

MS 300483H

1950
E & P. H. (194) Department

Ms. SERIES.

G.O. NO. Ms. 239 Edn.

Dated 31-1-50.

(12)

[Despatch Abstract.]

schools - Secondary - Aided - Compulsory introduction of Government scales of pay to the members of teaching staff - Proposal - Not approved.

1950
E & P. H. (194) Department.

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closed

Supdt.

By

[Despatch Abstract.]

Schools - Secondary - Aided - Compulsory introduction
of the Government scales of pay to the members of the
teaching staff - Proposal - Not approved.

Back Papers.

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

Further Papers.

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

Education Department.

From The Director of Public Instruction,
Madras.

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

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

Sir,

SCHOOLS - Secondary - Aided - Revised Government
Scales of pay to the members of the teaching staff
- Compulsory introduction of.

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

Seeing that teachers are paid poor salaries, Government
in their Order No.975 Edn., dated 10-5-1947 appealed to manage-
ments of 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
Government raised the basis of assessment of teaching grant
from $\frac{1}{2}$ to $\frac{2}{3}$ 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., 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
 $\frac{2}{3}$ of the approved net cost".

Even so there is still a general feeling of dissatisfac-
tion 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 Government institutions are absent here. On the side of

: 2 :

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 Government scales of pay should be introduced in Local Body schools. And I now recommend that Government 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 Head-masters 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.

Yours faithfully,

for Director of Public Instruction.

Copy to Budget.

KHR.23-9.

Education and Public Health Dept
B1 section.

Schools - Secondary - Aided- Compulsory introduction of the Govt scales of pay to the members of the teaching staff. - Part II scheme for 1950-51

From the Director of Public Instruction C.No 802 D1/49 dated 23-9-49

Memorandum No 74035 B1/49 Education dated 4-10-49.

The D.P.I. is requested to report the number of aided secondary schools in which the Govt scales of pay have so far been adopted for members of the teaching staff with reference to ~~the number of schools~~ G.O. No 372 Education dated 27-2-48 and how the managements of the existing aided secondary schools can be compelled to adopt the Govt scales if their financial position does not permit the incurring of their share of the extra cost involved in the adoption of the Govt scales of pay ~~on the basis of the teaching grants~~ according to the existing basis for assessment of teaching grants. The Director is requested to ~~explain~~ ^{state} clearly how the adoption of Govt scales of pay can be made obligatory in the case of existing schools and schools to be newly opened. The reference should be treated as very urgent

To

The D.P.I.

Dr. K. M.
A/10/49

3.10.49

4.10.49

SPECIAL.

Education Department.

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

The Secretary to the Government of Madras,
Education and Public Health Department,
Fort St. George, M a d r a s.

R.C.No. 802-D1/49 dated 8th October 1949.

SIR,

SCHOOLS--Secondary--Aided--Compulsory introduction of the Government scales of pay to the members of the teaching staff--Part II Scheme for 1950-51.
Reference:-Government Memorandum No.74035-B1/49-1 Edn., dated 4.10.1949.

The points raised in the Memorandum are answered below:

2 The number of secondary schools under aided management which are reported to have adopted Government scales of pay for the members of the teaching staff is 53 as against the total number of 571 schools.

3 From my experience and from the financial statements of these schools I am inclined to think that the financial position of the managements is fairly sufficient and the small extra cost which may be involved in the proposal cannot be considered too much for them. On an average each schools may have to incur an extra expenditure of roughly Rs.1,200/- and deducting 2/3 grant on the above, the net extra cost to a management will be Rs.400/- or thereabouts and as such I do not anticipate any difficulty from the managements in giving effect to the proposal. I may also mention that if and when any particular management pleads financial inability, it is always open to the 'Director', under the rules, to carry out a financial investigation and if necessary, modify the orders.

4 In the circumstances the extra cost need not be considered a bar to make the introduction of the Government scales obligatory. As regards the new schools the compulsory introduction of the Government scales will be made a condition precedent to the grant of recognition.

Yours faithfully,

For Director of Public Instruction.

SJ/8/10.

Education Department,
The Director of Public Instruction,
The Secretary to the Government of Madras,
Education and Public Health Department,
Fort St. George, Madras.
R.C.No. 802-D/49 dated 8th October 1949.
SIR,
SCHOOLS--Secondary--Aided--Compulsory introduction of the
Government scales of pay to the members of the teaching
staff--Part II Scheme for 1950-51.
Reference:-Government Memorandum No. 70032-D/49, dated
1.10.1949.

The points raised in the Memorandum are answered below:
The number of secondary schools under aided management which
are reported to have adopted Government scales of pay for the members
of the teaching staff is 23 as against the total number of 271 schools.
From my experience and from the financial statements of these
schools I am inclined to think that the financial position of the
managements is fairly sufficient and the small extra cost which may be
involved in the proposal cannot be considered too much for them. On
an average each school may have to incur an extra expenditure of
roughly Rs. 1,200/- and deducting Rs. 3 grant on the above the net extra cost
to a management will be Rs. 900/- or thereabouts and as such I do not see
any difficulty from the managements in taking up the proposal. I may also mention that if and when any particular management
pleads financial inability, it is always open to the Director, under the
rules to carry out a financial investigation and if necessary modify
the order.
In the circumstances the extra cost need not be considered a bar
to make the introduction of the Government scales obligatory. In fact
the new schools the compulsory introduction of the Government scales will
be made a condition precedent to the grant of recognition.

ERPH(B.)
Schools - Secondary - Aided - Compulsory introduction
of the Government scales of pay to the members of the
teaching staff. Proposal - Not approved.

From the D.P.G. C.No. 802 D/49 d/23-9-49 & 8-10-49
p4cf

Order No 239 Ms Edn. dated. 31-1-50

The Government do not approve the proposal
of the D.P.G. that such of the managements of aided secondary
schools which have adopted the revised scales of pay fixed
for teachers in secondary schools under local bodies may be
compelled to adopt the Govt. scales of pay. They ^{consider} ~~Director~~
is informed that the managements of aided secondary

[P.T.O.]

130
31/1/50
p13nf

Schools - Secondary - Aided - Compulsory introduction of the
Government scales of pay to the members of the teaching staff
Part II Scheme for 1950-51.

From the D.P.I. C.No 802 D1/49 dated 23-9-49

Previously there were no standard scales of pay for teachers in aided secondary schools. The managements were given the discretion to adopt such scales of salaries as their finances could afford and ~~Government~~ ^{Government} were giving them grants-in-aid for a year based on half the approved net cost in the preceding financial year. With a view to improve the pay and prospects of these teachers, the Govt decided in 1947, to insist on managements of aided secondary schools introducing atleast the scales of pay fixed for teachers in secondary school under local bodies from 1-6-47 by raising the basis of assessment of teaching grant from onehalf to twothirds of the approved net cost involving an ultimate extra cost of Rs 26.3 lakhs to Govt by way of teaching grants. The managements of aided secondary schools except two have adopted atleast the revised scales fixed for teachers in secondary schools under local bodies and time has been given to the excepted schools to adopt the revised scales till 1951.

2. In G.O. No 372 Edn dated 27-2-48, the Govt made it clear that it was open to the managements of aided secondary schools to adopt the Govt scales of pay if they ^{could} afford to do so and that in such cases the expenditure incurred by them on payment of salaries in ~~the~~ ^{those} revised scales would be treated as an approved item of expenditure for purposes of assessment of teaching grant on the basis of twothirds of the approved net cost. The D.P.I. reports that on the side of 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. He therefore recommends that the adoption of the Govt scales of pay should be made obligatory

Para 8 of G.O.
975-23
10/5/47 (A)

Para (iv) of 2
of G.O. 154 Edn
5/6/47 (R)

19 of (E)

(Reserved)

6/2

Schools ~~may continue to~~ ^{should as at present,} have discretion to adopt Govt scales of pay or not ~~as at present~~ ^{at present} to adopt those scales.

28/1/50
28/1/50
28/1/50
To
The D.P.I.
25/5/50

31-1-50
28/1/50
28/1/50

The Government of India
Ministry of Education
New Delhi
28/1/50
28/1/50
28/1/50

2.

~~for aided secondary schools. The extra cost to Govt on payment~~

for aided secondary schools. The extra cost to Govt on payment of teaching grants is estimated at Rs 4 lakhs per annum.

3. The D.P.I. has not reported the number of managements of aided secondary schools which have adopted the Govt scales of pay for the teaching staff in their schools with reference to G.O. No 372 Edn dated 27-2-48. The number is presumably small. The reason for not adopting the Govt scales of pay is ~~probably~~ ^{likely to be due to the fact that} the slender resources of the managements ~~which~~ do not permit the incurring of their share of the extra cost involved in the adoption of the Govt scales of pay. There are still many schools which have not adopted dearness allowance at Govt rates and the D.P.I. has proposed separately that the Govt grant towards this allowance may be raised from onehalf to ~~two-thirds~~ ^{two-thirds} the expenditure incurred on payment of the allowance. If the Govt are to insist on the adoption of the Govt scales of pay for teachers in aided secondary schools, they will have to meet the extra cost involved from their own funds or raise the basis of assessment of teaching grant from two-thirds to three fourths for they cannot compel a management to adopt the Govt scales if the financial position of the management does not permit the incurring of extra expenditure. The expenditure on payment of teaching grants ^{to secondary schools} has increased from Rs. 29.13 lakhs in 1947-8 to 43.82 lakhs in 1949-50 and it is bound to go up further. In the present financial stringency it does not seem possible to undertake additional liability. Any sort of compulsion is likely to be resented to by the existing managements as in the case of creation of endowments and it might tend to the closure of the existing schools ~~in some cases~~ ^{Some of}

4. The proposal cannot be said to be absolutely essential for the proper running of the schools and it cannot therefore be said to satisfy the criteria laid down for Part II schemes. In the circumstances it is for consideration whether the proposal may be deferred.

4. The D.P.I. may perhaps be asked to report the number of aided secondary schools in which the Govt scales of pay have been adopted for teachers and how the managements of schools can be compelled to adopt the Govt scales of pay if their financial position does not permit the incurring of their share of the extra cost involved in the adoption of ~~the Govt~~ ^{those scales} on the basis of two thirds of the approved

A draft memo is submitted below for approval.

Memo No 74035 B1/49-1 Education dated 4-10-49
From the D.P.I. R.C. No 802 D1/49 dated 8-10-49

The D.P.I. reports that out of the total of 571 secondary schools under private managements, the Govt scales of pay have been adopted for teachers in 53 schools only and that it will not be difficult for the managements of the remaining schools to adopt the Govt scales of pay. If the management of an aided secondary school pleads financial inability to adopt the Govt scales of pay, the D.P.I. may carry out a financial investigation and if he is satisfied he may modify the orders.

For orders whether in the circumstances stated by the D.P.I. the proposal should be put forward as a Part II scheme for 1950-51. If so the remarks of the Finance Department may be invited u.o.

For the reasons stated at 'A' and 'B' on page 2 ante, this scheme which is estimated to cost an expenditure of Rs 4 1/2 lakhs p.a. perhaps be deferred.

Fin
Part II Scheme for 1950-51. Fin (D. E. II)

Finance may agree with the view of E & P.H. at 'A' above.

19.10.49.

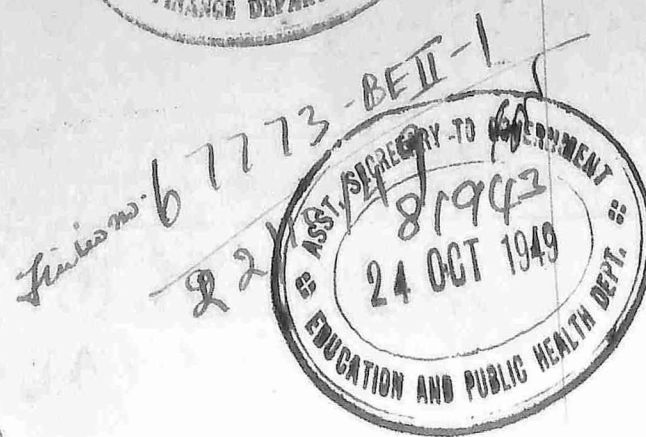
22/10/49 E & P.H.

22/10/49 (5)

The Finance department have agreed with the view of this Dept that the Directors' proposal that the managements of aided Secondary schools should be compelled to adopt the Govt scales of pay for teachers may be deferred for the reasons given

E & P.H. U.O. No.

74035 B1/49-2 Edn
13-10-49



at A+B on p 2 ante.

The file may be circulated to HM (Edu) for views
whether the proposal may be deferred

LSN
24.10.49

25-10-49

S. 26/7

H. N (E+L)

This is a matter which
with a little money we can gain
so much of good will. And this
only means admitting the extra amount
for purposes of grant. This is a demand
which secondary teachers have been
agitating for years. Let us see the
position at S.T.C. So Part II for 50-50

30/20+

27/10



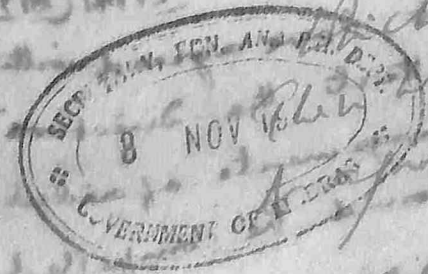
May be circulated to HM (Fin) with reference to the
minutes of HM (Sout L) above.

LSN
29/10/49

29-10-49

S. 31/7 H. N (Fin)

This will create a vicious circle, which
seems to have been overlooked by D.P.D.
While private management would be expected
to come up to Govt. scale, that happens to
be large number of local board schools
which are on a lower scale.
The difference between Govt. scale and
local board scale is not of recent origin. The D.P.D.



Please see the minutes of HM (Fin) on page
4 ante.

vide linked file

2. The D.P.D. has submitted proposals
separately that in the case of secondary schools
under local bodies also, the extra expenditure
on account of the adoption of Govt. scales of
pay may be taken into account for purposes
of assessment of teaching grant on the basis
of one half of the approved net cost of
maintenance of the schools and it is
proposed to defer the proposal in view of
the present difficult financial position of
the Govt - vide linked file

3. The file may be circulated to HM (Sout
L) whether in view of the minutes of HM (Fin)
on page 4 ante, the proposal in this file
may also be deferred

LSN
3.11.49

4-11-49

S. 5/11

H. N (E+L)

Part II

27/11
7. X 1

A draft Part II Scheme note is submitted below
for approval. It may be sent to Finance D.O. for
acceptance.

LSN
10-11-49

11-11-49

S. 15/11



15/11/49
F.A.P.H.U.O.M. 15/11/49
74035 B, 1/49.3 Edn.

PTO

Finance (B.E. II)

(Previous Finance note on p.3 above).

Please see the orders in circulation on pp.4-5 above and the draft Part II Scheme note below. The following may be added to the draft note as the Finance Department's note:-

"As minuted by N.M.(Finance), the ^{grant} adoption of the Government scales of pay for teachers in aided secondary schools will make the claim of the teachers under local bodies for the Govt. scales stronger. ~~Though~~ The proposal to sanction Govt. scales of pay to local board teachers ^{the acceptance of the proposal} has been may be deferred for the present, the Govt. will have to agree to the proposal sooner or later. In view of this and in view of the anticipated difficulty in the ways and means position of the Government, the Finance Dept. advises that the proposal may be deferred."

The draft note may otherwise be accepted.

17.11.49

E.P.H. may kindly add a para as giving an extract of the minutes of H.M. (Fin) on p.4 v.f. in full.

21

18.11.49 E.P.H.

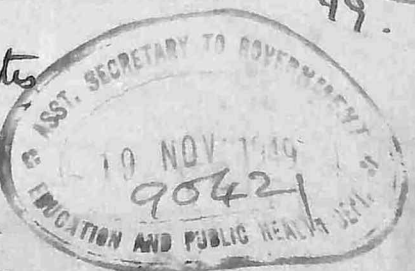
with reference to the Finance Dept's ^{from (15)} note above, it is submitted that an extract of the minutes of H.M. (Cont. Serv) & H.M. (Fin) may be added to the Part II note. The note as added to is for approval

19.11.49

21.11.49

5/22/49

Part II note sent to Press on 22/11/49



File No 27137 BE II
18-11-49

Press
Please put this in front
of the printer
21/11/49
Red

Head of Account

37-g- Education - Secondary
- Direct grants to non-Government Secondary Schools - A General - 1. Teaching - Voted.



161 Pule
158 E & P.H. (B.I.)

Part II Scheme for 1950-51
Secondary schools under private management - Teaching Staff
Staff or Govt. scales of pay.

Summary

Item of expenditure	Ultimate cost	
	Recurring	Cost in 1950-51
	Rs.	Rs.
Additional teaching grants payable to Secondary schools on account of the ~~adoption of~~ Govt. scales of pay for the ~~staff~~ teaching staff	4,00,000	nil
Total	4,00,000	nil

Explanatory note

The managements of aided Secondary schools were ~~to be~~ allowed to adopt such scales of pay as their finances could afford and teaching grants were paid every year based on one half of the approved net cost of maintenance of the institutions during the preceding financial year. With a view to improve the pay and prospects of these teachers the Govt decided in 1947 to insist on managements of aided secondary schools introducing atleast the scales of pay fixed for teachers in secondary schools under local bodies from 1.6.47 by raising the basis of assessment of teaching grants from one half to two thirds of the approved net cost involving an ultimate extra cost of Rs 26.3 lakhs to Govt by way of teaching grants. In Feb 1948 the Govt made it clear that it was open to managements of aided secondary schools to adopt the Govt scales of pay if they could afford to pay in those higher scales and that

90115470-5
5.8.47

3722/49
27.2.48

that in such cases the expenditure incurred by them on payment of salaries in those scales would be treated as an item of ^{approved} expenditure for purposes of assessment of teaching grant on the basis of two thirds of the approved net cost of maintenance. It has been reported that the Government scales of pay have been adopted in fifty ^{only} ~~53~~ ^{53 and 54} ~~54~~ ^{under private management} secondary schools. As the managements in the other schools find it difficult to secure the services of qualified teachers and as even those who take up the appointment, do not always continue in their posts, the Director of Public Instruction has recommended that the adoption of the Government scales of pay should be made obligatory for aided secondary schools. The extra cost to Government on payment of teaching grants is estimated at Rs. 4 lakhs per annum. As shown in the summary at the top, the proposal involves no additional cost to Government during 1950-51 as the grants for that year will be assessed and disbursed only in 1951-52.

2. As the teachers in aided secondary schools have been agitating for a long time for the adoption of the Government scales of pay and as the proposal is absolutely and imperatively necessary for the proper and efficient running of these schools, this Department recommends the proposal of the D.P.I.

3 The minutes of H.M.(Edn and Law) and H.M.(Fin) on the proposal are extracted below:-

" This is a matter which with a little money we can gain so much of good will. And this only means admitting the extra amount for purposes of grant. This is a demand which secondary teachers have been agitating for years. Let us see the position at Standing Finance Committee. So Part 11 for 1950-51 please "

K. Madhava Memon
27-10-49

" This will create a vicious circle which seems to have been overlooked by the D.P.I. While private managements would be

compelled to come up to Govt scales, what happens to the large number of local board schools which will continue to be on lower scales. They will be the turn of ~~the~~ local board teachers to agitate.

The difference between Govt scales and other scales is not of recent origin. The D.P.I. has chosen just a critical period to recommend a proposal like this. This can certainly wait "

B.G.(Opal Reddi)
3-11-49-

Lobo Prabhu
22-11-49

63 11

EDUCATION AND PUBLIC HEALTH DEPARTMENT

PART II SCHEME FOR 1950-51.

(SUBJECT.—Grant—Secondary schools under private management—
Teaching staff—Adoption of Government scales of pay).

Summary.

Head of account.	Item of expenditure.	Ultimate cost.	
		Recurring.	Cost in 1950-51.
(1)	(2)	(3) Rs.	(4) Rs.
37. (g) Education—Secondary— Direct grants to non-Govern- ment Secondary Schools—A. General—1. Teaching—Voted.	Additional teaching grants pay- able to Secondary schools on account of the adoption of Government scales of pay for the teaching staff.	4,00,000	..
	Total ..	4,00,000	..

EXPLANATORY NOTE.

The managements of aided secondary schools were till 1947 allowed to adopt such scales of pay as their finances could afford and teaching grants were paid every year based on one half of the approved net cost of maintenance of the institutions during the preceding financial year. With a view to improve the pay and prospects of these teachers, the Government decided in 1947 to insist on managements of aided secondary schools introducing at least the scales of pay fixed for teachers in secondary schools under local bodies from 1st June 1947 by raising the basis of assessment of teaching grants from one-half to two-thirds of the approved net cost involving an ultimate extra cost of Rs. 26.3 lakhs to Government by way of teaching grants. In February 1948 the Government made it clear that it was open to managements of aided secondary schools to adopt the Government scales of pay if they could afford to pay in those higher scales and that in such cases the expenditure incurred by them on payment of salaries in those scales would be treated as an item of approved expenditure for purposes of assessment of teaching grant on the basis of two-thirds of the approved net cost of maintenance. It has been reported that the Government scales of pay have been adopted only in 53 out of 571 secondary schools under private management. As the managements in the other schools find it difficult to secure the services of qualified teachers and as even those who take up the appointment, do not always continue in their posts, the Director of Public Instruction has recommended that the adoption of the Government scales of pay should be made obligatory for aided secondary schools. The extra cost to Government on payment of teaching grants is estimated at Rs. 4 lakhs per annum. As shown in the summary at the top, the proposal involves no additional cost to Government during 1950-51 as the grants for that year will be assessed and disbursed only in 1951-52.

2. As the teachers in aided secondary schools have been agitating for a long time for the adoption of the Government scales of pay and as the proposal is absolutely and imperatively necessary for the proper and efficient running of these schools, this Department recommends the proposal of the Director of Public Instruction.

3. The minutes of the Hon'ble Minister (Education and Law) and the Hon'ble Minister (Finance) on the proposal are extracted below :—
“This is a matter which with a little money we can gain so much of good-will. And this only means admitting the extra amount for purposes of grant. This is a demand which secondary teachers have been agitating for years. Let us see the position at Standing Finance Committee. So Part II for 1950-51 please.”

K. M[ADHAVA MENON]—27-10-49.

"This will create a vicious circle which seems to have been overlooked by the Director of Public Instruction. While private managements would be compelled to come up to Government scales, what happens to the large number of local board schools which will continue to be on lower scales. Then will be the turn of local board teachers to agitate."

The difference between Government scales and other scales is not of recent origin. The Director of Public Instruction has chosen just a critical period to recommend a proposal like this. This can certainly wait."

B. G[OPAL REDDI]-3-11-49.

J. M. LOBO PRABHU-22-11-49.

EXTRACTS OF THE PROCEEDINGS OF THE MEETING OF THE
STANDING FINANCE COMMITTEE
HELD ON 12--1-1950.

Item No.63 It is sufficient to provide for the payment of grants based on the local boards' scales of pay where such scales are paid by private managements.



The proposal in this file is to compel such of the managements of aided secondary schools which have adopted the revised scales of pay fixed for teachers in secondary schools under local bodies to adopt the slightly higher Govt scales of pay. The proposal involves an ultimate extra recurring cost of Rs 4 lakhs to Govt by way of aided teaching grants and the managements have also to incur addl expenditure to the extent of Rs 2 lakhs from their funds. According to the SFC's recommendation, the Director's proposal has to be negatived and the managements of aided secondary schools should have discretion to adopt the Govt scales or not as at present - The file may be circulated to H.M. (Edu + Law) for orders whether he desires to press the proposal at the meeting of the Cabinet to be held on the 28th inst. to consider the Part II schemes.

The minutes on page 14 ante may be perused.
18-1-50. 19-1-50 ✓ S 22
14.7 (S.F.C.)

I will force this before the Cabinet on 28/1

W. J. P. [Signature]
[Signature]
[Signature]



A draft order is submitted below for approval.

28/1/50
28/1/50
S 22

22.1.81

22.1.81

new - rapa per...
offered all...
in 1980

22.1.81