

Feb 1901

T

Ms

71 an

10p 10-180

1972-2306

1201-2124

1001-2101

11101

+++ OK
100-211-217

mp 24-25

62

Central Advisory Board of Education- Conditions of
Service of Teachers- Recommendation of the Committee.

Back Papers.

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

Further Papers.

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



No. F.8-2/46-E.II.
Government of India,
Department of Education,
New Delhi 3, the 25th Oct. 1946

From

Dr. B.N. Sen, O.B.E., M.A., Ph.D.,
Secretary to the Government of India.

To

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

REPORT OF THE COMMITTEE OF THE CENTRAL
ADVISORY BOARD OF EDUCATION APPOINTED TO
CONSIDER THE CONDITIONS OF SERVICE OTHER
THAN REMUNERATION OF TEACHERS - ACTION
TAKEN.

Sir,

In continuation of this Department letter No. F.8-1/46-E.II, dated the 10th September, 1946, I am directed to forward herewith for the information of the Provincial Government a proof copy of the report of the Committee of the Central Advisory Board of Education on the subject mentioned above and to say that the Government of India agree generally with the recommendations in the Report. Satisfactory conditions of service for teachers constitute an essential feature of any efficient educational system and this has been brought out in the Report of the Central Advisory Board of Education on Post-war Educational Development. The Government of India, therefore hope that the details of the conditions now accepted by the Board as a minimum will commend themselves to Provincial Governments. I am to request that the action taken or proposed to be taken may kindly be intimated to this Department by 15th November, 1946, if possible.

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

N. S. Jumaraker

for Secretary.

A circular postmark from the 'POSTOFFICE OF THE DISTRICT OF COLUMBIA' dated 'JAN 18 1892'. The text 'POSTOFFICE OF THE DISTRICT OF COLUMBIA' is arranged in a circle around the date. The date 'JAN 18 1892' is in the center. The postmark is stamped in black ink on a light-colored, textured paper.

Amphibian

6. ITS

request that a reply thereto may kindly be expedited.

I am directed to refer to this Department letter No. F-8-2, dated the 28th October 1946, on the subject mentioned above. I request that a reply thereto may kindly be expedited.

11 Provincial Governments and Local Administrations
of the Committee of the Central Advisory Board
to consider the conditions of
employment of members - action taken.

Dr. B. K. Sen, O.B.E., M.A., Ph.D.,
Secretary to the Government of India.

No. P. S. 2/46-B. II
Government of India,
Department of Education
New Delhi 2, the November 1946.

A circular stamp from the Department of Health and Human Services. The outer ring contains the text "DEPARTMENT OF HEALTH AND HUMAN SERVICES" at the top and "U.S. GOVERNMENT" at the bottom. In the center, the date "1-DEC 1948" is stamped. Below the date, the word "Label" is handwritten in ink. The number "11" is handwritten in the bottom right corner of the stamp area.

3

11. 2. 19

EDUCATION DEPARTMENT.

Received 29.2.47 19 Registered 4 19

Subject.

Conditions of service of teachers - Central
Advisory Board of Education - Remarks called
for.

=====

R.O.No. 708-D3/46.

Station Madras, Dated the 13th April, 1947.

From (Name) Dr. S.R.U. Savor M.A., D.Sc., I.E.S.,
(Designation) Director of Public Instruction,

To The Secretary to the Government of Madras,
EDUCATION AND PUBLIC HEALTH Department.

Sir,

REF: Government Memorandum No. 6608-B2/46,
dated 6--11--1946.

I have the honour to submit herewith my remarks
on the reference quoted above. For purposes of convenience
my remarks on Secondary and Elementary Schools are classi-
fied separately:

I. Secondary Schools.

1. Selection:

At present there is such a dearth of teachers that
it is a question of "take it or leave it". But if the
pay is improved, the supply may be such that a certain
selection may be possible, as it was possible in the
past in the case of better type of schools. So it is
just as well to think ahead. We have at present what
is called the appointing authority in respect of uni-
versity institutions. But there is ordinarily no con-
sideration. The

In aided schools we have Committees; while we cannot generalize, it may be assumed that a large majority of them have educated men and women on them.

Our principle has been to avoid interference with a management so long as it does not give rise to complaints. This has given rise to a certain independence and strength, the value of which cannot be underrated.

Secondly the managements have each a different outlook and in the present conditions, have to take cognizance of factors other than education in making appointments.

In these circumstances I think it will not be easy to do as the Board suggests.

But there is an alternative which is possible and will, if adopted, prove quite salutary while preserving the present forms.

The Inspection staff at present does not concern itself with the appointments unless the men are technically unqualified. That is, it is looking to the securing of the barest minimum. Could it not review all the appointments made in the past twelve months and place on record its opinion? Such reviews if based on a full knowledge of the applications and the views of the managements, will be quite a good corrective. This will mean a specially high class academic work worthy of an Inspectorate.

There is no provincial cadre and is not likely to come into existence.

II. Probation: One year is quite sufficient. It may be extended to two years for reasons to be recorded by a management before the initial one year is completed. If nothing is done before that, it should be presumed, that the probation has been completed satisfactorily.

III. Written contract: This is already the rule in all private managed institutions.

IV. Leave. We recognize now, in aided schools, leave for 12 months on half pay in a teacher's career. I think this is not quite sufficient.

15 days sick leave on full pay for every year of service, which could be accumulated upto 10 months and which could be converted into leave on half pay for double the period, subject to a maximum of one month in any one academic year may be allowed. Such leave on half pay cannot be taken on more than three occasions in the course of a teacher's service.

Casual leave for 7 days in one year may be granted.

V. This may be adopted in normal times.

VI. We are expecting now a minimum of 17 hours. This is so far as I know is the maximum in many cases. This is sufficient in the case of L.T. assistants and language teachers.

Secondary graders and the rest may be expected to put in 20 hours per week.

The extra mural work including note book correction average of 15 hours in the case of L.Ts. and language

language assistants and 12 in the case of the rest. Prep work will be extra.

VII. No. of working days:- This may be accepted.

VIII. The Director has recently recommended a scheme.

IX. Refresher courses and study leave. Need not be considered now. Special cases may be considered and as and when they arise.

X. Medical fitness: Should be done.

XI. Age of retirement:- This is the case now in aided schools.

In the case of Local body and Government schools condition of service etc. will be as now.

II. Elementary Schools:-

(1) When there is an acute dearth of trained teachers for elementary Schools, no purpose will be served by the appointment of Selection Committees.

(2) The period of probation does not exceed 2 years under any circumstances.

(3) Teachers are appointed in aided schools on contract basis, the terms being entered in the Teacher's Service Register. In local body schools, they are governed by the rules applicable to their service.

(4) Teachers in aided schools are now entitled to 15 days' leave with allowances per year which they can accumulate upto 45 days. Considering that teachers enjoy vacations and other holidays it is not very necessary that they should be entitled to a longer period of leave. Women teachers in aided schools are allowed maternity leave for one month in addition to the 15 days' leave referred to above. The question of extending the maternity leave to two months is now under the consideration of Government. Casual leave in aided schools is not regulated, but it is left to the option of the management. Leave of all kinds in local body schools is regulated under the Fundamental Rules, and the Madras leave Rules.

(5) In elementary schools, classes can be bifurcated when the average attendance is 35 or more. Ordinarily no class has more than 40 students.

(6) In Elementary Schools, teachers work throughout the day during the school hours. They also attend to extra mural and other school activities not entailing actual teaching.

(7) Elementary schools are required to work for not less than 220 days.

(8) Elementary School teachers have to take permission of the management to undertake private tuition. There is no objection to the introduction of a register to record the permission thus granted.

(9) There is no provision at present for refresher courses or study leave in the case of elementary school teachers. If a teacher wants to improve his qualifications, he takes leave without allowances and prepares for a higher examination at his own cost. It is not practicable to give a grace term on full pay after 7 years' service as suggested by the Committee.

In 2) There is medical examination for teachers newly
appointed in local body schools. It is considered desir-
ed that teachers in all types of schools should undergo
medical examination before appointment and subsequently
never required.

(11) The age for retirement in local body schools is 55 and
in aided schools is 60. At present on account of the
shortage of teachers, the superannuated teachers are permitted
to be re-employed in local body schools.

R. Narasimhan

for DIRECTOR OF PUBLIC INSTRUCTION.

Ram. 16/4/47.

sd/-
16/4.

C.M. 6608832/47.

Telephonic Message

From.

The ASST Secy to Govt.
Edn and Pub. Health Dept.
No. 8 St George, Secretariat
Madras.

To.

The Deputy Director of
Public Instruction

Madras

Ref: your letter no. 708-D3/46 D/13.4.47

Kindly return the Report
of the Committee of the Central
Advisory Board on Education

Birth of ...
to be re-employed in local board schools.

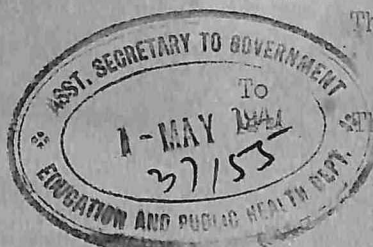
12
forwarded to ^{as per} you with Govt memo
to 66088 B2/46-1 dated 6.11.46.

G. ...

SP6
26.4.47 26.4.47 28/4/47

which

POST COPY OF THE TELEPHONE MESSAGE DATED 29-4-1947.



From
The Director of Public Instruction, Madras.

To
The Assistant Secretary,
Education and Public Health Department, Madras.

Ref: Your Telephone message dated 29-4-1947. page 11-12 and

The report of the Committee of the Central Advisory Board
of Education is herewith sent.

R. A. M. S. S. S.

for Director of Public Instruction.

kp.30-4.

sol
30/4

Govt memo. 66088 B.246
6-11-46.

74
T.M. (Asst. Secy)

24/7/47

From the Assistant Secretary, 24/7/47
To the Deputy D.P.D. 8

Reference Director's letter Refs 708 23/46 2/13-
Conditions of Teachers - Recommendations of the Central
Advisory Board of Education.

With reference to Recommendation VIII - Teachers
should obtain permission to undertake private tuition.
The D.P.D. has stated that he has recently recommended
a scheme - It is not clear what scheme is referred to
whether to the provision made in the revised form
of agreement to be executed by teachers & management
under the M.E.R. or for any other separate purpose.
A copy of the D.P.D.'s letter containing the
scheme referred to may be furnished urgently.

Issued
10/2/47

1871
21.7.47

AS P
22/7/47
24/7/47

Handwritten text in Tamil script, likely a memorandum or letter, covering the left page of the document.

Copy to the D.P.I.
(with encl.)

2
22/10

p 10

Education & P.H.(B2) Dept.

Letter/Ref.No.. 66088-2/46-6. Edn. dated 21-10-1946

To ✓ The Secretary to the Government of India,
Ministry of Education,
New Delhi.

Sir,

CENTRAL Advisory Board of Education -
Recommendations of the Committee
appointed to consider conditions of
services of teachers.

In reply to your letter No.F8-2/46

-E.II, dated 25th October 1946, I am directed to
enclose a note which sets out the action already taken
by the Madras Government on the various recommendations
of the Committee of the Board and also the views of
the Government on these recommendations.

Y.O.S.

Handwritten signature and date: 14/10/47

020

RECOMMENDATIONS of the Committee of the Central Advisory Board of Education regarding the conditions of services of teachers:

...

p 3 d, see notes

Recommendation I: The Committee is apparently thinking rather of a Provincial Register than of the Provincialisation of all teachers. Considering the number of managements to be dealt with, there will be enormous complication, confusion and delay if appointments are to be made with reference to a Provincial Register. The Government, therefore, consider that it is not practicable to adopt the suggestion. The proposal that appointments of teachers in all types of schools should be made by selection committees cannot also be accepted as it is difficult to fit this in with the Service Rules for Government and Local body institutions. In respect of institutions under aided managements, the Government are of opinion that it is a type of interference with the managements ^{discretion} ~~described~~ which is likely to be resented.

p 5 do.

Recommendation II: The period of probation for teachers in Government Schools and Schools under Local Bodies is already two years. The Government concur with the view that period of probation should not exceed two years.

p 7 do.

Recommendation III: The Government have framed rules to regulate the conditions of service of teachers in the service of Local Bodies which more or less correspond to those for Government Service. For aided elementary schools there is a Service Register for each teacher, containing details of the terms of service agreed upon while for aided and for secondary schools a system of contract has already been introduced. The question whether service conditions for teachers in aided schools may be brought up to the level of those for teachers in Government

service will, however, be examined.

Recommendation IV: The grant of leave to teachers in schools under Government and local bodies is regulated by the Fundamental Rules. Teachers in aided elementary schools are entitled to 15 days' leave ^{per} year. The leave can be accumulated upto 30 days. Women teachers are eligible for one month's maternity leave in addition. The question of liberalising the leave is under consideration. At present leave for teachers in aided Secondary Schools is regulated by the rules framed by the management and entered in the contract between teachers and managements. The question of Government taking ^{power} to regulate the grant of leave to this class of teachers will be considered.

Recommendation V: In elementary schools a class ordinarily has more than 40 pupils. The recommendation will be implemented in respect of secondary schools on the return of normal times.

Recommendation VI: In elementary schools teachers work both in the morning and in the evening sessions covering ~~for~~ a period of five hours a day for six days in a week besides attending ^{to} extra mural and other schools activities, not entailing actual teaching.

As regards secondary schools, L.Ts. ^{and} language assistants are expected to put in a minimum of 17 hours of teaching while secondary grade teachers and others are expected to work for 20 hours a week. The extra mural activities including note book correction may average 15 hours for L.Ts. and language teachers and 12 hours for others. No change in this practice is considered necessary.

Recommendation VII: The recommendation ^{here} ^{is} ^{for} the Committee has already been implemented in the case of elementary schools, in as much as these schools work for 220 days in a year, each day consisting of two sessions of not less than 5 hours in the aggregate. Secondary schools in this Province work for 180 days in

p 9 of see index

p 9 of

p 9 of see notes

p 11 do

p 13 do

p 20 of

Vide p 15 of see notes

p 23 do
in the case of
schools under
Govt and
local bodies
the normal
age of retire-
ment is 55.

in a year, each day consisting of two sessions of 5 hours in the aggregate. The question whether the number of working days should be increased is under consideration.

Recommendation VIII: Teachers in Government Schools should obtain the permission of the Inspecting Officers of the Education Department for undertaking private tuition upto ^a certain monetary limit. In the case of schools under local bodies the permission of the Executive Authority should be obtained for the purpose. Teachers in schools under private management may undertake tuition with the consent of the management. The suggestion regarding the maintenance of a register will be considered. The question of regulating the conditions subject to which teachers in secondary schools may undertake tuition is under correspondence with the Director of Public Instruction.

Recommendation IX: The Government do not consider that provision need be made for grant of study leave to teachers. It is not practicable to adopt the suggestion of the Committee for a 'grace term' pay.

Recommendation X: Teachers in Government and Local ~~bodies~~ schools have to undergo medical examination before appointment. As regards teachers in Schools under aided management, the possibility ^{of} giving effect to the suggestion will be explored.

Recommendation XI: The suggestion of the Committee has been adopted already. In respect of Teachers in aided schools the age of retirement is even now 60. Can be retained until they are 60 years of age.

14/10/47
60 years of age
14/10/47

19
Memo No. 66088/P2/46-10 Edn. S. 14.4.1948.

82
15/4

12
Subject - Central Advisory Board of Education -
Recommendations of the Committee appointed
to consider ~~educational~~ conditions of services of teachers

Item (8) of
p. 9. cf.

In his letter No. 704-93-46, dated 13-4-47
the D.P.S. has recommended that a register should
be introduced in elementary schools to record the
permission granted by management to teachers for
undertaking private tuition. The Director is requested
to submit necessary amendments to rules so as
to give effect to his recommendation.

To
The D.P.S. ✓
D.P.S. 1-11-47
23-4-48 1-11-47

12/4/48

B-1 section.

Central Advisory Board of Education - Report of the Committee appointed to consider the conditions of service of teachers

From the D.P.I. R.C.No 708/D3 /46 dated 13-4-47

Memorandum No 66088/48-11 Education dated 8.5.48.

In connection with recommendation III of the Committee of the Central Advisory Board of Education appointed to consider the conditions of service of teachers, a question has been raised why in aided Elementary and Secondary schools the conditions of service of teachers ^{should} not be brought to the level of Government servants as in the case of schools under local bodies. The D.P.I. is requested to examine the question and report in what respects the conditions are now different and whether and if so what further amendments are necessary to the revised form of agreement to be entered into between teachers and managements prescribed under G.O. No 2406 Edn dated 7-11-47

2. Under the existing system, teachers in aided secondary schools have to abide by the leave rules for the time being in force in the schools in which they serve. It is considered that power may be taken to regulate the grant of leave to teachers in aided secondary schools by framing a rule under the general conditions of aid in Chapter II of the Grant-in-Aid Code and that the leave terms may be on the lines suggested in the letter cited above. The D.P.I. is requested to offer his remarks on the proposal and if he agrees to submit the necessary amendments to be made to the Grant-in-Aid Code.

3. The Govt agree with the D.P.I. that teachers in aided secondary schools should be required to undergo medical ~~ex~~ examination before appointment. The Director is requested to commend the suggestion to the managements of aided secondary schools and ask them to provide for it in the rules and regulations relating to the working of ~~their~~ the institutions if they had not already done so. The D.P.I. is also requested

S/22.
Jm we
1500 a/c

1500 the original notes

A

(P)

clause 4 of the form of agreement

(P)

1500 sectional notes

1500 the sectional notes

2.
to consider and report whether ^{provision} should be made for it in the form of
agreement to be entered into between the teachers and managements.
in consultation with the S.G.
The Director is requested to submit necessary amendments to the
rules relating to the payment of grants to aided elementary schools
to provide for the medical examination of aided elementary schools
teachers.

W
12.6.48
To
The D.P.I.
8/5/48

EDUCATION DEPARTMENT.

19 Registered 19

52021

CENTRAL ADVISORY BOARD OF EDUCATION - Report of the
Committee appointed to consider the conditions of
service of teachers.



REF: Government Memo.No. 66088-B2/48-11 Edn., dated
8th May 1948.

ENCLOSURES.
No.
Spare copies.....

RC. No. 536-D3/48.
Station M.A.D.R.A.S., Dated the 10th JULY 19 48

From (Name) SRI.D.S. REDDI, M.A., (exon),
(Designation) DIRECTOR OF PUBLIC INSTRUCTION.

To The Secretary to the Government of Madras,
EDUCATION & PUBLIC HEALTH Department.

Sir,

1. The points raised in the above Memorandum are
answered ~~and~~ below:
(1) The conditions of service of teachers in
aided schools are different from those of teachers under
the service of local bodies and/or Government in the follow-
ing respects:

pp 22-23 and
para 1 p 22
and

P.T.O.

1. There is no uniform scale of pay
2. There are no leave rules
3. There is no security of tenure and
4. There is no benefit of pension after retirement.

Though Government have ordered that at least local body scales of pay should be adopted in aided secondary schools and that Managements could also adopt instead of local body scales, Government scales of pay, only very few managements have adopted the Government scales. Even on the promise of two-thirds net cost grant, some of the aided secondary schools have not adopted even the local body scales on the plea of financial difficulties. I may be permitted to point out that the presumption that the scale of pay in local body schools have been raised to the level of Government servants is wrong.

(2) Some managements of aided schools have their own set of leave rules, while many managements have no leave rules at all and grant leave at their discretion to their staff. The question of requiring aided secondary school managements to adopt the Madras Leave Rules is under separate consideration of Government. As regards security of tenure, the terms in the form of agreement for teachers provide for 3 months' notice on either side or 3 months' salary in lieu thereof. The benefit of pension on retirement is offset in the case of aided school teachers by the Government contributory teachers Provident Fund. As it is, Government are paying two-thirds net cost x grants and if the conditions of service of teachers are to be raised to the level of Government servants, the financial obligations, on the part of Managements will become still greater which the managements will not be able to shoulder without increased help from Government. In these circumstances it appears too soon to effect any changes.

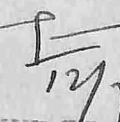
2. As regards aided elementary schools, the scales of pay could be raised to the level of scales of pay obtaining in elementary schools under the management of local bodies. This ~~can~~ would however be

P.T.O.

however cost Government a considerable amount. In this connection I may also state that a very large number of private managements were unable to pay the extra amount over the Government rates expected from them with reference to note (i) of Rule 1 of the Rules for Aid as amended in G.O. No. 217 Education dated 29--1--1948 consequent on the increase of rate of teaching grants for teachers in aided schools.

3. In regard to the provision for a medical examination for teachers in elementary schools under private management I consider that in view of the fact every trained teacher is passed medically fit at the time of his admission to training, to insist upon a second medical certificate at the time he joins a school is not necessary. Further the management, if they have reasons to suspect that a teacher is suffering from any contagious disease which will endanger the health of pupils can always insist upon the production of a certificate by the teacher to the effect that he is free from such a disease. It is also open to management to call for a medical certificate even before employment, if necessary. The Department also can insist upon the production of a certificate when a teachers is suspected to be medically unfit or of unsound health. In view of these, I consider that if it is not possible to drop the proposal for making provision in the rules, the question may at least be deferred.

Yours faithfully,

V.R.R. 

FOR DIRECTOR OF PUBLIC INSTRUCTION.

KN.12.7.

12/7

EDUCATION DEPARTMENT.

Received 19 . Registered 19 .



52282

ENCLOSURES.	
No.	
Spare copies	

Subject.

CENTRAL ADVISORY BOARD OF EDUCATION - Recommendations of the Committee appointed to consider conditions of services of Teachers - Elementary schools - conditions regarding Private tuition.

REF: Government Memo. No. 66088-B2/46-10 Education dated 14-4-48 and Endt. 66088-B2/48-12 Education dated 12-5-1948.

ROC No. 1713-B2/48.

Station M. A. D. R. A. S., Dated the 10th July 19 48

From (Name) SRI. D. S. REDDI, M.A., (Oxon)..
(Designation) DIRECTOR OF PUBLIC INSTRUCTION.

To The Secretary to the Government of Madras,
EDUCATION AND PUBLIC HEALTH Department.

Sir,

I consider that private tuition is not such a widespread evil among elementary school teachers and I am of opinion that no rules are necessary to regulate ~~the~~ them. So far as teachers in local Board and Municipal schools are concerned the Local Board and Municipal Servants conduct Rules provide adequate safeguards.

2. However if Government consider that private tuition by teachers under all managements should be regular

T.T.O.

the following amendments to Rules are suggested.

In rule 21 of the Rules for recognition of elementary schools after item (9) add the following as item (10).

"10. A register of permission granted to undertake private tuition (Appendix 13A)"

After Appendix 13 insert the following as Appendix 13A.

APPENDIX 13 A.

(RULE 21 CHAPTER I).

Form of Register of permission granted to teachers to undertake private tuition.

1. Name of School.
2. Name of teacher.
3. No. and date of order of the management granting permission to undertake private tuitions.
4. Whether temporary or permanent. If temporary period for which it is granted.
5. Remarks.

Yours faithfully,

OR *F*
13/7

FOR DIRECTOR OF PUBLIC INSTRUCTION.

KN.13.7.

9
13/7

EDUCATION DEPARTMENT.
Education Branch.

REMINDER.

To THE Director of Public Instruction

I have the honour to invite
I am directed to invite attention to

memo. 66088/132/46-10 EDN of 14-4-1948
No. 66088/132/46-11 of 8-5-48
dated 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 Secretary

Station. H. Rung

Signature.

Dated 9.7.48 for Asst. Secretary to Govt.
SUBJECT.

Central Advisory Board of Education
Recommendations of the
Committee appointed to
consider conditions of service
of teachers. C & L

31
 11 JUL 1948
 REPLY.
 To THE Secretary to Govt.
 53223 Edu & P.H. Dept.

Resubmitted
 2) The reply to Govt.
 Memo No. 66088-B-2/
 118-11-Edu dated
 8.5.48 was submitted
 in Rc 5363.3/118
 dated 10.7.1948 and
 the reply to Govt. Memo. 66088.
 B2/46 to Edu d/ 14.4.48 was
 submitted in the D's letter No.
 1713 B2/48 d/ 10.7.48.

For Director (P) Public Instruction

5/15/

31/8/48
 P.C. P.W.
 1/8/48
 4/8

32
 T.M.
 From: The Assistant Secretary, E.P.H. Dept
 To: The Deputy D.P.I.
 18

Reference Director's letter Rcno 536-23/48 d/ 10.7.48 - Central Advisory Board of Education - Report of the Committee appointed to consider the conditions of service of teachers

It is stated that the question of requiring aided secondary school managements to adopt the Madras Leave Rules is under separate consideration. It will you kindly reference to the Director's letter know the number and date of the Director's letter and of the Govt reference on the subject, as it is not clear in what connection the recommendation was made

123K
 31.7.48

31/8/48

REC. No. 536-13/48.

OFFICE OF THE DIRECTOR OF PUBLIC
INSTRUCTION, MADRAS.
DATED 12th August 1948.

TELEPHONIC MESSAGE BY POST.

From The Director of Public Instruction,
Madras.

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



61126
SNV

Sub: Service conditions - teachers - aided
schools - Adoption of Madras leave rules -
Central advisory board of Education -
Proposals.
Ref: Telephonic message (by post) dated 3-8-48
from Government.

Regarding the question of adopting Madras
Leave Rules in aided secondary schools attention is invited
to M.U.O. reply No. 183 D1-48 dated 26-4-48 with reference
to Govt. U.O. Note No. 76.B.1-48.1 Edn. dated 25-2-48 and to
Government No. 76.B1/48-3 Edn. dated 18-5-48.

dislinked and
dealt with separately.

Theedicku

FOR DIRECTOR OF PUBLIC INSTRUCTION.

KN.13.8.

13/8

TO THE DIRECTOR OF PUBLIC INSTRUCTION
GOVERNMENT OF MADRAS
EDUCATION AND PUBLIC HEALTH DEPARTMENT

FROM THE ASSISTANT SECRETARY TO GOVERNMENT,
EDUCATION AND PUBLIC HEALTH DEPARTMENT

SUBJECT: AIDED ELEMENTARY SCHOOL TEACHERS-MATERNITY LEAVE-
EXTENSION TO TWO MONTHS.

Reference is made to the letter of the Director of Public Instruction dated 13-4-1947, No. 708 D3/46, in which it has been recommended that the period of maternity leave for women teachers in aided elementary schools may be extended from one month to two months and the no. and date of Government Orders, if any, passed on the subject. The reply may be addressed to the Assistant Secretary, I.B. Menon, by name. A very early reply will be appreciated.

The Assistant Secretary to Government,
EDUCATION AND PUBLIC HEALTH DEPARTMENT,
The Personal Assistant to the Director of
Public Instruction.



15/5/48
b9 aulr

Reference is made to the letter of the Director of Public Instruction dated 13-4-1947, No. 708 D3/46, in which it has been recommended that the period of maternity leave for women teachers in aided elementary schools may be extended from one month to two months and the no. and date of Government Orders, if any, passed on the subject. The reply may be addressed to the Assistant Secretary, I.B. Menon, by name. A very early reply will be appreciated.

Government of Madras
Education and Public Health Department

Post Copy of Telephonic Message dated 9-11-48

From The Assistant Secretary to Government,
EDUCATION AND PUBLIC HEALTH DEPARTMENT.
To The Personal Assistant to the Director of
Public Instruction.

Sub: AIDED ELEMENTARY SCHOOL TEACHERS-MATERNITY LEAVE-
EXTENSION TO TWO MONTHS.

Please see the Director of Public Instruction's letter No. 708 D3/46 dated 13-4-1947 - Section II - Elementary schools. Kindly refer me to the no. and date of the letter of the Director of Public Instruction in which it has been recommended that the period of maternity leave for women teachers in aided elementary schools may be extended from one month to two months and the no. and date of Government Orders, if any, passed on the subject. The reply may be addressed to the Assistant Secretary, I.B. Menon, by name. A very early reply will be appreciated.

O/C
dm
9/11/48

37

T.M. dated 16/11/48

F.P. 1/2 (C).

From the Asst. Secy. to Govt.

Do P.A. to Govt. Secy. D.P.I.

Pl. remind
23/11/48

Ref: - your T.M. of 11/11/48 re: extension of maternity leave to aided elementary school teachers.

Please send urgently a copy of

Govt. Memo No 77558/C.1/47-2, Edu., dated 29.10.1947.

Reminded
24/11/48

Forwarded
17/11/48
15/11/48
15/11/48

16/11/48

38

Telephonic Message dated 24-11-1948.
(Post Copy)

From the Director of Public Instruction,
Madras.



To The Assistant Secretary to Government,
Education and Public Health Department
Madras.

Sub: Extension of period of Maternity leave
for Teachers in aided elementary schools.
Ref: Your Telephonic Message dated 24th November
1948.

A copy of the Government Memo No.77558 C1-47-2 Edn., dated 29-10-1947 is sent herewith as required.

P. M. for Director of Public Instruction.

KHR.26-11.

Copy of Govt. Memo No.77558 C1-47-2 Edn., dated 29-10-1947.

Ref: From the Director of Public Instruction,
No.631-B7/46 dated 26-9-47.

The Director of Public Instruction is informed that his proposal that the period of maternity leave for women teachers of aided elementary schools might be extended from one month to two months should be deferred for the present.

M.V.Subramanian,
Secretary to Government.

(True Copy)

P. M. for Director of Public Instruction.

26/11

39

From

Forwarded
17/11/46

22 3

Ean and P.H. B. "2" Report

Memorandum No. 6608 B2/46-11-1 dd. 6.11.46. 1946

Letter from the Government of India, Department of Education, No. F. 8-46 E2 dated 25.6.46.

Subject : - Central Advisory Board of Education - Report of the Committee on conditions of service of teachers

...

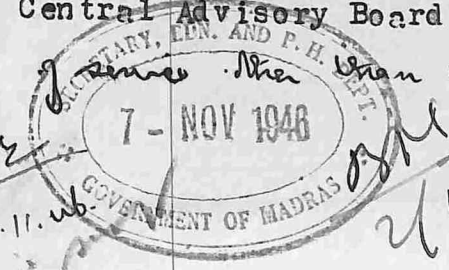
A copy of the letter from the Government of India read above is forwarded to the D.P.I. and he is requested to offer his remarks on the recommendations of the Committee of the Central Advisory Board of Education in regard to the conditions of service of teachers.

Respd. (with Encl)
6.11.46.

To the D.P.I.

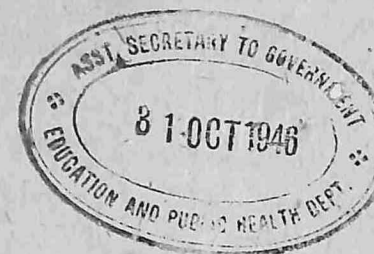
(with copy of letter + report)
7/11/46

& 1.11.46



[Issued as Memo No. 6608 B2-11-1 6.11.46]

2/11/46 S / with it for perusal
(187 (cont)) for being
187 after 1 me.



ED.3
500

23

BUREAU OF EDUCATION IN INDIA



REPORT

OF THE

COMMITTEE OF THE CENTRAL ADVISORY BOARD OF EDUCATION

Appointed to consider the Conditions of Service other than the
Remuneration of Teachers.

PUBLISHED BY THE MANAGER OF PUBLICATIONS, DELHI.
PRINTED BY THE MANAGER GOVERNMENT OF INDIA PRESS SIMLA.
1945

24

PREFACE.

As their twelfth meeting held in Mysore in January 1946 the Central Advisory Board of Education considered the Report of the Committee appointed to examine certain matters affecting the conditions of service of teachers at all stages of education, e.g., size of classes, hours of work, etc. The report was adopted by the Board with minor amendments and it was decided that it should be forwarded to the Provincial and State Governments for necessary action.

25

Report of the Committee of the Central Advisory Board of Education appointed to consider the conditions of service (other than the remuneration) of teachers.

At their eleventh meeting held at Karachi in January, 1945 the C. A. B. of Education considered further certain matters affecting the conditions of service of teachers at all stages of education, e.g., size of classes, hours of work, holidays, sick leave, etc., and appointed the following Committee to examine and report on the issue :—

Lt.-Col. Dr. J. C. Chatterjee, M.A., D.Litt., M.L.A., Vice-Chancellor, Agra University.

Sir Maurice Gwyer, K.C.B., K.C.S.I., D.C.L., LL.D., Vice-Chancellor, Delhi University.

Dr. V. S. Jha, Ph.D., Officer on Special Duty (Post War Reconstruction), Central Provinces & Berar.

A. S. Khan, Esquire, M.Sc., I.E.S., Director of Public Instruction, Bihar.

Dr. Mohan Sinha Mehta, M.A., Ph.D., LL.B., Bar-at-Law, Diwan of Banswara.

S. N. Moos, Esquire, C.I.E., M.A., (Cantab.), I.E.S., Director of Public Instruction, Bombay Province.

Mrs. Renuka Ray, B.Sc., Econ. (Lond.), M.L.A.

Dr. John Sargent, C.I.E., M.A., D.Litt., Educational Adviser to the Government of India.

Dr. (Mrs.) Malini B. Sukthankar, M.B., B.S., J.P.

K. Zachariah, Esquire, M.A., I.E.S., Director of Public Instruction, Bengal.

2. The Chairman of the Board subsequently appointed the following additional members :—

Dr. Zakir Husain, M.A., Ph.D., Principal, Jamia Millia Islamia, Delhi.

R. P. Patwardhan, Esquire, B.A. (Oxon.), I.E.S., Director of Public Instruction, Bombay. (Vice Mr. S. N. Moos, retired).

Miss K. Ranga Rao.

Mrs. Hannah Sen, Principal, Lady Irwin College, New Delhi.

3. The Chairman also appointed Sir Maurice Gwyer as Chairman of the Committee.

4. The Committee met in the Secretariat, New Delhi, on the 12th and 13th December, 1945. The following members were present :—

1. Sir Maurice Gwyer. (Chairman).

2. Lt.-Col. Dr. J. C. Chatterjee.

3. Dr. Zakir Husain.

4. Dr. V. S. Jha.

5. A. S. Khan, Esquire.

6. Dr. Mohan Sinha Mehta.

161 D

7. R. P. Patwardhan, Esquire.
8. Miss K. Ranga Rao.
9. Dr. John Sargent.
10. Mrs. Hannah Sen.
11. Dr. (Mrs.) Malini B. Sukthankar.
12. K. Zachariah, Esquire.

Mrs. Renuka Ray was unable to be present. Dr. D. M. Sen, Secretary, C.A.B. of Education, was Secretary of the Committee.

5. The agenda which the Committee considered and the papers circulated to the members are set out in the Annexures to this report.

6. The conditions of service of teachers in Universities and other institutions of similar status having been previously dealt with by another committee appointed by the Board, the present Committee have omitted this subject from their consideration. The agenda also excludes such matters, e.g., the remuneration of teachers, as have already been covered by the Report of the Committee appointed to consider the question of the Training, Recruitment and Conditions of Service of Teachers.

7. The Committee wish to stress the fact that many important problems which have a direct bearing on the efficiency or otherwise of the teaching profession have received inadequate attention hitherto and that their urgent and satisfactory solution will largely determine whether the profession is to attain the dignity which should belong to it, attract the right type of men and women and get the best out of them. It is a sad commentary on the existing state of affairs that in regard to basic issues such as methods of selection, terms of appointment, security of tenure, provision of leave, etc., there is no uniformity of practice in the country. It was the realisation of this urgent need, that brought this Committee into existence.

8. A study of the information set out in Annexure III will reveal that different provinces follow different principles in regard to the selection and appointment of teachers. The conditions generally and particularly those which obtain in schools managed by District Boards, Municipalities and in private institutions leave much to be desired. In many cases the managers of recognised schools or the office-bearers of local Boards, do not possess the experience in educational matters which would enable them to select people of the right type and apart from this, their judgment is prone to be influenced by extraneous considerations. Hence, the quality of the teacher in the schools they control is often very poor. When, in addition, the selection, and appointment of teachers are in one man's hands, as is often the case, there is always a risk of corruption and favouritism, and the right type of qualified teacher often fails to get a fair deal.

The Committee feel strongly that the final say in selection should rest in the hands of educationists and that proper machinery should be devised so that the rights of the teaching profession as well as the claims of the schools are safeguarded. At the same time, it has to be recognised that an adequate number of qualified teachers is not available today because the facilities for training are lacking and the financial aspect of

the profession is not sufficiently attractive. Due allowance may have to be made for these difficulties; but educational expansion cannot be allowed to stand still on this account and the very fact of the existing shortage increases the need for a careful and impartial selection. The Committee realise that no uniform machinery of selection can be prescribed which will suit the circumstances of all areas but they suggest that in the case of state schools it should be possible to put all appointments, subject of course to confirmation by the Education Department, in the hands of a selection committee consisting of an officer of the Education Department, a local educationist of standing if one is available, and a representative of the local Board or Municipality responsible for the control of the school. From the point of view of administrative convenience it may be desirable that such a selection committee should deal with all appointments to schools within a given area. In the case of school aided or recognised by the Education Department it should be made a condition of aid or recognition that an officer of the Department should be associated with the managing body when appointments are made.

The Committee are of opinion that teachers may be classified under the following main grades:—

- i. Graduates trained.
- ii. Graduates untrained.
- iii. Matriculates with two years' training.
- iv. Middle-School Certificate-holders with two years' training.
- v. Matriculates untrained.
- vi. Non-matriculates untrained.

Moreover to ensure a reasonable amount of control by the Department over all appointments and to encourage a sense of solidarity to the teaching profession, the Committee feel that every province should constitute a register of teachers covering all the grades specified above. All teachers employed in schools maintained aided or recognised by Provincial Education Departments should be on the Provincial register and where an institution desire to employ a teacher who is not already on the Provincial register they should apply at once to the Education Department for his or her inclusion in it. The teacher should be removable from the register for misconduct, inefficiency or other good reason and thereafter should not be eligible for employment in any recognised school in the Province unless and until reinstated.

9. The Committee observed that even in such important matters as security of tenure and the period of probation, there are substantial differences of practice between one Province and another. Probationary periods vary from three to twelve months in Government Schools, while recognised schools make their own rules. The Committee see no reason, provided that a teacher has been selected by a proper agency, why there should be any undue delay in confirming him though they accept the need for a minimum period of probation which should be uniform for all schools, before a teacher is placed on the Provincial register. The Committee therefore consider that a young teacher should be put on probation normally for one year but under no circumstances for more

than two and that a teacher of ten years' experience should not be required to go on probation on a new appointment. Probation in the case of Head Teachers is also to be deprecated as it is calculated to weaken their authority at a critical stage.

It was agreed that all teachers, whether in Government or private institutions, should be appointed on a written contract which should provide for three months' notice by either party in the case of termination of appointments for reasons other than misconduct as well as for a right of appeal.

10. Leave rules for teachers need to be standardised as well as liberalised. It is essential to the peace of mind of a teacher that he should know the amount of leave, with or without pay, on which he can count both in the normal course and in the event of illness. Except when an engagement has been terminated summarily for misconduct a teacher who has completed a term's work should be regarded as entitled to the ensuing holiday with full pay. Sick leave should accumulate at the rate of 15 days for every six months' service up to a maximum of twelve months on full pay but to meet cases of hardship arising from sickness in the early years of service teachers should be allowed to draw sick pay in advance up to a maximum of six months, the amount so drawn to be debited against subsequent accumulation.

In the case of women teachers it was agreed that they should be allowed the same amount of leave as men teachers with the addition of a period of three months at a time in the way of maternity benefit up to a maximum of one year in all.

In view of the recommendation set out above the Committee do not regard any provision for so-called privilege or casual leave as necessary, especially as no other profession has the equivalent of the school vacations which every teacher enjoys as a matter of course. The Committee, however, consider that a teacher should be allowed emergency leave up to a limit of seven days in a year for special reasons. This leave should not be claimed as a matter of right.

11. The size of the class which he may be called upon to teach will obviously affect the extent and incidence of a teacher's work. Unfortunately what may be regarded as the ideal size from the point of view of efficient instruction and personal contact between teacher and taught will not be attainable until the available supply of teachers in all grades of school is much greater than it is at present or is likely to be for years to come. The Committee must therefore be content to express the view that no class in any school should have more than 40 children on the register, and that the number of pupils in a High School and a Primary School should not exceed 600 and 300 respectively.

12. In fixing the working hours for teachers the peculiar nature of the teacher's task must be kept in view. Teaching is an exacting business which makes great demands on the patience and imagination as well as the physical stamina. No good teacher's working day can be limited to the hours actually spent in the class room. The Committee recommend that a teacher should be required to be on the premises of the school for 32 hours per week. Out of this not more than 24 hours should be devoted to teaching and tutorial work, the remainder being given to

extra-mural activities, supervision of games, excursions or such other work as may be allocated by the Head of the school.

13. With regard to the question of working days and holidays it is evident that in a vast country like India, this matter will have to be largely determined by local custom and conditions. Uniformity is possible in fixing the minimum of working days; but each Province will arrange the time both of school session and of holidays according to its convenience and requirements.

In fixing the proportion between the working days and the holidays, the Committee agreed that schools should remain open for 200 working days every year. Each working day should be divided into two sessions, each session consisting of not less than 2 and not more than 2½ hours. A working day will consist of not more than two sessions.

14. The Committee were divided in opinion on the question of permitting school teachers to undertake private tuition. Complaints are frequent that teachers devote so much time to outside tuition that they tire themselves out and so fail to give their best to the school. On the other hand, teachers hold that they have to supplement their present inadequate salaries if they are to make both ends meet. Moreover there is often a strong demand on the part of parents for extra tuition for their children. The Committee were of the opinion that while no arbitrary ban can be imposed some sort of check is necessary to ensure that the teacher was not undertaking this kind of work to the detriment of his main task. Therefore, the Committee suggested that before undertaking private tuition teachers should obtain permission from their Heads who should maintain a register of private tuitions for the scrutiny of the Inspector of Schools. Moreover a teacher should not be permitted to undertake private tuition of a pupil whom he is teaching in his own class.

15. There is very little provision in existing school codes either to encourage or allow the teachers to undertake further study and training. The Committee strongly felt that all teachers and particularly teachers in isolated rural schools should be given every opportunity and encouragement to undertake higher study and avail themselves of study leave for this purpose. They accordingly favour a wide extension of refresher courses and facilities for study leave though in the latter case they feel it necessary to differentiate between study leave which is mainly in the interest of the school and that which is mainly in the interest of the teacher. They also recommend the adoption as soon as circumstances permit of the principle of "grace terms" whereby a teacher after not less than seven years' approved service becomes entitled to a term's leave on full pay.

16. It is reasonable to require that teachers in their own interest and that of their pupils should be healthy in body and mind. More and more stress is now being laid on the need of introducing a high standard of hygiene in schools but if teachers are found to be medically unfit or careless in matter of personal hygiene much harm can be done to the health of the children. In the opinion of the Committee, every teacher should undergo a medical examination before his appointment and if at subsequent stage the Inspector of Schools or the Head is dissatisfied

with his physical condition, he may be required to undergo another medical examination. To ensure fairness in all such cases, the Committee advocate the appointment of a Medical Board to hear appeals. In all such cases the teacher should not be asked to pay the medical fee.

The Committee were of opinion that in view of the conditions generally obtaining in this country 55 should be retained as the age at which a teacher could either claim to retire or be required by his employer to do so. In view of the shortage of teachers, however, there would be an obvious argument in favour of granting extensions up to the age of 60 to all teachers still capable of rendering efficient service. Only in very exceptional circumstances should teachers be retained in service after the age of 60.

17. *Main conclusions.*—The following is a summary of the Committee's main conclusions.

I. Selection Committees should be established for the appointments of teachers in all types of school on the lines set out in the Report. All teachers of whatever grade where confirmed on their appointments should be placed on a Provincial cadre.

II. The period of probation should be one year in normal cases, and should not exceed two years under any circumstances.

III. Teachers should be appointed on a written contract basis.

IV. Teachers should become entitled to 15 days' sick leave on full pay for every 6 months' service and should be allowed to accumulate it up to a maximum of 12 months. Women teachers may avail themselves of three months leave in the way of maternity benefit upto a maximum of one year in addition to the usual sick leave. There is no necessity for privilege or Casual leave in addition to the above, but emergency leave upto seven days in a year may be granted under exceptional circumstances.

V. The size of a class should not exceed 40 students.

VI. Every teacher should be required to be on the premises of the school for 32 hours per week, out of which not more than 24 should be occupied by teaching, the remaining being devoted to extramural or other school activities not entailing actual teaching.

VII. Schools should be open for not less than 200 days or 400 sessions a year each session consisting of 24 hours approximately. A working day will consist of only two sessions.

VIII. Teachers should obtain permission from the Head Teacher to undertake private tuition—and a register will be kept in this connection.

IX. Teachers should be given facilities for refresher courses or study leave on full pay a distinction being drawn between study leave which is in the interests of the school and that which is in the interests primarily of the teacher. A 'grace-term' on full pay after seven years' service should be given as of right.

X. Teachers should undergo compulsory medical examination before appointment and subsequently when required.

XI. The normal age of retirement should be fixed at 55, to be extended upto 60 when thought desirable in the interests of the School.

ANNEXURE I.

AGENDA.

1. To consider the suitable methods of selection and appointment of teachers in Basic (Primary and Middle) Schools and High Schools under each of the following categories :—

- (a) Schools owned and managed by Government;
- (b) Schools recognised by Government.

2. To consider the question of probationary period and security of tenure of teachers in all recognised schools.

3. To consider the desirability of making a reasonable provision of leave for teachers generally, and on grounds of health in particular; (a) for men (b) for women.

4. To consider, with due regard to efficiency, suitable limits to the sizes of classes in—

- (a) Basic (Primary) School; Boys and Girls.
- (b) Basic (Middle) School; Boys and Girls.
- (c) High School (Academic); Boys and Girls.
- (d) High School (Technical);

5. To consider the total number of working hours per week, to be assigned to a teacher at different stages of education mentioned in item 4;

- (a) in teaching;
- (b) in tutorial, and
- (c) in extra-curricular work.

6. To consider the desirability of planning of school sessions on a regional basis with due regard to climatic and seasonal conditions.

7. To consider if the current system of holidays, particularly their number and distribution is conducive to the maximum educational efficiency.

8. To consider whether in the interest of efficient instruction, teachers should be permitted to undertake private tuition or other outside work.

9. To consider the desirability of granting study leave to teachers at reasonable intervals.

10. To consider such matters as medical examination, age of retirement, extensions of service, etc.

11. To examine if women, in teaching service, merit separate consideration under any items, mentioned above.

12. To consider any other matters relevant to the terms of reference.

ANNEXURE II.

A bibliography of recent articles in educational journals on Conditions of Service of Teachers.

1. Status of Teachers. 'Times Educational Supplement'—6th Feb. 43.
2. Teachers' Probationary Year: Memo. on conditions. 'Times Educational Supplement'—13th Nov., 43.

3. Status of the teacher : Headmasters discuss emergency training. 'Times Educational Supplement'—8th Jan., 44.

4. Extraneous duties of teachers : Questions in Parliament. 'Times Educational Supplement'—25th Mar., 44.

5. Worn Teachers : demand for equal pay. 'Times Educational Supplement'—15th April, 44.

6. Teachers in U.S.S.R. : Salaries and Conditions of work. 'Times Educational Supplement'—27th May, 44.

7. Teachers in U.S.A. : Training and Salaries. 'Times Educational Supplement'—1st July, 44.

8. Duties of Teachers. 'Times Educational Supplement'—7th Oct., 44.

9. Teachers' Salaries. 'Times Educational Supplement'—18th Nov., 44.

10. Teachers' safeguards. 'Education'—7th Jan., 44.

11. Education Bill amendments : Safeguarding the teachers. 'Education'—4th Feb., 44.

12. Bill in Committee : Size of Classes. 'Education'—25th Feb., 44.

13. National union of Teachers :—

(a) Remuneration and conditions of service. 'Education'—28th April, 44.

(b) Retired teachers-suggested procedure. 'Education'—28th April, 44.

(c) Parity of conditions. 'Education'—28th April, 44.

(d) Size of classes. 'Education'—28th April, 44.

14. Extraneous duties N. U. T. policy. 'Schoolmaster'—19th Aug., 43.

15. Status of the teacher—F. E. Hansard. 'Schoolmaster'—3rd Aug., 44.

16. Teachers for to-day and tomorrow. 'Schoolmaster'—6th July, 44.

17. Pension grievancees and the new bill. 'Teachers World'—7th Feb., 45.

18. Probationary year. (Notes and comments). 'Journal of Education'—Jan., 44.

19. Professional status by T. P. R. Laying. 'Journal of Education'—Feb., 44.

20. Importance of providing cumulative sick leave for teachers—C. A. Weber. 'Education Digest'—March, 43.

ANNEXURE III.

Report of the Committee of the Central Advisory Board of Education pointed to consider the question of the Training, Recruitment and conditions of service of teachers, together with the decisions of the Board thereon. (1943).

(Not printed).

ANNEXURE IV.

A STATEMENT SHOWING THE METHODS OF SELECTION AND APPOINTMENT OF TEACHERS ADOPTED IN THE PROVINCES, ETC.

PROVINCE. Type of School.

Assam—

(a) Government .. (a) High Schools.—Posts are filled by the Government on the recommendation of the Director of Public Instruction.

Middle & Primary Schools.—Posts are generally filled by the Divisional Inspectors of Schools with the approval of the Director of Public Instruction.

(b) Recognised .. (b) In case of Board Schools posts are filled by the authorities of the Board concerned. In case of other Aided Schools these are filled by the Managing Committees of the Schools with the approval of the Department.

Bengal—

(a) Government .. (a) High Schools.—Headmasters and Headmistresses are appointed either by promotion from lower Services or by direct recruitment from outside. Asstt. Masters and Asstt. Mistresses are appointed by direct recruitment.

Middle and Primary Schools.—Headmasters and Headmistresses of Middle Schools are appointed either by promotion or by direct recruitment. Other appointments are made by direct recruitment.

(b) Recognised .. (b) High & Middle Schools.—The Managing Committees of an H. E. (Private recognised) School has the power of appointing teachers and there are no definite rules in the case of Private Middle Schools.

Primary Schools.—In case of Schools managed by District Board, Municipality and Calcutta Corporation, the teachers are recruited by the Board, Chairman of Municipality and Corporation Services Committee respectively. In case of schools aided by the Local Boards, the teachers are appointed by Managing Committees of the Schools.

Bihar—

(a) Government .. (a) High Schools.—Headmasters are appointed by promotion from among Asstt. Headmasters. Asstt. Masters and Asstt. Mistresses are appointed by advertisement in the gazette and newspapers.

Middle Schools.—Appointments are generally made by the Inspector of Schools through advertisement.

Primary Schools.—Appointments are made through advertisement by District Inspectors of Schools in case of boys' schools and by D. P. I. in case of girls' schools.

- (b) Recognised .. (b) Teachers are appointed by the Managing Committees of the schools in accordance with the minimum qualifications prescribed by the Deptt. The products of Patna, Benares and Aligarh Universities are given preference over those of other Universities, other things being equal.
- Bombay—*
(a) Government .. (a) Appointments of Asstt. Masters and Asstt. Mistresses are made by nomination from among candidates who must be graduates.
- (b) Recognised .. (b) The discretion lies entirely with the Management of Schools so far as appointment of teachers are concerned. Teachers are generally selected by advertisement in local papers.
- C. P. & Berar—*
(a) Government .. (a) Headmasters/Mistresses of High and Middle Schools are appointed by promotion from Asstt. Masters/Mistresses. Other teachers in all types of schools are appointed from the list of candidates maintained for the purpose.
- (b) Recognised .. (b) Appointments are made by the Managing Committee of the School concerned.
- Madras—*
(a) Government .. (a) *High Schools.*—School Assistants are recruited by P. S. C. or by promotion of Secondary grade teachers. Secondary grade teachers and other teachers are recruited by District Educational Officers and Principals in case of men teachers and by Inspectresses of Girls' Schools in case of Women teachers.
Elementary Schools.—Teachers are recruited by the Asstt. Agents in the Vizagapatam and East Godavari Agencies.
- (b) Recognised .. (b) *High & Middle Schools.*—Headmasters and Head-Mistresses are appointed by promotion of suitable teachers or by direct recruitment (without reference to communal rotation rules). Secondary grade teachers are generally appointed by direct recruitment (on the basis of communal representations) and other teachers and instructors/instructresses are directly recruited (without reference to communal representation rules).
Elementary Schools.—Secondary grade teachers in schools of local Bodies are appointed by direct recruitment or by promotion, and other teachers are directly recruited.
- N. W. F. P.—*
(a) Government .. (a) *High Schools.*—Headmasters are appointed by promotion on selection from among senior S. A. V. grade teachers; the 2nd masters and 3rd masters are appointed by selection, promotion or direct recruitment and the Asstt. Masters are appointed by direct recruitment.

- (b) Recognised .. (b) Appointments are generally made either by promotion to higher grades or by direct recruitment.
- Orissa—*
(a) Government .. All vacancies in subordinate Educational Service are ordinarily advertised and filled by selection from among candidates who reply to the advertisement or are nominated by the Principals of the training colleges. In case of urgency Inspectors may select candidates from the list of registered candidates maintained by them.
- Sind—*
(a) Government .. (a) *High Schools.*—Headmasters are appointed by promotion of suitable teachers or by direct recruitment. Other teachers are appointed by nomination from among candidates who must be graduates.
- (b) Recognised .. (b) *High Schools.*—(Non-Government)—Teachers are directly appointed by advertising the posts.
Primary Schools.—(Local Authority)—Teachers are directly recruited from among those successful candidates in Primary School Leaving Certificate Examination.
- U. P.—*
(a) Government .. (a) *High Schools.*—Trained Graduate teachers are appointed by advertisement through P.S.C. or by promotion from trained undergraduate teachers who have taken their degree. Lower grade teachers in Schools for Girls are appointed by promotion or direct recruitment. All other teachers are appointed by advertisement through P.S.C.
- Middle Schools.*—In boys' Schools Head Teachers are appointed by promotion of Asstt. Masters in consultation with P.S.C. and Asstt. Teachers are appointed by the D.P.I. for 5 years from among teachers working as Instructors in Basic Refresher Course. Appointments of Women teachers carrying an initial salary below Rs. 50 p.m. are made by the Chief Inspectors of Girls' Schools and for others by advertisement through P.S.C.
- (b) Recognised .. (b) In Local Fund Schools appointments are made by promotion or direct recruitment by the Chairman, Education Committee. No method is prescribed for private recognised schools.
- Ajmer-Merwara—*
(a) Government .. (a) Teachers in Vernacular Schools are nominated from amongst V.T.Cs. from Normal Schools. Other posts are filled by Selection through advertisement, preference being given to local qualified men.
- (b) Recognised .. (b) Selection is generally made after advertisement.

Baluchistan—

- (a) Government .. (a) Principals of Higher Grade Secondary Schools for boys are appointed through F.P.S. C. and teachers in other types of schools are appointed by application to the Superintendent of Education.
- (b) Recognised .. (b) Teachers are appointed by application to the School concerned.

Bangalore—

- (a) Government .. } Normally by advertisement in the local papers.
- (b) Recognised .. }

Delhi—

- (a) Government .. (a) *Middle Schools*.—Department recruit teachers after proper advertisement.
- (b) Recognised .. (b) *High and Middle Schools*.—Local Bodies/Managing Committees of Schools concerned recruit teachers by advertisement.

Primary Schools.—Some local bodies recruit teachers after proper advertisement.

Extract from the Primary and secondary schools (Grant Conditions) Regulations, 1945, made by the Minister of Education, England.

- Primary and Secondary Schools*.—Teachers are employed in the following categories:—
- (1) *Temporary Teachers*.—Minister approves the appointment of such a teacher for a period not exceeding 5 years unless, having regard to the available supply of teachers and candidates, he thinks fit to extend the period from year to year.
- (2) *Occasional Teachers*.—A person who is not qualified for employment as a regular assistant teacher may be employed as an occasional teacher in substitution for a regular assistant teacher. In special circumstances a person not qualified for employment as a regular assistant teacher but is otherwise suitable may be employed for part-time instruction in approved subjects.
- (3) *Teachers (Regular Assistant or Qualified)*.—Trained teachers are employed as qualified teachers and the first year of their service is regarded as probationary period, during which time they must satisfy the Minister of their practical proficiency as teachers.

ANNEXURE V.

A STATEMENT SHOWING THE CONDITIONS OF SERVICE, PROBATIONARY PERIOD AND SECURITY OF TENURE OF TEACHERS IN SCHOOLS IN INDIA.
(C.F. ITEM 2 OF AGENDA).

PROVINCE.	Probationary Period.	Security of Tenure.
	(1)	(2)
Assam	..	In all Government and recognised schools 3 months' notice of discharge from service is given to permanent incumbent when the post is abolished. In other cases one month's notice is served. Teachers affected are allowed to appeal to an authority next above the one who inflicts punishment.

31

	(1)	(2)
Bengal	..	<i>Government Schools</i> .—(High & Middle).—For dismissal 3 months' notice is necessary in case of permanent teachers. Provision for appeals has been made in the Civil Services Rules.
	6 months	<i>Private recognised High Schools</i> .—The services of a permanent teacher (<i>i.e.</i> , one who has rendered service at least for 2 years) may be terminated by one month's notice, on either side, on sufficient and satisfactory ground. The teacher may appeal to the Arbitration Board.
		<i>Local Fund Schools (Primary)</i> .—No teacher can be discharged from the Board without a previous report on his or her work from the Inspecting Agency in case of Aided schools. In case of schools managed by Local Boards the matter is left to the discretion of the Board. In case of Aided schools an appeal may be made to the D.P.I. within 60 days of the order of discharge. In case of schools managed by Local Boards appeal lies with the District Inspector of schools.
Bihar	3—12 months	<i>Government Schools</i> .—One month's notice in case of temporary teachers and reasonable notice of at least 3 months in case of those in permanent employ are necessary for discharge from service. In case of Headmaster and Lady Principals of High Schools appeals are decided by the Government in consultation with the P.S.C. In case of Subordinate Service Teachers appeals lie with the authority immediately superior to the authority inflicting the punishment.
		<i>Recognised High Schools</i> .—One month's notice or a month's salary in lieu thereof is necessary for discharging teachers from services. An appeal against the dismissal is permissible.
Bombay	..	<i>Government Schools</i> .—When a post is abolished 3 months' notice for discharge from service is necessary. Provision for appeals has been provided in the B.C.S. Discipline and Appeal Rules.
		<i>Recognised Schools</i> .—For discharge from Service permanent teachers are generally given notice for a school term and in case of reduction of establishment they are given 3 months' notice. Services can be dispensed with without notice after due inquiry in case of insubordination or misconduct. Temporary teachers are served one month's notice for their discharge from service. No specific provision exists in the matter of appeal. In case of dispute between teachers and the management question is sometimes referred to the Department.
C. P. & Berar	..	<i>Government Schools</i> .—Three months' notice is required for discharge from service. An appeal may be made to the authority immediately superior to the officer passing the order of punishment and, if rejected, an appeal may be made to the local Government.

(1)	(2)
	<i>Recognised Schools.</i>—One month's notice is required for discharge from service. There are no rules prescribed by Government for the purpose of appeal. The management of the school can dispose of the appeal.
Madras— 1 year	<i>Government Schools.</i>—If the posts are abolished, 3 months' notice for discharge from service is necessary in case of permanent teachers and one month's notice in case of acting men. No notice is necessary in case of teachers discharged for want of vacancy. Provision for appeals has been made in the classification and control and appeal rules. <i>Recognised Schools.</i>—For discharge from service 3 months' notice in case of permanent teachers and reasonable notice in case of others are necessary. In case of Headmasters/Headmistresses of Secondary Schools (Local Bodies) appeals lie with the Government and in case of other teachers appeals lie with the D.P.I.
N. W. F. P.	<i>Government Schools.</i>—Rules for discharge from service and appeals have been provided in the N.W.F.P. Subordinate Service Punishment and Appeal Rules. <i>Aided Schools.</i>—Each management has its own rules regarding the discharge from services of teachers. Usually one month's notice is served in such cases. Appeals are made to the D.P.I. against the action of the management. <i>Local Fund Schools.</i>—The rules for discharge from service of teachers in the D. B. schools are the same as in Government schools. Appeal lies with the D.P.I. in case of E.T.S. teachers and with the Provincial Government in case of S.A.V., J.A.V., S.V., and other teachers. Municipal Board schools are guided in all such matters by their respective Municipal Acts.
Orissa— 3-12 months	<i>Government Schools.</i>—The teachers are entitled to appeal to the authority immediately superior to an authority passing order for removal, dismissal, suspension, etc. <i>Recognised Schools.</i>—The services of a teacher may be terminated on either side, by one month's notice or on payment of a month's salary in lieu thereof. The services of the teacher may be dispensed with for gross misconduct after giving him an opportunity of making a defence. In the former case appeal lies with the management of the school and in the latter case it rests with the school Inspector.

(1)	(2)
Punjab— 1 year	<i>Government Schools.</i>—No notice of discharge from service is given in case of temporary or officiating hands. Permanent teachers are governed by C. S. Rules (Punjab) and there is provision for appeal in cases of dismissal, etc. <i>Recognised Schools.</i>—No definite departmental rules exist in this matter.
Sind	<i>Government High Schools.</i>—3 months' notice is required for discharging any teacher from service. The teacher concerned can appeal to the authority higher than the appointing authority, i.e., Government. <i>Non-Government High and Middle Schools.</i>—Usually one month's notice is given for discharge from service. The staff apply to Managing Board for appeals. <i>Local Authority Schools—Primary Schools.</i>—3 months' notice for discharge from service is necessary. In case of dismissal appeal can be made to the local authority.
C.P.— 1 year	<i>Government Schools.</i>—The teachers are guided by C. S. R. for their security of tenures. <i>Recognised Schools.</i>—Except in case of removal for misconduct or in absence of an agreement to the contrary, a permanent teacher's service may be terminated on one month's notice on either side when he is on probation and on two months' notice on either side if he has been confirmed.
Ajmer-Merwara	<i>Government Schools.</i>—Discharge from service in case of abolition of post requires 3 months' notice or three months pay in lieu thereof. There is provision for appeal to the next higher authority in case of any punishment being inflicted. <i>Recognised Schools.</i>—One month's notice in case of Municipal schools is required for dismissal. In private recognised schools one month's notice for probationers and 2 months' notice for permanent teachers are required for discharge from service. In case of Municipal Schools appeal lies with the next higher authority and in case of private recognised schools appeal lies with the Head of the Department.
Baluchistan 1 year	<i>Government Schools.</i>—Three months' notice is generally required for discharge from service in case of permanent teachers and no notice is required in case of teachers on probation or found medically unfit for discharge from duties. Provision for appeal exists under Civil Service Classification Control and Appeal Rules to the A.G.G. in Baluchistan. <i>Recognised Schools.</i>—3 months' notice is ordinarily required for discharge from service. There is provision for appeal to the Superintendent of Education in Baluchistan.

	(1)	(2)
<i>Bangalore—</i>	6 months	Three months' notice on either side (or as provided in the agreement between management and staff) is necessary in all types of institutions for discharging a teacher from service.
<i>Delhi</i>	..	<i>Government Schools—(Middle).—</i>3 months' notice is required for discharging a teacher from service. Appeal lies with the Local Government. <i>Recognised Schools.—</i>In case of schools of Local Bodies 3 months' notice for discharge from service is necessary in case of permanent employees. Appeals lie with the Local Body. In case of private recognised schools 3 months' notice is required from either side in case of permanent employees and appeals lie with the Department.

Probationary Period.

Security of Tenure.

Extract from Primary and Secondary schools (Grant Conditions) Regulations made by Minister of Education, England.

This is one year in case of a qualified teacher. The Minister can waive this requirement, or reduce the period, or extend it in special cases.

A teacher, other than an occasional teacher, is employed under a written agreement defining the conditions of service. A teacher shall not be dismissed without an opportunity of appearing in person before the governors. If service of a teacher is terminated on account of criminal offence or grave misconduct or grave professional default, etc. the facts must be reported to the Minister of Education. The Minister will inform the teacher of the charges against him and give him an opportunity for explanation.

ANNEXURE VI.

A STATEMENT OF THE PRESENT PROVISION FOR LEAVE FOR TEACHERS AND THE DIRECTORS OF PUBLIC INSTRUCTION.

Province.	Present position.		Suggestions.	
	Government Schools.	Recognised Schools.	Government Schools.	Recognised Schools.
1	2	3	4	5
Bengal	1. Casual Leave—10 days .. 2. Medical Leave—12 months during the entire period of service, on full pay 8 months and half pay for remaining period, if leave is due. 3. Maternity leave ..	<i>Local Bodies Schools—</i> 1. Casual leave—15 days .. 2. Maternity leave—3 months (full pay). 3. Other leave on half pay—15 days. <i>Private Secondary Schools—</i> 1. Casual leave—15 days .. 2. Medical leave on such allowances and for such period as the managing Committee may decide.	..	There should be a uniform set of medical leave rules for all institutions as follows:— 1. Medical or maternity leave—during whole period of service—12 months with pay. 2. Maternity leave—3 months at a time (full pay). 3. Medical leave in a year—1 month (full pay). 4. Medical leave during whole period of service—6 months full pay—Next 6 months half pay. 5. Medical leave for period in excess of 1 year—Excess period without pay.
Bihar	As for other Government Servants.	<i>High Schools—</i> 1. Medical leave on full pay—1/30/th of active service.		<i>High Schools—</i> The prescribed rules are quite liberal and do not require any improvement.

33

ANNEXURE VI—contd.

1	2	3	4	5
		2. Medical leave on full pay at a time—6 months. 3. Medical leave in continuation of 2—Upto 6 months (half pay). 4. Medical leave in continuation of 3—Upto 1 year more (without pay). <i>Middle & Primary Schools—</i> District Board Schools have their own leave rules.		<i>Middle & Primary Schools—</i> As rules applicable to District Board School teachers are applicable to all employees of the Board it does not seem necessary to interfere with it.
Madras ..	As for other Government Servants.	<i>Aided Elementary Schools—</i> 1. Leave due after one year of service—15 days (with pay). 2. Maximum period of leave in (1) which can be accumulated—45 days. <i>Secondary Schools—Aided—</i> 1. Leave admissible after every 5 years of service in case of persons domiciled out of India—6 months. 2. Maximum period of leave in (1) which can be accumulated in the service—2 years.		<i>Aided Elementary Schools—</i> 1. Leave with full pay in a year—15 days. 2. Further leave on half pay—15 days. <i>Secondary Schools—Aided—</i> 1. Leave with full pay—3 weeks. 2. Further leave [including leave in (1)]—4 months (half pay). 3. Period of leave in (2) admissible in the course of whole service—1 year.

18

N.W.F.P. ..	Ditto.	<i>Local Fund Schools—</i> Same as Government Rules <i>Private Schools—</i> They have their own rules		No improvement is suggested as the present provision is considered satisfactory, excepting for new entrants who should be brought under the old leave rules.
Orissa ..	Ditto.	1. Medical leave on full pay—1/30th of active service. 2. Medical leave on full pay at a time—6 months. 3. Medical leave in continuation of (2) on fresh M. C.—6 months (half pay).		The present provision seems to be satisfactory.
Punjab ..	<i>For old entrants (before 1931)—</i> 1. Leave on full pay after every 11 months—1 month. 2. Medical leave on full pay during period of service—1 year. 3. In case of illness extending over a year leave is admissible on half pay to the extent of leave covered under rule (1) and (2) earned.	<i>Local Bodies Schools—</i> Generally governed by same rules as in Government schools. <i>Private recognised Schools—</i> They have their own rules.	Rules applicable to old entrants are quite liberal rules; those applicable to new entrants are not so satisfactory.	

19

34

ANNEXURE VI

1	2	3	4	5
Punjab ..	4. In case of protracted illness unearned leave on half pay is also permissible for a fairly long period. <i>New entrants (1931 & after)</i> — 1. Medical leave on half pay during the course of service—18 months. 2. Further leave without pay may be sanctioned in case of protracted illness. As for other Government servants.	Medical leave for every 3 years of completed service—1 month (full pay)	Present provision is quite satisfactory.	Provision should be made for grant of medical leave on full pay as in the case of Government institutions. The increased grant necessary in this behalf should be managed by the Government and Management equally.
Ajmer-Merwara.	Ditto.	No prescribed leave rules ..	..	In aided schools some rules should apply as in case of Government Schools.
Sind ..				

20

ANNEXURE VII. A STATEMENT OF THE PRESENT POSITION AND VIEWS OF DIRECTORS OF PUBLIC INSTRUCTION ON THE SIZE OF CLASSES.

Province.	Prescribed Limits.			Proposed Limits.		
	High.	Middle.	Primary.	High.	Middle.	Primary.
1	2	3	4	5	6	7
Bengal ..	VII & VIII : 40 IX & X : 50	40	I : 40 II : 35 III & IV : 30	40	40	30
Bihar ..	50	50	40	40	40	30
Madras ..	40	40	40	30 (per teacher).	30 (per teacher).	1-25 Others—30
N. W. F. P. ..	Ordinarily 40 Special case 45	Ordinarily 40 Special case 45	Ordinarily 40 Special case 45	35	35	35
Orissa ..	40	40	30	40	40	30
Punjab ..	45	30	Infant : 25 Other classes : 30	40	Class Room 26' x 20'. A.V.M. : 40 V.M. : 30	Class Room 20' x 15'. Infant : 20 Other Classes : 30

21

35

ANNEXURE VII contd.

1	2	3	4	5	6	7
Sind ..	10 sq. ft. per pupil.	10 sq. ft. per pupil.	8 sq. ft. per pupil.	As at present.	As at present.	As at present.
Ajmer-Merwara	..	..	..	30-35	30-35	20
Coorg	..	..	..	30	30	30
Extract from Minister of Education's Grant Regulation No. 20.	30	30	Class of pupil under 3 years : 15 Class of pupil between 3 and 5 years : 30. Class of senior pupils—30.			

22

ANNEXURE IX.

A STATEMENT OF THE PRIMARY POSITION AND VIEWS OF DIRECTORS OF PUBLIC INSTRUCTION ON TEACHERS' HOURS OF WORK. Cf. Item 5 (a) of AGENDA.

Province.	Present hours of work.		Proposed hours of work.	
	Primary. 2	Middle and High. 3	Primary. 4	Middle and High. 5
1				
Bengal ..	24 hours ..	23 hours (30 periods) ..	24 hours .. In residential schools where the teacher has other and exacting duties outside the class room, his class-work should be less.	23 hours (30 periods).
Bihar ..	Government Schools 25 hrs. Non-Government Schools— Lower Primary—24 hours. Upper Primary—26½ hours.	Government Schools— Headmaster : 17 periods of 40-45 minutes each. Assistant Headmaster—29 periods of 40-45 minutes each. Asstt. Master—34 periods of 40-45 minutes each. Non-Government Schools— Headmaster—18 periods of 40-45 minutes each. Other teachers—29-34 periods of 40-45 minutes each.	1. Ordinarily 28 periods. 2. This limit may be exceeded in case of a single teacher primary school.	Asstt. Teachers—28 periods (5 periods each day from Monday to Friday and 3 periods on Saturday).

23

36

ANNEXURE IX—concl.

1	2	3	4	5
Madras	Not known	25 periods or 18 hours	Headmasters—20 periods. Other teachers—28 periods.	Headmasters—12-15 periods. Other teachers—25 periods.
N. W. F. P.	27 hours (36 periods)	27 hours (36 periods)	33 periods of 30 minutes each.	33 periods of 45 minutes each.
Orissa	..		15 hours	20 hours.
Punjab	Infant class .. 15 hrs. Class I .. 17 hrs. Class III & IV .. 25 hrs.	Headmasters—10-16 hrs. Science masters—16-18 hrs. Other teachers—20 hrs.	As at present	1. As at present. 2. No teacher in A.V. School should be given work for more than 30 periods a week.
Sind	1-18-24 hrs. Other classes—24-36 hrs.	Head teachers—8-12 hrs. Science teachers—18 hrs. Other teachers—23 hrs.	No change	No change.
Ajmer-Merwara.	..	30 hrs.	24 hrs. (including games and creative activities).	30 hrs.
Coorg.	..		25 periods	Middle—25 periods. High—20 periods.

24

25

ANNEXURE X.

THE VIEWS OF CERTAIN EXPERTS AND ORGANISATIONS ON THE PLANNING OF SCHOOL HOURS.

1. Dr. A. C. Ukil, All-India Institute of Hygiene and Public Health, Calcutta.

Sir Leonard Hill (England) had found during his investigation that the output of energy is at its maximum when the temperature as well as relative humidity of the atmospheric environment is comparatively low, that it diminishes with the rise of temperature and more particularly of relative humidity and that the optimum results are obtained with a temperature of 75°F and a relative humidity of 60 per cent. Basing his observations on this finding, the D.P.H., Bengal in 1946 came to the conclusion that in Bengal School hours should be between 7 A.M. to 12 noon during winter and 6-30 A.M. to 11-30 A.M. during summer. He further found out that maximum uncomfortable conditions were between 12 noon to 3 p.m. Dr. Ukil entirely agrees with this observation.

2. Mr. A. N. Basu, Department of Teachers Training, Calcutta Univ.

Suggests that school hours should as a rule concur with the normal hours of business and the length of the school day should be extended so that there may be provision in the school time-table for games and other activities.

Also suggests that the school year should be in July and the seasonal terms of working days should be as follows :—

- (1) Autumn term—
First week of July to middle of September 10 weeks.
- (2) Winter term—
3rd week of October to 3rd week of December 10 weeks.
- (3) Spring term—
2nd week of Jan. to 3rd week of February 7 weeks.
- (4) Summer term—
1st week of March to Middle of May with exam. in the 1st week. 10 weeks.

Although the above suggestions have been made with particular reference to Bengal, the principles may equally apply to other parts of India.

3. Indian Psychological Association, Calcutta.

Recommends the following hours of work for children of different age-groups.

- (i) Children between 3-6 years—
Not more than 3 hours of work, within short periods not exceeding 20 minutes. A mid-day rest period is essential.
- (ii) Children between 6-11 years—
Not more than 4 hours of work. Each period should normally be of half-an hour duration. A midday rest period must be granted for children up to 8 years.

4. The Editor, Teachers' Journal, Calcutta.

(iii) Children between 11-16 years—

The school hours should be from 11 a.m. till 5-30 p.m. with provision for school tiffin and facilities for games in the afternoon.

Suggests that :

(i) As the output of energy is maximum when the temperature as well as the relative humidity is comparatively low, there should be a cessation of all work in India between 12 noon and 3 p.m.

(ii) The schools should be held in two shifts—Morning and afternoon—with the following timings :—

Morning—7 a.m. to 10 a.m. (Summer) or 8 to 11 a.m. (winter).

Afternoon—3 p.m. to 5 p.m. (summer) or 2 to 4 p.m. (winter).

Elementary Schools and the lower forms of Secondary Schools need not be held in the afternoon.

In order to be able to effect these changes it is further suggested that the Government should, (i) place before the schools and the public the ideal working hours for the schools as a recommendation and constantly insist on a change over for the better, (ii) rouse popular feeling in support of the recommendation, after this stage, the schools may be asked to adopt two different timings—one for Summer (April-September) having two shifts, morning and afternoon, as noted above, the other for winter (October-March), having one midday shift, as at present, as an experimental measure.

5. Board of Education, London.

The Board's Code of Regulations for *Elementary* Schools requires only that each school must normally be open for at least 400 "meetings" a year, and that the minimum period of secular instruction per meeting must be 1½ hours for infants and 2 hours for older children. A meeting comprises an afternoon or a morning session. In practice the schools are generally open during both the morning and the afternoon from Monday to Friday but are closed on Saturdays and Sundays. Apart from these requirements, the length of the three or four terms into school which the school year is normally divided, the dates of the school holidays and the actual hours of meeting are matters for the local Education Authority or the Managers concerned. The normal number of "meetings" in a school is about 410-420, i.e., the Elementary Schools are open for periods amounting in the aggregate to between 41 and 42 weeks. The hours of instruction, including time given to religious instruction—normally about three quarters of

an hour a day—are, for older children about 3 hours in the morning and 2½ hours in the afternoon normally from 9-0 a.m. to 12-0 noon and either 2-0 p.m. to 4-30 or 1-30 p.m. to 4-0 p.m.; occasionally the morning meeting may be extended to 12-30 p.m. For infants these periods are generally half an hour less for both morning and afternoon sessions. There is a short break of about 10 minutes during both the morning and afternoon sessions.

With regard to *secondary* Schools, the normal school year is at present 37-38 weeks long. The length of the term also depends on the district in which the school is situated, and may vary from 6-7 weeks. The number of hours of instruction in grant-earning Secondary Schools may vary from 24-27 a week, these figures being exclusive of times for morning assembly and recess. The division of this time into periods varies from school according to the length of the period, which may be from 40-45 minutes or an hour. The following dates give a concrete example of a school year under the London County Council :—

Vacations.

Elementary Schools—Christmas—December 22nd—January 8th.

Easter—April 6—17th.

Summer—July 27th—August 28th.

Autumn break—October 30-31st.

Secondary Schools—

Christmas—Dec. 20th—Jan. 14th.

Easter—March 25th—April 28th.

Summer—June 24th—Sept. 16th.

These vacations give a total holiday period for *Elementary* Schools of about 9 weeks, and for *Secondary* Schools, which may have in addition Whit Monday and one or two special holidays, about 14-15 weeks.

ANNEXURE XI.
EXISTING SCHOOL SESSIONS.

Bengal	..	..	School year—January to December. Three terms :— 1. January to middle of May. 2. Middle of June to end of September. 3. End of November to end of December.
Bihar	..	..	School year—January to December.
C. P. & Berar	..	..	June 3rd week to March 3rd week (Mid-day classes). March 4th week to April 2nd week (Morning classes). April 3rd week to June 2nd week (Summer vacation).
N.W.F.P.	..	..	School year—1st April to 31st March.
Orissa	..	..	School year—January to December.
Punjab	..	..	School year—1st April to 31st March. Summer term—April to September. Winter term—October to March.
U. P.	..	..	1st April to 31st July (morning classes). 1st August to 31st March (mid-day classes).

ANNEXURE XII.
THE VIEWS OF CERTAIN EXPERTS AND ORGANISATIONS ON THE PLANNING OF
HOLIDAYS.
(CF., ITEM 7 OF AGENDA).

1. Dr. N. N. Sen Gupta,
M.A., Ph.D., Prof. &
Head of the Dept. of
Philosophy, Lucknow
University.

Suggests two alternatives :—

- (i) That the plan of work in the school may be re-shuffled every year so that they may fit in with the timing of the holidays, so that the stress on the student population may be evenly distributed over the whole year.
- (ii) That holidays may be fitted into the plan of school work rather than fitting school work into a scheme of pre-arranged holidays. Religious and social holidays may not be altogether ignored but their length may be reduced.

He, however, prefers alternative (ii). Also suggests that the last day of each month may be regarded as a holiday.

2. Mr. A. N. Basu, Dept.
of Teachers' Train-
ing, Calcutta Univer-
sity.

Suggests that holidays should be recast as follows :

- (1) Autumn Holidays—
Middle of September to 2nd week of 3 weeks.
October.
- (2) Winter Holidays—
Last week of Dec. and 1st week of 1½ weeks.
January.
- (3) Spring Holidays—
Last week of Feb. to 1st week of March 1½ weeks.
- (4) Summer Holidays—
Middle of May to end of June with ad. 6 weeks.
Mission in last half of June.

Although the above suggestions have been made with particular reference to Bengal, the principles may equally apply to other parts of India.

3. Indian Psychological
Association, Calcutta.

The existing practice may be followed subject to the following recommendations :

- (i) The working terms should be three in a year.
- (ii) The terms should as far as possible be equal in length.
- (iii) Instead of granting within the term unimportant local holidays which cause frequent interruption of work, when short mid-term breaks might be allowed when necessary.
- (iv) Terms should be so planned that actual working days are spread over somewhat on the following plan viz.,

January 3rd to May 2nd.	Approximate dates of working terms suitable as for Bengal.
June 16th to September 15th.	
October 25th to December 23rd.	

4. The Editor, Teachers' General, Calcutta.

The stray Holidays on minor religious grounds may easily be done away with, thus adding about 25 days to regular school session. But in that case, a set of leave rules for the teachers will have to be framed and they should be entitled to such leave as is allowed to Government servants.

5. The Editor, The Journal of Education.

Secondary and Higher Institution (Urban Area).

- (a) Maximum number of holidays to be reduced from 165 to 135.
(b) No. of religious holidays to be reduced to minimum and the saving thus made be used to increase the length of the winter vacation round the New Year.

Basic and Middle Schools (Rural Area).

- (a) Number of holidays to be reduced to 100 or thereabouts.
(b) There should be no winter or summer vacation and no Sunday; the schools should be closed only for local festivals, or rainy days and during weeks when hands will be needed for sowing and harvesting.

ANNEXURE XIII.
INFORMATION COLLECTED FROM PROVINCIAL EDUCATION CODES.
(cf. ITEM 7 AGENDA.)

Province.	Type of Institutions.	No. of Holidays.	Hours of work.	Remarks.
1	2	3	4	5
Assam ..	Primary ..	45 days excluding Sundays		Village school may grant up to 66 days if children are required to work in fields.
	Middle ..	66 days excluding Sundays.		
	High ..	76 days excluding Sundays.		
Bengal ..	Primary, Middle and High	83 days excluding Sundays		
Bihar ..	Recognized High Schools ..	87 days excluding Sundays		7 Hindu festivals and 12 Muharradan festivals.
	Aided Schools ..	Prescribed from time to time as the Department prescribes.		
Bombay ..	High ..	42 days in Summer and 21 days during Diwali.	5 hours for 5 days in the week and 3 hours for one day in the week.	

1	2	3	4	5
C. P. & Berar	Vernacular and A. V. Schools	60 days in Summer and 10 days during Diwali.	5 hours of study.	Special periods for Vacation among hill tribes.
N. W. F. P.	High and Middle ..	42 days in Summer and 10 days in March or April.	High—30 hours per week.	
	Primary ..	2 vacations not exceeding 42 days.	I Class—18 hrs. II & III Class—21 hrs. IV Class—24 hrs. per week.	
Punjab	Primary ..	2 vacations not exceeding 49 days.	I Class—19 hrs. II & III Class—19 hrs. IV Class—24 hrs. per week. 30 hours per week.	
Lower Sind	High ..	60 days from end of July	4 hours a day.	
	High ..	42 days in Summer and 28 days in winter, and Sundays.	5 hours for 6 days in the week & 4 hours in April, May and July.	
Upper Sind	High ..	56 days in Summer and 21 days in winter, and Sundays.	I Class—16 hours. II & III Class—19 hours. IV Class—24 hours per week.	
U. P.	Primary ..		30 hours weekly.	
	Middle & High ..	49 days in Summer and 7 days in Christmas.		
Baluchistan	Primary ..	In Winter areas 56 days in Summer and 7 days in Summer.		
	High ..	In Summer areas 56 days in Summer.		

Note.—The figures given are approximate.

ANNEXURE XIV.

TEACHERS—PRIVATE TUITION (INFORMATION COLLECTED FROM EDUCATION CODES).
(cf., ITEM 8 OF AGENDA).

Province and Type of School.	Admissibility of Private Tuition.
Assam—	
Government ..	One hour a day if the authority is satisfied that it is not detrimental to the teacher's ordinary duties and the rate of remuneration proposed is reasonable.
Bengal—	
Recognised ..	Not permitted if it interferes with proper execution of school duties.
Bihar—	
Ditto.	Ditto.
Government ..	Special sanction of the Inspector or recommendation of the Headmaster is necessary.
Bombay—	Two hours with the sanction of the Deputy Inspector.
C. P. & Berar—	
Government ..	Not permitted without the sanction of the Inspector.
N. W. F. P.—	
Government ..	Permitted only with written sanction of D.P.I. if it does not interfere with regular duties.
Board ..	Permitted only with written sanction of Local Body if it does not interfere with school duties.
Aided ..	Permitted with previous sanction of the Managing Committee provided it does not interfere with regular duties.
Orissa—	Same as in Bihar.
Punjab—	
Govt. & Board ..	Allowed only in accordance with the Departmental rules in force.
U. P.—	
Recognised English Schools.	Permission of the manager is necessary.
Municipal and District Boards.	Sanction of the Board and approval of the Inspector are necessary.

ANNEXURE XV.

TEACHERS—STUDY LEAVE—VIEWS EXPRESSED BY THE D. P. IS., ETC.
(cf., ITEM 9 OF AGENDA).

Province.	
Bengal	As things are at present, no useful purpose will be served by an obligatory provision for study leave. Teachers should attend refresher courses and should then be regarded as on duty; and others, wishing for study leave, should have the right of getting it under specific conditions—say, a year after seven years, at least once in their service.
Bihar	Study leave is not ordinarily granted to Government servants of less than 5 years' service. The study leave should be granted once at about the end of 5 years' service and again at about the end of 15 years of service, and no more.
Madras	Study leave should be granted to teachers under various managements at an interval of at least 10 years.
N.W.F.P.	Study leave should be granted to teachers of real worth and merit who are likely to benefit by further study and such leave should be granted between the ages of 30 and 40.
Orissa	Study leave should be granted at least once in the course of the whole service.
Punjab	The Local Bodies and private managements are hardly in a position to grant study leave to their employees. The Government have agreed to the principle of granting study leave to teachers who, by virtue of their qualifications, experience and potential ability, are likely to make good use of it.
Merwara	The grant of study leave at an interval of 5 years is considered to be most necessary for improving knowledge and refreshing technical qualification. Teachers in Government schools should get full salary during study leave and travelling allowance. Teachers in aided schools may also be given such concessions by their Managements and half the cost may be contributed by Government.

ANNEXURE XVI.

TEACHERS—AGE OF RETIREMENT EXTENSION OF SERVICE, ETC.—VIEWS EXPRESSED BY D. P. IS., ETC.

(cf., ITEM 9 OF AGENDA).

Province.

Bengal—

Age limit for retirement (present position).
Primary Schools—no age limit prescribed.
Secondary Schools—60.
Extensions may be given in case of secondary school teachers, a year at a time, to 65.
Suggests the age of retirement should be 55, with extension as a rule up to 60 when the teachers' mental and physical vigour justifies it.

Bihar—

- (a) Govt. Schools.—Age of retirement is 55. Extension requires the sanction of the Provincial Govt. on public grounds and cannot exceed 60 years except in very special circumstances.
(b) Non-Government Schools.—Local Board Schools 55.
Recognised High Schools—55 and an extension beyond the age of 60 years is not, as a general rule, entertained.
Suggests the age of retirement to be 55 and extension of service to be granted on public grounds up to 60 years of age, a year at a time, and not more.

Madras—

- (a) Govt. Schools.—Age of retirement is 55 and extension of service are very rarely given.
(b) Aided Schools.—Age of retirement is 55 and extension of service may be sanctioned up to 60 years by the Head of department provided the teachers keep good health.
Suggests age of retirement to be strictly followed in all schools as 55.

N. W. F. P.—

Suggests age of retirement to be 55 in all Schools and recommends extension up to age of 60 in exceptional cases on production of medical certificate of sound health.

Orissa—

Suggests 55 years should be age of retirement and adds that an extension is justifiable in case of those who in addition to their work as teachers have also engaged themselves in literary activities and have meritorious publications to their credit.

ANNEXURE XVI—concl.

Province.

Punjab—

- (a) *Govt. Schools*.—Age of retirement is 55 and, as a rule, no teachers are granted extension.
- (b) *District Board Schools*.—Age of retirement is 55 although in case of scarcity of experienced teachers extension may be granted up to the age of 60 years, one year at a time, provided the teacher is in good health.
- (c) *Private Schools (Recognised)*.—For grant-in-aid these schools are to observe the same rules as in (b) above.

Sind—

Prescribed age of retirement—55.

Suggests Government should consider the grant of extension of service according to the merits of each case.

Ajmer-Merwara—

Government Schools.—Age of retirement is 55 and extension for 2 or 3 years is granted if the teacher is physically fit and capable of doing good work.

Suggests the age of retirement to be 50, particularly in case of lady teachers who are generally of tender constitution. Extensions may be granted in deserving cases up to 55.

43

E. & P. H. Dept. 48

LETTER REF. NO. 66088 B2/46-12 EDN., DATED 5.1.1949.

To

The Secretary to the Govt. of India,
Ministry of Education,
NEW DELHI.

Sir,

Sub:- CENTRAL ADVISORY BOARD OF EDUCATION -
Conditions of service of teachers -
Recommendation of the Committee.

In the note enclosed with my letter No. 66088-B
Edn., dated 21--10--1947, it was stated that certain
suggestions were under the consideration of Govt.
reference to recommendations, III, IV, VII, VIII.
I am to state that the Govt. have examined these
in detail and they have decided that no action
now be taken on them.

Yours faithfully,

108/12/48

108/12/48

108/12/48

108/12/48

pp 15-18

pp 6-6(a), 8-8(a),
13, 16 + 19-20
of sectional
notes

41

PAPER-1-3

51-44/2888000

C.F. 32 (a).

Education Department

From (Name)	Education Department	Received	Registered
Designation	The Director of Public Instruction, Madras.	To	The Secretary to Government, Education & Public Health Dept. Madras.

Enclosures:

Roc. No. 1713-B2/48 dated 30--6--1949

Sir,

Sub:- Central Advisory Board of Education - Recommendation of the Committee appointed to consider conditions of services of Teachers - Elementary Schools - Conditions re: private tuition.

Ref:- Govt. Memo No.66088-B2/46-10 Edn., 14--4--48 and
 Endt. 66088-B2 of 48-12 Edn., dated 12--5--48 and
 my letter Roc. No.1713-B2/48 dated 10--7--48.

I request you to kindly let me know whether any orders have been passed in the matter and if so a copy of the same may be furnished.

Yours faithfully,

S. P. Anand
 For Director of Public Instruction.

MDS 2/7/49

C1075

10-1-49

50423

46

EPH(B2)

Memo No. S0423 B2/49-1 Educ. 7/1/49.

Sub. Central Advisory Board of Education
- Recommendation of the Committee
appointed to consider conditions
of services of teachers - Elementary
schools conditions v. private tuition
Rey From the D.P.S. 1713-B/48 d 30/6/49.

A copy of this Govt's letter addressed
to the Chief of Justice on the above subject, is
forwarded to the D.P.S. for information

2 view of the opinion
expressed by the D.P.S. in para 1 of his letter
of 10.7.48 the Govt. dropped the question
of amendment of rules. No order was
made

11/7

35
11/7

p 1 - CF

20

to the D.P.S.
(with a copy of the letter)
CF. V.

p 16 of 17
revised

46

5.2 / 11.7

$$\begin{array}{r} 35 \\ \hline 117 \end{array}$$

β 1-CF

Sub. Central Advisory Board of Education
- Recommendation of the Committee
appointed to consider conditions
of services of teachers - Elementary
schools condition re. private tuition

Ref From the D.P.G. 1713-B/48 d 30/6/48.

~~A copy of this Court's letter addressed to the Court of India on the above subject, is forwarded to the D. P. S. for information~~

The ~~W~~. P. J.
(with a copy of ^{CP.} p. 40 ~~of~~ V)

16 of (V)
raised

I view of the opinion
expressed by the Dr. ~~in~~ para 1 of his letter
of 11.7.48 the Govt. dropped the question
of amendment of rules. No orders were
therefore

therefore, passed on the letter

2
9.7.4.

DM
9/7/44

to the 889

47
Sectional notes

Selection Committees should be established for the appointments of teachers in all types of school on the lines set out in the Report. All teachers of whatever grade where confirmed on their appointments should be placed on a Provincial cadre.

25.8.47

As regards Elementary schools the D.P.I. says that there is at present a dearth of trained teachers. He considers that no purpose will be served by appointment of selection committees. The Director's views may be concurred in. The suggestion regarding Provincial cadre need not be accepted.

17/7/47

Secondary schools.

The suggestion that teachers in Secondary schools under all types of management should be placed on a Provincial cadre is impracticable in the present state of finances of the Province. It has not been found possible to adapt ^{even} uniform scales of pay for all teachers under the different types of management.

2. The Director's view that the suggestion of the Committee of the Central Advisory Board of Education that the selection of teachers for appointment in all schools should be made by a Committee consisting of educationalists cannot easily be adopted in the present circumstances may be concurred in. So far Secondary schools under the management of local bodies are concerned the Presidents of the Boards & the appointment Committee of the Boards may not be willing to part with the power of appointment hitherto exercised by them and they may not also be willing to appointments being made with regard to the representation of different communities. The Govt have framed rules to regulate the appointment of teachers and the rules may be amended if necessary to ensure proper selection.

A
 In Committee
 to be placed on
 a Provincial cadre
 of teachers.
 Consideration
 number of members
 to be dealt with
 the committee
 for more
 of the
 to be made
 a Provincial cadre
 it is impracticable

selection is made. The alternative proposed by the Director that the Inspectorate should be empowered to renew the appointments made in the past 12 months may be tried but if the appointing authorities don't follow the advice, power must be taken to enforce their decision.

10/7/47

19/7/47

This kind of post-mortem is not likely to be of much use. I do not think it will be taken up.

In carrying out the purpose of a 'Verifier' Standards in the Scheme of work of the Districts & the powers vested in the Districts & the Education Dept. to cancel certificates. In the 'availability' advertisements would need to be seen in the Province Verifier.

14/8/47

Recommendation II

493

The period of probation should be one year in normal cases, and should not exceed two years under any circumstances.

Elementary schools:

25/7/47

In the case of schools under local bodies and under Govt. management the period of probation has been fixed as two years. In the case of schools under private management no probation has been prescribed by Government. It is opened to managements to regulate the period of probation with reference to the needs of each case.

The recommendation of the Committee that the period of probation should not exceed two years may be accepted.

10/8/47

14/8/47

14/8/47

Secondary schools

Secondary schools

Local bodies

Recommendation III

Teachers should be appointed on a written contract basis.

Elementary schools:

In the case of schools under local bodies ^(appointment of) the teachers is regulated by the rules framed by Government. The teachers enjoy conditions of service more or less similar to those applicable to Government servants. In the case of aided elementary schools the Govt. have prescribed that a service register should be opened for each teacher which will contain ^{particulars of} the terms of service agreed upon between the teacher and the Management. The position may be

explained in the for. of India

17/12/47

4/1/48

Secondary schools

~~both~~ In the case of private aided Secondary schools this is already in force. No written contract is necessary in the case of other schools

Mr. Davis
Secretary
Education
Bombay

18.7.47

19.7.47

4/1/48

I do not see why in Elementary Schools and Secondary Schools, conditions of service should not be brought up to the level of Government schools. The matter may be examined and put up. In the communication to the Government of India, it may be stated that the position is under consideration.

18A
21-8-47

It is presumed that H.M.'s intention is that the condition

of service of teachers in aided elementary schools + aided secondary schools should be brought to the level of Govt servants. The form of agreement to be entered into between teachers and managements of aided secondary schools has recently been revised in G.O. no 2406 Edu B 7.11.47 and the question of prescribing a similar form of agreement in respect of teachers in aided elementary schools is under separate consideration. The remarks of the DPJ may be obtained on the suggestion of H-1 (Edu).

A draft memo is submitted below for approval.

USK
9.4.48

h
12.5.48

[Memo no 660 88 B2/48-11 Edu B 8.5.48] H-22-23 of

CNO 520 21 - From the DPJ RENO 536 B3/48 B 10.7.48 H-24-25

Please see the Director's reply on pp 24-26 cf.

He reports that the conditions of service of teachers in aided schools are different from those of teachers in the service of Govt and in the service of local bodies in the matter of pay, leave terms, security of tenure and benefit of pension and if the conditions of service of teachers in aided secondary schools are to be raised to the level of Govt servants the financial obligations on the part of the managements will be considerably increased and they will not be in a position to shoulder them without increased help from Govt. The Govt have recently raised the basis of assessment of teaching grants to aided secondary schools from one half to two thirds of the approved net cost and even with this increased help some of the managements are not in a position to grant even the revised scales of pay fixed for teachers in secondary schools under local bodies. In the present financial stringency, it is not possible to grant any further increase

X on
pass
by 9.11.48

The Director's view that it is too soon to effect any further changes in the conditions of service of teachers in aided secondary schools may be concurred in.

USK
31.7.48 As regards aided ele. schools, please see paragraphs 2 and 3 of the Director's letter on pp. 25-26

We cannot
afford to
meet it
by

cf. if the scales of pay are increased, the extra expn. will have to be met by Govt. As it is the Govt are practically meeting all expn. in aided ele. schools.

PM
24/9/48
8/11/48

by W/mr

Recommendation IV.

Teachers should become entitled to 15 days sick leave on full pay for every 6 months' service and should be allowed to accumulate it up to a maximum of 12 months. Women teachers may avail themselves of three months leave in the way of maternity benefit upto a maximum of one year in addition to the usual sick leave. There is no necessity for privilege or casual leave in addition to the above, but emergency leave upto seven days in a year may be granted under exceptional circumstances.

Elementary schools:

As pointed out by the D.P.I. the grant of leave to teachers in schools under Govt. and under local bodies is regulated by the provisions in the Fundamental Rules or in the Madras Rules as the case may be. As regards aided ~~secondary~~ schools the Director explained the leave privileges now allowed to these teachers. The question of extending the period of Maternity leave is under examination. The position may be explained to the Govt. of India.

Secondary school

The grant of leave to teachers in schools under the management of Govt. & local bodies is governed by the Fundamental Rules. In the case of aided schools it is regulated by the leave rules framed by the management and it is appended to the agreement entered into between teachers & management of aided schools. The D.P.I. has suggested that the leave terms may be liberalised as suggested by him. This may be recommended to the management. There is no provision in the Grant-in-aid Code to enforce the leave terms of aided Govt.

may take power to regulate the grant given to teachers in
aided educational institutions by framing a rule under
the general conditions laid in Chapter II of the Grant-in-
aid Code

1/8/47

3.8.47

4/1/48

by
in date
in his letter
by D.P.G.
by

A draft memo to the D.P.G. is submitted below
for approval.

12.4.48

[Memo no 66088 B 2/48 - 11. Jan 8 8.5.48] H. 22.20cf

C.No 52021/48 + From the D.P.G. R.C. no 536 B 3/46 3.10.48 H. 24.20cf

C.No 61136/48 From the D.P.G. R.C. No 536 B 3/48 d/12.8.48 p. 34cf

The adoption of the Madras Leave Rules by the manage-
ment of aided Secondary Schools to the members of the staff
is being considered separately. The final reply regarding
the extra financial commitments to Govt. if there are any,
on the adoption of this reform is awaited from the
D.P.G.

Vide L.F.

The D.P.G. has since reported that the
adoption of the Madras Leave Rules by the managements
of aided Secondary Schools will not upset the budget
position to any appreciable extent and has stated
that the managements may be merely advised to
adopt these rules. However this will entail the
maintenance of a leave account and a service register
for every teacher and this will involve the employment
of an additional clerk in each school and thus indirectly increase
the grant to the school. This Department is therefore
of the view that the question of extending the Madras
leave rules to the staff in aided Secondary Schools
is not necessary. Finance have agreed.

File being
submitted separately

Orders in circulation will
be taken on this point

10-11-48

P 20

ELEMENTARY EDUCATION School

The present position in regard to leave to teachers
in aided elementary schools is set out in sub-paragraph
(4) under Section 18 on page 9 c.f. In 1947 the question
whether the sick leave with allowances for 15 days
admissible to the teachers might be extended to 1 month
was considered. The D.P.I. reported that the cost
involved in the proposal would be Rs.7,81,900/-. In
view of the huge cost involved it was decided that the
proposal need not be approved. As regards the proposal
for the extension of maternity leave admissible to
teachers in aided elementary schools from 1 month to
2 months the Govt. decided that it should be deferred
for the time being.

para 10, p 41,
p 46, p 51, p 52,
+ pp 61-62 CF + pp 10,
14, 15-16 + 18
NF of 80 N. 294 ©
14-2-48

C/SICE

Papers
not put up.

It does not seem that the Govt.
will be prepared to liberalise the
leave further now.

10/11/48

10/11/48

P 20

54 9
Recommendation V

162 (W)
The size of a class should not exceed 40 students.

199
Elementary schools:

As observed by the D.P.I. classes in ~~the~~ ^{can} schools ~~should~~ be divided into sections if the average ~~of~~ attendance is 35 or more.

This ~~one~~ applies to all classes of elementary schools. ^{The principle} ~~in this recommendation~~ ^{has been} ~~has been~~ ^{implemented} in the Service already.

2
b.b. w

SM
17/7/47

W
4/4/47

Secondary schools

^{adopted} ~~accepted~~ This recommendation may be ~~accepted~~ as suggested by Director in normal times.

SM
7/4/47
10-6-47
SM
5-7-47

W
18-7-47

W
4/4/47

55

Every teacher should be required to be on the premises of the school for 32 hours per week, out of which not more than 24 should be occupied by teaching, the remaining being devoted to extramural or other school activities not entailing actual teaching.

ES. 24-25

Elementary schools

As pointed out by the D.P.I. teachers are not given any period of leisure. They work both in the morning and evening sessions covering a period of five hours per day for 6 days a week. They also attend to extramural and other school activities not entailing actual teaching. The position may be reported to

by
6-6-47

for the

17/7/47

W
W

Secondary schools.

Please see para 1 of the 24th letter in the Director's order may be concerned in the position may be explained to the Govt. of India

W
5-7-47

W
19-7-47

W
W

Schools should be open for not less than 200 days or 400 sessions a year each session consisting of 2 1/2 hours approximately. A working day will consist of only two sessions.

Elementary schools.

25. 11.4. Def

Under the rules framed under the M.e. Edn. Act Elementary schools should work for ~~the~~ 220 days in a year. Each day comprises two sessions of not less than ~~2 1/2~~ hours each. *five hours in the aggregate. The recommendation of 2 1/2 hrs. has already been implemented in the Province.*

199
11.7 only
faydhar

2
6.6.47

DM
17/7/47

by
4/4/47

Secondary schools

According to the existing rules, the Secondary schools ~~should~~ work for about 180 days, and each day consists of two sessions of five hours on the whole. Under the orders of H.M. (G.D.), the D.P. has been asked to submit proposals for reversing the no. of working days. Further action may be taken on receipt of his proposals. The existing position may be explained to the Govt.

once defd
for
with
file

1007
3.7.47

by
1.9.7.47

by
4/4/47

Recommendation VIII

Teachers should obtain permission from the Head teacher to undertake private tuition - and a register will be kept in this connection.

Elementary schools:

The D.P.I. says that teachers in elementary schools to take the permission to the management for accepting private tuition. The Committee recommends that a register should be kept giving particulars of tuition. The Director has no objection to the introduction of the register. He may be asked to submit necessary amendments to the school.

Secondary schools

Teachers in Govt schools are permitted by the DEOs or Inspectresses to take private tuitions fetching not more than Rs 100 per term subject to the condition that this work should not interfere with the legitimate work in the schools.

2. The President of a district board and the executive authority of a municipality may in consultation with the DEO in the case of teachers employed in Secondary schools for boys, the Inspectress of girls schools in the case of teachers employed in Secondary schools for girls, accord permission to teachers to undertake private tuition for pupils.

3. Teachers in aided schools have to obtain the permission of the management to undertake private tuitions.

4. The scheme referred to by the D.P.I. on p. 9 of has not been received - The D.P.I. office was asked to furnish a copy. It is stated that a copy of it is not readily available.

168 (H)

199

Z

W
b.b.u

JSM
17/7/47

u. h.

p 3701 B.M. 1390 B.M.
303 - do M.L.
(Rules relating to personal conduct of officers & servants of local bodies)

p 159

16
The scheme recommended by the D.P.D. may be considered separately after obtaining a copy of the Director's letter.

W.S.N.
1/8/47

W
3.8.47

W
4/8/47

The proposal of the D.P.D. to regulate the grant of permission to teachers to undertake private tuition according to certain principles has been dropped. The D.P.D. has submitted a scheme to regulate private tuition for backward boys in secondary schools and it has been approved. In Memo No 64224 B/47-32du dated 17.3.48, the D.P.D. has been requested to submit for the approval of Govt a draft of the instructions to be communicated to all managements of secondary schools and he has been requested to make it clear that private tuition as it exists to day as a private arrangement between individual students or parents & the teacher must go. The Director's reply is awaited. He has been reminded separately in the matter.

W.S.N.
9.4.48

Orders in this regard were issued in G.O. No. 1721 Edn d/8-7-48. ⁽ⁿ⁾ but it was subsequently decided that by M. (Education) ⁽ⁿ⁾ it was made clear that private tuition as it exists to day must go. The reform envisages the selection of backward boys by the headmaster of the schools and the giving of private tuition to them outside school hours. The order is kept/abeyance pending consultation with Teachers' organisations. On receipt of their views and the recommendations of the D.P.D. thereon, the position will be reviewed again.

with refce. 6'2' on page 15 ante
please see the letter on pp 28-29 etc

In view of the statement of the Director that private tuition is not widespread among all school teachers, it is for orders whether rules should be amended as proposed.

W.S.N.
24/4/48
3/10/48

W.S.N.

M.
W.S.N.
9/11/47

17.58
Recommendation IX

Teachers should be given facilities for refresher courses or study leave on full pay a distinction being drawn between study leave which is in the interests of the school and that which is in the interests primarily of the teacher. A 'grace-term' on full pay after seven years' services should be given as of right.

W.S.N. def

Elementary schools:

It appears that the

The recommendation has special reference only in Secondary schools. In Elementary schools there are 4 grades of teachers - Lower Elementary, Higher Elementary, Secondary and Collegiate grades. The system of Lower Elementary training has been abolished. Higher elementary grade teachers can improve their certificates by passing the training school examination of the secondary grade. A secondary grade teacher can improve his qualification only after securing a degree and studying and undergoing training in the L.T. course. It is not usual to grant any special kind of leave for this purpose. As pointed out by the Director there is no provision for the refresher course. The Director does not accept the recommendation of the Committee for the grant of a 'grace term' on full pay. His view may perhaps be concurred in.

W.S.N.
6.6.47

W.S.N.
17/7/47

W.S.N.
4/8/47

Secondary schools

p.9 of

The Director is not in favour of the recommendation. As stated by him special cases may be considered as and when they arise. The Director's view may be concurred in.

W.S.N.
10/6/47
5.7.47

W.S.N.
19.7.47

W.S.N.

Recommendation X

Teachers should undergo compulsory medical examination before appointment and subsequently when required.

Elementary schools:

The Director considers that teachers appointed in the elementary schools under all types of managements should undergo medical examination. Such an examination is conducted in the case of ~~appointment of~~ teachers under Govt. service and under the service of local bodies. The intention of the Director is that teachers in ele. schools under private managements should also be asked to undergo medical examination. If the suggestion of the Director is accepted, he may be asked to submit necessary amendments to the rules relating to the payment of grants to aided elementary schools in consultation with the Surgeon-General.

W
b.b.47

RM
17/7/47

W
4/8/47

Secondary schools

~~but~~ The medical examination in respect of teachers in ~~secondary schools~~ ^{secondary schools} is already in existence. In regard to aided schools, the suggestion maybe commended to the management as ~~it is~~ ^{it is} in favour of it.

W
1/6/47

W
10/6/47

W
5-7-47

W
15-7-47

W
4/8/47

pp 22-23 CF

A draft memo is submitted below for approval

W
9.4.48

W
12.4.48

In paragraph 3 of the letter on page 26 CF the Director recommends that the proposed

for the compulsory medical examination of elementary school teachers may be deferred, if it cannot be dropped altogether. For orders.

DM
8/11/48

May be dropped,
if think
by
W.P.M.

Recommendation XI

The normal age of retirement should be fixed at 55, to be extended upto 60 when thought desirable in the interests of the school.

Elementary schools:

In the case of teachers in schools under Govt. and local bodies the age of retirement is 55. In the case of teachers in aided elementary schools grants can be assessed on behalf of teachers who have not completed 60 years of age. In schools under local ~~bodies~~ retired teachers can be ^{re-employed} ~~re-employed~~ for a specified period with the sanction of the Govt.

Owing to the dearth of qualified teachers and an account of the introduction of the scheme of compulsory elementary education the Govt. have permitted ^{by a general order} local bodies to re-employ retired teachers upto the age of 60. ~~with the sanction of the Govt.~~

2
t.b.w

DM
17/12/47

W.P.M.
11/1/48

Secondary schools

The Director states that teachers in aided secondary schools are retained up to 60 if necessary. In the case of other schools reemployment after the age of retirement (55) is permitted if suitable persons are not available for recruitment. The Director views that no change is required in the existing ~~policy~~ ^{policy} maybe considered in the Director has been consulted ~~here~~ ^{separately} about the continuance of teachers ~~up to 60 years if they choose to serve~~ ^{in view of the dearth of trained teachers}

W.P.M.
5/7/47

DM
19/1/48

W.P.M.
11/1/48

From the Govt. of India, Department of Education No. F.8-2/46-WI dated 25th Oct. 1946.
From the D.P.I. No. 708-DB/46 dated 13-4-47.

Sub: Central Advisory Board of Education - Report of the Committee regarding the conditions of service of teachers.

The Central Advisory Board of Education appointed a Committee to consider the conditions of service, other than remuneration of teachers in secondary and elementary schools. The report of the Committee is at flag 'W'. The Government of India have asked for the views of this Government on the report of the Committee. The D.P.I. to whom the ^{pamphlet} ~~pamphlet~~ was sent for remarks has given his views on the various recommendations of the Committee. The points raised ^{are} ~~are~~ examined in the sectional notes below.

Except in regard to Recommendation III, the other notes are concurred in. About Recommendation III, the reply may be sent as suggested there.



[This file remained linked with another file in G, section 2 became available for further action on 19/9/47]

The draft letter to the Government of India with reference to the ^{order in the} sectional Note submitted. [Further action should be taken with reference to the orders on pp 5, 6, 15, 16 and 17 of the Sectional Notes. This will be attended to after issue of the Draft Letter. to the Govt. of India]

With ref. to the recommendation ^{made} at A at p. 15 of the sectional notes a draft memo to the D.P.I. is subd.

Sub
D.I.
4 c1.

1-11-47

29
Please see the further notes on pp 5-6, 8, 16, + 19
of the sectional notes.

A draft memo to the DPS is submitted below
for approval
JSM
12/11/48 H810
12.11.48

Issued as Memos Nos 66088/B2/46-10 Edn 7/14-4-48
and 66088/B2/46-11 Edn 7/8-5-48] - pp 22-23 cf

From the DPI No. 536-B3/48 d/10.7.48 pp 24-26 cf
" No. 1713 B2/48 d/10.7.48. pp 28-29 cf

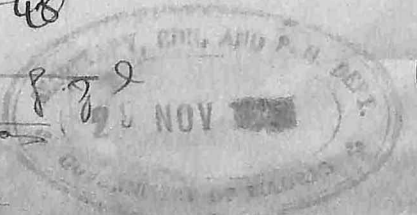
2) Please see the replies from the DPI
at pages 24-29 cf. As far as private
tution among elementary school teachers
is concerned, the Director states that -
this is not a widespread evil
among elementary school teachers and
that no rules are necessary to
regulate private tution. He also states
that no rules are necessary to
regulate private tution. He also states

TH. to DPS on 3/8/48.
C.No 61136 From the DPS No 536B3/48 d/12.8.48
29.7.48 Please see the additional notes on H810, 8, 8(a)
16 and 17 of the sectional notes.

JSM
8/11/48 H810
10-11-48

ISA
29-11-48

[The delay in
pulling this
up is very
much
regretted]
JSM
8/11/48



A draft letter is subd. After issue
the papers may be
75 Recd 10.1.49

Center Advisory Org 25
Conditions of service of
teachers - Recommendations
of the Committee -
Paper needed 20.12.48

JSM
29/12/48 S
4/1/49

