.E.Os. from among aided school teachers may be 40 years.

(5) The proportion may be 2 : 2 : 4 i.e., 2 by direct recruitment, 2 from among teachers in aided schools and 4 by promotions.

(6) It may be mentioned that there ~~will~~ must be a minimum of 12 years teaching experience. Those who have got ~~the~~ experience as headmasters may be given preference other things being equal.

(8) Academical qualifications may be those for promotees.

TSA
2-9-47

3 - SEP 1947

H.M. (Edn) refers to men teachers in aided schools. The previous noting has been on the basis of making the scheme applicable to teachers in all recognized non-Govt. schools, i.e. including schools under ~~[illegible]~~ local bodies. A draft Memo is subd on this basis. ~~H.M.(~~ H.M.(Edn.) & H.M.(Fin.) ~~may~~ see before issue.

cf para 3, p 41 C.F.

5/9/47 S

6/9/47
11/9/47 H.M. (Edn.)

12/9

TSA
15-9-47

H.M. (Fin.)

It is an interesting scheme. Let us see how it works.

B.G.A
20.9.

Issued as Memo No. 44689 - A-10/47 dated 22-9-47.

p 44

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

Regarding recruitment of teachers as D.E.Os.:-

H.M.(Education) enquires why the reference to the Public Service Commission should not be sent straightaway now and why we should wait for the draft amendment from the D.P.I. Please put up papers atonce.

M.V.S./9-10-47.

In such cases it ~~xx~~ is usual to make references to the Commission with a draft of the ~~rules~~ amendments scrutinised by the Legal Department. There seems to be no objection to our

please see page 31 ante

~~to our~~ making a reference to the Commission even at this stage. A draft letter is submitted. Pub(Services) may see before circulation.

9/10/47

9/10/47 S

9/10/47
Pub. (Ser.)

E&P.H. No. 44689 A/46-11
10.10.47

ASSISTANT SECRETARY TO GOVERNMENT
3322
10 OCT 1947
CHIEF SECRETARIAT

Public (Services) Department.

(This department last noted on the case at pp. 26-27 ante)

The further note of the E&P.H department and the orders in circulation at pp. 30-33 ante and the draft letter to the Commission below may be perused. In cases where the Commission's advice has to be obtained before a decision is reached by the Government no language can be used in any communication issued in connection with such cases which is capable of being interpreted as implying that the Government have formed a settled opinion on the merits of such cases. The Commission has previously objected to the usage of such language in the communications addressed to it. In the circumstance the words "The Government have decided" in the draft letter ~~may be substituted~~ may be replaced by the words "It has been ~~proposed~~ suggested" ~~by the Government~~" ~~in the draft letter~~. The relevant section of the Government of India Act, 1935 under which the reference is made to the Commission should also be quoted in the draft letter.

Subject to the above remarks the draft letter to the Commission below may be accepted in this department and the file returned to E&P.H.

B.R. No. 1
~~3320~~
(N.150)

MAO
10.10.47

The draft letter as slightly amended in pencil may be accepted in Pub

11.10.47

~~34~~ /0/

Edn and P.H Dept

A.

Please see the note of Public (Services) in the previous page. The amendments suggested by that dept may be accepted. The draft letter may issue. H.M. may see for information after issue

11/10/47 S / 14/10/47

11/10/47.

H.M. (Cir.) — a.i.i.

[Issued]

p58 c.f.

[Issued as ~~Memo~~ letter No. 44689 A — 45-12 d. 14-10-47]

ISA 16-10-47

From the Secy., M.P.S.C., No. 6562-B/47-1, dt. 1.11.47. C.F.51

The Commission has no remarks to offer on the proposals. It however presumes that the draft rules will be sent to it before issue. This will be done, on receipt of the rules from the D.P.I. and after their scrutiny by Legal. A reminder to the Dir. is subd.×

— p.50 c.f.

× He was reminded on 31.10.47

P.G. 6.11.47 7/11/47

9/11/47 S 10/11/47 H.M. (Cir.) — for information, after issue.

(Issued — p.52 c.f.

ISA 10-11-47

~~0638 14.11.~~

(10.11.47)

From the D.P.I., letter dated 21-11-1947. C.F.53-55

The D.P.I. has suggested amendments as at C.F.53-55. He has proceeded there on the basis that ~~direct~~ recruitment of non-Govt. secondary school teachers should be confined only to the D.E.O.'s category in the higher inspectorate. But, under the rules as they stand, direct recruitment (ordinary) is admissible to all the categories in the Admn. Secn. of the M.E.S. (excepting Dir., Dy. Dirs. and Divl. Insprs.), and the ~~proportion~~ order

MES Spl rule 2(a)

---

102 ~~35~~

A

Spl. Rule 2(d)

of filling vacancies by direct recruitment and by transfer is decided taking all the categories together. Hence, the teachers may be made eligible for appt. to categories other than the D.E.O.'s as well – i.e., Inspr. of European Schools, P.A. to the DPI, Secy. to the CGE, Supdt. of Sansk. Schools, H.M. of the Govt. Madrasa-i-Azam.

2. For the reason given by the Dir. in para 2 of C.F.55, the rotation accg. to which vacancies should be filled by the various methods, ~~xxxxx~~ suggested by him at S' on p.54 C.F., may be accepted.

3. A draft is subd. H.M. may see first w.r.t. paras 1 and 2 above. Draft will be sent to Legal on return of file from circn.

× Subject to orders on paras 1 & 2 above

P.G. 1.12.47

2/12/47 S

3/12/47 H.M. (Cir.)

ISA 8.12.47

~~08/15~~ 3/12

8 DEC 1947

The file may be sent to Legal for scrutiny of the draft notices.

8/12/47 Legal

E&P.H. U.O. No. 44689-A-14 8.12.47

It has to be sent to the Commission also — p.51 c.f.

Legal Dept

The alterations indicated in red ink on the draft notification may be made.

17/1/48

Legal U.O. 13404-1 19.1.48

ASSISTANT SECRETARY LEGAL DEPARTMENT DEC 1947

ASSISTANT SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPARTMENT 4080 19 JAN 1948

E&P.H (A)

The amendments as altered by Legal may be refd. ~~to the~~ Commission now. A draft letter is subd.

P.G. 21.1.48 21/1/48

22/1/48 S 26/1/48

p.58 c.f. (Issued as Letter No.44689-A-16, dated 26-1-48.)

p.63 c.f. From the ~~D.P.I.~~ S., M.P.S.C., No.661-C1/48-1, dated 13-2-48.

The Commission has no remarks to offer on the draft amendments.

c.f. [illegible]

103

of D.E.Os., etc. in the Administrative Secn. of the M.E.S. into two cadres - I and II - and to change the methods of recruitment, qualfns., etc. for the posts, is under separate consideration. It will take time for a decision to be reached on that question, and longer time for the rules to be amended w.r.t. that decision. ~~Because of that proposal~~ It does not seem that the issue of the amendments to the rules in the file, (which amendments provide ~~relates~~ for the recruitment of non-Govt. school teachers as DEOs., etc.) need be held up because of the proposal refd. to above. The draft on pp.59-62 C.F. may be issued now.

For orders as to circn.ⓧ

P.G.
1.2.48

23/2/48 S

H.S. (Cir.) ✓
H.S. (Fin.) ✓
H.S.P.W. ✓
H.E.

T.S.A.
9.3.48

B.G.A.
16.3

O.P.R.
30/3

ⓧ All H.S. (Fin.) — H.S. — (+ policy involved)

H.E.

25/2/48

Issued as G.O. 803 Edn., dt. 7.4.48.

A copy of the G.O. — with the "Explanatory note" put up below for appl. — may be sent to Public (I. & O.) x.

ⓧ as regards with the U.O. note at (KK)

P.G.
10.4.48
14/4/48

15/4/48 S
16/4/48

Pur. (G.H.)

U.O. note itself has been f/wd. & despd.

See p. 67 C.F.

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

MADRAS GOVERNOR'S SECRETARIAT
499
- 8 APR 1948

104

~~37~~

①

Extract from the Govt. Press Communique No.45, dated 14-2-47.

Revision of salaries of teachers.

***

** It is further the intention of Government that recruitment of D.E.O.'s should not be confined only to those in Govt. cadres but that efficient men in local board and aided services should also be given scope for being recruited as D.E.O.'s. The Government are actively considering the matter of fixing their proportion.

**

Extract of Notes from Go 1[illegible]6 P.W.B d 15-1.45

Finance (Pension).

Contributory Provident Fund - Extension of scheme to Radio Supervisors.

The general policy of the Govt. is to admit members to the pension system in lieu of the contributory Provident Fund. The Non-gazetted Govt. officers' Association has been representing from time to time the substitution by the C.P.F. of the pension system, but these requests were turned down-please see Letter 664 Finance (Pen.) dated 31-10-32 and 218 Fin(Pen) 5-4-40. The principles to be borne in mind as regards admission of classes of Govt. servants to the benefits of the Contributory Provident Fund are stated in the Govt. of India's letter recorded in G.O.486 Fin d.31-8-32. The Radio Supervisors when made permanent need no longer be considered as contract officers and can be admitted to the pension benefits. The Chief Engr. has also stated that their admission to the C.P.F. does not arise. Finance may therefore advise that the Radio Supervisors who are made permanent may be allowed the pension system only.

N.A.
28-8-44 P.V.P.
28-8-44

Deputy Secretary wished to know whether there is any recognised principle for admitting holders of certain posts - see Annexure to G.O.172 Finance dated 26-3-32 (F) - to the benefits of Contributory Provident Fund, since generally service under Govt. carried only pensionary benefits in accordance with the C.S.R.

It is relevant to refer in this connection to para 4 of Finance note on p.4 of G.O.975 W dated 24/26-4-34. In the case of officers recruited on contract for short terms to posts of a specialist nature, which would in the ordinary course, not be filled by promotion of persons governed by the pension system, the grant of contributory provident fund benefits was regarded as suitable. Instances of this kind will be found in Annexure B to G.O.(F). Apart from officers of the kind mentioned above, District Board Engineers, probabaly ever since these appointments were created, are governed by the provident fund system. The Manufactory staff in the Jail Dept whose pay was debited to jail manufactures and is not drawn in regular establishment pay bills, would appear to have been admitted to provident fund from 1920 or so for the reason that

29147

14

~~39~~ ~~107~~

pension was not suitable in their case. Following the precedent, Cinchona Plantations staff were given provident fund benefits. It is also observed that when the Secretary of State sanctioned certain terms for specialist officers intended to fill appointments like Superintending Engineer, and Executive Engineer, Public Health, in the Sanitary Engineering Department, the officers recruited to those appointments were allowed the provident fund terms. Provident Fund benefits and similar scales of pay on the lines of those allowed to the specialist officers mentioned at 'A' above have been allowed to the holders of certain posts in the Electricity Department -see page 2 of (F).

A

2. It is difficult to draw any general conclusions from the list in Annexure to G.O.(F). Whatever may have been the reasons originally for grant of contributory provident fund benefits to certain posts, the recent policy of Govt. is set forth in paras 5 and 6 of Finance note and the order in G.O.(C). In that G.O. the C.E. took the view, as the P.W.Secretary does in the present case, that provident fund benefits were much better than pension for the Gazetted posts in the Electricity Department. The Government's decision which followed the suggestion of Finance, was that, as a general rule, only the pension system should apply and that contributory provident fund benefits should be given only in special cases e.g. where officers possessing special qualifications or experience for a particular work are engaged for specific periods.

V.V.S.

M

3. Following the decision of 1934, in respect of the Electricity Department, it seems that officers of the Broadcasting Department may be on the pension system for reasons similar to those given at the top of p.5 of (C), even including those who were initially admitted to contributory provident fund. It would appear unnecessary to give them any option to continue on contributory provident fund after the posts are made permanent; and they may also be brought on to the pension system, the contribution already made to their provident fund account by Govt. being credited to Provincial Funds.

P.S.
5-9-44

Contd on p 3 below

~~108~~ ~~42~~

The question whether the Contributory Provident Fun is better than the Pension depends on (1) what the percentage contribution is. (2) what is the stage of promotion which the officer has reached in the last 3 years of his service. No general principle seems to have been laid down by Govt. for deciding whether a particular service newly created, should be on the C.P.F. system or the Pension system. But I think the case of the Electricity Dept. is analogous and since Govt. introduced the Pension system in (C) for most of the officers of that department, the same principle may be followed here. It will certainly make for uniformity since the vast majority of Govt. servants are eligible to the Pension and not C.P.F. privilege. It cannot be said that the C.P.F. will be advantageous to the Govt. servant because, of the two factors mentioned above, item (2) varies in each case. Recently there was the case of Mr. Kuriyan of the Electricity Department who wants to change over to Pensions from the C.P.F.

V.V.S.
5-9-44

P.W.D.

109

4/10

From
C. Veerabhadrarao, M.L.C.
Vizagapatam.

To
The Hon. Minister for Education,
Madras.

ASST. SECRETARY TO GOVERNMENT, EDUCATION
24 FEB

SECRETARY, EDN. AND P.H. DEPT.
23 FEB 1949
GOVERNMENT OF MADRAS

Sir,

Sub:- Selection of D.E.O'S-30% appointment reservation to Head Masters in Local Bodies and private managements-Raising age limit 40 to 45-Consideration requested.

14166

I wish to draw your kind attention to the several cases of Head Masters with ripe experience serving in Local bodies and private managements who are automatically deprived of their just aspiration to promotion to 30% reserved vacancies in the D.E.O. cadre.

I was informed that representations in this regard were made to you already by several Head Masters' Associations. To augment the efficiency of this vital section of the Educational Department at present with the reorganisation schemes in the future, I feel that the request of the above Head Masters that the age limit for the above recruitment may be raised from 40 to 45 is just and is eminently in the interests of the department especially in view of the fact that many sided experience in the sphere of education is more needed to-day than were aquisition of higher degrees and classes.

I am, sure, you will give your best attention to this matter and do the needful at an early date.

Yours faithfully,

Vizagapatam,
21-2-1949

To The Secy
May be considered & put up
TSA
23.2.49

112

MINISTER FOR EDUCATION
22 FEB 1949
GOVT. OF MADRAS

From
C.Veerabhadrarao,M.L.C.
Vizagapatam.

To
The Hon. Minister for Education,
Madras.

22 FEB 1949
GOVERNMENT OF MADRAS

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUB
28 I

Sir,

Sub:- Selection of D.E.O'S-30% appointment reservation to Head Masters in Local Bodies and private managements-Raising age limit 40 to 45-Consideration requested.

13887

I wish to draw your kind attention to the several cases of Head Masters with ripe experience serving in Local bodies and private managements who are automatically deprived of their just aspiration to promotion to 30% reserved vacancies in the D.E.O. cadre.

I was informed that representations in this regard were made to you already by several Head Masters' Associations. To augment the efficiency of this vital section of the Educational Department at present with the reorganisation schemes in the future, I feel that the request of the above Head Masters that the age limit for the above recruitment may be raised from 40 to 45 is just and is eminently in the interests of the department especially in view of the fact that many sided experience in the sphere of education is more needed to-day than were aquisition of higher degrees and classes.

I am, sure, you will give your best attention to this matter and do the needful at an early date.

Yours faithfully,

Vizagapatam,
21-2-1949

Edn and P.H Dept

Memo No 13887 A/49-1 Edn dated 26.3.49

M.E.S. - Selection of D.E.Os - 30 p.c reservation for teachers employed in recognised non-Govt Secondary Schools - Age restriction.

-

Copy of a letter from Sri C. Veerabhadrarao M.L.C. d/ 21.2.49. is forwarded to the D.P.I. for remarks.

25/3/49.

26/3/49

To the D.P.I.
(with enclosure).

~~46~~ 116

ROC.No.3725-C1/48.

Office of the
Director of Public Instruction,
Madras, Dated 27th April 1949.

From
The Director of Public Instruction,
Madras.

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

DPE
3/4/49

22096

Sir,

Sub: MADRAS EDUCATIONAL SERVICE - Recruitment of District Educational officers from among teachers in non-Government Secondary Schools - Age limit - Raising of.

REF: Government Memorandum No.13887-A/49-1 Education dated 26th March 1949.

******

The age limit of 40 years for recruitment of teachers in non-Government secondary schools to the Administrative Section of the Madras Educational Service was decided on by Government - vide their Memorandum No.44689-A-10/47-Education dated 22-9-1947. This limit was fixed considering the factors that the teacher-recruit would have about 15 years' service under Government and that the age limit together with the prescribed teaching experience of not less than 12 years would be for the benefit of those who took to the teaching profession early in their life as their first choice.

(S) / c.f.44

2. The question of raising the age limit was considered before and the Director in para 4 of his letter to Government R.C.3598-C1/46 dated 2-4-47, observed as follows:-

(S) / c.f.41

"If the intention of Government is that this proposal is meant to be a recognition of the valuable work done by members of the teaching profession in non-Government schools, I would even support the raising of the age limit to 44 or 45 on the distinct understanding that the benefit of the contributory Provident Fund are made applicable to them. Such recruits can put in a clear ten years in Government employ and would also make way earlier for another recruit. The prospect of more frequent recruitment from this category would be a greater incentive to good work in non-Government schools than when a vacancy is going to arise at long intervals".

This reason was not accepted -
[illegible] (S)/[illegible]

Government, however, fixed the age limit of 40 years for the teacher-recruits.

(S) / NF 31

3. To raise the age limit to 45 years without increasing correspondingly the period of minimum teaching experience would result in equalising the chances of those who entered the profession early in life as well as those who took to it late by force of circumstances. It seems, therefore, that an increase in the upper age limit would have to be followed by a corresponding increase in the period of experience prescribed.

.....page 2

- TWO -

4. No recruitment has yet been made ~~in~~ to the category of District Educational Officers from among teachers in non-Government secondary schools and it is therefore too soon to change the rules already framed. The question of raising the age limit may, perhaps, be considered when experience of the first recruitment from this field shows that a better class of recruit could be secured by fixing the age limit at 45 years.

Yours faithfully,

for DIRECTOR OF PUBLIC INSTRUCTION.

Ram.29/4.

29/4

119

E.S.H.(A)

Letter / Ref. No. 13887/A-2-~~Edn.~~, d/ 26.5.49

120

To

Sri C. Veerabhadrarao, M.L.C.,
Vizagapatam.

a/
26/5

Sir,

Rect. of non-Govt. school teachers as D.E.Os.

Ref:- Your letter ~~No.~~ dated 21.2.49 addressed to the Hon. Minister for Edn.

Cf.

I am directed to state that, after carefully considering the suggestion made in your letter, the Govt. have come to the decision that it is not necy. now to raise the age-limit of 40 prescribed for the recruitment of non-

12/4

-2-

Govt. secy. school teachers as D.E.Os. The matter will be however taken up again for consdn. in due course if the results of the ~~of~~ first rect. of candidates from among the teachers show that by raising the age-limit a better class of recruits could be had.

Yrs. ffly.,

P.G.
24.5.49
26/5/49.

26/5/49

27/5

Copy to the D.P.I. (w.r.t. his letter No. 3725-C1/48, dt-27.4.49)
(cf. 6-7)

Recruitment of non-Govt. School teachers as D.E.Os. – Request for raising age-limit –

12
48

Edn and P.H. De

Please see the letter and M.L.C. minute ~~on~~ page 1 ~~ante~~ cf. ~~Petition~~ Request from a number of teachers for age exemption were negatived by Govt. – please see Memo No. 92369A.1 dt 21.12.48. Subsequently one Mr. Indra Bose Mudali was granted exemption for a day in GO No: 354 E dt 11.2.49. For orders whether the Govt will re-open the question of age. If so the D.P.I. may be consulted.

Ⓛ

Ⓑ

26/2/49.

28/2/49

S

Consult D.P.I.

1/3/49

Edn. & P.H. (A) Dept.

A draft Memo is submitted below for approval.

25/3/49

26/3/49

25/3/49. cf. 5

(Issued as Memo No. 13887 A/49-1-Edn dt-26.3.49)

cf. 6

Ⓢ cf. 14-6-39

Even at the time of amending the service rules so as to allow the recruitment as D.E.Os. of non-Govt. secondary school teachers, the question of prescribing a higher age than 40 for them was considered - see notes at pp.7, 25 and 31 N.F. of "S".

This dept. may now agree with the view of the DPI in para 4 of his letter, C.F. 7 - viz., that when no recruitment as D.E.Os. of these teachers has been made so far, it is too early to raise the age limit of 40 already fixed and that that question may be left to be taken up if actual experience ~~proves~~ shows that better candidates could be had if the limit is raised. For orders whether a reply on these lines may be given to the M.L.C. (Sri C. Veerabhadra Rao). cf. 1 May be od to H.M.(Edn.)

P.G.
14.5.49

16/5/49.

17/5/49

123

What is the position regarding the Contributory Provident Fund now

18/5

Amendment (5) at (S)/ cq.65

(S)/ N.f.30 N.f.31

The teacher-recruits will be admitted to the Contributory Provident Fund System even under the present rules which prescribe the age of 40. If the age-limit is raised, the fund shd. continue to be open to the teachers.

19/5/49

3

18/5/49

45 is generally the age limit in the Revenue dept, and perhaps other depts for recruitment to provincial grades. At the same time ① There is more advantage in recruiting early, and while the officer is still in the formative period ② If the candidate cannot show his ability after 12 years of service, and before the age of 40, he is not likely to do so later.

In these circumstances, we may agree with the D.P.I that no change in the orders passed may be made until the results of recruitments under these ~~age~~ orders are known

21/5

H.M. (Edn) 24/5

B 23/5

A draft letter is subd.

24 MAY 1949

26/5/49

26/5/49

D

THE SOUTH INDIA TEACHERS' UNION

520, HIGH ROAD, TRIPLICANE, MADRAS-5

Dated the 23rd Mar 1952.

~~50~~ 124

SECOND ASSISTANT SECRETARY
2[illegible] MAR 1952
EDUCATION DEPARTMENT

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

Sir,

At the 42st Madras State Educational Conference held at Madurai in May 1951 the following resolution was passed:-

B

"Resolution VI: This Conference requests the Government to modify the existing rules regarding the recruitment of Deputy Inspectors and District Educational Officers so as to make all teachers of 45 years of age and under eligible for recruitment."

This was already communicated to you along with other resolutions passed at the Conference.

Now ~~that~~ the Public Service Commission, Madras, has invited applications from suitable candidates for appointment for posts in the Madras Educational Service Class I and Class II. It is found that an age limit of 40 has been prescribed in the case of teachers from non-government schools.

May I request you to consider in this connection the resolution passed at the Conference, quoted above, and issue orders so as to enable teachers who are below the age of 45 to apply for these posts.

Apart from giving opportunities for a larger number of people to apply for these posts, the age group 40 - 45 is sure to offer number of persons of the requisite ability and experience to bear posts of such responsibility as the of Class I and Class II posts in the Madras Educational Service.

Yours faithfully,

S Natarajan
President.

125

B C

126

EDUCATION DEPARTMENT.

FROM
THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.

To
The Secretary to Government,
Education Department,
Madras.

FIRST ASSISTANT SECRETARY
16 JUL 1952
2836
EDUCATION DEPARTMENT

R.O.C.NO. 633 B1(2)/52 dt. 12.7.52.

Sir,

Subject:--Education--South Indian Teachers' Union--Resolutions passed in May 1951- at the 41st Madras State Educational Conference held at Mathurai.

Reference:Letter dt.23.3.52, from the President, South Indian Teachers' Union, Madras addressed to the Secretary to Government, Education Department, Madras.

A1

***

In inviting your attention to the reference quoted above, I request you to be good enough to furnish me ~~a~~ with a copy of the orders of the Government if any in the matter.

Yours faithfully,

For Director of Public Instruction.

V.K. 12.7.52.

24

(127)

128

SECOND ASSISTANT SECRETARY
1 AUG 1952
EDUCATION DEPARTMENT

Education Department.

From

The Director of Public Instruction,
Madras.

To

The Secretary to Government,
Education Department, Madras.
R.C.No.633-B1(2)52 dated 11-8-1952.

Sir,

Sub: Education - South Indian Teachers' Union - Resolutions passed in May 1952 at the 41st Madras State Educational Conference held at Mathurai.

REF: Government Memorandum No.29368-C52-1Edn. dated 28-7-1952.

A copy of letter dated 23-8-1952 from the President, South Indian Teachers' Union, Madras is submitted herewith as desired.

Yours faithfully,

for Director of Public Instruction.

13/8

Ram.12/8.

13-8-52

P.T.O.

~~6~~ 129

Same as in p. 1 ante

Enclosure:

Copy of letter dated 23-3-1952 from the President, South Indian Teachers' Union, Madras.~~to~~

At the 41st Madras State Educational Conference held at Madurai in May 1951 the following resolution was passed:-

"Resolution VI: This conference requests the Government to modify the existing rules regarding the recruitment of Deputy Inspectors and District Educational Officers so as to make all - teachers of 45 years of age and under eligible for recruitment".

This was already communicated to you along with other resolutions passed at the Conference.

Now the Public Service Commission, Madras, has invited applications from suitable candidates for appointment for posts in the Madras Educational Service Class I and Class II. It is found that an age limit of 40 has been prescribed in the case of teachers from non-government schools.

May I request you to consider in this connection the resolution passed at the Conference, quoted above, and issue orders so as to enable teachers who are below the age of 45 to apply for these posts.

Apart from giving opportunities for a larger number of people to apply for these posts, the age group 40-45 is sure to offer number of persons of the requisite ability and experience to bear posts of such responsibility as the Class I and Class II posts in the Madras Educational Service.

Sd. xx x x
President.

Edn Dept (E) /True copy/

for Director of Public Instruction. 13/8

The main file is with 'A' Section. This may also be given to them.

28/8

13/8

Edn Dept

~~9~~ A/130

9/24/12

Sub:- M.E.S.- Rectt.- Direct- D.E.Os.- Teachers employed in non-Govt. Schools- Raising of age-limit.

Memo. no. 11445. A1/52 Edn. dated. 23/12/52.

The South India Teachers' Union, Madras, has suggested that the age limit of 40 yrs now fixed for rectt. of D.E.Os from among teachers employed in non-Govt. schools might be raised to 45 so as to give opportunities to a larger no. of such teachers to apply and also to enable the selection of teachers of the requisite ability and experience. The D.P.I. is requested to offer his remarks on the above suggestion with special reference to the experience of the recent recruitment to the posts of D.E.Os and Lecturers in Trg Colleges.

p. 14

To
The D.P.I.

24/12

R. 20/1/53.

19/12/52

19.12.52

28/12/52

~~8~~

[3]

~~9~~ Edn. Dept.

A/32

Sub:- M.E.S. Rect. Direct. L.Ts. Teachers employed in non-Govt. Schools. Raising the age limit.

(W)

N.7.4 Ref: Govt. memo. no. 11445-A1/52 Edn. dated 23/12/52

27/28 Memo. no. 11445-A2/52 Edn. dated 23/1/53.

The D.P.I. is requested to send his reply in the matter very urgently.

28/1.

20

To The D.P.I.

21/1/53 21.1.53

R. 10/2/53

Edn. Dept
A.

133

Sub:- M.E.S. Rectt. - Direct - D.E.Os. - Teachers employed in non. Govt. Schools - Raising of age limit.

Ref:- Govt. Memo. No. 11445. A1/52. dated 23 12/52 — R. 7 Jan 9 ante
and reminder thereon dated 23. 1/53.

Memo. No. 11445. A3/52 Edn. dated 13. 2/53

28/13/2

The D.P.I. is requested to send his reply in the matter very urgently.

12/2

To
The D.P.I.

12 2/53 · 13 2.53

Reply recd
R. 1/3/53.

ASSISTANT SECRETARY
13 FEB 1953
EDUCATION DEPARTMENT

134

EDUCATION DEPARTMENT.

From
The Director of Public Instruction,
Madras.

To
The Secretary to Government,
Education department,
Madras.

Sir,

No. 17/S.R.53 dated 10th February 1953.

Sub: Madras Educational Service--recruitment - Direct District Educational Officers--teachers employed in non-government schools - raising of age limit. R. 7 ante

Ref: Government Memo No.11445/A.1.52 Education dated 23-12-52.

******

I am not in favour of raising the age limit of 40 years now fixed for recruitment of District Educational Officers etc. from among teachers employed in non-Government Secondary Schools for the following reasons:--

(a) When the proposal to provide for the recruitment of teachers in non-Government schools to the administrative section of the Madras Educational Service was first considered, the upper age limit was advisedly fixed as 40 years. It was then felt that within this age limit a sufficient number of teachers with the requisite experience would always be available for recruitment to the Madras Educational Service and that any increase of the age limit without a corresponding increase of the minimum period of experience prescribed, would only tend to advantage persons who took to the teaching profession rather late in their life after trying other walks of life and who, having taken to the profession, did not stick to it continuously.

(b) A teacher who is recruited to the administrative section should be in a position to give Government efficient service for not less than 10 to 12 years. During the first few years of his service, he would be adapting himself

~~12~~ 135

to the new work and would begin to function efficiently only after two or three years. The existing age limit is the maximum concession that need be shown to teachers consistent with the desirability of avoiding the direct-recruitment of candidates of advanced age.

(c) So far as the Backward and the Scheduled classes are concerned, the age limit of 40 is not operative. Among teachers belonging to the other classes, there is no dearth of qualified teachers for recruitment to the administrative section nor is there any need to widen further the field of recruitment. Moreover it is now open to women teachers also to compete for selection and thus the field has become wider. Again the number of non-Government Secondary Schools has increased considerably and consequently the number of teacher-candidates for recruitment to the Madras Educational Service is likely to increase year by year.

2. In the circumstances stated above, I consider it best not to raise the present age limit of 40 years.

I am, Yours faithfully,

Thirumalaam

for Director of Public Instruction.

K.K.10/2/53.

Education Dept

~~13~~ A. 136

Special

Hd-11-124

Sub:- M.E.S. - Rect. (Direct) - D.E.Os. Teachers employed in non-Govt. Schools - Raising of age limit.

Ref:- From the D.P.I. no 17.S.R.53 dated 10/2/53

Memo no. 11445 A4/52 Edn. dated 18/3/53.

The D.P.I. is requested to furnish particulars reg the age and service experience possessed by each of the 5 candidates recently selected for appt. as D.E.Os, from among teachers employed in non-Govt. secondary schools.

2. The Director is also requested to offer his opinion reg the suitability and work of these candidates.

S. 18-3

To
The D.P.I.

14/3

R. 1/4/53

14.3.53

18.3.53

18/3/53

~~14~~ 137

~~15~~ 138

SPECIAL. EDUCATION DEPARTMENT.

From

The Director of Public Instruction,
Madras.

To

The Secretary to Government,
Education Department,
Madras.

SECOND ASSISTANT SECRETARY
26 MAR 1953
EDUCATION DEPARTMENT
14354

Sir,

R.O.C. No. 826 C10/52 dated 23--3--53.

Sub:- Madras Educational Service - Recruitment (Direct) District Educational Officers - Teachers employed in non-Government Schools - Raising of age limits -

Ref:- Government Memo. No. 11445 A4/52 Edn., dated 18-3-53. N 13 ante

******

I furnish~~ed~~ below the particulars regarding the age and Service experience possessed by each of the 5 candidates recently selected for appointment as District Educational Officers from among teachers employed in Non-Government Secondary Schools.

Name of the candidate.	Age (Date of birth)	Service experience.
1. Sri B.M. Kudubi. (Scheduled Caste)	43 years. ✓ (15-5-09)	14 years. 12 years as School Assistant in High Schools and two years as Headmaster.
2. Sri N. Venugopal Naidu. (Backward Class)	44 years. ✓ (19-11-08)	16 years as Teacher. About two years experience as Personal Assistant to the Chairman, Legislative Council.
3. Sri C. Padmanabham. (Backward Class) ✓	43 years. ✓ (17-4-09)	22 years as teacher in various High Schools.
4. Sri K. Vittal Shenoi.	36 years ✓ (28-11-16)	14 years as teacher in High Schools. About a few months as Headmaster.
5. Sri P.V. Venkatavaradan.	37 years. ✓ (25-11-15)	13 years. 10 years as Teacher in High Schools. 3 years as Headmaster.

2. As regards their suitability for the post, I may state that the Director was present when these candidates were interviewed by the Public Service Commission and concurred with the

P.T.O.

16/139

Commission when the latter considered them as suitable. As regards their work as District Educational Officers, they joined duty only during the middle of January 1953 and it is too early to assess their work and offer any opinion in the matter.

Yours faithfully,

for DIRECTOR OF PUBLIC INSTRUCTION.

25/3 25/3

Edn Dep

140 A.

Letter No. / Ref. 11445. A5/52 Edn. dated. 21/4/53

The President,
The South India Teachers' Union
520, High Road,
Triplicane, Madras. 5

Sir,

Sub:- M.E.S. Direct rectt. - D.E.Os. - Teachers employed in non-Govt. Secondary Schools Raising of age limit.

Ref:- Your letter dated 23rd March 195

I am directed to state that the Govt., after carefully considering the proposal, have come to the conclusion that it is not necessary to raise the age limit now fixed, viz 40 years, for recruitment of teachers employed in non-Govt. Secondary Schools, to the posts of D.E.Os.

Y. f.

Despatched KV 21/4

L 17

Despatched KV 21/4

A' m.p. 6 f.

Copy to the D.P.I.
(Ref:- His no. 826 C10/52 dated 23.3.53)

H. 15-14

19.4.53. 20.4.53

20/4/53

21/4

EDN. DEPT.(A).

M.E.S. - Rectt.(Direct) - D.E.Os. - Teachers employed in Non-Govt. Schools - Raising the age limit to 45.

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From the President, The South India Teachers' Union letter dated 23-3-52.

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Please see the letter from the President, The South India Teachers' Union, at page 1 c.f., requesting that the age-limit of 40 years now prescribed for the direct recruitment of teachers employed in non-Govt. secondary school as D.E.Os., be raised to 45.

(S)/p.4-66

It was in G.O. No. 803-Edn., dated 7-4-48 that the Special rules for the M.E.S. were amended so as to allow the direct recruitment of teachers employed in non-Govt. schools to the posts of D.E.Os. and other administrative posts At that time the question of prescribing a higher age than 40 was considered. But it was not pursued. The question was again raised in 1949 by an M.L.C. It was felt that it was too early then to raise the limit. The question was left to be taken up again if actual experience showed that better candidates could be had if the limit ~~is~~ was raised. The D.P.I.'s letter at pp.44-45 N.F. and the notes at 48-49 N.F. of (S) may be seen. A reply was accordingly given to the M.L.C.

pp.41f / 25 and 31st / (S)
p.42 N.F./(S)
p.48-49 N.F./(S) X
p.46-47 (S)

The M.P.S.C. has recently advertised some posts of D.E.Os., Lecturers in Training Colleges and Inspectre for direct rectt. This is the first rectt. for which the teachers in non-Govt. secondary schools are also allowed to compete. The reasons stated in 1949 - X above - therefore hold good even now. A reply on the lines of the letter at pp.46-47 N.F. of (S) may be sent to the President of the S.I. Teachers' Union. For orders.

[illegible] last year. In the resolution, the Co
ference requested that all teachers of 45 years' age might be made eligible for recruitment as Dy.Insprs. as well as D.E.Os. The method of 'direct recruitmen is not admissible to the posts of Senior Dy.Insprs. of Schools. The teachers in non-Govt. schools ~~within~~ below 35

[Cm. 11445-A/52]

rs can, however, be apptd. ~~only~~ as Junior Dy. Insprs. If the D.P.I. periences any difficulty in securing candidates for these sts, he will come up with the necy. proposal for raising the age-limit. No modfn. of e rule in respect of Dy.Insprs., either, seems necy. now.

14/4/52

S/HM(Edn)

144

What is the main objection to raising the age limit to 45!

18/6/52

HM (Edn)

SECRETARY
18 JUN 1952
EDUCATION DEPARTMENT

Submitted that there is no objection to raising the age-limit.

~~Submitted~~ The age-limit was fixed at 40 with reference to the Orders in circulation in 1948 --- x please see p.31(S). The question of raising it to 45 was considered in 1949. The D.P.I. then remarked that an increase in the upper age-limit would have to be followed by a corresponding increase in the period of experience prescribed (12 years) and that, as no recruitment had been made thus far to the posts of D.E.Os. from ~~any~~ among teachers employed in non-Government Secondary Schools, it was too soon to revise the rules. He also suggested that the question might perhaps be considered if experience of the first recruitment ~~served~~ showed that a better class of recruits ~~can~~ could be secured by raising the age limit ~~as~~ to 45. The selection by the M.P.S.C. of the first batch of recruits from among ~~any~~ teachers employed in non-Government Secondary Schools to the posts of D.E.Os is just now under way. The former Secretary remarked as follows in regard to the raising of age limit.

(S)/31-7

(S)/48-49-7 (remarks)

(S)/44-45 7

(S)/45 7

(S)/49 7

(1) there is more advantage in recruiting early while the officer is still in the formative period.

144-3

A

(2) If the candidate cannot show his ability after 12 years of Service and before the age ~~limit~~ of 40, he is not likely to do so later. It was therefore decided that the question of raising the age limit should be considered only after the first recruitment was over.

The file may be re-submitted to M(Acc) and M(Edn).

(S)/49-7

SECRETARY
7 JUL 1952
EDUCATION DEPARTMENT

28.6.52

The selection is now over and we have got sufficient number of candidates. Why not say that also.
28/6/52

In this year's selection, five vacancies were advertised as for non-Govt. Secondary school teachers. There were a number of qualified teacher-applicants within the age-limit of 40 years, and the Commission has since recruited candidates for all the five vacancies. Therefore, no upward revision of the age-limit seems necessary ~~now~~. For orders.

Vide the remarks of the D P I at (E)/54, (F)/54, (X)/74 and (V)/74.

30/6/52

S/ M(Acc), M(Edn)

1.7

I quite agree that no upward revision of the age limit is necessary for the simple reason that capacity that was not shown in 12 yrs of service before 40 yrs of age is not going to be shown by him later on.

M (Acc)

M (Edn)

3/7

The issue is (with refce to Admn) when a new departure to recruit outside teaching with adequate ~~teaching~~ experience is being made, qualification & ability being satisfactory why not the opportunity be thrown open to candidates upto age 45 yrs?

X

However, I wish to ~~examine~~ re-view the position re recruitment of D.E.Os. Decision re age on [illegible]

4

Cm. 1144

Ref. orders in circulation on the previous page.

The list of candidates selected by the M.P.S.C. for the posts of D.E.Os. etc. has since been approved by the Govt.

w.r.t. * overleaf, the file may lie over till 1.8.52.

M (Acc) may see the minutes of M (Edn).

4/24-7

LWS
21.7.52

S/ M (Acc)
22/7/52

22/7

Well I may not object to the upper limit to be 45 yrs if M (Edn) so desires.

25/7

M (Acc)

The file may then be resubmitted to M (Edn) if no orders are passed by then.
LWS

th

May lie over till 1-8-52, when

40 the question of reviewing the position

p. the recruitment of D.E.Os. referred to

n by M. Edn at X on p 3 ante, may be taken up.

LWS
25.7.52

26/7/52

S

28/7

Edn dep H
A.

The file may now be resubmitted to M (Edn) for orders as to the further action to be taken in the matter. Vide minutes at the bottom of p 3 ante.

The main file about the recruitment of D.E.Os is not available. This may lie over till 25.8.52.

LWS
14.8.52

18/8/52

SECRETARY
25 JUL 1952

(further action being taken ... [illegible] separately)

(File [illegible])

3

146

Please see the minutes of M (Edn) at the bottom of p 3 ante. The D.P.I. may now be requested to give his remarks on the suggestion of the South India Teachers' Union, to raise the age limit, in the case of teacher candidates for appt. as D.E.Os. to 45, with special ref. to the experience of the recent rectt. A draft memo is submitted for approval.

N.1 f

-26

16/12/52

LWS
19.12.52

23/12/52

S

N.7 f

N.11-12 f

[Issued as memo. no. 11445-A1/52 dated 23/12/52
Reply the D.P.I. no. 17. S.R. 53 dated 10/2/53]

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(S)/64-66 f

N.24-31 f (S)

(S)/48 f

N.1 f

N.7 f

In G.O.Ms.No. 803-Edn., dated 7-4-48, the Spl. Rules for the M.E.S. were amended, so as to allow direct recruitment of teachers employed in non-Govt. Schools, to the posts of D.E.Os. and other administrative posts in the M.E.S. In the case of teacher recruits, the age limit was then fixed at 40, after due consideration. The question of raising it to 45 was considered in 1949, when it was felt that it was too early then to raise the limit. The S.I.T.U. in its letter at page 1 c.f., has requested that the age limit of 40 years now fixed for direct recruitment of teachers employed in non-Govt. ~~Colleges~~ Schools as D.E.Os. migh raised to 45. Please see the notes on pp.1-3 ante and the minutes of M.(Edn.) at the bottom of page 3 ante. W minutes of M.(Edn.), the D.P.I. was requested to of his remarks on the suggestion, to raise the age limit t 5, with special reference to the ~~ag~~ experience of t recent recruitment ~~of~~ to the posts of D.E.Os. from amo teachers employed in non-Govt. Schools. The Dir.'s re y at pages 11-12 c.f. may be perused. For the reasons tated therein,

4

Cm. 1144

Ref. orders in circulation on the previous page.

The list of candidates selected by the M.P.S.C. for the posts of D.E.Os etc. has since been approved by the Govt.

W.r.t. X overleaf, the file may lie over till 1.8.52.

M(Acc) may see the minutes of M(Edn).

1053
21.7.52

S.I. M(Acc)
22/7/52

22/7

Well I may not object to the upper limit to be 45 yrs if M(Edn) so desires.

M(Acc)

25/7

The file may [illegible] then be [illegible] to M(Edn) as orders are passed by him.

May lie over till 1-8-52, when the question of reviewing the position re. recruitment of D.E.Os, referred to by M. Edn at X on p 3 ante, may be taken up.

1053
25.7.52

26/7/52

28/7

E.D. Dep. II
A.

The file may now be resubmitted to M(Edn) for orders as to the further action to be taken in the matter. Vide minutes at the bottom of p 3 ante.

Rel. p. V's at the bottom of

SECRETARY
25 JUL 1952

The main file about the recruitment of D.E.Os is not available. This may lie over till 25.8.52.

1053
14.8.52

18/8/52

(further action being taken as noted separately)

(File noted [illegible])

5

146

Please see the minutes of M(Edn) at the bottom of p 3 ante. The D.P.I. may now be requested to offer his remarks on the suggestion of the South India Teachers' Union, to raise the age limit, in the case of teacher candidates for appt. as D.E.Os. to 45, with special ref. to the experience of the recent rectt. A draft memo is submitted for approval.

H.1 f

26

16/12/52
1053
19.12.52

23/12/52

H.7 f
H.11-12 f

[Issued as memo. no. ~~[illegible]~~ 11445.A./52 dated 23/12/52
Reply the D.P.I. no. 17. S.R. 53 dated 10/2/53]

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(S)/64-66 f

In G.O.Ms.No. 803-Edn., dated 7-4-48, the Spl. Rules for the M.E.S. were amended, so as to allow direct recruitment of teachers employed in non-Govt. Schools, to the posts of D.E.Os. and other administrative posts in the M.E.S. In the case of teacher recruits, the age limit was then fixed at 40, after due consideration. The question of raising it to 45 was considered in 1949, when it was felt that it was too early then to raise the limit. The S.I.T.U. in its letter at page 1 c.f., has requested that the age limit of 40 years now fixed for direct recruitment of teachers employed in non-Govt. ~~Colleges~~ Schools as D.E.Os. might be raised to 45. Please see the notes on pp.1-3 ante and the minutes of M.(Edn.) at the bottom of page 3 ante. W.r.t. the minutes of M.(Edn.), the D.P.I. was requested to offer his remarks on the suggestion, to raise the age limit to 45, with special reference to the ~~ag~~ experience of the recent recruitment ~~of~~ to the posts of D.E.Os. from among teachers employed in non-Govt. Schools. The Dir.'s reply at pages 11-12 c.f. may be perused. For the reasons stated therein,

H.24-31 f (S)

(S)/48 f

H.1 f

H.7 f

-6-

(14)

[Cr. 11445 A/52]

he is not in favour of raising the age limit of 40 years now fixed. The Director's views may be~~x~~ agreed to and the South India Teachers' Union may be informed that the Govt. do not consider it necessary to raise the age limit now prescribed. For orders.

May be circulated to M.(Ac.c) and M.(Edn.).

16/2/53 16.2.53

19/2/53 S/M(Acc) M(Edn)

A

31/28

SECRETARY
25 FEB 1953
EDUCATION DEPARTMENT

27/2

5/3

M (Acc)

M (Edn)

What is the age & service experience of each of the DEO's recently recruited directly from among the staff of non-Government schools. & what is the opinion re the suitability & work of these of new people.

M. V. Krishnappa
13.3

SECOND ASSISTANT SECRETARY
14 MAR 1953
EDUCATION DEPARTMENT

With ref to the M(Edn)'s query above, a draft memo to the D.P.I is submitted for approval.

14/3/53 18.3.53

18/3/53 S.

18/3

SECRETARY
18 MAR 1953
EDUCATION DEPARTMENT

28/3

Issued as memo. no. 11445 A4/52 dated 18/3/53. — p 13 f

From the D.P.I. no. 826 C10/52 dated 23/3/53 — p 15 f

[Cr. 11445 A/52]

Edn. (14)

Please see the particulars reg. the age and service experience possessed of each of the 5 D.E.Os recently recruited from among teachers employed in recognized non-Govt. Secy. Schools, at page 15 f. The first three candidates viz Sri. Kudalu, Sri Venugopal Naidu and Sri C. Padmanabhan belong to Scheduled Caste or Backward Class Communities and so the age limit prescribed in the rules× is not applicable to them. So they have been selected by the Commission, even though they exceed the age limit prescribed viz 40 years.

× 40 years

As regards the suitability and work of these candidates, the D.P.I has stated that as they have been posted as D.E.Os only in Jany. 1953, it is too early to offer any opinion in the matter.

p 16 f

The file may be re-submitted to M(Edn) w.r. to his minutes at page 6 ante. Orders are solicited at 'A' on page 6 ante.

27/3/53 27.3.53

28/3/53 S/M(Edn)

M. V. Krishnappa
15-4-53

30/3 M (Edn)

(B.M.)

Orders in Circulation above.

A draft letter is submitted for approval. After issue, the papers may be added to the G.O. at (5).

SECOND ASSISTANT SECRETARY
17 APL 1953
EDUCATION DEPARTMENT

19/4/53 20.4.53

20/4/53 S

21/4

5

[illegible]