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Seeth. II-27-60,004-17-11-48

E.P.H. (1949) Department.

AS SERIES.

G.O. NO. 3576 Edn

Dated 15/11/49

[Despatch Abstract.]

NES. Minimising transfers of Staff in  
Colleges in middle of academic year.  
H.A.A. Reserve Officers against Supernumerary  
posts for filling leaving vacancies —  
Question deferred.

# Back Papers.

| G.O. | No.                                                  | Department. | Date.              | G.O. | No. | Department. | Date. |
|------|------------------------------------------------------|-------------|--------------------|------|-----|-------------|-------|
|      | 2330<br>15.9.48<br>1508<br>8.6.49<br>1318<br>23.6.49 |             | 12.7.48<br>11.4.49 |      |     |             |       |

# Further Papers.

| G.O.     | No.       | Department. | Date.   | G.O. | No. | Department. | Date. |
|----------|-----------|-------------|---------|------|-----|-------------|-------|
| G.O. No. | 1054      | Edn.        | 20-4-51 |      |     |             |       |
|          | 7<br>21.5 |             |         |      |     |             |       |

Edn. and P.H. Dept. (A).

MEMO. No. 80894-1-1 - Condated 27.11.48

Transfers of staffs of Govt. <sup>Colleges</sup> in middle of academic year.

Ref:- From the DPI, No. 414/44-3, d/- 21-11-45 (para 11)

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021  
Bolu

p. 2 ref.

The attention of the DPI is invited to the portion of Chapt. IV of the Report of the Genl. Inspn. Commission of the Unty. of Madras, 1946-7, in which <sup>the Commission</sup> ~~it~~ has dealt with the question of frequent transfers of staffs of Govt. Colleges in the middle of the academic year and he is requested to examine afresh the suggestion made therein for the sanction of a few supernumerary posts in the Edn. Dept. and for having a no. of reserve ~~known~~ officers against those posts for filling short vacancies and to send his <sup>a</sup> report.

To the DPI.

10/12  
25.11.48  
10/12

27/11/48

Re.No. 886-K2/48.

Office of the Director of  
Public Instruction, Madras.  
Dated 23rd October, 1949.

From

The Director of Public Instruction,  
MADRAS.

To

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

Sir,

SUB:- University Inspection Commission Report -  
Creation of supernumerary posts in Govern-  
ment Colleges.

REF:- Edn. & P.H. Dept. Endt. No.84894-A8-Edn.  
dated 19-9-48 furnishing a copy of Govt.  
Memo. No.84894-A-1, Edn. dated 27-11-48.

The question of sanction of a few supernumerary posts in the Education Department for having a number of reserve officers against those posts for filling short vacancies in order to obviate dislocation of work consequent on frequent transfers in the middle of the academic year was raised by the Vice-Chancellor of the Madras University as early as in 1945 in connection with the staffing of the Presidency College. Then then Director examined the suggestion and found it not practicable as it would prove too expensive considering the number of subjects and the number of colleges spread all over the Presidency. This was reported to Government in this office letter CL.No.41/44-3, dated 21-11-45. In inviting the attention of Government to the above letter, I may state that the proposal suggested by the University Inspection Commission in their report would involve considerable expenditure to Government as temporary posts will have to be created both in the Madras Educational Service and the Madras Educational Subordinate Service in several subjects to cater to the needs of all Government colleges.

Yours faithfully,

For Director of Public Instruction.

24

30/12/11

To the D.P.I.  
SMB  
9/17/11

E. B. H. (A)

Memo. no. 54894-A.9

edu., d/- 11/11/49.

Transfers of staffs of Govt. Colleges in middle of academic year - Methods for minimizing.

Ref: - From the D.P.I., no. 886-K2/48, d/- 28.10.49.

CF.2

The D.P.I. is requested to send up at a later date detailed proposals for the sanction of supernumerary posts & for having reserve officers in the edu. dept. for filling short-term vacancies.

11/11/49  
1/2  
10/11/49

11/11/49

Chatt. IV

Extracts from the report of the General Inspection  
Commission of the University of Madras, 1946-47.

Frequent transfers.

84894

15.11.48

The returns of staffs submitted by the different Government Colleges during the last five years have been examined and the Commission is of opinion that the attention of the Government should be invited to the fact that there have been far too frequent transfers of staff from one College to another in the midst of an academic session. This has led to deterioration in the standard of teaching. Sometimes teaching in the subjects involved has been suspended for periods varying from one month to one term and more. It is in this respect more than in others that the Government colleges compare very unfavourably with aided institutions, where there are of course no transfers but only casual vacancies which are unavoidable. The Commission realises that it is impossible to avoid the need for replacing a teacher because of sickness or other reasons: but it is not necessary that it should lead to transfers in half a dozen colleges. Similarly when a person ~~retires~~ retires, the consequent arrangements and promotions involve a series of changes and transfers from one college to another. While this may not be a matter for concern in other departments of Government, it certainly interferes with the efficiency of teaching in colleges and, as has been stated already, it leads to fairly long intervals before the vacancies are filled up. The statement shown in Appendix F gives the number of transfers in the Government colleges during the five-year period. If, as has happened frequently, in a small college there should be five or ten transfers among the teaching staff in the course of a single academic year, it is obvious that the whole tone of the college must necessarily suffer, that discipline is weakened, that proper standards in teaching cannot be maintained and that contact between teachers and students will be very much less than what it ought to be. Another serious drawback is that such continuous influx of new teachers into a college weakens its stability and the continuity of traditions. It is the senior teachers who have been long in a college that come to know the locality and earn the regard and trust of the parents of students. Under present day conditions particularly, it seems very desirable that members of the teaching staff should have opportunities to know each individual student, to understand him, and to guide him in the college and outside in such a way that he may be protected from the dangers which beset him. The Commission would therefore suggest that vacancies arising in Government Colleges where a member of the teaching staff is due to retire in the middle of an academic year, should be dealt with in the following way:-

- (a) He may be retained till the end of the academic year; or
- (b) He may be given leave from the beginning of the academic year preparatory to retirement, if that is possible; or
- (c) He may be treated as a supernumerary, a successor being appointed from the beginning of the academic year in the same institution.

The principles stated above are applicable to non-Government institutions also.

One of the reasons why the replacement of a single teacher involves many transfers is the connection between the transfer and promotion to a higher grade. It is necessary to frame new rules for members of the Collegiate services in the Education Department, by which they may earn their promotion to a higher grade while continuing to work in the same place for the rest of the

Filling up of vacancies.

the academic year. The expedient may be adopted for filling up unforeseen vacancies as well as those arising from retirements for which provision may not have been made on lines suggested in the previous paragraph.

In this connection, the Commission is of opinion that the Government should consider the need for the creation of a few supernumerary posts of officers in the Education Department, who may fill in short-term vacancies, without disturbing the teaching staffs in several colleges. Such persons may be attached to one or two of the bigger Govt. Colleges, where they will not only receive useful training for themselves, but will also relieve heads of departments of part of their routine teaching. This will have the advantage of giving the Heads of Departments the much-needed time for the organization of the departments and promotion of research.

The Commission understands that, in the Medical Department, the Head of the Department is empowered to have a number of supernumerary Assistants in the Provincial Medical Service attached to big teaching hospitals for short periods, who can be sent to fill any emergency vacancy that may occur anywhere in the Presidency. This is to prevent any of the Hospitals in the mofussil being closed down for lack of a Doctor in charge; and it seems reasonable to explore the possibility of adopting such a system in the case of the Education Department also.

E & P.H.(G3)

The Govt. have recently ordered that transfers in all departments should, as far as possible, be made only during the summer vacation time. This order will not fully meet the needs of the educational institutions. Most of the transfers follow some promotion or vacancy. In such cases it may be necessary to have recourse to some of the expedients enumerated in the Report. The D.P.I.'s remarks may be invited on the suggestions of the Commission.

That there should not be frequent transfers of staff in their colleges in the middle of an academic year, has already been recognized by Govt. In fact, in January 1947 itself, they issued instructions that in future such transfers should be restricted to the minimum. The principle followed is that transfers during the middle of a year should, as far as possible, be avoided without ~~detriment~~ detriment to the interests of the institutions concerned.

The paragraphs of the Report extracted on pp. 3-4 above is more or less only a reproduction of a letter on the subject, received by the Govt. in September 1945 from the V.C. of the University. The suggestions have already been examined, in consultation with the D.P.I. Officers retiring in the middle of an academic year are being retained in service until the cost of that college year, by reemploying them. The Director has already been asked to make advance postings in the beginning of the year, taking into account all likely retirements in the course of the year. The other suggestions for having reserve lecturers and Asst. Lecturers as supernumeraries, and (2) for enabling officers to 'earn' their promotions to a higher grade, while they continue to work in the lower posts, in the course of an academic year; have been considered and not found feasible of adoption at least for the Edn. Department in view of the prohibitive extra cost that will have to be incurred having regard to the number of subjects and the number of colleges spread over the entire Presidency and in view of the utter undesirability of paying a man higher while he does the work of a lower post.

I.B.M.  
21-8-48.

P.T.O.

In the Medical department the head of the dept. has not been empowered to have a number of supernumerary Assistants in the Provincial Medical service for filling up short-term vacancies. But in the Madras Medical Service there is a leave reserve of 22 officers for Civil Surgeons and Civil Assistant Surgeons class I and officers in this reserve are intended to fill leave or other short vacancies.

on p. 5 ante is a matter for decision by the managements of non-Government colleges.

T.G.  
1-9-48.

In view of T above note following no further action is taken called for.

M.V.S.  
30-9-48.

It is true that in spite of our orders that many colleges are suffering from transfers. The transfer may be either due to the leave taken by the individual concerned or due to his promotion. In such circumstances it takes a long time to get the post filled. Giving extension or reappointment at the end of the term has solved the problem partly. But it can be solved effectively only by having reserve Lecturers and Asst. Lecturers as supernumeraries. The matter of having supernumerary officers in the Collegiate services of the Education Department may be examined.

T.S.A.  
5-21-48.

E.S.H.(A)

A draft Memo. to the D.P.I.

is subd.

25.11.48

26/11/48

27/11/48

[Issued as Memo. no. 84894-A.1.2.3, 4-27.11.48]

from the D.P.I., no. 886-K2/48, 4-23.10.49

CF3

The D.P.I. re-states, in

reply, N at p. 2 ante, i.e., that the proposal to have reserve lecturers as supernumerary officers will involve considerable expenditure. For orders whether

the matter may be dropped or the D.P.I. asked to work out the cost and

give details.

4.11.49

5/11/48

This is no time  
to think of supernumeraries.  
The reserve in the Medical  
Dept is not an appropriate  
analogy, as doctors in the  
may only be allocated individually  
to hospitals, while lecturers are  
in substantial number attached  
to the same institution and  
can relieve each other

1-7 (5+4)

7  
21

Though the necessity is  
real, let P.P. I bring up later

*[Signature]*

8/11

~~12/11~~

P.P. 19  
9.11.

1/11/49

A draft Memo is subd  
After view the paper may be revised  
for future reference.

1/11/49

P.O. (H.) No. 3576  
19-11-49

M.E.S. - <sup>Minimising</sup> ~~Supplies for avoidance of~~  
transfers of staff in middle  
of academic year - Creation  
of supernumerary posts for  
reserve officers against super-  
numerary posts for filling  
leaving vacancies -  
Question deferred.