

Education and Public Health

(1949) Department.

MS. SERIES.

G.O. NO. 3765 Edn.,

3765

Dated 8-12-1949.

closed
N

[Despatch Abstract.]

Museums-Government Museum, Madras-Officiating allowance to Taxidermist II grade on promotion to I grade-Sanctioned.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
M.S.	1822.	Edn.	14-8-'47.				
"	432.	Law (Edn.)	22-3-1932.				

Further Papers.

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

From
Sri A. Aiyappan, M.A., Ph.D.,
Superintendent,
Government Museum,
Egmore, MADRAS-8.

To
The Secretary to Government,
Education and Public Health
Department,
Fort St. George, MADRAS -9.

No. 1052-2/49

Dated the 17th May 1949.



Sub: Establishment - Officiating promotion of 2nd
Taxidermist to Senior Taxidermist -
admissibility - Government sanction. - pp. 3-4

In forwarding herewith an extract, from the
Accountant General's letter No. T5B. Elec 26, dated 6th
April 1949, I have the honour to state that consequent on
the suspension of the Senior Taxidermist Sri T. Parthasarathy
Mudaliar pending enquiry into the charges against him, the
permanent second Taxidermist Sri S. Kanakasabai was promoted
to officiate as senior Taxidermist from 8th January 1949. But
the officiating allowance as senior Taxidermist claimed for
Sri Kanakasabai was objected to by the Accountant General for
the reason that there are no Government Orders declaring the
officiating promotion from the post of the II Taxidermist to
that of Senior Taxidermist.

The only method of recruitment to the post of
Senior Taxidermist prescribed in the service manual is by
promotion from Junior Taxidermist and the ~~post~~ of the Senior
Taxidermist clearly involves the assumption of duties and
responsibility of greater importance than those attached to
the Junior Taxidermist's post. In appendix 3 to the Audit
Manual showing the list of cases in which officiating promotions
have been declared to be admissible under subsidiary rule under
F.R. 30 Government have declared admissible the officiating
promotion from an attender to Taxidermist on Rs 40-1-50 and
Rs. 55-1-65, while officiating promotion from Junior Taxidermist
to senior Taxidermist has not been included in the appendix.
(vide G.O. Ms. No. 432 Law Edn. dated 22nd February 1932). This
will create the anomaly that while an attender can claim
officiating allowance on promotion as Senior Taxidermist, the
Junior Taxidermist on his promotion as Senior Taxidermist is
not entitled for the claim. I have therefore to request
Government to declare officiating promotion from the post of
2nd Taxidermist to Senior Taxidermist under F.R. 30 and to
include the post of 2nd Taxidermist to the list of posts,
between which officiating appointments are allowed under the
major head 36 Scientific Departments.

I have also to request that Government Order
sanctioning the officiating promotion between the two
posts referred above may apply to the office arrangements
made on 8th January 1949.

Yours faithfully,

A. Aiyappan
SUPERINTENDENT.

E. H. H.
C2

G.O. No. 432. Law (Edn.),
dated, 22-2-1932, quoted at above,
has been called for from the M.R.O. May
be sent till 30-5-'49.

No.T5B.Elec.26

Office Of the Accountant-General,
MADRAS

Fort St.George, dated 6th April 49

To
The Superintendent,
Government Museum, Egmore,
Madras -8.

Copy

Sub:- Admissibility of officiating promotion from the post of II Grade Taxidermist to that of Senior Taxidermist and from the post of attender to that of second Taxidermist.

Ref:- Correspondence resting with your letter No.N.Dis. 341/49 dated 26/2/49.

Sir,
Grant of officiating promotion from the post of II Grade Taxidermist to Senior Taxidermist.

*175 of the Madras
Services Manual
Vol III
(Book No 114)*
The special rules applicable to class II of the Madras General Subordinate Service prescribe the normal sources of recruitment to the various posts under that class. The occurrence of the word promotion cannot imply that officiating promotion is admissible between the two posts. The pay of a Government Servant who holds a substantive appointment and who officiates in another post should be regulated under F.R.30 which prescribes that he shall not draw pay higher than his substantive pay unless the officiating appointment involves the assumption of duties and responsibilities of greater importance than those attaching to his substantive appointment. As there are no orders of Government declaring that officiating promotion is admissible under FR.-30 between the posts of Senior Taxidermist and

P.T.O.

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II Taxidermist, the grant of officiating pay to Sri.S.Kar^u Sabai
(Substantive Second Taxidermist, Officiating Senior Taxidermist)
is not in order. His pay may be refixed at **his** substantive pay
and action taken to recover all overpayments made to **date** under
intimation to this office.

TRUE EXTRACTS

A. Arigappan
Supdt.

Covt. Museum

17.5.49

5/8/7

P.107.

5
E. O. H.
C₂

Memo. No. 39880-1C₂. Edu., dated, 7-7-49.

Museum - Govt. Museum, Madras

— Officiating promotion of from
Taxidermist II grade to Senior
Taxidermist. — Admissibility.

Ref: From the S. G. M., No. 1052-2/49
dated, 17-5-49.

In his letter cited,
the S. G. M. recommends ~~that~~ the
officiating promotion ^{carrying off. pay may be allowed} from the
post of Taxidermist II grade to that
of the Senior Taxidermist under
F.R. 30, as the latter post
involves the assumption of duties
and ~~of~~

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Same as at pages 5-6 ante

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Government of Madras.
Education and Public Health Department.
Memorandum No.39880-1 C2 Education dated 7th July 1949.

Sub: Museum-Government Museum, Madras-Officiating promotion from
Taxidermist II grade to Senior Taxidermist-Admissibility.
P.1 ante Ref: From the Superintendent, Government Museum, No.1052-2/49 dated
17-5-1949.

In his letter cited, the Superintendent, Government
Museum recommends the officiating promotion carrying officiating pay
may be allowed from the post of Taxidermist, II grade to that of the
Senior Taxidermist under Fundamental Rule 30, as the latter post
involves the assumption of duties and responsibility of greater
importance than those attached to the former post. But in his
letter No.836-2/47 dated 2nd June 1947, he has stated that there is
no difference either in the nature of work or in the responsibilities
attached to both the posts under reference. He is requested to justify
his present recommendation in the light of the statement referred to
above.

J.M. Lobo Prabhu,
Secretary to Government.

To
The Superintendent, Government Museum.

Forwarded/By order.

TJ/8/7.

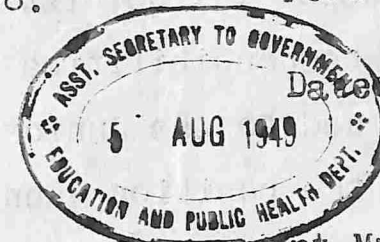
8/c

Superintendent.

From
Dr. A. Aiyappan, M.A., Ph.D.,
Superintendent,
Government Museum,
Egmore, Madras -8.

To
The Secretary to Government,
Education & Public Health Depart-
ment,
Fort St. George, Madras -9.

No. 1052/49-4



Dated the 29th July 1949.

Sir,

Sub:- Museum - Government Museum - Madras - Officiating
promotion from II grade to senior Taxidermist -
Admissibility :-

59890

Ref:- Government Memorandum No. 39880-102.Edn.D/7-7-'49.

In forwarding the application from S.

Kanakasabai, Junior Taxidermist of the Government Museum, I
had stated in my letter No.836-2/47-d,2-6-47 that "there is
no difference at present either in the nature of work or in the
responsibilities attached to the two posts of Taxidermists".
But my reference was for "the present" and to the two particular
incumbents of the posts and not for the posts as such. The
incumbents of the posts of Senior and Junior Taxidermists were
Sri.T.Parthasarathy Mudaliar and S.Kanakasabai respectively.
S.Kanakasabai, the Junior Taxidermist, having been very well
trained in the entire work of the section was found to be
capable of attending to the work of the senior Taxidermist
also. And because of the equal skill in the work the Junior
Taxidermist had possessed, almost all the works of the Senior
Taxidermists could be safely entrusted to him and as such there
was practically no difference between the duties of the two
then incumbents of the posts or their responsibilities. This
fact had prompted me even to recommend to Government to keep
the pay of the Junior Taxidermist on a par with the scale of pay
of the Senior Taxidermist.

But now the position has considerably altered.
The Senior Taxidermist has been compulsorily retired consequent
on the disciplinary action taken against him and the Junior
Taxidermist has been posted to act as Senior Taxidermist while
the Zoological Attender has been temporarily promoted as Junior
Taxidermist. With the appointment of the new incumbent to the
post, there is not only great difference in the technical skill
possessed by the two new incumbents but the duties of the

Government of Madras,
Education and Public Health Department.
Memorandum No.39880-102 Education dated 7th July 1949.

Sub: Museum-Government Museum, Madras-Officiating promotion from
Taxidermist II grade to senior Taxidermist-Admissibility.
Ref: From the Superintendent, Government Museum, No.1052-4/49 dated
17-2-1949.

In his letter cited, the Superintendent, Government
Museum recommends the officiating promotion carrying officiating pay
may be allowed from the post of Taxidermist, II grade to that of the
Senior Taxidermist under Fundamental Rule 30, as the latter post
involves the assumption of duties and responsibility of greater
importance than those attached to the former post. But in his
letter No.836-2/47 dated 2nd June 1947, he has stated that there is
no difference either in the nature of work or in the responsibilities
attached to both the posts under reference. He is requested to justify
his present recommendation in the light of the statement referred to
above.

J.M. Lobo Prabhu,
Secretary to Government.

To The Superintendent, Government Museum.

Forwarded by order.

Superintendent.

2/2

17/8/49

121

Senior Taxidermist are now no longer so easily capable of being attended to by the new Junior Taxidermist as before. Hence the post of Senior Taxidermist involves the assumption of duties and responsibilities of greater importance now than those attached to the Junior Taxidermist's post. This must have been the position when the two grades were fixed. But as already stated in my letter No. 1052/49-2, D/23-5-49 the Accountant General raised the objection that rules do not permit the grant of officiating allowance for the Junior Taxidermist on his officiating promotions as Senior Taxidermist under F.R.30 while anomalous as it is, there is provision for an attender being promoted as either of the Taxidermists. This is indeed had in a case where even as a Junior Taxidermist he was found to possess the skill and experience of the Senior Taxidermist and capable of discharging the latter's duties, while when he acts actually as Senior Taxidermist, he is denied the officiating allowance as such. I have therefore to request Government to be pleased to declare officiating promotion from the post of Junior Taxidermist to Senior Taxidermist under F.R.30 and to give retrospective effect to the order from the date of the office arrangements made on 8-1-'49.

Yours faithfully,

A. Aggarwal

SUPERINTENDENT.

V.

13 8 E. J. P. H.
C₂

14/9/49

Memo. No. 39880-3 C₂. Edn., dated, 12-9-'49.

Museum — Govt. Museum ~~Madras~~
— Officiating promotion from
Taxidermist II grade to Senior
Taxidermist.

PP. 11-12 ante Ref: From the S. G. M., No. 1052/49-4,
dated, 29-7-'49.

The S. G. M. is requested to furnish ^{detailed} information on the qualifications laid down for the posts of ~~the~~ two grades of Taxidermists in the Govt. Museum and the normal duties attached to those posts.

To

The S. G. M.

10/9/49.

12/9/49

From
Sri A. Aiyappan, M.A., Ph.D.,
Superintendent,
Government Museum,
Egmore, MADRAS-8.

To
The Secretary to Government,
Education and Public Health
Department,
Fort St. George, MADRAS-9.

No. 1052/49-5

Dated the 24th September 1949.

Sir,



Sub: Museum - Government Museum - Officiating promotion
from Taxidermist II grade to Senior Taxidermist -
Ref: Government Memorandum No. Edn. & PH No. 39880-302
dated the 12th September 1949.

-000000-

I have the honour to furnish below the
qualifications and the duties attached to the two posts
referred above:-

Qualification.

P. 75 of Madras
Services Manual
- Vol. III.

Taxidermist - I Grade - Must possess.

- (1) Sufficient skill in pen and ink drawing.
- (2) Capacity and aptitude for technical work
such as preserving and mounting specimens
preparing from the galleries diagrams and
plaster casts of specimen and
- (3) ability to stuff animals satisfactorily.

Taxidermist - II Grade - Same as above.

Duties attached to the 2 posts.

Taxidermist - I Grade.

- (1) Stuffing and mounting fishes, reptiles, birds and mammals
for the galleries and reserve collections whenever such
specimens are acquired and assuming the sole responsibility for
the proper execution and completion of the work.
- (2) Preparing plaster and wax casts of Zoological specimens
and painting and modelling them satisfactorily. Assuming
responsibility for the proper completion of the models.
- (3) Preserving and mounting Zoological specimens as wet mounts
in specimen jars for gallery and reserve collections.
Attending to the routine refilling, bladdering and painting
of specimen jars in the gallery and routine replenishing of
reserve collection specimen jars.
- (4) Preparing dry Zoological specimens such as insects, shells,
corals, sponges, crabs, etc., and mounting them suitably for
gallery exhibition.
- (5) Renovation, repairing and repainting of old gallery
specimens and assuming the responsibility for their proper
maintenance in trim condition.
- (6) Accompanying the Curator, on tours and assisting him in
collecting, shooting, etc., and preserving specimens in the
field and being responsible for their safe transport to the
Museum and their proper storage.

Taxidermist - II Grade.

- (1) Assisting the I Grade taxidermist in stuffing and mounting
but not himself assuming the responsibility for the proper
execution and completion of the work when the I Grade Taxi-
dermist is attending

16
-2-
(2) Rendering assistance to I Grade Taxidermist in preparing plaster moulds and plaster and wax casts but not responsible for the proper completion of the work when I Grade Taxidermist is attending.

(3) Attending to Insect cabinets and routine provision of Lysol and Camphor for the cabinets and naphthaline for show cases and cupboards.

(4) Preparation of pen and ink drawings for the bulletin and for the gallery and also preparing coloured sketches and mounting them for the gallery whenever required. Also mounting labels for the gallery.

(5) Assisting the I Grade Taxidermist in renovation work but not himself assuming the responsibility for such work.

(6) Attending to routine duties of I Grade Taxidermist whenever the latter is away. Also rendering assistance to I Grade Taxidermist in collection work while touring.

Yours faithfully,

A. Arjaffan

Superintendent.

24. 9. 1949

E. J. H.
C₂

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65 14
8/12
~~to~~ Museums - Govt. Museum,
Madras - Officiating allowance
to to Taxidermist II grade on
promotion to ~~Taxidermist~~ I grade
Sanctioned.

Ref: From the S. G. M., No. 1052-2/49,
dated, 17-5-49.

PP. 11-12 d. 7.

From the S. G. M., No. 1052/49-4,
dated, 29-7-49.

PP. 15-16 d. 7.

From the S. G. M., No. 1052/49-5,
dated, 24-9-49.

Order 3765 Edn., dated,
M/o 8.12.49

201-14-(T)
The Govt. sanction the
grant of ~~the~~ ^{the} officiating allowance
under F.R. 30, to Taxidermist
II grade

PA. 21. 8

Superintendent.

C.No.39880

Gout. Museum Taxidermist - Efficiency promotion
From the S.G.M.No.1052-2/49, dated 17-5-1949.

Memo No.39880-1 C2 Education dated, 7- 7-49, to the S.G.M.

From the S.G.M.No.1052/49-4 dated 29-7-1949.

The proposal relates to the grant of officiating promotion with officiating allowance, to the post of Taxidermist I Grade (on the scale of Rs.60-1-70) from the post of Taxidermist, II Grade (on the scale of Rs.45-1-55) in the Govt. Museum. In connection with the proposal for the revision of the scale of pay of the post of Taxidermist, II Grade on a par with that of the Taxidermist, I Grade, the S.G.M. had stated in 1947 that the nature of the work and the responsibilities attached to both the posts were the same.

2. The S.G.M. now recommends that in the changed circumstances reported in para 2 of his letter, ^{the} Government may declare under F.R. 30 officiating ^{promotion} permission for the post of Junior taxidermist to senior Taxidermist and to give retrospective effect from the date of office arrangements made on 8-1-49. The proposal of the S.G.M. may be supported. The file may sent to Finance for remarks.

Finance (C.S.R)

Please see E.P.H.'s note above.

In June 1947, the Superintendent has stated that ~~there~~ "there was no difference then either in the nature of work or in the responsibilities attached to the two grades of Taxidermists. But now he states that with the change of incumbents of the posts and the consequent redistribution of work ordered by him, the post of senior Taxidermist involves the assumption of duties and responsibilities of greater importance than the post of Junior



para 2 Pt. 11-12 C.C.

E. & P.H. No. 39880-2 C2. Edm.

26-8-49
A on P.C.F. (B)

Government of Madras.
Education and Public Health Department.
G.O.No.3702 Education dated 6th December 1949.

Subject: Government Museum, Madras-Officiating allowance to Taxidermist II Grade on promotion to I Grade-sanctioned.

Read:- From the Superintendent, Government Museum, No.1052-2/49 dated 17-5-1949, No.1052/49-4 dated 29-7-1949 and No.1052/49-2 dated 29-7-1949.

ORDER:

The Government sanction the grant of officiating promotion carrying officiating allowance under Fundamental Rule 30, to Taxidermist II Grade in the Government Museum, Madras, on promotion to the post of Taxidermist I Grade. These orders will have effect from the 6th January 1949.

(By order of His Excellency the Governor)

J.M. Lobo Prabhu,
Secretary to Government.

To The Superintendent, Government Museum,
"The Accountant-General, through Finance Department."
The Finance Department.

The copy forwarded by order.

Superintendent.

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Taxidermist. He adds that this must have been the position when the two grades were fixed.

It will thus be observed that the Superintendent's proposal is based on the duties now performed by the existing incumbents of the posts and not on the duties normally attached to the posts. E. P. H. may be requested to obtain information regarding the normal duties attached to the two grades of Taxidermists in detail and examine whether the post of Senior Taxidermist involves the assumption of duties and responsibilities of greater importance than the post of Junior Taxidermist.

1.9.49/249

11/9/49

D.S.
G.P.O.

E. P. H.
C₂

Fin. No. 55778
1.9.49

A draft Memo. to the S. G. M. is submitted for approval, No. 7. B. "X" above.

11/9/49

12/9/49

Approved as Memo. No. 39880-3 C₂ Edn., dated, 12-9-49. P. 13 d. 7.

C. No. 74866. From the S. G. M., No. 1052/49-5, dated, 24-9-49. PP. 15-16 d. 7.

The information required by Finance at X above will be found at pages 15-16 d. 7. It would appear from the information furnished by the S. G. M. in regard to the qualifications and prescribed for both the grades of Taxidermists and the duties normally attached to both the posts, that though the qualifications prescribed

P. 15 d. 7.
P. 16, also see p. 75
of Madras Services
Manual Vol. III.

PP. 15-16 d. 7.

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prescribed for both the grades of Taxidermists are the same, the duties of II grade Taxidermist are in the nature of merely assisting the I grade Taxidermist in his work. The file may be sent to Fin. with reference to their note on pages 1-2 ante.

2.9/49
5/11/49
3/11/49

It will be seen that the duties attached to the post of Taxidermist I Grade are more responsible than those required of the II grade Taxidermist.

3-11-49

Finance

E. P. H. - W. O. No.
39880-4 C₂ Edn.
4-11-49.

Finance (C.S.R.).

Please see previous Finance note on page 1-2 above and the notes following. The Superintendent, Govt. Museum has now furnished particulars of the qualification and duties of Taxidermist I & II grades and has urged that although the qualification laid down for the posts are the same, the Junior Taxidermist has merely to assist the Senior Taxidermist and attend to routine work. He has accordingly pressed for the grant of officiating allowance to Taxidermist II grade on promotion to grade I. ~~He~~ support his request.

Attention is invited to the extracts of the representation put in by the Junior Taxidermist in 1947 for upward revision of his pay:-

* xccc.....There are only 2 Taxidermists in the Museum. There is no difference either in the nature of work or in the responsibilities attached to the post between these two posts and as such there does not appear to be any reason for his separate grades and scales of pay for the Taxidermists."

In forwarding the representation to Government

the Superintendent. Government Museum endorsed the



A on p. 2 c. f. / (B)

11/2/50

view in the following terms.

" It is true that there is no difference at present either in the nature of work or in the responsibilities attached to the two posts of Taxidermists

The existing incumbents in these posts have become well trained in ^{taxidermy} and both of them are quite conversant with the technicalities of the work. In practice each has to attend to the same kind of technical work irrespective of the grades".

In face of the views expressed recently in 1947, the present reference on pages 15-16 c.f. is contradictory. and appears to be an ~~attempt~~ to secure officiating allowance to the Junior Taxidermist. New recruited men are generally given only routine work and until they pick up and become conversant, the more important duties ~~is~~ are generally attended to by the Senior hands in all Govt. Offices, ^{and there is therefore nothing special in the present case.} This is the case among L.D. and U.D. clerks also, and nevertheless officiating allowance has not ~~allowed as a general rule between L.D. and U.D. posts.~~

In view of the above considerations it does not appear that this department can agree to the present proposal.

^{not} 7.11.48 When the qualifications are the same and the duties more or less similar there can be no case for treating the two posts differently and for allowing officiating promotion under F.R. 30, from the II grade to I grade.

Cd
21/11/48

CPH

E. J.P.H.
C2

Please see the note of Finance

9 NOV 1948

Fin 5074243 CPH
8.11.48

87211

Finance Dept. on pages 3-4 ante. Finance do not agree to the proposal that officiating promotion under F.R. 30, from the II grade taxidermist to the I grade taxidermist in the Govt. Museum, Madras. It is for orders whether the views of Finance may be agreed to in this Dept.

18/11/49
J.P.H.

The scales of pay attached to the posts are:
Senior Taxidermist Rs 60-1-20.
Junior " 45-1-55

There is no difference in the qualifications prescribed for recruitment to the two posts. But the duties attached to Senior post are more responsible than those attached to the Junior post. It would therefore seem reasonable to allow the Junior Taxidermist the ^{higher} scale when he acts as Senior Taxidermist. This Dept. may pass the proposal.

19-11-49

S. Jm (CPH)
(fin)

As Finance admits that the qualifications and duties of the two posts are similar for which reason the two posts should not be treated differently, the same scale of pay would be proposed for both. What is asked for is much less, that when the Taxidermist on the lower post, operates in the higher post he may be allowed the salary

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of the higher post. May be agreed to

$$\begin{array}{r} 12.7 (514) \\ \hline 12.7 (611) \end{array}$$

$$\begin{array}{r} 21 \\ \times 1 \\ \hline 21 \end{array}$$

24.11



~~13~~
~~21~~

15

A draft order is submitted for approval. Finance may be before issue.

11/12/49
 JP
 11/12/49

Finance (C&R)
 (Previous Fin. note on pp 3-4 above)
 The draft order may be passed and the case returned to E&PH.

E & PH C2V039880/49-1

MD
5/12/49

C&R
 5/12/49
 (C)
 Some
 5/12/49

RBS/E+MA

Fin no 82223 C&R
 6.12.49

