

Subar
~~Secy. II-27-60,994-17-11-48.~~

E & P. H (1945.) Department.

Ms. SERIES.

G.O. NO. 1799 Edw

Dated 1-6-49

37

[Despatch Abstract.]

Est# - Secondary Education - Gudiyatham
Municipality - Headmaster, M.L. High School -
Payment of a Special allowance on the introduction
of Shift system - proposal - rejected.

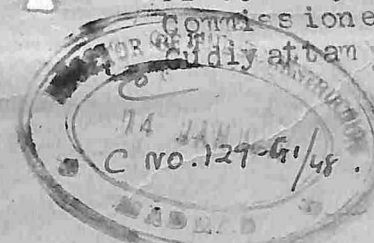
Back Papers.

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

Further Papers.

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

Local Administration Department.
To
The Secretary to Government,
Education & P. Health Department,
Fort St. George, Madras.
Through
The Director of Public Instruc-
tion, Madras and
The Chairman, Municipal Council,
Gudiyattam. (2)



D. Dis. 9184/47 dated 28-12-47.

Sir,
Sub:- Education - Secondary - Municipal High School, Gudiyat-
tam - payment of allowance to the headmaster on intro-
duction of shift system - orders requested.

Ref:- 1. Petition from the headmaster, M.H. School dated
24-11-47.
2. Council resolution No. 353 dated 22-12-47.

Vide below
In the Municipal High School, Gudiyattam shift system
has been introduced from 1-8-47. The Headmaster, Municipal High
School has requested to pay him an allowance equal to half of his
pay as he has been working from 7.30 A.M. to 5.30 P.M. each day
for six days in a week with added responsibility and more work
consequent on the introduction of shift system in the High School.
The Municipal Council in its resolution No. 353 dated 22-12-47 has
resolved to pay a special allowance of Rs. 25/- with the sanction
of Government from the date of introduction of shift system till
it is in force, and a copy of the council resolution and a copy of
the petition of the headmaster, Municipal High School are submitted
herewith. I request that Government may be pleased to sanction the
allowance.

Commissioner Delegate.

Proceedings of the Municipal Council, Gudiyattam passed at its
meeting held on 22-12-47.

Council resolution No. 353 dated 22-12-47.

Read application from the headmaster, Municipal High School
requesting to grant him a special pay of not less than half of
his salary with effect from 1-8-47 as he is working from 7.30 A.M.
to 5.30 P.M. for six days in a week with added responsibility con-
sequent on the introduction of shift system in the High School and
the note of the Commissioner thereon.

Resolution:- Resolved to pay a special allowance of Rs. 25/- with
the sanction of Government from the date of introduction of the
shift system till it is in force.

Sd. P.K. Gangadara Mudaliar.
Chairman.

(true extract)

Commissioner Delegate.

P.T.O.

Copy of petition dated 24-11-47 of the Headmaster, Municipal High School Gudiattam to the Municipal Commissioner, Gudiattam.

Sir, Sub:- Gudiyattan Municipal High School - shift system of work - Headmaster's additional responsibility work - special pay requested.

Consequent on the introduction of the shift system in the high school, I am called on to work from 7.30 A.M. to 5.30 P.M. for six days in the week while all the others of the staff have either their turns or shifts every day. This supervision work of both the shifts has added both to my responsibility and to my work.

my work.

In view of this, I request you to kindly grant me a special pay of not less than half of my salary with effect from 1-8-47 the date of introduction of the shift system of work.

J. S. Ganesan.

SD. M.S. Natesan.
24-11-47.
Headmaster.

(true copy)

Commissioner ~~Delegate~~.

Forwandes

Y. L. 222 222 222
chairman. 12.1.48

Local Administration Department.

From
Sri P.Raja Rao, B.A.,
Municipal Commissioner,
Gudiyattam Municipality.

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

Through The Director of Public Instruction
and The Chairman, Municipal Council, Gudiyattam.

Dis. 796 /48 dated 26-1-48.

Sir,

In submitting the enclosed petition of the Headmaster, Municipal High School, Gudiyattam, I offer my remarks as below:-

2. The headmaster in his petition dated 24-11-47 (copy enclosed) has applied for grant of a special pay of not less than of half of his salary for the additional responsibility and work he has to discharge consequent upon the introduction of the shift system from 1-8-1947. His present salary is Rs.200/-.

3. I have recommended to the council that the headmaster may be granted a special pay equal to 1/5 of his salary, as he is for all practical purposes placed in ~~additix~~ additional charges of duties of a post which would otherwise require the services of a whole-time servant.

4. The Municipal Council in its resolution No.353 dated (copy enclosed) has resolved to sanction a special allowance of Rs.25/- per month from the date of introduction of the shift system which will work upto ¹/₈ of his present pay.

5. Introduction of shift system due to lack of accommodation is not a problem peculiar to this place alone and there may be several instances coming under this category requiring adoption of a uniform policy by the Government in the matter. I therefore submit that the Government may be pleased to consider the additional responsibility and extra strain that an headmaster is called upon to shoulder in handling both the shifts and fix up a fair and reasonable addition to the the pay as deemed fit.

Commissioner,
Gudiyattam Municipality.

Copy of petition dated 24-11-47 of the headmaster, Municipal High School, Gudiyattam to the Municipal Commissioner, Gudiyattam.

Sir,

Sub:- Gudiyattam Municipal High School - Shift system of work - headmaster's additional responsibility work - special pay requested.

Consequent on the introduction of the shift system in the High School, I am called on to work from 7.30 A.M.

P.T.O.

to 5.30 P.M. for six days in the week while all the others of the staff have either their turns or shifts every day. This supervision work both the shifts has added both to my responsibility and to my work.

In view of this, I request you to kindly grant me a special pay of not less than half of my salary with effect from 1-8-47 the date of introduction of the shift system of work.

(True copy) SD.M.S.Natesan. 24-11-47.
Headmaster.

Proceedings of the Municipal Council, Gudiyattam passed at its meeting held on 22-12-47.

Council resolution No.353 dated 22-12-47.

Read application from the headmaster, Municipal High School requesting to grant him a special pay of not less than half of his salary with effect from 1-8-47 as he is working from 7.30 A.M. to 5.30 P.M. for six days in a week with added responsibility consequent on the introduction of shift system in the High School and the note of the Commissioner thereon.

Resolution:- Resolved to pay a special allowance of Rs.25/- with the sanction of Government from the date of introduction of the shift system till it is in force.

SD. P.K.Gangadara Mudaliar.
Chairman.

(True extract)

Commissioner,
Gudiyattam Municipality.

Forwarded.

Chairman.

From

Sri M.S. Natesan, B.A.L.T.,
Headmaster, Municipal High School,
Gudiyattam.

To

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

Through

The Proper channel.

Sir,

Sub: Gudiyattam Municipal High School - Working in double shift - Headmaster's increased responsibility and double work - Extra addition to pay - Prayed for.

I beg to bring the following few lines for your sympathetic consideration and favourable orders.

For want of adequate accommodation I have been called on to be in full charge of the detailed working of both the shifts of the High School from 7.30 A.M. to 5.30 P.M. for full 6 days in the week, taking care of 18 full sections in the morning and 14 full sections in the evening.

As this extra work cannot be classified to come under the provisions of Rule 49 of Fundamental rules, I request you to kindly treat this double work of consecutive and continuous hours as a special case and grant me an addition to my pay in proportion to the cent per cent increase in my work.

I am submitting relevant extracts from the current year's inspection report to indicate the nature of the quality and quantity of work turned out by me.

Gudiyattam }
23.1.48

Enclosure :-

True extract from
the Tabular inspection
report.

M. S. Natesan
23.1.48.
Headmaster.
MUNICIPAL HIGH SCHOOL,
GUDIYATTAM.

EXTRACT FROM THE INSPECTION REPORT OF THE MUNICIPAL HIGH SCHOOL,
GUDIYATTAM FOR THE YEAR 1947-48.

xxx

xxx

xxx

The shift system in the school taxes the energy of the Headmaster utmost, but he has risen to the occasion, and has very well organised the work of the school on quite sound lines.

xxx

xxx

xxx

The school is growing in popularity and the Headmaster by dint of his hard work carefully planned and nicely executed, has been able to win the confidence of the public and the staff - alike and use it for the progressive welfare of the institution.

Sd. A.V. Tyagarajan,
25-12-1947,
District Educational Officer, N. Arcot.

(True extract)

Mathur
23.1.48

R.C.No. 129 GL/48.

Madras, 11--2--1948.

Sub: Municipal High school, Gudiyattam - Payment of allowance to the Headmaster on the introduction of shift system - Proposals - submitted.

Read.- Letters from the Commissioner, Municipal Council, Gudiyattam bearing No. D Dis 9184/47, dated 28th December 1947 and L.Dis 796/48, dated 26-1-1948.

Submitted.

2. On the petition for payment of an allowance from the headmaster, Municipal High school, Gudiyattam where Shift System has now been introduced, the Municipal Council resolved to grant him an allowance of Rs 25/- p.m. which works out to one eighth of his pay. As stated by the Commissioner, the Headmaster will have to work from 7-30 in the morning to 5-30 in the evening. i.e. for a total period of ten hours in the two shifts. It is mostly the Headmaster that will be responsible for the efficiency of the instructions in the two shifts as the assistants will have either their turns or shifts every day.

3. In view of the above it is recommended that an allowance of Rs 25/- may be sanctioned in consideration of the volume of work to be undertaken by the Headmaster in this case.

For Director of Public Instruction.

To
The Secretary to Government,
Edn & P.H. Department.
P.R.K. 13/2/48,

13/2

C. no. 11444 B1/48.

Schools - Municipal High School, Indiyattam.
Headmaster - Payment of an additional allowance of Rs. 25/- per mensem on the introduction of shift system. ①

KK
27/2
p89

From the Director of Public Instruction, R.C. no. 129 B1/48 dated 11.2.1948.

Memo no. 11444 - B1/48 - 15th 26/2/48

The Director of Public Instruction is requested to report the number of high schools under the management of local bodies ^{in which} the shift system has been introduced; ^{and} ~~and if so~~, whether an additional allowance should not be granted to the headmasters of ~~these~~ ^{other} schools ^{schools} as in the case of the headmaster of the Municipal

P.T.O.

may send, accordingly, and if so, whether a
general order may be issued for all
such cases.

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21.2.48

18/2/48
1000
19.2.48

to
The D.P.O.

10.3.48
EXY 2000
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19/3/48

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14/4

10-11-47
+ EX. Ry - MT
return.

To
The D.P.O.
14.4.48
83
11.4.48

S. H. V. S.

Memo No. 11444/48-283 Edn dated 12-4-48.

Schools - M.K. High School, Gudiyattam -
Headmaster - Payment of an addl allowance
of Rs. 25/- p.m. on the introduction of
shift system.

Ref: Govt Memo No. 11444-B1/48-1 Edn dated
26-2-48 and reminder thereon dated 12-3-48

The D.P.O. is requested to
expedite his reply to the memorandum
referred to above.

W
12.4.48

C.F. 32 (a).

From (Name) Sri.D.S.Reddi, M.A. (OXON) To
Designation Director of Public In-
struction, Station MADRAS

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

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

Enclosures: RC. No. 129-G1/48 dated 22.4.48 194 8.



SUB:- M.C. Gudiatham, Secondary Schools -
payment of special allowance on account
of introduction of shift system to
Headmasters -

REF:- Govt. Memo 11444-B1/48-1 Education dated
26.2.48.

30309

In view of the orders of the Govt. in their Memo
No. 21773-B.1/48-1 dated 1.4.48, the proposal may be
dropped. The particulars called for in Government Memo
cited above are not also furnished.

FOR DIRECTOR OF PUBLIC INSTRUCTION.

MDS
23/4

E. P. H. (Cns)

Please see the reply from the D.P. J. on p. 14 ante.
In the circumstances stated therein no action seems
called for. The papers may be lodged.

28/4/48.

P. C. to go. ✓

Immed
RGR
25/5/48

1/6/48
From

16
T. M. d. 29-5-48.

E. P. H. Dept. (G)

The Secretary to Govt., E. & P. H. Dept.,
To The D. P. J. (10)

Sub: ~~At~~ Municipal Council, Gundlupet -
Secondary Schools - payment of special
allowance on account of introduction
of shift system to Headmasters.

Ref: D.O. no. 21783/48-10 ~~Edo do 6-10-47~~
Govt. Memo no. 21783-50/48 ~~Edo 1/4/48~~
Your ~~DB~~ letter no. 129 ~~Ed~~ /48. d. 22.4.48.

2
p. 14 c6

Please say whether the recommendation
P.T.O.

in your letter cited above that the proposal
of additional allowance of Rs. 25/-
to the Headmaster of the Municipal High
School, Guindyattam or whether it refers
only to the general proposal of payment of
allowances to Headmasters of other schools.

BP
26.5.48

SS

26.5.48

28.5.48

Office of the Director of
Public Instruction, Madras.

Re. 129 G1/48 dated 1-6-1948.

4 JAN 1948

Sub: Municipal Council, Guindyattam - Payment of allowance to the
Headmaster on the introduction of shift system.
Ref: Telephonic Message dated 29-5-1948 from Secretary to Govt.
Education & P.H. Department.

41406

The remarks offered with this office endorsement Re. 129 G1/48
dated 22-4-1948 apply not only to the Headmaster of the Municipal High
School, Guindyattam but to the general proposal of payment of additional
allowances to the Headmasters of the other High Schools also in view
of the orders of the Government in their Memo No. 21773 B1/48-1 Edn.,
dated 1-1-1948.

R. A. R. R.
for Director of Public Instruction.

To the Secretary to Government,
Education & P.H. Department, Madras.

K.h.2-6.

E.P.H. (1)

37/7

As the Headmaster of the Municipal High School, Guntipattam had to do extra work on account of the introduction of the shift system, it is considered reasonable that he should be paid the allowance proposed by the M.C. from 1-8-47 to the date of abolition of the system in the school.

Schools - Municipal High School, Guntipattam
Headmaster - Payment of an addl. allowance on the introduction of shift system (2)
from the Director of Public Instruction. Re-129

4/1/48 & 1.6.48

Memo No. 11444/48-753.62 d 22/7/48

The D.P.O. is requested to report the number of high schools under local bodies in which the shift system was introduced and the extra cost involved if the headmasters of ~~the~~ the schools which worked extra shifts are to be paid addl. allowance

To the D.P.O.
19/7/48
26/7/48

21-7-48

by M.

LOCAL ADMINISTRATION

Department

Received

Registered

From (Name) Sri K.M. Palani Swami, B.A., To

Designation Municipal Commissioner,

Station Gudiyattam.

The Secretary to Government,
Education & Public Health
Department, Fort St. George,
Madras.Through the Chairman, Municipi-
pal Council, Gudiyattam.

Enclosures

ROC. No. B3-5548/48 dated 10 - 8 - 1948.

(one)

Sir,

Establishment - Natesan (Sri) M.S. - Headmaster -
Municipal High School, Gudiyattam - Special addi-
tion to pay - Petition - forwarded.

I submit herewith the petition of the headmaster,
Municipal High School with the following remarks.

The ~~headmaster~~ Municipal High School, Gudiyattam, is
having Shift System of education from the School year
1947-48. The headmaster, Municipal High School has sub-
mitted a petition requesting to grant him an addition
to his pay as he is in-charge of both the shifts from
7-30 A.M. to 5-30 P.M. for full 6 days in a week.

The previous petition of the headmaster, dated
23-1-48 requesting for additional pay was submitted
to Government along with this office letter L.Dis. 796/48
dated 26-1-48. I also invite reference to this office
D.Dis.No.9184/47 dated 28-12-47 applying for the sanc-
tion for the sanction of Government for the payment of
the allowance of Rs.25/- with reference to the Council's
resolution sanctioning an allowance of Rs.25/-.

I request that the Government may be pleased
to pass early orders sanctioning the payment of the
allowance.

VM.10/8.P.

10/8/48

K. M. Palani Swami
COMMISSIONER. 10/8/48

Forwarded.

4-87-8/10/8/48
Chairman. 11.8.48

RKS
12/8/48

MUNICIPAL OFFICE
15 JUL 1948
GUDIYATTAM.
14

From
Sri M.S. Natesan, B.A.L.T.,
Headmaster, Municipal High School,
G u d i y a t t a m .

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

Through
The proper channel.

Sir,

Sub: Gudiyattam Municipal High School - Working in
double shift - Headmaster's increased responsi-
bility and double work - Extra addition to pay -
prayed for.

I beg to bring the following few lines for your
sympathetic consideration and favourable orders.

For want of adequate accommodation I have been
called on to be in full charge of the detailed working
of both the shifts of the High School from 7-30 A.M. to
5-30 P.M. for full 6 days in the week, taking care 18
full sections in the morning and 14 full sections in the
evening.

As this extra work cannot be classified to come
under the provisions of Rule 49 of Fundamental Rules, I
request you to kindly treat this double work of conse-
cutive and continuous hours as a special case and grant
me an addition to my pay in proportion to the cent per
cent increase in my work.

I am submitting relevant extracts from the cur-
rent year's inspection report to indicate the nature of
the quality and quantity of work turned out by me.

SD. M.S. Natesan,
23-1-1948
Headmaster,
Municipal High School, Gudiyattam.

(True copy).

M. Natesan
14.7.48
Headmaster
MUNICIPAL HIGH SCHOOL,
GUDIYATTAM.

126
Page 10 of 11
b7c
b7d

EXTRACT FROM THE INSPECTION REPORT OF THE MUNICIPAL HIGH SCHOOL,
GUDIYATTAM FOR THE YEAR 1947-48. (B)

xxx

xxx

xxx

The shift system in the school taxes the energy of the Headmaster utmost, but he has risen to the occasion, and has very well organised the work of the school on quite sound lines.

xxx

xxx

xxx

The school is growing in popularity and the Headmaster by dint of his hard work carefully planned and nicely executed, has been able to win the confidence of the public and the staff alike and use it for the progressive welfare of the institution.

SD. A.V. Tyagarajan,
25-12-1947,
District Educational Officer, M. Arcot.
(True extract).

Mahis
Headmaster
MUNICIPAL HIGH SCHOOL,
GUDIYATTAM.

EAP 4185

~~15/12~~

Schools - Municipal High School, Gudiyattam.
Headmaster - Payment of an additional allowance
on the introduction of shift system.

1/22/48

From the Commissioner, Gudiyattam Municipality
Rec. B₃-5548/48 dt 10.8.48.

16/12

Memo: 11444/48-8825 on dt 12/8/48

The matter is under consideration.

with the Director of Public Instruction.

To
The Commissioner,
Gudiyattam Reply
(through the C.O.C).
17/12/48

KA
13/8/48
13/8/48

14/8/48

Schools - Municipal High School
Sundigam - Headmaster - payment
of an addl allowance on the
introduction of shift system.

Govt. memo no. 11444/48-7-G3 d 22-7-48

Memo no. 11444/48-9-G3 d 25-9-48.

The Director of Public Instruction is
requested to expedite his reply to the
office memo cited above.

21/9/48

CNo. 11444/48

A/S

p. 20. CF.

To ne D-19

C.F. 32 (a).

Education Department

Received _____ Registered _____

From (Name)

To

Designation Director of Public Instruction

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

Station



Enclosures:

Mc. No. 129-G1/48 dated 20-10-1948.

Sir,

Sub:- Schools - Secondary Local Bodies - Introduction of
Shift System - Particulars of extra cost.

Ref:- Govt. Memo No. 11444/48-9 G3 Mdn., 25-9-48.

Replies are still due from the Divisional Inspectors
of Schools, Rajahmundry and Anantapur. On receipt of their reports,
I will submit the particulars to Government shortly.

Yours faithfully,

Thiruvananthapuram

For Director of Public Instruction.

Copy to the Divisional Inspectors of Schools, Godavari and Anantapur Divisions,
in continuation of Director's Proceedings Mc. 129 G1/48 dated
14-8-48 and 1-9-48. They are requested to expedite their replies.

MDS

21/10

not in file

RRK 21/10

C.No. 11444/48

E.P.H(83)

The D.P.I's report may be awaited

till 20.11.48.

27/10/48.

28/10/48

27.10.48

C.No. 11444/48

14.6/12

Memo. No. 11444/83/48-10. Edu. 2.4/12/48

Schools - Secondary - local
bodies - Introduction or shift
system - particulars of extra
cost.

p. 30 cf.

From the D.P.I. Re. 12.9.81/48 d/ 20.10.48.

The D.P.I. is requested to
state when ~~the~~ his reply to govt.
Memo. No. 11444/48. B.I. Edu. 2/26.2.48.
may be expected.

To the D.P.I.

30.11.48.

30.11.48

30.11.48

31/11/48

From

Education Department.

The Director of Public Instruction,
Madras.

To
28 DEC 1948

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

Rc.No.129 G1/48 dated 22-12-1948.

Sub: Schools - Secondary - Local Bodies - Introduction
of Shift System - Extra cost.

97497

Ref: Govt. Memo No. 114441 G3/48-10 Edn, dated
4-12-1948.

Reply is still pending from the Divisional Inspector of
Schools, Anantapur on the subject. I shall furnish the parti-
culars soon after the receipt of reply from him who is being
reminded in the matter.

Yours faithfully,

K. S. Srinivasan

for Director of Public Instruction

KHR. 23-12.
25/12

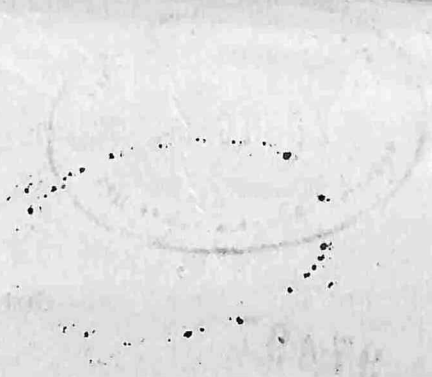
E.P.H. (93)

The D.P.S. may be reminded
on 30.1.49 if necessary

28/12/48

20/12/48

Handwritten signature or name at the bottom left of the left page.



286
Memo No. 11444 G.3/48-12 EDW. dated 19-2-1949

Sub: Secondary Schools - Local bodies - Introduction of Shift System - Particulars of extra cost -
Ref: From the D.P.I. R.C. 129 G.1/48 dt 22-12-48.

69/19/2
D.P.I.

The D.P.I. is requested to state when his reply to Govt memo No. 11444/48-B1 EDW dated 26-2-48 may be expected.

To The D.P.I.

16/2/49
16.248

16/2/49
16.248

17/2/49

From

The Director of Public Instruction, MADRAS.

To

The Secretary to Government,
Education and Public Health Department.

Rc.No.129 G1/48 dated 3-3-49.

Sir,

Sub: Schools-Secondary -local bodies-payment of an allowance
to Headmasters on the introduction of shift system-

Refere: Government Memo No.114444/48-7 G3 Edn dated 22-7-48,

In para 1 of Government memo cited above , it has been stated
that the allowance proposed by the Municipal Council Gudiyatham viz.
Rs.25/- is considered reasonable for the Headmaster of the Municipal
High School Gudiyatham, as he had to do extra-work on account of the
introduction of shift system.

With reference to para 2 of the memo, particulars of schools
wherein shift system was introduced were called for and are now available.
But in working out the extra cost involved, a doubt has arisen ^{as to} the
rate of allowance to be reckoned. I therefore request to be informed
whether the amount considered as reasonable for payment to the Head
master, Municipal High School, Gudiyatham viz.Rs.25/- may be taken as the
basis for working out ^{the} extra cost in other cases also and if not, the
rate of allowance considered reasonable for purposes of working out
the extra cost may kindly be furnished.

Yours faithfully,

Thiruvananthapuram
for Director of Public Instruction.

cn 5/3

7/3/49

38

SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC INSTRUCTION

GOVERNMENT OF INDIA

Subject: Schools - Local Bodies - Introduction of Shift System
for the purpose of the introduction of shift system
Particulars of extra cost -

In para 1 of Government Memo cited above, it is stated that the allowance proposed by the School Management Committee for the introduction of shift system for the purpose of the introduction of shift system, as it has to be extra cost of the introduction of shift system.

With reference to para 2 of the Director's letter No. 129 G/49 dated 3-3-1949, the Director is informed that Rs 25/- per mensem may be taken as the basis for working out the extra cost involved.

Yours faithfully,

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

40

Memo No. 11644/46-14 Edn dated 24-3-1949.

Eq. H. G.

Sub: Schools - Local Bodies - Introduction of Shift System
Allowance to Headmaster -
Particulars of extra cost -
Ref. from the

78
24/3
124/3
p 38 of

With reference to ^{para 2} Director's letter No. 129 G/49 dated 3-3-1949 the Director is informed that Rs 25/- per mensem may be taken as the basis for working out the extra cost involved.

To
The D.P.I.
Hadrav.
22/3/49
22.349

22/3/49

22/3/49

42 67
Rc.No.129 G1/48

Office of the
Director of Public Instruction,
Madras, dated 12th April 1949.

From
The Director of Public Instruction
M a d r a s.

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



Subject:- Schools -- Secondary -- Local bodies --
Shift system -- Payment of allowance to
Headmasters -- Extra cost.

29478 p 20 anti
Reference:- Government Memorandum No.11444/48/G3 Edn.,
dated 22--7--1948.

40 anti
Shift system was introduced in twenty four secondary
schools in 1948-49. The extra cost involved, if the Headmasters
of those institutions are to be paid an additional allowance at
Rs.25/- per mensem with reference to Government Memorandum No.
11444 G2/48-14 Education, dated 24--3--1949, comes to Rs.7,200/-
per annum as worked out below:-

A
For twenty four schools at Rs.25/- per mensem for the Headmaster
it comes to 24 X 25 or 600 Rupees and for a year it works out
to (Rs.600 X 12) or Rs.7,200/-. The extra cost to Government may
therefore be taken to be Rs.3,600/- being one half the total extra
cost on account of the introduction of shift system in Secondary
Schools in the twenty four schools, a list of which is appended
hereunder:-

- | | |
|---|---|
| 1. Municipal High School, Pollachi | 13. Board High School, Chirala. |
| 2. Board High School, Kollegal. | 14. Board High School, Vinukonda. |
| 3. Board High School, Perundurai. | 15. Board High School, Cumbum. |
| 4. Municipal High School, Salem. | 16. Board High School, Jammalamadugu. |
| 5. Board High School, Rasipuram. | 17. Board High School, Tadpatri. |
| 6. Municipal High School, Gudiyatham. | 18. Board High School, Kuppam. |
| 7. Municipal High School, Tiruvannamalai. | 19. Board High School, Kalahasti. |
| 8. Board High School, Lalgudi. | 20. Board High School, Kavali. |
| 9. Board High School, Tekkali. | 21. Board High School, Sulurpet. |
| 10. Board High School, Parvatipur. | 22. Board High School, Atmakur. |
| 11. Board High School, Bapatla. | 23. Board High School, Buchireddipalem. |
| 12. Board High School, Repalle. | 24. Board High School, Gudur. |

Yours faithfully

[Signature]
For Director of Public Instruction.
9/14/4

SJ/13/4.



C.No 11444/48.

Establishment - Secondary Education -
Gudiyattam Munity - Headmaster,
Munt. High School - Payment of a
Special Allowance on the introduction of
Shift System - proposal - Negative

pages 1-2 of from the Commissioner-Deputy, Gudiyattam Munity No. & Dis 9104-47-07

pages 3-4 of from the Munt. Commr. Gudiyattam No L Dis - 296 - 48 dt 26.1.48

pages 30-42 of from the D.P. J. Letter No. RC-129-484, - 48 Dated 3.3.49 and 12.4.49

Order No 1799 dated 1-6-49.
Ms.

The Govt. do not approve the

2
The Gudiyattam Municipal Council's
proposal for the grant of a special allowance
of Rs 25 per mensem to the Headmaster
of the Municipal High School
in consequence of the introduction
of the shift system in the High School.

31.5.48
31/5/48

To
The Muni. Commr
Gudiyattam
Thru the Chm.
D.P.S.

C. no. 11444-B1/48

Schools - Municipal High School, Gudiyattam -
Headmaster - Payment of an ^{addl}
allowance of Rs. 25/- p.m. on the introduction
of shift system - Sanctioned.

From the Commissioner, Gudiyattam Municipality
no. D. Dis. 9184/47 dated 28.12.1947.

From the Commissioner, Gudiyattam Municipality
L. Dis. no. 796/48 dated 26.1.1948.

From the Director of Public Instruction,
R.C. no. 129 B/48 dated 11.2.1948.
From the J.P.D., R.C. no. 129-4/48, dated 22-4-48.

Order M.S. no. EDU dated 1948.

In the circumstances explained,
the Government sanction the payment of an
additional allowance of Rs 25/- per mensem
P.T.O.

$$\begin{array}{r} 17248 \\ \times 132 \\ \hline 34496 \\ 51744 \\ 17248 \\ \hline 2286736 \end{array}$$
$$\begin{array}{r} 17248 \\ \times 126 \\ \hline 103488 \\ 34496 \\ 17248 \\ \hline 2173248 \end{array}$$

role : Please see the letters from the Commissioner, Indiyattam on pp 1-7 of and that of the SPS on p 8 of. In the circumstances explained therein, sanction may be accorded for the payment of an additional allowance of Rs 25/- per mensem to the headmaster of the Municipal High School, Indiyattam from 1.8.47, the date on which the shift system

To
The Commr.
Indiyatnam Mpty.
The DPJ. ^{thru the comr}
One SC for file

was introduced in the school till that system is in force. The draft order on pp1-2 and is for approval.

2. The file may be sent to A and
him vo. for acceptance before is one.

In how many other high schools under local bodies the shift system has been introduced should not similar allowance be sanctioned in all cases. Consultation D.P.O. so that a ^{considered} general order may be issued ~~as the subject~~ for all the cases.

19-2 de 8

413

for approval

for
19/2/48.
1924
19.2.48

21.2.48 5th day
[Memo No. 11444-B1/48-1 Etn dated 26-2-48]

From the J.P.D., Re. no. 129-81/wr, dated 22-4-48.
Please see the Director's reply at page 14 c2. 2

4

an dated 1-4-48, the question of issuing a consolidated order for all cases need not be pursued. The addl allowance of Rs. 25/- p.m. recommended by the M.C. Council Gudiyattam and the D.P.D. for the Headmaster of the M.C. High School, Gudiyattam, may be sanctioned. The draft order on pp. 1-2 is submitted for approval. The case may be sent to L.A. and Finance W.O. for acceptance.

W 7.5.48
S W 1.5.48
LA L.
L.A.D

Draft may be accepted.

Mu 12/5/48 Seky R

Fin. 12.5.48
1943-18
12.5.48



E. & P. H. NO. 1144463/48
12.5.48

5

Finance (Exp.)

The file relates to the payment of additional remuneration of Rs. 25/- p.m. to the Head Master, Municipal High School, Gudiyattam on account of the introduction of the shift system. If the request in the present case is acceded, a similar allowance may have to be sanctioned in ^{other} ~~several~~ cases ~~if~~ the shift system ~~had~~ been introduced by ~~some~~ ^{the} local bodies ~~concerned~~. On an enquiry whether this should be done and if so what the extra cost will be, the D.P.I. has ^{recommended} ~~proposed~~ that in view of the orders in Memo n^o. 21773 B-1/48-1 d. 1.4.48 dropping the introduction of shift system, the proposal may be dropped. It may also be mentioned that if the proposal

phl of C

b14cf

It is likely that the proposal may be put forward by the school authorities in the school as well. It is not clear whether the D.P.D.'s recommendation refers to the case under consideration. In the above circumstances, Finance may advise against the proposal of E.P.H. may be requested to eliminate the position and also to state whether there are any general orders of the Govt. for committing 17528 claims in individual cases, such as the present one.

17.5.48

17.5.48 E.P.H.

E.P.H. (S)

Fin. O.O. 372/33 Exp. A-1

17.5.48



Please see the ^{L.A.} Finance note on page 4 ante and the Finance note from page 5 ante. No general orders on the subject have been issued by Govt. In J.O. No. 2721 B2/47-10 Edn dated 6-11-47 the J.P.D. was informed that H.M. (Edn) considered that the shift system in educational institutions should be introduced from 1548-49 if possible.

In his letter dated 13-3-48, the D.P.D. reported that the shift system had already been introduced in a few High Schools where the difficulty of accommodation was experienced. The M. High School Gudiyattam is apparently one of these High Schools. In connection with the introduction of the shift system it was suggested by H.M. (Edn) that in view of the dearth of qualified teachers, the teachers in the schools might be made to work 24 hours a week on an ad-hoc remuneration of 20% of their salary. The proposal so far as secondary and training schools were concerned was ultimately dropped. It is likely that with the M. High School Gudiyattam and other schools where the shift system was

in vogue would have now been common. But it seems that for the period during which the system was in force and ~~during~~ ^{on account of} which the teachers had to do addl work, an addl remuneration ~~is necessary~~ ^{should be paid}. The addl remuneration proposed in this case comes to only 12 1/2 % of the Headmaster's pay as against the 20% proposed to be allowed by Govt. In the circumstances Finance may be requested to agree to the proposal in this case. The D.P.I.'s recommendation at page 149 ~~refers only to the present case~~ ^{refers only} does not seem to refer to the present case. This may however be verified. Subject to orders, a draft T.M. is ~~subm~~ ^{subm} for approval.

8.7
26.5.48

[T.M. to the D.P.I. dated 29-5-48]

28.5.48

S(a.t)
8/5/48

x moved
vide pp. 16-17
cf.

p. 89
M

p. 189 From the D.P.I., Re. no. 129 S. / 48, dated 1-6-48.

Please see the D.P.I.'s reply on page 189. In view of his reply, the proposal in this case, namely payment of an addl allowance of Rs. 25/- p.m. to the headmaster of the M. High School Gudiyattan, may be dropped. The papers may be ~~referred~~ ^{recorded} after perusal by L.A. and Finance.



S. 6. 68

E.P.H. No. 11444 G3/48-4
11-6-48.

LA
9.6.48
2

(Previous L.A. note on p. 4 above.)
The proposal to pay an addl allow to

the Head Master, Gudiyatham High School is now proposed to be dropped. vide refce from the D.P.I. at p. 18 and esp. H. note above. May be refd. to esp. H. after perusal.

He
bues
12.6.48

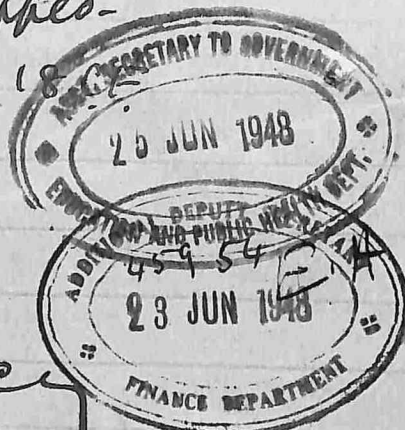
13.6.48 Secy
L.A. Secy

E.P.H. Dept. (113)

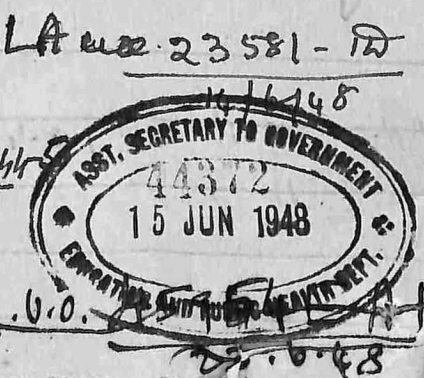
Please see the L.A. note at pp 9-10 above. The file may now be sent to Fin. Dept. for perusal as originally marked at p. 9 ante.

22.6.48
ces
21/6/48

Finance (Sp A) 22.6.48
Seen 22/6/48
23.6.48



4684 E to H. Fin. V.O. 45954 E.A. 23.6.48



11 E.P.H. (93)

A draft ^{order} ~~memo~~ is submitted for approval. ces 22/6/48 30/6/48 5 (30)

Routine

Secretary's query:

What is the justification for turning it down in this particular case, where he had already worked extra shifts, merely because the general scheme is being dropped.

M.V.S.
6-7-48.

It was considered reasonable to admit the claim from 1-8-47, the date of introduction of the shift system in the Municipal High School, Gudiyatham till the date of issue of orders for the abolition of the system in all schools. But in view of the D.P.I.'s letter on page 18 c.f. it is proposed to disallow the

p 8 ante
p 14

12

claim for the allowance of Rs.25/- p.m. proposed by
appear that the allowance should be paid to the Head-
master till the closure of the school for the last
vacation, as he had to work overtime on account of
the introduction of the shift system, ~~under the orders~~
~~for Government~~. Such a claim should be admitted in
other cases, if any, brought to notice.

For orders whether Finance may be requested to
agree to the proposal. The file may be sent to Fin.
through L.A.

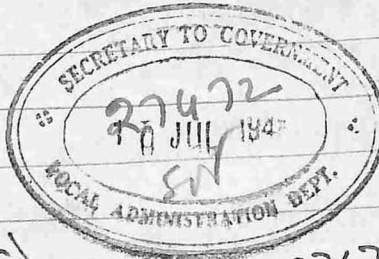
m
7-7-48

L.A.D.

This dept may agree
with E.P.H. *m*
20/7/48
10.7.48
Fin.



E.P.H. NO. 10-1144463/48-6
9.7.48.



Secy *27472-1A*
10/7/48

13

Fin. (E.P.H.)

(Last seen in Finance on p10 above)
Please see the further notes
of E.P.H. on pp 11-12 above. (3)

Before sanctioning the request
of the Headmaster, Municipal High
School, Gudiyattam, it seems
desirable to know the extra cost
involved in the proposal, if such
additional allowances are to be
sanctioned in respect of all the
schools which worked additional
shifts. ~~E.P.H.~~ This is necessary for
this Dept. ^{in order} to advise as to the exact
financial procedure to be followed
in this case. E.P.H. may be
requested to ~~get~~ obtain the above
information ~~as to the details as~~
~~to the details as~~ already

D. F. 48

PP

HA
13728

13-7-48

Please see the note of the Finance Dept at pp. 13-14 above. A draft memo to the D.P.I. is submitted for approval.

13/7/48
CS

21-7-48

S by
M/V

[Issued as memo no: 11444/48-783 En. 22/7/48]
[C. no: 60049. From the Commissioner, Gudiyellan Municipality R.O. no: 63-5548/48 d. 10-8-48]

Please see the Commissioner's letter at (and the petition from the headmaster as per p. 22 of) the memo. It may be informed that the matter is under consideration. It is in correspondence with the D.P.I. Subject to orders

En. 11444/48-783 En. 22/7/48
13.7.48



52216

approval.

13/8/48
13/8/48

13/8/48

[Issued as memo no: 11444/48-883 En. 17/8/48]
[From the D.P.I. R.C. No. 129 G/48 dated 3-3-49]

The letter from the D.P.I. at p38 of may be perused. He has requested to inform whether the amount considered as reasonable for payment to the Headmaster, Municipal High School, Gudiyatham viz. Rs 25/- may be taken as the basis for working out the extra cost in other cases also and if not, the rate of allowance considered reasonable for purposes of working out the extra cost.

The amount of Rs 25/- to be paid to the Head Master, Municipal High School, Gudiyatham, Mon p. 8 ante works out to 12 1/2% of his pay, whereas the

PTD

as additional remuneration. Attention is in this connection invited to 'M' on p 3 n.f. and the minutes of H.M. (Edn) at 'A' on p 6 n.f. of (C). That suggestion was however for the purpose of the introduction of the shift system in schools, a proposal which has now been dropped.

With reference to Director's letter at p 38 c.f., it is for consideration whether it will not suffice if 12½ per cent of the headmaster's pay is taken into account.

For orders.

Finance may see before sending a reply to the D.P.I. as proposed above.

Finance



The D.P.I. may be informed that Rs 25/- p.m. may be taken as the basis for work out the extra cost.

18/3/49

E.P.H. V.O. 1144463

DI 18.3.49

Fin (Exp A)
(Previous Finance note on pp 13-14 above)
The reference from the D.P.I. on p. 38 c.f. and the note of E.P.H. on pp 15-16 above may be perused.
The proposal of E.P.H. at A on p 16 above may be agreed to in Finance

18349

19.3.49

19.3.49 S.P.A.

E.P.H. (G.2)

Finance Deptt note above may be perused. A draft memo to the D.P.I. is submitted for approval.

22/3/49

22349

23/3/49

by S. K. M.



(Finance saw last page 17 above).

In November 1947, at the instance of the previous H.M. (Education) (Sri T.S. Avanashilingam Chettiar), the E & P.H. Secretary informed the D.P.I. by D.O. that the shift system in educational institutions should be introduced ~~beginning from~~ ~~being~~ the year 1947-8, if possible, and asked him to submit detailed proposals for the purpose. This system was intended ~~partly~~ to obviate the difficulties on account of want of accommodation in schools and ~~partly~~ the inadequacy of teachers. The D.P.I. was not in favour of the proposal as it involved working of extra hours by teachers which was considered undesirable from the point of view of efficiency. The proposal was considered and ultimately dropped in April 1948.

2. In March 1948, the D.P.I. reported that the shift system had already been introduced in a few High Schools, where the difficulty of accommodation was experienced, but in all these cases the additional staff required were appointed by the management. Apparently this was done without any promise of help from the Government by way of grants-in-aid.

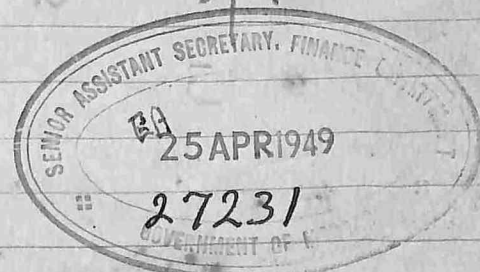
3. In December 1947, the Commissioner of the Gudiyattam Municipality reported that the shift system had been introduced from 1-8-47 in the Municipal High School, Gudiyattam, and as a result the Head Master had to work extra hours, i.e. from 7-30 A.M. to 5-30 P.M. each day for six days in a week. His pay was Rs.200/- p.m. The Municipal Council resolved to pay him ^{an allowance of} Rs.25 p.m. with the sanction of the Government from the date of introduction of the shift system till it was in force. Similar system is reported to have been in force in twenty three other schools- please see p.42 Cf. The extra cost involved in paying similar allowance of Rs. 25/- p.m. to the Head Masters in all the twenty ~~four~~ schools is estimated at Rs. 7500 (non-recurring), the liability +

3,600 by way

(Continued as memo no. 1144492-48-14. Edn. 2/24.3.49.) p. 40 ef
From the D.P.I.; Re. No. 129.91/48. 2/12.4.49. p. 42 ef

The D.P.I., states that the ^{shift} system was introduced in 24 secondary schools in 1948-49. The extra cost to Govt. will be Rs. 3,600/- per annum being ~~the one~~ half the total extra cost. With this information, the file may be sent to Fin. with reference to their note on pp 13-14 ante.

22.4.49. ^{25/4/49} Finance



are under an obligation to ^{asp 19} As pointed out in para. 2 above, the managements concerned seem to have adopted the shift system on their own responsibility and consequently they will have to bear the cost of the additional allowance proposed to be granted to the Headmasters of the schools from their own funds. There seems to be no justification for paying any grant from Provincial Funds. Finance may therefore advise against the proposal.

5. If E & P.H. wish to pursue the proposal, they may be requested to take orders in circulation, including H.M. (Fin.), as the proposal is a scheme of new expenditure estimated to cost not more than Rs. 5,000 (non-recurring). It may, however, be pointed out that in case it is proposed to sanction a half grant from Provincial funds, it need not be on the basis of a flat rate of Rs. 25 p.m. for each Headmaster, as this rate has been adopted for estimate purposes only. The actual amount of grant may be restricted to one half of 1/8 of the pay of the Headmasters concerned for the period they were put on shift duty supervision, as the allowance of Rs. 25/- proposed for the Head Master of the Gudiyattam Municipal High School works out to 1/8 of his pay of Rs. 200 p.m.

27/4/49
The shift system has been introduced in 24 High Schools mentioned on p. 42 of C.F. Only the Gudiyattam Municipal High School (has resolved) to pay a special pay of Rs. 25 p.m. to its Headmaster in view of the added responsibilities of work. No other local body has proposed any special pay to its Headmaster who would also have been placed in the same position. Consequently on the introduction of the shift system. These Headmasters for Rs. 200 p.m. and they have each Assistant Headmaster to help him in the administration of his school. In the initial stage the introduction of the shift system would have cost. It does not however seem

Rs 3600/- p/a

25 = 1/8 of 200



I agree. If the allowance is given it should be solely at the cost of the Municipal Council

28.4.49
27231/Exp/2/49.1

that that heavy expenditure will continue to be the same even after the system is put in force. When 23 headmasters have been local bodies have given effect to the scheme without any claim for special pay and when the D.P.I. himself has suggested that the demand made by the Gudiyattam and C.F. may be dropped it does not seem necessary to sanction a special pay as recommended by the Gudiyattam local body. In view of the pressing financial stringency it does not seem possible to undertake further local commitments by way of grants etc. Fin. would advise that the proposal of the Gudiyattam M.C. may be negated to avoid an inconvenient precedent.

28.4.49
28449 E & P.H.

E & P.H. (2)

The introduction of the shift system in Secondary Schools has been deferred, as a general question - owing to lack of accommodation, however, the system has been introduced in the Municipal High School, Gudiyattam, as also in 23 other local bodies' Secondary Schools. Of the local bodies concerned none has made a representation to Govt. except the Gudiyattam Municipal Council which has proposed the payment of a special

p424

p1 of

special allowance of Rs 25/- per mensem to the Head Master of the High School in view of the added responsibility he has to shoulder on account of working the shift system and has sought the sanction of Govt. to the proposal. If the proposal of the Municipal Council is sanctioned, the cases of the other 23 local bodies will also have to be similarly considered; and the recurring liability to the Govt. on account of a grant for this purpose is estimated at Rs 3600, on the assumption that the rate of Rs 25/- proposed in this case is to be allowed to the Headmaster in all these cases. Finance advise against the proposal and suggest that in view of the present financial stringency and in order to avoid an inconvenient precedent, the proposal of the Gudiyattam Municipal Council may be negatived, and that if the allowance is to be given it may be solely at the cost of the Municipal Council. It is for consideration whether the Fin. Dept's view may be accepted -

As suggested by the Finance Secretary, the expenditure on the appointment of the special pay may be ordered to be borne by the local body concerned. In this case, the proposal of the Gudiyattam M.C. to pay a special pay to the Headmaster of the

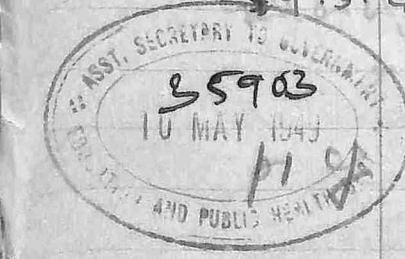
E.P.H. No. 11444-48-82-16
6.5.49



V.B

I doubt see however why a special allowance should be given at all. It is the same school, same staff, & same strength - only working some extra hours in shifts. The "granting" of the Headmaster's expenditure remains the same.

L.A. No. 20234-1.D.49
29.5.49



18/5/49
20/5/49
12.4.48

Municipal High School, need not be objected to. It may be noted that the D.P.S has already recommended that the proposal may be approved.

If any other local body applies for similar sanction, it may be given. L.A. may see.

5/5/49
S/O S/LA

L.A. Dept

If the allowance is sanctioned, it should be taken into account for purpose of Govt grant equal to half net cost. There is no reason to exclude such items for the purposes of grant. E.P.H. may be requested to circulate the case to the (L.A.) also.

7.5.49
E.P.H.

E. & P.H. (G2).

The case relates to the proposal of the Gudiyattam M.C. to grant a special allowance of Rs. 25/- per mensem to the Headmaster of the M.L. High School, Gudiyattam, in view of his added responsibility consequent on the introduction of shift system in that school.

A proposal for the introduction of shift system generally in all schools has been dropped. In view of the shortage of accommodation in Secondary schools, management

are allowed to introduce the system wherever such shortage is felt. The Ml. High School, Gudiyattam is one such institution. The D.P.I. has stated that the system has been introduced in 24 such institutions and that the grant of the allowance of Rs. 25/- to the Headmaster as proposed in this case is reasonable. The Director has computed that if this allowance is granted to the Headmaster in the case of these 24 schools, the extra expenditure to Govt. will amount to Rs. 3600/- per annum. Finance, in view of this additional cost to Govt., advise against the proposal and suggest that if the allowance is to be given, it may be solely out of municipal funds. L.A., however, are against the grant of any special allowance to the Headmaster.

It is for consideration whether the proposal of the ml.cl. for an allowance of Rs 25/- per mensem to the Head Master may be approved, the allowance being as usual taken into account for purposes of Govt. grant

or

whether the Finance Dept's alternative proposal to give the allowance from ml. funds ~~can~~ may be agreed to

or

whether the proposal for an allowance may be negatived.

The case may be circulated to H.M.(Edn), H.M.(L.A.) & H.M.(Fin) may see the case for orders.
20.5.48
24/5/49

H.M.(Edn)
H.M.(L.A.)
H.M.(Fin)

The Headmaster of one of the 24 schools which of their own accord introduced the shift system has been recommended by the municipality concerned for an allowance of Rs 25/- per mensem. Finance are not agreeable to any payment from provincial revenues while L.A. Department do not agree to any payment from the funds of local bodies.

In view of the fact that if an allowance is given to this Headmaster it will be impossible to resist similar claims

in other teachers, it is suggested that the proposals for any allowance may be negatived.

H.M.(Edn) 25/5

H.M.(L.A.) 27/5

H.M.(Fin) 28.5

A draft order is submitted for app.



31.5.48

31/5/48

2/10

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37