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2-9-50

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[Despatch Abstract.]

Elementary schools. Aided Scale of pay of Higher Ele-grade
trained teachers. Revised

Back Papers.

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

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
M.S.	88.	Edu.	11-1-'51.				

THE SOUTH INDIA TEACHERS' UNION

520, HIGH ROAD, TRIPPLICANE, MADRAS-5

U/793.

Dated the...15th..Jan.19 50

To

The Hon'ble Sri P. S. Kumaraswamy Raja,
Premier of Madras, Fort St. George.

18 JAN 1950

I am enclosing herewith a copy of a memorandum which
is a representation of the South India Teachers' Union presented
to the Hon'ble Sri K. Madhava Menon in November last.

Of the many points raised in the memorandum, I request
that you may be pleased to consider the three items contained
in paragraphs 1(b), (c) and (d), viz., 1(b) accepting pay-
ment of house rent allowance as an item of approved expendi-
ture, 1(c) increasing the grant to the elementary school
teachers by Rs.5 (the amount that the managements are re-
quired to pay and which they have not been able to pay)
and 1(d) raising the salary scale of the secondary grade
teachers.

The Union regards these items as of urgent importance
and I am authorised to place them before you for your favou-
rable consideration.

May I request you to be pleased to grant me an inter-
view some time this week or early next week so as to enable
me to present the case of the teachers?

Yours faithfully,

Alarajan
President.

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Please see page 2
③

THE SOUTH INDIA TEACHERS' UNION

A Memorandum presented to the Hon'ble Sri K. Madhava Menon, Minister for Education, Government of Madras, by a deputation of the South India Teachers' Union.

I. Salaries and Service Conditions

The Union has always been holding the view that the recent revision of salaries of teachers working under Government, Local Bodies and Private Managements is very inadequate and it is not based on a proper appraisal either of the qualifications of teachers or of the nature of their work. The recommendations of the Central Pay Commission in this regard were arrived at after a careful enquiry. The Union would therefore request the adoption of the pay scales and other conditions of service as recommended by the Central Pay Commission. The Union is aware that the adoption of such scales has to be part of a general scheme affecting all Departments and hence it requests for immediate consideration the following:--

(a) Aided Managements and Local Bodies may be required to adopt the scales of pay applicable to government schools.

At present aided managements are allowed to adopt government scales and Local Bodies too are permitted to adopt the scales in respect of their secondary schools, thus conceding the case for a uniform scale of salaries.

Teachers employed in schools under Private Managements and Local Bodies that are unable to adopt government scales are thus placed at a disadvantage. All teachers whether working in poorer areas or otherwise are doing the same kind of work and it is fair that the salary scales should be in accordance with the nature of the work and the responsibility involved and should not be limited by the financial resources of the managing body concerned. All these bodies are only sharing the work with Government and are getting aid. The aid must be liberal enough to meet the need and the Union therefore urges that schools under all managements be required to adopt scales of salaries applicable to teachers under government employ and if need be, the extra cost may be met from provincial funds.

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(b) Aided Managements in areas where government servants are paid house rent allowance may be permitted to pay their teachers and other employees house rent allowance at government rates and the expenditure may be admitted for purposes of aid.

(c) The salaries of teachers in Elementary Schools under all managements be brought in line with those obtaining in government schools.

The aided elementary school teacher ~~xx~~ at present is given a grant of Rs.25/- (Higher grade, 25- $\frac{1}{2}$ -30) and Rs.35/- (Secondary grade, 35-1-45). Teachers with similar qualification under Local Bodies and Government are paid the following scales:-

		<u>Local Bodies</u>	<u>Government</u>
Higher Grade	...	Rs.30--1--45	Rs.30--1--50
Secondary Grade	...	Rs.40--1 $\frac{1}{2}$ --70	Rs.45-3-60-2-90

While the Union is aware that this would involve a fair commitment, the Union would point out that unless Government tackled this problem and find the money, the progress of Elementary Education will be seriously hampered. The teachers in aided schools cannot for ever be made to serve on a salary woefully inadequate for bare subsistence.

(d) The scales of salaries ~~xx~~ to Secondary Grade Teachers be revised to Rs.60--3--120.

The Secondary Grade Teachers have had two years training. They have, if in elementary schools, the responsibility of being headmasters or of being in charge of higher standards; while in secondary schools, they have really strenuous work to do. Their present grade of Rs.45--90 is admittedly low. It may be revised to Rs.60--3--120, and the same scale may be made applicable to both ~~xx~~ elementary and secondary schools under all agencies.

(e) All managements of aided secondary schools should be required to pay dearness allowance to their employees at government rates and in order to enable them to do so Government should pay two-thirds grant on this expenditure also and ~~xxxxxxxxxxxx~~

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3.
in exceptional cases where the Government are satisfied of the poor finance of the managements, give a larger proportion of grant.

At present only half grant is given on this item. Some managements are finding it very hard to meet the other half. Government had not made it obligatory on managements to adopt government scales.

(f) Children of all teachers getting an income of less than Rs.1,200/- per annum may be given free education. The South India Teachers' Union has been urging this concession for several years. The grant of such a concession may not cost government any heavy additional expenditure. Women teachers employed under Local Bodies are already enjoying a certain measure of help in this direction. A large number of teachers belonging to the eligible communities are also being benefited by the existing rules of aid to backward communities. A small fraction of teachers whose income is very inadequate for their own maintenance alone will get some benefit. The grant of this request will give a great measure of satisfaction to teachers as, to them it will be a token of government's recognition of the social importance of teachers.

(g) A Life Insurance Policy for at least Rs.1,000/- to every Elementary School Teacher.

Only recently Government have extended the benefit of Provident Fund to all teachers in aided elementary schools. The benefit that the Provident Fund would confer on teachers who serve their full period, say 30 years, will be about Rs.1,500/-. as their investments in the Post Office Savings Bank will be getting a very low rate of interest. How inadequate this provision is can be easily understood. If the teacher should die in service, then the family will get only a much smaller amount. It is therefore suggested that in addition to the Provident Fund Government can give each teacher a Life Insurance Policy, the premium being paid by Government.

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The South India Teachers' Union Protection Fund, which is an Insurance Company only for teachers, offer policies at comparatively low premia and will be ready to undertake the risk involved. A two unit policy would cost only Rs.26/- per annum but would provide to the teacher a fair retirement benefit and the family a decent cover on his life.

(h) Teachers in all aided educational institutions may be permitted to contribute as their share an amount in excess of the prescribed rate of one anna in the rupee and they may also be permitted to divert a part of their deposits towards payment of Life Insurance Premia.

At present managements are permitted to contribute at a higher rate than 6 pies in the rupee. Only a few managements have generally availed themselves of the permission. Teachers under Local Bodies are allowed to contribute at a rate not exceeding 2½ annas in the rupee. They are also permitted to divert their Provident Fund Deposit towards payment of Life Insurance Premia. If a similar concession be granted to teachers in aided schools, it will not only help them to augment their meagre savings but have ~~the~~ a cover on their lives too so that the family might not be left destitute.

(i) Aided schools may/ be required to adopt the Leave Rules applicable to teachers employed under Local Bodies.

At present, there is no uniformity in the Leave Rules in force in aided schools. Most of them provide only for casual leave. A few institutions provide for sick leave on half pay. Government could accept for purposes of aid medical leave on half pay for four months at a time, subject to the total leave for a teacher during his service being limited to 12 months. It is therefore requested that the Leave Rules in force in schools under Local Bodies be made applicable to teachers in aided schools.

II. The Union views with concern the growing number of cancellation of certificates of teachers for professional misconduct.

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There must also be cases of other forms of punishment. Punishment for professional misconduct is a serious matter. In the circumstance in which the teachers are ~~employed~~ placed they cannot vindicate their honour, if they had been punished unjustly, in a court of law in ~~which~~ view of the cost, etc. In the legal and medical professions there are statutory bodies consisting of elected representatives of the registered members of the profession who enquire into all cases of professional misconduct and action is taken on their recommendations. The Union requests that in respect of teachers, a Teacher Council be constituted with statutory powers to enquire into the case of professional misconduct and action taken by Government on its recommendations.

III. Representation by the S.I.T.U.

The Union is an organisation of all grades of teachers employed under all managements. Its aims are:-

1. The promotion of corporate feeling among the members.
2. The advancement of education in the presidency.
3. The improvement of educational methods and research.
- ix 4. The safeguarding and betterment of the status, pay and prospects of teachers.

Ever since its inception in 1909, it has been making representations in respect of all the matters including item 4 of our objects--service conditions in respect of all teachers irrespective of the agency under which they are employed and such representations have been considered by Government. The Union cannot give up its responsibility to bring to the notice of the authorities matters relating to pay and service conditions of all teachers, as this is vitally linked up with the well-being of Education. It therefore requests that paragraph 3 of G.O. No.3448, Education, dated 10th November 1949 be cancelled.

21st November 1949.

Secretary.

A Memorandum submitted to the Hon'ble Sri P.S. Kumaraswami Raja, Chief Minister, Government of Madras, on behalf of the South India Teachers' Union:

On behalf of the Executive Board of the South India Teachers' Union we beg to place the following for your sympathetic consideration:-

1. The trained teachers in elementary schools are

paid a grant at the following rates:--

Lower Grade	...	Rs.18/-
Higher Grade	...	Rs.25-- $\frac{1}{2}$ --30.
Secondary Grade	...	Rs.35--1--45.

A dearness allowance is also paid at Rs.18/- to the Lower Grade teacher and at Rs.19/- each to the other two grades of teachers.

The managements of aided elementary schools are further required to pay Rs.2/- each to a lower grade teacher and at Rs.5/- each to teachers of the other two grades.

Though this order was passed nearly two years ago, very few managements are paying the amount.

In G.O. No.1154, Education, dated 5th June 1947 it is observed:--

"In view of the increased scale of grants now sanctioned, the government have decided to insist on managements of aided schools allowing a minimum pay of Rs.30/- to a Higher Elementary Grade Trained Teacher and Rs.40/- to a Secondary Grade trained Teacher. In other words managements should supplement from their own resources to the extent necessary. This will be insisted on as from 1st July 1947. But the Director of Public Instruction is authorised to have an extension of time granted in suitable cases."

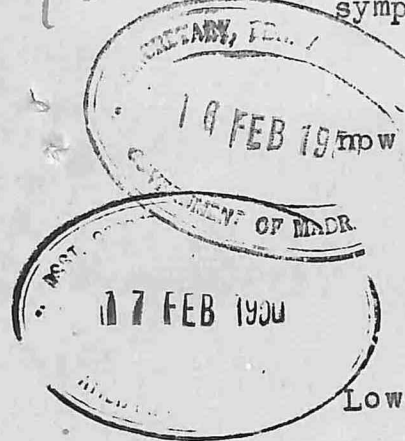
We learn that only 19 managements are paying this extra amount, others having obtained extension of time.

The G.O. admits in principle that the initial salary of these teachers be raised by Rs.5/- a month. It makes it obligatory on the managements to find the necessary funds. The managements are paid a separate grant equivalent to 15% of the grant paid on behalf of the teachers for managing the school.

EPH

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Not
put up

They need this help for the conduct of the school. Under the circumstances, it is no wonder they are unable to fulfil the terms of the G.O. and are being granted extension of time. In the meanwhile the teachers are suffering a great deal of hardship.

The number of teachers of these grades working in Elementary Schools are given below:

Secondary grade	...	5882
Higher Ely. Grade	...	45840
Lower Grade	...	3512

In as much as managements have failed to act up to the G.O. No.1154, dated 5th June 1947 so far, and Government have not succeeded in making them do so, it is obvious that they are unable to do so and it becomes the duty of government to take up the responsibility on themselves and ensure that the teachers get what government itself had declared as a suitable minimum salary.

The additional cost to government will be only Rupees Thirty-three lakhs, a very small fraction of the total allotment for Education. This will ensure contentment amongst teachers and thus help in securing more efficient service from them.

2. The Secondary Grade Teachers in our secondary schools are now allowed a scale of salary of Rs.45--2--85.

This class of teachers have had completed S.S.L.C. and a two years' training in a training school. They are generally in charge of the Middle School classes, that is, Forms I to III.

In fixing their scales no account seems to have been taken of the special professional training. Secondary schools are mostly in urban and semi-urban areas.

It is our request that their scale be revised to Rs.60--4--120. There are 8000 teachers and the adoption of this scale would not mean any very considerable increase in the educational allotment. It may increase it by about

six lakhs. But it would greatly help in diverting to the teaching service a larger proportion of our young men and women.

3. House rent allowance. There are a large number of teachers working in aided schools in urban areas. The housing problem is acute in all these areas and rents are becoming high. It is the request of the Union that managements of private aided educational institutions in such areas may be permitted to pay house rent allowance to their teachers and other employees, such expenditure being treated as an approved item of expenditure for assessment of grant.

We are not unaware of the financial commitments of government at the present moment. But we press these requests for your sympathetic consideration and early sanction, thereby relieving in some measure the serious economic difficulties of several thousands of teachers whose emoluments, it is admitted by all, are very low, lower than the minimum subsistence level.

We are,

Yours faithfully,

President, South India Teachers' Union: *Marakur*
President, The Madras Teachers' Guild: *P. Dorai*
Secretary, South India Teachers' Union: *V. Arunajathi*

They need this help for the conduct of the school. Under the circumstances, it is no wonder they are unable to fulfill the terms of the G.O. and are being granted extension of time. In the meanwhile the teachers are suffering a great deal of hardship.

The number of teachers of these grades working in Elementary Schools are given below:

Secondary Grade	3888
Higher E.L. Grade	4540
Lower Grade	3518

In as much as managements have failed to set up to the G.O. No. 1154, dated 25th June 1947 so far, and Government have not succeeded in making them do so, it is obvious that they are unable to do so and it becomes the duty of Government to take up the responsibility on themselves and ensure that the teachers get what Government itself had declared as a suitable minimum salary.

The additional cost to Government will be only Rupees thirty-three lakhs, a very small fraction of the total allotment for education. This will ensure contentment amongst teachers and thus help in securing more efficient service from them.

8. The Secondary Grade teachers in our secondary schools are now allowed a scale of salary of Rs. 45-0-00 to Rs. 55-0-00. This class of teachers have had completed 10 years of service and are working in a training school. They are generally in charge of the middle school classes, but in some cases I go to 11.

In fixing this scale no account seems to have been taken of the special professional training. Secondary schools are mostly in urban and semi-urban areas. It is not proper that their scale be revised to Rs. 55-0-00 to Rs. 65-0-00 and the education of this scale would not mean any very considerable increase in the service of the Government.

D.O.

Director of Public Instruction,

Madras, 19th April 1950.

Dear Sir,

Recently when I requested the Hon'ble Minister for Finance to sanction enhanced scales of pay to graduate teachers in order to attract suitable men to the teaching profession, he desired that I should obtain for him information regarding the scales of pay prevalent in a relatively backward Province like Madhya Pradesh. Accordingly I addressed the Director of Public Instruction and a copy of his reply is enclosed for your information also. I am also addressing the Hon'ble Minister for Finance.

Yours sincerely,

S. Menon

To

The Hon'ble Sri K. Madhava Menon, B.A., B.L.,
Minister for Education,
Fort St. George, Madras.

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Copy of letter No:1238/S dated 8th April 1950
from the Director of Public Instruction, Madhya Pradesh
Nagpur to the Director of Public Instruction, Madras.

Sub: Scales of pay.

Ref: Your D.O.No.nil dated 5-4-50.

The scale of pay for a graduate teacher in this
State is:-

Rs.100-100-5-150-150-bar-5-200 (Two advance
increments for recruits with B.T.
degree).

Very urgent

CF, LF II

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Education Department

D.O.No. 4597- D/50-2 Edn., dated 5-5-50. (13)

My dear Reddi,

Sub:- Teachers in aided elementary schools -
Revision of salaries.
Ref:- Your letter No.1751-B1/49, dated 4-10-49

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 ^{govt} ~~govt~~ ^{for} ~~govt~~ higher ele. grade teachers will, ^{remain Rs 30/-} however, ~~be paid~~ and the management's contribution of Rs.3/- per mensem ~~shall~~ 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 also to say that the other proposals made in your letter referred to above are deferred.

To ^{And ~~the~~ 5.5.50.}
The D.P.I. (by name)

3 spare copies

Take two
addl copies
give to
and add
a copy to each
of the
Hls. & Mr. K.
Hls. to Mr. K.

^{DM}
28/4/50 your sincerely
B
28/5/50

D.O.No.1751 B1/49.

Director of Public Instruction,
M a d r a s, 8th May 1950.

My dear Paul,

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

Ref: Your D.O. letter No.4597-D/50-2, Edn., dated 5-5-50.

I have the honour to furnish below the extra cost involved in implementing the proposal referred to in your letter quoted above.

2/ The number of Higher Elementary Trained teachers as on 31-3-49 was 49,099. Taking the probable increase due to expansion since then the number of teachers is taken as 50,000 for the purpose of working out the cost involved.

3/ For the current year 1950-51, grant for 10 months (i.e., 9 months of the assessment year of 1950 and for January 1951 payable before 31-3-51) has to be paid. This comes to $50,000 \times 2 \times 10$ - Rs.10,00,000 or Rs.10 lakhs. For future years the extra cost will be $50,000 \times 2 \times 12$ or Rs.12 lakhs.

4/ The sum of Rs.10 lakhs is a large amount and cannot, therefore, be met with from the normal budget allotment provided for 1950-51.

5/ I may also point out in this connection that it is doubtful whether the managements will pay even the balance of Rs.3/- expected of them and the nature of the penalty to be imposed in the case of non-payment has also to be considered. Unless a time-limit is fixed which may be six months and a penalty attached, it is hardly likely that the managements would arrange to pay the balance of Rs.3/-. I, therefore, suggest that the Government should authorise the District Educational Officers to withdraw recognition after this period of six months is over. In the place of such schools the District Boards may be permitted to open schools under their management, they being paid a subsidy equal to the teaching grant that an aided school would have been eligible for. If such an inducement is given it may not be difficult for the Boards to provide schools in localities which may become school-less on account of the inability of the managements to contribute towards the salary of the teachers. I wish to add,

however,

however, that if such a policy is adopted there is likely to be considerable opposition from managements, particularly Missions.

Yours sincerely,

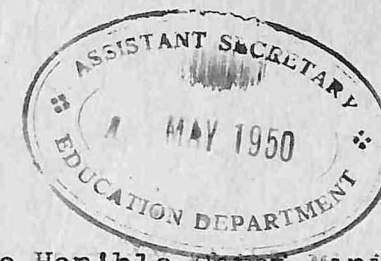
D. Paul

To

Sri Rajaiah D. Paul, M.A.,
Secretary to Government,
Education Department,
Fort St. George, Madras.



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Edn

V. S. S.

Memorandum submitted to the Hon'ble Chief Minister, Hon'ble Minister for Education and the Hon'ble Minister for Finance, Government of Madras, on the eve of their visit to Cannanore.

Honourable Sirs,

We the President and members of the Chirakkal Taluk Aided Elementary School Managers' Association, beg leave to approach you with this humble address of welcome on the eve of your gracious visit to our district.

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While appreciating the move on the part of the Government to enhance the salary of the Aided School teachers by Rs 5/- we are very sorry to hear that the Government is going to throw a major part of this burden on the managements by enforcing payment of Rs 3/- by the managements out of the proposed increment of Rs 5/- . If this were to be passed and implemented the managements will find it hard to run their institutions efficiently.

Maintenance grant now allowed to the managements is 15 % of the salary of the teachers. To an institution having 5 teachers with a salary of Rs 25/- per head, the maintenance allowance to the managements is Rs 225/-. Due to the fabulous prices of articles the managements are finding it hard to meet the recurring and contingent expenses of the schools, such as, stationery, thatching of the building, urinal, repairs, garden, play ground and also the Provident Fund of the teachers. All the above expenses cannot be met with out of the allowance from the Government. About 95% of the school buildings under managements are thatched ones and thatching is a recurring annual expence.

We have been from time to time appealing to the authorities concerned as to the inadequacy of this allowance to the managements and to get it increased.

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It is at this stage that this new proposal to reduce the meagre allowance to the management is being considered by the Government now. If the proposal to give an increase in salary by Rs 5/- to the teachers by recovering Rs 3/- from the managements is going to be effected, it is going to affect the managements adversely. The manager of a school with 5 teachers will have to pay Rs 180/- in a year apart from the usual Provident Fund of Rs 46/14/-. These two items alone put together will amount to Rs 226/14/-. These two items alone will cover the entire allowance given as maintenance allowance to the managements. Then for purposes such as thatching stationery, repairs etc the managements have to seek funds elsewhere or lay their hands on their private cash. How long such state of things will continue and how long the managements will submit themselves to this unprofitable venture is a matter to be seen. Naturally, the managements will lose the incentive to run this useful institution steadily and in course of time it will cease to exist.

We avail of this opportunity to recall that a similar proposition was considered by the previous Hon'ble Minister for Education, but having found it not feasible, it was abandoned.

Under such circumstances it is ^{our} humble prayer that if the Government is going to adopt this proposal of enhancing the salary of the teachers by recovering Rs 3/- from the managements out of their maintenance allowance, it is going to prove a hard hit on the managements; and it is also respectfully suggested that in such an event, it will not be possible for the managements to cope with the provisions of the new proposals in so far as the managements are concerned and beg to request the Government to relieve the existing managements from their schools and take direct

P.T.O.

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(3)

charge of the management of the schools by the Government, and sanction a reasonable rent for the school buildings and the furniture therein.

Therefore, it is further prayed that the matter of enhancing the salary of teachers by recovering a portion of the amount from the managements may not be pushed further but given up.

Cannanore. 29- 4- 1950

Amambhar
President, Chirakkal Taluk
Aided Elementary School
Managers' Association,
Cannanore.

Copies to

1. Director of Public Instructions, Madras.
2. The District Educational Officer, Malabar (North), CALICUT.

Edw Dyer

*This may be added to the
main file which has gone to Govt.*

11/5/50

12/5/50

SUMMARY OF COST.			
Major Head of Account.	Minor and Sub-head of account.	Ultimate cost.	
		Cost in the year of introduction.	
		Recurring.	Non-recurring.
		Rs.	Rs.
Edn.	37.K.Edn. - Primary - Direct grants to Non-Govt. Primary schools - A.General - I. Ordinary areas (1) - Excluding Post War Reconstruction - Teaching - Voted.	12 lakhs	10 lakhs

NOTE FOR THE STANDING FINANCE COMMITTEE.

[Sub:- Aided ele. school teachers -
Revision of scale of pay.]

[HE from flap]

The scales of pay of teachers in aided elementary schools were revised as follows in 1947:

Lower ele. grade	..	Rs. 18 plus D.A. of Rs. 18 p.m.
Higher ele. grade	..	Rs. 25- $\frac{1}{2}$ -30 plus D.A. of Rs. 18 p.m.
Secondary grade	..	Rs. 35-1-45 plus D.A. of Rs. 19 p.m.

The school managements were required to pay, in addition, to each of the lower ele. teachers Rs. 2 and to each of the teachers of the other two grades Rs. 5 - they themselves meeting the extra cost on account of the addl. payment. However, in practice, the managements were found not to pay the extra amount at all.

2. At the time of preparation of the budget for 1950-51, the D.P.I. proposed that the basic pay of the teachers in ele. schools might be raised by Rs. 5. H.M. (E.&L.) was strongly in favour of the proposal. But at the meeting of the S.F.C. or of the Cabinet, he did not press it. He first wanted to see the over-all picture of the budget and to know whether there would be a big deficit. Consequently, the Committee or the Cabinet did not approve of the proposal.

3. Later, the S.I. Teachers' Union sent a representation in the matter. H.M. (E.&L.) minuted that he was strongly of the opinion that the ele. school teachers' salary shd. be revised and that the Govt. must pay them Rs. 30. Almost all managements pay their teachers salary only at the rates of Govt. grant assessed and paid to them by Govt. on behalf of the teachers. The assessed grant for lower ele. teachers is Rs. 18 and the scale of the grant for higher ele. teachers is Rs. 25- $\frac{1}{2}$ -30. This dept. recommended that the grant for lower ele. teachers need not be raised and that it would be sufficient if the grant for higher ele. teachers alone was raised from Rs. 25 to Rs. 30. The extra cost involved in the recommendation

that our teachers pay should be revised. The Elementary school teacher should be paid at least 1 rupee a day - Rs. 30 a month. The Graduate B.T. teacher should start on Rs. 100/- and go up to Rs. 200/-."

K. (Madhava Menon),
4-2-50

When H.C.M. minuted what the definite proposal of H.M. (E.&L.) was for increasing the pay of teachers, he minuted as follows:-

"My definite scheme is that Govt. must pay Rs. 30/- for elementary school teachers and pay Rs. 100-200 in aided schools, the minimum of B.T. should be admitted for grant in the scale of Rs. 100-200 in aided schools, the minimum being Rs. 100 (compulsory) and Govt. school teachers, B.T. must start with Rs. 100 to 200."

The suggestion regarding elementary school teachers has already been

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was Rs. 35 lakhs. Finance did not agree to the proposal and advised that it might be deferred. At the H.C.M.'s instance, he, H.M.(E.&L.) and H.M.(Fin.) discussed the whole matter and ^{came to} reached at the following decision:-

"The Govt. grant for higher ele. grade teachers in aided ele. schools may be raised by Rs.2 provided the management also pays an addl. amt. of Rs.3 p.m. The maxm. of the scale of Govt. grant for higher ele. grade teachers will however remain Rs.30. The management's contribution of Rs.3 p.m. will be irrespective of the Govt. grant even after it reaches the maxm. of Rs.30. The proposal may be given effect to from 1-4-50. The financial effect of the proposal shd. be worked out and a token supplementary grant obtained from the Legre. before orders are issued."

"S.F.C. and Cabinet may see!"

4. The D.P.I. estimated the addl. expre. at Rs.10 lakhs in the current year and Rs.12 lakhs in future years. To ensure the payment by the management of the balance of the amount - Rs.3 per teacher - expected of them, he also made the following suggestions:-

(1) A time-limit of six months might be fixed for the payment by the managements of their contribution.

(2) The D.E.O. might be authorized to withdraw, after the expiry of the six months, recognition for the schools which fail to give effect to the order, as a penalty.

(3) In the place of such schools, the Dt.Bds. might be permitted to open schools under their management, they being paid a subsidy equal to the teaching grant, an aided school would have been eligible for.

H.M.(E.&L.) accepted the Dir.'s suggestions with the modification, suggested by this dept., that the time-limit might be one year.

5. Finance dept. again expressed themselves against the main proposal. They made the following remarks and specifically wanted them to be placed before the S.F.C.:-

(H.E. A from pp. 15-16 N.F.)

6. Orders are solicited as to whether, as decided by H.M.(E.&L.), H.M.(Fin.) and H.C.M. at their discussion, the grant of Rs.25-1-20 for higher ele. grade teachers under private managements will be raised by Rs.2, the maximum however remaining only at Rs.30, and the managements required to contribute an addl. sum of Rs.3 irrespective of the Govt. grant, even after it reaches the maximum of Rs.30 p.m. If the proposal is approved by the S.F.C. and

They have also since pointed out that this proposal will nullify the effect of the economy measures recently decided on by the Govt.

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the Cabinet, action to obtain a token supplementary grant from the Legre. will be taken.

8. Information regarding the allotment under 'Education' the expenditure incurred so far, the cost of the scheme etc. is given below:-

- (a) Budget provision under the major head of account (37.Education) Rs. 9,95,08,000
Rs. 9,96,74,500
- (b) Actual expenditure to end of May, 1950 under major head of account. Not yet known
- (c) Estimate of extra expenditure on the present scheme in the current year. Rs. 10,00,000
- (d) Savings in the budget provision for other items included in the major head. Rs. 6,88,100
- (e) Estimate of extra expenditure on other new schemes sanctioned since M.B. the beginning of the year pertaining to '37. Edu' Not yet known

As a result of economy measures agreed to by the D.P.I.

Desd. to all H.Ns.
Chief Secy. &
Jr. Secy. 5/6/50

6/6/50

7.6.50

NOTE FOR THE STANDING FINANCE COMMITTEE.

Subject: Aided elementary school teachers - Revision of scale of pay:

SUMMARY OF COST.

Major Head of Account	Minor and Sub-head of account.	Ultimate cost. Non-Recurring	Cost in the year of introduction Non-Recurring
37.Edn.	37.K.Edn.-Primary - Direct grants to Non-Govt. Primary schools - A.General - I. Ordinary areas (1) - Excluding Post War Reconstruction-Teaching - Voted.	12 lakhs	10 lakhs

The scales of pay of teachers in aided elementary schools were revised as follows in 1947:

Lower Elementary grade	Rs 18 plus D.A. of Rs 18 P.M.
Higher Elementary grade	Rs 25- $\frac{1}{2}$ -30 plus D.A. of Rs 18 P.M.
Secondary grade	Rs 35-1-45 plus D.A. of Rs 19 per mensem

The school managements were required to pay, in addition, to each of the lower elementary teachers Rs 2 and to each of the teachers of the other two grades Rs 5 - they themselves meeting the extra cost on account of the additional payment. However, in practice, it was found that the managements were not paying the extra amount at all.

2. When the budget for 1950-51 was prepared, the D.P.I. proposed that the basic pay of the teachers in elementary schools might be raised by Rs 5. H.M.(E.&L.) was strongly in favour of the proposal. But at the meeting of the Standing Finance Committee or of the Cabinet, he did not press it. He first wanted to see the over-all picture of the budget and to know whether there would be a big deficit. Consequently, the Standing Finance Committee or the Cabinet did not approve of the proposal.

3. Later, the South India Teachers' Union sent a representation in the matter. H.M.(E.&L.) minuted that he was strongly of the opinion that the elementary school teachers' salary should be revised and that the Government must pay them Rs 30/- Almost all managements pay their teachers salary only at the rates of grant assessed and paid to them by Government on behalf of the teachers. The assessed grant for lower elementary teachers is Rs 18 and the scale of the grant for higher elementary teachers is Rs 25- $\frac{1}{2}$ -30. This Department recommended that the grant for lower elementary teachers need not be raised and that it would be sufficient if the grant for higher elementary teachers alone was raised to Rs 30- $\frac{1}{2}$ -35. The extra cost involved in the recommendation was Rs 30 lakhs. Finance did not agree to the proposal and advised that it might be deferred. At H.C.M.'s instance, he, H.M.(E.&L.) and H.M.(Finance) discussed the whole matter and came to the following decision.

"The Govt. grant for higher elementary grade teachers in aided elementary schools may be raised by Rs 2 provided the management also pays an additional amount of Rs 3 per mensem. The maximum of the scale of Govt. grant for higher elementary grade teachers will however remain Rs 30. The management's contribution of Rs 3 per mensem will be irrespective of the

Government grant even after it reaches the maximum of Rs 30 lakhs in the current year and Rs 12 lakhs in future years. To ensure the payment by the management of the balance of the amount Rs 3 per teacher - expected of them, he also made the following suggestions:-

"Standing Finance Committee & Cabinet may see."

4. The D.P.I. estimated the additional expenditure at Rs 10 lakhs in the current year and Rs 12 lakhs in future years. To ensure the payment by the management of the balance of the amount Rs 3 per teacher - expected of them, he also made the following suggestions:-

(1) A time-limit of six months might be fixed for the payment by the managements of their contribution.

(2) The District Educational Officer might be authorized to withdraw, after the expiry of the six months, recognition for the schools which fail to give effect to the order, as a penalty.

(3) In the place of such schools, the District Boards might be permitted to open schools under their management, they being paid a subsidy equal to the teaching grant, an aided school would have been eligible for.

H.M.(E.&L.) accepted the Director's suggestions with the modification, suggested by this department, that the time limit might be one year.

5. Finance department again expressed themselves against the main proposal. They made the following remarks and specifically wanted them to be placed before the Standing Finance Committee.

"It may be noted in this connection that under the present difficult ways and means position of the Government, the addition of Rs 10 lakhs to the current year's budgeted expenditure will add to the difficulty and also increase the anticipated revenue deficit of about Rs 36 lakhs in the current year's budget estimates. The ultimate cost of the scheme which is estimated at Rs 12 lakhs per annum will be a heavy burden on the revenues of the Government. The current year's budget already provides for essential new schemes of expenditure connected with Education and debitable to "37. Education". These are estimated to cost as follows:

Head of Account	ULTIMATE COST		COST IN 1950-51.	
	Recur- ring Rs Lakhs	Non-Re- curring Rs Lakhs	Recur- ring Rs Lakhs	Non Re- curring Rs Lakhs
37. Education	23.82	45.30	13.02	37.41
	69.12		50.43	

The details of the schemes will be found on pages 128-192 of the Budget Memorandum for 1950-51. Of these schemes, the provision made in respect of elementary education amounts to Rs 8,300 recurring and Rs 7,48,400 non-recurring in 1950-51. The introduction of a scheme in the course of a year which is estimated to cost Rs 12 lakhs per annum recurring ultimately and Rs 10 lakhs in 1950-51 will throw a heavy burden on the finances of the Government. No doubt the reform now suggested to improve the lot of higher elementary grade teachers in aided institutions is desirable but so are the reforms for which new expenditure has already been admitted in this year's budget. All the desirable reforms cannot go together

in one and the same year unless new sources of taxation are agreed on and developed."

6. ~~Orders~~

They have also since pointed out that this proposal will nullify the effect of the economy measures recently decided on by the Govt.

6. Orders are solicited as to whether, as decided by H.M. (E.&L.), H.M.(Finance) and H.C.M. at their discussion, the grant in the scale of Rs 25-~~2~~-30 for higher elementary grade teachers under private managements will be raised by Rs 2 per mensem with effect from 1-4-1950 the maximum however remaining only at Rs 30, and the managements being required to contribute an additional sum of Rs 3 ~~xxxxxxx~~ irrespective of the Government grant, ~~xxxx~~ even after it reaches the maximum of Rs 30/- per mensem.

7. If the proposal is approved by the Standing Finance Committee and the Cabinet, action to obtain a supplementary grant ~~wixx~~ from the Legislature will be taken.

8. Information regarding the allotment under 'Education', the expenditure incurred so far, the cost of the scheme etc. is given below:

(a) Budget provision under the major head of account (37. Education)	9,95,08,000
(b) Actual expenditure to end of May 1950 under Major head of account	Not yet known
(c) Estimate of extra expenditure on the present scheme in the current year.	10,00,000
(d) Savings anticipated in the budget provision for other items included in the major head	6,88,100*
(e) Estimate of extra expenditure on other new schemes sanctioned since the beginning of the year pertaining to "37. Education"	Not yet known

*As a result of economy measures agreed to by the D.P.I.

RAJAJAH D. PAUL
Secretary to Government.

25

(92)

EDUCATION DEPARTMENT.

NOTE FOR THE CABINET.

Subject:- Aided Elementary School Teachers- Revision of Scale of Pay.

The scales of pay of teachers in aided elementary schools were revised as follows in 1947:

Lower Elementary grade	Rs 18 plus D.A. of Rs 18 P.M.
Higher Elementary grade	Rs 25- $\frac{1}{2}$ -30 plus D.A. of Rs 18 P.M.
Secondary grade	Rs 35-1-45 plus D.A. of Rs 19 per mensem

The school managements were required to pay, in addition, to each of the lower elementary teachers Rs 2 and to each of the teachers of the other two grades Rs 5 - they themselves meeting the extra cost on account of the additional payment. However, in practice, it was found that the managements were not paying the extra amount at all.

2. When the budget for 1950-51 was prepared, the D.P.I. proposed that the basic pay of the teachers in elementary schools might be raised by Rs 5. H.M.(E.&L.) was strongly in favour of the proposal. But at the meeting of the Standing Finance Committee or of the Cabinet, he did not press it. He first wanted to see the over-all picture of the budget and to know whether there would be a big deficit. Consequently, the Standing Finance Committee or the Cabinet did not approve of the proposal.

3. Later, the South India Teachers' Union sent a representation in the matter. H.M.(E.&L.) minuted that he was strongly of the opinion that the elementary school teachers' salary should be revised and that the Government must pay them Rs 30/- Almost all managements pay their teachers salary only at the rates of grant assessed and paid to them by Government on behalf of the teachers. The assessed grant for lower elementary teachers is Rs 18 and the scale of the grant for higher elementary teachers is Rs 25- $\frac{1}{2}$ -30. This Department recommended that the grant for lower elementary teachers need not be raised and that it would be sufficient if the grant for higher elementary teachers alone was raised to Rs 30- $\frac{1}{2}$ -35. The extra cost involved in the recommendation was Rs 30 lakhs. Finance did not agree to the proposal and advised that it might be deferred. At H.C.M.'s instance, he, H.M.(E.&L.) and H.M.(Finance) discussed the whole matter and came to the following decision.

"The Govt. grant for higher elementary grade teachers in aided elementary schools may be raised by Rs 2 provided the management also pays an additional amount of Rs 3 per mensem. The maximum of the scale of Govt. grant for higher elementary grade teachers will however remain Rs 30. The management's contribution of Rs 3 per mensem will be irrespective of the

Government grant even after it reaches the maximum of Rs 30 lakhs in the current year and Rs 12 lakhs in future years. To ensure the payment by the management of the balance of the amount Rs 3 per teacher - expected of them, he also made the following suggestions:-

"Standing Finance Committee & Cabinet may see."

4. The D.P.I. estimated the additional expenditure at Rs 10 lakhs in the current year and Rs 12 lakhs in future years. To ensure the payment by the management of the balance of the amount Rs 3 per teacher - expected of them, he also made the following suggestions:-

(1) A time-limit of six months might be fixed for the payment by the managements of their contribution.

(2) The District Educational Officer might be authorized to withdraw, after the expiry of the six months, recognition for the schools which fail to give effect to the order, as a penalty.

(3) In the place of such schools, the District Boards might be permitted to open schools under their management, they being paid a subsidy equal to the teaching grant, an aided school would have been eligible for.

H.M.(E.&L.) accepted the Director's suggestions with the modification, suggested by this department, that the time limit might be one year.

5. Finance department again expressed themselves against the main proposal. They made the following remarks and specifically wanted them to be placed before the Standing Finance Committee.

"It may be noted in this connection that under the present difficult ways and means position of the Government, the addition of Rs 10 lakhs to the current year's budgeted expenditure will add to the difficulty and also increase the anticipated revenue deficit of about Rs 36 lakhs in the current year's budget estimates. The ultimate cost of the scheme which is estimated at Rs 12 lakhs per annum will be a heavy burden on the revenues of the Government. The current year's budget already provides for essential new schemes of expenditure connected with Education and debitable to "37. Education". These are estimated to cost as follows:

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in one and the same year unless new sources of taxation are agreed on and developed."

X. ~~XXXXXXXXXX~~

They have also since pointed out that this proposal will nullify the effect of the economy measures recently decided on by the Govt.

6. The matter was placed before the Standing Finance Committee at its meeting held on 11-7-'50. The Committee approved the proposal. If the proposal is approved by the Cabinet also, action to obtain supplementary grant from the Legislature will be taken.

7. The point for decision is whether, as decided by H.M. (E & L), H.M. (Finance) and H.C.M. at their discussion, the grant in the scale of $\frac{1}{2}$ Rs.25 - $\frac{1}{2}$ -30 for Higher Elementary Grade/Teachers under private managements will be raised by Rs.2/- per mensem with effect from 1-4-'50, the maximum however remaining only at Rs.30/- and the managements being required to contribute an additional sum of Rs.3/- irrespective of the Govt. grant, even after the-Tea- it reaches ~~the~~ maximum of Rs. 30/- per mensem.

10B
15/7/50
15/7/50
15/7/50
Despot K.K.
15.7.50

7/12/28
GOVERNMENT OF MADRAS.
NOTE FOR THE CABINET

Subject: Aided Elementary School Teachers - Revision of Scale of pay.

The scales of pay of teachers in aided elementary schools were revised as follows in 1947:

Lower Elementary grade	..	Rs 18 plus D.A. of Rs 18 P.M.
Higher Elementary grade	..	Rs 25-1-30 plus D.A. of Rs 18 P.M.
Secondary grade	..	Rs 35-1-45 plus D.A. of Rs 19 P.M.

The school managements were required to pay, in addition, to each of the lower elementary teachers Rs 2 and to each of the teachers of the other two grades Rs 5 - they themselves meeting the extra cost on account of the additional payment. However, in practice, it was found that the managements were not paying the extra amount at all.

2. When the budget for 1950-51 was prepared, the D.P.I. proposed that the basic pay of the teachers in elementary schools might be raised by Rs 5. H.M.(P.C.L.) was strongly in favour of the proposal. But at the meeting of the Standing Finance Committee of the Cabinet, he did not press it. He first wanted to see the over-all picture of the budget and to know whether there would be a big deficit. Consequently, the Standing Finance Committee or the Cabinet did not approve of the proposal.

3. Later, the South India Teachers' Union sent a representation in the matter. H.M.(P.C.L.) minuted that he was strongly of the opinion that the elementary school teachers' salary should be revised and that the Government must pay them Rs 30/- Almost all managements paid to them pay their teachers salary only at the rates of grant assessed and paid to them by Government on behalf of the teachers. The assessed grant for lower elementary teachers is Rs 18 and the scale of the grant for higher elementary teachers is Rs 25-1-30. This Department recommended that the grant for lower elementary teachers need not be raised and that it would be sufficient if the grant for higher elementary teachers alone was raised to Rs 30-1-35. The extra cost involved in the recommendation was Rs 30 lakhs. Finance did not agree to the proposal and advised that it might be deferred. At H.C.M.'s instance, he, H.M.(P.C.L.) and H.M.(Finance) discussed the whole matter and came to the following decision:

"The Government grant for higher elementary grade teachers in aided elementary schools may be raised by Rs 2 provided the management also pays an additional amount of Rs 3 per mensem. The maximum of the scale of Govt. grant for higher elementary grade teachers will however remain Rs 30 per mensem. The management's contribution of Rs 30 per mensem will be irrespective of the Govt. grant even after it reaches the maximum of Rs 30/- The proposal may be given effect to from 1-4-1950. The financial effect of the proposal should be worked out and a token supplementary grant obtained from the Legislature before orders are issued."

"Standing Finance Committee & Cabinet may see."

4. The D.P.I. estimated the additional expenditure at Rs 10 lakhs in the current year and Rs 12 lakhs in future years. To ensure the payment by the management of the balance of the amount of Rs 3 per teacher - expected of them, he also made the following suggestions:

(1) A time-limit of six months might be fixed for the payment by the managements of their contribution.

(2) The District Educational Officer might be authorized to withdraw, after the expiry of the six months, recognition for the schools which fail to give effect to the order, as a penalty.

(3) In the place of such schools, the District Boards might be permitted to open schools under their management, they being paid a subsidy equal to the teaching grant, an aided school would have been eligible for.

H.M.(E&L) accepted the Director's suggestions with the modification, suggested by this department, that the time limit might be one year.

5. Finance Department again expressed themselves against the main proposal. They made the following remarks and specifically wanted them to be placed before the Standing Finance Committee.

"It may be noted in this connection that under the present difficult ways and means position of the Government, the addition of Rs 10 lakhs to the current year's budget expenditure will add to the difficulty and also increase the anticipated revenue deficit of about Rs 36 lakhs in the current year's budget estimates. The ultimate cost of the scheme which is estimated at Rs 12 lakhs per annum will be a heavy burden on the revenues of the Government. The current year's budget already provides for essential new schemes of expenditure connected with Education and debit-able to "37. Education". These are estimated to cost as follows:

Head of Account	ULTIMATE COST		COST IN 1950-51.	
	Recur ring Rs Lakhs.	Non-Re curring Rs Lakhs	Recur ring Rs Lakhs	Non-Re curring Rs Lakhs
37 Education	23.82	45.30	13.02	37.41
	69.12			50.43

The details of the schemes will be found on pages 123-192 of the Budget Memorandum for 1950-51. Of these schemes, the provision made in respect of elementary education amounts to Rs 3,300/- recurring and Rs 7,42,400 non-recurring in 1950-51. The introduction of a scheme in the course of a year which is estimated to cost Rs 12 lakhs per annum recurring ultimately and Rs 10 lakhs in 1950-51 will throw a heavy burden on the finances of the Government. No doubt the reform now suggested to improve the lot of higher elementary grade teachers in aided institutions is desirable but so are the reforms for which new expenditure has already been admitted in this year's budget. All the desirable reforms cannot go together in one and the same year unless new sources of taxation are agreed on and developed."

They have also since pointed out that this proposal will nullify the effect of the economy measures recently decided on by the Govt.

6. The matter was placed before the Standing Finance Committee at its meeting held on 11-7-50. The Committee approved the proposal. If the proposal is approved by the Cabinet also, action to obtain supplementary grant from the Legislature will be taken.

The point for decision is whether, as decided by H.M.(E&L) H.M.(Finance) and H.C.M. at their discussion, the grant in the scale of Rs 25-1-30 for Higher Elementary Grade trained teachers under private managements will be raised by Rs 2/- per mensem with effect from 1-4-1950, the maximum however remaining only at Rs 30/- and the managements being required to contribute an additional sum of Rs 3/- irrespective of the Government grant, even after it reaches the maximum of Rs 30/- per mensem.

K. MADHAVA MENON
Minister for Education and
Law.

STRICTLY CONFIDENTIAL.

GOVERNMENT OF MADRAS.

Meeting of the Council of Ministers held at Fort St.
George, on Thursday, the 27th July 1950 at 11 AM.

The Hon'ble the Chief Minister Presided.

PRESENT:- The Hon'ble Dr. T.S.S. Rajan.
" Sri M. Bhaktavatsalam.
" Sri B. Gopala Reddi.
" Sri K. Madhava Menon.
" Sri H. Sitarama Reddi.
" Sri A.B. Shetty.
" Sri K. Chandramouli.
" Sri B. Parameswaran.
" Sri N. Sanjiva Reddi.
" Sri C. Perumalswami Reddi.
" Sri J.L.P. Roche Victoria.

AGENDA:-

7. (1) Introduction of 'Teaching Practice' as one of the bifurcated courses in 25 selected Secondary Schools in 1950-51.
- (2) Aided Elementary School Teachers - Revision of Scales of Pay.

The recommendations of the Standing
Finance Committee were approved.

K.R.M.
27--7--1950.

P.S. Kumaraswami Raja
Chief Minister.

K.R.M.
28--7--1950.

EDUCATION DEPARTMENT.

(True copy)

U.S. Kumaraswami
Superintendent.

ELEMENTARY SCHOOLS - Aided - Scale of pay of Higher Elementary Grade trained teachers - Revised.

Read: G.O.No.217-Education, dated 29-1-1948.

ORDER (MS.) NO. 2478 EDN., dated 29/50

In the G.O. cited above, the Govt. revised the scale of teaching grants assessed on behalf of trained teachers of the Higher Ele. grade as Rs.25- $\frac{1}{2}$ -30 and also stated that the managements of schools should supplement the grant by paying an extra amount of Rs.5/- per mensem to each teacher so that a higher ele. grade teacher could get a basic salary of not less than Rs.30 p.m. But it is found in practice that most of the managements have not paid this extra amount. Representations have also been received that as managements find it difficult to pay the amount, the Govt. themselves should sanction the extra amount. After carefully considering the question, the Govt. have come to the conclusion that it is not possible to pay the entire extra sum of Rs.5/- from State funds. They are however pleased to sanction an increase of Rs.2 p.m. to the minimum of the scale of teaching grant now in force for higher ele. grade trained teachers. The Govt. at the same time consider that the managements cannot be absolved from their responsibility in the matter. In the opinion of the Govt., managements should also contribute the balance of Rs.3 p.m. required to supplement the salary of the teacher. The enhanced rate of teaching grant for higher ele. trained teachers will then be Rs.27- $\frac{1}{2}$ -30 and the managements' obligation of paying Rs.3 extra will continue to be in force even after the teachers salary reaches the maximum of Rs.30/- The enhanced rates of teaching grant will come into effect from 1-4-1950

The D.P.I. is requested to issue circular

34 -2-
instructions in regard to the payment of the supplementary grant of Rs.3/- by managements to teachers. Managements should all be compelled to grant the supplementary salary from 1-4-1950. If for special reasons any particular management pleads paucity of funds, the D.P.I. is authorised to grant time to the management for a period of one year to implement the decision of Govt. regarding the payment of Rs.3/- p.m. per teacher. If the management fails to sanction the extra amount even after the expiry of the one year limit, the D.P.I. should issue orders in regard to the withdrawal of recognition of the schools in question. The Dt. Boards having jurisdiction over the areas should be permitted to open schools under their managements in place of the aided schools whose recognition have been withdrawn.

3. The expenditure will be debited to "37. K. Edn. Direct grants to non-Govt. primary schools - A. General - I. Ordinary areas (i) Excluding P.W.R. - Teaching - Voted".
4. The D.P.I. is requested to forward to Govt. a draft of the necessary amendments to the rules for recognition and aid to Ele. Schools.

To

The D.P.I. ✓
The A.G. thro' Fin. ✓
3 spare copies

Despatched.
11/11/50
2/9/50

From

The Director of Public Instruction,
Madras.

To

The Secretary to Government,
Education Department, M A D R A S.

Sir,

RC.NO.2702 B7/50-2 dated 7-11-1950.

Sub:- Education-Elementary-Aided Schools-Pay of Higher Elementary trained teachers-Fixation in the revised scale-Certain points for orders-Submitted.

Ref:-Go.Ms.No.2478 Education dated 2-9-50. (H)/33-34 C.7.

I have the honour to invite attention to the G.O. cited in which the minimum in the scale of teaching grant to higher elementary grade trained teachers employed in aided elementary schools was raised from Rs.25/- to Rs.27/- In regard to the fixation of pay in the new scale in respect of teachers already in service, I am receiving requests from the inspecting officers, for orders on the following points:

(i) Whether the increments already drawn by the teachers in the old scale of Rs.25-2-30 should be taken as merged in the increased minimum in the new scale of Rs.27-2-30 and all the teachers should be started on Rs.27/- from 1-4-50, or whether the rate of pay actually drawn by each teacher in the old scale on 1-4-50 has to be merely increased by Rs.2/-p.m. from that date and

(ii) for drawing increments in the new scale, whether the period of increment should be reckoned from 1-4-50 or from the date of last increment in the old scale.

I request orders of the Government on these points. It will, of course, cost less to the Government if the increments earned in the old scale are taken as merged in the new scale and all teachers started on Rs.27/- with effect from 1-4-50 and if the period for increments in the new scale is reckoned from 1-4-50 instead of from the date of last increment in the old scale.

Yours faithfully,

[Signature]
For Director of Public Instruction.

Pjn 8/11.

[Signature]
11/11/50

Edn. (C.D).

Revision of pay of teachers in elementary schools. G.O. No. 2478 Edn., dated, 2-9-50, quoted at 'x' above, is put up in a file sent to Finance on 13-11-50. Its retention may be awaited till 25/11/50. 8th Nov 1950. in selection list.
18/11/50
20/11/50
25/11/50

(P.T.O.)

Please see the note on page 1 ante.
The file mentioned therein has been
subd. to A.S. Separately. The return
of the file may be awaited.

2/12/50.
H.L.

OM
5/1/51

The above file has been
sent to Fin. on 12-12-50. It has not
yet been recd. back. Its return may
be awaited till 2-1-51.

2/12/50.
H.L.

OM
2/1/51

Education Department.

From The Director of Public Instruction,
Madras.

To The Secretary to Government,
Education Department, Madras.



Rc.No.2702-B7/50-17 dated 5-1-51.

Sir,
Sub; Education - Elementary - Aided Schools - Pay of
Higher Elementary Trained teachers - Fixation in the
revised scale.

P. ante

Ref: My letter Rc.No.2702 B7/50-8 dated 7-11-50.

I request early orders of the Government on the letter
cited.

Yours faithfully,

A. K. M. M. M.
8/1/51

for Director of Public Instruction.

KHR.6.1.

(X) on 7.1.51
G.O. No. 2478. Edn., dated, 2-9-50, which
is put up in the file regarding the revision
of pay of teachers in aided elementary schools
is not yet available. The file has been sent
to Fin. with draft order. Its return may be
awaited.
9/1/51
OM 11/1/51



88

28/8

(28)

Edn. Dept.
D

T.H., No. 85548D/50-1. Edn., d., 14/2

from

The Asst. Secy. to Govt.,
Education Dept.

P. d. to go.
Issued
14/2

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

the Deputy D.P.I.

Sub: Elementary Schools -
Aided - Higher Elementary Grade
trained teacher - Revision of
pay - Fixation of pay and
drawal of increments in the revised
scale.

P. 1d. 7.

Ref: from the D.P.I., No.

2702-37/50-8, dated, 7-11-50

P. 3d. 7.

from the D.P.I., No.

2702-37/50-17, dated, 5-1-51

(P.T.O.)

4062

Please send urgently
a copy of the proceedings of the
D. P. I. on the grant of the payment
of the sum of Rs. 2/- to Higher
Elementary grade trained teachers
consequent to the orders passed
in G.O. Ms. No. 2478. Edn., dated, 2-9-50. (H)/33-34d.7.

4/2/51.
op
14/2/51

DM
14/2/51

From

The Director of Public Instruction,

Madras

To

The Secretary to Government,

Education Department (with enclosure)

Rc.No. 2702-B.7/50-32, dated 14-2-1951

Sir,

Sub: Education - Elementary - Aided Schools - Revision of scale of
teaching grant of higher Elementary grade trained teachers -
Fixation of their grants in the revised scale.

(H)/33-34
d.7.

Ref: 1. G.O.Ms. No. 2478 Edn., dated 2-9-1950
2. My letter Rc.No. 2702-B.7/50-8, dated 7-11-1950 - P.1 ante
3. My reminder letter Rc.No. 2702-B.7/50-17 dated 5-1-1951 - P.3 ante

I invite attention to the references cited. In view of the urgency
of the matter and in obedience to the instructions of the Hon. Minister
for Education, over phone to the Deputy Director (Elementary Education),
I have issued instructions to the subordinate officers that the teaching
grant of the Higher Elementary Grade trained teachers may be fixed on
1-4-1950 at the grant admissible to each on that date plus Rs. 2/- (Rupees
two) per mensem. I enclose a copy of my Proceedings Rc.No. 2702-B.7/50-
24, dated 27-1-1951 in the matter and request the approval of the
Government for the same. On receipt of the orders of approval, I shall
issue similar instructions regarding the fixation of the grant of the
trained teachers of the other grades whose scales of grant have been
revised in G.O.Ms. No. 88 Edn., dated 11-1-1951

P.9 infra

(R)

Yours faithfully,

A. S. Manabhai
for Director of Public Instruction 16-2-51

GRD. 15.2.

15/2/51



URGENT.

Proceedings of the Director of Public Instruction, Madras.
Re.No.2702 B7/50-24 dated 27-1-1951.

Sub: Education - Elementary - Aided Schools - Teaching grant of Higher Elementary Grade trained teachers - Fixation in the Revised scale.

Read: Director's Proceedings Re.No.2702 B7/50-23, dated 24-1-1951.

Pending receipt of orders of Government and in continuation of the Proceedings cited, District Educational Officers are informed that the rate of teaching grant admissible to higher elementary grade trained teachers in aided elementary schools should be fixed as follows* in the revised scale sanctioned in G.O.Ms.No.2478 Edn., dated 2-9-50 (communicated in Director's Proceedings Re.No.2702 B7/50- dated 16-9-50), with effect from 1-4-50.

*Rate of teaching grant admissible to the teacher on 1-4-50 in the previous scale plus Rs.2/- (Rupees two only).

2. Teaching grant for the higher elementary grade trained teachers may now be assessed with effect from 1-4-50 with reference to the above orders.

A.Padmanabha Reddi,
for Director of Public Instruction.

(True Copy) Forwarded/By Order,

Superintendent.

To all the Dt.Edl.Officers. , Special Officer for Edn., Pudukottai.
Copy to all Divisional Inspectors of Schools.
Copy to B1 Section; B2 Section (5 copies); Record (20 copies).
KHR.27.1.

Post copy of the Telephonic Message dated 16-2-1951.

Office of the
Director of Public Instruction,
Madras.

From
The Deputy Director of Public Instruction,
Madras.

To
The Assistant Secretary to Government,
Madras. *Edn. Dept.*



Sub: Education - Elementary - Aided schools - Teaching grant of Higher elementary
Gradeltrained teachers - Revision of scale - Fixation of their grant in the
revised scale.

Ref: Your T.M. dated 14-2-1951. PP. 5-6 ante

A copy of the Director's Proceedings Rc.No. 2702 B7/50-24, dated 27-1-1951 is being
sent separately with this office letter Rc.No. 2702 B7/50-32, dated 14-2-1951. — P. 7 ante

P. 9 ante.
K. S. Narayana
for Director of Public Instruction.

vkm/16-2.

*for
R.D.
C.M.*



*subject to the condition that
the maximum pay does
not exceed Rs 30 p.m.*

*P.I.C.F.
point (ii).*

To
The D.P.I.

s/c R/43-44



Edn. No. 0. No.
35548/50-2. D. Edn.
24-2-51.

Education Deptt.

Memo
Letter No. 35548/50-3. Edn. d/ 13-3-51.

Aided elementary school teachers - Pay -

Letter from the D.P.I. No. 2702 B7/50-32 d/14-2-51

The Govt. approve the proceedings of the D.P.I. No. 2702 B7/50-24, dated 27-1-1951, to the effect that the pay of all higher elementary grade teachers in aided elementary schools may be increased by Rs. 2 with effect from 1-4-1950. The period for drawing the increment should be reckoned from 1-4-1950.

2. The Director may issue similar instructions regarding the fixation of pay of lower elementary, secondary and Collegiate grade teachers with reference to G.O. No. 88 Edn. dated 11-1-1951.

Note:

Finance U.O. for acceptance.

26/2/51

Fin

2 18.9.51. Fin. (E.A.)

Please see the D.P.I.'s letter on p. 1 of
and the draft ~~over~~ memo on p. 1 above.

Point (1) in the letter on p. 1 of.

decision of the Cabinet on the subject
was that "the grant in the scale
of Rs 25 - $\frac{1}{2}$ - 30 for Higher Elementary
grade trained teachers under private
managements will be raised by Rs 2 p.m.

w.e. from 1-4-50, the maximum,
however, remaining at Rs 30..."

The intention seems to be to pay an
additional grant of Rs 2 to all such teachers
at whatever stage in the scale they

were drawing pay on that date, the
subject to the condition at A. above. The
discussions do not indicate any
intention to merge the increments drawn

in the increase of Rs 2/- The proposal of Edn. Please see below.
in the draft may be carried.

Point (2) ibid. This proposal will
result in savings to the Govt. Maybe
accepted.

2 The draft memo overleaf may
be accepted subject to modification, as indicated in
pencil, so as to bring out the intention at A.

10
5.3.51
5.3.51

5.3.51

5.3.51



in pencil

agreed
in section
in 1951

12/3/51
12/3/51

13/3/51

Edn. (D).
Please see the note of
Finance section page 2 ante. The
draft Memo. on page 1 ante may
issue as modified by Finance.

Sub:- ELEMENTARY SCHOOLS - Aided - Conditions of service - Memorandum of the South India Teachers' Union.

Ref:- From the South India Teachers' Union, dated 15-1-1950.

Please see the Memorandum presented by a deputation of South India Teachers' Union on pp.2-6 c.f. Of the many points raised in the Memo the President of the Union requests that the items relating to the payment of house rent allowance to teachers, increasing the rate of grant to ele. school teachers by Rs.5/- and raising the scale of pay of secondary grade teachers in middle schools may be considered. Please see also the explanatory Memo on p.7 c.f. The requests are examined below.

(1) Payment of house-rent allowance: The request is not a new one. The question of payment of house rent allowance to teachers was considered more than once before and given up as it was found that the expenditure involved in the proposal was prohibitive. In the present financial position of the Govt. it does not appear necessary to reopen this question.

(2) Revision of scales of pay of teachers: The scales of pay of teachers revised in 1947 are as follows:-

Lower Grade	Rs. 18 plus D.A. of Rs.18 p.m.
Higher Grade	Rs. 25-1-30 plus D.A. of Rs.18 p.m.
Secondary Grade	Rs. 35-1-45 plus D.A. of Rs.19 p.m. in Ele. Schools

Further the managements were required to pay Rs.2/- each to lower grade trained teacher and Rs.5/- each to teachers of other two grades supplementing the extra expenditure from their own funds. In practice, it was found that managements were not able to meet this extra expenditure and consequently the teachers were not being paid this extra amount. In connection with budget proposals for 1950-51, the D.P.I.

pp1-60r

piece

p3C1-

The DPI submitted proposal in this regard as a part of Scheme for 50-51. It was negatived by the S.P.C. Vide P.U.M. of 1950 (1975-1-50)

p3C1-

(P)

LF II

proposed that the basic pay of teachers in elementary schools under public and aided managements might be raised by Rs.5/- p.m. H.M. (E. & L.) minuted in that connection as follows:-

"It is absolutely necessary that the pay of Higher elementary grade trained teacher should be at least Rs.30/-. We decided that and directed that managements should pay Rs.5/- and Govt. Rs.25/- No. management has paid this. They must at least have the pay which a Constable gets to stand with. So we may atleast take the manager's share of the grant and make up the rest and together pay Rs.30/- This will reduce the additional commitment to about Rs.20 lakhs. This has to be considered".

H.M. subsequently minuted that "My idea is to withdraw the maintenance grant or at least to say that Govt. will give Rs.2 if the management will pay Rs.3. Anyhow this may be considered as a Part II Scheme".

The proposal was not approved by the S.F.C. and the Cabinet. H.M.(E. & L.) has however minuted the matter will be reconsidered in April.
R.J.S.

22-2-3. Secondary grade teachers in aided secondary

Schools:- As regards the request for the refixation of the scales of pay of secondary grade teachers in secondary schools at Rs.60-4-120, it is submitted that the question was considered earlier in consultation with the D.P.I. and it was ordered in circulation that there is no need to revise the existing scales viz., 45-2-85.

Attention is in this connection solicited to the notes at pp.1-4 n.f. of G.O.No.3448-Edn., dated 10-11-1949. In view of this decision and in view of the existing financial stringency it is for consideration whether the request of the South India Teachers' Union may be negated.

K.S.K.
25-2-50

Give figure of the previous pay, and the revision

The previous scales of pay and the revised scales of pay are given on pp 9-15 of DE II

p6 NF of DE II

Start/

p9 NF, do.

p12 NF do.

Thro' Bl. re: secondary grade teachers in middle schools.

p4 NF of (K)

(K) Where note 1 prepared for H.M. may be met the department in Nov or so / 28/2

The note is on pp 1-3 NF of (E) (DE I) GO 983 Edn 24-3-50
28/2/50
5

4597 3

Teachers are doubtless not paid enough to be contented, or to be attracted to their posts, but in view of their larger numbers, it is impossible to contemplate now any increase. It has been suggested and will be considered at the next meeting of Provincial Advisory Committee if a merit pay may not be allowed to teachers who show good results. My note on linked file pages 1-3 may be seen

12.17 (E & L)
12.2.7

In spite of our financial difficulties I am strongly of opinion that our teachers pay should be revised. The Elementary School teacher must be paid at least 100 a day - Rs 30 a month. The Graduate B.T. teacher should start on Rs 100 - though its maximum and should go up to Rs 200

What is the H.M. (E.L.) to give in the department in Nov or so / 28/2

The file may be recirculated - K.H.M. (E.L.)

28/2/50
28/2/50
H.M. (E.L.) My scheme definite Scheme is

4
A That Govt must pay Rs 30/- for Elementary school teachers and pay of BT should be admitted for grant in the scale of 100 to 200 in aided schools the minimum being 100/- (Compulsory) + Govt school teachers must start with Rs 100/- to 200.

The suggestion re. Elementary school teachers has already been examined in the Part II Scheme and we decided to take it up again after we see the entire picture of the budgets.

Per the letter, prepare estimate for.

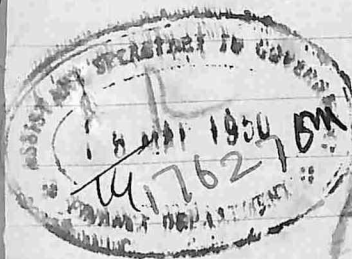
RM
8/3



With ref. to H.M.'s orders regarding elementary schools it is submitted that all such teachers in Govt. schools will be receiving salary not less than the minimum stipulated by the H.M. As regards teachers in elementary schools under local bodies the minimum salary of Rs.30 is assured to secondary and higher ele. grade teachers. As regards lower ele. grade teachers though the time scale of pay for these teachers ^{under local bodies} in Rs.23-1-33 all these teachers would have reached the maximum and may be drawing more than the minimum stipulated by the H.M.

2. In the case of teachers in ele. schools under private managements special scales of grant have been prescribed by Govt. The salary to be paid to these teachers is left to be decided by the managements themselves. Generally managements are paying teachers only salaries at the rates of grants assessed by Govt. on their behalf. Secondary grade teachers in aided ele.

L.E. grade teachers Rs 18
H.E. grade teachers Rs 25 1/2 - 30



Edu no.
4597-3/50-1
11-3-50.

5
schools are assessed grants at the scale of Rs.30-1-45 and there is no need to raise the pay of these teachers. In the case of higher ele. and lower ele. grade teachers the scales of grant are less than the minimum stipulated by the H.M. It does not appear ^{to be} the intention of the H.M. that the rate of grant for lower ele. grade teachers should be raised from Rs.18 to 30 in view of the ^{very} poor qualifications possessed by them. It seems sufficient if the ^{higher} ~~high~~ lower ele. grade teachers ^{alone} (in aided ele. schools are assessed grants at Rs.30/- a month instead of in the scale of Rs.25-1-30. The extra cost on this account has been estimated at Rs.25 lakhs.

As regards L.T. teachers if ~~the~~ pay ~~of Rs.100~~ is allowed in the scale of Rs.100-200 the extra cost to Govt. will be ^{15 lakhs ultimately} Rs. (as worked out in the statement at flag ~~1~~ ^F).

The file may be sent to the Finance Dept. for remarks. Please see also file II below in which a proposal to raise the ^{minimum} pay of Govt. sub. institutions from Rs 85 to Rs 100 is noted as.

RM
9/3/50 AS 11/3
9/3/50 11.3.50
Jm.

Finance (E.III).

The minutes of H.M. (E & L) and H.C.M. on pages 3-4 above and the notes following may be perused. The remarks of this Department seem called for on the following proposals:
(1) Revision of the rate of assessment for grants in respect of higher elementary grade teachers in aided schools, from Rs. 25-1-30 to Rs. 30/- per mensem.
(2) Revision of the scales of pay of L.T. Assistants (under Government, Local Bodies and private management) from Rs.85-175 and Rs. 75-145 to Rs. 100-200.

2/. Item (1) above:- In the case of teachers in Elementary schools under private managements, special scales of grant have been prescribed by Government. The salary to be

B.T. teachers
85-175-10-175
75-145

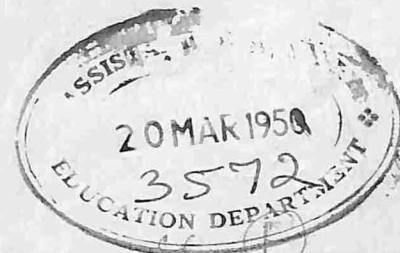
para 2 of 4 above

paid to these teachers, is left to be decided by the managements themselves. Generally managements are paying teachers only salaries at the rates of grants assessed by Government on their behalf. In the case of Higher and Lower Elementary grade teachers, the scales of grant are less than the minimum stipulated by H.M.(E & L). Education Department have recommended that it is sufficient if Higher Elementary grade teachers alone in aided elementary schools, are assessed grants at Rs. 30/- a month, instead of in the scale of Rs. 25- $\frac{1}{2}$ -30. They have estimated the extra cost on this account at Rs. 25/- lakhs per annum.

The same proposal was considered in connection with the Part II schemes for 1950-51 and was finally deferred. Attention is invited in this connection to this Department's note on pages 4-5 N.F. and the minutes of H.M.(Finance) on page 9 N.F. of L.F. II below. The circumstances stated therein still hold good, and proposals of this kind will have to be deferred in the existing financial stringency. Finance may advise accordingly.

Item (2) on page 5 above:- The statement at flag (F) shows in one view, the existing scales of pay for L.T. Assistants in Government Higher Schools, ^{and Schools under} Local Bodies, and Private managements. H.M.(E & L) has minuted that the pay of B.T. teachers should be admitted for grant in the scale of Rs. 100-200 in aided schools, the minimum being Rs. 100/- compulsory and Government school teachers (B.T.) must start with Rs. 100 and go to Rs. 200. The rates of increments in this scale, viz. Rs. 100-200 have not been indicated. Education Department have estimated the extra cost involved in the above suggestion of H.M.(E & L) at about Rs. 15.18 lakhs.

The revised scale of pay of Rs. 85-5-125-10-175 sanctioned for L.T. teachers ^{in 1947} is definitely a great improvement over their pre-revision scale of pay, which was only Rs. 70-10/2-130. Further the reasons stated by this Department for deferring the proposal in item (1) above, will hold good in respect of this proposal also. In the circumstances, Finance may advise that this proposal may also be deferred.



L.E. gr. Teachers 18/2
H.E. gr. do. do. 25 $\frac{1}{2}$ -30.

L.F. II

11/1 57310

(F)

A Please see below

16.3.50

11/1 57310

16.3.50
THRO EXP A
16.3.50

PP

'A' on page 6 above.

Not only the rate of increment, but also the question whether it is ^{not} necessary to fix different scales for Government Schools and for Schools under Local Bodies and Private managements will have to be considered in view of the existing difference in scales - cf. K on page 5 above.

2/. The proposals were recently considered and deferred for consideration in April 1950 apparently in the hope that the overall Budget position for 1950-51 may be promising. In fact, the Budget for 1950-51 has closed with a Revenue deficit of about Rs. 36 lakhs. It is not, therefore, possible to entertain any new schemes of the present kind involving large recurring expenditure. Finance may advise accordingly.

16.3.50

11/1 57310

Edn

Edn. Deptt. (D)

This and the linked file II relate to the revision of the scales of pay for higher ele. grade teachers in aided elementary schools and L.T. Assistants in Govt. schools and in schools under local bodies and private managements.

2. Higher elementary grade teachers: Along with the general revision of salaries of Govt. servants, Govt. sanctioned a scale of Rs. 25- $\frac{1}{2}$ -30 for higher ele. grade teachers in aided elementary schools. They also directed that the managements should pay an addl. sum of Rs. 5 to each teacher from their funds so that the teachers might get a minimum pay of Rs. 30/-. For want of funds managements are not doing this. Teachers therefore get only the scale sanctioned by Govt. and the entire cost is met from Provl. funds. A proposal that the scale of grant might be increased by Rs. 2/- per teacher while the management paid an addl. sum of Rs. 3/- from its own funds was considered as a Part II scheme for 1950-51. The cost on this account to Provincial funds was estimated at Rs. 12,00,000. The Committee recom-

11/17-18 CF
of LFI

that the matter might be finally decided by the Cabinet. The Cabinet did not approve the proposal but decided to consider it in April.

3. H.M. has again minuted that higher ele. school teachers in aided ele. schools must be paid a minimum pay of Rs.30/-. The extra cost on this account is estimated at Rs.25 lakhs. This is on the basis that the scale of grant is not revised correspondingly. But if the minimum is raised by Rs.5 the maximum of the scale also has to be raised. The scale of grant will therefore be Rs.30- $\frac{1}{2}$ -35 and the cost involved will be Rs.30 lakhs. The entire cost has to be met by Govt. The Finance Deptt. advise against the proposal. For orders whether the proposal will be pressed.

4. School Assistants: The scales of pay for L.Ts. Assistants and Dy. Insps. are as below:-

Government Schools - Rs.165-5-205-10-245 - I Grade

Rs.85-5-125-10-175 - II Grade.

Local bodies and aided schools - Rs.75-5-145.

In connection with Part II Scheme for 1950-51 the D.P.I. proposed that the minimum pay for L.Ts. in Govt. service should be Rs.100

i.e., the scale of pay for II Grade should be Rs.100-175. The extra cost of this account was estimated at Rs.20977. The Director was asked

whether the minimum for school assistants in schools under local

bodies and private managements should not also be raised and he replied as follows:-

I am to state that, though some agitation is bound to arise, the departmental men are primarily needed for administrative work as inspecting officers and it is essential that an adequate number of suitable officers are attracted to Government Service. Besides this, the case of B.Ts. who are school Assistants and Deputy Inspectors is different from that of teachers in non-Government institutions as the former are liable to harder conditions of work and transfers over long distances and are expected to have passed the Account Test and the Deputy Inspector's Test. In many cases they may have previously served for some years as teachers in schools under private managements or as Junior Deputy Inspectors (in the case of men) or in a few cases even as secondary grade teachers in Government schools. Further the scale in local bodies is comparable only with other categories of services under the same management and the revision (increase in the minimum in the same scale) now suggested is to bring this class of Govt. servants in Educational Department into line with the similar class of servants in other departments of Government.

The Finance Dept. has recommended that the proposal may be deferred.

5. In this file H.M. has minuted that L.T.Assts. under all managements should be given a scale of pay of Rs. 100-200. The ultimate

extra cost will be Rs.15 lakhs. The Finance Deptt. advise that this proposal also should be deferred.

6. In this connection Fin.Deptt. points out that not only the rate of increment but also the question whether it is not necessary to fix different scales of pay for L.Ts. in Govt.service and in schools under Govt., local bodies and private managements, will have to be considered in view of the existing different scales. The scale of pay may be Rs.100-5-140-10-200. As regards separate scales for the different managements, H.M.'s view seems to be that there should be a uniform scale of pay for teachers under all managements. Of course this is the ideal to be aimed at. So far as aided secondary schools are concerned, the position is briefly explained below:-

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 Govt. 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 Govt.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 Govt.scales of pay if they could afford to pay 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 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 was estimated at Rs.4 lakhs per annum. The proposal was not pressed before the Cabinet at its meeting held on 28-1-1950.

L.T. teachers in schools under local bodies are allowed a scale of Rs.75-5-145 from 1-1-47 as compared to the previous scale of Rs.65-5/2-100 from 1934 to 1946. Such of the local bodies as are financially sound, can allow the Govt. scale of Rs.85-175 with the approval of Govt. meeting the extra cost from their own funds. Many local bodies have adopted the Govt. scale not only for the Assistants, but also for their Headmasters, i.e. the scale of Rs.165-245 admissible to School Assistants and Senior Deputy Inspectors in the I Grade. ^{NY} The Director considers that the scales of pay for L.Ts. in Govt. service alone need be revised immediately.

7. The points for consideration are:-

- (1) whether the scale of pay for L.Ts. under all managements should be raised to Rs.100-200 and if so, the scale of pay may be Rs.100-5-140-10-200; or
- (2) whether the scales of pay for L.Ts. in Govt. service alone need be revised.
- (3) Whether, if the second alternative is

is accepted, it is not enough if the Director's original proposal to raise the minimum pay for L.Ts. in Govt. service to Rs.100 is approved in view of the financial stringency. It may also be noted that if the scale of pay of L.Ts. in Govt. Service, II Grade, is raised to Rs.100-200, there may be some agitation on the part of Assistant Lecturers in Colleges whose scale of pay is only Rs.150-250 and L.Ts. I Grade on Rs.165-245 for a corresponding revision of their scales of pay.

The file may be circulated for orders on paragraphs 3 and 7 above.

In view of the financial position of the State at present all these may be deferred, as suggested by Fin. Dept. ^{28/3/50}

^{25/3/50} ²⁷⁻³⁻⁵⁰

H.M. (C.E. & L.) I did not press it at H.M. (Fin.) the S.F.C. or Cabinet for the H.C.M. Budget as then we wanted to see the overall picture as we were anticipating a big deficit. I am for accepting my suggestion at X in Para 3 above regarding the Elementary School teachers.

The agricultural demonstrators who have not spent 3 years after Intermediate etc get a scale of 120-220.

May be considered about Rs 3 lakhs. Certain as Part 2. We can reduce the management contribution grant from 15% to 10%.

12/4/50
The file may be recirculated to H.M. (E.L.) for perusal of the minutes of H.M. (Fin.) and H.C.M. on page 11 ante and to H.M. (Fin.) for perusal of the minute of H.C.M.

RM
17/4/50

11.4.50

H.M. (E.L.) yes. On the 20th at 12.30 (noon)

H.M. (Fin.)

14.4



The file may now be recirculated to H.C.M. - vice his minute on p 11 ante.

RM
17/4/50

17.4.50
H.C.M.

I discussed this file with H.M. (Finance) and H.C.M. and it was decided that the Government grant for higher elementary grade teachers in Aided Elementary Schools may be raised by Rs.2 provided the management also pays an additional amount of Rs.3 per mensem. The maximum of the scale of Govt. grant for higher elementary grade teachers will however remain Rs.30. The management's contribution of Rs.3 per mensem will be irrespective of the Govt. grant even after it reaches the maximum of Rs.30/- The proposal may be given effect to from 1-4-1950. The financial effect of the proposal should be worked out and a token supplementary grant obtained from the Legislature before orders are issued.

The other proposals in the file should be deferred.

H.M. (Fin.)

H.C.M.

RM
21/4

S. Z. C. and others

23.4



A draft D.O. is submitted with reference to the minute of H.M. (Education) on p.12 ante which has been accepted by H.M. (Finance) and H.C.M. H.M. (Finance) has minuted that the S.F.C. and the Cabinet should see the proposal before orders are finally issued. Attention is also invited to the D.O. from the D.P.I. on pp.11-12 c.f. It is presumed that the proposal to revise the scale of pay for L.T. School Assistants to Rs.100-5-140-10-200 is deferred. H.M. may see before issue

RM
23/4/50

18.4.50

H.M. (E.L.)

(Issued as D.O. No. 4597-D-50-2, Edn., dated 5-5-50.)

From the D.P.I., D.O. No. 1751-B1/49 dated 8-5-50.

The D.P.I. estimates the financial effect of the proposal at Rs. 10 lakhs for the current year and Rs. 12 lakhs for the succeeding years. He says that this additional expenditure cannot be met from the budget allotment for the current year under "37.Education". A supplementary grant has therefore to be obtained for this amount from the legislature before orders are issued.

In this connection the D.P.I. brings to the notice of Govt. the doubt whether the managements of Elementary Schools will be able to pay even the balance of Rs. 3/- expected of them. He therefore suggests that a penalty should be imposed in the case of non-payment and a time limit fixed to comply with the order regarding payment of the amount of Rs. 3/- to each teacher per month. The time limit the D.P.I. would fix is six months from the date of the order sanctioning the grant and the penalty for failure to comply with the order within that period is the withdrawal of the recognition of the school. He suggests that the D.E.O.'s might be authorised to withdraw recognition to schools which do not comply with the order after six months. In place of schools whose recognitions have been withdrawn, the D.P.I. suggests that the Dt. Bds. might be permitted to open schools under their management, they being paid a subsidy equal to the teaching grant that an aided school would be

eligible for. If this inducement is given to the Dt. Bds. the D.P.I. thinks that it may not be difficult for the Boards to provide schools in localities which may become school-less on account of the inability of the managements to contribute towards the salary of the teachers. He, however expects considerable opposition from the managements particularly mission managements if the policy suggested above is adopted.

It is for orders whether

(1) a supplementary grant may be applied for from the Legislature;

(2) the limit of six months referred to at 'A' ^{rule} on p.13 may be fixed. Perhaps the limit may be extended to one year;

(3) the penalty of withdrawal of recognition may be imposed on schools which do not pay the Rs. 3/- contribution;

(4) the D.E.O.'s may be authorised to withdraw recognition of schools which are unable to pay the Rs. 3/- contribution within the stipulated period; and

(5) District Boards may be permitted to open schools in places where the recognition of the existing schools have been withdrawn.

Finance may see before cam.

18/5/50

Edm. 4597/50-3-D

10.5.50

Finance (Exp.A) Deptt.

(Previous Finance notes on pages 5-7 above).

Please see paras.2 and 3 of Education notes on pp-7-8

above and the minutes of H.M.(E & L) on p.12 above, indicating

the decision arrived at in the discussion of H.C.M.,

H.M.(E & L) and H.M.(Finance). It has been decided that the

Government grant for higher elementary grade teachers in

aided elementary schools may be raised by Rs.2 from 1-4-1950,

provided the management also pays an additional amount of

Rs.3 p.m. The maximum Government grant will remain at Rs.30/-

in the scale of 25- $\frac{1}{2}$ -30 and the managements' contribution

of Rs.3/- p.m. will be irrespective of the Government grant

even after its reaches the maximum of Rs.30/- p.m. The

cost on account of the decision

P.T.O.

has been estimated at Rs 10 lakhs in 1950-51 and Rs 12 lakhs per annum in subsequent years. It is proposed to place the matter before the S.F.C. and the Cabinet and to obtain a supplementary grant from the Legislature before orders are issued. In this connection certain suggestions have been made by the D.P.I. in order to compel the managements to pay their contribution of Rs 3 p.m., which are dealt with in the notes of Education on pp.13-14 above. Finance may agree to these proposals on which it is proposed to take orders in circulation.

It may be noted in this connection that under the present difficult ways and means position of the Govt., the addition of Rs 10 lakhs to the current year's budgeted expenditure will add to the difficulty and increase the anticipated revenue deficit of about Rs 36 lakhs in the current year's budget estimates. The ultimate cost of the scheme which is estimated at Rs 12 lakhs per annum will be a heavy burden on the revenues of the Govt. The current year's budget already provides for essential new schemes of expenditure connected with Education ^{and debitable to 37 Education} ~~these~~ are estimated to cost as follows:-

Head of out.	ULTIMATE COST.		Cost in 1950-51.	
	Recurring. Rs Lakhs	Non-Recg. Rs Lakhs	Recg. Rs Lakhs	Non-Recg. Rs Lakhs
	23.82	45.30	13.02	37.41.
	<u>69.12</u>		<u>50.43</u>	

The details of the schemes will be found on pp.128-132 of the Budget Memorandum for 1950-51. Of these schemes, the provision made in respect of elementary education ^{amounts} ~~will work~~ out to Rs 8,300 recurring and Rs 7,48,400 non-recurring in 1950-51. The introduction of a scheme in the course of a year which is estimated to cost Rs 12 lakhs per annum recurring ultimately and Rs 10 ~~00~~ lakhs in 1950-51 will throw a heavy burden on the finances of the Govt. No doubt the reform now suggested to improve the lot of higher elementary grade teachers in aided institutions is desirable but so are the reforms for which new expenditure has

16/ already been admitted in this year's budget. All the desirable reforms cannot go together in one and the same year unless new sources of taxation are agreed on and developed. Finance may suggest that the above views of this department may be embodied in the note to be prepared for the S.F.C.

H.M. (Finance) also may see.

B 12.5.50 \$ 11/12.50

Edw

Note and orders and orders in circulation from page 12 ante may be read. The file may be circulated to H.M.(E.&L) and H.M.(Finance) with reference to the note of Finance above and on ^{point} part (1) on page 14 ante. Orders of H.M.(E.&L) may be taken also on the part (2) to (5) mentioned on page 14 ante.

13/5/50

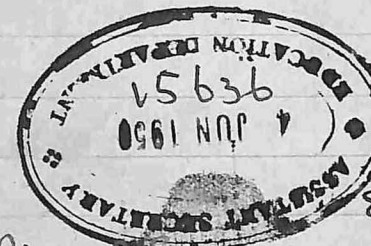
In view of the heavy extra expenditure involved and the present financial difficulties, it is for consideration whether the proposal to raise the grant may not be deferred for at least a year.

No please.

We have thought about this. The suggestion of Fin at X above may be agreed to

H.M.(E.&L.)

H.M.(Fin.)



116.50



116.50

Edw no. 4597-D/50-5 27.6.50



17/ Fin (Exp A) (P) Previous Finance notes on pages 14-16 above. Please see the orders in circulation on page 16 above. The draft note for the S.F.C below may be accepted, subject to the modifications indicated in pencil.

B 10.6.50 AS.118 11/12.50

Edw

Fin no. 41723/SVE H.

The amendments suggested by the Finance dept to the draft note to the Standing Finance Committee may be accepted. It may now be circulated to H.M.(E.&L) for approval.

15/6/50

16/6/50

Copies of the note for the S.F.C have been issued. Six copies of the note for the S.F.C. are placed below. The file may be sent to Finance.

27/6/50

Standing Finance Committee.

The Committee approved the proposal.

The proposal has been approved by the S.F.C. It may now be placed before the Cabinet for consideration. A draft note for the Cabinet is submitted for approval. C.S. may see before circulation to H.M.(E.&L). The next meeting of the Cabinet will be on the 27th July. For order also whether this subject may be included.

Please see the further notes of Finance dept on pp 15-16 above and the orders in circulation. The matter may now be placed before the S.F.C. for consideration. A draft note for the S.F.C is submitted. Finance may see for acceptance.

Edw no. 4597 D/50.4 7.6.50

(A-3) 4597 D/50

18

1878

in the agenda of that date.

15/7/50

15/7/50

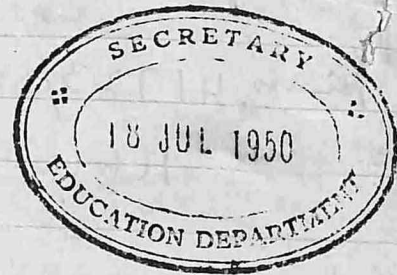
HM (E+L)

may be included

18.7.50

CS Ky

(HM/ATZ)



Copies of the note for the Cabinet have been raised. Six copies of the note are placed below. The file may be sent to Public (Special)

19/7/50

19/7/50

19/7/50

19/7/50

Public (Special)

Edu. no. 4597-D/50-6

20.7.50.

4597/50

19

Edu(D)

The proposal in this file has been approved by the Standing Finance Committee and the Cabinet and a token supplementary grant has to be obtained from the Legislature before orders are issued - Vide orders in circulation on P/2 ante. As the proposal in the file is very urgent and as it will take some time before a token supplementary grant can be obtained from the Legislature Finance Dept may be requested to advise as to the procedure that has to be followed for the issue of early orders in this file.

A

Edu. no. 4597-D/50-7
5.8.50

5/8/50

5/8/50

5/8/50

5.8.50



Fin (Rel)

flag (V)

The bill is under
in the Legislature
on 8.8.50

With reference to A above, the attention of the Education Dept. was invited to this Dept's U.O. No. 48168 DC-8.d.2.8.50 wherein the Dept. of the Secy. were informed that the "New Service Scheme" may be sanctioned after the constitution of the Contingency Fund and the pro-tem sanction of the Legislature may be obtained at a later date. When it is decided to present the first batch of supplementary estimates, Edu. Dept. may await the constitution of the Contingency Fund.

7.8.50

7.8.50

Fin. no. 70047 DC/50
7/8/50



7.8.50

7.8.50

This may lie over till the constitution of the Contingency Fund referred to above. N.M. (E+L) may see.

7/8/50

7/8/50

7/8/50

7.8.50

HM (E+L) shall be to take for this year. We may inform the S.D. that we have sanctioned it. Then later financial procedure HM 5/8

irrespective of the passing of the Contingency Fund Act. ED may: prepare a ^{note for the} supplementary estimate pertaining to this case & send it to this dept. for acceptance.

Ordinarily, ~~this may await~~ ^{the issue of orders} should await the passing of the Supplementary Appropriation Act or the Contingency Fund Act. It does not seem that this matter is so very urgent that orders should be issued in anticipation of the approval of the legislature.



1885

Edn
D

24406

Please see the note of Finance dept. on H 21-22 above. That dept. does not consider ^{that orders need be issued} it necessary to issue orders in this file immediately and suggest- that ^{this may wait till} ~~orders may~~ be issued after obtaining a supplementary grant from the legislature (which is to meet early in September) is obtained. It is for orders whether the advice of Finance may be accepted. HM (E+L) may see.

21/8/50
21/8/50

21/8/50
21/8/50

HM (972) Orders may issue immediately as the sanction is with effect from 1.4.50. Then prepare supplementary estimate.



The file may be circulated to H. M. (Fin) also.

22/8/50

HM (Fin)

27.8

Edn. 45 17-D/50-10
30.8.50



Please see the orders in circulation on the previous page. A draft order is submitted for approval. Finance may see before issue. After orders issue a note for the Supplementary Expenditure will be put up.

30/8/50

Fin (Bk)

(Bn. Fin. notes on H 21-22 above)

Further notes & the orders in circulation on H 22-23 above may be perused.

The last date for the receipt of clear copies of the note on supplementary estimate in Finance was 28.8.50. The notes received from the depts have already been sent to the Press. It will not be possible to include this item in the supplementary estimate to be presented in the present session. Action may be taken by Education to include this item in the next batch of supplementary estimates. The draft order below may be accepted & the case returned to Education.

on may and for work back to this H for the full amount of Rs. 1000000 for the Contingency Fd.

31.8.50

31.8.50

76088 R3/N



31.8.50

31.8.50

May issue. Action will be taken separately with reference to A above.

19.50

The draft order has been revised as indicated by Secretary

2/9/50

