

*Chow
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Sett. 11-27-60, 901-17-11-48.

E & P.H.

(1949) Department.

SERIES.

G.O. NO. Ms.No.1679 Edn.

Dated

24-5-49

p65ef

*O. P. R. S.
11-65-1695
G. P. R. S.
11-65-1695*

(42)

[Despatch Abstract.]

GOVERNMENT PRESS - Revision of scales of pay of Mono & Lino
Operators, Junior Foreman and Assistant Foreman.

Back Papers.

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

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
M	2865	Lon	2-11-51.				

The Madras Govt. Press Lino & Mono Operators' Association

D. VITTAL,
PRESIDENT.
S. DURAI SWAMI,
T. R. NARASIMHULU,
VICE PRESIDENTS.
D. G. DHEENADAYALU,
S. C. SRINIVASARAGHAVAN,
JOINT SECRETARIES.



MINT BUILDINGS,
MADRAS.

.17th November 1947

To

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

Through

The Superintendent,
Government Press,
Madras.

Respected Sir,

We, the Lino and Mono Operators of the Government Press, beg to record our strong and emphatic ~~protest~~ protest against the highly arbitrary and meagre rise which has been effected in our scale of pay as revised by the Government in their Memorandum Education No. 89861/F-1, dated 13th November 1947, and the financial aspect of the rise is so very humiliating and disgusting that we being the most literate section of the Press who form the main bulwark of Printing, had no other alternative but to appeal to your goodself to interfere in the matter and do justice to us, who had been ^a helpless victim of official conspiracy and the target of the ridicule of the whole officialdom of the Press.

Before we enumerate our grievances, we beg to explain our occupation and narrate the hazardous nature of our work. It is an undeniable fact that we, the Lino Operators, are being sent at interval of six months ~~thx~~ to the Government Surgeons for being examined to detect lead-poisoning in us and this by itself is a conclusive proof that our work is fraught with danger. Next to it, is the bodily injuries which we sustain by no fault of ours, but due to some part of mechanism in the machine getting out of control, or due to wear and tear, and the result is some Operators get permanent severance of fingers, deformity of limbs and legs and other physical disabilities.

Over all these, there is another lurking danger which always hangs over us like the Sword of Damocles, and that is splash of molten lead which is heated up to 550 degrees Farenheit. A slight ~~defect~~ in the mechanism or electrical defect would suffice to cause a heavy spray of molten lead either on our face or chest or leg or hand and the shock which we feel at that time will, if you are present there, not fail to evoke your sympathy towards us and the result, if the victim is to be unfortunate, will be the loss of either one or both the eyes if it happens over his face.

Further, the effect of meddling with fingers on buttons of the keyboard, which are in turn mounted on cams, which in turn, are mounted in rotating rubber rollers, lands in the long run in nervous ~~stability~~ and we can go on ~~aducing~~ further reasons to convince

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to convince your goodself that our profession is a most risky one entitled for special treatment at the hands of Government.

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When G.O. No. 78 was first published we were amazed that our scale of pay was Rs. 45--105 with bonus. Our original scale was Rs. 65--95 (I Grade), Rs. 72--80 (II Grade) and Rs. 45--72 (III Grade). We now beg leave to discuss the 'BONUS' at the end of this petition. The intention of the Government was to give relief to its employees due to increase in cost of living and helping the Government servants to tide over the financial difficulties in making ^{both} ends meet. Everyone in all the departments of the Press got an appreciable increase, in some cases, phenomenal, and the Lino and Mono were the only people who were worst hit.

Naturally we turned to the Superintendent for help and he promised to write to the Government. In this connection, we had previously requested the ~~Superintendent~~ Superintendent to permit us to interview the Cabinet Salaries Sub-Committee before final orders were passed as we were desirous that our case being a technical one, should not go by default by not representing our case. We also knew that the Reading department of our Press were enabled to tender evidence before the Cabinet Salaries Sub-Committee, with our Superintendent's approval and recommendation. So, we again requested the Superintendent to use his influence and get us an opportunity to place our grievances before the Committee. But for reasons known to himself alone, he refused stating

stating that it was too late and that interviewing them was of no use and assured us that he had done his best to us. We left it at that fully believing that he would keep up his word. But the publication of G.O. No. 78 belied his words and we realised that he had done his worst instead of best.

We beg to add that due to local differences, the Union was working detrimentally to our interests as a department, and we all in a body resigned from the Union on 13--1--1946 and the fact we intimated to the Superintendent on 30--11--1946 and he was pleased to acknowledge that letter by suitably replying that he was there to help us and to redress our grievances. We were and still are in the bad books of the Union and we are not surprised that the Union is carrying ^{on} a tirade against us. Our position now boils down to this. The Union is our inveterate enemy and the Superintendent whom we believed has let us down.

When further revision was on the anvil, we again approached the Superintendent and represented to him that if at all there was to be any revision, it ^{should be} ~~was~~ only for those who did not have the same percentage of increase in their salary as others had in G.O. No. 78, and therefore this time the Superintendent should help us wholeheartedly, and see justice done to us and we also hinted at the possibility of the Union exercising its influence to counteract the help he may do to us. But He assured us that we need have no fear over that and ~~we were on him~~

(6)

and we relied on him and appealed to the Government to exempt us from G.O. No. 78 pending the amendment which the Government was pleased to do.

Like all other employees of the Press, we were all anxiously awaiting the amendment and when it came, to our dismay, we found that only an increase of Rs. 5/- in the minimum and Rs. 5/- in the maximum have been given while others who had already got increase in G.O. No. 78 had further ~~undreamt~~ undreamt enhancement even without asking for it. In our humble opinion, a revision is only for those whose cases have not been properly, fairly and adequately dealt with, but this revision has staggered us and a perusal of G.O. No. 78 and the amendment will convince you that our department is the only one of its kind in the whole of the Madras ~~Government~~ Government that had suffered. We are even tempted to think that any Government would have the heart if it is for fairplay to all its servants, to rise the scale of pay by a pittance of Rs. 5/- and expect its ~~subordinates~~ subordinates to meekly receive it and be satisfied when all other workers in the Press had two-fold and three-fold increase in their pay for a mere song.

R

We are really sorry that it did not strike the Hon. Minister for Education strange that the Superintendent has given only a rise of Rs. 5/- for us while for others ~~who~~ ~~he~~ he had gone out of his way and recommended fabulous amount. This clearly proves that the Superintendent has proved a false God, let us down badly when we have no others to represent us, and had

had been purposely denying us opportunities when we pressed for them to interview the Hon. Minister and it is our firm conviction that the Superintendent has purposely failed to redress our grievances and he was only guided and aided by our enemies to foil our case.

Now, Sir, coming to the question of "BONUS", the word itself is a misleading quantum that is purposely added to the scale to detract from the main question of affording us financial help. Earning by 'Bonus' is only a mirage in the desert as will be shown by ^{narrated} facts ~~narrated~~ below.

When the piecerate system was abolished, the ^{worked} Scheme to introduce Salary System was ~~not~~ out and in that that our salary was fixed by clubbing our twelve months' earnings on piecerate preceding the introduction of Salary System and the average monthly earning was worked out which was fixed as the starting salary for each individual. It was our peak-earning period and the average represents our best efforts in earning and it is a physical impossibility to earn more now. The average speed of an Operator in India is 4,000 ens per hour and here in the Madras Government Press, only about ten Lino Operators were expected to give 5,000 ens per hour, which is really a superhuman task s compared to the speed in other places in India.

We submit humbly that if we are whipped to earn more by this 'Bonus' scheme, the Government cannot have any other easy way of sending us on the road of speedy

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speedy perdition than this inhuman method. When we represented to the Superintendent about this, he is persistently and stubbornly refusing to be convinced. We are at a loss still to know how the introduction of 'Bonus' would mar the increase of our salary due to rise in cost of living. These two do not go ^{well} hand in hand together and to deny us the increase of pay on this accursed 'Bonus' system, is highly reprehensible and unjustifiable and does not speak well of the Government which is otherwise generous to all its subordinates. We, the humble servants of the Government, who were hit hard by this revision, can only appeal to your sympathetic instinct to see that real justice is done to us.

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It may not be out of place here to mention that all other employees of the Press whose salaries have been enhanced are going to turn out the same quantity of work and benefit by the enhancement of their salaries, while we have been singled out by the Superintendent to exert more physically at the risk of our life. If this is the justice which the Popular Government is going to mete out to us, then God alone should help us.

Finally, we are sure that the above foregoing facts coupled with the official conspiracy to deny us interviews with the Sub-Committee, Hon. the Minister, and Secretary to the Government, even from the commencement of our efforts to approach them, will convince your goodself that a grave miscarriage of justice has been perpetrated on us, apprehending that some of the official vagaries in the Government Press would be exposed before

the responsible Officers running the Government. It is an irony of fate that when we pressed for revision of our salary, indeed a revision was made and we were given stone when we asked bread and at our expense all the other employees of the press without the least ~~exception~~ exertion on their part, got further financial benefits. While we do not grudge them for their unexpected windfall, we equally expect our Popular Government not to fail us and give us also our due rise in our scales of pay.

We therefore fervently appeal and humbly request you to exempt us from the operation of the amendment now published pending disposal of this petition *and also grant an interview to the Executive of our association.*

Further, we also appeal to you to reconsider our case once again in the light of the facts explained above and also our deplorable plight and anxiety ^{been} which has ~~been~~ created by the recent announcement of the amendment, which is most unfavourable to us and which is nothing at all but only next to nil in its benefits.

Thanking you,

We beg to remain,
Respected Sir,
Your most obedient servants,

Copy to the Government,
Secretary, Education
and P. R. Dept, Fort St. George.
Madras.

C. Rangaswami.
S. Shanmugas
M. Sunder
Syed Moimuddin.
A. L. Dandekar
A. Kesava

D. Vittal
A. Sheenah
D. K. Anand
T. Sam Kumar



The Madras Govt. Press Lino & Mono Operators'
Association

ESTD. 1946

MINT BUILDINGS,
MADRAS.

25th November 1947

D. VITTAL,
PRESIDENT.

S. DURAISWAMI,
T. R. NARASIMHULU,
VICE PRESIDENTS.

D. G. DHEENADAYALU,
S. C. SRINIVASARAGHAVAN,
JOINT SECRETARIES.

To

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

Through

The Superintendent,
Government Press, Madras.

Respected Sir,

In continuation of our Memorial, dated 17th November 1947, we, the Lino and Mono Operators, beg to enclose herewith a comparative Statement of the "Revised Scales of Pay" for the different categories of the Government Press, as amended in the Government Memorandum No. Education 89861, dated the 13th November 1947, and supplement with the following facts for your sympathetic consideration and favourable orders.

A mere perusal of the Statement will clearly indicate the disparity and will convince you how unreasonable our case had been considered by the Government.

In this connection, we beg to submit that most of us have put in a service of more than 15 years in the Press and it would seem unfair if our case is not treated at par with the

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(W)
other employees of the Press.

Further, the Government have come to a decision without affording us a single opportunity to represent our case--our profession being more technical in nature--whereas the other classes of services in the Press were given more opportunities through the medium of the Union, the Reading Section of the Press through the medium of their Association, in spite of the fact that our request to the Government through the Superintendent of the Press to allow a similar concession for us also had been brushed aside. It is most unfair that the Government should have taken such an attitude and had shown an invidious distinction amongst its own employees in the Press, and passing an order ex parte, affecting the career and welfare of the personnel of this important section of the Press.

We beg to invite your kind attention to the fact that on a further perusal of the Statement it would be evident that ours is the only case which has been glaringly neglected, hard hit and overlooked without the least consideration either for the Trade Value of our Profession in the market or our long service in the Press and we beg to submit that the present revised scale is only an insult to the profession at large in the Printing Trade.

When compared to the revised scales of pay of the other categories of employees of the Press, we crave your indulgence to permit us to state that neither of those categories of services of the Press are now saddled with any further responsibility of have acquired any extra qualification to warrant such a high percentage of increase; nor any lesser responsibility--in our case to warrant a small percentage of increase in our salary; whereas justice, equity and fairplay would demand vice-versa; if our professional

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However, we beg to submit that the question of "Bonus" should not stand in the way of a fair increase in our scale of pay, since the word "Bonus" is very difficult to define and furthermore to adopt

- (1) Exempting us from the operation of the recent Amendment;
- (2) Grant us an interview to further discuss and represent our case; and in the alternative
- (3) To increase our Scale of Pay adequately.

We beg to remain,

Your most obedient servants,

Johnson
 H. S. Johnson
 A. H. Johnson
 I. H. Johnson
 J. H. Johnson
 K. H. Johnson
 L. H. Johnson
 M. H. Johnson
 N. H. Johnson
 O. H. Johnson
 P. H. Johnson
 Q. H. Johnson
 R. H. Johnson
 S. H. Johnson
 T. H. Johnson
 U. H. Johnson
 V. H. Johnson
 W. H. Johnson
 X. H. Johnson
 Y. H. Johnson
 Z. H. Johnson

S. W. Morrissey
P. R. Chellam
Chellam
E. K. Sullivan
M. K. Sullivan
G. Moore
J. R. Watson
G. Harris
R. G. G. G.
O. G. G. G.
S. G. G. G. G.
H. G. G. G. G.

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The Madras Govt. Press Lino & Mono Operators' Association

25

ESTD. 1946.

D. VITTAL,
PRESIDENT.
S. DURAI SWAMI,
T. R. NARASIMHULU,
VICE PRESIDENTS.
D. G. DHEENADAYALU,
S. C. SRINIVASARAGHAVAN,
JOINT SECRETARIES.

MINT BUILDINGS,
MADRAS.

2nd December 1947



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

Through
The Superintendent,
Government Press, Madras.

Sir,

The Association invites the kind attention of the Government to the fact that though it is more than a fortnight, it has not received any reply to the Memorial submitted by its members on any of the points raised therein.

Further, The Association begs to point out that its members are very much agitated and the Superintendent does not seem to take seriously the gravity of the situation.

The Association is fully alive to its responsibility and is obliged to bring to the notice of the Government that the Superintendent should solely blame himself in the event of any distasteful measures adopted by its members, in case their Memorial is not favourably considered at an early date.

Copy submitted to the Secretary to
Govt.,
Education & Public Health Dept.

Signature
Joint Secretaries.

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

I have the honour to forward herewith the two memorials referred to above protesting against the scales fixed for them under the revision of salaries published in G.O.No.916 Finance, dated 26th November 1947.

On receipt of many representations as far back as February '47 I submitted a statement with my letter No.103/Mis., dated 17th February 1947 showing the equivalent value of earnings at piece rates of various scales of outturn and the equivalent value of the same allowing 25% extra to cover existing conditions to be taken as average cost. On this basis the scales would be as follows.-

Lino and Mono Operators Rs 60-2-80-4-120(E.B)5-140 " "

Page 146-150 27 in 47

compositor

Superintendent.

will

Madras,
1st. December, 1947.

To

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

Through

The Superintendent,
Government Press,
Madras.

Sir,

Ref: (1) G.O.No.78 Fin., dated 6-2-1947.

(2) G.O.No.916 Fin., dated 26-11-1947.

Sub: Public Services - Revised Scales of Pay -
Government Press - Subordinate Service -
Supervising staff - Amendment - Requested.

With reference to G.O.No.78, Fin., dated 6-2-1947 and G.O.No.916 Fin., dated 26-11-1947, we the members of the Supervising staff beg to submit the facts run hereunder for due consideration and for orders in view of the fact that we are not benefited by the revision.

2. The members of the Supervising staff as it stands at present given in the Appendix are directly responsible for manning the productive strength of the Press and are also responsible for the prompt despatch of work according to priority and urgency. In short, it can be stated that supervising men are the part and parcel of the administration whose whole hearted sincere efficient shuttle like services are essential for the efficient running of the Press without which there is every possibility for the slow down, if not shattering, of the normal production. Fixation of salary for these men according to the above mentioned G.Os. is most disappointing. The grades are very meagre and very inadequate and are not in proportion with the responsibilities they have to shoulder.

3. Besides duties assigned to the Assistant and Junior Foremen are in no way lesser than that of the duties of the Lower and Upper Division Clerks of the Madras Ministerial Services, as such it cannot but aggravate every one who view the fixation of the time scale of pay for these men of a Responsible Category.

4. From the perusal of the second G.O. mentioned above it might be noted that the workmen (i.e. Compositors etc.) are given a higher start than the Assistant Foreman and Junior Foremen who are directly responsible for the extraction of work from those men. Without proper working knowledge of the administration and general education, a new hand cannot be appointed as Assistant or Junior Foremen and the grades now granted will not attract efficient men to that category in as much as more pay is given for workmen with lesser responsibility

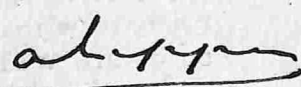
5. We have therefore been necessitated by the injustice meted out to us to appeal to Government/Order for an amendment as given below which appear to be very moderate.

P.T.O.

under one scale of Rs 55-3-70 as suggested in the petition which will give general satisfaction. It will be observed from G.O.No.916, Finance that compositors are now given a higher scale than Assistant Foremen, how then can the workers respect them and carry out their orders?

Similarly also Junior Foremen who have a greater responsibility than Assistant Foreman should receive a higher scale of Rs 70-4-110.

This alteration will give them the necessary authority over their subordinates in each case.


Superintendent.

Enc: 2 sheets.

Time Scale of pay as per
G.O.No.78 Fin., dated
6-2-1947 thereof.

Revised Time Scale
of pay requested.

Assistant Foreman { Rs.35-2-55(E.B)-1-65. Rs.55-3-70.

Junior Foreman. { Rs.45-3-60(E.B)-2-85. Rs.70-4-110.

APPENDIX.

Classified Departments.	Top Senior.	Senior.	Junior.	Assistant.
Current.	-	1	2	3
Gazette.	1	-	3	2
Book.	1	1	2	2
Public.	-	1	2	3
Job.	-	1	3	2
Confidential.	-	1	-	-
Indian Languages.	-	1	2	3
High Court.	-	1	1	5
Standardised.	-	1	1	1
Line.	-	-	3	2
Mono.	-	1	-	1
Type store.	-	1	1	-
Penitentiary.	1	-	1	-
High Court (Cause list).	-	-	1	-
	2	10	22	24

We beg to remain,
Sir,
Your most obedient servants,

Hm. Khassim.

M.S. Menakrishna Sundaram.

S. Abdul a rin

R. Si Varandam.

M. S. G. Sundaram.

- Page 3 -

Thamirarall.

Shankararaman

P. S. Kulendharan

A. Arumugam

V. M. Jagannathan.

Chudai

A. S. Ramulu

H. Loganathan.

Ch. K. Krishnan

S. S. S. S. S.

S. S. S. S. S.

S. T. K. K. K.

A. S. Bala Sundaram

S. S. S. S. S.

K. R. S. S. S.

S. S. S. S. S.

S. S. S. S. S.

M. N. S. S. S.

S. S. S. S. S.

M. S. S. S. S.

P. M. S. S. S.

K. S. S. S. S.

R. S. S. S. S.

K. S. S. S. S.

S. S. S. S. S.

P. S. S. S. S.

C. S. S. S. S.

S. S. S. S. S.

C. S. S. S. S.

P. S. S. S. S.

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S. S. S. S. S.

P. S. S. S. S.

A. S. S. S. S.

S. S. S. S. S.

R. S. S. S. S.

O. S. S. S. S.

M. S. S. S. S.

S. S. S. S. S.

L. S. S. S. S.

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In continuation of my letter No.40/Mis/47 dated 5-12-1947 forwarding two memorials from the Government Press Lino and Mono Association, I have the honour to state that I observe that the scale of pay and increments proposed in their case and agreed to by me at the meeting held on the 20th September, 1947, was Rs.50-5-110, but in G.O.No.916, Finance dated 26-11-'47 while the scale remains the same the rate of increment has been reduced to Rs.3/- throughout. The scale proposed by me in my letter was Rs.60-3-90 (E-B) 4-130 plus bonus and I would further recommend that the second rate of increment be raised to Rs.5/- instead of Rs.4/-.

at your
Superintendent.

SpecialConfdl.

Government Press - Increase in scales of pay for certain workers -
Proposals.

From the S.G.P. No. 40-Mis.47 dated 5-12-47.

-do- No. 55.Mis. dated 10-12-47.

Memorandum No. 91609/F/47-2 Edn. dated 11-3-48

For the reasons given by the S.G.P. in his letters cited above the Govt. would be prepared to consider the revision of scales of pay of the posts specified below on the following lines:-

Lino Operators	)	Rs. 60-3-120
Mono key board operators	)	
Junior Foremen	--	Rs. 45-3-60 (EB)-2½-90
Assistant Foremen	--	Rs. 45-3-60 (EB)-2½-75.

The Superintendent is requested to state the number of men holding the above posts under each category and to submit an estimate of the extra cost to Government by giving effect to above suggestions.

To the S.G.P.

Mh
10/3/48

BM
10/3/48

Mh
11/3/48

Nivarthi Venkatasubbiah,

NANDYAL.
Kurnool Dt.

March 6 1948

Dear Sir,



that in the revision of salaries of N.G.O.s the government have not given proper and just treatment to the Lino and Mono operators in the government Press. I find, on examination of the scales of pay of the several sections in the govt press, that while others have been given increments ranging from Minimum 29% to 150% and Maximum 50% to 242%, the Lino and Mono operators are given an increment only of Minimum 11% and Maximum 16% in their scale. This is manifestly unjust. You are aware that the Lino operators are educated and skilled workers and operating before machines.

yours sincerely,
N. Venkatakrishnaiah

To The Secretary,
Education & Public Health Dept
Govt of Madras

and

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and they are continually asking me for this.

4. I note that the scales of Junior Foremen remain as at present with an increase of Rs 5/- only in the maximum and there is practically no disparity between them and Assistant Foreman. Junior Foremen are senior to Assistant Foremen and as such their scales may be revised to Rs 55-3-70 (EE)-21-90. / B

5. I attach two proposition statements showing the number of men holding the above posts and the extra cost involved. The statement marked "A" shows the extra cost on the basis of Government's proposals and "B" on the basis of my counter proposals. - 41 ch
- 43 ch

al-y-m

Superintendent.

Statement of Proposition for Revision of Establishment.

(See Chapter V, Article 67, Vol. I, M.F.C.)

(A) **A** T. & A. 10 41
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NATURE OF CHARGE.																				PROPOSITION.								Orders of the sanctioning authority. (19)		
Present scale, as per S. 6. N. 916 Finance dated 26. 11. 1947.												Proposed scale, by Government.								Permanent.				Temporary.						
Number. (1)		Designation. (2)		Pay.				Average cost. (6)		Number. (7)		Designation. (3)		Pay.				Average cost. (12)		Increase per month.		Decrease per month.		Increase per month.		Decrease per month.				
				Minimum. (3)	Increment. (4)	Maximum. (5)	Minimum. (9)							Increment. (10)	Maximum. (11)	Amount. (13)	Amount. (14)			Period. (15)	Amount. (16)	Period. (17)	Amount. (18)							
				RS.	A.	RS.	A.	RS.	A.					RS.	A.	RS.	A.	RS.	A.	RS.	A.	RS.	A.	RS.	A.	RS.	A.			
52	Line Operators	Rs. 50-3-60 (L.B.) 3-110 + Bonus at Re. 0-1-6 in the case of line and Re. 0-1-3 in the case of Mono per 1000 in excess of normal outturn.								80 -		52	Line operators	60 - 3 - 120 + Bonus at Re. 0-1-6 in the case of line and Re. 0-1-3 in the case of Mono per 1000 in excess of normal outturn.				90 - 660 -												10x66
14	Mono Key Board operators											14	Mono Key Board operators	do				90 -				100 -								
6	Line Operators (Fixed)											6	Line operators (Fixed)																	
4	Mono Key Board operators (Fixed)									80 -		4	Mono Key Board operators (Fixed)	do				90 -				100 -								
27	Junior Foreman	Rs. 45-3-60 (L.B.) 2 1/2 - 85								67 3		27	Junior Foreman	Rs. 45-3-60 (L.B.) 2 1/2 - 90				69 - 49 -												1029
3	Foreman (Binding) II Grade	do										3	Foreman (Binding) II Grade	do				69 - 5 -												12348
23	Assistant Foreman	Rs. 35-2-55 (L.B.) 1-65								50 -		23	Assistant Foreman	Rs. 45-3-60 (L.B.) 2 1/2 - 75				63 - 299 -												1129
2	Assistant Foreman (Binding)	Rs. 40-2-60 (L.B.) 1-70								55 -		2	Assistant Foreman (Binding)	do				63 - 16 -												12
																		1029												13548
																														600
																														1414

NOTE.—(1) If the proposal is for a reorganization of establishment, the Head of the Department should certify that claims to pension that may arise in consequence have been considered with reference to the provisions of Art. 429, C.S.R., and should specify any case in which the maximum pension ordinarily admissible will be subject to reduction under that article. See Article 64 of the Madras Financial Code.
(2) In preparing this statement, particular attention should be paid to the instructions in Article 68 of the Madras Financial Code.

* If the Government are competent to sanction the proposal their order will be written across this column.

Dated 17th March 1948.

To
The Secretary to Government,
Department,
Through the Accountant-General.

Signature at yea
Designation Superintendent
Govt. Press, Madras.

Statement of Proposition for

(See Chapter V, Article

Revision of Establishment.

Vol. I, M.F.C.)

(B)

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T. & A. 10.

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NATURE OF CHARGE.

Present scale, as per G.O. No. 916, Finance 7/26.11.47

Number. (1)	Designation. (2)	Pay.						Average cost.		Number. (7)	Designation. (8)
		Minimum. (3)		Increment. (4)		Maximum. (5)		(6)			
		RS.	A.	RS.	A.	RS.	A.	RS.	A.		
52	Line Operators	50-3-60 (L.B.) 3-110 + } Bonus at Rs. 0.1.6 in the case of Line and Rs. 0.1.3 in the case of Mono per 1000 sub. in excess of normal outturn						80 -		52	Line Operators
14	Mono Key Board Operators							- 14			Mono Key Board Operators
6	Line operators (Fixed)										6 Line operators (Fixed)
4	Mono Key Board operators (Fixed)	— do —						80 -			4 Mono Key Board operators (Fixed)
27	Junior Foreman	Rs. 45-3-60 (L.B.) 2½-85						67 3		27	Junior Foreman
3	Foremen (Binding) II Grade	— do —						67 3		3	Foremen (Binding) II Grade
23	Assistant Foremen	Rs. 35-2-55 (L.B.) 1-65						50 -		23	Assistant Foremen
2	Assistant Foremen (Binding)	Rs. 40-2-60 (L.B.) 1-70						55 -		2	Assistant Foremen (Binding)

Dated 17th March 1948.

NOTE.—(1) If the proposal is for a reorganization of establishment, the Head of the Department should certify that claims to pension that may arise in consequence have been considered with reference to the provisions of Art. 429, C.S.R., and should specify any case in which the maximum pension ordinarily admissible will be subject to reduction under that article. See Article 64 of the Madras Financial Code.
(2) In preparing this statement, particular attention should be paid to the instructions in Article 68 of the Madras Financial Code.

To

The Secretary to Government,

Department,

Through the Accountant-General.

PROPOSITION.

Proposed scale, of the Superintendent, Madras.

Pay.				Average cost.				Increase per month.				Decrease per month.				Orders of the sanctioning authority.					
Minimum. (9)		Increment. (10)		Maximum. (11)		(12)		Amount. (13)		Amount. (14)		Period. (15)		Amount. (16)		Period. (17)		Amount. (18)		(19)	
RS.	A.	RS.	A.	RS.	A.	RS.	A.	RS.	A.	RS.	A.	RS.	A.	RS.	A.	RS.	A.	RS.	A.	RS.	A.
Rs. 60-5-120 (L.B.) 5-160 + Bonus at Rs. 0.1.6 in the case of Line and Rs. 0.1.3 in the case of Mono per 1000 sub. in excess of normal outturn. 110 - 1980 - do. 110 - 300 - Rs. 55-3-70 (L.B.) 2½-90 do. 75-3 216 - 75-3 24 - Rs. 45-3-60 (L.B.) 2½-75 do. 63 - 299 - 63 - 16 - 2585 300 285 34																					

198
30
46
4
278.12
2336

2555
300
2855
12
34028
3336
2356

* If the Government are competent to sanction the proposal their order will be written across this column.

Signature al yun
Designation Superintendent
Govt. Press, Madras.

confidential

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Sub: Govt. Press - increase in the Scales of pay of Certain workers.

From the S. of P. No. 55 / Mis. d. 17. 3. 68.

Memo. No. 91609/F, 147-~~8~~4 Edu. d. 30/4/48

and bond with

The S. & P. is requested to ^{State} submit the scales of pay of ^{the scales of servants in similar establishments} a comparative statement of the pay of ^{through the scales of pay the first Dms and} Lino & Mono Ref Board operators, Jr and 1st Foreman in ^{under} similar establishments. This may be treated as specially urgent and a reply sent at an early date.

6

The L. of P.

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30.4/15

46

CONFIDENTIAL.



A. J. Pepper Esq.,
Superintendent,
Government Press, Madras.

(26) 47
To
The Secretary to Government,
Education and Public Health Department,
Fort St. George, Madras.
No. 55/Mis., dated 11th May 1948.

Sir,

Sub: Government Press - increase in the scales of pay
of certain workers

Ref: Memorandum No. 91609-F1/47-4 Edn., dated 30-4-1948.

35193

I have the honour to state that it is not quite clear what Government require. There are no similar establishments in Madras with which the scales proposed could be fairly compared and as far as Linotype and Monotype Keyboard Operators are concerned all big presses in Madras work on piece-work nor do they work on a similar basis as the Government Press as far as foremen are concerned.

2. The only way is to get statements from the Government of India and a few other Provincial Government Presses but it will take a month or more to obtain replies. The question has been hanging fire since December 1947 and the workers concerned are very much upset at the delay already experienced in this matter. If however Government cannot come to a decision without this information, I will obtain it on hearing from you.

alysm
Superintendent.

48

49 E and P. H. Deane
71

Govt. Press - Increase in the scale of pay
of certain workers
From the Govt. Press, Govt. Press
No. 55/115 dated 11-5-48

purge

Conf

Memo No 91609 F. 1/47-5 Edn. dated 19-5-48
The S.G.P. is requested to obtain
the necessary particulars from the S.G.P. and
other Provincial Govt. Presses and submit to
Govt. the statement called for in
Memo No 91609/7/47-4 Edn. dated 30-4-48
as early as possible.

plisy

DPd. 19.5.48
The S.G.P.
ar 18.5.48
18/5/48
18/5/48

Extracts from G.O. No. 1542 Edn dated 12-6-48. 51

Proposals of the Union.

Assistant Foremen and Copyholders - The scale is 35-2-55-1-65. They are doing responsible work. Assistant Foremen are assisting the Foremen in extracting work and Copyholders are assisting and at times they are doing the duties of Junior Readers. The Superintendent has already recommended Rs. 45-75 to the Assistant Foremen. Most of the Copyholders possess the necessary qualifications. So the minimum pay should not be less than Rs. 45/- with a scale of Rs. 45-3-75.

Remarks of the Superintendent, Government Press. (S.G.P. No. 88 Rtd. dated 12-6-48)

p. 37 *auth* Assistant Foremen and Copyholders - If the pay of Assistant Foremen is raised to Rs. 45-3-60 E.B. - 2½-75 as suggested in Confidential Memo No. 91609/F1/47-2 Edn., dated 11-3-1948 the demand of the Union will be mostly met and may be adopted. I have already stated that I consider the scales ~~a~~ fixed for copyholders is adequate.

Notes Extract from the Notes.

The Union proposes a scale of Rs. 45-3-75 for Assistant Foremen and copyholders who are now on Rs. 35-65. The S.G.P. states that if the pay of Asst. Foremen is raised to Rs. 45-75 as intended by Govt. the demand of the Union will be mostly met. He does not recommend any increase of the scale of pay for copyholders. The question of revising the scale of pay of Asst. Foremen is separately under consideration. An extract of the c.f. in this file concerned. As regards Copy-holders, the request of the Union may not be granted.

Proposals of the Union.

Junior Foremen and Junior Readers - The employees are practically doing heavy responsible work and are technically qualified. Readers must have passed the required necessary qualifications, i.e., they have to pass the Government Technical examinations. The scale should be revised as 70-4-110. The Superintendent has already recommended 70-4-110, to the Junior Foremen. The scales of Rs. 70-4-110 is given to the Mechanics and Electricians.

~~xxxxxx~~ Remarks of the Superintendent. (S.G.P. letter no. 88 dated 4-5-48)

pp 24-30 ^{auth} Junior Foremen and Junior Readers - In my letters No. 55-Mis. dated 10-12-1947 I recommended a scale of Rs. 70-4-110 for Junior Foreman and a scale of Rs. 55-3-70 for Assistant Foremen and Rs. 35 to 65 for Section Despatchers and further recommended that no distinction should be made between the Junior Foremen in Composing, Assistant Foremen in Binding and Maistries in the Machine Departments and all should be brought under on unified scale but on this latter point Government has passed no comment. ^{? 37 ^{auth}} In Government Confidential Memorandum No. 91609/F1/47-2 Edn. dated 11-3-1948 it was suggested that Junior and Assistant Foremen should be on the same scale except for a change of Rs. 15/- in the maximum. As Junior Foremen are seniors to Assistant Foremen and have more responsibility I have in my reply letter No. 55-Mis. dated 17-3-1948 suggested a scale of Rs. 55-3-70-2 1/2-90 ^{pp 34-40 ^{auth}} as it appears Government consider the scale of Rs. 70-4-110 too high. The orders of Government are awaited on this point. B

A I have had similar representation from the Junior Readers on Rs. 45 to 85 whose chances of promotion are blighted on account of number of Senior Readers being only 19. I proposed and it has been recommended by the Cabinet Salaries Committee that the strength of the Senior Readers should be raised to 30. I have already stated that I consider the scales of all members of the Reading Staff adequate also from the Computers on Rs. 45 to 85 and if Government agree to the above scales for Junior Foremen I recommend it be extended to Computers also as they have equal responsibility as Junior Foremen.

Extract from the Notes.

The Union proposes a scale of pay of Rs. 70-4-110 for Junior foreman and Junior readers who do responsible work and are technically qualified. The S.G.P. has submitted separately proposals for revising the scales of pay for Junior Foremen. They are under consideration. As regards Readers, the S.G.P. already considered that the scales of pay for the Reading staff in the Press sanctioned by Government are adequate. He sticks to this view now also but recommends the adoption of the scale of pay which may be sanctioned for Junior Foremen for Computers also, as the latter have equal responsibility as Junior Foremen. In the circumstances stated relevant extracts relating to Junior Foremen may be taken (From this case) and added to the linked file on the subject. The proposals of the Union regarding Readers need not be approved.

Sir,

SECRETARY, EDN. AND P. H. DEPT.
30 JUN 1948
GOVERNMENT OF MADRAS

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p. 27 below

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p. 39 cf -

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Enc. 1.

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(3) Statement.

Names of Presses.	Scales of Lino Operators.	Scale of Mono Operators.	Scale of Junior Foreman.	Scale of Asst. Foreman.
Government of India	Rs 125-6-185	Rs 125-6-185	Rs 75-3-105	Rs 60-2 $\frac{1}{2}$ -75
Government of Central Provinces, Nagpur.	Rs 125-5-175	Rs 125-5-175	No equivalent post	Rs 40-2 $\frac{1}{2}$ -60
Government of Bombay	Rs 125-5-185	Rs 100-5-150	Rs 100-5-125-6-155	Not given
Government of Bihar	Rs 100-5-125-(EB)-5-150	Rs 100-5-125-(EB)-5-150	No equivalent post	Not given
Government of United Provinces, Allahabad	Piecework	Piecework	Rs 75-5-100-(EB)-5-125	Not given.

names proposed

60-3-120

60-3-120

Government Press,
Madras, 29-6-1948.

45-3-60 EB-2 $\frac{1}{2}$ -90

45-3-60
EB-2 $\frac{1}{2}$ -75

now proposed
755-
superintendent.

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NOTE FOR THE STANDING FINANCE COMMITTEE.

Government Press - Revision of scales of pay of Mono and Lino Operators, Junior Foremen and Asst. Foremen.

Major Head of Account.	Summary of Cost.		Ultimate cost.	Cost in the year of introduction
	Minor Head of Acct.	Recurring.		
				(for 6 months)
'56 Stationery and Printing.	"d. Government Press-Pay of Establishments.	15,000		7,500

At the instance of the Lino and Mono Operators and the Junior and Asst. Foremen of the Govt. Press, the S.G.P. proposed that their scales of pay should be revised as follows, as the scale of pay sanctioned in G.O. 916 Fin. dated 26-11-47 for these classes of servants were considered inadequate:-

	Existing Revised pay.	Proposed pay.
	Rs.	Rs.
Lino and Mono Operators.	50-110 plus Bonus.	60-130 plus Bonus.
Junior Foremen (Composing)	45-3-60(EB)-2½-85	47-70-110
Asst. Foreman (Mechanic)	35-2-55(EB)-1-65	55-3-70

The S.G.P. also suggested that no distinction should be made between Junior Foreman in composing Asst. Foreman in Binding, and maistries in the Machine depts. in the matter of pay and and that the pay of Computers may also be suitably revised from Rs. 45-85- to 55-90. The proposals of the S.G.P. were considered in consultation with Fin. and it was proposed to grant the following scales of pay:-

Lino and Mono Operators -	Rs. 60-3-120
Junior Foremen.	Rs. 45-3-60(EB)-2½-90
Asst. Foreman.	Rs. 45-3-60(EB)-2½-75

At this stage H.M. (Edn.) desired to know the pay of of these classes of servants in similar Press establishments. The S.G.P. was consulted and according to the

P.T.O.

E.&P.H.

F.

Please see the letter from the S.G.P. on page 1 above.

This may be added to the main file.



pp 1-25 and 31-33 of

Not put up.

p 19 NF

p 37 NF

p. 14 NF

62

to the information furnished by him, the scales of pay of Lino and Mono Operators in other Government Presses range from Rs.100-150 to Rs.125-185, while scale of pay of Junior Foremen ranges from Rs.75-105 to Rs.100-155. The scale of pay for the Asst. Foreman ranges from Rs.40-60 to Rs.60-75 only.

While forwarding the above information the S.G.P. proposed a scale of pay of Rs.125-5-175 for Lino and Mono operators with deduction of Rs.10 and Rs.5/- for reduced outturn, a scale of pay of Rs.70-110 or

Rs.55-90 for Junior Foreman and Rs.45-75 for Asst. Foreman.

The revised proposals of the S.G.P. were examined and this dept. has proposed finally that the following scales of pay only may be sanctioned:-

- (1) Lino & Mono Operators -Rs.60-3-120
- (2) Junior Foreman (Composing) Rs.55-90
- (3) Asst. Foreman (Mechanic) Rs.45-75

Finance have agreed to items (1) and (3) but not to item (2). They ~~state~~ that as regards (2) above, a scale of pay of Rs.45-90 seems sufficient. This Dept. however consider that as the ~~post~~ ^{on 20th June} Junior Foreman is ~~superior~~ ^{senior} to Asst. Foreman, the starting pay of the former (Junior Foreman) may be higher and be fixed at Rs.55 (in the scale of Rs.55-90 as proposed above) ^{having regard to the scales of pay obtaining in other Press establishments for such classes of servants.}

It is not proposed to consider the other

proposals of the S.G.P.

As the extra recurring cost due to the revision of scales of pay exceeds Rs.5,000 a year, the proposal is referred to the S.F.C. H.M.(Edn.) and H.M.(Fin) have agreed to the proposal being placed before the above Committee.

(a) the Budget provision under the major head of account - Rs.56,04,000

(b) Actual expenditure to the end of ~~April~~ ^{May} 1948 under the major head. - ~~Not known~~ 5,14,290

(c) Estimate of extra expenditure of the present scheme in the current year - 7,500

(d) Savings in the budget provisions for other items included in the major head of account.) Not possible to estimate at present. ^{anticipated}

(e) Total Commitments in the year under the major head of account of new schemes.)
(not provided for in the Budget) sanctioned since the beginning of the financial year up to the end of the month of July 1948 (proceeding month)) Not known. nil

63 (34)

(f) Total commitment in the year under all major heads (in the Revenue section of the capital section as the case may be) an acct. of new schemes (not provided for in the budget) sanctioned since the beginning of the financial year upto the end of the month of ^{June} July 1948 (proceeding month) - Not known. 1,45,93,400

The additional expenditure will have to be met by re-appropriation from savings, if any, under other heads and by additional grant if this is not found sufficient.

28.7.48

31/7/48

4/8

Done to all H.M.s.
C.S. & Fin
By 16/8

20th

10th

20th

NOTE FOR THE STANDING FINANCE COMMITTEE.

Government Press - Revision of scales of pay of Mono and Lino Operators, Junior Foremen and Assistant Foremen.

Major Head of Account	Summary of Cost. Minor Head of Account.	Ultimate cost	Costs in the year of introduction
		Recurring.	Recurring (for 6 months)
'56 Stationery and Printing.'	"d. Government Press-Pay of Establishments.	15,000	7,500

On the representations of the Lino and Mono Operators and the Junior and Assistant Foremen of the Government Press, the Superintendent, Government Press proposed that their scales of pay should be revised as follows, as the scales of pay sanctioned in G.O. No.916 Finance, dated 26-11-47 for these classes of servants were considered inadequate:-

	Existing Revised Pay.	Proposed Pay.
Lino and Mono Operators.	Rs. 50-110 plus Bonus.	Rs. 60-130 plus Bonus.
Junior Foremen (Mechanics) (Composing)	45-3-60(EB)-2½-85	70-4-110
Asst. Foremen (Mechanic)	35-2-55(EB)-1-65	55-3-70

The Superintendent, Government Press also suggested that no distinction should be made between Junior Foreman in composing, Assistant Foreman in Binding, and maistries in the Machine departments in the matter of pay and that the pay of Computers may also be suitably revised from Rs.45-85 to Rs.55-90. The proposals of the Superintendent, Government Press were considered in consultation with Finance, and it was proposed to grant the following scales of pay:-

Lino and Mono Operators	- -	Rs.60-3-120
Junior Foremen.	- -	Rs.45-3-60(EB)-2½-90
Asst. Foremen.	- -	Rs.45-3-60(EB)-2½-75

At this stage H.M.(Education) desired to know the pay of these classes of servants in similar Press establishments. The Superintendent, Government Press was consulted and according to the information furnished by him, the scales of pay of Lino and Mono Operators in other Government Presses range from Rs.100-150 to Rs.125-185, while the scale of pay of Junior Foremen ranges from Rs.75-105 to Rs.100-155. The scale of pay for the Assistant Foreman ranges from Rs.40-60 to Rs.60-75 only.

While forwarding the above information the Superintendent, Government Press proposed a scale of pay of Rs.125-5-175 for Lino and Mono Operators with deduction of Rs.10 and Rs.5/- for reduced outturn, a scale of pay of Rs.70-110 or Rs.55-90 for Junior Foremen and Rs.45-75 for Assistant Foremen.

The revised proposals of the Superintendent, Government Press were examined and this department has proposed finally that the following scales of pay only may be sanctioned:-)P.H.O.(

- (1) Lino and Mono Operators - Rs.60-3-120
 (2) Junior Foreman (Composing) Rs.55-90
 (3) Asst. Foremen (Mechanic) Rs.45-75

Finance have agreed to items (1) and (3) but not to item (2). They are of opinion that as regards (2) above, a scale of pay of Rs.45-90 seems sufficient. This Department however consider that as Junior Foreman is senior to Assistant Foremen, the starting pay of the former (Junior Foreman) may be higher and be fixed at Rs.55 (in the scale of Rs.55-90 as proposed above) having regard to the scales of pay obtaining in other Press establishments for such classes of servants.

It is not proposed to consider the other proposals of the Superintendent, Government Press.

As the extra recurring cost due to the revision of scales of pay exceeds Rs.5,000 a year, the proposal is referred to the Standing Finance Committee. H.M.(Education) and H.M.(Fin) have agreed to the proposal being placed before the above Committee.

- (a) the Budget provision under the major head account- Rs.56.04,000
 (b) Actual expenditure to the end of May 1948 under the major head. - Rs.5,14,290
 (c) Estimate of extra expenditure of the present scheme in the current year. - Rs. 7,500
 (d) Savings in the budget provisions for other items included in the major head of account.) Not possible to anticipate at present.
 (e) Total Commitments in the year under the major head of account of new schemes. (not provided for in the Budget) sanctioned since the beginning of the financial year up to the end of the month of June 1948.) Nil
 (f) Total commitments in the year under all major heads (in the Revenue section of the capital section as the case may be) an account of new schemes (not provided for in the budget) sanctioned since the beginning of the financial year upto the end of the month of June 1948.-) 1,45,93,400

The additional expenditure will have to be met by re-appropriation from savings, if any, under other heads and by additional grant if this is not found sufficient.

M.V. SUBRAMANIAN,
 Secretary to Government.

Gn/12-8

Sub Govt Press - Revision of Scales of pay of Mono & Lino Operators - Junior Foreman, & Asst. Foremen.

Ref From the S.G.P. No 40/Ms/47 d/5.12.47.
 " " " " No 55/Ms d/10.12.47.
 " " " " No 55/Ms d/17.3.1948
 " " " " No 55/Ms d/29.6.1948.

Order (Ms) No 1679 Edn d/24.5.49

The Govt regret decline to accept the proposals of the S.G.P. in his letters cited, with not be complied with the same for the revision of scales of pay of Mono. Lino operators, Junior Foreman.

2. The S.G.P. (2.8.49)

(S.R. 2/5/49)

Ass. Foremen.

28/11/48

4/15/48

15

GOVERNMENT PRESS - Revision of scales of pay for certain categories - Representations.

From the Madras Government Press Lino and Mono operators Association letter dated 17th November 1947.

From the Superintendent Government Press No. 40 Mis. 47 dated 5-12-47 and 2.1.48.

From the ~~Members of the Supervising Staff~~ ^{Junior & Assistant Foremen}, Government Press, Petition dated 1-12-47.

From the Superintendent Government Press No. 55 Mis. dated 10-12-47.

The current file below contains representations from the Lino and Mono Operators', and the Junior Foremen and the Assistant Foremen, requesting a revision of the scales of pay recently sanctioned by Government in G.O.No. 916 Edn. dated the 26th November 1947.

I. Lino and Mono Operators'

The Lino and Mono Operators who appear to have formed a separate association and are not members of the Madras Government Press workers' Union complain bitterly that the increase in the scales of pay sanctioned for them under the latest orders of Government is inadequate for the onerous and hazardous nature of their work; and they feel that the bad treatment they have received in this revision is ⁱⁿ contrast to the generous treatment accorded to other categories of Press Workers. They request that they may be granted an interview ^{or} to represent their grievances personally ^{or} in the alternative to increase their scale of pay adequately.

The following statement will show in one view the old and the revised scales of pay in respect of the Lino and Mono Operators':

DESIGNATION OF POST	OLD SCALE	SCALE OF PAY SANCTIONED IN G.O.NO. 78 FIN. DATED 6-2-1947.	SCALE OF PAY SANCTIONED.
(1)	(2)	(3)	(4)

(1) Designation of post	(2) 6th scale 7	(3) Scale of pay sanctioned in G.O.No. 78 Fin. dated 6-2-47	(4) Scale of pay sanctioned in G.O. 916 Fin. dated 26-11-47
Lino Operators) Grade I) Grade II)	Rs. 65-5/2-80-3/2-95) Rs. 72-2/2-80)	Rs. 45-3-75 (E.B.) - -3-105- plus bonus) Rs. 50-3-80 (E.B.) -3-110 plus bonus.)	
Mono Key Board) Operators) Grade I) Grade II)	Rs. 65-5/2-80-3/2- -95) Rs. 72-2/2-80)	Rs. 45-3-75 (E.B.) - -3-105 plus bonus) (now designated merely as Lino Operators and Mono Key board Operators)	

It will be seen from the above statement that instead of the old separate grades of Lino and Mono Operators with two different scales of pay, the revision ordered in G.O.No. 78 Finance dated 6-2-1947 and in G.O.No. 916 Fin. dated 26-11-47 has introduced a single grade with a single scale of pay for them. The scale sanctioned in the later G.O. of November last is higher by Rs. 5 at all the stages than the one sanctioned in February 1947, though the rate of increment is the same in respect of both the scales. The Superintendent has pointed out that the rate of increments (Rs. 3/-) is low, that their work is arduous, that they are responsible for working a very expensive and intricate piece of machinery, and that they should be granted Rs. 60-3-90 (E.B.)-5-130 plus bonus. It is a fact as he states, that he recommended early last year the scale of Rs. 60-140, but he did not press his recommendation subsequently. The scale now recommended by him is lower in respect of the maximum by Rs. 24 10/-. It is for consideration whether the scale recommended by the Superintendent Government Press for the Lino and Mono Operators will be approved.

II. JUNIOR FOREMEN AND ASSISTANT FOREMEN:

The representation from the Junior Foremen and the Assistant Foremen of the Press contains a similar complaint against their revised scales of pay. Their old and revised scales are:-

	Old scales of pay	Scales of pay sanctioned in G.O.No.78 Fin. dated 6-2-1947.	Scales of pay sanctioned in G.O.No. 916 Fin. dated 26-11-47.
(1) Foremen III Grade	Rs. 28-4/2-40-3/2-55	Rs. 45-3-60 (E.B.) -2-85	Rs. 45-3-60- E.B. 2 1/2-85 (Junior Foremen)
(2) Foremen (Binding) II Grade	Rs. 28-4/2-40-3/2-55	Rs. 45-3-60- (E.B.) 2 1/2-85	Rs. 45-3-60- E.B. 2 1/2-85
(3) Assistant Foremen I Grade	Rs. 35-4/2-43-2/2-45	Rs. 35-2-55- (E.B.) -1-65	Rs. 45-3-60- (E.B.) 2 1/2-75 (Assistant Fore- men Machine)
(4) Assistant Foremen II Grade	Rs. 28-3/2-37	Rs. 35-2-55 (E.B.)- -1-65	Rs. 35-2-55- (E.B.) -1-65 (Assistant Foremen)
(5) Assistant Foremen (Binding)	Rs. 28-3/2-37	Rs. 35-2-55 (E.B.) -1-65	Rs. 40-2-60- E.B. -1-70 (Assistant Fore- men)

The Junior and Assistant Foremen contend that as they supervise the work of other workers, their pay should be higher than that of the workers from whom they work. This is apparently not the case now as will be seen from the fact that the Compositors get a higher scale under the latest revision namely Rs. 40-2-60- E.B.-3-75. The Superintendent supports the petitioners' contention and recommends the following scales for these two classes of workers.

Junior Foremen	Rs. 70-4-110
Assistant Foremen	Rs. 55-3-70

It may be observed that in the case of these men, their latest revised scales are not an improvement on the scales sanctioned in the orders in G.O.No. 78 Fin. dated 6th February 1947. It should be stated however that this difficulty should easily have been foreseen by the Superintendent last year when the revision sanctioned in G.O.No. 916 Finance dated 26-11-1947 was under discussion. This omission may perhaps be pointed

out to the Superintendent. It is for consideration whether the reasons given by the Junior Foremen and Assistant Foremen and supported by the Superintendent for an increase in their scales of pay will be accepted and the scales revised as suggested.

Finance may see the case for remarks.

Finance(Sal.)

The case deals with the question of further revision

of scales of pay of the following posts in the Govt. Press:-

Designation of posts.	Old scale.	Revised scales sanctioned in G.O.916 Fin. d/26-11-47	New scale now proposed.	Remarks.
1.	2.	3.	4.	5.
(1) Lino-Operators, Gr.I	Rs 65--95	Rs 50-3-80-EB-	Rs	
do. Gr.II	72--80	3-110		
		+ Bonus	60-3-90-5-130	
(2) Mono Keyboard Operators, Gr.I	65--95			
do. Gr.II	72--80			
(3) Junior Foreman	28--55	45-3-60-EB-2 1/2=85	70-4-110	
(4) Foreman(Binding)	do.	do.		
(5) Asst.Foreman(Machine)	35--45	45-3-60-EB-2 1/2=85		
(6) do.	28--37	35-2-55-EB-1-65	55-3-70	
(7) do. (Binding)	do.	40-2-60-EB-1-70		

Items (1) and (2) above. It will be seen from the

representation on pp.1-15 CF. that these men belong to the most illiterate section of the Govt. Press establishment, that they are exposed to constant risks of health, and bodily mutilation, in the course of their normal duties compared to which the increase of pay given is a trifle, while other categories of staff have got off with large increases of salary, and that all this is due to incorrect appreciation of facts. The S.G.P. considers that the men have a just grievance and recommends the adoption of a

scale of Rs 60-3-90-EB-5-130 and E & P.H. have accepted the recommendation.

The men appear to possess technical experience only -- they are not required to possess minimum general educational qualifications -- and having regard to this aspect the revised scale already sanctioned cannot be said to be low. The main grievance of the men is that the percentage of increase in their pay is low as compared with certain categories -- CF. statement on p.23 CF. In the recent revision, the pay of posts was fixed mainly with reference to duties and qualifications and the Cabinet Salaries Committee was definitely opposed to a revision based on percentage increases as it is considered many of the "existing scales" unsuitable and that a revision by percentage increase would only perpetuate the existing anomalies. In view of this, and the fact that these men have prospects of promotion to higher posts viz., Head

Computer, Foreman etc. the new scale proposed seems a bit high. The revised scale of pay of Health Inspectors, who have to possess minimum general educational qualifications and undergo Sanitary Inspectors training is only Rs 60-3-120. It seems sufficient at the most to adopt this scale in the present case. This allows an increase of Rs 10 in the minimum and maximum of the scale sanctioned in G.O.916 Fin. dated 26-11-47.

Item (3) above - Junior Foreman.

Having regard to the "existing scale" of pay, the

revised scale already sanctioned is liberal enough. It is no doubt urged that they have to supervise the work of Compositors whose revised scales are as follows:-

Hand Compositors .. Rs 40-2-60-EB-3-75

Imposers .. Rs 40-2-60-EB-2-85

It will be seen that the revised scale sanctioned for the Junior Foreman, is still higher, and that the case for revising it to Rs 70-4-110 is rather weak. If an increase is considered necessary in view of the revised scale of Imposers which goes up to Rs 85, the maximum may perhaps be raised to Rs 90/- and the revised scale will then be as follows:-

Rs 45-3-60-EB-2 1/2=90

Item (4) Foreman(Binding). Rs 45-3-60-EB-2½-85 (Recruited from Senior Binders whose Rev.Scale is Rs 35--55.)

Item (5) Asst. Foreman(Machine) ..45-3-60-2½-75 (Promoted from Senior) Machinemen whose Revised scale is 40-2-60-1-70

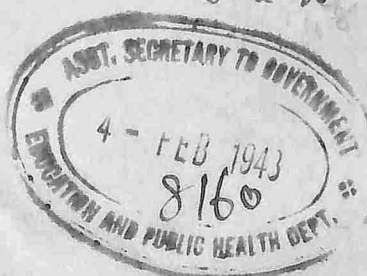
~~Item (6) Asst. Foreman .. 35-2-55-EB-1-65~~

Item (7) Asst. Foreman(Binding) 40-2-60-EB-1-70(Promoted from Senior Binders whose revised scale is 35-1-55)

The revised scale of Senior Binders, from whom the posts of Foreman, and Asst. Foremen(Machine) and (Binding) are ~~now~~ promoted, no doubt overlaps that of Foreman and Asst. Foreman, but as the pay of the promotees is fixed under F.Rs., nobody will be adversely affected. The revised scale ~~already sanctioned~~ ^{for items (4), (5) & (7) already sanctioned for the promotees} ~~is very liberal~~ and may stand.

Item (6) - Asst. Foreman. From a perusal of the statement on p.3 above, it will be seen that the revised scales already sanctioned mark a very liberal improvement over the existing scales, but the present proposal is put forward mainly for the reason that Senior Binders and Senior Machinemen who are generally promoted to these supervisory posts get higher scales, and that in the circumstances, the scales already sanctioned will not infuse respect and discipline among the lower staff. The Asst. Foreman gets a scale of Rs 35--65 while Senior Machinemen get Rs 40-2-60-1-70. To obviate this anomaly, a slightly higher scale viz., Rs 45--75 as in the case of Asst. Foreman(Machine) ^{(cf item (5) of stt on p 4 above)} may perhaps be sanctioned for the post. E & P.H. may be requested to obtain an estimate of extra cost ^{on the basis of the above suggestion} in order to indicate the financial procedure to be followed.

Remarks.



File may be
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Sgt's rep
is received
PTO's file
done 1/1/44

The Government Press Lino and Mono Operators' Association has represented that that the scales of pay sanctioned by Government for Lino and Mono Operators, namely, Rs. 50-3-80 (E B)-3-110 plus bonus in G.O.No. 916 Finance dated the 26th November 1947, are utterly inadequate for the hazardous and onerous responsibilities which this class of servants shoulder, and that the increase sanctioned are not proportionate to those sanctioned for other classes of Press workers, in that G.O. The Superintendent, Government Press, has expressed the opinion that these workers have a justifiable grievance and has recommended a scale of Rs 60-3-90 (E B)- 4-130 plus bonus. The Finance Department accepts the need for some increase and has suggested a scale of Rs 60-3-120 allowing an increase of Rs. 10/- at the minimum and maximum. The scale suggested by Finance is slightly less advantageous ^{than that recommended by the Superintendent, Govt. Press - It is for orders whether as a compromise the Finance Department's suggestion may be accepted.}

2. Similarly the Junior Foremen and the Assistant Foremen in the Government Press have expressed dissatisfaction at the revised scales fixed for them. Their contention is that as supervising staff they should be given higher scales than those fixed for ^{persons} ~~persons~~ over whom they exercise supervision. The Superintendent, Government Press, has recommended that in view of the responsibilities of those workers, their scales of pay may be Rs 70-4-110 for Junior Foremen and Rs. 55-3-70 for Assistant Foremen. Of the five categories for whom the Superintendent ~~Government Press~~ recommends an increase, Finance accept the need for revision only in the case of two ^{namely} Junior Foremen and Assistant Foremen and ^{have suggested} that the scales already fixed for them are sufficient and may ^{remain} ~~be~~ the main. The following statement shows in view the old scales ^{those} ~~recently~~ sanctioned ^{now} recommended by the Superintendent, Government Press and the ^{suggestion} ~~recommendations~~ of Finance:-

POST

OLD SCALE

SCALE SANCTIONED
IN G.O.NO.916 FIN.
DATED: 26-11-1947.

SCALES
RECOMMENDED
BY THE S.G.P.

FINANCE
SUGGESTION.

- (1) Junior Foremen Rs.28-55 Rs.45-3-60 (E B)-2-85 Rs.70-4-110
- (2) Foremen(Binding) Rs.28-55 Rs. 45-3-60 (E B)-2-85 Rs.70-4-110
- (3) Assistant Foremen (machine) Rs.35-45 Rs. 45-3-60 (E B)-2-75 Rs.55-3-70
- (4) Assistant Foremen Rs.28-37 Rs. 35-2-55-(E B)-1-65 Rs. 55-3-70
- (5) Assistant Foremen (Binding) -Rs. 28-37 Rs.40-2-60 (E B)-1-70 Rs. 55-3-70

Rs.45-3-60-(E B)
2-90

No revision
is necessary

No revision
is necessary

Rs.45-3-60 (E B)
-2-75

No revision
is necessary

It may be observed that while the Superintendent Government Press considers it necessary to sanction a unified scale of Rs. 70-4-110 for items (1) and (2) above and a single scale of Rs. 55-3-70 for items (3), (4) and (5), Finance consider that no revision is called for ^{in respect of these items as} the scales already fixed for them are quite adequate in view of the scales ~~of posts~~ applicable to posts from which promotions to the three posts in question are made.

It seems to be necessary to consult the Superintendent Government Press before accepting the reasons ~~referred to above~~ to ascertain whether the suggestions are likely to be misunderstood as giving a invidious treatment to certain categories of the workers.

3. It is for orders whether the suggestions of Finance may be accepted or whether the Superintendent Government Press may be consulted before finally accepting them.

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1/11/48 (C.R.)
1/11/48 (C.R.)

The financial effect of the proposal has not been worked out. The suggestion of finance may be accepted and the financial effect may be worked out and put up.



A draft memo requesting the S.G.P. to submit an estimate of the extra cost is submitted for approval.

15/3/48
16/3/48
17/3/48

C. Issued as memo. no. 91609/F/48-2. Edw. d. 11-3-48.
pp 35-40 of 20 604 from the S.G.P. no 55/100 dated 17-3-48

The S.G.P. has now furnished an estimate of the extra cost to Govt involved in the proposals approved with the minimum above. The estimate is submitted for annual account of the Government of Madras. The estimate of the extra cost of the proposals is about Rs. 13,500. The estimate of the extra cost of the proposals is about Rs. 13,500. The estimate of the extra cost of the proposals is about Rs. 13,500.

The S.G.P. states that the scale proposed for him and some operators is still too low. He proposes for a scale of Rs 60-5-120 (CR) 45-160 for them as originally proposed by him. He also proposes for the scaling Rs 55-3-70 (CR) 21-90 for junior foremen (against Rs 45-3-60 (CR) 21-90 proposed by Govt). No further circumstances have now been cited to reconsider the decision above. In view, however, of the fact that a junior foreman is senior to first foreman, the starting pay of the former, viz Rs 45 which is

The same for Asst Foreman (Rs 45-75), may be increased to Rs 55 as proposed by the S.S.P. Subject to order, the remarks of Finance may be included in the circular.

on 15/4/48
C.P.

(Pst Finance note on p 4-6 above)

The further note of E.P.H.

and the orders in circulation on p 9 above may be perused. The extra cost on account of

the revision of scales of pay of Line Operators, Mono Keyboard Operators, Junior and Asst Foremen in the Govt Press, is Rs 14,150 roundly p.a.

The extra cost according to the S.G.P.'s original proposals, is Rs 37,400 roundly p.a.

The E.P.H. have now stated that though Junior Foreman is Senior to Asst Foreman, the starting pay for both the posts, is the same and hence the starting pay of the Junior Foreman should be increased to Rs 55. ^{From the comparison of existing scale}

From the comparison of existing scale of pay statement of scales of pay on p 8 above, it may be seen, that though the starting pay for the posts of Junior Foreman and Asst Foreman, is the same, yet there is difference in the maximum of the two scales. Further it has been ordered in circulation that the suggestions of this Deptt, regarding the revision of scales for the various posts mentioned at A on p 4 above, may be accepted. In the circumstances there seems to be no necessity to reconsider the suggestions already made.

As the extra cost involved exceeds Rs 5000/- p.a. recurring, the case will have to be placed before the S.F.C. & the Cabinet before issue of final orders.

Finance (E.H.) & P.H. 00. NO

91609/F/47-3

7/4/48



Handwritten note: "Handwritten in H.S.P."

A' above

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(difference of Rs 15 max)

19 above

C-M

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E-P.H.

Education and Public Health Deptt

Please see the note of Finance Deptt on p 10 above. Finance is not in favour of increasing the minimum of pay of the junior Foreman to Rs 55 as proposed by the S.G.P.

The case relates to the revising the scales of pay of Line and Mono Operators and Junior and Asst Foremen in the Govt Press. The S.G.P. has

proposed a scale of pay of Rs 60-3-90 (EB)-4-130 plus bonus. Finance Deptt while accepting the need for some increase in pay for this class of workers has suggested a scale of Rs 60-3-120 (plus bonus) allowing an increase of Rs 10 at the minimum and maximum, as the existing revised scale by 50-3-80 (EB)-3-110 (plus bonus).

It is proposed to accept the suggestion of Finance.

As regards the revising the scales of pay of Junior and Asst Foremen, the statement on p 8 gives the old scale, the scale recently sanctioned, scales recommended by the S.S.P. and those suggested by Finance. This proposed to be.

The S.G.P. was asked to report the extra cost to go on the basis of the suggestion of Finance. He has now submitted a statement showing the number of posts and the extra cost involved for the posts involved.

The extra cost on account of this proposal is about Rs 34,000 p.a. The estimated extra cost per annum on account of the proposals approved in the minutes on p 9 above is about Rs 13,500.

Now this committee has the S.G.P. has pointed out that junior Foreman are senior to Asst Foreman and recommended the scale of pay of Rs 55-3-70 (EB)-2 1/2-90 (as against Rs 45-3-60 (EB)-2 1/2-90 suggested by Finance) as the scale of pay for Asst Foreman starts also on Rs 45 (Rs 45-3-60-2 1/2-75).

The Deptt has recommended that the starting pay for Junior Foreman may be Rs 55. Finance

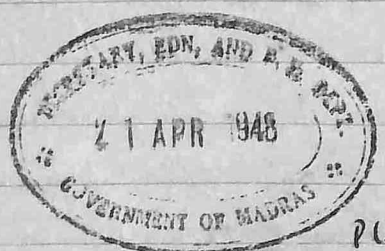
p 35 CF

p 40 CF

is ~~not~~ however is not in favour of this.
The file may be circulated to H.R. (E) and H.R. (J) for ~~their~~ their ~~minutes~~ minutes on p. 9 and. After ~~advice~~ advice passed the financial procedure indicated by Finance in its note on p. 10 and will be followed if necessary.

as
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I don't think we should go in for a second revision just now. At this stage we have to make revision once in three months for some section of the Press. I have not been able to understand the special reasons as to why this revision should be made. If the revision was made with the consent and on the suggestion of the Supdt., Govt. Press, I am unable to understand why he finds it unsatisfactory today. If there are any special reasons for revision now, that may be put up.



18A
20-4-48

His calculation intervenes in the minutes of the (Cm.) by the (Cm.)

Please see the minutes of H.R. (E) and H.R. (J) above. The special reasons for proposing the revision of the scale of pay of ~~man~~ man kind and mono-keyboard operators and junior and asst. foremen are given by the S.S.P. in his letters at pp. 27-30 of. They are mainly as follows:-

(1) The scale of pay sanctioned by Govt in the recent revision (Go no 916 ^{for} dated 26.11.47) (G) are utterly inadequate for the hazardous and onerous ~~and~~ and responsibilities which the line and mono-keyboard operators are required to shoulder having regard to the scale of pay obtaining in other Provinces and the increase sanctioned for this class of servants is not proportionate to those sanctioned for other classes of Press workers in that Go (G)

(2) As supervising staff, the junior and Asst. foremen should be given higher scale than those fixed for persons on whom they exercise supervision and from whom they may be promoted.

(3) The above classes of servants in the Govt Press have represented their grievances in the recent revision sanctioned by Govt and the S.S.P. has for the reasons given by him recommended increase in pay.

The previous scales of pay and those sanctioned in Go no 916 ^{for} dated 26.11.47 are given at 'A' on p. 2 and 'B' on p. 3 and respectively. The scale of pay sanctioned in Go no 916 ^{for} dated 26.11.47 for the line and mono-keyboard operators, was Rs 50-3-80 to Rs 3-110 plus bonus was agreed to by the S.S.P.

But his reason for recommending a further increase now for these operators is that he has a higher scale than that agreed to by him for compositors was given by the Govt in the above Go while in the case of operators alone, the scale approved by him is which is ^{considerably lower than} ~~much lower than~~ the scale based on piecework earnings was sanctioned by Govt with reduced increments.

Finance has agreed to some increase in the case of these servants and suggested the scale of pay Rs 60-3-120 (allowing an increase of Rs 10 at the minimum + more or less that sanctioned in Go no 916 ^{for} dated 26.11.47) (G)

The suggestion of Finance was accepted by H.R. (E) and H.R. (J) in their minutes on p. 9 and.

Similarly the junior and asst. foremen represented that the revision of pay sanctioned in Go no 916 ^{for} dated 26.11.47 (G)

A' on p. 2 of

pp 31-33 of

was inadequate. The S.S.P. recommended an increase in the pond that they have to do the work from other workers, their scale must be higher in order to command respect etc. His proposals in this regard (a uniform scale for all Asst Foremen in the various depots of the Press and slightly higher scale for junior foremen) were examined. Finance agreed to an increase in the case of items (i) and (ii) only in p 3 and having regard to the scale of pay ^{recently} sanctioned to the posts from which promotion is made to these posts. The suggestion of Finance was accepted - vide minute on p 9 and. As ~~the~~ Junior Foreman is higher than senior to Asst Foreman, the S.S.P. suggests a higher starting pay (Rs 55 against Rs 45 agreed to by Finance) for the former.

p 2930 y

B'amp 400

In the circumstances, it is for orders whether the proposals for revising again the scale of pay of hino and monotype board operators and junior and Asst Foremen should be proceeded with further or be dropped.

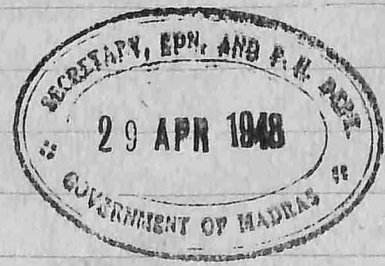
av 22/4/48
DM 23/4/48 S
M. (S.M.)

The pay of these people in similar establishments may be ascertained and put up with a comparative statement.

ISA
29.4.48

A draft memo to the S. of P. is submitted for approval.

off 29/4
DM 30/4/48
av 30/4/48 (Joined as memo 91609/15/47-4. Edn d 1.5.48)



91609/48

p 57 of

Cus 35193 from the S.S.P. no 55/ris dated 11.5.48

In Memo at p 45 of, the S.S.P. was asked to submit ^{a statement showing} the scales of pay etc of ~~senior~~ ^{less} classes of servants in similar Press establishments and those in the Govt Press. The S.S.P. now states that there are no similar establishments in Madras with which the scales proposed could be fairly compared, and that as far as hino type and Monotype keyboard operators are concerned, all big presses in Madras work on piece work and that these persons do not work on a similar basis as the Govt Press as far as foremen are concerned. He therefore requests to be informed whether he may get statements from the Govt and a few other Provincial Govt Presses to Madras that this will take a month or more to get the particulars and that the workers concerned are very much upset at the delay in the issue of orders in the case. He is sure that it is desirable to get the particulars from other Govts to enable the Govt to arrive at a decision. The delay cannot be helped ^{in such cases}. It is therefore for consideration whether the S.S.P. may be asked to obtain and submit the particulars from other Govts. A draft memo is submitted for approval.

p 57 of

by

av 18.5.48
DM 18/5/48 S
M. (S.M.)

pu 99 [Memo no. 91609/17-47-5 Edn dated 19.5.48]
Cus 48504 from the S.S.P. no 55/ris dated 29.6.48

p 57 of

The S.S.P. has furnished now a statement showing the scales of pay of hino type and Monotype operators, Junior foremen and Asst foremen from the Govt of India and a few other Provincial

Get Presses - vide p 57cf. with reference to these scales which range from Rs 100-150 to Rs 125-185, but so far himo and mono-operatives, the SSP now recommends a scale of pay of Rs 125-5-175 with deduction of Rs 5 and Rs 10 for reduced outturn for these two classes of servants. Originally he recommended Rs 60-130 for them. Having regard to the conditions ~~to~~ obtaining in this Province, the scale proposed to be given viz Rs 60-3-120 for himo and mono-operatives seems reasonable and may stand. The revised proposal of the SSP need not be approved. [An extract of para 2 of his letter on p 55 cf relating to the payment of bonus to these servants may be taken and added to the connected file (was in circulation to H.C. (Fin).)]

As regards junior foreman, the other Presses give a salary ranging from Rs 75-105 to Rs 100-155. The scale originally proposed by the SSP was 70-4-110. ^{He was clearly} ~~and that was proposed~~ in effort to fix a chain. This scale or the scale of pay Rs 55-90 subsequently recommended by him. The proposal of this dept was to sanction the scale of Rs 55-90 for Junior Foreman, ^{and} ~~whereas~~ a scale of pay of Rs 45-3-75 for Asst Foreman. Finance however advised that it was sufficient of ^{the scale, viz} Rs 45-90 was given to Junior Foreman and the scale of Rs 45-75 to Asst Foreman. In the circumstances now reported by the SSP, the scale of pay for Junior Foreman ~~should~~ may be definitely higher ~~both~~ (both in the minimum and the max^m) than that of Asst Foreman and the ~~the~~ scale of pay of Rs 55-90 may be adopted for Junior Foreman.

The scales of pay given by other Presses for Asst Foreman

para 2 p 55 cf

p 22 cf

p 37 cf B

p

p 57 cf

p 30 cf

p 40 cf

p 10 cf

p 55 cf

p 65 cf

W C W B p 53 cf

p 57 cf

(45)

are not much higher than those given or proposed to be given by this Govt. The scale of pay of Rs 45-75 as originally proposed may be given for Asst Foreman. vide also extract at p 51 cf.

The SSP has suggested that no distinction should be made between the Junior Foreman in Compositing, Asst Foreman in Binding, and Raisies in the Machine. Depts in the matter of pay. It is proposed to revise only the scale of pay of Junior Foreman (in compositing section). No revision is proposed for Asst Foreman (Binding) or for raisies in the Machine. Dept as the SSP has not made out a strong case for ^{it} ~~that~~. The SSP suggests that the pay of Junior Compositors may also be revised if the pay of Junior Foreman is revised as the former has equal responsibility as the latter (Junior Foreman). His proposal is that the pay of compositors may be revised from Rs 45-3-60-EB-2 1/2-85 to Rs 55-90. ~~Here also the~~ vide extract at p 53 cf. Here also the SSP has not justified his proposal in greater detail for the revision of the pay of compositors. In the circumstances, it may not be approved.

With reference to the minute of H.C. (Fin) on p. 14 ante, a tabular statement of the scale of pay for himo and mono-operatives, Junior and Asst Foreman is put up at (W).

Finance may see for remarks before circulation.
 av 5.7.48
 5/7/48
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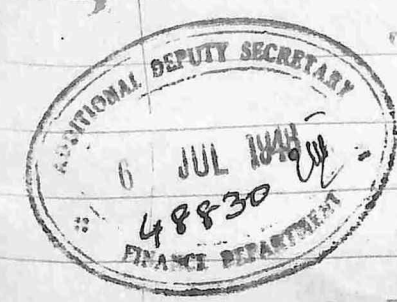
p 27 cf W

p 29-30 cf + p 53 cf

p 8 NF

A' on p 53 cf

p 53 cf



W
E & P. H. O. O. R. O.
91609 F. / 47-6
6.7.48

(Previous Finance note on Page 10 above)

The further note of E.P.H. from page 15 above may be perused.

The following remarks seem called for in this Department. Revision ofpay for Lino and Mono Operators in the Government Press:- The

revised scales of pay sanctioned for the posts in G.O. 916 Finance

dated 26th November 1947, was, 50-3-80-EB-3-110 ^{plus} Bonus. On a

further representation from the S.G.P., this Department have agreed to

the revision of this scale to, 60-3-120 + Bonus. This scale has been

accepted in circulation by H.M. (Edn) and H.M. (Finance). By a

comparison with the scales of pay allowed to Lino and Mono Operators in

Government of India, and other Provincial Governments, the S.G.P. now

recommends a scale of Rs.125 - 175 with a deduction of Rs.5 and Rs.10

for reduced out turn of work for these two classes of servants.

E.P.H. however propose, that the scale originally suggested by this

department, and agreed to in circulation viz. 60-120 may stand and ~~that~~ ^{no fresh revision necessary} ~~that~~ ^{no fresh revision necessary}

may agree with their view.

Revision of scale of Pay for Junior Foremen. The statement

at 'M' on page 8 above, gives in one view, the old scale for this post,

the scale sanctioned in G.O. 916 Finance, dated 26th November 1947, the

scales recommended by the S.G.P., and the scale suggested by Finance

Department. It may also be noted that this department's suggestion

regarding the ^{revisions} ~~revision~~ for these posts were ^{accepted} ~~accepted~~ in ^{circulation} ~~ed~~ by H.M. (Edn)and H.M. (Finance). Subsequently E.P.H. suggested a higher ^{starting pay} ~~scale~~ of Rs.55-90

for Junior Foremen, on the ground that a Junior Foreman is senior to

an Asst. Foreman, and as the starting pay for both these posts are

the same, the starting pay for Junior Foremen may be increased to

Rs.55. This department then pointed out, that there was no necessity

for any further revision for the reason, that though the starting pay

for both the posts is the same, yet there is difference in the

maximum of the two scales, and that the scales suggested by this depart-

ment, have already been accepted in ~~ed~~ ^{circulation} ~~ed~~ ^{circulation}. E.P.H. again press for their original scale of 55-90.~~addressed~~ adduced by the S.G.P. now, and a Comparison of the scales

of pay allowed to similar class of servants in other Governments and

Presses, cannot be equitably made in all cases under this Government,

as it depends more on the finances and other relevant factors

governing each province. This department may therefore, still adhere to

the views already expressed at 'M' on page 10 above.

37. Revision of pay of Asst. Foremen:- E.P.H. propose thatthe scale of pay suggested by this department ^{for this post} ~~and~~ agreed to incirculation viz. 45-75, may ~~continue to stand~~ and no further

revision is necessary. This department may agree with their view

4. Regarding the S.G.P.'s suggestion that no distinction should be made between the Junior Foreman in composing, Asst. Foreman in

Binding, and Maistris in machine Departments, in the matter of pay,

E.P.H. ^{consider} ~~propose~~ that these proposals need not be approved. -

vide 'E' on page 17 above. This department also may agree with their view.

5. E.P.H. will no doubt ^{follow the financial procedure indicated by this} ~~with the above proposals~~ ^{that the case may be referred to the} ~~that the case may be referred to the~~

dept at K on page 10 above, before issue of final orders.

E & P.H. (F1)

Please see the remarks of the Fin. Dept. above.

At the instance of the Lino and Mono operators and the Junior and Asst. Foreman of the Govt. Press, the S.G.P.

proposed that the scales of pay of Lino and Mono operators and Junior and Asst. Foremen should be revised

as follows, as the scales of pay sanctioned in G.O.

916 Fin. dt. 26-11-47 for these classes of servants

were considered in-adequate :-

	Existing Revised pay		Proposed pay.	
	Rs.		Rs.	
Lino & Mono operators.	50-110	plus Bonus.	60-130	plus Bonus.
Junior Foreman.	45-3-60-EB-2-85		70-110	
Asst. Foreman (Machine).	35-2-55-1-65		55-70	

The proposals of the S.G.P. were considered in consultation with Finance and it was proposed finally to grant only the scales of pay given in the ~~last~~ column (6) of the statements at (W).

At that stage H.M. Edn. desired to know the pay of these people in similar establishments. The S.G.P. was consulted and he has furnished the information -

Vide

vide his statement at page 57 C.f. The scales of pay of Lino and Mono operators in other Govt. Presses ranged from Rs.100-150 to Rs.125-185, ~~mark~~ while the scale of pay of Junior ~~af~~ Foreman ranges from Rs.75-105 to Rs.100-155. The scale of pay for Asst. Foremen ranges from Rs.40-60 to Rs.60-75 only.

While forwarding the above information the S.G.P. has proposed a scale of pay of Rs.125-5-175 for the Lino and Mono operators with deduction of Rs. ~~2~~ 10 and 5 for reduced outturn, a scale of pay of Rs.70-110 or Rs.55-90 for Junior Foreman and Rs.45-75 for Asst. Foreman.

~~Please see the consolidated statement at p. 17 ante~~
The revised proposals of the S.G.P. ~~have~~ have been examined ~~at p. 15-17 ante~~ Finance agree with this Dept. in regard to the scales of pay to be given to Lino & Mono operators and Asst. Foreman, ~~of Rs. 60-3-120 and Rs. 45-75~~ respectively.

They don't agree to give the scale of pay of Rs.55-90 to Junior Foreman, as proposed by this dept. ~~having regard to the scales of pay obtaining in other press establishments.~~

The proposals for orders are: (1) whether the following scales of pay may be given:

Mono & Lino Operators - Rs.60-120 plus Bonus.
Junior Foreman (composing) - Rs.55-90.
Asst. Foreman (machin) - Rs.45-75,

and (2) whether the other proposals of the S.G.P. referred to at (E) on p.17 ante may be vetoed.

The extra cost to the Govt. of the above proposals, if approved will be about Rs.15,000 per annum. As it exceeds Rs.5,000 recurring, it has to be referred to the Standing Fin. Committee and the Cabinet before orders are issued. It is for consideration whether the proposals may be placed before the Standing Fin. Committee. The case may be circulated to H.M.(Edn.) and H.M.(Fin.) for orders.

(Action regarding p. 17 ante will be taken separately)
13/7/48 S / ~~14/7/48~~ 14/7/48



E & P.H.U.O. No

91609 F. / 47-7
16.7.48.

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2nd / 2nd P.D.

of statement at the top of p. 8 above

10 p. 15 of 'New Service' pamphlet sent p. 15

This is only revision of salaries. This is not a new service. Should this be S.P. 3 or 4?

Please see the note Finance on pp 10 and 19 re: the financial procedure which followed in this case. The Finance Dept. may see for remarks with refer. to the minute of H.M. (Fin.)

16/7/48 Finance

Finance E III

(Previous note of Finance on pp 18-19 above)

Please see the further notes of E.P.H. on pp 19-20 above and the minute of H.M. (Edn.) above.

2. The proposals in the file are to revise the scales of pay of Lino and Mono operators and Junior and Assistant Foreman in the Govt. Press. The proposals are taken up for consideration not as omissions in G.O. 78 Fin 8.6.2.47 (general revision of scales of pay of Govt. servants) but as a further revision of scales of pay over those sanctioned in the above G.O. According to the rulings of the Public Accounts Committee on the interpretation of the term 'New Service' any proposal for the revision of the scales of pay involving an extra cost of over Rs.5,000 p.a. should be treated as a 'new service'. The extra cost involved in the proposals

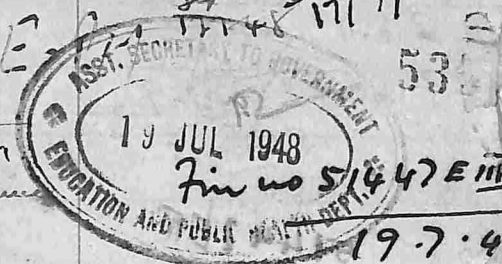
in the file is Rs 15,000 p.m. recurring. The proposals ~~are~~ therefore a 'new service'. The proposals should be referred to the Standing Finance Committee and the Cabinet and a supplementary ~~grant from the legislature~~ ^{grant from the legislature} obtained before issue of final orders

Res. 17.7.48
A.P. 17.7.48

17.7.48

Thro B.G.

17.7.48



The above order may be perused. It may be circulated to H.C. (Fin.) with reference to his minute on p 21 and.

av 19.7.48

19.7.48

19.7.48



A draft note for the Standing Finance Committee is submitted for approval. May be sent to Finance for acceptance.

The S.P. has reminded the fact that the draft note is submitted for approval.

31.7.48

FIN (E III)

(Previous note of Finance on pp 21 & 22 above)

Please see the orders in circulation above. The draft note for the Standing Finance Committee may be accepted by the H.C. (Fin.) & S.P.H.

6.8.48

E.G.P.H.U.O. no

91609 F/17

4.8.48



76153

Thro B.G.

17.7.48

Thro B.G.

E.P.H.

76153/17

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7-8-48

E.G.P.H.U.O. no

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