

(T)
EDUCATION AND PUBLIC HEALTH.

(1949) Department.

ms. SERIES.

G.O. NO.

2326 Education.

2326

18.7.49

Dated

18-7-1949-

closed.
km
Supdt.
by

[Despatch Abstract.]

GRANT - Teaching Aided Secondary Schools - Headmasters - Fixation of suitable scales of pay for headmasters of exceptionally large high schools - Reference answered.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
G.O.	2381	Edn.	5-11-47.				

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
G.O.	59	Edn.	9-1-50.				
Memo	22416 B/50-2	Edn.	22-8-50.				

C.F. 32 (c).

Education Department

From (Name) Director of Public Instruction, Madras.

Designation

Station

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

15 SEP 1948

Enclosures: C. No. 984 DL/48 dated 3-9-1948.

Sir,

Sub: Aided Secondary Schools - Scales of pay - Headmasters - Pay to be admitted for purposes of grant.

Now that some kind of uniform scales of pay for teachers has been introduced in all Secondary Schools, Local Board, or Aided, I have the honour to report that where Headmasters of Aided Secondary schools are concerned, unlike Government and Local Board service, no higher limits of pay have been laid down and this raises the question as to what salary I am to admit for purposes of grant. Till now the practice was to accept more or less the figures supplied by the managements, where their genuineness is not open to doubt, but this has led to some anomaly in as much as some headmasters are assessed on as high a salary as Rs. 600/- and some only on a bare Rs. 100/-. Part of this anomaly was due to the fact that in certain institutions Europeans and men with high foreign qualifications were the headmasters and these headmasters of course were paid at higher rates. It may however

Grant Teaching - Non-Catholic aided secondary schools
Headmasters Pay to be admitted for purposes of grant

From the D.P.I. No 984 DI/48 dated 3-9-48

Memo No. 66315 B, /48-4 Edn. d/21-1-49.

The Govt agree with the D.P.I. that in the case of headmasters of non-catholic aided secondary schools, the pay not exceeding the maximum actually allowed to them in the revised scales of pay applicable to headmasters in Govt secondary schools (Rs 165-245) or in secondary schools under local bodies (Rs 150-200) plus the allowance admissible according to the strength of the school may be taken into account for purposes of assessment of teaching grant/provided that it is in accordance with the revised scales adopted for the rest of the staff and that in exceptional cases, a higher scale may be admitted for purposes of grant if it is justified. They however consider that even in the case of exceptionally large institutions - whether under catholic or non-catholic managements, it is desirable for purposes of assessment of grant to fix a scale of pay for headmasters of such schools having regard to the strength of the schools. The D.P.I. is requested to furnish a statement showing the names of aided secondary schools under catholic and non-catholic managements in which a higher scale of pay than Rs 165 to 245 has been allowed to headmasters, the scale of pay or rate of pay actually allowed in each case, the strength of those schools and the scale of pay that may be fixed for purposes of grant in those cases limiting the scale of pay that has already been fixed for headmasters of high schools with a strength of 500 and above to those with a strength below 1,000 or some other suitable figure

To The D.P.I.

: 2 :

be admitted that there was no clear statement of policy that the high rates were admitted only because of their superior qualification and in actual practice this has tended to bring about the existence of varying rates of pay with different schools. With the introduction of uniform scales of pay in regard to the rest of the staff I am of opinion that some sort of limit should be fixed where the salaries of headmasters also are concerned. I propose therefore that their salaries may be limited to the scales of local board Headmasters (150-200) or the salary limits (selection Grade of the subordinate Educational Service) (165-245) under Government, according as the rest of the staff are paid local board or Government scales reserving to myself the discretionary power of admitting a higher pay corresponding to the Government's gazetted scales where this is justified by the circumstances. Cases in point are the larger girls High Schools and schools like the Madras Xian College High School. In some of the Girls' Schools run by Government, the Superintendent's is a Gazetted post and it is only right that deserving aided schools also should be allowed a similar scale. As for the Christian College High School and institutions like that, the headmasters are being paid more highly and deserve to be so paid. In this connection, Government's attention is invited to their orders about the scales of pay admissible to Headmasters of Catholic Institutions in G.O.Ms.No.2381 Edn., dated 5-11-47. What I am requesting for now is practically only an extension of the same principles to the other non-catholic aided institutions. I request for early orders so that I can issue the necessary directions in regard to the salaries to be admitted for purposes of Grant.

Yours faithfully,

K. H. 4-9.

K.H.4-9.

for Director of Public Instruction.

R.O.C.No.984 D1/48 d

Office of the
Director of Public Instruction
Madras, dated, 31st Mar. 1949.

From

The Director of Public Instruction
Madras.

To

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

15 APR 1949

Sir,

Subject:- Grant -- Teaching -- Aided Secondary Schools
Headmasters -- Pay to be admitted for purposes
of grant.

Reference:- Govt. Memorandum No.66315 B1/48-4 Edn.,
dated 21--1--1949.

The particulars called for in the concluding portion
of the memorandum cited above are **being** gathered from the
Financial Statements of the Secondary Schools and I hope
to submit them to Government with my remarks as early as
possible.

Yours faithfully

Minister

For Director of Public Instruction

SD/31/3.

Lw 31/3

E & P. H. (B.).

The B.P.S's further report may be awaited till 30.4.49.

*by
2/4/49.
1822
3.4.49*

5/4/49

Roc. No. 984 D1/48

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION
Madras dated 15--6--49

From

The Director of Public Instruction,
M A D R A S

To

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

Sir,

Sub :- GRANT- Teaching--Non-Catholic Aided Secondary
Schools--Headmasters--Pay to be admitted for
purposes of Grant.

Ref :- Govt. Memo No. 66315-B1/48 -4 Edn. dated 21--1--49

46141/

I consider that the need for the introduction of a regular scale has not arisen quite and that in the present circumstances it may only lead to some anomaly if not confusion. It is difficult to fix a standard by which schools can be classified as to strength for the purposes of different scales. 500 and below 500 to 1000, 1000 and over would seem to be, no doubt, convenient but it will involve too many categories. Government have already fixed an allowance of Rs.10/- and 25/- for schools having strength of 500 and above. In some cases I am admitting an allowance for an assistant headmaster when circumstances justify it. When I raised the question I had in mind well organised schools as ^{for} example the Madras Christian College School and schools where the Headmasters were highly qualified and possessed exceptional merit. Such cases ^{are} only few, but though few, the position had to be regularised on the basis of the Government authority. To devise a scale and apply it according to a rigid standard is difficult in the varied circumstances connected with this small number of institutions. The introduction of such a scale again would have inevitable repercussions on the conditions of pay etc., in local body schools. In the circumstances ^{p2 ante} I would rather that Government considered my original request viz. to invest the Director with some discretionary powers.

Yours faithfully

Thiruvananthapuram

for DIRECTOR OF PUBLIC INSTRUCTION

K.M.R. 15--6--

१८/१५९

~~Manus~~ Grey MS 2326 Edm 18-7-69

To me & P. J.

15.7.69

16/7/20

$$\sqrt{18} = 3\sqrt{2}$$

Grant - Teaching - Non-Catholic aided Secondary schools
Headmasters - Pay to be admitted for purposes of grant

CN 66315/48. From the D.P.D., no no 984 21/48, 3-9-48

Memo ^{agreed with}
The Govt approve the proposal of the D.P.D.
that in the case of headmasters of non-catholic
aided secondary schools, the pay not exceeding the
maximum actually allowed to them in the revised
scales of pay applicable to headmasters in Govt
secondary schools (Rs 165-245) or in secondary schools
under local bodies (Rs 150-200) plus the allowance
admissible according to the strength of the school,
may be taken into account for purposes of assessment
of teaching grant provided ^{that} it is in accordance with
the revised scales adopted for the rest of the staff
and that in exceptional cases, pay in a higher scale
may be admitted for purposes of grant if it is
justified. ~~by the circumstances~~ ^{however} they ~~may~~ consider
that even in the case of exceptionally large institutions,
it is desirable ^{for purposes of assessment of grant} to fix a scale of pay for headmasters
of such schools having regard to the strength of those
schools. The Director is requested to furnish a
statement showing the names of the aided secondary
schools ^{Catholic and} under non-catholic managements in which
a higher scale of pay than Rs 165-245 has been
allowed to headmasters, the scale of pay or the
rate of pay actually allowed in each case, the
strength of those schools and the scale of pay
that may be ~~admitted~~ ^{fixed} for purposes of grant in
those cases, limiting the higher scale of pay that has been
fixed to schools with a strength of 500 or above & below 500
or any other number that may be
considered desirable

To the D.P.D.

note

note. Maybe sent to Finance for perusal + remarks if any.

USA
19-9-48

Finance (Expn)

E.R.P.H.U.O No.

The reference from the Director of Public Instruction at PP-12EF and the draft memo. overleaf may be perused.

6631570/48-1 Edn.

21/9/48.



86532 EA

2/1. No remarks seem called for in this draft pending receipt of the D.P. J's proposals regarding the scale of pay to be adopted for headmasters for purpose of grants to exceptionally large institutions. No remarks are called for in this respect.

OR
23.9.48
USA
23.9.48

Fri 00.86 532 Expn



71555

The file may now be circulated to HM (Edn) for approval of the draft memo on page 1 ante.

USA
25.9.48

27.9.48

Why the ref. to Non Catholic managements in the order. I have already noted that this difference must go. Draft may be changed to suit all aided institutions.

ISA

6 to 100

Please see the minutes of HM (Edn) - Ingo. no 2381 Edn 35.4.47. The Govt agreed with the DPJ that no distinction should be made between Catholic & non-Catholic in the matter of pay and requested the Director to advise the managements.

(B)-74

of Catholic institutions, that it will not be in the interests of the institutions to give different scales of pay for Catholic & non-Catholic and that the scale of pay that is given to Catholics should not exceed the scales of pay for members of the same grade in Govt service. In respect of headmasters, the Govt did not insist on Catholic managements adopting a particular scale. The managements were allowed discretion to fix the scales of pay but for purposes of assessment of teaching grant, the Govt ordered that the pay actually given to each headmaster not exceeding the maximum in the revised scale of pay plus allowance admissible to headmasters in Govt secondary schools of the same strength should be taken into account. The DPJ's proposal is to adopt the same procedure in the case of headmasters in certain non-Catholic aided secondary schools for purposes of assessment of teaching grant as they are being paid by the managements salaries higher than those fixed by Govt for headmasters in Govt high schools. As no distinction is proposed between headmasters in high schools under Catholic & non-Catholic managements which are exceptionally large and a higher pay than in the Govt scale is considered justifiable, the DPJ's proposal may be approved. Finance have also agreed to this.

2. The circumstances pointed out by the DPJ seem to warrant the fixation of a scale of pay higher than that fixed for Govt secondary schools in the case of exceptionally large non-Govt schools. It was therefore suggested that the DPJ may be asked to suggest a suitable scale. Presumably it is intended that this proposal should be for high schools under Catholic & non-Catholic managements without distinction. The managements have been suitably modified. Clean copy submitted below for approval.

USA
10.1.49

27/1/49

[Issued as Memo No. 66315-B, 48-4 Edn. d/21.1.49] p3cf

C.No. 25217 from the D.P.G. Rec. No. 984 B, 48 d/31.3.49 p5cf
C.No. 46141 from the D.P.G. Rec. No. 984 B, 48 d/15.6.49 p7cf

The case relates to the scales of pay of head-masters of aided secondary schools that may be taken into account for purposes of assessment of teaching grants to the schools concerned. The D.P.G. proposed that in the case of headmasters of non-Catholic aided secondary schools, the pay not exceeding the maximum actually allowed to them in the revised scales of pay applicable to headmasters in Govt Secy Schools or in Secy Schools under local bodies plus the allowance admissible according to the strength of the school should be taken into account for purposes of assessment of teaching grant as was being done in assessing grants for secondary schools under Catholic managements. His proposals were approved. But his suggestion that he should be vested with discretion to fix the upper limit in respect of the pay and allowances to be allowed for headmasters of exceptionally large institutions to be allowed for purposes of grant was not approved and the Director was requested to suggest suitable scales pay in such cases with reference to the strength of the school concerned.

a) For the reasons stated in his letter at p 7cf. the Director considers it unnecessary to fix any special scales of pay and allowances to headmasters of exceptionally large secondary schools for purposes of assessment of teaching grant. He considers that in view of the fact that there are only a very few institutions of this category (eg. the Madras Christian College High School) it would be sufficient if he were authorised to admit for purposes of grant a reasonable scale of pay and allowance to the

H-1-2 cf

p 2 ante & p 3 cf.

p 2 cf.

p 2 on p 3 ante

p 3 cf.

p 7 cf.

The pay of headmasters of several Govt. high schools are borne in the M-E-S scale (Rs 230-700). The proposal of the D.P.G. may be agreed to.

2-7-49



headmasters in such schools as he has been doing before the revised scales of pay for the teachers in Govt & local body schools were adopted. In the circumstances stated it is for consideration whether the proposal of the D.P.G., that he may be permitted to admit a higher and suitable scale of pay and allowances to the head master of exceptionally large aided secondary schools, for purposes of assessing the teaching grant payable, may be approved.

3/. The file may be sent to Fin U.O. for remarks if any, prior to circulation.

28/6/49
2-7-49
30/6/49

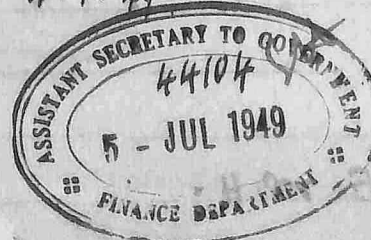
2-7-49

The objection that too many categories are involved conflicts with the statement that there are only a few cases. In order to avoid a charge of favouritism, I feel that one previous order regarding an approved scale so not deemed to be revised

E & P.H. U.O. No.

25217 B, 49-1 Edn.

4-7-49



4/7/Fin
fwd (Exp A)

(Previous Finance note on p 2 above)

The note of E & P.H. on pp 4-5 above may be perused. The original suggestion of the D.P.G. that he should be vested with discretion to fix the upper limit to be allowed

b.

for purposes of assessment of grant in respect of pay and allowances of headmasters of exceptionally large institutions was not approved. But the D.P.I. was asked to suggest suitable scales of pay in such cases. The D.P.I. has again reiterated his original stand in asking for permission to adopt a higher suitable scale in his discretion for such institutions. The E.P.H. Secretary does not agree with this and considers that, in order to avoid a charge of favouritism, an appropriate scale should be laid down in respect of large institutions also. Finance may agree with the E.P.H. Secretary.

A
see the memo on p 3 CF.

p. 5 above

No other remarks are called for in this Dept. pending receipt of the D.P.I.'s proposals regarding the scale of pay to be adopted in such cases.

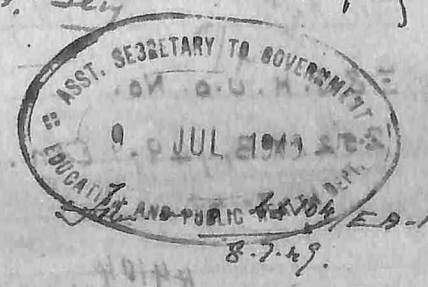
144 By 6745

Fin may agree with E.P.H. Secy

in his remarks on p. 5 ante

7.7.49

d.s.



E.P.H.

52488

Notes from page 4 ante may be perused. The Finance Dept's note on pp 5-6 sets out the proposal. Finance Dept have agreed with the view of Secretary that the previous orders contained in Memo No 66315 B1/48 dated 21-1-49 asking the D.P.I. to suggest suitable scales of pay for headmasters of exceptionally large high ~~sch~~ schools under private managements need not be revised and that the D.P.I.'s request that he may be allowed discretion to admit a higher and suitable scale of pay and allowances for headmasters of ~~such~~ exceptionally large institutions for purposes of assessment of teaching grants, may ~~not~~ be negatived.

p3cf

p. 7 cf

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

11/7/49

12.7.49

S 12/10/49

1.7.49 (E.P.H.)

14/7

A draft ~~order~~ is submitted below for approval.

15.7.49.

16.7.49

S 18/7



112
Extract from the D.O. dated the 30th July '49 from the Director
Of Public Instruction.

I shall be seeing you on Monday the 1st August and discuss with
you the following files:-

Put up the
files at
once.

J.M.L.
30-7-49.

xxx

xxx

xxx

4. G.O.Ms.No.2326-Edn., dated 18-7-49 re: Grant - Teaching -
Aided - Secondary Schools - Headmasters - Fixation of suitable scales
of pay for headmasters of exceptionally large high schools.

/true extract/

p9 of (G) E & P.H.(B.).
G.O.M.S. No. 2326 Edn. d/18-7-49 is put up at (G).

Ad
30/7/49.
1282
30/7/49

m
30-7-49

S - returned by Secretary

8

13

13

13

20. H. 2 No. 1330 Form 6 8-7-40. 20-10-40 (2)

$\frac{1}{2} \times 100 = 50$
 $\frac{1}{3} \times 100 = 33.33$
 $\frac{1}{4} \times 100 = 25$
 $\frac{1}{5} \times 100 = 20$

12