EDUCATION OFFICE DEPARTMENT.

SERIES.

MS.

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G.O. NO. 1718 Edn.

DATED 4. 6. 1880.

90

(DESPATCH ABSTRACT.)

Schools - Further Revision of Pay of teachers

— Note, Recorded

EDUCATION DEPARTMENT

From

The Director of Public Instruction,
M a d r a s.

To

The Secretary to Government,
Education & Public Health Department

Rc. No. 1751-B1/49 dated 4-10-49

Sir,

Subject: Part II Schemes - 1950--51 - Salaries of teachers of Elementary and Secondary Schools under all-Managements and Deputy Inspectors of Schools (Senior Scale) in Grade II- Increase in the minimum of the scales recommended.

**

I submit the following proposals for inclusion in Part II Schemes of 1950--51 Teachers of Elementary Schools.

Even the present revised scales of pay for teachers of Elementary Schools under the different managements are not adequate and they do not provide a living wage for these teachers under the prevailing economic conditions and in comparison with the earnings of unskilled labourers. The present rates of daily wages of unskilled labourers range from Rs 1-8-0 to Rs 2-8-0 while those of skilled labourers range from Rs 2-8-0 to 3-8-0. The teachers of Elementary Schools on their present pay cannot be expected to have the zeal and enthusiasm for their work and give to it their whole-hearted attention. On the other hand they are too often tempted to be on the lookout for some odd jobs which might add to their income in cash or kind help them to make both ends meet under the present living conditions, and in doing so they are often found to neglect their duties especially outside school hours in regard to practical activities like gradening and games in regard to visiting parents to improve attendance of children. Consequently the provision made annually for playgrounds and such other amenities is not used and a large part of the allotment is allowed to lapse year after year. The teacher's own depression of spirit and slipshod work and neglect of duties have their own reactions on the children. The necessary attachment to the school and joy in its work and the community life are absent. The position is all the more discouraging especially at the present time when the coversion of all elementary schools into basic elementary schools is under contemplation, and the success of the scheme will to a large extent depend upon the teachers. These teachers besides imparting instruction to children within school hours will be more and more expected to be intimately connected with extra curricular activities such as propaganda work, meeting the parents, organising parents association meetings, school day celebrations, play festivals etc. They are also expected to qualify in craft. Unless these teachers are encouraged by some addition to their pay they are not likely to concentrate their attention to school work and improve efficiency.

(1) In the above circumstances it is recommended that the basic pay of the teachers in schools under public managements and the grant for teachers in aided schools is raised by Rs 5/- per mensem per teacher. This small additional sum given is likely to have a considerable moral effect in allaying discontent among teachers and producing the right attitude in them towards their work. The estimated cost if each teacher is to be given plus Rs 5/- is Rs 73,13,220/- as worked out below:-

..contd

2 Number of Elementary School teachers under all managements.

	Trained.	Untrained.
Government	3,898	34
Local Board	54,743	1,649
Private	55,657	5,906
Total No. of teachers	1,14,298	7,589

Cost for Government Schools

	Rs	
For 3,898 trained teachers at Rs 5/- p.m. for 12 months.	23,3880	per year
For 34 untrained teachers at Rs 5/- p.m. for 12 months	2040	" "
Cost in respect of Government Schools	23,5920	" "

Cost for Local body Schools.

For 54,743 trained teachers at Rs 5/- p.m. for 12 months	32,84,580	" "
For 1649 untrained teachers at Rs 5/- p.m.	98,940	" "
Cost in respect of Local body schools	33,83,520	" "

Cost for Elementary Schools under private managements.

For 55,657 trained teachers at Rs 5/- p.m. for 12 months	33,39,420	" "
For 5906 untrained teachers at Rs 5/- p.m. for 12 months	3,54,360	" "
Cost in respect of Ele.Schools under private managements.	36,93,780	" "
Grand total of estimated cost	73,13,220	" "

Three advance increments to Inter-mediate trained Secondary Grade Teachers in all Secondary Schools.

At present there is no difference between the scales of pay of ordinary secondary grade teachers and the Intermediate trained secondary grade teachers in Secondary schools. The latter class of teachers is better qualified than the former in view of their higher academic qualifications acquired by spending two more years of study at College at extra cost. It is therefore considered equitable that the Intermediate trained teachers whose qualifications are higher than the minimum general educational qualifications are shown some concession and are given some additional amount at the start. This kind of inducement is also likely to produce more trained teachers of the Secondary grade by attracting to the ranks of the teaching profession a large number of undergraduates who are not now drawn to it for the reason that they have to take their places alongside of S.S.L.C's with no credit for their University education, however partial it may be. I, therefore, suggest that the Intermediate trained secondary grade teachers may be given three advance increments. The cost involved on account of this is small as shown below.

Govt. Sec. Schools	Local Body Sec. Schools	Sec. Schools under private management.
Rs 8,[illegible]/-	Rs 27,126/-	Rs 32,910/-

B.Ts to start at Rs 100/- in Government Service and at Rs 85/- in aided and local body schools.

The minimum of the revised scale of pay fixed at Rs 85/- for Deputy Inspectors of Schools (Senior scale) Grade II and School Assistants Grade II is not adequate, when compared either with persons of similar and even lower qualification in other branches of public service or with the collegiate trained teachers both Assistant Lecturers and Demonstrators, in the same service. The scales of pay of Assistant Lecturers were revised as follows :-

Before 1-1-47	On 1-1-47	On 1-4-48
Rs 100-10/2--200	Rs 120-5-170-7--240 plus 5 for B.Ts	Rs 150-5-200-10-250

The scale of pay of Deputy Inspectors (senior scale) Grade II and School Assistants Grade II was revised from Rs 70-10/2-130 to Rs 85-5-125-10-175 with the proviso that they should qualify in crafts. It may be observed that the difference between the minimum of the previous scale and the revised scale in the case of Assistant Lecturers is Rs 50/- while that in the case of Deputy Inspectors and School Assistants Grade II is only Rs 15/- When compared with the scale of pay of Demonstrators, viz., Rs 80-5-120-10-140, who are not collegiate trained, the difference again is small, considering the professional training undergone by collegiate trained teachers. The result is that the service does not attract a sufficient number of people for want of qualified hands, persons with lower qualifications have to be appointed under 'emergency powers'.

In order to make these posts more attractive, it is suggested that the Deputy Inspectors of Schools (senior scale) Grade II and School Assistants Grade II may be started on Rs 100/- There are at present 233 school Assistants and Deputy Inspectors of Schools, Grade II, drawing less than Rs 100/- If their pay is to be raised to Rs 100/- the extra cost works out to Rs 2,000/- approximately.

Yours faithfully,

for Director of Public Instruction

Copy to A, B1, B2, D1, G and K sections

Vk 4.10

COPY OF the letter from the Director of Public Instruction, Madras, Rc.No.96461/48 dated 20-9-49 to the Secretary to Govt., Edn & P.H. Department, Madras.

Schools - Secondary - Local bodies - adoption of Government scales of pay - Proposals - Submitting.

At present there is a dearth of qualified candidates for appointment in Secondary schools under Local bodies, especially to the cadre of L.T. Assistants and to posts of Instructors in Special subjects, such as Physical Training Instructors, Commercial Instructors, Drawing Masters etc., Local bodies have therefore resorted to the re-employment of retired teachers and also to appointment of unqualified persons where such retired persons are not available. This arrangement is not desirable, as it would lead to increasing inefficiency in general. Qualified persons generally seek employment in Government schools or in schools under private managements which adopt Government scales of pay and they do not choose to serve in schools under Local bodies which adopt lower scale as for schools under Local bodies.

In their order No.1957 Edn. dated 8-4-49 Government have no doubt permitted the adoption of the Government scales of pay by such of the local bodies as would be able to adopt those scales for the teaching staff under their managements without expecting any grant from Government towards the extra expenditure. So far, the District Board Tirunelveli and the Municipal Councils, Vellore, Karaikudi and Coimbatore have alone obtained sanction of the Govt. for adopting Govt. scales of pay to all the teaching staff in secondary schools under their managements, while the District Bd. Tanjore has obtained similar sanction in respect of L.T. Assistants only. Some of the other Local bodies are perhaps still considering the question whether their finances would permit the incurring of the extra expenditure on this account. The rest of the local bodies may not at all be inclined to consider the proposal, in view of their poor finances. Here and there a few local bodies seek the sanction of Government for allowing a higher starting salary to individual teachers. This may lead to favouritism and also to discontent among the rest of the staff.

With a view to enabling the local bodies to secure the services of qualified staff for the secondary schools under their managements I consider that it is highly necessary that the remaining local bodies should also be made to adopt Government scales of pay. But this can be brought into effect only if Govt. agree to meet from their funds half the extra expenditure involved.

The average extra cost for school in introducing Govt. scales of pay in secondary schools under local bodies is estimated at Rs.1,412/- per annum. There are now about 530 secondary schools under the management of local bodies. Excluding the 14 secondary schools, if the Government should think this desirable, in which Govt. scales have already been adopted, the extra cost to Govt. is estimated at Rs.516 X 1412 : i.e. Rs.364296 or Rs.3.6 lakhs per annum in round figures, in respect of the remaining schools.

In the circumstances explained above, I request that Govt. may be pleased to approve of my proposal for the introduction of Govt. scales of pay in secondary schools under all local bodies without any exception. I am including the scheme for the consideration of Govt. in Part II of the Budget Estimate for 1950-51.

/TRUE COPY/

Education Department.

From the Director of Public Instruction, Madras.

To : The Secretary to Govt., Edn & P.H. Deptt.,
Madras.

C.No.802 D1/49 dated 23-9-1949.

SCHOOLS - Secondary - Aided - Revised Govt. scales of pay to the members of the teaching staff - Compulsory introduction of.

I submit herewith the following proposal for the kind consideration of Govt. in connection with Part II of the Budget Estimate for 1950-51.

Seeing that teachers are paid poor salaries, Govt in their Order No.975 Edn., dated 10-5-1947 appealed to managements to schools to adopt atleast the revised scales of pay applicable to the teachers in Local body secondary schools and with a view to enabling them to find the necessary funds Govt. raised the basis of assessment of teaching grant from ½ to 2/3 of the approved net cost and insisted on all managements introducing the revised Local body scales at least from 1-6-1947.

Again in G.O.Ms.No.372 Edn.4 dated 26-2-1948, Government have made it clear " that it is open to managements of aided secondary schools to adopt for their teachers the revised scales of pay fixed for teachers in Government service if they can afford to do so and that in such cases the expenditure incurred by managements on payment of salaries in those scales will be treated as an approved item of expenditure and will make them eligible from 1-6-1947 for teaching grant on the basis of 2/3 of the approved net cost".

Even so thereis still a general feeling of dissatisfaction among the members of the teaching profession particularly in the matter of salary scales besides conditions of service. As regards the conditions of service there seems to be a feeling that the same security and privileges obtaining in Local body and Govt. institutions are absent here. On the side of the managements there is the complaint that inspite of repeated advertisements they are not able to secure the services of qualified teachers and that even those who take up the appointment do not always continue in their posts.

I have already recommended for Government's consideration that Govt. scales of pay should be introduced in Local Body schools. And I now recommend that Govt. scales may be made obligatory for aided schools as well. The proposal involves an additional expenditure of Rs.4 lakhs (in round figures) as explained hereunder:

The No. of aided secy. schools affected are:	518
The average increase in expenditure for 1 school is:	Rs.1,200
Total increase in expenditure (518 X 1200)	Rs.6,21,600
2/3 of the above.	Rs.4,14,400
or	Rs.4,00,000/-

In working out the additional cost the following procedure has been observed.

The Financial Statements of some selected schools were taken and allowing the Headmasters the scale of Rs.165- to 245, and the L.T. Assistants the scale of Rs.85 to 175 only, the pay of all the teachers was fixed in the next stage in the appropriate scales and the increase in expenditure was worked out and average calculated.

/True copy/

STATEMENT I

Category of Teachers	Scale of pay before 1-1-'47.	Revised scale sanctioned from 1-1-1947.
	Rs.	Rs.
Elementary Schools under Government:		
Secondary Grade	Rs. 30---55	~~45---90~~ 45-3-60-2-90
Higher Elementary Grade	23---45	~~30---50~~ 30-1-50
Lower Elementary Grade	20---28	~~23---35~~ 23-1-35
Elementary Schools under local bodies:		
Secondary Grade	25---45	~~40---75~~ 40-1½-55-2-75
Higher Elementary Grade	20---30	~~30---45~~ 30-1-45
Lower Elementary Grade	15---20	23-1-33

L.T. teachers if employed in Elementary schools are eligible only for pay in the scale of Secondary Grade teachers

Aided Elementary Schools

Category of teachers	Rate of grant before 1-1-47 Rs.	Rate or scale of grant after 1-1-1947. Rs.
Lower Elementary Grade		
Untrained	7	11
Trained	11	18
Higher Elementary Grade		
Untrained	11	12
Trained	16	25-½-30
Secondary Grade		
Untrained	14	15
Trained	20	35-1-45
Collegiate grade		
Untrained	19⅔	20
Trained	25	~~35~~-1-45

Statement "H"

Secondary Schools under Government

Name of the Post	Old scale of pay	Revised scale of pay
(1)	(2) Rs.	(3) Rs.
Headmasters & Headmistresses Grade I	140-15/2-200	165-5-205-10-245 *
-do- Grade II	70-10/2-130	85-5-125-10-175 *
		*Plus Rs.25 p.m. for those in charge of schools with a strength of over 500 and Rs.10 for those in charge of schools with a strength of 500 or below.
School Assistants - Grade I	140-15/2-200	165-5-205-10-245
-do- Grade II	70-10/2-130	85-5-125-10-175
Secondary Grade Teachers	30-3/2-45-2/2-55	45-3-60-2-90
Manual Training Instructors	70-5/2-95	60-4-100
Drawing Masters or Mistresses, Weaving, handicraft, Sewing Combined drawing & sewing, Music Mistress and Asst. Manual Training Instructors in wood work	30-3/2-45-2/2-55	45-3-60-2-90
Physical Training Instructors or Instructresses	30-3/2-45-2/2-55	Gr. I. 50-2-70-2½-95
-do- Grade II (Men's Branch)	23-2/2-45	Gr. II. 45-2-75 Gr. III 40-1-60
Religious Instructors	30-3/2-45-2/2-55	Sec. Gr. trained 35-2-75 with pandit's qualfn. 45-3-60-2-90 If not secy. Gr. trained 25-1-45
-do- Instructresses	35-4/2-45-2/2-55	
Asst. Manual Training Instructors in Weaving and Basketry Instructresses	30-3/2-45	35-2-55
Asst. Manual Training Instructor in Weaving	35-1½-50	
Asst. Manual Training Instructor in Carpentry	23-2/2-45	35-2-55
Rattan work Instructor	-do-	-do-
Pandits & Munshis - Gr.II (Women's Branch)	45-5/2-60	Gr. I. 85-5-125-10-175
Pandits & Munshis Gr.III(M.B.)		- 65-5-130
-do- Grade IV. (M.B.) & Grade III (W.B.)	35-4/2-43-2/2-45	- 45-3-60-2-90
		Middle Schools Gr.II. 45-3-60-2-90
Hindustani teachers	35-4/2-43-2/2-45	High Schools (1) 85-5-125-10-175 (2) 65-5-130 (3) 55-5-115 Middle Schools (1) 45-3-60-2-90 (2) 40-2-80

Secondary Schools under local bodies

	Old Scale	Revised Scale
	Rs.	Rs.
1. Secondary Grade Teacher	30-2/2-50	45-2-85
2. L.T.Assistants	65-5/2-100	75-5-145
3. Physical Training Instructors		
Grade I		50-2-70-2½-95
Grade II	30-2/2-50	45-2-75
Grade III untrained	25	30-1-50
4. Drawing Masters	25-2/2-45	40-1½-70
5. Manual Training Instructors	30-2/2-50	50-2-90
6. Commercial Instructors	30-2/2-50	50-2-90
7. Drawing & needle work Mistresses	30-2/2-50	40-1½-70
8. Untrained teachers :		
1. Graduates in B.Ed.posts	50	Graduates B.A., B.Sc. Pass or Hons. undergone training but failed - Rs.70 Untrained 65.
2. Graduates in Sec. Grade Posts	30	Rs.45
2. Secondary Grade	20	30
3. Others	20	25
9. Laboratory Attenders	17-½-20	22-½-30
10. Laboratory peons	12-17	16-½-25
11. Asst. Manual Training Instructors	20-½-24-2/2-30	30-1-45
12. Music Instructors - Gr. I	30-2/2-50	45-2-85
Gr. II	25-2/2-45	40-1½-70
13. Hindustani Teachers (Grade I High Schools)		
New recruits		
Grade I	45-2/2-75	75-5-145
Grade II	30-2/2-50	60-4-120
Grade III	-	50-4-110
14. Librarians with Special Training	-	40-2-60-1-65
-do- without training	-	35-2-45-1-55
Library Attenders	-	22-½-30.
15. Headmasters of High Schools	110-10/2-170	150-10-200
-do- Middle Schools or incomplete high schools	65-5/2-100	70-5-140
16. Pandits and Munhis in Languages other than Hindustani		
Grade I	45-2/2-75	75-5-145
Grade II Middle Schools	30-2/2-50	45-2-85

E.&.P.H.Deptt.

PART II SCHEME FOR 1950-51

Sub:- Teachers in Elementary schools - Revision of pay.

Summary.

Head of account.	Item of expenditure.	Ultimate cost. Recurring. Rs	Ultimate cost. Non-recurring. Rs	Cost in 1950-51 Recurring. Rs	Cost in 1950-51 Non-recurring. Rs
37.Education (k) Primary Direct grants to non-Government primary schools -I. Ordinary areas.(i) Excluding Post War Reconstruction - 1. Teaching.	Increase of grant to Higher Elementary Grade teachers in Elementary schools under private management.	12,00,000	...	12,00,000	....

SUMMARY.
EXPLANATORY NOTE.

11

In 1947, Government sanctioned revised scales of grants for teachers in elementary schools under private management. The scale of grant for higher elementary grade teachers is 25-2-30. With a view to assure these teachers a minimum salary of Rs.30/- a month, managements of schools were asked to supplement the grant from their resources to the extent of Rs.5/- a month to each teacher. In practice no management has so far supplemented the grant paid by the Government on the pleas of want of funds. It is considered that the minimum pay of higher elementary grade teachers should be Rs.30/-. As managements are not able to meet the additional expenditure from their funds a suggestion has been made, that Rs.2/- a month per teacher may be paid from Provincial Funds, while the management may pay the remaining Rs.3/- from its resources. There are about 50,000 teachers of the higher elementary grade in elementary schools under private management. The extra cost to Government, if the rate of grant is raised by Rs.2/- a month, will be Rs.12 lakhs.

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-2-

The Finance Department do not favour the proposal as it does not satisfy the criterion of immediate essentiality and as the Government of India may not sanction any grant in 1950-51 for Post War schemes. They have stated that on account of existing financial stringency necessitating all round economy in Provincial expenditure the scheme should be postponed.

Orders in circulation on the suggestion are extracted below:-

"Atleast we may say that Government will give Rs.2/- if the management will pay Rs.3/-. Any-how this may be considered as Part II."

K.M.
14-12-49.

"I still feel we cannot pay even Rs.2/- more for teachers in aided schools now.

May be considered as Part II with my recommendation for rejection."

B.G.R.
18-12-49.

2. This Department recommends that the provision required for the scheme may be included in the Budget Estimate for 1950-51 as indicated in the summary at the top.

J.M.Lobo Prabhu,
Secretary to Government.

RA/27-12.

19

Finance (BG) Deptt.

U.O.Note No.6611/50-BG-1 dated 1st February,1950.

Sub:- Budget Estimate for 1950-51.
Ref:- Finance U.O.Note No.3468/50-BG-2 dt. 16-1-50.

At its meeting held on the 28th January, 1950, the Cabinet considered the proposals contained in the note of the Finance Secretary on the Budget for 1950-51 and decided to make provision for all the Part II Schemes recommended by the Standing Finance Committee, subject to the following modifications:-

xx xx xx

10427

SCHEME NO.117-B (RELATED ITEM NO. 5) - REVISION OF PAY OF TEACHERS IN ELEMENTARY SCHOOLS.(Education and Public Health Department.

This should be deferred.

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xx xx xx

E & P.H.(D3)Deptt.

Copies of this note with relevant extracts may be given to the sections concerned.

T.Govinda Menon,
Deputy Secretary to Government.

Copy to B2 Section, Education and P.H.Deptt.

Forwarded/By Order.
H.E./9.2.

K.Krishnaswamy
Superintendent.

EDUCATION DEPARTMENT.

Fort St. George,

D.O. No. 4597-D/50-2, Education, Dated the 5th May, 1950.

My dear Reddi,

Sub: TEACHERS in aided elementary schools - Revision of salaries.

Ref: Your letter No. 1751-B1/49, dated 4th October 1949.

I am desired to say that it is proposed to increase the Government grant for higher elementary grade teachers in aided elementary schools by Rs. 2/- provided the management also pays an additional amount of Rs. 3/- per mensem. The maximum of the scale of Government grant for higher elementary grade teachers will, however, remain Rs. 30/- and the management's contribution of Rs. 3/- per mensem will be irrespective of the grant even after it reaches the maximum of Rs. 30/-. The proposal is to be given effect to from 1-4-1950. I am to ask you to work out the financial effect of the proposal and to say whether the additional expenditure can be met from the budget allotment for the current year under "37-Education". The matter may be treated as specially urgent and a very early reply sent. I am

I am also to say that the other proposals made in your letter referred to above are deferred.

Yours sincerely,

(RAJAIAH D. PAUL)

To

Sri D.S. Reddi, M.A.(Oxon),
Director of Public Instruction, Madras.

EDUCATION & PUB.HEALTH DEPTT.(B2)

From the D.P.I., No.1751 -B1/49, dated 4-10-1949

PART II SCHEME - 1950-51 - Teachers - Elementary Schools - - - Revision of pay.

In the letter in the c.f., the D.P.I. has made the following proposals:-

(i) that the basic pay of teachers in elementary schools under public management and aided management may be raised by Rs.5/- p.m.

(ii)that Intermediate trained secondary grade teachers in schools under public management and aided management may be given 3 advance increments in the present scale of pay;

(iii)that Deputy Inspectors-Senior scale, Grade II and School Assistants - Grade II may be started on a scale of pay Rs.100/-, instead of Rs.85/- as at present.

2. Item(i)above: Revision of pay of elementary school teachers: The scales of grant for elementary school teachers before January 1947, and those sanctioned for them in 1947 along with the general revision of salaries, are shown in the statement on page 9 cf. This revision caused to Govt. an addl.expenditure of Rs.82 lakhs in respect of aided ele. schools. The addl. expenditure to local bodies on account of ~~this~~ he revision of salaries of ele. school teachers under their control is Rs.86 lakhs. The local bodies are expected to incur this expenditure from their own funds.

3. The Director has now estimated the total cost of his present proposals at Rs.73,13,220. In arriving at this he has not taken into account the addl.expenditure that may be involved in the grant of enhanced D.A. to the teachers on the increase ~~of the~~ pay. The aided managements are now paid a grant at 15% of the assessed grant towards the maintenance and upkeep of ele. school buildings.If the scales of grant of aided ele. school teachers are revised, the assessed grants payable to them will be increased and the 15% of the assessed grant payable to managements will also be increased correspondingly. The Director has not taken this into account in his calculations. If these factors are also taken into account the total expen-

expenditure will come to about Rs.1 crore. If the Govt. want to order an one-rupee increase to teachers, the cost to them will be Rs.20 lakhs. In the case of aided ele.schools and Govt. schools, the entire addl.expenditure has to be met by Govt. As regards schools under local bodies, the expenditure is expected to be met from the funds of local bodies. But the finance of most of the local bodies are in a bad way and they may not be in a position to meet the extra expenditure. The Govt. will therefore have to pay them substantial subsidies for the purpose.

4. There is no denying the fact that the pay of teachers is very poor and that it is really necessary to improve their lot, if possible. The question is whether the Govt. will be in a position to incur such a large expenditure on this account, however desirable it may be.

5. Attention is in this connection invited to the notes in the linked file on a resolution of the Legislative Council on the question of the improvement of pay and prospects of ele. school teachers, particularly the Secretary's note on pages 4-5 nf.

6. Item (ii). Advance increments to intermediate trained secondary grade teachers:- This question was considered in 1948 and the then Premier minuted that no more increase need be granted in the scales of pay. Attention is invited to the notes with G.O.No.3281-Edn.d-21-12-48. It is for orders whether this decision arrived at in 1948 will be reconsidered now.

7. Item(iii). Higher starting pay for Deputy Inspectors Senior scale, Grade II and School Assistants --Grade II.

The revised scale of pay for Dy.Insprs., Senior scale-Grade II and School Assistants, Grade II is Rs.85-5-125-10-175. The Director's proposal is that these officers may be given a starting pay of Rs.100/-. The Director has worked out the cost with reference to the number of School Assistants and Deputy Inspectors, Grade II, who are at present drawing less than Rs.100. This is not correct. The difference between the average pay of the existing scale and the average pay of the scale with the increased minimum multiplied by the total no. of posts in Grade II, will give the correct figure. Allowance

should be made for enhanced dearness allowance also.

8. Attention is invited to the notes written in connection with the Legislative Council Question in regard to the scales of pay for School Assts. and Deputy Inspectors. The point raised in the question was while Sub-Registrars were given an initial pay of Rs.100/- , Deputy Inspectors and School Assistants were given only Rs.85/-. The reason pointed out in reply was that a Sub-Registrar in the early stages of his career had rather heavier responsibilities than a junior L.T.Asst.or Dy.Inspr. It is for consideration whether in view of the fact that sufficient number of persons are not coming forward to accept appointments as Deputy Inspectors and School Assistants, the present proposal of the Director will be favourably considered.

9. The scale of pay of Assistants in schools under local bodies is Rs.75-145. Though the heading at P at p. 3 cf. suggests that the Director's intention is that the minimum of this scale should be raised by Rs.10, in the body of the letter he has not specifically put forward any recommendation nor has he worked out the cost. This is perhaps due to the fact that he has separately recommended (in connection with Part II of the Budget) that the same scales of pay as are in force in Govt. schools be applied to teachers in schools under local bodies and under aided managements.

10. Revision of scales of pay for teachers is one of the Post war plans for which half grant is payable by the Govt. of India. The Govt.of India has been addressed for a half grant towards the cost of revised scales of pay already sanctioned. If the scales of pay are to be enhanced, it seems that the concurrence of Govt.of India also may have to be obtained.

11. The file may be sent to Finance for remarks.

ASSISTANT SECRETARY TO GOVERNMENT 6784 14 OCT 1949 FINANCE DEPARTMENT

EAPH. WO.No. 76085B2/49-1 14.10.49

18/10/49

Finance (B.E.II) Dept.

In connection with the Part II estimates for 1950-51, the D.P.I. has made the following proposals:-

(i) that the basic pay of teachers in elementary schools under public management and aided management may be raised by Rs 5/- p.m.

(ii) that Intermediate trained, secondary grade ~~trained~~ teachers in schools under public and ~~pr~~ aided managements may be given 3 advance increments in the present scale of pay; and

(iii) that Dy. Inspectors, Senior ~~grade~~ Scale, Grade II and school Assistants, Gr.II may be started on a scale of pay of Rs 100 instead of Rs 85 as at present.

The above proposals have been examined by E.&.P.H. in their notes on pp.1-3 above. The extra cost will be ~~nine~~ ten lakhs per annum. They have not recommended any of the proposals, but have merely stated that revision of scales of pay for teachers is one of the Post-war plans for which half grant is payable by the Govt.of India, and that the Govt. of India have been adressed for a half grant towards the cost of the revised scales of pay already sanctioned. They have also stated that if the scales of pay are to be further enhanced, then the concurrence of the Govt. of India may have to be obtained.

2. According to the instructions issued in Fin.Memo No.57293-A. P.W.R.-3 dated 12-10-49 only schemes which will involve very little recurring expenditure and which are considered to be really and immediately essential for the proper running of any department should be considered as a Part II schemes for 1950-51. None of the proposals referred to in para 1 above satisfy the above criterion. Further the Govt. of India have informed the Provincial Governments that grants for P.W.R. and Development schemes will not be available from the Centre during 1950-51, ~~and the Provinces should try to balance their own projects~~. In view of these instructions it will not be possible to get any assistance in the form of grant from the Govt. of India during 1950-51.

for proposals of the kind under consideration. The existing financial stringency also calls for all-round economy in provincial expenditure. In view of all these consideration Finance may advise that the proposals ~~in the file~~ involving a very heavy recurring may be deferred to better times. Further remarks on the merits of the proposal will be offered later, if the matter is to be pursued.

30.11.49

30.11.49

11/12/49

The Govt. of India will not give any grant for P.W.R schemes in 50-51 & in the present financial position schemes involving large additions to recurring expenditure cannot be considered. This scheme may ~~be~~ be postponed.

1.12.49 E&PH.

1 DEC 1949 9404 EDUCATION AND PUBLIC HEALTH

Fin ~~no~~ 67849 BE II-1
1-12-49.

E.&.P.H.(B2) Deptt

The proposals in this file are:-

1. ~~To raise~~ the pay of teachers in Pre. Schools, & raised by Rs. 5 p.m. (extra cost on this account will be Rs. 73 lakhs)

2. The secondary grade teachers with Intermediate qualification should be given advance increments (the extra cost on this account will be Rs. 63,000/-)

3. The Dy. Inspectors should be started on a ~~six~~ salary of Rs.100/- instead of 85 a month. (the extra cost on this account will Rs.2000/-)

The Secy. has recorded the view that the item 3 need not be considered this year. The Fin. dept. suggests that all the 3 items should be postponed. In view of the fact that the G.of.I. will not give any grant for Post War schemes and that the present financial position will not admit for additional recurring expre.
It is for orders whether the proposals may be deferred or whether the matter should be passed in circulation.

order as to
For circulation to H.M.(E.&.L.)

6

2/12/49

RM 2/12/49 S.

C.No. 76085 B2/49.

may be postponed

H.M.(E&L)

2/12

This absolutely necessary that the pay of the H.E. teacher should be at least Rs 30/- We decided that and directed that management should pay Rs 5/- and Govt Rs 25/- No management has paid this. They must at least have the pay of a Constable which a Constable gets to start with. So we may at least take the manager's Contn share of the grant + make up the rest together pay 30 Rs. This will reduce the Addl Commitment to ~~less than~~ about 20 lakhs. This has to be considered. So 1 & 3 may be treated as Part II.

4/12

SECRETARY, EDN. AND P.H. DEPT. 5 DEC 1949 GOVERNMENT OF MADRAS

C.No. 76085 B2/49.

-7-

It is presumed that H.M. intends that trained teach of Higher Ele. grade should be assured a minimum salary of Rs. 30/- a month. Teachers of the ele. grade in schools under Govt. and under Local Bodies will get this minimum. In the case of higher elementary grade teachers in private schools, the scales of grant is Rs. 25-½-30. Though manage ments were asked to supplement the grant by Rs. 5/- a month there is no definite information whether any management has been paying the supplementary salary. It appears that the intention of H.M. is that the Govt. should pay the supplemental salary as an additional grant. The number of high ele. teachers in private schools will be about 50,000. The extra cost on account of the supplemental pay of Rs. 5/- a month will work out to Rs. 30,00,000/-. immediately

The file may be circulated to H.M.(Fin.) also for orders, with ref. to minutes of H.M.(Edn.)

RM 5/12/49 S

The extra cost may be a little less than thirty lakhs, as the difference may not be in some case, ~~just~~ Rs. five, in view of the present scale being Rs 25-½-30 since last year. May accounts an extra cost of Rs 25,00,000/-

SECRETARY, EDN. AND P.H. DEPT. 10 DEC 1949 GOVERNMENT OF MADRAS

5/12

Para 2 may be posted in theory, in actual practice it is rather very costly. This is certainly 20 lakhs. When he can afford it. May be deferred, if H.M. disagreed.

H.M (Fin)

P.S.A 7.12

8

The file may be recirculated to H.M. (E & L) for perusal of the minute of H.M. (Fin) on page 7 ante.

DRM 10/12/49 S

H.M. (E & L) 10/12

30 lakhs minus the 15% Contribution to the management that we are paying now will be the addl Cost. That is there will come roughly to something about less than 15 lakhs. We shall consider deferring or dropping it after S.F.C. Part II pr

KM 12/12

3/12

With reference to H.M.'s note above it is respectfully submitted that grants to teachers in aided elementary schools are calculated on certain scales prescribed by Govt. In addition, special grant @ (15% of the assessed grant calculated on the pay of teachers) is paid to managements towards the upkeep of buildings, maintenance, etc. The extra cost of Rs.30 lakhs referred to above is worked out with reference to the supplementary salary of Rs.5/- to be paid to each higher ele. grade teacher in addition to the scale of grant so as to secure the minimum salary of Rs.30 for a teacher. What was intended to be conveyed by a portion of the note at P above on page 1 ante was that there might be a similar increase in the maintenance grants to be paid to managements. Thus the cost of Rs.30 lakhs will really be 30 lakhsplus 15% of 30 lakhs or about 35 lakhs in all.

2. It is not clear whether H.M.intends that the maintenance grant should be withdrawn if Govt. are to supplement the salary of teachers by Rs.5 a month. There may be strong objection to the withdrawal of the maintenance grants from managements of schools merely because of increase in the emoluments of teacher. The point may perpahs be clarified

SECRETARY, EDN. AND R.H. DEPT. 18 DEC 1948 GOVERNMENT OF MADRAS

Bz 7608

before a Part II note is put up. The file may be submitted to H.M.(E. & L.). H.M.(Fin.) should also see with reference to the minutes of H.M.(E. & L.) The file may be circulated to both H.Ms.

13.12.49

DRM 13/12/49 S

We may be justified in refusing 15% to the management on the increased grant arising from this increase; but we shall not be justified in refusing the 15% on the grants already paid, as this represents incidental expenditure like rent for buildings, equipment, repairs, etc. I have already indicated that the actual size of the grant may be less than 30 lakhs as the teachers have been for two years in the scale of 25-½-30 so that the difference between their present pay and the proposed pay of Rs.30 may, in many cases, be less than Rs.5/- on which the figure of 30 lakhs is based. I have accordingly estimated that the extra cost will be about 25 lakhs.

18

H.M.(E.& L.) ✓ My idea is to withdraw the maintenance grant or at least to say that Govt will give Rs 2/- & the management will pay Rs 3/- Any how this may be considered as part II. 13/12

H.M.(Fin.)

KM 14/12

I still feel we can pay even Rs 2 now to teachers in aided schools now.

May be considered as Part 2 with my recommendation for rejection

B.G. 1 14.12.49

SECRETARY, EDN. AND R.H. DEPT. 18 DEC 1948 GOVERNMENT OF MADRAS

B2 A draft Part II note is submitted for approval. Finance may see.

It is presumed that H.M. (Fin.) has accepted proposal 3. (referred to by H.M. E&PH in his note on p.6 ante). ~~which~~ The proposals relating to the raising the pay of deputy Inspectors & School Assistant.

DRM 21/12/49 S

12/12 Fin

E&PH Memo. 76055 B2 dtd 21.12.49

Fin (B.E. II).

Previous Fin. note on pp. 4-5 above.

Please see the orders in circulation on pp 6-9 above.

The draft note below may be accepted. | Yes, subject to the suggestions in my note below. 22/12/49.

NRS 21.12.49.

Item (1) in the draft Part II scheme note—

Cost Rs. 12 lakhs per annum. This dept.'s views against the proposal mentioned in para. 2 of office note & Secy.'s note on pp. 4-5 above may be embodied briefly in the draft note just before the place where the minutes of H. Ms. have been extracted. | 4 22/12 | X

Item (2) in the draft Part II scheme note—

Cost Rs. 24,000 per annum. This dept. has not yet examined the merits of the proposal for the ~~grant of a higher initial pay of Rs. 100~~ grant of 2 advance increments to all Dy. Inspns. of Schools, Senior Scale, Grade II & School Asstts., Grade II, in the Senior scale of pay of Rs. 85-5-125-10-175, as E.P.H. dept. themselves wished to defer the proposal. Orders of H.M. (Fin.) will also have to be taken on this proposal before it is incorporated in the Part II scheme note. Copies of the Part II scheme note were due in this dept. on 13-12-49. As it is too late now, this dept. may suggest that this proposal ~~for the grant of advance increments~~ be omitted from the draft note & be examined separately.

P | 100212

22/12/49 E&PH approved

Fin (B.E.) 87191 B.E.II 22.12.49

E.&.P.H.(B2) Dept.

X on p.10ante.

Necessary addition has been made in Part II Note.

P on p.10 ante.

It is for orders whether the proposals regarding ~~the~~ enhancement of initial salary of Dy. Inspectors and ~~of~~ school Assts. should be dealt with separately ~~or dropped~~

X 2 | 22/12/49 DRM 22/12/49 S

May defer the proposal in respect of Dy Inspectors, as the idea of making these posts more attractive is not a new one, and can stand over, as it has done so far.

N.7 (ERL) 19

20/12

Yes. approved

ADDITIONAL SECRETARY TO GOVT. 27 DEC 1949 EDUCATION AND PUBLIC HEALTH DEPARTMENT

X | (2) yes. Should be dealt with separately.

DRM 27/12

The note has been altered suitably. Copies may be taken & sent to Finance.

DRM 27/12/49

CSBH (B2)

~~A° Section~~ ~~may be~~ ~~requested to take~~ Necessary action ~~will be~~ have been given to A section for the extracts from this file ~~for the action on the~~ ~~report~~ of the Minutes of H.M.s

RW 4/1/50 4/1/50 DRM 4/1/50

~~it is understood that~~ The Standing Finance Committee has recommended that 76085/B2
the matter may be finally decided by the Cabinet.
The file may be submitted to H.M.

SE
20/1/50

OSM
22/1/50 S

23
1

H.D.T. (E & L)

I will explain to Cabinet on 24th/50
DM
24/1

30
30/1

Both the Bills approved by Cabinet. Both should be considered in April.
DM
24/1

The file may be

SE
31/1/50.

OSM
31/1/50.

20

Add a clause in the Bill in the light of the discussion at the Cabinet meeting held on 24th inst.

SECRETARIAT, EDN. AND P.H. DEPT.
26 JAN 1950
GOVERNMENT OF MADRAS

Short ~~Elementary Notes~~ of further revision received by hand

SECRETARIAT, EDN. AND P.H. DEPT.
26 JAN 1950
GOVERNMENT OF MADRAS

MS

I & may go to do on
1 & 2 of the papers may be
Cover 1718 dated 7-6-50.
MS Recorded

SE
5/6/50.

6/6/50