Pt. ~~7~~

Sectt. II-27—60,004—17-11-48

M/25/2

E.&.P.H. (194 9) Department.

MS SERIES.

G.O. NO. 3639 Edn.

Dated 25-11-49.

(19)

O.M.R.S.

[Despatch Abstract.]

Overseas scholars appointed as Instructors in Engg. etc. Grant of higher starting pay - Not considered necessary - ~~Pers~~ Papers recorded.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	Letter	25822— E2/Ep-2-48 30-2—48					
	Orissa memo. No. 2026	M/Ep.2 14.7.48					

Further Papers.

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

90184

ASST. SECRETARY TO GOVERNMENT
7-OCT 1948
FINANCE DEPARTMENT

2

ASST. SECRETARY TO GOVERNMENT
15 OCT 1948
EDUCATION AND PUBLIC HEALTH DEPT.

ASST. SECRETARY TO GOVERNMENT
1-OCT 1948
EDUCATION & PUBLIC HEALTH DEPT.

No. 2597-F.R.
Government of Bihar
Finance Department
--
Ranchi, the 1st October 1948.

From
P. P. Agarwal, Esqr., I. C. S.,
Secretary to Government,

To
The Secretary to the Government of India,
Ministry of Finance
The Secretary to the Government of Assam
West Bengal
Orissa
the United Provinces
the Central Provinces
Bombay
Madras
East Punjab

Finance Department.

25822

Subject - Fixation of pay of Government scholars sent abroad for higher training on their appointment under Government.

Sir,

I am directed to say that the Provincial Government have sent two categories of scholars viz. Government servants and non-Government servants for higher studies abroad under the Overseas scholarship scheme. These scholars have signed a bond to serve the Provincial Government for five years on their return in a gazetted post on the minimum of the scale. Some of these scholars have already returned and some are expected to return shortly. The question of fixation of pay of these scholars is at present under consideration of this Government. In so far as the Government servant scholars are concerned there is no difficulty as they will return to their respective posts and in case any of them has earned a promotion meanwhile his pay will be fixed under the relevant Service rules. The real difficulty is with regard to non-Government servant scholar some of whom were in private employment and were drawing higher rate of pay or were highly qualified and were of advanced age. Ordinarily, under the terms of the bond executed by them these scholars are not entitled to anything more than the minimum pay guaranteed in the bonds but there may be a few cases in which rigorous enforcement of the terms of the bond may cause definite hardship. Since different Governments have also deputed such scholars for higher studies abroad it is likely that such questions might have been considered by them. I am to request that if the Government of Madras see no objection the Provincial Government may kindly be informed as to what principles have been adopted by them in the matter of fixation of pay of non-Government servant scholars on their return from studies abroad particularly in cases where they were in receipt of higher rate of pay in private employment or were highly experienced and of advanced age.

2. A very early reply is requested.

Yours faithfully,

1/10

Secretary to Government.

Fin(A III)

Ed & P.H. U.O.

13.10.48

DR
13.x.48

13/x

DS
EPH

E-PH

Fin. U.O. 90184/(A III)
13-X-48

3

EPH
C2

Letter/ Ref. No 75822 C2/48. 2 Edn dated 30.12.48

To

The Secy to the Govt of Bihar,
Finance Deptt,
Ranchi.

Sir,

Ref your 2597 F.R of 1.8.48 re. fixation of pay of scholars sent abroad for higher training on their appointment under Govt.

I am directed to state that the Govt have decided to employ the ~~[illegible]~~ scholars on the minimum pay of the gazetted post. The Govt are of the view that under the bond executed by the scholars they have no right to ask for a higher starting pay or refuse to accept the post

9/8
03
83

Copy to Dev Deptt
" PWD
" Fin Deptt

25/12.

further action

Cf

on that ground.

29.12.48

30/12/48

Y.f.

Noted

EPH/C2

E. No 75822 C/2/48.

Advanced Studies Overseas - fixation of pay of scholars employed under Govt.

Cf

From the Govt of Bihar, Fin Deptt. No. 2597-F.R. of 1.6.48.

Please see the reference from the Govt of Bihar, Fin. Deptt. The question of the fixation of pay of overseas scholars employed under this Govt, of giving them a higher starting pay in cases where they were in receipt of higher rate of pay in private employment or with regard to their experience or advanced age, does not appear ~~to have~~ to have been considered by this Govt. In the Bond taken by this Govt from the scholars there is no mention of pay. The scholars have to serve the Govt as a gazetted officer for a period of 5 yrs. So far as the scholars employed in the Edn Deptt are concerned, they have been started on the minimum of the scale of pay of the gazetted post. Dev & P.W.D may be consulted whether they have taken any decision in the matter or given any higher starting pay to the scholars employed under in their Deptts and if so to state the grounds on which it was found necessary to give the higher start.

(A)

'A'

Engg. Colleges: Rs. 260-40/2-500-50/2-700.

2/ This question is likely to come up before this Govt when more and more scholars are employed. It is therefore for consideration whether a decision may not be taken now in the matter & whether the overseas scholars should invariably be started on the minimum of the scale of pay of the concerned gazetted post or whether with regard to their previous pay in private employment, special qualfn, advanced age, or for any other special reason, they may not be given a higher starting pay. It would appear that under the Bond the Govt can employ the scholars on the minimum pay of the post and need not give them a higher start and that the scholars cannot demand higher start or refuse to accept the post on that ground.

Dev, PWD and Fin may see for remarks.

Each case may be considered on merits. It is not possible to give a general ruling now.
BM 26/10/48

Para 3 line 'B' besides, being the lowest position, represents generally our intentions also.

21.10.48

Meanwhile it is for consideration whether the Govt of Bihar may be informed that ~~so~~ the question ~~has not hitherto been taken up~~ ~~& that the question is under the consideration~~ of Govt. there can be no general ruling so far to consider

Pro A
23.10.48

MJ 26/10/48

Sent also to Fin Dept. has to see this

JD
22.10.48

[Messrs. K. Balasubramaniam and T.K. George, who returned from abroad in April last, have just been ~~posted~~ appointed as supervisors (P.W.D. – non-gazetted) on the minimum pay (Rs.150) plus a personal pay of Rs.50. But after their field training, they are proposed to be employed as (Gazetted) A.E's. only on the minimum of the A.E's. scale of pay.]

25.10.48

BM
27/10/48

Edn no 75822 C2/48.1
28.10.48

111884

Dev Dept

28 OCT 1948
DEVELOPMENT DEPARTMENT

To AS

The letter from the Govt of Bihar Fin Dept at p1 & and the notes of Edn at pp1-2 above may be perused.

The file ~~was~~ has been sent to this Dept w r to 'A' on p1 above. It is submitted that only one scholar Sri D.S. Jagannadha Rao has just been appointed as Works Superintendent Govt Ceramic Factory Gudur and the question of employment of some other returned scholars are still under consideration of this Govt. The scale of pay for the post of Works Supdt is Rs 230-30/2-410. Regarding the starting pay Mr. Jagannadha Rao ~~has requested~~ asked for Rs 410 in the scale of Rs 230-30/2-410. He stated that his pay in the Benares Hindu University was Rs 300/- in the scale of Rs 250-600. This Dept considered that a starting pay of Rs 320/- in the scale of Rs 230-30/2-410 would be fair in view of his new qualifications. Fin Dept also agreed to this and orders were issued accordingly fixing the starting pay of Sri D.S Jagannadha Rao as Rs 320/- Pm in the scale of Rs 230-30/2-410. ~~With these remarks~~ the file may be passed on to P.W.D.

pp 107-108 of (X)
returned

Memo no 7283 D2/49

D in p25 of (X)
returned

D in p25 of (X)
returned

G in p16 of (X)
Ro 5216 D/21/49
returned

A in p17 of (X)
returned

pp 107-108 of (X)
returned

It seems that each case can be considered on its merits and that generally scholars who were not employed previously may be started on the minimum of the scale of pay. After orders are passed

ONG
11.11.48

8/11/48

Through D II
11-11-48

ASST. DY. SECRETARY TO GOVERNMENT
15 NOV 1948
44932
PUBLIC WORKS DEPARTMENT

Dev uo no 114884 D2/48.1
12.11.48

There is also the case of Sunder Kini, a deputationist from the Industries Dept. He was holding a non-gazetted post before the deputation and has been appointed to a gazetted post on return. The D.I & C has recommended a higher starting pay than the minimum in the scale for him, and this is separately under consideration.

CPG
12.11.48

P.W.D

4

P.W.D.(M)

To A.D.S.

Please see the letter from the Government of Bihar at p. 1 c.f. and the E & P.H. Deptt. note at pp. 1-2 ante. The file has been sent to this Department for remarks with reference to 'A' on p. 1 ante. It may be mentioned that so far as this Department is concerned three candidates have returned after the completion of their overseas studies and they have been appointed as Assistant Engineers in the Public Works and Highways Departments. It is proposed to appoint another scholar (Mr. Murray) who is expected to return shortly as Assistant Engineer in the P.W.D. The scholars are paid only the minimum of the time-scale of pay admissible to the Assistant Engineers. There has been ~~is however~~ no occasion so far to consider the question of giving a higher starting pay to these overseas scholars.

M A Soorad
K Ramesh Rao
T T Shenoy

Separate file sent to Dev. E&PH, Pub & Fin

2. It may be noted that in connection with the appointment of the two overseas scholars (Messrs. K. Ramesh Rao and T.T. Shenoy) as Assistant Engineers in the P.W.D. the C.E. pointed out that it would be unfair to treat the scholars on a par with direct recruits and appoint them against permanent vacancies. With the statutory rules as they stand now in favour of direct recruits in the P.W.D, they would become senior to many supervisors who started probation much earlier and who had also been deputed to foreign countries for higher technical training. He therefore suggested that they might be appointed as supervisors with a special pay of Rs.50/- p.m. and that if it was not acceptable to Govt., they might be treated as probationers taking rank for confirmation in vacancies after the last person holding the appointment of A.E. on probation on the date the candidates appointed join duty. The C.E. is not in favour of extending the privileges given to direct recruits to the overseas scholars who have not been selected by the M.P.S.C. The possibility of treating them on a par with promotee A.Es. has been examined

Separate file in O'

E III

5

6

and it has been suggested that the overseas scholars may be appointed ~~as follows~~ in the PWD on the following terms :-

X

(a) the candidates may be appointed as A.Es. on a regular basis but not against permanent vacancies;

(b) they will not be treated as direct recruits for the purpose of allowing the privileges ~~mentix~~ usually given to direct recruits, and

(c) they may be permitted to apply to the M.P.S.C. as and when applications are invited for appointment as A.E. by direct recruitment if they possess the necessary qualifications regarding age etc.

It is proposed to amend the special rules for the Madras Engineering Service to provide for the appointment of the overseas trained scholars as proposed at 'X' above. E&P.H. and Pub(Ser) have no objection. The connected file is now under circulation to H.M.(P.W), H.M.(Edn) and H.Pr.

With these remarks the file may be ~~returned to~~ passed on the ~~E & P.H.~~ Fin. Deptt.

16.11.48.
16.11.48

16.11.48

Fin

PWDUO 1932 M/48-1

ASST. SECRETARY TO GOVT.
17.11.48
17 NOV 1948
99294
FINANCE DEPARTMENT

M.C.F

para 2 on p 1 above

B' on p 2 above

M' on p 3 above

para 1 of p 4 above

Finance (E.III)Deptt.

On a reference from the Government of Bihar regarding the fixation of pay of non-Government scholars sent abroad for higher training on their appointment under Government, E. &.P.H. have observed that it is better to arrive at a decision in this matter, as the question is likely to come up before this Government also soon, when more scholars return from abroad. In this connection they have stated that under the Bond, the Government can employ the scholars on the minimum pay of the post to which they are appointed, and need not give them a higher start and that the scholars cannot demand higher start or refuse to accept the post on that ground. Development Department are of the opinion that each case can be considered on its merits and that generally scholars who were not employed previously may be started on the minimum of the scale of pay. P.W.Deptt. have however stated that so far as their department is --

concerned, ~~these~~ three candidates, who returned after completion of their studies have been appointed as Assistant Engineer's in P.W.D. on the minimum of the time scale of pay of the post and that in the case of another scholar (Mr.Murray) also, they propose to appoint him as Assistant Engineer on the minimum of the scale of pay. They have also stated that there has been no occasion so far to consider the question of giving a higher starting pay to these overseas scholars.

para 1 cmp'd above

-do

2. One of the conditions for the award of Govt. stipends to overseas scholarships is that the selected students should undertake to serve the Government of Madras, on their return after the completion of their course of instruction for a period of 5 years, if required to do so in a gazetted post, or to take up for a similar period other comparable employment outside Government service, ~~fx~~ if so directed by the Government of Madras. Though nothing has been stated in the Bond about the question of actual pay that will be allowed to the scholars on their return, the intention seems to be that they should be started only on the minimum of the scale of pay of the post to which they are employed and they do not have any right to ask for a higher starting pay. It does not also seem to be correct to take into consideration the pay drawn by some of these overseas scholars while they were on private employment, prior to their selection for purposes of fixing their pay after their return from overseas studies, because they would be more than compensated by their further studies abroad at the cost of the Government. In the circumstances this department may agree with the views of E.& P.H. at 'B' on p.2 above viz., that under the bond the Government can employ the scholars on the minimum pay of the post and need not give them a higher start and that the scholars cannot demand higher start or refuse to accept the post on that ground. They may also be requested to circulate the case to H.M.(Fin).

A

X vide p3 of (A)

B

cf Secy E.H. [illegible] 'Y' on p2 above

C

'B' on p2 above

P

22/11

E.PH

ASST. SECRETARY TO GOVERNMENT
23 NOV 1948
87059
EDUCATION AND PUBLIC HEALTH

FIN. U.O. 99294/EM.1
22.11.48

22.11.48

22.11.48

E.P.H.
1/2

The file relates to the question raised by the Govt of Bihar regarding the fixation of pay of non-Govt servants sent abroad for higher training on their appointment under Govt. The facts are summarised in the note of Finance at pp 5-6 ante. Orders may be obtained in circulation regarding 'P' on p 6 ante.

2.12.48

21.12.48

3/12/48

4/12/48

H. (Fin.) ✓
H. (Edn.) ✓
H. (Ins.) ✓
H. (Pw.) ✓
H. (Dev.) ✓

TSA
13.12.48

SECRETARY, EDN. AND P.H. DEPT.
20 DEC 1948
GOVERNMENT OF MADRAS

KM
14/12

14/12

21.12

27.12

Draft letter submitted for approval. After issue, the file may be sent to Dev & P.W.D for perusal.

29.12.48

30/12/48

Dev
P.W.D (on)

Letter 75822/48-2 Edn
30.12.48

Edn no. 758aaca/48-3
5.1.49

2250

Dev. Dept

To AS

[Previously seen in Dev at pp 2-3 above]

Further notes of P.W.D. Fin and Edl H Depts at pp 4-7 above ~~and~~ the orders in circulation

8

C2 C2

at p 7 above and the letter at p p3-~~4~~ 6 may be perused and the file passed on to P.W.D

Vm 7.1.49 MR 7.1.49

COG 10.1.49 DWB PWD

P.W.D (M)

Dev no no 2250 DI/49-1
10.1.49

TO A.D.S.

(Previous note of this Dept at p.p. 4-5 above) Further notes of Finance, E.P.H at p.p. 5-7 above ~~and~~, the orders in circulation at 7 ante and the letter at p.p. 3-4 of may be perused and the case returned to E.P.H.

17.1.49
~~17.1.49~~ 17.1.49

18-1-49

ADDL. DY. SECRETARY TO GOVERNMENT
M 158
17 JAN 1949
PUBLIC WORKS DEPARTMENT

ASST. SECRETARY TO GOVERNMENT
20 JAN 1949
EDUCATION AND PUBLIC

P.W.D. W No 158 M/49-1
18.1.49

EPH/C2

3846

No further action. May be put away.

WB 21.1.49

DM 24/1/49

JP

EPH For a report, please.

A

C.N.Ganapati, M.A.
Retired Principal of the Saidapet
Teachers' College

Badari-Asramam;
Jail-Road
Coimbatore
9th July 1949

MINISTER FOR EDUCATION
1949

It may not be possible

My dear Sir,

It may not be possible for you to recollect me as we have met only twice or thrice; but you may be able to recognise me if I were to mention that I am the younger brother of the late C.N.Kuppuswamier who was at Calicut as Dt Judge for a few years

ASST. SECRETARY TO GOVERNMENT
AUG 1949
EDUCATION AND PUBLIC HEALTH DEPT.

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

60998

I desire to meet you in connection with my son Sri C.G.Swami Nathan, B.A; B.E(Hons); A.M.I.H.E; D.IC. M.Sc (London) If you have no objection to grant me an interview please let me know where and when I could meet you.

My son was sent to England for higher studiesinxSixi in Civil Engineering by the Madras Govt in Decr 1945. He seems to have done some good research work in The Imperial College of Sci Science London and as a result of thate, he was awarded the D.I.C and the M.Sc of the London University. Even when he was in England he had very attractive offers. Out of loyalty and gratitude for the Govt which gave him the neccessary facilities he did not take advantage of those offers. Apart from the moral obligation there was also the legal obligation on his part to serve the Govt in the first instance. So he returned in Decr 1948 and was directed to take up a job in the Guindy Engineering College. Under the impres sion that he should take the initiative in getting himslef fixed

W 3-para 2

N

9

fixed up in a suitable job he sent his application in response to an announcement of the Public Service Commission for the post of Asst Engineer in the Madras P.W.D. After the expiry of the due date he was informed by the Director that his application was withheld!! When he ~~mat~~ met the Minister he was told that he need not have sent the application since the Govt would take the initiative to regularise the appointment etc. In April he sent an application requesting that his initial pay may be fixed at a higher stage. not recd. By Govt: Perhaps D.P.I. himself disposed it. On his return from England he found his class-mates and others who were working with him in the P.W.D were having their probation as Asst Engineers. If he had not accepted the Govt Scholarship he would be like those persons; but now he finds that he has not only lost three years of Service but his class mates and colleagues are are better off It is a well known fact that the Education Department does not hold out such prospects as the Central or the Provincial P.W.D. It is true that he is indebted to the Govt: but is it fair to take advantage of it. Should not the market value of his qualifications be given its weight?

P

It was a quite a common thing in the Education Dept to start persons with foreign qualifications on a higher initial salary. If I remember right the present Director of Public Instruction and the Addl Director had the benifit of that concession

The educational career of my son even before he went abroad was far above the average He could have concentrated on the I.R.S.E. competitive examination. Now he is overaged On the whole he seems to be worse off now than what he would hav have been if he had NOT accepted the Govt Scholership. Though it cannot be completely rectified now will it not be possible for you to minimise the hardship. He had contributed some good articles to the British Technical Journals. He attended the course of University lectures on Town Planning and Transport in London. He was a member of the University of London Senior Training Corps. The record of his previous work would facilitate your helping him if you feel inclined to do so. I desire to meet you in connection wit with this matter

Trust you are doing well and keeping fit to discharge the onerous duties of a Minister in these days.

With my best wishes

Yours sincerely

P.S. Having been accustomed to a higher standard of life durin during his stay of nearly three years in London, it is difficult to live within the sum of Rs 260 that he is getting and particularly so when the House rent takes away nearly Rs 125)

4 E.P.H. (A)

Memo. no. 60998-A.5 — Edn. d/ 21.11.49.

(2)

Ref:- from Sri C.N. Ganapati, d/- 9.7.49, to the Hon. Minister for Edn.

22/22/11

Sri C.N. Ganapati is informed that the Govt., after detailed consdn., have decided that there is no justification to grant his son, Sri C.G. Swaminathan, & similar other overseas scholars a higher pay than the minimum in the scale of pay of Rs. 260-700 applicable to Instrs. in Engg. in the M.E.S. Sri Swaminathan's tempy. appt as Instr. has since been regularized.

21/11/49

22/11

To
Sri C.N. Ganapati, M.A.,
"Bedari - Agraharam",
Jail Road
Coimbatore

Copy to the D.P.I.

P.T.
18.11.49
18/11/49

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

N.F.

From Sri C.N.Ganapathi, dated 9-7-49.

M.E.S. - Sri C.G.Swaminathan, overseas scholar, apptd. as Instructor, Engg. College, Guindy - Request for higher pay.

For a report, please.

cf 1

K.M(adhava Menon), 9-8-49.

--- ---

Sri G.Swaminathan was sent to U.K. in 1945 by Govt. at their expense (i.e., on a scholarship) for higher studies in "Highway Engg.". He was intended, on his return to India after completing his overseas education, for absorption in the teaching personnel of the Govt. Engg. Colleges. Every overseas scholar, before proceeding abroad, was required to execute a bond. Accg. to the terms of the bond, he should serve the Govt., on return to India, in a gazetted or comparable appointment specified by them, for five years. Sri Swaminathan came back to India last year. Without loss of time, the Govt. apptd. him as Instructor in Highway Engg. in the College of Engg., Guindy, in the M.E.S. The scale of pay of Instructors is Rs.260-40/2-500-50/2-700. The appointment was ordered under the emergency provisions in the first instance. For, the question whether any statutory service rule would stand in the way of the candidate's regular appointment and would require to be relaxed, had to be gone into, and that process would take time.

in L.F. (W) | 3-4

do –

Sri C.N.Ganapathi Ayyar, Sri Swaminathan's father, has now sent a representation about his son's pay. At pp.1-2 C.F., he dwells on the regularization of Sri Swaminathan services. This question has since been taken up by Govt. and orders are likely to be issued shortly - Vide L.F. Some time ago, Sri Swaminathan addressed, thro' the D.P.I. and the Govt., an application to the M.P.S.C. for direct recruitment as Assistant Engineer in the P.W.D. The D.P.I. recommended the withholding of his application and the Govt. accepted the recommendation. When a person was specifically got trained as for the Edn. Dept., to release him for appt. in the P.W.D. if he was selected, would go against the interests of the Edn. Dept. It was natural

below

(Papers not up)

therefore that the application was not forwarded. If Sri Swaminathan was "under the impression that he should take the initiative" in the matter of regularization (of his tempy. appt.), what he should have done was to send a petition to the D.P.I. in that matter.

"N" at bottom

About higher pay: Sri G.Ramaswami, another scholar, made a similar request for high initial pay. He wanted his pay to be fixed at Rs.340 in the scale of Rs.260-700. That request was negatived. No guaranatee or hope of any higher salary was given to these scholars before their selection. They apparently knew what the minimum of the pay of gazetted posts was and yet they offered themselves. To have gone to England and obtained higher qualfns. at Govt.'s cost, and now to say that "even when he was in England he had very attractive offers" and that "the market value of his qualfns. should be given its weight", do not sound logical. The Instructors are eligible for promotion as Professors of Engg. on Rs.600-900; ~~and~~ with the general prevailing dearth of skilled personnel, these scholar-recruits, with their higher overseas degrees, are likely to get the Professorships in a few years. If a higher initial pay for a particular candidate is given, all the other scholars will claim such a concession and the cost will be great.

— M at cf. 1

— P at cf. 2

(J)/4 - in d.F

(J)/13

M

Sri Ganapathi Ayyar has asked H.M.(E.&.L.) for an interview. It is not known whether he has been granted the interview. If ~~the~~ he has not been, subd. that it does not seem necessary to comply with the request.

cf. 1 — Because letter is dated 9.7.49 It has been recd. in dept. on 10-8-49

P

May be circd. to H.M.(E.&.L.), thro' H.M.(P.W.), for orders. If it is considered that the D.P.I.'s views on the main request of Sri Ganapathi Ayyar should also be obtained, the Dir. will be consulted. Fin. dept. will ~~not~~ have to see file if the request is favoured.

P.J. 1.8.49 /Sm 6/9/49.

7/9/49 S

Thro' E2.

6.9.49 6/9

Was any advance increment given to the scholar, on account of his post graduate studies. ?

J

3

3

13

would be fair that he should be on level with other officers, who passed with him and were appointed immediately, unless it can be shown that his qualifications and chances were poorer.

K

8/9

J at p.2 ante:

No advance increment was granted to Sri Swaminathan. The Govt. having given him all facilities for post-graduate studies, it does not seem reasonable on his part to expect Govt. also to give him a pay higher than that ordinarily admissible.

K above may perhaps be got commented upon by the D.P.I. before a decision is taken. Some of his classmates may be better off now. But after some years they may be still where they are and he with his foreign qualifications may be much better off than any of them.

P.J. 8.9.49 /Sm 8/9/49.

9/9/49 S

H.M.(E.&L.)

K above must be cleared. Is it not for P.W.D H.M.(P.W.) to do so. If so, pass on

9/9

May be sent to P.W.D. for remarks.

P.J. 10.9.49 /Sm 10/9/49

10/9/49 P.W.D

ESH.No. 60938-A-1 12.9.49.

PUBLIC WORKS DEPT. 12 SEP 1949 5002

3139

P.W.D(M)

To D.S.

Please see the E & P.H.Dept. note from p. 1 ante. The file hasbeen sent to this Dept. for remarks with reference to 'K' above. So far as P.W.D. is concerned, overseas scholars are being appointed only on the minimum of the scale of pay of Assistant Engineers. In June '49, the C.E(P.W.D) suggested

A

that candidates returning from overseas studies might be given two or three advance increments if, in his opinion, they had worked hard and benefitted by the period of training and foreign studies. The C.E. was however informed that his suggestion was not acceptable to Govt. Vide Memo No. 2026 M/49-2 dated 14-7-49.

X on p2 of f ②
p 4 of f ②
M 3-4 of f ②

With these remarks the file may be returned to the E & P.H.

13.9.49
13.9.49

The qn. of fixing the pay of overseas scholars has not so far been looked at from the point of view mentioned at K on p3 ante. In fact, it would be difficult in practice to find out who are all the persons that were the scholar's compeers, the posts held by them & the pay drawn by them, and then proceed to fix in ~~[illegible]~~ comparison, the pay of the scholar. ~~[illegible]~~

DG
14.9.49

$

The intention at present is ~~to give~~ not to give any advance increments to overseas scholars appointed to Gazetted posts in this Dept.

14.9
by
E & P.H.

X

P.W.D. U.O. 3139 M/49-1
14.9.49.

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

In the circs. stated by P.W.D. above and by this dept. at pp. 2-3 ante, it is for orders ~~[illegible]~~ whether this dept. may recommend that the request made of on behalf of Sri C.G. Swaminathan for higher pay for him may be negatived.

May be cd to H.M. (P.W.) & H.M. (E. & H.)
orders on P at p. 2 ante ~~may~~ also ~~are~~ [illegible] ~~[illegible]~~ .

6/10/49

71449

AA 16 SEP 1949

Did he possess qualification for appointment as instructor before he was sent overseas

20/9

Subd.

The academic qualfn. for appt. as Instructor is B.E. degree. This Sri C.G. Swaminathan possessed at the time of his going abroad.

"Practical experience for four years" is also prescribed as an addl. qualfn. He does not fulfil this requirement even now & that is the reason why, to enable his regular appt., the qualfn. rule is proposed to be relaxed in LF.

P.S.
20.9.49
20/9/49.

21/9/49

S

The present intention of the P.W.D. not to give advance increments to over-seas scholars deserves to be re-considered in view of --

A (1) the scholars selected possess the qualifications to be appointed Assistant Engineers on a starting pay of Rs 230/- 260/-

B (2) that the scholars selected were the best among the B.Es. of that year;

C (3) in view of the shortage of Engineers it is presumed that all B.Es. who were available have been appointed as Assistant Engineers almost immediately after passing;

D (4) such B.Es. will, notwithstanding the fact that they were considered inferior to the over-seas scholars when the latter were selected and are certainly inferior in qualifications now after the over-seas scholars have received their training, have a seniority of three years. This seniority will be effective against the over-seas scholars except in the matter of selection posts which presumably do not occur except at the late stage of the service. 'D'

This anomaly could have been prevented if the scholar selected for training was also appointed to the service at the same time and allowed to reckon seniority accordingly. There may have been reasons why this was not done; but it should be possible now to retrospectively give seniority to those over-seas scholars who would have been eligible for appointment before they were sent over-seas. If this is not done, it will not only be unfair to the over-seas scholars concerned but will put over-seas training at a discount which is undesirable considering the money which Government ~~spend~~ have spent on it. A

21/9

P.W.D.

[illegible] 21.9.49

P.W.D(M)

DEPUTY SECRETARY TO GOVERNMENT
23 SEP 1949
3285
PUBLIC WORKS DEPARTMENT

To D.S.

Please see ~~the~~ E & P.H. Secy's note from middle of p. 5 ante. The point raised by E & P.H. Secy. is that in the case of overseas scholars appointed as Assistant Engineers in the P.W.D. due weightage should be given for the period of studies undergone by them overseas and given seniority which they would have, had they been appointed soon after they took B.E. Degree and that these scholars should be given advance increments to make good the difference in emoluments. This Dept. have noted that the intention at present is not to give any advance increments to overseas scholars appointed to Gazetted posts in the P.W.D. E & P.H. Secy. considers that the question of granting advance increments deserves reconsideration for the following reasons:- X on p 4 ante

(1) that the scholars selected possess the qualification to be appointed Assistant Engineers on a starting pay of Rs.260/- p.m.; A on p 5 ante

(2) that they were the best among the B.Es. of that year; B on p 5 ante

(3) that in view of the shortage of Engineers, all B.Es. who were available have been appointed as Assistant Engineers almost immediately after passing; C on p 5 ante

(4) that such of the B.Es. who were not selected for the scholarship will have a seniority of three years, notwithstanding the fact that they possess inferior qualification than the scholars; and A on pp 5 & 6 ante

(5) that it will not only be unfair to overseas scholars concerned but will put overseas training at a discount which is undesirable considering the money which the Government have spent on it. A on p 6 ante

2. At the outset, it may be mentioned, that all the available B.Es. are not appointed as Assistant Engineers soon after their passing. A majority of the B.Es. are appointed only as Supervisors (scale Rs.150-250) while a few others are appointed as Assistant Engineers by direct rect in accordance with the communal rotation. Appointment to the posts of supervisors and Assistant Engineers by direct recruitment in the P.W.D. is made through the medium of the Madras Public Service Commission. The scholars selected for the award of overseas scholarships had no doubt excellent records in the University but it cannot be said that they were the best among the B.Es of that year, as ~~preference was given to Backward Communities in the matter of selection.~~ It is ~~also~~ possible that candidates possessing more brilliant records than those selected might not have applied for the scholarship.

3. In July '48, the C.E(P.W.D) pointed out

(1) that the academic degrees acquired by scholars abroad were not of real value on the practical side as the standard fixed by the Madras University for the B.E. Degree in Civil Engineering compared quite favourably with

P on p 53 of (6)

8/

any of the Universities in the United Kingdom or the United States of America;

(2) that the scholars were not entitled to special consideration for an additional year or two spent at the cost of the Government;

(3) that they should ~~be~~ normally compete for the posts of Assistant Engineers by direct recruitment with age exemptions and other relaxations along with other qualified applicants;

(4) that some Engineering supervisors in the Department deputed to the U.S.A. (under the deputation terms) and returned after training with Consulting and Constructing Engineers were selected on grounds of merit and good performance and sent for training in the Bureau of Reclamation etc. In spite of this, they were continuing as supervisors. These Officers ~~who are Engineering graduates~~ would be in a better position to render useful and effective service to the Dept. than the overseas scholars.

The C.E. therefore objected to the appointment of overseas scholars straightaway as Assistant Engineers. He suggested that they could be given ~~the~~ places in Engineer supervisor's cadre which they would have secured, had they sought appointment in the P.W.D. soon after they took their B.E. Degree in the Engineering College, though this rating up of overseas scholars might provoke some protest from Engineer supervisors already employed in the Dept. ~~who have been regularly selected.~~ He also suggested that they might be ~~regularly sele~~ given, if necessary, some personal allowance which was purely personal and would not affect others (to be discontinued after they were appointed as Assistant Engineers). It was however decided that the overseas scholars should be offered only gazetted posts.

4. In G.O.No. 2503 P.W. dated 13-7-48, four out of seven permanent vacancies of Assistant Engineers arising

R on p 53 cf/ ⑨

S on p 53 cf/ ⑨

Perused w PWD

N on pp 54-55 cf/ ⑨

X on p 62 cf/ ⑨

Y on p 53 cf/ ⑨

Z on pp 53-54 cf/ ⑨

K on p 54 cf/ ⑨

N / A on p 92 cf/ ⑨

169

during 1948-49 were ordered to be reserved for appointment of overseas scholars. Subsequently the C.E. recommended that the scholars to be absorbed in the P.W.D. might be appointed as Assistant Engineers on probation and allowed to take their chances of confirmation as Assistant Engineers along with the Assistant Engineers recruited by transfer based on the dates of their commencement of probation. The question of treating them on a par with promotee Assistant Engineers was then examined and it was ordered:-

p 63 cf/ ⑨

cf paras 5 p 40 cf/ ⑨

Para 2 pp 107-108 cf/ ⑨

A

(1) that the scholars might be appointed as Assistant Engineers on a regular basis but not against permanent vacancies;

(2) they would not be treated as direct recruits for the purpose of allowing the special privileges attached to such posts; and

(3) that they might be permitted to apply to the M.P.S.C. as and when applications were invited for appointment as Assistant Engineers by direct redruitment if they possessed the necessary qualifications and were within the age limit.

Ⓢ

In G.O.No. 3574 P.W. dated 24-9-49 the four vacancies reserved to be filled by overseas scholars were dereserved.

Y on p 2 cf/ ②

5. In June '49, the C.E. suggested that the candidates returning from overseas studies might be given two or three advance increments, if in his opinion they had worked hard and benefited by the period of training and foreign training. The C.E's suggestion was not accepted.

Para 3 p 4 cf/ ②

6. In the circumstances explained above, it is for consideration, whether any reconsideration of the procedure adopted in regard to the absorption of overseas scholars in the P.W.D. is necessary. After orders are passed, the file may be returned to the E & P.H. Deptt.

Thro ~~'L'~~

4.10.49

27/9.49

The orders referred to at 'A' above give substantial concessions to overseas scholars absorbed in this Deptt.. The question of giving advance increments to them has also been considered fully in Memo No. 2026 M/49-2 d/14.7.49 and dropped. These orders do not seem to require any modification.

6.10.49

S

Graduates from Engineering colleges are normally recruited as Supervisors or junior engineers. These are non gazetted posts with a starting pay of Rs 150. Apparently E & P H Secy was not taken note of this fact. If he still considers that overseas scholars should be given a higher start as asst. engineers he may take the matter up with Fin. This dept. has no objection to the principle as such; ~~provided~~

MM/6/10/49

E & P H.

8 - OCT 1949
77388

P.W.D. U.O. 3285 M/49-1
7-10-49

Edn. & P.H. (A)

Subd. for orders.

P.T.
8.10.49

MM
10/10/49
S

Ask for G O at Z

10/10

80606

18 OCT 1949

P.W.D may be requested to put up the paper.

11/10/49

MM
12/10/49

PWD

E & H U.O.
60998-A 3
12.10.49

P.W.D (M)

To A.D.S.

Please see the E & P.H. Dept note about Memo No. 2026 M/49-2 dated 14.7.49 is put up below. The file may be returned to the E & P.H Dept.

14.10.49

16.10.49

15.10.49

E & P.H

14 OCT 1949

P.W.D U.O.

CSR

Edn. & P.H. Dept.

Subd. with ②. Attention is invited to the notes in ④.

17

P.T.
25.10.49

26/10/49

MM
28/10/49 S

Thro' E2 who may kindly put up the papers refd. to at ②/MF 2-3 advance increments.
27/10

Put up at ④

Finance ~~will~~ may consider the proposals ~~that~~ whether overseas scholars in the Engineering Department who possess the B.E. qualification before they went abroad should not be allowed advance increments in view of the facts:

(1) that they were eligible to appointment and may have secured it as Asst. Engineers if they had not gone abroad, in which case they would have accumulated a seniority of 3 years;

(2) that the C.E. considers advance increments of 2 to 3 years on the merits of each case to be decided

(3) that the Govt. of India consider that the starting salary at Rs.350/- was consistent with the education and experience of the scholars.

29/10

Finance.

E & H U.O.
60998-A 4
31.10.49

1 - NOV 1949
73537
CSR

Finance (C.S.R)

The file deals with the proposal for the grant of advance increments to overseas scholars appointed as Assistant Engineers in the P.W dept. The Secy., E & P.H supports the proposal on the following grounds.

(i) Had the candidates been recruited direct as Asst. Engineers instead of having been sent overseas on Scholarships, they would have been better off in respect of their pay and seniority.

(ii) The C.E. has recommended the grant of advance increments in such cases.

cf. Z on p. 1 C.F/ (Z)

(iii) The Government of India have supported the grant of a higher starting salary consistent with the education and experience of the scholars // P.W. Secretary has stated that ~~thx~~ he has no objection to the principle as such and that the E.& P.H. department may take the matter up with the Finance department.

cf Y on p. 3 N.F/ (Z)

p. 10 above

2/ Point (i) above: Graduates from Engineering Colleges are usually recruited only as Supervisors ~~in~~ or Junior Engineers on a starting pay of Rs.150 in the scale of Rs.100-250 and ~~in~~ normally, it took over 20 years for a Supervisor to expect promotion as Assistant Engineer. Even now, amidst the ~~grant~~ great prospect~~u~~s paucity for technical men, a B.E. Supervisor has to serve ~~at least~~ about 6 years before he is promoted to Gazetted rank. Overseas scholars are offered gazetted posts to start with, ~~the~~ thus gaining an advantage of about 6 years service over the B.E. Supervisors and this ~~it~~ must be admitted more than compensates for the overseas training of about ~~one two~~ 1-2 ~~three to two~~ years and that too at Government expense. In the circumstances a candidate would prefer rather to go overseas for training at Government cost for a few years and then take up a Gazetted post than seek employment as a Supervisor (normally) straightway because the former would increase his knowledge and prospect~~u~~s in the department. The ~~C~~C.E. too does not attach special importance to the qualification of overseas scholars. It may be mentioned in this connection that the late H.Pr. and H.M.(Fin) noted that beyond incurring heavy expenditure ~~and~~ in touring foreign countries at public cost, the overseas training did not benefit the Government. Having regard to the ~~xxxx~~ merits of the case, ~~that~~ there seems to be no justification to give the overseas scholoars a further ~~advance~~ advantage

cf A on p. 10 above

cf. N on p. 8 above

N on p. 1 C.F/ (Z)

CSK
8.11.49

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by way of advance increments.

Points (ii) and (iii) above: The points were specifically considered in the past and were not viewed favourably. They need not be reopened now;

para 3 p. 4 C.F/ (Z)
cf. Y & X on p. 3 N.F of (Z)

In the circumstances explained above, Finance may advise against the proposal for the grant of advance increments to overseas scholars appointed as Assistant Engineers in the P.W. Department.

CSK
8.11.49

EPH

7.11.49

7.11.49

The question was already considered twice before and negatived--vide papers at (Z) and (Y).

The overseas scholars were no doubt eligible for appointment as A.Es. by direct recruitment but it cannot be said that all of them would have secured such appointments through the M.P.S.C. after satisfying communal rotation and other rules.

Further, it is understood that there was no direct recruitment of A.Es. by the M.P.S.C. in the years 1945-1948, as all the vacancies were reserved for war returned men.

In the circumstances, there does not seem to be a strong case for reconsidering the previous orders and to grant advance increments to overseas scholars (in the Engineering Department appointed as A.Es.)

Fin U.O 73537 CSR.1
9.11.49

3684

PH 11.25

87214
9 NOV 1949

CSK
8.11.49

EPH dept. (A)

Submitted for orders — AA at p. 4 ante.

P.G.
10.11.49

11/11/49

12/11/49

S HM (PW)

In the circumstances, we may agree with Finance that overseas scholars

14

may not be given advance seniority

H.M (P.W) 12/XI

MB 14.11.

May be circd. to H.M. (E. & L.) also.

15/11/49

S 15/XI

p.g. 14.11.49

14/11/49

H.M (E & L)

16/11

A draft Memo. is subd. After issue these papers may be "recorded"

21/11/49

p.g. 18.11.49

19/11/49

SECRETARIAT, EDN. AND P.H. DEPT.
14 NOV 1949
GOVERNMENT OF MADRAS

8/14/11

SECRETARIAT, EDN. AND P.H. DEPT.
17 NOV 1949
GOVERNMENT OF MADRAS

09/16/11/49

~~Abstract~~

N.E.J. —

Overseas scholars apptd. as Instructors in Engg., etc. — Grant of higher starting pay — ~~On Decided in negative~~ — ~~Paper~~ not considered necy. — Papers recorded.

~~Abstract~~ G.O. (Ms.) No 3639 Edn., Dt. 25.11.49