

Education and Public Health

(1949) Department.

Ms.

SERIES.

G.O. NO. 3216, Education,

Dated 22-10-1949

closed.

1/3/51

Supdt.

Set

[Despatch Abstract.]

SCHOOLS - Secondary - Aided - Increase of casual leave to teachers - Leave privileges - Orders passed.

Back Papers.

G.O.	No.	Department.	Date	G.O.	No.	Department.	Date
G.O.	3160	Edn.	10-12-48				

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Memo No 288	57B/51-1	Edn	13-8-51				

C. B. Jagannadharao, M. A

MAIN ROAD, SURYARAPETA
COCANADA

Member, Executive Board,
South Indian Teachers' Union
Madras

July 30th 1949

Sir S+P# (2)

Examine the
Pl. In the local board
teachers have 20 days leave. AM

Having seen a report in today's "Hindu"
that at Calicut you promised to consider
whether uniform leave rules might be
introduced in all the Aided schools, I write to
thank you for your solicitude in this
connection

The teachers in aided schools would
be eternally grateful to you for righting
this wrong, which is long overdue
Just to give you an idea of the
wide disparity in the leave rules
between Private Managements and
Local Bodies, let me tell you that
in several aided schools casual
leave is being granted only for
10 days in the year as against 20 days

in schools under local bodies

When there is no difference in scales of pay etc between teachers in aided schools and those in schools under local bodies, it is but reasonable to expect that there should be no difference in the matter of leave rules as well

I am therefore quite confident that you would issue an order to this effect very soon

Excuse me for this liberty in writing you this
Thank you

I am, Sir
Your obedient servant
C.B. Jagannadharao

10/8/49

1-2 of

1-2 of

To

The D.P.S. (with a copy of letter at 1-2 of)

Scy
10/8/49
10/8/49

12/8/49

E&P.H.(B.)

Schools - Secondary - Aided - Casual leave to teachers - Increase from 15 to 20 days.

From Sri C.B. Jagannadharao M.A. d/30-7-49.

Memo No 58784-C/49-1 Edn dated. 12/8/49

A copy of the letter from Sri C.B. Jagannadharao M.A. d/30-7-49 on the subject cited above is referred to the D.P.S. for very early remarks.

EDUCATION DEPARTMENT

FROM THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS

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

Roc.No.723 DL/49 dated 3-9-49

Sir,

Sub:--Schools--Aided--Secondary--Adoption of uniform leave
Rules to teachers.

Ref:--Government Memorandum No.53784-CL/49-1 Edn.
dated 12-3-49

I submit the following remarks.

In the matter of leave other than casual leave in Aided Secondary Schools, the managements were allowed to frame their own rules and the Department has not so far interfered. The need for the adoption of uniform leave rules may perhaps be conceded, and the question of adopting Madras Leave Rules in Aided Secondary Schools has been raised by Government, though a final decision does not seem to have been reached so far. In this connection I invite the attention of Government to their Memorandum No.76 B 1/43-3 Education dated 18-5-48 and this Office T.M. (by post) Roc.No.536 D3/48 dated 12-3-48.

2) As regards casual leave, there is no objection to the Aided School teachers being allowed 20 days' casual leave as in the case of teachers in Government Institutions and it is really fair that such concession is given to Aided School teachers as well.

Yours faithfully,

Thiruvananthapuram

For Director of Public Instruction

Clb.3-9-49

Ans 3/9 4/9/49

Red in B, on 16/9/49



C. No. 58784/49.

Schools. Secondary - Aided - ^{Increase of} ~~Casual leave to teachers~~
~~Increase of Orders passed~~

Read G.O. No. 1015 Pub. dated 29.4.48.

From Sri C. B. Jagannadharao M.A. d/30.7.49.

From the D.P.G. Re. No. 728 B/49 d/3.9.49.

Order. No. 3216 Edn. dated 22.10.49
MS

In G.O. No. 1015 Pub. d/29.4.48 ^{the number} ~~orders were~~
^{of days or} ~~issued increasing the~~ casual leave admissible for
^{was increased} ~~Gort. servants from 15 to 20 days~~ ^{in a year.} The Gort. have
considered the question whether teachers employed in
aided secondary schools should be ~~allowed the same~~
~~concession and one pleads to allow the concession~~
~~with Gort. servants on the matter of casual leave and~~
~~have decided that the period of casual leave in respect~~
~~of teachers in aided secondary schools may also be increased~~
~~to 20 days subject to the condition that the grant of casual~~
~~leave to these teachers will be regulated by the general~~
~~executive instructions regarding casual leave laid down in~~
~~the Audit Manual.~~ The D.P.G. is requested to communicate
the orders to the managements of aided secondary schools.

2. The D.P.G. is informed that in regard
to leave, other than casual leave, the existing practice of
allowing the managements to frame their own leave
rules may continue and that ^{Gort. do not consider it} ~~there is no necessity to~~
extend the Madras Leave Rules to teachers in
aided secondary schools.

To

The D.P.G.

Sri C. B. Jagannadha Rao

para one only.

2 S/c.

17/10/49

17/7/49

17/10/49

17/10/49

GOVERNMENT OF MADRAS
Education and Public Health Department
G.O.No.3216, Education, dated 22nd October 1949.

Abstract.

SCHOOLS - Secondary - Aided - Increase of casual leave to teachers - Leave privileges - Orders passed.

Read:-

G.O.No.1015, Public, dated 29-4-'48.

From Sri C.B. Jagannadharao, M.A., dated 30-7-'49.

" the Director of Public Instruction, Rc.No.728 D1/49 dated 15-9-'49.

ORDER:

In G.O.No.1015, Public, dated 29-4-'48, the number of days of casual leave admissible for Government Servants was increased from 15 to 20 days in a year. The Government have considered the question whether teachers employed in aided secondary schools should be allowed the same concession and are pleased to allow the concession subject to the condition that the leave may, if necessary, be refused in the interests of school work. The Director of Public Instruction is requested to communicate the orders to the managements of aided secondary schools.

2. The Director of Public Instruction is informed that in regard to leave, other than casual leave, the existing practice of allowing the managements to frame their own leave rules may continue and that Government do not consider it necessary to extend the Madras Leave Rules to teachers in aided secondary schools.

(By order of His Excellency the Governor)

J.M. Lobo Prabhu,
Secretary to Government.

To

The Director of Public Instruction, Madras.
Sri C.B. Jagannadha Rao, M.A., Member, Executive Board, South Indian Teachers' Union, Main Road, Suryaraopeta, Cocanada.
True copy/Forwarded/By order

JV.22-10.

SUPERINTENDENT.

10

GOVERNMENT OF MADRAS
Education and Public Instruction Department
G.O. No. 3216, Madras, dated 22nd October 1951.

Subject: - Secondary - Aided - Increase of casual leave to teachers - 10 days
Privileges - Unusual powers.

G.O. No. 3216, Madras, dated 22-10-51.
From the Director of Public Instruction, Madras.
G.O. No. 3216, Madras, dated 22-10-51.

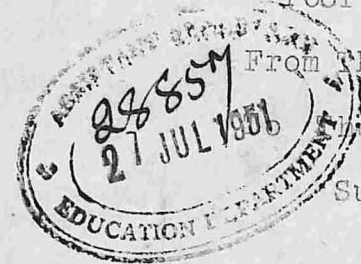
1. The Director of Public Instruction, Madras, dated 22-10-51, the number of days of casual leave available for Government servants was increased from 15 to 20 days in a year. The Government have considered the question whether teachers employed in aided secondary schools should be allowed the same concession and are pleased to allow the concession. The Director of Public Instruction is requested to communicate the orders to the managements of aided secondary schools.

2. The Director of Public Instruction is informed that in regard to leave other than casual leave, the existing practice of allowing the managements to grant leave on their own is not correct and that Government do not consider it necessary to extend the leave leave also to teachers in aided secondary schools.

(By order of the Secretary to Government)
J.K. Iyer
Secretary to Government.

To the Director of Public Instruction, Madras.
The Director of Public Instruction, Madras, dated 22-10-51.
The Director of Public Instruction, Madras, dated 22-10-51.
The Director of Public Instruction, Madras, dated 22-10-51.

22-10-51



POST COPY OF TELEPHONIC MESSAGE NO. 378 GS/51 dt. 24.7.51.

From the Director of Public Instruction, Madras.

Secretary to Government, Education Department.

Sub:-Schools--Secondary Aided--Increase of Casual leave to teachers, Clarification.

Ref:-G.O.Ms.No.3216 Edn.dt.22.10.49. p 8 of P

p 8 of P

Kindly let me know if the orders regarding grant of 20 days of casual leave by managements of aided secondary schools are advisory character or mandatory. Can the Director insist upon 20 days casual leave being sanctioned by the management if there are valid reasons and if the management refuse to sanction the leave to this extent?

[Signature]
For Director of Public Instruction.

V.K.24.7.51. 1/257

13

Edm (B)

Schools - Secondary - Aided - Increase of Casual leave to teachers.

From the D.P.G. P.C. of T.M. No. 378 G3/51 dt/ 24-7-51

Memo No 28857 B/51-1 Edm. dt/ 13-8-51

5/10/51

p 8 of P

(D)

The D.P.G. is informed that the orders in G.O. No 3216 Edm. dt/ 22-10-49 regarding the ~~grant~~ increase of casual leave to teachers in aided secondary schools are advisory, ~~in~~ character. His attention is in this connection invited to G.O. No. 502 Pub (Poll) dt/ 7-3-51 ^{since} reducing the casual leave permissible to Govt. Servants from 20 to 15 days. The reduction will apply to teachers in schools under private managements.

4/8/51
6/8

The D.P.G.

7.8.51
S. H.

G.O. No 3216 Edm
22-10-49

para 1 on p 8 of P

para 2 on p 8 of P

p 8 of P

(D)

Note. Please see the post copy of the T.M. from the D.P.G. at p 1 of enquiring whether the orders regarding the ~~the~~ increase of casual leave to teachers in aided secondary schools are mandatory or advisory in character. It is submitted that under the existing orders managements have discretion to refuse ^{casual} leave to teachers in the interests of school work. Further managements are allowed to frame their own leaves rules in regard to leave other than casual leave. In the circumstances it appears that the orders in G.O. No. 3216 Edm dt/ 22-10-49 regarding the increase of casual leave to teachers in aided secondary schools ^{to be taken} appear to be only advisory in character. (No specific provision ^{was} ~~has been~~ made either in the Madras Educational Rules or the Grant-in-Aid Code for enforcing this order). Further the order in question is also not in force in view of the ^{revised} orders in G.O. No. 502 (Public (Poll) dt/ 7-3-51. The D.P.G. may be informed accordingly. Subject to orders the draft above is for approval.

4/8/51

11/2

S. H.

Please see the letter from Sri C.B. Jagannadha

Rao of Cocanada and the minute of H.M.(E & L) thereon.

Sri Jagannadha writes that "in several aided schools casual leave is being granted only for ten days in the year as against

20 days in schools under local bodies". It is presumed that

his request is in respect of aided Elementary as well as

Secondary schools. As regards Elementary schools it is

submitted that prior to the issue of orders in G.O.No.1015

Public (Genl.) dated 29-4-48 increasing the casual leave

admissible for Govt. servants from 15 days to 20 days per

year, teachers in aided Elementary schools were enjoying

only 15 days casual leave in a year. In the light of the

orders in G.O.No.1015 Public Genl. dated 29-4-48 the question

of extending this privilege to teachers in aided elementary

schools was also considered and orders were issued increasing

the casual leave admissible for them from 15 to 20 days

per year in Govt. Memo No.69583-C1-48-2 Edn. dated .

Mr. Jagannadha Rao may be so informed.

10/8/49
12/8/49

A copy of the letter may be referred to the D.P.S for remarks. A draft memo is submitted below for approval.

10/8/49
12/8/49

12/8/49

[Issued as Memo No. 58784 C, /49-1 Edn d/12.8.49]

C.No. 68659 from the D.P.S. Rec.No.728 D, /49 d/3.9.49

The remarks of the D.P.S at p4 cf may be perused. As suggested by the D.P.S. there seems to be no objection

to

Thro B. 10/8/49
Regarding Secondary schools.

p3cf

p4cf

2
to allow casual leave for 20 days in respect of teachers employed in secondary schools under private managements. The Director may be requested to issue instructions to all managements of aided secondary schools accordingly.

2) In this connection the Director has ^{raised} ~~drawn~~ attention to the question of adoption of Madras leave Rules for the teachers in aided Secondary Schools. Attention is solicited to the notes on pp 10-11 nf. of G.O. No. 3160 Edn d/10-12-48 wherein this question was already considered and it was decided in circulation that there was no necessity to extend the Madras leave Rules to these teachers. It is for the D.P.G. may be informed that the existing practice of allowing the managements to frame their own leave rules may continue and that there is no necessity to extend the Madras leave Rules to these teachers in aided secondary schools.

3) The file may be circulated to H.M. (E & L) for orders with reference to his minutes on p 1 cf, whether casual leave may be allowed upto 20 days in a year, as recommended by the D.P.G.

Considering that schools have so many holidays, including vacations, how is the increase in casual leave proposed justified.

A draft memo to the D.P.G. is submitted for

approval
24/9/49
21-9-49

p 4 cf

p 4 cf

(E) / 11-10-11 cf

p 12 nf of (E)

p 6 cf of (E)

23/9/49

from 2 on p 4 cf

23/9

3.
The casual leave is granted to an employee to meet unforeseen contingencies. The total number of working days in Secondary Schools is about 180 in a year and in Colleges from 150 to 160. Members of the staff employed in Govt. Colleges and Schools are eligible for 20 days' casual leave in a year according to G.O. Ms. No. 1015, Public (General-B), dated 29th April 1948. A similar concession has been extended to members of the staff employed in local board institutions (Secondary and Elementary schools). In Memo. No. 69583-C1/48-2, Education, dated 27-1-49 the concession has been extended to teachers employed in elementary schools under private management. The proposal in this file is to grant a similar concession to teachers employed in Secondary schools under private management. It would seem fair to allow this concession, as teachers employed in other types of institutions have already been permitted to avail casual leave up to 20 days in a year. It may be pointed out in this connection that teachers are classified as belonging to vacation department. The effect is that unlike other Govt. servants who are eligible for earned ^{leave for} one month for every 11 months of duty, teachers can get only 1/11th minus 1/12th or nearly 3 days in a year. Therefore it would seem fair to accept the Director's proposal that there should be uniformity so far as casual leave is concerned in respect of teachers employed in all the types of institutions. The file may be circulated to H.M. (Edn.) with reference to his minute on page 1 c.f.

(order issued in L.A)

p 7 of (S)

from 2 on p 4 cf

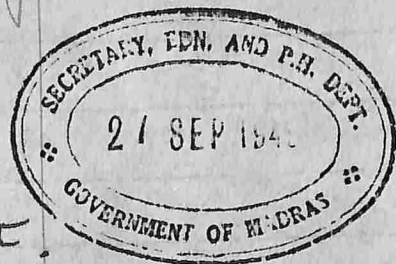
26/9/49

To my mind the proposal to increase casual leave from 15 to ²⁰ days in the case of teachers in Aided

Secondary school; can only be justified on the basis of a similar extension allowed already to other teachers. The total working days are only 180 in the year, and absence of teachers means that so many children miss education even in the comparatively smallest number of working days.

✓ 12.7 (EFL) 27/9

Either we must reduce in other cases to 15 days or increase this to 20. It is better to have uniformity.



It may be difficult. I am emphatic that leave should be given always subject to public consideration, in this case that the tuition of the children is not disturbed.

23/9

Casual leave is generally availed ^{on account} of sickness, urgent private affairs or other domestic inconvenience and the absence on casual leave is always for short duration. The headmaster of the school will so arrange that the class work of the teacher on casual leave is attended to by other teachers present and the tuition of the pupils will not be dislocated on that account. This only

CM 58784/49

A.

in respect of earned leave, the management has got the right to refuse to grant the leave applied for or revoke the leave granted in the interests of the administration of the school.

As already noted on p3 ante. the increase in the number of days of casual leave from 15 to 20 days has already been allowed in respect of all other teachers. In the name of uniformity, it is for orders whether the concession may be allowed to teachers in aided secondary schools also as recommended by the D.P.G.

para 2 on p4 of LSR 29.9.49

1-10-49

S

HM (EDN)

vide Appendix 9 in the Audit Manual

Above is not quite correct as a general principle in respect of leave. Casual leave can, if necessary, be refused in the interests of work. As the casual leave of 20 days in a year applies to all Govt servants it will not be possible to reduce it to 15 in the case of teachers only.

The point in the case of Aided School teachers may also be 20 days in the case as suggested by the D.P.G. and the general executive instructions re casual leave in the Appendix 9 of the Audit Manual may apply.

15/6/10

H. K. (Edn and Law)

7/10



A draft order is submitted below for approval.

17/10/49 LSR 17.10.49

18/10/49

19/7

in view of the fact that the management can not
leave in the hands of the school
the property is to be sold to the school
the management the property

of the school is to be sold to the school
in the hands of the school from the
to the school is to be sold to the school
other teachers. On the basis of uniformity, it is
order to the school is to be sold to the school
teachers in order to be sold to the school

A draft order is submitted to the school

