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E.&.P.H.

(194 9) Department.

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SERIES.

G.O. NO. Ms.No.3397, Education

Dated 7th November, 1949.

[Despatch Abstract.]

Madras Record Office- Attenders- Revision of pay- Negatived.

Back Papers.

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

Further Papers.

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

EDUCATION AND PUBLIC HEALTH DEPARTMENT.

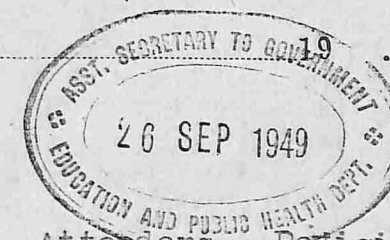
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Received 19

Registered.....

Subject.

Madras Record Office - Attenders - Revision of pay.



74380

ENCLOSURES.

No.

No. 2300-A/49-1.

Spare copies.....

Station.....Chittoor....., Dated the 23rd September,.....1949.

From (Name) Dr. B. S. Baliga, Ph.D. (Lond.),
(Designation) Curator, Madras Record Office, Chittoor.

To The Secretary to the Government of Madras,
EDUCATION AND PUBLIC HEALTH Department.

Sir,

With my letter No. 424-A/47 dated 20-3-1947 I forwarded for the consideration of the Government a petition submitted to me by the attenders in this office for the grant of a higher scale of pay and recommended that a scale of Rs. 30-50 might be granted to them in view of the fact that their duties and responsibilities were greater than those of the attenders in other offices. The Government, however, declined to accept my recommendation (please see G.O. Rt. No. 74 Education, dated 5-5-1947).

2. The attenders have now submitted to me another petition stating that their position has become worse during the past 2½ years and praying that the Government may be approached to reconsider their previous order. I enclose this petition for the consideration of the Government. I have already explained to the Government, in my letter No. 424-A/47, dated 20-3-1947, that the work performed by the attenders in this office is of a responsible nature and that unless they do it intelligently and with integrity great inconvenience will be caused not only to this office,

11-6-47

(7)

17-4-47

11-3-7-47

11-2-47

DEPARTMENT

but also to the departments of the Secretariat. I also pointed out that some employees in other offices who were paid lower than these attenders have been granted a much higher scale of pay consequent on the revision of the scales of pay in G.O. 78 Finance, dated 6-2-1947. I still consider that the grievances of the attenders are genuine and that they deserve the sympathetic and favourable consideration of the Government.

3. In their present petition the attenders point out a particular disadvantage which they suffer when compared to the attenders in the other offices. This is the existence of two classes among them one drawing a pay of Rs. 16-25 (now raised to Rs. 18-25), which is the pay of peons, and the other drawing a pay of Rs. 24-35. As a result of this for the first few years of their service they receive only the pay of peons, although all of them possess a III Form qualification and some of them have studied even upto the VI Form. No doubt the pay of the peons has now been raised from Rs. 16-25 to Rs. 18-25, but this does not help the attenders much. It may perhaps be said that the posts in the lower scale may be abolished and converted into posts in the higher scale and that thereby the attenders in this office may be placed on a par with the attenders in all other offices. This is no doubt one of the ways of improving the prospects of the attenders in this office, but this will not satisfy the petitioners as none but the juniors among them will reap any immediate benefit from it. The reason why the attenders in this office have been divided into two classes is that while the new recruits are learning their work they need not be paid so high as the senior attenders. This reason still holds good. But this ought not to be a reason for placing them at a disadvantage when compared to the attenders in other offices, especially when their work is much more responsible and onerous than the work of attenders in most offices. The only way by which the disadvantage can be removed is that of raising slightly the pay of the attenders in the upper grade so as to compensate them for the initial disadvantage experienced by them. They are now drawing, as stated above, Rs. 24-1-32-1(A)-35. I beg to recommend that they may be permitted to draw Rs. 30-1-45, considering especially that their duties are multifarious and relate not to the records of a few years, but to the records of more than a century.

Yours faithfully,

CPS.
Encl: 1 petition.

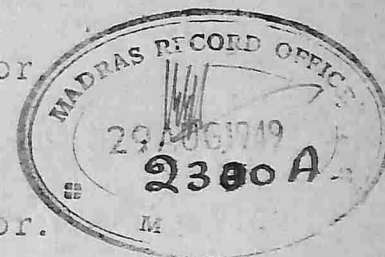
24.9.49

CURATOR,
24-9-1949.

Chittoor,
29th August 1949.

To
The Curator,
Madras Record Office, Chittoor

Through
The Assistant Curator,
Madras Record Office, Chittoor.



Respected Sir,

Sub:- Madras Record Office - Attenders -
Revision of salaries.

We, the attenders employed in the Madras Record Office most humbly present this petition for your kind consideration and favourable orders.

2. In February 1947 we submitted a petition setting forth our grievances and showing the inadequacy of the revised scale of pay sanctioned to us in G.O. No. 78, Finance, dated 6-2-1947. But we were informed by the Curator in Office Order No. 424-A/47-2 dated 12-5-1947 that the Government have refused to grant us a higher revised scale of pay. Two and a half years have since elapsed and the condition of these poor paid subordinates, ever craving for justice at the hands of the Government, have worsened to a considerable extent. We are therefore compelled by circumstances to approach the Curator once again with the prayer that the Government may be approached to reconsider their previous order declining to sanction a higher scale of pay for the attenders of this office.

3. We have explained in detail in our previous petition the special, arduous, intelligent, technical and responsible duties expected of the attenders of this office unlike the

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attenders in the Secretariat or other offices under the Government. We, however, reproduce them here to facilitate ready reference.

"While the attenders in the Secretariat and other offices handle modern records of a very few years, the attenders in this office have to be conversant with the records of the Government and of the Board of Revenue from the days of the East India Company. These records are more than two hundred years old and are comprised in several thousands of bundles and volumes. Most of the bundles and volumes are so bulky that they cannot be removed from the racks without physical exertion. Again as these records constitute the main source of information about the past history and administration of this province, great care has to be taken for their safe custody and preservation against record pests and other dangers. Consequently the duties entrusted to the attenders in this office are more arduous and more responsible than either in the Secretariat or in any other office. To begin with, they pick up from bundles and racks Government Orders, Board's Proceedings, volumes and other records such as sanads, kabuliats, strong room documents, etc., called for by the several departments of the Secretariat, the Board of Revenue, the Survey Office, the Collectors of Districts etc. This work has to be performed with great care and skill, especially in picking up old records which require very careful and delicate handling. They put dummy slips and cardboards in the place of papers and volumes taken out and make necessary entries in the

5
issue registers before furnishing the records in compliance with the requisitions. The entire work of despatching the papers from individual record blocks is done only by the attenders until the closed covers containing the records are handed over to the Despatching Clerk of the office. They sort out and arrange the records, returned by the several departments of the Secretariat, the Board of Revenue, the Survey Office, the District Collectors, etc. They enter them in the put-away registers and restore them in their proper places. In the verification of the reminders prepared by the Referencers for the return of records, they examine hundreds of bundles in order to see whether the papers have been returned to this office. They check the records annually transferred to this office from the Central Record Branch of the Secretariat and prepare a list with a view to cataloguing them. They dust the record racks and the records lodged therein and label the volumes and bundles. They repair torn sheets in the papers called for and mend the old records including manuscript volumes with chiffon. This item of technical work has highly been commended by one and all who have visited this office. They check the forms and covers received from the Government Press, and maintain registers showing their distribution to the members of the staff. They post correction slips in all codes and manuals."

We also make available to the Research Scholars who do research work in this office, the records and other materials required for research. It will thus be seen that the work of the

6

attenders in this office not only involves a great deal of personal responsibility, physical exertion and strain, but also demands patience, skill and efficiency. The above facts will certainly show that the duties and responsibilities of the attenders in this office are far higher and onerous than those of the attenders in other department or of the Secretariat. There is yet another difference between the attenders of this office and the attenders of other offices. There are two grades of attenders in this office (1) Rs. 18-2(A)-25 (inferior) and (2) Rs. 24-1-32-2(A)-35 (Superior). Firstly, recruitment is made to the former grade by direct recruitment and recruitment to the latter grade is made by promotion from the attenders of the former grade. This differentiation is made, we understand, from a recruitment point of view and to provide a training ground for the performance of the onerous duties awaiting in the latter grade. The educational qualifications required for initial recruitment to the inferior grade is a pass in III Form and it takes a few years for a recruit to step into the superior scale. Many of us have studied upto VI Form. In spite of this fact we are paid for the first few years of our service only the rates at which ordinary peons are paid. It will be seen from this that unlike the other attenders in other departments we have to wait for a fairly long period to get even the minimum pay of the attenders grade in other departments (Rs. 24-1-32-2(A)-35) which the latter get on the first day of their entrance to the service. We therefore submit that in view of the special considerations mentioned above our request for a differential treatment is only just and reasonable. We also submit that there are no chances of our being transferred to or

promoted to any higher post in this office or in other offices.

(E) 4. In G.O.No. 78, Finance, dated 6-2-1947 the Government have sanctioned the following scales of pay for the posts noted against each.

(1) Rs. 40-2-50-1-55

Atenders in the Secretariat of the Madras Legislature, I Grade.

(2) Rs. 25-2-45

Research Atenders in the Madras Public Health Subordinate Service.

We are not aware of the considerations which prompted the grant of a special scale of pay to the attenders (I Grade) of the Madras Legislature. But we feel that that scale of pay if sanctioned to us will not be too much for the reasons mentioned in the foregoing paragraphs.

5. The difficulties of the present day of soaring prices, scarcity of accommodation and the like are not unknown. We do not wish to narrate them here for fear of lengthening this petition with details well known to all.

6. It is therefore our humble prayer that the Curator may be pleased to secure us a scale of pay of at least Rs. 30-2-50 as early as possible.

Yours faithfully,

1. P. Appa Murari Pillai
2. Prakashanathan
3. Arumugam
4. P. Balam
5. P. B. Dargaf
6. P. Joseph

(1) P. T. C.

- 7) N. Takum Singh.
- 8) P. V. Sankara Kurup.
- 9) P. On. Mohamad Reij.
- 10) K. P. Narayananni
- 11) K. Tambulinga Pillai
- 12) R. Venkata Chulam.
- 13) R. Sifamani.
- 14) P. Venugopal
- 15) C. A. Tajam Hussain.
- 16) ~~Thangaraj~~
- 17) C. Perumal
- 18) T. Sivasubramanian
- 19) V. Abbai Naidu
- 20) M. Dominic
- 21) A. Raju
- (22) B. Rajarajachari.
- (23) P. N. Sankaranarayanan
- (24) M. Chandrasekharan
- (25) K. Varadarajulu
- (26) K. N. Sankaranarayanan
- (27) S. S. Sankaranarayanan
- (28) P. S. Sankaranarayanan
- (29) S. S. Sankaranarayanan
- (30) M. John
- (31) S. S. Sankaranarayanan
- (32) K. S. Sankaranarayanan
- (33) S. S. Sankaranarayanan
- (34) S. S. Sankaranarayanan

C. no: 74380/49.

11. R.O. - Attendance - Revision of pay -
Negatives -

APL-201

From The Curator, N.R.O, No: 2300-1/49
dated 23-9-'49.

07/ (D)

Read again: FO:RU: 74E on 2 5-5-1947

Order No. 3397

Edm 57. 7-11-49.

Ms

Ms The Govt. do not approve
the ~~for~~ proposal of the Comdr. M.R.O.
for the grant of an increase
~~to the salaries of the~~ scale of pay to the
in his office. ~~is negative~~.

70

~~The Curator,
M.C.R.O.~~

$$\frac{10}{291 \times 10^3}$$

12

1-11-49

$$\frac{3}{4}$$

29.1049

Vg

no. 74380 4/49 Subject: Madras Record Office - Attenders -
Revision of pay.

Ref. From the Curator, MRO. no. 2300-4/49-1
dated 23.9.49

In their petition at pages 3-5 of
p. ② The attenders of the Madras Record
Office requested that they might be allowed
the scale of pay of Rs. 35-2-55-1-65.
The Curator recommended the grant of the
scale of pay of Rs. 30-50 in considering the
arduous and responsible nature of their work.
The D.O. no. 74 dated 5.5.47 the
Govt. declined to accept his recommendation.
In the present petition the attenders
request that they may be allowed to draw
pay in the scale of Rs. 30-2-55 as
previously recommended by the Curator.
The Curator this time recommends
the grant of the scale of pay of Rs. 30-1-45-
in view of the fact that their duties are
multiplexed and relate not only to the
records of a few years but to the records
of more than a century. His recommendation
seems reasonable and may be ~~accepted~~ ^{supported}.
~~Depositing of documents on this revision of~~
~~pay may not be necessary.~~

Finance may see for remarks
before circulation.

What is the scale of pay allowed to
attenders in the CRB?

11.10.49

11.10.49. Submitted that the scale of
pay of attenders in the CRB
is 24-35-

13/10/49

There

15/4/49

12/4/49

17/4/49

Para 6 p. 74

12/4/49

A

② p. 76 of the book/pt

There seems to be no doubt as to the difference in work required of an attender in the Records Branch of the Sect. Secy Dept. and the work done by the attenders in the M.R.O. who have to attend to the mending of very old records.

Yes, but they knew of this difference when they accepted the appointment. If we start revising scales on merits, the process is an endless one.

13.10.49 The recommendation of the curator, M.R.O., may be supported.

A overleaf

14-10-49 S / 15 / 7 / Fin (E.H.)

15/10/49

Notes on pp 1-2 above may be perused. The curator Madras Record Office has proposed that the scale of pay of attender in his office may be revised from Rs 24-35 to Rs 30-1-45. E.H. Dept have not supported the proposal on the ground that the attenders knew of the difference in work required of an attender in the C.R.B. Sect and the M.R.O. when they accepted the appointment and that if we start revising scales on merits the process is an endless one.

It may be stated that in recommending the scale of pay of Rs 24-35 to attenders, the Cabinet Salaries Committee took into account the qualifications required of the holders and the duties and responsibilities attached to the post. The different nature of work done by attenders in one particular office cannot constitute by itself a sufficient justification for enhancing the scale. A scale of pay may be said to be inadequate only, when sufficient number of

no: 74380/49-132 E.H.

15/10/49

68325

15 OCT 1949

FINANCE DEPARTMENT

3

They are not doing anything unusual. Storage, Statutory, etc. candidates are not forthcoming to take up posts on that scale rendering the post vacant. This argument cannot be advanced in the case of attender's post in the Madras Record Office. In no. 74 E.H. of S.S. 47 Govt. declined to accept the recommendation of the curator M.R.O. for the revision of scale of pay of attenders in his office on the ground that the scale of pay of attenders fixed in no. 78 of 6.2.47 was general to all offices and there was no reason to accord a differential treatment to them. The same reasons hold good even now.

In the above circumstances this Dept. may agree with the view of E.H. 4/1 on release and may suggest that the proposal of the M.R.O. for the enhancement of the scale of attender in his office be negatived.

22 OCT 1949

EDUCATION AND PUBLIC HEALTH DEPT.

8155

Certainly no case for revision of scales in (D)

10/11/49

15/10/49

68325/E.H.1

18.11.49

5 NOV 1949

GOVERNMENT OF MADRAS

Pl. see the finance note above. A draft ~~order~~ is submitted for approval.

28/11/49

1-11-49

29.10.49

12.7 (S+L)

5.11



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