P. A5
21/2/51

Sectt. II-27—104,006—4-11-49.

Edn. (1950) Department.

Ms. SERIES.

G.O. NO. 2984 Edn.

Dated 6/11/50.

(26)

[Despatch Abstract.]

M.E.S. — Overseas scholars — Grant of higher pay — Proposals negatived.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	8639 25-11-49		Memo. 8193 A-1 13.2.49	Letter 75822-C2/48-2 30.12.48			
	1956 16.6.49						
	Memo 2026-M/49-2 14-7-49						

Further Papers.

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

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② 1 A

Confidential.

Office of the Director of Public Instruction, Madras.
R.C. No.948 K1/50 dated 11th August 1950.

23726

Sub: Madras Educational Service - Sri K.S. Hegde - Instructor in Telecommunication Engineering, College of Engineering Application for the post of Assistant Professor in the Signal School at Mhow.

Ref: Letter R.O.C.No.2-176 A/50 dated 6-8-50 from the Principal, College of Engineering, Guindy submitting the application from Sri K.S. Hegde.

&&&

ASSISTANT SECRETARY EDUCATION DEPARTMENT 12 AUG 1950

Submitted to the Secretary to Government, Education Department, Madras.

2. A copy of the Principal's remarks is enclosed. In the circumstances explained by the Principal, the application may be withheld.

3. As the overseas scholars are tempted to seek employment elsewhere on account of the unattractive scale of pay of Instructors and we are thus losing some of our best men, I suggest for consideration of the Government that four increments (Rs.160) may be given to overseas scholars who have a satisfactory record of work.

for Director of Public Instruction.

To the Secretary to Government, Education Department.

remarks R.O.C.2.176 A/50 dated 6-8-50 of the Principal
e of Engineering, Guindy on the application of Mr. K.S.
de, Instructor in Telecommunication Engineering, College of
ngineering, Guindy.

Submitted to the Director of Public Instruction, Madras, along with the remarks of the Professor of Electrical Engineering. The application has to reach the Federal Public Service Commission not later than 19-8-50.

2. Sri K.S. Hegde, the applicant has been working as Instructor in the Telecommunication Engineering Department. In spite of the serious efforts made by the Dept. to secure the services of a qualified person for appointment as Professor for that Dept. for the past 2 years, it is not found possible to secure one. So, the Telecommunication Engineering Dept. in this college is at present run with the applicant, another Instructor and a Laboratory Assistant (the post of Laboratory Asst. is yet to be filled up). If the applicant leaves the college, the Telecommunication Dept. will be hard-hit and it is not easy to secure the services of an equally competent overseas scholar to take up his place. It is rather unfortunate that, for want of attractive pay in this State, intelligent overseas scholars are trying to seek employment elsewhere on better scales of pay. Recommendation was therefore made in this office R.O.C.1.41 A/50 dated 31-7-50 (application of Sri J.C.V. Chinnappa for relief) to address the Government so as to see that at least the initial pay is fixed at Rs.500/- in the case of overseas scholars in the existing scale of pay of Rs.260-40/2-500-50/2-700, so that these overseas scholars can stick on to their jobs and work with contentment.

(separate file)

3. Under these circumstances, it is recommended that this application may not be forwarded to the Federal Public Service Commission and that some substantial rise on the lines recommended in my R.C.1-41 A/50 dated 31-7-50 is made in respect of the overseas scholars in the interests of the Engineering Colleges. In this connection, it may be mentioned that one overseas scholar (Sri N.V. Kudva) had already been released from the department, another overseas scholar (Sri J.C.V. Chinnappa) has applied for release from the Department, even willing to refund the scholarship amount received by him and one more (Mr. Md. Ibrahim) Junior Instructor in Electrical Engineering has also applied either for relief from this college or for absorption in the Electricity Dept. etc. Kind attention is also invited to the endorsement of the Professor of Electrical Engineering submitted with my endorsement dated 21-2-50 in reply to your U.O. 2374 C1/48 dated 23-1-50. If this applicant also leaves the college, it will adversely affect the efficiency and working of the Telecommunication Engineering Dept. in this college.

(separate file)

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for Director of Public Instruction.

3

G.O.

G.O.

3 4 (4)

"For 'FEDERAL' READ 'UNION' WHEREVER IT OCCURS".

This application form is not to be used for any post other than that in connection with which it is supplied.

FEDERAL PUBLIC SERVICE COMMISSION.

19 AUG 195

FORM OF APPLICATION FOR THE USE OF CANDIDATES FOR APPOINTMENT BY SELECTION.

To be returned to the Secretary, Federal Public Service Commission, so as to arrive not later than ....
A treasury receipt or a crossed Indian Postal Order for Rs. 7-8-0 (Rs. 1/14 in the case of Scheduled Caste Candidates) must be forwarded with this application. An application not accompanied by the fee will not be considered.

Appointments are made by Government and not by the Commission.

1. Name in full (in BLOCK capitals) KOJAKULLY SHIVARAMA HEGDE.

2. Address† STAFF QUARTERS
COLLEGE OF ENGINEERING, GUINDY
MADRAS-15.

3. Post for which you are a candidate. Assistant Professor in the School of Signals; Mhow.

4. Date of birth. 21st July, 1923.

5. Particulars of places where you have resided for more than six months during the last three years.

	Period of residence.	Address in full.
1.	— upto Jan, 1948	Stanford Village Stanford University California, U.S.A.
2.		
3.	From Aug, 1948 to date	College of Engineering Guindy, Madras-15.

6. Are you a* National of the Indian Dominion by birth ~~and/or by domicile~~? Yes.
~~Subject of an Indian State? If so, of what State?~~
***Answer "Yes" or "No" and cancel the words which are not applicable.**

7. If not domiciled in the Indian Dominion (including States which have acceded to the Dominion) have you taken steps to obtain a declaration of eligibility from the Government of India?

8. Name the Province or State to which you belong. MADRAS.

9. Father's name T. Venkappa Hegde
Address* Vakil, Udipi, South Kanara Dist. (Madras State)
Occupation* Lawyer
*If dead, state last address and occupation before death.

10. Is ~~(or was)~~ your father a* National of the Indian Dominion by birth ~~and/or by domicile~~? Yes.
~~Subject of an Indian State? If so, of what State?~~
*Answer "Yes" or "No" and cancel the words which are not applicable.

11. Name the Province or State to which he belongs or belonged. MADRAS.

12. Where were you born? Udipi, South Kanara Dist, (Madras State)

13. State your—
(a) Religion— Hindu
(b) Are you a member of a Scheduled Caste? (Answer "Yes" or "No") If the answer is "Yes" give particulars and attach a certificate from the District Magistrate in support of your claim. No.

14. Have you been outside India? If so, give the following particulars:— Yes.

Country visited.	Date of visit.	Duration of visit.	Purpose of visit.
U.S.A.	28-12-1945	Two Years	Advanced studies.
England	Feb, 1948	One month	Sight Seeing and visit to Educational Institutions and communication industries.
France	March, 48	Two weeks.	Same as above
Switzerland	March '48	~~Two~~ One Week	Same as above.

†Any change of address given in Col. 2 above should at once be communicated to the Secretary, Federal Public Service Commission. Candidates must arrange for the re-direction of communications to their new addresses, if necessary. The F. P. S. C. make every effort to take account of changes in candidates' addresses but cannot accept any responsibility in this matter.

F.P.S.C. 21.

10 What languages (including Indian languages) can you read, write or speak? Give particulars, and state the examination or examinations, if any, passed in each.

Read only.	Speak only.	Read and speak.	Read, write and speak.	Examination or examinations passed.
			English	Intermediate of Madras University
			Kanarese.	—
~~Sanskrit~~			Sanskrit* (cannot speak fluently now)	Intermediate of Madras University
Hindi				—
	Tulu Konkani & Tamil.			—

16. If appointed, what notice would you require before joining the post? Can join immediately after I am relieved from my present post.

17. Are you willing to accept the minimum initial pay offered? If not, state what is the lowest initial pay that you would accept.

No. Rs 650/—

18. At what school (s) were you educated? (Give particulars below.)

School.	Date of entry.	Date of leaving.
Christian High School, Udipi	1929	1940
~~St. Aloysius' College, Mangalore~~	~~1940~~	~~1942~~
~~Engineering College, Guindy~~	~~1942~~	~~1945.~~
~~Stanford University, Calif; U.S.A~~	~~Jan 1946~~	~~Jan 1948~~

19. Give the following particulars concerning your University or other higher education :—

Name of University.	College, if any	Date of entry.	Date of leaving
Madras.	St. Aloysius' College Mangalore.	1940.	1942
Madras	College of Engineering Guindy	1942	1945
Stanford (Calif.; U.S.A.)		Jan 1946	Jan 1948.

20. Give particulars of all examinations passed and degrees and technical qualifications obtained at the University or other places of higher or technical education or instruction (commencing with the Matriculation or equivalent examination).

Examination or Degree.	Class or Division.	Subjects taken.	Date.
S. S. L. C	—	Sanskrit. Mathematics	1940.
Intermediate	I Class with Hons in Maths; Physics and Chemistry	Sanskrit Mathematics, Physics, Chemistry	1942.
B. E. degree (Bachelor of Engg.)	I Class.	Electrical Engineering	1945.
M. A. degree (Master of Arts in Elect. Comm. Engg.)	—	Electrical Communication Engineering.	Jan 1947

21. Have you done any post-graduate work or published any papers? If so, give particulars and, if possible, send copies of papers. If the space below is insufficient for this purpose, please give full particulars on a sheet of paper and attach it to this application, [illegible] the sheet attached.

Yes. Two years post-graduate work at Stanford University including special studies in Vacuum Tube design. No papers published so far. give details of work being done at personal interview.

22-A. Please state clearly if, in the light of the entries in Columns 20,21 & 22, you have satisfied that you possess all the essential and desirable qualifications laid down in para 3 of Part A of the statement of 'Information for candidates'.

Salary.

23. Have you been a candidate for any post advertised by, or at any examination conducted by, the Federal Public Service Commission? If so, give particulars and dates, including place obtained (approximately, if you do not recollect the exact place).

No.

(The entries on this page should be in the candidate's own handwriting.)

24. References:—

(These should be persons resident in India and holders of responsible positions, they should be intimately acquainted with the applicant's character and work, but must not be relations. Where the candidate has been in employment he should either give his present, or most recent, employer or immediate superior as a reference or produce a testimonial from him in regard to the candidate's fitness for the post for which he is an applicant. If however the post for which he is applying is under his present employers he must not name them as his refrees).

1. Name Lt. Col. S. Paul B.E
   Occupation or Position Principal
   Address College of Engineering, Guindy, Madras-15.
2. Name Dr. K. Sukumaran B.E.; Ph.D; M.I.E (Ind)
   Occupation or Position Professor of Electrical Engineering
   Address College of Engineering, Guindy, Madras-15.
3. Name Mr. V.V.L. Rao B.E; D.I.C., SM.I.R.E.
   Occupation or Position General Manager,
   Address Radio & Electricals Ltd.; Mount Road, Madras-2.

25. *Copies of testimonials from:— Nil.

1.
2.
3.

*A candidate need not send copies of any testimonials unless he wishes. If he sends any, not more than three should be sent, and these should be from persons under whom he has studied or worked. Original testimonials should not be sent unless the Commission ask for them. Any number of testimonials may be produced by the candidate if he is invited to an interview with the Commission.

Details of crossed Indian Postal Order enclosed.

26. No. and date	Name of Post Office.	Amount.
Q 277403 dated 2nd Aug., 50.	Engineering College, Madras.	Rs. Seven and annas eight only (Rs. 7/8/0)

27. Additional Remarks:—

(Applicants may mention here any special qualifications or experience, e g., in organisation, which have not been given under the above heads. If the space below is insufficient for this purpose, please give full particulars on a sheet of paper and attach it to this application inserting here a reference to the sheet attached).

I have had considerable experience of laboratory planning, organisation and administration at the Telecommunication Department of the College of Engineering, Guindy where I have been the seniormost instructor since 1948.

I hereby declare that the entries in this form and the additional particulars (if any) furnished in reply to questions 21 and 27 are true to the best of my knowledge and belief.

K. Shivaram Hegde
Signature of Candidate. 2/8/50

Dated 2nd August, 19 50.

Model Press Ltd., Delhi—50,000—22.7.49.

8/ Edn. dept. (A)

Memo no. 23726 A-1 d/- 25/8/50

Sri K.S. Hegde, overseas scholar working as Instr. in Engg. College — Appln. for appt. elsewhere.

Ref. — From the D.P.I., no. 948-K1/50, d/- 11-8-50 (paras 1&2).

Issue
25/8

C.F. 1

pp. 4-6 C.F.

The appln. of Sri K.S. Hegde addressed to the Secy., Union Public Ser. Commission, for the post of ~~Asst.~~ Professor in the Signals School at Mhow, has been withheld by this Govt. The D.P.I. is requested to inform the officer accordingly.

24/8/50

25.8.50

To The D.P.I.
(with a postal order for Rs. 7/8/0 returned).

cf. 3 in ofc.

22.8.50

23.8.50

RC.No.942 K1/50 dated 14-9-1950

EDUCATION DEPARTMENT.

28822

ASSISTANT ... EDUCATION DEPARTMENT
21 SEP 1950

From

A

The Director of Public Instruction,
Madras.

To

The Secretary to Government,
Education Department, Madras.

Sir,

SUB: Madras Educational Service--College of Engineering Guindy--Appointment of Overseas scholars as Instructors--Higher Starting pay.

The Principal~~s~~, College of Engineering Guindy has pointed out that though the maximum in the time scale of pay allowed to Instructors in the Engineering Colleges ie., Rs. 260--40/2--500--50/2--700 is satisfactory, the starting pay is quite inadequate especially in the cases of Overseas scholars in consideration of the valuable training and higher studies abroad. He has also stated that the best of the students are not content with the rather low starting salary allowed by the State Government and have been preparing and appearing for the Central Competitive Examinations, while the overseas candidates are applying for relief from the conditions of bond with a view to securing better jobs elsewhere. As such relief will greatly effect the working of the Engineering College , the Principal has suggested that at least the , overseas scholars may be granted a higher starting salary if the Government are unable to revise the scale further to make it attractive. He has recommended the initial starting pay to be fixed at Rs. 500/- in the present scale.

In this connection it may be pointed out that the University Commission of the Government of India has suggested the following scales (vide para 17 and 77 of the report)

Professors	900--50--1350
Readers	600--30--900
Lecturers	300--25--600
Instructors or Fellows	250/-
Research Fellows	250--25--500

The inspection Commissioner appointed by the Madras University have remarked that it will not be possible to secure the services of well trained personel with practical experience, unless the scales of pay are revised suitably and they have suggested the following scales.

Professors	Rs.	750--50--1000
Assistant Professor or lecturers		250--20--450--25--750 (Assistant Professor to be started on Rs.450/.

Though the above time scale of pay for Assistant Professors or Lecturers nearly correspond to the existing scale of pay of the Instructors, the starting pay is too low to attract the right type of personnel . There is therefore, a real need to grant a higher initial pay to the Overseas Scholars who have undergone valuable training abroad. In my endorsement RC.No. 942 K1/50 dated 11-8-1950 while recommending the withholding of the application of Sri K.S. Hegde, Instructor in Tele Communications Engineering, I have suggested to Government that four advance increments may be granted to those overseas scholars who have satisfactory record of work and the orders of Government are awaited.

p. 1 ank

260
160
420

I may point out that so far 3 overseas Scholars viz., Sri C.K. Chandran, N .V. Kudva and J.C.V. Chinnappa have left

(Applicants may mention here any special qualifications or experience, e g., in organisat
If the space below is insufficient for this purpose, please give

the State to join more incrative jobs else where and it may be that many more would try to secure relief in similar circumstances In order to obviate this I recommend that the Overseas Scholars may be granted two advance increments in their scale and they may be started at Rs. 340/- per mensem and request that Government may be pleased to consider my suggestion favourably in view of the scarcity of suitable men for the posts of Instructors in th Engineering Colleges in the State.

Yours faithfully,

For Director of Public Instruction

ptv 19/9

CO 19/9

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(9) 12

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.

R.C. No. 13 C.3-1/50 Dated 22-9-1950.

Sub:- Madras Educational Service- Sri. C.G. Swaminathan, Instructor in Highways Engineering- College of Engineering, Guindy- Application for the post of Senior Scientific Officer in the Bituminous Division of the Central Road Research Institute at New Delhi.

pp. 13-17 infra.

****

ASSISTANT SECRETARY
2[illegible] SEP 1950
29347
EDUCATION DEPARTMENT

Submitted.

2. Sri. C.G. Swaminathan is an overseas scholar specialised in Highways Engineering. The Principal, College of Engineering Guindy says that if Sri. C.G. Swaminathan is relieved, it will not be possible to secure a suitable substitute. His application for appointment to the post of Assistant Engineer in the Madras Engineering Service was withheld by Government in their Memo 8199-B.1. Education dated 13-2-1949. Recently Government have withheld the application of Sri. K.S. Hegde, Instructor in Tele-Communication Engineering College of Engineering, Guindy for the post of Assistant Professor in the signal school at Mhow in Memo No. 23726 A.1 dated 25-8-1950. As the case of Sri. C.G. Swaminathan is similar to that of Sri. K.S. Hegde, his application may also be withheld.

(H)/3 A

p.8 ante

3. In Director's letter R.C. No. 948 K1/50 dated 14-9-1950 it has been pointed out that the overseas-scholars employed in Engineering Colleges of the State are not content with the rather low starting pay allowed to the Instructors and that they are applying for relief from the conditions of bond with a view to securing better jobs elsewhere. As such relief greatly affects the working of Engineering Colleges, Government were requested to raise the starting pay of the Overseas Scholars serving as Instructors to Rs.340/- by giving two advance increments and their orders awaited. It is requested that Government may be pleased to pass early orders in the matter.

pp.10-11 ante

p.11 ante

for Director of Public Instruction.

To

The Secretary to Government,
Education Department, Madras.

A.S./22-9.

10
25/9

From
C. G. SWAMINATHAN,
BA; BE(Hons); CE(Hons); D.I.C(Lond)
MSc(Eng)(Lond); A.M.I.H.E etc.
Instructor in Highway Engineering
College of Engineering
Guindy

To,
The Secretary
The Council of Scientific & Industrial Research
New Delhi

Thro,
The proper Channel.

Sir,

Subj:- ~~appointment~~ Recruitment as Senior Scientific officer in the Bituminous Division of the Central Road Research Institute at New Delhi.

I am herewith sending you the application form for the above mentioned post.

I have already sent a copy of the application form directly to you, so as to reach you before the 16th Sept 50. and I have already sent you a postal order for Rs 7-8-0 in that. and I hope you would have received the same by now

Yours faithfully
C. G. Swaminathan
10/9/50

COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH

Form of Application for the use of candidates for appointment by selection in the council of scientific and insustrial research for posts.

IN The Central Road Research Institute.

To be returned to the Secretary, Council of Scientific and Industrial Research, so as to reach him not later than 16th September 1950.

---

1. Name in full (in Block capitals) CAROOR GANAPATI SWAMINATHAN

2. Address Instructor in Highway Engineering. College of Engineering. Guindy. Madras 15

3. Post and subject for which applicant is a candidate.
(i) Post Senior Scientific Officer.
(ii) Division Bituminous Division

4. Date of birth 26th July 1923.

5. Are you a* Indian subject ? Yes.
~~Subject of an Indian State.~~

* Answer "Yes" or "No" and cancel the words which are not applicable.

6. Name the Province or state to which you belong Madras.

7. Father's name C. N. Ganapati. M.A.
Address @ "Badri Asram"; Jail Road; Coimbatore. Madras Pres
Occupation @ Principal (Retd). Government Teachers College. Saidapet.
@ ~~If father not alive, state last address and occupation before death~~

8. Is ~~(-or was-)~~ your father * A Indian Subject ? Yes.
~~A subject of an Indian State ?~~

* Answer "YES" or "NO" and cancel the words which are not applicable.

NOTE:- Any change of address given in col.2 above should at once be communicated to the Secretary, Council of Scientific and Industrial Research. Candidates are advised to arrange for the re-direction of the communication their new address, if necessary. The council will make every effort to take account of changes in candidates' address but cannot accept any responsibility in this matter.

15

9. Where were you born ? Coimbatore. (Madras Presidency).

10. State your-

(a) Religion Hindu

(b) Community- Hindu.
(If a European or Anglo-Indian, state whether you are or are not of Indian domicle)

(c) Caste Brahmin.
(If depressed class, give particulars)

11. Particulars regarding your University or higher education.

Name. of University.	College, if any.	Date of entry	Date of leaving
Madras University -	1) Presidency College Madras.	July 1937	June 1938
	2) Govt College Kumbakonam.	July 1938	April 1941
	3) College of Engineering Guindy	July 1941	May 1944
London University -	City and Guilds college. Imperial College of Science of Technology	Jan 1946	October 1948.

12. Particulars of all examinations passed and degrees and technical qualification obtained at the University or other places of higher or technical education ~~[illegible]~~ or instruction (commencing with the Matriculation or equivalent examination)

Examination or Degree	Class of Division	Subject taken	Date
1) Secondary School Leaving Certificate		Optional Maths	March 1937
2) Intermediate in Science & Arts	Ist class	Maths, Physics, Chemistry	March 1939
3) Bachelor of arts - (B.A)	Ist class	Mathematics	March 1941.
4) Bachelor of Engineering - (B.E)	Ist class Honours	Civil Engineering	May 1944.
5) College of Engineering Diploma - (C.E)	Honours	Civil Engineering	May 1944.
6) Diploma of the Imperial College - (D.I.C)		Highway Engineering	Sept 1948
7) Master of Science in Engineering - MSc(Eng)		Thesis on Stability of Asphalt Paving Mixtures	Sept 1948

13. Have you been outside India ? If so, give the following partmcualrs:

Country visited	Date of Visit	Duration of visit	Purpose of visit
1) England (England, Scotland & wales)	January 1946	3 years	Higher studies in Highway Engineering.
2) France, Switzerland, Germany, Italy & Holland, Sweden	April 1947	Two months	On a study tour, to study the various Road Engineering works and visits to the Road Laboratories in the various countries.
3) Swit and, France, Belg & Denmark	September 1946 April 1947 September 1948	About 20 days during each time	Holiday Trips.

14. Details of post graduate work and published papers. Give titles of papers here and attach reprints (If the space below is unsufficient, give full particulars on a sheet of paper and attach it to this application, inserting here a reference to the sheet attached). Any additional qualification may be mentioned here or on separate sheets.

1) I had my practical training for a period of nine months, between Jan 1945 and Sept 1945 in the Roads and Buildings division of the Madras Public Works Department

Vide separate sheet for details Sheet V

2) I did a post-graduate course in advanced Highway Engineering (Soils, Concrete and Bituminous etc) in the Imperial College of Science and Technology and I obtained the diploma D.I.C.

3) I did research work for about three years in Bituminous Paving Mixtures and I submitted a Thesis on the stability of Asphalt Paving Mixtures for which I was awarded the degree of M.Sc (Eng) by the London University.

4) I worked in the Road Research Laboratory at Harmondsworth in England for a period of two months and obtained a full idea of the details and working of the Laboratory in all its divisions, namely, Soils, Bitumen, Concrete, Road safety etc.

5) I worked in the Technical section of the Limmer and Trinidad Lake asphalt Coy in London for a period of three months, during which time I learnt the details regarding Bituminous Road materials and making, Bituminous Road Plant operation and I also worked on the Particle size distribution in the sub-sieve Range of Fine fillers.

6) At present I have registered myself as a student for the Ph.D degree of the Madras University and I am working on the factor of plasticity in Asphalt Paving Mixtures.

7) I handle lectures on Highway Engineering for the final year B.E (Highway) students

15. What languages (excluding Indian language) can you read or speak ? State any examination passed in each.

Read only	Speak only	Read and speak	Examination passed
—	—	English —	B.A (Part I was English)

16. How have you been employed ? Give particulars below.

Name of employers.	Date of joining.	Date of leaving	Nature of employment	Present salary grade
1) Madras P.W.D	Jan 1945	Sept 1945	Temporary Supervisor	
2) Government of Madras (Education Department)	Jan 1949.	—	Instructor in Highway Engineering in the College of Engineering Guindy Madras	-40/2 — -50/2 00. resent lary is -60. But to be Rs from 1950

17. A e you willing to accept the minimum pay offered ? If not, state what is the lowest i itial pay that you would accept.

No. Rs 600 + allowances.

18. I selected. What notice would you require before joining.

As soon as I am relieved by the local Government

19. R ferences:-

(hese should be persons resident in India and holders of responsible position. They hould be intimately acquainted with the applicant's character and work, but not be elations. Where the candidate has been in employment he should either give his resent, or most recent, employer or immediate superior as a reference or produce testimonial from him in regard to the candidate's fitness for the post for which e is an applicant

. Name. Lt Col S. Paul. B.E.

Occupation or position. Principal.

Address. The College of Engineering - Guindy - Madras 15

. Name. Dr K. L. Rao. MSc, PhD, A.M.I.C.E. M.I.E (Ind)

Occupation or position. Designs Engineer.

Address. The Public Works Department. Chepauk. Madras.

. Name Mr V. N. Rangaswami. M.A; MSc (Tech)

Occupation or position. Road Engineer

Address. Messrs Burmah - Shell Ltd - New Delhi.

20. *Copies of testimonials from.

1. Prof A. J. S. Pippard. MA; DSc; M.I.C.E (Lond); F.R.Ae.S. etc
2. Mr B. G. Manton. BSc (Hons); D.I.C, A.M.I.C.E; A.M.I.H.E etc,
3. Mr D. C. Broome. F.C.S; M.Inst.P.T; etc.

* Not more than three testimonials should be submitted. Original testimonials should not be submitted unless asked for.

21. Candidate may mention here the details of annexures, if any, Any additional qualification such as member-ship of Scientific Societies may be mentioned here.

1) A.M.I.H.E (London)
2) Member I.R.C. (India)
3) Graduate student of the Institute of Civil Engineers (London)
4) I have sent my application for associate membership of the Institute of Engineers (India).

10/9/50

G. Swaminathan
CANDIDATE'S SIGNATURE.

17

e you willing to accept the minimum pay offered ? If not, state what is the lowest
itial pay that you would accept.

No. Rs 600 + allowances.

selected. What notice would you require before joining.

As soon as I am relieved by the local Government

ferences:-

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. Name. Lt Col S. Paul. B.E.
Occupation or position. Principal.
Address. The College of Engineering - Guindy - Madras 15

. Name. Dr K. L. Rao. MSc, PhD, AMICE. M.I.E (Ind)
Occupation or position. Design Engineer
Address. The Public Works Department. Chepauk. Madras.

. Name Mr V. N. Rangaswami. M.A; MSc (Tech)
Occupation or position. Roads Engineer
Address. Messrs Burmah-Shell Ltd - New Delhi.

opies of testimonials from.

1. Prof A. J. S. Pippard. MA; DSc; M.I.C.E (Lond); F.R.Ae.S. etc
2. Mr B. G. Manton. B.Sc (Hons); D.I.C, A.M.I.C.E; A.M.I.H.E etc,
3. Mr D. C. Broome. F.C.S; M.Inst.P.T; etc

* Not more than three testimonials should be submitted. Original testimonials should not be submitted unless asked for.

andidate may mention here the details of annexures, if any, Any additional qualifiction such as member-ship of Scientific Societies may be mentioned here.

1) A.M.I.H.E (London)
2) Member I.R.C. (India)
3) Graduate student of the Institute of Civil Engineers (London)
4) I have sent my application for associate membership of the Institute of Engineers (India).

10/9/50

C G Swaminathan
CANDIDATE'S SIGNATURE.

---

18 (13)

II

IMPERIAL COLLEGE OF SCIENCE AND TECHNOLOGY

Department of Civil Engineering. City & Guilds College. South Kensington
CVE/AJSP. London S.W.7. 14th Octr 1948.

Mr C.G.Swami Nathan entered the Civil Engineering Department of this College in February 1946 and since his Degree of an Indian University was recognised by the University of London, he was permitted to take a ~~xxxx~~ course of Advanced study in Highway Engineering and later began research on the Mechanical Stability of Bituminous materials. As a result of his research, he has been awarded the degree of M.Sc,(Eng) by the University of London and he will also obtain the Diploma of The Imperial College.

Mr.Swami Nathan has ~~prx~~ proved himself a conscientious and hard working student, and his success has been well deserved. I can with every confidence recommend him as a competent and useful young engineer.

(Sd) A.J.S.Pippard

III

IMPERISL COLLEGE OF SCIENCE AND TECHNOLOGY.

To whom it may concern.

I have much pleasure in stating that Mr.Swami Nathan has been a post graduate highway Engineering student under my charge since Febry ~~194x~~ 1946 and during this period I have formed the highest opinion of his intelli intelligence and character. He has taken a great interest in his work and carried out a lengthy research into bituminous materials with enthusiasm and energy, showing original thought and considerable aptitude. After submitting his thesis on the subject of his work he was awarded the M.Sc -Engineering degree of London University.

I can thouroughly recommend Mr Swami Nathan and have been much impressed by his reliability and consciencious work.

(Sd) B.G.Manton B.Sc (Eng). D.I.C.;
A.M.I.C.E. Senior Lecturer
Dept. of Highway Engineering.

True Copy
11-8-50 Director of Public Health (Retd)

uld be persons resident in India and holders of responsible position. They

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19
14

Technical Department

IV THE LIMMER AND TRINIDAD LAKE ASOHAKT COMPANY LIMITED

LONDON. S.W.6

15th October 1948

DCB/ESB

To whom it may concern:

This is to certify that Mr.C.G.Swami Nathan was attached to the Technical Department of The Limmer and Trinidad Lake Asphalt Co. Ltd from 1st June 1948 to 31st September 1948.

During this period Mr.Nathan was given an intensive course in asphalt technology and gained a good knowledge of the testing of all types of raw materials and finished mixtures as used in asphalt road construction and in the various types of asphalt for building construction. Mr.Nathan also achieved some knowledge of plant control and a preliminary knowledge of road surfacing operations.

Towards the end of his stay Mr.Nathan carried out a brief but excellent piece of research into the particle size distribution and the determination of particle size in the sub-sieve range of fine aggregate aggregates and throughout his stay Mr Nathan showed a great interest in the work and an outstanding intelligence and competence.

(Sd) BroomE
Chief Chemist.

True copy.

11-9-50
Director of Public Health (Retired)
Madras.

Vide Item 14 in my application form

I. The following are the various problems connected with Bituminous paving mixtures on which I have been working in the past 4 years and odd.

① A critical analysis and survey of all the various laboratory and Road Tests on Bituminous mixtures in order to find out that test which is likely to give the properties of Bituminous Road mixtures in fundamental ~~[illegible]~~ engineering units.

② A theoretical and experimental investigation of Taylor's stability Test on Asphalt Paving mixtures

③. An experimental investigation and theoretical study of the effect of consolidation pressure on the stability value of a sheet-asphalt paving mixture.

④. An experimental analysis of the effect of consolidation pressure on the de-gradation of the aggregates in a cold-mix sheet asphalt mixture.

⑤ An attempt to evaluate the nature of viscous resistance in sheet-asphalt paving mixtures.

⑥ An experimental analysis of the particle size distribution in the sub-sieve range for fine mineral fillers.

⑦ A study of the phenomenon of "adsorption" in Asphalt Mixtures.

II. ① At present I have registered myself as a student for the Ph.D degree of the Madras University and I am working ~~[illegible]~~, on a theoretical and experimental study of the factor of plasticity and plastic flow in the design of asphalt paving mixtures.

② Also I am in charge of the Road Laboratory of the College of Engineering, Guindy where I conduct various tests on Road materials, for the Government departments, local bodies and private firms.

③ In addition to all this, I am handling lectures, drawings and laboratory classes on both Highway and Bridge Engineering for the final year B.E (Highways) students of the College of Engineering. Guindy

10/7/50

I.
~~XXx~~

Edn. Dept.(A).

(16)

21

MEMO.No. 23)26-A.3 d/- 4/11/50

M.E.S. - Sri C.G.Swaminathan, Instr. in (Highways) Engg. - Appln. for appt. elsewhere.

Ref:- From the D.P.I., No.13-C3-1/50, d/- 22-9-50.

Cf.12

The Govt. have withheld the appln. of Sri C.G.Swaminathan, Instr. in Highways Engg., College of Engg., Guindy, for the post of Senior Scientific Officer (Bituminous Division), Central Road Research Institute, ~~xx~~ New Delhi. The D.P.I. is requested to inform the officer accordingly.

Cf.13-17

31-32
6/4

10/11/50

ORM
4/11/50

To the D.P.I.
Copy to the Secy.,
The Cl. of Scientific
and Industrial Research,
New Delhi.

P.J.
1-11-50

3.11.50

II.

M.E.S. - Overseas scholars - Grant of higher pay - Proposal negatived.

Read:- From the D.P.I.,
No.948-K1/50, d/- 11-~~8~~-50 (para 3); and
No.948-K1/50, d/- 14-9-50.

Cf.1

Cf.10-11

G.O.(MS.) No. 2984 D/- 6.11.50.

The Govt., after ~~a~~ careful consideration ~~of the matter~~, have decided that the overseas scholars employed under them should not be shown any special benefit in ~~the matter~~ respect of pay.

10/11/50

ORM
4/11/50

To the D.P.I.
" P.W.D.
" Dev.
2 s/cs.

P.J.
1.11.50

3.11.50

22

NF 23 (17)

Edn. Dept.(A).

cf.1

From the D.P.I., No.948-K1/50, d/- 11-8-50.--

--

Sri K.S.Hegde, overseas scholar working as Instr. in Engg College - Appln. for appt.elsewhere

--

Sri K.S.Hegde, an overseas scholar of this Govt. who is employed as Instr. in Tele-Commns. Engg. in the Guindy College of Engg., has subd. an application for the post of Asst.Professor in the Signal School at Mhow under the G. of I. ~~for being transmitted~~ & has requested its transmission to the Union Public Service Commission. The Govt. cannot afford ~~the~~ to lose the services of a person whom they educated overseas at very great expense. Many other overseas scholars have been released from their bonds on some ground or other, and unless the tendency among these scholars to seek for more lucrative jobs elsewhere is firmly checked, the object~~ion~~ of the overseas scholarships scheme will be completely thwarted. The Principal's remarks at p.2 C.F. ~~may be seen.~~ are in agreement with this view. The D.P.I. recommends the withholding of the appln. of Sri K.S.Hedge ~~an~~. This recommendation may be accepted.

R cf. 4-7

Para 2 - cf.1

2. The Dir. has made this an occasion for suggesting that the pay of the overseas scholars may be raised. He says that it is on account of the unattractive scale of pay of Instrs. under this Govt. that the scholars are tempted to seek employment elsewhere and that therefore four increments (Rs.160) (in the scale of Rs.260-40/2-500-50/2-700) may be given to such of these candidates as have a satisfactory record of work. The question of starting the overseas scholars on a higher pay was considered ~~by~~ Govt. more than once before and was dropped. The raising of their pay as suggested by the Dir. is not the proper remedy. It is not ~~sure~~ going to prevent them from ~~applying or~~ trying to get still more lucrative appts. outside. The market value of the scholars has increased because the Govt. spent much money on their higher education and it is not reasonable on their part now to expect the Govt. themselves to pay them at the market rate. The matter does not seem to require reconsideration.

Para 3, cf 1

R.3639 - ED 15.11.49 (Y)

(E) NF.2-14

A

3. The file may be circl. to H.M.(P.M.)

-2-

N 24

3/21/8

for orders about the withholding of Sri Hegde's application. ~~About~~ On the general question of pay, the remarks of P.W.D., Dev. and Fin. ~~will~~ may be obtained and the file ~~will be~~ re-circd. ~~for orders~~ later on.

C. 23726-A/50

P.J.
13.8.50
Cera
16-8-50

17/8/50 S HM(PW)

As it is, the tele-communications dept of the Engineering College is understaffed and we cannot afford to release the only man who has had overseas training in the subject. The application may therefore be withheld.

18.8.50.

HM(PW) M.B. 21.8.

SECRETARY
21 AUG 1950
EDUCATION DEPARTMENT

A draft memo. is subd. Public Works, Dev. & Finance may see after issue for remarks ~~with~~ on para 2 above.

P.J.
22.8.50
Cera
23.8.50

24/8/50 PWD Dev Fin (a.i)

ADDL. DEPUTY SECRETARY TO GOVERNMENT
25 AUG 1950
PUBLIC WORKS DEPARTMENT

32021

23726 A-2
25/8/50

24/8

25 ⑱ 3

P.W.D(M)

A.D.S.

Please see the Edn. Dept's note at pp. 1-2 ante. The file has been sent to this Dept. for remarks with reference to para 2 on p. 1 ante.

In April '49, the Government of India(Ministry of Education) communicated for the information of this Govt. the following extract from the minutes of the meeting of the Employment Committee constituted with the main objective of assisting in placing returned Central Overseas Scholars in service under Government or other Agencies:-

> "The question as to the minimum salary to be offered to the scholars was raised. The starting salary of Rs.275/- for Gazetted posts in Class II was not considered to be a suitable starting salary for overseas returned scholars whose standard of living having remained in foreign countries with much higher standard than India's, demanded a higher initial pay. It was agreed that while the fixation of starting salary will predominantly depend upon the merit of each individual scholar, Rs.350/- would be a reasonable starting pay".

The question whether overseas scholars sponsored by this Government should be given a higher starting pay was then considered ~~that~~ and it was decided that they need not be given any higher starting pay.

Y on p2/②

In June '49, the C.E(P.W.D) suggested that candidates returning from overseas studies might be given two or three advance increments if in his opinion they had worked hard and benefited by the period of training and foreign studies. The C.E(~~H~~)(PWD) was however informed that his suggestion was not acceptable to Government.

Para 3 p4/②

K on p3/Ⓔ

In September '49, the question was again examined on the suggestion of the then Secy. E & P.H. and this Dept. while adhering to the original view noted that if the Edn.Secy. still considered that overseas scholars should be given a higher start as Assistant Engineers he might take the matter up with the Finance Dept. Finance Dept. considered that there was no strong case to grant advance increments

X p10/Ⓔ

T p13/Ⓕ

overseas scholars. The proposal was therefore dropped.

In the circumstances explained above, the question of giving any higher starting pay or advance increments to overseas scholars need not be considered again atleast in so far as it relates to scholars ~~appointed~~ absorbed in the P.W.D(including Electricity and Highways). With these remarks the file may be passed on to Dev.Dept.

A

28.8.50
28.8.50

No 29850

Dev.

Thro Ds

29/8

Fourth Assistant Secretary to Government, Development Department
P.W.D. U.O. 32200/50-1
29.8.50

Dev't 88042 DS
30/8/50

To As..

Dev't DS

Education and P.W. Depts notes from p.1 above may be perused. This Dept. may agree with ~~to~~ the views of the Edn Dept. in ~~at~~ para 2 on p.1 above and the file passed on ~~to~~ to Fin. It may be feasible to treat the period of ~~service~~ training abroad as if it was service and to give them increments that would have accrued if they had been in service for that period. B

31/8/50
31.8.50.

1.9.50

2.9.50

Fin.

Finance (Exp)

Dev't G.O. No. 88042 DS/50-1
2/9/50.

Fin may agree with the view of P.W.D at 'A' above

Fr.
12/9

It is submitted that the suggestion of ~~DEV~~ Dev Secy at 'B' above cannot be given effect to, unless the candidates concerned are actually appointed to the posts from the dates on which they were deputed for training. It will also be necessary to issue orders declaring the period of training as duty, and allowing it to count for increments in the original post

Assistant Secretary, Finance Government of Madras
5 SEP 1950
76961

This will not be correct
Fr.
11.9.50.

from which they were deputed for training. Otherwise the DEV suggestion at 'B' would amount to granting an advance increment at the time of their first appointment to Govt. service after their training period, which was already considered and negatived.

p.3 above

11/9/50

12.9.50

Edn.

Assistant Secretary, Education Department
14 SEP 1950
27957

Education Department.(A).

From the D.P.I., No.948-K1/50, d/- 14-9-50, and No. 13-C3-1/50, d/- 22-9-50.

Sri K.S. Hegde, overseas scholar employed as Instr. in Tele-Commns. Engg. in the Engg. College, Guindy, recently applied for an appointment under the Govt. of India. The D.P.I. recommended the withholding of the application in the interest of instruction in the college and the Govt. accepted that recommendation. The Dir. then said that it was on account of the unattractive scale of pay for the posts of Instructors (Rs.260-40/2-500-50/2-700) in the Govt. Engg. Colleges that the overseas scholars employed in the posts were tempted to seek employment elsewhere and suggested that therefore four advance increments (Rs.160, i.e., a higher start of Rs.420) might be given to those scholars who ~~have~~ had a satisfactory record of work. This dept. took the view that the raising of the scholars' pay was not the proper remedy, ~~and~~ that it would not prevent the candidates from seeking for still more lucrative jobs ~~even then~~ elsewhere and that, as the question ~~which~~ had been considered more than once previously and dropped, (X) it need not be re-opened. P.W. and Finance agree with that view. Development Secretary thinks that it may be feasible to give the scholars increments that would have accrued if they had been in service for the period of their overseas training. This amounts to giving them advance increments, and Finance do not support it.

cf 10-11 & 12
cf.4-7
cf.1
pp.1-2 ante & cf.8
para 3 of cf.1
-do-
-do-
para 2, p.1 ante
(X) (Y) (Z) (J) & (E) 7 & 13-14
pp.3-4 ante
p.4 ante
Above

Another overseas scholar employed as Instr.

28

~~10~~ C.2372(6A/50
~~13/10.~~

in Highways Engineering, viz. Sri ~~h~~ C. G. Swaminathan, has since applied for a post under the Council of Scientific and Industrial Research. The D.P.I. recommends that the appln. need not be forwarded. The recommendation may be accepted. [13/10.

Cf. 13

Cf. 12

The Dir. has now asked that the overseas scholars may be granted at least two advance increments, i.e., started on a pay of Rs.340, in view of the scarcity of suitable men for the posts of Instrs. in the Engg. Colleges in this State. This dept.'s previous view holds good in respect of this recommendation also. H.C.M. has recently minuted in another connection that the tendency on the part of foreign-returned candidates to demand special benefits contrary to the understanding reached at the time of their being sent overseas, should be discouraged. The Dir.'s recommendation should, it seems, be turned down. For orders. [13/10

Cf. 10-11

Rs. 260-40/2-500-50/2-700

* para 2 of p.1 ante

at flag (C)/2

~~A little~~

~~[illegible] be made a little difficult~~

H.M.(E.&.L.), H.M.(P.W.), H.M.(Ind.) (H.M. Fin.) and H.C.M. may see.

Offering a higher salary may not prevent these scholars from seeking better paid posts elsewhere. If there is scarcity of (trained) hands, releases should be made more difficult, the conditions of the bond being enforced strictly.

12/10/50

Note from ante]

13/10

HM (Edn)

HM (PW)

HM (Ind)

HM (Fin)

14/10

14.10.

16/X

28.X

30

p.9 10.X
10.X.50

SECRETARY
31 OCT 1950
EDUCATION DEPARTMENT

A draft memo. & a draft order are subd. Dev. may see after issue.

4/11/50 Dev (A)

Issued — p.21 c.f.

Dev. 11394802
13.11.50.

p.9 .11.50
3.11.50

Dn. 0.0.
2372(6-A.G.
11.11.50

ASSISTANT SECRETARY TO GOVERNMENT
13 NOV 1950
DEVELOPMENT DEPARTMENT

Dev. 57

A

29 (20)

To Ao.

[Previously seen in this dept at p 4 above]

Further notes from p 5 above.

The orders in circulation at p 6 above and the memo and the order at p 21 c.f. may be perused and the file returned to Edn.

14/11/50. 14.11.50.

15/11/50

Dev. Memo No. 11394 Dev 2/50-1
17.11.50.

ASSISTANT SECRETARY
~~36171~~
20 NOV 1950
36711
EDUCATION DEPARTMENT

Edn. dept. (A)

The papers may be closed.

p.9 21.11.50
22.11.50

22/11/50

13| (21)

'CONFIDENTIAL' EDUCATION DEPARTMENT

ASSISTANT SECRETARY
15 SEP 1951
EDUCATION DEPARTMENT

SECRETARY
15 SEP 1951
EDUCATION DEPARTMENT

FROM

THE DIRECTOR OF PUBLIC INSTRUCTION,
MADRAS.

3659/2

TO

THE SECRETARY TO GOVERNMENT, EDUCATION DEPARTMENT,
MADRAS.

Roc.No.720 C11/51 dated 14th September 1951.

Sir,

Sub:--Sri G. Subrahmanyam--Temporary Instructor in Telecommunications Engineering--Application for appointment under the Government of India.

4/7

Ref:--Government Memorandum (Confidential) No.32061-A-1 Edn., dated 28-8-51.

*****

Regarding the points raised in connection with Sri G. Subrahmanyam's application for appointment under the Govt. of India, I have to state that it may be difficult to get a suitable candidate to take up his place in the event of his being selected and appointed to the post he has applied for and it will indeed be a loss to the State Government if his services are thus spared. But, I may submit that the following considerations weighed with me in recommending the forwarding of his application.

(a) The withholding of the application is bound to create an impression in the mind of the Officer that the chances of his betterment are unduly suppressed merely because he has been employed under the State Govt. Such an impression, if allowed to gain ground, may result in lack of enthusiasm and efficiency and mere marking of time, till the expiry of the five-year limit and his release from the terms of the bond.

(b) The possibility of the Officer finding a candidate of lower qualifications and less experience being selected and appointed to the post under Central Government carrying much greater responsibilities and higher pay, for which he himself was not allowed to apply, will naturally lead to a sense of frustration and discontent in the Officer.

P.T.O.

32

(2)

(c) It may not be in the national interests, as a whole, if posts higher-up are occupied by candidates of lower calibre while their betters are pinned down to service under State Govts. and prevented from applying for these posts under Central Government.

(d) There are several cases where such overseas-trained candidates absorbed in the Education Department have been permitted to apply for posts elsewhere or have been relieved from this department for various reasons. In the case of Sri K.S. Hegde, another Instructor in Telecommunications Engineering, the Government permitted him to appear before the Union Public Service Commission for an interview in connection with his application for appointment for a similar post under the Government of India--vide Government Memorandum No.38188 A-1, Edn., dated 2-12-50. Ⓖ/18

(e) Above all, there is also the economic factor. There is a real dearth of technically qualified and experienced personnel and the various agencies of employment are competing with one another in offering better and more attractive conditions for well-qualified persons. If the State~~ment~~ Government have to retain in their service the few well-qualified persons, the only course open is to keep them contented by offering them at least emoluments comparable to those offered elsewhere. Any amount of insistence on terms of the bond or exercise of powers for withholding applications may not achieve the desired result of retaining them and getting the best out of them.

2. In this connection kind attention is invited to my letter Rc.943 K.1/50, dated 14-9-50, recommending the grant of two advance increments to the overseas-trained scholars to enable them to start on Rs.340/- per mensem. Ⓜ/cf. 10-11 The Government, however, did not accept the recommendation -vide G.O.No.2984 Edn., dated 6-11-50. Ⓜ/cf.21 While the Government have decided not to give any higher starting pay, it seems quite unfair to release some overseas-trained scholars and prevent others even from applying for jobs under the Central

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33 (22)

-3-

Government on grounds of indispensibility.

3. If the application is withheld now, sometimes, the Central Government themselves take the initiative and address the local Government for sparing the services of certain employees. For example, the Union Public Service Commission has addressed the Government to spare the services of Sri P.R. Ramaswami, Professor of Civil Engineering for appointment in the school of Military Engineering, Kirkee, and the matter is separately under consideration. (separate file) The Deputy Secretary to the Union Public Service Commission has also addressed the Principals of Engineering Colleges in the State for suggesting suitable hands for certain other posts under the Central Govt.

4. In the above circumstances, I recommend that the Government may be pleased to reconsider their decision contained in G.O.No.2984 Edn., dated 6-11-50, in the interest of efficient working in the Engineering Colleges and create conditions under which these overseas trained candidates may be contented and may give of their best by remaining in the service of the State Government. Ⓜ/cf 21 Moreover, in view of the fact that the main attraction for these Scholars is employment under Central Government, it seems better that the Local Government take up the matter with the Government of India as a matter of general policy rather than prevent these individual scholars from seeking employment under Central Government.

Ⓨ/cf 2 5. In their Memorandum No.32061-A2 Edn. dated 8-9-51 Government have since permitted Sri G.Subrahmanyam to appear for an interview with the Union Public Service Commission in connection with his application under reference.

Yours faithfully,

For Director of Public Instruction.

B
14/9/51

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Edn. Dept.(A).

(23)

CONFDL.

MEMO.No.86552-A.2 d/- 19.11.51.

M.E.S. - Overseas scholars employed under this Govt. - grant ~~QMX~~ of higher pay and permission to apply for appts. under G. of I.

CF 1-3

Read:- From the D.P.I., No.720-C11/51, d/- 14-9-51.

M CF 21

The Govt. decline to reconsider the decision conveyed in G.O.No.2984-Edn., d/- 6-11-50, viz., ~~not to give~~ that the overseas scholars (need not be shown any special) ~~any specifical~~ benefit in the matter of pay.

2. The appln. of each scholar employed under this Govt. for appointment under the G. of I. will be considered on its merits.

15.11.51 KOB 15.11.51

16/11/51

S.

To the D.P.I. ✓

20.11.51.

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3)

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Edn. Dept.(A).
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Overseas scholars employed in Engg. Colleges, etc. - Proposal for the grant of advance increments.

Y/3-5

Y/1-2

Y/1-8

Y/13

Y/2930

Recently, Sri Ganti Subramaniam, an overseas scholar employed as Instructor in Tele-Communications Engg. in the College of Engg., Guindy, applied to the U.P.S. Commission for an appointment under the Govt. of India. The D.P.I. recommended the transmission of the application. When asked to justify his recommendation, the Director quoted the previous case of Sri K. Shivarama Hegde, another overseas scholar, where a similar appln. was forwarded. On the analogy of that precedent, the Govt. transmitted Sri Subramaniam's application, the result of which has not yet been known.

cf 1-3

cf 1-2

2. With ref. to Sri Subramaniam's case, the D.P.I. has now come up to plead the cause of the overseas scholars for higher starting pay. He says that the follg. were the reasons why he wanted the officer's appln. for the post under the Central Govt. to be forwarded --

cf 1

(1) The withholding of the appln. may lead to lack of enthusiasm and efficiency in the officer, ~~and~~ his mere marking of time till the expiry of the bond-period of 5 years and his final release.

(2) The possible appt. under the G. of I. of a less qualified and less experienced person may lead to a sense of frustration and discontent in the officer.

(3) In the interests of the nation as a whole, posts higher up shd. be occupied by the best available persons.

(4) Many overseas scholars were previously released from their bonds.

cf 2

(5) Considering the dearth of technically qualified and experienced personnel, these scholars can be kept in this Govt.'s service and made to give of their best, only if proper emoluments comparable to those offered elsewhere are given to them. Any amount of insistence on the terms of the bond or exercise of powers for the withholding of the applns. will not do.

X J E

3. Proposals for the grant of advance increments for the overseas scholars employed under this Govt. were considered more than once before and were negatived. Perusal here is solicited of pp. 5 and 6 N.F./, where the question was examined last time, in Octr. 1950.

Results (1) and (2) refd. to above by the Dir. above cannot be helped. The scholars, after

38

serving as Instrs.* for some time, can expect promotion to the Professors' posts, which carry the high scale of Rs.600-75/2-900.

*Rs.260-700

Reason (3) - 'national interests' - is not peculiar to the overseas scholars alone. Taken to its logical conclusion, it would mean that the Govt. shd. forward the applns. recd. from all their officers for employment elsewhere in India, in the interests of the country.

Item (4) - the fact of some scholars having managed to get release - is not a justification at all to treat the remaining cases in the same way. Each case should be considered separately on its merits.

The acceptance of the Dir.'s proposal will involve Govt. in heavy extra expenditure.

In the circs., there seems to be no ground to reconsider the previous decision.

× (M) / N.F.6

4. The Dir. has also suggested that as the main attraction for these scholars is employment under the Central Govt., this Govt. may take up the matter with the G. of I., as a matter of general policy, rather than prevent these individual scholars from seeking employment under them. What exactly he implies, is not clear. If his intention is that the G. of I. shd. be asked to make these scholars ineligible for applying for posts under them, it is not likely that that Govt. will accede to such a request. Each appln. may, it seems, be left to be dealt with on its merits.

CF. 3

5. Before the file is circd., it may be sent to P.W.D., Devt. and Finance for remarks.

P.J. 6.10.51

LCB 11.10.51

18/10/51

S.

15.10

PWD

Dev

Fin.

(Con)

ADDL. ASST. SECRETARY TO GOVERNMENT
88713
18 OCT 1951
PUBLIC WORKS DEPARTMENT

36592 15.10.51

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3 A 39

PWD/-

Please see the note from p.1 ante. This Dept may agree with the views of the ~~Edn.~~ Dev. Dept in ~~para 3 of~~ their notes on pp.1-2 ante.

25

Thro' M/ Section

P. 17.10.51

12.10.51

HPL 17/10/51

17.10.51

18.10.51

19.10.51

Dev

Dev

P.W.O.
88713 L/51-1
19.x.51

114596 D2

22/10/51

THIRD ASST. SECRETARY TO GOVT.
22 OCT 1951

To As.

Devt. D2

Education Dept's notes at pp1-2 above may be perused. For orders whether this Dept., may agree with the views of Edn. Dept, at pp1-2 above

After orders are passed the file may be passed on to Fin

23/10/51

24.x.51

S

25.x

Fin

Fin (A.S.)

Devt. Dep. No.
114596 D2/51-1
25/10/51

Finance may agree with the views of Edn. at pp1.2 above

27/x/51

29.10.51

Edn.

ADDITIONAL DEPUTY SECRETARY
26 OCT 1951
FINANCE DEPARTMENT

Fin. No. 78568 CM
31.10.51

Edn. Dept. (A)

The file may be circd. to H.M.(E.&L.) and H.M.(P.W.) for orders whether the views expressed by this dept. at pp.1-2 ~~above~~ ante, on the question of giving higher pay to overseas scholars and the question of allowing them to apply for appointments under the Govt. of India, will be accepted. P.W., Devt. and Finance agree with this dept.

SECRETARY
2 NOV 1951
EDUCATION DEPARTMENT

SECOND ASSISTANT SECRETARY
1 NOV 1951
EDUCATION DEPARTMENT

(On to H.M.(P.W.) H.M. (Previous decision is to be reconsidered)

43063

P.J. 3.11.51

LCB 3.11.51

5/11/51

S.

HM(E&L)

HM(PW)

LCB 10.11

A draft memo. is subd.

P.J.

LCB 15.11.51

16/11/51

S.

17.11.

40

41 (26)

Extract from the minutes of the Hon
on the file bearing C.No. 12619-A relating to Overs
Janab Md. Ibrahim - Regularisation of tempy. appt. as Junio
Instructor in Electrical Engineering.

"In view of the strong views expressed by the D.I.& C., C.E.(E.) and D.P.I. against the absorption of this officer, for the reason of his unfitness to hold posts in their respective departments, there is no use of thrusting him in the service in any of these departments. He may be released from the bond; and nobody would feel sorry to dispense with the services of such an incapable officer.

But it is a pity that the Department of Industries & Commerce (D.I.& C.) should have thought fit to choose a man of this calibre to be sent abroad for higher studies, thus involving the Government in criminal waste of money. The responsibility for such waste of Government funds should be fixed on the D.I. & C. who was the cause for sending this officer. But such a procedure could not be adopted now, as I think the then D.I.& C. is no longer in the service of our Government.

However, this particular instance of waste of public funds, is an eye-opener for the Government to exercise hereafter utmost scrutiny in selecting persons for foreign studies at Government expense. Nobody seems to realise the responsibility, and feel for the waste of Government money in this way. The deputation for foreign studies, would seem to be viewed more as an opportunity to show patronage to favoured men, than to secure benefit to the State whose funds are spent for such foreign studies. Sending incapable men like this officer for foreign studies is one kind of waste of Government money.

Some instances have been brought to my notice of another kind of waste, resulting in the release of candidates, manoeuvred by questionable means by such candidates, who are however fit to be absorbed in Government service. One or two cases have been brought to my notice, where the foreign-returned candidates manoeuvred to get themselves declared unfit and thus get released from the obligations under the bond, in order to get into more lucrative jobs elsewhere. Having been benefited at the Government cost, thei services to the Government should not be evaded in this way. These