R.b c/
C4a

Sectt. II-27—58,004—27-10-47.

# E & P.H. (1949 ) Department.

**SERIES.**

**G.O. NO.** Ms.546 Education.

546

**Dated** 28th February 1949.

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## [Despatch Abstract.]

Madras Educational Service - Posts in Collegiate Section - Direct recruitment - Assistant Professors and Assistant Lectures made eleigible to apply - Special Rules - Amended.

## Back Papers.

| G.O. | No. | Department. | Date. | G.O. | No. | Department. | Date. |
|---|---|---|---|---|---|---|---|
| | 210<br>29.1.36 | P.S. | | | | | |
| | 600<br>18.3.40 | ~~P~~ (S.) | | | | | |
| | 577<br>7.4.42 | Edn | | | | | |

## Further Papers.

| G.O. | No. | Department. | Date. | G.O. | No. | Department. | Date. |
|---|---|---|---|---|---|---|---|
| | 1172<br>19.4.49 | Edn | | | | | |
| 2315<br>29/9/53 | | | | | | | |
| | Edn 2451<br>30/11/56 | | | | | | |

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GOVERNMENT OF MADRAS
Education and Public Health Department.
G.O.Ms.No.546 Education dated 28th February 1949.

***

ABSTRACT.

Madras Educational Service - Posts in Collegiate Section - Direct~~or~~ recruitment - Assistant Professors and Assistant Lecturers made eligible to apply - Special Rules-Amended -

x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x

READ:-

From the Director of Public Instruction, No.257-C1/47, dated 31-8-48 and 8-12-48.
" the Secretary, Madras Public Service Commission, No.840-C1/49-1, dated 15-2-49.

O R D E R:

The following notification will be published in the Fort St. George Gazette.

NOTIFICATION.

In exercise of the powers conferred by section 241(2)(b) of the Government of India Act, 1935, His Excellency the Governor of Madras hereby makes the following amendments to the Special Rules for the Madras Educational Service (Section 6 of Part III-A of the Service Rules in Volume II of the Madras Services Manual, 1946).

Amendments.

In the said Special Rules -

(1) in rule 2, after sub-rule (a), the following sub-rule~~s~~ shall be inserted as sub-rule (aa), namely:

"(aa) Notwithstanding anything contained in clause (13) of rule 2 of the Madras Provincial and Subordinate Services Rules and in sub-rule (a) of rule 5 ~~of the~~ of these rules, Assistant Professors and Assistant Lecturers (Men) in the Madras Educational Subordinate Service shall also be eligible to be recruited direct to the service in categories 2 to 5 of Class III and category 3 of Class V and Assistant Lecturers (Women) in the Madras Educational Subordinate Service shall also be eligible to be recruited direct to the service in the categories in Class VIII, if their age on the first July of the year in which the selection is made does not exceed 45 years ";

(2) in rule 6, after sub-rule (e) (b) the following sub-rule shall be added, namely:-

"(f) g In making appointments to the service in categories 2 to 5 of Class III, category 3 of Class V and in the categories in Class VIII, preference shall be given to those who, in addition to the prescribed qualifications, possess experience in teaching Honours classes or have done research in the subject, in respect of which recruitment is necessary."

(By Order of His Excellency the Governor)

M. V. SUBRAMANIAN,
Secretary to Government.

To
The Director of Public Instruction,
" Secretary, Madras Public Service Commission,
" Accountant-General, Madras,
" Public (Services) Department,
" Legal Department,
" Superintendent, Government Press(for publication and for issue of correction slips to Vol.II of the Madras Services Manual).
" Secretariat Library (4 cs.)
" Books clerks to Secretary and Assistant Secretary(Education)
" Personal Clerks to Hon'ble Ministers (2 cs. each)

True ~~copy~~ copy/Forwarded/By Order.

Superintendent.

Requests to the Hon'ble Minister for Education to the Government of Madras by the members of the S.E.S. (C.B.)

--oOo--

A. Direct Recruitment to the M. E. S. (1) The advertisement of the Services Commission, recently published has caused pain and surprise to the members. In the subjects to which direct recruitment of the members of certain communities is proposed to be made by the Commission, the seniormost men in the S.E.S. happen to be members of those Communities, and we submit that their claims should be considered, as is done in the Revenue and other Departments, and that they should be promoted before fresh men from outside without teaching experience are rectuited.

(2) It is our considered view that direct recruitment to the M.E.S. should be abolished. So long as our Colleges are teaching institutions, it is experience that makes for efficiency. When Assistant Professors with 15 to 20 years of service are anxiously waiting for their legitimate promotions, it is very unfair that fresh men, with qualifications equal to or lower than our own and with no teaching experience, who are very often our own students, should be appointed over our heads.

A.

(3) If, in spite of our strong representations ever since 1936, it is considered necessary that there should be direct recruitment, then the existing ratio of 1 : 1 may be changed into 3 (Promotions):1 (Recruitment), as in the administration section. The ratio of 1 : 1 was probably fixed for the reason that the number of men in the S.E.S.(C.B.) in 1936 was about double that in the M.E.S. But now conditions have changed and S.E.S. men are about 4 times the numbers of M.E.S. officers, and it is for this reason that we request that the ratio may be changed into 3 : 1. If the existing ratio is persisted in, within a few years all the M.E.S. posts will be filled by direct recruits who will be young, thus denying all chances of promotion to most of the senior S.E.S. men.

(4) To that one post out of the four, we request that only a highly qualified man with sufficient experience be recruited and not a young and inexperienced man, just out of the college.

B. Salary. (1) The Cabinet Sub-Committee has been less generous than the Salaries Committee in our case, while in most of the other cases the Cabinet Sub-Committee has improved upon the scales proposed by the Salaries Committee. The Deputy Thahasildars (150-10-200), Supervisors (150-10-250), Electrical Supervisors, (150-10-250), etc. have all been generously treated with a 10 year scale and maximum above that of ours; we have been given only a 20 year scale (120-5-170-7-240).

(2) The number of years of Study, the academic distinctions of I or II Class B.A. Honours or M.A., the high standard of efficiency to be maintained, and the strain of teaching large classes and advanced subjects, have not been taken into consideration in the fixing of our Salaries. There is no other service under the Madras Government which demands such high qualifications.

(3) Even in a poor province like Orissa the Assistant Professors are given 150-10-300, while the scales in the other provinces and in the Universities are even better.

(4) Many of us entered service when the maximum of our scale was Rs. 300. But with the abolition of the selection grade our maximum was lowered to Rs. 250/-, and the present revision has further lowered the maximum to Rs. 240/-. Under the old conditions all the S.E.S. (C.B.) men were promoted to the M.E.S. within 10 years and all the Gazetted posts were filled by promotion only from the Collegiate Branch. Our service is on a par with that of the Thahasildars and Circle Inspectors who alone are promoted to the higher grade in the respective Departments. But when vacancies arise in the Cadre of D.E.O's our claims are not considered for promotions, though we possess better qualifications than School Assistants and Deputy Inspectors

~~a/26/2~~

Edn. and P.H. Dept.(A). 3

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MEMO.No. 12057-A-1; d/- 25.2.47

Collegiate Section -
M.E.S. -/Methods of recruitment - Proportion -
Request from officers in the Subordinate Service for alteration

3/3

pp 1-2 ante

Copy of a representation recd. from certain members of the Collegiate Branch of the M.E.S.S. is forwarded to the D.P.I. He is requested to offer his remarks at a very early date on the suggestion in para A(3) thereof for an amendment of rule 2(e) of the Special Rules for the M.E.S.

p. 1 ante

B.K. 113

To the D.P.I. (with copy of pp. 1-2 cf.) ~~and, for return with reply, cf. 3-8 in orgl.~~)

D.I.
D.O. 2 [illegible] 20/2/47

23/2/47

[illegible] 25/2/47

[illegible] 3/3

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C.F. 30.

EDUCATION **DEPARTMENT.**

ASST. SECRETARY TO GOVERNMENT
29193
16 APR 1947
EDUCATION AND PUBLIC HEALTH DEPT.

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*Received* .................................19 . *Registered*.................................19

*Subject.*

MADRAS EDUCATIONAL SERVICE - Collegiate Section - Method of recruitment - Representation from officers of the Madras Educational Subordinate Service (Collegiate Section) Remarks - Submitting:

ENCLOSURES.
No.................................
.................................
Spare copies.................................

R. C. No. 257-C.1/47

*Station* M A D R A S , *Dated the* 13th April 19 47.

From (Name) DR. S. R. U. SAVOOR, M.A., D.Sc., I.E.S.,

(Designation) DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.

To The Secretary to the Government of Madras,

EDUCATION AND PUBLIC HEALTH Department.

Sir,

p.3 ante

REF:- Government Education and Public Health Department Memo.No.12057-A.1 dated the 25th February 1947.

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With reference to the Government Memorandum cited above, I have the honour to state that the grievances of the members of the Subordinate Educational Service -- (Collegiate Section) in regard to the limited scope for promotion to the Madras Educational Service are legitimate. Among the ways of redressing their grievances I consider that the suggestion for the increase in the proportion of the vacancies to be filled by transfer is reasonable and deserves consideration.

BK.113

2. According to Rule 2(e) of the Special Rules for the Madras Educational Service, substantive vacancies arising in each subject unit in the categories 3,4 and 5 of Class III of the Madras Educational Service should be filled alternately by Direct Recruitment and by transfer from the Madras Educational Subordinate Service. This

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works out in the proportion of 1:1 between Direct Recruitment and recruitment by transfer in the Collegiate Section of the Madras Educational Service while the ratio between Direct Recruitment and Recruitment by Transfer in the Administrative Section of the Madras Educational Service is 1:3. In this connection, I invite the attention of Government to paragraph (5) of the U.O. Reply No.2231-C/40 dated 27th October 1940 of Mr.H.C.Papworth, the then acting Director of Public Instruction and also to the subsequent correspondence thereon disposed of in G.O.No.MS.577, Education, dated 7th April 1942. The proposal for altering the ratio of Direct Recruitment and Recruitment by transfer from 1:1 to 1:3 was deferred in the above G.O. temporarily, because the Madras Public Service Commission pointed out that such an alteration would reduce the number of vacancies reserved or proposed to be reserved for War Service candidates and would be against the provisions of the Madras Civil Services (War Service Personnel) Recruitment Rules, 1941. But this objection can no longer hold good. I therefore, recommend that the Government may be pleased to reconsider G.O.No.MS.577, Education, dated 7th April 1942 and accept the proposal for altering the ratio for Direct Recruitment and Recruitment by transfer in the Collegiate Section as 1:3 as is the case in the Administrative Section of the Madras Educational Service.

W/1-2 W.F.

W/2/CF.

& their orders in W/CF. 21

3. I may also submit that this proposal for the increase in the percentage of vacancies for Recruitment by Transfer is all the more necessary now, because the number of posts for which the proportion under Special Rule 2(e) will apply will be reduced if and when the Chief professors in the Presidency College are constituted into a "Special Cadre" with a special method of Recruitment. The chances of promotion for members in the Subordinate Educational Service (Collegiate Section) will then correspondingly get reduced unless the percentage of vacancies available for promotion is increased as suggested.

B.K. 113.

Separate file

Just recd.

4. Moreover, I have under consideration a separate proposal for making School Assistants and Deputy Inspectors in the Subordinate Educational Service eligible for promotion to the posts of Lecturers in the Government Training Colleges. If and when this proposal is accepted by Government, the chances of members of the Subordinate Educational Service (Collegiate Section) getting promoted to the posts of Lecturers in Training Colleges will be further reduced. In these circumstances, also the percentage of vacancies for recruitment by transfer in the collegiate section requires to be increased from 50 to 75 as proposed in the previous paragraphs.

pp. 6-7

5. I submit herewith the original representation dated 15th January 1947 received from the members of the Subordinate Educational Service (Collegiate Section) Association, Presidency College, Madras. In view of the fact that the proposal contained in this letter will greatly redress the grievances of the petitioners in question, I am not submitting any detailed remarks on the suggestions contained in the petition.

I have the honour to be,
Sir,
Your most obedient servant,

for DIRECTOR OF PUBLIC INSTRUCTION.

E. J.O.H. (1A)

The G.O. mentioned at A above was called for from MERo more than a week ago. It was not recd. After the rem. was sent MERo has now raised a doubt re: the date of the G.O. A further note clarifying the doubt & giving the subject matter of the order has been sent today. The paper may be awaited till 10.5.47

15/4

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28/1
17-1-47

From
The members of the S.E.S. (C.B.) Association,
Presidency College, Madras.

To
The Hon'ble Minister for Education to the Government of Madras,
Fort St. George, Madras.

Through
The Director of Public Instruction, Madras.

Sir,

1. We, the members of the S.E.S. (C.B.), beg to place before you for your kind consideration our intense grief and keen disappointment at the revival of direct recruitment to the Madras Educational Service (M.E.S.), overlooking the claims of Assistant Professors who are already in the service, and we most humbly pray for the modification of the direct recruitment policy and the redress of our legitimate grievances.

2. As long as direct recruitment to the M.E.S. of a member of a particular community in any particular subject is considered necessary to maintain the communal ratio in the service, this can be done by promoting from the S.E.S. (C.B.) the member of that community provided that he happens to be the seniormost man in that subject. Now in the subjects of Mathematics, History and English to which direct recruitment of the members of the Non-Brahmin Hindu, Christian and Muslim communities is proposed to be made by the Madras Services Commission, the seniormost man in the S.E.S. are members of those communities and we submit that their claims should be considered (as is done in the Revenue and other Departments) and that they should be promoted before a young and inexperienced outsider is recruited and made the Head of a Department in a First Grade Pass or Honours College over the heads of senior Assistant Professors of long and satisfactory loyal service in the Education Department.

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3. However, if such direct recruitment is found to be necessary for special reasons, we have no serious ground for grievance, if highly qualified persons with Ph.D., D.Sc., D.Litt., with M.Ed., degrees of Indian or foreign Universities are recruited on a contract basis without affecting the chances of persons who are already in service. The present policy of a First or Second Class M.A., or B.A., (Honours) of an Indian University without any experience in teaching for a highly technical post of Professor, being recruited directly and posted over the heads of Assistant Professors with equal or better qualifications and invariably longer experience can in no way be conducive to efficiency nor can it be encouraging to those already in the service.

4. It is a matter of great disappointment for us that in spite of our high academic qualifications, professional degree and teaching experience we are rigidly excluded from the administrative and inspecting branches of the Department while persons with no teaching experience are being promoted or appointed as District Educational Officers.

5. Most of us who have put in long periods of service were recruited to the S.E.S. under circumstances which held out hopes of an early promotion to the M.E.S. within a maximum of ten years. The introduction of direct recruitment soon after we joined the Department and against which we protested dashed our hopes to the ground and long postponed our promotion. Thanks to the recent suspension of direct recruitment a number of senior persons have been fortunate enough, after considerable waiting, to get their long due promotions. Now most of the senior S.E.S. Assistant Professors hereafter to be promoted belong to minority and unrepresented communities and the proposed direct recruitment to subjects like History, English and Mathematics where already a number of direct recruits have been posted and in which subjects scholars have been sent abroad for higher studies, will cause great disappointment and hardship to us. It has been our sad lot during the past two decades to witness frequent revisions of service rules and conditions

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and scales of pay most of these changes affecting adversely the senior members of the S.E.S. (C.B.)

6. In view of the circumstances explained above we humbly pray that

Firstly, for a highly technical work like teaching in Colleges our qualifications, experience and claims should be considered before appointing ~~fresters~~ freshmen from outside to the M.E.S.,

Secondly, when it is found necessary to recruit persons belonging to particular communities, the claims of senior S.E.S. members belonging to those communities should be considered as in the case of Revenue and other departments,

Thirdly, whenever direct recruitment is found very necessary such recruitment may be confined to highly qualified persons only on a contract basis,

And lastly, that opportunities be given to qualified and experienced members of the S.E.S. (C.B.) in the administrative and inspecting branches of the Department.

Presidency College, Madras
15th January, 1947.

We beg to remain,
Sir,
Your most obedient servants,

| | Name - | Designation - | Signature. |
|---|---|---|---|
| 1) | K.A. Joseph – | Assistant Prof. of [illegible] – | K.A. Joseph |
| 2) | C.V. Subrahmanyan. | " | C.V. Subrahmanyan. |
| 3) | S. Isaac. | Assistant Prof. of Maths – | S. Isaac |
| 4) | C.V. Lobo | Asst. Prof. of Maths | C.V. Lobo |
| 5) | J.V. Viswanathan | Asst. Prof. of Maths. | J.V. Viswanathan |
| 6) | P. Thirugnanasambandhan | Asst. Prof. of Sanskrit | P. Thirugnanasambandham |
| 7) | K.S. Venkateswaran | Asst. Prof. of Botany. | [illegible] |
| 8) | K.C. Ramaswami | Asst. Professor of Zoology | K.C. Ramaswami |
| 9 (a) | V.S. Srinivasan | " Botany | V.S. [illegible] |
| 9. | P.K. Menon. | Asst. Professor of Zoology | P.K. Menon |
| 10. | S. Rangarao | – do – | S. Rangarao. |
| 11. | N. Venkatasubramania. | Asst. Professor of Botany. | N. Venkatasubramania |
| 12. | K. Raghavan. | Asst. Prof of Skt. | K. Raghavan |
| 13. | T. CHANDRASEKHARAN | Asst. Prof. of Skt. | T. Chandrasekharan |
| 14. | T. Krishnamurti. | Asst. Prof. of Physics. | T. Krishnamurti. |
| 15. | S. Ramamoorthi. | " | S. Ramamoorthi |
| 16 | [illegible] | Asst. Professor of Physics | [illegible] |
| 17 | S. Ramakrishnan | Asst. Professor of English | S. Ramakrishnan |
| 18) | A.E. SUBRAMANIAN. | Asst. Prof. of English. | A.E. Subramanian |
| 19) | P.N. Krishna Rayan | " | [illegible] |
| 20) | B. Gopalakrishnaiah. | Asst. Prof. of Chemistry | B. Gopalakrishnaiah |
| 21) | M.E. Doraiswamy | Asst. Prof. of Chemistry. | M.E. Doraiswamy |
| 22) | B. Ramachandra Pai | Asst. Prof. of Chemistry. | B.R. Pai |
| 23. | R. Suryanarayana Murty | Asst. Prof. of History | R.S. Murty. |
| | [illegible] | Asst. Prof. of [illegible] | [illegible] |

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Not to issue

W/21 CF.

Principals.

CF

p 4 nf

p 3 nf

Edn. and P.H. Dept.(A).
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8 8

COPY A CF 1.7

LETTER/Ref.No.

To
The Secy., M.P.S.C. (with encl.)

Sir,

M.E.S. - Collegiate Secn.- Proportion of direct recruitment and recruitment by transfer - Proposal for alteration.

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I am directed to invite attention to the correspondence disposed of ~~in~~ by G.O.No.577-Edn., dated 7-4-1942, and to request that you will be so good ~~and~~ as to obtain and communicate to Govt. now the views of the Commission ~~on~~ on the question of sanctioning the proposal to reserve 75% of the posts in each of Classes III and VIII (excluding categ. 2 in the former and categ. 1 in the latter) of the M.E.S. for recruitment by transfer from the M.E.S.S. and to reserve the remaining 25% for direct recruitment. Copies of two representations recd. recently from some of the officers ~~of~~ in the Subordinate Service and copy of letter No.257-C1/47, dated 13-4-1947, from the D.P.I., containing his remarks on the representations, are enclosed. The intention is to give effect to the proposal only after the scheme of recruitment of war service personnel to the vacancies reserved for them in the Collegiate Secn. ~~of~~ of the Service has been implemented.

I am to add that ~~there is under~~ the Govt. are considering separately ~~consider of Govt.~~ a suggestion ~~xx~~ to take out from the ordinary scale of pay of the M.E.S. (Rs.230-700) some of the posts of Profs. in the Presy. College and to form them into a specialist cadre of Ch.Profs. on a little higher scale of pay and prescribe for those ~~xxxx~~ posts higher qualfns. and a special method of recruitment. That suggestion will be refd. to the Commn. in due course and, if it finally materializes, the proposal now on hand will have to be made inapplicable to the posts constituting the specialist cadre.

Y.O.S.,

P.G.
18.6.47

17/6/47

20/6/47

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

9/9

MEMO.No. 12057-A.4, dt. 7.8.47

M.E.S. - Collegiate Secn. - Proportions ~~of~~ for recruitment by transfer and direct recruitment - Alteration.

Ref:- From the D.P.I., No. 257-41/47, dated 18-4.47

C.F.4.5

The D.P.I. is requested to consult the V.C.'s of the Universities in the Province on the proposal contained in the letter cited (viz., to amend the existing statutory rules so as to set apart for recruitment by transfer (from the Sub.Service) 75% of the subst. vacancies arising in the Collegiate Section of the M.E.S. and for direct recruitment the remaining 25%) and to forward their views to Govt. The V.C.s' remarks ~~of the V.C.'s,~~ particularly on the point whether the proposal, if implemented, wd. affect adversely or improve the efficiency of instruction in the higher classes of colleges, should be obtained. ~~and commd.~~

To
the D.P.I.

Despd
11.8.47

27.7.47

28/7/47

2/7/7.

13.1.

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C.F. 32.

EDUCATION Department

From (Name) DR. S.R.U. SAVOOR, M.A., D.Sc., I.E.S.,
Designation DIRECTOR OF PUBLIC INSTRUCTION,
Station MADRAS.

Received ........ Registered ........

To

The SECRETARY TO GOVERNMENT,
EDUCATION & PUBLIC HEALTH DEPARTMENT.

Enclosures :

RC.No. 257-C.1/47 dated 9th January 1948.

Sir,

SUB: MADRAS EDUCATIONAL SERVICE - Collegiate Section - Proportions for recruitment by transfer and - direct Recruitment - Alteration.

* * * * * *

p. 9 ante

REF: Government Memorandum No. 12057 A.4. Education dated 7..8..1947.

ASSISTANT SECRETARY TO GOVERNMENT
2773
15 JAN 1943
EDUCATION AND PUBLIC HEALTH DEPT.

As directed by Government in their Memorandum referred to above, the Vice-Chancellors of the Andhra, Annamalai and Madras Universities were consulted by me on the subject cited above. I submit herewith copies of the replies received from them. In view of the unanimous opinion among the 3 Vice-Chancellors on this - question, I submit that the existing proportion of 1:1 as between Direct Recruitment and Recruitment by transfer to the Collegiate Section of the Madras Educational Service may be allowed to continue undisturbed.

pp. 11-12 infra

2. In this connection I may invite the attention of the Government to the suggestion contained in the - concluding portion of the letter dated 28th November 1947 from Sir A. Lakshmanaswami Mudaliar, Vice-Chancellor of the University of Madras. According to this suggestion I submit that whenever a direct recruitment has to be made from a particular Community, members of the Madras Educational Subordinate Service of that community may also be permitted to apply, so that the Public Service Commission might choose the best from among the applicants, and a person who has already served in subordinate Educational Service and put in ~~xx~~ satisfactory work would ordinarily be preferred unless the outsider has an outstandingly brilliant record. If this suggestion is accepted by Government the members of the subordinate Educational Service (Collegiate Branch) cannot have much grievance. In permitting members of the Subordinate Educational Service to apply for posts ~~xxxx~~ reserved for Direct recruitment I consider that it would be desirable to prescribe a maximum age-limit of 40 years so that the advantages of direct recruitment may not be unduly affected.

p. 12 infra

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3. If the Government are pleased to accept the above proposal I shall submit suitable amendments to the Special Rules relating to the Madras Educational Service.

for DIRECTOR OF PUBLIC INSTRUCTION.

Ram.12/1/48.

sd/
12/1.

(p.t.o).

Copy of letter dated 4th September 1947 of the Vice-Chancellor of the Annamalai University to the Director.

With reference to your R.C.No.257-C.1/47 dated 10-9-1947 I think the proportion of 1:1 as between direct recruitment and promotion from the Madras Educational Subordinate Services should be continued. In all the higher grades of Government service, especially in the higher grades of the Educational Service, where freshness of outlook and new ideas and methods are ever required, there should be frequent infusion of new blood. Also, I think the sytem of grouping ~~xx~~ posts and vacancies arising in them according to subjects should be done away with. Such an abolition would give greater freedom to the recruiting authority which would ~~xxxx~~ be able to recruit the best men for the higher grade out of the supply available either inside or outside Government service. For instance, a man may be available this year either in the subordinate service or outside, but only because it is not the turn of English, he may be lost to the service if he is outside or would be overlooked if he is inside in spite of his good record and seniority. The needs of subjects should no doubt be kept in mind. But they should not be divided off rigidly into compartments so that when a good candidate in the subordinate service is available for recruitment he cannot be selected because it is not the turn of English which is his subject. And this grouping system is not helpful in recruitment to Teachers' Colleges.

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Copy of letter dated 19th September 1947 from the Registrar Andhra University.

Sub: Public Services - appointment of Teaching Staff - Collegiate Section - Portion of recruitment by promotion and by direct recruitment.

REF: Your letter No.R.C.257-C-1-47 dated 10-9-1947, addressed to the Vice-chancellor on the above subject.

I have the honour by direction of the Vice-Chancellor to inform you that the matter is one of considerable importance from the point of view of the objectives of Collegiate Education and the means that ought to be adopted if the objectives are to be achieved.

Since prescription of qualifications is a matter for the Syndicate, it will be placed before that authority at its next meeting for consideration and its views will be communicated to you, thereafter.

Copy of No.C2.6169-47 dated 8.11.1947 of the Registrar, Andhra University, Waltair.

I have the honour by direction of the Syndicate to state that it is of the view that the present practice of equal proportion of one to one between the direct recruitment and promotion may continue.

(p.t.o)

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13.1.48

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Copy of letter dated 28th November 1947 from the Vice-Chancellor, University of Madras.

The General Inspection Commission which considered the question of filling of the Professorial posts in the Presidency College made the following recommendation:-

"It is necessary that the Head of the Department of an Honours course should be selected with great care; since promotion by seniority may not always meet the requirements provision must be made for direct recruitment as explained earlier".

"It is necessary to emphasise that in recruiting the chief men for Honours teaching, every effort should be made to secure persons with high academic qualifications, experience in teaching and a record of research. While men A with adequate qualifications and experience who have long been connected with the education department and have had previous experience of teaching up to Honours standard should be entitled to consideration, the import of fresh talent also seems desirable".

In view of this, I consider that the present ratio may be left undisturbed, so that members of the Madras subordinate educational service may have opportunities of being promoted to the Provincial service for certain of the appointments. The other fifty per cent should be by direct recruitment to which members of the Madras subordinate educational service may also apply. I think it is desirable that so far as Professorships in the Presidency College and similar appointments where teaching of research is expected should ordinarily be filled by direct recruitment, but to B make the recruitment as great a success as possible, it would be necessary not to exclude the claims of well-qualified people who are already in the educational service.

/True copy/

K. Subramania

for DIRECTOR OF PUBLIC INSTRUCTION.

Ram.12/1/48.

Sd/ 12/1.

B

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

MEMO.No. 12057- A-8, d/- 17.8.48

M.E.S.--Collegiate Section--Proportions for recruitment by transfer and direct recruitment.

Cf 10

Read:- From the D.P.I., No.257-C1/47, d/- 9-1-48.

The Govt. accept the ~~view~~ recommendation of the D.P.I. that the existing proportion of 1 : 1 as between Direct recruitment and Recruitment by transfer to the Collegiate Secn. of the M.E.S. may be allowed to continue undisturbed.

Para 1, Cf 10

2. About the main proposal in para 2 of the letter cited, however, the view has been put forward that a person who has all along been teaching Intermediate classes would not be ~~xxxxxxxx~~ fit to occupy a post the duties attached to which include teaching up to the Hons. course, although he possesses a First Class degree. It has accordingly been suggested that only such of the officers in the Collegiate Secn. of the M.E.S.S.S. as are doing duties similar to those of the post which is advertised, be made eligible for direct recruitment along with "outsiders". The D.P.I. is requested to offer his remarks on this point at an early date.

Cf 10

To the D.P.I.

16/3/48

13.3.48

14

E & P.H. (A)

Memo.

M.E.S. – ~~Dir~~ Collegiate Sec. – Proposals to allow deptl. men also to apply for direct recruitment.

The D.P.I. is requested ~~to~~ to state when his reply to para 2 of Govt. Memo. No. 12057-A.8, d/- 17.3.48 will be sent.

p. 13 ante

D.G. 26.4.48

26/4/48

27/4/48

~~To the D.P.I.~~

---

A/ASI

15

B

C.F. 32 (a).

..................Department

From (Name) Sri D.S.Reddi, M.A.(Oxon)

Designation Director of Public Instruction,

Station MADRAS.

26 APR 1948
ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.

Received.................Registered.................

To

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

Enclosures:

No. Rc. 257 C.1/47. dated 20th April 1948.

80281

Sir,

Sub:- M.E.S. - Collegiate Section - Proportions for recruitment by transfer and direct recruitment -

Ref:- Government Memorandum No.12057 A.8 Edn., dated 17-3-1948.

p. 13 ante

D.G. 27.4.48

With reference to paragraph 2 of the Government Memorandum cited above I have the honour to state that while I agree that such of the officers in the Collegiate Section of the M.E.S.S. as are doing duties similar to those of the post which is advertised should be made eligible for direct recruitment with 'outsiders' as proposed, I may point out that an Asst. Professor or Asst. Lecturer employed in an Intermediate College should not, merely for that reason, be made ineligible to apply, as his posting to the Second Grade College or his continuance therein or his being given teaching-work in the lower classes might not have been due to his fault or incompetence to teach higher classes. The question whether the candidate has that experience which is required for the post for which he has applied, may be left to be decided by the Commission.

(P.T.O.)

16

I may point out that as the selection by the Commission of the Candidates for the posts to be filled by direct recruitment will be based upon the relative merits, including academic qualifications, experience in teaching, etc., possessed by the applicants already in Government service and outsiders, the restriction suggested in the Govt. Memo. cited above need not be imposed.

FOR DIRECTOR OF PUBLIC INSTRUCTION.

BL.
22/4.

Sd
22/4

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

MEMO.No. 12057-A-9, d. 25.5.48.

14 17

M.E.S.--Collegiate Secn.--Recruitment to posts of Profs. and Lecturers.

7

CF.15-16 Ref:- From the D.P.I., No. R. 257-9/47, d. 20.4.48

The Govt. provisionally accept the suggestions of the D.P.I. made in para 2 of his letter No. 257-9/47 dated 9.1.48. Only such of the officers of the M.E.S.S. as are in the Collegiate Secn. of that service shd. be made eligible to apply, along with "outsiders", for direct recruitment to posts in the Collegiate Secn. of the M.E.S. The Govt. also consider that a provision shd. be made in the rules to the effect that, for appt. to posts the duties of which involve teaching up to the Hons. standard, experience in teaching Hons. classes ~~shd. be laid down~~

24/5

25/5

CF.10

H at CF.7

N.F.9

18

will be a preferential addl. qualfn$.

The Dir. is requested to send to Govt. necy. draft amendments to be made to the Spl. Rules for the M.E.S.$. to give effect to the orders above.

Nm 20/5/48

23/5/48

To the D.P.I.

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A/ Education Department.

15 19

From

The Director of Public Instruction,
Madras.

To

The Secretary to Government,
Education & P.H. Department, Madras.

SECRETARY TO GOVERNMENT
2 SEP 1948

Rc.No.257 C1/47 dated 31-8-1948.

pp. 17-18 ante

65129

Sir,

Sub: Madras Educational Service - Collegiate Section - Recruitment to posts of Professors and Lecturers.

Ref: Government Memorandum No.12057 A.9, dated 25-5-1948.

In submitting below draft amendments to the Special Rules relating to the Madras Educational Service to give effect to the orders contained in the Memorandum referred to above, I may state that recruitment to posts of Professors and Lecturers are not made separately. A person recruited against a substantive post of Lecturer is sometimes posted to the Presidency College as Professor to teach Honours classes, if he is found competent. Now that a special cadre of Chief Professors on a higher scale of pay of Rs.300-1,000 has been sanctioned, there is no need to split the posts in the Collegiate Section on the Ordinary scale of Rs.250--700 into two kinds, as posts involving teaching upto Honours standard and other posts of Lecturers. I think that it will be desirable to prescribe experience in teaching Honours classes as preferential qualification for all posts of Professors and Lecturers. The draft amendments are submitted accordingly.

DRAFT AMENDMENTS.

(1) In the Special Rules relating to the Madras Educational Service, the existing sub-rule (a) of Rule 2 shall be numbered as sub-rule (a)(i) and the following shall be inserted as sub-rule (a)(ii) of Rule 2 of the said Rules:--

"(ii) Notwithstanding anything contained in the General Rules for the Madras Provincial and Subordinate Services, Assistant Professors and Assistant Lecturers in the Madras Educational Subordinate Service shall be eligible to apply for appointment by direct recruitment to the posts of Professors and Lecturers in the Collegiate Sections of the Madras Educational Service, reserved for being filled by direct recruitment;

P Provided that his or her age on the 1st July of the year in which the selection is made, does not exceed ~~40~~ 45 years; and

Q that the other conditions regarding qualifications, community, sex, etc., that may be prescribed for such direct recruitment are satisfied."

(2) In Rule 6 of the said rules, after sub-rule (c), the following sub-rule shall be added, namely:-

p.t.o.

20/

: 2 :

"(d) In making appointments to the posts of Professors and Lecturers in the Collegiate Section of the Men's and Women's Branches of the Service, and to the post of Lecturer ~~in Mathematics~~ (category 3 of Class V), preference shall be given to those who, in addition to the prescribed qualifications, possess experience in teaching Honours classes in the subject concerned."

p. 24 infra

21

Yours faithfully,

for Director of Public Instruction.

K.L.1-9.

3/IX/9.

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D.O. No. 12057/47-A - 11-Edn. dated 6/10/48 E.J.O.A.(A)

16

21

Dear Mr. Reddi,

M.E.S. - Collegiate Secn. - Recruitment to posts of Profs. & Lecturers.

Ref:- Your letters ~~no.~~ 257-G/47, d/- 20.4.48 and 31.8.48

=

Cf. 15-16 & 19-20

The Hon. Minister for Edn. wishes you to talk ~~over~~ the matter over with him. I am to request you accordingly to discuss the subject with him at a suitable opportunity.

N.F. 10 - before

Despd
6/10

Yrs. Sincerely,

O.S.M.
5/10/48

P.G.
19

4/10/48

To
Sri D. Sadasiva Reddi, M.A. (Oxon), I.E.S.,
D.P.I.

in teaching Honour's classes in the subject concerned."

E.J.H.(A)

22

17

D.O. No. 12057-A-12 Edn., dt. 26.11.48.

492
26/11

Dear Mr. Reddi,

M.E.S. – Collegiate Secn. – Recruitment to posts of Profs. & Lecturers.

Ref:– ~~Your~~ My D.O. No. 12057/47-A-11-Edn., dt. 6.10.48.

Cf.21

I am to ask whether you have since discussed the matter with the Hon. Minister for Edn.

B.M.
25/11/48

Yrs. sincerely,

Dno
27/11

P.S.
25.11.48

27/11/48

To
Sri D. Sadasiva Reddi, M.A. (Oxon), M.B.E.,
A.G. I.

90821

18 23

A

EDN. ADM. AND P. H. DEPT.
4 DEC D.O.
GOVERNMENT OF MADRAS

Director of Public Instruction,
Madras, 3rd December 1948.

Dear Mr. Subramanian,

Sub: Madras Educational Service - Collegiate Section - Recruitment to posts of Professors and Lecturers.

---------

p. 22 ante

Please see your D.O.No.12057-A-12, Education, dated 26th November 1948. I have not been able to discuss the matter with the Hon'ble Minister so far. When I reminded him about this on the 1st of this month he desired that I should do so after his return from camp.

Yours sincerely,

To

M.V.Subramanian, Esq., I.C.S.,
Secretary to Government,
Education & P.H.Department,
Fort St.George, Madras.

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

ASST. SECRETARY TO GOVERNMENT
9 - DEC 1948
EDUCATION AND PUBLIC HEALTH DEPT.

92011

Director of Public Instruction,
Madras, 8th December 1948.

Dear Mr. Subramanian,

Sub: Madras Educational Service - Collegiate Section - Recruitment to posts of Professors and Lecturers.

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Please see your D.O.No.12057/47-A-11, Edn., dated 6th October 1948. p.21 ante I have discussed the file with the Hon'ble Minister to-day. In the course of the discussion he accepted the suggestion that the age may be raised from 40 to 45 in the proposed sub-rule 'P' at p.19 ante (a) (ii) of Rule 2 of the Special Rules relating to the Madras Educational Service and that the words "or have done research" be added after the word "classes" in the suggested rule 6(d). 'Q' at p.20 ante

Yours sincerely,

To

M. V. Subramanian, Esq., I.C.S.,
Secretary to Government,
Education & P.H. Department,
Fort St. George, Madras.

29

25 E.&.H

/47-

Letter/Ref. No. 12057-A/-14 Edn., dt. - 2.2. -

To

The Secy., M.P.S.C. - [with copy of draft.]

Sir,

M.E.S. - Posts in Collegiate Serv. - Methods of recruitment - Alteration.

=

I am directed to forward herewith a draft of the amendments which it is proposed to make to the Spl. Rules for the M.E.S. and to request that the Commission will kindly offer its remarks thereon.

Yrs. ffly.,

7/12

D.g.
31.1.49

1/2/49

2/2/49

VU 2/ 26

ASST. SECRETARY TO GOVT. EDUCATION AND PUBLIC
17 FEB 1949

From
Sri C.Krishnaswami Chetty,
Secretary, Public Service
Commn., Madras-8.

To
The Secretary to the
Government of Madras, Education
& Public Health Department, Madras-9.

No. 840-C1/49-1, dated 15th Feb. 1949.

12053 p 25 ante

Sir,

Rules - Madras Educational Service - Posts in Collegiate section - Method of recruitment - Special Rules - Amendment - Your letter No.12057-A/47-14-Edn., dated 3-2-1949.

--

I am to say that the Commission has no remarks to offer on the draft amendments forwarded with the letter cited.

Yours faithfully,
C. Chetty
Secretary.

Encl: Nil.
pmr.16/2/49.

M.P.S.C. 13.

# MADRAS PUBLIC SERVICE COMMISSION.
## ADDITIONAL BOOK.

T. A. for son.

The date of the officer's journey is not given. If ~~it~~ 10th May, 71 it, the date of the son's journey is within three months from the date of the officer's journey, T. A. can be claimed for him also, the amount being limited to what is admissible from Chingleput to Coimbatore. (Vide M. T. A. rule 71 and note thereunder.)

42

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NF. Edn. and P.H. Dept.(A). 1

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M.E.S. - Collegiate Secn. - Methods of recruitment - Ratio - Request for alteration.

22

To the Secretary, E.&.P.H.

Please see sent herewith a representation from the members of the S.E.S.(C.B.) Association. Their real grievance seems to be No.3 Marked A. This matter must be examined. The D.P.I. may be asked to give his opinion on the matter.

12057

11 FEB 1947

TSA 9-2-47

H.M.Education.

A draft Memo. is subd.

P.G. 20-2-47

OSM 23/2/47 S

(Issued as Memo.No.120-7-A-1, dated 25-2-47.)

p. 3 CF.
pp. 4-5 CF.

From the D.P.I., No.257-C1/47, dated 13-4-47.

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"Direct recruitment" and "Recruitment by transfer" (i.e., promotion from the subordinate services), are the main methods of appointment for many posts in the Administrative (x) Section and the Collegiate Secn. of the M.E.S.

(x) D.E.O.'s, P.A. to D.P.I., Secy. to the G.G.E., Inspr. of Europ. Schools, Supdt. of Sanskt. Schools, H.M., Govt. Madrasa-i-Azam. Vice-Principal Teacher's College Professors & Lecturers.

The proportions laid down accg. to which subst. vacancies in the Admn. Section have to be filled is 1 for direct recruitment and 3 for transfer, out of every 4 vacancies.

M.E.S. Rule 2(d) Bk. 113

Y

File in Tel. + [illegible]

There is separately under consideration a proposal to make non-Govt. high school teachers and headmasters also eligible for appt. to the Admn. Section, and consequently to increase the ratio for direct recruitment.

M.E.S. Rule 2(e), Bk. 113

Z

As regards the Collegiate Secn., subst. vacancies in a particular subject - unit (Mathematics, Physics and the like) should be filled or reserved to be filled alternately by direct recruitment and by transfer; in other words, the proportions laid down are 1 : 1 - Vide M.E.S. Special Rule 2(e). This proportion came to be fixed when the statutory rules were revised in 1935. Before that year, the rules did not lay down any definite proportions as bet. direct recruitment and promotion. The reasons for fixing a percentage for direct recruitment was that it would correct communal inequali

cf. W/4 NF

rapidly and would also result in the recruitment of a larger no. of candidates trained in modern methods in Western universities.

The question raised in this file is to alter the rule laying down proportions for the Collegiate Secn., more favourably to promotees. In 1940, the D.P.I. brought to notice that, as regards promotion, there was a large amount of discontent among the officers in the Collegiate Section of the Subordinate service. He said that, if recruitment to the Provl. Service in the manner prescribed in the rule was continued, in a few years, most of the posts would be filled by direct recruits. This result is inevitable under the rule because of the fact that - whereas vacancies consequent on the retirements of direct recruits will not ~~takexplaxe~~ occur until they serve out a long period - transferee officers who get promoted at a fairly advanced age will retire after a few years of service and the latter's vacancies, again, would be shared equally by direct recruits and promotees. The Dir. therefore suggested that the proportion fixed for the Administrative Secn. (Transfer: 75%; Direct recruitment: 25%) might be applied to the collegiate posts also. Though it was accepted that the kind of recruitment obtaining was not satisfactory, it was considered that the Dir.'s proposal would not provide the remedy for the hardship to the subordinate service men, pointed out, but would only postpone the day when the bulk of the service would consist of direct recruits: (how this postponement would take place is expld. at pp.5-6 N.F. of "W"). Hence, it was thought that the best course would be to divide the section itself and not the recruitment - into the desired proportions, providing for the recruitment of transferees alone during the 'transitory period' - i.e., till the proportions are reached. To illustrate, after the section as a whole (and not each of the subject-units) eventually consisted of 75 per cent. of promotees and 25 per cent. of direct recruits, if a direct recruit retires, only a direct recruit should be eligible to take his place; and a corresponding situation should be created when a promotee in another subject retires. This course was agreed to by the D.P.I.

W|NF 1-2

W|2NF

W|6NF

W|5NF

W|6NF 1-2CF

~~cf. W|13CF~~

W|7CF.

But, the M.P.S.C. which was consulted did not favour the proposal on the ground that it would run counter to the War Service

W|17-19 CF

Personnel Recruitment Rules (under which certain percentages of vacancies to be filled by direct recruitment had to be reserved for war service candidates) and that it would have an adverse effect on the no. of posts that would be available for war personnel. This objection was upheld in circulation. The proposal was accordingly deferred.

W|21NF

Now, some Asst.Professors and Asst.Lecturers have voiced their grievances in the matter of their promotion, ~~their~~ pay, etc. One of their requests - and the only one which seems to deserve consideration now - is the alteration of the rules as was suggested by the Dir. in 1940. The Dir. supports the present request and points out that the Commn.'s objn. for proceeding with the proposal, does not hold good now. This is true, as vacancies that have arisen since 1-4-47 or will arise hereafter needn't be reserved for war personnel.

pp.1-2 & 6-7 CF

A at CF 1

CF 2

From the standpoint of qualfns. and experience also, the complaint at "R" at C.F.6 can be said to have sufficient justification. The qualfns. expected of direct-recruit Profs. and Lecturers, viz., I or II Class Hons. or M.A. degree, is the same as that prescribed for entry into the M.E.S.S.(Collegiate Section). For the M.E.S., however, any additional higher degree has been laid down as a "preferential qualification". It is not necy. that persons should possess ~~the~~ a higher degree, but if among the applicants of the community concerned one has a higher degree, he will be preferred, other things being equal. It may be mentioned here that the 3 candidates selected recently by the Commission for appt. as Lecturers do~~es~~ not possess any preferential qualfn. but only the minimum prescribed.

A

There is under consideration in another file a proposal, mooted by the V.C. of the Madras Unty., to take out 13 of the posts of Profs. in the Presy. College from the ordy. M.E.S. scale of pay and to constitute them into a separate cadre of Chief Professors on a higher scale of pay and prescribe for those posts higher qualfns. and a special method of recruitment. If that proposal materialises, the no. of posts in the M.

Separate file

A

view of this and of the further reason mentioned in para 4, C.F.5, the Dir.'s recommendation may be accepted and the MPSC may be addressed. // [illegible]

[ The defect in the existing kind of recruitment, viz., that, if it is continued, in course of time, the bulk of the service will consist of direct recruits, exists in the Admn. Secn. though the proportion for transferees is higher in that Secn. also. It ~~is~~ will be worse there, since the no. of gazetted posts in the Inspectorate is less than the no. of such posts in colleges. Therefore, the course mentioned at X on p.2 ante may be adopted, later, in respect of that section too - after the rules re: Collegiate Secn. (considered in this file) are amended and after the proposal at "Y" on p.1 ante finally gets through. ]

[illegible]

Pub.(Ser.) may see for remarks, if any.

P.G.
19.5.47

23-5-47

S | Pub.
4/6(47)

20/5/47

Pub..

ASSISTANT SECRETARY TO GOVERNMENT
5 JUN 1947
1843
CHIEF SECRETARIAT

E & H U.O. No.
12057-A-3
4.6.47

**Pub (Ser) Dept**

This dept may agree that the recommendation of the D.P.I. in his letter at pp 4-5 C.F. may be accepted & that the remarks of the M.P.S.C. invited before taking a decision. The file may be returned to E & P.H.

5.6.47

8/6/47

Addl. Secy. 9/6/47

**E & P.H. Dept. (A)**

Pub (Ser) U.O. 1843/47-1
9.6.47

A draft letter to the Commn. is subd. for consideration. {Before issue, the file may be ~~Od~~ to H.M., H.P.M. & H.E. for provisional approval of the proposal.

Para 2 of the draft seems unnecessary. If Secy agrees, it will be struck off.

P.G.
18.6.47

18/6/47

20/6/47

S
9/7/47

H.M. (Ed.)
H.P.M.
H.E.

ASST. SECRETARY TO GOVERNMENT
48427
1? JUN 1947
EDUCATION AND PUBLIC HEALTH DEPT.

O.O.
10/7/47

A

It may not be denied that the existing rule has sometimes created hard cases. Some of the Subordinate Officers have pointed out that ~~while~~ some of them possess very high qualifications, & cases have happened that people with lower qualifications have been appointed for M.E.S. posts. This has justly caused some heart burning. But I think there is another point of view in the matter.

I do not agree with the D.P.I. when he says that the reasons for fixing a percentage for direct recruitment was ~~that it would~~ merely to correct communal inequalities more rapidly ~~and would also result in the~~ to recruit~~ment~~ of a larger no. of candidates trained in modern methods in Western universities. These are not the sole reasons, I think, for direct recruitment. In all countries in the world in the administrative as well as in other ~~jobs~~ spheres recruitment at a higher level gets a better type of men who are essential for the administration, to man more responsible posts. We recruit directly civilians. We recruit directly Deputy Supdts. of Police etc. The reason for this is that these people who begin high in the ladder usually have a better vision and greater diginity and are many times found to be more reliable and free from corruption. People who begin from the bottom many times are accustomed to petty corruption which keeps on to them even in later life and so it is always necessary for better and purer administration to select certain people directly in higher ranks.

Secondly, I think it is necessary in the interests of scholastic education itself that certain people should be chosen in the higher rungs. A man may be a first class Honours but if he has ben teaching Intermediate classes for 10 years he becomes unfit by sheer habit to teach the the Honours courses. Possibly a ~~fresher~~ second class ~~man~~ fresher would have a greater touch and more familiar with Hons. subjects than the first class who has been confined to teaching Intermediate classes. In fact the way of approach to various classes is quite different and the man who is accustomed to teach in the Intermediate classes will virtually become unfit for the higher classes and promotion when given to him will certainly affect the efficiency of instruction in the higher classes.

For these reasons, I think the problem is not as simple as it may look. While we would like to provide scope for personal ambitions, we should always remember also the public interest and efficiency that it involves in these arrangements.

Without any commitment on the part of the Govt. the letter to the Commission may go. I think we may also ask the opinions of the Vice-Chancellors of the Universities in the matter. ~~Letters may also be addressed to them.~~ On receipt of their opinions, the matter may be put up.

A

TSA
20.7.47

A above: When the Govt. address the M.P.S.C. on a proposal like this, the letter that goes would naturally imply and convey the former's provisional agreement to the proposal and some commitment that action to implement it would be taken if the latter also has no remarks. It therefore is for orders ~~appears~~ whether the V.C's may be consulted first and the question of ~~better first to obtain the views of the V.C.'s and then decide~~ addressing the Commission taken up after knowing the re-action of ~~whether the proposal shd. be further proceeded with and for that~~ the V.Cs to the proposal. ~~purpose the Commission should be addressed.~~ A draft Memo. is subd. H.M. may see before issue.

P.G.
26.7.47

28/7/47 S

H.M. (Ser.)

30/7

TSA
7.8.47

[Issued as Memo. No. 12057-A-4, d/- 7.8.47]

15343

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-7-

From the D.P.I., No.257-C1/47, dated 9-1-48.

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CF 10

CF 11-12

The Vice-Chancllors of all the 3 Universities in the Province are of the opinion that the ratio in which vacancies in the Collegiate Secn. of the M.E.S. are filled - i.e., 50% by direct recruitment and 50% by transfer from the Subordinate Service - need not be altered (in favour of promotees). Considering this unanimous opinion, the Dir. recommends (para 1 CF 10) that the existing proportions may be continued undisturbed. The recommendation may be accepted.

X

Y

2. The V.C. of the Madras Unty. has thrown out, in this connection, (CF 12) a suggestion that, for the 50% of the vacancies to be filled by direct recruitment also, the Subordinate Service officers may be allowed to apply. The Dir.'s remarks on this suggestion are in para 2, p.10 C.F. He says that, whenver direct recruitment has to be made from a particular community, members of the M.E.S.S. of that community who have not exceeded the age of 40 may be permitted to apply for the vacancy, along with outsiders. To do that, the ~~term~~ definition of "recruited direct", occurring in General Rule 2 of Part I - under which such of those officers as have put in 5 years' of service are not eligible to apply for direct recruitment - will have to be relaxed generally in favour of all the officers. A and B in the V.C.'s letter (CF 12) and C and D in the Dir.'s letter would provide justification for that relaxation, and this dept. may recommend it, along with E at p.10 also. ~~the course to be adopted.~~ The concession may, however, be confined ~~only~~ to officers in the Collegiate Secn. of the M.E.S.S. For orders.

p.138, GK 112

H

E.P.

3. The remarks of Pub.(Ser.) may be invited before circn.

P.G.
17.2.48

23/2/48 S

Pub. (Ser.)

Para 2 above. This dept may agree. There is however no question of relaxation of rules in individual cases. As suggested by the D.P.I. - para 3 on p10 C.F. - the spl rules may be amended. The M.P.S.C should be consulted before amending the rules. The file may be returned to E & P.H.

ASSISTANT SECRETARY TO GOVERNMENT
7 AUG 1947

ASSISTANT SECRETARY TO GOVERNMENT
20 FEB 1948

When the vacancy is for teaching an honour's course, a man, who has been teaching intermediate classes, even if he had received a first class before, by virtue of the fact that he was only teaching intermediate all those years, will become unfit for work in the honour's class. And so, I think a clause ~~may~~ must be introduced as follows:

'If he is doing the same ~~xxxxxx~~ kind of work for which recruitment is being made'.

The D.P.I. may be consulted over this matter and the file put up after his reply is received.

---

A

I appreciate the argument of the D.P.I. He says while the Commission may prefer such men, who have been teaching the higher classes, such qualifications should not be put. What I am not able to understand is how the Commission will be able to prefer such men when the qualifications that we fix are not definitely prescribed to be so. Perhaps, it will meet his arguments, if we say that ~~that~~ it may be laid down in the rules that people who teach Honours ~~in~~ may be preferred in those circumstances. Other people may also apply, but these people may be preferred. The rules may be amended in consonance with this suggestion.

TSA
3-5-48

SECRETARY, EDN. AND P. H. DEPT.
8 MAY 1948

One of the columns in the form of appln. for posts recruitment for which are made thro' the Commission, requires the candidates to give details about the appointments they previously held. Another allows the applicants to state any special grounds which they desire to be considered. Persons who have previous experience in teaching Hons. classes will certainly not fail to mention that fact in their applications, ~~with stress~~. The Commission can be expected to give a special treatment to such candidates (over inexperienced people), unless other points are against them. Further, at the interview, the Commission is assisted by the D.P.I. (or a ~~pr~~ representative of his). The Dir., while taking part in the deliberations of the Commission, can use his knowledge ~~with~~ about the college to which the candidate is likely to be posted, with advantage. ~~Thus~~ Thus the defect pointed out in the minute at A above will be solved. May be recircd. to H.M.

SECRETARY, EDN. AND P. H. DEPT.
12 MAY 1948
GOVERNMENT OF MADRAS

D.P.
5.5.48

6/5/48

OSM
7/5/48

S
11/5/48

H. (Ar.)

If what I have said above is acceptable, I don't see any reason why it should not be put in writing and included among the qualifications.

A draft memo. is subd.

TSA
12-5-48

P.G.
20.5.48

10

From the D.P.I., No. 257-C1/47, d/- 31.8.48. Cf.19-20

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H.M. has ordered on p.9 ante that persons who teach Hons. classes may be preferred for posts (Professors') the duties whereof involve teaching up to the Hons. standard. The D.P.I., who has now sent draft amendments to the rules, says that the preferential qualfn. of expce. in Hons. teaching may be laid down for posts of Lecturers as well as posts of Professors. The reason given by him is that recruitments to the two sets of posts are not now made separately, that transfers between the sets ~~pxxkx~~ of posts are common and that, with the employment of Chief Professors in the Presy.College, there will not be any need to split ordinary Professors' posts from Lecturers' posts. The result of the Director's proposal will be that only persons who have served in the Presy.College ~~alone~~ would stand the chance of being selected not only for posts of Professors in that college but for Lecturers' posts in non-Hons. colleges also. This would cause ~~xxxxx~~ hardship to ~~on~~ persons employed in other ~~Axxx~~ colleges. Now, the posting of a person as Asst.Prof. in the Presy. college is accidental. But, consequent on the proposal, the Presy. College posts will become covetable positions and requests from the staffs of other colleges for postings to the Presy.College will be innumerable. There is also the point whether a person who has been teaching IV and V Hons. classes, where the nos. of students are usually small and the problem of 'discipline' is not very great, will prove a success in handling Intermediate and B.A. classes - e.g., in English depts. Further, the preferential qualfn. of expce, if laid down, is likely to compel the Commission to select ~~axxxxxpxxxixxx~~ a deptl. man possessing only a II Class M.A. degree with no other attainments, because of his service, and ~~xx~~ at the same time to leave out a promising young outsider who may be very well qualified academically and may also possess research qualfns. and who, nevertheless, may lack the teaching expce. of the kind proposed.

Cf. 19

(i.e. M.E.S. officers in Pass-course colleges)

Considering all these difficulties and having regard to the views already expressed by the D.P.I. at pp.15-16 C.F., it is respectfully subd. that no restriction need be proposed. For orders.

I agree

P.J. 19.9.48

20/9/48

SECRETARY, EDN. AND P. H. DEPT. 29 SEP [illegible] MADRAS

DM 21/9/48 S

by 22/9/48 Lt.(Cy.)

The DPI may [illegible] with me

TSA [illegible].9.48

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11

H.M.'s minutes at bottom of previous page.

A draft D.O. to the D.P.I. is subd.

P.J. 1.10.48

4/10/48

DM 5/10/48 S by 6/10/48.

27

Cf.21 (Issued as D.O. No. 12057/47-A-11-Edn., d/- 6.10.48.)

The draft D.O. below which is in the nature of a reminder to the D.P.I. is for appl.

P.J. 21.11.48

22/11/48

DM 25/11/48 S by 26/11/48

p.22 Cf.

(Issued as D.O.12057-A-12-Edn., d/- 26--11/48)

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Cf.23-24 From the D.P.I., D.Os. dated 3-12-48 and 8-12-48.

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The suggestions since made by the D.P.I. (C.F.24) - (1) for raising from 40 to 45 the age-limit for departmental men to apply for direct recruitment to posts of Profs. and Lecturers in the M.E.S.; and (2) for giving preference, (in making appointments by any method to posts of Profs. & Lecturers) ~~appointing any candidate as Prof. or Lecturer,~~ ~~the~~ to persons who have done research; ~~xxxxxxxxx~~ may be accepted.

x (this will not cover ordinary transfers between posts on same scale of pay.) B

On the question of prescribing ~~preferring persons with~~ experience in Hons. teaching as a preferential qualfn., orders are solicited. This dept.'s view is as at p.10 ante.

P.J. 9.12.48

10/12/48

DM 11/12/48 S by 13/12/48 Lt.(Cy.)

The DPI's suggestions may be accepted

TSA 16.12.48

DM 14/12

15/12

A draft order is subd.

It does not seem that a proviso as at Q in the Dir.'s letter at Cf.19 shd. be incorporated in the rules as, even without it

2

A

the ~~rules~~ provns. regarding qualfns., community, etc. will apply also to the deptl. men competing for direct recruitment to the posts.

May be sent to Legal for scrutiny before the M.P.S.C. is consulted.

Pg.
24.12.48

25/12/48

27/12/48 S 14/1/49 Legal

E & H u.o. 12057 A/47-13
5.1.49

LEGAL DEPARTMENT

The alterations indicated in red ink on the draft notification may be made.

25/1/49 E & P. H. (A)

S 153

ASSISTANT SECRETARY
6 - JAN 1949
LEGAL DEPARTMENT

Legal ~~u.o.~~
KKS 153-1
25.1.49

A draft letter to the Commission is subd.

Pg.
31.1.49

1/2/49.

2/2/49

[Issued as letter No: 12057 A/47-16 Edn dt. 3.2.49] p 23 cf

C.No. 12053A. From the M.P.S.C. No: 840-C1/49-1 dt 15.2.49. p 26 cf

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Please see the Commission's letter on page 26 cf. The draft order may issue.

23/2/49.

23/2/49 S 26/2/49

ASST. SECRETARY TO GOVERNMENT
21 JAN 1949
EDUCATION AND PUBLIC HEALTH DEPT.

6092

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

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M.E.S. - ~~Special Rules~~ Posts in Collegiate Section - Direct recruitment - Asst. Profs. and Asst. Lecturers made eligible to apply -- Spl. Rules - Amended.

Read:- From the D.P.I., No. 257-C1/47, dt. 31.8.48 & 8.12.48. cf 19
From the Secy., M.P.S.C., No: 840-C1/49-36, dt 15-2-49.

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G.O. (MS.) No. 546 Edn., dated 28.2.49.

28

The following notification will be published in the Fort St. George Gazette:-

NOTIFICATION.

In exercise of the powers conferred by section 241(2)(b) of the Government of India Act, 1935, His Excellency the Governor of Madras hereby makes the following amendments to the Special Rules for the Madras Educational Service (Section 6 of Part III-A of the Service Rules in Volume II of the Madras Services Manual, 1946).

Amendments.

In the said Special Rules -

(1) in rule 2, after sub-rule (a), the following sub-rule shall be inserted as sub-rule (aa), namely:-

"(aa) Notwithstanding anything contained in clause (13) of rule 2 of the Madras Provincial and Subordinate Services Rules and in sub-rule (a) of rule 5 of these rules, ~~the~~ Assistant Professors and Assistant Lecturers (Men) in the Madras Educational Subordinate Service ~~whose age on the first July of the year in which the selection is made does not exceed 45 years~~ cf 24 shall also be eligible to be recruited direct to the service in ~~category 2 (Principals and Senior Lecturers and Principals and Lecturers) and other~~ categories 2 to 5 of Class III and category 3 of Class V and ~~the~~ Assistant Lecturers (Women) in the Madras Educational Subordinate Service if their ~~whose~~ age on the first July of the year in which the selection is made does not exceed 45 years cf 24 shall also be eligible to be recruited direct to the service in ~~either~~ the categor~~y~~ies in Class VIII ~~of the service.~~";

p.19 cf

p. 139, BK 112

Re: age

x i.e., wherever direct recruitment is prescribed (including Principals of I & II Gr. Colleges).

Lecturers (Sr.) cf 24

only two

, before issue, a sub-rule [illegible] this letter, relating to [illegible] is framed, this will be altered as sub-rule (g). if

(2) in rule 6, (after sub-rule (e)) the following sub-rule shall be added ~~at the end~~, namely:-

"(f) In making appointments to the service in categories 2 to 5 of Class III, category 3 of Class V and ~~either~~ of the categories in Class VIII, preference shall be given to those who, in addition to the prescribed qualifications, possess experience in teaching Honours classes or have done research in the subject in respect of ~~xxxxxxxx~~. ~~in~~ which recruitment is necessary."

Minutes at NF. 11.

p. 20 of.

(for posts of Principals & Sr. lecturers & Principals & lecturers also, direct recruitment is admissible (tho' not usually made). Hence, this preferential qualfn. shd. apply to them too)

CF24

B at NF. 11

P.G. 24.12.48

28/12/48

27/12/48

12/1/49

To the DPI.
" S., MPSC.
" A.G.
" Pub. (Ser.) Dept.
" Legal Dept.
" S.G.P. (for pubn. and for issue of correction slips to Vol. II of the Madras Service Manual).
To the Sectt. Library (4 cs.)
" Bks. clerks to Secy. & A.S. (Edn.)
" P.Cs. to H.Ms. (2 cs. each).