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29
EDUCATION (1950) Department.

M.S. SERIES.

Closed.

G.O. NO. 1937 Edn.

Dated

1A. 6. 1949

[Despatch Abstract.]

109
Disputatory Slaves Grievances of
Workers orders passed.

Back Papers.

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

Further Papers.

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

Government Stationery Stores Workers' Association

39917 (REGD.)
 Secretary: Sri S. G. SARANGASESHAN.
 Asst. Secretary: Sri T. KANNABIRAN.
 Treasurer: Sri A. THIRUVENGADA MDR.
 President: Sri P. R. K. SARMA, B.A., M.L.A.
 Vice-Presidents: Sri T. S. RAMANUIAM, M.A., L.L.B. (London)
 Janab Md. BUKSHUMEAN SAHIB.

Thiruvallur District
 Perambur
 10/5/1947

Dear Mr. Subramanyam

With reference to G. O. No M.S. 866 ES dated 26th April 47
 I am sorry to bring to your notice that the order has not been implemented by the Superintendent of the Stationery. The coolies, carpenters etc. in question have not yet been paid their wages for February, March and April, in spite of the orders of the Govt. The intervention of the Vice-president and Secretary of the Union with Mr. Sidiq Sahab, Asst. Superintendent has proved to be futile.
 In para four of the order it has been definitely stated that the workers should be paid for the 2 1/2 hours more work on Saturdays at Overtime rates. Yet the overtime payment is not being made. The

- 2 -

TIPPS

Stores is working for the full day on Saturdays, as stated in the order. G.O. No. 2132 dated Education and Public Health dated 27th. Sept. 1939, has finally fixed the scales of pay of the cobblers, carpenter etc. whether it changed the contingent classification of the workers or not. There can be no doubt on the point. They have been paid the same scales since then. They cannot therefore be denied the bonus or the Interim relief. They are full time contingent staff even if not permanent staff. They satisfy the conditions laid down in G.O. No. 913, Finance, dated 19-12-46. They are not casual labourers by any means. In reg

3 In regard to dearness allowance memorandum No. 2587 F. 1, dated 11-4-47 has definitely directed the Superintendent that

Government Stationery Stores Workers' Association

(REGD.)

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Madras, 194

- 3 -

the rule of reckoning 24 working days in a month may be applied uniformly for all the 12 months irrespective of whether there are more than 24 working days in a month or less. Yet the Superintendent has not drawn the bills for the workers in question on the basis clearly laid down by the Govt. He is understood to have drawn the bills of payment for some workers on the basis of the actual number of days during which the Stores was open during the month. It is necessary that the pay bills for Feb and March should also be drawn on the principle laid down by the Govt. The problem of the months preceding February may be kept back if necessary, but no "past transactions" can be written off

— 4 —
reasonably, and legitimately. The
workers have not taken their wages
since ~~fe~~ February in protest and it
is not fair that they should be made
to suffer even after the principle
demanded by them has been con-
ceded by the Govt.

4 It is also necessary that in
pursuance of the recommendation
of the Cabinet Salaries Committee,
the workers in question were ~~re-~~
required permanently for the
normal work of the depot should
be converted into regular establis-
hment on a monthly basis as
pointed out in the memorandum
quoted above.

5 The Superintendent of the
store nor his asst. seem to be
giving any serious attention to the
matter. Under the circumstances I
request that the Superintendent
may be advised to settle the matter
satisfactorily and immediately.

Government Stationery Stores Workers' Association
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M.A., L.L.B. (London)
Janab Md. BUKSHUMEAN SAHIB.

Madras, 194

Relieving the anxiety and distress
of the workers concerned.

Yours faithfully,
R. K. Sarma

President.

To,

Sri M. V. Subramanyam I.C.S.
Secretary to Govt. Education and
Public Health

Edw P.H. (C2)

11-5-47 C1739917 - From the Pt. G.S.S.2. Assoc. Letter d 10.5.47

Subject

Stationery Stores - Grant of certain concessions to workers - Orders in G.O. 866 Edw dt. 28-4-47.

13/5

Memo:- 39917 C2/47-1 Edw dt. 13-5-47.

An extract from the letter of the Pt. Govt. Sty. Stores Workers Association is forwarded to the Superintendent of stationery for information and necessary action. It is requested to submit a report on the action taken.
13-5-47

To
The S.O.S.
(with a copy of para.
3. on pp. 2-4 of)

PMB
12/5/47
(14)
12/5/47

copy to the Pt. G.S.S.2.
Assoc.

c2 9

©

Janab Md. BUKSHUMEAN SAHIB.

GOVERNMENT OF MADRAS

SECRETARY, EDN. AND P. H. DEPT.

Madras, 19th MAY 1947

20 MAY 1947

24 7.

The SECRETARY TO THE GOVERNMENT OF MADRAS,
Education & public Health department,
Fort St. George,
Madras.

11-17-1947 ¹we acknowledge receipt of G.O. Ms. No. 933/Edn & P.H.
(K) Dept., dated 7-5-47.

42823 2 The resolutions passed at the Annual conference of this union held on 8-5-46 were communicated to the government and the union had been awaiting for their action for the last one year.

3 The government had been again and again assuring that the matter was receiving their serious attention and orders will follow. we made no representation about the conference resolutions to the superintendent of stationery nor were we looking forward for any orders from him on the matter. Any remarks that the superintendent might

This report
 Secret
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 The
 Department of
 Defense
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have offered on the resolutions voluntarily, of his own accord or on a reference from government are matters between the government and the superintendent with which the union is not concerned. The union wonders whether it can rightly hold the government responsible for the irrelevant reactionary and unwarranted observations indulged in by the superintendent.

4 we are also entitled to know whether the government's decisions have been influenced by the reactionary vindictive and perverted opinions of the superintendent.

5 The workers are entitled to the protection of the government from the prejudiced and reactionary outlook and policy of the superintendent which is in direct violation of the principles and policy so often proclaimed by the government.

6 The union is really amazed to find that the government should communicate to it the unhelpful observations of the superintendent which are most provoking.

7 The confirmation of the warehousemen should not depend upon the location of the stores. It may migrate from place to place according to the convenience of the government but to delay the already overdelayed confirmation of the warehousemen and other staff on that account will be the height of injustice and not at all justified. The position taken by the government in the matter is most regrettable and calls for an immediate reconsideration.

8 The union is really unable to understand the latter portion of the para which suggests that the question of retaining the warehousemen is still an open issue. The union demands that this be either clarified or the sentence be expunged from the G.O. we demand the immediate confirmation

vide para 2
- H 18-19 of
(K)

Resoln (2)
- H 18 of K

Resoln (2)
- H 18 of K

of the warehousemen and the redemption of the repeated promise of the government.

9 The regularisation of staff considered as irregular so far most unfairly is a matter of urgent and vital importance and the union hopes that the superintendent's proposals would be consistent with the spirit of the salary sub-committee's recommendations and the government's final orders would emanate early. It would have been useful if the government had acquainted the union of the actual recommendations of the superintendent in this matter. Several complications have since arisen in this stores resulting in serious agitation among the workers on account of non-implementation of the recommendations of the cabinet salaries committee in regard to staff so far regarded as irregular without least justification and early orders on the matter are therefore of urgent necessity.

10 In regard to resolution No. 5, House Allowance has been allowed in the government press to the so called contingent staff whose work is of a permanent and continuous character and it is surprising that a different principle should be adumbrated in another branch of the same department. We demand that arrangements may be made to pay the House Allowance to the so-called contingent staff of the stores immediately, removing the impression among the workers that the government's policy even in regard to fundamental matters can be differently interpreted and diversely followed in different branches of even one and the same department.

11 The orders in regard to gratuity to a large number of staff are also contradictory to the policy of the government and what they have done to similar workers elsewhere. As on account of unjustified, and unfair incorrect classification the

workers are denied the facilities to which they would otherwise be entitled as a matter of right, the union urges that the regularisation and absorption into permanent establishment of the staff so far regarded as irregular be undertaken immediately in pursuance of the clear, definite and unequivocal recommendations of cabinet salaries committee.

12 The stores is only temporarily at Guindy. The sweeper Venkiti has put in nearly 30 years service. She has moved with the stores from 1st Line Beach all the way to Guindy. She cannot be regarded as locally recruited and attached to the locality. The reduction of her salary on the ground that Saidapet Municipality was paying less is most cruel and unjustified. The Saidapet Municipality has since merged with the Corporation and the sanitary workers of the place are drawing the same salary and D.A., as those of the Corporation. The union demands that her original rate of salary be immediately restored to her and orders be issued to make good the unwarranted deduction made.

13 In regard to the removal of the stores to its own premises in 1st Line Beach the reasons given by the government for delaying the matter are neither convincing nor in the interests of the government. The union demands that if the stores is not transferred to its original place immediately the workers who have been suffering for the last 5 years and who cannot stand it anymore should be compensated with 25% special increase in wages and salaries to compensate for inconveniences and difficulties as from 1-5-47.

14 The superintendent's complaints against the warehousemen are evidently to delay their confirmation. The union has brought to the notice of the government several instances of

A

Ref (9) on 11-12-47 (K)

Encls. 2
Pms. 1 (B)

Ref (10) on 18-12-47 (K)

X

Para 2-ff 18-12-47 (K)

flagrant inefficiency in the administration of the stores and serious indifference and gross negligence of authorities resulting in heavy loss to the government. The superintendent probably wants to turn the table on the warehousemen all of whom are leading members of the union. The superintendent and the Assistant superintendent have been holding their purbars at different places far from each other and farthest from the stores, leaving it to the tender mercies of unscrupulous storekeepers and corrupt underlinks, even though the stores deals with transactions running into about 10 lakhs in a year.

18/12/54

15 AS to the stay-in-strikes the situation was entirely due to the storekeeper and other underlinks actually ruling the stores in distant quindy and it could have been easily worse but for the union.

18/12/54

16 The recommendations of the superintendent that the trade union rights of the workers should be withdrawn is beyond his scope and shows up the prejudice and bias of some mis-fits in high places who cannot recognise the dignity of the workers nor understand the policy of the government and it is a pity that without showing the superintendent his proper place and clarifying their views the government should pass it on to the union. We protest against the insinuations and reflections of the Superintendent and hope that the government will not be influenced by the views of the superintendent.

19/12/54

17 We fail to understand what the leakage of information referred to is. I have on several occasions exposed irregularities, wastage and corruption in the stores which has been annoying to those involved in the transactions. There have been no official secrets and no leakage by the workers or the union. The workers can always place before the government

any useful information which might come to their knowledge and which might be in the interest of the government and none can prevent it.

18 The superintendent of stationery holds his office in the 1st line beach and is not accessible to the workers who are working in guindy. moreover representations in regard to policies are alone made to the government by the union. In regard to individual cases the union always encourages representations to the superintendent at the first instance.

yours faithfully,

B. K. L. S. M. A.
PRESIDENT.

not put up

ident (4) on 6-4-47

B

misleading the Supt. The G.O. No. 2587 L.I. dated 11-4-47, Finance Dept. is quite clear. It states that, "Whether there are more than 24 working days in a month or less the rule of reckoning 24 working days in a month may be applied uniformly for all the 12 months." Similarly para 4 of G.O. No. 866, Education, dated 28-4-47 is quite clear in regard to payment of overtime for full work on Saturdays. Saturday was a full working day of 6 $\frac{1}{2}$ hours like other days. It was reduced to 3 $\frac{1}{2}$ hours on Saturdays, as from 1-12-46, consistent with practice elsewhere for work on Saturdays. Full wages were allowed for the 3 $\frac{1}{2}$ hours work. As from 1-12-46 it was restored to the stores is working 6 $\frac{1}{2}$ hours on Saturdays with only a full day's wages. It amounts to a withdrawal of a privilege since

Government Stationery Stores Workers' Association

(REGD.)

3

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 Janab Md. BUKSHUMEAN SAHIB

Madras, 194

B

Saturday is made a day of six hours instead of 3 $\frac{1}{2}$ hours. Either the hours should be cut short to 3 $\frac{1}{2}$ hours as before or the workers should be paid at overtime rates for the 2 hours more on Saturdays.

ident (3) on 6-4-47

The workers concerned have refused ~~to~~ to take their salaries since February (Daily rated workers). Their sufferings may be easily imagined. I do not expect any early action from the Superintendent. He has no contact with the Stores actually and he is having his office in the First Line Beach. I therefore request you to kindly issue instructions for the payment of the Daily rated workers on the basis of a 24 days month as laid down clearly by the G.O. and also to settle the question of payment for Saturdays for all the workers of the

20/ 12

Government Stationery Stores Workers' Association

(REGD.)

Secretary:
Sri S. G. SARANGASESHAN.

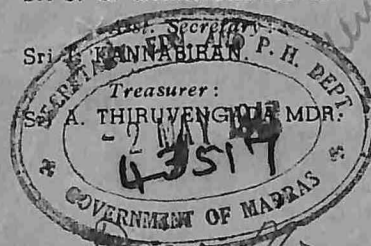
President:
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Sri K. KANNABIRAN, P. H. DEPT.
Treasurer:
A. THIRUVENGODI MDR.

Vice-Presidents:
Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)
Janab Md. BUKSHUMEAN SAHIB.

21
3, Patel Road,
Perambur

Madras, 22/5/1947.



Dear Mr. Subramanyam,

Please permit me to invite your
kind attention to my letter of 10/5/47
regarding two main and outstanding
grievances of the daily rated workers of the
Govt. Stationary stores workers at Guindy
and your reply in memorandum No.

for order 39917 (2-47-1), Dri. dated 13-5-47
to the effect that an extract from my
letter has been forwarded to the Supt. of
Stationary for information and that
he should submit a report on the action
taken. Though it is now about a fortnight
and the matters are most
urgent the Supt. has taken no action.
On the other hand I understand that
underlings of the stores are attempting
to get their prejudiced and narrow
interpretations, carried through by

23

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The workers concerned have refused ~~to~~ to take their salaries since February (Daily rated workers). Their sufferings may be easily imagined. I do not expect any early action from the Superintendent. He has no contact with the Stores actually and he is having his office in the First Line Beach. I therefore request you to kindly issue instructions for the payment of the Daily rated workers on the basis of a 24 days month as laid down clearly by the G.O. and also to settle the question of payment for Saturdays for all the workers of the

Deput and oblige

Yours faithfully
V. S. S. S. S.

H. M. P. S. S.

To

M. V. Subramanyam Esq.
Secty to Govt. D. C. S.
Ed PH Deptt
Fort St George
Madras

From: M. Karamatullah, Esq., I.C.S.,
Superintendent of Stationery,
Madras at Guindy,
Madras. 15.

To
Sri P. R. K. Sarma, B.A., M.L.A.,
President,
Government Stationery Store
Workers' Association,

No. A2.3509/46.

dated 22nd May 1947.

Sir,

Ref:-Your letter dated 19-5-47.

44567
This office has been kept completely in the dark as to the reasons for which the coolies did not accept the wages for all these days, with the result that the wages already drawn had to be refunded. These men may now state in writing that they will accept their wages before the bill is prepared and the amounts drawn from the Accountant-General, Madras, and disbursed to them. However, a few of them having applied in writing that they would receive the wages, their wages and Dearness Allowance have been drawn already and disbursed to them. Regarding the drawal of Dearness Allowance for the workers on daily wages, the instructions issued in Memo. No. 2587-E1-1 dated 11-4-47 Fin., (E1) Department are not clear even now with respect to the payment for those persons who are absent on working days. Government have been again addressed in the matter.

Sd/- M. Karamatullah,

SUPERINTENDENT OF STATIONERY.

Copy to the Secretary to Government, Education and Public Health
Department with reference to Government Memo. No. 39917-C2-47-1 Edn.,
dated 13-5-47.

SAS.

✓ SUPERINTENDENT OF STATIONERY.

From: M.Karamatullah, Esq., I.C.S.,
Superintendent of Stationery,
Madras at Guindy,
Madras.15.

To
The Secretary to Government,
Finance Department,
Madras.

No.A2.3509/46.

dated 22nd May 1947.

Sir,

ALLOWANCE - Dearness Allowance - G.O.No.159 Fin.,
dated 28-8-42 - Applicability to the Coolies in
the Stationery Stores, Madras - Further instructions
Solicited.

Ref: Government Finance Memo.No.2587-E1-1 dated 11-4-47.

According to instructions issued in Government Memorandum
referred to above the basis of calculation for working dearness
allowance to daily rated workers is only 24 working days per month
whether there are more or less number of working days than 24 in a
month. If there are 21 working days in a month (for example April 47)
the Dearness Allowance will be calculated at Rs. $\frac{16}{24} \times 21$ or Rs.14-0-0.
If there are 26 working days in a month (for example May 47) the
Dearness Allowance will be calculated at Rs. $\frac{16}{24} \times 24$ or Rs.16/- even
though there are more number of working days than 24.
A cooly who has worked for 25 days or 24 days in this month will also
get the entire amount of Dearness Allowance namely Rs.16/-. But if a
cooly who has worked for 23 days will get only Rs. $\frac{16}{24} \times 23$ or
Rs.15-5-0 only and one who has worked for 22 days will get Rs. $\frac{16}{24} \times 22$
or Rs.14-11-0 only. I request Government to instruct whether the above
method of calculation may be adopted. Pending reply from Government
the bills will be drawn for the present as per calculations shown above.

Sd/- M.Karamatullah,

SUPERINTENDENT OF STATIONERY.

Copy to the Secretary to Government, Education and Public Health
Department with reference to Government Memo.No.39917-C2-47-1-Edn.,
dated 13-5-47.

SAS.22.

M. Karamatullah
23/5/47
SUPERINTENDENT OF STATIONERY.

18
Education and P.H. (C.2.) Department.

Stationery Stores -Grievances of workers - Orders in G.O.Nos.
866 Edn. dated 28-4-47 and 933 Edn. dated 7-5-47 - Petitions
of the President, Govt. Stationery Stores Workers' Assn. dated
19-5-47 and 22-5-47 against those orders - Rejected.

Sub:

C.No.42823- From the Pt. G.S.S. Workers' Association letter dated 19-5-47
C.No.43517 -do- and 22 dated 22-5-47.

Memorandum No. 39917 P2/47-2 Edw M. 27-5-47.

The petitions in question contain language which in the
opinion of the Government is disrespectful and improper and are
rejected under Instructions XVII (2) and XVIII of the Instructions
regarding the submission and receipt of petitions and other
papers of the same class addressed to the Government of Madras.

To the President,
Govt. Sty. Stores
Workers' Assn.,
No.3, Patel Road,
PERAMBUR.

(with extracts of Instructions
on page 5 n.f.)

Copy to the Supt. of Stationery.

27/5/47

Government Stationery Stores Workers' Association (REGD.)

Secretary:
Sri S. G. SARANGASESHAN.

Asst. Secretary:
Sri T. KANNABIRAN.

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Vice-Presidents:
Sri T. S. RAMANUJAM,
M.A., LL.B. (London)
Janab Md. BUKSHUMEAN SAHIB.

No. 3 palal Road

Perambur Po

Madras, 29th May 1947.

To
The Secretary,
Education and Public Health Department,
Fort St. George, M A D R A S.

Sir,

4505
129 into
I have the honour to acknowledge the receipt of your Memo. No. 39917/2-47 Edn. dated 27-5-47, copy of which has also been sent to the Superintendent of Stationery. I have perused my letters to which you have referred and I do not find anything in them 'illegible, untelligible, disloyal, disrespectful or improper. On the other hand the letters complained to the Govt. about the actions and opinions of responsible officers of Govt. flagrantly in violation of the policy of the Govt. and were such as to undermine their prestige and reputation among the rank and file of the workers. The Union feels that the Govt. should set right such officers and not turn round against it in a most unhelpful and arbitrary manner. It is adding insult to injury against which I am bound to most emphatically protest.

2 The letters are not of the nature of petitions contemplated by you and the misdeed instructions quoted which have no bearing on the nature of the transactions under reference. The rule is inapplicable to the case. I am sorry that the dignity, status and the position of a Trade Union should be so summarily dealt with.

3 The Superintendent of Stationery has not yet carried out the clear and unambiguous instructions laid down in Memo No. 2787E1 dated 11-4-47 and is paying the daily rated workers according to whims and fancies. The workers have not taken wages from February last and the Superintendent says in a recent letter to the Union

that.....

13

that he is not aware of the matter. He is not also prepared to pay the workers according to the Memo of the Finance Department quoted above. He is trying to divide the workers by asking them to make individual declarations for payment of the outstanding dues.

4 Under the circumstances, the Union has to place the matter seriously and strongly before the Govt. We are anxious about the remedy. The Union will be thankful for directions to the Superintendent to pay the workers immediately their ~~current~~ current and outstanding dues according to the Finance Department Memo.

5 I have seen you in this connection more than once and every time I have been promised of very early action. You would excuse us if the workers in their prolonged agony worry the Union and we in our turn do emphasize the urgency of action by the Govt.

Yours faithfully,

P. K. L. S.
PRESIDENT.

Copy to the Hon'ble Minister for Education, Govt. of Madras.
" Hon'ble Minister for Labour, Govt. of Madras.

44-42 of Read Go 16 866 Ed. d. 28.4.47

20-7-47

Ex. 115 Dept 35-
C2

Subject

19

Stationary stores - Grant of certain concessions to workers
- Orders in ~~Go 16~~ 866 Ed. d. 28.4.47

62/47

2/3/7

Memo 39917 C2/47-4 Ed. d. 14-7-47

17 of

The attention of the Sg S is invited to Govt Memo 39917 C2/47-1 Ed. d. 13.5.47 on the above subject and he is requested to expedite the submission of the report called for therein.

2. The Sg S is also requested to expedite the sub-

mission of the report called for under item (4) of Govt 866 Ed. d. 28.4.47

142 of J

2

The Sg S

2/3/7

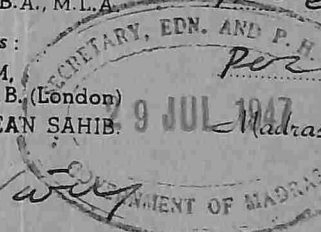
2/7/47

MS
2/7/47

Government Stationery Stores Workers' Association (REGD.)

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Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)
Janab Md. BUKSHUMEAN SAHIB.



203 Patel Amr
Pozamblur
29/7/1947

To The Secretary
ED & P.H.
Fort St George
Madras

Sir, I shall be thankful for early action and order on the union's representation of 29-5-47. The matter has been pending with the Govt for over 2 months. The workers are consequently very much agitated.

The points raised in the letter under reference especially in regard to your No 89917 C.2-47-2 EDN dated 27-5-47 are of a vital and very important nature and clarification is necessary.

Yours faithfully
S. S. S. S. S.

Copy to Hon.
Minister for Labour Hon. President
Hon. Minister for Ed.

Government Stationery Stores Workers' Association

(REGD.)

Secretary:
Sri S. G. SARANGASESHAN.

Asst. Secretary:
Sri T. KANNABIRAN.

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M.A., L.L.B. (London)
Janab Md. BUKSHUMEAN SAHIB.

Spate Road
Perambur

Madras, 29/7/1947

To
64005
The Secretary
Education and Public
Health
Fort St George
Madras.

Sir, With ref. to your G.O. No 933.
7th May 1947, The union will
be thankful for written a letter
regarding the action on
the resolution Nos 3, 6, 7 + 8
passed in the G.O. on the points
promised in the G.O. workers have
been given the contingent relief
in other establishments like the
Govt Press + P.W.D. work. But the
relief has not been given to the
same class of workers in the Stationery
Stores. Pursuing the action assumed
the union requests that the interim
relief be our request to be paid
to the contingent staff or the

From N.S. Arunachalam Esq., O.B.E., I.C.S.,
Superintendent of Stationery,
Madras at Guindy,
Madras. 15.

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

No. S.K. 6299/47 dated ^{1st August} 22nd July 1947

Sir,

Stationery Stores--Workers--refusal to receive wages--
Stay-in-strike--report of.

I had already reported to Government in my letter No. A.2.10/47 dated 3-4-47 that the coolies and carpenters of the Stationery Stores did not receive wages for the first fortnight of February 1947 and thereafter, as a protest against non-receipt of orders of Government granting bonus, etc. for them. The G.O. No. 866 Edn. dated 28-4-47 granting the bonus for daily rated coolies and carpenters was received in this office on 30-4-1947, a copy of which was sent by Government to the President of the Workers' Association also. Still none of them came forward to receive the wages. Consequently, on 15-5-1947 an Office Order was issued that Government were pleased to sanction bonus to coolies and carpenters which would be drawn on a separate bill and disbursed to them, and that those of the coolies and carpenters who had not received their wages and dearness allowance from 1-2-1947 may apply in writing to the Assistant Superintendent in order to prepare a bill for it. Still none of them expressed willingness in the matter. As the undisbursed wages for 1-2-1947 to 15-2-1947 could not be kept in office for over three months, this sum had to be refunded on 19-5-1947. On 4-6-1947, after the roll call, about 10 lascars,

P.T.O.

3 carpenters, 8 permanent coolies and 29 temporary coolies went on a stay-in-strike from 10. A.M. to 12-30 P.M. The Assistant Superintendent thereafter called in and impressed on these persons that their strike was unconstitutional and that they should resume work. The workers expressed that they would receive the wages if the arrears of wages including the bonus were drawn and paid in a lump. Thereafter they resumed work at 12.45 P.M. The arrears of wages and bonus were drawn in a single bill and disbursed to them later on. Their strike on 4-6-1947 was unconstitutional as the workers did not issue previous notice of their intention to go on strike. There were similar strikes on 11-7-1946 and 14-8-1946. Please refer to my letter S.K.1424/46 dated 26-8-46 in this connection. Now, this is the third instance when they struck work abruptly without notice. As this strike was unconstitutional and without grounds, the wages of the strikers for half a day on 4-6-1947 (Forenoon) may be withheld as a penalty. I solicit orders of Government in the matter.

R. Liddique
1.8.47.
for Superintendent of Stationery.

143-44 of

Chs.

from the Sgs, letter No S.K. 6299/47 d. 1.8.47

Subject

Stationery stores - stay-in-strike of the workers on 4.6.47

Memo No 39911-7 Cr Ecu D 14.8.47

The Sgs is informed that 'notice of strike' is required under the Industrial Disputes Act only in the case of public utility undertakings as defined in Sec 2(n) of the Act. As the Stationery stores is not a public utility undertaking, the stay-in-strike staged by the workers on 4.6.47 ^{without notice} is not 'illegal' under the Act. There is no provision also in the Act for withholding wages in such cases. The Govt are therefore unable to accept the recommendation of the Sgs that to withhold half a day's wages of the workers on 4.6.47.

2. The workers of the Stationery stores ^{should} ~~are~~ however be warned that any further strikes will entail disciplinary action and attendant punishment. The punishment mentioned in Rule 8 of the Madras Civil Service (Classification, Control and Appeal) Rules ^{can be imposed on} ~~are applicable to~~ the workers of the Stationery stores. The procedure mentioned in Rule 15 for the award of punishments is not necessary except in the case of the punishment ^{even} ~~of removal and dismissal~~ and here too an oral intimation will suffice. The Sgs may award 'fine' as a punishment ^{which} ~~is~~ a punishment.

From
N. S. Arunachalam, Esq., O.B.E., I.C.S.,
Superintendent of Stationery,
Madras at Guindy,
Madras 15.

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

No. A2.10-1947

dated 8th August 1947.

Sir,

Sub: Stationery Stores - Daily rated workers - Certain concessions - remarks offered.

Ref: G.O. Ms. No. 866 Edn., dated 28-4-47 and Government Memo No. 39917-C.2/47--4 Edn., dated 4-7-1947.

Reference is solicited to my letter S.K.3036/43 dated 22-9-43 and G.O. Ms. 1609 Edn., dated 26-11-43. The closing of the City offices at 2 P.M. on every Saturday consequent on the orders issued in G.O. No. 475 (Ms) dated 11-2-43 Public (Special) Department was only a temporary change. When the Stationery Office was closed at 2 P.M. on every Saturday, the Stores had also to be closed at that time. Though the stores worked only for half a day on that day, Government were pleased to order the payment of a full day's wages for that day in G.O. Ms. 1609 Edn., dated 26-11-43 provided their working hours were enhanced suitably. Only those persons who did duty on all the working days of that week were paid the full day's wages for the Saturday of that week. Prior to this change, i.e., when penultimate Saturday was a holiday the daily rated workers were not paid any wages for that day. Now that the penultimate Saturday is again declared a holiday from December, 1946 these workers have to lose their wages for that day. Since it is the old order that has been brought into force again, a temporary change introduced during the period of war, cannot be considered as a 'privilege' and claimed as such.

One of the reasons set forth in my letter first referred to above recommending full day's wages for these men for Saturdays (half holidays) is that these men cannot get work elsewhere for half a day on Saturdays after having worked in the Stores in the fore-noon. But now that the penultimate Saturday is declared as a full holiday it is possible for these men to earn their wages for that day elsewhere as they know before hand that they have no work in the Stores for that day. Hence the concession shown to them during a temporary change in working hours cannot be claimed as a 'privilege'.

No over-time wages were ever paid to these workers previously when Saturdays were full working days. Even during the temporary period when Saturdays were half working days, only those persons who had worked on all the working days of the week got the full-day's wages for the Saturday of that week. But the others who were absent on any working day of that week got only half-a-day's wages for that Saturday if they were on duty on that day.

With reference to the report called for in Government Education and Public Health Department Memo No. 39917-C.2/47--1 Edn., dated 13-5-47 regarding the action taken in the matter, reference is solicited to this office letter No. A2.3509/46 dated 22-5-47 addressed to Sri. P. R. K. Sarma, B.A., M.L.C., copy whereof was communicated to Government, Education and Public Health Department, and to this office letter No. A2.3509/46 of 22-5-47 to the Secretary to Government, Finance Department, copy of which letter was also communicated to the Government Education and Public Health Department quoting reference to Government Memo No. 39917-C.2/47--1 Edn., dated 13-5-47. A copy of this office letter No. D. Dis. 3509/46 dated 31-7-47 addressed to the Deputy Secretary to Government, Finance Department on the subject dearneess allowance to coolies in the Stationery Stores is also enclosed for information.

It is proposed to pay half a day wages, i.e., 1/2 day wages, to the workers who are present in the Stores on Saturdays. This is in accordance with the orders issued by the Government in G.O. Ms. 1609 Edn., dated 26-11-43. The workers are entitled to this concession as they are working in the Stores on Saturdays. The Government are pleased to order the payment of a full day's wages for that day in G.O. Ms. 1609 Edn., dated 26-11-43 provided their working hours were enhanced suitably. Only those persons who did duty on all the working days of that week were paid the full day's wages for the Saturday of that week. Prior to this change, i.e., when penultimate Saturday was a holiday the daily rated workers were not paid any wages for that day. Now that the penultimate Saturday is again declared a holiday from December, 1946 these workers have to lose their wages for that day. Since it is the old order that has been brought into force again, a temporary change introduced during the period of war, cannot be considered as a 'privilege' and claimed as such.

Read - G.O. Ms. 866 Edn. d. 28-4-47

From the P. G. S. S. Workers, letter d. 29-5-47
do do do 29-7-47
do do do 28-7-47

Subject

Stationery Stores - Grant of certain concessions to the

workers

Memo No. 39917-8 CL Edn. dated 14-8-47

With ref. to his letters read above, the P. G. S. S. Workers

are informed that dearneess allowance has been drawn and disbursed

to all the workers of the Stationery Stores from April 1947. That

The Govt decline to reconsider their orders in G.O. Ms. 866 Edn. d. 28-4-47

re. the grant of interim relief to the workers. and that the letter

d. 17-6-47 had not been received by Govt

14/8/47

14/8/47

The P. G. S. S. Workers
Assocn *

Copy of letter D.Dis.3509/46 dated 31st July 1947 from the Superintendent of Stationery, Madras to the Deputy Secretary to Government, Finance Department, Madras.

Sub: ALLOWANCE - Dearness allowance - G.O.No.159, Finance dated 28-8-1942 - applicability to the coolies in the Stationery Stores - representation of the President, Government Stationery Workers' Union dated 14-7-47 and Government Endt. No.42297-E-1-1 dated 21-7-47 - remarks offered.

There are at present 4 carpenters and 48 coolies working in the Stationery Stores on daily wages. Out of them only 2 carpenters and 12 coolies are permanent persons and the others have been entertained on temporary basis as the Stores located in Guindy are devoid of Electric cranes, similar to those installed in the stores buildings at First Line Beach, for removing and piling the bales of Stationery articles. In my letters A2-3509/46 dated 10-1-47 and 22-5-47 it was expressed in detail how the dearness allowance was calculated before December 1946 and thereafter. Instructions on the subject were issued by Government in memo No.2587-E-1-1 dated 11-4-47 and final instructions as to how the allowance has to be calculated were issued by Government again in memo No.31531-E-1-2 dated 20-6-47. Therein payment of arrears were ordered to be restricted to the period from 1-4-47. In April 1947 there were only 21 working days and the bill for the drawal of the arrears is under preparation. Subsequent to the issue of these orders June was the only month in which there were less than 24 working days. There were only 23 working days in this month. The allowance for this month was already drawn and disbursed according to the latest instructions issued by Government on the subject and no arrears are therefore due for this month. In the penultimate sentence of my letter A2-3509/46 dated 10-1-47 I had already expressed the hardship caused to these men by taking the actual number of working days in a month as the basis of calculation of the allowance if it should fall short of 24 days in any month. The number of working days in each month from December 1946 is shown below:

Month.	Number of working days.
December, 1946.	17 ✓
January, 1947.	21 ✓
February, 1947.	21 ✓
March, 1947.	25 ✓
April, 1947.	21 ✓
May, 1947.	26 ✓
June, 1947.	23 ✓
July, 1947.	25 ✓

In the above circumstances orders of Government are awaited whether the orders contained in Government Memo No.31531-E-1-2 dated 20-6-47 should be given retrospective effect from December, 1946 for the drawal of the dearness allowance for the daily rated workers of the Stationery Stores.

----/True copy/----

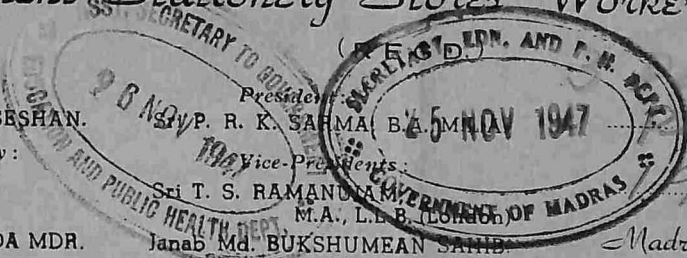
for SUPERINTENDENT OF STATIONERY.

20 Secy EPH
51/5
7720
11/14/47
194

Government Stationery Stores Workers' Association

Secretary:
Sri G. G. SARANGASESHAN.
Asst. Secretary:
Sri T. KANNABIRAN.
Treasurer:
Sri A. THIRUVENGADA MDR.

President:
Sri P. R. K. SARMA, B.A.
Vice-Presidents:
Sri T. S. RAMANUJAM, M.A., L.L.B.
Janab Md. BUKSHUMEAN SANIB



Madras, 194

93184
I deeply regret to bring to
your kind notice that the following
urgent and long standing matters
concerning the workers of the Govt
Stationary Stores, in your charge
have not been redressed
in spite of repeated representa-
tions. The workers have been
very patiently waiting in expec-
tation of the Govt. I am
writing to you again so that
you might, in the merit of
your multifarious other
work give a little attention
to the matter in which justice

~~4/5~~
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Government Stationery Stores Workers' Association

(REGD.)

Secretary:
Sri S. G. SARANGASESHAN.

Asst. Secretary:
Sri T. KANNABIRAN.

Treasurer:
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Vice-Presidents:
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M.A., L.L.B. (London)

Janab Md. BUKSHUMEAN SAHIB

Madras, 194

has been inordinately delayed.
The workers are rightly vexed
with the Union. I can not act
like some others and allow the
workers to resort to unseemly
demonstrations or direct action
as a responsible trade union
worker of over 20 years standing
and a member of the party
in charge of the port. If the
guarantee is not immediately
redressed I have to record
my protest by resigning my
office of the President of the
Union, expressing my inability
to do anything and leave the
matters to take their own course.

Government Stationery Stores Workers' Association

(REGD.)

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Madras, 194

(3)
The a party, in disappointment
and spirit of reaction on
the part of the department - can
not but affect the prestige of
the popular Govt and the great
Party behind it - to which we have
the honor to belong. It is
not great things that we seek
but only bare justice in dealing
with the demands of the Govt
and the practice elsewhere
in the Govt and in the same
Department - too. I am sure
that if you turn into the matter
you will appreciate its
simple character and reason

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Government Stationery Stores Workers' Association (REGD.)

30 57 64

Secretary:
Sri S. G. SARANGASESHAN.
Asst. Secretary:
Sri T. KANNABIRAN.
Treasurer:
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President:
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Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)
Janab Md. BUKSHUMEAN SAHIB.

Madras, 194

will follow. ⁴ The con comes workers
and officers of the union have
seen you go to see the
Secretary to the Govt in charge
of the matter again & again
but no results. The
out of all this is the
following in brief:-

- (1) Contention of work-
House men pursuing over
a long period. J. S. J. 194
- (2) Denial of the Govt
Relief & House Rent - also
to the work House men &
other workers of the stores
and their union with J. S. J. 194

Government Stationery Stores Workers' Association

(REGD.)

Secretary:
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Madras, 194

(5)
Revision of wages & salaries
by the cabinet sub-committee
the House Dept is engaged by
the temporary and casual
workers in the Govt Press & the
Govt and other units during
the first week of July 1946
The Commission Staff of the
Govt Press are enjoying both
the Minimum Relief and the
House Dept.

(1) The workers are not
get the same wage and
pay, as the long service
workers being permanent
para 4-14-2

Government Stationery Stores Workers' Association
(REGD.)

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Madras, 194.

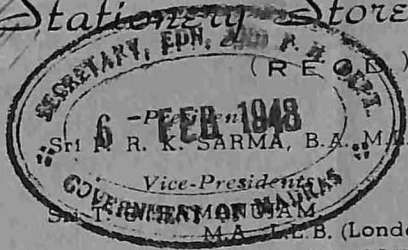
and continuous service cannot be maintained at present. But the inquiry is continued in the Stores. The Stores have been over to assist in securing the war materials and for great distances in having to go all the distance from their homes in North Madras. The location of the Stores in Guindy in a remote building is inconvenient to the Govt and involves terrible transport charges also. I request you to take up the matters and help them.

Yours faithfully
P. K. Sarma

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Government Stationery Stores Workers Association

Secretary:
Sri S. G. SARANGASESHAN.
Asst. Secretary:
Sri T. KANNABIRAN.
Treasurer:
Sri A. THIRUVENGADA MDR.



Janab Md. BUKSHUMEAN SAHIB.

Recd memo
Madras, 6/2/1948.

Dear Mr. Subramanyam
8815
The points mentioned
in my letters of 29-5-47 &
29-5-47 have been pending
now for a long time. I have
also discussed them with
you more than once.
The matters are now pending
and the delay was so long
that the Union has to even
use strong language
to which you took exception
in your No 39917 C-2-47.
- 2 Eim of 29-5-47. The
presentation of 19-5-47
was in summary repeated
by you in a manner not
fair to me or the Union.

Government Stationery Stores Workers' Association (REGD.)

Secretary:
Sri S. G. SARANGASESHAN.
Asst. Secretary:
Sri T. KANNABIRAN.
Treasurer:
Sri A. THIRUVENGADA MDR.

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M.A., L.L.B. (London)
Janab Md. BUKSHUMEAN SAHIB.

Madras, 194

The points are the following:
(1) Delay in confirmation of House men
(2) Non-payment of House men
All overance to the work House-men who are all permanent workers but long house. The House All overance is enjoyed by even temporary workers and casuals in the P. & W. work. The first point says House men to even those characterised as day Extra. The delay in confirmation has

Government Stationery Stores Workers' Association (REGD.)

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Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)
Janab Md. BUKSHUMEAN SAHIB.

Madras, 194

from the 1st of the situation. The
compensation promised in 2
years is pending since 1939
for about years. This is neither
fair nor reasonable.
3. Salaries and wages
have not been revised
in the Stores. The maximum
wage for so called clerks
who are permanent
is Rs 8 alone. For
casuals it is Rs 13. (maximum)
4. Interim relief has not
been paid to the clerks,
carpenters, lorry drivers,
lorry drivers, lorry
drivers, watch men,
sweepers & others while
all others have got it.
We are suffering

89 68

30 69 54

President:
Sri P. R. K. SARMA, B.A., M.L.A.

Vice-Presidents :
Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)

Janab Md. BUKSHUMEAN SAHIB.

Madras, 194

Government Stationery Stores Workers' Association

(REGD.)

Secretary:
Sri S. G. SARANGASESHAN.

Asst. Secretary:
Sri T. KANNABIRAN.

Treasurer:
Sri A. THIRUVENGADA MDR.

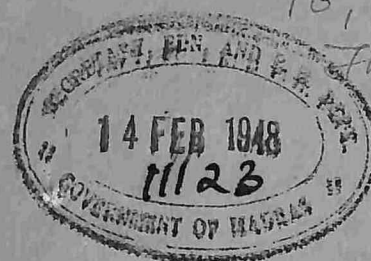
President:
Sri P. R. K. SARMA, B.A., M.L.A.

Vice-Presidents:
Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)
Janab Md. BUKSHUMEAN SAHIB.

8/3, Patel Road,

Perambur.

Madras, 14/2/1948.



The Secretary,

Education and Public Health,

Govt. of Madras,

Fort St. George, Madras.

Sir,

With reference to my letter of 6/2/48 and my interview with you yesterday afternoon, I beg to make the following further representation in regard to the revision of salaries and House-allowance for the ware-housemen and the need for increasing the wages of the workers still regarded as "Contingent". As pointed out in my letter under reference the ware-house men ceased to be contingent according to G. O. No. M.S. 2132 Edu. Df 27th. September 1939. They were promised confirmation after two years. Those appointed for the posts of the ten are not new entrants. They were working as lascars according to the then designation, doing the duties of

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GOVERNMENT Stationery Stores Workers' Association

(REGD.)

Secretary:

Sri S. G. SARANGASESHAN.

President:

Sri P. R. K. SARMA, B.A., M.L.A.

Asst. Secretary:

Sri T. KANNABIRAN.

Vice-Presidents:

Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)

Treasurer:

Sri A. THIRUVENGADA MDR.

Janab Md. BUKSHUMEAN SAHIB.

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Madras,

194

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ware-house men. On the representations of the union pointing out the anomaly the ~~be~~ new classification of ware-house men was created and the so-called lascars were fixed into them, ~~on~~ ^{actually} view of the fact that they had been doing the duties of ware-house men. The confirmation of the arrangement had been pending since 1941 when the two years period was completed. The Government ~~had~~ have been putting off the confirmation. As the ware-house men ceased to be contingent and should have been confirmed even as early as in 1941 they should have been given the house allowance and their salaries should have also been revised as from 1-1-47. But unfortunately this has not been done, obviously owing to the misapprehension that the ware-house men continued to be contingent. I therefore request that the ware-house men be admitted to the benefit of

74 Government Stationery Stores Workers' Association (REGD.)

Secretary:
Sri S. G. SARANGASESHAN.

Asst. Secretary:
Sri T. KANNABIRAN.

Treasurer:
Sri A. THIRUVENGADA MDR.

President:
Sri P. R. K. SARMA, B.A., M.L.A.

Vice-Presidents:
Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)
Janab Md. BUKSHUMEAN SAHIB.

Madras, 194

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house-allowance granted to other Govt servants and also that their salaries be revised and re-fixed with effect from 1-1-47.

The 39 other workers were left as they were. Even though their remuneration was very low. 15 lascars were getting Rs 13 per month and 12 coolies are still getting 8 as. per day, in spite of their long service. The coolies have no service conditions of any kind. They have not got Interim relief. Except the warehouse-men none else has got the interim relief. The lowest worker in the Govt press gets Rs 30 besides the house rent and Dearness Allowance. Casual workers in the P.W.D workshops get from 12 as to Rs 1 a day, with proportionate House allowance. The unskilled manual workers of the Govt Medical stores get for 28 hours work in a week a minimum salary of Rs 35. leading to Rs 55 by an annual increment of Rs 1 per annum. We cannot get now

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Government Stationery Stores Workers' Association

(REGD.)

Secretary:

Sri S. G. SARANGASESHAN.

Asst. Secretary:

Sri T. KANNABIRAN.

Treasurer:

Sri A. THIRUVENGADA MDR.

President:

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Vice-Presidents:

Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)

Janab Md. BUKSHUMEAN SAHIB.

Madras,

194

- 4 -
a worker for 8 annas a day exclusive of D.A. nor is it fair, reasonable and proper to pay any worker who has been in your employment for years a perpetual rate of 8 as. per day.

I therefore appeal to the Government to raise the daily wage of the coolies and lascars to at least the P.W.D. Workshop level with the House Allowance as has been done there and allow the benefit retrospectively. I also request the wage rates of other classifications be also, reasonably revised similarly.

There are 40 temporary workers who get only 8 as. per day. No one is engaged below 12 as in the P.W.D. workshop. I request that at least the same rate be introduced for the temporary workers.

In this connection I may also be permitted urge the early redemption of the 39 permanent workers

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Government Stationery Stores Workers' Association
(REGD.)

Secretary:
Sri S. G. SARANGASESHAN.

Asst. Secretary:
Sri T. KANNABIRAN.

Treasurer:
Sri A. THIRUVENGADA MDR.

President:
Sri P. R. K. SARMA, B.A., M.L.A.

Vice-Presidents:
Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)
Janab Md. BUKSHUMEAN SAHIB.

79
Madras, 194

- 5 -
from the abnoxious "contingent" curse.

Yours faithfully.

V. K. K. a

How. poor soul.

Government Stationery Stores Workers' Association
(REGD.)

Secretary:
Sri S. G. SARANGASESHAN

Asst. Secretary:
Sri T. KANNABIRAN.

Treasurer:
Sri A. THIRUVENGADA MDR.

President:

Sri P. R. K. SARMA, B.A., M.L.A.

Vice-Presidents:

Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)

Janab Md. BUKSHUMEAN, SAHIB, AND Madras, 14-2-48

3, Patel Road,

Perambur

To

The Secretary,
Education and Public Health,
Govt. of Madras.

Fort St. George, Madras.

Sir,

With reference to my letter of 6--2--48 and my interview with you yesterday afternoon, I beg to make the following further representation in regard to the revision of salaries and house allowance for the ware-housemen and the need for increasing the wages of the workers still regarded as 'contingent'. As pointed out in my letter under reference the ware-house men ceased to be contingent according to G.O. No. M.S.2132 Edn. dated 27th September 1939. They were promised confirmation after two years. Those appointed for the posts of the ten are not new entrants. They were working as lascars according to the then designation, doing the duties of ware-house men. On the representations of the union pointing out the anomaly the new classification of ware-house men was created and the so-called lascars were fixed into them, in view of the fact that they had actually been doing the duties of ware-house men. The confirmation of the arrangement had been pending since 1941 when the two years period was completed. The Government have been putting off the confirmation. As the ware-house men ceased to be contingent and should have been confirmed even as early as in 1941 they should have been given the house allowance and their salaries should have also been revised as from 1--1--47. But unfortunately this has not been done, obviously owing to the misapprehension that the warehouse men continued to be contingent.

P. T. O.

Government Stationery Stores Workers' Association

(REGD.)

Secretary:
Sri S. G. SARANGASESHAN.

Asst. Secretary:
Sri T. KANNABIRAN.

Treasurer:
Sri A. THIRUVENGADA MDR.

President:
Sri P. R. K. SARMA, B.A., M.L.A.

Vice-Presidents:
Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)
Janab Md. BUKSHUMEAN SAHIB.

Madras, 14-2-1948

page 2.

I therefore request that the ware-house men be admitted to the benefit of house allowance granted to other Government servants and also that their salaries be revised and re-fixed with effect from 1-1-47.

The 39 other workers were left as they were. Eventhough their remuneration was very low, 15 lascars were getting Rs.13/- per month and 12 coolies are still getting 8 annas per day, inspite of their long service. The coolies have no service conditions of any kind. They have not got interim relief. Except the ware-house men none else has got the interim relief. The lowest worker in the Govt. Press gets Rs.30/- besides the house rent and dearness allowance. Casual workers in the P. W. D. Workshops get from 12 annas to Re.1/- a day, with proportionate house allowance. The unskilled manual workers of the Government Medical Stores get for 28 hours work in a week a minimum salary of Rs.35/- leading to Rs.55/- by an annual increament of Re.1/-, per annum. We cannot get now a worker for 8 annas a day exclusive of D. A. nor is it fair, reasonable and proper to pay any worker who has been in your employment for years a perpetual rate of 8 annas per day.

I therefore appeal to the Government to raise the daily wage of the coolies and lascars to at least the P. W. D. Workshop level with the House allowance as has been done there and allow the benefit retrospectively. I also request the wage rates of other classifications be also reasonably revised similarly.

There are 40 temporary workers who get only 8 annas per day. No one is engaged below 12 annas in the P. W. D. Workshops. I request that at least the same rate be introduced for the temporary workers.

P. T. O.

Government Stationery Stores Workers' Association

(REGD.)

Secretary:

Sri S. G. SARANGASESHAN.

Asst. Secretary:

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M.A., L.L.B. (London)

Janab Md. BUKSHUMEAN SAHIB.

Madras, 14--2-- 1948.

page 3.

In this connection I may also be permitted to urge the early redemption of the 39 permanent workers from the abnoxious 'contingent' ~~XXXXXX~~ curse.

Yours faithfully,

Sd/- P. R. K. Sarma,

Hon: President.

B/O

S. Sarangaseshan
SECRETARY.

Copy to:

The Hon: Sri. T. S. Avanasilingam Chettiar B.A., B.L.,
Minister for Education,
Govt. of Madras,
MADRAS.

(True Copy)

45 8
E.P.H. Deptt. (C2)

Stationery Stores - Grant of certain concessions to Workers.-
~~From the Superintendent of Stationery No. A. 2 10 47 dated 8-8-47.~~

From the President Government Stationery Stores Workers' Assn.
dated 19-11-47.

-do-

dated 6-2-48

do-

dated 14-2-48

Memo. No. 39917-13 C2. Edn. dated 5-3-48

The letters received from the President Government Stationery Stores Workers' Association read above are forwarding to the Supdt. of stores for remarks. He is requested to offer his remarks on them with special reference to the following points:-

(1) Whether the scale of pay of ~~warehousemen~~ Warehousemen was revised in the recent revision of salaries.

(2) Whether the Warehousemen are paid house rent allowance.

(They are on the scale of pay applicable to attenders and seem to be eligible for house allowance) and

(3) Whether the posts of warehousemen may be made permanent.

2/3
6/3
167-5012
151-6912
163-6912
171-7912
C.No. 649333
C.No. 93154
C.No. 8815
C.No. 11123
The Supdt. of S. with 6-7
in encl. to be ret'd.
with reply pp. 51-69
and 71-79 cf. to be
ret'd with reply

12.1.48
1.2.48

3/6/48

12/1/48

86
From: D. Padmanabhan Esq., I.C.S.,
Superintendent of Stationery,
Madras at Guindy,
Madras.15.

46 89
To
The Secretary to Government,
Education and Public Health Dept.
Madras.

No.A.2.3114/48 dated 19-3-48



STATIONERY STORES-Grant of certain concessions to workers.
Education and Public Health Memo No.39917-13-C2 Edn
dated 5-3-48.

The points raised in the Government memo cited above are dealt
1) The scale of pay of warehousemen was not revised in the recent
revision of salaries.

2) The warehousemen are being paid presidency allowance of
Rs.2-8-0 per month. An interim relief of Rs.3/- per month is also paid to
them from 1-8-46. As the scales of pay of warehousemen of the Stationery
Stores were not revised it was presumed that the house rent allowance
sanctioned in G.O.No.78 Finance dated 6-2-47 will apply only to cases for
which scales of pay were revised. Further this point does not appear to
be free from doubt in view of the last sentence of para 1, of the G.O.
stating that Presidency allowance will cease to be in force with effect
from the date on which the revised scales of pay came into force. It is
therefore requested that the Government may be pleased to accord specific
sanction for the grant of house rent allowance from 1-1-47.

3) Ten posts of warehousemen may be made permanent as already
recommended in this office letter A2-2004-47 dated 7-3-47 addressed to
Government. 734 2 595 96-49

4) Enclosures received with Government memo are returned herewith

6395
6000
R. L. digne
24.3.48

BM:28 Encl. Three letters.

for SUPERINTENDENT OF STATIONERY.

90

MEMO NO. 39917/47-15 EDN. DATED 18.5.48 49 91

ware housemen - Permanent retention
etc -
From the Supdt. of Stationery, No. A2-3114/48, dated 19-3-48.

28
18/5

The Govt. see no reason to reconsider their orders in para (3) of G.O.No. 39, Edn., dated 6-1-48. J/2/707

2. The Supdt. of Stationery is informed that the warehousemen may be paid house rent allowance sanctioned in G.O.No. 78 Fin., dated 6-2-47 from 1-1-47 in lieu of Presidency allowance provided they are employed in the city limits.

11

3. The Supdt. of Stationery is requested to suggest a revised scale of pay for warehousemen taking into consideration, the duties which they carry out.

The Supdt. of Stationery
The A.G. thro
Fin.

copy to the
Genl Secy
in letter No. 2
Paper Road
Pres. Secy.

om
7/5/48

up
11/11/48

28-5-48

Madras
28th April 1948.



From

The Stores workers of
the Govt. Stationery Office,
Narasu Nagar, Guindy,
Madras 15.

To

The Secretary to Government
Education & Public Health Deptt.,
Fort Saint George, Madras.

Through

The Superintendent of Stationery,
Madras.

Respected Sir,

We, the undersigned, employed in Government
Stationery Stores, beg to bring the following for your
kind and sympathetic consideration for favourable
disposal at an early date.

The revised scales of pay were ~~re~~ recommended
by the Superintendent of Stationery a year back, and
no orders were passed by Government regarding the same.
We find it very hard to maintain our families in these
days of high cost of living with the present scales of
pay.

We therefore humbly request the Government to
consider our case sympathetically and pass favourable
orders at an early date.

We beg to remain,

Respected Sir,

Your most obedient servants,

[Signature]

J. Prakasam.

K. S. Murugan

M. Shrivastava

V. V. Sivasubramanian

[Signature]

R. Subrahmanyam

G. Muthuswamy Reddy

H. P. Subramanian

Forwarded in continuation
of this letter No A-2, 3114-48
dated 19.3.48.

[Signature]

Superintendent of Stationery

Encl. 1
8.5.48. Pps

Order has been issued

1-91 ante. The up to

Government Stationery Stores Workers' Association

(REGD.)

Secretary: Sri S. G. SARANGASESHAN
 Asst. Secretary: Sri T. KANNABIRAN
 Treasurer: Sri A. THIRUVENGADA MDR.
 President: Sri P. R. K. SARMA, B.A., M.L.A.
 Vice-Presidents: Sri T. S. RAMANUJAM, M.A., L.L.B. (London)
 Janab Md. BUKSHUMEAN SAHIB.

Cottage No. 4, T.B. Sanatorium,
 TAMBARAM,

Madras, 31-5-1948.

Dear Mr. Subramaniam,

I thank you for the Copy of the Memorandum No. 39917/47-15, Education, dated 18/5/48. Regarding permanent retention of Warehousemen and payment of house rent allowance sanctioned to them in G.O.No.78, Finance, the non-receipt of the Copy of the Order by the Union ~~has~~ had given room to a good deal of silly, mischievous and frivolous propaganda by interested Supervisory Staff who I feel honestly have not got a fair day's work for the Fair Day's Payment they are given. I am prepared to give you any number of instances provided you have the time, which I know you haven't. There is no responsible Officer in the God-forsaken place and the Chota Nawabs rule as they like. It is time this is stopped.

Every representation made to the Superintendent of Stationery is referred to the Chota Sahib in the Stores and it is my impression that the references are seldom pursued further. The Chota Sahib having nothing else to do make fun of the representations, the Union and myself. Certainly, I am not prepared to stand this state of anarchy in the Stores. For example, my letter dated 29/4/48 to you urgently made is pregrenating in the Stores. Various comments by the Chota Sahibs and their henchmen. This is the fate of an important representation. I shall leave it there.

I am sending you again for your reference a Copy of the most important representation ~~they~~ made to you on your own suggestion regarding the fixation of the salaries of the Warehousemen and others according to Government Orders. As pointed out and you yourself felt convinced that the Warehousemen had ceased to be Contingent according to G.O.No. Ms. 2132, dated 27th Sep. 1939. Only the current incumbents had to wait for two years for their confirmation after 1939 and it is now 9 long years. Is this not sufficiently vexing. I wrote to you on 14-2-48. I didn't want to trouble you at

781 ash

all.

(2)

I was away in Delhi on Government business and I have been bed-ridden since returning on 25-4-48 seriously. I am undergoing treatment in Tambaram Sanatorium. ~~I am using an Electrical Fitter to write this letter to you as I am~~ ~~grieved at the situation.~~

According to the latest position, the duties of the Warehousemen in the Stationery Stores are more onerous and responsible. They are liable to deduction for loss and damage of goods while in transit on receipt at the other end. The confirmation should be immediately made. The packers, coolies carpenters and others have also ceased to be Contingent according to G.O.No.2132, Edn, and they also should be made permanent, with regular scales and the benefit of the full length of their Service in the Depot. While no Orders have been received on the Union's representation, Memorandum No. 39917/47/15, Education, dated 18/5/48 which has neither head nor tail repeats G.O.No.39, Education dated 6-1-48 after which much water has flown even in our Sacred Coovam. There is no reference to my letter of 14/2/48 which had clarified matters to the duties of the Warehousemen. The matter was gone into in 1937. The Grade in the Government Press for Warehousemen is 35-2-55-1-65 now. ~~The S.S. has made~~ ~~this document as early as possible~~

I beg to be excused for the warmth of the letter which may be due to various other circumstances including my physical condition. I request that early and final Orders on the long pending matters may be issued. I know that you have not only been sympathetic to me but shown me great indulgence. I feel very much worried over these small matters, for which the remedy lies absolutely with you. I had asked my Secretary to see you in view of my prostration in the Hospital and he told me that you were very kind and good to him. I have absolutely no grievance against you. I know the difficulties of the bureaucratic machinery. I will be thankful if you would do whatever is possible in the matter and lift this bit of load from my mind at present.

Yours faithfully,

Sri M.V. Subramanyam, I.C.S.,
Secretary to Government,
Education & Public Health,
FORT ST. GEORGE, MADRAS.

[Signature]
Hon. Secretary

R

Col. G. S. G. in the C. L. has been called in for M.R. May be over for 4 days.

[Handwritten signature]
36/48

[Handwritten signature]
4/6/48

[Handwritten signature]
12/6

98

Handwritten notes in Tamil script, mostly illegible.

Handwritten mark, possibly 'R'.

Handwritten signature or initials.

*88
29/6/48*

Letter-Ref. No. 40229/48-1 d- 29/6/48 E. & P.H. (C2)

To
Sri P.R.K. Sarma,
President Govt. Stationery Stores Ass.
*College Road, T.B. Sanatorium,
Tambaram.*

Sir,

Mr 95-9601

With reference to your letter 31-5-48 I am to say that a copy of the letter referred to in para 3 of your letter said to have been sent to this department has not been received. You state in your letter that the lascars, coolies and carpenters and others have ceased to ^{be} contingent ^{staff} according to G.O. 2132 Edn. dated 29-9-39. You will observe that coolies and carpenters get only daily wages according to the G.O. and therefore come under ^{staff} contingent ^{charges}.

(2)

pp 17-18 nr

*paid from
contingencies*

I regret/observe you have ^{to} ^{made} ^{what are} ^{written} ⁱⁿ ^{the} ^{letter} ^{which} ^{do} ^{not} ^{seem} ^{to} ^{be} ^{either} ^{temperate} ^{nor} ^{dignified} language. I strongly deprecate the use of such expressions.

*JD
26/6/48*

*28/6/48
Yours faithfully
W. S. S. S.*

From: D. Padmanabhan, Esq., I.C.S., To:
Superintendent of Stationery
(Madras), at Guindy,
Madras.15.

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



NO.A2-3114-48.

Dated: 26-7-48.

Sir,

REF: Government memorandum No.39917/47-15-C2 Education
dated 18-5-48.

The scale of Rs.35-2-55 (EB-1)-65 was already recommended to Government in this office letter No.A2.2004-47 dated 7-3-47 on the analogy of scale of pay fixed for warehousemen in the Government Press, with due consideration for the duties which they carry out. Although in Government memo. No.23365-C2/46-1 Education, dated 28-5-46 Government have viewed the posts of warehousemen in the Stationery Stores as analogous to those of attenders in Government offices the educational qualification prescribed for them in G.O.2132 M.S. Edn., dated 27-9-39 i.e. a study upto VI form is much higher than the qualification prescribed for the attenders in the Madras General Subordinate Service i.e. a pass in the III Form. In view of the higher qualification prescribed for warehousemen the scale i.e 35-2-55-1-65 may be fixed for those possessing the educational qualifications prescribed in G.O.No.2132 M.S. Edn., dated 27-9-39.

The work of the warehousemen working as packers was originally done by Lower Division clerks. The work of warehousemen assisting the stock clerks A, B, C, and D and godown section of the Stationery Stores is also of a very responsible nature as they are entrusted with expensive stationery articles and keep them properly arranged according to category and issue them to packers correctly according to indents and they also have to assist stock clerks for posting in the stock books.

Having regard to the above facts the work of the warehousemen of the Stationery Stores was viewed as analogous to that of the warehousemen in the Government Press and the revised scale prescribed for them in G.O. 78 Finance dated 6-2-47 was recommended for the warehousemen of the Stationery Stores also. Out of eleven warehousemen, only two possess the prescribed qualification and all the others have been exempted from the prescribed qualification. In the case of exempted persons, they may not be allowed to cross the E.B. Fully qualified persons may be allowed to have the full benefit of the scale.

I therefore recommend once again the scale of pay of Rs.35-2-55-(EB-1)-65 to the warehousemen of the Stationery Stores.

PK.27.7.

SUPERINTENDENT OF STATIONERY.

103
Guindy, dated 31-5-43.

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

Through:

The Superintendent of Stationery, Madras.

Respected Sir,

We the undersigned lascars, coolies and carpenters paid from contingencies and employed in the Government Stationery Stores, Guindy, beg to bring the following few lines for your kind consideration and favourable orders.

We beg to state that the revised scales of pay for the above employees were recommended by the Superintendent of Stationery a year back, but no orders have been passed by the Government so far.

As we are all family people having five to six souls depending on us, we find it very difficult to maintain our families in these hard days of high cost of living with the meagre pay of Rs. 13, 16, 18 and 20. In this connection we beg to state that the pay we are now drawing is hardly sufficient for 15 days and that we are suffering a good lot for want of adequate food and clothing. We understand that the employees who are paid from contingencies in other departments are made permanent and further they are enjoying the benefit of new scales of pay and house rent allowance as revised by the Government.

We therefore humbly request you to be kind enough to consider our case sympathetically and pass immediate orders for the revision of pay, house rent allowance etc.

For which act of kindness we shall be highly thankful.

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

M. Mungera Pillai
S. S. S. S. S.
S. S. S. S. S.

J. Soundararajan
J. S. S. S. S.
S. S. S. S. S.
K. P. S. S. S.

K. Kyprianou

may be added to the Main file.

I am sending you a list of 64 employees of the Govt. Stationery Stores, who are all still being called contingent, although the Government have recently accepted the principle of abolishing contingency and many departments have already acted on that principle. The "Coolies" have no holidays with wages nor any type of leave, even casual leave. The lascars, monthly rated workers, have 20 days casual leave with wages, but no other type of leave. Many of these people have rendered long and continuous service, and elementary justice demands that every one of these men is "drafted into the regular establishment. Indeed the neglect of these humble people by Govt. hitherto is almost criminal, and I appeal to you to hasten the righting of an ancient wrong. It goes without saying that the benefits now asked must be given retrospective effect from 1-1-47 as in the case of other Govt. servants, and every day's delay on your part will only serve to increase the quantum of arrears to be paid by the Govt. House rent allowance and interim relief may be announced for these people at once, with retrospective effect from 1-1-47 and the remaining benefits can be worked out within a fortnight's time. After all there are just 64 employees and their lot can be properly settled by one officer prepared to spend just a few hours. I demand that union representatives must be given the fullest and fairest chances to place all facts before you, to counteract, if necessary, official facts and view-points which are generally narrow, sometimes inhuman and even misleading. "Lascars" here are not sweepers, they do intelligent work, they take indent of the needs for each Govt. office, and must be called "Store Assistants." I trust that this change

4 158

Government Stationery Stores Workers' Association

(REGD.)

Secretary:

Sri S. G. SARANGASESHAN.

Asst. Secretary:

Sri T. KANNABIRAN.

Treasurer:

Sri A. THIRUVENGADA MDR.

President:

Sri P. R. K. SARMA, B.A., M.L.A.

Vice-Presidents:

Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)

Janab Md. BUKSHUMEAN SAHIB.

5 10
Madras, 194

- 2 -

can be effected immediately, as it does not involve any money loss or affect any official policy.

Please give an interview within the shortest possible time to the following representatives:

- A
1. T.S.Ramanujam.
 2. A.Thiruvengada Mudaliar (Lascar)
 3. Baluchetty (Cooly)
 4. Kannan (Carpenter)
 - 5 N.Rajunaicker (Watchman)
 6. Babu Naidu (Lascar)
 7. S.G.Sarangaseshan (Warehouseman)
 8. MD.Bakshimian Sahib (Warehouseman).

I shall wait patiently for ten days, and if nothing happens, I must put into effect the resolution of the General Body empowering me, as head of the Action Committee, to follow the usual trade union methods of agitation.

With every good wish,

T. S. Ramanujam
(Vice-President)

Port Stationery Stores works Service and pay

	Service	Pay	Designation
		Rs. A. P.	
1 A. Thiruvanda Mudaliar	30	18.0.0	Basecar
2 T. Chakrapani	26	18.0.0	"
3 C. Chengalari	28	16.0.0	"
4 K. Ponnuswamy	26	16.0.0	"
5 S. Venugopal Naidu	26	16.0.0	"
6 Sivabushanam	20	18.0.0	"
7 Shake Dawood	19	16.0.0	"
8 P. Munnuswamy	19	13.0.0	"
9 M. Danapal	16	13.0.0	"
10 K. Munnuswamy	15	13.0.0	"
11 K. S. Krishnaraja	15	13.0.0	"
12 A. Kameshappan	10	13.0.0	"
13 Katherajulu S.	10	13.0.0	"
14 P. C. Balu Naidu	10	13.0.0	"
15 Ellen	15	13.0.0	"

Lorry hasears

1 Murerathman	15	13.0.0	Lorry hasears
2 Balaran Mudaliar	10	13.0.0	"
3 Ragaviah	9	13.0.0	"

Walchman

1 N. Raja Naiker	32	20.0.0	Walchman
2 Abdul Quany	25	20.0.0	"
3 M. Ramaswamy	18	20.0.0	"

Lorry Driver

1 Y. S. Anthony	13	30-0-0 25-0-0	Lorry Driver
-----------------	---------------	--	--------------

Tinker

1. Sumbunthan	25	30.0.0	Tinker
---------------	----	--------	--------

Carpenter

1 Kauran	17	per day 0.14.0	Carpenter
2 Susai	9	0.14.0	"
3 Kolandaswamy	7	0.14.0	"
4 Hanumantha Gramani	5	0.14.0	"

Permanent coolys

1 Y. Balu chetty	7	per day 0.8.0	Permanent cooly
2 N. Ponnuswamy	7	0.8.0	"

20 days c. h. only

From

T.S.Ramanujam, M.A., LL.B(London)
Vice-President, Govt. Stationery Stores Workers' Association,
and seven other representatives - Messrs. A.Thiruvengada
Mudaliar(Lascar), Baluchetty(Cooly), Kannan(Carpenter),
N.Rajamanicker(Watchman), Babu Naidu(Lascar), S.G.Sarangaseshan
(Warehouseman), and Md. Bakshimian Sahib(Warehouseman).

3, Thanikachalamchetty Road, Theagarayanagar, Madras. 11th.Aug.
1948.

60240

To Sri. M.V.Subramaniam, I.C.S.,
Secretary to Government, Education and Public Health Dept.,
Fort St. George, Madras.

A Memorandum

Sir,

The Government Stationery Stores was shifted to Guindy in 1942, during the evacuation period. Before the shifting, the number of employees was 15(Lascars), 3(Lorry Lascars), 4(Carpenters), 3(Watchmen), 1(Lorry Driver), 1(Tinker), 18(Coolies) and 10(Warehousemen) - in all 65. After the shifting, 16 additional coolies have been employed, the present strength being therefore 81. The object of this memorandum is to appeal to you to improve the lot of these men substantially and expeditiously. Their conditions of service are passing pitiable; years of Union representation have just touched the fringe of their problem. Further delay will only drive them to the verge of despair, misery, hatred and death. The presence of the National Government is a silver lining in the dark cloud of their existence.

As early as 1939(Vide Education and Public Health Dept., G.O.No.MS. 2132, dated 27 th. September 1939), a reorganization of staff in the above stores took place, and ten warehousemen, 4 carpenters, 1 tinker, 3 Watchmen, 1 Lorry Driver, 3 Lorry Lascars and 15 Lascars and 12 Coolies were approved finally by Government as the staff of the above Stores. Nearly nine years have passed and yet they all have been called contingent, except the warehousemen who are called temporary. It is a well-established industrial practice that an employee is confirmed after 6 months or one year of continuous service; yet the aforesaid men have put in years of continuous service. His Excellency C.Rajagopalachariar, when he was the premier of the Madras Cabinet, once defined contingency before the legislature and observed, "Whatever is continuous cannot be contingent."

Hence the term contingency has been applied wrongly to the aforesaid employers. We understand that Government have now accepted the principle of putting an end to this system of contingency which is based upon the outmoded chattel theory of human labour. In some departments of the Government, action has also been taken to abolish contingency. Hence we request you to abolish contingency in the above Stores, and as this request has been pending before you for long, speedy action alone can serve the ends of fundamental social justice.

The Demands of Contingent Employees

1. Coolies. Even before the shifting of the office to Guindy, there were 12 permanent coolies and 6 temporary coolies. Now there are 12 permanent coolies and 24 temporary coolies. 9 of them have each 7 years service, 8 of them 6 years service, 3 of them 5 years service, 5 of them 4 years service, 4 of them 3 years service, and 7 of them 2 years service. All of them deserve to be drafted into the regular establishment. In the past the Government have acted upon figures supplied by the Supdt. of Stationery. Such a method is no good now, as the Supdt. is bound to suggest a figure based upon economy rather than humanity, whereas the Govt.'s eagerness to abolish contingency is primarily a humanitarian impulse. For instance, the Superintendent may say that there were 18 contingent coolies working before 1942, and a 50% increase will do now for the regular establishment. Such a suggestion, if accepted, will remove contingency partially, not fully.

Ever since 1942, the work of the Stores has greatly increased. It is not known when the Stores will shift back from Guindy. It may take even some years. Hence to calculate the staff of the regular staff on the basis that the office is at its original place, First Line beach, will prove to the present employees a grave injustice in practice. Moreover, even if the office is shifted back, the quantum of work to be done by contingent coolies may be reduced to some extent by the presence of a crane but not to a great extent, as carting contract will cease and all the loading and unloading done by the contractors must in consequence be done by the Department Coolies. Furthermore, it is the duty of a civilized Govt. to provide for its workers with six months or more of service, continuous employment. The Superintendent of Stationery must give a figure for the regular staff that does not admit of any supplementary help by way of contingency. Odd casual jobs can be done by employing men then and there - for a few hours or even for a few days. But what is objected to is the employing of people under the name of contingent coolies and keeping them continuously employed for months and years at a stretch. If all these facts are carefully considered, it will be seen that confirming all the present 36 contingent coolies is at once fair and right. The financial loss to the Government by so doing must be negligible, when weighed against the claims of humanity and industrial ethics. Every month the Department has to lose about 1000Rs in rent, 2000 Rs in contract, train pass to the workers and T.A. to clerical staff and T.A. to Asst. Supdt. etc. about 300 Rs, on account of the ~~affirmative~~ Stores being located at Guindy; it has been suffering this loss, because it must have felt it necessary. The expense involved in abolishing contingency in toto must also be borne cheerfully, as it is not only necessary but also righteous. Out of 36 contingent coolies, suppose the Superintendent is prepared to regularize 24, while we want to regularize all. What will be the additional financial burden the Dept. has to shoulder by regularizing the extra 12? Let it be 2000Rs a year. If the office does not shift to the original place in the near future, these extra coolies cannot be kept as contingent any longer, but they will be required for work so long as the office is at Guindy. When the office goes back to the First Line Beach, the contract work will cease, resulting in a saving of 2000Rs a month, and these extra 12 people can be retained both on grounds of humanity and amount of work. We have laboured this point far more than necessary. The fruit of our contention rests entirely in your hands. These coolies do a whole lot of useful work - piling of bales, opening the bales, nailing boxes, counting articles, lifting and placing things as per instructions of warehousemen etc. They are liable to industrial accidents - to give only one example: Sri Ponnuswamy in 1945 or so was damaged in the leg by the fall of a door, and the Labour Commissioner gave him "Workman's compensation" at the rate of 10 as., while he was paid only a wage of 8 as. per day by the Stores! When this abolishing of contingency takes place, the Superintendent is asked to recommend the wages of these coolies after a due consideration of their duties. We request you to test whether the wages so recommended are fair, or whether they should be improved upon. All these years these unfortunate men were getting only 8 as. a day, and for a hundred days in the year, due to the holidays declared by the Govt., they do not have work, and hence they are paid no wage or dearness allowance. Besides, they have no leave whatsoever, and if they are absent from work due to sickness or some other urgent cause like the death of a parent or child or wife, they shall receive no pay or dearness allowance. After years of toil they have no retirement benefits either. A decade of such injustice you are now trying to remove; and hence you must take infinite care to see that a new era of injustice is not inaugurated by fixing these people at wage levels far below human standards - not to talk of civilized standards. As early as 8th May 1946, our Union has demanded for these coolies a monthly wage of 30 Rs - 40 Rs.

If a house rent allowance of 5 Rs and a dearness allowance of 18Rs are given, these men will get every month at least 53 Rs, whereas the cost of living index figures demand that amount as dearness allowance alone. Adjudicators of industrial disputes have been strangely unanimous in holding that in 1939 a worker should get at least 25 Rs a month for a living wage - i.e. 4as per point; taking 1939 equal to 100. Now the figure is well above 300. Hence the rise above the 1939 standard is 200 points or 50 Rs. Suggestions like paying these coolies at 12 as. per day instead of the present 8 as per day sound to us as adding insult to injury.

2. Lascars. There are 15 lascars in all - three of them are of 10 years service and get a basic wage of 13 Rs a month; 3 of them of 15 years service get a basic wage of 13 Rs only a month; 1 of them with 16 years service gets a basic wage of 13 Rs only; 1 of them with 19 years of service gets a basic wage of 13 Rs only; 1 of them with 20 years of service gets a basic wage of 13 Rs only. 1 of 19 years service, ~~1xaxfx25yearsxxxxxx~~, 2 of 26 years service and 1 of 28 years service, get each a basic wage of 16 Rs a month. 1 of 25 years service and 1 of 30 years service get each a basic wage of 18 Rs- These are all contingent - getting no house rent allowance or interim relief or pension. They have no sick leave or earned leave. They have just 20 days casual leave in the year. But their duties are quite onerous. In fact, experienced lascars are promoted as warehousemen; out of the 11 warehousemen ten are promoted lascars. A lascar's job improves by experience; he has to sort out stock according to the indents, assist the warehousemen in packing, address cases, know the names of a thousand articles (e.g. 1/200) etc. There are so many varieties of paper, carbon, stencil etc., all which the lascar can identify with the eye even from a distance.

Some varieties are reserved for certain offices, and he alone knows what they are and how to pick them up quickly. That is why the Govt. have ordered that deserving lascars can be promoted as warehousemen when vacancies occur. As early as May 1946, our Union has demanded for these men a basic wage of 35 Rs - 45 Rs. We pray that this must be given in addition to house rent allowance and dearness allowance. They must all be made regular and permanent, with adequate casual leave, sick leave and earned or privilege leave, and adequate retirement benefits like pension and gratuity. Moreover their designation must be immediately changed into "Store Assistants." Their duties demand such a change. Lascars in other Govt. establishments do not turn out the type of work these men do, and their miserable lot for so long a time in the past is a clear case of "Give a dog a bad name and hang it."

3. Lorry Lascars. They are three in number, with 9, 10, and 15 year service, all receiving a basic wage of 13 Rs only. They are all contingent, and the improvements we demand in their case are those indicated in regard to the lascars in general.

4. Carpenters. They are four, with 17, 9, 7, and 5 years service respectively - all of them are rated at 14 as a day. The market rate of an ordinary carpenter now-a-days is three or four times this amount. The appointment of carpenters in the stores has a tale behind it, which is relevant here. Formerly bale planks were auctioned off at cheap prices and most of them were stolen, causing considerable loss to Govt. Then these carpenters were appointed and all those planks are now being used for making cases for use of the Stores. These men make packing cases according to specifications, as well as cases for office purposes or for the special jobs. As early as May 1946 our Union has demanded for the people a basic wage of 40 Rs to 50 Rs. We now reiterate that demand, and state that dearness allowance, house rent allowance, sick leave, privilege leave, casual leave and retirement benefits must be given also. In short, they should cease to be contingent, made regular and confirmed soon after.

5. Tinker There is only one, 25 years service, getting a wage of 30 Rs a month. He is contingent. He must be made regular and confirmed. We reiterate the basic wage of 40Rs - 50 Rs, demanded for this skilled worker by our Union as early as May, 1946.

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6. Watchmen. There are three in number, 32, 25, 18 years of service respectively, all getting a basic wage of 20 Rs only a month. They are contingent. We demand that they should be made regular and permanent, with a monthly basic wage of 30 Rs - 40 Rs (with dress) as demanded by our Union as early as May 1946. If one of the watchmen goes on leave, the remaining two must do his job also. As these people have to watch by day and by night in such an event, we demand that an additional watchman should be appointed, so that no employee is made to work for more than ~~xxxxxxx~~ the length of time normally ~~fixed~~ fixed for him.

7. Lorry Driver There is only one, 13 years service, basic wage 30Rs. He is contingent. He must be made regular and permanent, on a monthly wage of 50 Rs - 75 Rs. As he must get the usual leave facilities, it is obvious that there must be at least an asst. lorry driver, say on a monthly wage of 45 Rs - 70 Rs.

8. In all these cases, calculation of pension must take into consideration all the previous years of service as contingent workers. Otherwise, these men who have already put in long years of service, will get the full benefit of their retirement not on this side of the grave.

The case of Warehousemen.

As early as May 1946 our Union has demanded for these people a basic pay of 45 Rs-75 Rs(with grade). They are now 11 in number, called regular temporary. They must be confirmed at once. Their present pay is 19-2/2-25-1/2-30. The warehouseman in the Govt. Press gets 35-2/1/- 55 E.B.-1-65. The duties of the Govt. Press Warehouseman is next to nothing, when compared with those in the Govt. Stationery Stores. The former is responsible for no loss and has to look after only printed forms which nobody will care to steal. But the latter has to look after valuable articles, greatly priced at blackmarkets today - mull for the police, nibs, oil etc. There are complaints of shortage in such articles at the places of ~~mail~~ receipt, and the poor warehouseman has to pay for the loss. The warehouseman is literally the representative of the offices to which articles are despatched. Hence his duties are more arduous and his financial responsibilities far greater than that of his compeer in the Govt. Press. Naturally, he must be given a better scale of pay than what is already given to the Govt. Press warehouseman.

A contractor takes delivery of articles and keeps it in the Dept.'s shed for days, under his custody, and then takes them to the Railway Station. If any shortage occurs, the warehouseman is made to pay. There may be theft in transit, at the destination. A poor warehouseman should not be held responsible for loss beyond his control. At the time of despatch, the Asst. Store-keeper, or a special supervisor appointed for the purpose, should certify, and afterwards the warehouseman's responsibility should cease. The work of supervision is not much, and the Asst. Store-keeper can easily do it. Moreover, when a shortage is there, the culprit must be traced and punished. It is not enough if the loss is recovered from somebody or other, even an innocent person. A State cannot divest itself of its duty to detect theft, by simply providing for compensation to the injured man - compensation to be paid by some innocent person or other. Our Union has drawn the attention of the authorities to this point many times. Yet no rectification has taken place. Here is an infringement of the Indian Penal Code by a Govt. Dept., which cannot be allowed to go unchallenged.

The Scavenger's Case.

We plead specially this case before you, for it is unparalleled from the point of view of cruelty and callousness. There is only one scavenger, and our Union as early as May 1946 passed the resolution:- "This meeting requests the Government to restore the cut in the low salary of 12 Rs paid to scavenger Venkati of the Stores and also to arrange to pay her the arrears of Dearness Allowance from July 1944 to December 1945. This meeting also demands the refund of the ~~xxxxxxx~~ deductions from the salary as from 1-1-45."

24/12/46
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124-15

This lady was originally getting a salary of 2 12 Rs a month.

When the Govt. gave a dearness allowance of 16 Rs a month, her salary was reduced to 9 Rs so that she might get only 25 Rs in all. Such a reduction in wage, because of the increase in dearness allowance, was not made in regard to any other worker in the Stores. She was a poor ignorant worker and took things as they came. When the dearness allowance rose again to 18 Rs, she was not given the benefit of the increase. She is still getting only 9 Rs wage and 16 Rs dearness allowance a month. There is a strong rumour that somebody is interested in getting rid of this lady and appointing a new person, for the appointment of a new person may produce some illicit gain. Hence we are most eager to get justice done to this unfortunate Harijan Woman. She must be made regular and confirmed along with others. Elementary health and hygiene demands the presence of at least one permanent scavenger in the Stores. Her wage cuts and dearness allowance cuts must all be restored and arrears refunded. We expect from you a Gandhian sympathy and imagination in regard to this case.

We also wish to know exactly how soon all our demands will be conceded. We pray to you to weigh the facts given by us as against official figures and statements, and arrive at your own conclusions. We only want that your decisions should not be guided solely by official facts gathered with an eye on economy, without any thought of humanity. We believe that our demands are just and reasonable, consistent with the ability of the Govt. to pay, and we appeal to you to do your best in a cause which is essentially humanitarian, on the proper handling of which the prestige of the national government so largely depends.

With every good wish,

Yours sincerely,

1. T. S. Ramanujam
2. B. K. K. K. K. K.
3. S. S. S. S. S. S.
4. B. S. S. S. S. S. S.
5. P. C. Babu.
6. N. Raju Nair C. K.
7. S. S. S. S. S. S.
8. K. K. K. K. K.

The case of the Harijan woman who was employed as a scavenger in the Stores of the Government of Madras. She was originally getting a salary of 2 12 Rs a month. When the Govt. gave a dearness allowance of 16 Rs a month, her salary was reduced to 9 Rs so that she might get only 25 Rs in all. Such a reduction in wage, because of the increase in dearness allowance, was not made in regard to any other worker in the Stores. She was a poor ignorant worker and took things as they came. When the dearness allowance rose again to 18 Rs, she was not given the benefit of the increase. She is still getting only 9 Rs wage and 16 Rs dearness allowance a month. There is a strong rumour that somebody is interested in getting rid of this lady and appointing a new person, for the appointment of a new person may produce some illicit gain. Hence we are most eager to get justice done to this unfortunate Harijan Woman. She must be made regular and confirmed along with others. Elementary health and hygiene demands the presence of at least one permanent scavenger in the Stores. Her wage cuts and dearness allowance cuts must all be restored and arrears refunded. We expect from you a Gandhian sympathy and imagination in regard to this case.

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30/122

The other day a memorandum was submitted to you by me and seven workers on behalf of the Govt. Stationery Stores Workers' Association. The precedents you wanted regarding the abolition of contingency of various categories of workers in other departments are herewith noted and sent:-

Govt. Press. G.O.No.78. 6th.Feb.1947.
Carpenters 1 st. Grade Rs 45-3-60-2(E.B.) 24-85
2nd Grade Rs 35-2-55-(E.B.) 1 -65
3rd. Grade same as above.

The carpenters of 1 st grade are seniors, and the rest are juniors. They were all contingent before.

G.O.No.916. 26 th. Nov. 1947 The above mentioned Grades 2 and 3 were given revised scales: Rs 30-1-50

Industrial Engineering Workshops. G.O.Ms.NO.1340.Dev.dated 27-3-47.

Existing grades. No. Rates of wages. Revised Grades. No. Rate of wages.

Unskilled Workers

1 st Grade 7 11 as. to 12 as. 7 12 as. to one rupee.

2nd, Grade 6 8as. to 10as.

Skilled Workers

1 st. Grade 2 1-14-0 to 2-0-0 1st. Grade 10. 1-12-0 to 2-4-0.

2nd. Grade 6 1-9-0 to 1-13-0 2nd. Grade 12. 1-4-0 to 1-12-0.

3rd. Grade 8 1-1-0 to 1-8-0 3rd. Grade 14. 0-12-0 to 1-4-0.

4th. Grade 14 0-9-0 to 1-0-0

Govt. of Madras Development Dept. Letter No.5010 A D11/48-1 refers to G.O.Ms.No.1866 dev.dated 15-4-4d and undertakes to increase the existing strength of the workers in the Industrial Engineering Workshop to 77, to provincialize the services of the workmen and to grant them monthly rates of pay in lieu of the existing daily wages, as follows:- (24)

20 workmen on Rs 50-2-60, 20 workmen on Rs Rs 35-1Rs-50 4,
20 workmen on Rs 25-1-35, 5 workmen on Rs 25-1-30.

The point here is that unskilled contingent workers are made regular, their pay revised upwards. their strength increased, after consulting the trade union concerned.

Govt. Hospitals. You have already with you the recent order of the Govt., making several categories regular, and the Govt. is still promising to consider the case of categories of contingent workers not yet made regular. Watchmen, lorry drivers etc. have already been made regular. Mr Coorey has promised to see whether carpenters also in the King Institute Guindy could be made regular.

Thanikachalamchetty Road, Nagar, Madras. 14 th. Aug. 1948
A Personal Note 14 AUG 1948
Sri M.V.Subramanian
Secretary to Govt. of Madras,
Education and Public Health Dept., Fort St. George, Madras.

Dear Friend,
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Inspector General of Police Office:-

Lascars (contingent) are given house rent allowance. They do much less work than those in Govt. Stationery Stores.

Govt. Polytechnic (old name - School of Technology). All workshop employees (contingent) are given house rent allowance.

The coolies here just take articles to trains in hand-carts. What is the special work they do, which their counterparts in Govt. Stationery Stores are not doing.

Kindly do your best.

Yours truly,

T.S. Ramanujam
Vice-President

Govt. Stationery Stores
Workers' Association

3, Tharika Chalam
Chetty Rd, T' Nagar
Madras.

23 128
E & P.H. (C2)-

Subject: Govt. Stationery Stores Workers' Assn. - Requests of contingent employees.

Reference: Memorandum from the Vice-President, Govt. Stationery Stores Workers' Assn. and seven others No. Nil. dated 11-8-48.

Endorsement No. 46464 C²/48-4 d 25.8.48

Extracts from the Memorandum cited above are forwarded to the S. of S. for early remarks.

To The S. Of S. (with copy of portions marked 'A' & 'P' on p. 17 c.f.)

Pl issue today
25/9/48
The S. Of S. (with copy of portions marked 'A' & 'P' on p. 17 c.f.)

83
26.8.48

26/8/48 by mhr.

M.P. 1000
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10.10.21

Nov. 1948.
Nov. 1948.
Commerce, Madras.
Department

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of telephonic message

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Angas (8)
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V. Venkatarayudu
6.11.48

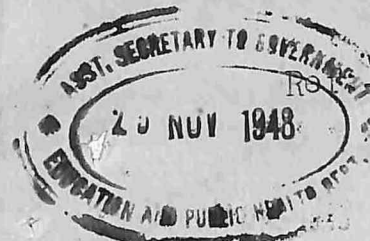
for Joint Director of Industries and
Commerce.

From
V.V. Subramanyam Esq., O.B.E., I.C.S.,
Superintendent of Stationery,
(Madras) at Guindy, Madras 15.

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

No. A2-10497/48 dated 12-11-1948

Sir,



Government Stationery Stores Workers' Association -
Requests of contingent employees -
Govt. Education & P.H. Department endorsement H.No.
46464-C-2/48-4 dated 25th September 1948 and my
letter No. A2-2004/47 dated 7-3-1947.

I submit herewith my remarks on the extracts from the
Memorandum of the vice president and others of the Government Stores
Workers' Association forwarded with the government endorsement cited
above.

WATCHMEN. The three non-gurkha watchmen referred be-
long to the permanent contingent staff and their pay has been recom-
mended to be fixed at Rs.25/- in this office letter A2-2004/47 dated
7-3-1947 with reference to recommendation No.18 of the Salaries Sub
Committee issued in G.O.Ms.223 P.H., dated 23-1-1947. I recommend
that they may be provided with dress at government cost and their
posts may also be included in the regular establishment.

The watchmen work in shifts and one non-gurkha watchman,
one gurkha watchman and a cycle messenger employed for fire-precau-
tionary work, always watch the stores. When one of the watchmen
goes on casual leave, the other two on duty will do the work and so
none of them is made to work for more than the normal time fixed
for him. A substitute will be appointed when a watchman goes on
long leave or on casual leave and hence there is no necessity to
appoint a permanent additional watchman for that purpose.

LORRY DRIVER. The pay of the Lorry-driver was also
recommended to be fixed on a time scale of Rs.40-1-50 in my letter
quoted above. His post may also be included in the regular esta-
blishment.

When the lorry-driver goes on long leave, a substitute
will be appointed and hence there is no necessity to appoint a per-
manent assistant lorry driver for that purpose.

If the services of the permanent contingent staff is
converted into regular establishment, the service rules applica-
ble to inferior servants may be made applicable to them and their
services may also be made pensionable taking into consideration their
previous service as contingent staff.

The case of warehousemen. The outward condition of
the packages packed by warehousemen is supervised by the godown
clerk at the time when they leave the Stationery Stores. The --
Receiving Officer at the other end arranges to take delivery of --
them after inspecting the outward condition of the packages. These
packages are opened in the presence of the officer and so the --
shortages reported by the indenting officer cannot be disputed.
If the packages are intact there is no possibility for pilferage
either during the time when the packages are with the carting
contractor or in transit by rail.

The short receipt reported by the officer does not
necessarily mean that the articles missing should have been stolen
by the packer. It may be due to failure on the part of the --
packer to take delivery of the articles properly from the concerned
stock clerks after carefully counting and weighing them or it may
be due to misplacing the articles intended for one officer in the
consignment of another officer and other such similar acts of --
carelessness for which the packer is held responsible.



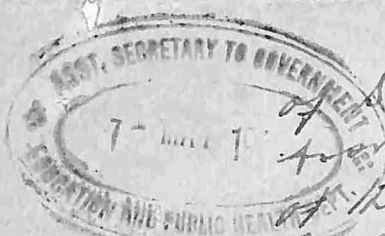
As regards the suggestion of supervising the articles actually packed there is no possibility of certifying the correctness of the contents of the packages unless the supervisor or any other officer sits by the side of the packer while packing, and as there are eight packers, this is not possible.

P.S.18/11

D. Subbarayasastri
for Superintendent of Stationery

Fort Sanatorium
Tambaram 6/5 May 49
From P. A. K. Sarma M.L.A.
President
Fort Stationary Stores workers' union
Madras.

Secy, Lt. P. A.
6/5



While the confirmation and revision of salaries have been kept pending from a long time in regard to the workers of the Fort Stationary Stores now at Gurnsey I am surprised to note that under the 35160 alleged instructions of the Accounts General the interim relief which was being given to them all along has been drawn from the salary for April 49.

The interim relief was compensation pending the relief granted according to the recommendations of the cabinet. Sub committee on salaries. The relief was withdrawn for all the other staff from the time the revised scales came into force. The interim relief was absorbed in the new scales. The revision has not taken place in regard to the staff of the Stationary Stores on account of certain technical difficulties. The union has been assured comparatively from time to time. The interim relief continued consistently. The staff of the relief in the absence of the revised scales is neither fair nor consistent with policy of the Govt. It also militates against the wages payment Act and constituted a flagrant breach of a agreement and standing order. The workers are drawing minimum live salaries and wages. Their confirmation promised after 2 years in 1949 in G.O. No 1927 E.O. P.H. 127 E. Sep 1939 has not yet taken place even though 10 or 12 years have elapsed.

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23/135 (69)
we on the circumstances the
Union emphatically protests
against the withdrawal of the
(53) Relief and requests
that the same be restored immediately
pending ~~the~~ ^{the} confirmation +
revision of salaries over such
so long. It also requests that
the confirmation + Revision
be expedited. Even the other
recommendations of the Salaries
Sub Committee in regard to
so called contingent staff have
not been implemented as far
as the Staff workers are concerned
and they have been badly neglected.
Early action is necessary. The
Union would like to put you
with a reputation in this connection
in elucidate the matter further.

yours faithfully
J. K. Sarna
Hon. President

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E & P. H (C2)

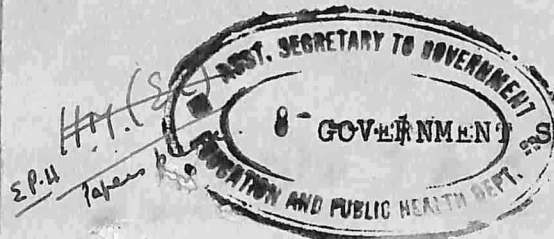
May be added to file.

8/3
3/6

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8/3
4/6/49

These
reports



P.R.K. Sarma, B.A.M.L.C.
President.

Cottage No. 4,
T.B. Sanatorium, Tambaram.
Dated 2nd June 1949.

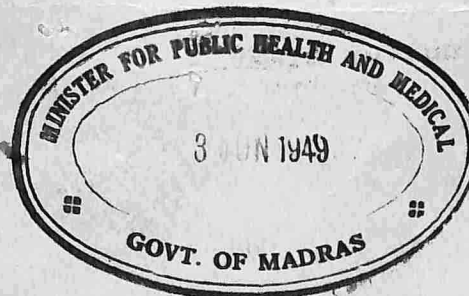
To

The Hon'ble Minister for Education &
P.H. Department, Fort St. George,
M a d r a s.

Sir,

I beg to invite your kind attention to my
representation dated 6-5-1949 regarding the with-
drawal of the Interim Relief for the workers of the
Govt. Stationery Stores and shall feel thankful for
early action and reply.

44041



Sd/- P.R.K. Sarma,
President.

A. Kameabian
Secretary.

E & P. H (C2)

May be added to file The return
of main file from the Pub (Ser) DepH
may be awaited 8 JUN 1949

8/3
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138 6

From: V.V. Subramaniam Esq., I.C.S. To
Superintendent of Stationery,
(Madras) at Guindy,
Madras.15.

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

No.A.2.13618/48. Dated: 28/5/49.

Sir,

Sub: Establishment - Stationery Stores - Warehousemen - interim
relief - admissibility of.

I invite your attention to G.O.No.717 Finance dated 20/9/46 in which the Government sanctioned with effect from 1-8-46 an interim relief to all non-gazetted Government servants at the rate of Rs.3/- for those drawing a salary of Rs.40/- and less and at Rs.4/- for those drawing a salary above Rs.40/- upto 196 inclusive. On the authority of this G.O the warehousemen of the Stationery Stores who are on the time scale of pay of Rs.19-2/2-25-1/2-30 were being paid an interim relief of Rs.3/- permensem in addition to their basic pay. The scale of pay of Warehousemen was not revised during the general revision of the scales of pay from 1-1-47. Hence interim relief was continued to be drawn until March 1949 when the Accountant General stated that the continuance of the interim relief after 1-1-47 even in the case of persons whose scales of pay have not been revised requires specific orders of Government. As the

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interim relief originally sanctioned was with reference to the scales of pay in force before 1-1-47 it would be a hardship to those whose scale of pay has not been revised from 1-1-47, if the interim relief is denied. I therefore request that the Government may be pleased to sanction the continuance of the grant of interim relief to the Warehousemen until their scale of pay is revised and to ratify past payments.

PK.28.5.

for Superintendent of Stationery.

From V.V. Subramaniam Esq., I.C.S.,
Supdt. of Stationery, (Madras)
at Guindy, Madras 15.

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

No. A.2.4800/49.

Dated 16/6/49.

Establishment - Stationery Stores - Madras - contingent staff
Lorry driver - increase in pay - request -

V.S. Anthony, lorry driver of the stationery stores, Madras has requested that he may be given the scale of pay of lorry drivers in the Civil Supplies Transport Department. It is ascertained that the emoluments of a lorry driver in the Civil Supplies Transport Unit is as follows:

Basic pay - Rs.40-1-50
Interim relief - Rs.5/-
Dearness Allowance - Rs.22/-
Madras House allowance - Rs.7/-

The lorry driver is now getting a basic pay of Rs.30/- only as per G.O.Ms.No.569 Education dated 12-4-1945. In pursuance of G.O.No.Ms.223 P.H. dated 23/1/47 calling for proposals to give effect to the recommendation of the cabinet salaries committee while proposing the scales of pay for the various classes of contingent staff the scale of pay of the lorry driver was proposed as Rs.40-1-50 which is the same as the scale of pay obtaining in the Civil Supplies Transport Unit. Hence I request that Government may be pleased to sanction the scale of pay and the other allowances given to the drivers of the

P.T.O

Stationery Stores - Grievances of workers - Orders passed - ...

From the Vice-President, Govt. Stationery Stores Workers Association No. Nil dated 11-8-48 d/-14-8-48.
 " the Superintendent of Stationery No. A2.3114/48 dated 19-3-48.
 -do- -do- No. A2.3114/48 dated 28-7-48.

ORDER/Ms.No. 1937 dated 14-6-49.

The Stationery Stores Workers' Association have made representations to Govt. for the revision of pay and other conditions of service of certain menials like lascars, coolies and the carpenters in the Stores deptt. who are at present paid from contingencies. The Govt. have given their careful consideration. They however direct that the posts of Lorry driver which are now treated as paid from contingencies will be converted into posts on the scale of pay of Rs.40-1-50. The Supdt. of Stationery is requested to state in which exact service namely General Subordinate service or the inferior service these posts are to be included.

2. The Govt. also sanction a revised scale of pay of Rs.30-2-50 to Warehousemen who are fully qualified and a scale of Rs.24-35 to those Warehousemen who are not fully qualified.

3. As regards the request of the Stationery Workers' Association that the Warehousemen should not be penalised for any shortage of goods after having been packed for delivery to the contractors and kept in goods shed, the attention of the Vice-President of the Stationery Workers' Association is invited to the remarks of the Supdt. of Stationery extracted below:-

"The short receipt reported by the officer does not necessarily mean that the articles missing should have been stolen by the packer. It may be due to failure on the part of the packer to take delivery of the articles properly from the concerned stock clerks after carefully counting and weighing them or it may be due to misplacing the article intended for one officer in the consignment of another officer and other such similar acts of carelessness for which the packer is held responsible."

drivers of the Civil Supplies Transport Unit to the lorry driver of the Stationery Stores also.

PK.17.6.

for Superintendent of Stationery.

to their requests and direct that the question of making the contingent staff regular and permanent may await till a decision is reached on the general question of regularising contingent estt. in other deptts of Govt.

scul. 17/6
 app. to Supdt.
 of Stationery
 No. 17-R

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In the circumstances, the Govt. consider that the existing procedure may continue.

4. The Govt. regret that they are unable to comply with the other requests of the Govt. Stationery Stores Workers Association.

J.D. 16/6/48
2/6/49
3/6

To
The Vice-President,
Govt. Stationery
Stores Workers'
Association,
" Superintendent of
Stationery
" A.G. (thru Fin.)
" Fin.
s.c. for s.f.

Notes

E.P.H. C.C.2

50482 C2/48

C. No 46464 C2/48
p1cf

Estt - Govt. Stationery Stores, Quindry -
Lascars, Cooks and Carpenters paid
from Contingencies - Revision of pay & house rent etc
Refer: from Lascars, Cooks & Carpenters d 21-5-48
from the Supdt. of Stationery Estt. No. A2.2004/4
dtd 21-6-48/5-7-48.

p2cf

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x 1113-5 C2/48

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The Lascars, Cooks and Carpenters in
the Govt. Stationery Stores who are paid from
Contingencies have requested the revision of
their pay & house rent etc and the Supdt.
of Stationery while forwarding this representation
drawn attention to his letter d 7-3-47 in
the matter - vide recommendation 18 on p 5 CF
of go. 39 Edn d 6-1-1948 and draws attention
to the order in the go. in which he was informed
that the question of fixation of scales of pay
for Contingent Staff was under consideration
and request early orders in the matter.

This question was under consideration in
the 2nd Dept. That Deptt may be requested to
say at what stage the matter is and if
orders have already been issued, they may be
requested to see put up a copy of the order.

Whi.
17.7.48.

24/7/48

Finance E.M.

E.P.H. 0 NO

46464 C2/48 - 2 Edn
26.7.48

Please see the note of E.P.H. above.

2. A above: It has since been decided
not to pursue with the ^{recommendations} of the
~~Recommendations~~ Retrenchment and Reorganisation
Committee in regard to the conversion of Contingent
regular establishment into regular establishment
fixation of ^{their} pay etc. A copy of the order is
put up at (M). (2)

3. In the light of the above general orders
E.P.H. may inform the Superintendent of Stationery



53368 E.M.
C-04717
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that the request of the petitioners on pice cannot be complied with

27.7.48 27.7.48

27/7

E-PH

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1948

Ref: From the Vice-President, Govt. Stationery Stores Workers' Association dated 28-7-1948.

Extract of the remarks of the Secretary on page

3 of.

" Please examine quickly"

M.V.S./29-7-48.

In March 1947 the Superintendent of Stationery

submitted certain proposals in connection with the revised scales of pay of the subordinates in the Stationery Office.

Amongst them he made the following recommendations regarding the posts which are paid from contingencies.

DESCRIPTION OF POSTS	PRK	PRESENT STRENGTH	EXISTING PAY	REVISED PAY IN ACCORDANCE WITH G.O.No.78 Fin.dated 6-2-47
1. Lascars (permanent)	18	13-18	Rs. 18-1/2 (A)-26	
2. Non-Gurkha Watchmen (permt)	3	20	25 fixed	
3. Gurkha watchmen (Temporary)	3	25	30 "	
4. Cycle messengers for fire--(Temp)	2	12	16-1/2 (A)-25	
5. Waterman (Permanent)	1	15	16-1/2 (A)-25	
6. Lorry Driver "	1	30	40-1--50	
7. Tinker (Smith) "	1	30	30-1--40	
8. Carpenters "	4	Rs 0-14-0	per day do	
9. Coolies "	12	0 8 0	" 16-1/2 (A)-25	
10. Coolies (Temporary)	40	0 8 0	" at Market rates	
11. Scavenger	1	Rs. 15		
12. Sweeper (Part time)	1	Rs. 10		

At that time the question of fixation of scales of pay for contingent staff was under separate consideration in Finance. Hence in G.O.39 Education dated 6-1-48 it was ordered that pending further orders in the matter the existing arrangements should continue.

In May 1948, the Lascars, Coolies and Carpenters in the Government Stationery Stores who are paid from contingencies

requested the revision of the pay and house rent/etc., while forwarding the representation, the Supdt. of Stationery drew attention to the orders in G.O. 39 d-6-1-48. Orders have been issued in G.O. 471 Finance Dated 13th May '48 dropping the further consideration of the recommendations of the Cabinet Salaries Committee regarding fixation of pay of contingent establishment. The Finance Department therefore advice that in the light of the general orders the Supdt. of Stationery should be informed that the request of the petitioners cannot be complied with.

The Vice-President of the Government Stationery Stores Workers Association has sent in a representation-Vide page 3 to 5 of. He has sent a list of 64 employees of the Govt. Stationery Stores who are still contingent and ~~instated those~~ ~~as~~ are not entitled to any kind of leave. He requests,

- that these men should be drafted into the regular establishment and that the benefit should be conferred on them with effect from 1-1-47;
- that house rent allowance and interim relief may be announced for these people at once with effect from 1-1-47 and the remaining benefits can be worked out within a fortnights time ;
- The designation of "lascars" should be changed into as "Stores Assistants" as they take indent of the needs for each Govt. office.;
- and that the Union representative must be given the fullest and fairest chances to place all facts before the Secretary and that the interview to be given within the shortest possible time to the following representatives:-

1. T.S. Ramanujam. 2. A. Thiruvengada Mudaliar (Lascar)
3. Baluchetty (Cooly) (4) Kannan (Carpenter)
5. N. Rajunaicker (Watchman) (6) Babu Naidu (Lascar)
7. S.G. Sarangaseshan (Warehouseman)
8. MD. Bakshimian Sahib (Warehouseman)

The Vice-President has stated that he would wait only for 10 days and that nothing happens within that period- he would follow the usual Trade Union methods ~~again~~ agitation.

P.T.O.

(a) on p 3 ante: The question was considered as a general one and it was decided that further consideration should be dropped.-Vide G.O.471 Fin. dated 13-5-48. Finance recommend that in the light of this order, the request made by the petitioners may be turned down. Attention is in this connection invited to the orders issued in G.O.No.576 P.H. dated 25-2-48 in respect of Govt. Hospl. workers. Their cases were examined by Govt. independently of the ^{general} examination of all the contingent staff in Govt. Depts. and the posts mentioned in Annexure I to the G.O. referred to above were put on time scales of pay. The incumbents of these posts would be eligible for the leave, pensionary and all other privileges as well as dearness and house-rent allowances. The criteria adopted for allowing these concessions was that in these posts some skill, training or experience was acquired by the incumbents in the course of their service. In the Stationery Dept. also, there are certain posts which correspond to these posts which have now been converted from 'contingent staff' into regular posts on time scales of pay. They are namely, (1) Lascars (2) Watchmen (3) Lorry Drivers. All the other posts referred to on page 2 ante correspond to the posts mentioned in Annexure II to G.O.No.576 P.H. dated 25-2-48 which continue to be retained ⁱⁿ the contingent establishment. It is submitted that although the general question of converting all contingent establishment in Govt. Depts. into regular establishment has since been dropped, it seems but fair, that the three posts referred to above are converted into time-scale posts and allowed the concessions referred to at (a) (c) and (d) in para 1 of G.O.No.576 P.H. dated 25-2-48. It does not appear that the nature of these posts or the duties attached to them will be different or in any way inferior to the similar posts in Govt. Medl. institutions. The Lascars of the stationery Dept. are it is stated, not ~~very~~ sweepers but that they do the intelligent work

work of taking indents of the needs of each Govt. office. The scale of pay for these posts of Lascars and Watchmen may ^{however be} ~~be only~~ Rs.16- $\frac{1}{2}$ -25 as that allowed to similar workers in Hospitals instead of Rs.18- $\frac{1}{2}$ -26 proposed by the S of S. Lorry drivers will correspond to ^{chauffeurs} ~~chauffeurs~~ of heavy vehicles and they may therefore be allowed the scale of Rs.40-1-50 as recommended by the S of S.

It may be stated here that the proposals relating to the contingent establishment of the Govt. Press are being pursued even though the general question has been dropped. In that case, it is proposed to absorb in regular establishment a few of the day-extra staff and contingent establishment and to place on a time scale pay of Rs. 16- $\frac{1}{2}$ -25 the rest of the day extra and contingent establishments. The latter proposal is lying over pending a decision on the first proposal. In the circumstances, it seems that the proposals in this case also may be considered further irrespective of the general order issued in G.O.No.471 Fin. dated 13-5-48.

(b) on p 3 ante: The question of granting house rent allowance and other benefits to these people will arise only when they are made ~~members~~ members of regular establishment. The benefits of leave, pensionary and all other privileges as well as dearness and house rent allowances will be admissible to the staff, if the contingent staff is made part of the regular establishment. ~~as suggested in para above~~

(c) on p 3 ante: The change of designation of 'Lascars' as "Store Assistants" does not immediately involve the Government in any additional expenditure. But once the designation is changed, then representations might be made for enhancement of the scale of pay. It does not therefore appear that such a change of designation is necessary; and

(d) If the Union representatives are called for an interview to place before the Secretary such of the facts as they want to place, it may be that the representatives and the workers will have high hopes that something good is likely ~~that some concessions~~ ~~even as~~ to come.

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(See: Note known).

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Secretary's remarks ~~over~~ on page 7 ante.

The receipt of the further communication promised by the ~~AM~~ may be awaited till 16-8-48.

DM
14/8/48

From the Vice-President, Govt. Stationery Stores Workers' Association. No. Nil dated 14-8-48.

Please see the office note on pp. 2-6 ante. and the Secy.'s note on p. 7 ante. ~~of~~ after the receipt of the deputation of Govt. Stationery Stores Worker's Association. The Vice-President of the Assn. has since sent a further representation to the Secy., as promised at the deputation. Among other things he has invited the attention of the Govt. to G.O.No.576 P.H., dated 25-2-1948, ^{converting} making several categories of the contingent establishment in the Govt. hospitals ^{into} regular ^{establishment}. In this way he seems to argue that similar establishments in the Govt. Stationery Stores may be made permanent and the privileges given to the contingent establishments in the Govt. hospitals may be extended to them.

In this connection a recital of G.O.'s. 387 P.H. dated 10-2-44, and G.O.576 dated 25-2-48 may be relevant. In G.O.387 dated 10-2-44 Govt. review the position of the employers in the City and the Dt. Hd. Quarters hospitals who were not borne on the permanent establishment and ~~are~~ paid wages from contingencies at rates corresponding to wages paid to similar classes servants in the locality concerned, and they decided that the condition of ~~these~~ service of these employees should be improved and allowed certain ^{leave} ~~addl.~~ concessions which ^{to them} are generally enjoyed by the permanent servants of the Govt. ^{as} set out in paras 3 and 4 of the G.O. A perusal of appendix I of the G.O. ^{reveals} will ~~review~~ that contingent establishments similar to those employees in Govt. Stationery Stores are given concessions like permanent servants, ^{though they have not been brought} ~~the permanent est. of Govt.~~ ^{must} The ~~lowest~~ Salaries Committee recommend in the case of contingent establishments that posts in which some

skill or training or experience was acquired in the course of service should be put on suitable incremental scales, that such of those posts as would be required permanently for the normal work of the department should be made permanent and converted into regular establishment and that the remaining posts put on time-scales and all other posts should remain temporary on the present basis of payment according to market rates. In pursuance of this, ~~the~~ ^a detail report was called for in respect of contingent staff in all deptts. But pending the receipt of this report the Govt. decided to take up the case of Govt. Hospital workers independently. In G.O.576 P.H., dated 25-2-48, ^{such} the Govt. classified the post into two divisions. The post mentioned in annexure I to this order which were treated (as paid from contingencies) have been made permanent, ^{and} in consequently regarded as posts in which some specialized skill is necessary. As regards ^{the} posts mentioned ~~in this~~ ^{an} order in Annexure II to this order they retain in the contingent establishment on ^{time} ~~the~~ scales of pay or at market rates as indicated ~~is~~ against each. But it was ordered that till general orders ^{are} passed regarding the conditions of service of all contingent establishments, these posts will ^{be} governed by the orders in G.O.No.387 P.H., dated 10-2-44, and any ^{other} orders in force. In view of the decision in G.O.471 Fin. dated 13-5-48, that the further consideration of the general question of contingent establishment should be dropped, it is not clear whether time scales of pay and the ~~addl.~~ leave concessions granted in G.O.No.387 P.H. dated 10-2-44 will continue to be allowed to the posts ~~in~~ mentioned in Annexure II to the G.O.(B) or whether these posts also will be treated like all other contingent staff and the special concession so far allowed will be withdrawn. If it is the former, then it seems but reasonable that the same concessions namely ^{the} scales of pay and ~~addl.~~ leave concessions as in para 3 of G.O.(V) should be extended to similar staff of the Govt. Stationery stores. The three posts however, namely (1) lassars (2) watchman and (3) lorry drivers, which correspond to the posts mentioned in Annexure I to the G.O.(3) may be considered as posts requiring special skill so as to bring them under permanent establishment and allowed leave, pensionary and all other privileges as well as dearness and house rent allowance.

2. In the Memorandum at pages 11-19 c.f. the following new requests have also been made:-

(a) An addl. watchman (4th) may be employed so that no employee is made to work for more than the length of time normally fixed for him.

(b) An Asst. lorry Driver on a pay of Rs.45-70 may be sanctioned and (c) In all cases, calculation of pension must take into consideration all the previous years of service as contingent workers.

Regarding requests (a) and (b) on page 8 ante the Supdt. of Sty., may first be consulted. A draft Endt. is submitted for approval. The consideration of request (c) will arise only in the case of the three posts which it is now proposed to convert into regular establishment, namely, lascars, watchmen and lorry drivers. The remarks of Finance on this request may be invited u.o.

3. Warehousemen -- Confirmation and revised scale of pay.

The question of making ten posts of warehousemen permanent has already been considered in the linked file and it has been decided to defer the proposal till orders of Govt. are passed on the report of the Retrenchment and Reorganisation Committee. No further action is, therefore, called for at present.

The question of revising the scale of pay of warehousemen to Rs.35-2-55-E.B.-1-65 is also under consideration in the linked file. There is no case to grant the warehousemen of the Stationery Stores any higher scale than that allowed to similar posts in the Govt. Press. The remarks of the S of S. may, however, be called for on the remarks made at 'P' on page 17 c.f. Subject to orders, this has also been included in the draft Endt. submitted below.

4. With reference to the remarks of the deputationists at pages 17-19 c.f. regarding the scavenger's pay, attention is solicited to the remarks of the S of S in his letter No. A.2.1619/46, dated 11-7-46 and the orders issued in Memo No.3782102/46-3 Edn. dated 28-8-46. No further action is called for in the matter.

5. After issue of the draft Endt. below, the case may

be sent to Finance u.o. for remarks through Home and Dev. who may be requested to put up the papers in which the lascars of the I.G. of Police's office and the employees of the Govt. Polytechnic were allowed house rent allowance.

"M" on p.9 ante (Medical): There is no question of withdrawing the special concession in the case of the staff in the Medical Department. During the war period, it was found from practical experience that certain special concessions were necessary in the case of this staff and orders were issued in G.O.No.387 P.H. dated 10th February 1944 after examining the case of each class of workers. There was still deep discontent and, therefore, the Government decided that, pending the issue of general orders on the conditions of service of the contingent staff in all Government institutions, the case of the medical department should be examined and the conditions of service of the staff in the medical department was examined by a Special Committee appointed by the Surgeon-General. On the recommendations of the Special Committee, the Government issued further orders in G.O.No.576 P.H. dated 25th February 1948 which are now in force. Even now there is agitation for still more concessions and there was recently an informal strike ballot. Various proposals for the improvement of the conditions of service are now under consideration. In these circumstances, the action taken in the medical department has to stand and the orders in G.O.No.471 Finance dated 13-8-1948. do not affect the concessions already sanctioned.

p.17 c.f.

p.17 c.f.

P on p.10 ante.

LF I c No 39917/46
discontinued

Pp 13, 15 & 16
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p.18 NF C LFI
c No 39917/46
discontinued

R. 35-65

p.17 (13) F I
c No 39917/46
discontinued

LF I
c No 39917/46
discontinued

A

(B)

(11)

24/9/48

24/9/48
S of S
P. T. O.

3. As stated by E. & P.H. in their note on p.11 above, the case of the contingent staff working in the medical department, was taken ~~x~~ up for consideration specifically with a view to improving ~~these~~ conditions of service independent of the general question, specially for the reasons suggested at 'A' on p.11, above and the orders issued in G.O.576, P.H. dated 25-2-48, are based on the recommendations of the Special Committees constituted for that purpose. The argument of E. & P.H. that the case of the contingent establishment in the Government Stationary Stores should be treated ~~as~~ on a par with that of the medical department, is not convincing, as there is a ^{vast} ~~great~~ difference in the nature and responsibilities attached to the work in Government Medical institutions and other Govt. offices like the Stationary Stores etc. The work in the Stationary Office does not require any special skill or previous experience. Attention is ^{is} ~~is~~ this connection invited to the extracts of

of pay and other conditions of service of certain menials like
Lascars, Coolies and Carpenters ^{in the Arab Steamship Stores} who are at present paid from
contingencies. Details regarding the contingent staff employed

of H.M.(Fin) on p.4 N.F. of G.O.No.933, E.& P.H. dated 7-5-47. Only after due consideration and examination of all relevant factors, Government have decided to defer the question of revision of scales of pay and other conditions of service of contingent establishment. Further if any concession is shown in the case of workers in one department, it will be difficult to resist similar demands from the workers in other departments, and it seems too early to reconsider the orders of Government issued in G.O.No.471, Finance, dated 13-5-48. In the circumstances this department may advise strongly against the proposal. If however E.& P.H. wish to press for the proposal, they may be requested to take orders in circulation-including

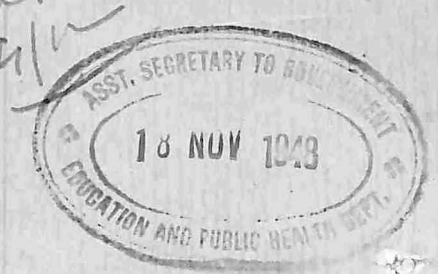
H.M.(Fin) & H.Pr.

Am
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FIN.V.O. 98213/EH-1
17.11.48



55675

Cwo 46464

P.T.O.

Government Stationery Stores - Workers' - Grievances.

The case deals with the representations of the Government Stationery Stores Workers' Association for the revision of pay and other conditions of service of certain menials like Lascars, Coolies and Carpenters in the Stores Department who are at present paid from contingencies. The Secretary received a deputation of the Stationery Workers' Association on 11-8-48 which presented a Memorandum setting out the grievances of the workers. The Association also submitted a further representation dated 14-8-48 to the Secretary containing certain information promised by them in connection with the interview.

The Supdt. of Stationery, Development, Home and Finance Departments were consulted on the points relating to them. The several requests of the Association have been examined in the sectional notes below.

Finance may see for remarks before circulation. Devt. may see for file with refer to p.7 of sectional notes.

JP
22/11/48

DP
28/12/48

S
by
(p7)
16/11/48

E+PH no
46464-8 C2 (Don)
30.12.1948
(with L7 bearing
C No 39917 C2/47)



Devlpt no
M/751-D.I/49-1

9.2.49.

This Dept previously noted on p.12. above - the E.P.H. notes above may be perused. With ref. to 'M' above, necessary notes have been added on p.7. of the Sectional notes. The file may be passed on to Finance.

CPG
9.2.49 Jim

76
Finance (E.H.)
(Pre finance rule crpf 12-14 above)

The case deals with the proposal for the revision of pay and other conditions of service of certain menials like lascars, coolies and carpenters in the Govt Stationary Stores. The notes of this dept have been added to pp 5-6, 8-8(a), 12, 13-14, 17-18 of the sectional rules below. If ~~however~~ it is finally decided that the proposals should be given effect to, E.H. may be requested to obtain from the Superintendent of Stationery an estimate of the extra cost involved, ^{so that} and the financial procedure to be followed ^{may} ~~will then~~ be indicated by this dept.

After orders are passed on the sectional notes the case may be returned to E.H.

SM
11/2/49
11.2.49

CS
15.2.49

16/2

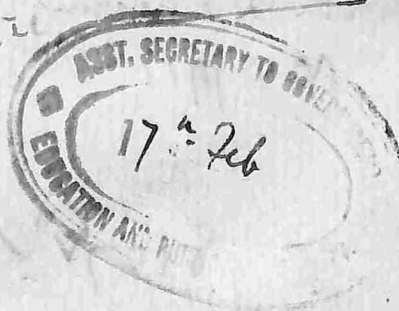
E.H.

E-P.H.

with note

FIN. U.O. 8107/E.H.

16.2.49



12410

(PTO)

Summarizing note

Sub: Government Stationery Office - Workers' Grievances.

The case relates to the representations to Government of the Stationery Stores Workers' Association for the revision of pay and other conditions of service of certain menials like Lascars, coolies and carpenters in the Stores Department who are at present paid from contingencies. The Secretary ~~has~~ also received a deputation of the Stationery ~~Stores~~ Workers' Association on 11-8-48 which presented a Memorandum setting out the grievances of the workers.

The Supdt. of Stationery, Devt., Home and Finance were consulted on the points relating to them. The ^{main} points on which orders in circulation are required are set out below:

Point (1): -

That the contingent employees of the Stationery Stores should be drafted into regular establishment and that the benefits of leave, etc. should be ^{granted to} ~~conferred~~ on them with effect from 1-1-47.

The Vice-President of the Association, in this connection, invited the attention of Government to G.O. 576 P.H., dated 25-2-1948, converting several categories of the contingent establishments in the Govt. ^{hospitals} ~~offices~~ into regular establishments and ^{requested} that the same privilege may be extended to the Stationery Stores contingent establishments.

In G.O. 387 P.H., dated 10-2-44, the Govt. reviewed the position of the menials in the City and District Headquarter Hospitals who are not borne on the permanent establishments and who were

18
not borne on the permanent establishments and were paid wages from contingencies at rates corresponding to wages paid to similar classes of servants concerned and they decided that the conditions of service of these employees should be improved and these should be allowed time scales of pay and leave concessions -- vide paras 3 & 4 and the appendix to the above G.O.

5 The Cabinet Salaries Committee recommended in the case of contingent establishments that posts in which some skill or training or experience was acquired in the course of service should be on suitable incremental scales that such of those posts would be required permanently for the normal work of the department should be made permanent and converted into regular establishment, that the remaining posts should be on time scales and that all other posts should remain temporary on the present basis of payment according to market rates. A detailed report on this was called for in respect of contingent staffs in all departments. But pending receipt of this report, the Government decided to take up the case of Government Hospital workers independently. As the result of this examination, in G.O. 576 P.H., dated 25-2-48, the Government classified such posts into two divisions, namely, the posts mentioned in Annexure I of the G.O. which were treated as paid from contingencies have been made permanent and regarded as posts in which some specialised skill is necessary and secondly in Annexure II of the G.O. certain posts are retained in the contingent establishment on time scales of pay or at market rates as indicated against it. But it was ordered that till general orders were passed regarding the conditions of service of all contingent establishments, these posts would be governed by the orders in G.O. 37 P.H., dated 10-2-1944 and any other orders in posts.

19
83
In G.O. 471, Finance dated 13-5-48, it was decided that the general question of contingent establishments should be dropped.

In view of the decision in G.O. 471 Fin., dated 13-12-48, a doubt has been raised whether the time scales of pay and leave concessions granted in G.O. 387 P.H., dated 10-2-44, will continue to be allowed to the posts mentioned in annexure II of the G.O. at "B" or whether these posts also be treated like other contingent staff and the special concessions so far allowed to them will be withdrawn.

7 It is now seen that there is no question of withdrawing the special concession in the case of the staff in the Medical department as even now there is agitation for still more concessions and the orders in G.O. 471 Finance dated 13-5-48 do not affect the concessions already sanctioned.

8 As there are employees in the Government Stationery Stores similar to those contingent establishments mentioned in appendix I of G.O. 387 P.H. dated 10-2-44, this Department strongly recommends that the same concessions, namely, the time scales of pay and leave concessions as in paragraph 3 of the G.O. at (V) should be extended to similar staff of the Government Stationery Stores. The three posts, namely,-

(1) Lascars

(2) Watchmen

& (3) Lorry Drivers

which correspond to the posts mentioned in Annexure I of the G.O. at (B) may be considered as posts requiring special skill so as to bring them under permanent establishments, allowed leave pensionary and all other privileges as well as dearness allowance and house rent allowance.

9 Finance agree to extend the concession as in the case of the Medical Department to lorry drivers only. This department adheres to the proposal at "A" above.

Point (2):-

Revision of the scale of pay of Warehousemen

The Supdt. of Stationery has suggested that a scale of pay of Rs. 35-2-55-E.B.-1-65 for those who are fully qualified and a scale of pay of Rs 35-2-55 for those who are not fully qualified but exempted from the possession of the prescribed qualification for the following reasons :

- (1) that the warehousemen should have education up to the School Final Class and that they cannot be equivated with attenders for whom pass in the III Form alone has been prescribed; and
- (2) that the work of the warehousemen of the Stationery Stores ~~are~~ analogous to that of the warehousemen in the Government Press for whom a revised scale of pay of Rs 35-2-55-1-65 has been sanctioned in G.O. No. 916, Fin., dated 26-11-47.

The present scale of pay of warehousemen is Rs 19-2/2-25-1/2-30 and this scale was ~~prescribed~~ ^{granted} in 1939 on a par with those of attenders. Finance are not convinced of the reasons for the revision of pay proposed by the Superintendent of Stationery. ~~in respect of warehousemen and in the point of revision of pay of the posts warehousemen in the Stationery Office, no comparison should be drawn with those of the warehousemen in the Government Press whose work was reported to be superior to that of the former.~~ ^{they say that} Further, Finance state that ~~when~~ ^{those} revising the pay of warehousemen from the scale of Rs 12-17 to Rs 19-30 in 1939 the fact that the warehousemen

point (scale up) A

15 NF (scale up)

for 1 on 101 ct

17-18 NF (scale up)

18 NF (scale up)

the stationery stores

17 NF (scale up)

should have educational qualifications up to the Sixth Form was taken into consideration.

11 In the circumstances, Finance propose that the same scale of pay, namely, Rs 24-1-32-1/2-A-35, as for Attenders may be allowed to the warehousemen in the Stationery Office. This Department agrees to the suggestion of Finance.

12 The Government Stationery Stores Workers' Association have also made the following ~~req~~ requests:

- (1) that house rent allowance and interim relief may be granted to the contingent staff of the Stationery Stores;
- (2) that the designation of "lascars" may be changed as "Store Assistants" as it does not involve any additional expenditure;
- (3) that the three ^{watchmen} ~~warehousemen~~ in the Stationery Stores who are contingent should be made permanent and regular with a monthly basic wage of Rs 30 - Rs 40 with dress and that an additional watchman may also be appointed so that no employee is made to work for more than the length of time normally fixed for him;
- (4) that ~~the~~ ^{an} Asst. Lorry Driver on a monthly wage of Rs 45 - 70 may be appointed in addition to the present lorry driver who must be made permanent;
- (5) that the Warehousemen should not be penalised for any shortage of goods after having been packed for delivery to the contractors and kept in goods shed.

18 NF (scale up)

18 NF (scale up) B

7 NF (scale up)

7 NF (scale up)

11 NF (scale up)

13 NF (scale up)

19 NF (scale up)



22

13 It is submitted that the request in (1) and the first part of the request in (3) depend upon the decision to be taken with reference to paragraph 8 above.

14 As regards the request (2) and the provision of dress for watchmen, the appointment of an additional watchman and the appointment of an Assistant Lorry Driver, this Department do not support the request and Finance also agree.

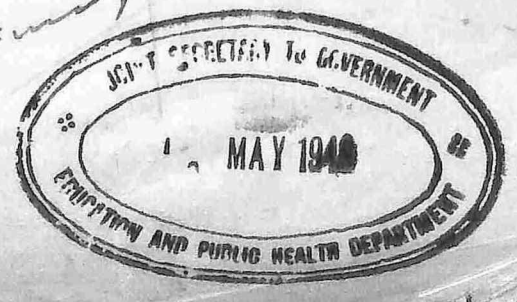
15 As regards the request (5) it is proposed to communicate the views of the Superintendent on the matter at "Y" on page 20 of the sectional notes and to continue the existing practice.

16 The file may be circulated to H.M. (Edn), H.M. (Fin.) and the Hon'ble the Premier for orders especially with reference to portions "A" and "B" on pages 20-21 above.

Handwritten notes:
J.D. 29/5/49
OMM 29/5/49 S
H.P. (C...)
H.P. (Fin.)
H.P.

I accept the view of Finance in regard to 'A' on p.20 ante. The question of regularising the service of lascars and watchmen may wait till a decision is reached on the general question of regularising contingent establishment in all departments. As regards 'B' on p.21 ante, I accept the scale of attenders viz. Rs.24--35 for warehousemen who are not fully qualified. For those who are fully qualified a higher scale, say Rs.35-2-55 may be sanctioned.

Handwritten notes:
Fully qualified
may be 30-2-50
17.4
10-5-25



23

The file may be circulated to H.M. (Edn) for perusal of the minute of H.M. (Fin.) on page 22 ante, with which H.M. has agreed.

Handwritten notes:
B.M. 11/5/49 S
1/11/49 (Edn)
2/5

H.7 (Edn) 14/5



A draft order is submitted. It may be sent to Fin. before issue.

Handwritten notes:
J.D. 25/5/49
16/5
[As per the scale of Lorry drivers...]
Rs. 40-1-50 applicable to lorry drivers & Motor Transport may be applied

Handwritten notes:
(Remind)
The present...
Rs 30/- 17-4 (R)
174 (L+)
(B) the file will be...
etc...

Handwritten notes:
B.M. 2/6/49 S
3/3/Fin
Pub (Pub) (Sec)

E & P. H. V. NO 46464/492
3/6/49



Finance (E.M.)
E & P. H.'s Summarising note at pages 17-22 ante the orders in circulation thereon and the draft order below may be perused.

Fin. V. O. 368707 E.M. 2/



Handwritten notes:
11/6/49
Pub (Sec)

~~Ex p. #.~~ She, summarizing note at pp 17-22 ante,

8/6/49 10/8/49

Issue
over
11/6/49

Published by

8-6-1917
U.S.A.

ASST. SECRETARY TO THE COMMISSIONER OF EDUCATION AND PUBLIC HEALTH DEPT.

11-5-17
44692

Number	Date	Department	Signature of Clerk putting up the paper.	Signature of Clerk removing the paper.
		Stating Ship Worker Grievances		

2/26
of service should be on ~~a~~ suitable incremental scales, that such of those posts as would be required ~~per~~ permanently for the normal work of the department should be made permanent and converted into regular establishment, ^{should} and that the remaining posts ~~to~~ be on time scales and ~~that~~ all other posts should remain temporary on the present basis of payment according to market rates. In pursuance of this a detailed report was called for in respect of ~~contingencies~~, contingent staff in all departments. But pending receipt of this report the Government decided to take up the case of Government Hospital workers independently. In G.O. 576 P.H., dated 25-2-48 the Government classified such posts into two divisions. ^{The} posts mentioned in annexure I to this order which were treated (as paid from contingencies) have been made permanent and consequently regarded as posts in which some specialised skill is necessary. As regards the posts mentioned in Annexure II to this order they are retained in the contingent establishment on time scales of pay or at market rate as indicated against it. But it was ordered that till general orders ~~are~~ ^{would} ~~passed~~ ^{will} regarding the conditions of service of all contingent establishments, these posts ^{would} ~~will~~ be governed by the orders in G.O. 387 P.H., dated 10-2-1944 and any other orders in force. In view of the decision in G.O. 471 Finance, dated 13-5-48, that the further consideration of the general question of contingent establishment should be dropped, ^M the question for consideration is whether the time scales of pay and the leave concessions granted in G.O. 387 P.H., dated 10-2-44 will continue to be allowed to the posts mentioned in annexure II of the G.O. at (B) or whether these posts also will be treated like all other contingent staff and the special concessions so far allowed will be withdrawn. If it is the former then it seems but reasonable that the same concessions namely, the time scales of pay and leave concessions as

27/88 3
as in paragraph 3 of G.O. at (V) should be extended to similar staff of the Government Stationery Stores. The 3 posts however, namely, (1) Lascars (2) Watchmen (3) Lorry drivers which correspond to the posts mentioned in annexure I of the G.O. at (B) may be considered as posts requiring special skill so as to bring them under permanent establishment, allowed leave pensionary and all other privileges as well as dearness allowance and house rent allowance.

Officers' Notes

M on 12-2-48

There is no question of withdrawing the special concession in the case of the staff in the Medical Department. During the war period, it was found from practical experience that certain special concessions were necessary in the case of this staff and orders were issued in G.O.No. 387 P.H., dated 10-2-1944, after examining the case of each class of workers. There was still deep discontent and, therefore, the Government decided that, pending the issue of general orders on the conditions of service of the contingent staff in all Government institutions, the case of the medical department should be examined and the conditions of service of the staff in the medical department was examined by a Special Committee appointed by the S.G. On the recommendations of the Special Committee, the Govt. issued further orders in G.O.No. 576 P.H., dated 25-2-48, which are now in force. Even now there is agitation for still more concessions and there was recently an informal strike ballot. Various proposals for the improvement of the conditions of service are now under consideration. In these circumstances, the action taken in the medical department has to stand and the orders in G.O.No. 471 Fin., dated 13-5-48 do not affect the concessions already ^{sanctioned}.

T.G.M. C.O.C. Mx.
24-9-49 24-9-48

M.V.S
24-9-48

*** **

par. 3^d
a 13th
NF

wish to press for the proposal, they may be requested to take orders in circulation ~~including~~ including H.M.(Fin.) and H.Pr.

Further Office Note

In the circumstances set out in the Finance Dept's note above, it is for consideration whether this Department will press the proposal at 'P' on page 3 ante.

Dept. S
Depart
ante.

We may
from his.
As far as
the Miller
understand
Lancaster his
in the kitchen

J.D.
22ms

As stated in their own time & those in the Medical Dept. in their
As for the Vol. it may be noticed that of the American
Medical Treatment of the workers in the Medical Dept. was
(12 or 14 etc) were the part. to. there was
discontent among them & they were likely to be on strike
The same features are present in the case of the
Indian workers also.

Finance (E III)

The extracts of Previous Finance note on
Hf 4-5 above and the notes following
may be perused. With reference to the note
of E.H.H at A above, it is submitted that the
above argument will apply with equal force
to the Contingent establishment in all other
departments, and it was only after due
consideration and examination of all these
relevant factors, ~~and~~ the Govt. have decided
to defer the question of revision of scales
of pay and other conditions of service
of Contingent establishment. - vide G.O. No. 471 Fin
dated 13.5.48. The argument of E.H.H at B
above

220
 giving the threat of strike by the workers cannot also be taken as a sufficient ground for revision of scales of pay, conditions of service etc., as there will be no end to it if this is accepted. In the circumstances, this Dept may still adhere to the views expressed at 'K' on

p 5 above.
 Fin. may agree as regards long drivers only.

16/2.
 2.14.
 C2

Please see this Dept's recommendation at P on p-3 anti. This Dept recommends that the 3 posts namely (1) Lascars (2) Watchmen & (3) Long drivers in the Sby. office may be brought under permanent estab. & given all the privileges as other permanent employees & the other should be given the concessions as in para 3 of govt. order in agreement. as regards Long drivers only. For cross whether the recommendation of Fin. may be accepted.

18/3/49. S
 14/4/49.
 8/3/49
 14/4/49

Request (2)

That house rent allowance and interim relief may be granted to the contingent staff of the Stationery Stores.

Office Note

The question of granting house rent allowance and other benefits to these people will only arise when they are made members of regular establishment.

The Vice-President of the Association has brought to the notice of Government that the Lascars (Contingent) in the I.G. of Police office and all workshop employees (Contingent) attached to the Central Polytechnic are allowed house rent allowance. The Association requests that on this analogy house rent allowance may be granted to the contingent staff of the Stationery Office. It has been ascertained that the Lascars of the office of the I.G. of Police are not allowed house rent allowance.

Order No. 3 D. 903571 Dated 5.7.48, the Govt. Section House rent allowance to the workers employed in the Workshop attached to the Central Polytechnic Madras. It is a Dept. may also request to state under what circumstances H.R. was granted to the employees in question. Part of the original of the Govt.

22/11/48
 27/12/48
 S M
 Develop (DI) Dept

A above

As House Rent Allowance had been granted to temporary workers in the P.W. Workshops and the Industrial Engineering Workshops, the Govt. Industrial Depts Workers Union represents that the concession should be granted to the workers employed in the

Workshop attached to Central Polytechnic
 also - The D.I.C. recommended the Concession
 and orders granting the House Rent Allowance
 were issued in G.O. No. 3571 Dev. d. 5.7.48
 in consultation with the P.W.D and Finance.

The original G.O. 3571 Dev. d. 5.7.48 is
 put up as P. E & P.H. may be requested to
 send the necessary transfer slip to C.R.B.

One
 5.11.49
 C.R.B.
 9.2.49 E & P.H.

Please see the rule of E & P.H.
 from p. 2 above. The question of granting house rent
 allowance and interim relief to the Contingent
 Staff in the Stationary Stores will arise only when
 they are made members of regular establishment.
 Please see in this connection the rules
 of this Deptt in pp 5-6 above. If, however, it is
 decided in circulation that the posts should be
 brought on to regular establishment, even then no interim
 relief need be granted to them, as the
 Contingent workers in Govt medical institutions
 who were brought on to the regular establishment
 in G.O. No. 576 P.H. d. 25.2.48 were not allowed
 any interim relief. Further interim relief relates to the
 period 1.8.46 to 31.12.46 and it cannot be granted with
 retrospective effect to the contingent staff under consideration.

House-rent allowance:- The contingent staff in the Stationary
 Office are those detailed at 'A' on p. 2 N.F. It may be seen that
 all the subordinates (except Lascars) are now drawing fixed rates
 of pay as shown in the margin. In the case of the contingent
 staff the Cabinet Salaries Committee did not recommend the
 payment of separate house rent. Their total emoluments including
 compensatory allowances eg. house rent allowance, should not exceed
 the market rates. So, as long as they are on fixed rates of pay
 and paid from contingencies this staff is not eligible for the
 payment of separate house rent.

3 Watchmen	20
3 "	25
2 Thugayans	12
1 Watchman	15
1 Driver	30
1 Tinkar	30
4 Cartmen	14
52 Coolies	15
100000	15

As regards Lascars who are now drawing Rs. 13-18
 E. & P.H. have pointed out that Lascars of the Office
 of the I.G. of Police are not allowed house rent
 allowance.

The question of payment of house rent in these
 cases may be deferred till they are made members of
 regular establishment on time scale of pay.

16/2
 E & P.H.
 C2

next in relation
 p. 12 below

Finance has agreed to the
 the post of 'Lorry Driver' in the
 S.H. This may be brought under
 permanent establishment. It is proposed
 that he will be entitled to the
 house rent allowance & this benefit but
 not interim relief. The other proposal
 of the Fin. Deptt may be accepted.

8.3.49

10/3/49

the by the
 with the
 about interim
 relief. On the
 decision may
 be decided in
 the decision on the
 proposed for an
 house rent be
 proper.

17/2

Request (3)

It is requested that the designation of 'Lascars' may be changed as Stores Assistants as it does not involve Government any additional expenditure.

Office Note

It is submitted that once the designation is changed representations might be made for enhancement of the scale of pay. It does not therefore appear that such a change of designation is necessary. The Secretary has already noted on this request as follows :

"This is not a very substantial argument. But I find 'lascars' in use in the medical department."

This request need not perhaps be pursued further.

PTO

Request (4)

The three watchmen in the Stationery Stores who are contingent should be made permanent and regular ~~xx~~ with a monthly basic wage of Rs 30/- - Rs 40/- with dress. An additional watchman may also be appointed so that no the employee is made to work for more than 4/length of time normally fixed for him.

Remarks of the Supdt of Stationery on Watchmen

The three non-gurkha watchmen referred belong to the permanent contingent staff and their pay has been recommended to be fixed at Rs 25/- in this office letter A2-2004/47 dated 7-3-1947 with reference to recommendation No.18 of the Salaries Sub Committee issued in G.O.Ms.223 P.H. dated 23-1-1947. I recommend that they may be provided with dress at Government cost and their posts may also be included in the regular establishment.

The watchmen work in shifts and one non-gurkha watchman, one gurkha watchman and a Cycle Messenger employed for fire precautionary work, always watch the stores. When one of the watchmen goes on casual leave, the other two on duty will do the work and so none of them is made to work for more than the normal time fixed for him. A substitute will be appointed when a watchman goes on long leave or on casual leave and hence there is no necessity to appoint a permanent additional watchman for that purpose.

Office note

As for making the posts of watchmen regular & permanent, please see notes in file 3.5. As for the request for an additional watchman, the request may be turned down on basis of the above. For with existing the supply of dress at the watchmen may be considered favorable.

22/11/47
Nagpur
dine.

17/12/48 S. S. S. S. S.

on p 11 above. As regards para 1 of E.H. H rule on p 11 above, please see this dept's note on p 5-6 above. Regarding para 2 of this rule on p 11 above, this dept may agree with their view that no add watchman need be sanctioned.

As regards the supply of clothing to the watchmen referred to at N at the bottom of p 11 above, it is submitted that Finance need not object to the proposal if it is usual for the watchmen in other depts to be supplied with dress at govt. cost. The scale of supply in the present case may also be the same as that admissible for such posts in other depts.

15/2/49
15-2/49
These watchmen are apparently supplied with uniforms at Govt cost. The Govt have recently issued instructions to all Standing Depts to cut down their Contingent expense by 1/2% immediately. This will not be possible if cost of supply of clothing is added. In any case there is no necessity for the supply of clothing to the watchmen. Even in the case of peons, only peons attending on officers are supplied with clothing. No clothing need be sanctioned in this case.

15/2/49

2-14

next fin note on p 13-14 below

Finance do not agree with this dept's recommendation that watchmen in the Sdg. office may be supplied with dress in view of cut in Contingency expenditure. For even when the view of Fin may be agreed to

15/2/49

15/2/49

pro

It is requested that an Assistant Lorry Driver on a monthly wage of Rs 45-70 may be appointed in addition to the present lorry driver who must be made permanent.

Remarks of the Supdt. of Stationery

Lorry Driver

The pay of the Lorry-driver was also recommended to be fixed on a time scale of Rs 40-1-50 in my letter quoted above. His post may also be included in the regular establishment.

When the lorry-driver goes on/leave, a long substitute will be appointed and hence there is no necessity to appoint a permanent assistant lorry driver for that purpose.

If the services of the permanent contingent staff is converted into regular establishment, the service rules applicable to inferior servants may be made applicable to them and their services may also be made pensionable taking into consideration their previous service as contingent staff.

Office note

As per inclusion of the post of Lorry Driver in regular establishment, please see note on p 3-5 ante.

The question of sanctioning an additional Asst Lorry Driver may be negative.

12/1/48

5/2/48

with reference to para 1 of E.H. H rule above please see this dept's rule on p 5-6 above. As regards para 2, this dept may

1/4
agree with the views of E.H. that no addl
long driver need be sanctioned.

8/2/48
11.2.48

16/2

E.H.
E2

Fin. has agreed to
having the post of long driver in the
Sly. office in the permanent establishment.
- as a Fin. Dy. Secy. is not on bank.
agree that a post of Asst. Long
driver need not be sanctioned.
8/2/48
11.2.48
S. H. H.

Revision of scale of Warehousemen

(Letter No. 40229 C.2/48-1 Edn., dated 29-6-48)
From the Supdt. of Stationery, No. A.2-3114-48,
dated 26-7-48.

Please see the letter of the Supdt. of Stationery
at page 101 c.f. The Supdt. of Stationery has
recommended the following revised scales of pay to
the warehousemen of the Stationery Department:

For those fully qualified -- Rs 35-2-55 -EB-1-65

For those not fully qualified
but exempted from possession
of the prescribed qualifi-
cation --- Rs 35-2-55

In the circumstances explained by the Supdt. of
Stationery at page 101 c.f. his recommendation may
be accepted. Finance may see the case u.o. for
remarks.

S.G.	B.M.	M.V.S
	26-8-48	31-8-48

Finance u.o.
Finance (E.III) Dept.

The case has been remitted to Finance for
remarks on the proposal to revise the scale of pay
of warehousemen in the Stationery Stores as
indicated at A above. The scale of pay originally
sanctioned for the warehousemen was only
Rs 19-2/2-25-1/2-30 applicable to attenders. The
E. & P.H. Department have stated that the existing
scale of pay is Rs 23-1-35 - vide 'K' on p. 11 above.
They may be requested to put up the papers in which
the scale of Rs 23-1-35 was sanctioned.

T.E.V.
28-9-48

Further Office Note

The further noting on this file was held over pending the receipt of the connected file from the other departments. The connected file has since been received and on examination of the papers it is found that the statement at "B" above is not correct.

It may be noted for the first time that in G.O. 2132 Edn., dated 27-9-1939 the Government sanctioned temporarily 10 ~~extra~~ posts of Warehousemen in the grade of Rs 19 - 2/2 - 25 - 1/2 - 30 each per mensem for a period of two years. One additional post of Warehouseman was sanctioned in 1944 for ~~extra~~ work connected with the distribution of paper to local bodies. It was ordered that these Warehousemen should have education up to School Final standard. They have been continuing on a temporary basis since then. The Stationery Stores Workers' Association have no doubt been agitating for the revision of their scales and for their confirmation for some time past.

The scale of pay of Warehousemen was not revised in the recent revision of salaries, that is, from 1-1-1947. The Supdt. of Stationery ^{has} recommended ~~Confirmation~~ revised scales of pay for these Warehousemen. ^{as} They do two distinct kind of duties, namely, about 6 to 8 of them do packing work and the rest do the work of Store Attenders assisting the stock section and the godown clerks in the receipt, issue and the arrangement of stationery articles, paper etc. The recommendation of the Supdt. of Stationery may in the circumstances be accepted.

Finance may see for remarks.

Finance (E.III) Department.

(Extracts of Previous Finance note on p.15 above)

Please see the further note of E.& P.H.

It has been stated that the posts of warehousemen in the Office of the Superintendent of Stationary were first sanctioned only in 1939 ^{on a scale of pay of Rs 19.2/2-25-1/2-30}. It has also been stated that this scale of pay of warehousemen was not revised in the revision of salaries ordered in G.O.78, Fin. dated 6-2-47. The Superintendent of Stationary has suggested a scale of pay of Rs.35-2-55-E.B.-1-65 for those who are fully qualified, and a scale of pay of Rs.35-2-55 for those not fully qualified but exempted from possession of the prescribed qualification for the following reasons, viz.,

(i) that the warehousemen should have education up to the School Final class and that they cannot be equivated with attenders for whom a pass in the III Form alone has been prescribed; and

(ii) that the work of the warehousemen of the Stationary Stores are analogous to that of the warehousemen in the Government Press for whom a revised scale of pay of Rs.35-2-55-1-65 has been sanctioned in G.O.No.916, Finance, dated 26-11-47. E.& P.H. deptt. support the above proposal.

2. Prior to 1939, the warehousemen were called 'Lascars' and were allowed a fixed pay of Rs.16/- p.m. They were also treated as menials paid from contingencies. In 1939, when the question of bringing these posts to regular establishment and changing their designation as 'warehousemen' was considered, the then Superintendent of Stationary originally recommended that they may be included in the Madras Inferior Service and placed at suitable levels in the scale of Rs.12-17 ^(from male) with Presidency Allowance of Rs.2-8-0 p.m. for persons residing in the City. Later on taking into consideration the fact that warehousemen should have educational qualification upto VI Form, the Superintendent of Stationary recommended that the warehousemen may be

(PTU)

Remarks of the Association re: Warehousemen

A contractor takes delivery of articles and keeps it in the department's shed for days and months, under his custody, and then takes them to the Railway Station. If any shortage occurs the warehouseman is made to pay. There may be theft in transit at the destination. A poor warehouseman should not be held responsible for loss beyond his control. At the time of despatch, the Assistant Storekeeper or a special Supervisor appointed for the purpose should certify and afterwards the warehouseman's responsibility should cease. The work of supervision is not much and the Assistant Storekeeper can easily do it. Moreover when a shortage is there the culprit must be traced and punished. It is not enough if the loss is recouped from somebody or other even an innocent person. A State cannot divest itself of its duty to detect theft by simply providing for compensation to the injured man - compensation to be paid by some innocent person or other. Our Union has drawn the attention of the authorities to this point many times. Yet no rectification has taken place. Here is an infringement of the Indian Penal Code by a Govt. Department which cannot be allowed to go unchallenged.

Remarks of the Supdt. of Stationery

The case of Warehousemen

The outward condition of the packages packed by Warehousemen is supervised by the godown clerk at the time when they leave the Stationery Stores. The Receiving Officer at the other end arranged to take delivery of them after inspecting the outward condition of the packages. These packages are opened in the presence of the officer and so the shortages reported by the indenting officer cannot be disputed. If the packages are

P174

R

M

P129304

inx

in fact there is no possibility for pilferage either during the time when the packages are with the Carting contractor or in transit by rail.

The short receipt reported by the officer does not necessarily mean that the articles missing should have been stolen by the packer. It may be due to failure on the part of the packer to take delivery of the articles properly from the concerned stock clerks after carefully counting and weighing them or it may be due to misplacing the articles intended for one officer in the consignment of another officer and other such similar acts of carelessness for which the packer is held responsible.

As regards the suggestion of supervising the articles actually packed there is no possibility of certifying the correctness of the contents of the packages unless the Supervisor or any other officer sits by the side of the packer while packing, and as there are eight packers, this is not possible.

Officer's note

The Supr. & Sij. has rightly pointed out the non feasibility of the suggestion of the Assoc. of supervising the articles actually packed. The existing arrangements which have continued for a long time past may be allowed to continue. It may be quite possible that the short receipt reported by the officer may be due to circumstances set out by the Supr. at 'y' above.

The general statement of the Association at M on p. 15 can be seen to be an exaggerated one. If this method is pursued, there will be no need to this sort of grievance. It seems better to leave the matter as it is or

2

The American way to do it is to have the goods packed by the American people and then the goods are sent to the American people.

If necessary the Union may be asked to put up one or two concrete cars in place of such vicarious punishment on the warehouse in the past few years.

J.D.
2/1/18

28/12/18 S

39917(2/4)

100 23 Ea P.H. (2)

C. NO. 1 From the Pt. Gort. Sty Stones Workers Assn.
Letter dt. 10-5-47.

Subject

Sty. Stones - Grant of certain Concessions to
Workers - Orders in Lg. 866 Edw 28-4-47.

The President, Gort. Sty. Stones Workers Assn.,
complains that the orders in Lg. No 866 Edw dt.
28-4-47 have not been given effect to by the
S. of S. so far and requests that he may be asked
to give effect to it immediately. The contents
in his letter from pp. 1-5 of ^{examined} are at ~~random~~ below.

2. With reference to point marked A in
para 1 on p. 1 of, it is submitted that the actual
position is otherwise, i.e. the workers have not
taken their wages since February in protest against
the delay in the issue of the orders on p. 4 of

3. The statement of the President that the Lg. at
B on p. 1 of ⁽⁵⁾ states definitely that the workers should
be paid for the 2 1/2 hours more ~~more~~ work on
Saturdays at overtime rates is not correct -
vide the orders under item (4) on p. 4 of ⁽⁵⁾.
Orders will be passed on receipt of information
from the ~~the~~ called for from the S. of S.

4. ^{According to the} For the Lg. at p. 4 of ⁽⁵⁾, interim relief
is not admissible to the workers of the Sty Stones,
as they are paid from contingencies. Bonus ^{is}
only admissible. Here again the statement of the

pt. that the workers cannot be denied the

interim relief is not correct.

5. Para. 3. of the Pt's letter on p. 2-4 of re: dearness allowance is a matter ~~mainly~~ ^{action by} for the ~~consideration~~ of the S. of S. Presumably, he is taking action on the lines indicated by Fin. A copy of this para may be perhaps be sent to the S. of S for information and action at an early date. It may be mentioned in this connection that the statement of the Pt. at 'M' on ^{page} 4 of is not correct. Please see item (3) on p. 2 of 5. This request, though supported by the Dept. was not agreed to in Fin - vide item (3) on p. 7 of 5. It was not also accepted in circulation.

6. As regards para 4 of Pt's letter on 4 of the question is to be taken up only after the reorganisation and Retrenchment Committee finishes its work.

A may be done

With reference to A above a draft memo to the S. of S is submitted for approval.

Issued as Memo. No. 3991702/47-1 Dtd. 13.5.47

42823 - from the Pt. G.S.S. W. Assoc. letter 19.5.47

40517 - do - 22.5.47

Extract of Secy's remarks on p 21 of:-

"Please put up off immediately"

N.V.S. 22.5.47

The letter on pp 21-24 of is only a reminder to the previous letter of the Pt. G.S.S. W. Assoc. on pp 1-5 of dealt

A B 12.5.47

17 of

19-19 of

21-23 of

in the notes on pp 1-2 ante. The two matters agreed brought to the notice of Govt are:-

- (1) Payment of dearness allowance.
 - (2) Cutting down the hours of work on Saturday to 3 1/2 hours as before or payment of overtime rates for the 2 1/2 hours more work on Saturdays as at present.
- Item (1) above:- ~~See the orders under item (3) on p 42 of of 5~~ ^{See the orders under item (3) on p 42 of of 5} ~~and para 5 of the notes on p 2 ante ante~~ ^{in which he has been asked to submit a report.} Please on p 7 of to the S. of S. Nothing more can be done in addition to the action already taken.

ask him to expedite reply

Item (2) above:- The six hours ^{work} referred to is when Saturdays ~~are~~ full working days and penultimate Saturday in every month is given as a full holiday. The 3 1/2 hours work referred to is when the penultimate Saturday ~~was~~ ^{the stores} was withdrawn and instead ~~stores~~ ^{offices} were held till 2 PM on every Saturday. ~~Because~~ ^{Because} full wages were given for work on Saturdays when ~~stores~~ ^{offices} were held only up to 2 PM. ^{it} is not a reason for granting overtime wages when there is a swing back to the old system of full work on Saturdays with holiday on the penultimate Saturday of a month. The changes in working hours of the stores was based on the changes in working hours of Govt Offices in general.

Please see in this connection the orders under item (3) on p 42 of of 5. Because the significance of the demand of the Pt. G.S.S. W. Assoc. in this respect was not clear, the Secy was asked to clarify it. The position is now made clear by the Pt of the Assoc. The request is therefore

ask him to expedite reply

inadmissible

Am in light of 11 April 1947

11/4/47

2 Attention is also invited to the letter from the G.S.S. Workers' Assn. of 19.5.47 on pp 9-19 cf. It relates to the orders of Govt on the Resolutions of the G.S.S. Workers' Assn. concerning the grievances of the workers of the Stationery Stores. The matters raised in the letter are dealt with in the orders mentioned against each:-

<u>Para 7 & 8</u> - pp 11-13 cf	<u>Govt 933 Dtd 7.5.47</u>
<u>Para 10</u> - p 13 cf	Resoln (2) - p 12 cf of (K)
<u>Para 12</u> - p 15 cf	" (6) - p 18 cf "
<u>Para 13</u> - p 15 cf	" (9) - p 18 cf "
	" (10) - " "

As the matters were fully considered by Govt before passing orders in (K), there appears to be no need to reopen them.

3 As regards portion marked 'X' on p 15 cf, the question of fixation of scales of pay for contingent staff is under ~~exam~~ reference to the P.W. Secy and the will pass orders in due course. It does not appear necessary to give anything more than this conclusion.

4 As regards portion marked 'A' on pp 13 & 15 cf, the question of ~~absorption~~ absorption of contingent staff into regular staff is to be deferred till the ~~decisions~~ decisions of the Reorganisation and Strengthening Committee are known. It will be taken up in due course.

5 Please see portion highlighted and underlined in blue chalk in the letters of the G.S.S. Workers' Assn. on pp 11, 17 & 21 cf. It is respectfully submitted that the tone and language used are highly objectionable. Govt, the Secy and the staff of the Stationery Stores come in for their share of the criticisms of the Pt. The

(W) 17-19 cf
(Planning)

(W) Review

W

W

W

* This has been made a reference

50
23/5

It characterises the staff of the stationery stores as 'underlings', 'Corrupt underlings' and 'unscrupulous Storekeepers'. Kind attention is invited to Instructions XVII (2) and XVIII of the Instructions regarding the submission and receipt of petitions and other papers of the same class addressed to the Govt of Madras in this connection:-

XVII Petitions addressed to the Govt will be liable to summary rejection in the following cases:-

(2) when a petition is illegible or unintelligible or contains language which in the opinion of the Govt is disloyal, disrespectful or improper.

XVIII The Govt will, when a petition is rejected under Instruction XVII, inform the petitioner of the rejection and the reasons therefor.

For orders whether action may be taken under the above instructions in respect of the two letters of the Pt on p 9-23 cf. H.M. (Edn) may also see the petitions.

MS - action
may be declined
as in para
list the
particulars in (note)
which is
disrespectful
& improper.
(P.W. Secy
may process
regarding as a
A.P.B. as in
p. 3 ante) by

23/5/47

23-5-47

S. W.
23/5/47
TSA
23-5-47



A draft Memo to the Pt. G.S.S. Workers' Assn. is submitted. A copy of the Memo may be sent to the Secy for information.

2 As regards 'A' & 'B' on p 21 cf. Reference is made to the letter after issue of the Memo referred to in para above.

Two further letters have been received from the CoS with reference to portion marked 'A' on p 3 ante and they are as follows

25-27 of
26/5/47
27-5-47
S
VHW

(Issued as Memo.No. 39917 C2/47-2 Edn., dated 27-5-1947).

From the Pdt., G.S.S. Workers' Association letter dated 29-5-1947. 13102
Memo. No. 39917 C2/47-4 Edn., dated 4-7-1947. 13503
From the Pt., G.S.S. Workers' Assn. letters dated 29-7-1947. 1374102
-do- 28-7-1947. 14304
From the Supdt. of Sty. letter No. S.K. 6299/47, dated 1st August, 1947.

In his letter dated 29-7-47 on page 37 c.f., the Pt., G.S.S.W. Assn. requests orders on his letter dated 29-5-1947. 13102
In the letter of 29-5-47, the Pt. of the Union required orders about the payment of D.A. to the Workers of the Sty. Stores by the Supdt. of Stationery. Please see ^{the 16th Sept} memo. on page 7 c.f. and the reminder thereto on page 35 c.f. The report from the CoS has not been received. It has now been ascertained from the Sty. Office, that D.A. has been drawn and disbursed to all the workers in the Sty. Stores from April 47.
As regards paras. 1 & 2 of the Pt's letter on page 37 c.f., they need no reply in view of para. 5 of the notes on pages 4-5 ante.

2. In his letter on page 39 c.f., the Pt. of the Union requires payment of interim relief to the workers of the Sty. Stores on the analogy of the Govt. Press & P.W.D. Workshop. Attention is in this connection invited to the notes under item (1) on pages 2-3 N.F., para 2 of the note of Fin. and pages 4-5 N.F., this Dept's note on page 6 N.F. and orders in circulation on page 9 N.F. of (J). This Dept. pressed for the payment of interim relief to the workers of the Sty. Stores but

Govt. did not accept the proposal. The President has been informed accordingly.
3. As regards the letter of the Pt. on page 41 c.f.

his letter of the 17th June has not been recd. by Government.

He may be informed accordingly.

4. Please see the letter from the Superintendent of Stationery on pages 43-44 c.f. and especially his recommendation at portion marked 'A' on page 44 c.f.

Gov. may advise whether stay in strikes without previous notice are unconstitutional and whether the acceptance of the recommendation of the S. of S. at 'A' on p 44 c.f. will be in order.

KAR
5-8-47

5/8/47

5/8/47
Naturally the Govt. has taken steps to disburse the wages of the workers in the portion as at A+B as the 43 seems to have been taken up in view of the fact that the workers have previously refused to take payment. It is also noted that the Govt. has taken which is 'A' as per the 44 my h appears if it is legally justified.

S & P. H. 39917-5 C2 Edn

6-8-47
P.W. Secy

75155PI

7-8-47

Notice is required as in a 'Public Utility Service'. Govt. Stationery Stores will not come under 'Public Utility Service' as defined in Section 2 of the Industrial Disputes Act, 1947.

Under section 22 of the Industrial Disputes Act only persons employed in public utility services have to give notice of strike. It is doubtful whether the workers in Govt. Stationery Stores will come within the purview of 'public utility service' as defined in section 2 of the Industrial Disputes Act. XXXXXXXXXX Edn. & P.H. may consult Legal in the matter. The case may be returned to Edn. & P.H.

18-7-47

There seems to be no objection

in an employer cutting half a day's wages as a penalty for repeated lightning strikes, but it is for consideration whether it is expedient to do so in these days when labour is very restive. Perhaps the workers may now be warned that any further strikes will entail cut in wages.

7/8/47 S 7/8/47 H
E. P. H.

For orders whether the basis of deduction of wages may be agreed to or the file may be sent to Legal with reference to the notes of Secy at 'X' on page 7 amt.

8.8.47 8.8.47 8/8/47 S 9/8/47 Legal.

Legal Department

Notice of strike is required under the Industrial Disputes Act only in the case of public utility undertakings - See section 22. Government Stationery Stores is not a public utility undertaking as defined in section 2 (n). The strike is not "illegal" under the Act and there is no provision in the Act for withholding wages in such cases. If the coolies and carpenters are employed under contract which provides for deduction of wages for absence without permission, the deduction may be made. If there is no contract and they are governed by the rules applicable in the case of Government menial staff, appropriate action could be taken under the disciplinary rules, if any, applicable to them.

11/8/47 S 11/8/47 S. E. P. H.

Dev. No. 75155 P. D. 47-1
7.8.47

64036
he may
agree to
the
deduction
before
drawing
the
file

24.8.47 - 6625
98W

08758
ASSISTANT SECRETARY
9-AUG-1947
LEGAL DEPARTMENT

Dept. No. 8758/47
11-8-47
65248
112

Edn. and P.H. (C2) Deptt.

Please see the notes on pages 6 to 7 above and the notes of Dev. and Legal on pages 7 to 8 above.

2. Both Dev. and Legal consider that 'notice of strike' is not necessary in the case of the stay-in-strike of the stationery stores as it is not a public utility undertaking as ~~the~~ defined in section 2 (n) of the Industrial Disputes Act. Legal state that the strike is not "Illegal" under the act and that there is no provision in the Act for withholding wages in such cases. Under the circumstances, the recommendation of the Superintendent of Stationery to withhold half a day's wages on 4-6-47 cannot, it appears, be accepted.

3. The suggestion of Development that the workers may now be warned that any further strikes will entail cut in wages does not also appear feasible of adoption in view of the statement of Legal that there is no provision in the Act for withholding wages in such cases. The ~~not~~ coolies and carpenters are not employed under any contract. According to Legal they ^{have} to be dealt with under the disciplinary rules, if any, applicable in the case of Government menial staff. Attention is in this connection invited to para 4 of G.O.No. 387 P.H. dated 10-2-44 regarding the disciplinary rules applicable to menials ^{paid} from contingencies.

'Fine' is one of the punishments mentioned in rule 8 of the Madras Civil Services (Classification, control and Appeal) Rules and it is applicable in the case of the workers of the Stationery stores. This may be ^{awarded} ~~avoided~~ as a punishment by the Superintendent of Stationery. The Superintendent of Stationery may be informed about the position as stated above. As advised by Dev. and Legal, he may also be asked to warn the workers that any further strike will entail disciplinary action and attendant punishment.

4. The President, Stationery Stores workers' Association may be informed that dearness allowance has been drawn and disbursed to all the workers of the Stationery Stores from April 1947, that the Govt. decline to reconsider ~~their~~ ^{orders} their in G.O.No. 866 Education dated 28-4-47 about the grant of interim relief to the Workers and that ~~is~~ his letter of the 17th June has not been received by Government.

H.M. (Edn.) may see.

12 AUG 1947
GOVERNMENT OF MADRAS

12/8/47 S 12/8/47 S. (C2) 13-847

10
31 *with ref. to the note on pp ante and orders in Co.,
two draft and are submitted for approval.*

14/8/47 S
(Issued as Memo No. 39917-7 C.2., dated 14-8-1947 and Memo No. 39917-8 C.2. dated 14-8-1947.)

C.No.64933 From the Superintendent of Stationery No. A.2.10-47 dated ~~8-2-1948~~ 8.8.47

C.No.93154 From the President, Government Stationery Stores Workers Association, Madras dated 19-11-47.

C.No.8815 From -dO- dated 6.2-1948.

Extract of Secretary's remarks on the letter of the President dated 6-2-1948.

Please note quickly on all the points raised.

M.V.S.
6-2-1948.

The President, Government Stationery Stores Workers Association, states on page 63 c.f. that the points raised in his letters of 19-5-47 and 29-5-47 are pending for a long time. It is submitted that action has already been taken on these letters. Please see the notes at pp 2-10 above and the memo at p 46 c.f.

The points now raised by the President of the Association are:-

- (1) Delay in confirmation of ware-house men;
- (2) Non payment of house allowance to the ware house men;
- (3) Revision of wages for coolies and lascars; and
- (4) Grant of interim relief to coolies, carpenters etc.,

These points are noted on below:-

Item (1) above:

There are temporary posts of ware house men on the scale of pay applicable to attenders in the Stationery stores. These posts were first sanctioned in 1937 temporarily for a period of two years. Their continuance has since been sanctioned from time to time. In September 1946 the Superintendent of

Superintendent of Stationery stated that the question of confirmation of these posts could be considered only when the Stationery stores ~~went~~ back to its original place in the First Line Beach and resumed work there and that in the meantime a sufficient improvement should be shown by the ware house men. The Government agreed with the Superintendent of Stationery and the President was informed accordingly- vide para 1 of G.O. 933 Edn. dated 7-5-1947. The Stationery stores still continues at Guindy. In view of the Representation made by the President, Government Stationery Store Workers Association, it is for consideration whether the Superintendent of Stationery may be consulted regarding the confirmation of these posts.

Item (2) above: The ware house men in the Stationery stores are in the scale of pay of Rs. 23-1-35 which is also the scale allowed to Attenders in Government offices. Attenders are paid house rent allowance. It seems therefore that ware house men should be paid that allowance. The remarks of the Finance Dept. may be invited on this point.

Item (3) above: Please see the orders on this point in para 1 of G.O. 933 Edn. dated 7-5-47. The Coolies and lascars referred to are paid under the existing orders according to market rates. At the instance of Finance Department the Superintendent of Stationery has submitted proposals for the absorption of the staff now paid for contingencies into the regular establishment. These proposals are under consideration in the Finance Department. That Department may be requested to state when orders are likely to be issued in the matter.

Item (4) above: The President wants that interim relief should be paid to coolies, carpenters, lorry-drivers etc., All these classes of workers are paid from contingencies and interim relief is not admissible to them. This has The President has already been informed about this twice -vide item 1 in G.O. 866 Edn. dated 28-4-1947 and Memo on page 46 c.f. with reference to item (4) in G.O.No. 866 Edn. dated 28-4-47, the Superintendent of Stationery has reported that no overtime wages were paid to the workers in the Stationery stores when Saturdays were full working days and that the conc

33
shown to them when Saturdays were half working days cannot be claimed as a privilege. No further action seems necessary on this point.

A small deputation of the Government Stationery Stores Workers Association wants to meet the Secretary on the 14th or 16th instant. For orders whether the Secretary will receive the deputation. If so, the date and time may kindly be indicated.

The file may be sent to Finance for remarks with reference to item (3) on p 11 ante.

K.A.B.
11/2/48
11.2.48

13/2/48 S

1/2/48

Fin. (sal)

Item (2) overhead Dr is not clear whether the warehousemen in the Stationery Office belong to regular establishment and whether their scale of pay was revised in the recent revision. It may be requested to ascertain the information from the Supr of Stationery

Item (3) overhead The detailed report

called for from the Board of Rev. on the general question of ^{regulating the} pay and other conditions of service of Contingent establishment has not yet been received. On receipt of the report, the matter will be examined and decided.

MR
17.2.48

MR
17/2/48

E.P.H.

No 11123 From the President Government Stationery Stores Workers Association
14.2.48

Please see the further representation of the President, Stationery Stores Workers Association on pages 11-19c.2. He requests that the Warehousemen be paid house allowance and be provided with the workers

I am sure
then on 16.2.48
G.P.O.
W

39917.12.14.48

14 FEB 1948
9331
FINANCE DEPARTMENT

Shroton (20)
17.2.48

No 933150/481
17.2.48

12165
18 FEB 1943
MINISTRY OF DEFENCE AND PUBLIC HEALTH DEPT.

13
be removed from contingent category. The remarks of the Superintendent of Stationery may be invited. A draft memo is placed below for approval.

K.A.B.
12.2.48
C.A.
1.2.48

13/2/48 S

Issued as Memo No 39917.13.62 in 5.3.48

No. 24135 From the Superintendent of Stationery No. 2
3114/48 of 19.3.48.

memo on page 87c.2 and the
Phase in the work of the S of S on page 89 of

2. The questions which need consideration relate to the Warehousemen employed in the Stationery Stores. The points for orders in connection with this question are the following:-

(i) Ten or eleven Warehousemen in the Scale of Rs 23-1035 have been continuing on a temporary basis from 1940. They are stated to do two types of work namely packing work and work in the Stores when they assist Godown Clerks etc in the receipt

articles - The posts have not been confirmed pending decision. The return of the Stationery Stores to the original place in the First Line Beach irrespective of the question of the return of Stores to the First Line Beach - this may take time to materialise, it seems to be necessary to consider whether ten of these posts may not be made permanent as suggested by the Capt in his letter on page 89c.

Temp of
in 1939
Ji
6.1.48
LF

note at top of p 11 ante

This seems to be a special case where the need for the posts does not seem to be in doubt, and the proposals which the Rebranchment & Reorganization Committee may have under consideration need not stand in the way of the confirmation of the posts being considered - Study upto the S.L.C. standard may be prescribed as a qualification for future entrants to these posts - This

suggested that the orders in para 39 & 40 of 29.8.46 may be reconsidered now - This is for orders -

(ii) With reference to the Finance note on page 12 ante, it may be stated that Warehousemen belong to the Regular establishment and that their scale of pay which is 23-1-35 was not been revised in January 1947.

The Supt. may be asked to suggest what a revised scale for them, taking into consideration the duties which they carry out.

(iii) Attention is invited to para (2) of the Supt's letter on p. 29 of. It is only fair that they are paid the house allowance sanctioned in G.O. 78 in date 6.2.47. E.P.H. may support the Supt's suggestion on this point.

3. Finance may see the case.

22.4.48

x for at least 100 of them -

A copy of J. A (LSP file) X J/74

p1 of C

32172 (A) 500

39917/27-14

(Previous note of Finance on p 12 above)

Please see the further note of E.P.H. on pp 13-14 above.

2. Permanent retention of the posts of Warehousemen: The question was previously considered in 1946-7 and E.P.H. have then noted that the financial aspect of retaining the warehousemen in place of clerks could be gauged correctly only when the stores would go back to its original place in the First Line Beach and hence the question of permanent retention of the posts could only be considered after that time. Until the financial implication of at 'A' above is known, it does not seem justifiable to sanction the permanent retention of the posts of Warehousemen. Further until the orders issued in Public that no new posts, either permanent or temporary, should be created pending the orders of the Govt on the recommendations of the Rebranchment and Reorganisation Committee, are cancelled, no new posts can be permanently retained. As already noted above, there does not seem to be any special circumstances for the permanent deviation from the general policy adopted in respect other dep'ts and for sanctioning the permanent retention of the posts of Warehousemen in question. This dept. may advise that the proposal be deferred.

3. Revision of scales of pay of Warehousemen: E.P.H. have examined the question of revising the scales of pay of Warehousemen, ⁱⁿ the office of the Supt of Stationery, even after the issue of the orders in G.O. 78 in 8.6.2.47 and have come to the conclusion that the question

Non paying of J. A (LSP file)

G.O. 918 Public 1/47 not put up

x above

Component of J. A (LSP file) not put up

need not be reopened. There does not seem to be any special circumstances for reopening the question at this stage. This Deptt. may advise accordingly.

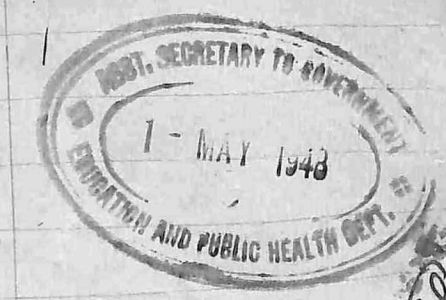
28-4-48
As an payment of H.R. is to be given of Presidency allowance, this Deptt. need not object to the payment of H.R. sanctioned in G.O. 78 Fin. D. 2-47, and accept the proposal at 2 on p. 14 ante provided they are employed in the city limits.

do not do by the matter should not be considered. Suppl. G.P. may be asked as suggested.

Thro 87

E. & P. H. Deptt.

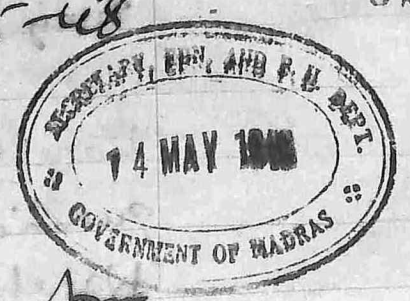
Of the three proposals of this Deptt., viz., (1) that the posts of ware-house men on Rs. 23-1-45 be made permanent (2) that the S.P. may be asked to suggest a revised scale of pay for them as their scale was not revised in Jan. 1947 and (3) that they may be paid house rent allowance sanctioned in G.O. No. 78 Fin., dated 6-2-47, Finance agree to (2) & (3). Finance advise that the proposal No. (1) be deferred pending the orders of the Govt. on the report of R. & R. Committee. In the circumstances stated by Finance, this Deptt. need not press the proposal No. (1) viz., permanent retention of the posts of ware-house men. Subject to the draft below is for approval.



32222

Issued as Memo No. 39917/47-15C2 d. 18-5-48

TSA 14-5-48



For the Pt. Shy Shis Workers Assoc. d. 31-5-48. Please see the letter from Mr. Sarma, Pt. Shy Shis Workers Assoc. on pp 95-96 of the copy of the representation referred to at M

received
Tel. on 1-9-45 of the not be
points raised in Mr. Sarma's letter of 14.2.48. which to refer to this letter have already been considered in Consultation with the Supt. of Shy Finance Deptt. & order was issued in Memo on 1-9-45.
Mr. Sarma requests that the Warehouses should be made permanent. The Supt. of Shy. no doubt recommended that 10 posts of Warehouses might be made permanent. But Govt. did not accept the recommendation for the reason stated in Finance note in paragraph 2 on p. 15 ante. The proposal may be deferred till the order on the recommendation of Reorganisation and Reorganisation Committee as per para 3. Certain remarks made by Mr. Sarma in paras 1, 2 & 5 of his letter can do not seem to be temperate or dignified. For ever when the any order shall be taken of this. Any reply we give to Mr. Sarma will not satisfy him.

Mr. Sarma
N'd. p. 96
q.?
Tel. him
Thru
decrease the
number of
his
1/5

J.D. 18-6-48

20/6/48 3/48

1-96 of
1-124-125
2
X above Mr. Sarma says that the Lascars, Coolies, Cape-entire who have also come to the Combrigat according to G.O. 2132 Son of 27-9-39. Salary this is not correct. The Coolies & Cape-entire according to the above G.O. get only daily wages & when they come to Combrigat, they get the matter of their staff no doubt.

Vice point (1) of Summary on 13-6-48

PTO

1839
 for being paid a regular scale of pay
 being more per cent. But the Govt
 does not accept this request. This
 may be the point with the S. of S.

BM
 24/6/48 S
 23/6/48

A snap. Lett. is submitted

BM
 20/6/48 S
 26/6/48

[Lett/Ref. No. 40229 C/48-1 Cdr dated 28-6-48]

From the Supt. of Stationery, No. A2-3114-48, dated 26-7-48.

Please see the letter of the Supt. of Stationery
 at page 101 of the S. of S. has recommended the
 following scale of pay to the warehousemen of the
 Stationery Dept.:-

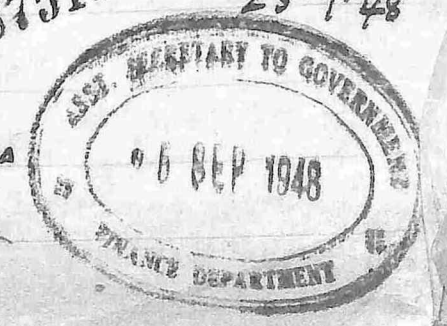
For those fully qualified Rs. 35-2-55 E.B. 1-65.
 not fully qualified but
 exempted from possession of the Rs. 35-2-55.
 prescribed qualification.

In the circumstances explained by the S. of S. at
 page 101 of his recommendation may be accepted.
 Finance may see the case w.o. for remarks.

BM
 28/8/48 S
 20/8/48

[Does was
 indicated
 with another
 file I bearing
 C No 46464 C/48
 disturbed]

The case has been submitted to Fin.
 remarks on the proposal to revise the scale
 of warehousemen in the Stationery E.P.H. No. 39917 C/47-48
 as indicated at A above. The scale of 87518
 pay is primarily sanctioned for the warehousemen
 was by B. 12-24-25-1/2-30 applicable to all others
 in E.P. Dept. have stated that the existing



For O.O. 87518/Fin. 1
 28.9.48



Scale of pay is B. 23-1-35 vide K mp. 11 above
 may be requested to put up the papers in
 which the scale of B. 23-1-35 was sanctioned.
 27.9.48

Please see the request of Fin. at
 'A' above. The scale was sanctioned in
 G.O. No 39 Edn. 1 6.7.48. It is put up in
 file bearing C. No. 46464 C/48 which was
 sent to Home, Dev and Fin for remarks. As
 on 25.9.48. Fin may be the file will be
 ultimately received by Fin Dept, that Dept
 may be requested to obtain the above information
 in that file. The return of this file
 may be available till (25.10.48)

H/K
 13/10/48
 JP
 15/10/48

Neeraj which 21th note
 has been taken and added to the
 linked file for order.

JP
 22/10/48

BM
 25/12/48 S
 21/12/48

41

185-01-120

24 H 68 DL

2-1-60 / DL

