Educati

(1949) Department.

Ms. SERIES.

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G.O. NO. 2022, Education Hp96-97 CF

Dated 24-6-1949.

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A

[Despatch Abstract.]

Government Press - Temporary - Day Extra and Contingent staff - rmanent retention - Santioned.

Bac

G.O.	No.	Department.	Date.				

Further Papers.

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

Madras Government Press Workers' Union

(REGISTERED & RECOGNIZED BY GOVERNMENT)

PRESIDENT:
P. R. K. SARMA, B. A., M. L. A.
VICE-PRESIDENT:
~~S. DURAISWAMI MUDALIYAR~~
P. BALAKRISHNAN
SECRETARY:
~~S. AIYASWAMI AYYAR~~
~~ASST. SECRETARY:~~
~~C. NARAYANASWAMI~~

~~354, MINT STREET,~~
No. 33, Krishnappa Naicken Agraharam, G.T.
Madras, 25th July 1946.

5 - AUG 1946
Cur. No.

H M Edn

3/7

SECRETARY, EDN. AND P. H. DEPT.
8 - AUG 1946
GOVERNMENT OF MADRAS

MINISTER FOR EDUCATION
2 AUG 1946
GOVT. OF MADRAS

To
The Hon'ble the Minister for Industries and Labour

Sir,

40269

At a General Body meeting of the Union held on 19th July 1946 the following resolutions were unanimously adopted. The meeting also resolved that the grievances contained in the resolutions should be taken up wihhout delay and redressed on or before the 15th August 1946.

The meeting also resolved that the subjects in the Memorandum of Grievances submitted to the Hon'ble the Minister on 14th June 1946 should also be taken up and discussed and amicable settlement arrived at.

RESOLUTIONS.

1. This meeting of the Government Press Workers held under the auspecious of the Government Press Workers' Union resolves and demands as follows:_

(1) Each and every worker of the Press should be paid atleast Rs. 15 per mensum as a special allowance from 1st April 1946 till the revision of the salaries ased for along with the Memorandum of Grievances is effected.

(2) In view of abnormal increase in the prices of food stuffs from day to day Dearness Allowance should be increased by Rs. 9 per mensum from 1st January 1946, i.e., from Rs.16 to Rs.25.

(3) A house rent allowance of Rs.7 per mensum should be paid for each worker from 1st April 1946.

(4) All the workers irrespective of service, permanent or temporary, etc., should be admitted to the privileges of Fundamental Leave Rules.

(5) All temporary workers, workers paid from Contingencies and day-extra workers should be made permanent if they put in not less than one year of service.

(6) Promotions should be made according to seniority and promotions made not in accordance with seniority, principle or rule during the absence of the permanent Superintendent should be reviewed and regularised on a satisfactory basis.

Yours faithfully,

P. R. K. Sarma

President.

2

E&P.H.(2.1)

The main file on the subject has been sent to Fin. on 3-8-46. May be added to it on its return.
No action in Edn. is called for
May be 'lodged'.

KRB
5-8-46

SNY
6.8.46

JD
6.8.46

F 3

The Madras Government Press Workers' Union

(REGISTERED & RECOGNIZED BY GOVERNMENT)

PRESIDENT:
P. R. K. SARMA, B. A., M. L. A.

VICE-PRESIDENT:
S. DURAISWAMI MUDALIYAR
P. BALAKRISHNAN

SECRETARY:
S. AIYASWAMI AYYAR

ASST. SECRETARY:
C. NARAYANASWAMI

33, Krishnappa
354, MINT STREET. xx
Naicken Agraharam, Mint Budgs.
Madras, 1st August 1946

Cur. No.

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

MINISTER FOR EDUCATION
5 AUG 1946
GOVT. OF MADRAS

EDUCATION AND PUBLIC HEALTH DEPARTMENT
7 AUG 1946

3

To
The Superintendent,
Govt. Press,
Madras

44172

Sir,

I have the honour to forward herewith for your kind attention and favourable necessary and early action the resolutions adopted by the Executive Committee of the Union after serious and prolonged delebrations and adopted unanimously by the extraordinary General body meeting of the Union held last evening and very largely attended by the workers of the Government Press.xx The decision has been forced upon the Union by the unfortunate delay on the part of Government in attending xx to the urgent and outstanding problems of the workers of the Press of which you are not unaware and I may assure you that nothing will give the Union greater relief aixx and satisfaction than a settlement in regard to the subject matter of xxxxt resolutions before the expiry of the time limits of 15 days which the Union has felt it necessary to impose mainly with the objects of impressing on the Government the urgency of the demands and avoiding any further delay on their part. The Union hopes that you will use your good offices in bringing about an early settlement preventing the necessity for any direct action which the Union might be driven to adopt in case no settlement is reached within the stipulated period.

This meeting of the workers of the Government Press xxx resolves to present to the Superintendent of the Government Press and through him to the Government the following memorandum of immediate and irreducable demands and directs the President and Secretary to notify to the Government and the Superintendent that failing the grant of the modest demand within the 15th of August 1946 the workers of the Press will down tools as from 10 p.m. on the day.

1. The subjects mentioned in the Memorandum of grievances submitted to the Hon'ble the Ministers, the Superintendent, Secretary to the Government, Education and Public Health Department: [illegible]

2. (1) The grant of an interim relief of Rs.15/- for all workers of Government Press as from 1-4-1946 pending the revision of the salaries on a fair, equitable and reasonable basis.

(2) The grant of house allowance of at least Rs.7/- for all employees of the Government Press as from ~~xxxxxxxxx~~ 1-4-1946.

(3) Increasing the present rate of dearness allowance to Rs.25/- at least as from 1-1-1946.

(4) Granting of leave to Government Press workers according to Fundamental Rules.

(5) Workers classified as "Day Extra", "Contingent" and "Temporary" and denied the privileges of permanent employee to be confirmed immediately and admitted to all the rights and privileges of such Government employees.

(6) Promotions to be made strictly according to seniority and all irregular promotions made recently to be reviewed in collaboration with the Union.

The Executive Committee was also authorized to submit with the ~~demands~~ resolutions such other important demands as might be ~~xxxx~~ urgent.

Secretary.

President.

Copy to the ~~Hon'ble~~ the Minister for Industries and Labour for information and necessary action

Sent to H.M. (Edn) & H.M. (I&L).
KAB
7-8-46

The main file on the subject E&P.H. has been lodged. May be added to it on its return.
9.8.46

Government Press Buildings,
Madras, 18-8-1946.

4

To

Sri T. S. Avanashilingam Chettiar, B.A. B.L.,
Minister for Education,
Fort St. George, Madras.

47220

Sir,

The Union is greatly obliged to you for having kindly received a Deputation of the Executive Committee of the Union on the 15th inst., and discussed the issues contained in the Notice of the 2nd inst., the reply of the Government contained in G.O. Ms. No. 1515, Education, dated 12th August 1946, and the Union's further representations of the 13th inst.

The Union appreciates the sympathy and accommodation shown by your goodself as well as the authorities of the Department on the occasion and feels confident and hopeful that with such good feelings, understanding and a spirit of co-operation on both sides the dispute will be amicably settled, averting the unpleasantness of any Direct Action. I may assure you that the Executive Committee of the Union is not at all anxious to precipitate a crisis, if it could be avoided. I am especially desired ~~you~~ to ~~emphasize~~ emphasize that the contemplated Direct Action is only a means to an end and not an end in itself. We feel that the above explanation is necessary in order that the Union's reasonable efforts to get the outstanding and urgent grievances of the Workers redressed may not be misunderstood, rendering an amicable settlement difficult. The explanation is considered further necessary in view of the atmosphere prevailing all round.

The Executive Committee of the Union decided on the 15th inst., when the Notice of Strike expired and the Strike should have been declared as from 10 p.m. on the

10 p.m. on the day, that in view of the discussions with you and the possibilities for an amicable settlement of the Dispute, the Notice should be extended by a Week. The decision was communicated immediately to the Superintendent for his information and the information of the Government, pending a fuller and more detailed communication covering the trend of the discussions at the Deputation with you on the day, as roughly recorded and handed over to the Union by the Deputy Secretary, subject to further confirmation by your goodself for which we have been anxiously waiting. We hope that the minutes of the discussions will be formally confirmed.

The Union is glad that considerable progress was possible at the discussions and the distance between the Union's modest demands and the stand taken by the Government has considerably dwindled.

The Union is thankful to the Hon. the Minister for his assurance that he was quite prepared "to press the case for Interim Relief on behalf of the Government Press Workers," though he was unable "to promise any Interim Relief in view of the fact that the Cabinet Sub-Committee is going into the whole question in the immediate future." In this connection the Union desires to urge, again, and pointedly for the consideration of the Government that the condition of the Workers of the Government Press is fundamentally and radically different from those of other Government Workers and as such the Interim Relief in their case cannot be made to wait for the remedy which the Government might give for other Government Employees. The strength of our case will become evident if it is remembered that about 50 per cent of the Employees of the Press who are non-gazetted pensionablee permanent employees are drawing salaries ranging from Rs. 14--8--0 to Rs. 20/- and the overwhelming majority

majority are on salaries below Rs. 30/- while a non-gazetted lower-grade clerk in any Government Office in the City is assured of Rs. 36--8--0 going upto Rs. 55/- even now, and the scale of pay of an Upper-division Clerk is Rs. 55/- to Rs. 70/-.

We are confident that the efforts of the Hon. the Minister to secure as the Interim Relief so much needed and so urgently, will fructify early and thus, one of the outstanding issues of the dispute will be amicably settled.

The Relief of Rs. 15/- suggested by the Union is highly reasonable, most modest and eminently practicable as it would only mean the raising of the deplorable minimum of Rs. 14--8--0 to only Rs. 29--8--0.

The Salaries Revision Committee has recommended an increase of 33-1/3 per cent for those drawing Rs. 20 and below, assuming the cost of living as 160 points; and when it is noted that the Index number today is 238, or 78 points higher than the figure assumed, the reasonableness of the Union's Demand is bound to impress the Government.

The workers of the Press perform work involving physical strain and as such their cost of living, especially in the Food group, is considerably higher to that of the other employees of the Government for whose relief we are also advised to wait. The Government themselves have recognized this aspect of the problem in allowing for and allotting a greater quota foodgrains for manual workers. When the necessity ~~[illegible]~~ for a higher quota of foodgrains is admitted the special relief to workers whose employment involves physical strain should automatically follow; and you would excuse us for saying that it will not be fair ~~[illegible]~~ to wait till the Government evolve their plans for relieving, in general, the distress of all Government employees, of every class and grade.

It is also necessary that in view of the unfortunate delay on the part of the Government in giving the Interim

Interim Relief any orders passed in this regard should be retrospective, if it should really fulfil its objects.

Dearness Allowance:-- The Union appreciates the Hon. Minister's difficulty to commit his Government at this stage to any definite replyi in regard to the demand of the Union for enhancement of the present low rate of Dearness Allowance which was fixed so long ago as 1--7--1944. While we urge the need for immediate action on the part of the Government on this point we are prepared to wait for the Orders which has ~~got~~ to cover all Government Employees, provided the Interim Relief is immediately given and the benefit of such enhancement in Dearness Allowance as might be ordered by the Government is assured of retrospective effect from 1--1--46. The Union is thankful to the Hon. the Minister for the assurance that the question of retrospective effect to any enhancement of Dearness Allowance which might be granted by the Government is "also under the consideration of the Cabinet Sub-Committee."

House-rent Allowance:-- It is needless to say that no tenement, however small, could be secured in the City for the house-rent offered by the Government. But we welcome the Relief, though small, as a token of the Government's anxiety to help us and only plead that no discrimination need be made as has been done, by providing two classes of Relief, i.e., Rs. 5/- and Rs. 7/-. The Government should find no ~~real~~ difficulty in accommodating the request of the Union for an ~~unn~~ uniform rate of Rs. 7/- for all. This small accommodation will remove satisfactorily one of the six issues of the dispute. We are sure that the Government will not hesitate to accept the Union's reasonable point of view on the matter.

The Union is glad that as a result of the discussions the benefit of the House Allowance will accrue to all the employess of the Press who have been in employment for twelve

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twelve months and above and no discrimination will be made, as between those having the benefit of City Allowance or Presidency Allowance and not having any of them.

We are highly obliged to the Hon. the Minister for agreeing to consider further, the question of giving retrospective effect to the House Allowance as from 1--1--46 as desired by ~~x~~ the Union and like to emphasize in this connection that this would go a long way in helping the workers in one way or other. ~~The Union's demand~~

The Union appreciates the explanation ~~in regard to~~ with reference to application of Fundamental Rules in regard to leave and has submitted separately, as suggested, a comparative statement of the position under the Industrial Employees Leave Rules and the Madras Leave Rules. The Union's demand is that—

(1) Those who were in employment before 1933 substantively, temporarily or officiatingly, should be governed by the Fundamental Rules and should not be brought under any new Rules, such as the Madras Leave Rules or Industrial Employees' Leave Rules.

(2) Those employed after 1933 should be governed by the Madras Leave Rules and not be brought under the Industrial Employees' Leave Rules.

(3) The Industrial Employees' Leave Rules have been applied in the Government Press, indiscriminately, while we are not aware of its application to any other Industrial undertaking or establishment anywhere under the Provincial Government.

The Union's demand in this regard is simple. It is a protest against adverse change of already existing better conditions. All International Labour Conventions and sound labour legislation recognized this elementary principle of equity and justice and we are ~~as~~sure that there will be no possibility no possibility for any difference on this point standing in the way of an amicable settlement in the dispute.

We are glad that the Hon. the Minister and the Deputy Secretary to Government, not to speak of the Superintendent of the Press, realized the necessity for converting into permanent employees those in the employment of the Press now regarded as being paid from Contingent Charges and therefore denied the elementary privileges of the permanent Government servants. The employment of these workers is neither of a casual or temporary nature and the character of their work is as permanent and continuous as that of anyone else. We hope that the Government will remove the anomoly in settling the dispute, even as assured by the Hon. the Minister. In this connection we desire to point out that the Hon. the Minister's sympathetic assurance in this regard does not find a place in the recorded minutes, probably due to a slip, and the supply of the omission will be appreciated.

The Union cannot say how grateful it is to the Hon. the Minister for his clear appreciation of the Union's proposals in regard to the so-called "Temporary Employees" and the category of workers going by the description of "Day Extra Staff". We hope that the Superintendent would be submitting to Government an analysis regarding the figures of such staff with the information regarding the length of their service enabling further action, the necessity for which has been appreciated so ably.

The Hon. the Minister was rightly impressed with the necessity to alter the rigid, ~~and~~ arbitrary and fixed strength of employees in the various categories and grades, if those kept down as temporary, despite continuous employment for long years, should ever hope to become permanent and entitled to the privileges of such permanent employment in the Press.. This realisation will help all in

in solving the problem.

In dealing with the above problem ~~brigtin~~ bristling with ~~the~~ difficulties, it is necessary to go into the history of the grades and scales of salaries in the Press. About 30 per cent of the Press consist of "Compositors". They were paid according to their production on a piecerate basis till 31st October 1939, when as a result of the Union's efforts, the present salaried system was introduced. While the piecework system was abolished, as demanded by the Union, in bringing about ~~xxx~~ the change-over, it was not only not consulted but its constructive views based upon experience and intimate knowledge was regrettably discarded. The number of posts in each of the four grades was arbitrarily fixed, without any relation to the number of persons earning wages approximating to the salaries fixed. Under the circumstances, several workers had to go into lower grades and suffer deterioration of earnings. The Union has long been demanding the Government's serious attention to the necessity of overhauling the grades with a view to removing the anamolies created. It is very necessary that the number of permanent posts in various departments, categories and grades should be suitably increased, increasing the number of total employees in the Press, if the army of workers unreasonably regarded as Temporary should become permanent. The Union is happy that this important aspect of the problem has been clearly grasped and stressed by the Hon. the Minister. It is therefore hoped that on this point an amicable settlement will not at all be difficult. In this connection I may be permitted to point out that such a proposal in regard to the Public Works Workshop made by the Public Works Department Workers' Union in the last dispute, has been accepted by the Government and the permanent strength has been increased by about 45 per cent.

Seniority: ~~Seriously,~~ It is indeed a matter of great relief that the differences on this issue have narrowed down to an easily adjustable degree. It is only necessary that the assurances in words should be implemented in action. In this connection we wish to urge that the posts classified under "selection grade," unnecessarily and without the least justification should be carefully examined and brought into the ordinary grade.

The Notice will expire on Thursday, the 22nd at 10 p.m. The Union is hopeful that with the sympathy and appreciation all round and reasonableness of the demands, an amicable settlement will be reached before the expiry of the Notice.

The Union will be ~~prepared to~~ meet the Hon. the Minister, the Deputy Secretary to the Government and the Superintendent, Govt. Press, with a small deputation before the final orders are issued. An agreed final Order embodying a settlement between the parties will be highly helpful and lay the foundations for real co-operation, sustained good relations and peace in the Press, which is the foremost undertaking of the Government in the Province, affording employment for over 2,000 workers and performing one of the most important branches of the Government's activities.

Finally, ~~in conclusion,~~ the Union desires to assure the Government of the devotion, loyalty and continued co-operation of the workers.

I have the Honour to be,

Sir,

Your most obedient Servant,

B K Sarma

President, Govt. Press Workers' Union.

Copy to the Deputy Secretary to Govt., Education.

" Superintendent, Govt. Press.

" Hon. The Minister for Labour.

" Hon. the Premier.

Special.

Government of Madras.
Education and Public Health Department.

Memorandum No. 47220-2F1, Edn., dated the 22nd August 1946.

Subject:- Government Press - Redress of grievances - Representation by the Union.

Refce:- Strike notice dated 1st August 1946. p 3 ante 8

A deputation from the Government Press Workers' Union waited on the Hon'ble the Minister for Education on the 15th August 1946 when certain grievances and the representations made by the Union were discussed.

2. The Superintendent, Government Press, is requested to furnish a report at a very early date on the following for further consideration by the Government:

(1) Leave Rules:

Number of employees subject to (a) Fundamental Rules,
(b) Madras Leave Rules,
(c) Industrial Employees' Leave Rules,

in each service or category in the Government Press with a comparative tabular statement showing the advantages and disadvantages accruing under each of these Rules.

(2) Temporary staff:

Number of temporary employees including day extra and contingent establishment showing in detail the service or category and the type of work they are doing, whether of a permanent nature or not, and the number of years they have been so employed; number of years each of these posts have been in existence should also be stated.

(3) The number of "Selection grade" posts, the service or category of each and the categories from which selections are made.

The Superintendent is requested to ~~communicate~~ furnish the ~~above~~ report to Government at a very early date.

3. As regards the interim relief and dearness allowance, an announcement will be made at a very early date.

4 The orders clarifying the applicability of House Allowance will also issue shortly.

SRK

Deputy Secretary to Government.

To
The Superintendent, Government Press, Madras.

Copy to the Secretary, Government Press Workers' Union, Madras, care of the Superintendent, Government Press, Madras.

Spare Copy.

in person

Despatched
22/8/46.

The Madras Government Press Workers' Union
(REGISTERED & RECOGNIZED BY GOVERNMENT)

~~Mint Buildings,~~
354, MINT STREET,

PRESIDENT:
P. R. K. SARMA, B. A., M. L. A.
VICE-PRESIDENT:
S. DURAISWAMI MUDALIYAR
P. BALAKRISHNAN
SECRETARY:
S. AIYASWAMI AYYAR
ASST. SECRETARY:
C. NARAYANASWAMI

Cur. No.

Madras, 23rd August 1946.

48740

To

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

Sir,

I havewthe honour to submit herewith the resolutions containing the decision of the Executive Committee of the Union passed last evening and accepted unanimously later by the General Body.

You will note kindly that in view of the circumstances stated in the resoultion the Union has decided to put off the contemplated direct action to the utmost limit of the notice. I hope that the Government will be able to meet the modest demand of the Union and enable an amicable settlement being reached before the evening of 27th instant.

In this connection I desire to emphasize that it is with the greatest pressure and persuation that the officers of the Union have been able to persuade the Executive Committee and the members to accept the advice of the postponement of final action. I hope that our efforts will be appreciated and a settlement mutually satisfactory will be expedited.

Yours faithfully,

P R K Sarma

Hon. President.

Pl speak on 26/8/46

S
24/8/46 Fr.1

THE MADRAS GOVERNMENT PRESS WORKERS' UNION.

The following Resolutions were unanimously passed at the Extraordinary Generalbody Meeting held on 22-8-1946:--

Whereas the Hon. Minister has already met the representatives of the Union twice and has discussed with sympathy and consideration the demands contained in the Strike Notice of 1--8--46;

Whereas considerable progress has been made in negotiations for the settlement of the dispute;

Whereas according to the minutes of the discussions held on the 15th instant, between the Hon. Minister and the Executive Committee of the Union, points of agreement have been found to be more than points of difference and an amicable settlement is felt by the Union to be not impossible;

Whereas in regard to House Allowance, an announcement has already been made and further point of view of the Union has been promised consideration;

Whereas in regard to Interim Relief, an early announcement within a few days has been assured in Memorandum No. 47[illegible]20/[illegible]/F--Education, dated 22nd August 1946,

p 13
ante

Whereas in regard to confirmation of temporary staff, promotion according to seniority, abolition of "Selection" Grades and the Union's proposals for grant of leave, immediate information has been called for from the Superintendent by the Government without which orders cannot be passed on the subject;

Whereas the Hon. Minister's attitude has been generally sympathetic and in token thereof, he has come forward to visit the Press and address the
and

Whereas the Union feels confident of a satisfactory settlement within the statutory limit of the Notice;

This meeting resolves to extend the Notice till the afternoon of the 28th instant for a final and conclusive settlement of the dispute on all the points.

This meeting further decides to emphasize that if a final settlement is not reached before the evening of the 27th instant, the Workers will down tools and go on strike as from the afternoon of the 28th instant without any further notice and the Government will be liable to pay full wages for the workers for the period of such Strike as they alone will be responsible for it and cannot blame the workers in the least who have used every available and possible channels for an amicable settlement and waited for ~~a~~ one month, the statutory limit of a Strike Notice.

This Meeting appeals to the Workers to show patience and to go about their work peacefully and in an orderly manner and carry out in a disciplined manner the Mandate of the Executive Committee.

The Madras Government Press Workers' Union
(REGISTERED & RECOGNIZED BY GOVERNMENT)

PRESIDENT:
P. R. K. SARMA, B. A., M. L. A.
VICE-PRESIDENT:
S. DURAISWAMI MUDALIYAR
P. BALAKRISHNAN
SECRETARY:
S. AIYASWAMI AYYAR
ASST. SECRETARY:
C. NARAYANASWAMI

Mint Buildings,
Xxxxxxxxxxxx
354, MINT STREET,

Cur. No.

Madras, 26th August 1946.

To

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

Sir,

I am sure that the Union's letter of the 23rd instant conveying the resolutions of the Executive Committee and the General Body would have been receiving your serious attention, as well as that of the Government.

The strike notice has been extended to the afternoon of the 28th instant, in view of certain circumstances stated in the resolution. We had definitely stated that in case a satisfactory settlement is not reached before the evening of the 27th, the strike will be declared as from the afternoon of the 28th instant without further notice. It is needless to point out that the notice was given on the 1st, extended twice, and would automatically lapse on the 30th instant. No more postponement will therefore be possible. The Union has therefore to call for the strike unavoidably on the afternoon of the 28th and there can be no further postponement.

As pointed out, in the resolutions, considerable progress has been made in negotiations and final orders were pending in regard to certain matters for want of information. We have had time to get the information and consider the Union's demands.

The final settlement should now be possible. It should not be delayed any longer. We have but this day for a settlement. Whatever can be done has to be done immediately. We should not wait till the 11th hour. You would appreciate that the Executive Committee of the Union would require time to consider any settlement reached and place the decision before the general body, the temper of which you will not be unaware.

I am writing to you so that you might collect the papers and files, meet the Minister and others concerned, call and consult the representatives of the Union who can be summoned at any moment by a communication to the Superintendent and pass final orders which might be satisfactory to all and enable the Union to take final ~~discussion~~ decision. I am sure that you will be equally anxious about the matter. Anyhow, I shall call on you in the afternoon of tommorrow (27th instant)

I am sending copies of this communication to the Honourable Ministers for Education, Labour and also the Premier directly in view ~~in~~ of the urgency of the matter and solely ~~in~~ with a view ~~by~~ helping you ~~in~~ in getting ~~in~~ final orders passed as Secretary in charge of the department.

Thanking in anticipation,

Yours faithfully,

P. R. K. Sarma

Hon. President.

Copy to the Superintendent, Government Press
" " the Honourable Minister for Education
" " the Honourable Minister for Industries and Labour
" " the Honourable the Premier.

The Madras Government Press Workers' Union
(REGISTERED & RECOGNIZED BY GOVERNMENT)

PRESIDENT:
P. R. K. SARMA, B. A., M. L. A.
VICE-PRESIDENT:
S. DURAISWAMI MUDALIYAR
P. BALAKRISHNAN
SECRETARY:
S. AIYASWAMI AYYAR
ASST. SECRETARY:
C. NARAYANASWAMI

~~Mint Buildings~~
354, MINT STREET,

Cur. No.

Special

Madras, 27th Aug. 1946.

13

49578

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

Sir,

In view of on the discussions, negotiations and understandings in regard to the issues contained in the strike notice, dated 1-8-1946 and at the advice of the Hon the Premier given to the Executive Committee this afternoon it was resolved unanimously by the general body meeting held to-night that the notice of strike should be withdrawn and further negotiation should be pursued for securing a settlement of the issues finally and also redress for other grievances. The meeting took the decision on the recommendation of the President and on the assurance that himself and the Union Executive will do their best to help the workers by timely representations to the Government.

A full text of the resolution adopted by the meeting will follow.

Yours faithfully,

for P. Balakrishnan

Hon. President.

Good.
SMM
28/8/46

Make copies for O'kim simultaneously to HM (I&L) & HPM & HM (Edn)
SMM

S [illegible] 28.8.46

Should be added to file
SRK 28.8.46

VD
28.8.46

24

25

E. S. M.
2.

14

Not to issue

S.M.
28.8.46.

Letter
Ref. 47220-3 F1

D.

The President, The Madras Govt.
Press Workers Union.

Sir,

Govt. Press Workers –
Threatened strike.

I am directed to acknowledge the receipt of your letter of 23.8.46 and to say that as indicated ~~in~~ the Memorandum No 47220-2 F1 of 22.8.46 ~~they~~ the Govt. have called for details on certain demands made by the Union from the S.C.P. On receipt of information from the S.C.P the question needs careful consideration and it will necessarily take some time before final orders are passed.

p 13
ante

As regards the interim relief

26

an announcement will be made shortly in respect of ~~[illegible]~~ all Govt. ~~Servants~~ Servants including the Press Workers and they regret that they cannot make a departure in the case of the Press alone from the ~~gen~~ general principle observed in the case of others. If the Union realises that ~~Govt.~~ their demands are sympathetically considered by Govt., the delay in the issue of orders cannot be made the basis of strike. They ~~[illegible]~~ consider it extremely unreasonable, if the Union still resorts to striking work as proposed.

J.P. 26/8/46

26/8/46

Copy to Mr SS

27

15

Pl. should 8/31/846

No. 20/Mis/24.

Government Press,
Madras, 28th August 1946.

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

DEPUTY SECRETARY TO GOVT.
31 AUG 1946
EDUCATION AND PUBLIC HEALTH DEPARTMENT

p 13 [illegible]

Sir,

Sub:- Government Press - Redress of grievances -
Ref:- Memorandum No. 47220-2-F1, Edn., dated [illegible]8-46.

With reference to the above I have the honour to forward herewith my notes A, B and C on leave rules, temporary staff and selection grades respectively for information of Government.

2. As for the details wanted in particular by Government I am referring to the relevant portions of the notes below:-

50036

LEAVE RULES

Concessions under the different leave rules in vogue:- Vide Notes A, paragraph 1. Vide below

Advantages and disadvantages:- Notes A, paragraphs 3 and 4. p 29 infra

Statement of employees subject to the different leave rules:- Notes A, paragraph 5. do

Temporary staff, day-extra, other temporary, details of departments, service, etc:- Notes B, paragraphs 15, 16 and 18. pages 33-35 infra

-do- -do- Number of years these posts were in existence, etc:- They are generally embodied in the explanatory notes on temporary service.

Selection grade:- Full details are given in notes C. pages 35-36

Superintendent.

RNM.

ENCLOSURES.

NOTES "A" - Government Press employees - Leave rules.

1. A statement of leave admissible under the several rules in force is given below in brief to admit of easy comparison.

Summary of leave concessions to employees serving under the various service rules.

Permanent salaried men (superior and inferior) serving under Simplified Leave Rules.

i. Privilege leave at the rate of one month for every eleven months duty up to four months at any one time. Furlough at the rate of two months for every year's service up to two years, without medical certificate extended up to three years on medical certificate. If combined with privilege leave and commuted furlough up to two years only. Five years' furlough for the whole service.

ii. Leave on full pay at any one time is limited to eight months (privilege leave and commuted furlough).

iii. Total commuted furlough on medical certificate (double the ordinary furlough) in the whole service is one year.

Fundamental
Rules.

i. Leave on average pay at one-eleventh of duty up to four months without medical certificate and leave on average pay for one year on medical certificate in the whole service. Leave account at two-elevenths of duty.

ii. Continuous

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ii. Continuous leave of 28 months (leave on average pay and leave on half average pay at any one time).

Temporary salaried men governed by the Fundamental Rules.

Leave on average pay up to four months without medical certificate (one-eleventh of duty) or leave on half average pay up to three months on medical certificate at a time.

Madras Leave Rules.

i. Earned leave at 1/11~~of~~ of duty up to 90 days (Leave salary - pay or average for 36 months whichever is more). Fractions of half and or over counted as one day.

ii. One year in all on medical certificate (Leave salary equal to half pay) Extension by six months on recommendation by medical authority.

iii. Six months in all on private affairs - 3 months at a time - Leave salary equal to half pay.

Leave under the Industrial Employees Leave Rules of 1933 -
Permanent and acting salaried men (superior).

i. Leave on average pay at the rate of one month for every eleven months duty up to four months at any one time.

ii. Leave on half average pay on medical certificate for three months which may further be extended by three months on a fresh medical certificate from the Chief Medical Officer of the district. Leave on medical certificate during the whole service not to exceed two years.

iii. Leave on half pay limited to two years at any one time for each disability and five years in the whole service in cases of injury giving rise to claims for compensation. Leave salary in such cases to be reduced by the amount of compensation payable under section 4(i)(d) of the Workmen's Compensation Act.

iv. Fractions of a day and parts of a day for late attendance are counted against the leave due.

All employees including day-extra men and men paid from contingencies.

i. Hospital leave under the subsidiary rules to F.R.101(b). Except salaried employees who are governed by the Industrial Employees Leave Rules.

ii. Special casual leave(under para 7 of G.O. No. 406, Fin., dated 7-5-23) for contact with infectious diseases.

iii. Special casual leave for 15 days for anti-rabic treatment (except men paid from contingencies).

iv. Members of the Auxiliary and Indian Territorial Forces treated as on duty for periodical and annual training.

v. Leave without pay when no other leave is admissible.

Revised Industrial Employees Leave Rules 1936.

i. Leave on full pay at the rate of one month for every complete period of 11 months duty up to 90 days at any one time (rounding of fractions of days not permissible - vide para 2 of G.O. No. 677, Edn., dated 2-5-44).

ii. For one year in all on medical certificate recognized under any rule or order of Government leave on half pay up to 3 months and a further extension of leave on half pay not exceeding 3 months on the production of a fresh medical certificate granted by the officer in chief medical charge of the district in which the employee is residing.

iii. Same as rule ~~5~~ iii of 1933 Industrial Employees Leave Rules.

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2. All salaried industrial employees of the Government Press who were permanent on 1st March 1930 are being governed either by Simplified Rules (C.S.R.) or F.R. which came into effect from 1st January 1922.

3. As the technical employees of the Government Press were wholly excluded from the operation of the Civil Services (Classification, Control and Appeal) Rules in respect of employees appointed after 26th May 1930 and as provision for injury leave not contemplated under ordinary leave rules but made obligatory by Workmen's Compensation Act, etc., has to be made a separate set of leave rules had to be framed by Government in 1930 in respect of them. The concessions under Fundamental Rule is compared with Industrial Employees' Leave Rules of 1930 below:-

Fundamental Rules.	Industrial Employees Leave Rules 1930.
(1) 1/11 of duty up to four months without m.c.	(1) One month for every 11 months up to 4 months without m.c.
(2) Leave on average pay for one year on m.c.	(2) Leave on half average pay on m.c. for a period not exceeding 2 years.
(3) Continuous leave for 28 months leave on average pay and leave on half pay at any one time.	(3) Injury leave - 5 years in the whole service limited to two years at any one time.
(4) Leave account 2/11 of duty.	

The concession (1) under F.R. is covered by (1) under Industrial Employees Leave Rules. The concession under (2) is limited to one year on full pay but this is extended to two years on half pay under item (2) of the Industrial Employees Leave Rules.

As against concessions (3) and (4) of the F.R. there is the provision for injury leave for 5 years in the whole service with two years limit at any one time.

4. As Government thought the leave rules under F.R. were far too liberal, there was a general revision of leave rules by Government by the issue of Madras Leave Rules of 1933 applicable to the entire Provincial service who were not in service prior to 4th September 1933 - vide G.O. No. 606, Fin., dated 4-9-1933.

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The Industrial Employees Leave Rules had to be modified to agree with the provision of Madras Leave Rules, 1933.

The provision of Madras Leave Rules and Industrial Employees Leave Rules 1936 is compared below:-

Madras Leave Rules.	Industrial Employees' Leave Rules of 1936.
(1) 1/11 duty up to 90 days on full pay.	(1) One month for every 11 months up to 90 days on full pay.
(2) One year in all on m.c. on half pay (May be extended for 6 months on medical authority).	(2) One year in all on medical certificate.
(3) Six months in all for private affairs (half pay).	(3) Injury leave for 5 years in the whole service subject to a limit of 2 years at any one time.

As regards items (1) and (2), the concessions are identically similar. As against the extra provision of 6 months under item (2) and a provision of 6 months under item (3), there is the provision for 5 years on account of Injury leave under item (3) of Industrial Employees Leave Rules.

In all cases where no other leave is eligible, the grant of extraordinary leave without allowances is permissible.

5. A statement showing the number of employees governed by each of the various leave rules is given below:-

		No. of employees governed by			
		The Simplified Leave Rules.	The Fundamental Leave Rules.	The Madras Leave Rules, 1933.	The Industrial Employees Leave Rules.
Non-Composing:	Permanent ...	234	443	119	153
	Temporary ...	-	-	120	-
Composing:-	Permanent ...	-	-	-	399
	Temporary ...	-	-	150	-
Total:		234	443	389	552

The compositors and operators under the piece system were not entitled to any kind of leave prior to the introduction of Industrial Employees Leave Rules of 1930 when first they were granted the privilege of leave on leave salary based on class rates (rate per hour with reference to average earning) limited to 16 days non-cumulative a year for those under 10 years of service and 23 days for those over 10 years. In 1939 when they were first transferred to the salaried establishment they had to come under the Industrial Employees Leave Rules along with other superior salaried employees aand hence the reason for the entire total number of compositors 399 to come under the Industrial Employees Leave Rules. X

NOTES "B" - Government Press Employees - Grievances - Establishment - Permanent Cadre.

1. The service conditions of the Press could be divided under four main categories as shown below:-

(1) Permanent,
(2) Day-extra,
(3) Piece,
(4) Men paid from contingencies.

2. The Press was first started on a very limited scale with a small strength of paid permanent establishment assisted by task workers in 1872.

3. It grew in importance and the work gradually increased out of all proportion and in 1906 the system of "day-extra" had to be introduced to cope with the work. The principle of the system is to engage men to meet particular pressure on a job or series of jobs and dispense with their services when no longer required. A lump susm provision was to be made with delegation to Superintendent to engage men on stipulated payments to meet the fluctuating nature of the industry. Since 1906 to 1920 the strength of the establishment sanctioned under this category is given below with details necessitating their employment:-

Year	Purpose	Sanction of Government	Strength	
1906	Settlement work	✓ 315 Public dated 24-4-1906 ✓	8	p5 Ⓔ
1907	To clear arrears of work etc.	250 Public dated 27-3-1907 ✓	76	p16 Ⓙ
1912	Forms distribution work (New item)	523 Finance dated 21-8-1912 ✓	13	p16-18 ⑦
1913	Government having purchased the late Lawrence Asylum Press and started it as a Branch, the entire establishment had to be taken over to Government service.	29 R. Finl. dated 15-1-1913	256	○ Not taken up
1915	Appointments on Rs.2/- to Rs.9/- in all sections borne on permanent establishment prior to 1915 to give them better wages on merit.	552 Public dated 10-4-1915	296	○ Not taken up
			---	
			649	
			===	

4. As the necessity for the additional establishment was found to be essential with reference to the normal increase of work of the Press, the position had to be reviewed in 1920, when the proposal for the transfer of 448 employees from "Day Extra" to permanent establishment was approved by Government in G.O. No.717, Finance dated 12-7-1921.✓ At the time of review in 1920, the relative proportion of Day Extra to the pensionable staff was as follows:- p66-67 Ⓗ

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		Day Extra		Permanent
Clerical	..	1	:	2
Examining	..	1	:	1
Press & Machine	..	2	:	1
Binding	..	4	:	1
Typecasting	..	2	:	1
Electrical	..	1	:	1
Menials	..	1	:	2
Mechanics	..	All Day Extra		

5. The length of service of the Day Extra men at that time is given below:

5 years and under	..	325
Exceeding 5 years but not 10	..	115
" 10 " 15	..	11
" 15 " 20	..	2
" 20 " 25	..	3
25	..	1

6. At the time of review in 1920, there were juveniles learning work and also men like sweepers, etc., who could be classified according to the rules only as "Men paid from Contingencies". The strength of the juveniles in different sections was 92. These were being absorbed as they came of age in the usual course according to the existence of vacancies in different sections. The present strength is only 81, and they are distributed as follows:-

Accounts - Messenger boys	..	2	
Reading	..	4	Now vacant
Mono Casting	..	8	
Typecasting	..	7	
Binding	..	60	
		--	
		81	
		==	

In a big establishment of 2,000 labourers, a provision for 81 to learn the art and become skilled workmen to take regular posts could hardly be construed as unjustifiable. I would change the designation from "Day Extra" which is now a misnomer to "Paid Volunteers". A preliminary training of young men is but essential before they could be taken up in the regular establishment to keep up the level of efficiency. An attempt was however made in 1944 to reduce still further the strength of the "Day Extra" Establishment in Binding section from 60 to 28 while proposing reorganization of the section in my letter No.19/Mis. dated 4-2-1944, but it was not accepted by Government in G.O. No. Ms.549 Edn. dated 10-4-1945. I have no objection to the acceptance of this proposal even now. p9-10 Ⓨ

7. The piece system, whereby the wages paid are calculated in terms of unit of work done under each processes was confined in the Press to the setting work only though it has extensive application for all operations in other Provincial and Government of India Presses even today. Even this was abolished in 1939 by a change over to the salaried system. The condition of service under "Piece" was both permanent and temporary. The permanent men were admitted to the privileges of pension etc. With reference to exceptional pressure of work created by stray jobs like printing of Electoral Rolls, Committee Reports, etc., temporary men used to be engaged for a limited period and discharged when work again assumed normal conditions. The nature of the work in the Government Press being of a fluctuating character since it has to meet with the demands of Government and their Departments throughout the Presidency, it has therefore perforce to make provision for it.

8. The strength of compositors as on 1-4-1906 was 500 of which 325 were permanent and the rest temporary. In 1928, Government were considering the question of working the Government Press technical staff on a temporary basis with a provision for Contributory Provident Fund, and in consequence, they, in Memoranda Nos. Ms.25509 G & P-4 dated 28-10-1928 (Finance) and 25509 G & P-6 dated 26-10-1929, ordered to keep all permanent posts vacant. In 1935 they

○ Not taken up ○

decided to continue the existing system and while reviewing the position of filling up of the vacancies created by their orders, it was ordered that 62 of the permanent posts under piece should be abolished. After a prolonged correspondence with Government and with reference to my letter - particular reference - No.SBC/Mis. dated 7-6-1938 wherein I have dealt with the position of temporary establishment in general in the Press, Government were pleased to restore the original strength in G.O. No.2145 Education & Public Health dated 9-9-1938.

p 10 (Q)

p 49-50 (Q)

9. In 1938 the question of change over from "piece" to "salaried" was taken up with reference to Education & Public Health Memorandum No.30140 F.1 Edn. dated 10-9-1938. The strength of piece workers was as detailed below:-

		Permanent	Temporary
Hand compositors including imposers	..	246	232
Mono Operators	..	13	20
Lino "	..	44	13
Piece Binders	..	..	7
By revival of posts sanctioned in G.O. No.2145 Edn. dated 9-9-1938	..	62	-62
		---	---
		365	210
		===	===

p 49-50 (Q)

The above reference also included the investigation on the possibility of transferring all temporary men above three years' service to the permanent establishment. At the time of submitting my report on the subject, the services of temporary compositors were as follows:-

				No. of employees
14 years and below	15 years		..	10
13 "	14 "		..	9
12 "	13 "		..	12
11 "	12 "		..	6
10 "	11 "		..	4
9 "	10 "		..	13
8 "	9 "		..	2
7 "	8 "		..	7
6 "	7 "		..	12
5 "	6 "		..	25
4 "	5 "		..	20
3 "	4 "		..	27
Below 3			..	118

				265
				===

My recommendation for the final fixation of the strength under the salaried system was as follows:-

		Permanent	Temporary
Hand compositors	..	384	90
Lino operators	..	52	6
Mono "	..	14	4
		---	---
		450	100
		===	===

By this it was intended to transfer as far as possible all men over 3 years' of service to permanent Establishment. But Government in their final orders sanctioned only the following Establishment in G.O. No.Ms.1702 Edn. dated 23-7-1939:-

		Permanent	Temporary
Hand compositors	..	334	140
Lino operators	..	52)*	6
Mono "	..	14)	4
		---	---
		400	150
		===	===

Not [illegible]

Has an effective outturn capacity of about 300 compositors

This had the effect of increasing the temporary service to five years nearly.

18

10. Though out of place, I may mention in this connection that the fixation of pay of the several employees on the change over was done in a most equitable manner and stood a complete check on calculation by the Accountant-General and full detailed personal scrutiny of the adviser himself. The volume of correspondence on the subject would vindicate my position regarding the impartial manner of the fixation of salaries.

11. The misgivings I had when I recommended the change in system are becoming quite apparent now. I am now faced with the shortage of outturn even below the minimum in many cases and limitation of production to the minimum in general and the resultant holding up of work and abnormal arrears in many sections. I, as an agent of Government, have to work to the interest of both the public and the employees under me. Duties and rights are but relative terms. If the employees could realise their responsibilities and do not shirk work to that extent, I could feel relief and get on with an honest conviction that the efficiency of service is kept up by their co-operation.

12. To resume the question of strength, on account of printing of Electoral Rolls last and current year, a separate section of temporary establishment had to be started and is even now working. Apart from this, on account of heavy pressure of work created by War and Civil Supplies Departments, I am forced to engage additional 87 temporary staff. It is expected that as soon as the pressure is over I should have to think of terminating their services and keep the permanent temporary posts vacant if meanwhile, no appreciable additional work is received from Government. Otherwise Government will have to incur expenditure on men who may not have work to give the required outturn. Any additional permanent establishment engaged should be justified only by a permanent proportionate increase in the normal receipt of work in the Press to avert any financial loss to Government. The total of temporary (permanent) and temporary (casual) is given below:-

Temporary permanent.-		
Hand compositors	..	140
Machine operators	..	10
		---
		150 -
Temporary casual	..	87

II Z

13. The history of temporary Establishment will not be complete without a reference to the transfer of High Court printing works previously done on contract by a private firm to this Press in 1922 ordered in G.O. No.1 Mis. Finance dated 3-1-1923. There were 48 men in the temporary Establishment on the Supervising and Auxiliary side with a good number of compositors and operators on piece payment. They remained as temporary for a very long time and on my pressing the question in my letter No.9 Mis. dated 20-11-1936 they were absorbed in the permanent Establishment in G.O. No.154 Education & Public Health dated 13-7-1937.

12, 13 (b)

18 (g)

p 30-33 (g)

14. The Contingent Establishment refers to non-pensionable menials as defined in the Code rules just like sweepers, scavengers, tottis, etc. and the skilled labourers like maistries, engine drivers, carpenters, etc. - Vide also item 37 Appendix 7 Vol. II M.F.C. So far as the Press is concerned, a definite improvement has been effected with reference to this service by excluding the Carpenters from this category and transferring them to the permanent Establishment. On the proposal contained in my letter No.SBC/Mis. dated 30-1-1937 Government were pleased to sanction 8 posts of carpenters to the regular Establishment in G.O. No.696 Education dated 1-4-1937. The other men in conformity with other Provincial offices and Code rules have to be continued under this category unless Government make a special exemption to the Press.

18 (K)

15. Coming to the actual state of affairs this day, the existing strength of "Day Extra" in the different departments is given below ranged according to the service. It will be noted from it that except those who have put in less than one year's service all the others have been otherwise absorbed in the regular line of establishment. The Lorry cleaner could not be recruited for service in any other department, and perforce he had to remain in this establishment. As regards the other two, one who has put in a service of about 7 years was declared unfit for

promotio

promotion and the other who is of about 3 years' service could not be considered for promotion being most irregular.

Day Extra Establishment.-

Strength and Department in which employed		Less than one year	More than one year
2	Accounts	2	..
60	Binding	58	2
15	Casting	15	..
1	Lorry cleaner	..	1

16. The existing strength of (permanent) temporary establishment for setting work arranged according to the length of service is given below:-

Temporary compositors on Rs.20/-

No.		Service	In March 1948	In June 1949
2	..	12 years	13½	14¾
5	..	11 "	12½	13¾
20	..	10 "	11½	12¾
2	..	9 "	10½	11¾
6	..	8 "	9½	10¾
2	...	7 "	8½	9¾
1	..	6 "	7½	8¾
1	..	5 "	6½	7¾
1	..	4 "	5½	6¾
32	..	3 "	4½	5¾
35	..	2 "	3½	4¾
9	..	1 "	2½	3¾
24	..	vacant		
140				

36

40

140
68
72

Temporary Electoral Rolls Compositors.

No.	Service.
24	1 year.
35	less than 1 year.
59	

The permanent posts of compositors and operators could not be filled in the usual course on account of embargo placed by Government in G.O. No.100, Public (Services) dated 11-1-1945 and 2677, Public (Services) dated 9-11-1945 reserving such vacancies for war returned men. There are now 36 permanent vacancies and the filling up of these posts if possible, the first 36 in the list could go into the permanent establishment leaving only those of six years and under in the temporary establishment, approaching to the five years limit, when first the salaried system was introduced in 1939. As between 1939 and today, 105 out of 140 of the then temporary compositors have been transferred to the permanent strength, their places being taken up by fresh recruits. Apart from these, 79 compositors of one year and less than one year are working purely in Electoral Roll section and whose services will be determined as the work is finished.

17. Prior to the introduction of the existing salary system, the normal average outturn for a year of the Press under the piece with reference to the six years production based on wages paid is extracted below* and it is nearly 265,500 standard pages in pica. The expected minimum outturn of the present establishment for this purpose both permanent and (permanent) temporary is about 300,000 pages as detailed below*. The adequacy of permanent establishment is to be determined with reference to the normal work of the Press, and if there are no slackers, the existing permanent strength will be more than sufficient to cope with the normal work. The abnormalities have to be dealt according to the circumstances as has already been explained, and this should not influence the fixation of permanent strength.

* P.T.O.

Actual outturn under piece		No. of standard pages
1933-34	..	220,396
1934-35	..	243,468
1935-36	..	273,969)*
1936-37	..	271,384)
1937-38	..	271,645)
1938-39	..	312,274)
		1,593,134
Average	..	265,522

* Abnormal year on account of election

Expected outturn under the existing system.

		In ens
Hand composition	..	535,572,000
Lino "	..	471,888,000
Mono "	..	156,600,000
		1,164,060,000
Less 10% for leave etc.	..	116,406,000
		1,047,654,000
Add outturn by (permanent) temporary	..	300,672,000
		1,348,326,000
Converted into standard pages approximately	..	300,000

18. The strength of contingent establishment with their designations and services are given below:-

Designation	Strength	Service	
Sweepers	10	More than 10 years	5
		Between 1 and 5 years	5
Tottis	5	More than 10 years	2
		Between 1 and 5 years	3
Coolies	14	More than 10 years	5
		Between 1 and 5 years	9
Cartmen	2	More than 10 years	2
Water Brahmin	1	Less than 1 year	1
Hammer man	2	" 2 years	2
Baller Boy	1	" 1 year	1
Mechanic	1	" 1 "	1
Metal melters	8	More than 10 years	4
		About 4 years	3
		About a month	1
Electric Boy	1	One year	1
Glaziers	2	3½ years	1
		2 "	1
	47		

The service conditions of these people have to be determined with reference to the relevant existing rules on the subject as already explained in paragraph 14 above.

NOTES "C" - Government Press Employees - Selection Grade posts.

The following have been declared as selection posts under the Madras Government Press Subordinate Service Rules:-

1. Overseer
2. Foremen Grades I and II
3. Assistant Foremen Grade I
4. One post of Assistant Foreman in Grade II in the Machine Department to be specified by the Superintendent, Government Press.
5. Head Computors
6. Lino Operators Grades I and II
7. Mono Keyboard Operators Grades I and II
8. Hand compositors Grade I
9. -do- 37 out of 78 posts in Grade II to be specified by the Superintendent, Government Press.

P.T.O.

10. Head Reader
11. Readers Grades I & II
12. Head Despatcher
13. Warehousemen Grade I
14. Machine Minders and Pressmen Grade I
15. -do- 40 out of88 posts in Grade II to be specified by the Superintendent, Government Press.
16. Binding Foremen Grades I and II
17. Binders Grades I and II
18. " 30 out of 59 posts in Grade III to be specified by S.G.P.
19. Mechanics and Assistant Mechanics Grade I
20. Foreman Casting
21. Stereo & Electro Typers Grade I
22. Punch Cutters Grade I
23. Engravers Grade I
24. Rubber Stamp makers
25. Mono Caster Attendants Grades I and II

p44-ub ⑧

The necessity for declaring the above posts as selection was fully explained to Government in my letters leading to the issue of G.O. No.2508 Education & Public Health dated 6-11-1939 and G.O. No.1273 Education dated 11-7-1940. To make the Note self-contained, I am briefly stating them below:-

⑦

Name of	Reason for declaring as Selection posts.
1. Foremen of different sections Head Computors, Head Reader, Assistant Foremen, Machine Assistant Foreman Binding Head Despatcher	They have to be in charge of independent sections involving control of and direction to labour. They have to decide the most economical method of turning out work and be responsible for the maximum outturn of work expected in their respective sections. They must be conversant with working organization of the Press as detailed in the Government Press Office and Printing Manuals. They are also held responsible for the safe custody of plant articles under them.
2. Readers Grades I and II	They have to edit copies for printing, see to the uniformity of style, spelling, use of capitals, punctuation, division of words, equal spacing, leading out, bad breaks in the texts, etc. They have to read all care papers etc.
3. Machine men	Costly machines must be in charge of skilled workmen to avoid breakages and to ensure maximum production. They must be in a position to guide and extract work from other unskilled labourers. In Grade II only 40 out of 88 posts have been declared as selection posts whereby the absolute right of seniority whether skilled or otherwise is assumed for the remaining 48 posts.
4. Binders	There are different styles of binding books like full leather with guilding, half leather etc. and it is but right the promotion has to be regulated on merit consistent with service. Otherwise it would lead to an awkward anomaly of forcing the highly qualified binders in the lower grade to take up high class binding works. These will lead to dissatisfaction in their rank. Here again as in Machine Department 30 out of 59 posts in Grade III have been reserved for promotion on strict seniority.
5. Other operatives, Mechanics, Stereo Typer etc.	The remarks against Minders and binders hold good in these cases as well. It is only when a man could take ~~stands the~~ up particular kind of work, he could be promoted to that post.

37

60
19/XI

2911

E & P.H. Dept.(F1).

D.O. No. 50036-7, 71-Edn Dated 18/11/46

Sub:-Government Press - Grievances of Government Press Workers.

Ref;- From the S.G.P., No.20, Mis/24 dated 28-8-'46.

...

20

My dear Lepper,

A copy of the minute of H.M.(Edn.) on the subject is sent herewith. Please offer your remarkks and suggestions.

Yours Sincerely,

p33
NF

✓

To
A. Lepper, Esq.,
S.G.P., Madras.

(with copy of H.M's minute on p.33 of)

Despd with encl
20/11.

38

9/22/1

D.O. No. 50036-2 F1. Edn. dt. 21-1-47

~~D.O.~~ 14(21)

Government Press – Grievances of Govt. Press Workers – Refn my D.O. No. 50036-1 F1 Edn dt 18-11-46

P 25 ...

Dear Mr. Lepper,

I am to invite reference to the D.O. ~~read~~ cited above and to ask you to ~~Please~~ expedite your reply.

KCB
17-1-47

O.M.
20/1/47

Yours sincerely

S

To
A Lepper Esq.
S.G.P. Madras

D.O.No.35/Mis-46.

F1 39

Government Press,
Madras, 28-1-1947.

JOINT SECRETARY TO GOVERNMENT
29 JAN 1947
EDUCATION AND PUBLIC HEALTH DEPARTMENT

Dear Mr. Viswanatha Iyer,

Ref: Your D.O.No.50036-1-F1. Edn, dated 18th November 1946.
Ref: Government Press - grievance of Government Press workers.

6719

With reference to the notes by Mr. Kaivar at the time of deputation of the Union on 15-8-46 it was agreed after discussion that the Union should prepare a comparative tabular statement showing the advantages and disadvantages of the Madras Leave Rules as against the Industrial Employees' Leave Rules. But on a reference from Government, Memo.No. 47220-2 F1.Edn., dated 22-8-46, I have already submitted in my letter No.20-Mis/24, dated 28-8-46 the required comparative statement showing the advantages and disadvantages accruing under the above Leave Rules as well as the Fundamental Leave Rules. The application of the Fundamental Rules was ruled out of the question in the case of new recruits even at the time of the deputation. In regard to the introduction

40

introduction of the Industrial Employees Leave Rules in the case of ~~the~~ Technical Employees of the Government Press, the piece workers of which were not eligible for any leave with allowance under the then existing leave rules except Hospital Leave under Fundamental Rules, I have to state that these rules were issued on the basis of similar rules framed by the Government of India for their Industrial Employees in the Government of India Presses.

2. In regard to the absorption of such of the staff borne on the Contingent Establishment whose duties are of a permanent nature, it has been given effect to in my proposals to the Cabinet Committee for the revision of salaries of the Technical staff of the Government Press.

Yours sincerely,

P.S. Viswanatha Iyer Esq., I.C.S.,
Joint Secretary to Government,
Education & Public Health Department,
Fort St. George, Madras.

Issued
15/4/47

41

Edn. & P.H (F-1) Dept.

T.M. D/ 15.4.47

From
The Asst. Secy. to Government,
Education and Public Health Department.

To
The Superintendent,
Government Press.

21

Grievances of Government Press workers - Correspondence resting with your D.O.No. to Mr.Viswanatha Ayyar, No.35 Mis/46 dated 28-1-1947.

p39 cf

Please send a table showing ~~how~~ the distribution of the whole technical establishment (as distinguished from Ministerial staff) in the Govt. Press will be after effect is given to Cabinet Committee's proposal to regroup the posts in the Madras Govt. Press Subordinate Service and after the following temporary posts are made permanent

(i) 32 members of day-extra establishment
(ii) 6 ~~mechanical~~ Mechanics or Electrical & mechanical establishment and lorry cleaner
(iii) 8 Metal melters paid from contingencies and 10 melters of the day-extra establishment

The no. of posts in ~~each~~ category ~~should~~ ~~which will be permanent~~ be shown separately

~~total~~ permanent and temporary

P.C.

ORM
13/4/47

A54
R1

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

22

POST COPY OF TELEPHONIC MESSAGE.

From the Superintendent, Government Press, Madras.
To the Assistant Secretary to Government, Education and Public Health Deptt.,
Fort St. George, Madras.
Dated 17th April 1947.

ASST. SECRETARY TO GOVERNMENT
2 APR 1947
30302
EDUCATION AND PUBLIC HEALTH DEPT.

p.41 ante

Separate file - not put up

It is difficult for me to reply to your telephonic message dated 15-4-1947 regarding the regrouping of posts in the Subordinate Service now and Memo.No.6076-1 F1 Edn., dated 20th March 1947, all information concerning which (except the question of expenditure) appears to be available in my proposals contained on pages 78, 79 and 80 and footnotes of the report of the Cabinet Salaries Committee.

File submitted to F.S. separately. (sent to Finance)

The final proposals for revision have been put up to the Minister in my D.O.No.88/Mis-110 dated 12-4-47 and if final orders are passed on these it will be possible to give you all the information you require.

Superintendent.

RN.
17/4

27/5

ASST. SECRETARY TO GOVERNMENT
27 MAY 1947
EDUCATION AND PUBLIC HEALTH DEPT.

Post copy of telephonic message.

From:- The Superintendent, Government Press, Madras,
To:- The Asst. Secretary to Government, Education & P.H. Department,
Fort St. George, Madras.
Dated:- 23-5-47.

Ref:- Your telephonic message dated 19-5-1947.

44532 P/b 647 (E1) Please see G.O.No.156 Finance dated 21-2-1930 relating to the origin of the Industrial Employees' Leave Rules. No spare copy is available in this office. The Industrial Employees' Leave Rules have been issued following the Government of India Leave Rules of their Press Employees as under the then existing Rules piece-workers of the Government Press were not eligible to any leave with pay.

for Superintendent.

L.S.
26-5-47.

26/5.

EdPH Dept (FD).

82/5 d
11/6

Memo No 50036 F1/46-1 Edn d. 11.6.47.

Govt. Press Employees - Redress of grievances.

Ref:- S.G.P's letter No 20/M6/24 d 28.8.46.

p27 CF

Dp 9/6

The S.G.P is requested to furnish information on the following ~~queries~~ points:—

p33 CF

(1). What exactly are the "temporary permanent posts" referred to in para 12 of Notes B appended to the letter read above? ~~and why these posts are have been kept~~ ~~[illegible] temporary~~?

(2). Do the Govt of India Presses still continue to have a separate set of rules for their employees like the Industrial Employees Leave Rules?

(3) In 1936, what was the reason for the decision that the Industrial Employees

P.T.O.

2/48

57

Leave Rules should be modified rather than that the Madras Leave Rules 1933 should be made applicable to the employees of the Govt Press? (Vide para 4 of Notes A appended to the letter read above)?

p 99 ep

(4) Was any decision taken at any time ~~taken~~ that the provisions of the Factories ~~regarding leave~~ Act regarding leave should not apply to the Govt Press; if so, on what grounds? ~~If so what are the reasons?~~

(5) How do the provisions under the Factories Act compare with the Industrial employees Leave Rules ~~and~~ the other Leave Rules, ~~such as the F.R.~~

6-6-47.

7/6/47

To

The S.G.P.

Desp'd

13/6

P1

45

From
A. Lepper Esq.,
Superintendent,
Government Press, Madras.

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

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

o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o-o

No.35/Mis/SBC. Dated 23rd July 1947.

98

Sir,

Sub: Government Press Employees - Redress of grievances
Ref: Government Memorandum No.50036 F.1/46-1 Edn., dated 11th June 1947.

pp47-48 ante

With reference to the above, the information called for is furnished below:-

p33 ante

60 21 D pp3-4 (JJ)

(1) The temporary permanent posts referred to in para 12 of Notes B are the temporary posts of Compositors under the Salary System continued from year to year, the latest sanction for which was accorded in G.O.No.Ms.2407 Edn., dated 17-12-1946 and details of service-holders of which have been given in para 16 of the same notes.

(2) To my knowledge, the Government of India Presses continue to have a separate set of rules like the Industrial Employees' Leave Rules.

p1 (E1)

(3) The Industrial Employees' Leave Rules originally issued in G.O.No.156 Fin., dated 21-2-1930 was (were) modelled on the Government of India Rules. Their issue in a revised form was apparently a consequential revision on the issue of the Madras Leave Rules 1933, (the reasons for issue of which were that the leave rules in the Fundamental Rules had gone too far in liberalising leave conditions) as there was no change in the conditions of service of the Industrial Employees of the Government Press. A perusal of the notes leading to the issue of these revised rules in G.O.No.301 Fin., dated 10-5-1934 read with G.O.No.2560 Edn., dated 1-12-1936 (agreeably to the Government of India Revised Rul may perhaps clarify the position.

p1 (D)

Not put up. put up in another file

(4) I cannot recollect any independent proposals having been considered or decision taken for the applicatio to the Government Press employees of the provisions of the Factories Act regarding leave.

(5) On a scrutiny of the leave provisions under the Factories Act it will be evident that leave admissible unde any of the leave rules governing the Industrial Employees of the Government Press is too liberal to compare with that admissible under the former.

RGM. 23/7.

A Lepper

Superintendent.

"CONFIDENTIAL"

Education and P.H.Department(F.1.)

D/ pages 27-36 y.
19/1

GOVERNMENT PRESS - TEMPORARY STAFF.

From the Superintendent Government Press No. 20 Mis-24
dated 28-8-46.

26

MEMORANDUM NO. 50036-F1/46-3 EDN. DATED 19-1-48

- -

p.22 y
Re Report
at (W) in
R. Linked File
(89786-47)

The Superintendent is informed that the Cabinet Salaries Committee, 1946, have recommended that temporary posts should not be retained indefinitely on a temporary basis, but that the posts should be made permanent, as soon as it is felt that they will be required for the normal working of the department. The Committee have also suggested the making of the following staff permanent:-

32 members of the Day - extra establishment

6 members of the Electrical and Mechanical Establishment and the Lorry cleaner

8 metal melters paid from contingencies, and 10 melters of the Day - Extra establishment.

P on p-35
- nf -

2. It is observed from the Superintendent's letter cited above that there are at present in the Press 140 temporary posts of hand compositors. He is ~~xxxxxx~~ requested to furnish details of the period of years for which these posts have been continuing temporarily, and whether any, and if so, how many of these posts will satisfy the principle contained in the Committee's recommendation referred to above; and he is requested to submit proposals to Government, after a careful scrutiny, for placing on a permanent basis the number of posts of Compositors which could justifiably be made permanent no

Z on p 33
y.

3. The Superintendent is also requested to examin the question of making permanent the other posts specifie in paragraph 1 of this Memo and submit a report.

4. In view of the orders of Government contained in paragraph 3 of G.O.No. 2127 Education dated the 8th November 1946 that promotion should ordinarily be made on

R/27 y.

/P.T.O/

basis of seniority, the question of revising the list of selection posts in the Press has now to be taken up for consideration. The Superintendent is requested to examine this question also and submit a report.

9.1.48

18/1/48

To the S.GP.
Madras.

20/1

53

E&P.H.
F1

E.50036/46

Govt. Press. - Temporary Staff.

Ref.: Memo. No. 50036/F/46-3. Edu. d. 19.1.48.

27

Memo. No. 50036/F1/46-4 Edu. D. 2.3.48

1/3

The attention of the Superintendent, Govt. Press is invited to the ~~above~~ memo cited above and he is requested to expedite his reply to it. ~~at an early date~~

3.3.48

To. The S. G. P.

28/2

28.2.48.

1/3/48

54

54

Govt Press - Temporary staff.

Read again Memo No. 50036-7,/46-4 Edn dated 2.3.48 page 53 ante

Memo - 50036-7,1/46-5 Edn dt 23/3/48

The S.G.P. is requested to send his reply to Memo No. 50036-7,/46-3 Edn dated 19.1.48 pp 51-52 ante without delay.

AV
23.3.48

23/3/48

To
The S.G.P.

23/3

Note

Please see the minute of HM (Edn) on p.3 nf. in linked file. The draft reminder above is for appl.

AV
23.3.48

23/3/48

55

Education and Public Health
7.
Dept

T.M.

28

From
The Secretary
E and P.H Deptt.

To
The S.G.P.

pp 51-54 of ~~ante~~

Spl

Issued
24/3/48.

Reference - Memo No. 50036-7,/46-3 Edn 19.1.48 and subsequent reminders thereto regarding permanent retention of temporary staff in Govt Press.

Please state the reasons for the delay in submitting the proposals called for in the Govt Memo cited above. The particulars of the number of temporary posts at present existing with the number of years of service, the persons in those posts to are put in should also be sent along with the above proposals without further delay.

Despd. by Spl. Messenger
24/3

to go

AV
24.3.48

24/3/48

56

57 55

F1

29

CONFIDENTIAL.

From
A. Lepper Esq.,
Superintendent,
Government Press, Madras.

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

No.20/Mis/25. Dated 25th March, 1948.

SECRETARIAT, EDN. AND P.H. DEPT.
30 MAR
22893
GOVERNMENT OF MADRAS

30/3.48

Sir,

Sub: Government Press - Temporary staff.
Ref: Government Memo. No. 50036-F-1/46-3, Edn.,
dated 19th January, 1948. pp 51-52 ante

With reference to the Memo. referred to above I have the honour to state that the suggestions of the Cabinet Salaries Committee for reducing the temporary, day-extra and contingent staff of the Government Press was based on the proposals submitted by me and sent to Mr. Coorey with my D.O. letter No.S/Mis., dated 11-10-1946 with a view to carry out to some extent the Committee's recommendations for reducing the number of posts in the temporary staff by making them permanent after taking into consideration the state of work in the Press at that time. The staff mentioned in the Memo. referred to above does not include four day-extra posts of Copyholders - vide footnote (d) on page 79 of the Report of the Cabinet Salaries Committee, 2 Day-Extra posts of messenger boys in the Accounts section, nor the proposed reduction of 72 temporary posts out of the combined strength of 405 compositors and Imposers both permanent and temporary, this is shown in the body of the report and not as a footnote. Thus it will be observed if the above recommendations are accepted 72 temporary , 47 Day-Extra and 13 men paid from contingencies will be absorbed in the permanent establishment. There are 89 temporary posts in other categories which the Committee recommend should be made permanent. If Government accept these recommendations there will be a balance of 140 temporary posts in all sections, 35 Day-Extra and 34 paid from contingencies to be absorbed but which are still essential for the normal work of the Press.

Contains pp 79-80 g(W)

(W)

p 34 ante

2. The details required by Government regarding the period of years for which the posts of 140 Compositors have been continuing temporar are given in para 16 of my letter No.20/Mis/24 dated 28-8-1946 which still continue though a period 18 months should be added to each. If 72 posts are made permanent as suggested above there will be no temporary compositor with more than 3½ years service.

pp 27-36 ante

M

3. The question of revising the list of selection posts in the Press will be taken up separately and a report sent later on as there are numerous technicalities all of which have to be considered in connection with this subject.

ALepper

Superintendent.

10

C.F. 301.

OFFICE OF THE

F.F. 59

Date 23390 194 . Hours Minutes

30

TELEPHONIC MESSAGE.

From	To
The S.G.P. Mint Bldg	The Sy to Govt E.T.P. H.

Ref: your T.M. of to-day re - permanent retention of temporary staff in G. Press.

The proposals called for in M. No. 50036 F1/46-3 Edn dt 17-1-48 are under preparation and will be submitted soon after the Easter holidays.

24/3/48.

Please write on both sides.

2

ASI
C19

K 2/61
3/ ~~30~~

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.
29 MAR 1948

POST COPY OF TELEPHONIC MESSAGE.

From:- The Superintendent, Government Press, Madras.
To:- The Secretary to Government, Education and Public Health
Department, Fort St. George, Madras.
Dated:- 24-3-48.

23391 Ref: Government Education and Public Health Department telephonic message dated 24-3-48.

The proposals called for in Memo.No.50036 F1/46-3 Edn., dated 19-1-48 are under preparation and will be submitted soon after the Easter Holidays.

25.3

Superintendent.

E 10. 44/57

32

Special

Issued
KB
30.3.48.

30.3.48

p.55 cf.

T. M.

From the Asst Secretary to Govt
E.P.W. Dept

To the Superintendent Govt Press

Sub: Government Press - Temporary Staff.

Ref: ~~Govt~~ the your No. 20/Mis/258 d/ 25.3.48

Please send at once ~~urgently~~ ~~the~~ a copy of the proposals submitted by you to Mr Coorey with your D.O. letter No S/Mis d/ 11.10.46 as the same is not readily traceable in this office.

X Mem in Finance - Finance Dept was informally consulted and was not in a position to trace the papers.

P.C. [illegible]

av
30.3.48

30/3/48

C.F. 204.

OFFICE OF THE

Date 31 MAR 1948 194 .

23795

Hours .... Minutes ....

TELEPHONIC MESSAGE.

From	To
Supdt. Govt. Press. Mint Building.	Asst. to Govt. E.&P.H. Dept.

Sub. Govt Press Temporary staff.

Ref: your T.M. dated ~~yesterday~~. 30. 3. 48.

The proposals are ~~of~~ the same ~~way~~ as ~~has~~ those printed on pages 78, 79, & 80 ~~for~~ of the Cabinet Salaries Committee report.

KK
31.3.48.

Please write on both sides.

2

CONFIDENTIAL. Government Press.

U.O.Note No. 20/Mis/25 dated 17-4-1948.

94

SECRETARY, EDN, AND P. H. DEPT.
19 APR 1948
28579
GOVERNMENT OF MADRAS

Ref: Education and Public Health U.O.Note No.50036-F1/46-5

pp41-42 nf

pp 41-42 nf.

p 51 cf

p63 cf of L.F. I

A p61 cf of L.F. I

The delay in this matter is no responsibility of the Superintendent, Government Press, Madras. The absorption of the day-extra, contingent and temporary staff in the permanent cadre referred to in Memorandum No.50036-F1/46-3 Edn., dated 19-1-1948 has all along been contained in the various proposals, statements, etc. submitted from April to June 1947 culminating in the big statement forwarded with my letter No. 88/Mis-114 dated 17th June 1947 in reply to Government Memorandum No. 31873-12-F1/Edn., dated 23rd May 1947 from which Government can obtain all the information called for in this u.o. note and any self contained proposals will only be reiterating details pointed out in the statement.

cf (W)

2. All these statements have been put up on the assumption that Government had accepted my proposals for reclassification, alterations in the strength of the various posts and categories shown on pages 78, 79 and 80 of the Report of the Cabinet Salaries Committee and recommended by that Committee on which I have long been hoping for orders of Government.

p76 cf of L.F.

p80 cf of L.F.

3. This question of alteration in the strength of the various posts and categories was raised by Government in Memorandum No.31073-F1/47 Edn., dated 26th August 1947 while I was on leave and after my reply No.88/103/Mis-114 dated 4th September 1947 Government have remained silent ever since being occupied mainly with the issue of G.O.No.916 dated 26th November 1947.

pp 27-36 cf

'X'

pp 63-75 cf in L.F. I

Y

4. I have fully explained in my letter No.20-Mis-24 dated 28-8-1946, how long all the posts of temporary compositors, Day Extra men, men paid from contingencies have been in existence. Of these only 72 temporary posts of compositors, 47 of the Day Extra establishment and 13 of the Contingent establishment have now been proposed to be retained as a permanent measure and absorbed in the corresponding permanent posts of the Government Press Subordinate Service. Reasons for their permanent retention in regard to other temporary posts have also been briefly explained in the statement forwarded with my letter No. 88-Mis-114 dated 17-6-1947. These are furnished again now in the enclosed statement showing extra cost to Government in respect of such of these posts which I consider should be made permanent with immediate effect on account of permanent increase in work and for efficient administration.

Superintendent.
17-4-1948.

To
The Secy. to Govt.,
E & P.H. Deptt.

69

Statement of Proposition

Existing scale.				Proposed scale.					
No.	Designation.	Scale	Average cost.	No.	Designation	Minimum	Average cost.	Net increase per month.	
		Rs.As.	Rs. As.			Rs	Rs.As.	Rs	
4	Day Extra Reading Boys	14 8 (fixed)	14 8	4	Copyholders	35-2-55-(E.B.)-1-65	50 0	142	Have been in existence for more than ten years.
32	Binding Boys	14 8	14 8	32	Binders	30-1-50	40 0	816	
10	Stoker Boys	14 8	14 8	10	Monotype-Caster-Attendents.	35-2-55-(E.B)-1-65	50 0	355	
1	Lorry Cleaner	15 0	15 0	1	Jr. Mechanic	35-2-55-(E.B)-1-65	50 0	35	
72	Compositors Compositors	40-2-60-3-75-	59 7	72	Compositors	40-2-60-3-75	59 7	—	

X

RN.
17/4

Difference in Pay - 1348
DA + HRA - 485
Total p.m. 1833 x 12
Total p.a. 21996 +
5328 — details p71
27324

1348
306
1654
12
19848

71

38

CONTINGENT ESTABLISHMENT.

Existing Scale.				Proposed Scale.						
No.	Designation.	Pay. Rs.As.Ps.	Average Rs.As.Ps.	No.	Designation.	Pay. Minimum Rs.	Increment. Rs.	Maximum Rs.	Average Rs.	Increase per month.
8	Metal Melters.	17 8 0	17 8 0	8	Junior Foundry workers.	30	1	50	40	180 0 0
2	Hammermen.	15 0 0	15 0 0	2	Auxiliary Mechanics*	30	1	50	40	50 0 0
1	BelloWs Boy.	14 8 0	14 8 0	1	-do-		-do-		40	25 8 0
1	Mechanical Boy.	14 8 0	14 8 0	1	-do-		-do-		40	25 8 0
1	Electric Boy.	15 0 0	15 0 0	1	Junior Electricians	30	1	50	40	25 0 0

* Have been in existence for more than ten years.

13

RN.
17/4

	Increase in DA	HRA
8 Metal Melters	32	56
2 Hammer men	6	14
1 Bellow Boy	3	7
1 Mechanical Boy	3	7
1 Electric Boy	3	7
	47	91 = 138

Diff in Pay 306-0-
" DA & HRA 138
444 x
5328

	Existing Scale.				Proposed Scale.				
	No.	Designation.	Pay. Rs	Average cost. Rs.As.	No.	Designation.	Pay. Rs	Average cost. Rs.As.	Increase per month. Rs.As.
1)	1	Deputy Overseer	120-5-170	150 9	1	Deputy Overseer	120-5-170	150 9	Nil.
2)	3	Head Computors	90-5-130-E.B.-10-150	126 10	3	Head Computors	90-5-130-E.B.-10-150	126 10	Nil.
3)	3	Computors	45-3-60-E.B.-2½-85	67 3	3	Computors	45-3-60-E.B.-2½-85	67 3	Nil.

1) Not put up (A)/3ef

(First sanctioned in G.O.No.Ms.1542 Edn., dated 12-11-1943 and continued year after year the latest sanction being G.O.No.Ms.2530 Edn., dated 25-11-1947. The reasons for its permanent retention have been fully explained in my letter No.2/41-Mis., dated 11-11-1946).

2) p(c3)/(B) p3/(B)

(Originally sanctioned in G.O.No.Ms.1286 Edn., dated 22-8-1945 and continued year after year the latest sanction being G.O.No.Ms.1977 Edn., dated 11-9-1947. Permanent retention necessary for the reasons explained in my letter No.27-Mis./S.B.C., dated 9-8-1947).

3) Not put up Not put up

(Originally sanctioned in G.O.No.803 Edn., dated 14-6-1943 and continued year after year, the latest sanction being G.O.Ms.No.1096 Edn., dated 28-5-1947. Permanent retention necessary because of the permanent increase in computing work).

P.T.O.

RN 17/4

	Existing Scale.				Proposed Scale.				
	No.	Designation.	Pay.	Average cost.	No.	Designation.	Pay	Average cost.	Increase per month.
			Rs	Rs.As.			Rs	Rs.As.	Rs.As.
4)	1	Fitter Maistri	90-5-130-E.B.-10-150	126 10	1	Fitter Maistri	90-5-130-E.B.-10-150	126 10	Nil.
	1	Fitter	40-2-60-E.B.-1-70	55 0	1	Fitter	40-2-60-E.B.-1-70	55 0	Nil.
	1	Turner	-do-	-do-	1	Turner	-do-	-do-	-do-
	1	Blacksmith	-do-	-do-	1	Blacksmith	-do-	-do-	-do-

pp3/(6) Not put up

(Originally sanctioned in G.O.No.105 Edn., dated 23-1-45 and continued year after year the latest sanction being G.O.No.555 Edn., dated 18-3-1948. The permanent retention of these posts is necessary for reasons fully explained in my letter No.4/S.B.C/E & M.E., dated 12-3-1947).

	No.	Designation.	Pay.	Average cost.	No.	Designation.	Pay	Average cost.	Increase per month.
5)	7	Jr. Machine-Men.	35-1-55	45 0	7	Jr. Machine-Men.	35-1-55	45 0	Nil. *
	13	Layers-on	30-1-50	40 0	13	Layers-on	30-1-50	40 0	Nil *

p3/(7) Not put up

* (Originally sanctioned in G.O.No.1653 Edn., dated 4-12-43 and continued from time to time, latest sanction being G.O.Ms.No.1770 Edn., dated 7-8-1947).

	No.	Designation.	Pay.	Average cost.	No.	Designation.	Pay	Average cost.	Increase per month.
)	20	Paid Volunteers (now Layers-on)	30-1-50	40 0	20	Paid Volunteers (now Layers-on)	30-1-50	40 0	Nil ⊕

⊕ Has been in existence since 1935.

Items 5 and 6 - Permanent retention because of progressive increase of work.

RN.
17/4.

56490

~~81~~ 76

From
A. Lepper Esq.,
Superintendent,
Government Press, Madras.

To
The Secretary to Government,
Education & P. H. Department,
Fort St. George, Madras.

39

No.20/Mis/25. Dated 29-7-1948.

ASST. SECRETARY TO GOVERNMENT
30 JUL 1948
EDUCATION AND PUBLIC HEALTH DEPT.

Sir,

Sub: Government Press - Temporary staff.
Ref: Correspondence ending with my u.o.note No.20/Mis/25 dated 17-4-1948. p67ante

I have to enquire whether Government have yet come to a decision on the above subject and would request early orders thereon especially in the case of 8 Metal Melters paid from contingencies whom it is proposed to make permanent.

Details of extra cost is given in one of the statements attached to the u.o. note and I am being much harassed by the contingent and Day Extra workers and the Union on the delay of obtaining orders from Government on this matter.

alepper

Superintendent.

RGM. 29/7.

Edn & P.H. Dept

From the S.G.P. No. 20/ris/25 dated 17.4.48

Govt Press – Temporary Staff – Day Extra and Contingent Staff – Permanent Retention.

Memo No. 50036 F1/46-9 Edn d. 30.7.48

The S.G.P is informed that the day extra and contingent staff now get a pay of Rs 14-8-0 and 15 ~~respectively~~ and that ~~he~~ has proposed to fit them into the category of posts (sanctioned in G.O. No. 16 Fin dated 26.11.47) ~~[illegible]~~ on Rs 30-50 or 35-65 as the case may be. He is requested to examine the proposals further and report ~~[illegible]~~ whether this staff (Day extra and Contingent Staff) are qualified enough and are

Mt/put up

79

actually doing the duties of the posts in the regular establishment into which it is proposed to fit them in and whether they shd not be given the scales of pay consistent with their duties and responsibilities.

~~The SGP.~~ A very early reply should be sent to Govt.

27.7.48

28/7/48

To The S.G.P.

2/8/48

21

50

63643

From
A. Lepper Esq.
Superintendent,
Government Press, Madras.

To
The Secretary to Government,
Education & P.H. Department,
Fort St. George, Madras.

No.20/Mis/25. S.B.C

Dated:- 24-8-1948.

41

ASST. SECRETARY TO GOVERNMENT
26 AUG 1948
EDUCATION AND PUBLIC HEALTH DEPT.

Sir,

Sub:- Government Press - Temporary Day Extra and Contingent staff - Permanent retention.

Ref:- Memorandum No.50036 F.1/46-9 Edn. dated 30-7-1948. pp 78-79 ante

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With reference to the above I have to state that the Day Extra and contingent posts it is proposed to make permanent have all been in existence for more than 10 years and all but 3 Stoker boys are doing the duties of the posts in the regular establishment into which it is proposed to fit them and are sufficiently qualified to draw the scales of pay proposed and there is no reason to fix a new intermediate scale for them. I request that the proposals may be sanctioned as they stand as inequality in scales of men doing similar work always leads to justifiable dissatisfaction. But 3 of the Stoker boys may be fitted in the scale of Rs.30-1-50 as Junior Foundry Workers retaining 7 as proposed in the scale of Rs.35-2-55-1-65 as they are actually working as Monotype Caster Attendants.

A. Lepper

Superintendent.

L.S. 24/8.

S.F.C.

42

81 A

From
A. Lepper Esq.,
Superintendent,
Government Press, Madras.

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

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

No.20/Mis/25., Dated 20th November 1948.

ASST. SECRETARY TO GO[illegible]
[illegible] NOV 1948
EDUCATION AND PUBLIC [illegible]

Sir,

Sub: Government Press - Selection Grades - Revision of
Ref: Memorandum No. 50036 F1/48-3 Edn., dated 19-1-1948

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87104

In para 4 of Memorandum No. 50036 F1/48-3 Edn., dated 19th January 1948 I am asked to take up the question for revising the list of selection posts in the Press.

I have closely examined this question and would request Government to declare as selection posts the first 18 designations shown in G.O.No. 916 Finance, dated 26th November 1947 viz., from Overseer to Computors.

Not put up.

ADDITIONAL DEPUTY SECRETARY
104522
6 DEC [illegible]
FINANCE DEPARTMENT

A. Lepper

Superintendent.

E&P.H. (F1)

20/11

The file has been sent to Finance Dept ~~as~~ [illegible]
This may be filed with it.

[illegible]
4.12.

81 B The main file on the subject referred to E&P.H. (F1)

overleaf (~~Memo~~ C. no. 50036/48) was sent to Finance with this E&P.H. U.O. no. 50036/48 F1–12 d) 4.11.48. This may also be sent to them in continuation for being added to the file.

CSR
4.12.48.

6/12/48
Finance

Dp.(i)
6/12/48

E&P.H. U.O. 50036 F1/~~48~~-13
6.12.48
Fin (S.F.C.) Dept.

The file referred to above, is pending with us to be placed the S.F.C. This may be added to the file ~~filed with previous papers~~

⊗ not put up.

7.12.48

8/12/48

82

Education & P.H.(F1) Deptt.

NOTE FOR THE STANDING FINANCE COMMITTEE. 43

GOVERNMENT PRESS - Temporary, Day Extra and Contingent staff - Permanent retention.

...

Summary of cost.

Major Head of Account.	Minor Head of Account.	Ultimate cost. Recurring. Rs.	Cost in the year of introduction. Recurring. (for three months) Rs.
56.Stationery and Printing.	d.Government Press-Pay of Establishments.	27,300/-	6,800/-

In 1946, the Madras Government Press Workers Union made several demands for bettering the service conditions of the workers in the Government Press and one of them was that all temporary workers, workers paid from contingencies and day-extra ~~workers~~ staff should be made permanent. The Cabinet Salaries Sub-Committee also recommended "that temporary posts should not be retained indefinitely on a temporary basis, but should be made permanent as soon as it is felt that they will be required for the normal working of the concerned department". The Superintendent, Government Press, was accordingly asked to submit proposals in January '48.

The Superintendent, Government Press, has finally proposed that the following temporary staff (Day Extra, temporary, contingent establishment) which have been in existence for over ten years and who have been doing the duties of the posts of regular establishments into which it is proposed to fit them may be made permanent.

Existing. (1)	Proposed. (2)
DAY EXTRA:	
4 Reading Boys (Rs.14/8/-)	4 Copy holders (Rs.35-65
32 Binding Boys (do.)	32 Binders (Rs.30-50)
7 Stoker Boys. (do.)	7 Monotype Caster Attendants (Rs.35-65)
3 Stoker Boys (do.)	3 Junior Foundry worke (Rs.30-50)

p.t.o.

83

(1)	(2)
1 Lorry Cleaner (Rs.15/-)	1 Junior Mechanic (Rs.35-65)
TEMPORARY:	
72 Compositors (Rs.40-75)	72 Compositors (Rs.40-75)
CONTINGENT:	
8 Metal makers (Rs.17/8/-)	8 Junior Foundry Workers(Rs.30-50)
2 Hammer men(Rs.15/-)	2 Auxiliary mechanics (Rs.30-50)
1 Bellows boys (Rs.14/8/-)	1 do.
1 Mechanical boys (do.)	1 do.
1 Electric Boy (Rs15)	1 Junior Electrician (Rs.30-50)
20 Paid Volunteers(30-1-50) (now layers on)	20 Layers on (30-50) "

The Superintendent, Government Press, submitted also proposals for permanent retention of some other temporary staff sanctioned from 1943 onwards but it is not proposed to consider them. The proposals for permanent retention of the establishments detailed above were examined in consultation with Finance. Finance agree to these proposals except in regard to the conversion of the lorry cleaner into Junior Mechanic. They suggest that the lorry cleaner on Rs.15 p.m. may be made permanent as Cleaner in the scale of pay of Rs.20+25, which is the scale of pay for cleaners in the Govt Bus service. It is proposed to accept this suggestion. The proposals of the Superintendent, Government Press, as modified above ~~is~~ are estimated to cost about Rs.27,300/- per annum, besides pensionary charges. The proposals will be given effect to from the date of the issue of orders in the case. As the extra recurring cost exceeds Rs.5,000/- a year, the proposal is referred to the Standing Finance Committee. H.M.(Edn.) and H.M.(Fin.) have agreed to the proposal being place before the ~~above~~ Committee.

P.T.O.

84

44

Summary.

		Rs.
(a)	The Budget provision under the major head of account.	56,04,000
(b)	Actual expenditure to the end of ~~September~~ July 1948 under the major head.	10,95,968
(c)	Estimate of extra expenditure of the present scheme in the current year.	6,800 (approximately)
(d)	Savings in the budget provisions for other items included in the major head of account.	Not possible to anticipate at present.
(e)	Total Commitments in the year under the major head of account of new schemes(not provided for in the Budget) sanctioned since the beginning of the financial year upto the end of the month of ~~June~~ ~~Sept~~ ~~July~~ ~~1948.~~ August 1948	~~Nil.~~ Nil
(f)	Total commitments in the year under all major heads (in the Revenue section or the capital section,as the case may be) on account of new schemes (not provided for in the budget) sanctioned since the beginning of the financial year upto the end of the month of ~~June~~ ~~Sept.~~ August 1948.	Rs 1,72,50,988

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

15.10.48

15.10.48

17/10/48

5 11-48

Education and P.H. Department.

NOTE FOR THE STANDING FINANCE COMMITTEE.

GOVERNMENT PRESS - Temporary, Day Extra and contingent staff - Permanent retention.

...

Summary of cost.

Major Head of account.	Minor Head of account.	Ultimate cost. Recurring. Rs.	Cost in the year of introduction. Recurring. (for three months) Rs.
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32 Binding Boys(do.)	32 Binders (Rs.30-50)
7 Stoker Boys (do.)	7 Monotype Caster Attendants (Rs.35-65)
3 Stoker Boys (do.)	3 Junior Foundry workers (Rs.30-50)
1 Lorry Cleaner (Rs.15/-)	1 Junior Mechanic (Rs.35-65)
TEMPORARY:	
72 Compositors (Rs.40-75).	72 Compositors (Rs.40-75)
CONTINGENT:	
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2 Hammer men(Rs.15)	2 Auxiliary mechanics (Rs.30-50)
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20 Paid Volunteers(30-1-50) (now layers-on)	20 Layers-On (Rs.30-50)

The Superintendent, Government Press, submitted also proposals

P.T.O.

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(c) Estimate of extra expenditure of the present scheme in the current year.	6,800 (approximate)
(d) Savings in the budget provisions for other items included in the major head of account.	Not possible to anticipate at present.
(e) Total commitments in the year under the major head of account of new schemes (not provided for in the Budget) sanctioned since the beginning of the financial year upto the end of the month of August 1948.	Nil.
(f) Total commitments in the year under all major heads(in the Revenue section or the capital section, as the case may be)) on account of new schemes (not provided for in the budget) sanctioned since the beginning of the financial year upto the end of the month of August 1948.	1,72,50,988.

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

M.V.Subramanian,
Secretary to Government.

...oOo...

27.x.

E&P.H.(c2)

Note for the Cabinet.

46

Sub. Govt Press - Temporary, Day extra and Contingent Staff - Permanent retention.

In 1946, the Madras Govt Press Workers Union made several demands for bettering the service conditions of the workers in the Govt Press and one of them was that all temporary workers workers paid from contingencies and day-extra staff should be made permanent. The Cabinet Salaries Sub-Committee also recommended "that temporary posts should not be retained indefinitely on a temporary basis, but should be made permanent as soon as it is felt that they will be required for the normal working of the concerned dept." The Supdt., Govt Press was accordingly asked to submit proposals in January 1948.

The Supdt. Govt Press has finally proposed that the following temporary staff (Day-extra, temporary Contingent establishment) which have been in existence for over ten years and who have been doing the duties of the posts of regular establishments into which it is proposed to fit them may be made permanent.

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3 Stoker Boys (do.)	3 Junior Foundry workers (Rs.30-50)
1 Lorry Cleaner (Rs.15/-)	1 Junior Mechanic (Rs.35-65)
TEMPORARY:	
72 Compositors (Rs.40-75)	72 Compositors (Rs.40-75)
CONTINGENT:	
8 Metal makers (Rs.17-8-0)	8 Junior Foundry Workers(Rs.30-50)
2 Hammer men(Rs.15)	2 Auxiliary mechanics (Rs.30-50)
1 Bellows boys(Rs.14-8-0)	1 do.
1 Mechanical boy (do.)	1 do.
1 Electric Boy (Rs.15)	1 Junior Electrician (Rs.30-50)
20 Paid Volunteers(30-1-50) (now layers-on)	20 Layers-On (Rs.30-50)

The Supdt., Govt Press, Submitted also proposals for permanent retention of some other temporary staff sanctioned from 1943 onwards but it is not proposed to consider them. The proposals for permanent retention of the establishments detailed above were examined in consultation with Finance. Finance agree to these proposals except in regard to the conversion of the Lorry Cleaner into Junior Mechanic. They suggest that the Lorry Cleaner on Rs 15/- p.m. may be made permanent as cleaner in the scale of pay of Rs. 20-25 which is the scale of pay of cleaners in the Govt Bus Service. It is proposed to accept this suggestion & will be given effect to from the date of the issue of orders in the case.

As the extra cost involved exceeds Rs 5000/- a year the proposal

90

47

was placed before the Standing Finance Committee & they have accepted the proposal.

The matter is now placed before the Cabinet. The point for orders is whether the permanent retention of the staff mentioned above may be ~~as~~ approved.

CSR.
2/5/49

JD
2 5 49

OPM
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Supdt.
11/5/49

Education and Public Health Deptt.,
(E.2)

Note for the Cabinet.

Sub: Government Press - Temporary, Day extra and contingent staff - Permanent retention -

...

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P.T.O.

As the extra cost involved exceeds Rs.5,000/- a year the proposal was placed before the Standing Finance Committee and they have accepted the proposal.

The matter is now placed before the Cabinet. The point for orders is whether the permanent retention of the staff mentioned above may be approved.

J. M. LOBO PRABHU,
Joint Secretary to Government.
3-5-49.

gs/

Strictly confidentiall

GOVERNMENT OF MADRAS.

44

MEETING OF THE COUNCIL OF MINISTERS HELD AT FORT ST. GEORGE, MADRAS, ON FRIDXX, THE 3RD JUNE 1949.

****

The Hon'ble the Premier presided.

Present.

43515

1. The HonIble Dr. T.S.S. Rajan
2. The Hon'ble Sri M. Bhaktavatsalam
3. The Hon'ble Sri B. Gopala Reddi
4. The Hon'ble Sri K. Madhava Menon
5. The Hon'ble Sri A.B. Shetty
6. The Hon'ble Sri K. Chandramouli
7. The Hon'ble Sri B. Parameswaran
8. The Hon'ble Sri N. Sanjeeva Reddi
9. The Hon'ble Sri C. Perumalswami Reddi, and
10. The Hon'ble Sri J.L.P. Roche Victoria.

Agenda.

29. Items approved by the Standing Finance Committee and coming up before the Cabinet for ratification.

(73) Government Press - Temporary, day, extra and contingent staff - Permanent retention.

Order.

The decision of the Standing Finance Committee was approved.

(Sd.) P.S. Kumaraswami Raja
Premier

Ext P.H.

E. P. H. (C

Sub: Govt. Press- Temporary, Day Extra and Conting staff- Permanent retention- Sanctioned.

pp 27-35 cf.
p 49 cf.
p 57 cf.
pp ~~71~~ 75 cf.
p 80 cf

Ref: From the S.G.P. No. 20/Mis/24 d/ 28.8.46.
" " " " 35/Mis/S.B.C d/ 23.7.47.
" " " " 20/Mis/25 d/ 25.3.48.
" " " " 20/Mis/25 d/ 17.4.48.
" " " " 20/Mis/25 SB.C d/ 24.8.48.

IV/24/6.

50/24/6

ORDER (Ms) No. 2022 Edn. dated. 24.6.49

1-92 cf

In 1946, the Madras Govt. Press Worx Union made several demands for bettering the service of conditions of the workers in the Govt. Press and one of them was that all temporary workers, workers paid from Contingencies, and Day Extra staff should be made perman The S.G.P. proposed that certain temporary staff (Day Extra, Temporary and Contingent establishment) which have been in existence for over ten years and who ~~have~~ have been doing the duties of the posts of regular establishment into which it is proposed to fit them, may be made permanent.

2. The Govt. sanction the permanent retenti of the following temporary staff ~~in the~~ (Day Extra, Tempor and Contingent ~~es~~ staff) which have been in existence for over ten years and who have been ~~duties~~ doing duties of the posts of regular establishment:-

with effect from the date of this order

EXISTING.	NOW SANCTIONED.
DAY EXTRA:	
✓4 Reading Boys (Rs.14-8-0	✓4 Copy holders (Rs.35-65)
✓32 Binding Boys (do.)	✓32 Binders (Rs.30-50)
7 Stoker Boys (do.)	✓7 Monotype Caster Attendants (Rs.35-65)
3 Stoker Boys (do.)	3 Junior Foundry workers(Rs.30-50)
✓1 Lorry Cleaner (Rs.15/-)	~~1 Junior Mechanic (Rs.35-65)~~ ✓1 cleaner (Rs 20-25).
TEMPORARY:	
72 Compositors (Rs.40-75)	72 Compositors (Rs.40-75)
CONTINGENT:	
8 Metal makers (Rs.17-8-0)	8 Junior Foundry Workers (Rs.30-50)
2 Hammer men (Rs.15)	✓2 Auxiliary mechanics (Rs.30-50)
1 Bellows boy(Rs.14-8-0)	✓1 do.
1 Mechanical boy (do.)	✓1 do.
✓1 Electric Boy (Rs.15)	✓1 Junior Electrician (Rs.30-50)
✓20 Paid Volunteers(30-1-50) (now layers-on)	✓20 Layers-On (Rs.30-50)

N

97

3 The Govt. do not agree to the conversion of the post of Lorry ~~Driver~~ cleaner into that of a Junior Mechanic. The Govt. agree to make the Lorry Cleaner permanent as a Cleaner in the scale of pay of Rs. 20-25. as shown in paragraph 2 above.

~~4. The permanent retention of the staff mentioned in para 2 above will take effect from the date of ~~order~~ issue of this order.~~

13/6/49

124/6/49

20/6

To

The S.G.P./
" A.G. Tvm Fin.

S.C.

28/6

Notes

1

Education & Public Health Dept.

Government Press - Strike.

51

9

A deputation from the Government Press headed by Mr. P.R.K. Sarma, President of the Union, waited on the Hon'ble the Minister for Education. Mr. Lepper, Superintendent, Government Press, and Mr. Kaiwar, Deputy Secretary, were present. The strike notice given by the Union and the Government Order No.1551, Education, dated 12th August '46 were discussed.

(1) Interim relief:- The Minister expressed his inability to promise any interim relief in view of the fact that ~~the~~ a Cabinet Sub-Committee is going into the whole question in the immediate future. He however was quite prepared to press the case for interim relief on behalf of the Government Press workers.

(2) Dearness allowance:- In view of the fact that the whole question is under review by Government, the Minister ~~is~~ was not in a position to commit Govt. to this. // A further issue was raised that whatever relief is ultimately decided upon by the Government retrospective effect should be given from a definite date, say, 1st January 1946. The Minister said that this question was also under consideration of the Cabinet Sub-Committee.

(3) House allowance:- The delegation urged that there should not be the differential rate of Rs.5/- and Rs.7/-, but that it should be levelled up at Rs.7/- Delegation also urged that the grant of house allowance should not be restricted to employees not drawing Presidency or City Allowance. The delegation also urged that retrospective effect should be given to this relief with effect from the 1st January 1946.

The Minister agreed that the relief should be given to all the employees in the Press who ~~are~~ have put in a service of not less than one year, The ~~Presidency~~ Allowance being applicable to all classes of employees.

As regards the question of retrospective effect and giving a uniform rate of Rs.7/-, the Minister agreed to consider the question further.

(4) Leave Rules:- After discussion it was agreed that the Union should prepare a comparative Tabular statement showing the advantages and disadvantages of the ~~various employees coming under~~ the Madras Leave Rules as against ~~and under~~ the Industrial Employees Leave Rules. The delegation did not ~~generally~~ press~~ed~~ for the application of Fundamental Rules as it was ~~is~~ explained that ~~no~~ any new recruit~~s~~, to Madras Service, whatever his rank or grade, ~~would be~~ will not ~~should~~ be entitled to the benefit leave under as F.R.s.

(5) Permanency of tenure: for Labour engaged as day extra, or paid from contingencies, or otherwise classed as temporary:- It was agreed that the Supdt. Govt Press ~~Union~~ should furnish a statement giving the numbers of temporary staff under each category, the number of years they have been continuously employed, etc., so that the question of making certain number of posts permanent could be further considered.

(6) Promotions:- It was agreed that promotion should be granted according to seniority in respect of Binding and Machine Departments, subject to the elimination of the unfit. In the case of Compositors it was ~~has been~~ agreed that promotion should be by seniority subject to the standard outturn being maintained over the prescribed period and subject to the ~~pass~~ possession of the prescribed qualifications. In all other cases the ordinary seniority as stated above will be followed.

In view of the fact that the Ministry is now actively considering the question of ~~staff~~ relief to the staff in the lower grades ~~seized of the many problems that have been placed before it by the Press delegation~~, and in view of the fact that the problems ~~and difficulties are generally~~ affect~~ing~~ the generality of similarly paid staff in other Departments of Government, the Minister advised the delegation not to press for differential treatment for Government Press Workers and appealed to them to withdraw their strike notice.

SV
15/8/46.

Special

DEPUTY SECRETARY ... DEPARTMENT
20 AUG 1946

DS

Special

SECRETARY, EDN. AND P. H. DEPT.
19 AUG 1946
GOVERNMENT OF MADRAS

3

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

Please see the letter of the President, Government Press Workers' Union, with regard to the memorandum that they presented earlier and the deputation that came to me on the 15th of this month. Certain interim proposals have been suggested and I suggest that they must be got through as soon as possible before the 22nd inst if we are to avert a strike. Immediate action may be taken on those proposals.

TSA
19-8-46

19

Govt. Press Workers' Union - Grievances - Strike Notice.

pp 5-12 CF

Mr. P.R.K. Sarma, the President of the Govt. Press Workers' Union has addressed Government for the redress of certain grievances of the Government Press Workers immediately before the 22nd instant on which date the notice of strike will expire.

Interim Relief :-

p 6 CF

p 1 ante

(1) As regards the interim relief to be given to Govt. Press Employees on which the Hon'ble Minister was unable to promise any interim relief in view of the fact that the Cabinet Sub Committee is going into the whole question in the immediate future. Mr. Sarma says that the Government Press establishment being peculiar they cannot be made to wait for the remedy which the Government might give to other Government employees.

p 5 CF

He says that about 50 per cent of the employees in the Press/ who are non-gazetted pensionable permanent employees are drawing salaries ranging from Rs 14-8-0 to Rs 20-0-0, and the overwhelming majority are on

p 7 CF

salaries below Rs 30/-. He also urges that the relief of Rs 15/- suggested / by the Union is highly reasonable as it would/ only mean the raising of the minimum wage of Rs 14-8-0 to only Rs 29-8-0. He also lays emphasis in this connection, ~~that on~~ the recommendation ~~xm~~ of /the recent Salaries Committee appointed during the Advisers' regime suggesting an increase of 33 1/3 per cent for those drawing Rs 20/- and below.

x 30%.

He observes, that it is also necessary that in view of the unfortunate delay on the part of the Government in giving the interim relief any relief given should have ~~xxxxxx~~ retrospective effect.

p 8 CF

(2) Dearness Allowance :-

Mr. Sarma says, that the Government Press Workers are prepared to wait for the orders which have got to cover all Government Employees provided the interim relief is immediately given and the benefit if such an enhancement in dearness allowance as may be ordered by the Government is secured with xxxxxxx retrospective effect from 1-1-46.

House Rent Allowance :-

p8 CF

Mr. Sarma pleads for an uniformity in the grant of house rent allowance to all employees of the Govt. Press, namely, Rs 7/- per mensem for all. He also assumed that the house allowance will accrue to all employees of the Press who have been in employment for 12 months and above and no discrimination will be made as between those having the benefit of city allowance or presidency allowance and not having any of them. Rxxxxx Finance have raised objection to the xxixxixgx extension of the benefit of house allowance to those who are in receipt of city allowance or presidency allowance and also to those other than Government Press Subordinate~~s~~ Service. The file is under circulation to H.M. (Education).

For orders
Sny

Mr. Sarma refers also thxtx to the assurance of the Honourable Minister for agreeing to consider further the question of giving retrospective effect to the house allowance as from 1-1-46.

For orders
SRK

Leave Rules :

p9 CF

As agreed to in the discussions, Mr. Sarma says that he has submitted separately comparative statements of the position under ~~until~~ Industrial employees leave rules and the Madras Leave Rules. The statement referred to has not been received. But he summarises the Union's demand in regard to leave rules as follows :--

(1) Those who were in employment before 1933, substantively temporarily or officiating

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Actually the change is optional, I think
SRK

should be governed by the Fundamental Rules and should not be brought under any new rules such as the Madras Leave or Industrial Employees Leave Rules.

(2) Those employed after 1933, should be governed by the Madras Leave Rules and not be governed by the Industrial Employees Leave Rules. It is submitted, that the privilege desired by the Union is the same as those enjoyed by the other Government servants. The financial implications of the proposal may have to be worked out before extending the concession.

Sm
20/8/46.

Making temporary workers 'day extra' permanent

p10 CF

Mr. Sarma refers to the decision arrived at in the discussions, that the S.G.P should submit an analysis regarding the figures of such temporary staff with the information regarding the length of their service enabling further action in order to consider the question of making certain number of posts permanent. Mr. Sarma also refers that after the increase in the number of permanent/posts as suggested, that it is very necessary that the number of permanent posts in various departments, categories and grades should be suitably increased.

This will have to be examined
Sny

Seniority :-

p11 CF

In the last discussions, it was agreed that promotion should be granted, according to seniority in respect of binding and machine departments subject to the elimination of the unfit. In the case of Compositors it was agreed that promotion should be by seniority subject to the standard outturn being maintained over the prescribed period and subject to the possession of the prescribed qualifications and in all other cases the ordinary seniority will be followed, Mr. Sarma says, that it is indeed a matter of great relief that the differences on this issue have narrowed to an easily adjustable degree, and that it is only necessary that the assurance in words should be implemented in action. In this connection, he points out that the ~~xxxxxxx~~ posts classified under 'selection grade' "unnecessarily and without the least justification should be carefully examined and brought into the ordinary grade. This is a general question and it has to be considered in consultation with the Superintendent, Govt. Press in due course.

Will
require
examination.
Smy

Mr. Sarma says that the Union will be prepared to meet the Hon'ble Minister, the Deputy Secretary, E.P.H. Dept. and the ~~SxXx~~ S.G.P with a small deputation before final orders are issued and that an agreed final order embodying a settlement between the parties will be helpful.

The file may be circulated to H.M.Edn.

J.D.
20/8/46

Anything we do here will have a tremendous financial repercussion. The acceptance of the proposal that all employees shd get House Allowance will probably cost Rs. 36,00,000/- (Rs. Thirty six lakhs) per annum. Every other demand, some of them are very extravagant, will mean some Rs. 3 or 4 Crores* extra expenditure. Therefore they will require further examination.

I do not think we can tell them anything by the 22nd August & we probably would have to face a strike.

* A rough guess
Smy

Will Finance please return quickly to me? All our pps are under circulation.

SRK
20.8.46

Estblhmt 4720·17/km
20/8/46

ASST. SECRETARY TO GOVERNMENT
20 AUG 1946
FINANCE DEPARTMENT

45154 Edn

Finance E3

The case relates to the relief to be given to the Govt Press workers' ~~[illegible]~~ The relief is asked for in respect of

(1) Interim relief in pay
(2) Dearness allowance
(3) House rent allowance
(4) Making temporary workers' days extra' permanent
(5) Seniority.
(6) Leave rules

Items 4 to ~~(5)~~ (6) are to be separately examined in consultation with SGP.

The ~~other~~ points are noted on below

Item (1) - Interim relief.

The entire question of revising the scale of pay of Govt servants on (Rs 200) less than Rs 200 is to be examined ~~[illegible]~~ by the Sub ~~[illegible]~~ Committee of the Ministers and their recommendations will presumably include what form of interim relief should first be given to these classes of Govt servants before the long-range relief of revision of pay is ordered. ~~In the meanwhile it~~

Item (2) Dearness allowance: The Govt. Press workers are prepared to wait till ~~these~~ the issue of orders which will cover all employees of Govt. provided the interim relief is immediately given and the enhanced dearness allowance if ordered should ~~be~~ given with retrospective effect from 1-1-1946. The question of granting dearness allowance with retrospective effect from 1-1-46 will arise only if such allowance is granted to other Govt. servants from 1-1-46. No preferential treatment can be meted out to Press workers.

20/8/46

Thro' E1
CSR 20/8/46

NS
20/8/46.

Remarks are required only on 1 & 2.

Finance agrees with D/S EPH. These have to be treated as general questions (and they will be so treated by the Cabinet Committee) and not as ones peculiar to the Govt. Press and the total cost of similar concessions to all Govt. servants, considered before they can be agreed to.

The Govt. Press Workers' Union ought to be made to understand this and also the fact that Govt. cannot be hustled to action, with threats of strike.

It is likely that tomorrow, the Cabinet Committee will consider the matter of D.A. and come to a decision regarding interim concessions.

20/8/46

EPH

Fin no 45154 Edn-I
20.8.46

EPH

I would be inclined to tell the Union that if they strike now ~~that~~ Govt will withdraw the concessions already ~~granted~~ agreed to at the meeting on the 15th August: that as the Cabinet Sub Cttee are now considering the proposals Govt will not be hustled into any hurried measures by threats of strike.

SRK
20.8.46

Residential
Tel No. 8582

21/8

HM (Edn) already dealt with another file.

TSA
26.8.46

8
26/8/46

Government of Madras.
Education and Public Health Department.

Memorandum No. 47220-2 F.1. Edn dated the 22nd August 1946.

Subject:- Government Press - Redress of grievances - Representation by the Union.

Refce:- Strike notice dated 1st August 1946.

Please see
p 13 CF

A deputation from the Government Press Workers' Union waited on the Hon'ble the Minister for Education on the 15th August 1946 when certain grievances and the representations made by the Union were discussed.

2. The Superintendent, Government Press, is requested to furnish a report at a very early date on the following for further consideration by the Government:

(1) Leave Rules:

Number of employees subject to (a) Fundamental Rules,
(b) Madras Leave Rules,
(c) Industrial Employees' Leave Rules,

in each service or category in the Government Press with a comparative tabular statement showing the advantages and disadvantages accruing under each of these Rules.

(2) Temporary staff:

Number of temporary employees including day extra and contingent establishment showing in detail the service or category and the type of work they are doing, whether of a permanent nature or not, and the number of years they have been so employed: no. of years each these posts have been in existence should also be stated.

(3) The number of "Selection grade" posts, the service or category of each and the categories from which selections are made.

~~THE SUPERINTENDENT~~

The Superintendent is requested to ~~communicate~~ furnish the ~~above~~ report to Government at a very early date.

3. As regards the interim relief and dearness allowance, an announcement will be made at a very early date.

4. The orders clarifying the applicability of House Allowance will also issue shortly.

O/C. Sm

Deputy Secretary to Government.

24 AUG 1946

To
The Superintendent, Government Press, Madras.

Copy to the Secretary, Government Press Workers' ~~Association~~ Union, Madras.

For information of HM (Edn) & expost facto approval.

SRK
22/8/46

TSA
HM (Edn)
26.8.46

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p15CF

C. no. 48940 From the President Govt. Press Workers Union of 23.8.46.

A draft letter as directed by Mr D.S. is submitted

J.P. 26/8/46

The drafting of the orders require careful consideration. We have had one bitter experience over the House allowance and I do not wish this should be repeated. The Govt. having conceded the principle underlying the demands, it would be totally unreasonable on the part of the Union to strike work now.

I still adhere to the view they should be told that if they strike now, Govt will seriously consider withdrawing some of the spl concessions granted to Press Workers. And I would also suggest suppression of all acts of hooliganism firmly & without hesitation.

SRK
26.8.46

HM (Edn)

While the draft reply to the Union is generally approved, it may be indicated that the Government are not able to issue definite orders over the matter of leave rules and promotions by seniority, mainly for reasons of not having in their possession sufficient data over which G.Os. can be issued and on receipt of those data from the Superintendent, Govt. Press, the Government will be able to issue a G.O.

TSA
26-8-46

DEPUTY SECRETARY TO GOVT.
EDUCATION AND PUBLIC HEALTH DEPARTMENT
27 AUG 1946

e. 26-8-46.

SECRETARY, EDN. AND P. H. DEPT.
27 AUG 1946
GOVERNMENT OF MADRAS

13

p23CF

69

57

The delegation from the Union saw H.P.M. on 27.8.46

He ordered nothing shall be given them in writing.

Issue the following T.M. to S.G.P.

Isd
KAB
28.8.46

" Please treat letter no 47220—3F, of the 27th August 46 addressed to the Union, advance copy given to you, as cancelled. The deputation met the Hon'ble the Premier who directed nothing should be given to them in writing and that final orders should issue as expeditiously as possible"

p25CF

P.C. to go

SRK
28.8.46

P.C. [illegible]
MH
28/8/46

14

15

Deputy Secretary, Education and Public Health Dept. 6 - SEP 1946

Secretary, Edn. and P.H. Dept. 6 - SEP 1946 Government of Madras

D.S.

p23
CF

58

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

It was very good of the Government Press Workers' Union to have called off their strike. But I gave them a promise that they will get an increment of Rs 3/- for all people receiving a pay below Rs 40/- and Rs 4/- for those receiving a pay above Rs 40/-. H.P.M. and H.M.(I.&L) have also made similar promises to them. For some reasons the interim proposals of the Government could not be announced just now but that should not stand in the way of making good our promises to the Press workers. I have had a talk with H.P.M. yesterday and he had promised to consider the matter and allow them the increment from August ~~immediately~~. This matter may be immediately forwarded to the H.P.M. to get the necessary sanction and issue orders for the disbursement of these increments to the workers of the Govt. Press.

TSA
5-9-46

(P.T.O

16

Edn. SH Special

Papers are with Finance. Could you please let me know the ~~[illegible]~~ orders passed in O... ? HM (Edn) is anxious that orders about the Press should issue immediately

SRK
6.9.46

D.S. Fin

Box

The pleas question has already been circulated.
(put to HPM)

6/9/46

ASSISTANT ... FINANCE DEPARTMENT
6 - SEP 1946
Fin W 4-7984 Salary 6.9.46
S1947

EPH

Sent to D.S. for perusal

File with ... 14.9.46

7/9/46

17

p27 CF

Edn

7.

C. No. 50036 From the S.G.P. No. 20/His/ [illegible] 28.8.46.

Grievances of Govt. Press Workers

S.G.P.'s note

NOTES "A" - Government Press employees - Leave rules.

1. A statement of leave admissible under the several rules in force is given below in brief to admit of easy comparison.

Summary of leave concessions to employees serving under the various service rules.

Permanent salaried men (superior and inferior) serving under Simplified Leave Rules.

i\. Privilege leave at the rate of one month for every eleven months duty up to four months at any one time. Furlough at the rate of two months for every year's service up to two years, without medical certificate extended up to three years on medical certificate. If combined with privilege leave and commuted furlough up to ~~two~~ two years only. Five years' furlough for the whole service.

ii\. Leave on full pay at any one time is limited to eight months (privilege leave and commuted furlough).

iii\. Total commuted furlough on medical certificate (double the ordinary furlough) in the whole service ~~in~~ is one year.

Fundamental Rules.

i\. Leave on average pay at one-eleventh of duty up to four months without medical certificate and leave on average pay for one year on medical certificate in the whole service. Leave account at two-elevenths of duty.

ii\. Continuous leave of 28 months (leave on average pay and leave on half average pay at any one time).

Temporary salaried men governed by the Fundamental Rules.

Leave on average pay up to four months without medical certificates (one-eleventh of duty) or leave on half average pay up to three months on medical certificate at a time.

Madras Leave Rules.

i\. Earned leave at 1/11 of duty up to 90 days (Leave salary - pay or average for 36 months whichever is more). Fractions of half and or over counted as one day.

ii\. One year in all on medical certificate (Leave salary equal to half pay). Extension by six months on recommendation by medical authority.

iii\. Six months in all on private affairs - 3 months at a time - leave salary equal to half pay.

Leave under the Industrial Employees Leave Rules of 1930.

Permanent and acting salaried men (superior).

i\. Leave on average pay at the rate of one month for every eleven months duty up to four months at any one time.

ii\. Leave on half average pay on medical certificate for three months which may further be extended by three months on a fresh medical certificate from the Chief Medical Officer of the district. Leave on medical certificate during the whole service not to exceed two years.

iii. Leave on half pay limited to two years at any one time for each disability and five years in the whole service in cases of injury giving rise to claims for compensation. Leave salary in such cases to be reduced by the amount of compensation payable under section 4(i)(d) of the Workmen's Compensation Act.

iv. Fractions of a day and parts of a day for late attendance are counted against the leave due.

All employees including day-extra men and men paid from contingencies. ~~from contingencies.~~

i. Hospital leave under the subsidiary rules to F.R.101(b), Except salaried employees who are governed by the Industrial Employees Leave Rules.

~~iii. Special casual leave for 15 days for anti-rabic treatment (except men paid from contingencies~~).

ii. Special casual leave (under para 7 of G.O. No.406, Fin., dated 7-5-23) for contact with infectious diseases.

iii. Special casual leave for 15 days for anti-rabic treatment (except men paid from contingencies).

iv. Members of the Auxiliary and Indian Territorial Forces treated as on duty for periodical and annual training.

v. Leave without pay when no other leave is admissible.

Revised Industrial Employees Leave Rules 1936.

i. Leave on full pay at the rate of one month for every complete period of 11 months duty up to 90 days at any one time (rounding of fractions of days not permissible - vide para 2 of G.O. No.677, Edn., dated 2-5-44).

ii. For one year in all, on medical certificate recognized under any rule or order of Government leave on half pay up to 3 months and a further extension of leave on half pay not exceeding 3 months on the production of a fresh medical certificate granted by the officer in chief medical charge of the district in which the employee is residing.

iii. Same as rule iii of 1930 Industrial Employees Leave Rules.

2. All salaried industrial employees of the Government Press who were permanent on 1st March 1930 are being governed either by Simplified Rules (C.S.R) or F.R. which came into effect from 1st January 1922.

3. As the technical employees of the Government Press were wholly excluded from the operation of the Civil Services (Classification, Control and Appeal) Rules in respect of employees appointed after 26th May 1930 and as provision for injury leave not contemplated under ordinary leave rules but made obligatory by Workmen's Compensation Act, etc., had to be made a separate set of leave rules had to be framed by Government in 1930 in respect of them. The concessions under Fundamental Rule is compared with Industrial Employees' Leave Rule of 1930 below:-

P.T.O.

Fundamental Rules.	Industrial Employees Leave Rules 1930.
(1) 1/11 of duty up to four months without m.c.	(1) One month for every 11 months up to 4 months without m.c.
(2) Leave on average pay for one year on m.c.	(2) Leave on half average pay on m.c. for a period not exceeding 2 years.
(3) Continuous leave for 28 months leave on average pay and leave on half pay at any one time.	(3) Injury leave - 5 years in the whole service limited to two years at any one time.
(4) Leave account 2/11 of duty.	

The concession (1) under F.R. is covered by (1) under Industrial Employees Leave Rules. The concession under (2) is limited to one year on full pay but this is extended to two years on half pay under item (2) of the Industrial Employees Leave Rules.

As against concessions (3) and (4) of the F.R. there is the provision for injury leave for 5 years in the whole service with two years limit at any one time.

4. As Government thought the leave rules under F.R. were far too liberal, there was a general revision of leave rules by Government by the issue of Madras Leave Rules of 1933 applicable to the entire Provincial Services who were not in service prior to 4th September 1933 - vide G.O.No.606, Fin., dated 4-9-1933.

R

The Industrial Employees Leave Rules had to be modified to agree with the provision of Madras Leave Rules, 1933.

The provision of Madras Leave Rules and Industrial Employees Leave Rules 1936 is compared below;-

Madras Leave Rules.	Industrial Employees' Leave Rules of 1936.
(1) 1/11 duty up to 90 days on full pay.	(1) One month for every 11 months upto 90 days on full pay.
(2) One year in all on m.c. on half pay (May be extended for 6 months on medical authority)	(2) One year in all on medical certificates.
(3) Six months in all for private affairs (half pay).	(3) Injury leave for 5 years in the whole service subject to a limit of 2 years at any one time.

p27 of

Simplified Leave Rules

① privilege leave at the rate of one month for every 11 months duty, up to 4 months at any one time. Furlough at the rate of 2 months for every year's service up to two years without medical certificate extended up to three years on medical certificate. If combined with privilege leave and commuted furlough up to two years only. Five years' furlough for the whole service.

② leave on full pay at any time is limited to 8 months (privilege leave and commuted furlough)

③ Total commuted furlough on medical certificate (double the ordinary furlough) in the whole service is one year.

As regards items (1) and (2), the concessions are identically similar. As against the extra provision of 6 months under item (2) and a provision of 6 months under item (3), there is the provision for 5 years on account of Injury leave under item (3) of Industrial Employees Leave Rules.

In all cases where no other leave is eligible, the grant of extraordinary leave without allowances is permissible.

5. A statement showing ~~the number of employees governed by each of the various leave rules~~ the number of employees governed by each of the various leave rules is given below:-

P.T.O.

		No. of employees governed by			
		The Simplified Leave Rules.	The Fundamental Leave Rules.	The Madras Leave Rules, 1933.	The Industrial Employees Leave Rules.
Non-Composing:	Permanent.	234	443	119	153
	Temporary.	-	-	120	-
Composing:	Permanent.	-	-	-	399 ✓
	Temporary.	-	-	150	-
	Total.	234	443	389	552

The compositiors and operators under the piece system were not entitled to any kind of leave prior to the introduction of Industrial Employees Leave Rules of 1930 when first they were granted the privilege leave on leave salary based on class rates (rate per hour with reference to average earning) limited to 16 days non-cumulative a year for those under 10 years of service and 23 days for those over 10 years. In 1939 when they were first transferred to the salaried establishment they had to come under the Industrial Employees Leave Rules along with other superior salaried employees and hence the reason for the entire total number of compositors 399 to come under the Industrial Employees Leave Rules. X

E. & P.H. (F1).

OFFICE NOTE.

The Supdt., Govt. Press, has submitted a detailed note on the concessions enjoyed by the subordinates of the Govt. Press under the different Leave Rules, viz., (1) Simplified Leave Rules, (2) The Fundamental Rules, (3) The Madras Leave Rules, 1933 and (4) The Industrial Employees' Leave Rules.

pp 1 + 9-10 CF

One of the representations of the Madras Government Press Workers' Union is that the Leave Rules should be made uniform to all the employees of the Press. At present, Government servants in other Departments are entitled to leave under Fundamental Rules, only if they were recruited prior to 4th September 1933. The Government thought the leave Rules under Fundamental Rules were far too liberal and there was a general revision of Leave Rules by the Government by the issue of Madras Leave Rules of 1933, applicable to the entire Provincial & Subordinate Services. The S.G.P., considers that the existing Leave Rules governing the Govt. Press employees are liberal and no revision is called for. Z With the introduction of the salaried system in the Government Press in 1939, several subordinates who were not eligible for leave privileges ~~obtained~~ got. leave concessions, as pointed out by the S.G.P., at 'X' above. The question of revising the leave concessions came under the review of Government in 1938 and it was considered that the existing Rules were

were generous and there was no genuine grievance. For orders whether the question will be re-opened now, in view of the demand of the Govt. Press Workers' Union. If the Union's demand is conceded, it will involve Govt in considerable additional cost.

J.P.
2/11/46

There is no case for reconsideration, I think.

P 10

62

S.C. Pinchi

p30 cF

NOTES "B" - Government Press Employees - Grievances - Establishment - Permanent Cadre.

1. The service conditions of the Press could be divided under four main categories as shown below:-

(1) Permanent,
(2) Day-extra,
(3) Piece,
(4) Men paid from contingencies.

2. The Press was first started on a very limited scale with a small strength of paid permanent establishment assisted by task workers in 1872.

3. It grew in importance and the work gradually increased out of all proportion and in 1906 the system of "day-extra" had to be introduced to cope with the work. The principle of the system is to engage men to meet particular pressure on a job or series of jobs and dispense with their services when no longer required. A lump sum provision was to be made with delegation to Superintendent to engage men on stipulated payments to meet the fluctuating nature of the industry. Since 1906 to 1920 the strength of the establishment sanctioned under this category is given below with details necessitating their employment:-

Year.	Purpose.	Sanction of Government.	Strength.
1906	Settlement work.	p5 (E) 315 Public dated 24-4-1906.	8
1907	To clear arrears of work etc. p16 (J)	250 Public dated 27-3-1907.	76.
1912	Forms distribution work (New item)	523 Finance dated 21-8-1912.	13.
1913	Government having purchased the late Lawrence Asylum Press and started it as a Branch, the entire establishment had to be taken over to Government service. pp16-18 (F)	29 R.Finl.dated 15-1-1913.	256.
1915	Appointments on Rs.2/- to Rs.9/- in all sections borne on permanent establishment prior to 1915 to give them better wages on merit.	552 Public dated 10-4-1915.	296
			649

4. As the necessity for the additional establishment was found to be essential with reference to the normal increase of work of the Press, the position had to be reviewed in 1920, when the proposal for the transfer of 448 employees from "Day Extra" to permanent establishment was approved by Government in G.O. No.717, Finance dated 12-7-1921. At the time of review in 1920, the relative proportion of Day Extra to the pensionable staff was as follows:-

		Day Extra		Permanent.
Clerical	...	1	:	2
Examining	...	1	:	1
Press & Machine	...	2	:	1
Binding	...	4	:	1
Typecasting.	..	2	:	1
Electrical	...	1	:	1
Menials	...	1	:	2
Mechanics	...	All day extra.		

5. The length of service of the Day Extra men at that time is given below:

5 years and under				325
Exceeding 5 years but not	10		...	115
" 10	"	15	...	11
" 15	"	20	...	2
" 20	"	25	...	3
		25	...	1

6. At the time of review in 1920, there were juveniles learning work and also men like sweepers, etc., who could be classified according to the rules only as "Men paid from Contingencies". The strength of the juveniles in differenct sections was 92. These were being absorbed as they came of age in the usual course according to the existence of vacancies in different sections. The present strength is only 81, and they are distributed as follows:-

Accounts - Messenger boys	..	2	
Reading	..	4	Now vacant.
Mono casting	...	8	
Typecasting	..	7	
Binding	..	60	
		81	

In a big establishment of 2,000 labourers, a provision for 81 to learn the art and become skilled workmen to take regular posts could hardly be construed as unjustifibale. I would change the designation from "Day Extra" which is now a misnomer to "Paid Volunteers". A preliminary training of young men but essential before they could be taken up in the regular establishment to keep up the level of efficiency. An attempt was however made in 1944 to reduce still further the strength of the "Day Extra" Establishment in Binding section from 60 to 28 while proposing reorganisation of the section in my letter No.19/Mis. dated 4-2-1944, but it was not accepted by Government in G.O. No.Ms.549 Edn. dated 10-4-1945. I have no objection to the acceptance of this proposal even now.

A

7. The piece system, whereby the wages paid are calculated in terms of unit of work done under each processes was confined in the Press to the setting work only though it has extensive application for all operations in other Provincial and Government of India Presses even today. Even this was abolished in 1939 by a change over to the salaried system. The condition of service under "Piece" was both permanent and temporary. The permanent men were admitted to the privileges of pension etc. With reference to exceptional pressure of work created by stray jobs like printing of Electoral Rolls, Committee Reports, etc., temporary men used to be engaged for a limited period and discharged when work again assumed normal conditions. The nature of the work in the Government Press being of a fluctuating character since it has to meet with the demands of Government and their Departments throughout the Presidency, it has therefore perforce to make provision for it.

8. The strength of compositors as on 1-4-1906 was 500 of which 325 were permanent and the rest temporary. In 1928, Government were considering the question of working the Government Press technical staff on a temporary basis with a provision for contributory Provident Fund, and in consequence they, in Memoranda Nos.Ms.25509 G & P-4 dated 28-10-1928 (Finance) and 25509 G & P-6 dated 26-10-1929, ordered to keep all permanent posts vacant. In 1935 they decided to continue the existing system and while reviewing the position of filling up of the vacancies created by their orders, it was ordered that 62 of the permanent posts under piece should be abolished. After a prolonged correspondence with Government and with reference to my letter - particular reference - No.SBC/Mis. dated 7-6-1938 wherein I have dealt with the position of temporary establishment in general in the Press, Government were pleased to restore the original strength in G.O. No.2145 Education & Public Health dated 9-9-38.

9. In 1938 the question of change over from "piece" to "salaried" was taken up with reference to Education & Public Health Memorandum No.30140 F.1 Edn. dated 10-9-1938. The strength of piece workers was as detailed below:-

	Permanent.	Temporary.
Hand compositors including imposers	246	232
Mono Operators.	13	20
Lino "	44	13
Piece Binders	..	7
By revival of posts sanctioned in G.O. No.2145 Edn. dated 9-9-1938.	62	-62
	365	210

365
210
575 575

The above reference also included the investigation on the possibility of transferring all temporary men above three years' service to the permanent establishment. At the time of submitting my report on the subject, the services of temporary compositors were as follows:-

				No. of employees.
14 years and below	15 years		...	10
13 "	14	"	...	9
12 "	13	"	...	12
11 "	12	"	..	6
10 "	11	"	...	4
9 "	10	"	..	13
8 "	9	"	...	2
7 "	8	"	...	7
6 "	7	"	...	12
5 "	6	"	...	25
4 "	5	"	...	20
3 "	4	"	...	27
Below 3			...	118
				265

My recommendation for the final fixation of the strength under the salaried system was as follows:-

	Permanent.	Temporary.
Hand compositors.	384	90
Lino operators	52	6
Mono "	14	4
	450	100

450
365
85

365+85

550

The permanent posts of compositors and operators could not be filled in the usual course on account of embargo placed by Government in G.O.No.100, Public (Services) dated 11-1-1945 and 2677, Public (Services) dated 9-11-1945 reserving such vacancies for war returned men. There are now 36 permanent vacancies and the filling up of these posts if possible, the first 36 in the list could go into the permanent establishment leaving only those of six years and under in the temporary establishment, approaching to the five years limit, when first the salaried system was introduced in 1939. As between 1939 and today, 105, 105 out of 140 of the then temporary compositors have been transferred to the permanent strength, their places being taken up by fresh recruits. Apart from these, 79 compositors of one year and less than one year are working purely in Electoral Roll section and whose services will be determined as the work is finished.

17. Prior to the introduction of the existing salary system, the normal average outturn for a year of the Press under the piece with reference to the six years production based on wages paid is extracted below* and it is nearly 265, 500 standard pages in pica. The expected minimum outturn of the present establishment for this purpose both permanent and (permanent) temporary is about 300,000 pages as detailed below.* The adequacy of permanent establishment is to be determined with reference to the normal work of the Press, and if there are no slackers, the existing permanent strength will be more than sufficient to cope with the normal work. The abnormalities have to be dealt according to the circumstances as has already been explained, and this should not influence the fixation of permanent strength.

Actual outturn under piece.		No. of standard pages.	Expected outturn under the existing system.		
1933-34	..	220,396	Hand composition	..	535,572,000
1934-35	..	243,468	Eino "	..	471,888,000
1935-36	..	273,969)*	Mono "		156,600,000
1936-37	..	271,384)			------------
1937-38	..	271,645)			1,164,060,000
1938-39	..	312,274)	Less 10% for leave etc.	..	116,406,000

		1,593,134			
		==========			
Average	..	265,522	Add outturn by (permanent) temporary.	..	300,672,000
		=======			-------------
					1,348,326,000
					=============
			Converted into standard pages approximately	..	300,000
					=======

*Abnormal year on account of election.

18. The strength of contingent establishment with their designations and services are given below:-

Designation.	Strength.	Service.	
Sweepers	10	More than 10 years.	5
		Between 1 and 5 years.	5
Tottis	5	More than 10 years.	2
		Between 1 and 5 years.	3
Coolies	14	More than 10 years.	5
		Between 1 and 5 years.	9
Cartment	2	More than 10 years.	2
Water Brahmin	1	Less than 1 year	1
Hammer man	2	" 2 years.	2
Baller Boy	1	" 1 year	1
Mechanic	1	" 1 "	1
Metal melters	8	More than 10 years	4

Designation:	Strength:	Service.	
Metal melters	8	More than 10 years.	4
		About 4 years	3
		About a month	1
Electric Boy	1	One year	1
Glaziers	2	3½ years.	1
		2 "	1
	--		
	47		
	==		

65

The service conditions of these people have to be determined with reference to the relevant existing rules on the subject as already explained in paragraph 14 above.

Office note

E & P.H.Dept.(F1).

One of the demands of the Govt. Press Workers' Union is that all temporary workers, workers paid from contingencies and the extra workers should be made permanent, if they put in not less than 1 year of service. The S.G.P., was asked to report the number of such employees showing in detail the service or category and the type of work they are doing, whether of a permanent nature or not, and the number of years the posts have been in existence.

p 13 ante

The S.G.P., has traced the history of the Service conditions of the Press since its inception in 1872. The answer to the enquiry made by Government will be found in paras 12 to 16 and 18 of ~~xx~~ his ~~memorandum~~. letter.

¶ 26-28 ante

para 14 on p 27 ante

The S.G.P., says that coolies, sweepers, etc., paid from contingencies at the prevailing daily market rate are the feature of every Government office and there is no need to give preferential treatment to those in the Government Press. The same demand was put by the Govt. Press workers' Union in 1939 and the Government for ~~xxxx~~ the same reasons did not pursue the matter further. From the trend of his remarks, it also appears that he is not in ~~x~~ favour of the proposal of the Government Press Workers' Union to make the temporary posts referred to above permanent. It is submitted that if the proposal is given effect to, it will result in additional cost to Government. For orders whether the question will be further pursued.

9b
2/11/46

I agree with the S.G.P
4-11-46

P 70

p 35 CF

NOTES "C" - Government Press Employees - Selection Grade Posts.

The following have been declared as selection posts under the Madras Government Press Subordinate Service Rules:-

1. Overseer.
2. Foremen Grades I and II
3. Assistant Foremen Grade I.
4. One post of Assistant Foreman in Grade II in the Mechanic Department to be specified by the Superintendent, Government Press.
5. Head Coputors.
6. Lino Operators Grades I and II.
7. Mono Keyboard Operators Grades I and II.
8. Hand compositors Grade I.
9. -do- 37 out of 78 posts in Grade II to be specified by the Superintendent, Government Press.
10. Head Reader.
11. Readers Grades I & II.
12. Head Despatcher.
13. Warehousemen Grade I.
14. Machine Minderes and Pressmen Grade I
15. -do- 40 out of 88 posts in Grade II to be specified by the Superintendent Government Press.
16. Binding Foremen Grades I and II.
17. Binders Grades I and II.
18. " 30 out of 59 posts in Grade III to be specified by the Superintendent, Government Press.
19. Mechanics and Assistant Mechanics Grade I.
20. Foreman Casting.
21. Stereo & Electro Typers Grade I.
22. Punch Cutters Grade I.
23. Engravers Grade I.
24. Rubber Stamp makers.
25. Mono Caster Attendants Grades I and II.

The necessity for declaring the above as selection posts was fully explained to Government in my letters leading to the issue of G.O. No.2508 Education and Public Health dated 6-11-1939 and G.O. No.1273 Education dated 11-7-1940. To make the Note self-contained, I am briefly stating them below:-

③ N

Name of	Reason for declaring as Selection posts.
1. Foremen of different sections Head Computors, Head Reader, Assistant Foremen, Machine Assistant Foreman Binding Head Despatcher.	They have to be in charge of of independent sections involving control of and direction to labour. They have to decide the most economical method of turning out work and be responsible for the maximum outturn of work expected in their respective sections. They must be conversant with working organization of the Press as detailed in the Government Press Office and Printing Manuals. They are also held responsible for th safe custody of plant articles under them

Name of	Reason for declaring as Selection posts.
2. Readers Grades I and II.	They have to edit copies for printing, see to the uniformity of style, spelling, use of capitals, punctuation, division of words, equal spacing, leading out, bad breaks in the texts, etc. They have to read all care papers etc.
3. Machine men.	Costly machines must be in charge of skilled workmen to avoid breakages and to ensure maximum production. They must be in a position to guide and extract work from other unskilled labourers. In Grade II only 40 out of 88 posts have been declared as selection posts whereby the absolute right of seniority whether skilled or otherwise be assumed for the remaining 48 posts.
4. Binders.	There are different styles of binding books like full leather with guiding, half leather etc. and it is but right the promotion has to be regulated on merit consistent with service. Otherwise it would lead to an awkward anomaly of forcing the highly qualified binders in the lower grade to take up high class binding works. These will lead to dis-satisfaction in their rank. Here again as in Machine Department 30 out of 59 posts in Grade III have been reserved for promotion on strict seniority.
5. Other operatives, Mechanics, Stereo Typer etc.	The remarks against Minders and binders hold good in these cases as well. It is only when a man could take up a particular kind of work, he could be promoted to that post.

Office note

E. & P.H.Dept.(F1).

The above is a reply from the S.G.P., on the number of Selection Grade posts, the service category of each and the categories from which selections are made. A reference has been made evidently as the result of one of the points in the deputation insisting on promotion being made according to seniority. The S.G.P., has given reasons why certain posts have been declared as Selection Grade posts. There seems to be certain force in the contention of the S.G.P., as to the necessity of having certain Selection posts. There may not be incentive for younger men for efficient work, if promotions are given merely according to the seniority. In the circumstances, the existing system of Selection Grade posts may continue.

J.D. 2/11/46

The file may be circulated to H.M. (Edn.)

Selection posts exist in every office including the Sectt. and promotion to them is by merit, seniority being considered only where other things are equal. The existing system may continue.

R 4-11-46

H.M. (Edn.) may see for orders at Pages 5, 12 & 14 ante.
21, 29 & 32

R 4-11-46

67

C. 4/11/46
R. 7/11/46

H.M. (Edn.)

When the Government Press Workers' Union gave a strike notice/a deputation of the Union came and met me and the then Deputy Secretary, Mr. S. R. Kaiwar, who was dealing with the Press affairs was also present. During the conversation then, we gave them some sort of an undertaking that the leave rules will be revised suitably consistant with the present working. In fact we agreed over certain measures which I do not exactly remember, which I think may be found in the notes below, by Mr. Kaiwar ~~may be taken out and put up for reference.~~

A

pp 1-2 ante

2. We also agreed that the policy of continuing contingent labour on a large scale without being made permanent is wrong in principle and the cadre of permanent labour should be enlarged, if it is found that large numbers of people are being worked for more than one year continuously. ~~I think~~ This matter must be re-examined from that point of view and a report asked for from the Superintendent, Governemtn Press.

p 2 ante

B

3. In view of the fact that we have agreed to meet their demands partly, we should make good that word. What we have exactly agreed ~~and~~, if any note has been put up in this file that may be put up for perusal so that orders may be issued on those lines.

pp 1-2 ante

TSA
7-11-46

7 NOV 1946

7 NOV 1946

F1

~~16~~ 34

50036/
12/11/46

Reference is solicited to the minute of H.M. (Edn.) on p ~~35~~ 33 ante. H.M. is evidently having in view the discussion in the notes ~~in linked file I~~ on pp 1-2 ante. The draft order ~~in linked file II~~ follows the agreement reached ~~in linked file I~~ there and is for orders as to issue. ✱

8.11.46

8.11.46

✱ Issued as G. M.2127 Edn. d/8 11/46

(R)

With reference to the minute of H.M. (Edn) on page ~~35~~ 33 ante, it is submitted that L.F. II is linked for perusal in regard to paras 1 & 3. — Since added to this file. pp 1-2 ante.

A draft ~~minute~~ D.O. to the S.G.P. is submitted for approval, ~~to the S.G.P.~~ with reference to para 2. The file may be circulated to H.M. (Edn)

9.11.46

11.11.46

11/11

12/11

DEPUTY SECRETARY TO GOVERNMENT
18 NOV 1946
EDUCATION AND PUBLIC HEALTH DEPARTMENT

H.M. (Edn) TSA
16-11-46

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

[Issued as D.O.No.50036-1-F1. Edn. dated 18-11-1946.]

pp 39-40 C.F.

C.No.6719 From the S.G.P., D.O.No.35/Mis/46 dated 28-1-1947.

The several demands of the Government Press Workers Union put forward by the deputation which waited on the late Hon'ble the Minister for Education, Mr. Avinashilingam Chettiar, are as follows:-

✓ (1) Grant of an interim relief of Rs. 15 and increase in the rate of dearness allowance.

(2) Grant of leave ~~to Government Press Workers~~ under Fundamental Rules.

(3) Making temporary workers and day extra workers permanent.

✓ (4) Making ~~of permission~~ promotion strictly according to seniority.

✓ (5) Grant of house allowance to workers.

(6) Necessity for selection posts.

p 26 of
G.O. No. 2127
8-11-46 (R)

Orders have already been issued on points (1), (4) & (5). The remaining points on which orders have yet to be issued are:-

(a) Liberalisation of leave rules.

P.T.O.

66

(b) Making permanent temporary and contingent staff.

(c) Retention of selection grade posts.

(a) Leave Rules:- Please see the notes on pages 17-21 ante and para (1) of the D.O. on pages 27-30 Cf. The S.G.P. apparently considers that existing leave rules ~~governing Government Press employees are liberal and~~ require no revision ~~is called for~~. With the introduction of salary system in 1939 several employees who did not enjoy leave privileges came under the scope of Industrial Employees Leave Rules along with other superior salaried employees. There is no case for further liberalisation of the Leave Rules.

(b) Making permanent temporary and contingent staff: Attention is invited to the notes on pages 23-29 ante. In his recent D.O. on pages 39-40 Cf., the Superintendent states that in his proposals to the Cabinet for the revision of the salaries of the staff in the Government Press he has proposed the absorption of such of the staff borne on the contingent establishment whose duties are of a permanent nature. The Cabinet Committee has agreed to the following posts being made permanent:-

(i) 32 members of day-extra establishment.

(ii) 6 Mechanics of Electrical and mechanical establishement and lorry cleaner.

(iii) 8 Metal melters paid from contingencies and 10 melters of the day-extra establishment. // There is no case for making permanent such of staff whose work is of a temporary nature and whose services are liable to be dispensed with after the necessity for the work ceases.

(R)

W/80 footnote

(c) Selection posts: With reference to the minute of the late H.M. Education on page 2 ante orders were issued in G.O.No.2127 Education, dated 8-4-46, to the effect that promotion should be granted according to seniority in respect of Binding and Machine departments subject to the elimination of the unfit. In the case of the compositors, promotion should be made by seniority subject to the standard out-turn being maintained over a prescribed period and subject to the possession of prescribed qualifications. In all other cases the ordinary rule of seniority should be followed. The list of the selection grade post on pages 31-32 ante will have to be revised with reference to these orders. The classification of posts in the Madras Government Press Subordinate Services will have also to be revised with reference to the re-grouping of posts suggested by the Superintendent and approved by the Salaries Committee.

R/26 Cf 27

Please see also Rule 4, pp 110-111 B/C 114

File sent to Finance

36

-2-

The Superintendent may be asked to examine question of revision of the list of selection posts also in that connection. No further action is called for in this file.

For orders as to circulation.

20/10/47 S/ 4/11/47

Hy (Com.)

ISA
8-11-47

Minute re p 33 ante [Since [illegible] [illegible] [illegible] [illegible] [illegible] routine [illegible] pp. 41-45 4/11/47]

8.11
5/11

9.11.47

The Cabinet Salaries Committee, 1946, has made the following recommendation:— "We recommend that temporary posts should not be retained indefinitely on a temporary basis, but should be made permanent as soon as it is felt that they will be required for the normal working of the concerned department." In view of the question in clause (d) of the Assembly Question in the linked file, it seems to be necessary now to take up the examination of the question of making permanent the 140 ~~temporary~~ posts of Compositors which are stated to be on a temporary basis for years, in the Press. The S.G.P. may be asked to examine

— p-22 of the Report at (W) in the linked file.

cf. Hm's minute [illegible] in 27

8/786/47

— p-33 of

37

examine this question in the light of the recommendation of the Cabinet Salaries Committee mentioned above, and submit proposals.

The question of placing on a permanent basis the staff referred to at R on ~~[illegible]~~ 35 ante page and the Revision of the list of Selection posts in the Press (T in the note on pages 35-36 ante) also need consideration. The Supdt. may be asked to submit a report on these questions as well.

The draft memo below is for approval. Finance may see it.

9.1.48.

10/1/48 S/ Finance 10/1/48

After [illegible] the papers may be recorded

5/1

10/1

E&P.H. 50036-F/46-2
10-1-48

Fin (Sal)

(Notes from p. 36 above alone need be seen)

The draft memo may be passed and the case returned to E&PH.

10/1/48.

EPH

Th. (E III)
10.1.48

10/1/48

Permanent [illegible]

5397.

E & P.H
(G)

The case may be circulated to Hm (Edn) for approval of the draft memo below.

12.1.48

17/1/48 S/ 17/1/48 Hy. (Com.)

ISA
17-1-48

39

70

Immediate.

Secretary, E. & P.H.

I received complaints during Question hour sometime back that certain people, Compositors and others, are working on a temporary basis for 15 years and they have not been absorbed in a permanent cadre. I sent a note that orders may be issued to expand the cadre and that such temporary services for such long periods may end. As notice has been given for a cut motion for the Suppl. demands, that matter may be examined and put up to me to enable me to reply.

Demand XXX
p 8 of the Agenda below

ISA
23-3-48

H.M. Education.

SECRETARY, EDN. AND P.H. DEPT.
23 MAR 1948
GOVERNMENT OF MADRAS

22146

Please see the note on p 3 of the linked file No. II.

The Cabinet Salaries Committee, 1946 recommended that temporary posts should not be retained indefinitely on a temporary basis but that they should be made permanent if they were required permanently for normal working of the depts. There are about 140 temporary posts of hand compositors, there are also other staff of the Day-extra establishment, which the Committee have recommended for permanent retention. The S.G.P. ~~has~~ has been asked to submit proposals to Govt ~~propose~~ after a careful scrutiny for permanent ~~reten~~ retention of ~~those~~ such of the above staff as could justifiably ~~can~~ be made permanent now. The proposals of the S.G.P are awaited. He is being reminded separately to expedite the same.

pp 57-58 cf

memo in p 54 cf

av
23.3.48

23/3/48 S

Dy. Secy

M. (Edn.).

O.P.21
24/3

The S.G.P. may be asked by phone the reasons for so much delay in submitting his proposals. This recommendation was made in 1946 and if we have not received still the proposal, there is something wrong in it. Particulars of the number of temporary posts at present existing with the number of years of ~~experience~~ service the persons in those posts have put in, may also be asked to be supplied.

TSA
23.3.48

SECRETARIAT, EDN. AND P.H. DEPT.
28 MAR 1948
GOVERNMENT OF MADRAS

The draft T.M below is for approval

av
23-3-48

OSM
24/3/48

[T.M dated 24-3-48] p55 cf

Cw 22893. from the S.G.P. No. 20/Ris/25 dated 25-3-48 p 57 cf

Please see the proposals of the S.G.P. for permanent retention of temporary posts in the Govt Press in his letter. The letter refers to ~~pa~~ a previous communication at p. 57 cf. It is not available in this dept. A copy sent in Oct 1946 may be called for. The draft T. M below is for appl.

The reply sent by the S.G.P is not complete. He has promised to send ~~proposals separately~~ later the list of selection posts separately. The list may be considered separately on receipt.

The S.G.P has not ~~for~~ stated the reasons for the delay in submitting his reply - vide T.M at p 58 cf. It is for orders whether this matter shd be pursued further.

Orders on this may be taken later

OSM
30/3/48

av
30.3.48

[T.M dated 30.3.48] p65 cf

---

p65 cf

From the S.G.P. T.M dated 31.3.48

Please see the ~~typa~~ notes from pp 34 to 37 ante. The file now relates to the question of placing on a permanent basis the staff recommended for permanent retention by the Cabinet Salaries Committee and the 140 posts of compositors which are on a temporary basis for years, and also to the question of revising the list of selection posts in the Press with a view to have as many posts as ~~posts~~ possible for ordinary promotion according to seniority. The S.G.P. was asked to submit proposals on the above in Memo No. 50036-7/46-3 Edn. dated 19.1.48. Though the SGP was reminded twice until 24-3-48 no reply was received and ~~so~~ he was asked therefor to report the reasons for the delay in sending the reply. The S.G.P has now sent the reply without giving the reasons for the delay. It is for orders whether this matter delay should be pursued further.

pp51-52 cf.
There has not been so much delay after this. What they (Govt.) wanted to know was why there has been delay since 1946. Please examine this separately.

2 The SGP has stated that the question of revising the list of selection posts will be taken up separately and a report sent later. His report in this behalf may be awaited separately.

para 3 on p 57 cf

3/ The remaining point for consideration in this file is the ~~p~~ one relating to permanent retention of the temporary staff. The S.G.P. who was asked to submit a report in the matter after a careful scrutiny refers to ~~his previous proposa~~ his previous proposals sent to Govt. He has ~~not~~ sent now a complete list of all temporary staff with details regarding the period of their existence etc. He states that according to ~~the~~ his and the Cabinet Salaries Committee proposals, ~~[illegible]~~ there are 72 temporary, 47 Day ext. posts and 13 paid from Contingencies to be absorbed in the permanent establishment, and that there are 89 temporary posts in other categories which the Committee recommended for permanent retention

72
47
13
89
221

P

If the above 221 ~~posts~~ posts are made permanent, there will still be 140 temporary posts of in all sections, 35 Day Extra and 34 paid from contingencies to be absorbed. The S.G.P states that these are essential for the normal work of the Press.

As regards 140 temporary compositors, he says that he has given already details of the service for these posts vide p34 c.f. He states ~~that~~ 18 months more may be added to the figures given by him in Aug: 1946 and that if 72 posts are made permanent as suggested above, there will be no temporary compositor with more than 3½ years' service. ~~Based on Aug: 1946, the S.G.P stated that there were 36 permanent vacancies~~ It is not clear from the details given by the S.G.P. whether ~~these posts~~ the posts of temporary compositors have been in existence for over 5 years to justify their permanent retention. The S.G.P. has has not also stated the extra cost to Govt if the proposal at 'P' on p 43 ante is approved.

A copy of the above note may be sent to the S.G.P. now for submitting ~~full details~~ at once complete ~~and~~ self contained proposals with ~~full~~ details ~~as indicated~~ for for making permanent the temporary staff in the Govt Press ~~before~~ ~~[illegible]~~ as called for in para 1 of Memo 50036-7/46 SE dated 19.1.48. pp 51-52 c.f. ~~[illegible]~~ An estimate of the cost involved, may also be sent.

av
1.4.48

1/4/48 S

4/4/48 S.G.P.

E&P.H. wo. No.
50086/F1/46-5
2.4.48
[copy of pages 41-42 only]

Cur 28579 from the S.G.P. wo no. 20/11cis/25 dated 17.4.48
pp 67-74 c.f.

~~Please~~

43

72

Please see the minute of H.M.(Edn.) on page 40 ante and the report of the S.G.P. at pp 67-74 C.F. giving the particulars of temporary posts proposed by him for permanent retention.

pp 1-14 c.f

In 1946 the Government Press Workers Union made several demands for bettering the service conditions of the Workers in the Government Press. One of those demands was that all temporary workers, workers paid from contingencies and extra workers should be made permanent. The S.G.P. was asked to report the details of such temporary staff. In the meantime the workers gave a strike notice and waited on deputation with the H.M.(Edn.) etc. The S.G.P. submitted proposals including that relating to permanent retention of temporary staff etc., to the Cabinet Salaries Committee. Various Orders granting interim relief etc., were passed. Only the demand which remained to be further considered in the light of the recommendations of the Cabinet Salaries Committee is that relating to the permanent retention of the temporary staff - vide notes and Orders on pp 36-37 ante. The S.G.P. was asked to submit proposals accordingly in January 1948. He submitted his reply by the end of March 1948. As it was not complete he was asked to send the full particulars called for by Government. He has now submitted the same vide pp 67-74 c.f. The above account ~~given above~~ in brief gives the reason for the delay in the consideration of the question from 1946.

p13 c.f
p8 c.f
p51 c.f
p57 c.f
pp 40-43 ante

2. The S.G.P. has now proposed that the following temporary staff (Permanent temporary, day extra establishment, contingent & establishment etc.,) which have been in existence for over ten years may be made permanent:-

pp 69 c.f

X

Day Extra **Existing**	Proposed.
4 Reading boys on Rs. 14-8-0	4 Copy holders (EBI) on Rs. 35-2-55-½-65
32 Binding boys on Rs. 14-8-0	32 Binders on 30-1-50

Existing	Proposed
10 Stoker boys on Rs 14-8-0	7 (10 Monotype caster attendants on Rs. 35-2-55-(EB)-1-65
1 Lorry Cleaner on Rs. 15.	1 Junior Mechanic on Rs. 35-2-55(EB)-1-65
Compositors.	
72 Compositors on Rs. 40-2-60-3-75	72 Compositors on Rs. 40-2-60-3-75
Contingent Establishment.	
8 Metal melters + 3 Stoker boys on Rs. 17-~~8~~8-0	3+8 Junior Foundry Workers on Rs. 30-1-50
2 Hammer men on Rs. 15	2 Auxiliary mechanics on Rs. 30-1-50
1 Bellows Boy on 14-8-0	1 -do- on 30-1-50
1 Mechanical boy on Rs. 14-8-0	1 -do- on -do-
1 Electric boy on Rs. 15.	1 Junior Electrician on Rs. 30-1-50
20 Paid Volunters (now layers on) on Rs. 30-1-50	20 Layers on Rs. 30-1-50

p 67 cf X

12 ...

p 71 cf Y

Z ... p 74 cf

The Superintendent Government Press has also submitted proposals for permanent retention of certain temporary staff sanctioned from 1943 - vide items 1 to 5 on pp 72-74 c.f. As this staff have not been in existence for over 5 years to justify their permanent retention the proposals of the S.G.P. in this regard need not be accepted. For orders.

47
13
60
72
20
152

The question of making permanent those which have been in existence for over 10 years may be considered now. Details of the service of these posts are given by the S.G.P. in the statements at pp 69-71 and in item(6) on page 74 c.f. The total umber of posts in existence for over 10 years is 152 [72 emporary posts of Compositors, out of the 140 hand compositors 47 of the Day Extra establishment 3 of the contingent establishment and 20 paid volunteers (now ayers on)] The extra cost to Government as worked by the S.G.P. n account of these 152 posts is about Rs. 19,800 per annum. This stimate excludes the cost of the posts of 72 Compositors and 0 Layers on in the existing revised scales of pay proposed to e made permanent. The 47 Day Extra establishment proposed for ermanent retention are now paid salary ranging from Rs. 14-8-0 to Rs. 15 per mensem. e S.G.P. has changed their designations and proposed scales nay of Rs. 30-1-50 for 32 Binders (Junior) and of Rs. 35-65 for ining 4 Copy holders, 10 mono-type caster attendents

44
16
20
80
72
152

X' as p 67 cf

Item 6, p 74 CF

M pp69-71 cf.

p 69 CF A

87

and one Junior Mechanic. The scales of pay proposed for the classes of servants are the same as those sanctioned in G.O.No. 916 Finance dated 28-11-1947. They may therefore be approved.

(9) A

p 71 cf

As regards the 13 contingent establishment proposed for permanent retention they are all paid now Rs. 14-8-0 to Rs. 17-8-0 per mensem. The S.G.P. has proposed for all of them a scale of pay of Rs. 30-1-50 on their permanent retention. Except for auxiliary mechanics the scale proposed is the same as that sanctioned for similar classes of servants in G.O.No. 916 Finance dated 28-11-47. The designation of auxiliary mechanic seems to have been proposed newly by the Superintendent Government Press. It is for orders whether these 13 contingent establishment may be made permanent on the scale of pay proposed by the S.G.P. The permanent retention of the 20 Paid Volunteers (Layers on) has apparently been proposed by the S.G.P. in accordance with the recommendation of the Cabinet Salaries Committee as these posts have been in existence since 1935 (for over 10 years). This proposal may also be approved.

(9) B

C

Finance may see for remarks before circulation.

B

BM 29/4/48 S

28/4

2/5/48

E&P.H.00.No
50096/F1/46-6
29/4/48

SECRETARIAT TO GOVERNMENT
28 APR 1948
33274
FINANCE DEPARTMENT

Finance E III

(Previous note of Finance on p 37 above)

The file has now been remitted to this deptt. with reference to the proposal to sanction the permanent retention of certain day-extra, contingent and temporary staff in the Govt. Press, Madras in the typed note of

E.P.H. on pp.43-45 may be perused.

2. Permanent retention of day-extra and contingent staff:- E.P.H. proposes to sanction regular scales of pay to the staff and to sanction their permanent retention. Based on the recommendation of the Cabinet Salaries Sub Committee, the question of converting such of the contingent staff in the various deptts. as are required for the normal working of the deptts., into regular establishment was examined and it was decided in circulation to H.Pr. and H.M.(Fin.) that the question be dropped. There does not seem to be sufficient justification to show invidious distinction between the contingent staff in the Govt. Press and that in other Deptts. This deptt. may, therefore, advise that the proposal to convert day-extra and contingent establishments in the Govt. Press into regular establishments and sanction their permanent retention, may also be dropped.

Seperate file

It may not be practicable to drop the proposal so far as the Govt. Press is concerned as the concession has been promised to the workers.

3. Permanent retention of regular temporary establishment:- The principles governing the permanent retention of the temporary staff are under the review of the Reorganisation Committee. Orders were issued in Public that pending the orders of the Govt. on the recommendations of the Retrenchment and Reorganisation Committee, permanent posts should not be created. In all similar cases for the permanent retention of temporary staff, this deptt. have been advising that the proposal be ~~defer~~-deferred until the orders of the Govt. are passed on the recommendations of the Retrenchment and Reorganisation Committee. This deptt. may advise likewise in this case also.

G.O 918 Pub [illegible] not put up

Meanwhile the matter can be examined. R&R section may state whether the Committee have still to consider the Govt. Press.

B

4. If E.P.H. press their proposals the following remarks are called for on the ~~proposal to sanction~~ regular scales of pay proposed for the contingent and day extra staff.

The day extra and contingent staff are now getting a pay of Rs. 14-8-0 and Rs.15. It is proposed to fit them in into the category of posts sanctioned in G.O.916, E.P.H., dated 26-11-47 and to sanction them the corresponding scales of pay in the G.O., viz., Rs. 30--50 or 35--65 as the case may be - please see 'X' and 'Y' on pp.43-44 above. It is not, however, clear whether the day extra and contingent staff are qualified enough and are actually doing the duties of the posts in the regular establishment into which it is proposed to fit them in. For example, it is

H 69 + 71 CF

0 remaining 4 Copy holders, 10 mono-type caster attendents

---

proposed to re-designate the stoker boys lorry cleaners on Rs.14-8-0 Rs 15 into monotype-caster-attendants/junior mechanics on Rs.35--65. The stocker boys lorry cleaners do does not seem to require the qualifications of a monotype caster attendant Junior Mechanic, nor does it seem that they will be doing the same duties of a monotype caster attendant Junior Mechanic. In the circumstances, it seems proper to sanction to the day-extra and contingent staff the scales of pay consistent with their duties and responsibilities. E.P.H. may examine the proposal in detail in consultation with the S.G.P. if necessary and send the file again to this Deptt. for further remarks.

A

Thro CSR

Rs.
1.5.48

1/5/48

A lorry cleaner is clearly not a junior mechanic. I think Rs 15-1-20 is the usual scale. It may have to be raised as the result of recent arbitration.

2/5/48

E.PH. Deptt.

Fin. no
33274 Bill
3/5/48
(with L.F.S)

32981

Please see the note of finance above. Before the proposals are considered further on the lines suggested by Finance in para 4 of their note above; the file may be sent to Finance (R.R. Section) with reference to 'B' on p.46 ante.

5/5/48

6/5/48 S

6/5/48 Fin: R.R.

E&P.H. U.O. No
50036/F.1/46-7
7/5/48

Fin (R&R)

The R&R committee has appointed a sub committee to study the organisation & working of the Govt. Press and to suggest measures for reorganisation and retrenchment without impairing efficiency. The sub committee has not yet sent its report.

C&le/8548 Secy

35447
MAY 1948
FINANCE DEPARTMENT

35411
10 MAY 1948

Fin no 35447
Dt 12.5.48

The R&R Committee's recommendations will be further ready by the end of June

EPH.

E&P.H
F1

Please see the note of the Finance (R&R) ~~above~~ on p 47 ante. The Subcommittee's report regarding the Govt. Press may be awaited till 30.6-48 before the ~~Standing orders~~ question of making permanent certain day extra, and contingent staff and regular temporary establishment in the Govt Press referred to in this file is further proceeded with.

14/5/48.

H.C.(Edn) may see.

(Notes from page 43 ante)

av
14.5.48

B.M.
15/5/48 S

17/5/48

H.M. (Edn)

TSA
20.5.48

O.M.
17/5

SECRETARIAT, EDN. AND P.H. DEPT.
20 MAY 1948
GOVERNMENT OF MADRAS

Extracts from G.O. No. 1542 Edn dated 12.6.48

Proposals of the Union

Day-extra, Contingencies, Menials, etc., - Minimum basic living wage should be not less than Rs.30/-

x x

The Remarks of the Superintendent, Government Press.

Day extra staff get a daily wage of 9 annas 3 pies (approximately Rs.14.8-0 per mensem) plus a dearness allowance of Rs.18/- a total of Rs.32-8-0 which according to present day standards is not a living wage. I would recommend that the daily wage be increased to Re.0-14-0, this will bring their pay and dearness allowance up to Rs.39-14-0 and allowing the extra Re.0-2-0 a total of Rs.40/- per mensem.

x x

Extract from the Note file.

The first proppsal is that the minimum basic living wage should be not less than Rs.30/- p.m. The S.G.P. states that Day extra staff get a daily wage of annas 9 and pies 3 (about Rs.14-8-0 p.m) plus a dearness allowance of Rs.18 p.m. In all this staff gets Rs.32-8-0 p.m. which is considered not a living wage according to present day standards. The S.G.P. therefore recommends that the daily wage be increased to o-14-0, thus bringing the total monthly emoluments to Rs.40 p.m. roundly. The contingent workers and menials are paid at market rates fixed by the Collector of Madras. In all, they get Rs.30-8-0 (Rs.14-8-0 as wages and Rs.16 as dearness allowance). The S.G.P. states that if such staff in the King Institute and Govt. Hospitals get an increase of Rs.2 p.m. as reported by the Union, the workers in the Govt. Press may also get the increase. With reference to the Salaries Committee's recommendations in the case of contingent establishments, that posts in which skill, training and expereince is required in the course of service should be put on suitable ~~xxxxx~~ 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 establishments and that remaining posts put on time scales etc., the contingent workers in the Govt. Medical institutions have been classified and orders have been issued in G.O. No. 576, P.H., dated 25-2-48 placing most of them on time scale of pay. Similarly the question in (P.1) regard to day extra and contingent establishments of the Govt. Press is separately under consideration. It is proposed to absorb some of these establishments in regular establishments on time scales of pay and to put the rest on time scale of pay. It does not seem necessary now to approve the present proposals of the S.G.P. mentioned above. If necessary, an extract, ~~an extract~~ relating to this may be taken and added to the relevent files mentioned above.

E and P H Dept
71

Please see the orders on p 48 ante. The report of the Sub-committee of the R.R. committee regarding the Govt Press has not yet been received. May continue to lie over until 20.7.48 when Finance (R&R) may be reminded if necessary.

av
3.7.48

5/7/48

E and P.H Dept

7.

Please see the orders on p 48 ante. The Retrenchment and Reorganisation Committee has made certain recommendations regarding the Govt. Press – vide pp 3-5 cf in L f no. 7. No suggestion has been made therein ~~regards~~ for retrenching the subordinate staff in the Press. On the other hand more staff may have to be employed in the Govt. Press if it has to do all the work now done at private Presses. It is presumed that the R+R Committee has ~~come to~~ made the above final recommendations regarding the Govt. Press and that no further report of the Committee is expected in the matter. If so, the proposals in this file may be further proceeded with. Before doing so, Finance (R+R) may confirm 'A' above.

A

av
17.7.48

ASM
19/7/48

Fin (R+R)

E.&P.H. U.O. No.
50036 F1/48
20.7.48

ASST. SECRETARY TO GOVERNMENT
JUL 1948
FINANCE DEPARTMENT

The presumption at A above is correct.

21.7.48

Secy (for perusal)

EPH
7,

52270 Re

21/7/48

With reference to 'A' of Finance note on p 47 ante, a draft memo to the SGP is subd for approval.

Fin U.O. 52270/48 R+R
21 Reg

ASST. SECRETARY TO GOVERNMENT
54563
22 JUL 1948
EDUCATION AND PUBLIC HEALTH DEPT.

av
27.7.48

ASM
28/7/48 S

28/7

[Memo no. 50036 F1/48-9 E on dated 30-7-48] pp 78-79 cf

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p 80 cf

Cnr 63643 from the S.G.P. No 20/Cis/25/SBC dated 24.8.48

The S.G.P. now states that the Day Extra and Contingent posts, which are proposed for permanent retention, have all been in existence for more than 10 yrs and that the holders of these posts except 3 Stoker boys are all doing the duties of the posts in regular establishment in to which it is proposed to fit them and are sufficiently qualified to draw the scales of pay proposed for them. As regards the 3 Stoker boys, the S.G.P. states that 7 posts of monotype caster attendants on Rs 35-65 against 10 proposed originally to absorb the 10 Stoker boys, and 3 posts of Junior Foundry workers on Rs 30-50 to absorb the 3 remaining Stoker boys in question may be sanctioned on permanent basis.

p 80 cf

In the circumstances stated, the proposals of the S.G.P. at 'X' ~~'Y'~~ + 'Z' on pp 43-44 ante as modified above may be approved.

Finance may see again for remarks.

'A' on p 47 ante

av

ASM
7/9/48 S/
8/9

E.&P.H. U.O. No. 4/9/48
50036 F1/46-60
8.9.48

ASST. SECRETARY TO GOVERNMENT
8 SEP 1948
FINANCE DEPARTMENT

83302 F(III)

'X' on pp 43-44 above

p 46 cf

Finance (E.III) Dept.

The case deals with the proposal for converting the following Day extra, temporary and Contingent extablishment in the Government Press into regular extablishment and making them permanent.

Existing		Proposed
Day extra Estt.		
4. Reading Boys.	(Rs.14-8-0)	4 Copy holders (on Rs.35-65)
32. Binding Boys.	-do-	32 Binders (Rs.30-50)
7 Stoker Boys	-do-	7 Monotype caster attendant (Rs.35-65)
3 Stoker Boys	-do-	3 Junior Foundry workers (Rs.30-50)
1 Lorry Cleaner	(Rs.15/-)	1 Junior Mechanic (Rs.35-

Existing	Proposed.
Temporary Establishment.	
72 Compositors. (Rs.40-75)	72 Compositors (Rs.40-75)
Contingent Extablishment.	
8 Metal Melters. (Rs.17-8-0)	8 Junior Foundry Workers (Rs.30-50)
2 Hammer men (Rs.15/-)	2 Auxiliary mechanics (Rs.30-50)
1 Bellows Boy (Rs.14/8/0)	1 -do- -do- (Rs.30-50)
1 Mechanical Boy -do-	1 -do- -do- -do-
1 Electric Boy (Rs.15/-)	1 Junior Electrician (Rs.30-50)
20 Paid Volunteers (now layers on) (Rs.30-50)	20 Layers on Rs.30-50)

The proposals involve an extra cost of Rs.27,300/- roundly per annum besides the pensionary charges.

2. The above posts were originally treated as Day extra, contingent and temporary with a view to saving the pensionery charges and having power to reduce or increase the estt. according to the exigencies of work and thus to see to the economical working of the Press. Now in view of the changed labour conditions and on the recommendations of the Cabinet Salaries Committee, the S.G.P. has proposed that the above posts which have all been in existence for more than 10 years and are required for the normal working of the press may be converted into regular establishments and made permanent. He has also reported that the holders of these posts except the 3 Stoker Boys are all doing the duties of ~~the~~ posts in the regular establishments into which it is proposed to fit them and are sufficiently qualified to draw the scales of pay proposed and that the 3 Stoker Boys may be fitted in the posts of Junior Foundry wrokers. The E.& P H Deptt. support the proposals of the S.G.P. Attention is invited to the previous Finance notes on pages 45-47 above. The scales of pay proposed for these posts are in accordance with the scales sanctioned for similar regular establishments. In the circumstances explained, the proposals to ~~the~~ sanction the conversion and permanent retention of the posts specified in para 1 above may be accepted subject to the following remarks:-

(1) In the Day Extra Staff proposed to be made permanent, there is one post of Lorry Cleaner on Rs.15/- (existing scale) It is now proposed to change the designation of the post as Junior Mechanic and allow a scale of Rs.35-2-55-1-65. As previously pointed out by this deptt, a lorry cleaner is clearly not a junior mechanic and the scale of pay proposed is ~~seems~~ ~~xx~~ excessive. The ~~usual~~ revised scale of pay sanctioned for scale for the posts of cleaners in the Government Bus Service is only Rs.20-1-25. There seems to be no reason to give a ~~higher~~ scale of pay higher than that, to the cleaner in the Govt. Press ~~[illegible]~~. ~~If however it is considered that a higher pay is necessary, this deptt. may suggest that a fixed pay of Rs.20 p.m. may be adopted for the cleaner's post.~~

(2) The permanent retention of the post may take effect from the date of the issue of orders.

(3) The extra cost involved in the proposal works out to Rs.27,300 roundly p.a. The proposal will have to be treated as a "New Service" and placed before ~~xx~~ the S.F.C. and Cabinet before the issue of orders. E.P.H. will also have to take steps to obtain a token grant from the Legislature and for the provision of necessary funds, in due course.

~~Through Pension.~~

18/9/48

14.9.48

16/9/48

FIN.U.O. 83202/EIII-1
16.9.48

ASST. SECRETARY TO GOVERNMENT
17 SEP 1948
EDUCATION AND PUBLIC HEALTH DEPT.
69402

S.H.
17/9/48

SSPH
71

Please see the note of Finance above. Finance agree to the proposals of this deptt except in regard to the creation of a post of junior mechanic to provide for the lorry cleaner. They suggest that a scale of pay of Rs 20-1-25 (as in the case of cleaners in the Govt Bus Service) may be given instead of Rs 35-65 proposed by the S.G.P, which is considered excessive. It is for orders whether the view of Finance may be accepted.

Finance also suggest that the permanent retention may take effect from the date of the issue of orders. This may be agreed to.

The proposals ~~[illegible]~~ for converting Day Extra, temporary and Contingent establishments in the Govt Press which have been in existence for over 10 years are as follows:

~~Existed~~	Existing	Proposed
Day Extra Estt.		
	4 Reading boys	4 Copyholders on Rs 35-65 each
	32 ~~Pressers~~ Binding boys on Rs 14-8-0	32 Binders on Rs 30-50
	7 Stoker boys on Rs 14-8-0	7 monotype caster attendants on Rs 35-65
	3 Stoker boys (on Rs 14-8-0)	3 Junior Foundry workers (on Rs 30-50)
	1 Lorry Cleaner (Rs 15)	1 Cleaner on Rs 20-25
Temporary Estt.		
	72 Compositors (Rs 40-75)	72 Compositors (Rs 40-75)
Contingent Establishment		
	8 metal melters (Rs 17-8-0)	8 Junior Foundry workers (Rs 30-50)
	2 Hammerman (Rs 15)	2 Auxiliary mechanics (Rs 30-50)
	1 Bellows boy (Rs 14-8-0)	1 do "
	1 Mechanical boy (do)	1 do "
	1 Electric boy (Rs 15)	1 Junior Electrician (Rs 30-50)
	20 Paid volunteers (Rs 30-50) (layers on)	20 Layers on Rs 30 p.m.

The proposals are estimated to cost about Rs 27,000 per annum. They have to be treated as a 'new service' and placed before the Standing Finance Committee and the Cabinet for before issue of orders. 'C' on p. 52 above

The file may be circulated for orders whether the above proposals may be placed before the Standing Finance Committee.

av 21.9.48

22/9/48 S

Hon. (Chr.) ✓

Hon. (Fin.) ✓

~~H.F.~~

26/9

ISA 20.9.48

29.9

29 SEP 1948

E.&P.H.
F1

Please see the orders in circulation on p. 52 above. A draft note for the Standing Finance Committee is submitted for approval. May be sent to Finance for acceptance.

15.10.48

av 15.10.48

17/10/48 S

Finance (E III)

(Pre finance note on pp 50-52 above)

Please see the further note of E.P.H. and the orders in circulation on p 52 above. The draft note for the Standing Finance Committee may be accepted and the case returned to E.P.H.

20.X.48

21/X

E.&P.H.
F1

The draft note for the Standing Finance Committee may now issue.

25.10.48

av 25.10.48

26/10/48

Copies of the note for Standing Finance Committee have been despatched and five copies are placed below. The case may now be sent to Finance.

3.11.48

av 3.11.48

4/11/48

Finance

Standing Finance Committee.

The Committee approved the proposal.

29/1/49

E.&P.H.

E.&P.H. U.O. No. 50036 F1/46-11 18.10.48

Fin. U.O. 91918/E III-1 21.X.48

78273

E.&P.H. U.O. No. 50036 F1/46-12 4-11-48

E&PH Fin U.O. 96068 SOC 29.1.49

83/77

18 NOV 1948 96068 FINANCE DEPARTMENT

91918 19 OCT 1948 FINANCE DEPARTMENT

22 OCT 1948

30 JAN 1949

E&P.H. (C2)

A draft note to the Cabinet is submitted for approval. Pub (Spl) may be requested to include the item for the next meeting of the Cabinet.

C.S. may see before circulation.

CSR
2/5/49

JD
[illegible]

BM
3/5/49

S | 3/5 | Pub

Public (Special).

E&P.H.U.O. 50036 C2/48-14
4/5/1949.

UNDER SECRETARY
5 MAY 1949
1404
PUBLIC DEPARTMENT

The draft note for the Cabinet may be perused and the file sent to E&P.H. The Agenda for the Cabinet meeting on the 10th May has already been issued & it may not therefore be possible to include this item for this meeting as the note has yet to be approved in circulation & despatched to all Hons.

U.K.
5-5-49

8/5

C.S.
E&P.H.

Pub (Spl) U.O.
1404/49-1
6.5.49

E&P.H.

The file may be circulated to H.M. (Edn) for approval of the note for the Cabinet.

BM
6/5/49

S | 6/5 | H.M. (Edn)

AAB
9/5

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.
6

Copies of the note for Cabinet have been despatched & spare copies are kept below. The case may be sent to Pub (Spl).

ASST. SECRETARY TO GOVERNMENT
248
10 MAY 1949
EDUCATION AND PUBLIC HEALTH DEPARTMENT

CSR
12/5

UNDER SECRETARY
14 MAY 1949
PUBLIC DEPARTMENT

BM
13/5/49
Pub (Spl)

E&P.H.U.O. 50036 C2/48-15
13/5/49

79

E.P.H (C

Please see the decision of the cabinet, on p 94 cf. The cabinet has approved the ~~decision of the S.F.C.~~ proposal as set forth in the note on pp 92-93 cf. A draft order is put up for approval. Finance may see before circulation.

p 94 cf

BM
14/6/49

Finance
(E III)

11.6.49.

JD
13.6.49

E.P.H.U.O. 50036 C2/48-16
14.6.49.

Copy of note to the S.F.C. sat on pp 86-87 cf.

ASSISTANT SECRETARY TO GOVERNMENT
39310
16 JUN 1949
FINANCE DEPARTMENT

(Pre. Finance note on p. 53 above)
The decision of the Council of Ministers on p. 94 cf and the draft order below may be perused and the case returned to E&P.H.

15.6.49
16.6.49

17/6/49

Fin.U.O. 39310/E III-1
17.6.49

ASST. SECRETARY TO GOVERNMENT
19
EDUCATION AND PUBLIC

46839

E&P.H.

For orders as to circ

BM
20/6/49

S | 20/6 | H.M. (E&L)

H.M. (E&L)

KM
22/6

21/6

SECRETARY, EDN. AND P.H. DEPT.
22 JUN 1949
GOVERNMENT OF MADRAS

7
30 9

13 ⑰

9. 1. 61. D6.