

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

SERIES.

Close.

Wb

Subdt.

G.O. NO. Ms.No.581 Education.

581

3.3.49

Dated 3rd March 1949

G. S. V.
P. 179

[Despatch Abstract.]

Colleges - Municipal College, Salem - Teaching staff - Pay - Scales - Revision -
Sanctioned.

Back Papers.

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

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
2232	24						
12/7/47							
1043	Edw						
30/5/50							
1412	Edw		21-5-57				

R.O. 760 Edw. 22.4.58

SALEM MUNICIPALITY.

From Sri M. Minakshisundaram, Commissioner, Salem Municipality, Salem.
To The Secretary to Government, Education and Public Health Dept., Port Saint George, Madras.

R.O.C. No. C3. 13586/1946. Dated 15-1-1948.

Sir,

Sub:- ESTABLISHMENT - Municipal College, Salem - Scales of pay of the teaching staff - revision of.
Ref:- Government Order No. Ms. 2229, Edn., dated 17-10-1947.

In the Government Order referred to above, the Government have declined to approve the proposal of the Salem Municipal Council, Salem, to pay increased scales of pay to the teaching staff of the Municipal College, Salem; and have instructed to renew the proposal if it can show the source from which it can meet the extra expenditure involved in paying revised scales of pay to the teaching staff of the College. The Government have also suggested the levy of the College fees at the rates charged in Government Colleges in the mofussil.

The Government Order was placed before the Council with a suggestion to raise the fees by Rs. 5/- per term. The Council referred the subject to the Education Committee of the Council for examining the subject and offering its remarks. The Education Committee recommended that the scales of pay of the teaching staff of the College may be raised from 1st January 1948, and that the College fees may be raised from Rs. 40/- to Rs. 44/- for the Intermediate Classes and from Rs. 50/- to Rs. 55/- for the B.A. Classes per term from June 1948. The Committee has also recommended to convert the posts of Assistant Lecturers as Lecturers as the University insists on the grant of the same scale of pay for both the Assistant Lecturers and Lecturers. The Municipal Council, has accepted the recommendations of the Education Committee with certain modifications in its resolution No. 1114 dated 22-12-47, a copy of which is enclosed herewith.

The rates of College fees were Rs. 36/- for the Intermediate Classes and Rs. 45/- for the B.A. Classes per term till 1-6-47. The rates were raised as follows from 1-6-47.

Intermediate. ... Rs. 40/- per term.
B.A. ... 50/- "

The Council has decided to raise the fees from June, 1948, as follows:-

Intermediate. ... Rs. 44/- per term.
B.A. ... 55/- "

By the increase of the fees from 1-6-47, the anticipated additional income will be Rs. 6,000/- per year and by raising the fees further from June 1948, the additional income will be about Rs. 7,000/-

The Council has accepted the following scales of pay:

Principal - Rs. 300-15-450-20-550-25-600.
Professor. 200-15-350-20-450-25-500.
Lecturers. - 100-10-250.

(p.t.o)

Tutors and Demonstrators. - 75-5-100. = 540
Lecturers in languages including Lecturers who are holders of Oriental Titles. 0 - Rs. 100-10-250. = 1000
Physical Director. ... 100-10-200. = 1000

There are at present four posts of Assistant Lecturers in the College (one in Mathematics, one in Physics, one in History and one in English). The Council has accepted the University's recommendations to convert these posts as posts of Lecturers.

As the income of the College will increase by enhancing the fees twice as stated above, I request that the Government may be pleased to sanction the revised scales of pay to the teaching staff from 1-1-48 and also to convert the posts of the assistant lecturers into that of the posts of Lecturers.

The Council has accepted the scale of Rs.300-15-450-20-550-25-600 for the post of the Principal of the College. The University has not recommended the above scale of pay for the Principal of the Salem College but has recommended that the Principal shall be in the grade of Professor plus an allowance of Rs.100/- p.m. The University has laid down that when a Professor is promoted as Principal he should get an increment of Rs.100/- and be fitted into the Principal's grade. Sri A. Ramaswami Gounder, the Principal of the College is at present drawing a salary of Rs.300/- in the scale of Rs.200-20-2-300. The scale of pay proposed by the Council is Rs.300-15-450-20-550-25-600 for the Principal on the basis of the report submitted by the Madras University Commission to the Syndicate. I request you will be pleased to inform me whether in the event of the Government sanctioning the pay on the scale recommended by the University Authorities and approved by the Council the pay of Sri A. Ramaswami Gounder, the Principal shall be fixed at Rs.300/- in the revised scale and he be granted an allowance of Rs.100/- p.m. or whether he may be granted an increment of Rs.100/- and his pay fixed at Rs.400/- in the revised scale as it has to be done in the case of a Professor who is promoted as Principal. He has put in a service of 20 years and has been in receipt of a pay of Rs.300/- from 26-11-1932.

SS/-17-1-48.a.m. C 17/1/48

COMMISSIONER.

Forwarded

N. Jagannathan
Chairman,
Municipal Council.

SALEM MUNICIPALITY.

Extract from the Proceedings of the Municipal Council, Salem, passed at its meeting held on 22-12-1947.

M.C.R.No.1114.

Read G.O.No.Ms.2229, Edn., dated 17-10-47 declining again to approve the proposal of the Salem Municipal Council to pay increased scales of pay to the teaching staff of the Municipal College, Salem, in view of its present financial position and Commissioner's note dated 3-11-47, thereon and resolution No.888 dated 26-11-47 of the Municipal Council, Salem, referring the subject to the Educational Committee and the Remarks of the Educational Committee thereon.

Remarks of the Educational Committee:-

The pay of the teaching staff of the College may be raised and the following scales of pay may be accepted.

Principal - 300-15-450-20-550-25-600.
Professor - 200-15-350-20-450-25-500.
Lecturer - 100-10-250.
Tutors and Demonstrators. - 75-5-100.
Language Lecturers who are Oriental Title holders. 0 - 75-5-125.
Physical Director. 100-10-200.

The posts of Assistant Lecturers may be abolished and the existing assistant Lecturers may be appointed as Lecturers on the scale of pay fixed for Lecturers.

The revised scales of pay may be given effect to from 1-1-48. The College fees may be raised to Rs.44/- and Rs.55/- per term for the Intermediate and B.A.Classes respectively from June 1948. As the College fees have been already raised and as the pay of the staff of the College has to be raised with the College fees to be realised and as the rates of the College fees have to be further raised from the next year, the Government may be requested to accept the revised scales of pay immediately.

THE COMMITTEE'S RECOMMENDATION IS ACCEPTED WITH AN AMENDMENT THAT IN THE PLACE OF LECTURERS HOLDING ORIENTAL TITLES ON 75-5-125, LECTURERS AND LECTURERS WHO ARE HOLDERS OF ORIENTAL TITLES BE GIVEN 100-10-250.

Sd/- N. Jagannathan,
CHAIRMAN,
Municipal Council, Salem.

(True copy).

DDF-6
Mr. 62 8248
Resubmitted: 25.3.48

The matter is under
correspondence with the Commissioner,
M.P. Canal, Salem and on
receipt of his reply, the papers
will be submitted to Govt.

2. J. Abdul Kader
F.A.D. - Salem
Dist. Salem, Madras
Ct
25/3/48
2. The Secretary to Govt.
E.A.P. Dept.



23291

31/3/48
The D.P.'s final report may be awaited till 15/4/48
W. H. W.



It is requested that all communications should be addressed to the Registrar, University of Madras, Triplicane P. O., Madras, and not to any person by name.

UNIVERSITY OF MADRAS.

UNIVERSITY BUILDINGS,
CHEPAUK, MADRAS.

No.

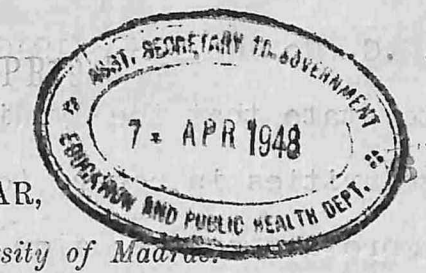
A 1547

Enclosures

FROM

THE REGISTRAR,

University of Madras.



7 APR 1948

To 25506

The Secretary to Government,
Education and Public Health Department,
Fort St. George, M_a_d_r_a_s.

S i r,

Sub: Municipal College, Salem - Teaching Staff-
Revision of scales of salary - Filling up
of vacant posts. ---

I have the honour to inform you that the Syndicate has noted with regret that inspite of several communications addressed to the Principal of the Salem College and the Commissioner of the Salem Municipality, vacancies occurring in the teaching staff of the Salem College, Salem, were not filled for the greater part of the academic year 1947-48. Even at the end of the academic year the following posts were not filled:-

- Physical Director - Vacant from 23-6-1947.
- Demonstrator in Natural Science - Vacant from 23-6-1947.
- Assistant Lecturer in English - Vacant from 21-8-1947.

There have been delay frequent, in appointments to the teaching staff of the College presumably due to applicants not willing to accept the low and unattractive scales of salary paid by the Management. In this connection I have to state that the University has laid down uniform scales of salary for all teachers in Colleges and it was pointed out to the Commissioner of the Salem Municipality that these scales should be adopted in the Salem College.

It has been observed that whenever the Principal of the College had been addressed in the matter of filling up of vacant posts, the question had to be referred by him to the Salem Municipality and later it had to be referred to Government for necessary sanction. This process necessarily involves considerable delay and during this period, instruction in the particular subject is either suspended or some unsatisfactory internal arrangement is made. It would therefore be seen that such a system of dual control inevitably leads to serious defects in the quality of

P.T.O.

instruction.

It is understood from the Commissioner of the Salem Municipality that orders of the Government on the question of revision of scales of salary for the teaching staff and the filling up of certain vacant posts in the College have not yet been received (Vide letter to Government from the Commissioner R.O.C. No. C3.13586/1946 dated the 15th January 1948).

I am to state that the Syndicate feels there is no justification for such irregularities in regard to the working of the Salem College, and would like to impress upon the Salem Municipality the need for adopting suitable measures with a view to maintaining efficiency and proper standard of instruction in the College. Steps should be taken sufficiently in advance to advertise and select the personnel giving them time to join the College from the beginning of the academic year or from date of possible vacancy. If the Management is not able to get the proper qualified persons in time, provision should be made in the rules so that it can make special appointment on special terms for short periods. It was stated by the Commissioner on the 2nd December 1947 that the appointment of Demonstrator in Natural Science would be made on receipt of sanction of Government. I have to enquire whether the orders of Government have been passed and if so when.

I have therefore to request you to let me know what action is being taken in regard to (1) the revision of the scales of salaries to the teaching staff; and (2) filling up of vacant posts.

The favour of an early reply is requested.

Your obedient servant,

R. R. A. D. Arumel

Ag. REGISTRAR.

Copy to 1. The Commissioner, Salem Municipality, Salem for information with reference to correspondence ending with his letter R.O.C. No. L.Dis.No. 5999/48 dated the 15th March 1948. Information may kindly be furnished whether the Council or the Commissioner or the Principal of the College has any special powers for appointment in emergencies and for short periods.

2. The Principal, Salem College, Salem for information. It is requested that the Principal should bring to the notice of the Management vacancies to be filled sufficiently early and see that appointments are made quickly and without a long break.

mks/6/4-6.

Please see the letter on p.p. 1-2 ante

Re. A on p.p. 1-2 ante. The question of filling up the vacant posts of Physical Director and lecturer in Natural Science in the Salem Municipal College is separately under consideration. The file is linked below. The Commissioner's proposal for revision of scales of pay of the teaching staff of the College has been referred to the D.P. for remarks. His reply is awaited. This may lie over till 20/4/48, or till a reply is received from the D.P. whichever is earlier.

Ref
12/4/48

10 34 E.H.H. (G23)

Re: A m p 3 ante
The D.P.I.'s remarks have not yet been received. He was last reminded on 15/4/48.

Re: A m p 3 ante
The file is being kept below. Please see the notes on page 3 of the linked file below. This may ~~continue~~ lie over till 10/5/48.

RS
20/4/48
8.7
20.4.48

B on p. 3 ante - The D.P.I.'s remarks have not yet been received. An interim reply has been received and the Director will be reminded again on 15-5-48.
A m p. 3 ante - The file relating to the filling up of the posts of Physical Director and Natural Science Lecturer in Salem Municipal College, Salem, has been sent to Public and the selection of the same is awaited.

This may continue to lie over till 25/5/48.

An interim reply should go to the Registrar by 15-5-48

8916/48 -
sent to Public

R
reminded again on
(15-5-48)

M

10 7 11 5
Please see Asst. Secy's order on p. 4 ante. A draft letter is subd for approval.

all
11/5/48
8.7

11.5.48

11-5-48 [Issued as L. Ref No. 2550 693/4821
Subd- 12/5/48]

P.T.O.

12
6

12/5/48
12/5/48

12/5/48
12/5/48

13
EYH (23)

Letter / Ref No. 2550683/48 dated 12/5/48

20/5/48
12/5/48

To
The Registrar, University of Madras,
Madras.

Sub:- Colleges - Municipal College,
Salem - Teaching Staff -
Revision of scales of
Salary - Filling up of
vacant posts

12/5/48

Re:- your letter No. A. 1547 of
6.4.48

I am to say ^{State} that the
matter is under consideration.
yos,

11/5/48
11.5.48

16.5.48

C.F. 95

Edn & P. H. DEPARTMENT.

REMINDER II Education Branch.

To THE Director of Public Instruction
Madras

have the honour to invite

I am directed to invite attention to

No. 897-23/48-1 Dndt-16.2.48

and your Dndt
No. NR 402-23/48-21-25/48 and

to request that the reply to it may be expedited
request that this reminder may be returned at once
with information as to—

- (1) the stage at which the matter now is,
- (2) the date by which a reply may be expected,
and
- (3) the circumstances which have caused the
delay.

Office E.P.H. Sectt.

Station Madras,

Dated 15/4/48

Signature.

Designation.

SUPERINTENDENT
SUBJECT, Assistant Secy

College - Municipal -
Salem - Scales of pay of
the teaching staff - Revision
of

[P.T.O.]

16 32108 4

POST. SECRETARY TO GOVERNMENT
1- MAR 1948 REPLY.

Mr. [Name] to the Govt
Education & Public
Health Dept.

The matter is under
consideration. The Commission
has been informed that it has
already been reviewed in the
matter and another reminder
also is being issued to him.
On receipt of his reply, the
papers will be resubmitted to
Govt.

R. A. S. [Signature]
30/3/48
Deputy Director of Public
Health
T. [Name]
29/4/48
[Signature]
[Signature]

15-16 autp 9 17 8

Please see the reminder on p 3 ante &
see DP1's and thereon up 4 ante.
The DP1's further report in the matter
may be awaited till 15/5/48

2/5/48

3-5-48



UNIVERSITY OF MADRAS.

UNIVERSITY BUILDINGS,
CHEPAUK,

No. A1958

Madras, 11 MAY 1948



From
The Registrar,
University of Madras.

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

Sir,

Ref: This Office letter No. A. 1547
dated 6-4-48 - Municipal College,
Salem - Teaching staff - Scales of
salary.

I have the honour to invite your attention to
the letter under reference on the subject and to request
you to let me know what action has been taken in the
matter and whether final orders of Government have been
passed.

The favour of an early reply is requested.

Your obedient servant,

R. R. Radhakrishnan

Ag. REGISTRAR.

mks/11/5.

It is requested that all communications should be addressed to The Registrar, University of Madras, Triplicane P. O., Madras, and not to any person by name.



No.

UNIVERSITY OF MADRAS.

UNIVERSITY BUILDINGS,
CHEPAUK, MADRAS.

Enclosures.

FROM

THE REGISTRAR,
University of Madras.

To

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

Sir,

Sub: Municipal College, Salem.
Ref: Your letter No. 25506 G3/48-1 Education
dated the 12th May 1948.

I have the honour to invite your attention to the letter of the 6th April quoted therein and to state that the Syndicate is anxious that the position of this College should be stabilised before the re-opening of the College in the latter half of June. This is the only College maintained by a Municipality. The College was originally a second grade College, and due to the efforts of the then Chairman in collecting donations and otherwise evoking public response, the University thought it desirable to grant affiliation to this College as a First Grade College.

The conditions of affiliation stipulated that in regard to the teaching posts and in regard to the manner in which the College ought to be run it ought to conform as a College possibly to a Government College. I regret I have to point out that on many occasions there have been serious lapses on the part of the management in regard to the filling up of vacancies, leading to loss of efficiency and serious gaps in the period of training which the students should undergo. Moreover the position in regard to the financial outlay on the College has also not been clarified. These matters have been brought to the notice of the Inspector of Municipal Councils and Local Boards, who promised to look into the matter and help in the evolution of a constitution suitable for the proper running of the College. The bye-laws

P.T.O

EY PH (G3)

Please see letter on p. 9 ante and
the Asst. Secy's query thereon. Regarding
item (1) of the request of the University at
A on p. 2 ante, please see note
at B on p. 4 ante. The 501 remarks have
not yet been received. Re: item (2)
at A on p. 2 ante, attention is solicited
to the notes at M on p. 4 ante. The return
of the file from Public is still awaited.
An interim reply has also been sent
to the University in this office letter
at p. 7 ante. This may be added to the
file.

14.5.48

regarding the management of the College, which were drawn up after elaborate correspondence with the University have, it is believed, been submitted to the Government, but no final approval has been given, as also to the question of revision of scales of salaries.

The Municipal Council seems to have passed at its meeting on 22nd December 1947, the revised scales of salaries for the teaching staff, which was communicated to Government by the Commissioner of the Municipal Council in his letter ROC.C-3.13586/1946 dated the 15th January 1947. The letter also refers to the increase in the rates of College fees proposed. It is hardly likely that the Municipality will be in a position to get suitably qualified teachers, nor to retain them in these posts, unless the recommendations of the Municipal Council are approved by Government and given effect to forthwith.

The question of raising of college fees is also important from the point of view of the Municipality, and unless it is notified in time before the College reopens, it is likely that the Municipality will not be in a position to revise the fees once the fees have been remitted. The revision of college fees has always led to a certain amount of disturbance in the College atmosphere, and the Syndicate is anxious that such disturbance should be avoided by timely notification of such change of fees before applications from the candidates concerned for admission to the College have been received.

In the light of all these factors, I am to request Government to expedite their orders on the several proposals made, and to give necessary directions to the Municipality to give effect to such

Your obedient servant,

R. R. Radharam

Ag. REGISTRAR

Copy to the Inspector of Municipal Councils and Local Boards.
Copy to the Commissioner, Salem Municipality
Copy to the Principal, Salem College, Salem.

ks/28/5/-16

8 026
Re 402-82-48
1929-5-48
DDF
REPLY
To The Asst. Secy. to the Govt.
Edw. P. H. Dept.
40071
The Asst. Secy. to the Govt.
is awaited. When reminded
recently, he has stated that the
matter was placed before the Council
which has referred it to a
Committee and that a reply will
be sent as soon as the Council has
considered the Committee's
recommendations. On receipt of
the reply from the Commissioner
the papers will be submitted to Govt.
with Director's remarks.
Dep. Secy. to the Govt.
22/5/48

C.F. 98.

12.40223
Edu + PH DEPARTMENT.

REMINDER. Education Branch.

To THE Director of Public

Instruction.

have the honour to invite

I am directed to invite attention to

8917 83/48 - 1 Enclt 14/4/48 and

you No. nil, dated 27/4/48 and to

request that the reply to it may be expedited

request that this reminder may be returned at once

with information as to-

(1) the stage at which the matter now is,

(2) the date by which a reply may be expected,

and

(3) the circumstances which have caused the

delay.

Office B. du + H. H.

Station Madras

Dated 17/5/48

SUBJECT.

College - Salem

Municipal - Scales of

Pay of Teaching Staff

Revision of

[P.T.O.]

VE

Memo No. 25506 83/48 - 2 Enclt - 2/6/48

College - ML - Salem - Scales of pay

of the teaching staff - Revision of

Ref: Govt Enclt No. 8917 83/48 - 1 Enclt 16-2-48.

From the Regr., City of Madras, No.

A. 2130, dated 28-5-48.

A copy of the letter of the Regr.

City of Madras cited above is communicated

to the D.P.D. and he is requested to expedite his reply to

the Govt Enclt referred to above.

Sd/-

30.5.48

31.5.48 by

31/5/48

2122

2122

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24

Handwritten notes on the left page, including "P.T.O." at the bottom right.

P.T.O.

22 25 27 29

Ex 14(53)

Please see Exchange reminder up 7
and the DI's reply up 8. Attention
is in this connection solicited for the
sides up 13 of and the ~~DI's~~ ^{up 15} memo in the
LF. This may await the DI's reply
tel 20/6/48

W
7/6/48
83
u.b.48

W
u.b.48

To
(1) The Education Minister,
Government of Madras.

(2) Secretary to The Government,
Madras.

(3) Director of Public Instruction,
Madras.

8 JAN 1948

MINISTER FOR EDUCATION
8 JUN 1948

Honoured sir,

I request permission to bring to your information the following facts:-

1. The Municipal Resolution for revising scales of pay of Salem College staff is not just.

2. Madras University insists only there should be Professors for the main subjects for B.A. and B.A. Honours., and not for subsidiary subjects. In Salem College according to University conditions, there is necessity for Professors only for English, Economics and Mathematics. But in addition, without necessity the Municipality has appointed Mr. Thangarajan as a Professor of Physics, though physics is a subsidiary subject for B.A. Mr. Ratnam Pillai is teaching which is a subsidiary subject for B.A. But he is not given Professor. There is no reason for this difference of treatment. What the University does not require is given effect. Municipality should adopt University recommendation or give Professor to Mr. Ratnam Pillai also.

3. University Commission has insisted on giving weightage already in service for a number of years. Weightage for senior Principal is given to him by seven advance increments. Chief Lecturer is also given some weightage. But there are others who have put in long service, like the Heads of Economics departments. Their cases have been ignored.

I pray these points may be considered by the Government with justice done.

I remain
Your obedient servant

A. A. Annamala

EXP 4 (5)

Please see the letter above. A copy of this has also been sent to the D.P.I. Please in this connection the letter from the Government of Madras on pp 11-12 of the notes on pp 13 of the memo on p. 15 of L.F. It is proposed that the D.P.I. while submitting his report on the above memo, will take the note of the points raised in the letter also into account. This is added to the report kept below.

all
19/6/48
15.6.48

11.6.48

Pre 8917/48
To

Salem, 20th June, 1948.

The Secretary,

Education Department

Madras



Sir,

45408 I beg to invite your kind attention to the memorandum I sent to you during the second week of May, 1948 requesting you to pass necessary instructions to the Salem Municipality to enhance the salaries of Tutors and demonstrators employed in the Municipal College, Salem, to Rs. 75/- as recommended by the Madras University.

In this connection, I beg to say once again that the Tutors & demonstrators employed in the Municipal College Salem, are paid a salary of Rs. 40/- and that repeated requests & prayers for a reasonable enhancement have not yet met with success.

(P.T.O)

- 2 -

I also wish to inform you that ~~these~~ ^{only four} persons are now engaged as Tutors & demonstrators in the College and that any enhancement in their pay will not considerably affect the financial position of the Municipality - particularly when they have raised the tuition fees.

Further, I request you to give first priority to our problem and pass orders calling upon the Municipality immediately to pay the enhanced salary of Rs 75/- to the Tutor & demonstrators ~~at once~~ ^{with retrospective effect} from 1st January 1948, and thus render justice that is long overdue. Thanking you in anticipation of favourable orders,

Yr. to remain,
Sir,

Your most obedient servant,
G. Srinivasan
Tutor in English,
Municipal College,
Salem.

It is requested that all communications should be addressed to The Registrar, University of Madras, Triplicane P. O. and not to any person by name.



UNIVERSITY OF MADRAS.

No.

A2861

UNIVERSITY BUILDING,
CHERPAKAD, MADRAS.

Enclosures.

FROM

THE REGISTRAR,

University of Madras.



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

Ref: This Office letter No. A.2130, dated the 28th May 1948 - Municipal College, Salem.

I have the honour to invite your attention to my letter under reference and to request you to be so good as to let me know whether the Government have approved the recommendations of the Municipal Council regarding revision of scales of salaries for the teaching staff of Salem College, Salem. Please also let me know whether the Commissioner of Salem Municipality has been instructed to revise the salaries of the teaching staff as suggested.

The favour of an early reply is requested.

Yours faithfully,

D. Narayan
Ag. REGISTRAR.

mks/3/7.

C. 25506/48

~~13/7~~

Sent in original
p 13 ch.

23

2 draft 5

Draft 1

35 E.P.H.
9/3

Edu. Colleges- Municipal College Salem -
Teaching Staff - Revision of Scale of
Salary.

26

Ref. Govt. Endt. No. 8917/43/48-1. Edu. d. 16.2.48.
and Memo. No. 25506/43/48-2. Edu. d. 2.6.48.

Memo. No. 25506/43/48-3 Edu. d. 14/7/48

The attention of the D.P.I.
is invited to the references cited
above and he is requested to send
his reply without further delay
and he is requested to treat this
matter as specially urgent and send
his report. ~~at once~~

To. The D.P.I.
— 14/16/7/48

13/7 cc
13/7

14-7-48

36

Handwritten text in Tamil script, mostly illegible due to fading and bleed-through from the reverse side.

Draft (11) 97 25506

25506/48.

Letter | Ref | No. 25506/48-4 Edu. d. 14/7/48

To. The Registrar, University of Madras, Madras.

27.

Sir,

Sub. Colleges - Municipal College Salem - Teaching Staff - revision of pay of Salaries.

Ref. Your letter No. A2861. d. 3-7-48.

I am to state that the matter is still under the consideration of the Govt.

Y. F.

14-7-48

13/7

14-7-48

This could have been written on the back of the I draft.

Ammapet Main Road,
Salem. 20-7-1948.



From
A. Annamalai,
Ammapet Main Road,
Salem.



To
The Secretary to the Govt. of Madras,
Local self Govt & Education,
Madras.

The Director of Public Instruction, Madras.

Respected Sir,

Subject: Salem College Staff Revision Salaries.

54662

I beg your permission to bring the following once again to your notice:-

A few days ago I brought the above subject and some irregularities therein to the notice of the M.L.A.s of this place; and they said that these will be set right by the Government and they also advised me to write to you again on this matter.

1. According to the University instructions there need be Professors only for the main subjects in B.A. in Salem College there is necessity for Three Professors only in English, Economics and Mathematics. Physics is a ~~xxx~~ subsidiary subject only. But it is included for professorship in order to help Mr. Thangaraj, who is teaching that subject. History is also a subsidiary subject in B.A., Yet Mr. Ratnam Pillai who is teaching it is not made a professor. This unequal and partial treatment must not be allowed.

2. Weightage is given to the Principal and Mr. Subramaniam, Chemistry lecturer for long service. Principal's service is 21 years and Subramaniam is 19 years. But Mr. S. Srinivasan Head of the History and Economics Department with 18 years service and Renganathan, Head of Sanskrit Dept. with 11 years service have been ignored. If weightage to Principal is limited to Four increments as in the case of Govt. servants and Subsidiary subjects are excluded from Professorship, then all members of the staff can be given due weightage as per govt. rules without any additional expenditure.

I beg to remain
Sir
Your obedient servant.

A. Annamalai

- Copies to:
1. Mr. S. K. Sadagopa Mudaliar M.L.C., Salem
 2. Mr. A. Subramaniam M.L.A., Salem.
 3. Mr. S. Kandasami Pillai M.L.A., Salem.

Please see the letter above. A copy of the letter has been sent to P.P.I. The P.P.I. it is presumed will acquaintance of the points raised in the letter which will be taken up by the P.P.I. No separate action seems called for on this. This may be added to the main file below.

26/7/48

RC. 402-G2/48.

OFFICE OF THE DIRECTOR OF
PUBLIC INSTRUCTION, MADRAS.
DATED 25th JULY 1948.

SUB: MUNICIPAL COLLEGE, SALEM - Scales of pay of the
teaching staff - Revision of.

REF: Letter Rc.No. G3-13586/46 dated 15-1-48 from the
Commissioner, Municipal Council, Salem addressed to
Government forwarded for remarks with Government Ldtd.
No. 8917-G3/48-1 Edn. dated 16-2-1948.

-c0c-

RESUBMITTED.

Even last year the Municipal Council made a similar proposal
but Government in their Order No. 2229-Edn. dated 17-10-47, stated that
they could not approve the proposal in view of the financial position
of the Municipality and informed the Municipal Council that it might
renew the proposal if it could show the source from which it could
meet the extra expenditure involved in paying salaries on the
revised scales of pay to the teaching staff in question. The
Municipal Council has now decided to enhance the rates of fees in the
College as follows with effect from June 1948:

Intermediate -- Rs. 44/- per term.

B.A. -- Rs. 55/- per term.

This enhancement will fetch further income of Rs. 7000/-
per year in addition to additional income of Rs. 6000/- per year
consequent on the enhancement in fees already effected last year
from 1-6-47. The extra expenditure involved in the proposal is
estimated at Rs. 9000/- as against the additional income to the college
referred to above.

Incidentally it is submitted that the Municipal Council
does not seem to have obtained the specific sanction of Government
enhancement in rates of college fees effected by it as stated above.
Perhaps it may be due to the fact that Government already informed
the Municipal Council in their Order No. 2229 Edn. dated 17-10-47
the Municipal Council might, if it chose, levy fees at the rates
in Government Colleges in the maffassal. The enhanced rates

less than those obtaining in the Government Colleges, but that fact that the Municipal Council has not obtained the specific sanction of Government for their enhancement is brought to the notice of Government.

p.3 ante
Scales of pay are proposed by the Municipal Council for the staff of the College may be agreed to except in regard to Language Lecturers. The university has suggested (vide copy enclosed) two different scales of pay to language lecturers as follows.

Lecturers in Languages with Degree qualifications.	.. 100--10--250
--do-- holding oriental titles.	-- 75--5--125.

P44 mfm

p.3 ante
But in the present proposal, the Municipal Council has combined both these categories and proposed a common scale of Rs. 100-250 for them. Thus putting both these categories on the same level. This is not in conformity with the recommendations of the University and hence the separate scales of pay suggested by the University as stated above may be provided for the language lecturers.

made in 1946

p.3 ante
Regarding the scale of pay proposed by the Municipal Council for the Principal it is submitted that no case has been made out by the Municipal council for granting him a separate scale of pay. The University recommends that the Principal should be in the grade of Professor and be paid an allowance of Rs. 100/- per mensem. Further, in Government Colleges too, ordinarily, there is no special scale for ~~them~~ Principals. It is, therefore, suggested that the recommendation of University alone may be approved in regard to the pay of Principal.

ante
The petition dated 20--7--1948 received from one Sri. A. Annamalai of Salem is herewith enclosed. The Municipal Council has proposed to create 4 posts of Professors for Mathematics, Economics, Physics and English. The petitioner says that no professor's post is necessary for Physics which is only a subsidiary subject. It is suggested that the views of the University may be obtained on this question. The other protest in the petition is that weightage is given by the Municipal Council to the Principal and the Chemistry Lecturer while it is denied to the other lecturers who also have put in considerable service. Government may pass such orders as they deem fit on the

P.T.O.

fit on the proposal of the Municipal Council.

30

p.3 ante
Attention is also invited to the request of the Municipal Council that the posts of the 4 assistant lecturers now existing in the college may be converted into Lecturers Posts. The fact that only 2 cadres as "Professors" and "Lecturers" are going to be created, itself, implies that the "Assistant Lecturers Posts" will be automatically converted into posts of "Lecturers" and no separate orders need, therefore, be passed on this request.

FOR DIRECTOR OF PUBLIC INSTRUCTION.

KN.30.7.

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

Letter Rec.No. 03-13586/46 dated 3-7-48 of the Commissioner, Salem Municipality.

Sub: Establishment - Municipal College, Salem -
Scales of pay of the teaching staff - Revision of.
Ref: Your letter No. 402-G2/48 dated 29th June 1948.

I send herewith a copy of the letter dated 21-10-47 of the Registrar, University of Madras, communicating the scales of pay recommended by the University of Madras for their staff in the of Colleges.

Sd.....
Commissioner.

Copy of letter received from the Registrar, University of Madras, dated 21-10-1948.

It is noticed from an advertisement in the newspapers that the salary proposed for certain appointments in the teaching staff of Colleges is below the scales recommended by the Syndicate and it is surprise why suitable and qualified ~~xx~~ applicants are not forthcoming for the appointments and even if persons join, they do not stay long time.

Attention is invited to this office letter No.A.2740 dated the 18th May 1946 and I am to request that immediate steps be taken for the revision of the scales of salary, if not already

As has been stated previously, some of the posts in the

P.T.O.

have been vacant for a long time, and this should naturally affect the proper and efficient teaching to be given in the course of students and steps should be taken to appoint qualified persons for the vacant posts immediately, in the scales of salaries suggested by the university.

For easy reference, the recommendations made in 1946 are given below:

Professors --- 200 -- 500
Lecturers. 100 -- 250
Assistant Lecturers should not be appointed.

The scales of salaries laid down by the University for new Colleges at present is as follows:-

Professors 200-15-350-20-450-25-500.
Lecturers (including
lecturers in languages with
degree qualifications) 100 -10- 250.
Lecturers in languages holding
Oriental Titles ~~XXXXXX~~ 75-5-125.
Tutors & Demonstrators. 75-5-100
Physical Director. 100-10-250.

The Principal to be in the grade of Professor plus an allowance of Rs. 100/- per mensem.

I request that immediate action be taken and a report forwarded to this office by the 5th November 1947.

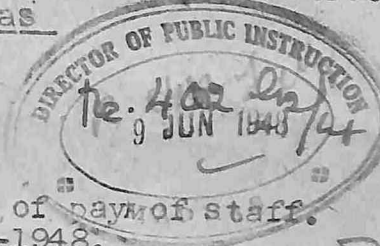
/TRUE COPY/

FOR DIRECTOR OF PUBLIC INSTRUCTION.

From Md. Anwar Husain Sahib
Bahadur B.A.
Commissioner,
Salem Municipality, Salem

To
The Director of Public Instruction
Madras

C3. 13586/46 dated 3-6-1948



Sir,
Sub:- MUNICIPAL COLLEGE - Salem - Revision of pay of staff.
Ref:- Your letter No. 402 -G2-48 dated 4-3-1948.

There is no post of Professor at present in the Municipal college, Salem. The Municipal council, Salem has proposed to appoint four professors for the subjects noted below. The Professors are expected to supervise the work of the lectures and others in their respective subjects.

Name of subject for which a Professor is to be appointed

No of teachers who will work under the Professor.

1. Mathematics

1 Lecturer and one Assistant Lecturer.

2. Economics

One Lecturer.

3. Physics

One Assistant Lecturer and one Demonstrator

4. English

Three Lecturers and two tutors.

2. It is estimated that the council will have to meet an extra expenditure of Rs 9000/- on account of the revision of scales of pay of the teaching staff of the college in the current year.

3. The Municipal Council, Salem has approved the recommendation of the Education Committee of this Council to fix the pay of Sri. A. Ramaswamy Gounder M.A., L.T. Principal of the college at Rs 405/- in the scale of Rs 300-15-450 -20-550-25-600 and the pay of Sri. A. Subramaniam, Lecturer in Chemistry at Rs 230/- in the proposed scale of Rs 100-10-250. The Principal now drawing Rs 300/- and Sri. A. Subramaniam Rs 180/- P.M. in the existing scales. I enclose herewith copies of resolution numbers 206 dated 28-4-48 and 362 dated 26-5-48 of the Municipal Council, Salem fixing the number of posts of professors and giving reason for fixing the pay of Sri. A. Ramaswamy Gounder the Principal and Sri. A. Subramaniam, Lecturer in chemistry at a lighter stage in the proposed revised scales of pay.

km/5.6.

Forwarded

Commissioner
N. Jagannathan
Chairman.

p.t.o

Salem Municipality
Extract from the Proceedings of the Salem Municipal Council, passed at its meeting held on 28-4-48.

M.C.R. NO 206.

Read letter No R.c. 402-G2-48 dated 4-3-1948 from the Director of Public Instruction, Madras requesting to furnish particulars regarding the creation of posts of Professors and the extra expenditure to be incurred by the revision of scales of pay of the teaching staff in the municipal college, Salem and the letter No 155-5-C48 dated 17-3-48 of the Principal, Salem college furnishing proposals for the creation of the posts of Professors.

Note:- In his letter the Principal, has informed that the present 6 Heads of Departments including the Principal noted below should be appointed as Professors.

Department	Head of Department
1. Mathematics	Sri. A. Ramaswamy Gounder
2. Economics	" N. Srinivasan.
3. Physics	" P. Thangarajan
4. English	" V. Achuthan Nair
5. Tamil	" G. Devanesan
6. Sanskrit	" T.P. Ranganathan

The Principal has also stated that the claims of the following teachers may also be considered for appointment as Professors

1 Sri. T.C. Cherian	Lecturer in Natural Science
2 Sri. T. Rathnam Pillai	Lecturer in History.
3 Sri. A. Subramaniam	Lecturer in Chemistry

According to the recommendation of the Principal, 9 posts of professors (including the Principal) have to be created. The Council will have to meet now an expenditure of Rs 45,700/- per year on account of the creation of the posts of professors and revision of the scales of pay of the teaching staff of the college. After 10 years the council will have to meet an expenditure of Rs 1,08,000/- towards the payment of salaries of the teaching staff of the college.

The proposed scale of pay for Professors is Rs 200-15-350-20-450-25-500. The council may not be able to meet the expenditure after 10 years if the above scale of pay is adopted for Professors. The Professors may be given the lecturer's pay plus an allowance of Rs 50/- p.m. each so that the institution and the professors may not suffer later.

In paragraph 3 of his letter the Director of Public Instruction Madras has informed that the pay of the present Principal may be fixed at Rs 315/- when the proposed revised scale of Rs 300-15-450-20-550-25-600 is given effect to and if his pay is to be fixed at any higher stage, the council should pass a specific resolution to that effect stating the reasons.

The Council's view is requested whether we may fix the number of posts of Professors to be created as six and about their pay as suggested in view of the circumstances explained and to fix the pay of the present Principal at Rs 305/- in Professor's scale of pay of Rs 200-15-350-20-450-25-500 and grant an allowance of Rs 100/- P.M. as requested by him and as

P.t.o

and as recommended by the University of Madras.

REFERRED TO THE EDUCATION COMMITTEE

Sd. N. Jagannathan
Chairman
Municipal Council, Salem

True copy

Salem Municipality
Extract from the Proceedings of the Salem Municipal Council, passed at its meeting held on 26.5.48.

M.C.R. NO 362

Read M.C.R. No 206 dated 28-4-48 referring to the Education Committee of the fixation of the number of posts of Professors and of the pay of Sri. A. Ramaswamy Gounder, the present Principal of the Municipal College, Salem in the revised scales of pay and the Committee's recommendation thereon in its resolution No 5 dated 4-5-48.

COMMITTEE'S RECOMMENDATION

1) ~~SRI~~. As Sri. Ramaswamy Gounder, the present Principal of the Municipal College, Salem is holding the post for the last 21 years, as the college has been made as a I grade college for the last four years, and as the responsibilities of the Principal have increased, his pay may be started at Rs 405/- in the scale of Rs 300-15-450-20-550-25-600 already fixed by the Council for the post.

Note:- The pay he is drawing now is Rs 300/-

2) One Professor may be appointed for each of the subjects of Mathematics, ~~Chemistry~~, Physics and English in the Salem College and their pay may be started on Rs 200/- in the scale of Rs 200-15-350-20-450-25-500 as already resolved by the council

3) As Sri. A. Subramaniam Pantalu, the present Lecturer in chemistry is working in the college as Lecturer for about 20 years and as his responsibilities as Lecturer have now increased, the Committee recommends that his pay may be started on Rs 230/- in the scale of Rs 100-15-250- already fixed by the council for the Lecturers of the college.

Office Note:- The pay he is now drawing is Rs 180/-

" RECOMMENDATIONS OF THE EDUCATION COMMITTEE ARE APPROVED WITH THE FOLLOWING AMENDMENT. IN ITEM NO. 3. THE SCALE OF PAY MAY BE CHANGED AS RS 100-10-250 INSTEAD OF RS 100-15-250

Sd. N. Jagannathan,
Chairman
Municipal Council, Salem

(True copy)

2 drafts ²⁴/_{12/8}

D Draft 33

4

Memo. No. 8917/48-3 Dated 11/8/48 E.P.H. (G3)

DP
11/8/48

Colleges - Municipal College, Salem -
Scales of pay of the teaching staff -
Raising of College fees -

C No. 8917/48- From the Commissioner, Salem Mty,
P. 4 of Rec. No. C-3 13586/1946 dt. 15/1/48

The Commissioner, Salem Mty,
is requested to state whether the College fees
have since been raised from ^{the current year} 1-6-48 as
stated in his letter under ~~referred~~ reference.

DP
11/8/48
11/8/48

To the Commr. Salem Mty,
through Secy H.C. Salem. ^{11/8/48}

1-2
12/8/48

Encl (53)

2p
11/8/48

Sr. Reg No. 891743/48-42nd- 11/7/48

2p
12/8/48

To
The Registrar, University of Madras.

Re: Sub: Colleges - Municipal College, Salem - Scales of pay of the teaching staff proposed.

P379

Ref: Correspondence relating with my letter Ref No. 25506/43/48-42nd- 14/7/48

I am to state that the Municipal Council, Salem, has proposed to appoint 4 professors for the subjects

Pto

Pto

Below:- for the purpose of
supervising the work of the
lecturers and assist in their
respective Subjects:-

Name of Subject for which a Professor is to be appointed	No. of teachers who will work under the professor
---	--

(1) Mathematics	One lecturer & one Asst. lecturer.
(2) Economics	One lecturer
(3) Physics	One Asst. Lecturer & one demonstrator.
(4) English	Three lecturers & 2 subrs.

Ref: P 394 of 42 ante
A suggestion ^{has been} received that Physics being a
subsidiary subject, a professor's post is not necessary for
it. I am to enquire whether the post of a Professor in
Physics is necessary for the college.

Yours ffly,

Wf
8/8/48
ces
to the

11-8-48



UNIVERSITY OF MADRAS.

No.

A368

Madras,

UNIVERSITY BUILDINGS,
CHENNAI.

From
The Registrar,
University of Madras.

62251

The Secretary to Government,
Education and Public Health Department,
Fort St. George, M_a_d_r_a_s.



S i r,

Sub: Municipal college, Salem - Scales of
pay of the teaching staff.

Ref: Letter No. 8917 G.3/48-4 Edn. dated
14-8-48.

With reference to your above letter I have the
honour to invite a reference to para 9 of Chapter III of
the report of the General Inspection Commission 1946-47
and to state that where a subject is taught for the Degree
class the Head of the Department should be of the grade of
Professor. I am, therefore, to suggest that it would be
desirable to have a professor of Physics in the college.

Yours faithfully,

R. R. Rindarum

Ag. REGISTRAR

mks/20/8.

10
The Secretary to Government
Education and Public Health
Department, Port. St. George,
Madras

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149 ant

km/17.8.48. *26* *18.8.48* *1888*
24 AUG 1948 F

forwarded

COMMISSIONER.

N. Jagannathan
Chairman. 21/8/88

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BB
6/11/48
3/11

C.No. 3917/48.

PPI-243
2/11/48

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LA. Ind. can. p5
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E. & P.H(G.E.)

COLLEGES - Salem Municipal College - Teaching staff

Scales of pay - Revision:

37

From the Commissioner, Salem Municipality, No. Rec.
C.3.13586/48 dated 15.1.48, 3-6-48 and 17-8-48

Memo. No. 891783/48-7 Edn., dated 2/11/48

ultimate
The extra cost involved in giving effect to the re-
vised scales of pay proposed for the teaching staff of
the Salem Municipal College ^{taking into account the increasing fee income,} is likely to be about
Rs. 22,550/- ~~xxxxxxx~~ per annum, based on ^{the average} ~~ultimate~~
of the time scales of pay to be attached ^{to} ~~the~~ several posts.
From the B.E. of the Salem Municipal Council for 48-49,

it would appear that the ordinary receipts would exceed
the ordinary expre. by Rs. 29,471/- only, with the property
tax levied at 24% p.a. The provision ~~for~~ in the B.E.
for 1948-49 for ordinary expre. exceeded the actuals for
1946-47 by about Rs. 3 lakhs, the increase being parti-

(a) ~~How~~ ^{How} the Municipal Council proposes to find the extra ~~XXXXX~~ ^{extra expenditure} of Rs. 2,550/- referred to above; ~~Due to the increased pay to the~~
(b) ~~the steps taken by the Municipal Council on the advice of Govt.~~ ^{backlog staff of the College} regarding retrenchment in ~~expre.~~ ^{expenditure} referred to above; and
(3) the total ordinary receipts and ~~expre.~~ ^{expenditure} under the Council's General Account according to the R.E. for 1948-49.

$\frac{288}{2876968}$

To The Commr, Salem Mlty,
Through The C.M.C. Salem.

copy to the [unclear] (wrote
and [unclear] [unclear]
48-29-402-32-

Memo No 89178/48-822nd-3d/11/48

The attention of the ~~Commissioner~~
Salem Municipality, is invited to
Memo. No. 8917-93/48-7 Eludf-2-11-48
and he is requested to send his
reply at a very early date.

To
my Commissioner
Julien Municipi-
pality,
Thompson per C. H. Cl.,
Julien

No. A5297

30 NOV 1948

FROM

THE REGISTRAR,

University of Madras.

To

The Secretary to Government,
Education and Public Health Department,
Fort St. George, M_a_d_r_a_s.

S i r,

Sub: Colleges - Municipal College, Salem - Teaching Staff - Revision of Scale of salaries.

I have to invite attention to my letter No. A. 1547 dated the 6th April 1948 and to state that the question of revision of salaries to the teaching staff of the Municipal College, Salem, has been pending for a very long time and there has been a tendency for considerable deterioration in the efficiency and standard of instruction in the college as the Management has not been able to fill up vacant posts with qualified persons presumably on account of the low scale of salaries offered to teachers as compared to those obtaining in other Colleges. As an instance it may be mentioned that the college has been without a Physical Director for over a year and it is reported by the Principal that there has been no response to advertisements last year and this year obviously due to the low scale of Rs. 70-10/2-120 offered for the post, as against the University scale of Rs. 100-10-200.

In this connection I may state for your information that the Management has applied for further affiliation of the college in new courses from the next academic year 1949-50. It will be required of the Management of the College to give effect to the conditions to be fulfilled, which are, among other things (1) to adopt scales of salary laid down by the University and (2) to raise the necessary funds required for the proper maintenance of the college.

Under the circumstances I request that the decision of Government may be arrived at a very early date so as to enable the University to take necessary action in the matter.

Yours faithfully,

R. R. Darnall
Ag. REGISTRAR.

Copy to (1) The Commissioner, Salem Municipality, Salem.
(2) The Principal, Salem College, Salem.

mks/29/11.

as
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72 DEC 1941

Sir,

89498

We submit that the revision is long overdue and is most urgently imperative in the interest of the institution. The tutors are at present on the scale Rs.40-5/2-55, the Asst., Lecturers on Rs.60-10/2-120, and the Lecturers on Rs.100-10/2-180. It is needless to point out how very inadequate these scales are in view of the prevailing high cost of living.

Tutors & Demonstrators	..	Rs.75-5-100
Asst., Lecturers & Lecturers.	0 0	.. Rs.100-10-250.

We request that favourable orders may be passed at an early date.

Yours faithfully,

Hechels
Kochonappa.
S. Sankaranarayana
G. Srinivasan
Nobutatsu

C. D. Samant. Prayagwari

Dr. Kamalashini Kumaraswami S. Nagarajan

Keseluruhan ini J.K. Ranganathan
Scriber - P. Santharam

27. Zvezdin K. Kanunovsk. Tschepaty

h. Dewanesar

Y. P. Ranganathan

To
The Commissioner,
Salem Municipality.
Salem.

Through
The Principal,
Municipal College,
Salem.



2-DEO Sir,

69503

We, the undersigned members of the Salem Municipal College Staff, beg to submit the following for favour of your kind and urgent consideration.

The revision of scales of pay of the College Staff involves consideration of the categories of Tutors & Demonstrators, Asst., Lecturers, and Lecturers.

We submit that the revision is long overdue and is most urgently imperative in the interest of the institution. The Tutors are at present on the scale Rs. 40-5/2-55, the Asst., Lecturers on Rs. 60-10/2-120, and the Lecturers on Rs. 100-10/2-180. It is needless to point out how very inadequate these scales are in view of the prevailing high cost of living.

We beg that the following scales recommended by the University be granted to us with retrospective effect from 1-1-'48.

Tutors & Demonstrators .. Rs. 75-5-100
Asst., Lecturers & ..
Lecturers. .. Rs. 100-10-250.

We beg to point out that these revisions will not seriously affect the financial position of the Municipality.

We request that favourable orders may be passed at an early date.

Yours faithfully,

Advance Copy to
The Commissioner, Salem,
&
The Government.

Salem,
23-11-'48.

Reelid
K. Sankaranarayanan
G. Sri nivasan
M. Subramanian

C. D. Samuel.
A. K. Lakshmi Kumaran
K. S. S. S. S. S.
G. S. S. S. S.
H. S. S. S. S.
J. P. Ranganathan.

Reelid
S. N. Rajan
J. K. Ranganathan
S. S. S. S. S.
V. K. S. S. S.
T. S. S. S. S.
J. R. S. S. S.
V. S. S. S. S.
G. S. S. S. S.
S. S. S. S. S.

The Principal,
Municipal College,
Salem.

Sir, We, the undersigned members of the Salem Municipal College staff, beg to submit the following for favour of your kind and urgent consideration.

The revision of scales of pay of the College Staff involves consideration of the categories of Tutors & Demonstrators, Asst., Lecturers, and Lecturers.

We submit that the revision is long overdue and is most urgently imperative in the interest of the institution. The tutors are at present on the scale \$40-5/2-55, the Asst., Lecturers on \$60-10/2-120, and the Lecturers on \$100-10/2-180. It is needless to point out how very inadequate these scales are in view of the prevailing high cost of living.

We beg that the following scales recommended by the University be granted to us with retrospective effect from 1-1-'48.

Tutors & Demonstrators . . \$5.75-5-100
Asst., Lecturers & 1
Lecturers. 10 . . \$1.00-10-250.

We beg to point out that these revisions will not seriously affect the financial position of the Municipality.

We request that favourable orders may be passed at an early date.

Yours faithfully,

Yours, faithfully,

Advance Copy to
The Commissioner, Salem,
&
The Government.

S a l e m, O
23-11-'48.

C. D. Samuel.
Alkumaleki Kummasuani

Insulation v. Seals

29 Zerda 3/4 m

W. D. Swanwick

J. P. Ranganathan

T.K. Ramasathan

PC 1 - 11/10/2020

18 Jan 1964
K. K. ...

TE Chafauy

M. B. ...

Sudarno

O. S. ...

Handwritten signature: *John A. ...*

D. 5. P. 1

E4PH (G73)

3
Please see the copies of petition
suppl, 3 & 5 encl. These are
advance copies. May be ^{sent} ~~boxed~~
The requesting revision of pay of
the teaching staff of the Salem College
is under correspondence with
the Commissioner, Salem Commu-
nality. The Comm. will be
reminded d.o. As the University
has urged that an early
decision should be arrived at
in the matter -)
to be used for file.
7.12.48 W.H.W.

10
Please see the copy of letter
dated 1/3/48. One
copy is being
sent to the
teaching staff of the Salem
Municipal College -
Teaching staff - scales of pay - Revision.
The Commission will
be pleased to
consider the
matter of the
Salem Municipal
College -
Teaching staff - scales of pay - Revision.

To Sri S.R. Sella Raj, BA,
Mr. Md. Anwar Hussain Sahib
Bahadur, B.A.,
Commissioner, Salem Municipal
Palace,
Salem.

71
D.O.No. 8917-83/48-7 Edn., dated 8/1/48
E. & P.H. (G.3)
Dear Mr. ~~Mr. Anwar Hussain Sahib~~ Sella Raj,
Sub:--Colleges - Salem Municipal College -
Teaching staff - scales of pay - Revision.

I am to invite your attention to memo.No.
8917-83/48-7 Edn., dated 2-11-1948 and the reminder
thereon dated 30-11-1948 and to request you to
bestow ~~the~~ personal attention to the matter and
send a reply at a very early date.

That a very early reply is sent to the
Memo -

Yours sincerely,

rs
7/1/48

las
8/1/48

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Dr. J. H. (G3) 11
 To
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Dr. J. H. (G3) 11
 To
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Dr. J. H. (G3) 11

Dr. J. H. (G3) 11
 To
 8/1/48

I am directed to state that
 the matter is under correspondence
 with the Commissioner, Salem Municipality
 who has been reminded for a reply
 J. F.

~~2/12/08~~

Q3

Sir,
 Sub
 DEC 1948
 Ref

PR57.58 ank
92055
PR57.58 ank t
t

SS/-2.12.48. ⁸³
2122 dxiuu

Forwarded

Vice-CHAIRMAN. 5112448

From: Sri S.R.SELLARAJ, B.A.,
Commissioner,
Salem Municipality,
Salem.

The Secretary to Government,
Education & Public Health Dept.,
Fort St. George, Madras.
Thro' The Chairman, Mpl.Cl., Salem.

R.o.c.No.C3.13586/46, Dated 3-12-1948.

Sub: ESTABLISHMENT - Municipal College, Salem -
teaching staff - scales of pay - revision of.
Ref: Government Memorandum No. 8917-C3-48-8 Sdn.,
dated 30-11-1948.

An interim reply has been submitted to Government in this office letter No.C3.13586/46 dated 2-12-48.

SS/-4.12.p 83
12.12.1948 d. 11.11.1948.

Forwarded

Vice-Chairman under Sec.18(1) 5/12/48

Local Administration Department.

From: Sri S.R.Sellaraj, B.A.,
Commissioner,
Salem Municipality,
Salem.

TO: The Secretary to Government,
Education & Public Health Dept.,
Fort Saint George, Madras.
Thro' The Chairman,
Municipal Council, Salem.

R.o.c.No.C3.13586/46. Dated 10/12/1948.

Sir,

Sub: ESTABLISHMENT - Municipal College, Salem -
Scales of pay of the teaching staff - revision of.

REF: Your D.O.No.8917/G3/48-9 Edn., d/- 8-12-48.

The Government Memorandum No.8917-G3-48-7 Edn., dated 2-11-48 was placed before the Council for finding funds for the extra expenditure required towards payment of revised scales of pay. The Council in its resolution No.1755 dated 9-12-48 had referred the matter to the Budget Sub Committee of this Council for its remarks. Copy of Municipal Council's Resolution is enclosed. I am arranging for the meeting of the Committee very early. I will submit my reply after the Budget Sub Committee disposes of the matter.

SS/-10.12.48.

S.R.Sellaraj
COMMISSIONER.

FORWARDED

N. Jagannathan
VICE-CHAIRMAN.
(Under Sec.18.1)

Extract from the Proceedings of the Municipal Council, Salem, passed at its meeting held on 9-12-1948.

M.C.R.No.1755.

Read Government Memorandum No.8917-G3-48-7 Edn., dated 2-11-48 pointing out that in giving effect to the revised scales of pay proposed to the teaching staff of the Salem College an extra cost of Rs.22,550/- is estimated based on the average of the time scales of pay to be attached to the several posts deducting the increased fee income and have called for ways and means to meet the proposed enhancement.

. Office Note:-

The Government have pointed out that expenditure under Health has shown marked increase and suggested to retrench expenditure wherever possible. The expenditure under public health is likely to go up every year to give increased facilities to the public. It is not possible to retrench any expenditure so as to effect a large savings to meet the proposed enhanced scales of pay to collegiate staff.

The Government may be requested to pay half-grant in the increase of Rs.22,550/-. Whether provision for the other half be made in the Revised Estimate can be said only after it is prepared. If it is found not possible to provide the extra required, the question of reducing the maximum pay of each school fees have to be raised from Rs.44/- and Rs.55/- to Rs.61/-, the rates prevailing in Government Colleges for intermediate and B.A.courses. This may be referred to the Budget

Budget and Finance Sub Committee for remarks.

MAY BE REFERRED TO THE BUDGET SUB COMMITTEE.

Sd/- M.S.T. Annamalai Chettiar,
Vice-Chairman,
Municipal Council, Salem.

/True copy/

E+PH (C3)

The main file on the subject has
been circulated to M (Cen) on 13/12/48. This
may await the return of the file here

28/12/48

del
14/12/48

14/12/48

in
15/12/48

under
28/12/48

Local Administration Department.

From:

Sd/- S.R. SELLARAJ, B.A.,
Commissioner,
Salem Municipality,
S A L E M.

TO

THE SECRETARY TO GOVERNMENT,
Education & Public Health Dept.,
Fort Saint George, MADRAS.
THRO' The Chairman,
Municipal Council, Salem.

R.o.c. No. C3. 13586/48.

D A T E D 4-1-1949.

Sir,

Sub: ESTABLISHMENT - Municipal College, Salem -
Scales of Pay of the teaching staff -
revision of.

REF: Government Memorandum No. 8917-C3-48-7
Edn., dated 2-11-1948.

The Government Memorandum cited above was placed before the Council and the Council in its Resolution No. 1755 dated 9-12-48 (Copy enclosed) referred the subject to the Budget Committee. The Committee at its meeting dated 15-12-48 (copy enclosed) has resolved that the scales of pay be given effect to as recommended by the Registrar of University of Madras, and that the increased cost be met by increasing the tuition fees from Rs. 44/- and Rs. 55/- to Rs. 47/- and Rs. 61/- per term from the next school year viz., 1949-50. and the deficit, if any, may be met from the general funds. The Committee has pointed out that the annuity of Rs. 9,187/- payable in respect of the loan taken for construction of College Buildings would be completely repaid by 1953-54 and that this amount will be available from general funds from that year onwards. The Committee has also expressed that the recurring subsidy of Rs. 4725/- which the Government is pleased to pay every year for running the College was fixed 20 years before and that this amount be enhanced substantially to meet the increased expenditure.

The Municipal Council, Salem, in its resolution No. 1891 dated 27-12-48 (Copy enclosed) has approved the recommendations of the Budget Committee.

The Government in their Memorandum cited above have pointed out that a sum of Rs. 22,550/- being the increase based on the average cost, after deducting the increase fee income, would be required to give effect to the increased scales of pay. The recurring expenditure in the first year by giving effect to the increased scales of pay would be about Rs. 12,000/- and the amount required for the payment of annual increment would be about Rs. 5,000/- every year. The Council has proposed to increase the levy of tuition fees from 1949-50 and the anticipated income is about Rs. 6,000/-. Deducting this amount from the average cost of Rs. 22,550/- a sum of Rs. 16,550/- would be required based on the average pay. I request that the Government may be pleased to grant a recurring subsidy of Rs. 8,225/- every year.

The Revised Estimate for 48-49 and Budget Estimate for 49-50 have been prepared and the same will be placed before the Budget Committee by the end of this week and thereafter before the Municipal Council for adoption. I shall submit a copy of the Revised Estimate after it is adopted by the Council.

SS/-4.1.49. P. 1 dtg

Forwarded

N. Jagannathan

P. S. SELLARAJ
COMMISSIONER, Salem.

82
SALEM MUNICIPALITY.
EXTRACT FROM THE PROCEEDINGS OF THE MUNICIPAL COUNCIL, SALEM, PASSED
AT ITS MEETING HELD ON 9/12/1948.

M.C.R.No.1755.

P57-58 ante
Read Government Memorandum No.8917-G3-48-7 Edn., dated 2-11-48 pointing out that in giving effect to the revised scales of pay proposed to the teaching staff of the Salem College an extra cost of Rs.22,550/- is estimated based on the average of the time scales of pay to be attached to the several posts deducting the increased fee income and have called for ways and means to meet the proposed enhancement.

OFFICE NOTE:- The Government have pointed out that expenditure under Public Health has shown marked increase and suggested to retrench expenditure wherever possible. The expenditure under public health is likely to go up every year to give increased facilities to the public. It is not possible to retrench any expenditure so as to effect a large savings to meet the proposed enhanced scales of pay to collegiate staff.

The Government may be requested to pay half grant in the net increase of Rs.22,550/- Whether provision for the other half can be made in the Revised Estimate can be said only after it is prepared. If it is found not possible to provide the extra amount required the question of reducing the maximum pay of each post has to be taken up for consideration or as an alternative the school fees have to be raised from Rs.44/- and Rs.55/- to Rs.47½ and Rs.61½, the rates prevailing in Government Colleges for Intermediate and B.A.Courses. This may be referred to the Budget and Finance Sub Committee for remarks.

MAY BE REFERRED TO THE BUDGET SUB COMMITTEE.

Sd/- M.S.T.Annamalai Chettiar,
Vice-Chairman,
Municipal Council, Salem.

Extract from the Proceedings of the Budget Committee Meeting held on 15-12-1948. Resolution no.1.

Read Papers relating to the proposal to revise the scales of pay of the Salem College Staff.

pages 1-2 ante
AS THE REVISED SCALES OF PAY ALREADY APPROVED BY THE COUNCIL IS, AS RECOMMENDED BY THE SENATE AND AS THE REGISTRAR OF THE UNIVERSITY OF MADRAS INSISTS TO GIVE EFFECT TO THE REVISED SCALES OF PAY TO THE STAFF OF THE SALEM COLLEGE, AND AS SEVERAL OF THE EXPERIENCED AND ABLE TEACHING STAFF HAVE LEFT AND SOME INTEND TO LEAVE THE INSTITUTION, SINCE THE EXISTING SCALES OF PAY ARE COMPATIVELY INADEQUATE, THIS COUNCIL PRESSES ON THE GOVERNMENT TO GIVE EFFECT TO THE REVISED SCALES OF PAY TO THE STAFF IMMEDIATELY.

2. THIS COUNCIL RECOMMENDS TO INCREASE THE TUITION FEE OF THE STUDENTS (INTER Rs.47½ and B.A.Rs.61/- PER TERM) TO THE LEVEL OF THE FEES PREVALENT IN GOVERNMENT COLLEGES FROM 1949-50 SO AS TO MEET THE INCREASED EXPENDITURE. IT IS ALSO BROUGHT TO THE NOTICE OF THE GOVERNMENT THAT THE EXPENDITURE NOW SHOWN INCLUDES THE PAYMENT OF THE ANNUITY OF RS.9187/- TOWARDS THE LOAN TAKEN FOR THE CONSTRUCTION OF COLLEGE BUILDINGS AND THIS PAYMENT WOULD BE COMPLETED BY 1953-54. A SUM OF RS.4725/- ONLY IS BEING RECEIVED ANNUALLY FOR THE PAST OVER 20 YEARS AS SUBSIDY FOR THE MAINTENANCE OF THE MUNICIPAL COLLEGE. THIS COUNCIL FEELS THAT THIS SUBSIDY HAS TO BE REVISED AND INCREASED AND THAT IT IS IMPERATIVE IN VIEW OF THE INCREASED EXPENDITURE INCURRED ON THE MAINTENANCE OF THE INSTITUTION.

RESOLVED FURTHER THAT THE EXPENDITURE OVER AND ABOVE

AND ABOVE THE RECEIPTS FROM THE COLLEGE BE MET FROM THE GENERAL FUNDS.

M.C.R.No.1891 d/- 27-12-1948.

P82 ante
Read M.C.R.No.1755 dated 9-12-48 referring the question of the revision of scales of pay of the teaching staff of the College to the Budget Committee and the remarks of the Budget Committee thereon.

BUDGET COMMITTEES RECOMMENDATIONS MAY
BE APPROVED.

Sd/- M.S.T.Annamalai Chettiar,
VICE-CHAIRMAN,
Municipal Council, Salem.

/True copy/

COLLEGES - Municipal College, Salem - Establishment -
Teaching staff - Pay - Scales - Revision - Sanctioned
ed from 1-7-1948.

No. 8917/48.

PP1-3 of

P55 of

P79 of

PP81-83 of

PP7-8 of

P19 of

PP21-22 of

P61 of

PP4-44 of

From the Commissioner, Salem Municipality, R.C. Nos.

C.3.13586/1946 dated 15.1.1948, C.3.13586/46

dated 17.8.1948, 13586/46 dated 10.12.48 and and
13586/48 dated 4-1-1949,

From the Registrar, University of Madras, No. 1547 dated

6-4-1948, No. 22 A.1958 dated 11.5.48, Mx2130

No. A.2130 dated 28.5.48, No. A.3682 dated 20.8.48,

and No. A.5297 dated 30.11.1948.

From the D.P.I., R.C.No. 402-G2/48 dated 29.7.48.

Order/Ms.No. 58/ Edn., dated 3.3.1949

The Government sanction the following ~~provision~~
~~of~~ scales of pay ~~of~~ the teaching staff of the Municipal
College, Salem, with effect from 1.7.1948, ~~in modification~~
~~of the scales of pay already in force.~~ ~~Subject~~
~~to the condition that the subsidy payable to the Municipality~~
~~shall not be increased thereby, and the~~
~~tuition fees payable by the students of the College~~
~~shall be increased from the academic year 1949-50 as~~
~~proposed by the Municipal Council, and that any deficit~~
~~in the general funds of the Municipal Council~~
~~is met by an increase in the rate of property tax~~
~~for general purposes in due course.~~

Description of post. Scale of pay sanctioned.
Rs.

Principal. 200-30/2-260-40/2-500 plus
a duty allowance of Rs.50/-
per mensem.

Professors. 200-30/2-260-40/2-500.

Lecturers. 100-10-250.

Language lecturers - 100-10-250 for language lect
with degree qual
fications.

75-5-145 for language lect
with oriental tit

Tutors & demonstrators. 75-5-100.

Physical Director. 85-5-125-10-175.

4. The Govt do not propose to pay any increased subsidy to the Council, as requested by it in respect of the additional cost to it on account of this revision. They direct that the extra expenditure due to the increase in the scales of pay should be met by an increase in the tuition fee for the Intermediate and B.A. classes of the College from 1949-50, as proposed by the Municipal Council in its Resolution M.C.R-1891 dated 27th Decr. 1948, and the raising of the rate of property tax in the Municipality, should also be considered in the course, if necessary.

Ministry of Health
Education and Public Health Department
O.P.O. No. 501, Education dated 2nd March 1942

COLLEGE - Municipal College, Salem - Teaching staff - Pay - Another -
Sometimes -

From the Commissioner, Salem Municipality, Nos. Nos. 2.3.13586/1/45
 63.13586-48 dated 3-4-45, 2.3.13586/48 dated 17-5-1945, 13586
 and 13586/48 dated 4-1-1949,
 * the Registrar, University of Madras, No. 1.1347 dated 6-4-1945,
 11-5-48, No. 1.2133 dated 20.5.48, No. 1.3082 dated 20.5.48,
 dated 30-11-1945.
 * the Director of Public Instruction, U.C.No.402-72/48 dated 12-1-49.

The Government sanctions the following scales of pay for the teaching staff of the Municipal College, Calcutta, with effect from 1st July 1948, in modification of the scales of pay already in force.

Description of post.

Scale of pay sanctioned.

Principal.	..	200-30/2-260-40/2-300 plus a duty allowance. Rs. 50/- per session.
Professors.	..	250-30/2-260-40/2-300.
Lecturers.	..	100-10-250.
Language Lecturers.	..	100-10-250 for language lecturers with qualifications.
Tutors and demonstrators.	..	75-5-125 for language lecturers with qualifications.
Physical Director.	..	75-5-100. 85-5-125-10-175.

2. The Government also approve the proposal to create four posts of Professors - one in Mathematics, one in Physics, one in Chemistry and one in English and to convert the existing posts of Assistant Professors into those of Lecturers in the scale noted above. One of the Professors will be in charge of the duties of Principal. Rs. 10/- for doing the duties of Principal.

The principal
the grant of ad-
also apply to the
of scales of pay
revised scale for
the subjects of
to be taken

is laid down in G.O. No. 756, Education de-
vice increments to teachers in secondary
teaching staff of the Union Municipal schools.
The revised scales now sanctioned. For
teachers, the period of service of leave
earned, shall also be taken into account.

Government
it in respect of the
the extra expenditure
and in the tuition fee
of course of the
one to pay any increased
additional cost to
the to the

It is requested that all communications should be addressed to The Registrar, Madras, Triplicane P. O., Madras, and not to any person by name.



UNIVERSITY OF MADRAS.

UNIVERSITY BUILDING,
CHEPAUK, MADRAS.

No.

Enclosures

A7400

FROM

THE REGISTRAR,

University of Madras.

To

The Commissioner,
Salem Municipality, Salem.

Sir,

Sub: Salem College, Salem - Teaching Staff - Appointments - Scales of Salaries, etc.

Ref: Correspondence ending with your letter No.C3/18393/47 dated the 20th January 1949.

I am directed to inform you that the Syndicate considered the correspondence and has resolved that the management be informed that the scales of salaries to the teaching staff of Salem College, Salem should conform to the recommendations of the Inspection Commission as approved by the Senate (vide Chapter III, Report of the General Inspection Commission); it is regretted to note that the question of revision of scales of salary to the teaching staff of the College is still under consideration and no decision has so far been arrived at and that the management should have delayed the settlement of this question for such a long time. I am therefore to request that immediate steps be taken by the management in regard to adoption of salary recommended.

I am to request you to let me know what further action is being taken in regard to filling of vacant post of Physical Director. The salary offered for this post should be according to the recommendation of the Inspection Commission. It is however, suggested that if no person is available for appointment of Physical Director, a suitable candidate may be deputed forthwith for training.

Please let me know what arrangements were made this year for Physical training of students. If suitable qualified persons are not forthcoming to accept the appointment in your college, the salary of the post should be revised and enhanced pay be given. It may be mentioned here that other Colleges have not found it difficult to get qualified persons. Immediate steps should therefore be taken for the appointment of Physical Director.

An early reply is requested.

Yours faithfully,

R. R. R. R. R.

Copy to the Secretary to Government, Education and Public Health Dept., Madras, for information. Early steps may be taken in regard to the revision of scales of salaries to the teaching staff of the College and the Government's decision communicated to me.

Copy to the Principal, Salem College, Salem, for information.

Please see the copy of letter on
the Registrar, University of
to the Commissioner, Salem Municipality, on p. ante. Regarding A out
the main file ~~and~~ relating to the
revision of scales of pay of the teaching
staff of the Salem Municipal College
has been circulated to HM (Edn).

Re: B out ante, in the file relating
sanction of additional charge also
to Mr. Thangarajan, Physics Lecturer
Salem College, Salem, for doing
Physical Director, in addition to
on, it is proposed to inform the
of the Salem Municipality, to take
steps for the ~~proper~~ filing.

file sub
separately

may be added to the file relating
 the revision of scales of the staff of the
 Salem College.
 Sir, returned.

27.2.49 28/2/49

15625

Sri S.R.SELIARAJ, B.A.,
 Commissioner,
 Salem Municipality,
 Salem.

The Secretary to Government
 Education & Public Health
 Fort Saint George, MADRAS
 Thro' The Chairman, Mpl. C. R., Salem

R.O.C. No. C3. 13586-46, dated 21-2-1949.

Sir,

Sub: ESTABLISHMENT - Municipal College, Salem -
 scales of pay of the teaching staff -
 revision of.

Ref: This Office letter No. C3. 13586-46 dated
 15-1-48 and 3-1-1949.

====

I request the favour of early orders on this office reference
 cited above. Unless early orders are passed sanctioning the revision
 scales of pay, many of the senior men will be trying to go out else
 where and it is very difficult to get qualified men for these positions.

SS/-22.2.49. p 2 1/2 13/1/49

FORWARDED

N. Jagannathan
 CHAIRMAN. 24/2/49

M. Bellappa
 COMMISSIONER.

No.

Enclosures.



University of Madras.

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

Sub: G.O.Ms. No. 5811, dated the 3rd March 1949-
Revised scales of pay- Teaching staff -
Salem College, Salem.

I have the honour to inform you that the Syndicate considered the Government order sanctioning revised scales of pay for the teaching staff of Salem College, Salem, and resolved that the attention of the Government be invited to the rates fixed by Government for the Principal's allowance and Physical Director's pay, which are not the same as those fixed by the University.

In communicating the above resolution, I am to state that the following scales of salaries have been fixed by the University for various categories of teaching staff in Colleges and this decision has been communicated to Aided Colleges for adoption:

✓ Professors	...	Rs.200-15-350-20-450-25-500
✓ Lecturers (including lecturers in language with degree qualifications).	...	Rs.100-10-250
✓ Tutors & Demonstrators	...	Rs.75-5-100
• Lecturers in Languages - holding Oriental Titles	...	Rs.75-5-125
✗ Physical Director	...	Rs.100-10-200

Principal to be in the grade of Professor plus an allowance of Rs.100/- per mensem (or ~~in~~ the scale to be 300-15-47-20 550-25-600)

From ^{the} above it would appear that according to the recommendation of the University, the Principal's allowance should be Rs. 100/- as sanctioned by Government and that the Phys. be ~~in~~ in the grade of Rs.100-10-200 as against Rs.85-5-10.

In the light of what has been stated above, I request the Government to reconsider the question raised and to let me know the final decision of the Government in the matter.

The favour of an early reply is requested.

Yours faithfully,

Ag. REGISTRAR.

Copy to: (1) The Commissioner, Salem Municipality, Salem
(11) ~~The Principal~~

Tc

Sir,

Ref:- Your letter No.A.2565 dated 14.4.49.

I am to state that the duty allowance of Rs.50 sanctioned to the Principal in addition to his pay in the of Rs.200-30/2-260-40/2-500 and the scale of Rs.85-5-125-10-12 sanctioned to the Physical Director, in the Salem Municipal College, in ~~the~~ G.O.No.581 Edn., dated 3.3.49 ~~has~~ have ~~been~~ ^{subscale 2} been fixed on the analogy of the duty allowance and ~~scale~~ ^{the scale} of pay allow to

to

Principal and the Physical Director respectively in
First Grade Colleges (other than the Presidency College)
under the control of the Government, and that the Govt. therefore
see no need to revise the orders already issued in the matter.

Yours faithfully,

22/4/49

2/5/49

57
5

2 share copies

Government of Madras
Education and Public Health Department
Letter/Ref.No.29476 G2/49-2 Edn.

From

J.M. Lobo Prabhu Esq., I.C.S.,
Joint Secretary to the Government of Madras.

To

The Registrar,
University of Madras,
Madras.

Dated, Fort St. George the 10th May 1949.

Sir,

College- Salem - Teaching staff- Scales of pay- Revision - Reconsideration of orders- Not necessary.

Ref: Your letter No-A.2565 dated 14-4-49.

I am to state that the duty allowance of Rs.50/- sanctioned to the Principal in addition to his pay in the scale of Rs.200-30/2-260-40/2- and the scale of Rs.85-5-125-10-175 sanctioned to the Physical Director, in the Salem Municipal College, in G.O.No.581 Edn., dated 3-3-49 have been fixed on the analogy of the rate of duty allowance and of the scale of pay allowed to the Principal and the Physical Director respectively in the First Grade colleges (other than the Presidency College) under the control of the Government. The Government therefore see no need to revise the orders already issued in the matter.

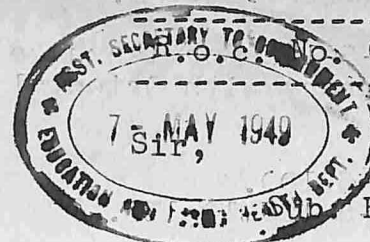
Yours faithfully,

RP/11.5.

Joint Secretary to Government

Local Administration Department.

From:- Sri S.R.SELLARAJ, B.A.,
Commissioner,
Salem Municipality,
Salem.
TO
The Secretary to Government,
Education & Public Health Dept.,
Fort St. George, Madras.
Thro' The Chairman, M.L.Cl.Salem.
C3. 13586-46. Dated 5-5-1949.



ESTABLISHMENT - Salem College - Teaching Staff - Pay - Scales - Revision - Reconsideration in respect of Physical Director and language Lecturers with Oriental titles requested.

Ref: G.O.Ms.No.581 Edn., dated 3-3-1949.

In the Government Order cited, the Government have been pleased to sanction the scales of pay to the following posts among others as noted against each.

LANGUAGE LECTURERS 100-10-250 for language Lecturers with degree qualifications.
75-5-145 for language Lecturers with Oriental Titles.

PHYSICAL DIRECTOR. 85-5-125-10-175.

While adopting the scales of pay sanctioned to the various categories of the teaching staff of the Salem College, the Municipal Council, Salem, in its resolution No.2667 dated 31-3-49 (copy enclosed) has resolved that the Government may be requested to reconsider their order and sanction the scale of pay of Rs.100-250 also to the Language Lecturers with Oriental Titles and the scale of pay of Rs.100-10-200 to Physical Directors.

I therefore request that the Government may be pleased to reconsider their order and sanction the scale of pay of Rs.100-250 to Language Lecturers with Oriental title and Rs.100-10-200 to Physical Directors so as to attract properly qualified people apply for the post.

SS/-5.5.49.p

Commissioner.

FORWARDED

N. Jagannathan
CHAIRMAN

SALEM MUNICIPALITY.
EXTRACT FROM THE PROCEEDINGS OF THE MUNICIPAL COUNCIL, SALEM
AT ITS MEETING HELD ON 31/3/1949.

M.C.R.No.2667.

Read G.O.No.Ms.581 Edn., d/- 3-3-1949 sanctioning the scales of pay with effect from 1-7-48 to the teaching staff of the Salem College.

NOTE:- A comparative statement showing the recommendations of the Municipal Council and the orders of the Government regarding revision of pay is given below:

RECOMMENDATIONS OF
MUNICIPAL COUNCIL
M.C.R.No.1114 dated
22-12-47.

Principal. 300-15-450-20-550-25-600. 200-30/2-2

plus a duty allowance of Rs.50/- p.m.

Professors. 200-15-350-20-450-25-500. 200-30/2-260-40/2-500
Lecturers. 100-10-250. 100-10-250.
Lan. " 100-10-250

(a) 100-10-250 for language lecturers with degree qualifications.

(b) 75-5-145 for language lecturers with Oriental titles,

Tutors and Demons-
trators. 75-5-100.
Physical Director. 100-10-200.

75-5-100.
85-5-125-10-175.

(1) As against the Councils recommendation of a separate scale of pay to the Principal, the Government have passed orders adopting the pay of professors with a duty allowance of Rs.50/- for doing the duties of Principal.

(2) In the case of Professors, the Government have ordered biennial increment scale instead of annual increment scale recommended by the Council.

(3) In the case of Language Lecturers, the Council recommended a uniform scale of pay, whilst Government have sanctioned two separate scales of pay according to qualifications.

(4) As regards Physical Director, Government have fixed scale of pay of Rs.85-5-125-10-175 as against Council's recommendation of 100-10-200. Government may be requested to reconsider and revise the scale of pay of this post as proposed by the Council so as to attract properly qualified men.

Government have sanctioned advance increments to the College staff according to the principles laid down in G.O. 2756 Edn., d/- 27-12-47. Government have also ordered that no increased subsidy will be paid to the council and that the extra expenditure due to the increase in the scales of pay should be met by an increase in the tuition fees. The Council has sanctioned the levy of the full enhanced rate of tuition fees from next school year. This will yield an additional income of Rs.7000/-. Further the Government have informed that the question of raising the rate of property tax in the Municipality should also be considered in due course, if necessary. Council had already stated that any deficit will be met out of general funds. This is not an opportune moment to raise property tax.

GOVERNMENT MAY BE REQUESTED TO SANCTION THE SCALE OF PAY OF RS.100-10-250 TO ORIENTAL TITLE HOLDERS AND THE SCALE OF 100-10-200 TO PHYSICAL DIRECTORS. NEW RATE OF COLLEGE FEES FOR STUDENTS MAY BE ADOPTED FROM JUNE '49. THE OTHER POINTS OF THE NOTE ARE ACCEPTED. PROPERTY TAX NEED NOT BE RAISED.

Sd/- S.Ramanathan,
PRESIDING MEMBER.

/True copy/

E.& P.H.(G.2)

College - Salem - Teaching staff - Scales of pay - Revision
Reconsideration - Declined.

C.No.34964/49.

Read:-G.O.No.581 Edn., dated 3.3.49.
From the Commissioner, Salem Municipality, R.O.C.No.C3-13586-46 dated 5.5.49.

~~Ms. Memo.~~ 34964/49-1
Edn., 18/5/49

The Govt./~~XXXXXXXXXXXX~~ to reconsider the orders

already issued ~~xxxxxx~~ in the
matter contained in G.O.No. 581 Edn. dated 3.3.49.
3rd March 1949.

To
The Commissioner,
Salem Mlty.
Through the C.M.C.I,
Salem.

14545

17/5/49

18/3

Salem College -

Staff - Scales of
pay - Revision.

G.O. No 1410 EM (M)
31.5.48

Notes
Please see the letter from the Registrar, University of Madras, on pp 11-12 ante. Orders regarding the filling up of the vacant posts of Physical Director and Lecturer in Natural Science, Salem College, are accordingly under issue. The bye orders and bye laws of the governing body of the college have since been issued. The question of revision of scales of pay of the staff of the college has been referred to the D.P.I. for remarks.

His reply is awaited. He was last reminded on 18/5/48. He may await the D.P.I.'s reply till 5/6/48. A copy of the Regr's letter may be communicated to the Director 29/5/48 and he may be asked to expedite his reply. A draft Memo is submitted for approval.

83
30.5.48

W
31.5.48
31/5/48

Submitted that the proposal to increase the fees has been made in order to meet the extra expenses involved in the revision of scales of pay of the staff. Under the note to Rule 89 of the M.E.R., the management at its discretion, levy fees at rates higher than standard rates (minimum) prescribed in the Rule.

pl see T on page 12 ante

E. & P.H. (G.3)

The file relates to the proposal of the Municipal Council, Salem, for revision of scales of pay of the teaching staff of the Salem ~~Municipal~~ Municipal College. The Municipal Council's proposals submitted last year for revision of scales of pay of the teaching staff of the Municipal College, Salem, were not approved by the Govt., for the reason that the Municipal Council, on an examination of the budget, was found to be not in a position to meet the extra cost involved in the revision of salaries. Orders were however passed to the effect that the Municipal Council ^{might} ~~may~~ renew its proposal ~~for~~ if it could show the source from which it could meet the extra expenditure involved. The Council has now renewed its proposals, after having made an increase in the tuition fees of the college as shown below:--

From 1.6.47.	From 1.6.48.
Intermediate - Rs. 36 per term	Rs. 44/- per term
B.A. - Rs. 40/-	" 55/-
B.A. - Rs. 45/-	" 50/-

The Council anticipates to get an extra income of Rs. 13,000 on account of the above enhancement of fees. In view of this increase, the Council has submitted the following proposals for the revision of the designations and salaries of the teaching staff of the Salem Municipal College:--

Principal (1)	- Rs. 300-15-450-20-550-25-600
Professors (4)	- " 200-15-350-20-450-25-500.
Lecturers. (18)	- " 100-10-250.
Tutors and Demonstrators. (4)	- " 75-5-100.
Lecturers in languages including lecturers who are holders of Oriental titles (6)	- " 100-10-250.
Physical Director (1)	- " 100-10-200.

The University of Madras has insisted on the necessity the revision of scales of the teaching staff of the Municipal College, ~~and~~ The proposals are noted on in sectional notes below. Orders may be passed on those notes.

(Issued as Memo. 25506/93/48. d. 2.6.48.)

The P.P.I has not yet submitted his remarks called for regarding the revision of Salaries of the teaching staff of the Salem Ml College. He may be reminded to expedite his reply. The draft below is submitted for approval.

Please also see the letter from the Registrar, University of Madras. The question of revision of pay for the staff of Salem Ml College, which was referred to P.P.I may be awaited. Meanwhile an interim reply may be sent to the Registrar, Madras University.

Subject to orders the drafts are for approval.

14-7-48

Issued as Memo No 25506/93/48-3 Edul 14/7/48

Issued as ~~Dr.~~ Memo No. 25506-4/3/48-4 Edul 14/7/48

56873/48 - From the P.P.I. Re. 40242/48 d. 29/7/48. PP 41-43

Issued as Memo No. 8917 613/48-3 Edul 11/8/48

Issued as Dr. No. 8917 43/48-4 Edul 11/8/48

62351/48 - From the Registrar, University of Madras, No. A. 3682 d. 20/8/48.

17-8-48 - From the Commissioner, Salem City, P.O. No. C-3. 13586/48 d. 17.8.48.

2. On the basis ~~of~~ that the proposals of the Municipal Council as modified by the University and the Director are ~~exp~~ approved, the extra cost of the proposals to the Municipal Council ~~will~~ be Rs. 35,800/- ^{vide Statement at (K)}. The Council expects to get an annual amount of Rs. 13,000/- from the enhancement of tuition fees. The net extra cost will therefore be Rs. 22,800/- (The figure of Rs. 9,000/- given by the Commissioner ^{approximately} represents the expenditure in the current year only.)

3. Sanction may be accorded for the enhancement of tuition fees which ~~has been effected already~~ ^{given effect to in purchase of G.O. No. 2229 Ed dated 17-10-37.} (A)

4. If the revision of pay is approved, the question arises as to what orders should be passed in regard to the fixation of the pay of the present incumbents of posts in the revised scales of pay. ~~For instance,~~ It is for orders whether the principles laid down in G.O. No. 78 Fin., dated 6-2-47 and the ^{subsequent} orders relating to revision of scales of pay of the staff of local ~~board~~ bodies should be made applicable in this case also. ~~These orders will be applied only to incumbents of the posts the scales of which are now those principles may be embodied in the order to be issued revised except posts of the Principal & Professors -~~ in this case. (N) Please see below.

5. The file may be sent to L.A. ~~and Finance~~ u.o. for remarks also ^{on the question} whether the Municipal Council will be in a position to meet the extra cost, viz. Rs. 22,800/- involved in the proposal in this case. Finance also may see. (K)

²⁸
^{16/9/48}
^{UB}
23.9.48
The extra cost mentioned above will decrease if the modifications suggested in the sectional notes, are approved.

The principles embodied in G.O. No. 2756 Education dated 27-12-47 relating to the grant of advance increments to teachers in Secondary schools under local bodies, may be applied in this case also. The revised scales may be given effect to from 1-7-48 instead of from 1-1-48 as resolved by the M.C. For purposes of ^{weightage} ~~franchise~~ in the proposed scale for Professors, the period of service of teachers

Papers in another file
(Grants to local bodies)
Attachment Committee's
recommendations

as heads of depts. in ^{the subjects concerned, viz.} Mathematics, English, Physics and Economics, may be ordered to be taken into account. A fixed subsidy of Rs. 5000 is being paid to the M.C. Salem, for the maintenance of the Intermediate classes and no subsidy has been granted in respect of the B.A. classes. The M.C. may also be told that no subsidy will be paid on account of the extra expenditure involved on account of the revision of the scales of pay of the staff. After orders are passed in the sectional notes, the file may be sent to KA & Finance. ⁱⁿ 29.9.48

E & P.H. (613)
No. 8917 43/48-52
1/10/48



Local Admn. Deptt.

Reference E. & P.H. note above.

~~Thaxxxtraxexpenditurex~~

The question to be considered is whether the Municipal Council Salem will be able to meet from its funds the extra cost involved in giving effect to the revised scales of pay proposed for the teaching staff of the Municipal College. not extra cost has been estimated at Rs. 22,800 per annum. Revised with reference to the modifications suggested in the Sectional Notes the ^{about} is likely to be Rs. 22,550/- per annum.

2. While examining the B.E. of the Municipal Council for 1943-49 it was observed the ordinary receipts ^{would} exceed the ordinary expenditure by Rs. 29,471 only with property tax levied

24% per annum.

It was further observed that provision for ordinary expenditure exceeded the actuals for 1946-47 by about Rs.3 lakhs, the increase being particularly marked under 'Public Health'. The Council was therefore advised to retrench expenditure wherever possible so as to secure a larger surplus. The additional expenditure which the Municipal Council will have to meet on account of payment of dearness allowance at Govt. rate is Rs.31,032/-. This will more than wipe out the surplus indicated at 'A' ^{on b.5} above.

3. In the circumstances unless the Municipal Council makes very substantial retrenchment in its ordinary expenditure it will not be able to meet from its funds the extra expenditure involved.

4. E. & P.H. may ask the Municipal Council to report how it proposes to find the extra cost involved in giving effect to the revised scales of pay proposed. ^{Thro G. Secy} in the circumstances

Stated at A on p 5 above and at B above.

The Council may also be

asked to report in detail the steps taken by it on the advice of Govt mentioned at C above re

retrenchment in expre. The Comr may also be asked to report as early as possible the

total ordy receipts and expre under the cl's expt Acct according to the R & for 1946-47 (due with Govt on 30.11.48 but not yet prepared earlier)

d.A. no. 39358-1

2/48

19.10.48

Secy
E. & P.H.

E.H.H. (G3)

The file may be sent to L.A. and Fin as already marked.

21/10/48
4.10.48

The M.C.'s action in having raised the tuition fees for the Intermediate and ^{the} B.A. Classes, has resulted in an extra income of Rs.13,000/- from the current year. The proposals of the Council for revision of the scales of pay of the college staff will result in an extra expenditure of Rs.9,000/- as estimated by the Commission. In as much as it is proposed to revise the scales only from 1-7-48 and not from 1-1-48 as proposed by the M.C., the extra cost in the current year may be about Rs.6500/- in the taking into account the alterations proposed in the sectional notes and it may be met from the increased fee income. The extra cost for the first few years ~~may~~ be met by the ^{additional} ~~extra~~ fee income. The net extra cost of Rs.22,550 referred to in the L.A. Deptt. note on page 5 ante represents the ultimate expenditure to be incurred a few years

hence. L.A. may say whether any reference to the Commission is necessary at this stage as proposed on pages 5-6 ante.

The University has been pressing for an early revision of the scales.

The file may be sent to L.A. and Fin.

E.H.H. (G3)

No. 891752/48-62

25/10/48



It is necessary to ascertain whether the Cl will be

able to bear the ultimate
 expense. A reference may
 be made to the Comr as
 already requested by this Dept.
 The Comr may be asked
 to treat the matter as urgent
 and send a reply in two weeks.

Mr
 26 Nov 1948

L.A. no NO. 42162-1/48
 27. 10. 48

E.H.H. (G.3)

Please see L.A. Dept. notes on pp 7-8 ante.
 As suggested by that Dept, ~~draft~~ on p 6a
 ante, a draft memo to the Commissioner,
 Salem Municipality, is subd for approval.



del
 29/10/48
 29.10.48

29-10-48

S

29/10/48

[Issued as Memo No. 8917-43/48-7 Edn. 2-11-48] PP 57-58g

The Commissioner has not yet sent his
 reply to the memo on pp 57-58g. A draft reminder
 is subd for approval.

del
 29/11/48
 29.11.48

29-11-48

Reminder for

[Issued as Memo No. 8917-43/48-8 Edn. 2-11-48] PP 57-58g

Extract of the minutes of H.M. (Edn) on p.3 n.f. of the
 file relating to the sanction of additional teaching staff
 to the Salem Municipal College (C.No. 77591/48 ~~referred~~
 disposed as G.O. No. 2927 Edn., dated 22-11-48).

89465/48

2927 Edn
 22/11/48
 29.11.48

The draft may issue, as the appointment of that
 staff is very essential. ~~They~~ The pay that has been put
 down against them is truly atrocious. For a Tutor in
 English to give Rs. 40-55 and to have a Demonstrator
 in Physics on Rs. 40-55 and also a Lecturer in Chemistry
 for Rs. 100-180 is very unfair, if they have the proper
 qualifications. I am sure none of these people will stick
 to those posts for this pay. The Municipality must be ~~asked~~
 told that they must revise it on a reasonable basis and
 find out money for that ~~also~~ also.

Sd. T.S.A. (vinashilingam)
 19.11.48.
 H.M. (Edn).

E. & P.H. (G.3)

Please see the minutes of H.M. (Edn) above. Regarding A above,
 the question of ~~the~~ general revision of ~~the~~ pay of the staff of the Salem
 Municipal College is already under consideration. The matter is
 under correspondence with the Commissioner of the Salem Munic-
 ipality. The Commissioner has ~~also~~ stated, while applying for the
 additional staff (now sanctioned in G.O. No. 2927 Edn., dated 22-11-
 that this staff will be paid the revised scales of pay when order
 on the question of general revision of pay of the staff are passed.
 The revised scales proposed for Lecturers and Demonstrators are:

Lecturers and - Rs. 100-20-250.
 Tutors and Demonstrators - Rs. 75--100.

These satisfy the University's requirements and are considerabl-
 higher than the present scales of pay which will be superseded
 the proposed revised scales, after orders are issued in the ~~file~~
 file. May be circulated to H.M. (Edn) with reference to the mi-
 above.

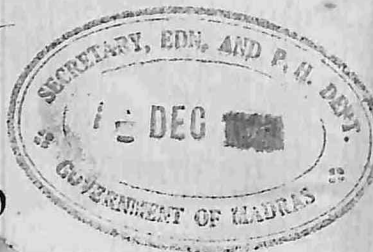
del
 29/11/48
 29.11.48

29-11-48

S

15A

7. 1248



244(63)

Please see the minute of H.M.(Edn) above and the letter from the Registrar, University of Madras, on p.61 e.f. A draft D.O. to the Commissioner, Salem Municipality, and an interim reply to the Registrar, University of Madras, are submitted for approval.

[Issued as DO No. 8917 G.3/48-92, 21-8/12/48]

[Issued as D. by no 8917 R3/48-10 Dated 8/12/48] 1734

NO 92055/48 - From the Commissioner, Salem Municipality, Ro. No. C3.13586/46 dt. 2/12/48.

From the Commission, Salem Kunnikhabaly,
Roc No. C.3. 13586/46df- 3/12/48

The Commissioner, Salem Municipality, states that the Govt Memorandum supp 57-58 of 1947-48 has been placed before the Council for binding funds for the extra expre. needed for payment of revised scales of pay, that it will be considered along with the Budget for 1949-50 which is under preparation.

and that he will submit his
reply after the Budget is adopted
by the Council. The Commissioner's
further report may be awaited
20/12/48. The file may now be
circulated to WH (2en) for perusal
of the Commissioner's letter of 7.5.48.

9/12/08

11.1228

$$\frac{5}{13/12/48}$$

15A

16.12.48

E. & P.H. (G.3)

C. No. 93574/48.

From the Commissioner, Salem Municipality, R.o.c.No.
C.3.13586/46 dated 10.12.1948.

With reference to the D.O. on p.71 c.f., the Commissioner, Salem Municipality, states that the Govt. Memorandum on p.p.57-58 c.f. was placed before the Municipal Council for finding funds for the extra expenditure required for payment of revised scales of pay to the staff, that the Council had referred the matter to the Budget Sub committee of the Council for its remarks whose meeting will take place very early and that he will submit his reply after the Budget Committee disposes of the matter. The Commissioner's further report in the matter may be awaited till 5-1-1949.

25
17/12/48

$$\frac{17.1248}{17.1248}$$

14
The institution has been in existence, though not as a high grade College which it is now, from the year 1885. It has all these years been under municipal management. The Govt. have at a recent meeting of the Cabinet decided to continue the maintenance of the College under the present ~~management~~ management and to continue the payment of the lump sum subsidy of Rs 5000/- The revision of the scales of pay for the staff has been insisted on by the University. Apart from this fact, Mr. Eon has pointed out in his minutes on p. 10 ante that if the present scales of pay are continued, the efficiency of the staff will be very poor. Indeed, it is seen from the Budget Committee's proceedings on p. 82 cf that in view of the present low scales, experienced & able teachers have left & some intend to leave the institution - It is clear from the Commissioner's report that even after the increase in fee income due to the raising of the rates of fees, the Council will not be able to meet the extra expenditure on the revision. If the need for the revision is admitted - there seems to be no doubt about it - and

cf p. 14 of the note for the Council

- eg letter on p. 11

R. 6000/-
- p. 81 of

15
65
if already decided by the Govt., the College is to be run under its present management, it would appear that the Council should be helped further in running it as a reasonably efficient institution. It is therefore for consideration whether the question of the increase of the present subsidy of Rs 5000/- to the extent necessary for the Council to finance the revision may be taken up with the Concurrence of Finance. In this view, the remarks of L.A. & Finance may be invited on the Council's request for an additional subsidy of Rs 8225/- per annum.

Please see below

✓ p. 81 of

17/1/49

10.1.49

As pointed out on page 7 ante, the Council has derived an additional fee income of Rs 13000/- ^{in the current year} on account of the enhancement of the tuition fees. The anticipated income on account of the further ^{increase} ~~revision~~ of the rates of tuition fees resolved by the Council, is Rs 6000/- in 1949-50. The ultimate extra cost on account of the revision of the scales of pay of the staff has been estimated at Rs 22550 a year; this expenditure will be incurred a few years hence. The question of increasing the Provincial subsidy of Rs 5000/- a year paid for the maintenance of the Intermediate classes of the College may be deferred for the present. L.A. and Finance may see the case prior to circulation.

RV
20/1



① No subsidy is paid in respect of the B.A. classes.
(checked by Mr. R.R. Committee's recommendation)
L.A. & Finance

ERW (G3)
No. 89/783/48-11
19.1.49.

19/1

18/1/49

[Previous notes of this Dept. on pp 7-8 ante]

Further notes may be perused and the file returned passed on to Finance.

Rr
24-1-49
7/4/49
25-1-49

The additional cost involved in the revision of the scales of pay of the Salem Ml. College staff is Rs. 22,550/- per annum against the additional income of Rs. 6,000/- expected on account of the enhancement of the tuition fees. The net additional cost to the Council is Rs. 16,550/- per annum.

The Council's B.E. for 1949-50 has not yet been received.

On the basis of the Council's B.E. for 1948-49 the General Account works at a deficit of Rs. 1,561/-.

E & P. H. may perhaps be requested to send this file again sometime in the second week of February 1949. for noting the financial position of the Council with refer. to its B.E. for 1949-50.

28.1.49

S.S.S.
24.1.49

No increase in TOCSD.

The grant for the maintenance of the college need be made: The proposals for revision of the pay of the college staff may be sanctioned subject to the

Mr. Budget II

M.A.D
25/1

Budget for 49-50 has not been received p. 15 ante

conditions that the ~~tuition~~ tuition fees are increased from the academic year ~~1949-50~~ 1949-50 as proposed by the Council and that any deficit in the general funds of the mcl is met by an increase in the rate of the property tax for general purposes in due course.

L.A. No. No.
2573/49-100
31/1/49

28/1/49 Secy
Fin.



Finance (ExpA)

The proposals in the file relate to the revision of scales of pay of the teaching staff of the Municipal College, Salem. The proposals have been examined by the E & P H Dept in the sectional notes below.

The ultimate extra cost to the Municipal Council is stated to be Rs 22,500/- p.a. The extra cost in the current year is reported by the Commissioner to be Rs 12,000/- proposed. ~~There is no extra cost of Rs 10,000/-~~ E & P H propose to accept the proposals subject to the modifications - see the sectional notes below. ~~They suggest that the question of increasing the pmt. subsidy may be left for the present.~~ L.A. agree

See the Sll at (K)

para 3, p 81 CF

43

to the proposals subject to the conditions that no increase in the grant for the maintenance of the College (Intermediate course - Rs 5000 p.a.) should be made and that any deficit in the general Account of the Municipal Council on account of the revision should be met by an increase in the rate of property tax for general purposes in due course. No extra cost will therefore be involved in the proposals.

The proposals may be agreed to in Finance also subject to the conditions mentioned by L.A. and subject to the following remarks on pp 1(a) and 2 of the Sectional Notes below.

LA
10249
11.2.49

12/1/49

5/11/49

14/2

his Department notes on p.p.12-15 ante, L.A. Deptt. notes on p.p.16-17 ante and Finance Deptt. notes on p.p.17-18 ante may be perused). The file relates the revision of scales of pay of the teaching staff of the Municipal College, Salem. This Deptt. recommended scales mentioned in the Sectional notes below for different categories of the staff. The extra cost involved in the proposal is estimated at Rs.22550/-.

E. & P.H. (GS)

Pp 16-17 above

11/2/49
Pp 16-17 above

Thurs 12 III

E-PH
Fr. W. 5928/EA/49-1
15-2-49

11904
16 FEB 1949

(R)

67

The rates of tuition fees have been increased from the current rates as shown at page 3 ante. The Council has proposed to increase the fees of the college students from 1949-50 and the anticipated income is Rs. 6,000/-. The next net extra cost would therefore be Rs.16,550/- towards which a subsidy of Rs.8,225/- (half the cost) is requested by the Municipality. This Deptt. suggested in the notes on p.15 ante that the extra expenditure of Rs.22550 would be incurred only a few years hence and hence the question of increasing the Provincial subsidy of Rs.5000/- ~~above~~ paid to the Municipality for the Intermediate ~~XXXXX~~ classes of this college ~~XXXXXX~~ may be deferred for the present. L.A. agreed with this Deptt. that no increase in the subsidy for the maintenance of the College need be made and that suggested that the proposals for revision of pay of the college staff may be sanctioned subject to the conditions that the tuition fees are increased from the academic year 1949-50, as proposed by the Council, and that any deficit in the general funds of the Municipal council is met by an increase in the rate of property tax for general purposes in due course. Finance Deptt. ~~also~~ agree to the ~~proposals for~~ revised scales of pay for the staff of the college, subject to the above two conditions suggested by L.A. ~~no extra expenditure to Govt. will be involved in the proposal.~~ Finance Deptt. suggest that for the Principal and the Professors of the College, biennial scales may be adopted in lieu of the annual scales suggested by ~~them~~ in the sectional notes on p.p.1,1(a) and 2 therein. This ~~may~~ ^{suggestion} be agreed to. ~~the following biennial scales are suggested.~~ In this connection please see the further noting on p.1(a) and 2 in the sectional notes. The case may be circulated to H.M.(Edn) for orders, whether revised scales may be sanctioned from the academic year 1949-50.

PS1 of

22550 -
16550

PS1 of

PP16-17 ante

B

A statement showing the present scales and the revised scales proposed for the staff of Salem College is submitted at (P).

Plan in the next page 18/1/49

18708 68
[Issued as Com. 581 Gen. 21- 3/3/49]

~~as in Column 3 of the~~
~~Statement at (Y) below,~~
~~and instructions issued as at~~
~~B on the previous page, as~~
~~advised by L A.~~

as in Column 3 of the
Statement at (Y) below,
and instructions issued as at
B on the previous page, as
advised by L A.

17.2.49. The revision suggested in the
sectional notes seems acceptable.

The statement at (9) shows in one
view the scales of pay which may be given effect to.

Attention is invited to Hm's minutes on page 10 ante
and the letter from the Registrar of the Madras University
at page 61 of pointing out the need for revising
the scales of pay of the Salem College staff.
The rates of tuition fees having already been
increased from the current year, it would
seem unfair to postpone the revision of
the scales of pay of the staff to the ensuing
academic year. The revision may be given
effect to from 1-7-48 as suggested on
page 4 ante. The principles relating to the
grant of ^{advance} increments and weightage for past service
suggested on pages 4-5 ante may also be applied.

18-2-49

S. [Signature]
Hm (L.F. [Signature])

CM 8917/48

TSA
27. 149
20 FEB 1949

Please see orders in circulation
above. A draft order is sent for approval.

18-2-49
1-3-49
2/3

PTO

College - Salem - Teaching staff - Scales of pay - Revision.
Reconsideration of orders.

C.No.29476/49.

From the Registrar, University of Madras, No.A.2565 dated
14.4.1949.

In G.O.No.581 Edn., dated 3.3.1949, the Govt. passed orders sanctioning revised scales of pay to the teaching staff of the Municipal College, Salem. The scales of pay fixed in the above G.O. to the Principal and the Physical Director were:--

Principal - Rs.200-30/2-260-40/2-500 plus a duty allowance of Rs.50/- per mensem.

Physical Director - Rs.85-5-125-10-175.

The Registrar, Madras University, now points out that the scales recommended by the University for the above ~~category of person~~ posts were as follows:--

Principal - Rs.200-15-350-20-450-20-450-25-500 plus an allowance of Rs.100/- per mensem ~~or Rs.300-15-450-20-550-25-600, and~~

Physical Director - Rs.100-10-200.

He therefore requests for a reconsideration of the above order with reference to the above two posts. It may be pointed out that the scale of pay sanctioned for the Principal in the above G.O. is the ~~scale~~ ^{same as that} allowed for Professors in the ~~same~~ college plus ~~an~~ a duty allowance of Rs.50/- per mensem. This duty allowance has been fixed with reference ^{on the analogy of} to the allowance given to the Principals of First Grade Colleges (other than Presidency College which is an Honours college). Please see in this connection the sectional note on p.1(a) of G.O.No.581 Edn., dated 3.3.49. The ~~pay~~ scale of pay sanctioned for the Physical Director, viz. Rs.85-5-125-10-175 is the same that is given to the Physical Directors in ^{Govt.} colleges other than the Presidency College.- vide p.6 of the sectional note of the above G.O.

In the circumstances, there seems to be no need for a ~~reconsi-~~

96

72
Sectional Notes

Scale here. Area of the waterfall. It will be seen from these notes that the

11/21/11

28

1(a)

Director

Recommended by the Director may be sanctioned & the Principal's pay may be fixed as suggested in para 2 on the previous page -

23.9.48

Principals of I grade colleges (other than the Presidency College which is an institution teaching upto Honours course) under Govt. management, are

allowed the Professor's or Lecturer's scale of Rs 230-700 and in addition a duty allowance of Rs 50/- on this analogy, the Principal of the Salem College may be allowed the scale proposed for Professors in that college, viz. Rs 200-500 and a duty allowance of Rs 50/- instead of Rs 100/- suggested by the University and supported by the D.P.I.

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Fin (III) Dept.

Page 2 above may be perused. The scale of pay of Rs. 230-30/2-260-40/2-500-50/2-700 admissible to Professor and Lecturer in Govt. College is one with biennial increment. The scale proposed for the Principal of the Salem College is however one with annual increment. Estt. H. may consider whether it is not desirable to adopt a scale with biennial increment for the Principal.

This would seem preferable.

E. & P.H. (G3)

Please see Fin. note above. The scale of pay for the Principal may be Rs. 200-30/2-260-40/2-500 plus duty allowance of Rs. 50/- p.m.

18.2.49

Professors Existing scale Rs 200-15-350-20-450-25-500 Proposed scale Rs 200-15-350-20-450-25-500

-2-

Professors. - There are at present no posts of Professors in the Salem Municipal College. The Council proposes to create four posts of Professors - one in Mathematics, one in Economics, one in Physics and one in English, in the scale of Rs. 200-15-350-20-450-25-500. The University is in favour of creating the four posts of Professors referred to above. The scale of pay suggested by the University for Professors is Rs. 200-15-350-20-450-25-500. The D.P.I. agrees to the scale proposed by the Municipal Council, as it is also the scale recommended by the University. It is for orders

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23.9.48

whether the Municipal Council's proposal to create the four new posts of Professors on the ~~scale~~ above scale of pay may be approved. The scale of pay for Professors in Govt. College is Rs 230-700. The scale mentioned above is acceptable. A person by name Sri A. Annamalai of Salem suggests that a Professorship is needed for History. Unless the M.C., the management of the institution, moves in the matter, the suggestion need not be pursued.

29.9.48

SKJ

Fin (III) Dept.

The note above may be perused. The scale of pay of Rs. 230-700 admissible to Professor in Govt. College is one with biennial increments. The scale proposed above for the Professor in the Salem Municipal College is however one with annual increment. Estt. H. may consider whether a scale with biennial increments need not be adopted for the Professor in the Salem College.

11.2.49

14/2

Please see Finance note above. The scale of pay of

the Professors may be Rs. Rs. 200-30/2-260-40/2-500.

17.2.49

5

Existing scale (Asst. Lecturers) 100-10/2-180
Proposed scale 100-18-250

In conformity with the suggestion of the University, the Municipal Council proposes to convert the existing posts of Assistant Lecturers to Lecturers. The D.P.I. states that since only two cadres as "Professors" and "Lecturers" are going to be created, the "Assistant Lecturers' Posts" will be automatically converted into posts of Lecturers. Hence the ~~suggestion~~ proposal of the Municipal Council in this regard may be agreed to.

The scale of pay proposed for Lecturers by the Municipal Council is Rs. 100-18-250. This is the scale approved by the University. The D.P.I. also recommends the acceptance of this scale. For orders whether the above scale may be approved for the Lecturers.

Asst. Lecturers in Govt. colleges are allowed a scale Rs. 150-250.

A and B may be approved.

14.9.48
23.9.48

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Proposed

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Language Lecturers
 Existing Scale Rs 100-10-2-18-0
 Proposed Scale Rs 100-10-2-250
 Rs 75-5-125

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~~Language Lecturers~~. The University has recommended two different ~~grades in the scales of pay~~ ^{scales} of the Language lecturers, viz.

- Language lecturers with degree ~~qualifications~~ ^{qualifications}. - - Rs.100-10-250
- Language lecturers holding Oriental titles - - Rs. 75-5-125.

The Municipal Council has combined both the above ~~scales~~ scales and has suggested a common scale of Rs.100-10-250 i.e. the scale admissible for lecturers in other subjects. The D.P.I. recommends ^{only} the two different scales approved by the University, mentioned above. For orders whether the D.P.I.'s recommendation may be accepted.

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16/9/48
22.9.48
by
The scale of Rs 100-10-250 proposed for language lecturers with degree qualifications may be approved. Existing Pandits with Oriental titles who with 15 years' service on 1-1-48 employed in Board and Municipal High schools, have been allowed a scale of Rs 75-5-125. This scale may, perhaps, be allowed to language lecturers holding Oriental titles in the Salem College, instead of the scale of Rs 75-5-125 suggested by the University. ^{This scale was suggested in 1946 i.e. prior to the introduction of revised scales of pay for language staff.}
 29.9.48

by S
T/W

Pto/Pr/P5W

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Tutors & Demonstrators

Existing Scale

Rs 40-50-60

Proposed Scale

75-5-100

355.

~~Tutors and Demonstrators~~

The University has

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suggested a scale of Rs.75-5-100 for tutors and demonstrators. The Municipal Council also proposes the same scale. The D.P.I. also recommends the above scale. For orders whether the scale of pay of the tutors and demonstrators may be fixed at Rs.75-5-100.

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Tutors and Demonstrators in Govt colleges are allowed a scale of Rs 80-5-120-10-140.

When compared to this scale, the scale of Rs 75-100 mentioned above, is modest and it may be approved.

29-9-48

Sd/-
T/W/W

PTA/rip-bung

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Physical Director

Existing Scale
Rs 70-10/2-120

Proposed Scale -6-
Rs 100-10-250

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~~Physical Director~~. - The scale approved by the University is Rs.100-10-250. The Municipal Council ~~also~~ has proposed a scale of Rs.100-10-200. proposes the above scale, and the D.P.I. has recommended the scale suggested by the University - the same scale. For orders whether the scale of pay of the Physical Director may be fixed at Rs.100-10-250.

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23.9.48

Physical Director employed in Govt. colleges are allowed the following scales:-
Presidency College - Rs 120-5-120-7-240
Other colleges including the Engineering colleges } 85-5-125-10-175

It would seem sufficient to allow the scale of Rs 85-175 to the Physical Director of the Salem College.

29.9.48

5/11/48

Statement showing the extra cost involved in the proposal to revise the scales of pay of the teaching staff of the Municipal College, Salem.

[illegible]

Statement showing the existing scales of pay of the teaching staff in the Salem Municipal College, and the revised scales now proposed by Govt.

Description of post.	Existing scale of pay.	Scale of pay now proposed by Govt.	Remarks.
Principal.	Rs. 200-20/2-300. <i>P1 of A + Sec notes</i>	Rs. 200-30/2-260-40/2-500 plus a duty allowance of Rs. 50/- p.m. <i>P 1 a of sectional note</i>	
Professors.	...	200-30/2-260-40/2-500. <i>PP 2+2 a sectional note</i>	At present there are no posts of Professors. It is now proposed to create four posts of Professors on the revised scale now proposed. <i>P 5 of + 2 a sectional note</i>
Lecturers.	...	100-10-250. <i>P 3 sectional note</i>	
Asst. Lecturers.	100-10/2-180. <i>P 1 of A</i>	...	At present there are only posts of Asst. lecturers. It is now proposed to convert those posts into those of lecturers on the revised scale now suggested. <i>P 2 of + P 3 sec note</i>
Language lecturers.	100-10/2-180. <i>P 1 of A</i>	100-10-250	
	75-5/2-125 <i>P 1 of A</i>	75-5-145. <i>P 4 of sectional note</i>	for Language lecturers with degree qualifications.
Tutors and demonstrators.	40-5/2-50. <i>P 1 of A</i>	75-5-100. <i>P 5 of sec notes</i>	for language lecturers with oriental titles.
Physical Director.	70-10/2-120. <i>P 1 of A</i>	85-5-125-10-175. <i>P 6 of sectional notes</i>	

RS
17/2/47

