

(1) (42)
 F.P.H (1949) Department.

MS. SERIES.

G.O. NO. 3335, Education

Closed
 in
 24/11/57

Dated 1st November 1949.

12941/57

[Looking at pp 33-34 of]

[Despatch Abstract.]

Establishment - Elementary Education -
 Coimbatore Municipality - Grant of Govt. scales of
 pay to elementary school teachers - Sanctioned.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Co.	975	Edu. (P)	10.5.1947.	Memor.	3534482	Wg-Edn.	2.6.1948
Co.	1154	Edu. (P)	5.6.1947.	Co.	1895	Edu.	31.7.1948
Co.	1371	Edu.	30.6.1947.	Co.	1901	Edu.	2.8.1948
Co.	1849	Edu (P)	26.7.1948.	Co.	2294	Edu.	5.7.1948
Co.	3218	Edu. (P)	16.12.1948	Co.	2750	Edu.	31.8.1948
Co.	1057	Edu.	8.4.1949.				

Further Papers.

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

From
Sd/- P.S. Venugopal Naidu,
Commissioner,
Coimbatore Municipality,
Coimbatore. P.B.12

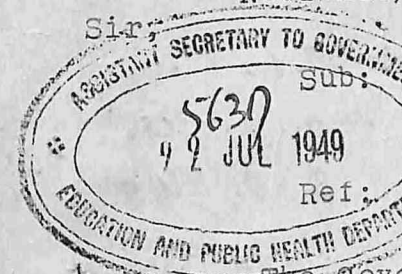
Department.
To
The Secretary to Government,
Education & Public Health Department,
Fort Saint George, Madras.

Through

The Chairman, Municipal Council, Coimbatore.

No.12246/48/C4.

Dated 8-7-1949.



Sub: Education -Elementary -Adoption of Uniform scales of pay to the teachers in Secondary & Elementary schools Request of.

Ref: Government Memorandum No.35344-B2/49-1 Edn. dated 2-6-1949.

The Government have in their order referred to above, have declined to accept the proposal of this Council to grant the scale of pay applicable to the Secondary grade teachers in Secondary schools to the Secondary grade teachers in elementary schools. The Secondary grade teachers in elementary schools always look for a chance in the Secondary schools as there is disparity in the scales of pay and they have necessarily to be promoted to the Secondary schools in the manner specified in G.O.No.3218 Edn. dated 16-12-1948. The teachers so promoted will be mostly headmasters of elementary schools and this diminishes the strength of the experienced teachers in elementary schools. The Council has therefore again considered the question and has resolved that the elimination of the different scales of pay for the secondary grade teachers in Secondary schools and in elementary schools is the only way by which, the teachers working in the elementary schools may not like to have a transfer to a Secondary school and the elementary education may not suffer for want of qualified and experienced teachers for the posts of headmasters. I submit herewith a copy of Municipal Council's resolution No.307 dated 30-6-1949 along with a copy of M.C.R.No.782 dated 30-9-1948 and request that the proposal of the Council may be kindly approved.

LH/8-7

FORWARDED

DESPATCHED
13 JUL 1949

Chairman, C.M.C.

Extract from the proceedings of the meeting of the Municipal Council, Coimbatore held on 30-9-1948.

Read G.O.No.1849 (Edn.) dated 26-7-1948 issuing draft rules that appointments to posts of Secondary grade teachers in Secondary schools be made by promoting teachers from Elementary School and by direct recruitment in the ratio of 1:1.

2) Commissioner's note dated 1-9-1948 suggesting that outsiders may be posted to Elementary schools and all appointments in Secondary schools be filled up promoting Secondary grade teachers working in Elementary schools.

P.T.O.

2
- 2 -
M.C.R.No.782 dated 30-9-1948.

The Council recommends that there should be no disparity in the scales of pay of teachers in Elementary schools and Secondary schools. If the scales of pay are uniform there will be no need for shifting teachers who may have had basic training etc. from Elementary schools to the Secondary schools.

(True copy)

Extract from the proceedings of the meeting of the Municipal Council, Coimbatore held on 30-6-1949.

above
Read again M.C.R.No.782 dated 30-9-1948 resolving that the scales of pay of Secondary grade teachers in Secondary and Elementary schools may be uniform so that there may not be any need to promote the teachers who have basic training etc. in elementary schools to Secondary schools.

p.50 (B) Government Memorandum No.35344-B2/49-1 Etn. dated 2-6-1949 stating that the proposal of the Council cannot be accepted as provision has been made for the promotion of one Secondary grade teacher in elementary schools for every 2 vacancies in Secondary schools in G.O.No.3218 Etn. dated 16-12-1948.

noticed Chairman's note dated 6-6-1949 that consequent on the promotion of Secondary grade teachers from elementary schools to Secondary schools, the elementary education suffers for want of experienced teachers, as whenever vacancies arise in Secondary Schools, the senior Head masters in Elementary schools are promoted and the Elementary Schools have to depend on new entrants who are not suitable for holding responsible posts as Headmasters and that the Government should therefore reconsider their orders and comply with the proposal made in Municipal Council's Resolution No.782 dated 30-9-1948.

M.C.R.No.307 dated 30-6-1949.

Chairman's note approved. The Government be addressed accordingly for reconsideration.

(True copy)

Commissioner.
9-7-49

CNO. 1700 B/fu
MUNICIPAL DEPARTMENT.

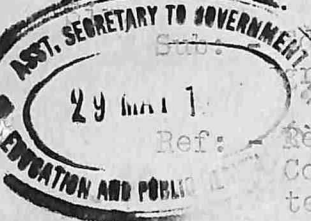
From
Sri P.S.Venugopal Naidu,
Commissioner, Coimbatore Municipality,
COIMBATORE.

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

L.Dis.9906/49/34, dated 18th May, 1949.

Through

The Chairman, Municipal Council, COIMBATORE.



Education - Elementary - Secondary grade teachers -
Grant of Government scales of pay -

Ref: Representation dated 9-5-1949 from the Secretary, The Coimbatore Municipal Elementary school Secondary grade teachers' Association, Coimbatore.

p.5 mfa
I submit herewith the representation of the Secretary, Coimbatore Municipal Elementary school Secondary Grade Teachers' Association, Coimbatore, for kind consideration of Government. The Government in their order Nos. 1895 Education dated 31-7-48 and 83884 C1/48-1 Etn. dated 6-12-48 declined to approve the proposal of the Council to adopt the Government scales of pay for the Elementary Education staff in schools under the control of this council. The Association has not also been recognised.

P.T.O.

recognised.

FORWARDED

KM.19/5/

Encl: - one.
19/5

Chairman
Chairman,
Coimbatore Municipal Council.

DESPATCHED
20 MAY 1949

9906/49

From

The Secretary,
(The Headmaster, Kenwyn Municipal Elementary School, Coimbatore.)
The Coimbatore Municipal Elementary School Secondary Grade
Teachers' Association, Coimbatore.

To

THE HON'BLE THE MINISTER FOR EDUCATION,
Government of Madras, Madras.

Through

The Municipal Commissioner, Coimbatore Municipality, Coimbatore.

CA. (✓) 5
MUNICIPAL OFFICE
9 MAY 1949

Most Respected Sir,

I humbly beg to request you on behalf of the
Coimbatore Municipal Elementary School Secondary Grade Teachers'
Association, Coimbatore to kindly consider the following few points
and I hope that they will receive your kind sympathy.

Before the enforcement of the Revised Scales of
Pay from 1-1-47, we the Elementary School Teachers of this Municipality
were getting the Government Scales of Pay. As there were two different
Scales of Pay, we thought that we would be given the Govt. Scales of
Pay, whatever change in the amount might be effected. On the other hand,
we are now given the Local Board Scales of Pay of the Elementary Schools
viz. 40-1½-55-75. The existing Municipal Council and the Commissioner
were very kind enough to improve the plight of the Elementary School
Teachers and did their best by passing unanimous Resolutions sanction-
ing the Govt. Scales of Pay to its Elementary Establishment. But
the action of the Municipal Council was not approved by the Govt.

Further we have to understand through Press Note
that the Local Bodies may adopt the Government Scales of Pay to their
Education Establishment if Funds permit. Further we understand that
the Government Scales of Pay have been sanctioned by the Government
to the Secondary Education Staff of this Coimbatore Municipality for
which orders have been issued very recently.

The cost of living in this City tops that of any
other City in South India and the Pay and the other allowances put
together cannot allow anybody to have a quiet life.

We hope that the same concession may kindly be
extended to us by restoring the Govt. Scales of Pay.

Hence we request to kindly pass orders sanctioning
the Government Scales of Pay to the Elementary Education Establishment
of this Coimbatore Municipality with effect from 1-1-1947, the date
of the enforcement of the Revised Scales of Pay, along with the
benefits of weightage and Increments in the Time Scale.

Coimbatore,
9-5-1949.

I beg to remain,
Sir,

Your most obedient servant,

Secretary
Secretary,
The Coimbatore Municipal Elementary
School Secondary Grade Teachers'
Association, Coimbatore.

9906/49/4

Submitted with a covering letter.

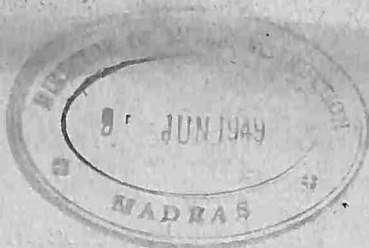
Commissioner
Commissioner,
Coimbatore Municipality.

2/04
18/5

KM
Sup. 12-5-49
12/5

The Hon'ble Minister for Education,
Government of Madras, Madras.
The Secretary to Government
Education & Public Health Department
Fort St. George, Madras.

P. T. O.



Edm + Public Health (D) Dept.

Endt No. #1100/49-C-1 Edm d1 7-6-49.

Referred to The Director of Public Instruction for remarks.

J. S. Menon
Asst. Secretary to Government
6/6/49

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.
R.C.NO.1706-B.2/49 Dated 11-8-1949.
RVR

Resubmitted.

2. No action is needed as it is reported that the Association is an unrecognised one. However, this will not prejudice reconsideration of the question if representation is made after the Union is recognised.

J. S. Menon
for Director of Public Instruction.

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

RVR 17/8/-

DR. C. NANJAPPA, L.M.P.

CHAIRMAN,
MUNICIPAL COUNCIL.

D.O.No.12246/48/C.4

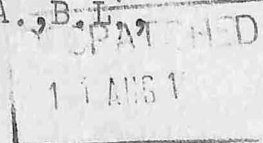
Dear Sir,

Sub: EDUCATION - Elementary - Adoption of uniform scales of pay to the teachers in Secondary and elementary schools - Promotion of secondary grade teachers from elementary schools to Secondary grade posts in Secondary schools -

I send herewith a copy of letter No.12246/48/C.4 dated 8-7-1949 of the Municipal Commissioner addressed to the Secretary to Government, Education & Public Health Department, for granting uniform scales of pay to the Secondary grade teachers employed in the elementary schools and in the High schools in this municipality. As the scale of pay of Secondary grade teachers is more at present in the High Schools, whenever vacancies arise in Secondary schools, those employed in the elementary schools who are most of them headmasters of elementary schools with long experience have to be promoted to the Secondary schools in the manner prescribed in G.O.No. 3218 Edn., dated 16-12-48. I desire to point out that in the past few months nearly 6 Secondary grade teachers who were headmasters in the elementary schools in this municipality have had to be promoted to the Secondary schools because of the higher pay attached to such posts in the Secondary schools. This has seriously affected to a very great extent the efficiency of elementary education. The Municipal council has, therefore, requested the Government to sanction the uniform scales of pay to the Secondary grade teachers in elementary and Secondary schools. The extra cost in adopting the scale of pay in force for secondary grade teachers in the secondary schools for those in the elementary schools will not be much and the council will not find it difficult to meet such expenditure from its funds. I request that you may be pleased to consider the suggestion and approve the proposal of the council at an early date.

Yours Sincerely,

To
The Hon'ble Sri. K. Madhava Menon,
B.A., B.L.,
Minister for Education,
MADRAS.



origl. at pages 1-2 ante ⑥ 9
Copy of letter No.12246/48/C.4 dated 8-7-1949 of the
Commissioner, Coimbatore Municipality, Coimbatore to the
Secretary to Government, Education & Public Health Department,
Fort St. George, Madras through the Chairman, Coimbatore
Municipal Council

Sub: Education - Elementary - adoption of uniform scales
of pay to the teachers in Secondary and Elementary
schools - request of -

Ref: Government memorandum No.35344-B.2/49-1 Edn., dated
2-6-1949

The Government have in their order referred to above
have declined to accept the proposal of this council to grant
the scale of pay applicable to the Secondary grade teachers in
Secondary schools to the Secondary grade teachers in elementary
schools. The Secondary grade teachers in elementary schools
always look for a chance in the Secondary schools as there is
disparity in the scales of pay and they have necessarily to be
promoted to the Secondary schools in the manner specified in
G.O. No.3218 Edn., dated 16-12-48. The teachers so proposed
will be mostly headmasters of elementary schools and this diminishes
the strength of the experienced teachers in elementary schools.
The council has, therefore, again considered the question and
has resolved that the elimination of the different scales of pay
for the secondary grade teachers in Secondary schools and in
elementary schools is the only way by which, the teachers working
in the Elementary schools may not like to have a transfer to a
Secondary school and the Elementary Education may not suffer for
want of qualified and experienced teachers for the posts of head-
masters. I submit herewith a copy of M.C.R.No.307 dated 30-6-49
along with a copy of M.C.R.No.782 dated 30-9-1948 and request
that the proposal of the council may be kindly approved.

Encl: 2

Extract from the proceedings of the meeting of the
Municipal Council, Coimbatore held on 30-6-1949

Read again M.C.R.No.782 dated 30-9-48 resolving that
the scales of pay of secondary grade teachers in Secondary and
Elementary schools may be uniform so that there may not be any
need to promote the teachers who have basic training etc. in
elementary schools to Secondary schools.

Government memorandum No.35344-B.2/49-1 Edn., dated
2-6-1949 stating that the proposal of the council cannot be
accepted as provision has been made for the promotion of one
Secondary grade teacher in elementary schools for every 2 vacancies
in Secondary schools in G.O.No.3218 Edn., dated 16-12-48.

Chairman's note dated 6-6-49 that consequent on the
promotion of secondary grade teachers from elementary school
to Secondary schools, the elementary education suffers for want
of experienced teachers as whenever vacancies arise in Secondary
schools, the senior Headmasters in Elementary schools are promoted
and the Elementary schools have to depend on new entrants who are
not suitable for holding responsible posts as Headmasters and
that the Government should, therefore, reconsider their orders as
comply with the proposal made in M.C.R.782 dated 30-9-48.

M.C.R.No.307 dated 30-6-1949

Chairman's note approved. The Government be addressed
accordingly for re-consideration.

--oOo--

P.T.O.

10
Extract from the proceedings of the meeting of the
Municipal Council, Coimbatore, held on 30-9-1948

READ G.O.No.1849 (Edn.) dated 26-7-1948 issuing
draft rules that appointment to posts of Secondary grade
teachers in Secondary schools be made by promoting teachers
from Elementary Schools and by direct recruitment in the
ratio of 1:1

2) Commissioner's note dated 1-9-48 suggesting that
outsiders may be posted to Elementary schools and all
appointments in Secondary schools be filled up promoting
Secondary grade teachers working in Elementary schools.

M.C.R.782 dated 30-9-1948

The council recommends that there should be no disparity
in the scales of pay of teachers in Elementary schools and
Secondary schools. If the scales of pay are uniform, there
will be no need for shifting teachers who may have had basic
training etc. from Elementary schools to the Secondary schools.

(TRUE EXTRACTS)

C. Nanjappa
CHAIRMAN, C.M.C. 11-8-49.

DR. C. NANJAPPA, L.M.B.

CHAIRMAN,
MUNICIPAL COUNCIL,

D.O.No.13882/49/C.4

Dear Sir,

Sub: EDUCATION - Elementary - payment of Government
scales of pay to the teachers in elementary
schools -

The Coimbatore Municipal Council, inmits resolution
No.398, dated 15-7-1949 while agreeing to adopt the Government
scales of pay for the teachers employed in the Secondary schools
in this municipality, has requested the Government to favour-
ably consider the fate of the low-paid elementary school
teachers and allow them also the Government scales of pay.
The Municipal Council has further resolved that the extra cost
on account of the proposal would be met entirely from the funds
of the municipal council. The Municipal Commissioner has
addressed the Government in his letter No.13882/49/C.4 dated
22-7-1949 for necessary sanction. The cost of living in
Coimbatore is exceptionally and excessively higher than in
any other city including Madras and the condition of the poor-
paid teachers of the Elementary schools deserves special con-
sideration. I may submit that different scales of pay for one
and the same class of servants under the Government and Local
bodies will not be conducive for efficient work and there
will always be discontent and so long as local bodies agree to
meet the extra cost from its funds, the Government should
consider their suggestions favourably. I understand that the
Government have been pleased to allow the Government scales of
pay for the teachers employed under the Madura Municipal
Council. As this council has agreed to meet the extra cost
in allowing the Government scales, I request that you may
kindly be pleased to arrange to issue orders agreeing to the
proposals of the council to allow the Elementary school
teachers, the Government scales of pay. I have separately
written to you that the Secondary grade teachers employed in
the Elementary schools and Secondary schools should be given



12

P the same scales of pay. When the Government scales are adopted, such anomalies will not exist. I request you to kindly give this your personal attention.

Thanking you,

Yours faithfully,

B. N. G. G. G.
16.8.49

To
The Hon'ble Mr. K. Madhava Menon,
B.A., B.L.,
Minister for Education,
Government of Madras,
M a d r a s.

C.No. 63879/49

P.P.H. (C)

Presumably, B, has read the papers referred to at 'A' and 'B' on p. 5 overleaf. That section may be requested to put up the papers for reference, and also the orders referred to at 'C' on p. 3 ante.

2/30/49

The file on the subject is in circulation. *20/8/49*

A A copy of the G.O. and an extract of the M.L. Resolution requesting sanction of Govt for adoption of Govt scales of pay in respect of teachers in Elementary schools will be given to C, Sect.

30/8/49
30/8/49
The receipt of the papers mentioned at 'A' above may be awaited till 10/9/49. *31/8/49*

13

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.
R.C.NO.2198-B.2/49 Dated 28--8--1949.

Elementary Education - Municipal Council, Coimbatore - Adoption of Government Scales of pay

Ref: From the Commissioner, Municipal Council, Coimbatore No.13882/49 dated 22-7-1949. *pages 15-16 wpa*

68864
1 - SEP 1949

Submitted.

2. Kind attention is invited to G.O.No.1895 Education dated 31-7-1948 and Memo.No.83884-C.1-48-1 Edn dated 6-12-1948.

J. S. Paul
S. S. S.

for Director of Public Instruction.

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

RVR 30/8/-

30.8.49

30/8

14

C

MUNICIPAL DEPARTMENT

17120

15

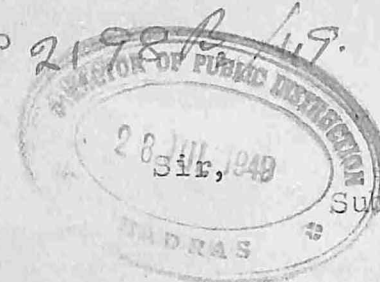
From
Sri. P.S.Venugopal Naidu,
Commissioner,
Coimbatore Municipality,
Coimbatore. P.B.No.121.

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

Through

The Director of Public Instruction, Madras.
The Chairman, Municipal Council, Coimbatore

No.13882/49/C.4 dated 22-7-1949



Sub: ESTABLISHMENT - Education - Elementary - Payment of
Government scales of pay to the teachers in elementary
schools - requested -

I submit herewith a copy of M.C.R.No.398 dated 15-7-49
resolving to request the Government to allow the teachers in ele-
mentary schools also the Government scales of pay as a special case.
I also submit in this connection a copy of the note dated 6-7-49
of the Chairman referred to in the resolution.

p. 17 ufa

p. 25 of R

2. The Government in their order No.1895-Edn., dated 31-7-48
declined to approve the proposal of this council to adopt the
Government scales of pay to the elementary school teachers employed
under the control of this council. The Government were addressed
for reconsideration of their orders but the Government declined
to comply with the proposal in their memo.No.83884-C1/48-1 Edn.,
dated 6-12-48.

p. 28 of R

3. The pay of teachers in elementary schools is very low. The
cost of living in Coimbatore is exceptionally very high and the

P.T.O.

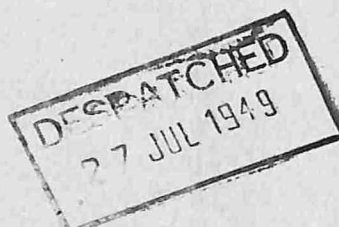
condition of the low paid teachers deserves special consideration. This council has, therefore, requests the Government once again to reconsider their orders. This council has also agreed to meet the extra cost from its funds on account of granting the Government scales of pay to the Elementary school teachers. I request that the Government may be pleased to approve the proposal of the council at an early date.

Encl: 2

FORWARDED

CHAIRMAN, C.M.C.

V.S.25-7-1949.



Extract from the proceedings of the meeting of the Municipal Council, Coimbatore, held on 15-7-1949

Read again M.C.R.No.424 dated 15-7-1948 strongly recommending the sanction of Government scales of pay to the teachers employed in the Municipal High Schools.

2. G.O.No.1057 Edn. dated 8-4-49 stating that the local bodies which can meet the entire extra expenditure on account of the grant of Government scales of pay to the teachers employed in the High Schools from their own funds can adopt the scales of pay with the sanction of Government.

3. Government memorandum No.25985-B.1/49-1 Edn., dated 19-4-49 and 20-6-49 requiring a specific resolution of the council for meeting the entire extra expenditure from the funds of this council.

4. Representations from the Three high schools stating that the Government scales of pay may be given effect to from 1-4-48.

and 5. Note dated 5-7-49 stating that the immediate cost on account of granting government scales of pay will be Rs.4350/- per annum and the extra cost based on average pay will come to Rs.27345/- per annum and Chairman's note thereon dated 6-7-1949.

M.C.R.No.398 dated 15-7-1949

The Council agrees to meet the entire extra expenditure from its own funds in respect of granting Government scales of pay of teachers employed in its Secondary Schools from the date of this resolution.

(2) The Council further resolves to request the Government to favourably consider the fate of the low-paid Elementary school teachers and allow them also the Government scales of pay, the extra cost of which also this Council agrees to meet.

(2) NOTE TO THE COUNCIL, dated 6-7-1949

The Council while resolving to adopt the Government scales of pay for the teachers employed in the Secondary School in this Municipality and to meet the entire expenditure from its funds may also request the Government to permit the Council to adopt the Government scales of pay to the teachers employed in the Municipal Elementary Schools also as a special case, as they are all low-paid. The entire expenditure may be met from the Municipal Funds. The Council had already resolved to sanction the Government scales of pay to the Elementary School teachers but the Government did not approve the proposal. The cost of living is exceptionally and excessively higher in Coimbatore than any other city (including Madras) in the Province and the low-paid Elementary School Teachers cannot be ignored and they deserve all consideration while Government agree to pay those in Secondary schools.

Sd. C.Nanjappa,
CHAIRMAN.

(TRUE EXTRACTS)

COMMISSIONER
Coimbatore Municipality.

V.S.25-7-1949.

18
B-2
Copy of the letter from the Commissioner, Coimbatore Municipality, No.7082/48-B8 dated 22-7-49 to the Secretary to Government, Education and Public Health Department, Madras.

Establishment - Education Secondary - Municipal Secondary schools - adoption of Government scales of pay to the teachers in secondary schools - Orders passed.

I submit herewith a copy of M.C.R. No.398 dated 15-7-1949 agreeing to meet the entire extra expenditure from the funds of this council on account of granting the Government scales of pay to the teachers employed in the secondary schools under this council with effect from 15-7-1949 as required in G.O.No.1057 Edn. dated 8-4-49. I also submit herewith a copy of the note dated 6-7-1949, of the Chairman referred to in the resolution. I request that the Government may be pleased to sanction the Government scales of pay to the teachers employed in the secondary schools in this municipality as resolved by this council at an early date.

Extract from the proceedings of the meeting of the Municipal Council, Coimbatore held on 15-7-1949.

Read again M.C.R. No.424 dated 15-7-1948 strongly recommending the sanction of Government scales of pay to the teachers employed in the Municipal High Schools.

2. G.O.No.1057 Edn. dated 8-4-49 stating that the local bodies which can meet the entire extra expenditure on account of the grant of Government scales of pay to the teachers employed in the High schools from their own funds can adopt the scales of pay with the sanction of Govt.

3. Govt. Memorandum No.25985-B.1/49-1 Edn. dated 19-4-49 and 20-6-49 requiring a specific resolution of the council for meeting the entire extra expenditure from the funds of this council.

4. Representations from the Three high schools stating that the Government scales of pay may be given effect to from 1-4-48.

5. Note dated 5-7-49 stating that the immediate cost on account of granting government scales of pay will be Rs.4350/- per annum and the extra cost based on average pay will come to Rs.27355/- per annum and Chairman's note thereon dated 6-7-1949.

M.C.R. NO.398 dated 15-7-1949.

The Council agrees to meet the entire extra expenditure from its own funds in respect of granting Government scales of pay to teachers employed in its Secondary schools from the date of this resolution.

2. The council further resolves to request the Government to favourably consider the fate of the low-paid Elementary school Teachers and allow them also the Govt. scales of pay, the extra cost of which also this council agrees to meet.

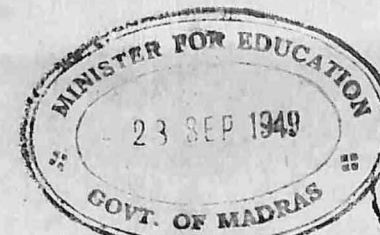
(2) NOTE TO THE COUNCIL DATED 6-7-1949.

The Council while resolving to adopt the Government scales of pay for the teachers employed in the secondary school in this Municipality and to meet the entire expenditure from its funds may also request the Government to permit the council to adopt the Govt. scales of pay to the teachers employed in the Municipal Elementary schools also as a special case, as they are all low-paid. The entire

expenditure may be met from the Municipal funds. The council had already resolved to sanction the Government scales of pay to the Elementary school teachers but the Government did not approve the proposal. The cost of living is exceptionally and excessively higher in Coimbatore than any other city (including Madras) in the Province and the low-paid Elementary School teachers cannot be ignored and they deserve all consideration while Government agree to pay those in secondary schools.

/True copy/

DR. C. NANJAPPA, L.M.P.
CHAIRMAN,
MUNICIPAL COUNCIL.



Dear Sir,

EDUCATION - Elementary - Adoption of uniform scales of pay to the teachers in the Secondary and Elementary schools.

I wrote to you a demi-official letter on 10-8-49 requesting that the Government may be pleased to sanction the uniform scales of pay to the secondary grade teachers in the Elementary and Secondary schools in this Municipality. I have yet to receive a reply from you. Whenever vacancies arise in the Secondary schools, the Secondary Grade teachers who are Headmasters of Elementary schools have necessarily to be promoted owing to the disparity in the scales of pay now existing in the Elementary and Secondary schools. Some of the teachers have been trained in Basic Education and when they are transferred from the Elementary to Secondary schools, Elementary Education suffers considerably. It will be unfair if promotions are withheld and the basic-trained teachers are retained in Elementary schools.

The Municipal Elementary school teachers are low-paid and in the interest of elementary education and also in view of the fact that the cost of living in Coimbatore has been exorbitantly high, the Municipal council after very careful consideration have decided that the teachers should be paid the same scale of pay as those in the Secondary schools so that unnecessary transfers may be avoided. May I request you to let me know the action taken on my letter? This is an important subject which has to be tackled with the least possible delay. So long as the disparity in the scales of pay exists for those employed in Elementary schools and Secondary schools, where the qualification are the same,

/P.T.O.

The main file on the subject (No. 5631/49) has been sent to Lt and Fin. on 13/9/49. This may be added to it on return.

ms
scs
10/11/49

ms
10/11/49

22

COIMBATORE
MUNICIPAL COUNCIL
CHAIRMAN
DR. C. NANJAPPA, L.M.P.

Elementary Education is bound to suffer a great deal. The responsibility of a headmaster of Elementary school is any way greater than one in Secondary school.

Elementary Education is bound to suffer a great deal. The responsibility of a headmaster of Elementary school is any way greater than one in Secondary school.

Elementary Education is bound to suffer a great deal. The responsibility of a headmaster of Elementary school is any way greater than one in Secondary school.

23

DR. C. NANJAPPA, L.M.P.
CHAIRMAN,
MUNICIPAL COUNCIL.

COIMBATORE.

Date _____ 194

13

-2-

Elementary Education is bound to suffer a great deal. The responsibility of a headmaster of Elementary school is any way greater than one in Secondary school.

DESPATCHED
26 SEP 1949

Yours sincerely,

C. Nanjappa

To

The Hon'ble Sri K. Madhava Menon,
Minister for Education,
Government of Madras,
M A D R A S.

24

COIMBATORE

Date

MUNICIPAL COUNCIL

DR. C. NANJAPPA

NANJAPPA

Elementary Education is a subject of State
The responsibility of the Government is to provide
is any other matter then one in secondary school



To
The Hon. Mr. K. V. Reddy
Minister for Education
Government of Madras

Camp: Kodaikanal

14

Received 30th Sep 1949

My dear Dr. Nanjappa, ^{pages 21-23 anti} suggested, it may be done at least from the next official year.

Your letter dated 24-9-1949. I can't now say exactly what I did on your D.O. letter dated 10-8-1949, as it may be pending examination by the Department. I shall enquire and let you know.

Meanwhile the question that you raise about the uniform scales of pay ^{for teachers in} for secondary and elementary schools, is not as you know, an isolated question for the Coimbatore Municipality. If I agree in the case of Coimbatore Municipality, it has to be given throughout the Province, and in the case of all Aided Institutions in the Province the entire pay is being met by the Government. So the financial implications of this and how to meet it have to be examined before anything can be done. As this is a question relating to all the entire Province, it is rather difficult to give a reply relating to Coimbatore alone. I hope to do something before the Budget is considered for the next official year, so that if any

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change could be done in the direction you have suggested, it may be done at least from the next official year.

Yours sincerely,

K. M.

Dr. C. Nanjappa, L.M.P.,
Chairman, Coimbatore Municipal Council,
Coimbatore.

EDUCATION - Elementary - Adoption of Uniform Scales of pay to the Secondary Grade Teachers of Elementary and Secondary Schools.

27

Pay 78407

Letter
in the
papers
concerning
the
promotion
of a
Secondary
Grade
Teacher
from
Elementary
School
Council
in its
Resolution
No. 782
dated
30-9-1948
recommended
that there
should be
no disparity
in the scales
of pay of
secondary
grade teachers
working in
the Elementary
and Secondary
Schools under
the Municipality
and if the
scales of pay
are uniform
in both the
schools there
may not be
need for
promoting
teachers from
the Elementary
Schools. The
Government
did not agree
to the proposal
-- Vide
Government
Memorandum
No. 35344-B2/49-1,
dated 2-6-1949.

The Government have issued rules in G.O. No. 3218, Edn. dated 16-12-1948, in regard to the filling up of vacancies of the Secondary Grade posts in the High Schools. Under this G.O. if vacancies in the post of Secondary Grade Teachers in Secondary Schools arise, they should be filled up for every two vacancies one by promotion of a Secondary Grade Teacher from Elementary School and the other by direct recruitment. The Coimbatore Municipal Council in its Resolution No. 782 dated 30-9-1948 recommended that there should be no disparity in the scales of pay of secondary grade teachers working in the Elementary and Secondary Schools under the Municipality and if the scales of pay are uniform in both the schools there may not be need for promoting teachers from the Elementary Schools. The Government did not agree to the proposal -- Vide Government Memorandum No. 35344-B2/49-1, dated 2-6-1949.

There are four secondary schools maintained by the Coimbatore Municipal Council and vacancies frequently arise in the secondary schools. Experienced Secondary Grade Teachers who are Headmasters and some of them trained in Basic Education have necessarily to be disturbed and transferred to the Secondary schools, much to the detriment of Elementary Education, and the consequent vacancies in the Elementary Schools have to be filled up by only inexperienced Secondary Grade teachers. The Elementary schools run by the Municipality are big institutions and it is very necessary that the person who is the Headmaster must be one with long experience and capable of controlling the staff of several teachers. So long as the Municipal Council agrees to meet the entire expenditure in allowing the same scales of pay to the same class of servants employed in the Elementary and Secondary Schools, there is no reason why the Government should not grant the request of the Council to allow the same scale of pay to the Secondary Grade teachers in the schools under their control. The Municipal Council also feels that such a disparity in the scales of pay will not ~~also~~ also be conducive for efficiency in Education.

The Government have been addressed in this office letter No. 12246/48-C4 dated 8-7-49 for a reconsideration of the orders and ~~the~~ to approve the proposal of the Municipal Council. The Honourable Minister for Education has also been addressed on 24-9-49. It is requested that the proposal made by the Municipal Council will be given due consideration.

Main file (No. 56317/49) already sent up in circulation. May be filed.
14/10/49

1. dated 2-6-1942.
 agree to the proposal -- Vide Government Memorandum No. 25244-B2/42-
 teachers from the Elementary Schools. The Government did not
 uniform in both the schools there may not be need for promoting
 Schools under the Municipality and if the scales of pay are
 dary grade teachers working in the Elementary and Secondary
 that there should be no disparity in the scales of pay of second-
 Council in its Resolution No. 782 dated 30-9-1942 recommended
 and the other by direct recruitment. The Colaba Municipality
 promotion of a Secondary Grade Teacher from Elementary School
 arise, they should be filled up for every two vacancies-one by
 dary grade teachers in Secondary Schools under Municipal Councils
 all vacancies in the post of Secondary Grade Teachers in 1942-43
 the Secondary Grade posts in the High Schools. Under this G.O.
 dated 12-12-1942, in regard to the filling up of vacancies of
 The Government have issued rules in G.O. No. 3212, Edn.

D.O.

Dear Sir,

EDUCATION - Elementary - Adoption of uniform scales of pay to the Secondary Grade teachers in the Secondary and Elementary schools -

225-26461 I am in receipt of your D.O. letter dated 30-9-49. I am surprised that in spite of the several points mentioned clearly in my letters dated 10-8-49 and 24-9-49 you consider that the question of allowing the same scales of pay to the secondary grade teachers employed in the Elementary and Secondary schools is one relating to the entire Province and that you find it rather difficult to give a reply relating to the Coimbatore Municipality alone and that you hope to do something before the budget is considered for the next official year so that any change that is ordered may be given effect to for the next official year.

There are about 45 secondary grade teachers employed in the Elementary Schools in this Municipality. Some of them are trained in Basic Education and the senior secondary grade teachers are invariably Head Teachers of the Elementary Schools, with several teachers working under them. Most of the schools in this Municipality are big institutions. The scale of pay of a secondary grade teacher in the Elementary Schools is Rs.40--70 and that in the Secondary Schools Rs.45--90 (Government scale). By allowing the scale of pay in force for secondary schools to those employed in Elementary Schools, the initial expenditure will be very trivial as most of the senior teachers are drawing more than Rs.45/- and they have to be merged only in the higher scales to be adopted and this Municipal Council has already agreed to meet the extra cost from its funds. The Provisional budget will in no case be affected. The entire extra expenditure will be met by the Council.

As matters stand at present whenever vacancies

P.T.O.

DR. C. NANJAPPA, L.M.P.

CHAIRMAN,
MUNICIPAL COUNCIL.

COIMBATORE.

Date _____ 194

arise in secondary schools, the senior secondary grade teachers who are head teachers of the elementary schools and some of them also trained in basic education have necessarily to be promoted. It is only with a view to avoid such transfers which only make Elementary Education suffer, this Municipal Council agreed to allow the same scales to the same class of teachers in the secondary and elementary schools.

There is also another point. In one and the same management if disparity in the scales of pay should exist for the same class of employees doing the same work, it will not be conducive for efficient work. I do not see why, when the Government have permitted such of the Municipal Councils which could afford to meet the enhanced cost in granting the Government scales of pay to the staff in the Secondary schools, they should not similarly permit this Municipal Council at least to allow the same scales of pay to the similar class of persons serving in the elementary and secondary schools. This is a matter where elementary education is bound to suffer if the proposal is not approved by the Government at an early date.

I, therefore, request you to kindly consider the matter again and arrange to issue early orders.

Yours Sincerely,

Ch. R. Govt

To

The Hon'ble
Sri.K.Madhava Menon, B.A.B.L.,
Minister for Education,
Government of Madras,
M a d r a s.

Issue in Section

Cr. 56317/49/C

p. 257 (R) Read again:
p. 257 (R) "
p. 58 (B) "

Read also:
pages 1, 34/59
pages 7, 11, 21/60
pages 64/139.11

[Handwritten signature]

do
The Commr, Coimbatore Mty (and the C.M.C.)
" D. S. I.
Copy to the R.M. & D.F.A.
(2 copies)

33

Edn. & H. Deptt (C)

Subj: Establishment - Elementary Education - Coimbatore Municipality - Grant of Govt. scales of pay to elementary school teachers - Sanctioned

No. No: 1895, Education dated 31.7.1948.
Govt Memo. No: 83884/9/48-1, Education dated 6.12.1948.
" 35344/82/49-1, Education dated 2.6.1949.
From the Commr, Coimbatore Mty, No. 12246/48/C, dated 8.7.1948, L. D. 13.
" No. 9906/49/C, dated 18.5.1949, and No. 13882/47/C, D. 22.7.1948.
From the C.M.C., Coimbatore, D.O. No. 12246/48/C, dated 9.8.1948, D.O. No. 13882/47/C, dated 11.8.1948, & D.O. No. Nil, D. 24.9.49 and 5.10.1948.
From the D.P.I., No. 1706-82/48, dated 11.8.1948, & No. 2198-82/48, dated 28.8.1948.

Order N. 3335 dated 1/11/49

in modification of the orders in the Govt. Order and in the Govt. Memo and a cited above, the Govt. sanction as a special case, the payment by the Municipal Council, Coimbatore, of the Govt. scales of pay to the teachers employed in its elementary schools, with effect from 1.11.1948, subject to the condition that the extra cost on account is met entirely from the municipal funds, General funds of the Municipal Council.

31/11/49

[Handwritten signature] 21/10/48

C.No. 56317/49/C.

Sub:- Establishment - Elementary Education
Coimbatore Municipality - Grant of Court scales
of pay to elementary school teachers -
Adoption of uniform scales of pay for secondary
grade teachers both in elementary and secondary
schools - Reconsideration of previous orders.

pages 1-2 of From the Commr., Coimbatore Mty., No. 12246/48/C4, dated 8.7.1949.
pages 3-5 of " " " A.Os. 9906/49/C4, " 15.5.1949
page 6 of [Endt. No. 41100/49-C, -1-Edw., dated 7.6.1949]
page 6 of From the Dir. of P.E. & A., P.E. No. 1206-82/49, dated 11.8.1949.
page 7 of From the C.M.C., Coimbatore, D.O. No. 12246/48/C4, dated 9.8.1949.
pages 11-12 of " " " 13882/49/C4, dated 11.8.1949.
pages 15-17 of From the Commr., Coimbatore Mty., No. 13882/49/C4, dated 22.7.1949.
page 13 of " Dir. of P.E. & A., P.E. No. 2198-82/49, dated 25.8.1949.

The Coimbatore M.C. proposed some time ago:

pages 1-7 & 27 of (R) (i) that the teachers in the M.C. elementary schools
might be granted the scales of pay fixed for those in Court schools,
and (ii) that the secondary grade teachers in elementary
pages 1-3 of (B) schools might be granted the same scales of pay as those
fixed for secondary grade teachers in secondary schools.

Both the proposals were negatived - vide respectively

page 25 of (R) (i) G.O. No. 1895, Edw., dated 31.7.1948 and Memo. No. Court.

page 28 of (R) Memo. No. 83884 C/48-1-Edw., dated 6.12.1948

page 50 of (B) and (ii) Memo. No. 35344 B2/49-1, Edw., dated 2.6.1949.

pages 3-6 & 11-17 of 2. The Council, the Commr. and the Chairman
and 1-2 & 7 of have now made representations to the Court for reconsidera-
tion of the above orders. The papers at pages 1-2 and 7 of
deal with item (ii) alone while those at pages 3-6 and 11-17 of
relate to item (i) alone.

3. Regarding item (ii) alone, H.M. (F. & A.) has
minuted as follows:-

page 7 of "Examine and let me see"

K.M. 18/8/49.

It is subd. that there is no meaning in granting
the same scale of pay to secondary grade teachers in
elementary

elementary and secondary schools, for the work in one is much different from the other. But the Council contends that because the scales for secondary grade teachers are higher in secondary schools are higher ^{than for work in elementary schools}, the latter are always looking for a chance for promotion to secondary school, thus depleting the experienced staff in elementary schools. This contention too will not hold good, for, according to G.O. No. 3218, Edw., dated 16.12.1948, one of every two vacancies of secondary grade teachers in secondary schools has statutorily to go to a secondary grade teacher in an elementary school, and it cannot be stopped by the grant of a higher scale of pay for secondary grade teachers in elementary schools. It is, therefore, for orders whether the Council's request for reconsideration of the orders in Memo. No. 35344 B2/49-1, Edw., p. 58 (B) dated 3.6.1949, will be accepted, ^{in view of the remarks at P' on p. 3 infra.}

4. As regards item (i) in para. 1 on page 1 ante, viz: the grant of Govt. scales of pay to elementary school teachers, H.M. (E. & S.) has minuted as follows:

"If the M.L. Council is prepared to foot the bill entirely, why should we stand in the way?"

H.M. 21.8.1949.

It was on the same basis as the one referred to by H.M. that the matter was examined as a general question in detail in 1948 - vide the discussions on pages 2-14 n.f. of G.O. No. 1901, Edw., dated 2.8.1948 - but decided in the negative. It was why the Coimbatore M.L. C's. proposal was also negated - vide the notes at pages 30-33 of G.O. No. 1895, Edw., dated 31.7.1948. But, since then, the general principle referred to above has been accepted in respect of the teaching staff in secondary schools and general orders have been issued in G.O. No. 1057, Edw., dated 8.4.1949, to the effect that such of those M.L. C's. and Dt. Bds. as can afford and are willing to meet the entire expenditure from their own funds may, with the previous sanction of Govt. in each case, adopt the Govt. scales of pay for the teachers in their secondary schools. Accordingly, in G.O. No. 2750, Edw., dated 31.8.1949, pages 14-15 of the Coimbatore

The Coimbatore M.L. C. has been permitted to adopt the Govt. scales of pay for the teachers in its secondary schools. There seems to be no reason why the same principle should not be acceptably applied to ~~lower~~ elementary schools also, and the previous orders at (T) and (R) reconsidered. As stated by the C.M.C. at P' on p. 12 of, if the Govt. scales of pay are adopted for teachers in elementary schools, the ^{difference} ~~and~~ between the scales of pay for secondary grade teachers in elementary schools and that for secondary grade teachers in secondary schools will also disappear and the Council's complaint in this respect will also be removed.

This Dept. may, therefore, strongly urge for a reconsideration of the orders in (T) and (R) and for acceptance of the principle that such of the M.L. C's. and Dt. Bds. as can afford and are willing to meet the entire ~~exp~~ extra expenditure from their own funds may, with the previous sanction of Govt. in each case, adopt the Govt. scales of pay for teachers in their elementary schools, as in the case of teachers in their secondary schools.

Subject to orders, the remarks of S. A. and 4 in. may be invited up. before circulation.



E. & S. H. No. 56317/49-1.C. - Edw. 13.9.1949.

N. V. 19/9

L.A. Dept.

The proposal at A above may be agreed to. The file may be passed on to him.

The Ely. Edn. fund of the Coimbatore M.L. C. according to the B.E. for 1947-50 works at a deficit of Rs. 30,300. The M.L. C. cannot afford to meet any extra expense involved in giving effect to Govt. scales of pay to the Ely. School teachers.

P.T.O.

The extra ~~one~~ on account of the proposed in this file would be Rs 1900 per annum (recurring) R/21/9

N₆
24/9/49 226 The financial position of the 24.9.49 Coimbatore m.c. under the General account is good. The council can afford to meet the deficit in the E.E. account and also contribute to that account ^{an amount sufficient to meet} the extra cost involved in the adoption of the Gov. Scales of Pay to the E & P.H. staff.

The proposal E & P.H. at A on p.3 and maybe accepted.

Lt. Supd. Mr. Hely

22/9/49

27/9/49

Fin. Dept. 27/9/49

40226 G/49-1

27-9-49.

Finance (E III)

Notes on pages 1-4 above may be perused.

The Coimbatore Municipal Council has requested that it may be allowed to adopt the Government scales of pay to the Elementary School teachers and has stated that it is prepared to meet the extra cost in allowing the Government scales. H.M. (Education) has minuted as follows:

"If the Municipal council is prepared to foot the bill entirely, why should we stand in the way?"

2/ In G.O. No. 1057 Education dated 8-4-49 orders have been issued to the effect that such of those Municipal Councils and District Boards as can afford and are willing

to meet the entire expenditure from their own funds, may, with the previous sanction of Government in each case, adopt the Government scales of pay for the teachers in their Secondary Schools. Accordingly in G.O. 2750 Education dated 31-8-49, the Coimbatore Municipal Council has been permitted to adopt the Government scales of pay for the teachers in the Secondary Schools. On the analogy of the above orders, E & P.H. have urged the acceptance of the principle that such of the Municipal council, and District Boards as can afford and are willing to meet the entire extra expenditure from their own funds, may with the previous sanction of Government in each case, adopt the Government scales of pay for teachers in their Elementary Schools as in the case of teachers in their Secondary Schools. L.A. Department have supported the proposal of E & P.H. and have stated that the financial position of the Coimbatore Municipal Council under the General Account is good and that the council can afford to meet the deficit in the E.E. account and also ^{contribute} Coimbatore to that account an amount to meet the extra cost involved in the adoption of the Government scale of pay to the Elementary Education staff.

3/ Although the proposal will not involve any extra cost to the Government, a similar proposal in the case of Mangalore Municipal Council was objected to by H.M., L.A. His ^{minutes} are extracted below.

"The sanction of higher scales of pay for elementary school teachers under well-to-do local bodies only will make an invidious distinction between teachers serving under different local bodies. This is most undesirable as it will lead to a clamour from other local bodies and their teachers for similar higher scales of pay. It will be difficult to resist their clamour especially when they will make it appear for the time being that the local bodies can afford to meet the extra cost involved. Again such a distinction will induce teachers on lower scales of pay to seek service under local bodies giving the higher scales of pay and the local bodies who are giving the lower scales of pay will find it difficult to get the right type of staff. Further, this is not a question involving teachers alone. When teachers under certain local bodies are given the Government scales of pay, the clerical and other staff under the local bodies who are now given lower



6
C1
scales of pay than the Government scales will clamour for the grant of Government scales of pay. Several local bodies cannot afford to grant to their staff the Government scales of pay. In the above circumstances, I am strongly against the sanction of the higher Government scales of pay to teachers under certain local bodies only."

H.M. (Finance) agreed with the views of H.M. L.A. and orders were accordingly issued in G.O. No. 1901 Education dated 2-8-48 negating the proposal of the Municipal Council, Mangalore to adopt Government scales of pay for the staff employed in the Elementary Schools under the council's control.

The reasons advanced by H.M. (L.A.) still hold good. E & P.H. may therefore be requested to obtain orders in circulation including H.M. (Finance) on the general question which will ^{automatically apply to} also include the present proposal of the Coimbatore Municipal Council.

2-10-49
Most of the local bodies are faced with large deficits in their budgets especially in their Elementary Education funds and are helping them with great difficulty to the extent possible. The E. & P.H. of the Coimbatore M.C. for Rs. 49.50. Shows a deficit of Rs. 30.30. It is no wonder what the position of other M.C.s should be. When only some few municipal Councils are allowed to adopt the Govt scales of pay for the staff employed in their Ely. Schools, which are in deficit, M.C.s will put forward similar claims. In view of A above here seems no case for the reconsideration of the decision already arrived at by the Govt. after mature consideration. I write strongly against the proposal.
8.10.49
Estt.
78177
10 OCT 1949
Finn. No. 63922/50/1
8.10.49

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7
Edn. & P.H. Dept. (9)
From the C.M.C., Coimbatore, D.O. to H.M. (E. & P.H.), dated 24.9.1949.
D.O. of H.M. (E. & P.H.) to C.M.C., Coimbatore, dated 30.9.1949.

The notes on page 1-6 above may be perused. A. A. agree to the proposal of this Dept. at 'A' on page 3 ante, but Finance advise strongly against it.

The file may now be circulated to H.M. (E. & P.H.), H.M. (A.A.) and H.M. (Fin.) for orders.

Vide paras on rep. 3 ante (i) whether the proposal of this Dept. at 'A' on p. 3 ante will be approved;

or (ii) if (i) above is not approved, whether the Coimbatore Municipal Council at last will be permitted to adopt the Govt. scales of pay for its elementary school teachers, just as the Madurai Municipal Council was allowed to do in G.O. No. 1271, Edn., dated 30.6.1947.

Vide paras 1, 2 & 3 on page 1-3 ante. ~~or (iii) if (i) and (ii) above are not approved, the secondary grade teachers in the elementary schools of the Council will be granted the scales of pay prescribed for the secondary grade teachers in secondary schools.~~

11/10/49
11/10/49

11/10/49

Perhaps the proposal of the Coimbatore Municipality to allow teachers in elementary schools, government scales of pay may be deferred for the current year in view of the general financial position and the repercussions it will have on other local bodies.

600 363/26/49
12/10/49
H.N. (E & P.H.)
H.N. (L.A.)
H.N. (Fin.)

12
The Chairman of Coimbatore M.C.

Met me and spoke bitterly, how
unhelpful we are. He says that
when a vacancy occurs in a Secondary
School, he has now necessarily to promote
the best trained teacher from the School,
which upsets the entire elementary education.
And particularly basic trained teachers in
the schools are now promoted to the schools
and their training is wasted. I think we
may agree to this on condition that the entire
cost be met from M.L. funds.

K.M.
15/10

C.No. 78407/49/9: on page 27.

"Secy., E. & P. H.: Let me see the papers immediately & return to Madras".
K.M.
9/10/49.

C.No. 79875/49/9: From the C.M.C., Coimbatore, D.O. No. 12246/48/C-4, dated 5.10.1949. pages 29-31.

"E. & P. H.: Examine urgently"

K.M.
11/10/49.

Circulation of this file was interrupted because
of the further papers (since used) at pages 27 and 29-31. and the
minutes of H.M. (E. & P.) were extracted above.

2. These papers relate to the grant of the same
scales of pay to secondary grade teachers in the elementary schools
of the Coimbatore Municipality as is allowed for the secondary
grade teachers in the Municipal secondary schools. This point
was already noted on in para. 3 on pages 1-2 ante and at 'P'
on page 3 ante. H.M. (E. & P.) has since ordered minutes
that we may agree to this on condition that the entire cost
is met by the Mty. This will mean that the secondary
grade teachers in the elementary schools of the Mty. will
get the

A above

1/10

note on 2750 Edu.
pages 14-15

Secy. to the Local
Body in the schools - 40-75
in Secy. schools - 45-85

Secy. to the Local
Body in the schools - 45-90

Secy. to the Local
Body in the schools - 23-33
in Local body
schools - 30-45
in Govt. schools - 30-50
23-35

@ of A on p. 2 ante

in G.O. No. 3218 Edu. (N)
16/10/49

get the Govt. scales of pay as the secondary grade
teachers in the secondary schools of the Municipality
have already been allowed those scales. Thus if the
present request of the Municipal Council, Coimbatore,
is conceded, secondary grade teachers in elementary
schools will get Govt. scales of pay while elementary
grade teachers will get the local body scales of
pay. Naturally, elementary grade teachers will next
agitate for Govt. scales of pay. In these circumstances,
it is for orders whether the Municipal Council,
Coimbatore, will be allowed to grant the same scales
of pay for secondary grade teachers both in elementary
and secondary schools.

As already pointed out provision has been made
in the Statutory rules for the promotion of secondary
grade teachers in elementary schools to similar
posts in secondary schools. This provision will not
be necessary if the same scales of pay are allowed
for secondary grade teachers in elementary and
secondary schools. If the request of the Municipal
Council is conceded a note may have to be added to
the rules as below:-

"Where however secondary grade teachers in
elementary schools and those in secondary schools
draw the same scales of pay, this rule need not be
applied".

At page 7 ante, orders in circulation were
requested on 2 points. H.M. has not passed any
orders on these two requests. If any of the alter-
natives stated there is approved, there will be no
need to consider the present request of the Municipal
Council. A above.

For orders as to circulation.

18/10/49

H.N. (1)
H.N. (2)
H.N. (3)

The Chairman of the Coimbatore Municipality is emphatic in this case, as is usual with him. His requests are:-

(1) That elementary school teachers may be allowed the Government scales of pay on the same basis as Secondary school teachers have been allowed when the Municipality is itself competent to meet the increasing cost: The views of H.M.(L.A.) quoted on page 5 h.f. are that the principle of allowing richer municipalities higher scales of pay involve an invidious and mischievous distinction. While it may be legitimate to allow Dearness or House-rent Allowances according to the cost of living in different areas, there is much to be said for a common scale of salaries for all teachers having the same qualifications and doing the same work.

(2) That secondary school teachers employed in their elementary schools should be allowed the same rate of pay as secondary school trained teachers employed in Secondary Schools: At present, Secondary school teachers in elementary schools are on the scale of Rs.40--75 and those in secondary schools at Rs.45--85. The Govt. scales of pay for secondary grade teachers is Rs. 45-90 which we have recently allowed to the Coimbatore Municipality. In addition to the general consideration that exceptions should not be made to the general scale of salaries, there is a further consideration that the qualifications prescribed for teachers in elementary schools is only that of elementary training. If secondary grade teachers elect to join elementary schools, it is because they are not good enough to fill the vacancies arising in secondary schools: To equalise their salaries is to ignore the difference which forces them to accept the lower pay of salaries. There is also a further complication that if they are allowed the pay as in the secondary schools, they will be receiving

pages 11-12
Co. 2750 Edu 3182up (S) + Co. 1057 Edu 2746up

D. v. pages 9-10

pages 7, 21-23 & 29-31

Co. 1154 Edu 5164up
+ 2km (i) on p. 10 (X)
+ 2km (ii) (a) up. 100 (X)
+ merged - Co. not put up
* Co. 2750 Edu 3182up (S)



Draft

MM 5.11.49



* [Amended 2335 Edu 1.11.49 p. 339]
E. & P. H. No. 56317/49-4-9-Edu
4.11.1949

47654/49-4-9
5/11/49

salaries according to the Government scales of pay while the other teachers in the elementary schools will continue in the ^{D.B.} old scales of pay. We may for the current year at least, allow the status quo to continue.

H.M.(E. & L.) ✓ The CBSE Hkij... 22 X
H.M.(L.A.) ✓ maybe allowed X
H.M.(Fin.) ✓ as in the case of Madras...
on the express understanding that they meet which the extra cost out of their own funds
T.M.

Maybe Accepted as a special case. But, this should not be cited as precedent & encourage other municipalities weak in finances
11.25/10. Asa...

A draft order is subd below for approval. The order may take effect from 1.11.1949. L.A. and Finance may see after time.

MM 30/10/49 LA (ci) Jui

[Previous note of this dept. on pages 3-4 above] order

The draft order of the E. & P. H. dept. on page 33 ct may be perused and the file passed on to the Finance dept.
F. 9.11.49
1949

12 10

12

563 109

Fin (SIII)

(Previous fin note on pfr 4-6 above)

Further note, and order in circulation on
pfr 7-11 above and no. 3335 edn 11.11.49
out of 33ct may be perused.

12.11.49

12.11.49

10111111

E.S.H.

20 be put away.

15.11.49

Micro Exp A.

12.11.49

Fin. no.
75862/Fin. 1
14.11.49

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