Edn (194) Department.

Ms SERIES.

G.O. NO. 2577-Edn

Dated 13/8/49

M 20-21/8
M 28-29/8
D 31/8

[Despatch Abstract.]

M.S. — Posts of Principals — Direct recruitment of non-Govt. college teachers — Proposal dropped — Papers recorded.

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

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
1648 17.7.52							

The College Teachers' Union

THE ECOND PROVINCIAL CONFERENCE
(Madras Christian Colle School Hall)
27th and 28th December 1947

Patron :
SIR A. L. MUDALIAR,
M.D., LL.D., SC., F.R.C.O.G., F.A.C.S

President :
AMASWAMY GOUNDAR,
M.A., L.T.

R. N. SELVAM, M.A. (CANTAB)
Chairman, Reception Committee

S. A. JAIN, M.A.
Convener, Reception Committee

MADRAS

Prof. R. N. SELVAM, M.A. (cantab)

Dated 6th Jan. 1948.

2

To
The Hon'ble Mr. T. S. Avinashilingam Chettiar,
B.A., M.L.,
Minister for Education, Government of Madras,
Fort St. George, MADRAS.

Respected Sir,

Ref:- Your letter dated 13-12-1947.

- = -

As fixed by you, the deputation consisting of the President and other members of the Executive will meet you on Thursday the 8th inst. at 3 P.M.

I am herewith forwarding a copy of some of the resolutions passed at the recent Conference for your perusal. The full text of the Proceedings will be sent in course of time.

The deputation will make representations on the following subjects:-

P/2

1. The Recognition of the College Teachers' Union by the Government and cancellation of the memo No. 20651 A2 Edu.d/21-4-1947.
2. The grant of D.A. at Govt. rates in all private Colleges including the Annamalai University.
3. Revision of the scales of pay in Government & Municipal Colleges.
4. Revision of scales of pay not given effect to in Salem Municipal College.
5. The Revision of the Grant-in-Aid code.
6. Recruitment to Posts in Govt. Educational Service

Resolution no 3 - vide p3 below

P.T.O.

- 2 -

As emphasized at the Conference, a non-
political Body of responsible individuals,
cannot be expected to resort to any indigni
measure. We appeal to the Government to enlisted
the cooperation of organizations like
solving the educational problems of the
We, the College Teachers, are certainly eag country.
to contribute our share to the progress of the
country, and we only wish that proper conditions
may be ensured for efficient work. It is only
natural for us to look forward to the Government
for intervention in cases of undesirable treat-
ment meted out to teachers under certain manage-
ments. We assure you that our attitude will
always be reasonable and just.-

- - -

Thanking you in anticipation of your sympathetic consideration,

I have the honour to be
Respected Sir,
Your most obedient servan

S. Appandai

Secretary (.T.U.)

23-A, PACHAIYAPPA'S HOSTEL ROAD,
Chetput, MADRAS -

Resolutions passed at the Second Provincial Conference
of
THE COLLEGE TEACHERS UNION
on 28th December 1947
under the Presidency of M. Ruthnaswamy, Esq., M.A.(Cantab),
Bar-at-Law, C.I.E., Vice-Chancellor, Annamalai
University

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1. This Conference places on record its appreciation of the servi rendered by Dr. Sir A. Lakshmanaswamy Mudaliar as a member of the Syndicate and as the Vice-Chancellor of the University of Madras. The prestige and status of the University of Madras are in a large measure due to Dr. Sir A.L.Mudaliar's efforts. His learning, vast experience, and thorough grasp of educational problems will prove of immense value in the Re-organisation of Education in Free India. It is hoped that the expert advice of such an experienced and gifted educationist would be sought at every stage by the Government in Educational Reconstructio The Conference conveys its felicitations to this distinguished Educatio on his attaining his sixty first birthday, and wishes him many more yea of valuable service in the cause of education and the teaching professi

to 12,
4.26

2. This Conference feels that there is no justification for the Government in refusing permission to teachers working in Government Colleges to become members of the College Teachers' Union (vide Memo No. 20651 A2 Edu.dated 21-4-1947), when even under the British regime, teachers in Government institutions were permitted to become, and are still, members of the South India Teachers' Union (Sir R.M.Statham, the Director himself, was a member).

2/

3. This Conference recommends that the scheme, proposed by the Minister for Education, to recruit D.E.O.'s from among the ranks of teachers and Headmasters may apply also to College Teachers. The Government may also recruit persons in aided institutions for ~~the~~ pos in Government Colleges, for which also it is necessary to waive the a rule.

4. This Conference expresses its profound sense of disappointment at the unwillingness on the part of certain managements to pay Dearness Allowance at Government rates even when the Government shares half the burden, and requests the managements to sanction D.A. to their teachers at Government rates with retrospective effect from July 1945.

The Conference wishes to point out that the Government rate of D. A. is inadequate, based as it is on the cost of living in 1944 when the index number was 200, and requests the Government to grant D. A. to all teachers as per the recommendations of the Central Pay Commission and meet the entire extra expenditure.

5. This Conference requests the Government to revise the Grant-in-aid Code in order to be liberal in paying teaching grants to aided institutions, and feels that the only rational way to assess grant is to take into account the strength, the number of courses, the nature of the courses and the number of teachers on the staff and salaries paid to the teachers.

6. This Conference feels that the scales of pay for teachers in Government Colleges are not at all attractive and they compare unfavourably with scales in force some years ago and scales sanctioned for Government servants in other departments. This Conference exhorts the Government to take immediate steps to abandon this policy of discrimination against teachers as compared with members of other services and sanction remunerative scales of pay to College teachers in their service without which the best men available will not be attracted to the teaching profession.

7. Resolved that the Government do undertake at once comprehensive schemes for promoting the physical stamina of the College students of the Province to render them fit not only for their normal avocations in life but also for Military training that is proposed to be given to

absorb them into the Provincial or National Militia. To this end, the Government is requested to organize and establish gymnasia and sports stadiums in all towns and coordinate their activities under a central Directorate of Physical Education.

5

8. Resolved to request the managements (both private and Government) to put all graduate Diploma-holders in Physical Education on a par with Lecturers in Colleges.

9. Resolved to request the Government of Madras to expedite the passage of the Library Bill in the Provincial Legislature, so that erelong a net-work of modern fully equipped libraries to cater to the needs of all classes of people will spring up all over the Province.

10. This Conference requests the Government to repeal the G.O.No.1280 dated 6-6-1939 which does not permit teachers to contest elections.

11. This Conference requests the Government to amend the Madras University Act so as to make provision for the election of two members to the Senate from the teaching staff of every First Grade College.

12. This Conference feels that anything less than a starting of Rs.150/- for College teachers is unacceptable (Rs.150-10-250 was the scale recommended for lecturers by the Inspection Commission of 1928). The following grades on the lines of the Central Pay Commission shall be fixed.

Tutors and Demonstrators	Rs.150--10--250
Lecturers or Asst.Professors	Rs.200--20--500
Professors	Rs.300--25--800
Principals	Rs.500--50--1000

As an immediate interim relief, the following grades shall be given effect to:

Tutors and Demonstrators	Rs.100-10-150

Lecturers or Asst.Professors	Rs.150-10-250
Additional Professors	Rs.250-15-400
Professors	Rs.250-20-500
Principals	Rs.500-50-750

An intermediate scale of pay for the grade of Additional Professors Rs.250-15-400 is essential as the number of professorships is limited in each college, so that teachers who, for various reasons cannot be promoted after long years of service to the professor's grade, may at least be made additional professors on Rs.250-15-400.

This Conference wishes to stress the urgent need of allowing weightage for service to avoid the unjustifiable disparity, that might arise out of the introduction of the new scales of pay, between the emoluments drawn by the new and the old entrants.

This Conference strongly affirms that it will go a long way to promote contentment among the teachers if only the University authorities could rigidly enforce the implementation of their recommendations with modifications suggested above.

In this connection it is suggested that the discrimination against the Oriental Title Holders who are already in service may be abolished, as such discrimination tends to lower their prestige, though they do the same kind of work as the degree holders.

13. This Conference unhesitatingly endorses the policy pursued by the University of Madras in the rigorous scrutiny of applications for affiliation made by New Colleges, as indiscriminate grant of affiliation will be harmful to students, teachers and the general cause of education and feels that the starting of institutions without adequate financial backing should not be encouraged.

14. This Conference recommends that the Universities should so modify the conditions for the submission of theses by teachers for obtaining research degrees as to enable the teachers to submit their research work for research degrees.

15. This Conference requests the Universities to raise the fees for the valuation of examination papers, as scheduled below as the cost of living has risen considerably, and as the work involved is exacting.

Intermediate Examination		Re.1/- per answer book
B.A., B.Sc., B.Com.&c.	"	Re.1/8/- "
Honours	"	Rs.3/- "

~~This Conference feels that the scales of pay for teachers in Government Colleges are not at all attractive and they compare unfavourably with~~

16. Resolved to draw the attention of the authorities of the Universities to the imperative need for instituting a Degree course in Physical Education and to request them to inaugurate the faculty at once with a view to intensifying the course of Physical Education in Colleges.

17 This Conference requests the managements of Educational institutions to redress the grievances of their staff without unnecessary delay, as efficiency is bound to be impaired if the causes of discontent are not quickly removed. It is felt that uniform service conditions including security of tenure similar to those obtaining in Government institutions should prevail in all privately managed institutions.

18. This Conference feels strongly that it is undesirable on the part of managements of educational institutions to utilize any part of the fee income of their institutions towards capital expenditure, as it hits hard on the hardworking staff, who are thereby denied adequate salaries.

19. Resolved that the qualified librarians be granted the same scales of pay as lecturers.

20. This Conference resolves that teachers should be enabled to contribute to the Provident or retiring fund at the rate of 1/12th of their salary, instead of 1/16th as at present. The Conference further requests the Government and the managements to jointly contribute the corresponding amount.

21. This Conference feels that every language department shall be considered as a separate Department, provided the strength of the students in that department is not less than 100; and recommends that the head of the department shall be placed on the Professors' grade.

22. This Conference is of opinion that in any scheme of reorganization he teaching and study of philosophy shall be given an important place in college education. It strongly recommends that wherever it has been abandoned it shall be revived. Further, greater emphasis shall be laid on the study of psychology in all its aspects.

23. This Conference feels that every aided institution must have on its managing body at least one elected member of the staff in addition to the Principal.

24. This Conference recommends that the composition of the College Council should be so liberalized as to provide for due representation for teachers other than Professors or Heads of departments.

25. This Conference requests the teachers who are members of t various University Bodies (the Academic Council, the Senate etc.) to voice forth the grievances of the teachers at every opportunity and unitedly press the claims of the teachers at the meetings of these bodies.

26. This Conference supports the demands of the Elementary and Secondary school Teachers and urges upon the Government to guarantee them decent scales of salaries and service conditions, freedom of organization, and representation in educational bodies constituted for the purpose of formulating and implementing policies and programme in the fields of Elementary and Secondary Education.

27. Resolved that the following shall constitute a Committee to frame a Charter on Education with powers to coopt:

1. Sri T. Chengalvarayan, (Convener)
2. " M. Ruthnaswamy
3. " A. Rama Iyer
4. " R. N. Selvam
5. " S. Parthasarathy
6. " N. Chakravarti
7. " A. L. Krishnan
8. " T. Govindarajan
9. " M. A. Durairangaswamy

28. Resolved that the Headquarters of the College Teachers' Unio be moved to Madras, which is the proper centre to carry on the activi of the Association.

7 JAN 1948
1468
GOVERNMENT OF MADRAS

8 JAN 1948

MINISTER FOR EDUCATION
7 JAN 1948
GOVT. OF MADRAS

THE COLLEGE TEACHERS' UNION

ANNUAL REPORT FOR THE YEAR 1947.

The Executive Committee of the College Teachers' Union has great pleasure in presenting the first Annual report of the Union for the year 1947.

ORIGIN OF THE UNION: The Union was established in/the year 1946, a historic year when the country experienced an unprecedented revolutionary upsurge of enthusiasm. Due to the initiative and efforts of the Principal and the Staff of the Salem College, a conference of College teachers, the first of its kind set at Salem under the presidency of Dr.B.V.Narayanaswami Naidu, the then Principal of the Pachaiyappa's College. The hope that economic conditions will improve after the war was falsified by the ever rising cost of living. The high expectations aroused by the formation of popular ministries were proved to be a delusion by the unsympathetic attitude they adopted towards the just demands of teachers. So the delegates who met at Salem, realising that organised strength alone will enable them to get a hearing and achieve their legitimate aims, decided to form the Union of College teachers to "safeguard their interests", to secure "fair conditions of life and work" and to fight for "civic and political rights of teachers". A Draft constitution was adopted and the Union came into existence on the evening of 21st December 1947.

OFFICE BEARERS: The following were elected as office-bearers of the Union for the year 1947.

Sri A.Ramaswami Gounder,M.A.,L.T.	..	President
Sri A.Rama Iyer, M.A.	..	Vice-President
Sri [illegible].Sankaranarayanan, B.A.(Hons.)	..	Secretary
Sri S.Appandai,M.A.,L.T.	..	Joint Secretary
Sri B.R.Krishnamurthi Naidu,M.A.,L.T.	..	Treasurer.

MEMBERSHIP STRENGTH: There are seven branches of the Union, viz. (1) The Pachaiyappa's College; (2) The Madras Christian College; (3) The National College; (4) St.Aloysius' College; (5) The Islamiah College; (6) The M.D.T.Hindu College; (7) Ernakulam Branch.

The question of affiliating the Unions of (1) The Voorhees College, (2) The American College, (3) The Senthikumara Nadar College, (4) The Malabar Christian College and (5) Sri Venkateswara College is under correspondence. It is highly deplorable that the Managements of some of the Colleges took a very unhelpful attitude towards the Union and stood in the way of formation of branches in their colleges. The attitude of the Government is all the more depressing; it is anything but sympathetic. They went to the extent of banning the teachers of the Government Colleges from becoming members of the Union. Even the elementary right of the citizen to organise is denied to the members of this "noblest of professions". Being highly individualistic, some of us, even now, do not realise the necessity for a strong well-knit organisation. For better, efficient co-ordinating work of the Union, every College or at least locality must have a branch. The Andhra University Teachers' Association has reversed its previous decision and has resolved to remain independent. Membership from the Annamalai University is very poor. In spite of these handicaps the Union has more than 400 members on its rolls. Details are given in Appendix I.

PUBLICITY TOUR: During the year under report, the Secretary of the Union visited Trichinopoly along with Messrs T.V.Chockappa and C.D.Samuel of Salem College. He also went to Madura and Sivaganga. Mr.S.Shanmugasundaram of Senthikumara Nadar College visited Tinnevelly. Mr.V.Achyuthan Nair of Salem College visited Annamalainagar.

THE EXECUTIVE COMMITTEE: The Committee met three times in the year on the 26th September, 7th December and 26th December. The important items of business transacted besides the routine ones were

(1) Convening the Second Provincial Conference
(2) Representation to the Government and Madras University on the salaries of teachers.
(3) Decision to collect facts relating to the salary scales in different Colleges, and

(4) Framing a Draft Education charter.

PAY & SERVICE CONDITIONS OF TEACHERS: As per the resolution of the Executive Committee the Secretary issued a questionnaire to various College centres. Figures are available for 400 individuals. Details of salary etc. are given in Appendix II. Sampling being quite at random, the figures may be taken to be representative of the whole population. It is estimated there are nearly 1,200 teachers including the clerical members of the Missionary Colleges in private institutions of the Madras University. The maximum salary is Rs.500/- and only one out of the 400 gets it. Nearly 90% (352 out of 400) get salaries less than 200 or just 200. About 33% (133 out of 400) are getting less than 90 rupees, the minimum recommended by the Central Pay Commission for an ordinary S.S.L.C.passed candidate. The College teachers who have to be a first or second class B.As or B.A.(Hons.) are getting less than the minimum recommended by the Central Pay Commission for an ordinary S.S.L.C.passed candidate. There are teachers getting Rs.40/-, less than what a Government peon or the ordinary errand boy in a mill is getting. There has been no revision of scales in most of the colleges though the prices have soared to 3 times the pre-war level. As the President of the Union said at the time of the last conference, the pay of the College teachers still continues to be a mathematical constant and that too an absurdly low constant. Though almost all Colleges have increased their tution fees most of them have not cared to raise the pay of their staff. The 1928 University Commission had recommended a start of Rs.150/- for lecturers even at the period of economic depression. But in 1947 when the living index has gone upto 300, the University Commission surprisingly recommends a starting salary of Rs.100/- for lecturers. The Royal Commission on Agriculture recommended Rs.2 as the daily wage for an agricultural labourer. It seems to be the order of the day that the educated proletariat have to be content with a pittance of Rs.40/- a month. Even the very modest scales recommended by the Madras University have not been given effect to in most of the colleges. The few colleges that have adopted these new scales, have sometimes chosen to ignore the claims of older incumbents nor has weightage been given to longer experience. There seems to be no relation between salary and years of service as the scatter diagrams of Appendices II (B) and II (C) indicate. There are so many hurdles euphemistically called Selection grades and Efficiency bars even in the scale 100--250 that fe lecturers can perhaps overcome them. There are colleges even today which have no scales of pay and no security of tenure. There are some Colleges which are making profits but have not chosen to revise the pay of their teachers.

Though the Government have agreed to pay their half portion of the D.A. irrespective of the fact whether the managements pays the other half or not, it is a pity some of the managements have not taken advantage of its offer. To give a D.A. at the flat rate of Rs.5/- as is done in some of the institutions is a mere mockery of the terms D.A. when the cost of living index is 300.

Promotion to higher cadres is quite arbitrary.

The Union cannot view with equanimity this unfortunate state of affairs prevailing in various colleges. This form of exploitation must cease without delay, lest disastrous results should follow to the nation.

WORK OF THE UNION: The resolutions passed at the Salem Conference were communicated to the Vice-Chancellors of the three Universities, Madras, Andhra and Annamalai, the Government and to all the private managements. The Madras Committee organised a public meeting under the presidency of Sri S.Govindarajulu Naidu, Vice-Principal, Law College, Madras. A deputation of the Committees waited on the Vice-Chancellor of the Madras University and pressed him to insist upon (1) the immediate introduction of the scales recommended by the University with due weightage for years of service in the case of existing incumbents, (2) promotion to higher grades from among men already in service, (3) compulsory Provident Fund, (4) representation for at least an elected member of the Staff on the management. The Vice-Chancellor was very sympathetic and promised to do his best. A circular was issued by the University to all the Colleges asking them to give a minimum of Rs.100/-- to their lecturing staff. The Executive of the Union decided to wait on the Hon'ble Minister for Education to press for (1) the recognition of the Union by the Government, (2) revision of pay in Govt. and Municipal colleges, (3) the grant of D.A. at Government rates in all private colleges. The Minister has agreed to receive the deputation on the 8th January 1948.

The President has written a number of letters to the Hon'ble Minister covering these points. He has replied that the matter is under consideration.

REGISTRATION: The Union was registered un der the Society's Registration Act on 22.5.1947

FINANCES: The financial statement of the Union is appended.

PATRON: The Executive is extremely grateful to Sri A.Lakshmanaswami Mudaliar, Vice-Chancellor of the Madras University for his having consented to be a patron of the Union.

JOURNAL: The Executive considered the question of starting a journal to further the objects of the Union. The question was deferred for the present owing to financial considerations. A journal is an urgent necessity for the Union.

INTERNATIONAL STUDENTS' SERVICE: Under the auspices of the I.S.S., the South East Asiatic Students' Conference was held at Madras from 10th to 16th June 1947. A fraternal delegation consisting of Messrs P.Adiseshiah, S.Appandai, T.I.Johnson, M.K. Shanmugham and Shanmugasundaram participated in its deliberations on behalf of the Union. Messrs S.Appandai, S.Parthasarathy and A.Muthiah took part in the Provincial Educational Convention convened by them.

TASKS AHEAD: The political situation since we met last has changed beyond recognition. Though divided, the country is emerging out of its bondage of centuries. In this new set up what is our task? The present system of education designed to produce quill drivers for the bureaucratic regime must be dispensed with and true national system of education suited to our genius and culture based on the fundamentals of modern times has to be evolved. Till now we had been cogs in the wheels of the educational machinery. The Union is firmly convinced that we, by virtue of the role we are playing are the persons most fitted to shape the education of the country in the making. In the task of re-organisation of education the C.T.U. should not abdicate its legitimate functions. We would like to point out that the first essential of any scheme of education is a body of good and efficient teachers which can be obtained only by making the profession economically more attractive. Inevitably the activities of the Union will have to be mainly directed along this line. We must exert ourselves and see that the scales approved and recommended by the C.T.U. are adopted in all colleges with weightage for experience before the close of next year. We have to obtain D.A. based on the cost of living index as has been done in the case of Central Government servants. We have to urge our M.L.As and the Government to bring a bill on the basis of the Education charter we propose to adopt and see that it is enacted into law. For all these tasks the Union must be strengthened. Only then the voice of the Union will be heard. Now is the time to organise and assert our rights. If we miss this opportunity our present sad plight will be perpetrated. So the Executive calls upon the teachers in all colleges to become members of the Union. There are 408 members. Every member must take a pledge to enroll at least two more new members. Branches must be organised in every college centre. The Union is for the service of all teachers and as such every member must enthusiastically take part in its activities and advancement. Our cause is just and our success is certain. Long live the Union.

Madras,)
26.12.1947)

Sd/-A.Sankaranarayanan
Secretary.

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THE COLLEGE TEACHERS' UNION

Correlation Table showing the Relationship between Salaries in Rupees and Service in Years

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Salaries as in Rupees	Service in years										
	0-3	3-6	6-9	9-12	12-15	15-18	18-21	21-24	24-27	27-30	Total
40- 60	15	5		1	4			2			27
60- 80	49	7	1	1	1	1	2	4	2		68
80-100	36	25	2	2	3	3	4	1			76
100-120	23	17	6	6	6	4	5	3		2	72
120-140	2	7	12	3	5	2	3	1			35
140-160	1	7	2	8	3	4	6	1	1		33
160-180	1	1	3	1	2	5	1	2	2		18
180-200		1	2	3	3	7	2	1	3	1	23
200-220			1			1	3	3	1	1	10
220-240				1	1	4	1	2			9
240-260							3	2	2		7
260-280								2	2		4
280-300								1	1	1	3
300-400			1			1	2	2	2	2	10
400-500				2			1		2		5
Total	127	70	30	28	28	32	33	27	18	7	400

P.T.O.

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Correlation Table showing the relationship between Salaries in Rupees and Service in years of 292 college Teachers having similar or identical qualifications

Salaries in Rupees	Service in years										
	0-3	3-6	6-9	9-12	12-15	15-18	18-21	21-24	24-27	27-30	Total
40- 60	2	2		1							5
60- 80	20	2			1						23
80-100	31	22	3		1	2	1				60
100-120	22	16	6	6	4	3	2			1	60
120-140	2	7	12	3	4	1	2	1			32
140-160	1	4	2	8	3	3	6				27
160-180	1		3	1	2	5	1	2	2		17
180-200		1	2	3	3	6	1	1	4	1	22
200-220			1			1	2	3	1	1	9
220-240					1	4	1	2			8
240-260							3	2	2		7
260-280								2	2		4
280-300						1			1	1	3
300-400			1			1	2	2	2	2	10
400-500				2		1		2	2		5
Total	79	54	30	24	19	28	21	15	16	6	292

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MINISTER FOR EDUCATION
GOVT. OF MADRAS

SECRETARY ... AND P. H. DEPT.
7 JAN 1948
GOVERNMENT OF MADRAS

THE
COLLEGE TEACHERS' UNION

THE SECOND PROVINCIAL CONFERENCE

MADRAS

ASSISTANT SECRETARY TO GOVERNMENT
8 - JAN 1943
EDUCATION AND PUBLIC HEALTH DEPARTMENT

Presidential Address

BY

M. RUTHNASWAMY
Vice-Chancellor
Annamalai University

27th December 1947

the University grade are enrolled as its members. For I need not tell you that your strength as a negotiating body and your contribution to thought on university education will depend on the extent to which you have enlisted the teachers of the three universities of this province. You have to inspire you the example of the English Association of University Teachers, which was founded nearly 30 years ago to improve the lot of the grossly underpaid university teachers—in England also teachers have the same financial difficulties as here—and to allow university teachers to exercise the influence in university affairs to which their equipment, their experience and their interest in university problems entitle them to exercise. Your English counterpart has more than 1,000 members, has sub-committees on Salaries, on Grading, on Library, on Student affairs, on International relations, on Legal, Defence, on Professional training etc., and a quarterly Journal called the 'Universities Review'. In those sensational criticisms of education in the modern English university written by the author of the series of books on Redbrick University, frequent reference is made to the opinion of the Association of University Teachers. It will be some time before your Association reaches this height of achievements, but from the fact that the English Association took 30 years to achieve its successes, you may take heart of hope in this venture. All those interested in the progress of University education will wish you success.

There is however one condition that will attract those good wishes and that is that you should not only be wakeful about your interests but you should make an active contribution to thought on university education. For if there is any body of persons whose opinion on university education should be especially valuable, it is that of the persons actually engaged in the business of education at the University level. And the main fact of university education is teaching and learning—and not mere administration. I am therefore glad to find that the main theme of your deliberations at this sessions is the reorganization of university education in this province. I will not ask you to change the list of topics that you have made up for your consideration. But you will allow me to offer my thoughts on some topics that I consider of importance, hoping that, as a result of debate on these questions at some future session, you will be able to influence the thought on universities on this subject. It is on the subject of courses of study at our Universities that I wish to address you. As teachers you must be deeply interested and concerned about this question of what and how those that look to us for learning should be taught.

One of the striking features that one who like myself belongs to a past generation of students finds in the present courses of studies at our universities is the narrow foundations on which learning up to and including the B.A. and B.Sc. stage is reared. At the Intermediate stage, the Arts student is taught no Science, and the Science student no Arts subject except the steadily decreasing volume of language and literature. Anyone who realizes the disciplinary value of Science and the cultural value of Arts subjects must deplore this growing narrowness of our University courses of study. It is not for me to tell you how the Arts student would benefit from a study of science subject, but I would quote from the Thomson Report on the Natural Science. "It is not possible to give an exhaustive account of the scope of Science, but it is not superfluous to point out that it has several distinct kinds of educational value. It can arouse and satisfy the element of wonder in our natures. As an intellectual exercise it disciplines our powers of mind. Its utility and applicability are obvious. It quickens and cultivates directly the faculty of observation. It teaches the learner to reason from facts which come under his own notice. By it, the power of rapid and accurate generalisation is strengthened. Without it, there is a real danger of the mental habit of method and arrangement never being acquired. Those who have had much to do with the teaching of the young know that their worst foe is indolence, often ~~not~~ wilful but due to the fact that curiosity has never been stimulated and the thinking powers never awakened. Memory has generally been cultivated, sometimes imagination, but those whose faculties can best be reached through external and sensible objects have been left dull or made dull by being expected to remember and appreciate without being allowed to see and criticise. In the science lesson, the eye and the judgment are always being called upon for an effort, and because the result is within the vision and appreciation of the learner, he is encouraged as he seldom can be when he is dealing with literature. It has often been noticed that boys when they begin to learn Science receive an intellectual refreshment which makes a difference even to their literary work ".

A first step has been taken at the Annamalai University to make it possible for the Arts students at the Intermediate and B.A. Pass stages to take a Science subject. The Science courses have been left as they are, as English and Second Language are considered to give enough opportunities for cultural education. But if the Language courses are to serve these purposes, they also should be amended.

And here I come to the second reform in our courses of studies that I should like to urge. It is now the fashion of our Language Boards of Studies to prescribe extracts and snippets from the classics instead of whole books as used to be the practice in former days. " Selections " are the curse of the Language and Literature courses of our times. A superficial taste of an assorted variety of dishes seems to be the intellectual menu offered by Boards of Studies to the modern student. Have the tastes of our students become so jaded that they must be subjected to these titillating but unsatisfying *hors-d'oeuvres*. But the more robust educational opinion is that to give a student a solid intellectual food, a whole classic should be prescribed. His power of appreciation or criticism can be developed by his mind being soaked in the reading and pondering over one work of an author, seen in its relationship to other works of the author and his life and his times. Prescription of whole books like a novel of Scott, or a Speech or Pamphlet of Burke, or a play of Shakespeare gives the student an opportunity of knowing and studying the mind of a man of genius. If education, according to Whitehead, involves " a habitual vision of greatness ", it can be accomplished only by introducing the student to whole works of great men or the unabridged biographies of great men. Flitting from one extract or selection to another may make our students intellectual butterflies but hardly educated men. And on the subject of English courses, may I also suggest that classics written by Scientists, Philosophers, Historians may also be prescribed from time to time. Why should not Darwin's 'Origin of Species' or Huxley's Essays or Mills' 'Essay on Liberty' or Acton's 'Lectures on Modern History of Europe', be included in courses of English Literature. They are as much English Literature as the works of novelists, poets and dramatists. And they have the additional advantage of giving that intellectual discipline that works of science possess and impart knowledge such as is not open to the Arts student. The use of chunks which sometime turn out to be junks in other Arts courses than English is also noticeable. In History for instance time was when the Constitutional History of England started from Anglo-Saxon origins—now it starts from 1485 as if the mediæval origins of the English constitution are not necessary to an understanding of the particular course and manner of its development. European history in my time used to start from where Europe started *i.e.*, the fall of the Roman Empire ; to the Modern student European History starts from the fall of Constantinople or from 1500 A. D., though what especially happened in 1500 to give it this distinction I do not know, or to be more modern, from the French Revolution.

If we turn from Pass to Honours courses, we come across some noticeable defects. More than one Honours course looks as if it were only a little more difficult than the Pass course—there is a difference in degree only, no difference in kind. There are Honours courses in English in Indian Universities which ignore Chaucer and Langland. The makers of Honours syllabuses in English may be reminded of the recommendation of an English Report on the study of English "that in a school of Honours in English Literature, weight should be given to knowledge both of Anglo-Saxon and pre-Chaucerian English literature and of the Mediterranean literatures to which Chaucer's debt is so much more immediately obvious; to knowledge of both if possible, or as that will rarely be attainable at the undergraduate stage to knowledge of either". In History documents are prescribed, but their study is hardly critical, involving study of the archaic language of ancient documents as in Inscriptions, discussion of the meanings of significant words, doubtful or multiple readings. The elements of Diplomatics or Palæography is not even an optional. Politics has for its favourite study the history of political ideas, which means a catalogue of such ideas learnt second hand from a choice assortment of handbooks. More useful to the student of politics would be a critical study of two or three representative political classics like Plato's 'Republic' or Machiavelli's 'Prince', Bentham's 'Theory of Legislation' or Burke's 'Appeal from the Old to the New Whigs'. The Science Honours courses are to an even greater extent, difficult versions of the Pass courses. Nothing is done to teach the Science Honours student ways and methods of research. Nor is anything done to give him a broad view of his subject or an idea of its influence on the history of the world. Prescription of a history of Science in general or of the particular science or of the history of its influeuce on the history of the world would give such students that liberal education which specialization tends to hinder. The history of Engineering and of its influence on the history of the world

would improve an Engineering course. A course in Economics or Economic or Industrial History or Business organizations would improve our Technology courses. The Essay paper which gives the students of the Honours courses opportunity for display of knowledge betokening a liberal view of the subject might well be introduced into our Science Honours courses.

I may have something to say on each of the topics of discussion at this session as they come along. But there is one subject the medium of instruction that is important enough to be dealt with in this address. The only approach to this question which we, university men, can use is the rational approach. According to that view language is a medium of expression. And the use of any language for any purpose depends on a rational view of its utility for that purpose. Does English serve the purpose of instruction at the university level, will it serve that purpose better than any other language? From the standpoint of utility and serviceability, the answer to both these questions must be in the affirmative. English has been used for the past nearly 100 years as the medium of instruction at our universities. It has become the *lingua franca* of educated India as a recent article in *Current Science* has it. Books and articles on all subjects written in India and abroad are available in profusion. It has not stood against the promotion of the highest forms of thought as illustrated in the poetry of Rabindranath Tagore or the moral discourses of Mahatma Gandhi or the scientific research of Raman or Bose or Ramanujam. We are told that history of thought in other countries is in flat contradiction of the view that the use of English will not impede the development of thought or of scientific discovery—that in no other country in the world is a foreign language the medium of instruction at a university. But if to history we must go let us go far enough and wide enough. For nearly 1,000 years in Europe, Latin was the language of instruction at European universities and for 200 years longer it was the language of scientific thought. Roger Bacon made his scientific research with Latin as the medium of his learning and thought and expression, Thomas Aquinas wrote his monumental work which elicited the admiration of T. H. Huxley in Latin, and even so late as the 18th century Leibnitz the great German philosopher wrote most of his works in Latin. And the vernacular languages of Europe began to be used as the media of instruction at universities only after they had been developed and improved as medium of expression of advanced thought outside schools and universities. It was only 500 years or so after Chaucer and Dante and Montaigne had made the vernaculars respectable that they came to be used as media of instruction in universities. It is not universities that make a language or a literature. They make use of languages made for them by poets, story tellers, historians, essayists, outside universities. That is the teaching of history, that is the argument of reason. But it does not avail against the appeals of emotion. All that reason can do against such appeals is to allow emotion to finish the process of purge, the cathartic process—as it is good to let the child or the woman who will have their way to have a good cry. And then after the emotional purge is over, Reason may have her opportunity. Meanwhile we may do as they do at the Osmania University, spend a vast amount of money on translations which become out of date as soon as the translation is completed, especially in scientific and medical books, use one text book in each subject in the favoured medium and read the other books and learned periodicals on the subject in English. We shall have lost a lot of money, time, thought and brain power in the process—but we shall have proved a thesis that modern subjects can be taught in our languages—a thesis which it did not require so much expenditure of money and intellectual energy to prove. And thus having learnt from our own experience and not like wise men from other peoples' experience we shall finally

adopt the best medium of expression according to the dictates of reason. Meanwhile, those of us who take a rational view of this quesiton will be greatly strengthened in their judgment by the ideas on this question of Maulana Abul Kalam Azad, the Minister of Education in the Government of India, who, in his recent Convocation address at Patna University, has taken a realistic view on the future of English in the educational and political life of the country.

Lastly I would ask you to consider whether it should not be in our universities, that must be nursed and grown, some common core of studies that will foster and maintain the intellectual unity of India. Such a common core of studies there must be—if educated India is to know and understand and be at peace and in harmony with itself. Part at least of the disunity and disharmony in the country even after partition, is that even educated men have not a common core of culture. Are not English and English studies by their history and their utility destined to form that common core of studies ? By all means let not English occupy the first place in the scheme of university studies, let it be brought down to the second or third place. But even the most convinced advocate of the supremacy of Indian languages must allow a place for English in university course of studies. And if English is to remain, let it and the studies that gather round it or stem from it form that common core of studies which will make for the intellectual unity of India. Other languages divide us—Hindi must bide its time, must wait till it is accepted all over India as the national language of the country and has gathered round it a literature comparable to that of English—the Sciences are many and not all of them can be cultivated by all. English is in possession and till some better substitute is found for it let it remain. But if it is to remain and fulfil this purpose of constituting a common core of studies—it must not only be compulsory for all courses of studies, arts, science, technical ; but it must include a sudy of the thought of

England in politics, or economics, or science according to the course of studies pursued. The bugbear that it is the language of the alien ruler need not any longer cumber the ground of argument, for now that that ruler has departed, English can be viewed in the cold light of reason and utility.

I will end as I began—exhorting you to rise to the height of your vocation and justify the ways of university education to your fellowmen. You must be the moulders of educational opinion. Let not any false feeling of modesty or inferiority stand in the way of the performance of this duty. Don't leave this task to be performed by the infallible lawyer or politician or newspaper editor. By way of speech, articles in general and not merely in professional periodicals, even by the much abused Letter to the Editor, you must have your say on matters educational. But to be educators of public opinion you must equip yourself for this work of criticism. You must be up to date in your acquaintance with thought on University questions as illustrated in the writings of leaders of educational thought like Sir Richard Livingstone or the author of the Redbrick University books, in the University Quarterly Review, the Universities Review, recent Reports on University Education in England and the U.S.A. The formation of a good library of books on these questions at your headquarters, which must be at Madras on account of its central position, ought to be one of the earliest of your organizational duties. Thus fortified you will be able to stand out as the makers and leaders of educational opinion in India—a role you are called upon to fill by your calling.

—:o:—

Paramount Printers, Madras, MS. 528 500 26-12-47

Frequency Table showing the salaries of 400 Teachers in Private Colleges of Madras University.

Salaries in Rupees		No. of Persons
40 to 60	...	27
60 to 80	...	68
80 to 100	...	76
100 to 120	...	72
120 to 140	...	35
140 to 160	...	33
160 to 180	...	18
180 to 200	...	23
200 to 220	...	10
220 to 240	...	9
240 to 260	...	7
260 to 280	...	4
280 to 300	...	3
300 to 400	...	10
400 to 500	...	5
		400 Total

Memo. No. 2434-A-1, dt. 20/1/48 E.D.H.(A)

Recruitment of teachers in aided colleges to M.E.S.

20

17/21/1

p.3 cf.

A copy of resolution No. 3 passed at the II Provl. Conference of the College Teachers Union, held on 28-12 is forwarded ~~to the D.P.I.~~ and he is requested to offer his remarks on the resolution.

22.1.48

18.1.48

19/1/48

20/1/48

20/1/48

To the D.P.I.
(with extract of resn. 3 at p.3 cf.)

17 18/4/3

Memo. No. 2434-A-2, dt- 3.3.48

Recruitment of teachers in non-Govt. colleges to M.E.S.

The D.P.I. is requested to state when his reply to Govt. Memo. No. 2434-A-1, dt- 20.1.48, may be p. 16 ante expected.

3/3/48

2.3.48

DP 3/3

5.3.48

~~To the D.P.I.~~

CONFIDENTIAL.

From
Sri D.S. Reddi, M.A.(Oxon.)
Director of Public Instruction, Madras.

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

R.C. No.737 C1/48-2 dated 8-3-1948.

Sir,

Sub: MADRAS EDUCATIONAL SERVICE - Recruitment of teachers in aided colleges to Madras Edl. Service.
Ref: Government E & P.H. Dept. Memo. No.2434 A.1 dated 20th January 1948. p. 16 ante

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With reference to the resolution No.3 passed at the Second Provincial Conference of the College Teachers' Union (copy received with the Govt. Memo. referred to above), I have the honour to submit that according to rule 5(a) of the Special Rules for the Madras Edl. Service, the age-limit for direct recruitment to posts of Lecturers in Government colleges is 35. I may state that even the existing age-limit of 35 makes ample provision for the recruitment of persons employed in aided colleges. In fact, a large number of the direct recruits to the cadre of Assistant Lecturers and Lecturers in the Education department have put in considerable service in private insttutions. In addition, proposals for prescribing a higher age-limit for recruitment to the proposed new cadre of Chief Professors in the Presidency College have already been submitted to Government. Beside I am submitting separately proposals for direct recruitment to posts of Principals from among the Lecturers and Principals employed in Non-Government colleges. I consider that the above proposals, if a

pp. 20.21 infra

p.t.o.

18

when approved by Government, will be sufficient to meet the demands of the college teachers as conveyed in their resolution cited above.

for Diredtor of Public Instruction.

R.C. 10/3.

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22

CONFIDENTIAL.

19122

From
Sri D.S. Reddi, M.A.(Oxon.)
Director of Public Instruction, Madras.

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

R.C. No.737 C1/48-1 dated 8-3-1948.

Sir,

Sub: MADRAS EDUCATIONAL SERVICE - Recruitment of teachers in aided colleges to posts of Principals in the Madras Educational Service - Proposal submitted.

I have the honour to submit the following proposal for the recruitment of teachers employed in Non-Government colleges to posts of Principals in the Collegiate Section of the Madras Educational service.

BK. 113

2. According to the table sub-joined to rule 2(a) of the Special Rules for the Madras Educational Service, the posts of Principals in category 2 of Class III may be filled by direct recruitment. But in practice, no direct recruitment has been made specifically for appointment as Principal. I may submit that most of the senior officers in the Madras Educational Service (collegiate branch) have already retired or will be retiring shortly. Such of those senior officers as are in service are either not quite suitable for promotion as Principals or are unwilling to accept Principalships in any of the Government college in the moffussal, or are specialists whose services are required for the Presidency College. In the above circumstances, only very junior officers in the Madras Edl. Service with even less th 10 years of service in the Madras Edl. Service have to be considered for promotion as Principals. I, therefore, consider it desirable and necessary to fill at least a few posts of Principals by recruiting suitable members employed in Non-Government colleges.

Separate file — in on orders issued in GO No.

3. In this connection, I may invite the attention of Govt. to their Memo. No.44689 A.10/47 dated 22nd Septr. 1947 wherein they have decided to recruit teachers employed in Non-Govt. schools to the Administrative section of the Madras Edl. Service I think that a similar concession should be given to Lecturers employed in the Non-Government colleges to get into Government service as Principals. In fact, I feel that there is even greater justification for extending this concession to recruitr to posts of Principals than there is in the case of recruitmen of Non-Government Secondary school teachers to the Administrat section of the Madras Edl. Service. If the present proposal i accepted by Government, not only would it be possible to secur the services of competent men working in private institutions, it would also tend to raise the tone of private colleges, if Lecturers employed therein can look forward to ~~proper men~~ appointment in Gov service in virtue of their good work in private institutions.

4. I have the honour, therefore, to submit that 50 perc of the substantive vacancies in the category of Principals and Senior Lecturers (category 2 of Class III) may be filled or reserved to be filled by direct recruitment. For the present, t following 8 posts of Principals may be taken into account for t proposed direct recruitment:-

1. Principal, Govt. Arts College, Rajahmundry.
2. -do- -do- Anantapur.
3. -do- Muslim College, Madras.
4. -do- College, Kumbakonam.
5. -do- Arts College, Coimbatore.
6. -do- Victoria College, Palghat
7. -do- Brennen College, Tellicho
8. -do- College, Mangalore.

Every alternate substantive vacancy arising in the posts of Principals in the above colleges may be filled by direct recruitment from persons employed in Non-Government colleges.

5. As Principals of the above colleges are also Lecturers in one of the subjects, it will be necessary to take into account the subject- requirements in filling the vacancies of Principals. I suggest that if in a particular year Lecturers in certain subjects have to be recruited direct and at the same time a post of Principal is also to be filled by direct recruitment, applications for Principal's post may be invited only from candidates who are qualified in one of those subjects for which Lecturers are to be recruited direct that year. For example, if in a particular year, Lecturers in History, Mathematics, Physics have to be recruited direct and there is also a vacancy of a Principal for direct recruitment, the applications for the Principalship may first be invited only from such candidates as are qualified in History, Mathematics or Physics and not from candidates who are qualified in other subjects. The candidate selected for Principal's post will be deemed to have been recruited against the particular subject - unit, i.e., against History, Mathematics or Physics unit, as the case may be. The direct recruitment of Lecturers for the other subject-units (i.e., other than the Principal's subject) may be proceeded with in the usual way. This procedure is suggested so that there may not be any difficulty in regard to the confirmation of the directly-recruited Principal after he completes his probation.

6. I may submit that no candidate who has not attained the age of 40 or who is over 45 years of age need be considered eligible for appointment as Principal by direct recruitment. Besides, it is also essential to prescribe that a candidate for appointment as Principal by direct recruitment should have been a Lecturer in a recognized college for a total period of not less than 12 years, preference being given to him who has also experience as Principal for a period of not less than 2 years out of the 12 years or more of lecturing experience.

7. In order to make the post sufficiently attractive and having regard to the qualifications, and experience and the status of the prospective applicants and also having regard to the duties and responsibilities of Principals of Government colleges, I recommend that these direct recruits to posts of Principals may be granted a scale of pay of Rs.500--25--700.

8. As in the case of Non-Government school teachers to be recruited to the Administrative section of the Madras Educational Service, the direct recruits to posts of Principals may also be admitted to the Contributory Provident Fund system in lieu of pension.

BK 113

9. I also recommend that rule 3 of the Special Rules for the Madras Edl. Service regarding Communal representation may be made applicable to the direct recruitment proposed above.

10. I shall submit draft amendments to the Special Rules for the Madras Edl. Service on receipt of orders of Government on these proposals. As a number of vacancies in the posts of Principals will arise shortly and as there are already a few vacancies, I solicit the favour of early orders.

for Director of Public Instruction.

AD
16/3/48

U.O.Reply No.737 C.1/48-3.

Office of the D.P.I.,
Madras, 20th April 1948.

Sub: Madras Educational Service - Recruitment of non-Government College teachers to the Collegiate Section of the Madras Educational Service. — Extract of para 4(9) on pp.5-6 NF

29428

ASST. SECRETARY TO GOVERNMENT
22 APR 1948
EDUCATION AND PUBLIC HEALTH

Ref: Government E & P.H. U.O.No.2434 A.3 dated 1st April 1948.

I may submit that the defects pointed out in the Govt. U.O. note were considered by me even while submitting my proposal contained in my letter R.C.No.737 C1/48-1 dated 8th March 1948. pp.20-21 ante The field of recruitment will be sufficiently enlarged and the defect regarding 'fortuitiousness' can be avoided if the proposed recruitment of Principals is made without reference to any subject requirements. But this remedy will involve the creation of supernumerary posts and consequent additional cost to Government.

2. If the Government have no objection to the proposal on the ground of additional cost, I suggest that the direct recruitment of Principals may be made from among all eligible candidates irrespective of subject requirements. After recruitment of the Principal such recruitment may be debited to the subject-unit to which the new Principal should belong having regard to his qualifications. Thus, if a History man is selected there should be no further direct recruitment for that subject until the new Principal is fitted into the normal cadre of the Madras Educational Service. Until such time as he is permanently absorbed in the normal cadre, a supernumerary post of Principal in the Madras Educational Service may be created for the new direct recruit. This remedy has, however, the following drawback. If the directly-recruited Principal is qualified in any such subject as Sanskrit, Philosophy, Geology, Botany etc., the supernumerary post created may have to continue for a long time, as the substantive vacancies for direct recruitment in these subjects arise rarely and at long intervals and it will not therefore be possible to fit in the Principal in the normal cadre of the Madras Educational Service for a long time.

3. Moreover, if all the directly recruited Principals happen to be qualified in the same subject, or in the subjects for which Madras Educational Service posts are few, such Principals will have to hold only supernumerary posts throughout their service, to which extent the Government will have to incur additional expenditure. This is a possibility though in practice it may not happen. I expect that the recruitment would generally be confined to major subjects like English, Mathematics, History, Economics, Physics and Chemistry and if this expectation is realised it will not be difficult to debit the recruit to the subject-unit as explained in para 2. This may be tried for two recruitments and a further modification considered ~~m~~ in the light of the experience gathered.

D.P.I.

To

The Secretary to Government,
Education & P.H.Department.

24

~~2~~

three years. The ~~Dir.~~ D.P.I. is requested to offer his remarks on the suggestion.

P.g. 10.9.48

11/9/48

11/9

To the DPI.

15.9.48

10/9/48

23 28/10

Memo. No. 2434 A-7, d/- 27.10.48

M.E.S. - Posts of Principals - Rect. of non-Govt. College teachers.
Ref:- Govt. Memo. No. 2434 A-6, d/- 11.9.48.

pp. 23-24 ante

2

The D.P.I. is requested to send his remarks at an early date on the suggestion contained in the Memo. cited.

pp. 23-24 ante

27/10/48

P.g. 26.10.48

26/10/48

2/11

To the

A 25 25 25 ~~26~~

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

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

R.C. No.737 C1/48 dated 18th Novr. 1948.

Sir,

Sub: Madras Edl. Service - Posts of Principals - Recruitment of Non-Government College teachers.

86105

10 NOV 1948

EDUCATION AND PUBL

pp. 23-24 ante

With reference to Government Memorandum No.2434 A-6 Edn., dated 11th September 1948, I have the honour to state that I am not in favour of the suggestion contained therein as it would create great discontent among the Lecturers recruited directly under the present rules. The present age-limit (viz.) 35 years is itself high and permits the recruitment of people with service. Moreover, if there are to be two kinds of direct recruits i.e., one kind according to the existing rules and the other according to the suggestions now put forward in the above Government Memo, the preparation of a seniority list would present difficulties. The latter kind of recruit would have to take his place before the former type and it would not be proper to promote him as Principal after three years over the head of his seniors.

2. If Government are not prepared to accept the proposal made in my letter R.C.No.737 C1/48-1 dated 8-3-48, it is better to drop it altogether.

pp. 20-21 ante

for Director of Public Instruction.

E.O.H (A)

26

26

D.O. No. 2434A-8 Edn., d/-16.2.49

Dear Mr. Reddi,

M.E.S. - Posts of Principals - Recruitment of non-Govt. college teachers.

Ref:- Your letter no. 737-C1/48, d/-18.11.48.

C.f.25

N.F. 14 - bottom

The Hon. Minister for Edn. has minuted that you wanted to discuss the subject with the Hon. Minister for Fin. I am desired to inform you that you may meet the Finance Minister for the purpose after fixing up the time of the meeting in direct consultation with him. ~~in his room at the Secretariat on the .... 1949, at -------, for the purpose~~.

Yrs. Sincerely,

Des/10
16.2.49

24.1.49
24/1/49.

26/1/49

To
Sri ~~J. Sadasiva~~ Reddi,
M.A.(Oxon),
D.P.I.

E. I H. (A)

D.O. No. 2434/48-A - 9 - Edn., dt. 1.4.49.

Dear Mr. Bhadriah,

Posts of Principals of Govt. Colleges - Recruitment of non-Govt. College teachers.

cf. 26

Ref:- My D.O. to Mr. Reddi, No. 2436-A-8, Edn., dt. 16.2.49.

I am to enquire whether Mr. Reddi or yourself have discussed the matter with the Hon. Minister for Finance and, if so, what the result of the discussion was.

Yrs. sincerely,

Sri P. Bhadriah, M.A., L.T.,
D.P.I.

Despd. 1/4

P.G. 30.3.49

31/3/49.

31/3/49

JOINT SECRETARY TO GOVERNMENT
4 APR 1949
D.O.
EDUCATION AND

28

--S--

Director of Public Instruction,
Madras, 2nd April 1949.

Dear Mr. Lobo Prabhu,

Sub: Posts of Principals of Government
Colleges - Recruitment of non-Government
college teachers.

Ref: Your D.O. No. 2434/48-A-9, Education, dated
1st April 1949.

26318

I discussed with the Hon'ble Minister for Finance the question of recruitment of non-Government college teachers as Principals of Government colleges. The Hon'ble Minister expressed himself against direct recruitment as Principals, of lecturers in colleges under private management. The two main objections according to him are, that it would cause discontent and heart-burning among the members of the staff of Government Colleges who are eligible for promotion as Principals and secondly, it would affect adversely non-Government colleges in so far as Principals of such colleges would prefer to apply for posts of Principals of Government Colleges attracted by better

prospects

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29

prospects and conditions of service offered by Government. He was, therefore, of the view that it would be better to appoint teachers of private colleges as lecturers in the first instance and promote them as Principals after 3 or 4 years of service in Government colleges.

Even recruitment of non-Government teachers as lecturers first and promoted them afterwards as Principals would also cause discontent and heart-burning among the staff of Government Colleges, apart from the difficulties pointed out in the Director's letter R.C.No.737 C1/48 dated 18-11-48. p. 25 ante

I agree with my predecessor in office that if Government are not prepared to accept the proposal made in the Director's letter R.C.No.737 C1/48 dated 8-3-48 it is better to drop the proposal altogether. pp. 20-21 ante

Yours sincerely,

To
J.M.Lobo Prabhu, Esq., I.C.S.,
Joint Secretary to Government,
Edn & P.H. Dept., Fort St George.

D.O. No. 2434 — A-10-Edn., dt — 7.7.49.

30

29

My dear ~~Dr.~~ Reddi,

Recruitment ~~Rect.~~ of non-Govt. ~~Sel.~~ College teachers as Principals of Govt. Colleges.

Ref. — Mr. Bhadriah's D.O. dt - 2.4.49.

Cf. 28-29

The Hon. Minister for Edn. wants to discuss the matter with you. I am to request you to meet him for the purpose after fixing up the date & time of ~~the~~ meeting in direct consultation with ~~him~~.

Yrs. sincerely,

7/7/49

Desp. 8/7

P.G. 5.7.49

6/7/49

To
Sri D. Sadasiva Reddi,
M.A. (Oxon),
D.P.I.

C.2434 A/49.

65/13/8

3P

E.P.H.(A) 3

M.E.S. – Posts of Principals – Direct recruitment of non-Govt. college teachers – Proposal dropped – Papers recorded. ~~dropped~~

Read:– From the D.P.I., No. 737-C1/48, dt. 8.9.48 & 2.4.49.

G.O. (Ms.) No. 2577 Edn., dt 13-8.49

Recorded.

11.8.49

11/8/49.

12/8/49

Post to D.P.I.

12/8

x. Resolution no 3 at p 3 cf

p 1 cf

SECRETARIAT, EDN. AND P. H. DEPT.
10 JAN 1948
2484
GOVERNMENT OF MADRAS

Secretary, E.& P.H. A N.F.

pp. 1-2 cf

Please see herewith a representation from the College Teachers' Union. Item No.6 may be considered and put up.

3)

TSA
10-1-48

H.M. Education.

Item 6 on p. 1 of the Union's letter is "Recruitment to posts in Govt. Edl. Service". Of the resolutions at pp. 3 - 9 c.f., resolution 3 relates to this subject. A copy of that resolution may be sent ~~to the D.P.I.~~ and his remarks thereon obtained first. Draft Memo. below is for approval.

18.1.48
18/1/48
20/1/48
20/1/48

c.f. 16 [Issued as Memo. no. 2484 A-1, d/- 20/1/48.]

32

(C.F. 18-2) From the D.P.I. Nos. 737-C1/48, dated 8-3-1948.

--

-p. 3 C.F.

The resolution passed at the Conference of the College Teachers' Union, which was forwarded to the D.P.I. with reference to the orders of H.M.(Edn.) on p. 1 ante, is the following:-

> X "3. This Conference recommends that the scheme, proposed by the Minister for Edn., to recruit D.E.Os. from among the ranks of teachers and Headmasters may apply also to College Teachers.
> Y The Govt. may also recruit persons in aided institutions for posts in Govt. Colleges, for which also it is necessary to waive the age rule."

Separate file

2. For appt. as D.E.Os., college teachers cannot be said to possess the necessary equipment. In fact, even officers under Govt., in the Collegiate Section of the Subordinate Service are not now eligible for the majority of posts in the Administrative Section of the M.E.S. Hence, the request at X above need not be further examined.

× P.A. to D.P.I. D.E.Os. Inspr. of European Schools

Secy. to C.S.C.

A

3. Y above: In view of the remarks of the Dir. on pp 18-19 C.F., particularly portion M there, the making of any special provision in the statutory rules for the recruitment of non-Govt. college teachers as Professors and Lecturers in the M.E.S. need not be considered.

AA

C.F. 20

4. (i) The D.P.I., however, opines that it is desirable and necessary to fill at least a few posts of Principals of Govt. colleges by the direct recruitment of suitable members of the staffs in non-Govt. Colleges - on the analogy of the decision recently arrived at by Govt. that non-Govt. school teachers should be recruited to 25% of the posts in the Administrative Section of the M.E.S. The reasons why he considers so are that most of the senior officers in the Collegiate Secn. have already retired or will be retiring shortly; that such of those senior officers as are in service are either not suitable for Principalships or unwilling to accept Principalships of mufassal colleges or are specialists whose services are required for the Presy. College, Madras; and that therefore very junior officers in the M.E.S. with even less than 10 years' service have to be promoted. These reasons appear convincing:

Para 2, C.F. 20

K

cing:

he officers who will be retiring shortly are Sri P.N.Gowd(Principal), 12-7-48 Sri P.R.Krishnaswami Ayyangar (Principal), April-end Sri N.Ramani (Junior Professor), 2-6-48 and Sri V. Venkataraman(Professor); 30.3.48 Sri T.M.Margasahayam Chettiar (Vice-Principal, Teachers' College) is one of the officers who are unwilling to accept the head-ship of a mufassal college; Sri V.K. Ayappan Pillai, Dr. P.P.Kallukaran and Sri K.Swaminathan have to be included in the category referred to at K ~~above,~~ on p.1 ante. The persons left out, whose claims for promotion as Principals can be considered, are Sri D. Namasivayam, Dr. I.S. Peter, Sri G.A. Srinivasan, Sri P.B. Patnaik, Sri S. Ramachandra Ayyar and Md. Ghani Sahib Bahadur and their juniors.

4 (2) The Dir. adds that if non-Govt. college teachers are apptd. as Principals of Govt. Colleges, such appointments would also tend to raise the tone of private colleges. This view (as put at Z on C.F.20) seems a little far-fetched and need not be given much weight.

wy C

4 (3) Already, 'direct recruitment' is one of the methods of appointment for Principals' posts (other than the posts of Principals of the Presy. and the Teachers' Colleges) - the age-limit for such recruitment being 35. But, in practice, Principals are apptd. only by the method 'Promotion' from Profs., Lecturers, etc.

A
BK. 113
M.E.S. Spl
— rule 2(a)
— rule 5(a)(A)

4 (4) The Dir. recommends -

C.F. 20 - Para 4

(a) that 50% of the substantive vacancies (i.e., alternate vacancies) in the posts of Principals of the 8 colleges noted in the margin* may be filled or reserved to be filled by direct recruitment from persons employed in non-Govt. colleges who have attained the age of 40 and are not over 45 years and who have been Lecturers in recognized colleges for a total period of not less than 12 years, preference being given to those who have also experience as Principals for not less than 2 years out of the 12-year period;

*Govt. Arts
① College, Rajahmundry
② " Anantapur
③ " Coimbatore
④ Govt. College, Kumbakonam
⑤ " Mangalore
⑥ Govt. Victoria College Palghat
⑦ Govt. Brennen College Tellicherry
⑧ Govt. Muslim College Madras

C.F. 21 para 6

(b) that the rule of communal representation may be made applicable to their recruitment;

Para 9, CF 21

(c) that the recruits may be granted a scale of pay of Rs. 500-25-700; and

Para 7, CF 21

(d) that they may also be admitted to the C.P.F.

Para 8, CF 21

4 (5) Proposal (a) above is accept~~ed~~able subject to the follg. remarks.

wy B

The 12 years' service contemplated should only be in posts (in non-Govt. colleges) comparable to gazetted posts in Govt. colleges. Otherwise, even Asst. teachers in private colleges (in some private institutions they are designated as Lecturers) would also become eligible if they have a total service of 12 years.

33

The Dir. has left out the posts of Principals of the Presy. College, the training colleges and the colleges for women. These posts may be left to be thrown open to non-Govt. college men, in due course.

C wy

4 (6) Recommendation (b) - p.4 ante: does not seem to be quite necy. To posts in the Law College and the Engg. colleges and to certain other appts. in the M.E.S., the communal rule is not now applicable - one of the reasons, evidently, being that men with high attainments belonging to all communities should be able to compete on an equal footing. Arts college Principals' posts, which are higher in status than the ordy. Professorships and Lecturerships, also require the highest talents, and 'community' should not be a disqualification. For orders.

wy
C.F. 21
Para 9
MES Rule 3 itself -
BK. 113

D wy

4 (7) Recommendation (c) p.4 ante: The factors taken into account by the Director in suggesting a new scale of pay (500-25-700) are:-

Para 7, C.F. 20

(i) the duties and responsibilities of Principals;
(ii) the qualfns. and experience expected of the applicants;
(iii) the status of the prospective applicants; and
(iv) that the posts shd. be sufficiently attractive.

The existing ordy. M.E.S. scale, which is applicable also to Principals of Arts and Trg. Colleges, is Rs. 230-30/2-260-40/2-500-50/2-700; transferees (probationers) are started on Rs. 260. Principals get Rs. 50 as duty allce., in addn. A scale of Rs. 300-40/2-500-50/2-700 (or Rs. 300-20-500-25-700) seems sufficient for the non-Govt. college teacher-recruits to Principals' posts. It is for orders whether this dept. may recommend that scale.

This is the scale suggested by the D.P.I.; it is appropriate & may be accepted. E

4 (8) Recommendation (d) on p. 4 ante: C.P.F.: This may be accepted. It has been decided by Govt. that non-Govt. school teachers to be recruited as D.E.Os. may be admitted to the contributory Prov. Fund system in lieu of pension; the upper age-limit proposed to be prescribed for the recruits in that case is 40. Here, 40 is the lower age-limit.

C.F. 27, para 8 wy F

4 (9) The procedure suggested in para 5, p.21 c.f., to get over the difficulty about subject-units and about

the eventual confirmation of the new recruits to Principals' posts, has its own draw-backs. If selection is confined to candidates qualified in those subjects for which Lecturers have to be recruited in a particular year, the field of choice will be unduly restricted and all men of talent outside cannot compete. The proposal involves a certain amount of fortuitiousness: by sheer accident, e.g., a History man may get selected in a particular year whereas men with longer experience and higher qualfns. in English might not have been eligible to apply at all that year. An extract of this sub-para may be sent to the D.P.I. u.o. and he be requested to suggest a remedy for the defects pointed out.

5. The file may be sent to Pub. and Fin. for remarks - in the meantime.

DM
31/3/48 S

Pl.
31.3.48

Issued as u.o. 3
dt. 1.4.48.

Pub (Ser) Dept

Notes at pp. 3-6 ante. Before amending the Special rules for the Madras Educational Service giving effect to the suggestions the M.P.S.C. should be consulted.

2. A more convenient alternative method for filling posts of Principals occasionally from senior persons in the Educational line will perhaps be to make appointments by contract as & when the need for such appointment arises. If need be, even men from overseas may be appointed. E&PH may consider the feasibility of this alternative in due course before taking final decisions.

3. The file may be passed on to Finance

9.4.48

9/4

E&PH u.o.
2432-A-4
1.4.48.

DPO
2.4.48

But E&PH wish to make such recruitment a regular feature. Contract appt will not then be appropriate

Assistant Secretary to Government
1288
6 APR 1948
Chief Secretariat

Pub (Ser) Asst no. 1288/48-1
/48.
14 APR 1948
29172
Finance Department

7

3A

cf remarks of HM Edn reply above

p16 CF

p18 CF

pp19-20 CF

cf recommendation (a) of D.P.I. p 4 above

230-260 : 2 yrs
260-460 : 10 "
12 yrs

note

Finance (E.III)

The original proposal in the file was to consider the resolution No.3 adopted in the second provincial conference of college teachers union extracted at 'X' and 'Y' on page 3 above. This was forwarded to the D.P.I. for remarks. The D.P.I. ~~does~~ did not agree to the portion 'X' of the resolution; but with reference to 'Y' on page 3 above, he has submitted proposals for recruiting Principals of Government colleges from among the lecturers of private colleges. The recommendations of the D.P.I. are examined in ~~papers~~ paras 4(4) to 4(9) of E&PH on pages 4 to 6 above.

2. In the circumstances noted, this deptt. may agree to the proposals of E.P.H. at 'A' on page 3 above. 'B' on page 4 and 'C' ~~and~~ 'D' & 'F' ~~and on~~ on page 5 above.

3. E on page 5 above: E.P.H. propose to sanction the scale 500-25-700 to the non-Government collegeate teacher who will be recruited as Principals in Govt colleges. Under the existing arrangement the posts of Principals of Colleges, except those of the Presidency College and the Teachers Training College, are held by the M.E.S. Officers on the scale 230-700 and they are given special pay of Rs. 50 in addition. The scale 500-25-700 proposed by E.P.H. is an annual scale. As the scales of pay of Provincial Service Officers (Gazetted ~~Officers~~) are, in general, ~~are~~ bienniel, it does not seem desirable to sanction annual scales of pay to the non-Government collegiate teachers to be recruited to the posts of Principals in Govt colleges. It is stated that persons with about 12 years experience as Lecturers in non-Government colleges will be taken as Principals. Lecturers with 12 years experience who start on the minimum of the scale of 230-30/2-260-40/2-500-50/2-700, will be drawing Rs.460. As Govt. service is more secure and, as under the existing practice Government Lecturers with less than 10 years service if promoted as principals, ~~they~~ will be getting only Rs.420, it seems that the higher starting pay of Rs.420 in the scale 230-700 will be attractive even to non-Govt.

p.t.o.

Govt. college teachers-to be recruited ~~to~~ as Principals in Govt colleges ~~posts~~ -

However the scale of 500-50/2-700 is a 8 year scale and it is likely that Principals who start on Rs.500 in the scale will reach the maximum before they reach the age of superannuation & be stagnating there which will ~~not~~ not at all be conducive to efficiency in the long run.

This department may therefore advise that the scale of pay of such principals recruited direct may be 420-40/2-500-50/2-700 which is only a stage in the scale 230-30/2-260-40/2-500-50/2-700. No special pay, in addition, ~~seems~~ is necessary as the R.R Committee is opposed to the grant of such special pays

17/4/48

Thro Pen

Contributory Prov. Fund vide item (d) on p4

~~Finance (Pension)~~

Persons recruited under the present scheme as Principals of Govt. Colleges will be aged about 35 to 40 at the time of appointment. If it is decided to allow them the benefit of C.P.C., it may be made clear that they will not be eligible to pension.

Agreed to by Fin vide R on p.8 ante

DS EPH

MC
20/4/48

20/4

Fin. no 29172 E III
21/4/48

E-PH (A)

The scale of pay suggested above by Finance (for the non-Govt. college teachers recruited as Principals of Govt.Colleges), viz., Rs.420-700, ~~seems~~ is reasonable and may be accepted. But that dept.'s view that no special pay need be given, in addition, ~~xx~~ to the candidates cannot, it seems, be concurred in. If, w.r.t. the R.R.Committee's recommendation, special pays attached to I Gr. & Trg. College Principals' posts is abolished, as a general measure of retrenchment, ~~generally, in respect of all such posts,~~ that decision will cover the posts to be occupied by the direct recruits also. But, if the special pay is continued, just as promotee-officers will get it, so the direct recruits also should be entitled to it; and there will not be any justification to make the latter alone ineligible for it.

W/ B

23256
22 APR 1948

2. To the point raised at "Y" at p.6 ante, the D.P.I. has sent his reply - p.22 C.F. His recommendation ~~xxx~~ ~~now is:~~

~~That for 2 substantive vacancies of Principals ~~arising~~ in the beginning, the follg. arrangement be tried:~~

P.T.O.

---

now is that for 2 vacancies of Principals arising in the beginning, the follg. arrangement be tried:

Selection for recruitment be made from among all qualified non-Govt. college teachers, irrespective of their subjects of study.

M If the subject of the person selected in a year happens to be the subject in which a Prof. or Lecturer should be recruited (in that year, a Prof. or Lecturer need not be recruited in addn., but the candidate selected for the Principal's post be taken to have been recruited against the Prof.'s or Lecturer's post. (As there is no independent post of Principal and as a Principal is also the Lecturer in a subject, that course is permissible).

p.22 C.F.

If M above is not the case, a supernumerary post of Principal has to be sanctd. for the recruit and it shd. be continued until a Prof.'s or Lecturer's post in the recruit's subject occurs. The duration of the supernumerary post will depend on the no. of posts in the subject-unit concerned and the frequency of vacancies in that unit.

Even if M is fulfilled, there may be need to sanction supernumerary posts for a few months in certain cases.

The main object of the scheme is to draw in, into the dept., the ablest men for the Principalships, and the ~~filed~~ field of choice should be as wide as possible. In view of that, X W/ there is every justification for accepting the Dir.'s proposal even as a long-standing arrangement; there is also this addl. reason that it is not likely that more than 50% of the 8 posts of Principals mentioned at p.20 C.F. will be held, at a time, by the new class of recruits. However, Y W/ the matter may be reviewed after 2 recruitments are over.

3. Fin. may see again, before circn.

P.S.
4.5.48

5/5/48

6/5/48

S

W/
7/5/48

E.P.H. u.o.
No.2424 A-5

35701
8 MAY 1948

Finance (E.III).

(Previous note of Finance on pp.7-8 above)

Please see the further note of E.P.H. on pp.8-9 above

'B' on p.8 above: Grant of special pay:- The scale of Rs.420--700 itself is sufficiently attractive for lecturers in private colleges to be recruited as Principals. Their case cannot be compared to that of Govt. Lecturers appointed as Principals who are under the existing arrangement, eligible to special pay only when they are posted as Principals. In the circumstances, there does not seem to be sufficient justification for the grant of special pay to

10

Lecturers of non-Govt. Colleges, ~~taken~~ recruited as Principals. If E.P.H however wish to press for their proposal, they may take orders in circulation including H.M.(Fin.)

'X' and 'Y' on p.9 above:- No remarks are called for in this Deptt.

Thro' C.S.R.

10.5.48

Rs.
10.5.48

10/5/48

It does not seem necessary to give special pay to men who are started on a pay higher than the minimum of the scale.

11/5

DS

E.P.H

Fin. no 35701 Edn
14/5/48

E-PH.
(A)

ASST. SECRETARY TO GOVERNMENT EDUCATION
12 MAY 1948
34985

The file started with the request of the College Teachers' Union (teachers employed in private colleges) that they might be recruited as D.E.Os. and Lecturers under Govt. The D.P.I. does not recommend the request but has come forward with another proposal that experienced Lecturers in private colleges may be recruited to a few posts of Principals of Govt. colleges. All the implications of this proposal have been discussed in the notes on previous pages.

Rdn. 3, p. 3

C.F. 18-19

C.F. 20-21

The points for orders are:

(1) whether the request of the College Teachers ~~Union~~ Union that they be apptd. as D.E.Os. may be negatived for the reasons in para 2 of p.3 ante;

(2) whether the Union's request that non-Govt. College teachers be recruited as Lecturers in Govt. colleges may also be negatived in view of C.F.18-19;

(3) whether the D.P.I.'s view that, however, to a few posts of Principals, non-Govt. college teachers may be recruited direct may be agreed to, for the reasons extracted at foot of p.3 ante; and, if so

Para 2, p.3 C.F.

(4) whether 50% of the subst. vacancies arising in the 8 posts of Principals mentioned at C.F.20 may be filled by the teachers in question, as proposed by the Dir.;

C.F. 20 - paras

(5) whether the age-limit: "between 40 and 45", and the experience: ~~for~~ "12 years in posts in non-Govt. colleges, comparable to gazetted posts in Govt. colleges, with preference for those who have worked as Principals for 2 years," may be laid down;

Para 6, C.F. 21
read with B.
at p.4 ante

(6) The Dir. has recommended that the rule of communal representation may be made applicable to the recruitments; but, it is for orders whether for the reasons given in para 4(6), p.5 ante, this dept.'s proposals that the communal rule need not be applied will ~~may~~ be accepted;

Para 9, C.F. 21

(7) As regards pay, the Dir. proposes Rs.500-~~25~~-700. Fin. advise that a scale of pay Rs.420-40/2-500-50/2-700, which is only part of the scale of Rs.230-30/2-260-40/2-500-50/2-700 now applicable

C.F. 21
pp. 7-8 ante

36

to Lecturers, may be sanctd. and that the special pay of Rs.50 to which Principals of I Gr. Colleges and training Colleges are eligible, need not be given, in addn. This dept. accept Fin.'s advice about scale of pay but ~~that~~ consider that, in addn. to that scale, the new recruits should be granted the special pay of Rs.50 p.m. just as promotee-officers are allowed it.

pp. 8, 9-10 ante

p. 8 ante

(8) whether the teacher-recruits may be admitted to the C.P.F. benefits in lieu of pension: Finance agree. p.8 ante

(9) whether the procedure mentioned at p.9 ante for recruiting candidates may be adopted for 2 years to begin with.

C.F. 21 - Para 8
para 4(8), p.5 ante

May be circd. to H.M.(Edn.) first. [On return from him, the file may be circd. to H.M.(Fin.) on points (7), (8) and (9) and also to H.Pr. for general approval of all the points.]

21

P. 9.
9/6/48

OSM
12/6/48

S
14/6/48

H.M. (Edn.)

O.S.
14/6

(1) May be negatived.

(2) May be negatived.

(3) The recommendation of the D.P.I. may be accepted.

(4) Yes.

(5) Yes.

(6) I do not think we must apply the rule of communal proportion for these posts as they are selection posts and the best men available must be taken.

(7) The recommendation of Finance may be accepted.

(8) Yes.

(9) I am not able to understand the procedure mentioned above. That may be made clear.

TSA
23-6-48

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

H.M.'s minutes re: point (9) above.

The posts of Principals of ~~all~~ colleges except in the case of II Gr. colleges, the Q.M.C. and the LWTC are not independent posts. The Principal should only occupy one of the posts of Lecturers in the college, and shd. therefore be qualified in one of the subjects for which Lecturers' posts ex in the college. His designation, however, is "Principal and Senior Lecturer". Therefore, a candidate who is qualified in any subject cannot be apptd. as Principal. If, in a year, a Principal shd. be recruited direct and if, in that year, only two permanent posts of Lecturers to be filled by direct recruitment arise, one in Maths., and the other in Chemistry, only Maths. and Chemistry men can be allowed to compete for recruitment ~~for~~ to the Principal's post. ~~and~~ The person selected shd. be taken to have been recruited against either the Chemistry Lecturer's vacancy or the Mathematics Lecturer's vacancy according as his subject might be. That is the procedure which the D.P.I. first suggested for adoption. But, under that procedure, highly experienced persons qualified in other subjects like English and Physics would be debarred from applying for the Principalship, and the field of choice would thus be greatly restricted. This defect was pointed out to the Dir. Thereupon, he has put up a revised proposal and has stated that it may be tried for 2 recruitments. It is that the selection of the Principal may be made from among all eligible non-Govt. ~~xxx~~ college teachers irrespective of their subjects of studies. If the subject of the candidate selected happens to be one of the subjects in which Lecturers have to be recruited direct that year, matters will become easier and he can be shown against a Lecturer's post. If not, a supernumerary post of 'Principal' may be created for the candidate and it may be continued for such time as a vacancy in the candidate's subject subsequently arises - against ~~xxxx~~ which vacancy he can be shown regularly thereafter. ~~This~~ The period for which the supernumerary post has to be continued may be short or long, depending upon the no. of posts in the subject of the recruit and the frequency of vacancies in that subject-unit. This ~~recommendation~~ procedure is recommended for acceptance by this dept. - p.9 ante.

Para 5, p.20 cf.

p.6 ante - top.

cf 22

May be recirculated.

O.S.M. 2/7/48 S/

H. (Edn.)

17 JUL 1948

O 32 2.7.48

O 43 19/7.

TSA 16.7.48

May now be circulated to H.M. Fin. and H. Pr. — [Σ on p.11 ante]

O.S.M. 19/7/48 S/

(Summarising note from middle of p.10 ante may be read.)

H. Pr.

I am not in favour of any change. I don't agree with the view that a teacher in a non-Govt. College ~~who~~ could be recruited as Principal of a Govt. College. If found necessary, they may be brought as lecturers, after waiving age-limit etc. They could become principals after at least being in Govt. College for three years.

Otherwise, there will be heart-burning in the existing staff, which must be avoided as far as possible.

O.P.R. 3/9

5.8

H.Pr

The file may be re circulated

O.S.M. 4/9/48 S

4 SEP

H. (Edn.)

The D.P.I. may consider the suggestion above.

TSA 9.9.48

9 SEP

A Draft Memo. is subd.

P.G. 10.9.48

10/9/48

O.S.M. 11/9/48 S

(Issued as Memo. No. 2436-A-6, dt. 11.9.48.)

From the D.P.I., No.737-C1/48, d/- 18-11-48.

C.F.25

Notes from middle of p.10 ante may be perused. The D.P.I. does not favour the suggestion made by H.M.(Fin.) in his minutes at p.13 ante. The discontent, which the Dir.'s proposal to recruit non-Govt. college teachers as Govt. college Principals would create among the deptl. men and which H.M. wants to avoid, will also be caused if the suggestion to recruit the teachers first as Lecturers in Govt. colleges and then promote them as Principals is adopted. Mainly for this reason and for the other reasons given by the D.P.I., the matter may be dropped altogether, as remarked by him ~~in~~ early in para 2 of C.F.25.

C.F.25

dare 2, p.20 cf.

p.13 ante

C.F.25

May be circd. for orders.

P.T. 12.12.48

16/12/48

DM 16/12/48 S

H.M. (Fin.)

H.M. (Com.)

H.M. (Fin.)

H.M.

Many of our Principals are far below the mark. It will be infusing a new spirit if we get new people as Principals and with that object in view ~~xxxx~~ the D.P.I. has made his recommendation. ~~H~~ H.M. (Fin.) thinks that it will shut out opportunities for people in the Dept. and create heart-burning. In that case instead of the D.P.I.'s proposal of 50 per cent, we may make it 25 percent and try them. H.M. Fin. may see again.

TSA 24.12.48

The proposal may be deferred.

RGA 26.12

I agree with H.M. Fin.

G.P.R 7/1/49

May be ~~the~~ circulated to H.M. (Edn)

DM 8/1/49 S

H.M. (Com.)

The DPI wants to talk over the matter with H.M. Fin. He may be asked to do so

TSA 11.1.49

8 JAN 1949 GOVERNMENT OF MADRAS

21 JAN 1949 GOVERNMENT OF MADRAS

38

2434(A)

H.M. Edn.'s minutes at p.14 ante - bottom.

A draft D.O. ~~to the~~ D.P.I. is subd. The file may be sd to H.M. (Fin), before issue, so that he may kindly fix the date & time for the discussion.

P.T. 24.1.49

24/1/49.

DM 26/1/49 S

27/1/49

H.M. (Fin.)

After my return from Rangoon.

RGA 29.1

ASST. SECRETARY TO GOVERNMENT EDUCATION AND P.H. 3612 28 JAN 1949

31 JAN 1949

H.M. (Fin.) is now in town. File may be subd. to him for orders as ~~to~~ when the D.P.I. may be asked to meet him. The Dir. will be away from hdqrs. from 9.2.49 F.N. to 12-2-49 A.N.

Going to Thiruvanantapuram for Travancore Univ. Convocation.

P.T. 10.2.49

DM 10/2/49 S

H.M. (Fin.)

Let D.P.I. meet me after fixing up time.

RGA 12.2

SECRETARY, EDN. AND P.H. DEPT. 14 FEB 1949 GOVERNMENT OF MADRAS

p.26 cf.

Draft as altered may be issued. Fair copy also is subd. for signature.

Sri D.S. Reddi has been granted leave and Sri P. Bhadriah has been apptd. in his place w.e.f. the date ~~of~~ taking charge. It may be left to Sri Reddi to discuss the subject himself ~~with H.M.~~ before he hands over charge or after he returns from leave or to entrust the matter ~~to~~ Sri Bhadriah.

P.T. 14.2.49

15/2/49.

DM 15/2/49 S

16/2/49

(Issued as D.O. No. 2434-A.8-Edn., dt. 16.2.49)

CF 26

Pl. see bottom of p. 15 ante.

The D.P.I. (Mr. Bhadriah) may be reminded.
A draft D.O. is subd.

DM 31/3/49 S

1/4

P.S. 30.3.49

31/3/49.

(Issued as D.O. No. 2434-A-8-Edn., dt. 16.2.49) p. 27 c.f.
From the D.P.I., D.O. dt. 2.4.49 pp. 28-29 c.f.

Notes & minutes at pp. 10-14 ante may be read.

Mr. Bhadriah, the offg. D.P.I., has discussed with H.M.(Fin.) the matter -- Recruitment of non-Govt. College teachers as Govt. College Principals. He agrees with Mr. Reddi, the D.P.I. on leave, in the latter's views expressed at p. 25 c.f. This dept. may iterate M at p. 14 ante, that the proposal in the file be dropped altogether.

c.f. 28

c.f. 29

May be cd to H.M.(Edn.), H.M.(Fin.) & H.Pr.

DM 11/4/49 S

P.S. 11.4.49

The proposal for introducing Lecturers and Principals from aided institutions as Principals of Government Colleges arose from the facts (1) that the M.E.S. officers available for appointment as Principals were very junior with even less than 10 years service (p. 3 ante), and (2) that officers suitable for appointment were unwilling to be transferred to mufassal colleges.

Strictly therefore no question of heart-burning can arise as the M.E.S. officers concerned cannot legitimately aspire for appointment as Principals without adequate service. In any case, the Government of India in similar cases has not considered the expectations of junior officers

as relevant when they are recruiting persons from business in their own services and giving them seniority according to age.

It deserves also to be noted that the proposal is nothing new. According to the existing rules (p. 4 ante) direct recruitment is one of the methods for appointment for the posts of Principals. The only extension that the proposal makes is that it raises the age limit of 35 to 45 in view of the present circumstances. This change in the age limit does not make conditions easier for direct recruits because it is subject to the condition that the applicants have put in 12 years as Lecturers in recognised colleges.

The proposal therefore amounts to this: (1) that recruitment for 50 per cent of future vacancies should be by direct recruitment, and (2) that the age limit for these recruitments should be 45 years.

If it is considered that this will in any way prejudice the expectations of officers in the M.E.S., ~~they~~ it may be allowed to them to offer themselves with the direct recruits for the competition in these vacancies. It will then be for the Public Services Commission to decide on merits.

This proposal may be agreed to as it will introduce new blood and at the same time enable us to have persons of appropriate qualifications as Principals of our Colleges. It will meet the wishes of the College teachers Union and may, as suggested, introduce a spirit of encouragement in private institutions in which at present the Lecturers have little scope for advancement. Perhaps in these circumstances ~~as~~ so modified, the proposal may ~~now~~ be acceptable to H.M.(Fin) and H.Pr.

SECRETARIAT, EDN. AND P.H. DEPT.
[illegible] JUL 1949
GOVERNMENT OF MADRAS

~~7/7~~

May be resubmitted to the present H.M. (Edn)

~~7/14/4~~

1.2.

3/7

H.M.(Edn) ✓ May be discussed with the D.P.I. after he returns from leave. 15/4

H.M.(Fin) ✓

H.Pr. I am still not in favour of any change.

12/4/49

H.M. (E&L)

18

Ask the D.P.I. to meet me about this pl

KM
4/7

SECRETARY, EDN. AND P.H. DEPT.
5 - JUL 1949
GOVERNMENT OF MADRAS

A draft D.O. is subd.

P.J. 5.7.49

7/7/49

6/7/49

(Issued as D.O. No. 2434 - A-10 - Edn., d. 7.7.49.)

May be subd. to H.M. (E. & L.) for his use at the meeting.

P.J. 8.7.49

9/7/49

8/7/49

H.M. (E & L)

I have discussed with D.P.I. Let me have a list of Govt. Colleges 1st & 2nd grade. Is there a separate category of Principals? Are the Principals' places now a place for promotion & selection by M.P.S.C.

KM
18/7

SECRETARY, EDN. AND P.H. DEPT.
18 JUL 1949
GOVERNMENT OF MADRAS

The following are the Govt. colleges:-

Men.

Arts.

I Grade.
1. Govt. Muslim College, Madras.
2. Govt. Arts College, Anantapur.
3. Govt. College, Kumbakonam.
4. Govt. Arts College, Rajahmundry.
5. Govt. Victoria College, Palghat.
6. Govt. Brennen College, Tellicherry.
7. Govt. College, Mangalore.
8. Govt. Arts College, Coimbatore.

II Grade. Govt. College, Cuddapah.

Training. Govt. Training College, Rajahmundry.

M

Women.

Women.

Arts.	I Grade.	Queen Mary's College, Madras.
	II Grade.	Govt. College for Women, Guntur.
Training.		Lady Willingdon Trg. College, Madras.

1. The Presidency College, Madras.) *
2. The Teachers' College, Saidapet.)

*The Principals of these two colleges are on a higher scale of pay, viz., Rs.800-1000 - whereas what is applicable to other Principals is only the pay of Lecturers, viz., Rs.230-700, plus Rs.50 if I grade or training college.

M.E.S. Special Rule 1

2. In the Special Rules for the M.E.S. there is a separate category of Principals (Category 2 of Class III). The Principals of I Grade colleges are known as "Principals and Senior Lecturers" and those of II Grade colleges as "Principals and Lecturers". The category is styled "Principals and Senior Lecturers and Principals and Lecturers".

The Principal of the Presidency College (Principal and Senior Professor) and the Principals of the Teachers' College, Saidapet (Principal and Senior Lecturer) are included in a higher category - Category of Class III.

M.E.S. Special Rule 2(a).

3. 'Direct recruitment' is one of the methods of appointment to Principals' posts (other than the Principalships of the Presy. College and the Saidapet Teachers' College). But, in practice, Principals are appointed only by the method 'promotion' from Professors and Lecturers. The Commission need not be consulted as the promotion is within the same service. If 'direct recruitment' is to be resorted to, of course the Commission should be entrusted with the selections.

SECRETARY, EDN. AND P.H. DEPT.
29 JUL 1949
GOVERNMENT OF MADRAS

p.20 cf.

4. The Dir. recommended that only the eight posts mentioned at M at p.18 ante (50% of substantive vacancies) need be thrown open for direct recruitment.

5. May be re-circd. to H.M. (E & L)

P.J. 21.7.49

22/7/49

25/7/49

26/7

H.M. (E

20

Ref:- H.Sr.'s minutes at p.17 ante (bottom) &
A.S. (Edn.)'s minutes at p. 19 ante (bottom).

May be recorded. ~~to H.Sr.~~

P.J.
1.8.49 M 1/8/49

BM
2/8/49

3 2/8

Lt. Pr

The papers may be recorded.
A draft order is subd.

BM
12/8/49

EDUCATION AND PUBLIC HEALTH DEPT.
3/8

X1