Sc-41. II-27—101,006—4-11-49.

Edn. (1950). Department.

M/s. SERIES.

G.O. NO. 3054-Edn.

Dated 15-11-50

Decisions — p. 105
Final Form — 182

130

[Despatch Abstract.]

M.E.S. - Posts in Administrative & Collegiate Sections - Proposal for classification into two grades - Postponed to 1951-52 - Papers recorded

Back Papers.

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

Further Papers

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

58017

W/3

C.No. 7968 B-4/46

Office of the
Director of Public Instruction
Madras, 30th September, 1946.

From

Dr. S.R.U. Savoor M.A., D.Sc., I.E.S.,
Director of Public Instruction,
M a d r a s.

To

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

Sir,

POST WAR RECONSTRUCTION -- Revision of pay of officers in the Education Department -- Proposals submitted.

Attention is invited to paragraph 26 of the Report of the Sub Committee on Education in which minimum salaries have been suggested for School Assistants, Administrative Officers, subordinate officers in the Collegiate grade, officers of the Provincial service and a scale for Class I officers with a Selection Grade. I am submitting below my recommendations which to a certain extent vary from the above.

(i)(a)- Director of Public Instruction: The salary of the Director of Public Instruction will depend on the general policy accepted by Government in regard to the salaries of the major departments. The Educational Department is probably the largest department and the direction should vest in a capable person carefully selected from the Department and his emoluments should not be in any way inferior to those of the head of any other department. The scale approved already Rs.1500-150/2-1800 (plus War Allowance Rs.263/-) may continue subject to such revision as may be necessary in the light of the above remarks.

(b) Joint Director of Public Instruction: I have written separately about the creation of the post of Joint Director of Public Instruction in my letter Rc.No. 7882-A/46 dated 29.9.1946.

(ii)(a)- Deputy Directors and Divisional Inspectors:

(b)Principals of the Presidency College, First Grade colleges, Training Colleges, Law College and Engineering Colleges:

The present position is that the following post are on the grades mentioned below: --

Deputy Directors of Public Instruction and Divisional Inspectors of schools	600-100/2-1000 plus Rs. 50 Duty Allowance for the former.
Personal Assistant to the Director of Public Instruction.	Rs.200-700
Principal, Presidency College	Rs.800 - 1000
Principal, First Grade Colleges	Rs.200 - 700

Principal, Queen Mary's College	Rs.200 - 700
Principal, Muslim Girls' college	Rs.200 - 700
Principal, Teachers' College, Saidapet	Rs.800 - 1000
Principal, Training College, Rajahmundry	Rs.200 - 700
Principal, Lady Willingdon Training College	Indian Educational Service Post.
Principal, Law College	Rs.800-75/2-1100
Principals, Engineering Colleges	1250-50/2-1500 1000-50/2-1200

My recommendation is that the Principals of the Presidency, Law, and Engineering Colleges should be equated together and that all the other posts mentioned above should be equated together, suitable Duty Allowance being attached to a few in recognition of their special position. If this is agreed to I recommend that the Principals of Presidency, Law and Engineering Colleges be placed on the grade Rs.1000-100/2-1200 and that all others mentioned above be placed on the grade Rs.500-75/2-800 E.B. 100/2-1000, a Duty Allowance of Rs.50/- being paid to Deputy Directors of Public Instruction as at present.

The posts Personal Assistants will be equated with those of the District Elementary Education Officers (for details please see below)

(iii) Other Collegiate posts: --

I am of the opinion that we have reached a stage when it is no longer desirable to proceed on the service basis in recruiting Professors etc. This is all the more important in respect of the Presidency College, where recently Government have specifically recognised the need for encouraging research. Appointments to these posts should be made on the basis of not merely academic record and still less of seniority, but of subsequent teaching and research work. It is only then that we shall have fresh blood in every rank from time to time and a high level of excellence can be kept up. I recommend that as marking the new outlook, the University nomenclature of teaching posts, Professors, Reader and Lecturer, be adopted for the Presidency College and that the appointments of Professors and Readers in the Presidency College should be made on the recommendations of the Public Service Commission (on which two expert members should be co-opted for each such post) from all qualified applicants and also those already in service for more than five years.

It should be clearly laid down that if the Public Services Commission as constituted above is not satisfied that there is a fully competent person for a vacancy in the grade of Professor or Reader at any time, it should recommend the keeping in abeyance of the post for the time being and the creation in its place of a post in a lower grade on such terms and conditions as it may consider necessary.

The organisation of the Presidency College should be hereunder: --

1. Principal	1000-100/2-1200	
2. Professors	500-75/2-800-E.B.-100/2-1000	
3. Readers	300-40/2-500-E.B-50/2-600	
4. Lecturers	160-20/2-300	Non-gazetted.
5. Demonstrators and Tutors	70-10/2-100	

Normally the Principal will be one of the Senior Professors or one who has already worked in the College as such or one who has been Principal of a First Grade College. It is not necessary that every Department should have a Professorship. The present posts of Pandits and Munshis should be abolished and their places taken by Lecturers. Whatever justification they may have had originally when university qualified persons were not obtainable, there is no longer any justification.

It should be a statutory requirement that the Professors, Readers and Lecturers shall in addition to their lecturing and other work in the College engage themselves in research work and direct the research of students assigned to them.

If the general scheme is approved then the exact strength of each department may be fixed.

The organisation of other colleges should be as hereunder:

1st grade colleges:

Principal	500-75/2-800-E.B.-100/2-1000
Senior Lecturers	300-40/2-500-E.B.-50/2-600
Lecturers	160-20/2-300 (non-gazetted)
Demonstrators & Tutors	Rs.70-10/2-100 ~~(non-gazetted)~~

2nd Grade colleges:

Principal	300-40/2-500-E.B.-50/2-600
Lecturers	160-20/2-300 (Non-gazetted)
Demonstrators & Tutors	Rs.70-10/2-100

Training Colleges:

Principal	500-75/2-800-E.B.-100/2-1000
Professors of training Colleges and Chief Inspector of Manual Training	300-40/2-500-E.B.-50/2-600

Law College:

Principal	1000-100/2-1200
Vice Principal	500-75/2-800-100/2-1000
Professor	300-40/2-500-E.B-50/2-600

Engineering Colleges:

Engineering Colleges:

Principal	1000-100/2-1200
Professors	500-75/2-800-E.B.-100/2-1000
Asst. Professors	300-40/2-500-E.B.-50/2-800
Lecturers (including laboratory assistants)	160-20/2-300

Physical Directors:

These should be, if they are M.A.'s (irrespective of class) in the same grade as Lecturers. If B.A's only they may be on the scale of school Assistants.

(iv) Inspectorate and Schools:

The following scales of pay are recommended. (Attention is invited in this connection to this office letter No. 7866K 3/46 dated 29.9.1946).

(a) District Inspectors of Elementary Education — Rs.200-30/2-260-40/2-340-E.B.-40/2-420.

Promotees to be recruited from the ranks of Deputy Inspectors of schools not above the age of 45.

(b) Deputy Inspectors and Deputy Inspectresses — Rs.100-10/2-200-E.B. 25/2-250

The present selection grade has no merit except that of being a money saving device and has no justification. It is leading to a great deal of very unhealthy discontentment and in some cases its results have been very tragic. It should go. There should be a running scale with an efficiency bar at Rs.200/-

(b) The Assistant Director of Public Instruction recommended in this Office letter No. Rc 5168-1/46 dated 2.9.46 will be on this scale with a special pay of Rs.50/- per mensem — 200-30/2-260-40/2-340-E.B.-40/2-420

(c) Inspectors of Secondary and Training schools: — Rs.300-40/2-500-E.B.-50/2-600

(d) Assistants to Inspectors of Secondary and Training Schools. — Rs.160-20/2-300

These should be on the same level as Lecturers in Colleges and possess a teaching degree. They should be such as to deserve the respect of the school staff. In deserving cases they may be promoted to the ranks of Inspectors of Secondary and training schools.

(e) Inspectresses of Secondary and Training schools. — Rs.300-40/2-500-E.B-50/2-600

These will be on the same level as the Inspectors of Secondary and training schools and will be interchangeable with Professors in Training Colleges(Women).

(f) Headmasters and Headmistresses: Same cadre as that of Deputy Inspectors for Elementary Education -- Rs.200-30/2-260-40/2-340-E.B.-40/2-420. These will be recruited from the ranks of Deputy Inspectors and School Assistants(Men) and Deputy Inspectresses and School Assistants (Women).

(g) Deputy Inspectors and Deputy Inspectresses: — Rs.100-10/2-200-E.B. 25/2-250.

The present selection grade has no merit except that of being a money saving device and has no justification. It is leading to a great deal of very unhealthy discontentment and in some cases its results have been very tragic. It should go. There should be a running scale with an Efficiency Bar at Rs.200/-

(h) School Assistants: Same as that of Deputy Inspectors and Deputy Inspectresses. There will be interchange between these groups within the sex groups The posts of Pandits and Munshis will be replaced by those of School Assistants in the respective languages

(i) Chief Inspector of Physical Education — 300-40/2-500-E.B.-50/2-600

(j) Regional Inspectors of Physical Education: 160-20/2-300

(k) Physical Directors in High schools: 100-10/2-E.B.-25/2-250

Same as the School Assistants. The work involved and the responsibility borne are not in any way inferior to that discharged or borne by the school Assistants. One post of this grade should be assigned to each of girls' and boys' high schools.

(l) The Junior Deputy Inspectors: This cadre should be abolished, the cadre of Deputy Inspectors being increased to the necessary extent.

(m) Secondary grade teachers - 40-5/2-80

(n) Besides the above there are a number of miscellaneous posts: --

(i) Pandits and Munshis: The present type of these should go ultimately. But the present incumbents who are qualified to be appointed in the School Assistants' cadre should be promoted to that cadre. The rest of course cannot be sent away. They should however be placed on a better footing than the position they are occupying now. The Diploma holders are university men and deserve a higher position than they are now occupying. They may be placed on the grade Rs.50-5/2-100.

(ii) Commercial Instructors:

(iii) Manual Training Instructors:

(iv) Physical Training Instructors:

There is no need to make any invidious distinction between these. They are doing onerous work and if a good standard is to be maintained by employing qualified persons the posts should be placed on the grade Rs.50-5/2-100.

The general framework according to the above recommendations will be as follows: --

I. Direction:

(a) Director	1500-150/2-1800
(b) Joint Director	1200-100/2-1500
(c) Deputy Directors	500-75/2-800-100/2-1000, Plus Duty Allowance of Rs.50/-
(d) Assistant Director	200-30/2-260-40/2-340-E.B. 40/2-420+Duty Allowance of Rs.50/-

II. Colleges:

(i) Presidency College

(a) Principal	1000-100/2-1200
(b) Professors	500-75/2-800-E.B-100/2-1000
(c) Readers	300-40/2-500-E.B.-50/2-600
(d) Lecturers	160-20/2-300
~~(e) Physical Director~~	~~160-20/2-300~~
(e)~~(f)~~ Demonstrators & Tutors	70-10/2-100

(ii) Law College:

Principal	1000-100/2-1200
Vice Principal	500-75/2-800-E.B-100/2-1000
Professor	300-40/2-500-E.B.-50/2-600

(iii) Engineering Colleges:

Principal	1000-100/2-1200
Professors	500-75/2-800-E.B.-100/2-1000
Assistant Professors	300-40/2-500-E.B.-50/2-800
Lecturers (including laboratory Assistants)	160-20/2-300

(iv) 1st grade colleges including Muhammadan colleges and Women's colleges:

(a) Principal	500-75/2-800-E.B.-100/2-1000
(b) Senior Lecturers	300-40/2-500-E.B.-50/2-600
(c) Lecturers	160-20/2-300
(d) Demonstrators	70-10/2-100

(v) Second grade colleges:

(a) Principal	300-40/2-500-E.B.-50/2-600
(b) Lecturer	160-20/2-300
(c) Demonstrator	70-10/2-100

(vi) Training Colleges(Men and Women)

(a) Principal	500-75/2-800-E.B.-100/2-1000
(b) Professors and Chief Inspector of Manual Training	300-40/2-500-E-B.-50/2-600

Physical Directors:--

These will be in the scale of Lecturers if Hons. men and M.A's and in the scale of School Assistants, if graduates.

III. Inspection:

(a) Divisional Inspectors of schools	500-75/2-800-E.B.-100/2-1000
(b) District Elementary Education officers.	200-30/2-260-40/2-340-E.B.-40/2-420
(c) Inspectors of Secondary and training schools.	300-40/2-500-E.B.-50/2-600
(d) Inspectress of Secondary and Training schools for girls	300-40/2-500-E.B. - 50/2-600
(e) Deputy Inspector of schools / Dy. Inspectress of schools	100-10/2-200 - E.B.-25/2-250
(f) Assitants to Inspectors of Secondary & Training schools	160-20/2-300

Chief Inspector of Physical Education	300-40/2-500-E.B.-50/2-600
Regional Inspector of Physical Education	160-20/2-300

IV. Schools:

(a) Headmasters & Headmistresses:	200-30/2-260-40/2-340-E.B.40/2-420
(b) School Assistants (L.T.)	100-10/2-200-E-B-25-2-250
(c) School Assis tants (Secondary Grade)	40-5/2-80
(d) Physical Directors & Physical Directresses	100-10/2-200-E.B.-25/2-250
(e) Pandits & Munshis Physical Training Instructors and Instructresses. Commercial Instructors and Instructresses Manual training Instructors	50-5/2-100
(f) Rest	(to be submitted later)

The result of the reorganisation will be to bring into existence the following cadres or grades:

1. Director of Public Instruction	1500-150/2-1800
2. Joint Director of Public Instruction	1200-100/2-1500
3. Principals, Presidency college, Law & Engineering Colleges	1000-100/2-1200
4. Deputy Directors of Public Instruction (These should have Duty Allowances attached to them (Rs.50/- per mensem), Divisional Inspectors, Principals of 1st Grade colleges and Training Colleges, Vice-Principal, Law College and Professors of Presidency and Engineering Colleges.	500-75/2-800-100/2-1000
5. Principals of 2nd Grade Colleges, Readers in the Presidency College, Senior Lecturers 1st grade colleges and Professor Law College. Professors of Training colleges, Inspectors of secondary and training schools(Boys); Inspectresses of Secondary and Training schools(girls); Chief Inspector of Physical Education Chief Inspector of Manual Training,	300-40/2-500-50/2-600

* These will go up to 800 Rs

(6) Lecturers in all Colleges, Physical Directors(who are M.A's)including Regional Inspectors, Assistants to Inspectors of Secondary and Training Schools. — 160-20/2-300

(7) Assitant Director of Public Instruction(These should have Duty allowances attached to them- Rs.50/- per mensem)
District Elementary Education officers
Headmasters of Secondary schools
Headmistresses of secondary schools. — 200-30/2-260-40/2-420

(8) Deputy Inspectors
Deputy Inspectresses
School Assistants(L.Ts)
Physical Directors and those in colleges if only B.A's and
Directresses in schools. — 100-10/2-200-E.B.-25/2-250

(9) Pandits and Munshis
Physical Training Instructors
Manual training Instructors
Commercial Instructors. — 50-5/2-100

(10) Secondary grade assistants — 40-5/2-80

I have considered very carefully the scales above recommended and I am convinced that they should not be lowered in any way if efficiency and contentment are to be secured. I know we can get men for lower salaries to fill any posts but these will not be worth while appointing even at these lower salaries. It will be noticed that I have not recommended the higher salary scales previously contemplated.

I wish to submit to Government that the rules relating to qualifications for the several posts and the recruitment to these require to be drawn up carefully with special reference to the needs of each post or each category of posts if we want to secure the maximum of efficiency

I should be failing in my duty if I did not particularly emphasise the vital need for securing through rules, the right type of men and women for each individual post. The Education Department unlike most other departments is one where day-to-day judgment is difficult, and where this is sought to be exercised, becomes palpably unreal. Each man and woman, for good or for evil, is his or her own judge and the work of one generation becomes fruitful only at the end of one decade or in the next generation and when we realise the blunder and errors, it is often tragically late but the nation has to pay all the same for the blunders. Glitter and gold do not necessarily go together and anyone can testify education is no exception. No sacrifice is too great, no preparation too vast, no thinking too fine which seeks to secure that the foundations of the nation are well and truly laid

6

and not on the quick sands of glamour and haste, mathematical exactitudes and specious comparisons.

If Government agree to the general principles adumbrated in this letter ~~and in my letter No. dated~~ I shall submit detailed proposals as expeditmously as possible.

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

S K Sawoor.

~~for~~ Director of Public Instruction.

GAW/30.9.1946.

E and P.H. (A).

Memorandum No. 58017-A-2-Edn, dd. 7.11.——1946.

Revision of pay of officers in Education department

Ref. From the D.P.I., No. 7968B4/46, dated 30.9.1946.

The D.P.I. is informed that the proposals contained in his letter cited above should be deferred for the present and should await Govt. orders on the general revision of pay of all Govt. servants and also the conclusions about the reorganisation of some of the branches of the Department, ~~to be arrived at by the proposed Conference to consider "Edl. Reorganisation"~~ which is under consideration.

To the D.P.I.

Edn. and P.H. Dept.(A).

MEMO.No. 58017-A-3, 1/2/12-46

Edn. Dept. - Gazetted staff - Reorganization and revision of scales of pay.

Read:- From the D.P.I., No.7968-B4, 46, dated 30-9-46.
Memo.No.58017-A-2-Edn., dated 7-11-46.

As the revision of salaries of non-gazetted Govt. servants belonging to all depts., ~~including the Edn. Dept.,~~ will be ordered by Govt. shortly on the recommendations of the Cabinet Salaries Committee (on some of which the ~~Dir.~~ D.P.I. offered ~~certain~~ remarks), the Govt. do not propose to take action on the suggestions in the ~~Dir.'s~~ letter read above so far as the non-gazetted staff of ~~the~~ Edn. dept. is concerned.

2. The Dir. is requested to send detailed proposals on the question of re-organization of the gazetted staff of the Edn. Dept. and the revision of the scales of pay ~~for~~ of ~~the~~ gazetted posts in the dept.

To the D.P.I.

PG 21.12.46 21/12/46

BM 21/12/46

131

point of view that is responsible for the poor state of affairs in our educational institutions. Men with drive, dignity and equipment are necessary for this job. Let us not forget that the future of the nation depends upon the type of people that we are going to recruit for our Education Dept.and the D.E.O. is the pivot around which the Educational organization in the district depends. And so, it is very necessary that we should try to attract some of the best men. I am glad that H.M.(Fin.) generally agrees with the proposal. The cost is very little, i.e., Rs.~~XXXXX~~ 1,630/- but the advantages that are expected out of this scheme are very great.

H.Pr. may kindly see.

TSA 27.2.48. 327.

27.2

G.P.R 28/2/48

H.Pr.

ASSISTANT SECRETARY TO GOVERNMENT 10 MAR 1943 CHIEF SECRETARIAT

SECRETARY, EDN. AND P. H. DEPT. 8 MAR 1948 GOVERNMENT OF MADRAS

SECRETARY, EDN. AND P. H. DEPT. 1 MAR 1948 GOVERNMENT OF MADRAS

A note for the Cabinet is subd. with refce. to the note of Fin at 'D' on page 17 ante. Pub. (Spl.) may see for action w.r.t. Sectt. Ins Wn. 26 (1)

7/3/48 S

P.T. 6.3.48

Pub. (Gen.)

x page 21 of the Business Rules

D/p 8/3/48

Public (Spl) dept.

please the E&P.H. departments' note above. The file has been sent to this department for including the subject in the agenda for the next Cabinet meeting. to be held on 19.3.48. But the note for the Cabinet has to be approved by the H.M.s concerned and copies of the note despatched to all concerned before the subject is included in the agenda. Therefore it seems that E&P.H may be advised to circulate the note for the Cabinet first and then send intimation to this department for including the subject in the agenda for the next Cabinet meeting. The file may be returned to E&P.H.

58017-A-3 8.3.48

ASST. SECRETARY TO GOVERNMENT 1 MAR 1943 17734 ... PUBLIC HEALTH DEPT.

10.3.48

Pub (Special) u.o. 1171/48-1 10/3/48.

10/3

82 132

pp. 18-21 cf.

E&PH. Dept. (A)

The note below may be cd ~~to H.M. Edn~~ for approval. [On to the Minister in charge alone and not to "H.M.'s concerned" is necy.]

ASST. SECRETARY TO GOVERNMENT

P.T. 10.3.48

(x) vide portion A

11/3/48 S

PP

This is a simple matter. I wonder whether it is necessary to refer this to the Cabinet. The cost involved is only Rs.1630/- and I think this need not be referred to the Cabinet.

H.Pr. may kindly see.

TSA 12.3.48

SECRETARY, EDN. AND P. H. DEPT. 18 MAR 1948 GOVERNMENT OF MADRAS

B + D on pp. 16-17 ante

Subd. that it is not ~~merely~~ exactly on the question of 'finance' that the Fin.Dept. have asked for reference of the case to the Cabinet. The proposals in this file amount to a departure from the policy ~~already~~ hitherto followed in regard to appts. in all depts. of Govt.; in no dept. a Class I service has been formed. In consideration of these points, Fin. have requested that the proposals shd. be taken to the Cabinet.

As H.M.(Edn.) and H.Pr. have gone on tour, and as it is necy. that the case is proceeded with without delay, it is for consideration whether H.Ms.' approval may be ~~XXXXX~~ presumed and action to include the subject in the agenda for the next Cabinet meeting may be taken and whether distribution of copies of the note may be ~~done~~ made. If so, the U.O. note below to C.S. is for approval. After issue of that note and despatch of copies of Cabinet note to all H.Ms., etc. the note, the file may be circd. to H.M.(Edn.) for post-

133

facto approval.

OSM
15/3/48

S

PG.
13.3.48
gne
13/3/48

This may go before the Cabinet
O.P.R
18/3

Issued – (Spare copies added at pp.22-26 ef.)

(c.i. of copy of Note & u.o. note).

Ø 26
18/3

A

GOVERNMENT OF MADRAS.

Public (Special) Dept.

ASST. SECRETARY TO GOVERNMENT
2 0 MAR 1948
EDUCATION AND PUBLIC HEALTH DEPT.

U.O.Note No. 7002/47-11 dated 22nd March 1948.

21902

The following file(~~s~~) sent by Education and Pub. Health Department for use at the meeting of the Council of Ministers is/~~are~~ returned herewith. Tts/~~Their~~ receipt may be acknowledged. The decisions on the subjects will be communicated separately:-

C.No.	Subject.
58017-A-9	Institution of class I posts of D.E.Os. etc. in the Administrative section of Madras Educational Service.

* * * * * *

K. Ramunni Menon,
Chief Secretary to Govt.

To
The Education & Public Health Department.

Forwarded/By Order.
Superintendent.

kce 22-3.

A
134

Secretary, E.& P.H.

SECRETARY, EDN. AND P.H. DEPT.
22 MAR 1948
GOVERNMENT OF MADRAS

ASST. SECRETARY TO GOVERNMENT
22 MAR 1948
EDUCATION AND PUBLIC HEALTH DEPT.

21673

With regard to the proposal to create a new grade of 1st grade D.E.Os., the Cabinet was of opinion that this may prevent ~~good~~ the prospects to many of the lower ranks and so, suggested that the existing grade of D.E.Os. itself may be improved, by raising their initial salary to Rs.300/- going upto Rs.700 as at present. I was asked to prepare a scheme on those lines and work out the costs and put it before the Cabinet.

H.M.(Finance) also pointed out that at present the D.E.Os. are started on Rs.260/- or so, and so, the extra cost may not be much.

The D.P.I. may be asked to prepare such a scheme, work out its cost and send it on to me to be put up before the Cabinet. While doing so, he may keep the following things in mind:-

(1) All the D.E.Os. to start at Rs.300 and go up to Rs.700/-.

(2) The proportion of recruitment to be kept as at present, i.e., one direct, one from the staff employed in aided and local board managements and two by transfer.

(3) While calculating the cost, it may be observed that for items (2) and (3) the normal age at which they will reach the D.E.O's cadre will be about 40, or whatever it may be found in practice. In that case, they will not reach the tops and so, while calculating the cost, the normal ~~average height~~ maximum to which they will go may be taken into consideration, so that we will have a proper view of the cost.

If the D.P.I. feels, for the efficiency of the service, he would like to have more percentage of direct recruits, he may state so and also state the proportion in which persons belonging to other classes may be recruited.

I shall be glad to have the note as soon as possible so that the matter may be put again before the Cabinet.

TSA
22.3.48
H.M.Education.

Copy to D.P.I.

7 / 135

Pub.'s u.o. note at p. 24 ante - foot: An ackt. is put up.

2. H.M. Edn.'s minutes on p. 25 ante: A draft D.O. to the D.P.I. is also subd.

Renew for since

P.G. 24.3.48 24/3/48

25/3/48 S

21/3/48

(Issued as —

U.O. No. 58017/46-A-14, dt. 25 Mar, & p.27 CF

D.O. 12, p.28 CF.

25 / 138

84

22 MAR 1948
SECRETARY, EDN, AND P.H. DEPT.
GOVERNMENT OF MADRAS

Recd in A 20/3/48 24051

MEETING OF THE COUNCIL OF MINISTERS HELD AT FORT ST.GEORGE ON FRIDAY, THE 19TH MARCH 1948.

The Hon'ble the Food Minister presided.

Present.

1. The Hon'ble Sri M.Bhaktavatsalam.
2. The Hon'ble Sri B.Gopala Reddi.
3. The Hon'ble Mr.Daniel Thomas.
4. The Hon'ble Sri H.Sitarama Reddy.
5. The Hon'ble Sri K.Chandramouli.
6. The Hon'ble Sri T.S.Avinashilingam.
7. The Hon'ble Sri K.Madhava Menon.
8. The Hon'ble Sri Kala Venkata Rao.
9. The Hon'ble Sri A.B.Shetty.
10. The Hon'ble Sri V.Kurmayya.

Agenda

Institution of Class I posts of District Educational Officers etc. in the Administrative Section of Madras Educational Service.

ORDER

Instead of having Class I and Class II divisions, the question of having single grade District Educational Officers on the scale of Rs.300-700 should be examined and proposals placed before the Cabinet.

22/3

T.S.S.RAJAN

EDUCATION AND PUBLIC HEALTH DEPARTMENT (A)

The D.P.I.'s reply to the D.O. at p. 28 cf., already sent to him w.r.t. H.M. (Edn.)'s minutes at p. 25 ante, may be awaited. L.O. till 25.4.48

P.G. 2.4.48 2/4/48

3/4/48

30 C.F. From the D.P.I., No.21/48, dated 6-4-1948.

The extract, at p.27 ante, of the orders passed at the meeting of the Cabinet held on 19-3-48, may be read. Following the directions given by H.M.(Edn). on p.25 ante, the D.P.I. has worked out the cost (excluding dearness allowance) of raising the pay of men ~~in~~ officers in the Administrative Secn. of the M.E.S. from the present scale of Rs.230-700 to Rs.300-700. The addl. expre. that will have to be incurred is not much: it is only Rs.1,920 p.a.

2. The Dir. has however prefaced his report by saying that it cannot be definitely estimated now as to how many among the 35 posts in the Admn. Secn. will be held at a particular future date, by direct recruits (ordinary), direct recruits from among non-Govt. school teachers and transferees, ~~at a particular future date~~, that the no. of posts held by each category of recruits will be varying from time to time, and that in the calculations he has followed the proportions in which it has been laid down in the rules, vacancies shd. be filled by the different types of recruitment. That is the best method that can be devised as things stand.

But, it may be pointed out incidentally that if the present procedure prescribed in the rules of deciding ~~xx~~ methods of recruitment as for vacancies that occur in the posts and of making appts. accordingly, is continued, a stage will come in course of time when the bulk of the service will consist of direct recruits. Because, vacancies consequent on the retirements of direct recruits will not occur until they serve out a long period; on the other hand, transferee officers (who get promoted only at an advanced age) and non-Govt. school teacher-recruits (for whom the age-limit is 40) will serve only for a few years and their retirements will be quicker; the latter's vacancies would come to be shared in each year between direct recruits and others; and thus the no. of direct recruits will be increased. What seems to be necy. to prevent such a situation arising is to earmark particular posts for each method of recruitment and to appt. a direct recruit ~~xxxxxx~~ only if a

30 1788

direct recruit retires, to appt. a transferee ~~xnxk~~ only if ~~the~~ a vacancy occurs~~ing~~ on the retirement of a transferee, and so on. The D.P.I. may be asked to suggest necy. proposals in that regard.

For orders.

This cannot be unduly restrictive of direct recruitment. Please see my remarks on p.. of case. This need not be pursued. — para 5, p.30 cf.

3 The D.P.I. has stated, apparently in reply to H.M.'s minutes at Z on p.25 ante, that there is no need to alter the proportions which now stand fixed for the different methods of appt. This may be accepted.

4. The Dir. has also suggested, for the follg. reasons, that 2 of the 35 posts may be put on a selection grade of Rs.750-50/2-850, at an addl. cost of Rs.4,620:- p.31 cf

(1) the addl. expre. on account of the raising of the scale (para 1 above) is ~~xxx~~ negligible; and

(2) it is necessary to offer improved prospects (however limited ~~xxx~~ they may be) to new entrants so that ~~xxxx~~ a better type of persons may be attracted to the Edn. Dept.

(1) above is not a proper reason. Re: (2) above, ~~xx only in order to~~ with the very same object of attracting the right type of men, the new start of Rs.300 is proposed. Why a further attraction is necessary is not clear - and, even if it is had, whether the special gradation of 2 posts alone would ~~sufficiently attract~~ be a material improvement in prospects is doubtful. This dept. need not therefore support the proposal.

Fin. may see before circn.

15/4/48 S — 17/4/48

P.G. 19.4.48

Finance (E.III).

(Previous note of Fin. on pp.18-19 above)

The orders of the Cabinet on p.27 above and the further note of E.P.H. from p.28 above may be perused. On the basis of the directions given by H.M.(Edn.) on p.25 above, it is estimated that the revising of the scale of pay of the Officers in the Administrative section (Men's branch) in the M.E.S. from 200--700 will involve an extra cost of Rs. 1440 p.a. — Vide p.31 cf

Fin. no 29820 Z III 16/4/48

ASST. SECRETARY TO GOVERNMENT — 17 APR 1948 — 29820 — FINANCE DEPARTMENT

129

Y I think there is a proposal to give up the separation of inspection of Boys & Girl's schools.

2. At present the Inspectresses of Girls Schools in the Women's Branch of the M.E.S. are on the same scale as D.E.Os. viz., 230--700. If the proposal in the file is accepted, it is likely to lead to ~~clamour~~ a request from the Inspectresses of Girls' Schools for the scale 300-700.

X The Rett. and Reorgn. Committee are separately considering proposals for effecting reorganisation of the Education Dept. E.& P.H. may let the Secretary, R.& R. Committee see the case for remarks, if any, before circulation.

With the above remarks, the case may be returned to E.& P.H.

Rs. 16.4.48 — 16/4/48

The proposals may also give rise to an agitation from the Engineers, Civil Asst. Surgeons, Dy. S.P.s, Dt. Registrars, etc. etc. for a higher starting pay, but I think it should be possible to resist this. Except for Dt. Registrars, these officers have not district wide authority. There seems to be a fairly good case for better pay for D.E.Os.

16/4

E-PH. (A)

Y above:

The Govt. have ordered recently the amalgamation of Boys' ranges & girls' ranges in the field of elementary education. But that does not dispense with all the posts of Inspectresses of Girls' Schools. If requests for raising also the pay of women officers in the Administrative Secn. are recd. in due course, they shd. be examined on their merits.

2. Before Ori, J.S. (Secy., R.R. Committee) may see w.r.t. X above.

P.G. 19.4.48 — 19/4/48 — 19/4/48 J S

The R&R Committee has not concerned itself with scales of pay. 19/4/48

S Pl: put up for circulation by Office.

160

The scheme proposed by H.M.(Edn.) to classify the posts of D.E.O.'s, etc. in the Administrative Section of the M.E.S. (35 in no.) into two grades - Class I and Class II - and for altering the methods of recruitment, qualfns., pay, etc. for the posts was considered by the Cabinet on 19-3-47. The orders passed were that, instead of having Class I and Class II divisions, the question of having a single grade D.E.Os. on the ~~the~~ scale of Rs.300-700 be examined and proposals placed before the Cabinet. The present scale of pay for ordinary officers in the Administrative Secn. is Rs.230-30/2-260-40/2-500-50/2-700. The extra cost involved in raising the ~~salary~~ scale, as ordered by the Cabinet, is Rs.1,440 per annum. The Fin. Dept. consider that there is a fairly good case for better pay for D.E.Os.

The D.P.I. has suggested in this connection that two posts alone, out of the total 35 posts, be put on a selection grade of Rs.750-850. This Dept. do not support that suggestion for the reasons indicated in para 4, page 30 ante.

Fin. has pointed out that if the scale for men officers is raised, women officers will press their claims for similar treatment. The case of women ~~has to~~ can be considered on merits when it is raised.

The file may be circulated to H.M. (Edn.), H.M. (Fin.) and H.Pr. (On its return from Ora necessary supplemental note for the Cabinet will be prepared.)

Note on pp.22-25 ante

p.27 ante

+Last line of p.30 ante

p.31 ante

para 5, p.30 ante

Y on p.31 ante

20.4.48 [signature] 20/4/48.

BM 20/4/48 S

2 Punt
H.M. (Edn.) ✓
H.M. (Fin.) ✓
H.Pr. ✓

TSA 20-4-48

SECRETARY, EDN. AND P.H. DEPT. 20 APR 1948 GOVERNMENT OF MADRAS

SECRETARY, EDN. AND P.H. DEPT. 5 - MAY 1948 GOVERNMENT OF MADRAS

Let there be no selection grade.

R.G.A
22.4

What is the extra commitments in this only in Rs.

G.P.R
23/4

The extra commitment on a/c. of raising the scale to Rs.300-700 will be to the tune of Rs.1,440 p.a.
[If 2 posts are put on the selection grade of Rs.750-850, a further expre. of Rs. 4,620 p.a. will have to be incurred.]
may await H.M.'s return

SECRETARY, EDN. AND P.H. DEPT. 24 APR 1948 GOVERNMENT OF MADRAS

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33 161

The present position may continue. No change is necessary.

G.P.R
4/5

87

X

The file may be circulated to H.M.(Edn) and H.M. (Fin) with ref to the minute of the Hon'ble Premier.

BM
8/5/48.

[signature] 5/5/48 S [signature] 5/5/48

H.M. (Edn.)
H.M. (Fin.)

OP 6/5 (BOP)

We are getting very bad material for our Inspectorate. We are spending nearly 8 crores of rupees but our Inspectorate is so poor that we attract only the worst men into our department. After all, the reorganisation suggested here costs only Rs.1440/- per year. This is nothing when compared to the benefit that we will have by getting better men. In fact we owe it to the State to get good men to manage our education and so I would request H.Pr. again to reconsider the matter and allow this reorganisation to be done.

SECRETARY, EDN. AND P.H. DEPT. 10 MAY 1948 GOVERNMENT OF MADRAS

May be done. Need not go to cabinet.
G.P.R
10/5

TSA
8.5-48

p.34(a) ante

p.27 ante

A draft order is subd. Fin may see.

The Hon'ble Premier has minuted that this need not go to the Cabinet. It was the Cabinet that ordered that instead of having class I and class II divisions the question of having single grade D.E.Os on the scale of Rs 300-700 should be examined and proposals placed before the Cabinet. It is not clear whether the revised proposal should be placed before the Cabinet or at least H.M.

X

12 ...48

do. ... in view ... H.Pr. ... H.M. (Edn.), H.M. (Fin.) & H.Pr. have seen ... [illegible]

34 142

who have not seen the case should be allowed to see. The Business Rules are not clear on the point. Chief Secy may also see. | X

12/5/48.

12/5/48 S

Fin.

C.S.

ASST. SECRETARY TO GOVERNMENT 36901 13 MAY 1948 FINANCE DEPARTMENT

Finance E III

(Previous note of Finance on pp 30-31 above)

Please see the orders in circulation on pp 32-33 above and the further note of E.P. H on pp 33-34 above. ~~The Chief Secretary~~ Public Dept. C.S. will, no doubt, advise on the point raised by E.P.H at 'X' on p33-34 above. HM (Fin) may, however, see before issue of orders. ~~Pub(Secy) may also~~ see

2. Subject to the above remarks, the draft order below may be accepted.

x Pub. (Secy) have previously seen on p.34 above

DH D.O. 58017 46-A-14 13-5-48

D.S. 13.5.48

13/5/48

p.34(a)

14/5.

C.S.

D.S. / C.S.

Fin. no 36901 E III 14/5/48

Rule 7 of the Business Rules says that Cases shall be brought before the Cabinet either by the direction of HPr or by the HM in Charge, with the Consent of HPr. Neither HPr nor HM in charge wants this to be brought before the Cabinet & so this need not be placed again before the Cabinet. However as the proposals involve financial commitment, HM (Fin) should see.

15/5

E & P H (A)

May be circulated to H.M. (Fin.) H.M. (Edn.)

17/5/48 S

17/5/48 H.M. (Fin.)

(Notes from p.32 ante & draft below)

15.5.48

15/5/48

17/5

35 143

After H.M.(Fin.) sees it, the file may be sent to me again as I want to talk over certain matters in connection with this to the D.P.I.

25-5-48

Let it take effect from 1.6.48. Draft may be revised. H.M. (Fin.)

26.5

p.34(a) cf.

The draft has been amended. The file may be circulated to H.M. (Edn)

26/5/48 S

27/5

The D.P.I. wanted to talk over this matter with me. He may be asked to talk over that matter some time after I come back from tour. Till then orders may not be issued over this matter. He may meet me on the 15th June at 11 a.m. in my office. The file may be put up to me on the 14th.

SECRETARY, EDN. AND P.H. DEPT. 29 MAY 1948 GOVERNMENT OF MADRAS

29.5-48

A draft D.O. is put up with ref. to A. above

29/5/48.

29/5/48 S

(Issued as D.O. no. 58017-A-14, dt. 29.5.48)

D.P.I. has arranged to discuss with H.M.(Edn.) the question relating to the enhancement of the scales of pay for Administrative officers at Masulipatam during the ensuing tour (instead of on the 15th as previously arranged). Pl. put up ~~the~~ papers to H.M.(Edn.) in time.

M.V.S., 8-6-48.

File may be circd. to M.M.

CF. 35

9/6

8.6.48 8/6/48

8/6/48 S H.M. (Edn.)

144 36 (p.34(a)) E III

The draft memo. refers only to the increase of salary of the D.E.Os. The important aspect of these proposals is that D.E.Os. must be recruited at the age below 25 before they have taken the L.T. Degree and trained by us. The draft may be accordingly corrected and submitted.

TSA
17-6-48

ADDITIONAL DEPUTY SECRETARY 21 JUN 1948 45634 FINANCE DEPARTMENT

The orders at pp.25, 27 and 32-35 ante indicated that only the pay of the officers shd. be raised. The D.P.I.'s scheme at C.F.30-31 also proceeded on that footing.

H.M.(Edn.)'s intention is apparently as follows:-

(1) The scale of pay of men officers in the Administrative Secn. of the M.E.S. shd. be revised as in draft order below.

(2) For direct recruitment of persons other than non-Govt. secy. school teachers, I or II Class M.A. or Hons. degree shd. be the only qualfn.: such persons are eligible for 25% of the total no of substantive vacancies. i.e., B.T. or B.Ed., may be waived at the time of recruitment.

(3) The age for the recruitment of such persons shd. be reduced from 30 to 25.

(4) Such direct recruits shd. be required to undergo, after selection, training for a period of 18 months - B.T./B.Ed. training for about 9 months and administrative training in the dept. for the rest of the period.

(5) Such recruits shd. be allowed during trg. a pay of Rs.60 p.m. for the first 9 months and Rs.100 p.m. for the rest of the period.

In other words, the proposals summarised in the note for the Cabinet at pp.22-24 C.F., with the features relating to the institution of a Class I cadre left out, should be given effect to.

But, in that case, the cost will be Rs. ~~1,680~~ 840 (x) on account of (4) above plus Rs. ~~1,2440~~ 1,440 on account of proposal (1) above - i.e., Rs. ~~3,120~~ 2,280 p.a. in total. (bottom of p.36 ante)

Fin. may see before further circn. to H.M.(Edn.), H.M.(Fin.) and H.Pr.

(For giving effect to proposal (2) to (5), the Spl.Rules for the M.E.S. shd. be amended and the M.P.S.C. shd. be consulted on the draft amendments.)

P.G. 18.6.48
21/6/48
21/6/48 S

SECRETARIAT, EDN. AND P.H. DEPT. 18 JUN 1948 GOVERNMENT OF MADRAS

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145 37 Finance (E III)

(Pre: finance note on p 34 above)

The orders in circulation on pp 34-35 above, and the further note of E.P.H may be perused. (With reference to A of E.P.H note on p 36 above, it is presumed that the direct recruits, during training period, will be allowed only a stipend (and not "pay") of Rs 60 p.m. for the first 9 months, and Rs 100 p.m. for the rest of the period, without any dearness allce, HRA. etc.)

22/6/48 22/6/48 22.6.48

DS 23/6

E-P.H.

Under the present rule 14 of the Special Rules for the M.E.S., an M.A. (or Hons.), L.T., selected for appt. by d.r. as DEO, is allowed, during his administrative training for a period not exceeding 6 months, a pay (& not 'stipend') of Rs. 100. A tempy. post of D.E.O. is sanctd. for the period necy. and the candidate is shown against it. Dearness allowance is also given to him. M.H.A. is not however allowed: usually, the candidates are posted for training under D.E.Os. of mufassal dts. Similar arrangements shd. be made for 18 months under the proposed scheme.

Finance may see again.

That dept. may also kindly indicate the financial procedure, if any, to be adopted for implementing the proposals.

P.G. 24.6.48
24/6/48 S
E III

(Previous note of Finance above)

Please see the further note of E.P.H above. The period of the administrative training referred to at 'x' above is prescribed at the discretion of the Director of Public Instruction and for a period not exceeding six months.

ADDITIONAL DEPUTY SECRETARY 46428 24 JUN 1948 FINANCE DEPARTMENT

Cf Rule 14 on p 29 of Bk 113

The training under the proposed scheme comprises an academic course ~~xxxxxxxxxxxxxxx~~ B.T. or B.Ed. for 9 months and practical training for another 9 months. In the case of the Dy. Superintendents of Police recruited direct, they are treated as probationers and are allowed--

(i) Rs 140 a month plus dearness allowance while they undergo training in the Provincial Training School, Vellore for one year; and

(ii) Rs 165 a month plus dearness allowance while they are undergoing practical training under a District Supdt. of Police for one year. Evidently, the D.E.Os recruited direct under the proposed scheme, will be so recruited against sanctioned posts and the period of training will be treated as ~~xxxxx~~ part of probation. This department may agree that they may be allowed pay plus dearness allowance during the period of training as at 'A' on p.36 above.

3. Financial procedure. It is stated that 25% of the posts of D.E.Os will be reserved for direct recruits. It is estimated that about 4 posts may fall vacant every year out of which one goes to direct recruits. The proposal to train "direct recruits" for 18 months will involve additional cost (~~or~~ pay ~~plus dearness allowance~~ for one post) of Rs 840 excluding D.A. If D.A. is also allowed it will come to Rs 1272 per annum. The total addl. expenditure on account of revision of scales of pay of D.E.Os and training for 18 months under the proposed scheme for direct recruits will work out to Rs 2,712/- per annum recurring. The case need not be referred to the S.F.C. and the Cabinet. Orders may issue after taking action as at 'M' on p.36 above.

SECRY. SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPTT. 26 JUN 1948

Q at p.38 ante: Edn. and P.H. Dept.(A).

The period of six months' training which a direct recruit D.E.O. now undergoes is counted towards his probation. Similarly, the 9 months' training to be given to the recruits under the new scheme will be taken into account for purposes of his probation: the 9 months during which he will undergo B.T./B.Ed. need not however be also considered as part of the probationary period.

Summarising note for circn.

At pp.33-35 ante, it was ordered that the pay of the officers in the Administrative Secn. of the M.E.S.(Men's Branch) - D.E.Os., etc. - be revised from Rs 230-700 to Rs.300-700 from 1-6-48. H.M.(Edn.) has since clarified that the revision of pay alone is not contemplated but that the existing qualfn., age-limit and the method of recruitment for direct recruits shd. also be altered as indicated at p.36 ante. An additional cost of Rs.1,272 p.a. is involved on account of the B.T. trg. and the administrative trg. for a longer period to be given to the recruits: the total expre. is Rs.2,712 p.a. The revision of pay may be given effect to from the date of the order.

The file may be circd. to H.M.(Edn.), H.M.(Fin.) and H.Pr. for orders.

(Notes from p.36 ante may be read).

P.J. 28.6.48

SECRETARY, EDN. AND P. H. DEPT. 6 JUL 1948 GOVERNMENT OF MADRAS

It is stated in this file that the extra cost of raising the scale only 1440. I think this must be wrong. Get this go before the cabinet. E.P.R. 6/7

SECRETARY, EDN. AND P. H. DEPT. 6 JUL 1948 GOVERNMENT OF MADRAS

At bottom of p.32 ante, it was mentioned that the extra cost on account of raising the scale of pay of the officers would be about Rs.1,440 p.a. That amount was arrived at as follows:-

See pp. 30-31 cf.

I.

There are 35 posts in the Administrative Secn. of the M.E.S. Under the Special Rules for the Service, 50% of them have to be filled by recruitment by transfer from the subordinate services, 25% by ordinary direct recruitment, and the remaining 25% by the direct recruitment of non-Govt. secy. school teachers. It was therefore taken that roughly 18 posts would be held by transferees, 9 by ordinary direct recruits and 8 by non-Govt. teachers.

II.

(1) The proposed scale of pay is Rs.300-~~700~~. 40/2-500-50/2-700.

(2) Transferees may not reach, before their retirement, a stage above Rs.500 in that scale. The average pay of Rs.300-500 [transferee] is Rs.420. The expre. on account of the pay of the 18 officers is

Rs.420 x 18 = 7,560

The expre. on account of dearness allowance, to them is

Rs. 74 x 18 = 1,332

Total = 8,892

(3) The teacher-recruits will not go, before their retirement, beyond the stage of Rs.600 in the scale. The average pay of Rs.300-600 is Rs.466.6. The expre. on account of the pay of the 8 recruits is: Rs.466.6 x 8 = 3,732.8

The expre. on account of ~~the~~ dearness allowance to them is: Rs. 82 x 8 = 656

Total = 4,388.8

(4) The ordy. direct recruits may climb up the entire scale, the average pay of which is Rs.504 4/9. The cost on account of their pay will be Rs.504.4/9 x 9 = Rs.4,540

The cost on account of dearness allce. to them will be Rs.88 x 9 = 792

Total = 5,332

GRAND TOTAL = 18,612.8 | A

III.

The average pay of the existing scale of Rs.230-~~700~~ 30/2-260-40/2-500-50/2-700 is Rs.449-1/3. The cost on account of the pay of 35 officers is Rs.449-1/3 x 35 = 15,727. The expre. on account of dearness allce. to them will be Rs.79x35 = 2,765

TOTAL = 18,492 | B

IV.

The extra cost on account of the new Scale will ~~thus~~ be Rs.18,612 (A above) minus Rs.18,492 (B above) p.m. = Rs.120. The extra cost per annum will be Rs.120 x 12 = Rs.1,440.

----

2. It has been ordered since, that the methods of recruiting [...]tes direct should also be changed, as indicated at p.36 ante.

Because

cf. p. 38 ante

Because, under this change, the candidates have to be given B.T. or B.Ed. training, and also administrative training for a period longer than is now in force, and have to be granted pay and dearness allowance during the period of training, the cost has increased by Rs.1,272 and has come to a total of (Rs.1,440 plus Rs.1,272) Rs.2,712 p.a.

3. At X at p.38 ante, Finance noted that the case need not be refd. to the S.F.C. and the Cabinet and that circn. to H.M.(Edn.), ~~and~~ H.M.(Fin.) and H.Pr. would do.

4. May be re-circd. to H.M.(Edn.) and H.M.(Fin.) w.r.t. H.Pr.'s minutes at p.39 ante (bottom).

7.7.48

[initials] 7/7/48 S/ [initials] 7/7/48

H.M. (Edn.)

H.M. (Fin.)

The calculations have been given above in detail. H.Pr. will kindly see & approve.

[initials] TSA
7.7.48

O.S.S. 7.7.48

SECRETARY, EDN. AND P.H. DEPT. 9 JUL 1948 GOVERNMENT OF MADRAS

JOINT SECRETARY ... EDUCATION AND PUBLIC HEALTH DEPT. 9 JUL 1948

If in the newly proposed scale transferees & promotees (would) not go above 500 and calculations are made on that basis it stands to reason that the calculations with regard to the present scale should be on the basis that they won't go above 500. I can't see why two different methods of calculations are adopted for the two scales. The initial increase is 70 per mensem for 35 officers which itself cost Rs [illegible] per year. A new & correct calculation may be made in consultation with Finance.

G.P.R.
9.7

The D.P.I. also calculated the extra cost on the lines of p.40 ante: he had ~~apparently~~ followed H.M.Edn.'s minutes at p.25 ante only so far as the new scale was concerned. Fin. also saw the calculations. p.30 ante

The cost, if worked out as directed by H.Pr., will be as follows:

COST UNDER THE PROPOSED SCALE: Rs.18,612

COST UNDER THE EXISTING SCALE:

This (& not 230) is their present minm.; but some may start on Rs.300 w.r.t. their pay in Sub.Service.

18 Transferees: Pay - Scale 260-500; Ave.- 398.64

18 x 398.64 = 7176

D.A.: 18 x 70 = 1,260

8,436

8 Teacher-recruits: Pay - Scale 230-500; Ave.- 380

8 x 380 = 3040

D.A.: 8 x 66.5 = 532 536

3,576

9 Direct recruits: Pay - Scale 230-700; Ave.-449 1/3

9 x 449 1/3 = 4,044

D.A. 9 x 79 = 711 630

4,755 4674

TOTAL .. .. ~~16,763~~ 16,686

EXTRA EXPRE. ~~1,849~~ p.m. 1732 p.m.

20784 + 1272 = 22056 p.a.

i.e. = ~~22,188~~ + ~~1,272~~

22,100 roundly = ~~23,460~~ Per annum

Finance may see before re-circn.

12/7/48

Finance E III

(Previous note of Finance on pp 37-38 above)

Please see the orders in circulation on pp 39-41 above. The calculations detailed by E.P.H on pp 40-41 above are based on the directions given by HM (Edn) on p 25 above. The calculations of E.P.H above, which are based on the orders of H.Pr on p 41 above are checked and slightly amended in pencil with ref. to latest orders on D.A. The extra cost on the revised basis of calculations will work out to Rs 22100 roundly per annum recurring. If the extra cost is ~~worked out~~

E.T.H. U.O. 50017/48-D-1
12.7.48

Cat - p.31 cf. 300-20/2-500-25/2-...
230-30/2-260-20/2-...

8436
3576
4674
16686

p.16 of new service pamphlet (not put up)

calculated on the basis of the averages of the full scales of pay, existing and revised viz Rs 230-700 and Rs 300-700, it will work out to Rs 29,440 roundly per annum and taking the training of one direct recruit into consideration the total extra cost will be Rs 30,700 roundly p.a.

2. As the extra cost on account of the revision of scales of pay of DEOs from Rs 230-700 to Rs 300-700, exceeds Rs 5000 per annum, the 'new service' procedure should be followed. The proposals should be referred to the S.F.C and the Cabinet before issue of orders. A supplementary grant from the Legislature should also be obtained in due course.

3. With the above remarks the case may be returned to E.P.H

Rs.
13.7.48

13/7/48

The error pointed out at X in H.Pr's minute, which should have been detected by Finance Dept., is regretted.

The cost of the scheme in the first few years, however, will be very small, as it is not proposed to alter the pay of present incumbents except of those who are drawing less than Rs 300/-, and the intake of new officers average only one per year.

13/7/48 E-PH

DS
EPA

Fin. U.O. 50299 E III-1
13.7.48
14

44

[Notes and minutes on the ... page 39 ante]

15 ✓ ... file may be circulated to H.M. (Edn), H.M. (Fin) and H.Pr.

14/7/48

14/7/48

H.M. (Edn)

H.M. (Fin)

H. Pr.

52249

The original suggestion of the Department was to have two grades of D.E.Os., the first grade and the second grade. This came before the Cabinet and the Cabinet suggested that a single grade of D.E.Os. from Rs.300 to 700 may be evolved. This is in pursuance of that suggestion. The proposal is to recruit first and second class graduates and give them training so that we may get the best men for education. I suggest that the urgent procedure may be followed and the opinion of H.M.(Fin.) and H.Pr. may be taken and orders issued.

TSA

16.7-48

Who is responsible for giving wrong figures before?

Let it go before cabinet-

G.P.R.

23/7

19.7

This may await the arrival of H.Pr.

19/7/48

SECRETARY, EDN, AND P. H. DEPT. 23 JUL 1948 GOVERNMENT OF MADRAS

There was actually no mistake in the calculations ~~and the figures given originally cannot be called as wrong~~ p.40 ante. But the matter was not proceeded with on the right lines. The D.P.I. first calculated the cost adopting two different methods, but in both ignoring the aspect ... This he ~~did~~ evidently because he did not understand H.M.(Edn.)'s minutes at p.35 ante quite. The lacuna in the Dir.'s ~~calculations~~ method of calculation was lost sight of in this and Fin. Depts. This is regretted.

pp.33-34 C.F.

May be re-circd. to H.M.(Edn.)

48

A draft note to the Cabinet may be put up.

153

93

We had originally put up certain proposals which did not cost us much. It may cost us only about Rs. 1,800 to Rs.2,800/-. Then the proposal was to create two grades of D.E.Os., the first and the second grade. When it came before the Cabinet, the Cabinet suggested that direct recruitment at both the stages may result in fewer chances for promotees and so the pay of all of them may be raised to Rs.300. In pursuance of that the new proposal was made.

Both the proposals contemplate that the age of recruitment for direct recruit people may be reduced to 25 and first class graduates of good quality may be selected and sent for training. And so the note to be submitted to the Cabinet must contain all these three factors. The recruitment before 25 and getting them trained after recruitment are common to both. If the Cabinet, for any reason thinks, that it is too costly to have the pay raised to Rs.300/-, they may be given the alternative to choose the first proposal. These proposals with their financial commitments may be worked out and put up in the note.

Fin. U.O. No. 54292/Edn.-1 30.7.48

TSA

26.7.48

SECRETARY, EDN, AND P. H. DEPT. 26 JUL 1948 GOVERNMENT OF MADRAS

p.37 C.F.

As directed by Secy. at the instance of H.M.(Edn.), a note has been sent to Public dept. requesting them to include the subject in the Agenda for the next Cabinet meeting — p. 37 C.F.

2. Fin. said at p.43 ante that the proposals shd. be refd. to the S.F.C. and to the Cabinet. H.Pr. has ordered at p.44 ante that the case

46

154 E III Bex

may go before the Cabinet. H.Pr. does not apparently want the S.F.C. to scrutinize the proposals first as the matter had gone once before to the Cabinet itself.

3. A note for the Cabinet meeting is subd. Fin. may see for acceptance and Ch. Secy. for approval - before on to H.M. (Edn.)

p. 27 ante

pp. 41-46

[signature] 29/7/48 S

28.7.48

Finance E III

(Previous note of Finances on pp 42-43 above)

Please see the orders in circulation on p 44 above, the minute of HM (Edn) on p 45 above and the further note of E.P.4 on pp 45-46 above.

2. The draft note for the Cabinet may be accepted subject to the amendments indicated in pencil.

3. The file may be passed on to the Chief Secretary

30.7.48 30.7.48

ECH U.O. No. 58017-A-19/48 29.7.48

ASST. SECRETARY TO GOVT. ... JUL 1948 FINANCE DEPARTMENT

FIN. U.O. No. 54292 / E III-1 30.7.48

C.S.

[signature] 30/7

ASST. SECRETARY TO GOVERNMENT 30 JUL 1948 EDUCATION AND PUBLIC HEALTH DEPT. 56813

Edn (A)

Addn. indicated by Fin. to third sub-para of para 1 of note:

It is not clear whether G.O. 701-Fin., dt- 22.7.48, has the effect of cancelling G.O. No. 1398 Edn., dt- 19.7.46. ~~Fin. apparently~~ Presumably, Fin. consider that it has. The addn. suggested may be made.

The alterations of figures indicated by Fin. in para 9 of the note at two places may also be made — and copies of the note taken and Od to all concerned.

30.7.48

[signature] 2d 7/48

47 155

p. 38 CF

"Place before the informal meeting of Ministers."

O.P. R. Ramaswami Reddiar,
31.7.48.

H. Pr. has ordered as above at p. 39 CF. The despatch of the note as for the meeting of the Cabinet has been withheld. May be Od to H.M. (Edn.) for perusal of H.Pr.'s minutes. On return of file from H.M., the note will be altered into a note for the informal meeting, copies Od and the file sent to the P.P.S. It is understood that the next informal meeting of H.Ms. comes off on the 5th August.

x from H.Pr.'s personal clerk

31.7.48

[signature] 31/7/48 S

[signature] 31/7/48 Ch. (Edn.)

This matter consists of two parts:

(1) Increasing the pay of the D.E.O. from Rs. 230 - 700 to Rs.300 - 700. There has been a mistake in the calculation which was detected by H.Pr. The total cost of that comes to Rs.22,100/-.

(2) There is an alternative proposal by the D.P.I. to have two grades of D.E.Os - 1st grade and 2nd grade, in which the cost is much less.

These matters, according to H.Pr. have to go to the informal meeting of the Cabinet.

2. There is a second matter over which there is a general agreement, and which has been accepted in principle, in the recruitment of school assistants, i.e. we may recruit first class people within 25 years without B.T. qualification and send them for B.T. training. That costs only Rs.1272/- as found in p.39

only Rs 1,100

vide third sub-para of para 9 of Cabinet note below.

correct: cf. fourth sub-para of para 9 of Cabinet note below.

and that will improve our inspectorate a great deal with very little expenditure. While what has been asked to be referred ~~xxxxxxxxx~~ to the informal meeting by H.Pr./may be referred to the informal meeting, after this ~~may be~~ is passed. I believe H.M.(Fin.) will have to see and approve it. It has been approved in principle ~~in the other courses~~ for in the matter of Schools according to EMs cases and so, may be approved in this case also. On approval of this, the other matter may be referred to the informal meeting of the Cabinet.

TSA
3.8.48

SECRETARY, EDN. AND P.H. DEPT.
3 AUG 1948
GOVERNMENT OF MADRAS

The file may be re-circd. to H.M.(Fin.), and also to H.Pr., for orders whether the proposals at H in H.M.(Edn.)'s minutes on previous page will be approved; those proposals have been put down in more detail as items (2) to (5) at p.36 ante. After obtaining H.M.(Fin.)'s and H.Pr.'s approval, the M.P.S.C. will be consulted on H and if that body has no objn., action to give effect to the changes by amending the statutory service rules will be taken. (The question of classifying the posts ~~in~~ into two grades or of increasing the pay of the officers may be refd. to the informal meeting of H.Ms. afterwards, if H.M. Fin. & H.Pr. agree.)

4.8.48

4/8/48

This may first be discussed at an informal meeting

H.Pr.

5.8

I agree with H.M. Finance

6.8

The file may be recirculated to H.M. (Edn)

6/8/48

TSA
6.8.48

SECRETARY, EDN. AND P.H. DEPT.
6 AUG 1948
GOVERNMENT OF MADRAS

SECRETARY, EDN. AND P.H. DEPT.
6 AUG 1948
GOVERNMENT OF MADRAS

C.58017 A/46

The alterations made at p.6 of the note below are for approval. Copies of the note may be circd. ~~to~~ all H.Ms., and the file(x) may then be sent to the P.P.S. ~~to H.Pr.~~ with ~~the~~ request that he may kindly arrange ~~to~~ have the matter placed before an informal meeting of H.Ms.

(x) with 5 copies of the note placed in file.

9/8/48

Note, despd: - pp. 41-46 C.F.

6.8.48

E&PH U.O. No. 58017-A6-A-3 14.8

Principal Private Secy

SECRETARY, EDN. AND P.H. DEPT.
17 SEP 1948
GOVERNMENT OF MADRAS

Extract of note from the Principal Private Secretary to the Hon'ble Premier.

The next informal meeting of the Council of Ministers is not likely to be held for over a week since the Hon'ble the Premier is leaving for Delhi to-morrow morning. The file is returned to the E. & P.H. Dept. I will ask for the file again when the subject is actually included in the Agenda for the meetings.

(Sd.) J.

P.P.S. may be requested to kindly say ~~whether~~ when the subject is likely to be discussed by the Hon'ble Ministers.

21.11.48

22/11/48

23/11/48 Principal Private Secy to H.Pr.

(Cover)

I cannot say at present when the subject is likely to be taken up for discussion. I will bring it to H.Pr's notice and press for its early inclusion in the Agenda.

24.11.48

P.P.S.'s note on p.49 ante

May lie over.

DM
25/11/48

P.S. 24.11.48
24/11/48

H. M. (Edn's) note for the Cabinet

The D.E.O. is the pivot on which the educational administration of the district rotates. He must be an eminent man of understanding., grit and ~~difmix~~ dignify. It is unfortunate that the D.E.Os. we are having are not of the proper qualify and calibre. We are spending nearly 3½ crores through them on grants to aided institutions but the agency through which we are spending them do not have the grit and the dignity to do so. We must try to get the proper type of people for the educational service. The pay of the D.E.Os. is very poor and so, the result is, only the worst people are being attracted to the Inspectorate. The proposal in Appendix G is to give a better start to the D.E.Os. and also, where direct recruitment is involved, to recruit distinguished young men within 25 and send them for training.

X. The question is whether we will approve the proposals in Appendix G., i.e., -

(a) whether the initial pay of D.E.Os. will be increased to Rs.300, and

(b) whether they will be recruited before training within the age of 25 and sent for training so that better material may be recruited.

Decision of the Cabinet Sub-Committee as approved by Cabinet.
~~Cabinet's Decision~~

It was approved that there may be two grades. The II grade to be on Rs.230-500 and the I grade Rs.300-700 and two selection posts on Rs.700-850. The proposal was approved subject to these conditions.

H. M. (Edn's) further note

This is a proposal to get better D.E.Os. It has been approved that there may be two grades, the second grade to be on Rs 230 to Rs 500 and the first grade on Rs 300-700;

and two selection grade posts on Rs.700-850. Subject to this change the proposal has been approved and action may be taken to bring this into effect and the D.P.I. may be asked to make any change of rules that may be necessary to put this into effect.

T.S.A.
15-2-49.

The proposals approved by the Cabinet apparently are (1) that the posts in the M.E.S. (temporary as well as permanent) which number 35 be divided into two grades - grade I consisting of 15 posts and grade II consisting of 20 posts;

(2) that the scale of pay of grade II be Rs.230-30/2-260-40/2-500 and the scale of pay of grade I be Rs.300-40/2-500-50/2-700 with two selection grade posts on Rs.700-50/2-850;

(3) that recruitment to both grades (I and II) be by direct recruitment and by promotion in equal proportions - promotion to Class I being admissible only from among officers of Class II;

(4) that for direct recruitment to either grade a degree in Teaching need not be insisted on i.e., I or II Class M.A. or Hons. would be the only qualification;

(5) that the age limit for direct recruitment be reduced from 30 to 25;

(6) that the candidates for direct recruitment to both the grades be required to undergo after selection training for a period of 18 months B.T. or B.Ed. training for about 9 months and ~~the~~ Administrative training in the department for the rest of the period;

(7) that during training for the first 9 months direct recruits to both the grades be allowed a pay of Rs.60 p.m. and for the rest of the period candidates for appointment to Grade I be given a pay of Rs.120 per mensem and candidates for appointment to Grade II a pay of Rs.100 per mensem;

(8) that eventually promotion to higher posts

(Deputy Director of Public Instruction and Divl. Inspector of Schools) be made only from Grade I posts.

Before further action can be taken in this file the following points require ~~classification~~ clarification:-

(1) what is to be the position of the existing incumbents under the new scheme? Should they be given permission to continue in the existing scale (Rs.230-700) or should they be absorbed into the new scales - Rs.230-500 and Rs.300-700 and Rs.700-850;

(2) As the number of posts in each grade is fixed recruitment can be made only according to vacancies that arise in the respective grades. It might so happen that for years there may be no vacancies in one grade while there may be a good number in the other grade. How is recruitment to be made then? If there are no vacancies in the I grade the very object with which the scheme is introduced may be defeated.

(3) Again as pointed out on page 51 c.f. there may ~~not~~ be ~~not~~ more than one direct recruit who is not a non-Govt. school teacher to be appointed in a year. Is the direct recruit to be appointed to Grade I or Grade II?

(4) The question also arises ~~whether~~ when the selection grade posts are to be filled. Are they filled only after a number of persons are recruited on the new basis? //For orders whether the D.P.I. may be consulted on these points or the orders of H.M.(Edn.) may be taken first.

26/2/49. 28/2/49 S 4/3/49 H.(Edn.)

Yes. The DPI may be asked to give his suggestions on all these points.

TSA 11. 2.49

A draft D.O. is subd.

SECRETARY, EDN. AND P.H. DEPT. 11 MAR 1949 GOVERNMENT OF MADRAS

From the D.P.I., D.O. no. 21/49 dt 22.3.49.

The question of re-organization of the higher inspectorate of the Edn. Dept. is dealt with in this file. The printed note, marked 'Appendix G', at pp.80-82 C.F. that was subd. to the Cabinet Sub-Committee (informal meeting of H.Ms.) and later to the Cabinet, will give an idea of the proposals considered and the important stages through which the scheme passed. The Cabinet decided that the 35 posts in the Administrative Section of the M.E.S. (of which 28 are D.E.Os.') should be put on two grades - 20 posts on Grade II carrying Rs.230-500, and 15 posts on Grade I carrying Rs.300-700 with 2 selection posts carrying Rs.700-850.

x Present scale Rs.230-700. p.50 ante

2. The notes at pp.51-52 ante, recorded subsequent to the Cabinet decision, may be seen. On the points of doubt raised there, the D.P.I. has now made his suggestions.

CF 88-9

Points (2) and (3): p.52 ante

These may be left to be considered in detail if at all they arise in the working of the scheme.

In brief, for filling the posts, an arrangement somewhat like this may have to be made:- All the officers now in service should be taken initially as belonging to Grade II. The existing vacancies should be allocated in equal numbers between Grade I and Grade II. The vacancies that will arise hereafter (in posts other than the existing few to be earmarked as Grade I) should also be allocated likewise until the limit of 15 for Grade I is reached. The vacancies in either Grade shd. be filled accg. to the different methods of recruitment admissible, in the proportion and the rotation prescribed for each method.

The promotion to Grade I of as many as 7 or 8 persons (roughly half of the No.15), immediately after the sanction of the proposals, cannot apparently be the aim of the scheme. The Dir. seems to entertain such an idea. Appointments to Grade I by promotion as well

q. para (iv) at C.F. 89

162

as direct recruitment should be spread ~~out~~ over a no. of years if the selection of the best men on a competitive basis, is the object. M above will ensure this to ~~same~~ the extent practicable.

p.52 ante
Point (1): All the existing officers, excepting those ~~who are~~ to be promoted to Grade I should be allowed the option of retaining the present scale of Rs.230-700.

p.52 ante
Point (4): The Dir. says that the Selection Grade posts may be filled with effect from the date of introduction of the scheme as there are already a few senior officers and that it is not necessary to defer appointments to them until after a no. of persons have been recruited. If M at p.53 ante is accepted, it ~~xx~~ is desirable that the selection appts. are made ~~posts are filled~~ only after at least 7 of the 15 posts in the I Grade are filled and ~~xx~~ after the work of the officers at least for a period of one year in that Grade is watched.

3. The M.P.S.C.'s remarks have to be obtained before the scheme is actually sanctd. A draft letter to that body is subd. Draft II

4. The cost of the proposals as approved by the Cabinet is only Rs.1,994.8 -- see "R". It does not seem necy. to get a supplementary grant from the Legre., as remarked by Fin. at N at p.43 ante.

5. The non-Govt. school teachers ~~who~~ are now eligible for one out of every four vacancies, all the posts being taken together. This dept. have previously opined that, in the new set-up, the teachers should be made eligible for direct recruitment only for Grade II, for half the no. of posts in that Grade to be filled by direct recruitment, and not also for Grade I -- and that the period of administrative trg. for them should continue to be the same as is now in force, viz., 4 months, and not 9 months proposed for the ordinary direct recruits under the scheme. The opinion has been concurred in in circn., in the sense that H.Ms. have not minuted to the contrary. It is better to ascertain whether the D.P.I. also agrees. A draft Memo. is subd. Draft I

T — F at p.20 ante & para 4, cf 24; E at p.19 ante

6. The draft Memo. may be issued now, and ~~the file~~ after its issue & before the issue of the draft letter the file

x P at p.14 ante

(i) portions P & T in draft II

Pub(Ser. A) ...

cf. H at cf 88

para (iv) cf 89

O.H.U.O. 58017/A/46-23

29.5.49

ASSISTANT SECRETARY, FINANCE DEPARTMENT
35473
28 MAY 1949
GOVERNMENT OF MADRAS

period working at (R)

163

E 398 — on (1) Point (1) (2) para 4 of note

may ~~then~~ be sent to Finance and Pub.(Ser.). The Dir.'s reply will be in, before the file returns from depts. The draft letter to the Commission, which embodies also T at p.54 ante, may be altered, if necy., after the Dir.'s reply is recd.

P.J.
20.5.49

25/5/49

S 26/5 / File / Pub (a.i.g.)

Finance (E III)

(Pre Finance note on p 46 above)

The typed notes of E.P.H from p.53 above & the draft letter may be perused. With reference to para 4 of E.P.H note on p 54 above, it is submitted that the extra cost involved of the proposals as approved by the Cabinet works out to Rs 4,400 roundly p.a. and not Rs 1994.4 as stated by E.P.H. However there is no necessity for obtaining a supplementary grant from the Legislature, as the present proposals do not constitute a New Service. ~~...~~

The other suggestions of E.P.H in paras 2, 3 and 5 on pp 53-54 above may be generally agreed to in Finance.

30/5/49 31/5/49

1/6/49

Pub (Ser.)

Fin. U.O. 35473/E III/2/1649

ASSISTANT SECRETARY TO GOVERNMENT
2085
2 - JUN 1949
CHIEF SECRETARIAT

56 164

A

(Pub (Fr) Dept.

Notes from p 53 ante & the draft letter below may be perused & the file returned to E. & PH.

26.4.9

3.6.49

E & PH Dept. (A)

From the D.S.I., No. 21/48, d/- 29.6.49. cf. 91

[Notes from page 53 ante may be read]

The D.S.I. agrees to I at p.54 ante.

The draft letter to the Commission may be issued.

4/7/49

The draft is self explanatory

H.M. (E & L)

H. Pr.

6/7

5/7

(notes from p.53 ante may be read.)

(Issued as Letter No.58017-A/46-25-Edn., d/- 7-7-49). cf. 94

From the Secy., M.P.S.C., No.4271-C1/49-1, d/- 25-7-49. cf 96

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The Commission has no objection to the proposals. The DPI may be asked to submit draft amendments to the rules to give effect to the proposals. The decisions in para 2 of the note at pp.53-54 ante may also be commd. to the Dir. A draft Memo. is subd. cf 96

19.8.49

H.M. (E & L.) may see before issue. The printed note, marked "Appendix G" at pp. 80-82 cf., and the notes from p.50 ante may be read.

22/8/49

H.M. (E & L)

ASST. SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPT. 4- 42677

Pub (Ser. A) No 2085/49, 3/6/49

SECRETARY, EDN. AND P.H. DEPT. 7- JUL 1949 GOVERNMENT OF MADRAS

99 165

At this stage, on a proposal more than three years old, it may not be appropriate to remark that the decision reached may not serve the purpose of the proposal. While it was intended that the prospects and pay of District Educational Officers should be improved, the net result of the proposal is that the maximum of the salary remains the same in respect of 15 posts and it is reduced in respect of the remaining 20 (from Rs 700/-) to Rs 500. This is compensated by increasing the starting pay for 15 of the posts from Rs 230/- to Rs 300/- ~~and for the remaining posts from Rs 200/- to Rs 230/-~~ There is also another compensating factor that two posts on Rs 700-850 with a selection grade have been created.

The Cabinet first recorded that the creation of two grades of service was contrary to the policy of Government in other departments and would lead to discontentment in the services. Subsequently, the Cabinet preferred this scheme to the alternative of starting all D.E.Os. on Rs 300/- (p.27 ante) (pp.50-51 ante)

As the working of the scheme is envisaged it would appear that as the existing officers have been allowed the alternative of remaining in the existing scales of pay, the change in conditions will apply only to the vacancies which arise which will be few in a small cadre of 35. There will therefore be no appreciable change in the conditions of service which will attract better recruits. On the other hand, there is the danger that the reduction in the maximum of the scale in respect of the greater majority in the cadre will reduce attraction to the service and will certainly affect adversely the status of officers in Class II which it was intended to raise.

It is respectfully suggested that the proposal may be shelved for the time being. There have been already far too many changes in the Department for the present and this change of which the consequences

cannot be foreseen can be ~~affected~~ postponed without disappointing anyone. Perhaps, H.M. would like to discuss this with the D.P.I. In that case the question whether the two posts in the selection grade should immediately be filled up may also be considered.

24/8

H.M.(E.&.L.)

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

I had discussed this with H.M.(Fin.) and H.M.(Fin.) wanted to discuss this further with the D.P.I. D.P.I had discussed with him and I do not know what has happened.

KM 9/9

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

P.T. 9.9.49 9/9/49 OSM 10/9/49 S 12/9 H.M.(Fin)

H.M.(Fin.) Certain tentative decisions were reached. D.P.I will write to the Govt. in due course. 13/9/49

RG.9 13.9

SECRETARY, EDN. AND P.H. DEPT. GOVERNMENT OF MADRAS 13 SEP 1949

From the D.P.I., D.O. d/- 12-9-49.

I was awaiting this to dispose of the main file relating to this. Put this along with the main file and send it up pl.

K.M. , 22-9-49.

The D.P.I. has written to say that

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the scale of pay of Rs.300-700 for the 13 Grade posts of the Scale not be attractive and that its maximum may be al Rs.700 to Rs.800 and also that the two Selection on Rs.700-850 may be abolished. These were the features of the proposals originally drawn up by the former Minister of Edn., in consultation with the Dir. - pp.9-11 ante. Finance of the posts who did not consider the classification necessary, said that if at all it was decided to have two grades, it was sufficient if for Class I the scale of Rs.300-700 was adopted. The Cabinet was not then for the classification of the posts into two grades and desired that the question of placing all the 35 posts on Rs.300-700 might be examined.

Later, however, the Cabinet (note at pp. 80-82 C.F.) decided to have two grades - 20 posts on Rs.230-500 and 13 posts on 300-700 and two selection posts on Rs.700-850 - p.50 ante. The alteration in the maxm. of the I Grade and the abolition of the selection posts, now proposed by the Dir., will result in an extra cost of Rs.3,670 - i.e., Rs.730 less than the extra cost (Rs.4,400) of having 13 posts on Rs.300-700 plus two selection grade posts on Rs.700-850. Already, i.e., before the matter went up to the Cabinet for the second time, this dept. opposed the idea of having Selection posts. The Dir.'s present proposal may, ~~it may be recommended, be accepted.~~ therefore be supported. If accepted, the Commission's remarks on the alterations will be obtained before final sanction. It ~~does not seem~~ seems that it is not necy. to take the matter again to the Cabinet and that circn. to H.M.(E.&.L.), H.M.(Fin.) and H.Pr. would do.

Fin. may see before circn.

P.T. 4.10.49 OSM 6/10/49 S

I find it still difficult to believe the proposed change necessary a useful. amendment proposed to D.P.I still leave 2

on scales, which cannot be considered attractive

10/10

Fin/

Finance (E III)

(Pre Finance note on p 55 above)

The orders in circulation above and the notes following may [...]ed. The file deals with the [...] of reorganisation of the higher inspectorate [...] Education deptt, which at present [...] of 35 posts (M.E.S)⊗ excluding the [...]king posts of Director, Dy. Director, [...]al Inspectors etc. The latest decision [...] Cabinet in this matter was to replace ~~instead of the~~ the existing inspectorate [...]ing 20 posts of Gr II on a scale of pay [...]30-30/2-260-40/2-500, 13 posts of Gr I [...] scale of pay of Rs 300-40/2-500-50/2-700 | Z
2 Selection posts on Rs 700-50/2-850. [...] extra cost involved in the above proposals [...] estimated at Rs 4,400/= roundly p.a. [...] is invited in this connection to the [...] of E.H.H on pp 57-58 above and the minutes [...] (Edn) and HM (Fin) thereon.

2. The revised proposals submitted [...] D.P.I contemplates the abolition of the [...]ction grade posts on Rs 700-50/2-850, [...] creation of 15 posts ~~of~~ Grade I, [...] scale of Rs 300-40/2-500-50/2-800. The [...]table feature in the revised proposals distinguished from the proposals accepted by the Cabinet [...] D.P.I is the increase of the maximum [...] scale of pay for Gr I posts [...] from [...]800. The extra cost involved in the [...]posals of the D.P.I comes out to Rs 2,200/= roundly [...] that is, the extra cost on account of the reorganisation has been reduced by half, when compared to the extra cost involved on the proposals approved by the Cabinet. ~~Though~~. The revised proposals submitted by the D.P.I ~~[...]~~ involve less extra cost than the proposals approved by the Cabinet, and from this view seem acceptable, yet the objections raised by this deptt for fixing the maximum of the scale of pay for Grade I posts at Rs 700/= in the scale of Rs 300-700, instead of Rs 800/- still hold good. In the circumstances ~~Finance~~ E.H.H may be requested to obtain orders in circulation including HM (Fin) on this point, as also whether it is necessary to refer the matter to cabinet or not.

Margin notes: ⊗ Scale of pay - Rs 230-700; A on p 15 above; M on p 59 above; Z do.; p 55 above + Statement at flag (R); A; pp 97-100 C.F.; of 'Z' above; Statement at (R); B at [...] 17 above; [...] HM (Fin) minute on p 58 above

Stamp: ASSISTANT SECRETARY TO GOVERNMENT, FINANCE DEPARTMENT, 1 OCT 1949, 66052

E.P.H. U.O. 58017/46 A-27
10-10-49

[Initials] 12.X.49

SM 12/X/49
[Initials] 12-X-49

[Initials]
12.X.49

Fin. U.O. 66052/E III/1
12.X.49

79/62

E & H. Dept. (A)

Stamp: 18 OCT 1949

The file may be circulated, for orders, to H.M. (E. & L.), H.M. (Fin.) and H.Cr.

The minutes recorded latest in On are at p. 58 ante.

P.G.
13.10.49

[Initials]
15/10/49

S

[Signature] 16/10/49.

H.M (E & L)
H.M (Fin)
H.C.

The slight changes proposed of abolishing two selection posts and raising the maximum salary of fifteen posts from Rs.700/- to 800/- do not make much difference to the objections raised on page 57. More particularly, the effect of reducing 20 posts from the existing maximum of Rs.700/- and 500/- has to be considered in respect of the attractiveness of these posts. All ~~xxxxx~~ things considered

A

62. 170

including the present financial situation, it may be better to leave the status quo alone.

H.M.(E.& L.) ✓ The present proposal
H.M.(Fin.) ✓ of the D.P.I. was the
H.Pr. result of his discussions with H.M. (Fin) If H.M. (Fin) agrees to them they may be approved. Otherwise the original Cabinet decision may stand.

15/X

pp 97-98 cf

KM
23/10

The revised proposal is cheaper than the first proposal of D.P.I.
D.P.I.'s instructions to draft letter type to the Dept.
Since the extra cost is negligible, we may approve the revised proposal of D.P.I.

22.X

3.v.

Draft memo. has been revised. It may be issued as revised

15/11/49
S

P.G.
10.11.49
15

Secy. desired that the Memo. shd. be self-explanatory. A fresh draft is subd. for consideration. Finance may see.

3/12/49
S Finance

P.G.
25.11.49
2/12/49

SECRETARY, EDN. AND P.H. DEPT.
8 NOV 1949
GOVERNMENT OF MADRAS

102 102 171

I am ~~very~~ unhappy about the orders proposed to be issued. ~~XXXXXXXXXXXXX~~ The proposal has been accepted in circulation only on the ground that it will not involve ~~a~~ much new expenditure. This may or may not be true; but on the basis of this arrangement, the D.P.I. has proposed a similar arrangement for the Collegiate Section consisting of 102 officers, which will surely involve a considerable expenditure. If this proposal is sanctioned, it may be difficult to resist that, for reason we may examine that further, without delay.

5/XII

cf. 105 [Memo. no. 58017/46 d. 30 - Edn. dt. 1.4.50, issued with refce. to orders in G.O. in top file.]

(This sets out in one view the proposals approved in this file)

4401
3670

172

103

Cost.

I

Salary

Rs.

Scale

As it is : Rs. 230 - 30/2 - 260 - 40/2 - 500 - 50/2 - 700. (Ave: P.M 449 1/3 + DA 70) x 35 Posts = 18,176 2/3

To be :

II Grade : 230 - 30/2 - 260 - 40/2 - 500. (380 + 67) x 20 = 8940

I Grade : 300 - 40/2 - 500 - 50/2 - 700. (504.4 + 85) x 13 = 7662.2

Selection : 700 - 50/2 - 850. (796.6 + 100) x 2 = 1793.2

300 - 40/2 - 500 - 50/2 - 800 =

533.3 + 85

9455.4

18395.4

Difference — Extra expre. = 218.[illegible]

I Gr :-

300 - 40/2 - 500 - 50/2 - 800 = 533.3

(533.3 + 93) = 626.3 p.m.
Ave. D.A.
x 15

9274.5
8940
18214.5
18176.6
37.9 x 12
454.8

9394.5 + 8940

18,334.5 - 18176.67

157.83 x 12 = 1893.96

p. 20 NF

B
2625
1776
Total p.a. 4,401

II

Training

2 recruits every year.

		Pay	D.A.	Months		
As it is :	1 ordy. recruit	(100 +	24)	x 6	=	744
	1 teacher - recruit	(200 +	43)	x 4	=	972
						1716

82 x 9 738
149 x 9 1341
2079

Ordy. — Teachers not to be eligible — F at p. 20 NF — para 4, p. 24 cf.

To be : 1 in I Grade {(60 + 22) x 9 / (120 + 29) x 9} = 2079

1 in II Grade {(60 + 22) x 9 / (100 + 24) x 9} = 1413

ordy. = 1854 } Average
Teacher = 972 }
(200 + 43) x 4

not 9 mths — F at p. 19 NF para 4, p. 24 cf

3492

1776

Difference : extra expre 1894.8

454.8
1776
2230.8

1893.96
1776
3669.96 = 3670

D.O. Director of Public Instruction
M a d r a s, 8th October 1947.

My dear Sir,

I am enclosing herewith a copy of the letter which I have sent to the Secretary to Government, Education and Public Health Department, dealing with the scales of pay for Class I Educational Service in the various other Provinces.

Yours sincerely,

The Hon'ble Sri T.S. Avinashilingam Chettiar, B.A.,M.L.
Minister for Education,
Fort St.George.

D.O.No.7865 C1/46.

Director of Public Instruction,
Madras, 8th October 1947.

My dear Subramanian,

SUB:-Improvements to the
Presidency College.

...

In continuation of my D.O. letter dated the 6th instant on the above subject, I enclose herewith the scales pay of Class I Educational Service in the other Provinces.

Yours sincerely,

M.V. Subramanian, Esq., I.C.S.
Secretary to Government,
Edn. & Pub. Health Department,
Fort St. George.

Scales of pay for Class I Officers of the Educational Service in other Provinces.

.....

The Punjab - P.E.S. Class I. ..	Rs.350-40-750/40-950-50-1200 with a selection grade in the scale of 1250-50-1500
Orissa - Class I ..	Rs.300-40-400-25-700
Bombay - Class I ..	Rs.300-20-420-30-660-40-900
United Provinces ..	Government do not run any degree college.
Bengal - Senior Professor	Rs.300-50/2-700-75/2-1000
Bihar - Class I ..	Rs.300-35/2-440-40-640-40-1000

D. P. I.

RETIREMENTS IN THE CATEGORIES OF D.P.I., DY. D.P.Is AND DIVISIONAL INSPECTORS OF SCHOOLS.

	Date of retirement.
1947.	
Mr. G.L. Lobo	13-3-1947.
Sri C.D.S. Chetti (Offg. Dy. D.P.I.)	20-4-1947.
Sri T. Suryanarayana	31-7-1947.
Sri V.R. Ranganathan	10-11-1947.
1948.	
Dr. S.R.U. Savoor	14-1-1948.
Sri P. Bhadriah	12-7-1948.
1949.	
Sri D. Ramayya	15-7-1949.
1950.	
Sri V. Natarajan	15-8-1950.
1951.	
Lt. Col. M. Abdul Hamid	20-11-1951.

The following is the list of permanent officers in the Madras Educational Service arranged according to seniority who are likely to be considered for promotion as Deputy Directors or Divisional Inspectors:-

Name.	Date of first appointment.	Date of retirement.	Remarks.
1.Sri T.V. Apparasundara Mudaliar, Principal, Teacher's College, Saidapet.	8-11-1934	29--1-1950	Already in the grade Rs.800-100-1,000.
2.Sri V.K. Krishna Menon, Permanent Lecturer & Offg. D.E.O.	24--8-1934	15-11-1952	Quite suitable for promotion Intellectual and scholarly - A man of high ideals.
3.Sri C. Murugesa Mudaliar	19--7-1939	26--6-1951	Not suitable for promotion - Work not satisfactory - Of doubtful integrity - Already overlooked for promotion.
4.Sri M.D. Paul	11-11-1939	4--4-1968	May be considered suitable for promotion. He is too young having put in a service of only 7 years. Moreover he will be on deputation during 1948-49.
5.Sri G.V. Sesha Iyer		4--4-1948.	Very inefficient - Due to retire shortly.
6.Sri A. Padmanabha Reddi	29--5-1940	9--7-1949	Fit for the present post, but cannot be considered fit for promotion - Due to retire in 1949.
7.Sri S. Krishnaswami	31--5-1940	6--2-1953	Record is not good - Conduct not satisfactory - Of doubtful integrity - Cannot be considered suitable for promotion.
8.Sri D. Narasimha Sastri	1--6-1940	15--6-1952	Fit only for the present post - Not suitable for promotion - Openly communal.
9.Sri T.P. Santhanakrishna Naidu.	5--6-1940	3-12-1954	Suitable - Industrious and thorough in his work.
10.Sri D.Sambasivam Pillai	11--1-1942	22--8-1950	Has become slack of late and lost keenness for work probably due to poor health otherwise suitable - A man of high integrity.
11.Janab S.M. Ismail Sahib	10--3-1942	Feb. 1951	Very average, both work and capacity - Fairly suitable
12.Sri N.D.Sundaravadivelu	27--6-1942	15-10-1967	Unless he shows decided improvement, cannot be considered suitable - Does not evince sufficient interest or keenness in the work - Has capacity, perhaps more suitable for a college.

178

13. Saiyed Abdul Quadir Sahib	5-10-1942	17--5-1948	Not suitable - Due to retire shortly.
14. Sri R.Narasimhulu Naidu	30-12-1942	15--7-1958	His administrative capacity can only be judged after he has become a District Educational Officer.

==========

179

178

REORGANISATION OF THE ADMINISTRATIVE BRANCH OF THE MADRAS EDUCATIONAL SERVICE MEN'S BRANCH -- PROPOSALS --

It is becoming increasingly diffictult to secure for the administrative services of this department really First Class men. The main reasons for these are :-

1. The pay and prospects are not so attractive as in other departments;

2. The insistence on higher initial qualifications which includes a degree in Teaching; and

3. The higher minimum age fixed for recruitment.

Pending the reorganisation of all Provincial Services including the Police, Revenue, and Judicial which the Govt., propose to undertake consequent on the abolition of the Secretary of State's services, the following proposals for the interim reorganisation of the Administrative Branch are submitted for the immediate consideration of Govt. When the question of general reorganisation of services is taken up eventually it is absolutely essential that the pay and prospects of Officers of this department should not be inferior to those in other departments.
As the following suggestions are intended to ~~give~~ it of a temporary nature and I have taken care to see that they do not involve any additional expenditure to Govt.

1. The present M.E.S. cadre be diveded into two classes -- Class I with a scale Rs.300 - 800 and Class II with a scale Rs. 230-500.

2. Recruitment to both the classes be partly by direct recruitment and partly by promotion.

3. The minimum qualifications for direct ~~recruitment~~-

recruits be First or Second class Honours degree without a degree in teaching.

4. The maximum age for direct recruitment be reduced to 25.

The present position:-

In the Madras Educational Service there are 7 posts of Deputy Directors and Divisional Inspectors in the Selection grade on a scale of Rs.600-1000. Recruitment to these posts is made by promotion. Most of the senior officers have either retired or will retire shortly. Three officers have already retired, Messrs. C.D.S. Chetti, G.L.Lobo, and T.Suryanarayana, during this year, and within the next five months 3 more will be retiring, viz. Messrs. V.R.Ranganathen, S.R.U.Savoor, and P.Bhadriah To fill these vacancies, there are not sufficient numbers of senior D.E.Os. who can be considered suitable for promotion from the point of view of experience, integrety, or quality of work. It was actually found that the senior most D.E.O. who could be considered for promotion had put in service of only 7 years in the department. It is also found that a few senior men though good enough for the posts that they are already holding cannot be considered suitable for promotion to the posts of Deputy Directors or Divisional Inspectors, which carry heavy responsibilities. The question of recruiting men of superior quality is therefore very urgent. Though their proposals may not solve our immediate problem of filling the higher posts, they will help to secure the better type of men for the future.

Even direct recruitment has ceased to attract capable and intelligent young men of the type that other services have been able to secure. It was found that on the occasions when direct recruitment to the posts of D.E.Os. was made the number of applicants was so small that the Commissi had practically no choice and for want of qualifie

181

~~candidat~~ applicants even unqualified people had to be selected as in the case of Sri L. Bullayya, and Sri C.Ganesamurti. During the last 10 years the following officers have been selected for appointment as D.E.Os. :--

1.	Mr. M.D. Paul	(C)	(1939)
2.	Mr. N.M. Anwar Sahib	(M)	(1942)Resign
3.	Sri. N.D.Sundaravadivelu	(N)	(1942)
4.	Sri C. Ganesamurti	(Sc)	(1943)
5.	Sri L. Bullayya	(Sc)	(1945)
6.	Mr. V.T. Titus	(C)	(1947)

The papers relating to the appointment of the first two are not available, but it learnt that Mr. M.D.Paul was the only applicant for the post when the selection was made. Mr. Anwar Sahib was an assistant lecturer in the Govt. Muslim College and he resigned his appointment and applied for the post of D.E.O. and got selected as he was, it is understood, the only qualified candidate in that community. Mr. N.D.Sundaravadivelu was a probationary Junior Deputy Inspector of Schools at the time of selection drawing a salary of Rs.50. Messrs. C.Ganesamurti, L.Bullyya, and V.T.Titus were the only candidates of their respective communities interviewed by the Commission.

This is mainly due to the fact, firstly that B.T. degree was insisted upon as a necessary initial qualification for the post of D.E.Os. Secondly ~~of~~ the maximum age limit for the M.E.S. is 30 the best of the young men are by then absorbed in other services, which offer better prospects. This qualification which is quite necessary for administrative posts may be acquired by the candidates after their selection. If this is accepted and if the maximum age be reduced to ~~xxx~~ 25, as in the case of other services, it will be possible to get the better type of youngment for this department.

P.T.O.

182

Details of the scheme :--

Excluding the posts of the Director, Deputy Directors, and Divisional Inspectors there are 35 posts in the M.E.S. men's branch as shown in the Margin :--

	Permt.	Tempy.
P.A. to the D.P.I.	1	--
DEOs.	25	3
I.E.S. (W.B.) @	1	--
Supdt. of S.Schools	1	--
Secy. to the C.G.E.	1	--
A.M., Madrasai-Azam	1	--
Curator, O.Mss.Library	--	1
Asst.Inspector of Phy.Edn.	--	1
	30	5

@ Inspectress of Inspectress of European and Anglo Indian schools.

It is proposed that 15 of these 35 posts may be placed in Class I with a scale of Rs. 300-40/2-500-50/2-800. Recruitment to this catogory will be by direct recruitment as well as by promotion. 50% of the posts will be filled by direct recruitment and 50% by promotion from Class II.

Class II will consist of ~~15~~ 20 posts on a scale of Rs. 230-30/2-260-40/2-500. These posts will be filled by promotion and direct recruitment as at present.

Provision is thus made for direct recruitment both to Class I and Class II but in different proportions.

Appointments to the category of Divisional Inspectors and Deputy Directors will be made by promotion from Class I only.

Qualifications :--

The qualifications for direct recruitment may remain as they are now -- First or Second class Honours degree. As already pointed out, the B.T. qualification may not be insisted upon at the stage of recruitment but candidates after selection may be required to acquire this qualification during the period of training.

P.T.O.

Age :--

The proposal is to reduce the maximum age from 30 to 25. In all other services where a technical qualification is not necessary recruitment is made at or before the age of 25 and all ambitious and promising youngmen get absorbed in other services by then and it is only those who are rejected by other departments that take the L.T. degree and seek service in the Education Department.

Training of Probationers :--

At present the direct recruits are given six months~~ix~~ training under a D.E.O. during which period they ~~is~~ are given an allowance of Rs. 100/- a month. It is now proposed to give the direct recruits training for a period of 18 months. During this period he will undergo the B.T. course approximately for 9 months and receive administrative training of an intensive type for the remaining 9 months. The direct recruits to Class I will receive Rs. 150/- per month and those to Class II Rs. 100/- per month.

Summary of the Scheme :--

1. M.E.S. (Men's Branch) - Administrative posts be dived into two classes -

   Class I on a scale -- 300-40/2-500-50/2-800
   15 posts.

   Class II on a scale -- 230-30/2-260-40/2-500
   20 posts.

2. Recruitment to Class I - 50% by direct recruitment and 50% by promotion from Class II.

   Class II - Recruitment as at present.

3. The age for direct recruitment to be reduced to 25 years.

4. A degree in teaching be not insisted upon at the time of recruitment but to be acquired after selection

P.T.O.

5. Candidates recruited directly will be given a trainingfor a period of 18 months (instead of 6 months as at present) of which 9 months will be spent in a training College.

114 184

Estimate of ~~extra~~ cost : --

A rough estimate of the cost involved in the proposal is worked out below on the basis of the scales of pay as suggested in paragraph 4 of this note :-

	Rs.
Average cost for 15 posts in the scale of Rs.300-40/2-500-50/2-800: per month: Rs.545 x 15:	8,175.
Average cost for 19 posts in the scale of Rs.230-30/2-260-40/2-500 : Rs.380 x 19:	7,220
Total Ultimate Average cost per month:	15,395

Average cost for the existing 34 posts in the scale of Rs.230-30/2-260-40/2-500-50/2-700:

Rs. 449 1/3 x 34: 15,278

Additional cost per month : Rs. 117.

Additional cost per year : Rs.117x12: Rs. 1,404

or Rs. 1,400

in round figur

In the above estimate of costs the post of I.E.S. has been excluded as the incumbent may be a member of the Revi a branch of the I.E.S.

Education Department.

ASST. SECRETARY TO GOVERNMENT
8 - OCT 1949
EDUCATION AND PUBLIC HEALTH DEPT.

From

The Director of Public Instruction,
Madras.

To

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

C.No.1451 K2/49 dated 26-9-1949.

Sir,

Sub: Madras Educational Service - Posts of Principals and Lecturers - Revision of pay.

In connection with the Part II of the Budget Estimate for 1950-51 I have the honour to submit for the consideration and sanction of Government the following proposals:

2(a). It has now been decided that the Gazetted posts in the administrative branch is to be divided into two classes viz. Class I in the scale of Rs.300-40/2-500-50/2-700 and class II in the scale of Rs.230-30/2-260-40/2-500. As the existing scale for the Madras Educational Service is common to both the administrative and Collegiate branches it has become necessary to revise the scale of pay of the latter similarly. Excluding the posts of Principal, Presidency College, Madras and the Teachers' College, Saidapet which are in the scale of Rs.800-100/2-1000, there are 112 Gazetted posts of Principals and Lecturers in the Government Arts and Professional Colleges in the scale of Rs.230-700. Of these 10 posts of Professors in the Presidency College are proposed to be converted into posts of Chief ~~Principals~~ Professors in the scale of Rs.300-1000. The remaining 100 posts, excluding the 2 posts of Principals, Lady Willingdon Training College and Training College, Rajahmundry, may be distributed between the two classes in the ratio of 2:3 i.e. 40% of the posts will be in Class I and the rest in Class II. The Class I posts will include the Principals of all Government Arts College, 3 posts in each of the Training Colleges and the remaining will be selection posts not allotted to any particular College. This distribution may kindly be accepted.

(b) In regard to First Grade Colleges I recommend that the Principals may be allowed a starting salary of Rs.500/- in the scale of Rs.300-700. The higher initial salary is quite essential in view of the responsible position they occupy and also to make a distinc

tion between them and the other lecturers who may also be in Class I scale.

(c) At present the post of Principal, Teachers' College Saidapet alone carries a scale of Rs.800-100/2-1000. It is necessary that the posts of Principals of the other 2 Training Colleges also should have a similar scale in view of the responsible duties performed by them. I however recommend that the present scale of 800--100/2--1000 may be revised to 600--100/2--1000 and be made applicable to all the Training Colleges.

3. The financial implications of the proposal will be as follows:--

Average pay of 100 posts in the scale of Rs.230-700.	100 x 449 1/3 x 12.	5,39,20
Average pay of 40 posts in Class I	40 x 504 4/9 x 12.	2,42,13
do. 60 posts in Class II	60 x 380 x 12	2,73,60
		5,15,73
	Saving.	23,46
Average pay of 3 posts of Principals of Training Colleges in the scale of 600-100/2-1000	3 x 849x12.	30,56
Minus		
Average pay of one post in the scale of 800--100/2--1000.	946 2/3 x 12.	11,36
Average pay of 2 posts in the scale of Rs.230-700.	2 x 449 1/3 x 12.	10,79
		22,14
	Additional cost.	8,42
	Net saving Rs.23467—8420.	15,04

4. I request the favour of early orders.

Yours faithfully,

for Director of Public Instruction.

Copy to Budget and K Sections.

HR.28.9.

Edn. J — G.H.(A)

D.O.No.75455-A.3 —— Edn., dt- 19/1/50.

My dear Reddi,

M.E.S. - Classification of posts in Admn. & Collegiate Sections into two grades.

Ref:- Your D.O. dt-12.9.49 and letter No. 1451-K2/49, dt-26.9.49.

I am to request you to meet the Hon. Minister for Education who desires to discuss with you again the proposals on the subject. You may contact the Hon. Minister over the 'phone & get the time of the meeting fixed.

Yrs. sincerely,

To
Thiru. Sadasiva Reddi,
M.A.(Oxon)
D.P.I.

Memo. No. 75435-A/49-6, d/- 11.11.50 Edn. Dept. (A)

76
13.11.50

M. E. S. – Admn. & Collegiate Sections – Re-organisation of posts

C.f. 105-106 of L.F. Read:- Govt. Memo. No. 58017/46-A.30-Edn., d/- 1-6-50.

Ref.:- From the D.P.I., No. 1451-K2/49, d/- 26.9.49, &

C.f. 1-2 of this file C.f. 108-109 of L.F. No. R.C1.21/48, d/- 21.9.50.

The D.P.I. is requested to address Govt. again, next year for orders in the matter of classification into two grades of the posts in the M. E. S. – Administrative & Collegiate Sections.

[signature]
11/11/50

To the D.P.I.

[initials] 13/11 10.11.50

PART II SCHEME. Edn. and P.H. Dept. (A).

From the D.P.I., No.1451-KP/49, d/- 26-9-49.

Proposals for revision of pay of Principals and Lecturers.

In connection with Part II of the Budget for 1950-51, the D.P.I. has put forward the follg. proposal, among others:-

(1) The Collegiate posts of Principals (other than ~~the~~ Principals of the Presy. and the Teachers' Colleges) Professors (other than ~~the~~ Chief Professors to be apptd.) and Lecturers whose present scale of pay is Rs.230-700 be divided ~~into two grades~~ into two grades - Grade II consisting of 60 posts on Rs.230-500 and Grade I consisting of 40 posts on Rs.300-700.

(2) The Principals of I Grade Colleges may be allowed a higher starting pay of Rs.500 in the scale of Rs.300-700.

(3) The scale of pay of Rs.800-1000 now applicable to the Principal, Teachers' College, Saidapet, may be abolished and ~~xxx~~ that Principal and the ~~Principals~~ Principals of the two other Training colleges (Rs.230-700), may all be put on the uniform scale of Rs.600-1,000.

The Dir. says that the proposals will result in a net saving of Rs.~~84~~ 15,047. But it is seen that he has not worked out the financial implications ~~of the proposals~~ correctly. He has calculated the pay of Principals of I Gr. Colleges on the scale of Rs.300-700, whereas the scale he has ~~proposed~~ suggested for them is Rs.500-700. He has also not taken into account the payment of dearness allce. to the officers. If the cost is worked out properly, there is likely to be extra expenditure. In the general instructions issued by Finance for observance in dealing with Part II Schemes, they have stated that only the most essential schemes should be considered. This scheme cannot be considered as essential for the following reasons:—

The D.P.I. regards the changes proposed by him necessary consequently on the classification, recently ~~apptd.~~ approved by the Cabinet, by ~~Govt.,~~ of the posts in the Administrative Section of the M.E.S. into two grades. ~~The~~ That classification has not been actually sanctd. yet. The administrative posts number only 35 and not as many as the posts in the Collegiate Sect. (100). Of the 35 posts, 15 are to be

EN

in I Grade - Rs.500-700, and 20 in II Grade - Rs.?00-700.

The methods of rect. for the posts are also to be altered. The D.P.I. since wanted the maximum pay of the I Grade to be raised from Rs.700 to Rs.800 and discussed the matter with H.M.(Fin.). Secy. has, in that connection, noted that the proposal would not materially add attraction to the service, particularly as the maxm. pay of 20 posts (II Grade) are to be reduced from Rs.700 to 500 and that therefore it is better to leave the status quo, alone. Therefore, it cannot be said definitely that the proposals in respect of the Administrative Secn. will be sanctd. Even if they are sanctd., it is better to wait for some time and see how far the scheme works in the Administrative Secn., and only then, with the expce. gained there, to bring similar changes into effect in the Collegiate Secn. It is not advsiable to change suddently the structure of 100 posts. If, as is meant by the D.P.I., no extra cost is really to be incurred and only savings should accrue, the proposals need not be ~~considered~~ rushed thro' in connection with Part II and may be taken up at any time convenient.

For orders. Fin. may see before circn.

P.T. 19.10.49 22/10/49

24/10/49 S 25/X Fin

FIN (Exp!)

The letter from the D.P.I. in the and the notes of E & P.H. on pp.1.2 above may be perused.

According to the latest instructions issued in Finance Memo. No. 57293.A/PWR.3 Dated 12.10.49, only those proposals which will involve any large recurring expenditure and which are considered to be really and immediately essential for the proper running of any dept. should be considered in ... with the part II scheme

E.P.H. U.O. 75455-A-1 25.10.49

ASSISTANT SECRETARY TO GOVERNMENT 70697 25 OCT 1949 FINANCE DEPARTMENT

Fin. U.O. 70697 Exp. 26/X/49

83484 26/10/49

3.

The savings anticipated by the D.P.I. is doubtful in view of the statement of E & P.H. at 'M' on p.1 above. It is submitted that it is not advisable to change suddenly the structure of 100 posts in an arbitrary manner. In the circumstances Finance may agree with the views of E & P.H. at 'A' on p.2 above and advise that the proposal may be deferred.

26.X.49 26.10.49

26/10/49

E & P.H. Dept. (A)

May be circulated to H.M. (E. & L.) for orders.

P.T. 29.10.49 29/10/49 31/10/49 S 31/X

H.M. (E & L)

I do not see why we should not consider & examine the proposal when it means no addl expenditure

KM 2/11

SECRETARY, EDN. AND P.H. DEPT. 8 NOV 1949 GOVERNMENT OF MADRAS

The Dir.'s proposals below (Collegiate Secn.), if appd., will result in an extra expre. of Rs.18,168 p.a. - Vide "M".

2. (a) The scheme for the classification of the posts in the Administrative Secn. has since been approved in circn., with the modfn. that the maximum pay for the 15 I Grade posts there, shd. be Rs.800 instead of Rs.700. It has also been

decided in that connection that there need be no Selection Grade posts on a pay higher than the I Grade scale. If the analogy of that decision is applied here (Collegiate Sec.), the Dir.'s recommendation for placing the Principals of I Grade colleges (who number 8) on a special scale of Rs.500-700 need not be accepted. These Principals are now on the same scale of Rs.230-700 as Lecturers but are allowed, in addn., a special pay of Rs.50 p.m. for their extra duties. Hereafter, the posts may be included in the I Grade, on Rs.300-800, and the present duty allce. of Rs.50 may continue to be attached to them.

(b) It does not also seem necy. to accept the Dir.'s suggestion for raising the scale of pay of the Principals of the two Govt. Trg. Colleges (one for Men at Rajahmundry and the other for Women in Madras) from Rs.230-700 to Rs.600-1,000. It would do if those officers also are included in the I Grade, Rs.300-800, being given, in addn., the duty allce. of Rs.50 for which even now they are eligible.

(c) The Dir.'s recommendation for the lowering of the pay of the Principal, Teachers' College, Saidapet, from Rs.800-1000 to Rs.600-1000 may alone be accepted, as the latter is the scale applicable to Dy.Dirs. and Divl.Insprs. in the Administrative Secn. and as the transfer of a Divl.Inspr. or a Dy. Dir. as Principal of the College or vice versa is contemplated separately in connection with the alteration of the rules of recruitment for training college posts.

3. If the modfns. indicated above are effected in the Dir.'s proposals, a saving of Rs.3208 p.a. will accrue - and the "M"/2, scheme need not be treated as a Part II one.

4. The Dir. may be asked to suggest the methods of appt., etc. for the two Grades.

5. Fin. may see before circn.

ASSISTANT SECRETARY TO GOVERNMENT 17385 16 NOV 1949 FINANCE DEPARTMENT

Finance (E.III)

(Previous Finance note on pages 2-3 above)

The minutes of Hon'ble Minister (E & L) and the notes following may be perused.

Principal, Teachers' College, Saidapet:- This Department may accept the recommendation of the Director of Public Instruction for the lowering of the pay of the Principal, Teachers' College, Saidapet, from ------- Rs. 800-1000 to Rs. 600-1000 subject to the remarks that this proposal need not be mixed up with other proposals and that the savings effected thereby need not be taken into account for manipulating the financial effect of the other proposals.

2. Collegiate Section:- Although it is stated that the modification indicated by E & P.H. involve a saving of Rs. 3208 per annum for the time being, the full implications of the scheme are not clear. It is also not known whether the Director of Public Instruction will come up with further proposals for revision of scales in respect of other posts, having the present proposal as the basis.

E & P.H. have stated that the scheme for the classification of the posts in the Administrative Section has been approved in circulation with the modification that the maximum pay for the 15 I Grade posts there should be Rs. 800 instead of Rs. 700 and that there should be no selection grade posts on a higher pay than the I Grade scale. They have not put up the connected papers.

It is not known on what principles, and for what reasons, the maximum of Rs. 800 has been agreed to, in the case of the Administrative Section. E & P.H. have stated that the methods of recruitment for those posts are also to be altered. It is not clear whether the same considerations which led to the enhancement in the above case will apply automatically to the posts in the Collegiate Section. This needs a detailed examination.

On the whole, this Department may advise that it is better to wait for some time to see how for the scheme works in the Administrative Section.

Edn. and P.H. Dept.(A).

22 NOV 1949

This Dept's. proposals are briefly as follows. ① There are now 102 posts of Principals, Lecturers, etc., in the Collegiate section on Rs. 230-700. (This figure does not include the 2 posts of Principals, Presy. college and Saidapet Teachers' college, and the 10 posts of Profs. in the Presy. college to be shortly converted into Chief Professors posts.) These 102 posts may be divided into 2 grades - Grade I consisting of 42 posts on Rs. 300-800 and Grade II consisting of 60 posts on Rs. 230-500. The posts of Principals and Arts and Trg. Colleges, and also some selected posts of Profs. and Lecturers, will be included in the I Grade and the remaining posts in Grade II. Principals of I Grade and Trg. colleges will get, in addition to the I Grade scale, a duty allce of Rs. 50 for which they are even now eligible.

② The Director's recommendation for revising the pay of the Principal, Teachers' College, Saidapet, from Rs. 800-1000 to Rs. 600-1000, may be accepted.

Z at p.5 ante:- Even if the savings expected by the lowering of the pay of the Principal of the Teachers' College are not taken into account, the proposals of this dept. do not cost anything extra but there will still be a saving of Rs. 2,200 p.a.

X in Fin's note at p.5 ante.:- The file in which the question of classification into two grades of the posts in the Administrative section of the M.E.S. has been considered, is linked. The draft Memo. to the D.P.I. put up there explains the scheme fully. Finance may take the necy. information from that file.

Y at p.5 ante. The reason for the enhancement for I Grade is not an improvement on the maxm. of the existing common scale of Rs. 230-700 and that it would in fact better candidates. That reason applies equally to the collegiate section. The same scale of pay has been in force for a very long time now for posts in both the sections - Collegiate and Administrative. Officers are transferred from the Administrative to the Collegiate section and vice versa. It has recently been decided particularly that officers in training colleges and those in the higher inspectorate should be interchanged. These factors do necessitate the adoption of a uniform scale of pay for both D.E.Os., etc., on the one hand, and Lecturers, etc., on the other. The objection of the classification of the posts is to improve the quality of the staff. H.Pr. has minuted recently in another connection that the Collegiate Section, as it is, is composed of new of very poor attainments and that steps to recruit the right type of personnel should be taken. With the classification of the posts suggested, it is of course necy. to decide by what method the posts in each of the grades should be filled, whether the existing age-limit and qualfns. can be continued or shd. be altered and such other points. It is proposed to ask the Dir. to examine these points and send up detailed recommendations.

T. at p.5 ante. A guarantee that he will not come up with further proposals for the revision of pay of other posts cannot be expected from Dir. Fresh proposals, if any are put forward, should be examined on their merits.

There is no valid reason to defer consideration of the proposals. (H.M.(E.&.L)'s minutes at p.3 ante.) What applies to and takes place in the Admn.Secn. may govern the Collegiate Section also. This dept. may therefore press the proposals. Fin. may see again before circulation.

3/12/49 S

The argument in respect of the change made on the administrative side should not be used, because that change was on the presumption that no considerable expenditure was involved. We have to consider this proposal therefore in relation to itself and to the one in the administrative side. If expenditure is inevitable in this proposal, it may be necessary to revise the orders on the proposal in the administrative side.

The assumption of the D.P.I. that there will be no extra cost will require to be carefully examined. No doubt, the cost will not be great because the existing incumbents will be allowed the option to remain in their present scales. The question therefore would be whether and when the effect of the difference between the higher and lower scales now proposed will become operative. The D.P.I's calculations in these matters may require to be more precisely verified.

The question also remains whether we will be making the service attractive by reducing 60 posts to the scales below those given at present. The mere fact that 40 posts will do better will not be attractive, because only 20 out of 40 posts will be open for direct recruitment and the rest will have to work their way from Grade II or from the Subordinate Service. Finance may see for remarks.

Fin/

5/12

Finance (E.III)

(Previous Finance note on pages 5-6 above)

Further notes of E & P.H. Department on pages 6-7 above may be perused.

The main proposal of E & P.H. Department is that the 102 posts of Principals, Lecturers, etc.,

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ASSISTANT SECRETARY TO GOVERNMENT
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FINANCE DEPARTMENT

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in the Collegiate Section on Rs. 230-700 may be divided into 2 grades - Grade I consisting of 42 posts on Rs. 300-800 and Grade II consisting of 60 posts on Rs. 230-500. It is stated that the proposal does not cost anything extra but that there will be a saving of Rs. 2,200/- per annum. This proposal is based on the one in the linked file wherein it has been decided to replace the existing Inspectorate by creating 20 posts of Grade II on a scale of Rs. 230-500 and 15 posts on Rs. 300-800. The latter proposal was accepted in circulation as the Director of Public Instruction was anxious to attract better type to the Department and the extra cost was negligible - Final orders have not, however, been passed in the matter.

2. This is a case of precedent following a precedent. As stated by E & P.H. Secretary, the argument in respect of the change made in the administrative side should not be used in the present case. The proposal of E & P.H. will result in a saving of Rs. 2,200/- per annum only ultimately after many years, when it is given effect to completely. As it is stated, that the existing incumbents will be allowed the option to remain in their present scale of Rs. 230-700 instead of the maximum being reduced to Rs. 500/- in the case of Grade II, there will be only additional expenditure immediately by the conversion of 42 posts into I Grade ------- on Rs. 300-800. As pointed out time and again, this Government have not formed a Class I Service in any of their Provincial services, and a departure, in this regard, in the Education Department alone, is bound to have repercussion, on other services (e.g. Agriculture, Engineering, Forest, Veterinary Service). The maximum of the scale of pay of lower gazetted posts of most Provincial Services including the senior administrative Service viz. Provincial Civil Service (Executive Branch) i.e. Deputy Collectors, from which officers will hereafter be drawn in even larger numbers for all responsible higher administrative posts is only 700. If it is decided to form a Class I Service in the Education Department with a higher maximum of Rs. 800/-, it will be difficult to resist claims for parity of treatment from the

other services and the result will be, that the existing set up in many departments will have to be reorganised at considerable extra cost to the Government. The present proposal is already a result of the inconvenient precedent set up in the case of the Administrative Section in the Education Department in the H.M.(Finance) already held the view, in another connection, that the "existing scales" of pay of Provincial Services are at the "proper level", and that no revision of pay of Provincial Services need be undertaken. It is not clear, why the Education Department should be singled out for special consideration. What is applicable to the Education Department will be equally applicable to the other Departments. This Department may suggest that specific orders in circulation including H.M.(Finance) may be taken on the point, whether there is any change in the policy followed so far, and whether it is the intention of Government to revise the existing scales of provincial scales.

As rightly pointed by the E & P.H. Secretary, the question also remains whether we will be making the service attractive by reducing 60 posts to Rs. 230-500 and the mere fact, that 40 posts will do be better, will not be attractive because only 20 out of the 40 posts will be open for direct recruitment, and the rest will have to work their way from Grade II or from the Subordinate Service.

Under the existing scale of Rs. 230-700, every member of the Service can go automatically to the maximum, and as the years passed by, he has something to look forward to, in the shape of increments.

According to the present proposal, 60 members will have to stop at Rs. 500/- It is not clear whether it is possible to recruit the right type of personnel with 60 posts on Rs. 230-500, and what reception the proposal will have from the members of the service.

3/. Though the ultimate savings will be about Rs. 2,200/- in the present proposal, the Finance Department are opposed to the whole-sale changes in the Administrative set up of the Education Department at such frequency. This will have un-

P.T.O.

unpleasant repercussion on other services also. This Department may advise that the specific orders of Hon'ble Minister (Finance) may be taken whether the matter should be proceeded with any futher.

9.12.49 9.12.49

To sum up, Fin would advise against the proposal not because it entails any extra expenditure — actually there may be a slight saving, although not immediately — but for the following two reasons: (1) it administrative implications as indicated at A. on p. 10 ante (2) because it raises the wider question of a revision of pay of officers in the Provincial services, a revision against which the Govt have so far set their face. These points may be brought out by E & P.H. when they circulate the Case for orders

14 DEC 1949 9753

Fin U.O. 82386/EW-1 12.12.49

E & P.H.

Edn. and P.H. Dept.(A).

In Linked File, a proposal for the re-organization of the posts in the Administrative Section of the M.E.S. has been approved in circulation. It was considered by the Cabinet. The main feature thereof is that the existing 35 posts in the ~~Women's~~ Men's Branch on Rs.230-700 are to be divided into two grades -- II Grade consisting of 20 posts on Rs.230-500 and I Grade consisting of 15 posts on Rs.300-800. Secretary pointed out that the object of the proposal, viz., to change the conditions of service so as to attract better recruits, would not be achieved as the maximum in the scale of pay for the greater majority of posts, 20 in number, would be reduced from Rs.700 ~~-500.~~ to Rs.500. He suggested that the proposal might therefore be shelved for the time being and added that there were already far too many changes in the dept. and that the postponement of the proposal, the consequences of which could not be foreseen, would not disappoint any one. H.Ms., however, approved the proposal on the ground that the extra cost was negligible. Actual orders have not been issued yet.

2. On the basis of the proposal for the Administrative Section, the D.P.I. has since recommended the gradation of the posts in the Collegiate Section, also, which number ~~a little~~ more than 100. The letter below embodies his recommendations. The extra cost will be Rs.18,200 (N) p.a. But as all the existing officers who are not to be promoted to I Grade have to be allowed the option to remain on Rs.230-700, the cost is bound to be higher - though what amount exactly it would be, is difficult to calculate. Neither this dept. nor Finance support the proposal. This dept. would also like orders in L.F. to be revised. The point about cost apart, the number of posts in the Collegiate Section that will be included ~~xxxx~~ in the II Grade and will consequently lose attraction on account of the maximum pay being reduced from Rs.700 to Rs.500, will be as many as 60. Administratively, this is a retrograde step. This argument of this dept. is shared and urged by Finance. Finance oppose the proposal ~~xx~~ also on the ground that its sanction, or the final sanction of the ~~xxx~~ proposal for the Administrative Section, would be against the policy hitherto followed by ~~xxx~~ Govt., according to which no revision of the pay of

Provincial Service officers should be undertaken and that a departure in the Edn. Dept. is bound to lead to similar changes in other depts. They want these aspects to be specifically brought to the notice of H.Ms.

3. The file may be circd. to H.M.(E&L), H.M.(Fin.) and H.Pr. for orders whether, in the circumstances, the proposal in respect of both the Administrative and the Collegiate Section will be deferred.

P.T. 12.1.50

17/1/50

14.1 (E+L)

14.1 (Fin)

H.Pr.

SECRETARY, EDN. AND P.H. DEPT. 18 JAN 1950 GOVERNMENT OF MADRAS

Let me discuss with D.P.I again & ask him to meet me

17/1

A draft D.O. is subd.

P.T. 18.1.50

18/1/50

(Issued as D.O. No. 75455-A-3-Edn., dt-19-1-50.)

Discussed with the D.P.I. The proposal is the same as in the linked file & the principle is the same. And since the proposals in the linked file has been approved in circulation after discussion with the D.P.I & H.M.(Fin.) I

14

202

I do not think there is any point in not accepting this. The proposals of the D.P.I. I may be accepted.

The order on the linked file need not be delayed. The D.O. may issue.

243

22 MAR 1950
SECRETARY
EDUCATION DEPARTMENT

The case is summarised at pp.12-13 ante.

Finance objected to the proposal and wanted that ~~specific~~ the orders of H.M.s, including H.M.(Fin.), shd. be taken on the proposals both in this and the linked file. The case may therefore be circulated to H.M.(Fin.) and ~~H.C.M.~~ also before the draft in L.F. is issued. pp.11-12 ante

P.J. 22.3.50

25/3/50

ORM
27/3/50

27.3.50.

H.M.(Fin.).

H.C.M.

28.3.

31.3

22 MAR 1950
SECRETARY
EDUCATION DEPARTMENT

203

125

Orders in circn. at pp.13-14 ante.

The draft Memo. in L.F. has been issued.

The D.P.I.'s proposal in this file and the modifications previously suggested by this Dept. to the Dir.'s proposals are shown below in one view:-

D.P.I.'s proposals.	This Dept.'s proposals.
Pay of Prl., Teachers' College, Saidapet, to be revised from Rs.800-1,000 to Rs. 600-1,000.	Agreed to. M at NF 4
There are 102 posts in the Collegiate Secn.	No necessity to revise the scale. Para 2(b), NF 4
The two posts of Prls., Trg.College, R'mundry and L.W.T.C., Madras, may be on Rs.600-1,000 - on the level of Saidapet Prl.'s pay. A at cf 2	42 posts, including the two posts of Prls. of Trg.Colleges mentioned above, to be in Gr.I; and 60 posts to be in Gr. II. Para 2(a), NF 3-4 & D at NF 7
The remaining 100 posts may be divided as follows:- 40 posts in Gr.I; and 60 posts in Gr. II. cf 1	The scale shd. be Rs.300-800 as that is the scale appd. for I Gr. posts in the Admn.Section in L.F. and as transfers of officers bet. the two sections is now admissible and will have to be made in future also.
I Gr. posts to carry Rs.300-700. G at cf 1	Agreed to. M 4 NF 6 Kat NF 6
II Grade posts to be on Rs.230-500. H at cf 1	Prls. of Trg.Colleges, R'mundry, and L.W.T.C. as well as Prls. of all Arts Colleges will be included in the I Gr. among other posts - Profs. & Lecturers (Selection posts).
I Gr. posts will include Prls. of all Govt. colleges & 3 posts in each of the trg. colleges; and the other posts in that Gr. will be posts of Profs. and Lecturers - selection posts. I at cf 1	No need to allow any special higher initial pay. Prls. of I Gr. Arts and Trg. colleges will, in addn. to their Gr.I pay, be eligible for a special pay of Rs.50 p.m. to which they are even now entitled. In L.F. it has been decided not to have any selection gr. posts on a higher pay in Gr. I itself. M 4 NF 6.
I Gr. College Principals may be allowed a starting salary of Rs.500 in the I Gr. scale of Rs.300-700. G at cf 1	

cf 97-98 ante & rule 62 of L.F.

* pp.8-13 ante

pp.13-14 ante

As the latest recommendation of this and the Fin. Dept. was that the entire matter be deferred, it is possible that H.M.(E.&L.) has considered only the main question whether the changes shd. be agreed to or not and has not gone into details and the previous suggestions of this dept. for modfn. of the Dir.'s proposals. The file may be circd. to H.M. again for orders whether the Dir.'s proposals as they are at pp.1-2 C.F. or whether his proposals as modified by this

204 E III

dept. will be approved. After orders are passed, amendments to the rules and detailed recommendations about the methods by which the posts in each of the two grades shd. be filled and the alteration of the existing age-limit and qualfns., will be called for from the D.P.I. Finance may see.

E d p.7 ante.

P.S. 3.4.50

Sd/- 4/4/50 ~~Finance~~

Sd/- 4/4/50.

ASSISTANT SECRETARY TO GOVERNMENT K 6 APL 1950 25135 FINANCE DEPARTMENT

Fin E3

Finance noted last on pp 8-11 above

Please see the notes and orders in circulation on pp 12-16 above

Edn U.O. 75435-A.5 4.4.50. (with ~~Lf~~)

Education dept have set out the proposals of DPI (pp 1-2 (F)) and those agreed to by them ~~and~~ in parallel columns on p 15 above. ~~These~~

The proposals as agreed to by Education ~~include~~ comprise ~~the~~ :-

Pages 15-16 above

(i) classification of 42 posts in the MES inclusive of the posts of Principals of Training Colleges in Rajahmundry & LWT College in Grade I on a scale of Rs 300-800;

(ii) classification of 60 posts in the MES in the Second grade on a scale of Rs 230-500.

(iii) Revision of scale of post of Principal, Teacher's College, Saidapet from Rs 800-1000 to Rs 600-1000. This [illegible] done (1)

(iv) Retaining the scale of pay of Principals of First Grade colleges in Grade I scale viz Rs 300-800 and not allowing them a ~~starting~~ pay of Rs 500

2 on p 5 above

This dept have agreed to proposal (iii) already. ~~In the earlier~~ In ~~notes~~ the classification into two grades ~~already~~ noted by Education the number of posts in Grade I is taken as 42 and those in Grade II 60. Proposal (iv) may be agreed to.

pp 6-8 above

A 126 205 17

F on p 15 above

Education propose to circulate the case to HM (Edn) as they think that it is possible that HM has only considered the main issue viz the classification of MES into 2 grades but not the details of the ~~[illegible]~~ proposals as made by DPI and as accepted by the Edn dept.

Sd/- 15/4/50

This dept may agree to the recirculation of the case as proposed.

2. It is suggested ~~submitted~~ that before final orders are passed the case may in view of the change in policy involved also be considered by the Cabinet.

Yes - please see in this connection B on p. 11 ante

Sd/- 15/4/50

Sd/- 15/4/50

Sd/- 15/4/50

Edn

F 11 U.O. 25135 / F(ii)-1 15.4.50

Edn

P.T.O.

Edn. Dept.(A).

In linked file, the Govt. have approved the proposal of the D.P.I. for the classification of the 35 posts in the Men's Branch of the Administrative Section of the Madras Educational Service, which are now on Rs.230-700, into two grades, I grade consisting of 15 posts on Rs.300-800 and II Grade consisting of 20 posts on Rs.230-500. Before approval, it was discussed at the Cabinet and later by H.M.(E. & L.) and H.M.(Fin.) with the D.P.I.

2. On the basis of the proposal for the Men's Branch of the Administrative Section, the D.P.I. has recommended in this file the gradation of the posts in the Collegiate Section (both Men's and Women's Branches), ~~also,~~ which number more than 100. The view of this dept. and Finance was that the re-organization in respect of ~~the~~ both the Administrative Section (L.F.) and the Collegiate Section should be deferred. But H.M.(E.&.L.) discussed the proposal about the Collegiate Section also with the D.P.I. and ordered that it might be approved; H.M.(Fin.) and H.C.M. agreed.

3. The Dir. has since found it impracticable to give immediate effect to the decision in L.F. about the Administrative Section - Vide his letter at pp.108-109 C.F. of that file. The removal of sex restrictions in the matter of appointments will necessitate the amalgamation of the Men's and Women's Branches of the service and a thorough change in the methods of recruitment now admissible to the various posts. The schemes in L.F. and this file will therefore require to be reconsidered after conditions settle down, the proposal about the Administrative Section being amplified to cover the Women's Branch of that Section also.

4. Another incidental matter. The G. of I. have proposed the setting up of an All-India Education Service. The D.P.I. has supported the proposal subject to certain conditions being fulfilled, whereas the C.S., the Fin. Secy. and this dept. have expressed the view that it shd. be opposed. The file ~~is being~~ has been circulated separately. In case that scheme ~~materializes~~, it may not be necy. to have officers in the State Educational Service on two different grades, besides All-India Service officers.

5. It seems ~~therefore~~ that, in view of what is stated in paras 3 & 4, the Dir. may be asked to address Govt. in the matter next year. The file may be circd. to H.M.(E.&.L.) for orders on this suggestion.

6. If, however, orders of approval of the proposal in this file about the Collegiate Section also should be issued now, the following points are for decision and the file may be subd. to H.M.(E.&.L.), H.M.(Fin.) and H.C.M.:-

(1) The Dir. has recommended the scale of Rs.300-700 for the I Grade posts. The scale approved for the I Grade posts in the Administrative Section is, however, Rs.300-800. As transfers of officers between the two sections are now made and will have to be made in future also, this dept.'s view is that Rs.300-800 may be the scale for the I Grade posts in the Collegiate Section too. For orders whether this will be accepted.

(2) Principals of I Grade Colleges and Lecturers are now on the same scale of pay of Rs.230-700, but the former get a duty allce. of Rs.50 in addition. The D.P.I. says that the Prls. of I Grade colleges may be placed on the proposed I Grade scale of Rs.300-700(800) but given a higher starting pay of Rs.500 in that scale. The view of this dept., as supported by Finance, is that no higher start need be allowed for the Principals but that it would do if, in addition to the I Grade scale of Rs.300-800, they are paid the duty allce. of Rs.50 which is even now admissible to them.

The Dir. has since recommended, in connection with Part II of the Budget for 1951-52, that a special scale of Rs.450-800 may be granted to officers promoted to the Principals' posts. That recommendation is being dealt with separately.

~~For orders whether the Govt.'s view as above or the Dir.'s recommendation~~

208

~~cepted or whether~~ The Dir.'s Part II proposal ~~will~~ may be left to be decided on its merits and no decision need be taken in this file on the question of the Principals pay. | B

(3) The D.P.I. proposed that the scale of pay of the Prl., Teachers' College, Saidapet, might be reduced from Rs.800-1,000 to Rs.600-1,000 and that the Principals of the Govt. Trg. College, Rajahmundry, and the L.W.T. College for Women, Madras, who ~~had been~~ were on a pay of Rs.230-700 plus a duty allce. of Rs.50, might also be given the scale of Rs.600-1,000. This dept. and Fin. agreed to the lowering of the Saidapet Prl.'s pay. But they held that neither the Rajahmundry post nor the L.W.T.C. post need be given the pay of the Prl. of the Saidapet College and that both the posts might be included in the proposed I Grade of Rs.300-800 with a duty allce. of Rs.50 attached to them. In connection with the re-organization of the Saidapet and the Rajahmundry Trg. Colleges, which was considered separately, the Govt. have ~~since~~ recently issued orders reducing the pay of the Saidapet Principal to Rs.600-1,000 and also sanctioning the same scale (Rs.600-1,000) for the Prl. of the Trg. College, Rajahmundry. (A decision has to be taken now only about the L.W.T.C.) The Dir. has since separately proposed the re-organization of ~~the L.W.T.~~ that College and the revision of the pay of the Principal of that college to Rs.600-1,000 in that connection. For orders whether the Dir.'s proposal for the revision of the pay of the L.W.T.C. Principal ~~will be accepted or whether it~~ in this file may be left to be considered in connection with the general re-organization of the college separately. | C

Cf. 2

7 at p.4 & 3 at p.5 ante

p.4 ante cf. p.16 ante

(Y)

(Separate file)

(4) Finance has made the suggestion that in view of the change in policy involved in the Dir.'s proposal for the classification of the ~~two~~ posts in a State Service into two grades and the raising of the maximum of the scale of pay, the ~~case~~ matter may be considered by the Cabinet before final orders are issued. For orders whether this suggestion will be accepted. | D

p.17 ante, cf. pp.3-11 ante

If the suggestion in paragraph 5 on page 19 ante is accepted no orders are received on the points raised in para 6. If however, the suggestion in paragraph 5 is not accepted orders

(Notes from p.18 ante may be read.)

No. 5455/49-A

209

are solicited on the proposals at 'A', 'B', 'C' and 'D' on pages 19-20 ante.

[illegible] 6/10/50 S HM (Edn)

Forwarded with HM [illegible]

Discussed with the HM (Edn) today.

As regards Y in p.18, the Govt of India has already written saying that they are not in favour of the proposal to have an All-India Educational Service.

As regards 'X', there is a general [illegible] in which the question of removal of sex restriction is being considered. Following such removal, considerable changes in all have to be made. Consequently it is advisable to ~~[illegible] postpone the~~ defer the proposals & instruct the DPI to address the Govt in the matter next year as suggested at 2 in p 19 ante.

[signature] 24/11

HM (Edn)

[signature]

A draft Memo. is submitted

After issue, the papers (this & linked files) may be recorded as a R.O.

[initials] 10.11.50

[signature] 11/11/50

Go. No 3054 15.11.50.

Abstract:- E.J. - Posts in Admn. & Collegiate Sections - Proposal for classification into two grades - Postponed to 1951-52 -

SECRETARY
10 NOV 1950
EDUCATION DEPARTMENT

	Scale	Ave:	D.A	Posts	P.M
Existing	Rs. 230-30/2-260-60/2-500-50/2-700	$(449\frac{1}{3} + 70) = 519\frac{1}{3}$		× 100	= 51933

129 210

Proposals

II Gr.	230-30/2-260-40/2-500	(380 + 67) = 447	× 60	= 26820
I Gr. (for equip Principals of I Gr. colleges)	300-40/2-500-50/2-800 ~~300-50/2-800~~	(533.3 + 85) = 618.3	× 32	= 19[illegible]
I Gr. colleges (1)	500-50/2-800	(673.3 + 85) = 758.3	× 8	= 6066
	Starting pay of Gr. I			52672
				51933
			Extra	739

Existing position

Pr., Teachers' college, Saidapet	800-100/2-1000	(933.3 + 100) = 1033.3		= 1,033
Pros., Chingleput Typ. College & L.W.T.C.	230-30/2-260-60/2-500-50/2-700	(449 1/3 + 70) = 519 1/3	× 2	= 1039
				2072

Proposal

	600-100/2-1000	(849 + 100) = 949	× 3	= 2847
				2072
			Extra	= 775

775 +
339
Rs. 1514 × 12 =

p. a. 18[illegible]

211

II gr. 63 posts
Rs. 230 - 500 = 26820

I gr.
42 posts.
Rs. 300 - 800 Ave: 618.3 × 42 = 25969
533.3
85

= 52,7[illegible]9

No Spl. grade
for I gr. College Principals or Trg. College Principals

32 +
8 +
2
42

618.3
19.3
99.0

(99 × 12

1188
42
2376
4752
49896
×12

(4442 + 70)

Saving = 52972
52789
183 × 12
Rs. 2,196

[illegible]ishing Pr., Teachers' College, Saidapet (800 – 1000) = (933.3 + 100) = 1033.3

[illegible]tation (600 – 1000) = (849 + 100) = 949

Saving = 84.3 × 12 = 1011.6

Rs. 1012

1012
2196
3,208

130

Copy of letter No. R.Cl. 12/47 dated 8th March 1947 from the Director of Public Instruction, Madras.

Heads of Departments - Jurisdiction - Revision of Areas - Recruitment to important posts on a Provincial basis -

Ref: Government Education and Public Health Dept. Memorandum No. 2093-1-G-1-/P.H dated 31-1-1947

..

With reference to the Govt. Memo. cited I have the honour to submit the following remarks:

2. The suggestion of the Chairman of the Development Board is that a list of important jobs in each department should be drawn up and methods suggested to recruit candidates on a provincial basis so as to obtain the services of men with the requisite knowledge and experience during the coming years. So for as the Education Department is concerned recruitment to the Indian Educational Service was put an end to forom 1924 on the recommendation of the Lee Commission. However, proposals were considered for the creation of a Class I Provincial Service corresponding to the Indian Educational Service. These proposals were actually sanctioned with effect from 8--3--1930 - Vide G.O.No. 407 ~~Public~~ (Law-Edn.) dated 8--3--30. But these orders were not given effect to. As great difficulty is bound to be felt in finding suitable men to fill temporary posts in the department if the existing conditions continue, I feel that immediate steps should be taken to reorganize the service and also the method of recruitment to some of the imporant posts therein.

3. I may also invite the attention of Government to the report of the committee appointed by the Central Advisory Board to consider the recruitment of Education officers and to the Director's remarks thereon. Please see R.C.2492-C/43 dated 30-10-1943. I am giving an extract from the report with which I fully agree as it states the position clearly and has behind it the support of the highest expert body in the land.

"In view of the importance which ought to be attached to the education service, the attractions which it offers should be atleast comparable with those offered by other major Government services. In actual fact, as will ~~by other major Co~~ be seen from the examples given below, the financial attractions as offered to young men and women of outstanding ability to enter the education service are distinctly inferior to those offered by other services. What, however, makes the position far more serious is the tendency to fill vacancies in the higher grades by promotion from the subordinate service and so to exclude the possibility of securing the services of first class graduates at the stage at whic they are normally recruited into other branches of the Administration. The Committee wish to put no obstacle in the way of any officer of outstanding ability making his or her way from the bottom to the top of the educational ladder but apart from other considerations they doubt whether the number of such people in any area would be sufficient to afford a reasonable field of selection for the highest posts. Moreover, since Education, above all, other public services, should put a premium on high academic attainment as well as personality and practical experience, it is clearly against the public interest to cut it off from any source of supply where such qualifications are likely to be found. The Committee are therefore convinced that the Education service must be put in a position to recruit a substantial proportion of its senior personnel at stages and on terms approximating to those which obtain in other branches of Government service."

4. I therefore recommend the formation of a class I provincial service as approved in G.O. No. 407 Public - Law (Edn.) dated 8-3-30, though the number of the posts need not be as large. In this connection I wish to submit that whatever scale of pay is proposed to be given to the new cadre that will be created to take the place of the Indian Civil Service and Indian Police Service, the same should be given to the Class I Provincial Educational Service also if the best men have to be attracted to the Education department.

5. The following posts may be considered as important jobs in the Education department.

1. Director of Public Instruction.
2. Deputy Directors of Public Instruction.
3. Divisional Inspectors of Schools.
4. Principals of Presidency and Teachers' Colleges.
5. Principals of Engineering Colleges and Law Colleges.
6. Principals of all First Grade Arts and Training Colleges (Men and Women)
7. Chief Professors in the Presidency college.
8. Professors in the Engineering Colleges.
9. Vice-Principal and Professor in the Law College, Madras.

6. As regards the method of recruitment I may without going into details, submit that in the case of the following posts- appointments may be made by transfer or promotion of suitable officers in the department.

1. Director of Public Instruction.
2. Deputy Directors of Public Instruction.
3. Divisional Inspectors of Schools
4. Principals of Presidency and Teachers' Colleges.
5. Principals of the Engineering Colleges.
6. Principal, Law College, Madras.

7. For appointment to the remaining posts the method of recruitment maybe "Direct Recruitment" for which officers already in the Department may also be permitted to apply subject to certain restrictions and prefesences in regard to age, qualifications, service, experinece, conduct etc.

8. I shall submit in due course my detailed recommendations in regard to the re-organisation of the Madras Educational Service and recruitment thereto if Government desire to consider the question.

Sd.

(True copy)

Edn. & S.H. Deptt.

As an alternative to the revival of the scheme of All-India Services in which matter it is for the Govt. of India to take initiative- the formation of Class I Provincial Services for this Province was considered as recently as 1945, as a general question, by the Publid dept. The remarks of this dept. in regard to Medical and Educational Services were called for. The follg. notes were recorded in that connection so far as Education was concerned:

"When, 1924, recruitment to the I.E.S. was stopped, it was decided to create a Superior Service to take the place of the I.E.S. Accordingly, the question of re-organising the education services was under consideration till 1929-30, when orders were passed sanctioning the creation of a Class I service of the M.E.S. on the scale of Rs. 400-40-600-600-EB-50-1.200, with a selection grade of Rs. 1,250-50-1500. But, subsequently, the Government decided not to give effect to that order. In his Report on Educational Post-war Reconstruction, the D.P.I. recommended the creation of a Class I Service and suggested that Dvl. Inspectors of Schools, Dy. D.P.I.'s and Principals of I Grade Colleges should be paid in the selection grade scale.

The Post-War Education Sub-Committee accepted the Director's recommendation. But it was not included in the first five year plan. There seems, however, to be no objection to Government proceeding with the proposal if considered necy.

I.B.M., 26-9-45.

"But this cannot imply the appln. of the principle of direct recruitment beyond the extent to which it operates now; it is that principle which seems to be in issue in this case.

M.V.S.

As Indicated above, though, it would be a question primarily of revision of scales and, as such, I do not see that any special 'priority' can be given to it or that it can be taken up inedependently of a general revision all-round."

M.V.S., 26-9-45.

It is understood that, finally, it was ordered in circulation that the matter might wait, though it was considered necessary to improve the prspects of the services whether by having a Class I Provincial Service or otherwise - as, if that was not done, the best persons serving this Government would be attracted to the services of other Govts. or Indian States.

2. Sine then, the D.P.I. submitted to Govt. in June 1946 fairly detailed proposals for re-organising and strengthening the Direction and Inspection agencies of the Edn. dept., as a post-war measure. The Govt. had already issued, for eliciting public opinion, a Questionnarie on the Re-organization of the entire educational system - with the intention of convening a Conference of Educationists after replies to the Questionnaire were received and collated. It was thought that the Director's proposals might appropriately be taken up for discussion and examination at the Conference.

Subsequently, in connection with Part II of the Budget, the Director again recommended the acceptance, w.e.f. 1947-48, of some of his 'post-war' proposals referred to above, which related to the higher inspecting staff. This recommendation too was deferred for consideration in the light of the views of the Education Conference. Simultaneoulsy, the Dr. urged for the revision of the pay of the entire staff of the Edn. ~~staff~~ Dept. As the question of revising the salaries of non-gazetted servants in all depts. was then being gone into by the Cabinet Salaries Committee appointed for the purpose, no independent action was considered necessary in respect of subordinates in the Education dept. In the matter of re-organization of the gazetted staff of the Dept. and the revision of their pay, the Director was asked to send detailed proposals. These proposals are awaited.

3. Further, the question raised by the V.C. of the Madras University, in 1945, ~~for~~ the institution for the Presy. College of a specialist cadre of Chief Professors on a scale of pay higher than the ordy. Madras Edl. Service scale (Rs. 200-700) is under active consideration separately.

4. The Govt. in the Finance Dept. have also set up a Re-organisation Committee of the Cabinet, to go into the question of pay and re-organization of all Provl. services.

Pending receipt of the proposals which the Director has been asked to send and also of the recommendations of the Re-organisation Committee, no action seems necessary in this file. The Director may be asked to examine, when submitting his detailed recommendations, ~~also~~ the rules regarding methods of recruitment to the various gazetted posts and suggest amendments wherever necessary.

I.B.M. 25-3-47

M/- M.V.S.

C.F. 32.

In reply, please quote number, date and short title.*

ASST. SECRETARY TO GOVERNMENT
21 AUG 1947
EDUCATION AND PUBLIC HEALTH DEPTT.

67375

ENCLOSURES_____

_____

_____

SPARE COPIES_____

4 10 15

Education DEPARTMENT.

*Received*_____ *Registered*_____

From (Name) Dr.S.R.U. Savoor, M.A., D.Sc., I.E.S.,

(Designation) Director of Public Instruction,

Post Box_____, (STATION) Madras.

*Telegraphic Address*_____

To

The Secretary to Government,
Education and Public Health Department.

R.C. *No*1212 K3/47, *dated* ~~18-8-47.~~ 19 .

Sir,

* Sub:- Revision of pay of Gazetted Officers in the Education Department.

*****

Ref:- Government Memos.Nos.58017-A.2 Edn dated 7-11-46 and 58017-A3. dated 23-12-46.

*****

p.10 ante
p.11 ante

I have the honour to submit the following modification to the proposals submitted to Government in my letter C.No.7968 B4/46, dated 30-9-46.

pp 1-9 ante

2) After careful re-consideration I have decided to with-draw my recommendation regarding the creation of a new cadre of Inspectors of Secondary and Training Schools. The cadre of District Educational Officers and Inspectresses as at present may be continued. As regards the scales of pay for these officers it should not be less than what is proposed by Government for other important Services under it such as the Revenue and Police. Another important consideration that I have to submit for the consideration of Government is that a member of this department should have approximately the same prospects as the members in the other important departments. It is not enough to secure parity with the scales sanctioned for Deputy Collectors, Deputy Superintendent of Police etc; but there should be enough posts in the Higher Ranks on scales similar to those sanctioned for District Collectors, District Judges and District Superintendent of Police. In the absence of such prospects for promotion only men of third rate ability would be attracted to the service. I may in this connection state that among the technical services, this Department prescribes the highest general Educational qualifications for posts, as all Gazetted Officers should be not merely Honours men and not mere graduates for direct recruitment, but they should have taken a I or II classes in Honours.

p.4 ante & I.F.'s

3) I consider that a separate scale is not necessary for the Principals of First Grade Colleges. I would suggest that an allowance on a scale of 50/25/2-100 to them. For the really able lecturer the professors cadre provides adequate opportunities for promotion.

p.3 ante

P.T.O.

16

4) The personal Assistant to the Director of Public Instruction should be on the same scale sanctioned for the District Educational Officers and not on a reduced scale.

k at pp. 2 & 4 ante

5) I would suggest the conversion of the following posts to Gazetted Post.

(i) Headmaster of the Model High School Teachers College - Saidapet.

(ii) -do- -do- of the Government Training College, Rajahmundry.

6) On the basis of these proposals the Principals of Presidency College, Madras, Law College, Madras, and the Principals of Engineering Colleges will be in the scale of Rs.1000-100/2-1200. The Professors in the Presidency College, Deputy Directors of Public Instruction, Divisional Inspectors of Schools, Principals of Training Colleges (both men and women) and Queen Mary's College and Vice - Principal of the Law College will be in the scale of Rs.500-75/2-800-E.B.100/2-1000.

p. 2 ante
p. 3 ante
pp. 5 & 6 ante
p. 3 ante

7) I would further suggest for the consideration of Government that on the administrative side three posts in the selection grade on Rs.1000-1200 be created. They need not be ear-marked for the Deputy Directors' posts; as ordinarily the seniormost officers would work in the Head Office. As suitable people can be transferred from the Collegiate to the administrative side these posts can go to collegiate men also transferred to the administrative side.

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

R. Narasimha

for Director of Public Instruction.

PKR.20/8
Sd
20/8

---

11 17

Edn and P H Dept

DO no. 58017 A/46 - 5 Edn. dt 1-10-47

Dear Dr. Savoor,

Revision of pay of Gazetted Staff in the Edn dept and re-organisation of the Inspectorate
Ref your letter Re No: 1212 K3/47
Dt 18.8.47.

pages 15-16 cf

The Hon'ble Minister for Edn desires that you should discuss this matter with him in person. You may 'phone to the ~~Hon'ble~~ Minister and fix ~~up~~ a convenient date for the purpose.

Yours sincerely

To Mr D.P.I (by name)
(Dr SRU Savoor, MA.D.Sc., IES.

22/9/47
23-9-47
1/10

Pl. type in stencil & take 400 copies & hand over to section before 2 P.M. today positively. 3/3/49

Edn. and P.H. Dept.(A) 18

NOTE FOR THE MEETING OF THE CABINET TO BE HELD ON .. .. 1948.

-:-

[Sub:- Institution of Class I posts of D.E.Os. etc. in the Administrative Secn. of ~~the~~ Madras Edl. Service.]

The follg. ~~posts~~ are some of the posts in the Administrative Section of the M.E.S.:-

(1) P.A. to the D.P.I.
(2) D.E.Os.
(3) Inspr. (of European Schools (or Inspectress) ~~of European Schools~~)
(4) Secy. to the C.G.E.
(5) Supdt. of Sansk. Schools.
(6) H.M., Govt. ~~xxxxxx~~ Madrasa-i-Azam.
(7) Curator, Govt. Oriental MSS. Library. } Tempy. posts.
(8) Ch.Inspr. of Physical Edn. }

They all carry the ~~uniform~~ same scale of pay of Rs.230-30/2-260-40/2-500-50/2-700. The methods of recruitment admissible thereto are, mainly, direct recruitment, and recruitment by transfer from the Subordinate Services (i.e, ~~from among~~ promotion of Dy.Insprs. of Schools, ~~xxxxxxxxx~~ School Assts., Supdts. in the Office of the D.P.I., etc.). "Transferee-officers" apptd. on probation are, however, given a starting pay of Rs.260 in the time-scale of pay mentioned. The age limit for appt. by direct recruitment is 30 and by recruitment by transfer 50. The qualfns. for direct recruitment are I or II Class M.A. or Hons. degree and the B.T.(Madras) or the B.Ed.(Andhra) degree, and those for recruitment by transfer are an Arts degree (of whatever class) and the B.T. or the B.Ed. degree. A direct ~~Direct~~ recruit may also be required, at the discretion of the D.P.I., to undergo, before commencing to perform his ~~his~~ duties, trg. under a D.E.O. for a period of 6 months, and during that period ~~they are~~ he is eligible for a pay of Rs.100 p.m. For every one vacancy filled or reserved to be filled by direct recruitment, the next 3 vacancies have to be filled or reserved to be filled by recruitment by transfer.

Rule 5(a)(A)+7+(8) MES Spl. Rules - BK.113

Annexure to the MES Spl. Rules - BK.113

MES Rule 14 - do -

MES Rule 2(4) BK 113

2. On representations recd. from the S.I. Teachers' Union and the Headmasters' Asscn., the Govt. recently decided that only two, instead of three, out of every 4 vacancies in the Administrative Secn. should be fille

(Separate file)

y recruitment by transfer and that the one vacancy thus saved should be filled by the direct recruitment of a teacher serving in a non-Govt. school. The same academic qualfns. as are in force for recruitment by transfer, the age of 40 years, and service as a teacher ~~xxx~~ in a recognized ~~high school~~ edl. institution for 12 years (with preference to persons who ~~xxx~~ have experience as Headmasters of high schools) will be prescribed for the appt. ~~xx~~ of these teacher-recruits. They will also have to undergo administrative trg. under a D.E.O.s for a period of 4 months, before appt. and during the training they will be allowed a pay of Rs.200 p.m. or the pay which they would be drawing in non-Govt. service, whichever is less. The M.P.S.C. has expressed its agreement in the ~~xx~~ matter and amendments to the statutory rules are likely to be issued shortly.

3. The Hon.Minister for Edn.has felt that the ~~existing~~ officers who are now in the ~~xxxx~~ gazetted inspectorate (D.E.Os., etc.), particularly promotees, ~~officers,~~ have not the dignity and equipment necy. for properly discharging their work and that there has been a very great dearth of suitable ~~officers xx~~ persons for filling higher posts in the dept. The reasons for the dearth of proper men are attributed to the following factors:

(1) The pay and prospects in the Edn. dept. are not so attractive as those obtaining in other depts.

(2) That for recruitment higher initial qualfns., including a teaching degree, are insisted on.

(3) That the age-limit for direct recruitment is high. (In other services where tech. qualfns are not necy., recruitment is made at or before the age of 25 and all ambitious and promising young men get absorbed in those services and it is only those who are rejected by the other depts. that take B.T. degree and seek service in the Edn. Dept.)

The Hon. Minister has considered that, ~~with aneye to future efficiency of the inspectorate,~~ it is imperative that the quality of persons manning the higher inspectorate and that towards that end the methods of recruitment, ~~of the staff~~ for the posts shd. be improved ~~now by revising~~ etc. He has accordingly proposed a scheme of re-organization of the posts. The main features of the scheme are as below:

(1) The existing posts in the M.E.S. (tempy. as well as permanent) which number 35 be divided into two ~~xx~~ classes - Class I consisting of 15 posts and Class II of 20 posts.

(2) The scale of pay of Class I be fixed as Rs.300-40/2-500-50/2-800 and the scale for Class II as Rs.230-30/2-260-40/2-500.

(3) ~~xxxx~~ Recruitment to both the classes be ~~both~~ by direct recruitment and by promotion - promotion to Class I ~~xxxxx~~ being admissible only from among officers of Class II.

(4) For direct recruitment to either class a degree in ~~T~~eaching need not be insisted on; i.e., I or II Class M.A. or Hons. will ~~only~~ be the only qualfn.

(5) The age-limit for direct recruitment be reduced from 30 to 25.

(6) The candidates for direct recruitment to both the classes, ~~xxxxxxxxx shd., after selection,~~ be required to undergo trg. for a period of 18 months - B.T. or B.Ed. trg. ~~approximately~~ about for 9 months and administrative trg. in the dept. for the rest of the period.

(7) During trg., for the first 9 months, ~~candidates for~~ direct recruits to both the classes be allowed a pay of Rs.60 p.m. and for the rest of the period candidates for appt. to Class I be given a pay of Rs.120 p.m. and candidates for appt. to Class II a pay of Rs.100 p.m.

(8) That, eventually, promotion to higher posts (Dy. Dirs. of Pub. Instrn. and Divl.Insprs. of Schools) ~~promotion~~ will be made only from Class I posts.

4. E. & P.H. and Public depts. consider that the scheme may be adopted. E. & P.H. have also expressed the opinion that non-Govt. school teachers shd. be made eligible for direct recruitment only to Class II ~~and to~~ half the no. of the posts in that class that will ~~xxxx~~ xxx have to be filled by direct recruitment, and not also to Class I. They have also taken the view that in the case of those teacher-recruits, the period of trg. already decided upon (vide para 2 above) - viz., 4 months - need not be increased and may be adopted, for the reason that B.T. or B.Ed. is one of the qualfns. expected of them at the time of recruitment and that they would already be experienced men in the educational line.

5. The Fin. Dept. do not consider the scheme necessary. They have stated, inter alia, that if outstanding men with ~~xxxxxx~~ qualfns. are ~~not~~ available, ~~xxxxxx~~ higher starting pay on the basis of their ~~the recruitment~~ may be allowed, and that this Provl. Govt. have not formed a Class I service in any of their Provl. Services ~~and~~ that a departure in this regard in the Edn. Dept. ~~alone~~ is bound to have repercussions on the other services (e.g., Agriculture, Engg., Forest, Veterinary), and that therefore the matter should be taken to the Cabinet for decision. They have added that if at all it is decided to have ~~x~~ Class I ~~service~~ posts in the Edn. Dept. it would be sufficient to adopt a scale of pay of Rs.300-40/2-500-50/2-700 for those

posts. ~~service.~~ 4

6. The proposals will not involve any extra cost; on the other hand, there will be a saving of about Rs.8,000 p.a., as a result of the lower scale of pay (Rs.230-500 instead of Rs.230-700) suggested for 20 Class II posts. But, an increased amount of about Rs.1,500 p.a. will have to be spent on the administrative trg. for a longer period to be given to the recruits.

p.17 NF

pp.20-21 NF

7. When the file was circulated to the Hon.Minister for Fin., he minuted as follows:

> "While the expected better results are doubtful, the growth of discontent among subordinate services is certain. Their chances of promotion become dwindled and poor type of people alone would be attracted to the lower rungs.
>
> "This reform has its disadvantages. After all, D.E.Os. do administrative supervision. They are not expected to do anything original.
>
> "A I Class first may be a failure as D.E.O. He may be a good Professor or a good researcher.
>
> "While I do not object to this, I am expressing my doubts.
>
> "Let H.M.(Edn) see again.
>
> B.G(opala) R(eddy), 26-2-48."

The remarks of the Hon. Minister for Edn. on the minutes above, and the further orders in circn., are as below:-

> "As I have referred to before, our present personnel of D.E.Os. are highly regrettable. That is due to the fact that they come up from Dy.Insprs. with little dignity and equipment. It is wrong to think that the work of D.E.Os. is merely administrative. It is that point of view that is responsible for the poor state of affairs in our educational institutions. Men with drive, dignity and equipment are necessary for this job. Let us not foregt that the future of the nation depends upon the type of people that we are going to recruit for our Edn. dept. and the D. E. O. is the pivot around which the educational organization in the district depends. And, so, it is very necessary that we should try to attract some of the best men. I am glad that H.M.(Fin.) generally agrees with the proposal. The cost is very little ** but the advantages that are expected out of this scheme are very great.
>
> "H.Pr. may kindly see.
>
> T.S.A(vinashilingam Chettiar), 27-2-48."
>
> O.P.R(amaswami Reddiar), 28-2-48.
>
> A(rchibald) N(ye), 3-3-48.

8. Orders are solicited whether the scheme may be proceeded with. [The views of the M.P.S.C. have to be obtained before amending the statutory rules so as to give effect to the proposals.]

1.3.48 BM 7/3/48

14

Copy for H.M.( )

Education & P.H. Department.

Superintendent.
13-3-48.

NOTE FOR THE NEXT MEETING OF THE CABINET.

[Sub: Institution of Class I posts of District Educational Officers etc. in the Administrative Section of Madras Educational Service.]

...

The following are some of the posts in the Administrative Section of the Madras Educational Service:

(1) Personal Assistant to the Director of Public Instruction.
(2) District Educational Officers.
(3) Inspector (or Inspectress) of European Schools.
(4) Secretary to the Commissioner for Government Examinations.
(5) Superintendent of Sanskrit Schools.
(6) Headmaster, Government Madrasa-i-Azam.
(7) Curator, Government Oriental Manuscripts Library. } temporary
(8) Chief Inspector of Physical Education. } posts.

They all carry the same scale of pay of Rs. 230-30/2-260-40/2-500-50/2-700. The methods of recruitment admissible thereto are, mainly: direct recruitment; and recruitment by transfer from the Subordinate Services (i.e., promotion of Deputy Inspectors of Schools, School Assistants, Superintendents in the Office of the Director of Public Instruction, etc.) . "Transferee-officers" appointed on probation are, however, given a starting pay of Rs.260 in the time-scale of pay mentioned. For every one vacancy filled or reserved to be filled by direct recruitment, the next 3 vacancies have to be filled or reserved to be filled by recruitment by transfer. The age limit for appointment by direct recruitment is 30 and by recruitment by transfer 50. The qualifications for direct recruitment are I or II Class M.A. or Hons. degree and the B.T.(Madras) or the B.Ed.(Andhra) degree, and those for recruitment by transfer are an Arts degree (of whatever class) and the B.T. or the B.Ed. degree. A direct recruit may also be required, at the discretion of the Director of Public Instruction, to undergo, before commencing to perform the duties, training under a District Educational Officer for a period of 6 months, and during that period he is eligible for a pay of Rs.100 per mensem.

2. On representations received from the South Indian Teachers' Union and the Headmasters' Association the Government recently decided that only two, instead of three, out of every 4 vacancies in the Administrative Section should be filled by recruitment by transfer and that the one vacancy thus saved should be filled by the direct recruitment of a teacher serving in a non-Government School. The same academic qualifications as are in force for recruitment by transfer, the age of 40 years, and service as a teacher in a recognized educational institution for 12 years (with preference to persons who have experience as Headmasters of high schools) will be prescribed for the appointment of these teacher-recruits. They will also have to undergo administrative training under District Educational Officers for a period of 4 months, before appointment, and during the training they will be allowed a pay of Rs.200 per mensem or the pay which they would be drawing in non-Government service, whichever is less. The Madras Public Service Commission has expressed its agreement in the matter and amendments to the statutory rules are likely to be issued shortly.

p.t.o.

3. The Hon'ble Minister for Education has felt that the officers who are now in the gazetted inspectorate (District Educational Officers, etc.), particularly 'promotees', have not the dignity and equipment necessary for properly discharging their work and that there has been a very great dearth of suitable persons for filling higher posts in the department. The reasons for the dearth of proper men are attributed to the following factors:

(1) The pay and prospects in the Education Department are not so attractive as those obtaining in other departments.

(2) That for recruitment, higher initial qualifications including a Teaching degree, are insisted on.

/technical

(3) That the age-limit for direct recruitment is high. (In other services where ~~xxxxxxxx~~/qualifications are not necessary, recruitment is made at or before the age of 25 and all ambitious and promising young men get absorbed in those services and it is only those who are rejected by the other departments that take the B.T./B.Ed. degree and seek service in the Education Department).

The Hon'ble Minister has considered that it is imperative that the quality of the persons manning the higher inspectorate should be improved and that towards that end the methods of recruitment, etc., for the posts should be suitably altered. He has accordingly proposed a scheme of re-organisation of the posts. The main features of the scheme are as below:

(i) The existing posts in the Madras Educational Service (temporary as well as permanent) which number 35 be divided into two classes - Class I consisting of 15 posts and Class II of 20 posts.

(2) The scale of pay of Class I be fixed as Rs.300-40/2-500-50/2-800 and the scale for Class II as Rs.230-30/2-260-40/2-500.

(3) Recruitment to both the classes be by direct recruitment and by promotion in equal proportions - promotion to Class I being admissible only from among officers of Class II.

(4) For direct recruitment to either class, a degree in Teaching need not be insisted on, i.e., I or II Class M.A. or Hons. will be the only qualification.

(5) The age-limit for direct recruitment be reduced from 30- to 25.

(6) The candidates for direct recruitment to both the classes be required to undergo, after selection, training for a period of 18 months - B.T. or B.Ed. training for about 9 months and administrative training in the department for the rest of the period.

(7) During training for the first 9 months, direct recruits to both the classes be allowed a pay of Rs.~~x~~ 60/- per mensem and for the rest of the period candidates for appointment to Class I be given a pay of Rs.120/- per mensem and candidates for appointment to Class II a pay of Rs.100 per mensem.

(8) That, eventually, promotion to higher posts (Deputy Directors of Public Instruction and Divisional Inspectors of Schools) will be made only from Class I posts.

4. Education and Public Health, and Public Departments

p.t.o.

consider that the scheme may be adopted. Education and Public Health have also expressed the opinion that non-Government School teachers should be made eligible for direct recruitment only to Class II, to half the number of the posts in that class that will have to be filled by direct recruitment, and not also to Class I. They have also taken the view that in the case of those teacher-recruits, the period of training already decided upon-viz., 4 months (vide paragraph 2 above) - need not be increased and may be adopted, for the reason that B.T. or B.Ed. is one of the qualifications expected of them at the time of recruitment and that they would already be experienced men in the educational line.

5. The Finance Department do not consider the scheme necessary. They have stated, inter alia, that, if men with outstanding qualifications are available, higher ~~xxxxx~~ starting pay on the basis of their age may be allowed, and that this Government have not formed a Class I Service in any of their Provincial Services, that a departure in this regard in the Education Department is bound to have repurcussions on the other services (e.g. Agriculture, Engineering, Forest, Veterinary) and that therefore the matter should be taken to the Cabinet for decision. They have added that if at all it is decided to have Class I posts in the Education Department it would be sufficient to adopt a scale of pay of Rs.300-40/2-500/-50/2-700 for those posts.

6. The proposals will not involve any extra cost; on the other hand, there will be a saving of about Rs.8,000 per annum as a result of the lower scale of pay (Rs.230-500/- instead of Rs.230-700) suggested for 20 Class II posts. But, an increased amount of about Rs.1,500 per annum will have to be spent on the administrative training for a longer period to be given to the recruits.

7. When the file was circulated to the Hon'ble Minister for Finance, he minuted as follows:

> "While the expected better results are doubtful, the growth of discontent among subordinate services is certain. Their chances of promotion become dwindled and poor type of people alone would be attracted to the lower rungs.
>
> . . . . .
>
> "This reform has its disadvantages. After all, District Educational Officers do administrative supervision. They are not expected to do anything original.
>
> "A I Class first may be a failure as District Educational Officer. He may be a good Professor or a good researcher.
>
> "While I do not object to this, I am expressing my doubts.
>
> "Let H.M.(Edn.) see again.
>
> B.G(opala)R(eddy),
> 26-2-1948".

The remarks of the Hon'ble Minister for Education on the minutes above, and the further orders in circulation, are as below:

> "As I have referred to before, our present personnel of District Educational Officers are highly regrettable. That is due to the fact

p.t.o.

that they come up from Deputy Inspectors with little dignity and equipment. It is wrong to think that the work of District Educational Officers is merely administrative. It is that point of view that is responsible for the poor state of affairs in our educational institutions. Men with drive, dignity and equipment are necessary for this job. Let us not forget that the future of the nation depends upon the type of people that we are going to recruit for our Education Department and the District Educational Officer is the pivot around which the educational organization in the district depends. And, so, it is very necessary that we should try to attract some of the best men. I am glad that H.M.(Fin) generally agrees with the proposal. The cost is very little ** but the advantages that are expected out of this scheme are very great.

" Hon'ble Premier may kindly see.

T.S.A(vinashilingam Chettiar),
27-2-48".

O.P.R(amaswami Reddiar),
28-2-48.

A(rchibald)N(ye),
3-3-48.

8. Orders are solicited whether the scheme may be proceeded with [The views of the Madras Public Service Commission have to be obtained before amending the statutory rules so as to give effect to the proposal].

T.S.Avinashilingam Chettiar,
Hon'ble Minister for Education.

...oOo...

idential.

Government of Madras
Education and Public Health Department
W.O.Note No. 5801/4-(1), dated 17-3-48

Subject for discussion at the next Cabinet Meeting.

--

*Proposal for classification of posts of D.E.Os. etc., in the Administrative Section of the M.E.S. into 2 grades.

Chief Secretary may be requested kindly to arrange for the inclusion of the subject noted in the margin*, in the Agenda for the next meeting of the Cabinet, after obtaining orders in circulation as required by Secretariat Instruction 26(1).

(S/c)

for Secretary to Government.

Confidential.

Government of Madras
Education and Public Health Department
U.O.Note No. 5801/46-A-11 dated 25-3-48

Subject for discussion at the next Cabinet Meeting.

*Proposal for classification of posts of D.E.Os. etc., in the Administrative Section of the M.E.S. into 2 grades.

Chief Secretary may be requested kindly to arrange for the inclusion of the subject noted in the margin*, in the Agenda for the next meeting of the Cabinet, after obtaining orders in circulation as required by Secretariat Instruction 26(1).

Sd/- ....

For Secretary to Government.

E & PH (A)

U.O. Note No. 5801/46-A-11, d/- 25-3-48

Institution of Class I posts of DEO's, etc. in the M.E.S. — Administrative Secn. — Subject for discussion at last Cabinet meeting.

Despd. 30/3

This dept. file on the subject cited, sent with Public (Special) U.O. No. 7002/47-11 d/- 22-3-48, has been recd. Public may be informed so.

25.3.48

24/3/48

25/3/48

PTO

D.O. No. 58017 / 46 / A-12 / 44 - 25 Edn., E. J. Aug

~~E J Pt (A)~~

28

Dear Mr. Reddy, 18

Decd 16/8 / 807

Re-organization of posts of DEOs etc. in Adminve. Secn. of M.E.S.

I am to invite refce. to the minutes of the Hon. Minister for Edn., on the subject cited, copy sent to you direct by him, and to request that you may forward ~~send~~ to Govt. as early as possible a scheme on the lines indicated therein.

p. 25 N.F.

25/8/48

26/8/48

To the D.P.I. (by name)

24/8/48

29

Do.

Dear Mr. [redacted], Reorganisation of posts of D.E.O's, etc.

I am to invite reference to [redacted] Do. No. 55017-46-A-12-Edn., dt-25.3.48 and to request you to expedite the ~~sending to Govt.~~ ~~of the~~ Scheme called for therein.

Yours,

8/4/48

for

To Sri. D. Sadasiva Reddy, M.A. (Oxon), D.E.O.

CONFIDENTIAL.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, M A D R A S.
R.C. No.21/48 dated 6th April 1948.

Sub: MADRAS EDUCATIONAL SERVICE - Administrative Section (Men's Branch) - Reorganisation - Proposals.

Ref: Note dated 22-3-48 from the Hon'ble Minister for Education, Madras.

SECRETARY, EDN. AND P. H. DEPT. 8 APR 1948 GOVERNMENT OF MADRAS

S u b m i t t e d.

2. It cannot definitely be estimated as to how many among the 35 posts in the Administrative Section of the Madras Educational Service (Men's branch) will be held by direct recruits (ordinary), by direct recruits (Non-Government school teachers) or by promotees, at a particular future date. The number of posts held by the three classes of recruits will be varying from time to time. However, for purposes of the estimate called for, it may be taken that 50 percent of the total number of posts will be held by promotees, 25 percent by direct recruits (ordinary) and the remaining 25 percent by direct recruits (Non-Government school teachers). Accordingly, the estimated ultimate cost is worked out in the annexure for 18 promotees, 9 direct recruits (ordinary) and 8 direct recruits (Non-Government school teachers).

3. In this connection, I may submit that the average age at which members of the Subordinate Services are normally promoted to the Madras Educational Service (Administrative section) is 44.9 years or 45 years approximately -vide details furnished to Govt. with this office T.M. dated 17-4-1946 disposed of in G.O.Ms.No. 1398 Edn., dated 19-7-1946. For such promotees the effective scale in the Madras Edl. Service will be for 10 years, i.e., starting at Rs.300/- they will reach only Rs.500/- at the time of superannuation. So the average cost is worked on the basis of the scale of pay of Rs.300-40/2-500.

4. The age limit for recruitment of Non-Government school teachers to the category of District Edl. Officers has been proposed to be fixed at 40 years. So these direct recruits will put in normally 15 years of service in the Madras Educational Service and the effective scale in the case of this class of recruits may be taken as Rs.300-40/2-500-50/2-600. The cost is worked out in the annexure accordingly.

5. I consider that there is no need to alter the proportion proposed by Government for the three classes of recruits, as the chances of promotion to members in service have already been reduced from 75 percent to 50 percent - vide correspondence ending with my letter R.C.No.3598 C.1/46 dated 19th November 1947. However, in view of the fact that ~~that~~ the additional cost is negligible and as it is necessary to offer improved prospects, however limited they may be, to new entrants so that a better type of persons may be attracted to the Education Department, I suggest that a selection grade of District Educational Officers in the scale of Rs.750-50/2-850 consisting of two of the above 35 posts may be sanctioned. The additional cost involved is shown in Part B of the annexure.

for Director of Public Instruction.

To the Secretary to Government, Education and Public Health Department.
Copy submitted to the Hon'ble Minister for Education, Government of Madras.

Annexure.

Rough Estimate of cost.

Total No. of posts in the Administrative section of the Madras Educational Service (Men's branch) that are proposed to be placed in the scale of Rs.300-700 .. 35 posts.

PART A.

I. Ultimate cost according to the proposed scheme:- Pay Rs.

(i) Average cost for 18 posts which may be held by promotees, in the scale of Rs.300-40/2-500. The stages in the time-scale beyond the stage of Rs.500 may not be effective in the cases of promotees as most of them will retire from service on or before reaching Rs.500 in the scale - Rs.420 x 18 .. 7,560

(ii) Average cost for 9 posts which may be held by direct recruits (ordinary) in the scale of Rs.300-40/2-500-50/2-700 - Rs.504 4/9 x 9 4,540

(iii) Average cost for 8 posts which may be held by direct recruits (Non-Government school teachers). The scale beyond the stage of Rs.600/- may not be effective in most of these cases and hence the effective scale is taken as Rs.300-40/2-500-50/2-600.

Rs.473 1/3 x 8 .. 3,787

Total average cost for 35 posts in the Administrative section of the Madras Edl. Service (Men's branch) 15,887 per annum

II. Cost according to the existing scale:- (i.e., Rs.230-30/2-260-40/2-500-50/2-700):

Average cost for 35 posts - Rs.449 1/3 x 35 .. Rs.15,727 per annum.

Note:- The fact that promotees start on Rs.260/- now is not taken into account. Although even now most of the promotees to the Madras Edl. Service are retiring from service before reaching the stage of Rs.500 in the time-scale, this aspect also has not been taken into account for purposes of existing cost.

III. Additional cost per mensem (item I-II)
Rs.15,887-Rs.15,727 .. Rs. 160 per mensem
or Rs.1,920 per annum.

PART B.

If two of the 35 posts are placed on the selection grade of Rs.750-50/2-850:
the average cost will be:-
[Scale Rs.300-40/2-500-50/2-700 (Selection grade) 750-50/2 - 850]
Rs.696 2/3 x 2 .. Rs.1,393

The additional cost involved will be:-
2 x(Rs.696 2/3 minus Rs.504 4/9)
= 2 x 192 2/9 .. Rs. 385 per mensem
or .. Rs.4,620 per annum.

for Director of Public Instruction.

21 32

To the Secretary, E.& P.H.

The papers connected with this may be put up so that it may be put up before the Cabinet.

TSA
10.4.48

H.M. Education.

2718

SECRETARY, EDN. AND P. H. DEPT.
12 APR 1948
GOVERNMENT OF MADRAS

CONFIDENTIAL.

Same as 130

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, M A D R A S.
R.C. No.21/48 dated 6th April 1948.

Sub: MADRAS EDUCATIONAL SERVICE - Administrative Section (Men's Branch) - Reorganisation - Proposals.

Ref: Note dated 22-3-48 from the Hon'ble Minister for Education, Madras.

S u b m i t t e d.

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3. In this connection, I may submit that the average age at which members of the Subordinate Services are normally promoted to the Madras Educational Service (Administrative section) is 44.9 years or 45 years approximately -vide details furnished to Govt. with this office T.M. dated 17-4-1946 disposed of in G.O.Ms.No. 1398 Edn., dated 19-7-1946. For such promotees the effective scale in the Madras Edl. Service will be for 10 years, i.e., starting at Rs.300/- they will reach only Rs.500/- at the time of superannuation. So the average cost is worked on the basis of the scales of pay of Rs.300-40/2-500.

4. The age limit for recruitment of Non-Government school teachers to the category of District Edl. Officers has been proposed to be fixed at 40 years. So these direct recruits will put in normally 15 years of service in the Madras Educational Service and the effective scale in the case of this class of recruits may be taken as Rs.300-40/2-500-50/2-600. The cost is worked out in the annexure accordingly.

5. I consider that there is no need to alter the proportion proposed by Government for the three classes of recruits, as the chances of promotion to members in service have already been reduced from 75 percent to 50 percent - vide correspondence ending with my letter R.C.No.3598 C.1/46 dated 19th November 1947. However, in view of the fact that ~~that~~ the additional cost is negligible and as it is necessary to offer improved prospects, however limited they may be, to new entrants so that a better type of persons may be attracted to the Education Department, I suggest that a selection grade of District Educational Officers in the scale of Rs.750-50/2-850 consisting of ~~two~~ ~~of~~ the above 35 posts may be sanctioned. The additional cost involved is shown in Part B of the annexure.

for Director of Public Instruction.

To the Secretary to Government, Education and Public Health Department.
Copy submitted to the Hon'ble Minister for Education, Government of Madras.

Same as p.31 ante)

84

Annexure.

Rough Estimate of cost.

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I. Ultimate cost according to the proposed scheme:- Rs.

(i) Average cost for 18 posts which may be held by promotees, in the scale of Rs.300-40/2-500. The stages in the time-scale beyond the stage of Rs.500 may not be effective in the cases of promotees as most of them will retire from service on or before reaching Rs.500 in the scale - Rs.420 x 18 .. 7,560

(ii) Average cost for 9 posts which may be held by direct recruits (ordinary) in the scale of Rs.300-40/2-500-50/2-700 - Rs.504 4/9 x 9 4,540

(iii) Average cost for 8 posts which may be held by direct recruits (Non-Government school teachers). The scale beyond the stage of Rs.600/- may not be effective in most of these cases and hence the effective scale is taken as Rs.300-40/2-500-50/2-600.

Rs.473 1/3 x 8 .. 3,787

Total average cost for 35 posts in the Administrative section of the Madras Edl. Service (Men's branch) 15,887 per annum.

II. Cost according to the existing scale:-
(i.e., Rs.230-30/2-260-40/2-500-50/2-700):

Average cost for 35 posts - Rs.449 1/3 x 35 ..Rs.15,727 per annum.

Note:- The fact that promotees start on Rs.260/- now is not taken into account. Although even now most of the promotees to the Madras Edl. Service are retiring from service before reaching the stage of Rs.500 in the time-scale, this aspect also has not been taken into account for purposes of existing cost.

III. Additional cost per mensem (item I-II)
Rs.15,887-Rs.15,727 .. Rs. 160 per mensem
or Rs.1,920 per annum.

PART B.

If two of the 35 posts are placed on the selection grade of Rs.750-50/2-850:
the average cost will be:-
[Scale Rs.300-40/2-500-50/2-700 (Selection grade) 750-50/2 - 850]
Rs.696 2/3 x 2 .. Rs.1,393

The additional cost involved will be:-
2 x(Rs.696 2/3 minus Rs.504 4/9)
= 2 x 192 2/9
.. Rs. 385 per mensem
or .. Rs.4,620 per annum.

for Director of Public Instruction.

Draft to issue.

Edn. and P.H. Dept.(A). 346(a)

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24 Men's Br.--

M.E.S. - Administrative officers - Scale of pay - Revised.

C.f.8 Read:-From the D.P.I., No.21 /48, dated 6-4-48.

G.O.(MS.) No. Edn., dated

The Govt. direct that the scale of pay of the officers in the Administrative Section of the M.E.S., noted in the Annexure, be revised from Rs.230-30/2-260-40/2-500-50/2-700 (to Rs. 300-40/2-500-50/2-700) w.e.f. ~~the date of this order.~~ 1-6-48

2. The D.P.I. is informed that the Govt. see no justification to ~~accept his suggestion that~~ sanction a selection grade of D.E.Os. in the scale of Rs.750-50/2-850, consisting of two posts, ~~be sanctd.~~

To the D.P.I.
" A. G.(thro' Fin.)
" Fin.
" S., M.P.S.C.
" Pub. (Services).

P.S. to Min. 12.5.48. 12/5/48.

12/5/48 12/5/48.

Annexure.

34(b)

Annexure.

28 D.E.Os.
1 P.A. to the D.P.I.
1 Secy. to the C.G.E.
1 Supdt. of Sansk.Schools.
1 Inspr. (or Inspectress) of European Schools).
1 H.M., Govt.Madrasa-i-Azam, Madras.
1 Ch.Inspr. of Physical Edn.
1 Curator, Oriental MSS. Library.

Edn. and P.H. Dept.(A).

D.O.No. 5807 A-14, d/ — 29.5.48

Dear Mr.Reddy,

M.E.S. - Raising of scale of pay of officers in Administrative Secn.

Ref:- Your letter No.21/48, d/- 6-4-48.

I am desired to inform you that you may meet the Hon. Minister for Edn.on the 15th June, at 11 A.M., in his room at the Sectt., for discussing the matter with him.

Yrs.sincerely,

Sri D.Sadasiva Reddy,
M.A.(Oxon),
D.P.I.

36

① Yearly 2 d.r's may be recruited now
1 from teachers + the other from outsiders.

Cost of trg. them: Outsider: 1 × 6 × (100 + 24) = 744 +
(months, pay, D.A.)

Teacher: 1 × 4 × (200 × 43) = 972

1716

② Under H.M.(Edn.)'s scheme:

(a) 1 will have to be recruited to Class I: he will be an outsider: cost of trg. him is:

1 × 9 × (60 + 24) = 756 +
(months B.T. trg., Pay, D.A.)

1 × 9 × (120 × 29) = 1341.
(Admi. trg. months, Pay, D.A.)

2,097

(b) 1 will have to be recruited to Class II: ~~For~~ Rotation
Alternate vacancies will go to non-Govt. school teachers.

Cost of trg. an outsider = 1 × 9 × (60 + 24) = 756
1 × 9 × (100 + 24) = 1116

1872

Cost of trg. teacher =
1 × 4 × (200 + 43) = 972

Ave: 2 972 + 1872 = 2844 / 2 = 1422

2097 + 1422 = 3519
minus 1716
1803

---

26 **E & P.H. Department (A)** 37

Special

*D.E.O's - Raising of scale of pay and alteration of qualifications, method of appointment, etc. for direct recruits.

It has been ordered by H.Pr. that the proposals on the subject noted in the margin* should be placed before the Cabinet. H.M.(Edn.) has desired that the matter should be discussed at the next meeting of the Cabinet. Pub(Spl.) may therefore be requested to arrange for the inclusion of the subject in the Agenda for the next Cabinet meeting.

The usual note will be sent to C.S. and H.M. (Edn.) for approval, and copies of it, after approval, will be circulated to all concerned, as expeditiously as possible.

I.B.M.

28-7-48. Pub (Spl.)

Despd 28/7

E&H no. 58017/48 A 78
28.7.48

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

Special.

*D.E.Os.-Raising of scale of pay and alteration of qualfns., method of appt., etc. for direct recruits.



It has been ordered by H.Pr. that the proposals on the subject noted in the margin* shd. be placed before the Cabinet. H.M.(Edn.) has desired that the matter shd. be discussed at the next meeting of the Cabinet. Pub.(Spl.) may therefore be requested to arrange for the inclusion of the subject in the Agenda for the next Cabint meeting.

The usual note will be sent to C.S. and H.M.(Edn.) for appl., and copies of it, after appl., will be circd. to all concerned, as expeditiously as possible.

2/ 39

Public (Special) Dept.

Please see the note from the E&P.H. Dept. on page 38 ante. H.M. (Education) desires the following subject to be discussed at the next Cabinet meeting:

"D.E.Os - Raising of scale of pay and alteration of qualifications - Method of appt etc. for direct recruits".

The next meeting of the Council of Ministers is to be held on 2.8.48. The main agenda for the meeting has already been issued. It is for consideration whether the above subject may be put in a supplemental agenda or the subject deferred for the next Cabinet meeting.

U.R. 30.7.48.

place before the informal meeting of Ministers
G.P.R. 31/7

30/7

Copy at (B)

desired

Pub (Special) No. 2966/48-1 31/7/48

ASST. SECRETARY TO GOVERNMENT
31 JUL 1948
5718-2
EDUCATION AND PUBLIC HEALTH DEPT.

2/ A 40.

Public (Special) Dept.

Please see the minutes of H.Dr. at the bottom of page 2 ante. The file may now be returned to E&P.H.

U.R. 31.7.48

31/7

E&PH

Edn. and P.H. Dept.(A).

NOTE FOR THE NEXT ~~CABINET~~ informal MEETING OF THE Hon. Ministers.

***

Sub:- M.E.S. - D.E.Os. and other officers in Administrative Secn. - Raising of scale of pay - Altering qualfns., method of appt., etc., of direct recruits.

The follg. are some of the posts in the Admn. Secn. of the men's branch of the M.E.S.:-

P.A. to the D.P.I.
D.E.Os. (28)
Inspr. ~~(or Inspectress)~~ of European Schools.
Secy. to the C.G.E.
Supdt. of Sansk.Schools.
Headmaster, Govt. Madrasa-i-Azam.
Curator, Govt.Oriental MSS. Library.) Tempy.
Ch.Inspr. of Physical Edn.) posts.

M.E.S. Special Rule 2(a) - Bk.113

The methods of recruitment admissible to the posts are mainly: Direct recruitment; and Recruitment by transfer from the Sub. Services (i.e., promotion of Dy.Insprs. of Schools, School Assts., Supdts. in the Office of the D.P.I.). For direct recruitment, teachers who are employed in recognized ~~xx~~ non-Govt. secy. schools and who have put in service as a teacher in a recognized educational institution for 12 years are also eligible.

M.E.S. Spl. Rule 2(d) - Bk.113 (time of promotion)

All the posts carry the same scale of pay of Rs.230-30/2-260-40/2-500-50/2-700; 'transferee-officers' apptd. on probn. are, however, given ~~higher~~ starting pay of Rs.260 in the scale if they are drawing more than Rs.230 in the subordinate service at the time of promotion but of every 4 vacancies, the first shd. be filled or reserved to be filled by the direct recruitment of a person who is not a non-Govt. school teacher, the second by recruitment by transfer, the third by the direct recruitment of a non-Govt. school teacher, and the fourth again by recruitment by transfer. That is, 50% of the vacancies go to deptl. men, 25% to non-Govt. secy. school teachers, and the remaining 25% to ~~other~~ ordinary direct recruits.

M.E.S. Rule 2(a)(A)+(B) - Bk.113

The age-limit for the direct recruitment of persons who are not non-Govt. school teachers is 30; that applicable to non-Govt. school teachers is 40; and that in force for recruitment by transfer is

42

The qualfns. for direct recruits who are not teachers are I or II Class M.A. or Hons. degree and B.T.(Madras) or the B.Ed.(Andhra) degree. Those for recruitment by transfer, and also for the direct recruitment of non-Govt. secy. school teachers, are an Arts degree (of whatever class) and the B.T. or the B.Ed. degree. A direct recruit may ~~also~~ be reqd., at the discretion of the D.P.I., to undergo, before commencing to perform the duties, training under a D.E.O. for a period of 6 months, ~~and~~ During that period he is eligible for a pay of Rs.100 p.m. and also for appropriate dearness allce. The period of trg. in the case of teacher-direct recruits, however, will not ~~and not however~~ exceed 4 months and those recruits are during trg., ~~will be~~ eligible for a pay of Rs.200 p.m., or the pay which they would be drawing in non-Govt. service, whichever is less.

2. The Hon'ble Minister for Education has felt that the officers who are now in the gazetted inspectorate (District Educational Officers, etc.), particularly 'promotees', have not the dignity and equipment necessary for properly discharging their work and that there has been a very great dearth of suitable persons for filling higher posts in the department. The reasons for the dearth of proper men are attributed to the following factors:

(1) The pay and prospects in the Education Department are not so attractive as those obtaining in other departments.

(2) ~~That~~ For recruitment, higher initial qualifications including a Teaching degree, are insisted on.

(3) ~~That~~ The age-limit for direct recruitment is high. (In other services where ~~xxxxxxx~~ qualifications are not necessary, recruitment is made at or before the age of 25 and all ambitious and promising young men get absorbed in those services and it is only those who are rejected by the other departments that take the B.T./B.Ed. degree and seek service in the Education Department).

3. The Hon'ble Minister ~~has~~ considered that it was imperative that the quality of the persons manning the higher inspectorate should be improved and that towards that end the methods of recruitment, etc., for the posts should be suitably altered. He ~~has~~ accordingly proposed a scheme of re-organisation of the posts. The main features of that scheme were as below:

(1) The ~~existing~~ posts in the Madras Educational Service (temporary as well as permanent) which number 35 be divided into two classes - Class I consisting of 15 posts and Class II of 20 posts.

(2) The scale of pay of Class I be fixed as Rs.300-40/2-500-50/2-800 and the scale for Class II as Rs.230-30/2-260-40/2-500.

(3) Recruitment to both the classes be by direct recruitment and by promotion in equal proportions - promotion to Class I being admissible only from among officers of Class II.

...ment to either ... class, ...nsisted on, i.e., ... or II Cla... would be the only qualification.

(5) The age-limit for direct recruitment be reduced ...o 25.

(6) The candidates for direct recruitment to both ...asses, be required to undergo, after selection, training ... period of 18 months - B.T. or B.Ed. training for about 9 ...hs and administrative training in the department for the ... of the period.

(7) During training for the first 9 months, direct ...uits to both the classes be allowed a pay of Rs. 60 per ...m, and for the rest of the period candidates for appointment to Class I be given a pay of Rs.120 per mensem and candi... appointment to Class II a pay of Rs.100 per mensem.

(8) That, eventually, promotion to higher posts ...irectors of Public Instruction and Divisional ... f Schools) would ... made only ... Class I ...

perform the duties, ti... d d...
Officer for a period o... ...100 per mensem.
is eligible for a pay of Rs.100 per mensem.

2. On representations received from
~~Indian~~ India Teachers' Union and the Headmasters' Asso...
Government recently decided that only two, instead
out of every 4 vacancies in the Administrative Sect...
should be filled by recruitment by transfer and that
vacancy thus saved should be filled by the direct re...
ment of a teacher serving in a non-Government School
same academic qualifications as are in force for rec...
by transfer, the age of 40 years, and service as a t...
in a recognized educational institution for 12 years
preference to persons who have experience as Headma...
high schools) will be prescribed for the appointmen...
these teacher-recruits. They will also have to und...
administrative training under District Educational
for a period of 4 months, before appointment, and d...
the training they will be allowed ~~xx~~ a pay of Rs.2...
mensem or the pay which they would be drawing in ...
... The Madras ...
... never ... nt in t...

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(4) Fo...
degree in Teaching...
M.A. or Hons.

NOTE FOR THE NEXT MEETING OF THE CABINET.

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[Sub:- District Educational Officers and others in the Administrative Secn. of the M.E.S. - Raising of scale of pay, altering qualfn

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Inspectors o... ... be ma... from Class I posts.

p. .. N.F.
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p.21 N.F. - top
p.9 N.F. - top

4. Education and Public Health, and Public Departments considered that the scheme might be adopted.

S, N.F. 13 & N.F. 14
B, N.F. 16
D, N.F. 17
C, N.F. 17

... The Finance Department did not consider the scheme necessary. They ~~have~~ stated, inter alia, that, if men with outstanding qualifications ~~are~~ became available, higher ~~xxxxx~~ starting pay on the basis of their age ~~may~~ might be allowed, and that this Government had not formed a Class I Service in any of their Provincial Services, that a departure in that regard in the Education Department was bound to have repurcussions on the other services (e.g. Agriculture, Engineering, Forest, Veterinary) and that therefore the matter should be taken to the Cabinet for decision. They ~~have~~ added that if at all it was decided to have Class I posts in the Education Department it would be sufficient to adopt a scale of pay of Rs.300-40/2-500/-50/2-700 for those posts.

5. The proposals ~~will~~ did not involve any extra cost; on the other hand, there would be a saving of about Rs. ~~8,000~~ 4,700 per annum as a result of the lower scale of pay, Rs.230-500, instead of Rs.230-700 suggested for 20 Class II posts. But, an increased amount of about Rs.1,800 per annum would have to be spent on the administrative training for a longer period to be given to the recruits.

p.17 N.F. (with the follg. modfns.)
(504.4 + 85) x 15 = 8841
(380 + 67) x 20 = 8940
17,781
(447.3 + 70) x 35 = 18,176
17,781
395
395 x 12 = 4740
+ vide calculations at p. 36 C.F.

6. When the file was circulated, ~~to~~ the Hon'ble Minister for Finance, ~~the~~ he minuted as follows: [Hon. Minister for Edn.]

"While the expected better results are doubtful, the growth of discontent among subordinate services is certain. Their chances of promotion become dwindled and poor type of people ~~alone~~ would be attracted to the lower rungs.

"This reform has its disadvantages. After all, District Educational Officers do administrative supervision. They are not expected to do anything original.

"A I Class first may be a failure as District Educational Officer. He may be a good Professor or a good researcher.

"While I do not object to this, I am expressing my doubts.

"Let H.M.(Edn.) see again.

B.G(opala)R(eddy),
26-2-1948".

"As I have referred to before, our present personnel of District Educational Officers are highly regrettable. That is due to the fact that they come up from Deputy Inspectors with little dignity and equipment. It is wrong to think that the work of District Educational Officers is merely administrative. It is that point of view that is responsible for the poor state of affairs in our educational institutions. Men with drive, dignity and equipment are necessary for this job. Let us not forget that the future of the nation depends upon the type of people that we are going to recruit for our Education Department and the District Educational Officer is the pivot around which the educational organization in the district depends. And, so, it is very necessary that we should try to attract some of the best men. I am glad that H.M.(Fin) generally agrees with the proposal. The cost is very little ** but the advantages that are expected out of this scheme are very great."

T. S. Avinashilingam Chettiar)
27-2-48."

7. Then, as desired by the Fin. Dept., the matter was placed before the Cabinet on 19-3-48. The orders passed were that, instead of having Class I and Class II divisions, the question of having single grade D.E.Os. on the scale of Rs.300-700 shd. be examined and proposals placed before the Cabinet.

8. It has been ~~presumed by Hy.Mr.(Edn.)~~ taken by Ed. the Hon. ~~Minister for Edn. that the~~ intention of the Cabinet was that the original proposals summarised in para 3 above, with only the features relating to the institution of a Class I cadre left out, shd. be considered further. That is, in addn. to raising the scale of pay of the officers from Rs.280-700 to Rs.300-700, the follg. changes may be effected:—

(1) the direct recruits other than non-Govt. school teachers need not possess at the time of recruitment the B.T. or the B.Ed. qualfn. also;

(2) the age-limit from 30 to 25; for them shd. be reduced

(3) they shd. be reqd. to undergo, after selection, training for 18 months - B.T. or B.Ed. trg. for about 9 months and administrative trg. for the rest of the period; and during

(4) the period of trg., they shd. be allowed a pay of Rs.60 p.m. for the first 9 months and Rs.100 p.m. for the rest of the period.

NF.37 NF.38 The Edn. & P.H. Dept. have noted, and the Finance dept. have agreed, that dearness allce. to the direct recruits ~~undergoing~~ during their trg. shd. be given under the new scheme also.

NF.31 The Finance Dept. have stated that there ~~is~~ seems to be a fairly good case for better pay for D.E.Os. They have however pointed out that if the scale for women officers is raised women officers will also ask for similar treatment. ~~This~~ The F. & P.H. dept. consider that such a claim is put forward by women officers, it shd. be considered on its merits.

9. Cost.

Calculated ~~w.r.t.~~ on the basis of the averages of the existing scale of pay of Rs.230-700 and the scale of Rs.300-700, the extra expre. consequent on the raising of the minm. of the scale and the payment of dearness allce. to the officers alone will ~~be~~ come to Rs.29,400 roundly p.a.

If, however, taking into account the fact that transferees and teacher-direct recruits are apptd. to the service only at an advanced age in their life and will not be able to reach the maxima of the scales but will reach only particular stages in the scale lower than the maxima, before their retr. and if the cost is worked out w.r.t. that consideration, Rs.20,800 roundly will be the extra expre. p.a.

It may be taken that not more than one direct recruit who is not a non-Govt. school teacher will be apptd. each year. The pay and dearness allce. to be paid to him during the period of his B.T. or B.Ed. trg. and administrativ trg. will come to Rs.1,100 roundly.

The total extra cost will therefore be Rs.30,500 p.a. or Rs.21,100 p.a.,

6 ~~10~~ 46/

~~xxxxxxxxxxx~~ depending on the manner of calculation indicated above.

10 ⓧ

~~10.~~ 11. Orders are solicited whether the scheme as detailed ~~in~~ para 9 above will be ~~sanctioned~~ approved & further considered at a meeting of the Cabinet. Action to obtain from the Legislature a supplementary grant will have to be taken. The statutory service rules will also have to be amended in consultation with the M.P.S.C.

para 2, p. 43 ?

~~11.~~ 12. The Hon. Minister for Edn. ~~has~~ wishes that, if the ~~Cabinet~~ Hon. Ministers consider~~s~~ it too costly to ~~raising the~~ raise the minm. of the /scale of pay from Rs.230 to Rs.300, ~~the proposal originally placed before the Cabinet might be approved~~ they might approve of the orgl. proposal (paragraph 3 above).

This is what HM seems to intend at p. 45 NF — (i.e. not orgl. scheme minus classification into cases, without raising the scale).

Pg. 28.7.8

ORM 29/7/48

[initials] 29/7/48

10 ⓧ When the file was re-circd., the Hon. Premier & the Hon. Minister for Finance have minuted that the proposals ~~before being placed before the Cabinet~~, be first discussed at an informal meeting of the Hon. Ministers.

Copy for H.M.( )

Education & Public Health Dept. (A) 47

~~Superintendent 31-7-48.~~

NOTE FOR THE NEXT/INFORMAL MEETING OF THE HON.MINISTERS ~~MEETING OF THE CABINET~~.

Sub: MADRAS EDUCATIONAL SERVICE - District Educational Officers and other officers in Administrative Section - Raising of scale of pay - Altering qualifications, - method of appointment, etc., of direct recruits.

The following are some of the posts in the Administrative Section of the men's branch of the Madras Educational Service:-

Personal Assistant to the Director of Public Instruction.
District Educational Officers (28).
Inspector of European Schools.
Secretary to the Commissioner for Government Examinations.
Superintendent of Sanskrit Schools.
Headmaster, Government Madrasa-i-Azam.
Curator, Government Oriental Manuscripts Library. } Tempy
Chief Inspector of Physical Education. } posts.

The methods of recruitment admissible to the posts are mainly: Direct ~~xx~~ recruitment; and Recruitment by transfer from the Subordinate Services (i.e., promotion of Deputy Inspectors of Schools, School Assistants, Superintendents in the Office of the Director of Public Instruction). For ~~xxxxxxx~~ direct recruitment teachers who are employed in recognised non-Government Secondary Schools and who have put in service as a teacher in a recognized educational institution for 12 years are also eligible.

All the posts carry the same scale of pay of Rs.230-30/2=260-40/2-500-50/2-700; 'transferee-officers' appointed on probation are, however, given a ~~higher~~ starting pay of Rs.260 in the scale if they are drawing more than Rs.230 in the subordinate service at the time of promotion.

Of every 4 vacancies, the first should be filled or reserved to be filled by the direct recruitment of a person who is not a non-Government school teacher, the second by recruitment by transfer, the third by the direct recruitment of a non-Government school teacher, and the fourth, again, by recruitment by transfer. That is, 50% of the vacancies go to departmental men, 25% to non-Government secondary schools teachers, and the remaining 25% to ordinary direct recruits.

The age-limit for the direct recruitment of persons who are not non-Government school teachers, is 30; that applicable to non-Government school teachers is 40; and that in force for recruitment by transfer is 50.

The qualifications for direct recruits who are not teachers are I or II class M.A. or Hons. degree and B. T. (Madras) or the B.Ed.(Andhra) degree. Those for recruitment by transfer, and also for the direct recruitment of non-Government secondary school teachers, are an Arts degree (of whatever class) and the B.T. or the B.Ed. degree.

A direct recruit may be required, at the discretion of the Director of Public Instruction, to undergo, before commencing to perform the duties, training under a District Educational Officer for a period of 6 months. During that period he is eligible for a pay of Rs.100 p.m. and also for appropriate dearness allowance. The period of training in the case of teacher-direct recruits, however, will not exceed 4 months and those recruits are eligible, during training, for a pay of Rs.200 p.m.,

P.T.O.

or the pay which they would be drawing in non-Government service, whichever is less.

2. The Hon'ble the Minister for Education has felt that the officers who are now in the gazetted inspectorate (District Educational Officers, etc.), particularly 'promotees', have not the dignity and equipment necessary for properly discharging their work and that there has been a very great dearth of suitable persons for filling higher posts in the department. The reasons for the dearth of proper men are attributed to the following factors:

(1) The pay and prospects in the Education Department are not so attractive as those obtaining in other departments.

(2) For recruitment, higher initial qualifications including a Teaching degree, are insisted on.

(3) The age-limit for direct recruitment is high. (In other services where technical qualifications are not necessary, recruitment is made at or before the age of 25 and all ambitious and promising young men get absorbed in those services and it is only those who are rejected by the other departments that take the B.T./B.Ed. degree and seek service in the Education Department).

3. The Hon'ble Minister considered that it was imperative that the quality of the persons manning the higher inspectorate should be improved and that towards that end the methods of recruitment, etc., for the posts should be suitably altered. He accordingly proposed, at the end of last year, a scheme of re-organisation of the posts. The main features of that scheme were as below:

(1) The posts in the Madras Educational Service (temporary as well as permanent) which number 35 be divided into two classes - Class I consisting of 15 posts and Class II of 20 posts.

(2) The scale of pay of Class I be fixed as Rs.300-40-/2-500-50/2-800 and the scale for Class II as Rs.230-30/2-260-40/2-500.

(3) Recruitment to both the classes be by direct recruitment and by promotion in equal proportions - promotion to Class I being admissible only from among officers of Class II.

(4) For direct recruitment to either class, a degree in Teaching need not be insisted on, i.e., I or II Class M.A. or Hons. would be the only qualification.

(5) The age limit for direct recruitment be reduced from 30 to 25.

(6) The candidates for direct recruitment to both the classes, be required to undergo, after selection, training for a period of 18 months - B.T. or B.Ed. training for about 9 months and administrative training in the department for the rest of the period.

(7) During training for the first 9 months, direct recruits to both the classes be allowed a pay of Rs.60 per mensem, and for the rest of the period candidates for appointment to Class I be given a pay of Rs.120 per mensem and candidates for appointment to Class II a pay of Rs.100 per mensem.

(P.T.O.)

(8) That, eventually, promotion to higher posts (Deputy Directors of Public Instruction and Divisional Inspectors of Schools) would be made only from Class I posts.

4. Education and Public Health, and Public Departments considered that the scheme might be adopted.

The Finance Department did not consider the scheme necessary. They stated, inter alia, that, if men with outstanding qualifications became available, higher starting pay on the basis of their age might be allowed, and that this Government had not formed a Class I Service in any of their Provincial Services, that a departure in that regard in the Education Department was bound to have repurcussions on the other services (e.g., Agriculture, Engineering, Forest, Veterinary) and that therefore the matter should be taken to the Cabinet for decision. They added that if at all it was decided to have Class I posts in the Education Department it would be sufficient to adopt a scale of pay of Rs.200-40/2-500/50-/2-700 for those posts.

5. The proposals did not involve any extra cost; on the other hand, there would be a saving of about Rs.4,700 per annum as a result of the lower scale of pay, Rs.230-500, suggested for 20 Class II posts, instead of Rs.230-700. But, an increased amount of about Rs.1,800 per annum would have to be spent on the administrative training for a longer period to be given to the recruits.

6. When the file was circulated, the Hon'ble Minister for Finance and the Hon'ble Minister for Education minuted as follow:

"While the expected better results are doubtful, the growth of discontent among subordinate services is certain. Their chances of promotion become dwindled and poor type of people alone would be attracted to the lower rungs.

"This reform has its disadvantages. After all, District Educational Officers do administrative supervision. They are not expected to do anything original.

"A I Class first may be a failure as District Educational Officer. He may be a good Professor or a good researcher.

"While I do not object to this, I am expressing my doubts.

"Let H.M.(Education) see again.

B.G(opala)R(eddy),
26-2-1948".

"As I have referred to before, our present personnel of District Educational Officers are highly regrettable. That is due to the fact that they come up from Deputy Inspectors with little dignity and equipment. It is wrong to think that the work of District Educational Officers is merely administrative. It is that point of view that is responsible for the poor state of affairs in our educational institutions. Men with drive, dignity and equipment are necessary for this job. Let us not forget that the future of the nation depends

P.T.O.

upon the type of people that wex are going to recruit for our Education Department and the District Educational Officer is the pivot around which the educational organization in the district depends. And so, it is very necessary that we should try to attract some of the best men. I am glad that H.M.(Finance) generally agrees with the xpx proposal. The cost is very little ** but the advantages that are expected out of this xxxx scheme are very great."

T.S.A(Virashilingam Chettiar),
27-2-48".

7. Then, as desired by the Finance Department, the matter was placed before the Cabinet on 19-3-48. The orders passed were that, instead of having Class I and Class II divisions, the question of having single grade District Educational Officersx On the scale of Rs.300-700 should be examined and proposals placed before the Cabinet.

8. It has been taken that the intention of the Cabinet was that the original proposals summarised in para 3 above, with only the features relating to the institution of a Class I cadre left out, should be considered further. That is, in addition to raising the scale of pay of the officers from Rs.230-700 to Rs.300-700, the following changes may be effected:-

(1) the direct recruits other than non-Government school teachers need not possess at the time of recruitment the B.T. or the B.Ed. qualification also;

(2) the age-limit for them should be reduced from 30 to 25;

(3) they should be required to undergo, after selection, training for 18 months - B.T. or B.Ed. training for about 9 months and administrative training for the rest of the period; and

(4) during the period of training they should be allowed a pay of ~~Rx60~~ Rs.60 per mensem for the first 9 months and Rs.100 per mensem for the rest of the period.

The Finance department have stated that there seems to be a fairly good case for better pay for District Educational ~~Xxx~~ Officers. They have however pointed out that if the scale for ~~xx~~men officers is raised women officers will also ask for similar treatment. The Education & Public Health Department consider that, if such a claim is put forward by women officers, it should be considered on its merits.

The Education & Public Health Department have noted, and the Finance Department have agreed, that dearness allowance to the direct recruits during their training should be given under the new scheme also.

9. Cost.

Calculated on the basis of the averages of the existing scale of pay of Rs.230-700 and the scale of Rs.300-700, the extra expenditure consequent on the raising of the minimum of the scale and the payment of dearness allowance to the officers alone will come to Rs.29,100 roundly per annum.

If, however, taking into account the fact that transferees and teacher-direct recruits are appointed to the service only at an advanced age in their life and will not be

P.T.O.

able to reach the maxima of the scales but will reach only particular stages in the scale lower than the maxima, before their retirement and if the cost is worked out with reference to that consideration, Rs.21,000 roundly will be the ~~xxxbxx~~ extra expenditure per annum.

It may be taken that not more than one direct recruit who is not a non-Government school teacher, will be appointed each year. The pay and dearness allowance to be paid to him during the period of his B.T. or B.Ed. training and administrative training will come to Rs.1,100 roundly.

The total extra cost will thus be Rs.30,500 per annum or Rs.22,100 per annum depending on the manner of calculation indicated above.

10. When the file was re-circulated, to the Hon'ble Premier and the Hon'ble Minister for Finance have minuted that the proposals be first discussed at an informal meeting of the Hon'ble Ministers.

11. Orders are solicited whether the scheme as detailed ~~xx~~ in para 8 above will be approved and further considered at a meeting of the Cabinet, Action to obtain from the Legislature a supplementary grant will have to be taken. The statutory service rules will also have to be amended in consultation with the Madras Public Service Commission.

12. The Hon'ble Minister for Education wishes that, if the Hon'ble Ministers consider it too costly to raise the minimum ~~xx~~ of the scale of pay from Rs.230 to Rs.300 they might approve of the original proposal (paragraph 3 above)

M.V. SUBRAMANIAN,
Secretary to Government.

29-3-48.
Gn/

CONFIDENTIAL

35 / Copy for A Section (Register Box) 52

GOVERNMENT OF MADRAS.

MEETING OF THE COUNCIL OF MINISTERS HELD AT FORT ST. GEORGE, MADRAS, ON SATURDAY, THE 12TH FEBRUARY 1 9 4 9.

The Hon'ble the Premier presided.

PRESENT

1. The Hon'ble Sri T.S.S.Rajan
2. The Hon'ble Sri M.Bhaktavatsalam
3. The Hon'ble Sri H.Sitarama Reddi
4. The Hon'ble Sri T.S.Avinashilingam
5. The Hon'ble Sri V.Kurmayya
6. The Hon'ble Sri A.B.Shetty
7. The Hon'ble Dr. S.Gurubatham.

12041

AGENDA

10. Elementary Education - Improving efficiency - Levy of Education Tax by District Boards - Recommendations of the Cabinet Sub-Committee.

ORDER.

It was decided that the decisions arrived at by the Cabinet Sub-Committee regarding elementary education should be approved subject to the modification that as regards the shift system it may be tried in 10 selected areas in the province. As regards Point (15) the decision was that the previous decision (i.e., medium of instruction in elementary and secondary schools - Govt. of India's Resolution) will stand. As regards the question of levy of education tax by District Boards it was decided that the Secretariat department should examine the matter and prepare a note for consideration by the Cabinet.

K.R.M.
14-2-1949

O.P. Ramaswamy Reddy
PREMIER.

K.R.M.
15-2-49.

(True copy)

Secretary, E. & P. H.

Please see herewith the Note for the Cabinet on Elementary Education and the recommendations of the Cabinet Sub-Committee. Most of the recommendations of the Sub-Committee have been accepted by the Cabinet in its last meeting, except with regard to the Shift System, i.e., item III, in which case, the decision was that it may be tried as an experimental measure in ten selected areas. And so, now it is for us to take the necessary steps to implement these decisions.

Steps may be taken as follows:-

(The numbers within brackets refer to the numbers in the Note for the Cabinet).

(1) (b). About 200 full basic schools may be started throughout the province. To do so, it will be necessary in the first instance to approve a syllabus for the full basic course of eight years. At present, we have approved a scheme of five years of basic education including the pre-basic course as accepted by the Cabinet in (1)(a). There is a syllabus for eight years by the Hindusthani Talimi Sangh. That must be gone into and approved with suitable amendments, if necessary. The D.P.I. may be asked to go into the matter and put up proposals.

These schools will have the status of the present higher ele. schools. But to start the senior basic schools, we must have schools which have gone through the five years of the junior basic schools. The question is whether we have any such schools at present to which the sixth year class may be added next year. The Basic Education Officer may also be asked to go into the matter and report whether any higher elementary schools can be converted into full basic schools even in the next year.

2. (1) (d). The Cabinet has approved that schools for which no capital grants are given for buildings, timber other than teak may be given at concessional rates. The total of this concessional rate shall not exceed five lakhs of rupees. This concession is to be debited by the Forest Department to the account of the Education Department. The necessary administrative arrangements to make this concession must be evolved by us. Arrangements may be made to do so.

3. (4). Whether volunteers may be utilised for education work.

The Cabinet has approved that proposal. The proposal also will result in saving as is shown in the note. But the question is how many volunteers we shall try. If any rules are to be framed on that subject, that must also be taken up. The D.P.I. may be asked to go into the matter in detail and report. If possible, we must make conditions ready in the beginning of next year so that from the next school year, we may try this experiment.

4. (5) With regard to the introduction of teaching practice in high schools as one of the bifurcated courses, the decision of the Cabinet is that it may be tried as an experimental measure in 25 schools and these classes may be opened where there is mimimum required strength. I understand that the syllabus in Teaching Practice is ready. I don't think it has been approved by Government. If the syllabus is ready for the three years' course, that may be asked to be put up for Govt.'s approval and I would like to have the Secondary Education Sub-Committee of the Provincial Advisory Board of Education also consulted in the matter. The standard must be of the Secondary Grade training with knowledge in the necessary crafts. If the syllabuses can be got ready in a couple of months, it may be introduced even in the next school year. If that is to be done, we must also select the schools in which they are to be introduced and they should not exceed 25 for the whole province for this year. The D.P.I. may be asked to make recommendations with regard to this also.

(7). This is a very big matter and requires very much deeper consideration. It will not be possible for us to take over all elementary schools at present without examinging the financial commitments, under our management. If the D.P.I. thinks in the meantime, that more powers are necessary to the Departmental Officials for bringing in greater efficiency, he may be asked to make proposals in the matter.

5. (8) The Cabinet has agreed that these transfers are bad and recruitment must be on the school basis. The D.P.I.may be asked to consider the matter and suggest any change of rules that may be necessary to bring this into effect.

6. (9) This has been approved and provision has also been made in the Budget. The D.P.I. may be asked to take necessary action in the matter.

7. (10) This is a proposal to get better D.E.Os. It has been approved that there may be two grades, the second grade to be on Rs.230 to 500 and the first grade on Rs.300-700 and two selections posts on Rs.700-850. Subject to this change, the proposal has been approved and action may be taken to bring this into effect and the D.P.I. may be asked to make any change of rules that may be necessary to put this into effect.

Action may be taken on these lines on the matters mentioned above and put up.

T.S.A.
15-2-1949;
H.M. Education.

EDUCATION AND PUBLIC HEALTH DEPARTMENT

NOTE FOR THE CABINET

Under the orders of the Hon'ble Minister for Education notes for the Cabinet were prepared on the following subjects:--

(i) Certain reforms in education, particularly elementary education

(ii) Levy of Education tax by District Boards

The notes were considered by the Cabinet at its meeting held on the 24th December 1948. It was decided at the meeting that the proposals relating to the two subjects ~~xxxxxxxxx~~ should be referred to a Cabinet Sub-Committee and that the Sub-Committee should hold its first meeting on 12th January 1949. The Sub-Committee held its deliberations on 12th and 13th January. A few other Hon'ble Ministers who are not members of the committee also attended the meeting. The proceedings of the meeting are appended.

2. From the proceedings it will be seen that the Sub-Committee approved most of the proposals made in the note on elementary education - (item (i) above). Further action has to be taken on some other recommendations with reference to the observations of the Committee. The Committee also considered generally the question of levy of education tax by District Boards (Item (ii) above), but no definite decision was taken.

3. Orders of the Cabinet may be taken

(1) whether the decisions arrived at by the Cabinet Sub-Committee regarding elementary education will be approved, and

(2) whether the matter of levy of education tax by District Boards may be referred to the Cabinet itself as an independent subject.

M.V.SUBRAMANIAN,
Secretary to Government.

P.T.O.

Proceedings of the Informal Meeting of Ministers to discuss th policy of Elementary Education held on the 12th and 13th January 1949.

The following attended:

Hon'ble the Premier
Hon'ble Minister for Food
Hon'ble Minister for Agriculture
Hon'ble Minister for Finance
Hon'ble Minister for Public Works
Hon'ble Minister for Local Administration
Hon'ble Minister for Education
Hon'ble Minister for Firka Development
Director of Public Instruction
Deputy Director of Public Instruction (Elementary Education).
Basic Education Officer.

The following decisions were arrived at:--

(1) (a). Compulsion may be for five years of Basic Education including the pre-basic course.

(b) About 200 full basic schools may be started throughout the province.

(c) Arrangements must be made to put up at least essential buildings for basic schools.

(d) Where grants are not given to schools, timber other than teak may be given at concessional rates for school buildings as may be certifed by the Director of Public Instruction. This concessional rate shall not generally be above five lakhs of rupees per year. This concession given may be debited by the Forest Department to the account of the Education Department.

(e) The self-supporting basis of basic schools must be examined.

(2) and (5) : (a). Compulsory elementary education should be spread throughout the province in 15 years.

(b) The matter of a provincial surcharge especially on the sales tax should be examined by the Finance Department so that an income source may be obtained for expansion of basic and elementary education, training of teachers and buildings for schools.

(3) May be tried in selected areas - Shift System.

(4) Approved

(6) May be tried as an experimental measure in 25 schools throughout the province. These classes should be opened only when there is a minimum strength.

P.T.O.

(7) May be examined afresh from the point of view of giving more executive powers to the educational authorities so that the schools may be worked with greater efficiency.

(8) Approved

(9) Approved.

(10) It was approved that there may be two grades. The II grade to be on Rs.230-500 and the first grade Rs.300-700 and two selection posts on Rs.700-850. The proposal was approved subject to these conditions.

(11) Postponed for discussion during part II.

(12), (13) and (14). Approved.

(15) The Government of India Resolution on medium of instruction. It was approved that in elementary schools, the medium of instruction should be the mother-tongue where required by the people.

T.S.A.
13-1-1949.
Hon'ble Minister for Education.

(True copy)

NOTE FOR THE CABINET.

ELEMENTARY EDUCATION—IMPROVING EFFICIENCY.

With regard to the expansion of elementary education and the various problems connected with it, it was decided sometime back that a detailed note over the whole matter might be circulated to all Hon'ble Ministers and considered at a formal or informal meeting of the Cabinet. Accordingly, this note is prepared.

The main problems connected with elementary education are—

(1) Expansion, i.e., as to in how many years compulsory elementary education will be brought into effect in the Province.

(2) As Basic education is our policy, how we are going to introduce Basic education throughout the Province.

(3) The matter of improving the administration of elementary education so that the money spent may be properly spent and wastage avoided.

Basic Education.

Before taking up the matter of the pace of expansion. we should have a clear understanding of our policy on Basic education. The main aspects of Basic education as adumbrated by the Hindustani Talimi Sangh are as follows :—

(1) Education through craft and other activities.

(2) Every child must be provided education on these lines for seven years. (In the Post-War Development Scheme as has been approved by the Government of India, it is eight years.)

(3) It must be compulsory on a nation-wide basis.

(4) It must be free.

(5) The craft is intended not merely as an instrument of teaching but also as an instument of production through which there will be income for the school.

(6) There will be no English in the Basic school throughout the course of seven years but instead there will be Hindustani from the sixth year.

The difference between this and the Basic education as accepted by the Government of India, in their Report on Post-War Educational Reconstruction, popularly called the Sargent Report, is as follows :—

(1) There must be compulsion for eight years.

(2) There must be provision for English in the senior basic stage.

(3) While craft should be an important activity for education, it need not be viewed from the point of getting an income.

This Government have accepted Basic education as adumbrated by the Hindustani Talimi Sangh for the first five years. The Hindustani Talimi Sangh also contemplates a pre-basic course of one year thus bringing up the whole basic course to eight years. In South India, children go to school much earlier, i.e., at five plus and so, it is necessary to begin with pre-basic class. Taking into account the pre-basic class also, the basic course as advocated by the Hindustani Talimi Sangh also comes to eight years. This Government have ordered that the Basic education as advocated by the Hindustani Talimi Sangh for the first five years including the pre-basic course may be accepted as their policy in this Province.

The reasons why we are not able to accept the Basic Education Scheme in full are as follows :—

The implications in the scheme of the Hindustani Talimi Sangh are—

(1) that it must be compulsory for eight years;

(2) it must be free; and

(3) there must not be English.

We have not been able to provide compulsory elementary education for even five years for as many as half the number of school-going population and unless we are able to make arrangements to do so, it will not be possible for us to accept compulsion for eight years. It is also a matter of finance. The cost for providing compulsion for eight years will roughly be more than three times the present cost.

The cost if compulsion is for five years will be Rs. 441 lakhs.

The cost if compulsion is for eight years will be Rs. 1,600 lakhs—details given in Appendix I.

Secondly, under the present circumstances, we have not been able to abolish English in the Senior Basic Stage since University education still continues to be through the medium of English.

The principles of Basic education have been continued in secondary education also in the present reorganization of secondary education.

I. The question now is whether we shall have the full-fledged Basic education of the Hindustani Talimi Sangh type, viz. :—

(*a*) Compulsory and free elementary education for eight years throughout the Province; and

(*b*) whether we shall give up English in the Senior Basic Stage.

Pace of Expansion.

The next question is the question of pace. At the present rate of expansion as has been approved by the Post-War Development Plan, it will take more than twenty years to have compulsory elementary education for all children for five years, i.e., the Junior Basic Stage. This pace is considered to be too slow. It has been suggested that the pace must be increased and that compulsory elementary education of the basic type throughout the Province should be established within ten years. This is mainly a matter of cost as well as of training sufficient teachers for the purpose. If compulsion is to be brought about, the cost will be as follows :—

	Within 10 years.		Within 15 years.		Within 20 years.	
Years.	Number of pupils in lakhs that will be brought under instruction.	Cost.	Number of pupils in lakhs that will be brought under instruction.	Cost.	Number of pupils that will be brought under instruction in lakhs.	Cost.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
		LAKHS.		LAKHS.		LAKHS.
		RUPEES.		RUPEES.		RUPEES.
1951–52	1·61	22·08	1·61	22·08	1·61	22·08
1952–53	2·55	57·12	2·2	52·32	1·61	44·16
1953–54	3·50	105·12	2·2	82·56	1·61	66·24
1954–55	3·50	153·12	2·2	112·80	1·61	88·32
1955–56	3·50	201·12	2·2	143·04	1·61	110·40
1956–57	3·50	249·12	2·2	173·28	1·61	132·48
1957–58	3·50	297·12	2·2	203·52	1·61	154·56
1958–59	3·50	345·12	2·2	233·76	1·61	176·64
1959–60	3·50	393·12	2·2	264·00	1·61	198·72
1960–61	3·50	441·12	2·2	294·24	1·61	220·80
1961–62	..	..	2·2	324·48	1·61	242·88
1962–63	..	..	2·2	354·72	1·61	264·96
1963–64	..	..	2·2	384·96	1·61	287 04
1964–65	..	..	2·2	415 20	1·61	309·12
1965–66	..	..	2·2	445·44	1·61	331·20
1966–67	..	..	..	..	1·61	353·28
1967–68	..	..	..	..	1·61	375·36
1968–69	..	..	..	..	1·61	397·44
1969–70	..	..	..	..	1·61	419·52
1970–71	..	..	..	..	·61	441·60
	32·16*		32·41		32·20	

* 5·2 lakhs of children have been brought under instruction during 1945–46, 1946–47 and 1947–48. One teacher is allowed for every 35 pupils. The cost per teacher is calculated as follows :—

	RS.
Pay	30
Rent	5
Contingencies	5
Total ..	40

The cost calculated does not include dearness allowance for teachers and the cost of equipment and building.

	If compulsory education is introduced within		
	10 years.	15 years.	20 years.
	LAKHS.	LAKHS.	LAKHS.
	RUPEES.	RUPEES.	RUPEES.
Cost for the first quin-quennium	538·56	412·80	331·20
Cost for the second quin-quennium	1,725·60	1,168·80	883·20
Cost for the third quin-quennium	2,205·60	1,924·80	1,435·20
Cost for the fourth quin-quennium	2,205·60	2,227·20	1,987·20
Total ..	6,675·36	5,733·60	4,636·80

The cost in the first quinquennium if compulsion is introduced within 10 years, 15 years and 20 years will be Rs. 538·56, Rs. 412·80 and Rs. 331·20 lakhs respectively.

Please see in this connexion a note prepared for discussion at an Informal Meeting of Hon'ble Ministers (Appendix A).

II. The question now is whether the pace of introduction of compulsory elementary education throughout the Province shall be within 10 or 15 years or as at present 20 years.

As regards the cost of compulsory elementary education, there are two ways in which this cost can be reduced.

Shift System.

By the introduction of the shift system : A note on the introduction of shift system has already been circulated for discussion at an informal meeting of the Hon'ble Ministers (Appendix B). One of the difficulties in compulsion has been that poor parents are not able to spare their children to the school for the whole of the day. I have received numerous representations from Harijans and others that if the school work is confined to 3 or 3½ hours in the morning or evening, it will be more convenient for them to send their children to school and at the same time make use of the children for a little work at home to earn a little. The proposal of the shift system is to reduce the number of hours of work into 3½ hours and to have two shifts, one in the morning and the other in the evening. While the children will work only for 3½ hours, the teachers will work the two shifts for five hours as at present. This will mean an additional strain on teachers and especially on headmasters. This system can be introduced only in larger schools where there are more than four teachers. Where there are now five teachers in a school, it will be sufficient to employ four teachers. That is, in schools where more than five teachers are employed, for every five teachers, we will save one teacher. At present, there are a good number of five-teacher schools in the Province. If shift system is introduced, not only it will facilitate attendance, but may also save considerable money to Government. But I must also say that we may have to pay some extra amount to the teachers or to the headmaster in view of the greater amount of work expected from them, since they may have to remain in school for seven hours. That may be fixed at about Rs. 3 per teacher and at Rs. 5 for the headmaster. This will come to Rs. 14, whereas the saving will be Rs. 30 if he is a higher grade teacher. The savings effected will be just sufficient now for paying an allowance to the teachers engaged in the work as most of the schools are not five-teacher schools. When compulsion is introduced almost every school will have five teachers and there will be a saving of 10 per cent.

III. The question is whether in view of the above, the shift system may be introduced.

Volunteers for Education Work.

There is another way by which the cost of elementary education can be reduced and that is by inviting volunteers for this type of work. On this matter also, an exhaustive note has been circulated (please see Appendix C). The relevant portion is reproduced below :—

"For service in elementary schools already untrained teachers are allowed. It is possible for the Department to give those candidates a short training in which the elements of teaching may be taught to them. Candidates passing School Final may be allotted for elementary schools and graduates or under-graduates may be allowed to serve in high schools. In view of the fact that there is a large dearth of teachers, we are not able to open as many schools as we would like, this will prove greatly useful in this direction. I must state for the information of Hon'ble Ministers that there are already 600 candidates appointed in high schools for want of trained teachers and nearly 3,000 untrained teachers in elementary schools."

IV. The question is whether in view of the large amount of savings possible by these volunteer services, that system may be introduced.

Training of Teachers.

The next important matter is to create the personnel which will make this expansion possible. If we are to introduce compulsory elementary education in the course of ten years, the number of teachers that will be required for the purpose will be 15,000 per year. We have at present about 120,000 elementary school teachers. Presuming that a teacher may serve for about twenty years, we may have to get about 6,000 teachers per year to fill up the vacancies. The total school-going population has been calculated to be about seventy lakhs. There is now provision for 35 lakhs of children. We have yet to provide for 35 lakhs more of children. That is, if they are to be provided for within

ten years, we must provide for every year, teachers for 3·5 lakhs of children. The average number of children per teacher has been calculated to be about 30 and that will come to about 12,000 teachers and so, on an average, we will have to train 18,000 teachers per year. The cost for this training will be as follows :—

Cost of training of teachers—Ten-year plan.

Years.	Number of new basic training schools to be opened.	Cost.	Number of teachers who will become available.
		Rs. lakhs.	
1949–50 ..	34	8·41	..
1950–51 ..	34	22·78	..
1951–52 ..	34	38·09	9,500
1952–53 ..	—	44·82	12,200
1953–54 ..	102	44·82	14,900
1954–55 ..	—	44·82	14,900
1955–56 ..		44·82	14,900
1956–57 ..		44·82	14,900
1957–58 ..		44·82	14,900
1958–59 ..		44·82	14,900
1959–60 ..		44·82	14,900
1960–61 ..		44·82	14,900

Cost of training of teachers—Fifteen-year plan.

Years.	Number of new basic training schools to be opened.	Cost.	Number of teachers who will become available.
		Rs. lakhs.	
1949–50 ..	34	8·41	..
1950–51 ..	21	19·30	..
1951–52 ..	—	24·24	9,500
1952–53 ..	55	24·74	11,200
1953–54 ..	—	24·74	11,200
1954–55 ..		24·74	11,200
1955–56 ..		24·74	11,200
1956–57 ..		24·74	11,200
1957–58 ..		24·74	11,200
1958–59 ..		24·74	11,200
1959–60 ..		24·74	11,200
1960–61 ..		24·74	11,200
1961–62 ..		24·74	11,200
1962–63 ..		24·74	11,200
1963–64 ..		24·74	11,200
1964–65 ..		24·74	11,200
1965–66 ..		24·74	11,200

Cost of training of teachers—Twenty-year plan.

Years.	Number of new basic training schools to be opened.	Cost.	Number of teachers who will become available.
		Rs. lakhs.	
1949–50 ..	34	8·41	..
1950–51 ..		14·21	..
1951–52 ..		15·01	9,500
1952–53 ..		15·01	9,500
1953–54 ..		15·01	9,500
1954–55 ..		15·01	9,500
1955–56 ..		15·01	9,500
1956–57 ..		15·01	9,500
1957–58 ..		15·01	9,500
1958–59 ..		15·01	9,500
1959–60 ..		15·01	9,500
1960–61 ..		15·01	9,500
1961–62 ..		15·01	9,500
1962–63 ..		15·01	9,500
1963–64 ..		15·01	9,500
1964–65 ..		15·01	9,500
1965–66 ..		15·01	9,500
1966–67 ..		15·01	9,500
1967–68 ..		15·01	9,500
1968–69 ..		15·01	9,500
1969–70 ..		15·01	9,500
1970–71 ..		15·01	9,500

V. Now, the question is whether the pace of increasing the training of teachers may be extended to ten, fifteen or twenty years.

Teaching Practice as a Bifurcated Course.

There is one way in which the cost of the training schools may be reduced. At present, we are having a two-year course after the VI Form for secondary training. It has been said that if teaching practice can be introduced as a bifurcated course in our present high schools, the cost of training will be considerably reduced. Some experts are of opinion that it may also improve efficiency and get better type of men and women for the teaching profession. A note has been circulated to Hon'ble Ministers already (please see that note for particulars—Appendix D).

VI. The question is whether in view of the above advantages, teaching practice may be introduced as a bifurcated course in high schools.

Reform in Administration.

The third important aspect of the reorganization is the administration of elementary education. At present, of the thirty-one thousand and odd schools in the year 1946–47, 12,665 schools are under district board management, 15,534 under aided management, 1,620 under Government and the rest under municipal councils and panchayat boards. Board managements are inefficient in many ways. The lack of supervision, the constant transfer of teachers, delay in payment of salaries and the dual control between the board and the Department, are some of the defects that have been pointed out in the local board administration of schools in the last quarter of a century. These defects have resulted in a great deal of inefficiency and wastage. It has been felt on all hands that the district board administration of elementary schools has been a failure and a different means of administration must be evolved to make it more efficient and successful. As a substitute, the following suggestions have been made :—

(1) *Constitution of Taluk Education Boards.*—These should not be confused with the Taluk Education Councils which had no power and which were merely advisory. These Taluk Education Boards will have all the powers of district boards. They will also unify within themselves the representatives of the Board as well as the Department so that there will be unified control. The Deputy Inspector of Schools of the Taluk will be the Secretary. Representations have been given for teachers and managers also. The details of this scheme are given in Appendix E.

(2) The other suggestion that has been made is that the Government may take up all elementary education in their hands so that there will be unified control and direction. This will mean that the aided agency and district boards, municipal councils and panchayats which we are at present employing will disappear from the field of elementary education and the Government will have to bear the full burden. The extra cost will be Rs. 1·50 crores including the extra cost on account of the schools to be opened for universal compulsory elementary education.

(3) Another suggestion has been made that the aided schools may continue to be what they are and that taking them over may await better times when we are financially better off, but that immediately we will take up all the board schools into Government hands. The increase of expenditure if we are to take up the board schools into our hands will be much. It will be Rs. 73,46,939 if the teachers are paid at the present local board rates and Rs. 14 more lakhs if at Government rates.

This will give a unified management and direction so far as the board schools are concerned. If necessary, advisory councils might be formed for each taluk to help the Deputy Inspector of Schools in the administration, while the responsibility will remain with the department. This, in a large measure, will avoid the present delays and inefficiency of management of the local boards and so.

VII. The question for decision will be—

(*a*) whether elementary education will be taken off from the district boards; and

(*b*) whether instead, Taluk Education Boards as suggested in the note in Appendix E, be constituted, or whether Government will take over the administration of these board elementary schools.

Avoidance of Transfers.

The next important matter for consideration is :

One of the great evils of district board administration has been the transfer of teachers on very flimsy grounds. Constant transfer of teachers has made the teachers lose interest for the schools. This is one of the important reasons for the success of Missionary schools and private institutions, i.e., the continuance of the teachers in the same school without transfer so that they will be able to build up traditions and take interest in the children and the school. Such continuance creates a personal interest in the teacher, in the children and the school. The constant transfers create not only no end of trouble to the teachers but lead to great difficulties especially when there are women teachers. It will considerably increase the morale of the teaching profession if these constant transfers are not resorted to. Transfers should not be regarded as punishment and when anything wrong happens, other processes of disciplinary action should be taken and the teachers should not be transferred.

VIII. The question now is whether these transfers may be avoided.

Increasing the Strength of the Inspectorate.

Another important aspect of administration is the want of supervision in the Inspectorate. At present, about 85 to 90 schools are being entrusted to every Deputy Inspector of Schools with the result that proper supervision has not been forthcoming. The areas also are very large and cannot be easily covered. It has been found that for effective supervision, we must fix a maximum for the number of schools, say 50 to 60 per Deputy Inspector. In view of the large number of libraries that may be started, the Deputy Inspectors will have also to inspect them. For purposes of inspection, two libraries may be considered to be equal to one school and on this calculation, the Inspectorate will have to be increased. The proposal on this subject is explained in the note for the Standing Finance Committee (Appendix F).

IX. The question is whether the Inspectorate may be increased as suggested in the note.

Plans to get better District Educational Officers.

The District Educational Officer is the pivot on which the educational administration of the district rotates. He must be an eminent man of understanding, grit and dignity. It is unfortunate that the District Educational Officers we are having are not of the proper quality and calibre. We are spending nearly 3½ crores through them on grants to aided institutions but the agency through which we are spending them do not have the grit and the dignity to do so. We must try to get the proper type of people for the educational service. The pay of the District Educational Officers is very poor and so, the result is, only the worst people are being attracted to the Inspectorate. The proposal in Appendix G is to give a better start to the District Educational Officers and also, where direct recruitment is involved, to recruit distinguished young men within 25 and send them for training.

X. The question is whether we will approve the proposals in Appendix G, i.e.—

(*a*) whether the initial pay of District Educational Officers will be increased to Rs. 300, and

(*b*) whether they will be recruited before training within the age of 25 and sent for training so that better material may be recruited.

Provision of Schools in School-less Villages.

We have provided for at least one College in each district and at least one high school in each taluk. We must provide for one elementary school in every village with a population of five hundred and above. At present, there are nearly 3,500 villages with a population of five hundred and above in the Province which are yet to be provided with elementary schools. The cost to provide them with elementary schools has been worked out in Appendix H.

XI. The question is whether the proposal in Appendix H may be approved and arrangements made for opening an elementary school in every village with a population of 500 and above which has no school.

Converting all Training Schools into Basic Training Schools.

Apart from the general problem of administration, we have got another colossal administrative problem facing us. We have accepted basic education as the policy of Government with regard to elementary education. If we are to have the full benefit of this basic education, we must take on hand the retraining of teachers in basic methods. To do this, two things must be done—

(1) Firstly, our training schools must be reorganized on basic lines. At present, we have about 18 basic training schools. The total number of training schools which are yet to be converted into basic training schools in this Province is 146 of which 73 is Government and 73 aided. Not only should we see that all the staff of our Government training schools are retrained in basic education and all Government training schools converted into basic training schools, but it is also necessary to see that all the aided training schools become basic training schools. Orders have been issued that all training schools should become basic. Steps are being taken to reorganize all our training schools both higher grade and secondary on basic lines but to convert all the training schools into basic training schools, it is necessary that not only we should create facilities for retraining the staff of Government Training schools but also give facilities for the aided training schools to have them retrained in basic education.

Retraining elementary school teachers.—Retraining the staff of training schools is comparatively an easy affair as the number to be trained is only six or seven hundreds but the great problem is to retrain all our elementary school teachers in basic education. We have nearly 120,000 teachers in our elementary schools. Most of them know little or nothing of basic education. It will be essential to retrain them in basic education if these schools are to become basic schools. But if we are to send them up to training schools or if we are to conduct camps of four or five months' duration, the cost Rs. 39,20,000 will be tremendous. In view of this high cost, we have to find out cheaper methods though it will not be as efficient as giving them continuous training in training schools. Besides, it may not be necessary to train old people who may have just a few years to retire. It will be enough if about 7,000 teachers are retrained.

Residential camps.—If the retraining is to be cheap, the training must be given either in the morning or in the evening even when they are engaged in school activities or during holidays. If we can conduct retraining classes for them in the evenings even when the schools are working and round it up by a camp of two or three weeks, that will give them retraining while the cost to Government will be very small.

(2) In the case of municipalities, we have what are called supervisors for elementary schools. If these supervisors can be trained in basic education in a course of about five or six months, these people can instruct the teachers in the evenings and conduct for them camps in the holidays. In the case of municipalities, perhaps, it may not be necessary to have long residential camps, as most of them are living within the municipal limits. To them, residential camps may be limited to five or six days or not more than a week.

XII. Now the question is—

(*a*) whether steps may be taken to convert all training schools into basic training schools.

(*b*) whether facilities for aided training schools should also be given for retraining their staff.

(*c*) whether the retraining of elementary school teachers as mentioned above may be taken.

Avoidance of Wastage in the Administration of Elementary Education.

There has been found to be a great deal of wastage in the administration of elementary education. The matter has been considered and to avoid wastage orders have been issued and the following steps taken :—

(1) Amalgamation of uneconomic schools in the same locality.

(2) Amalgamation of boys' and girls' ranges.

(3) Amalgamation of boys' and girls' schools in the same place when either of them is uneconomical.

XIII. The question is whether these orders may be given effect to wherever necessary.

Abolition of Single-teacher and Double-teacher, etc., Schools or their Amalgamation.

There is a feeling that single-teacher and double-teacher schools are not efficient and are not working properly and that these single-teacher and double-teacher schools must be abolished. Where there are two single or double teacher schools in a village, they can be amalgamated as above but in certain villages there is only one school which is either a single-teacher school or a double-teacher school. In such villages it has been found to be a hardship to abolish those schools and so, though we want to discourage single and double teacher schools in villages where there is no other school except a single or double teacher schools, it will work as a hardship upon the people if we abolish even the one existing school and that will also lead not only to the reduction of educational facilities but also to agitation.

XIV. The question now is whether we shall allow such schools only in villages where there is no other school and whether it should be limited to a certain number of years within which it must show signs of growth.

General.

These are some of the questions which we have to solve in putting elementary education on proper basis. The sooner we decide on these matters, it will be possible for us to reorganize the whole of elementary education on sounder lines. These suggestions aim not only at improving the efficiency of administration but also at avoiding wastage.

T. S. A[vinashilingam Chettiyar]—29-11-48.

COMPULSORY ELEMENTARY EDUCATION—INTRODUCTION DURING A PERIOD OF TEN YEARS.

One of the post-war plans of educational development is the introduction of universal compulsory elementary education up to fifth standard within a period of ten years. The scheme is to be extended thereafter up to the VIII Standard during the second decade.

2. As a preliminary to the introduction of the five-year plan the Government sanctioned in 1945–46 a limited scheme of compulsory elementary education in selected villages in each district. The scheme aimed at bringing to schools children of school-age and to retain them there till they completed the lower elementary school course (up to fifth standard). The scheme was extended to a few more villages in each district during the years 1946–47 and 1947–48. The number of children that may have been brought to schools in these areas will be as follows:—

	LAKHS RS.
1945–46	1·70
1946–47	2·00
1947–48	1·50

3. The further extension of the scheme of compulsory elementary education during 1948–49 was deferred as the Director of Public Instruction brought to notice certain defects in the working of the scheme already introduced. He has been asked separately to suggest measures for remedying the defects. A scheme of attendance officers has also been sanctioned to enforce regular attendance of children in schools in compulsory areas.

4. The Retrenchment and Re-organization Committee appointed by Government has made the following recommendations:—

"The Committee feels that there should be a planned expansion of elementary education so that there may be a target for the next five years and universal compulsory elementary education may be attained within a reasonable time. Any additional resources available should be earmarked for the expansion of elementary education.

"There should be a standing commitment to provide an increase in allotments every year so that the maximum cost of full introduction of compulsory elementary education may be reached in not later than ten years. The maximum may be worked out and the allotment may be graduated, so as to make up the maximum during a period of ten years by additional annual instalments, of one-tenth."

5. It has been estimated that there are about 70 lakhs of children of school-age in this Province, of whom about 35 lakhs of children will be attending elementary schools. The question now for consideration is to prepare a scheme for bringing the remaining 35 lakhs of children to schools within a period of ten years. The number of pupils for whom provision should be made each year will be about 3·5 lakhs. The cost of educating a child has been estimated at Rs. 18 per pupil as worked out below. For bringing 3·5 lakhs of children to school a provision of 63 lakhs will be required each year. The expenditure will be on a progressive scale rising by Rs. 63 lakhs every year. The cost at the end of the ten years will be Rs. 6·3 crores.

	Per year. RS.
Pay of a teacher (higher grade)	360
Dearness allowance	192
Contingencies	18
Rent for school buildings	70
Total ..	640

This expenditure is for educating 35 pupils.

Cost of educating one pupil is $\frac{640}{35} = 18$.

6. This Department supported the recommendation of the Committee. Finance Secretary's views were as follows:—

"I regret that this Department cannot accept the suggestion that there should be a standing commitment to increase the budget allotment by sanctioning like Rs. 63 lakhs per year so that compulsory elementary education may be in force throughout the Province at the end of ten years. We are trying our best to provide the maximum amount possible for this purpose every year taking into account the grants we may receive from the Government of India and the requirements of other Departments. So far as one can judge at present the indications are that the Government will not be able to maintain their services even at the present level unless new sources of revenue are found. It is therefore not possible to say that we will somehow be able to find for this scheme only Rs. 6·3 crores recurring over and above what we are now spending at the end of ten years. Various suggestions for reform of the present system are apparently under consideration and it seems to me that cost per pupil must come down considerably before compulsion can be exfitented to the whole Province and that the total cost (as reduced) should be covered by specific taxes (such as the education cess, house-tax, etc.) which the community as a whole would be willing to pay or which the Government feel justified in imposing on the community, for giving compulsory elementary education throughout the Province. The problem of making the course of instruction of some real benefit to the children and suitable for the living conditions in India will also have to be tackled and final decisions reached before universal compulsion is attempted. For the present, therefore, the position must remain as at **A** above.

A

T. N. S. R[AGHAVAN]—27–4–48.

The orders in circulation on the proposal have been extracted below:—

"They have rightly said that the spread of elementary education is the primary responsibility of the Government and must be faced even at great cost.

* * * * *

"The real crux of the matter is their suggestion that there should be a standing commitment to provide an increase in allotment every year so that the maximum cost of full introduction of compulsory elementary education may be reached in full within a period of ten years and every year one-tenth of the requisite additional provision should be made in the Budget.

"As has been said often by the Minister for Education in the Centre, we cannot afford to be waiting for twenty and thirty years for compulsory education even up to the fifth standard. We must take up the matter boldly and courageously. I think if we face the problem boldly and courageously, we can cut it down to ten years.

* * * * *

"This cost is very heavy for a Government like this. The Minister for Education at the centre has promised us a grant for this purpose. I think when we make the plan and agitate on it, they will certainly contribute some amount. But it is open to us to see whether it cannot be made cheaper.

* * * * *

"The difficulty of getting the requisite teachers has been pointed out. That indeed is a real problem. But I hope the reorganization of secondary education with teaching as a bifurcated subject will not only enable us to get a better type of teachers but also will make training cheaper. I have asked the matter to be examined financially and put up so that it may be, if possible, introduced even next year. That matter is separately under consideration and it is hoped that a proper type of teachers will be available.

"I want to make another suggestion by which we can make the cost of elementary education considerably cheaper and that is the using of graduates of the universities for the purpose of elementary education.

"I have already submitted a scheme on that subject which has been referred to the informal meeting of the Cabinet. Though it was submitted six or seven months back, it could not be brought before the informal meeting till now. That scheme was generally accepted by all the Hon'ble Ministers in circulation and certain suggestions they have made have been incorporated in the scheme now pending before the informal meeting of the Cabinet for their suggestion. The cost of the scheme for spreading compulsory elementary education will be considerably reduced if the scheme of voluntary services through graduates is accepted. I have no doubt that these graduates will be as good if not better than the present teachers since their general education and background will be much better than the general education and background of the teachers that we are getting for elementary schools.

"I believe that with these suggestions the suggestion of the Retrenchment and Reorganization Committee must be accepted. After all, Finance must be our servant rather than our master. We shall and must be able to find the finance and must face it courageously. We have come as popular representatives of the people and they will certainly expect from us a definite plan for the spread of elementary education as one of our first duties. If we take up this problem boldly and resolutely, that will be one of the greatest things that we would be doing for our Province. It shall be our pride and honour if we can inaugurate a plan by which compulsory elementary education could be spread throughout the Province within ten years.

"I would like Hon'ble Minister, Finance and Hon'ble Premier and other colleagues in the Cabinet to view this question from that point of view."

T. S. A[VINASHILINGAM CHETTIYAR]—12–5–48.

This is a matter of big policy involving a huge recurring expenditure. Must be discussed at a meeting of the Cabinet.

B. G[OPALA REDDI]—16–5–48.

Until existing elementary education becomes efficient we need not try new experiments.

O. P. R[AMASWAMI REDDIAR]—27–5–48.

This is a matter of policy in which a large commitment is involved. I only wish that this matter be considered by the Cabinet.

We talk so much about spreading compulsory elementary education throughout the Province. Of course elementary education means to-day basic education because that is the accepted policy of Government. We ourselves and the members of the Cabinet in many places speak on these terms. This is only a scheme to put that into practice. The Cabinet may accept it or reject it, but it is my duty to place it before the Cabinet. What I want is that it may be considered by the Cabinet. I hope Hon'ble Premier will allow it to be considered by the Cabinet. It is open to them to do whatever they please with it.

T. S. A[VINASHILINGAM CHETTIYAR]—29–5–48.

B. G[OPALA REDDI]—1–6–48.

Let it come before the informal meeting of Ministers first.

O. P. R[AMASWAMI REDDIYAR]—11–6–48.

The suggestion of the Retrenchment Committee may be placed before the meeting of the Council of Ministers for orders.

M. V. SUBRAMANIAM.

Subsequently, outlining the general features of the shift system, Hon'ble Minister (Education) minuted as follows:—

"The system may be tried not only in three taluks but also in other places where there is rush for admissions. It may be tried in Municipalities where there is a scramble for seats and where there are big schools. It may also be tried in compulsory areas where there is not a sufficient number of teachers for schools.

* * * * *

"I am anxious that this matter should be tried from the next school year in those areas in which we propose to introduce the system and the Director of Public Instruction may be asked to expedite the matter."

T. S. A[VINASHILINGAM CHETTIYAR]—26—1—48.

In consultation with the Director of Public Instruction, it is now proposed to introduce the shift system in elementary schools in six taluks in Tamil area, six taluks in Andra area, one taluk in Malabar, one taluk in South Kanara and in the compulsory areas where accommodation is inadequate. The proposal involves payment of a duty allowance of Rs. 5 per mensem to headmasters of elementary schools. The additional expenditure involved in this is expected to be met from the savings resulting from the reduction of the number of teachers consequent on the introduction of the system.

Finance Department have agreed to the proposal. Hon'ble Minister (Finance) has also accepted it. Hon'ble Premier has ordered that this may be discussed at an informal meeting of the Hon'ble Ministers.

This note is accordingly submitted for consideration at the informal meeting of The Hon'ble Ministers.

M. V. SUBRAMANIAM—16-4-48.

APPENDIX C.

SCHEME FOR SOCIAL SERVICE.

While considering the attitude to be adopted by Government over Sri Vedaratnam Pillai's resolution, the Cabinet suggested that I should present a scheme for Social Service which may be adopted by Government. I have thought over the matter for some time. I have had discussions over it with various persons and I suggest the following scheme.

In the present state of the country, the necessity for giving a big drive for social service of various aspects is immense. Either we must employ a large army of men for these various aspects of social service such as Education, Public Health, Adult Education, Rural Service, etc., or we must be able to find voluntary workers to do this work. In our present financial circumstances, we are finding it increasingly difficult even to finance the normal progress in the nation-building departments. It will be well nigh impossible to take up large schemes unless we go in for voluntary service or conscription. Compulsion of all students for one year is a very difficult proposition because of the possible unwillingness of the students themselves and because of the large numbers involved. To organise it will indeed be very difficult as at present situated. And so it is necessary that we should put it on the voluntary basis giving these people who offer themselves for Social Services an inducement to do so. Other Governments have tackled this question and the United Provinces Government also have come forward to insist upon a year of social service on all those who aspire for posts in Government or Local Boards or Aided School services. This scheme mainly follows their scheme.

The varieties of social services which these candidates may be made to serve must be of a sort in which a large amount of specialised training will not be necessary, but of a nature in which a short training will do. We must be able to provide for that training at a small cost and in a short period. Viewed from these standards the social service which are urgent and necessary and to which these candidates should be utilized may be—

(1) Rural Uplift work;
(2) Elementary Education;
(3) Secondary Education;
(4) Adult Education;
(5) Library work; and
(6) Internal defence services—such as Home Guards.

For rural uplift, Adult Education, etc., it is necessary that we should frame a syllabus as well as the ways in which we can put these people into good use. That will be done in consultation with the rural uplift and other relevent departments.

[For service in elementary schools already untrained teachers are allowed. It is possible for the department to give these candidates a short training in which the elements of teaching may be taught to them. Candidates passing school final may be allotted for elementary schools and graduates or undergraduates, may be allowed to serve in High Schools. In view of the fact that there is a large dearth of teachers, we are not able to open as many schools as we would like, this will prove greatly useful in this direction. I must state for the information of The Hon'ble Ministers that there are already 600 candidates appointed in high schools for want of trained teachers.]

In view of adult suffrage, the matter of adult education has become much more important to-day than before. I have had a talk with the Educational Officer of the Corporation and I am planning to launch a big adult education drive in the city in which the students also will take their proper share. It will be necessary to have permanent adult education centres in various places in the districts also and for this also these candidates will be immensely useful.

In my talk with some of the Cabinet members, it was mentioned that these raw men without training will not be suitable for service in the various spheres mentioned above. I should make it clear that this is not so. It is intended that we should give a short training for about a month or six weeks to all these persons before putting them to work.

I was also told that in the present circumstances we should not make this qualification of social service an essential qualification for service in Government or local board or aided services, but that we make it as an additional qualification. Personally, I am of opinion that it may be made one of the qualifications necessary for Government service and for service in local boards and aided schools. But if other Ministers are of opinion that this should be only as an additional qualification qualifying them for service in Government and local boards, their suggestion also may be tried for a short period of time, say three years, before taking further steps.

Now comes the matter of finance. It will be necessary to appoint one officer at least of the cadre of the Senior Deputy Inspector of Schools with the necessary clerical staff to organize these classes as well as to distribute these candidates in these various centres. The Senior Deputy Inspector of Schools is usually of the first grade among the L.Ts., viz., Rs. 170—240. One Assistant to the Director of Public Instruction may be necessary to carry on this work in the Director's office. He may be of a Deputy Director's grade or Senior District Educational Officer's grade. He must be able to organize the whole work throughout the Province.

These candidates, whose services we conscript, must also be maintained. A sort of a living maintenance allowance must be given to them. That is the scheme of the United Provinces Government also. I suggest Rs. 25 for post sixth form candidates and Rs. 35 for graduates. The starting salary that we give to graduates under Government service is Rs. 85 plus dearness allowance and the starting salary for school finals is about Rs. 45 plus Rs. 18 as dearness allowance. And so, the Government, by employing these people, will profit largely even when after paying this maintenance allowance. In fact, there will be a saving for Government. Graduates will act as substitutes for those who receive Rs. 85—165 and the others will act as substitutes to those who will receive a pay of Rs. 45 to Rs. 90 and so the Government will substantially gain from this arrangement even when they are employed in aided schools, elementary as well as secondary. It may be presumed that we may get a thousand graduates who would like to have this qualification. Under this arrangement, Government will roughly save Rs. 50 per graduate and Rs. 25 per school final. Roughly about 1,000 graduates and 5,000 school finals may come into this scheme. This will result in a saving of about Rs. 8,16,000 in the first item and Rs. 22,80,000 in the second. The expenditure involved is negligible.

Apart from the savings for Government, this has got a great advantage of giving practical experience to those who want to take service under the State and bring them into direct touch with the people. Considering from all sides, this is a scheme which is worth attempting and I have no doubt it will greatly benefit the country.

T. S. A[VINASHILINGAM CHETTIYAR]—13-9-47.

In pursuance of the Cabinet decision to circulate a Scheme for Social Service, the above scheme was submitted. The scheme was circulated to all the Members of the Cabinet. Opinions have been received from eight of the members of the Cabinet which are as follows:—

1 *Honourable Minister (Local Administration)*.—"I think that Arts Graduates may be required to undergo training in social service for a period of one year before degrees are conferred on them. This is not necessary in the case of science and other technical graduates as they undergo practical training before completing their College course. However, even during their student course, they may be given training in rural uplift and may even be asked to go to villages, make living contact with the villagers and learn things about agriculture, etc. They may be given training in development of cottage industries and specially in adult education, library movement, hygiene and sanitation and about the general political situation."

2. *Honourable Minister (Food)*.—"I have seen the Scheme of Social Service you have sent. The financial implications seem satisfactory but I am not quite so happy with regard to the personnel. My own feeling is that the choice of the personnel has got to be done after a thorough investigation of the persons concerned. It would be better if they understand the outline of the purpose of the scheme so that the future entrants may have an idea as to what they are expected to do. On the whole, I approve of the scheme and the matter may go before the Council of Ministers."

3. *Honourable Minister (Agriculture)*.—"I think Honourable Minister (Education) has mainly concentrated on getting recruits to Education department. My ideas are—

(1) A list of social services should be drawn up adding something more to the subjects suggested by Honourable Minister (Education), such as—

(i) Harijan Uplift and Welfare; (ii) Agriculture; (iii) Improvement of Livestock; (iv) Rural Sanitation; (v) Field-work required for Engineering draftsmen; (vi) Clerical work in any department; and (vii) General Propaganda.

(2) A Director of Social Welfare should be in charge of the work.

(3) Applications should be called for from graduates, secondary passed people, etc., and people with only Oriental Diplomas should also be invited.

(4) To make it attractive, one year's course in any of the subjects should get preference for any appointment under the Government or Government sponsored institutions.

(5) A Selection Committee should help the Director to allocate the applicants to different courses of training.

(6) They should be given a maintenance allowance during the course of training."

4. *Honourable Minister (Industries).*—"(*a*) The persons that are selected for social service must have a course of training for at least six weeks.

(*b*) The social service must be held as an additional qualification for Government or other services.

(*c*) The candidates whose services are taken must be paid.

(*d*) I consider that their pay must be adequate for their maintenance without their being made to be dependent on sources other than the one provided by the Government. The scale suggested for graduates and post sixth form candidates is too low. The salary must be sufficient to purchase two meals and some tiffin every day. The salary will have to depend upon the cost of living. I should suggest Rs. 35 for post sixth form candidates and Rs. 45 for graduates as a minimum."

5. *Honourable Minister (Public Health).*—"The U.P. Government scheme of compulsory social service for graduates appeals to me very much. The proposal made by Honourable Minister (Education) is worth trying. If the call for such social service is made by our respected leaders like Gandhiji, Nehru and C. Rajagopalachari, it is bound to meet with sufficient response. We are in need of a large number of men to take up teaching work until we are able to get fully trained teachers. We require a large army of workers for other kinds of service also in rural areas. Social service of the kind suggested may, for the present, be considered as an additional qualification for service in Government and local bodies. The scheme may be tried on a small scale to begin with and gradually extended in the light of experience."

6. *Honourable Minister (Prohibition).*—"I consider the scheme to be very valuable and if properly carried out, would prove a powerful agency for 'better living' in our villages and towns."

7. *Honourable Minister (Public Works).*—"I would like to have further particulars about the training proposed to be given, when this is discussed in person. The training for social service should only be an additional qualification."

8. *Honourable Minister (Rural Development).*—"It is better to recruit women also. They are the best people for social service. A separate agency may also be set up to give them training."

On a perusal of the opinions expressed above, it may be seen that there is a general agreement on the scheme itself except for some details. Many of the suggestions given by Honourable Ministers may be incorporated in the scheme.

The suggestion given by Honourable Minister (Agriculture) about the additional aspects of social service may be accepted and worked out in detail except that clerical and propaganda work may not be prescribed as social service. His other suggestions also will be considered in working out the details.

The suggestions of Honourable Minister (Industries) about the course of training will also be considered when working out the details. He has recommended a salary of Rs. 35 per mensem for post sixth form candidates and Rs. 45 per mensem for graduates as a minimum. I think the salary suggested is a little too high than those suggested in the original memorandum and may be changed as Rs. 25 and Rs. 40 or may be retained as before as Rs. 25 and Rs. 35. The suggestions given by other Honourable Ministers also may be accepted and worked out in the details of the scheme.

All have suggested that those who undergo the one year's course of social service should get preference in any appointment under Government or local boards or Government aided institutions; that suggestion also may be accepted. With these remarks, the scheme may be referred to the Cabinet for its consideration.

T. S. A[VINASHILINGAM CHETTIYAR]—29-10-47.

Extract from "Commerce," 21st June 1947.

COMPULSORY SOCIAL SERVICE IN UUITED PROVINCES.

[Scheme to start in September.]

"No one who has not put in one year's social service training according to the scheme drawn up by the Education department will be eligible for service in any Government or local body, or institutions aided or recognized by the Government, or for admission to training or technical institutions recognized or maintained by the Government." Thus observed the Honourable Sri Sampurnanand, Minister for Education and Finance, United Provinces Government, referring to a scheme of compulsory social service for graduates in the course of his budget speech addressed to the United Provinces Legislative Assembly on 4th March last. This scheme, we learn, is now ready and will come into operation from September next.

A beginning in regard to the scheme referred to above is to be made with graduates. Each graduate will have to put in one year's compulsory social service in villages. The Government will bear all expenses incurred in connection with the training. It is estimated that it will come to about Rs. 438 per head. A sum of Rs. 6;57 lakhs has been earmarked in the budget this year. The Government expects that, out of 2,500 students who graduate from the Province's Universities, at least 1,500 will come up for training. Next year, undergraduates may also be included in the scheme. The number of trainees may then go up to 6,000. With a view to organizing the scheme, a new post—Director of Social Services—has been created and the appointment also has been made.

In the first instance, camps will be started at three centres which include Dehra Dun and Fyzabad. At each centre, 500 students will be trained. From these camps trainees will spread into the surrounding villages covering an area of about 40 square miles in each centre. The main camp will be divided into four camps of 125 students each and these camps may again be subdivided into smaller camps of 15 each.

Before commencing the actual contact work, the students will undergo a course of intensive physical training, infantry training, target shooting, and motor driving. For this, the services of the University Training Corps will be utilized, it is stated. Lectures will be delivered on subjects such as civics, economics and history with the help of a special staff recruited for the purpose. The trainees will then go into the fields, make living contacts with the villagers and demonstrate to them how the present standard of farming can be improved. Methods to check soil erosion will be demonstrated to the villagers with the help of the Agricultural department. The students will also take up afforestation work with the help of the Forest department. The Public Works department will lend its services to the trainees in the task of constructing *kutcha* roads in the villages. In order to enable them to appreciate what is dignity of labour, evidently, the students themselves will be asked to wield the shovel and the pickaxe, though they may be helped by the villagers also in the task. At the end of the year, an informal convention will be held at the main camp when individual experiences will be recounted.

The move made by Mr. Sampurnanand is commendable. It provides scope for every graduate to know the economic conditions prevailing in Indian villages at first hand, which even economies graduates cannot claim to do to-day. As it is made compulsary for every graduate before entering Government service to undergo such training, it ensures that every employee of the Government has a close and intimate knowledge of the problems of the poverty-stricken villagers of this land of ours. This should enable the employees whether they are in executive or in administrative posts, to view the problems sympathetically and dispose of them promptly. The compulsory social service scheme will thus provide, in a way, a good training ground for the future services of the Province. The trainees may also be expected to act as a good agency for spreading ideals of patriotism, loyalty to Government, and love of social service, and above all, discipline—all of which are wœfully lacking in the country to-day.

Although the scheme is a progressive one, a few words of warning may not be inappropriate here. By its very nature, the scheme derives its inspiration from above and not from the people themselves. It may be noted that no programme of reform can be successfully superimposed on the people without their active participation in it. In the circumstances now prevailing in the country, it is unlikely that the Backward Classes will take kindly to it, for they are generally uninterested in any scheme which does not tend to bring them direct benefit in kind or coin. It, therefore, behoves the intelligensia and the cultured classes to take an active interest in the scheme and render all possible assistance to the trainees to carry on their work in the villages, so that any indifference among the rural masses may be done away with easily.

The success of the scheme depends again on the way in which the director of social services and his staff go to tackle their job of training the youths. They should not approach the problem with any mercenary spirit. Their job requires them to be thoroughly disciplined and more social service minded than the trainees, for otherwise, they will not be able to inspire the trainees. They should equip themselves with an intimate knowledge of the social, economic and political conditions in the several camp areas, so that the problems arising out of these conditions may themselves be placed before the trainees for being solved. In this work, the experienc gained by some of the Congress-sponsored non-political organizations like the Harijan Sevak Sangh, the All-India Spinners' Association, etc., may be drawn upon freely. The task as a whole in undoubtedly great and, if only because of this, the men handling it should be greater still, if the scheme is to succeed.

APPENDIX D.

INTRODUCTION OF ' TEACHING PRACTICE ' AS ONE OF THE BIFURCATED COURSES OF STUDIES IN SECONDARY SCHOOLS.

After completing the Secondary School-Leaving Certificate, candidates who want to take up the teaching profession have to undergo training in Secondary Grade Training schools for a period of two years to qualify themselves for employment as secondary grade trained teachers. These are now being reorganized as senior basic training schools. During the period of training, each pupil trainee is paid a stipend of Rs. 18 per mensem for 21 months. Even this is found to be unattractive. Many Secondary Grade Training schools have been closed and the strength in others is not very encouraging. There is a dearth of secondary grade trained teachers. The number of secondary schools is steadily increasing and with a view to provide trained teachers for employment in those schools, it is necessary to adopt a new method of attracting candidates for the teaching profession.

2. The Director of Public Instruction who was consulted in the matter, has recommended that " Teaching Practice " may be one of the bifurcated courses of studies in secondary schools. The Director has pointed out that the objects of introducing the course are—

(i) to increase the annual outurn of trained teachers generally by reducing the period of specialized professional training from two years to one year, introducing a preliminary part of the professional training in the high school side by side with general education and by increasing the facilities for training by these two means, namely, the introduction of the subject in as many high schools as possible and increasing the capacity of training schools by shortening the period of the extremely specialized part of the course from two years to one year;

(ii) to obtain a class of teachers with better general educational standard than the present higher elementary grade teachers, by substituting a three years' combined course of general education and pre-professional training for a year's professional training of less qualified candidates;

(iii) to have ultimately a single grade of teachers' training ensuring a general qualification of Secondary School-Leaving Certificate standard and professional training of the secondary grade, without the necessity and expenditure of a two years' secondary course and without the deficiencies of the recently tried experiment of one year's secondary grade emergency training course;

(iv) to provide for the class of pupils who at present discontinue secondary school studies after III Form, due to financial difficulties, and join elementary higher grade training, a chance to gain a better grade of teachers' qualification; and

(v) to provide in the reorganization for over-aged students from rural areas, without the requisite background for the pre-technological courses and when a sufficient number of schools are not yet equipped for introducing agriculture in the new courses.

The Director has recommended that in the case of students who take up this subject, the period of training after completing the Secondary School-Leaving Certificate may be reduced from two years to one year. He has also stated that the selection of ' Teaching Practice ' as a high school subject will not prejudice the pupils' entry in the University courses of studies as those pupils will study all the subjects of the pre-University or academic courses substituting ' Teaching ' for ' Arts and Crafts '. With a view to induce students to take this new subject, it is considered necessary to grant them free tuition, i.e., full fee remission, for the entire period of three years' study in the high school and in addition a stipend at the rate of Rs. 3 per mensem for Form IV, Rs. 4 for Form V and Rs. 5 for Form VI for ten months in each year. The concessions will be allowed only if an undertaking is given by the pupils that they will under go the Teachers' Training course after completing the Secondary School-Leaving Certificate and an agreement is executed under rule 125 of the Madras Educational Rules as is being done at present by teachers trained in the training schools.

3. For purposes of estimating the cost on account of the introduction of this course, it is considered unnecessary to take the Government High schools into account as there are only a few such schools and the new course will be introduced only in some of them. It is assumed that 3,472 students now undergoing training will be distributed equally in 176 schools under local bodies and private managements and that it will be sufficient to pay compensation towards the loss of fee income and expenditure on stipends and additional teaching grant on account of the employment of L.T. Assistants for teaching the new subject on the basis of one-half in respect of schools under local bodies and two-thirds in respect of schools under private managements following the basis for assessment of teaching grants. Calculated on this basis, there will be a net saving of Rs. 57,000 to Government on account of the course as shown below:—

	RS.
A. Savings on account of reduction of the period of Secondary Grade Training course from two years to one year on account of staff and stipends	10,42,913
B. (i) Compensation to be paid for loss of fee income to local bodies and private managements (Rs. 1,36,710 *plus* Rs. 1,82,280) ..	3,18,990
(ii) Compensation towards the expenditure on the grant of stipends (local bodies Rs. 1,04,160, private managements Rs. 1,38,880) ..	2,43,040

	RS.
C. Additional teaching grant payable on account of the employment of additional L.T. Assistants for two years assuming that 3,472 students will take up the subject in 176 schools	4,23,932
Total (B *plus* C) ..	9,85,962

Net savings (A *minus* D) (10,42,913 *minus* 9,85,962) = Rs. 56,951 or 57,000 roundly.

4. The Universities have been addressed for obtaining their views on the question of introducing this new course and also on the question of admission of the students taking the new course into the University courses of studies if they wish to do so at a later stage. The Andhra University is of opinion that it is undesirable to introduce this new course at the high school stage for the following reasons:—

" This will not lead to efficient teachers. To make teachers of even fully trained secondary grade pupils even at the lowest cadre is unsound. The teachers should be of a very much higher standard of attainments to be able to tackle the children of these tender ages than we are at present permitting. If instead, we propose to teach ' Teaching Practice ' even in the secondary school itself and make teachers out of them, things will further deteriorate.

" If, on the other hand, the idea is to teach elements of child psychology and other subjects pertaining to the practice of teaching in which training should be given at a later stage, then there could be no objection to the introduction of Elements of Education and Teaching as a science in the secondary schools."

The views of the other two Universities have not yet been received. But the Vice-Chancellor of the University of Madras in the course of a talk which he had with the Hon'ble the Minister for Education is stated to have agreed to the proposal. The draft syllabus has been published, but it has not yet been finalized. The Director of Public Instruction has recommended that Teaching Practice may be introduced in a few selected Government schools in the first instance during the current school year to find out how it works and what response there is and that two schools, one for boys and one for girls, may be selected in each of the linguistic areas.

5. The Finance Department have suggested—

(i) that the new course should be introduced in schools with large strength so that there will be an appreciable number of students, if not a complete section taking this course in each school;

(ii) that no stipends or allowances need be given in addition to full-fee remission; and

(iii) that in view of the fact that the Andhra University is not in favour of the scheme, the replies of the other two Universities may be awaited before the scheme is further considered.

6. The case was circulated to the Hon'ble the Ministers for Education and Finance and the Hon'ble Premier for orders on the foregoing points. They minuted as follows:—

" The scheme shows a net saving to Government of Rs. 57,000. Unless the stipends are also there, boys will not be coming in large numbers. This has been generally approved and we will succeed in getting a better type of teachers and as pointed out above, it will also be to the advantage of Government financially. This may be approved."

T. S. A[VINASHILINGAM CHETTIAR]—13-7-48.

" These small stipends do not seem to be necessary."

B. G[OPAL REDDI]—15-7-48.

" Place before the informal meeting."

O. P. R[AMASAMI REDDIAR]—15-7-48.

The above note has accordingly been prepared.

7. The points for decision are—

(i) whether Teaching Practice may be introduced as one of the diversified courses of studies in secondary schools;

(ii) whether in addition to full-fee remission, stipends may be given to induce students to take up this course;

(iii) whether the course should be introduced in the current year or whether it may be introduced from the beginning of the next school year; and

(iv) whether the course should be introduced as an experimental measure in selected Government schools as recommended by the Director of Public Instruction or whether it may be introduced in non-Government schools also if the managements are willing to introduce the course, subject to the conditions of grant specified in paragraph 3 above.

M. V. SUBRAMANIAN,
Secretary to Government.

APPENDIX E.

Elementary Education—Improving Efficiency.

The Madras Elementary Education Act, 1920, recognized the following local authorities for the enforcement of the provisions of the Act:—

(1) District boards in rural areas;

(2) Municipal Councils in urban areas; and

(3) The Corporation of Madras in the City.

The Provincial Advisory Board of Education which was appointed to go into the question of substituting a better agency for managing schools in the place of the present district boards constituted a sub-committee for this purpose. The sub-committee has suggested that the administration of the district board elementary schools in rural areas should be vested in an ad hoc body constituted for each taluk named as Taluk Education Board. The sub-committee made the following suggestions regarding the constitution and functions of the Taluk Education Boards:—

The Board should be composed of the following members:—

(i) The Senior Deputy Inspector having jurisdiction over the area shall be a member as well as the Secretary of the Board.

The Senior Deputy Inspector for the Muslim range and the Sub-Assistant Inspectress having jurisdiction over schools in the same area shall also be members.

(ii) A Revenue official not lower in rank than a Deputy Tahsildar nominated by the Collector.

(iii) A senior officer of the Health department nominated by the District Health Officer.

(iv) One member elected by the management of aided schools.

(v) One member elected by the teachers of the aided elementary schools in the area.

(vi) One headmaster of a secondary school in the area to be nominated.

(vii) One lady to be nominated.

(viii) Three members to represent minorities to be nominated.

(ix) Three other members who are residents of the taluk to be nominated for their special interest in education.

These nominations should be made by the Director of Public Instruction. The Board will elect its own chairman and five shall constitute the quorum for the meeting.

Functions of the Board (General).

1. Subject to such changes as may be necessary from time to time the Board shall—

(*a*) Prepare and maintain a register showing the number of elementary schools and the number of elementary school places thus provided.

(*b*) Tabulate such information and prepare such plans as may be necessary to enable the Board to frame an estimate of the existing provision for elementary education and of the further provision necessary to place elementary education within the reach of all children of school-age, and prepare in consultation with the authorities concerned schemes for the extension of elementary education in each taluk including municipal area.

2. The Board will entertain applications for recognition and aid of elementary schools and forward these with their recommendations to the District Educational Officer for his final orders. It shall also be open to the District Educational Officer to suggest to the Board the opening of an elementary school in any area.

3. It shall be open to the board or the management concerned to appeal to the Divisional Inspector of Schools if either is dissatisfied with the orders of the District Educational Officer. The orders of the Divisional Inspector shall be final.

Functions of the Board in regard to the District Board schools transferred to its administrative control.

The transfers of teachers in these schools will be made by the Secretary subject to supervision and control of District Educational Officers who should see that frequent or unnecessary transfers are not made. In the case of schools not directly under the control of the Secretary, it should also be insisted that the concerned Deputy Inspector or Sub-Assistant Inspectress should be consulted in ordering transfers.

It should be open to the Taluk Education Board to recommend or object to the transfer of a teacher. These recommendations will be considered by the District Educational Officer who will pass final orders.

2. Where a resolution is passed in excess of the powers conferred on the Board or in violation of orders passed by Government or Director of Public Instruction, it shall be the duty of the Secretary to take the irregularity to the notice of the District Educational Officer who will take such action as is necessary.

3. The Board will prescribe text-books for elementary schools subject to the approval of the District Educational Officer.

Appointment and punishment of teachers in the District Board schools transferred to the management of the Board.

The District Educational Officer shall be responsible for preparing a panel of qualified teachers for appointment by each Secretary. These panels should be prepared for each taluk—subject to the rules regarding communal rotation.

The Secretary shall have power to award a censure to the teachers. The other Deputy Inspectors or Sub-Assistant Inspectresses concerned may also award similar punishments to the teachers working in schools under them. These should be entered in the service register by the Secretary of the Board and also communicated to the teachers concerned without any delay.

All other punishments should be inflicted by the District Educational Officers subject to an appeal to the Divisional Inspector.

An annual conference of all chairmen and secretaries shall be convened by the District Educational Officer and a report submitted to the Director of Public Instruction reviewing the work of the Board and making proposals for improvement of education. A consolidated report on the working of these Boards with the comments and recommendations of the Director of Public Instruction shall be submitted to Government and a copy of the report made available to the Provincial Board.

The sub-committee had no suggestions to make regarding financial matters.

The Provincial Advisory Board which considered the Committee's report has suggested that the elective element should be strengthened. It is proposed to accept the recommendations of the Board. Hon'ble Minister for Education has recorded the following minutes on the proposals:—

"These Taluk Education Boards will be given the power of management of elementary education under the Elementary Education Act, i.e., the place that has till now been occupied by the district boards with reference to elementary education is to be occupied henceforth by the Taluk Education Boards. The Taluk Education Boards will get the cess amounts of the taluks, will start elementary schools, will manage them and do everything with reference to them which the district board has been till now doing.

"In addition to this, they will also be serving as an advisory board with reference to the management of aided elementary schools which is being done now by the Deputy Inspectors of Schools. The proposal is that Deputy Inspector of Schools should be the executive officer of the Board and should, on behalf of the Board, appoint teachers, punish them when necessary and do all such things that will be necessary to do on behalf of the Board. With regard to the constitution of the Board, the Provincial Advisory Board of Education has suggested that the elective element must be strengthened. As has been pointed out now the Board consists of 15 members, of whom 5 will be officials and 2 will be elected members and the remaining 8 nominated by the Director of Public Instruction. If the elective members are to be strengthened, that can be done by the following ways:—

"(1) The district board may elect one member belonging to the taluk as a member of the Taluk Education Board.

"(2) The members of panchayat boards that exist in the taluk may be asked to elect one member on the Taluk Education Board. This, I think, will sufficiently strengthen the elective element."

He also made the following recommendations:—

(1) That the Government subsidies towards maintenance of elementary education and contribution in respect of education tax may be apportioned among the Taluk Education Boards on taluk-war basis."

(2) The new Boards may submit the budget to the Government and the accounts may be audited by the Local Fund Audit Department.

(3) The contributions from the general funds of the district boards may be paid to the new Education Boards, the amount of contribution being the average for the last three years.

(4) The new Boards will take over the district boards' functions regarding the enforcement of compulsory elementary education in rural areas, etc.

(5) The jurisdiction of Taluk Education Boards may be the taluks excluding municipal areas.

(6) The recognition of aid to aided elementary schools will be retained by the Boards in an advisory capacity.

(7) The Board may be allowed to make recommendations to the District Educational Officer regarding choice of elementary school books.

The constitution of the Board as approved by the Hon'ble Minister for Education will be as follows:—

The Senior Deputy Inspector having jurisdiction over the area. (He will also be the Secretary of the Board.)

The Senior Deputy Inspector for the Muslim range.

The Sub-Assistant Inspectress having jurisdiction over schools in the taluk.

A Revenue official not lower in rank than a Deputy Tahsildar nominated by the Collector.

A senior officer of the Health department nominated by the District Health Officer.

One member belonging to the taluk, to be elected by the district board.
One member to be elected by the members of panchayat boards that exist in the taluk.
One member elected by the management of aided elementary schools.
One member elected by the teachers of the aided elementary schools in the area.
One headmaster of a secondary school in the area to be nominated.
One lady to be nominated.
Two members to represent minorities to be nominated.
Two other members who are residents of the taluk to be nominated for their special interest in education.

(All the nominations to be made by the Director of Public Instruction.)

Rules will have to be framed to regulate the election of members to the Taluk Education Boards and the transaction of business by them. The appointment of all the members will have to be published in the *Fort St. George Gazette*. These Boards will function as statutory bodies under the Elementary Education Act with powers now exercised by district boards.

Section 34 of the Elementary Education Act authorizes the levy of education tax as a surcharge on land cess by district board. The Taluk Education Boards will continue to levy education tax with the modification that the tax will be an independent one assessed as so many pies in the rupee of land revenue.

Section 32 of the Elementary Education Act provides for the payment of a contribution from the general funds to the elementary education fund of the district board. After Taluk Education Boards are formed, it is proposed to direct district boards to make a contribution every year to the elementary education fund of the Taluk Education Board. The contribution payable in each case will be based on the average of the contribution paid during the last three years.

Legislation is necessary to give effect to the proposal. The legislation falls within the purview of the Madras Legislature.

Hon'ble Ministers for Local Administration and Finance have minuted as follows on the proposed legislation :—

"In view of the consideration of the proposed Panchayat Bill and the position of the district boards, it is not desirable to take up this Bill, until the above question is settled. Otherwise it will be a confusion and chaos."

K. C[HANDRAMOULI]—3-2-48.

"This can be discussed along with the future of district boards. This is interlinked with that."

B. G[OPALA REDDI]—3-2-48.
O. P. R[AMASWAMI REDDIAR]—5-2-48.

With reference to these minutes, Hon'ble Minister for Education recorded the following minute :—

"If elementary education is to be made really efficient and if we want to avoid wastage in it, it must be taken away from the district boards and given to separate educational councils as suggested above. The longer we delay the reorganization of elementary education, the longer we will have to continue this inefficiency and wastage. And so, I shall be glad if Hon'ble the Premier will kindly go into this matter and enable me to come to an early settlement."

T. S. A[VINASHILINGAM CHETTIYAR]—7-2-48.

Hon'ble the Premier thereupon ordered that this may be discussed at an informal meeting of the Hon'ble Ministers. This note is accordingly submitted for consideration at the informal meeting of the Hon'ble Ministers.

M. V. SUBRAMANIAN,
Secretary to Government.

APPENDIX F.

INSPECTION—ELEMENTARY SCHOOLS—ADDITIONAL STAFF.

Summary of cost.

Major head.	Minor and sub-head of appropriation.	Ultimate cost.		Cost in the year of introduction (for 5 months).	
		Recurring.	Non-recurring.	Recurring.	Non-recurring.
(1)	(2)	(3)	(4)	(5)	(6)
		RS.		RS.	
37. *Education*	*p. Inspection—Voted*	3,54,000	..	1,07,800	..

At present there are 280 Senior Deputy Inspectors including women and 168 Junior Deputy Inspectors in the Province excluding the Agency ranges. The average number of elementary schools allotted to each inspecting officer works out to nearly 80. From experience it is found that an inspecting officer cannot inspect 80 schools efficiently. Hon'ble Minister for Education, therefore, instructed the Director of Public Instruction to submit proposals to reduce the number to 60. The Director of Public Instruction has submitted his proposals. If the number is reduced from 80 to 60, 131 additional officers will be required. The Director reports that of these 65 may be Junior Deputy Inspectors.

Prior to 1942 each of the Senior Deputy Inspectors had only one clerk and one attender. Due to the heavy increase in work in the offices of the Deputy Inspectors one additional clerk to each was sanctioned. In view of the fact that the number of schools is to be reduced to 60 and in view of the proposals to sanction additional clerical establishment to these officers in connexion with the scheme of monthly payment of grants, the Director has proposed for each office one clerk and one attender plus one additional clerk where a Junior Deputy Inspector is attached to a range.

The additional staff necessary in this connexion is as follows :—

66 Senior Deputy Inspectors.
65 Junior Deputy Inspectors.
24 Clerks.
66 Attenders.
131 Peons.

The proposal involves an extra expenditure of Rs. 3,54,000 per annum.

At some recent meetings of the Standing Finance Committee the Hon'ble Premier had occasion to comment on the inefficiency of elementary schools and it was then urged that one of the remedies would be the reduction of the number of schools which a Deputy Inspector would have to supervise and an increase in the inspectorate accordingly. The Education and Public Health Department support the Director's proposal.

The Finance Department advise against the proposal and point out that it was only recently in connexion with the amalgamation of boys' and girls' ranges the number of schools to be inspected by each officer was reduced from 114 to 80, and that in view of the recent reduction and of the high cost of the proposed scheme (3½ lakhs per year) it is advisable to watch the actual working of the present scheme at least for one year before any further reduction is thought of. They also consider that if the proposal is to be pursued it should be dealt with as a Part II Scheme.

Hon'ble Minister for Education and Hon'ble Minister for Finance have recorded the following minutes :—

"The supervision of the elementary schools is very inefficient. When a man is asked to inspect about 80 schools, the inspection will be very inefficient. He can visit a school only once or twice a year and the proper inspection that is necessary is not got out of such an arrangement. It is to improve inspection that this proposal is made.

"We are spending nearly Rs. 5¼ crores for elementary education. This is apart from the funds from the local boards and a few lakhs more in improving these schools will be well spent. I have consulted Hon'ble Premier and he agrees that such a proposal may be formulated. A proper note may be prepared and put up before the Standing Finance Committee."

T. S. A[VINASHILINGAM CHETTIYAR]—28—8—48.

"Standing Finance Committee may consider."

B. G[OPALA REDDI]—2—9—48.

The proposal is accordingly placed before the Standing Finance Committee for approval. An estimate of the additional cost is given below :—

Estimate of additional cost.

Item of expenditure.	Average pay.	Cost of living allowance.	Cost per mensem.	Cost in 1948-9 per mensem.
(1)	(2)	(3)	(4)	(5)
	RS.	RS.	RS.	RS.
66 Senior Deputy Inspectors	137·0	32	11,154·0	7,194
65 Junior Deputy Inspectors	94·0	24	7,670·0	5,460
24 Clerks..	67·5	24	2,196·0	1,608
66 Attenders	30·6	19	3,273·6	2,838
131 Peons	20·7	19	5,230·7	4·454
			29·494·3	21,554×5 =1,07,770

Additional annual recurring cost is, therefore, 29,494·3×12= Rs. 3,54,000

	RS.
(*a*) Budget provision under the Major head of account	8,20,42,900
(*b*) Actual expenditure to the end of July 1948 under the Major head of account	45,16,500
(*c*) Estimate of extra expenditure on the present scheme in the current year	1,07,800
(*d*) Savings in the budget provision for other items included in the Major head	Too early to anticipate

M. V. SUBRAMANIAN,
Secretary to Government.

APPENDIX G.

MADRAS EDUCATION SERVICE—DISTRICT EDUCATIONAL OFFICERS AND OTHER OFFICERS IN ADMINISTRATIVE SECTION—RAISING OF SCALE OF PAY—ALTERING QUALIFICATIONS, METHODS OF APPOINTMENT, ETC., OF DIRECT RECRUITS.

The following are some of the posts in the administrative section of the men's branch of the Madras Educational Service:—

Personal Assistant to the Director of Public Instruction.

District Educational Officers, 28.

Inspector of European Schools.

Secretary to the Commissioner for Government Examinations.

Superintendent of Sanskrit Schools.

Headmaster, Government, Madrasa-i-Azam.

Curator, Government Oriental Manuscripts Library, temporary post.

Chief Inspector of Physical Education, temporary post.

The methods of recruitment admissible to the posts are mainly: direct recruitment; and recruitment by transfer from the subordinate services (i.e., promotion of Deputy Inspectors of Schools, School Assistants, Superintendents in the office of the Director of Public Instruction). For direct recruitment teachers who are employed in recognized non-Government secondary schools and who have put in service as a teacher in a recognized educational institution for ~~two~~ twelve years are also eligible.

All the posts carry the same scale of pay of Rs. 230–30/2—260—40/2—500—50/2—700; 'transferee-officers' appointed on probation are, however, given a starting pay of Rs. 260 in the scale if they are drawing more than Rs. 230 in the subordinate service at the time of promotion.

Of every four vacancies, the first should be filled or reserved to be filled by the direct recruitment of a person who is not a non-Government school teacher, the second by recruitment by transfer, the third by the direct recruitment of a non-Government school teacher, and the fourth again, by recruitment by transfer. That is, 50 per cent of the vacancies go to departmental men, 25 per cent to non-Government secondary school teachers, and the remaining 25 per cent to ordinary direct recruits.

The age-limit for the direct recruitment of persons who are not non-Government school teachers, is 30; that applicable to non-Government school teachers is 40; and that in force for recruitment by transfer is 50.

The qualifications for direct recruits who are not teachers are I or II class M.A. or Hons. degree and B.T. (Madras) or the B.Ed. (Andhra) degree. Those for recruitment by transfer, and also for the direct recruitment of non-Government secondary school teachers, are an Arts degree (of whatever class) and the B.T. or the B.Ed. degree.

A direct recruit may be required at the discretion of the Director of Public Instruction to undergo before commencing to perform the duties, training under a District Educational Officer for a period of six months. During that period he is eligible for a pay of Rs. 100 per mensem and also for appropriate dearness allowance. The period of training in the case of teacher direct recruits, however, will not exceed four months and those recruits are eligible, during training, for a pay of Rs. 200 per mensem or the pay which they would be drawing in non-Government service, whichever is less.

2. The Honourable the Minister for Education has felt that the officers who are now in the gazetted inspectorate (District Educational Officers, etc.,) particularly 'promotees' have not the diginity and equipment necessary for properly discharging their work and that there has been a very great dearth of suitable persons for filling higher posts in the department. The reasons for the dearth of proper men are attributed to the following factors: —

(1) The pay and prospects in the Education department are not so attractive as those obtaining in other departments.

(2) For recruitment, higher initial qualifications including a teaching degree, are insisted on.

(3) The age-limit for direct recruitment is high. (In other services where technical qualifications are not necessary, recruitment is made at or before the age of 25 and all ambitious and promising young men get absorbed in those services and it is only those who are rejected by the other departments that take the B.T./B.Ed degree and seek service in the Education department).

3. The Honourable Minister considered that it was imperative that the quality of the persons manning the higher inspectorate should be improved and that towards that end the methods of recruitment, etc., for the posts should be suitably altered. He accordingly proposed, at the end of last year, a scheme of reorganization of the posts. The main features of that scheme were as below:—

(1) The posts in the Madras Educational Service (temporary as well as permanent) which number 35 be divided into two classes—Class I consisting of 15 posts and Class II of 20 posts

(2) The scale of pay of class I be fixed as Rs. 300—40/2—500—50/2—800 and the scale for class II as Rs. 230—30/2—260—40/2—500.

(3) Recruitment to both the classes be by direct recruitment and by promotion in equal proportions—promotion to class I being admissible only from among officers of class II.

(4) For direct recruitment to either class, a degree in teaching need not be insisted on, i.e., I or II class M.A. or Hons. would be the only qualification.

(5) The age-limit for direct recruitment be reduced from 30 to 25.

(6) The candidates for direct recruitment to both the classes be required to undergo, after selection, training for a period of 18 months—B.T. or B.Ed training for about nine months and administrative training in the department for the rest of the period.

(7) During training for the first nine months, direct recruits to both the classes be allowed a pay of Rs. 60 per mensem, and for the rest of the period candidates for appointment to class I be given a pay of Rs. 120 per mensem and candidates for appointment to class II a pay of Rs. 100 per mensem.

(8) That, eventually, promotion to higher posts (Deputy Directors of Public Instruction and Divisional Inspectors of Schools) would be made only from class I posts.

4. Education and Public Health, and Public Departments considered that the scheme might be adopted.

The Finance Department did not consider the scheme necessary. They stated, inter alia, that if men with outstanding qualifications became available, higher starting pay on the basis of their age might be allowed, and that this Government had not formed a class I service in any of their Provincial Services, that a departure in that regard in the Education Department was bound to have repurcussions on the other services (e.g., Agriculture, Engineering, Forest, Veterinary) *and that therefore the matter should be taken to the Cabinet for decision.* They added that if at all it was decided to have class I posts in the Education Department it would be sufficient to adopt a scale of pay of Rs. 300—40/2—500—50/2—700 for those posts.

5. The proposals did not involve any extra cost; on the other hand, there would be a saving of about Rs. 4,700 per annum as a result of the lower scale of pay, Rs. 230–500, suggested for 20 class II posts, instead of Rs. 230—700. But, an increased amount of about Rs. 1,900 per annum would have to be spent on the administrative training for a longer period to be given to the recruits.

6. When the file was circulated, the Hon'ble Minister for Finance and the Hon'ble Minister for Education minuted as follow:—

"While the expected better results are doubtful, the growth of discontent among subordinate services is certain. Their chances of promotion become dwindled and poor type of people alone would be attracted to the lower rungs.

"This reform has its disadvantages. After all, District Educational Officers do administrative supervision. They are not expected to do anything original.

"A I class may be a failure as District Educational Officer. He may be a good professor or a good researcher.

"While I do not object to this, I am expressing my doubts.

"Let Hon'ble Minister for Education see again."

B. G[OPALA REDDI]—26–2–48.

"As I have referred to before, our present personnel of District Educational Officers are highly regrettable. That is due to the fact that they come up from Deputy Inspectors with little dignity and equipment. It is wrong to think that the work of District Educational Officers is merely administrative. It is that point of view that is responsible for the poor state of affairs in our educational institutions. Men with drive, dignity and equipment are necessary for this job. Let us not forget that the future of the nation depends upon the type of people that we are going to recruit for our Education Department and the District Educational Officer is the pivot around which the educational organization in the district depends. And so, it is very necessary that we should try to attract some of the best men. I am glad that Hon'ble Minister for Finance generally agrees with the proposal. The cost is very little but the advantages that are expected out of this scheme are very great."

T. S. A[VINASHILINGAM CHETTIYAR]—27–2–48.

7. Then, as desired by the Finance Department, the matter was placed before the Cabinet on 19th March 1948. The orders passed were that, instead of having class I and class II divisions, the question of having single grade District Educational Officers on the scale of Rs. 300—700 should be examined and proposals placed before the Cabinet.

8 It has been taken that the intention of the Cabinet was that the original proposals summarized in paragraph 3 above, *with only the features relating to the institution of a class I cadre left out*, should be considered further. That is, in addition to raising the scale of pay of the officers from Rs. 230—700 to Rs. 300—700, the following changes may be effected:—

(1) the direct recruits other than non-Government school teachers need not possess at the time of recruitment the B.T. or the B.Ed. qualification also;

(2) the age-limit for them should be reduced from 30 to 25;

(3) they should be required to undergo, after selection, training for 18 months—B.T. or B.Ed. training for about nine months and administrative training for the rest of the period; and

(4) during the period of training they should be allowed a pay of Rs. 60 per mensem for the first nine months and Rs. 100 per mensem for the rest of the period.

The Finance Department have stated that there seems to be a fairly good case for better pay for District Educational Officers. They have, however, pointed out that if the scale for men officers is raised women officers will also ask for similar treatment. The Education and Public Health Department consider that, if such a claim is put forward by women officers, it should be considered on its merits.

The Education and Public Health Department have noted, and the Finance Department have agreed; that dearness allowance to the direct recruits during their training should be given under the new scheme also.

9. *Cost.*—Calculated on the basis of the averages of the existing scale of pay of Rs. 230—700 and the scale of Rs. 300—700, the extra expenditure consequent on the raising of the minimum of the scale and the payment of dearness allowance to the officers alone will come to *Rs. 29,400* roundly per annum.

If, however, taking into account the fact that transferees and teacher—direct recruits are appointed to the service only at an advanced age in their life and will not be able to reach the maxima of the scales but will reach only particular stages in the scale lower than the maxima, before their retirement and if the cost is worked out with reference to that consideration, *Rs. 21,000* roundly will be the extra expenditure per annum.

It may be taken that not more than one direct recruit who is not a non-Government school teacher, will be appointed each year. The pay and dearness allowance to be paid to him during the period of his B.T. or B.Ed. training and administrative training will come to Rs. 1,100 roundly.

The total extra cost will thus be Rs. 30,500 per annum or Rs. 22,100 per annum depending on the manner or calculation indicated above.

10. When the file was re-circulated, the Hon'ble Premier and the Hon'ble Minister for Finance have minuted that the proposals be first discussed at an informal meeting of the Hon'ble Ministers.

11. Orders are solicited whether the scheme as detailed in paragraph 8 above will be approved and further considered at a meeting of the Cabinet. Action to obtain from the Legislature a supplementary grant will have to be taken. The statutory service rules will also have to be amended in consultation with the Madras Public Service Commission.

12. The Hon'ble Minister for Education wishes that, if the Hon'ble Ministers consider it too costly to raise the minimum of the scale of pay from Rs. 230 to 300, they might approve of the original proposal (paragraph 3 above).

M. V. SUBRAMANIAN,
Secretary to Government.

APPENDIX H.

(It has been assumed that the schools will be started with a single teacher and that additional teachers will be employed one at the end of two years and the other at end of four years. Of the three teachers one will be of the secondary grade.)

Subsidies to local bodies.

Year. (1)	Pay of teachers. (2)	Contingencies. (3)	Sheds. (4)	Equipment. (5)
	RS.	RS.	RS.	RS
First year (560 schools with one teacher)	3,29,300	33,600	5,60,000	56,000
Second year (1,120 schools with one teacher)	6,58,600	67,200	5,60,000	56,000
Third year (560 schools with two teachers and 1,120 schools with a single teacher)	13,17,200	1,34,200	5,60,000	56,000
Fourth year (1,120 schools with two teachers and 1,120 schools with one teacher)	19,75,800	2,01,600	5,60,000	56,000
Fifth year (560 schools with three teachers, 1,120 schools with two teachers and 1,120 schools with one teacher)	30,37,600	3,02,400	5,60,000	56,000
Sixth year (1,120 schools with three teachers, 1,120 schools with two teachers and 560 schools with one teacher)	37,70,100	3,69,600	..	..
Seventh year (1,680 schools with three teachers and 1,120 schools with two teachers)	45,02,600	4,36,600	..	..
Eighth year (2,240 schools with three teachers and 560 schools with two teachers)	49,05,800	4,70,400	..	..
Ninth year (2,800 schools with three teachers)	53,09,000	5,04,000	..	..
Ultimate cost on average pay ..	64,68,000	5,04,000		

Grants to managements of aided schools.

Year. (1)	Pay of teachers. (2)	Sheds. (3)	Equipment. (4)
	RS.	RS.	RS.
First year (140 schools with one teacher)	72,240	1,40,000	14,000
Second year (280 schools with one teacher)	1,44,480	1,40,000	14,000
Third year (140 schools with two teachers and 280 schools with one teacher)	2,88,960	1,40,400	14,000
Fourth year (280 schools with two teachers and 280 schools with one teacher)	4,33,440	1,40,000	14,000
Fifth year (140 schools with three teachers, 280 schools with two teachers and 280 schools with one teacher)	6,68,640	1,40,000	14,000
Sixth year (280 schools with three teachers, 280 schools with two teachers and 140 schools with one teacher)	8,31,600	..	..
Seventh year (420 schools with three teachers and 280 schools with two teachers)	9,94,560	..	..
Eighth year (560 schools with three teachers and 140 schools with two teachers)	10,85,280	..	..
Ninth year (700 schools with three teachers)	11,76,000	..	..
Ultimate cost based on average scale of grant ..	12,85,200	..	..

APPENDIX I.

COST OF INTRODUCTION OF COMPULSORY EDUCATION UP TO THE FIFTH STANDARD.

Number of children to the newly enrolled—32·16 lakhs.

For educating 35 pupils—

	RS.	
Pay of teacher	30	per mensem.
Rent	5	do.
Contingencies	5	do.
Total ..	40	per mensem or Rs. 480 per annum.

For educating 32·16 lakhs of children, the cost is—

32·16 × 4·80/35 or 441 lakhs.

COST OF INTRODUCTION OF COMPULSORY EDUCATION UP TO EIGHTH STANDARD.

Number of children to be newly enrolled is 70 lakhs.

For educating 35 pupils—

Pay of teacher, rent and contingencie—Rs. 66-2/3 per mensem or Rs. 800 per annum.

For educating 70 lakhs of children the cost is—70 × 800/35 or 1,600 lakhs.

very urgent

p 33 cf

x #E Y on p 47 cf

84

Edn. and P.H. (A) Department

D.O.No. 58017 A/A6-21 Edn. dated 11th March 1949

Dear Mr.Bhadriah,

MADRAS Educational Service - District Educational Officers - Raising of scales of pay.-

--

Correspondence resting with your letter No.21/48 dated the 6th April 1948.

It has been proposed - (mentioned in margin)

(1) that the posts in the M.E.S. (temporary as well as permanent) which number 35 be divided into two grades - grade I consisting of 15 posts and grade II consisting of 20 posts;

(2) that the scale of pay of grade II be Rs.230-30/2-260-40/2-500 and the scale of pay of grade I be Rs.300-40/2-500-50/2-700 with two selection grade posts on Rs.700-50/2-850;

(3) that recruitment to both grades (I and II) be by direct recruitment and by promotion in equal proportions - promotion to Class I being admissible only from among officers of Class II;

(4) that for direct recruitment to either grade a degree in Teaching need not be insisted on i.e., I or II Class M.A. or Hons. would be the only qualification;

(5) that the age limit for direct recruitment be reduced from 30 to 25;

(6) that the candidates for direct recruitment to both the grades be required to undergo after selection training for a period of 18 months, B.T. or B.Ed. training for about nine months and ~~the~~ administrative training in the department for the rest of the period;

(7) that during training for the first nine months direct recruits to both the grades be allowed a pay of Rs.60 p.m. and for the rest of the period

candidates for appointment to Grade I be given a pay of Rs.120 p.m. and candidates for appointment to Grade II a pay of Rs.100 p.m.; and

(8) that eventually promotion to higher posts (Dy.D.P.I. and Divl. Inspector of Schools) be made only from Grade I posts.

However, before passing final orders on the proposals it is considered that the following points require clarification:

(1) what is to be the position of the existing incumbents under the new scheme? Should they be given permission to continue in the existing scale (Rs.230-700) or should they be absorbed into the new scales - Rs.230-500 and Rs.300-700 and Rs.700-850.;

(2) As the number of posts in each grade is fixed, recruitment can be made only according to vacancies that arise in the respective grades. It might so happen that for years there may be no vacancies in one grade while there may be a good number in the other grade. How is recruitment to be made then? If there are no vacancies in the I grade the very object with which the scheme is introduced may be defeated.

(3) Again as pointed out above there may not be more than one direct recruit who is not a non-Govt. school teacher to be appointed in a year. Is the direct recruit to be appointed to Grade I or Grade II?

(4) The question also arises when the selection grade posts are to be filled. Are they to be filled only after a number of persons are recruited on the new basis?

I am to ask you to examine the points referred to above and make your suggestions at an early date.

Yours sincerely,

11/3/49

Sri P.Bhadriah, M.A.L.T.
Director of Public
Instruction, Madras.

Desp 1887 14/3/49

THE HEAD MASTERS' ASSOCIATION

(MADRAS CITY)

SECRETARY, EDN. AND P.H. DEPT. 31 MAR 1949 GOVERNMENT OF MADRAS

MINISTER FOR EDUCATION 1949 GOVT. OF MADRAS

29th March, 1949

To

The Hon'ble Mr.T.S.Avinashilingam Chettiar,
Minister for Education,
Government of Madras.

Thro'
The Director of Public Instruction,
Cathedral Post, Madras.

1 APR 1949 EDUCATION AND PUBLIC HEALTH DEPT.

25246

Sir,

I beg to enclose herewith a statement regarding the recruitment to the Inspectorate which I have been directed to forward to you for your earnest consideration.

Yours faithfully,

R.B.C.C.C's High School
Perambur

J C Hanumantha Row

(K.Hanumantha Row)
Hony-Secretary.

Copy to:
The Secretary,
Education Department,
Govt. of Madras.

HEAD MASTERS' ASSOCIATION, MADRAS.

The Head Masters' Association welcomes the statement made by the Hon'ble Minister at the Provincial Advisory Board of Education, that the Government are taking steps to secure proper type of personnel for the inspectorate. It is very important for the success of the educational system that the Inspectorate should consist of persons with high educational training, educational experience, educational ideals and spirit of service.

The Association also welcomes the proposal of the Government to have two grades of Inspectorate, but would suggest that the method of recruitment to the Higher Grade should be such as to attract men of ability and experience and at the same time be a means of recognition and encouragement to Inspectors and teachers in service. With this in view, the Association would submit that the suggestion that the recruitment for the Higher Grade would be from among young untrained Honours Graduates with academic distinctions, might not serve the best interests of education. The Inspectorate, like the staff of the Training Colleges need persons with professional ability, professional training and professional experience and success may not necessarily depend on early academic distinction. The Association would therefore suggest that appointment to the Higher Grade of Inspectorate should be by selection from the Inspectors and from teachers on the basis of professional merit.

Age limit for recruitment to the Higher Grade may be kept as high as fifty so that teachers of professional ability with ripe experience may be attracted and so that inspectors in the second grade may look forward and work efficiently in the hope of getting recognition.

The Association is of the opinion that this method of recruitment would serve as an incentive to teachers and inspectors for improving their professional qualifications and efficiency and would result in the maintenance of high standard of efficiency in the Inspectorate.

R.Cl.21/48.

Office of the
Director of Public Instruction,
Madras, Dated 22nd April 1949.

From

The Director of Public Instruction,
Madras.

To

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

Sir,

Sub: Madras Educational Service - District Educational Officers - Raising of scales of pay.
REF: Government D.O. No.58017-A/46-21 Edn. dated 11-3-49.

The points raised by Government for clarification are dealt with below seriatim:-

(i) The position of the existing incumbents under the new scheme will differ according as they are put in grade I or II. So far as the officers to be put in grade I are concerned, it is not necessary to permit them to continue in the existing scale of Rs.230-700 because this scale, from the stage of Rs.300 upwards, is identical with the new grade I scale of Rs.300-40/2-500-50/2-700. Such of the officers as are to be put in in this grade may be drawing at present Rs.300 and their present pay should be a definite stage in the new scale. They may, therefore, be brought over to the new scale with effect from the date of introduction of the new scheme and permitted to count the service in the existing scale for their next increment in the new scale.

The scale of Rs.230-500 for grade II, though lower than the existing scale of Rs.230-700, is identical with the latter up to Rs.500/-. The officers to be put in grade II might not be willing to be absorbed in the lower scale of Rs.230-500 and would naturally opt to retain the existing scale of pay. The change in the scale of pay will not, however, bear hard on many of the promotee-officers as they are not likely to reach even Rs.500/- in the present scale before their retirement. But the position of a few young officers, particularly direct recruits, is different. It is not possible to say with certainty whether they will get into grade I without stagnating at the maximum of Rs.500/- in the proposed grade II. Anyhow they would choose to retain the present scale of Rs.230-700. As a uniform procedure such of the existing incumbents as are put in grade II may be permitted to retain the existing scale of pay until they cease to draw pay on this scale.

The answer to the first point is that two officers would have to be put in the scale of Rs.700-850, thirteen in the scale of Rs.300-700 (grade I) and the remaining existing incumbents (whether they are likely to go beyond Rs.500/- or not) will be put in grade II and will retain their right to the present scale of Rs.230-700.

(ii) For purposes of appointment etc. posts connected with each of the two grades I and II will have to be regarded as a separate unit and recruitment to each unit made according to the method prescribed. The point that the incidence of vacancies may all be in one grade for years, is not borne out by the probabilities of the next five years from now. Assuming that the senior officers now officiating will be confirmed before they retire, the probable number of substantive vacancies in

each.....

each of the two grades in the next five years will be as follows:--

Year.	Number of vacancies. Grade I.	Grade II.
1949 ..	2	-
1950 ..	2	2
1951 ..	2	2
1952 ..	2	2
1953 ..	4	3

There is also the possibility of some vacancies occurring earlier than expected and of vacancies arising from causes not anticipated now. Judging from the above there seems to be no ground, so far as the near future is concerned, for the assumption that there may be no vacancies in Grade I, Hence there is no question of the object of the scheme being not achieved.

Even if the anticipated contingency does occur and all the substantive vacancies in a year fall in one grade - this may not be a normal occurrence - then recruitment will have to be made in accordance with the method settled for the unit.

(iii) If Government mean that there cannot be more than one ordinary direct recruit in a year, then it is not correct because the number of vacancies reserved to be filled by direct recruitment may be one or more according to the total number of vacancies and the turn from which the rotation begins. The direct recruit will have to be appointed to grade I or II according as the vacancy against which he is recruited is in grade I or II.

(iv) It does not seem necessary to defer filling the two selection grade posts until after a number of persons have been recruited on the new basis as there are already a few senior officers who will have to be put in this grade. These posts may be filled with effect from the date of introduction of the scheme, when the grading of officers is finalised.

Yours faithfully,

for Director of Public Instruction.

Ram.22/4.

Edn. and P.H. Dept.(A).

I.

MEMO.No. 58017-A/46-1/22 Edn., d/- 25.5.49

M.E.S. - Posts in the Admn. Section -Reorganization.

Ref:- From the DPI, No.21/48, d/- 22-4-48.

The idea is that, when the scheme of classification of the posts in the Admn. Section of the M.E.S. into two grades is sanctioned, the teachers employed in non-Govt. secy. schools who are now eligible for appt. for one out of every four vacancies, should be made eligible for appt. only to Grade II, to half the no. of posts in that Grade to be filled by direct recruitment, and not also to Grade I.

It is also considered that it will be sufficient if the teacher-recruits are required to undergo administrative trg. only for 4 months - the period that now stands prescribed for them - as B.T. or B.Ed. will be one of the qualfns. for them at the time of recruitment and as they would already be experienced men in the field of edn.

The D.P.I. is requested to offer his views on these points. Copy of a letter read. from the Secy. of the Headmasters' Assen. (Madras City), is forwarded herewith.

To the DPI.
(With encl.).

P.T.O.

R.Cl.No.21/48.

Office of the Director of Public Instruction,
Madras-6, Dated 29-6-49.

From

The Director of Public Instruction,
Madras-6.

To

The Secretary to Government,
Education and Public Health Department,
Fort St. George, Madras.

19989

Sir,

Sub: Madras Educational Service - Posts in Administrative section- Reorganisation.

REF: Government Memorandum No.58017-A/46-2? Education dated -- 26--5--1949.

* * * * * * *

I agree to the views expressed in paras 1 and 2 of the Government Memorandum quoted above.

Yours faithfully,

for DIRECTOR OF PUBLIC INSTRUCTION.

Ram.30/6.

A/46-25, II

Letter/Ref.No. 58017 Edn.) Edn. and P.H. Dept.(A).
D/- 7.7.49.)

To

The Secy., M.P.S.C.

Sir,

M.E.S. - Posts of D.E.Os., etc. in Admn.Section - Proposals for re-organization.

--

With a view to improving the quality of the officers manning the higher inspectorate of the Edn. Dept., the follg. proposals for the re-organization of the posts in the Administrative Section of the M.E.S. (Men's Branch) and for altering the methods of recruitment and qualfns. for them, have been put forward to Govt.:-

(1) The posts noted in the margin (A) be divided into two grades - Grade II consisting of 20 posts on Rs.230-30/2-260-40/2-500; and Grade I of 15 posts made up of 13 ordinary posts on Rs.300-40/2-500-50/2-700 and two selection posts on Rs.700-50/2-850.

(2) Recruitment to both the grades (I and II) be by direct recruitment and by promotion in equal proportions - teachers employed in non-Govt. secondary schools being made eligible for direct recruitment only to Grade II (½ of the nos. of posts herein to be filled by direct recruitment) and promotion to Grade I being made admissible only from among officers of Grade II.

(3) For direct recruitment to Grade I, and for the direct recruitment of persons other than non-Govt. secy. school teachers to Grade II, the age-limit be fixed as 25 and a degree in Teaching need not be insisted on as one of the qualfns. but those direct recruits be reqd. to undergo, after selection, trg. for a period of 18 months - B.T. or B.Ed. trg. for about 9 months and administrative trg. in the dept. for the rest of the period - and be allowed for the first nine months of the period of trg. a pay of Rs.60 p.m. and for the rest of the period Rs.100 or Rs.120 aseg. as they have been selected for Grade II or Grade I.

(4) Eventually, promotion to higher posts (Dy.D.P.Is. and Divl.Insprs.) be made only from Grade I.

2.

(A) P.A. to the Dir. of P.I. — 1
D.E.Os. — 28
Inspr. of European schools. — 1
Secy. to the C.R.E. — 1
Inspr. of Oriental Schools — 1
Hdm., Govt. Madrasa-i-Azam — 1
Curator, Govt. Oriental Mss. Library. — 1
Ch. Inspr. of Physical Edn. — 1
Total. — 35
Temp. posts)

93

(3)(a)&(b)

2. Under Section 266 of the G. of I. Act, 1935 I am directed to request that the Commn. will be so ~~good~~ as to offer their remarks on the proposals. Amendments to to the Spl.Rules to give effect to the proposals will be drafted after the Commission reply is recd., if it agrees to the proposals, and will be ~~sent~~ refd. to it before issue.

Yrs.ffly.,

ORM 25/5/49

P.T. 20.5.49

Copy to the DPI.

DPI 1850 917

CONFIDENTIAL

94

GOVERNMENT OF MADRAS
Education and Public Health Department
***
Letter Ref.No.58017-A/46-25-Education.

From J.M.Lobo Prabhu, Esq., I.C.S.,
Secretary to Government.

To The Secretary, Madras Public Service Commission,
M A D R A S.

Dated, Fort St. George, the 7th July 1949

Sir,

Sub:- MADRAS EDUCATIONAL SERVICE - Posts of District Educational Officers, etc. in Administrative Section - Proposals for re-organisation.

***

With a view to improving the quality of the officers manning the higher inspectorate of the Education Department, the following proposals for the re-organization of the posts in the Administrative Section of the Madras Educational Service (Men's Branch) and for altering the methods of recruitment and qualifications for them, have been put forward to Government:-

Personal Asst. to the Director of Public Instruction	- 1
District Educational Officers	- 28
Inspector of European Schools	- 1
Secretary to the Commissioner for Govt. Examinations	- 1
Inspector of Oriental Schools	- 1
Headmaster, Govt. Madrasa-i-Azam	- 1
Curator, Govt. Oriental Manuscript Library	- 1
Chief Inspector of Physical Education	- 1
Total	35

(Teaching posts)

(1) The posts noted in the margin* be divided into two grades - Grade II consisting of 20 posts on Rs.230-30/2-260-40/2-500; Grade I of 15 posts made up of 13 ordinary posts on Rs.300-40/2-500-50/2-700 and two selection posts on Rs.700-50/2-850.

(2) Recruitment to both the grades (I and II) be by direct recruitment and by promotion in equal proportions - teachers employed in non-Govt. secondary schools being made eligible for direct recruitment only to Grade II (to half the number of posts therein to be filled by direct recruitment); and promotion to Grade I being made admissible only from among officers of Grade II.

(3) For direct recruitment to Grade I, and for the direct recruitment of persons other than non-Government secondary school teachers to Grade II, the age-limit be fixed as 25 and a degree in Teaching need not be insisted on as one of the qualifications but those direct recruits be required to undergo, after selection, training for a period of 18 months - B.T. or B.Ed. training for about 9 months and administrative training in the department for the rest of the period - and be allowed for the first nine months of the period of training a pay of Rs.60 p.m. and for the rest of the period Rs.100 or Rs.120 according as they have been selected for Grade II or Grade I.

(4) Eventually, promotion to higher posts (Deputy Directors of Public Instruction and Divisional Inspectors) be made only from Grade I.

2. Under section 266(3) (a) and (b) of the Government of India Act, 1935, I am directed to request that the Commission will be so good as to offer its remarks on the proposals. Amendments to the Special Rules to give effect to the proposals will be drafted after the

p.t.

95

the Commission's reply is received, if it agrees and will be referred to it before issue.

Yours faithfully,

for Secretary to Government.

Copy to the Director of Public Instruction.

Tel:"PUBSERCOM"

From

Sri C. Krishnaswami Chetty,
Secretary,
Public Service Commission,
Madras-8.

To

The Secretary to Government,
Education and Public Health
Department, Madras-9.

No.4271-C1/49-1 dated 25-7-49.

Sir,

Rules - Madras Educational Service - Posts of District Educational Officers etc. in the Administrative Section - Proposals for reorganization - Your letter Ref: No.58017-A/46-25 Edn. dated 7-7-49.

***

I am to say that the Commission has no remarks to offer on the proposals made in the letter cited.

Yours faithfully,

Secretary.

Encl: Nil.
N.S. 26/7/49

D.O. Director of Public Instruction,
M a d r a s, 12th September 1949.

My dear Prabhu, 12 SEP 1949

Under instructions from the Hon'ble Minister for Education I interviewed the Hon'ble Minister for Finance on 5--9--49. I represented to him that the Class I scale, sanctioned by Government, viz., Rs.300 to ~~Rs.800~~ Rs.700/-, was not an improvement and that, if possible, Government may re-consider their orders and accept the scale of Rs.300 to Rs.800 as originally proposed by me. I ~~have~~ also advanced the argument that there would be no additional expenditure if the two selection grade posts were abolished. I was thereupon instructed by him to furnish the figures in support of this statement. Accordingly I have sent to him the enclosed reply. —p.98 infra

Yours sincerely,

To

J.M.Lobo Prabhu, Esq., I.C.S.,
Secretary to Government,
Education & P.H.Department,
Fort St.George, Madras.

98

Copy of D.O. dated 10th September 1949 from the Director of Public Instruction, Madras to the Hon'ble Sri B.Gopala Reddi, Minister for Finance, Fort St.George, Madras.

Sub: Re-organization of posts of District Educational Officers etc., in the Administrative Section of Madras Educational Service.

With reference to my discussions with you I herewith furnish the particulars that were promised by me.

p. 92 ante

According to Government's letter Ref.No.58017-A/46-25, Edn., dated 7th July 1949 to the Secretary, Madras Public Service Commission, Class I consists of 15 posts, 13 in the ordinary grade on Rs.300--40/2--500--50/2--700 and two selection posts on Rs.700--50//2--850. The additional cost of placing these 13 posts in the ordinary grade, as well as the 2 Selection posts in the scale of pay Rs.700--50/2--850, on the scale of pay of Rs.300--800 proposed by me at the discussion works out at only Rs.5,200/- a year. As against this, Government would be making a saving of Rs.6,312/- a year as indicated in the enclosure, by abolishing the two selection posts and reducing them to the ordinary scale Rs.300--800 as proposed by me.

Thus the acceptance of my proposal would actually give a saving to Government.

ENCLOSURE.

(1) Additional cost of 15 posts in Class I in the scale of Rs.300--800 instead of Rs.300 - 700/-		Rs.5,200/- a year.
(2) Cost of 2 posts as now sanctioned on Rs.700--850 - 2 X 796 2/3		Rs.1,593 a month.
DEDUCT cost of 2 posts on Rs.300--800 - 2 X 533 1/3		1,067 "
	Saving	Rs. 526 a month or 6,312 per year

Submit for perusal 12/9

99

15.9.49

D.O. Director of Public Instruction,

SECRETARIAL, EDN. AND R.E. DEPTT.
28 SEP 1949
GOVERNMENT OF MADRAS

Madras, 12th September 1949.

Dear Sir,

As desired by you I had a discussion with the Hon'ble Minister for Finance. I pointed out to him the desirability of having the Class I scale from Rs.300 to Rs.800 as originally proposed by me, particularly as it involved no additional expenditure if the two selection grade posts on Rs.700 to 850/- were abolished. As instructed by him I worked out the actual savings which are furnished in the enclosed statement.

GOVT. SECRETARIAT
24 SEP 1949
EDUCATION DEPARTMENT

7355

Yours sincerely,

To

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

I was awaiting this to dispose of the main file relating to this. Put this along with the main file & send up for

Same as P.98 ante 65 100

Copy of D.O. dated 10th September 1949 from the Director of Public Instruction, Madras to the Hon'ble Sri B.Gopala Reddi, Minister for Finance, Fort St.George, Madras.

Sub: Re-organization of posts of District Educational Officers etc., in the Administrative Section of Madras Educational Service.

With reference to my discussions with you I herewith furnish the particulars that were promised by me.

According to Government's letter Ref.No.58017-A/46-25, Edn., dated 7th July 1949 to the Secretary, Madras Public Service Commission, Class I consists of 15 posts, 13 in the ordinary grade on Rs.300--40/2--500--50/2--700 and two selection posts on Rs.700--50//2--850. The additional cost of placing these 13 posts in the ordinary grade as well as the 2 Selection posts in the scale of pay Rs.700--50/2--850 on the scale of pay of Rs.300--800 proposed by me at the discussion works out at only Rs.5,200/- a year. As against this, Government would be making a saving of Rs.6,312/- a year as indicated in the enclosure, by abolishing the two selection posts and reducing them to the ordinary scale Rs.300--800 as proposed by me.

Thus the acceptance of my proposal would actually give a saving to Government.

ENCLOSURE.

(1) Additional cost of 15 posts in Class I in the scale of Rs.300--800 instead of Rs.300 - 700/-	Rs.5,200/- a y
(2) Cost of 2 posts as now sanctioned on Rs.700--850 - 2 X 796 2/3	Rs.1,593 a mont
DEDUCT cost of 2 posts on Rs.300--800 - 2 X 533 1/3	1,067 "
Saving	Rs. 526 a mon or 6,312 per y

Not issued

Edn. and P.H. Dept.(A).

--

MEMO.No. 66 Edn., d/- 16

M.E.S. - Posts of D.E.Os., etc. in Admn.Secn. - Re-organization.

Ref:- Letter to the MPS Commission, No. 58017-A/46-25-Edn., d/- 7-7-, copy sent to the DPI.
from the DPI D.O. d/- 12.9.49

CF.94.95

The MPSC has no remark to offer on the proposals set out in the letter cited. The ~~DPI~~ Dir. is requested to forward to Govt. at an early date draft amendments to be made to the Spl.Rules for the MES to give effect to the ~~proposals.~~ proposals

CF.96

2 // On reconsideration, the Govt. provisionally approve of the recommendations, since made by the D.P.I., that a scale of Rs.300-800 be fixed for the I Grade posts & that there need be no selection grade ~~posts~~ appts. on Rs. 700-850. p.54 NF.

CF.88.89

3. On the points dealt with by the Dir. in his letter No.21/48, d/- 22-4- the Govt. have come to the following conclusions:-

Point (1) - Position of existing incumbe[nts]: All the existing officers, excepting those to be promoted to Grade I, should be allowed the option t[o] retain their present scale of pay of Rs.230-700.

Points (2) and (3) - Procedure for fill[ing] vacancies: In brief, the following arrangement wi[ll] have to be adopted:- The existing vacancies sho[uld] be allocated in equal numbers between Grade I and Grade II. The vacancies that will arise hereafte[r] (in posts other than the existing few to be ear-marked as Grade I) should also be allocated like[wise] until the limit of 15 for Grade I is reached. Th[e] vacancies in either Grade should be filled accg. [to] the different methods of recruitment admissible, the proportion and the rotation prescribed for ea[ch] method.

H at pp.53-54 NF.

The idea is not to promote to Grade [I] as many as seven or eight persons (roughly half of the no. of posts in that Grade) immediately after the sa[nction] of the proposals. Appointment to Grade I by [promo]tion as well as direct recruitment should be s[pread] over a number of years as the selection of the [best] men on a competitive basis, is the object.

p.53 NF. - bottom

Point (4) - Selection Grade appointments. The Govt. consider that appt. to the two Selection Grade posts need be made only after at least seven of the 15 posts in the Grade are filled and after the work of the officers at least for a period of one year in that grade is watched.

This does not arise under the proposals as revised by Govt. & approved in para 2 above.

DPM 22/8/49

22/8

To the DPI.

8/c

Revised draft

Edn. and ~~P.H.~~ Dept.(A).

Memo.No. 58017/A/46-30 Edn., d/- 1.9.50

M.E.S. - Posts of D.E.Os., etc. in Admn. Secn Re-organization.

Ref:- Letter to the M.P.S.C., No.58017-A/46-25 Edn., d/- 7-7-49, copy sent to the DPI From the DPI, D.O. d/- 12-9-49.

With a view to improving the quality of the officers manning the higher inspectorate of the Edn.Dept the follg. proposals for the re-organization of the posts in the Admn. Secn. of the M.E.S. (Men's Br.) and for altering the methods of rect. and qualfns. for them, ~~xxxx xxxxx~~ were put forward to Govt.:-

*P.A. to the DPI	..	1
D.E.Os.	..	28
Inspr. of European Schools		1
Secy. to the C.G.E.	..	1
Inspr. of Oriental Schools		1
[illegible], Govt.Madrasa-i-Azam		1
@ Curator, Govt. Oriental MSS. Library		1
@ Ch.Inspr. of Physical Edn.		1
	TOTAL ..	35

(@. Tempy.posts).

(whose present scale of pay is Rs.250-$\frac{30}{2}$-260-$\frac{40}{2}$-500)

(1) The posts noted in the margin* be divided into two grades - Grade I consisting of 20 posts on Rs.250-30/2-260-40/2-500; Grade I of 15 posts made up of 13 ordinary posts on Rs.300-40/2-500-50/2-700 and two selection posts on Rs.700-50/2-850

(2) Rect. to both the grades (I and II) be made by direct rect. and by promotion in equal proportions - teachers employed in non-Govt. secy. schools being made eligible for direct rect. only to Grade II (to half the no. of posts therein to be filled by direct rect.); and promotion to Grade I being made admissible only from among officers of Grade II.

(3) For direct rect. to Gr.I, and for the direct recruitment of persons other than non-Govt. sec school teachers to Gr.II, the age-limit be fixed as 25 and a degree in Teaching need not be insisted on as one of the qualfns. but those direct recruits be reqd. to undergo, af selection, trg. for a period of 18 months - B.T. or B.Ed. for about 9 months and administrative trg. in the dept. fo the rest of the period - and be allowed for the first nine months of the period of trg. a pay of Rs.60 p.m. and for t rest of the period Rs.100 or Rs.120 accg. as they have be selected for Gr.II or Gr.I.

(4) Eventually, promotion to higher posts (Dy.Dirs. of Pub. Instn. and Dvl.Insprs.) be made o from Gr.I.

The M.P.S.C. which was consulted on th proposals had no remarks to offer.

2. The D.P.I. has since represented that scale of pay proposed for the 15 I Grade posts, viz., Rs 700, is not an improvement and he has suggested that the maxm. of the scale may be raised from Rs.700 to Rs.800 a further that there need ~~no~~ be no selection grade posts on Rs.700-850 in the I Grade. The Govt. have reconsidered

matter and provisionally accepted the Dir.'s suggestions pending final approval later in consultation with the Commission again.

3. The D.P.I. is requested to forward to Govt. at an early date draft amendments which it is necy. to make to the Spl. Rules for the M.E.S. to give effect to the proposals, as revised. The draft will have to be refd. to the Commission.

4. ~~The Dir. is informed that when the classification of the posts is made,~~ All the existing officers, excepting those to be promoted to Grade I, shd. be allowed the option to retain their present scale of pay of Rs.230-700. The Dir. is ~~also~~ informed that the procedure to be adopted ~~in~~ for filling vacancies in the two grades will be, briefly, as follows: The existing vacancies shd. be allocated in equal numbers between Grade I and Grade II. The vacancies that will arise hereafter (in posts other than the existing few to be earmarked as Gr.I) shd. also be allocated likewise until the limit of 15 for Gr. I is reached. The vacancies in either Gr. shd. be filled accg. to the different methods of rect. admissible, in the proportion and the rotation prescribed for each method. The idea is not to promote to Gr. I as many as seven or eight persons (roughly half the no. of posts in that Grade) immediately after the sanction of the proposals: appt. to Gr.I by promotion as well as direct rect. shd. be spread over a no. of years since the selection of the best men on a competitive basis, is the object.

To the D.P.I.
S/c.

Government of Madras.
Education Department.
Memorandum No. 58017/46 A-30 Edn., dated 1st April 1950

Sub:- Madras Educational Service - Posts of District Educational Officers etc. in Administrative Section - Re-organization.

Ref:- Letter to the Madras Public Service Commission, No. 58017-A/46-25 Edn., dated 7th July 1949 copy sent to the Director of Public Instruction. From the Director of Public Instruction, D.O. dated 12th September 1949.

With a view to improving the quality of the officers manning the higher inspectorate of the Education Department, the following proposals for the re-organization of the posts in the Administrative Section of the Madras Educational Service (Men's Branch) and for altering the methods of recruitment and qualifications for them, were put forward to Government:-

*Personal Assistant to the D.P.I. 1 District Educational Officers. 28 Inspector of European Schools. 1 Secretary to the Commissioner for Government Examinations. 1 Inspector of Oriental Schools. 1 Head Master Govternment Madrasa-i-Azam. 1 [illegible]r, Government Oriental MSS Library. 1 @Chief Inspector of Physical Edn. 1 Total. 35 (@ temporary posts)	(1) The posts noted in the margin* whose scale of pay is Rs. 230-30/2-260-40/2-500-50/2-700 be divided into two grades - Grade II consisting of 20 posts on Rs. 230-30/2-260-40/2-500; and Grade I of 15 posts made up of 13 ordinary posts on Rs. 300-40/2-500-50/2-700 and two selection posts on Rs. 700-50/2-850.

(2) Recruitment to both the grades (I and II) be made by direct recruitment and by promotion in equal proportions - teachers employed in non-Govt. secondary schools being made eligible for direct recruitment only to Grade II (to half the number of posts therein to be filled by direct recruitment); and promotion to Grade I being made admissible only from among officers of Grade II.

(3) For direct recruitment to Grade I and for the direct recruitment of persons other than non-Government secondary school teachers to Grade II, the age-limit be fixed as 25 and a degree in Teaching need not be insisted on as one of the qualifications but those direct recruits be required to undergo, after selection, training for a period of 18 months - B.T. or B.Ed. training for about 9 months and administrative training in the department for the rest of the period - and be allowed for the first nine months of the period of training a pay of Rs. 60 p.m. and for the rest of the period ~~of~~ Rs. 100 or Rs. 120 according as they have been selected for Grade II or Grade I.

(4) Eventually, promotion to higher posts (Deputy Directors of Public Instruction and Divisional Inspectors) be made only from Grade I.

The Madras Public Service Commission which was consulted on the proposals had no remarks to offer.

2. The Director of Public Instruction has since represented that the scale of pay proposed for the 15 I Grade posts, viz., Rs. 300-700, is not an improvement and he has suggested that the maximum of the scale ~~of~~ may be raised from Rs. 700 to Rs. 800 and further that there need be no selection grade posts on Rs. 700-850 in the I Grade. The Government have reconsidered the matter and have provisionally accepted the Director's suggestions pending final approval later in consultation with the Commission again.

106

-2-

3. The Director of Public Instruction is requested to forward to Government at an early date draft amendments which it is necessary to make to the Special Rules for the Madras Educational Service to give effect to the proposals, as revised. The draft will have to be referred to the Commission.

4. The Director is informed that the procedure to be adopted for filling vacancies ~~shall~~ be in the two grades will be, briefly, as follows: The existing vacancies should be allocated in equal numbers between Grade I and II. The vacancies that will arise hereafter(in posts other than the existing few to be earmarked as Grade I) should also be allocated likewise until the limit of 15 for Grade I is reached. The vacancies in either Grade should be filled according to the different methods of recruitment admissible, in the proportion and the rotation prescribed for each method. The idea is not to promote to Grade I as many as seven or eight persons (roughly half the number of posts in that Grade) immediately after the sanction of the proposals; appointment to Grade I by promotion as well as direct recruitment should be spread over a number of years since the selection of the best men on a competitive basis, is the object. All the existing officers, excepting those to be promoted to Grade I, should be allowed the option to retain their present scale of pay of Rs. 230-700.

Rajaiah D.Paul
Secretary to Government.

To

The Director of Public Instruction.
S/C 2

/Forwarded-By order/

Superintendent.

107

EDUCATION DEPARTMENT.

69 A

From

The Director of Public Instruction,
Madras.

ASSISTANT SECRETARY 7 MAY 1950 EDUCATION DEPARTMENT

To

The Secretary to Government,
Education Department,
MADRAS.

0258

R.CL. No. 21/48, Dated the 6th of May, 1950.

Sir,

Subject:- Madras Educational Service - Posts of District Educational Officers, etc. in the Administrative Section - Re-organization.

Reference:- Government Memorandum No.58017/46 A.30 Edn., dated 1st April 1950.

p. 105 ante

The draft amendments called for in paragraph 3 of the above Memorandum will be submitted shortly.

Yours faithfully,

For DIRECTOR OF PUBLIC INSTRUCTION.

29171

70 108

From

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

To

The Secretary to Government,
Education Department.

RCL.No.21/48 dated 21st Septr. 1950.

S i r,

Sub: MADRAS EDUCATIONAL SERVICE - Posts of District Educational Officers, etc. in the Administrative Section - Reorganization of - Draft amendments.

Ref: Government Memo No.58017/40-A.30 Edn., dated 1st April 1950.

&&&

In the above Memo. Government have provisionally accepted my proposals for the re-organization of the Administrative section of the Madras Educational Service by dividing the section into two grades on two different scales of pay and suggesting changes in qualifications, method of recruitment, etc. They have also called for draft amendments to the Special Rules for the Madras Educational Rules to give effect to the above proposals. The question of drafting amendments to give effect to the above proposals has been examined. In the meantime, with reference to the orders issued in G.O.Ms.No.1736 Public (Services) dated 31-3-1950 and the position explained in para 2 of the Government's confidential letter Ref.No.7878.A-6 Edn., dated 22-6-1950 addressed to the Commission, I think that the whole question of recruitment to the Madras Educational Service will have to be

p.t.o.

108

- 2 -

re-examined if the Men's and Women's Branches are amalgamated as proposed by Government. Pending a final decision on the question of such an amalgamation of the two Branches of the Service, it would not be possible to submit a satisfactory draft of the amendments to the Special Rules for the Madras Educational Service as called for.

2. In the circumstances, I request you to let me know whether the draft amendments called for in the Memo. under reference may be submitted after a decision is reached by Government on the question of amalgmation of the Men's and Women's Branches of the Service.

[signature]

for Director of Public Instruction.

ASSISTANT SECRETARY EDUCATION DEPARTMENT 22 SEP 1950

E & P. H

L.O. Vide note in
LF [75455 A/49].
[initials] 28/9/50

Edn. and P.H. Dept. (A).

C.No.58017. From the D.P.I., No.7968-B4/46, dated 30-9-46.

Edn. Dept. - Revision of pay of officers.

Referring to one of the recommendations of the Edn. Sub-Committee of the Post-War Reconstruction Committee, the D.P.I. has now sent "outline proposals" for the revision of the scales of pay of the entire staff of the Edn. Dept. A few of the posts included in the proposals are those which would come into being if certain branches of the Dept. are re-organised, as recommended by the Dir. in his present letter (in outline) and elsewhere. He says that if the Govt. agree to the general principles adumbrated ~~by him~~ in his letter, he will submit detailed ~~proposals~~ recommendations as expeditiously as possible.

2. H.M. (Edn.) has recently issued a questionnaire on the re-organization of edn. "Inspectorate" and "Salaries of teachers" also find place therein. After answers to the questionnaire are recd., it is proposed to convene a Conference of educationists. ~~and~~ It may become necessary to order the re-organization of the inspecting staff, etc., w.r.t. the recommendations wh. the Conference will make. For this reason, the "post-war reconstruction" proposals of the Dir., recd. separately, to strengthen the direction and inspection agencies, have been ordered to wait for discussion at the Conference. Further, the question of the general revision of pay of all Govt. servants is engaging the Govt.'s attention. ~~It is for consideration whether~~, It seems that, independent of the conclusions which the Conference referred to above will arrive at and also of the general revision of salaries which is under consideration, the Dir.'s present proposals ~~should~~ need not be taken up for examination immediately.

3. One of the schemes in the post-war five-year plan is the "Improvement of the scales of pay of the staff and estt. employed in schools and colleges". The Dir.'s detailed recommendations in regard to the pay of the staff in schools have already been recd. and are under consideration separately. About the staff in colleges, he has not so far sent detailed proposals, except

s ~~in the negative~~ agreed to, when the Dir. sends detailed suggestions in the matter of pay of the staff in colleges, they may be proceeded with, specially, since they are included in the post-war plan.

4. It may also be mentioned here, incidentally, that the follg. schemes recommended by the Dir. are being examined in connection with Part II of the budget ~~of~~ for next year:-

(1) Creation of a post of Dy.Dir. for Tech.Edn.
~~(2) Appointment of a Joint D.P.I.~~
(2) Raising the scale of pay of Principal, Presy.College.
(3) Institution of a cadre of Chief Professors on Rs.500-1000 in the Presy.College.

5. For orders on "A" on previous page. Finance may see before circulation.

17/10/46

11.10
12/x/46

EPH U.O. No.58017-A-1
17.10.46

Fin E3

EPH in effect want to await the decisions of the Salaries sub-committee before making further examination of the revision of pay of officers + staff referred to in this file — see pp 1-2 above esp. 'A' on p 1 above. No remarks seem called for and the file may be returned to EPH after perusal.

22/10/46

29/10/46

63589

EPH. (A)

For orders as to circn. ~~A on p 1 ante~~ on the suggestion at 'A' on page 1 ante.

25.10.46

28/10/46

HM (Edn.)

This may wait for the present.

TSA
30-10-46

29/10/46

SECRETARY, EDN. AND P.H. DEPT.
22 NOV 1946
GOVERNMENT OF MADRAS

A draft Memo. is subd.

7.11.46

7/11/46

[Issued as Memo. No. 58017-A-2-Edn., d/ 7.11.46.]

Notes and minutes on pp.1-2 ante and the Memo. to the D.P.I. at C.F.10 may be read. The D.P.I.'s recommendations in the C.F. contemplate the revision of salaries for the entire staff of the Edn. Dept. The Cabinet Salaries Committee has since sent its report on the revision of the scales of pay of non-gazetted Govt. servants. The D.P.I. was asked to offer his remarks on the Committee's recommendations so far as non-gazetted posts in the Edn. Dept. were concerned. The recommendations will be considered by the Cabinet shortly in the light of the Dir.'s remarks. Therefore, it seems that in this file no action is necy. in respect of non-gazetted staff of the Edn. Dept.

The question now is whether the Dir.'s proposals in this file in regard to the gazetted posts should be proceeded with. The Cabinet Committee recommended also the raising of the minima of the scales of pay of gazetted services so as to make those minima fit in with the maxima of the revised scales of pay of non-gazetted services. The existing scale of pay for the M.E.S. is Rs.200-30/2-260-40/2-500-50/2-700; instead of the present starting pay of Rs.200, the Committee has proposed Rs.230: this Rs.230 will apply to direct recruits (who would otherwise be started on Rs.200 only), and not to 'promotees' since they are already eligible for two advance increments, viz., Rs.260.

Deferred Seniority

The three schemes refd. to on p.2 ante are now under consideration separately. A proposal to appoint a Joint D.P.I. is also under consideration and on this proposal a further refce. has been sent to the Dir.

Orders of H.M.(Edn.) may now be taken (1) whether the Dir. should be asked to submit more detailed information on his suggestions to re-organize the Educational gazetted service and to revise the scales of pay for posts in that service, or (2) whether the matter may continue to lie over pending receipt of the recommendations of the Conference of educationists proposed to be convened by H.M. to consider the question of re-organization of the entire educational

58017-A
13/12/46

113

system in the Presidency.

ORM
2/12/46 S

I take it that the present revision of salaries as contemplated by the Cabinet which is being discussed now, includes the revision of salaries of the staff of the D.P.I.'s office as that is also part of the Government machinery. And so, nothing more need be done for the present.

TSA
6.12-46

SECRETARY, EDN. AND P. H. DEPT.
1 DEC 1946
GOVERNMENT OF MADRAS

Subd. that in this file the D.P.I. has proposed the revision of pay of the entire staff of the Edn. Dept., including the gazetted staff of his office. As the revision of salaires of non-gazetted servants (in all Depts. and offices) will be ordered by Govt. shortly, on the recommendations of the Cabinet Salaries Committee, it was considered, at p.3 ante, that no action in this file about non-gazetted staff of the Edn. Dept. was necy.

2. The point for consideration is about the revision of pay of the gazetted staff of the Edn. Dept. The Dir.'s present proposals on that point are very rough. It is for orders whether more detailed information should be called for from him or whether the matter may be taken ~~afx~~ up after the recommendations of the Conference of educationists proposed to be convened in due course to consider the re-organization of the educational system, come in.

SECRETARY, EDN. AND P. H. DEPT.
16 DEC 1946
GOVERNMENT OF MADRAS

P.G.
8.12. 11/12/46.

ORM
12/12/46 S

A may be done
TSA
15-12-46

A draft Memo. is subd.
P.G.
21.12. 21/12/46.

ORM
21/12/46

[Issued as Memo. No. 58017-A-2 d/ ...]

114

Recently, the qn. of recruiting candidates to important jobs in each dept. on a Provl. basis was raised by Public. This Dept. offered remarks so far as Edl., Medl., etc. services were concerned. An extract of the notes recorded by this dept. in that connection re: Edl. services, is at ~~pp.15-16 C.F.~~ (U). The regular file was sent to Public, who will decide the general question. It seems that, irrespective of that decision, a refce. as at "R" ~~on p.16 C.F.~~ at D/2 p.14 cf. may be sent to the D.P.I. A draft Memo. is subd.

(D)

Since remitted by them to individual depts.

P.G. 22.4. 28/4/47

In para 2 of the Memo on page 11 cf, the D.P.I has been asked to send detailed proposals on the question of reorganisation of the gazetted staff of the Education Dept. and the revision of the scales of pay of gazetted posts in the Dept. In any scheme of reorganisation, the question of modification of the statutory rules relating to the Madras Edl. Service is bound to arise. It is quite possible that the D.P.I will address himself to this question while sending his reply to the Memo. If he does not do so, he may be consulted after his proposals ~~for~~ have been ~~examined~~ received and examined. The draft below seems unnecessary at this stage. For orders.

24-4-47 S.

CF 15-16 From the D.P.I., No.1212-K3/47, dated 18-8-47.

— do — The D.P.I. has at CF 15-16 sent some modifications to his original 'outline' proposals at pp.1-9 C.F. in regard to the re-organization of the gazetted posts in the Edn. Dept. and the revision of pay attached to those posts. One of the important modifications is that he has withdrawn his previous (Para (2) CF 15) suggestion to create a new cadre of Insprs. of Secy. and Training Schools; ~~which~~ that suggestion found place in his "post-war scheme for the strengthening ~~and~~ of Direction and Inspection agencies, was later pressed for sanction as a Part II Scheme

CF 4-5, 2F II
CF 1-2
LF I

for 1947-8 ~~and was re-iterated at O.F.2 in this file also.~~
Probably, this matter has been discussed by H.M.(Edn.) with the Dir. - cf. pp.8-9 N.F. of L.F.I.

May be subd. to H.M.(Edn.) for orders whether the proposals in this and the L.F.'s ~~so far as they concern~~ will be pursued.
~~services~~.
~~gazetted posts may be kept pending until the conference~~ of educationists is convened ~~or whether they may be sent to the Fin. Dept. for consideration in connection with the re-organization of all services to be undertaken by a Sub-Committee of the Cabinet.~~

P.S. 27.8.47
30/8/47.

DSM 9/9/47 S

The D.P.I. may be asked to discuss this with me in person
TSA
11-9-47

A draft DO is subd. If H.M. fixes a date it will be embodied in the DO.

22/9/47.

23-9-47

S 24/9/47

The DPI. may fix with me a convenient date on the phone & come
TSA
30-9-47

A sentence has been added to the draft DO. Fair copy is subd. for signature.

1/10/47 S

TNS 1.10.47
1/10/47

(Issued as DO. No. 58017-A/46-5-Edn. dt. 1-10-47)

SECRETARY, EDN. AND P.H. DEPT. 2 SEP 1947 GOVERNMENT OF MADRAS

SECRETARY, EDN. AND P.H. DEPT. 1 - OCT 1947 GOVERNMENT OF MADRAS

17 OCT 1947 GOVERNMENT OF MADRAS

Special.

83160

Secretary, E. & P.H.

1. Of late, there has been a very great dearth of suitable men for occupying the higher services in the Education Department. In fact, on examination, it has been found that the men that we have are of very poor quality. Our present D.E.Os. (I do not want to be uncharitable to them) do not have the dignity and equipment which will be necessary for D.E.Os. That is because many of them began as Deputy Inspectors of Schools and have plodded through with mere administrative work. Now, for such positions as the Divisional Inspectors of Schools and Deputy Directors, we have no proper men. I have examined the number of people who are next entitled to promotion as Divisional Inspectors and Deputy Directors and I find in them not many people who are suitable. The following are the persons who are next in the list waiting for promotion for those higher jobs and it will be seen that except M.D.Paul, who is also of an indifferent calibre, only items 7 and 8 are suitable for these posts of whom item 8 is dead.

1. Sri S.Murugesa Mudaliar
2. Mr. M.D.Paul.
3. Sri G.V.Sesha Iyer
4. Sri A.Padmanabha Reddi
5. Sri S.Krishnaswami
6. Sri D.Narasimha Sastri
7. Sri T.P.Santhanakrishna Naidu
8. Sri D.Sambasivam Pillai

We are also faced with a series of retirements coming upon us in quick succession. Mr. Lobo, Mr. C.D.S.Chetti, Mr. T.Suryanarayana, have all retired in March, April and July of this year. Mr. V.R.Ranganatha Mudaliar is due to retire in November. The present Director, Dr. Savoor and Mr. P.Bhadrayya are to retire in 1948. With so many posts in the higher jobs becoming vacant, it is really difficult for us to fill these posts with efficient men whomwe do not have, and I think the time has come that we must find a method for efficient recruitment to the higher jobs.

*Service is extended for 1 year - reason: death / Retirement in Edn. Dept.

M

2. The main reasons for our failure to secure freely first class men for administrative services are:

1. The pay and prospects are not so attractive as in other departments;
2. The insistence on higher initial qualifications which include a degree in Teaching; and
3. The higher minimum age fixed for recruitment.

3. Pending the reorganisation of all provincial services like the Police, Revenue, Judicial, etc. which the Government must undertake consequent on the abolition of the Secretary of State's Services, the Education Department must be treated equally along with others in any such reorganisation and the following proposals for the interim reorganisation of the administrative branch of the Education Department are proposed

to meet the present urgent need for qualified personnel for our higher grades of services. As the suggestions made here are intended to be of a temporary nature, I have taken care to see that they do not involve any additional expenditure to Government.

4. The main aspects of the proposals are as follows:-

1. The present M.E.S. cadre be divided into two classes - Class I with a scale of Rs.300-800 and Class II with a scale of Rs.230-500.

2. Recruitment to both the classes be partly by direct recruitment and partly by promotion.

3. The minimum qualifications for direct recruits be First or Second Class Honours Degree without a degree in teaching.

4. The maximum age for direct recruitment be reduced to 25.

Details of the Scheme.

Excluding the posts of the Director, Deputy Directors and Divisional Inspectors, there are 35 posts in the M.E.S. men's branch as shown below:-

	Permanent.	Temporary.
P.A. to the D.P.I. ..	1	..
D.E.Os. ..	25	3
I.E.S.(Women's Branch)* ..	1	..
Supdt. of Sanskrit Schools ..	1	..
Secretary to the Commr. for Govt. Examns.	1	..
H.M., Madrasa-i-Azam ..	1	..
Curator, Oriental Mss. Library ..	..	1
Chief Inspr. of Physical Edn. ..	..	1
	30	5

*Inspector or Inspectress of European and Anglo-Indian Schools.

It is proposed that 15 of these 35 posts may be placed in Class I with a scale of Rs.300-40/2-500-50/2-800. Recruitment to this category will be by direct recruitment as well as by promotion. 50% of the posts will be filled by direct recruitment and 50% by promotion from class II.

Class II will consist of 20 posts on a scale of Rs.230-30/260-40/2-500. These posts will be filled by promotion and direct recruitment as at present.

Provision is thus made for direct recruitment both to Class I and Class II but in different proportions.

Appointments to the category of Divisional Inspectors and Deputy Directors will be made by promotion from Class I only.

Qualifications: The qualifications for direct recruitment may remain as they are now - First or Second class Hons. Degree. As already pointed out, the B.T. qualificationx may not be insisted upon at the stage of recruitment but candidates after selection may be required to acquire this qualification during the period of training.

Age. The proposal is to reduce the maximum age from 30 to 25. In all other services where a technical qualification is not necessary, recruitment is made at or before the age of 25 and all ambitious and promising young men get absorbed in other services by then and it is only those who are rejected by other departments that take the L.T. degrees and seek service in the Education Department.

Training of Probationers. At present the direct recruits are given six months' training under a D.E.O. during which period they are given an allowance of Rs.100/- a month. It is now proposed to give the direct recruit training for a period of 18 months. During this period he will undergo the B.T. course approximately for 9 months and receive administrative training of an intensive type for the remaining 9 months. The direct recruits to Class I will receive Rs.150 per month and those to Class II Rs.100 per month.

5. Summary of the Scheme.

1. M.E.S. (Men's Branch) - Administrative posts be divided into two classes -

   Class I on a scale of 300-40/2-500-50/2-800 - 15 posts.

   Class II on a scale of 230-30/2-260-40/2-500 - 20 posts.

2. Recruitment to Class I - 50% by direct recruitment and 50% by promotion from Class II.

   Class II - Recruitment as at present.

3. The age for direct recruitment to be reduced to 25 years.

4. A degree in teaching be not insisted upon at the time of recruitment, but to be acquired after selection.

5. Candidates recruited directly will be given a training for a period of 18 months (instead of 6 months as at present) of which 9 months will be spent in a training college.

6. Estimate of cost.

A rough estimate of the cost involved in the proposal is worked out below on the basis of the scales of pay as suggested in paragraph 4 of this note:

	Rs.
Average cost for 15 posts in the scale of Rs.300-40/2-500-50/2-800 per month - Rs.545 x 15 ..	8,175
Average cost for 19 posts in the scale of Rs.230-30/2-260-40/2-500 - Rs.380 x 19 ..	7,220
Total ultimate average cost per month	15,395
Deduct. Average cost for the existing 34 posts in the scale of Rs.230-30/2-260-40/2-500-50/2-700 Rs.449 1/3 x 34 ..	15,278
Additional cost per month .. Rs.117	
Additional cost per year Rs.117 x 12 ..	1,400 rounded.

In the above estimate of costs, the post of I.E.S. has been excluded as the incumbent may be a member of Men's or Women's Branch of the M.E.S.

7. I find on enquiry that many of the other Provinces also have got Class I officers corresponding to the one suggested in my note above and their salaries are as follows:--

The Punjab - P.E.S. Class I	.. Rs.350-40-750/40-950-50-1200 with a selection grade in the scale of 1250-50-1500.
Orissa - Class I	.. Rs.300-40-400-25-700.
Bombay - Class I	.. Rs.300-20-420-30-660-40-900.
United Provinces	.. Govt. do not run any degree college.
Bengal - Senior Professor	.. Rs.300-50/2-700-75/2-1000.
Bihar - Class I	.. Rs.300-35/2-440-40-640-40-1000.

It may be seen from the above that many of the provinces are paying much more than what we have suggested. But in view of our finance, I have not recommended these higher scales but only such scales as will not entail any further expenditure just now.

8. I need not refer here to the great importance that we must attach to the efficiency and quality of our officers especially in the higher grades of the Education Department. We are spending crores of rupees and unless we have proper men to administer them, much of it will go to waste and it is very essential that we must put proper responsible men with dignity and character into these posts. These suggestions are made to create such a cadre of officers.

9. I have consulted the D.P.I. over this matter and he agrees with me and these suggestions have been made in consultation with him and so, no further reference need be made to the D.P.I. in this matter. The matter may be gone into and put up immediately especially in view of the fact that many people are retiring very soon.

ISA 17-10-47

H.M. Education.

1. Paras 1,2,8 and 9 of H.M.Edn.'s minutes above:

There can be no two opinions on the necessity or otherwise to improve the quality of the higher inspecting staff of the Edn. Dept. H.M. has on ~~another connection~~ previous occasions expressed the view that the present D.E.O.'s, particularly promotee-officers, lack the necy. equipment for properly discharging their work. A similar complaint was voiced by certain teachers' associations some time ago. W.r.t. that request the Govt. have recently decided that 25% of the subst. vacancies in the Admn. Secn. of the M.E.S. should be filled by qualified teachers in non-Govt. high schools who are below 40 years and have put in 12 years of service. The implementation of this decision may make for the betterment of the quality of the inspectorate to a certain extent, but not fully. The proposals made in the minutes above will fully achieve the object. They will not only draw into the dept. direct recruits of a better ~~variety~~ quality but also afford greater incentive to officers in Class II, direct recruits and promotees alike, to work efficiently in prospect of promotion to Class I.

It is also correct that many officers in higher posts of the dept. have retired or will be retiring shortly and that consequently there will be some deterioration in the work of the dept; this is the public ground on which Sri V.R.Ranganatha Mudr., Dy.D.P.I., who attained 55 years on 10-11-47, was recently given a year's extension of service. But, it is subd. that the institution of Class I and Class II posts of D.E.O.'s now will not immediately afford a solution

to the dearth of experienced officers in the higher administrative ranks. It will now only begin to shape officers who can occupy those ranks ably at a future date, some years hence.

2. Para 3 of the minutes:

Apparently, H.M.'s intention is that the M.E.S. should provide the same prospects and offer the same pay as other services that will take the place of the I.C.S., I.P.S., etc. It may however be mentioned here, for information, that the withdrawal of the Secy. of State's control over the All-India Services had not the same effect on the I.E.S., as on the I.C.S. and certain other similar services. Unlike in the case of the I.C.S., recruitment to the I.E.S. by the Secretary of State was stopped as long ago as 1924, and, according to the decision taken then, as and when I.E.S. officers retired, posts corresponding to those vacated by them would automatically come into being in the Provincial Service. The conditions governing appointments in the Provl. Service posts, including pay, were fixed and have been modified from time to time by the Govt. Thus, the transfer of administration of the country has not necessitated any thorough re-organization of the Educational Services.

Moreover, the Pub.(Ser.) Dept. stated recently, in the file containing suggestions of the Development Board for recruitment to top posts in all depts., that the needs of each dept. were peculiar to itself and did not admit of any co-ordination or uniform policy. As regards pay, Finance have recently decided that the existing (1933) scales for the Provl. Services are generally at the proper level and that no further general revision of pay of the services need be undertaken.

In view of these, it is subd. that the re-organization now proposed for making the inspectorate efficient may be made as a long-standing arrangement - with, of course, reservation only to alter the pay-scales in future, if necy. If it is only an interim re-organization the main features of which are likely to be modified further later, it is doubtful whether one of its main objects mentioned at M on page 7 ante could be achieved. If the suggestion for a re-organization of the inspectorate on a permanent footing is approved, similar proposals in respect of

the Collegiate and the Professional Sections and the Women's Branch may be called for from the D.P.I., and dealt with separately.

Already, the question of instituting a specialist cadre of Chief Professors in the Presidency College on a higher scale of pay is under consideration separately.

For orders.

3. Paras 4 to 7 of the minutes.

The formation of a Class I Provl. Educational Service was considered on more than one occasion in the past. Page 1 of the notes at flag (U) gives a history of the matter, and it may kindly be perused. The "post-war reconstruction". proposals framed by the late Sir Meverel Statham, and also Dr. Savoor's proposals - copy at pages 12-13 c.f.- on which the note itself was written, both, so far as the Administrative Section was concerned, implied the classification into Class I of only posts to which the normal method of recruitment was solely by promotion.- cf. Secretary's marginal note at U/1. H.M.'s scheme, on the other hand, aims at direct recruitment to Class I as well as class II posts, though that method of appointment is already generally applicable to all the posts proposed to be classified, viz., D.E.Os.

The other features of the scheme appear wholesome. The maxima of the scales of pay suggested, Rs.500/- for Class II and Rs.800/- for Class I, when compared to those mentioned in para 7 of the minutes, can be taken to have been fixed with due regard also to the conditions of living, etc., obtaining in this Province. It may be noted here that the maximum of the M.E.S. old scale is also Rs.800/-, the scale being Rs.250-25-500-EB-50-800. The Class I scale also fits in with the present scale of pay for Dy. Directors and Divisional Inspectors - Rs.600-100/2-1,000. The incumbent who reaches 800 in Class I can, on promotion as Dy. Director or Divl. Inspr., have his pay fixed at the stage next above, viz., Rs.900/-.

The higher age-limit proposed viz., 25, can it seems with justification be raised by two or, at least, 1 year. It is understood that ~~if~~ 26 is the age laid down for the All-India Administrative Service, At the earliest one can pass his Hons. at the age of 21 and M.A., at 22; for this he should not have had even a year's break in his school or college course.

4. The file may be sent to Finance (Public (Ser.) dept) for remarks. After arriving at provisional decisions, the M.P.S.C., will have to be consulted.

12.11.47 17/11/47 17/11/47 Pub: (Ser.)

Public (Ser.) Dept

The minutes of H.M.(Edn.) and the E.P.H. Depts note thereon, from page 7 ante may be perused. Submitted that so far as this dept is concerned with the proposal it does not seem that any proposals or remarks can be offered at this stage. The file may be passed on to Finance with the request that E.P.H may let this dept see the case before the M.P.S.C. is addressed.

17/11/47

One of the proposals here is to have direct recruitment to both Classes I and II of the I.E.S. (Administrative side). There is already a suggestion that direct recruitment should as a rule be abolished in the case of Provincial Services and D.C.P.S. of the latter have been asked to offer their remarks on the suggestion — see Pub(Ser) no note no 2684/47-A dt 19.9.47. E&PH may perhaps wish to examine the proposal in the light of that note.

No special remarks are called for in this dept on the other proposals in this file.

18/11/47 The proposals seem alright

I do not think the Education dept's proposals need be held up because of this

ASSISTANT SECRETARY TO GOVERNMENT 3760 17 NOV 1947 CHIEF SECRETARIAT

E&PH U.O.No. 58017-A-b 17.11.1947

ASST. SECRETARY TO GOVERNMENT 18 NOV 1947 69320 FINANCE DEPARTMENT

Pub(Ser.) No 3760/Ser 18-11-47

78 124-5

Finance(E-3).

(Notes from p.7 above alone need be seen)

The case originally started with proposals from the D.P.I. for the reorganisation of the Education Department, the salient features of which will be found summarised on pp. 1-2 above CF. They were held over pending the introduction of revised scales of pay for the Subordinate Services and until the recommendations of the Retrenchment & Reorganisation can become known. H.M(Edn.) has since minuted that there is a dearth of qualified and suitable ~~persons~~ men for appointment to the higher administrative jobs in the Education Department mainly due to the following factors:-

(1) The pay and prospects are not so attractive as in other departments.

(2) Insistence on higher initial qualifications, including degree in teaching; and

(3) Higher age of recruitment.

He has proposed for the present ~~for~~ (may be) the ~~reorganisation of the~~ 35 posts in the Inspectorate of the M.E.S.(excluding the top ranking posts of Director, Dy. Director, Divisional Inspectors) as follows:-

	Av.cost p.a.
15 posts in Class I on a scale of Rs 300-40/2-500-50/2-800(Av.533.3+93)	9395
20 posts in Class II on a scale of Rs 230-30/2-260-40/2-500(Av. 380+67)	8940
	18335
Deduct - Cost of 35 posts on Rs 230--700 at present (Av. 449.3)	18491
Savings ..	156 or 1824 or 1800 p.a.

Attention is invited to the printed notes on pp. 131-132 of the Bound Volume ~~of~~ on the Revision of Pay in 1932-3. The proposal for the institution of a Class I service is not a new one. It was already considered at length between 1927 and 1930 and was eventually dropped mainly for the reason that as facts stood recruitment to the new Class I service will be made only from the same material as Class II, and beyond allowing a higher scale of pay and consequently higher expense to Govt., the proposal will not improve the quality of material (the recruits). For the same reason this

Govt. did not constitute a Class I service ~~xx~~ in any other Provincial service. It seems that the position remains substantially the same even now as in 1930. It is no doubt urged that there is a dearth of qualified men ~~xx~~ fit for promotion to the higher administrative posts. This does not appear to be due so much to the inadequacy of the present scale of pay for the Madras Educational Service as ~~so much~~ to the ~~xxxx~~ inherent defect in the existing method of recruitment. The bulk of the posts in the Madras Educational Service is filled by promotion of men from the Subordinate Educational Service (promotion actually takes place at a late age) with the result that ~~xxx~~ such persons have no initiative, breadth of vision, and are out of touch with the latest developments in the field of education and they have not ~~sufficient years~~ long enough to serve in the high posts. This defect will be easily remedied by the adoption of suggestions -- Cf.H.M(Edn.)'s

(1) to increase direct recruitment to the Madras Educational Service to 50%;

(2) to promote deserving and suitable men from private educational institutions to 25% of the Madras Educational Service. The revised scale of pay of the Madras Educational Service is Rs 230--700 and having due regard to the academic qualifications required of ~~for~~ the men, it should not at all be difficult to secure sufficient number of young men with advanced qualifications to hold the posts. If men with special qualifications are not forthcoming to start on the minimum of the scale, it is always open to Govt. to give a higher starting pay in that scale according to ~~the~~ individual merits and qualifications. Further, as already pointed out above, this Govt. have not formed a Class I service in any of their Provincial Services and a departure in this regard in the Education Department alone is bound to have repercussions on the other ~~sister~~ services (e.g.) Agriculture, Engineering, Forest, Veterinary Services. The maximum of the scale of pay of the lower gazetted posts of most Provincial Services, including the premier administrative service, viz., Provincial Civil Service(Executive Branch) from which officers will hereafter be drawn in even larger numbers for all responsible higher administrative posts is only Rs 700. If, however, it is decided to form a Class I service in the Education Department with a higher maximum of Rs 800/-, it will be difficult to resist claims for parity of treatment from the other services ~~especially Provincial Civil Service~~ (Ex. Branch) and the result will be that the existing set up in many departments will have to be reorganised at considerable extra cost to the Govt. H.M(Fin.) has also recently held the view in another connection that the "existing scales" of pay of Provincial Services are at the "proper level" and that no revision of pay of Provincial Services need be undertaken. In view of these considerations, it seems sufficient to adopt a scale of Rs 300-40/2-500-50/2-700 if at all it is decided to have a Class I service in the Education Department.

The scale proposed for the Class II service under the proposed arrangements viz., Rs 230-30/2-260-40/2-500 is economical and at the same time ~~sufficient~~ enough to attract suitable qualified men and may be accepted.

If the above suggestions are accepted the financial effect will be as follows:-

	Average cost p.m
15 Class I posts on Rs 300--700(Av.504.4) +88	8886
20 Class II posts on Rs 230--500(Av. 380) +67	8940
Total.	17826
Deduct - Cost of existing arrangements - 35 posts on Rs 230--700(Av. 449.3) +79	18491
Savings	667 p.m.

or Rs ~~7,980~~ 8,004 or Rs 8,000 per annum.

Although the ~~provincialisation~~ creation of a Class I service on the above lines will result in a little saving, this amounts to a departure from the policy already followed in this regard in all departments of Govt. In view of this, it seems necessary to take the matter to the Cabinet after circulating the case to H M Edn ~~orders of~~ H.M(Fin.) and H.P.M. also. [The pay to be allowed during training as proposed at 'D' on p. 8 above has not been noted on by EPH but that dept will no doubt note on it in due course and refer it to this dept.]

~~EPH may also let Pub Sec~~

MR 1/12/47.

Edn. & G.A. Dept.(A)

E.P.H

"K" above:

This Dept.'s remarks at S on p. 13 ante

Margin notes: "Pay on age basis may be allowed if men with outstanding qualifications are available. MR 1/12/47"; "x The scale of pay for M V S is 300-750 for F.R.C.V.S., M.R.C.V. Rs 260-700 for others"; "'X' on p 11 above"; "x viz 75%"; "B"; "C"; "D"; "K".

ASST. SECRETARY TO GOVERNMENT, EDUCATION AND PUBLIC HEALTH DEPT. 2-DEC 1947 9478

Fin. U.O. 69320 F.M. 1/12/47

29 126

should be taken to cover the point about the longer period of trg. to be prescribed for direct recruit D.E.O.'s and the higher pay to be allowed to ~~for~~ Class I D.E.O.'s during training. That is, this dept. favours H.M. Edn.'s proposals.

Fin. may be requested to offer their further remarks before On..

8/12/47

8/12/47

Finance (E.III)

The notes on pages 15-17 above will give an idea how it is necessary to create a Class I post in the M.E.S. (Administrative side) in order to get suitable men for appointment to the higher administrative jobs in the Education Department. This Department pointed out that the ~~question of the~~ need for a Class I service in the Education Department is agreed upon it will have repurcussions on other services and that the question has to be decided in the Cabinet. As regards the details the scales of pay agreed to were as follows.

15 class I posts on Rs 300-700 and

20 class II posts on Rs 230-500.

Recruitment to Class I is to be partly by direct recruitment and partly from Class II. Class II posts will be filled by direct recruitment + promotion. There is no clear indication as to the ~~maxx~~ number of posts that ~~xxxxx~~ will be recruited direct in each of the two ~~xxxxx~~ classes. At present a person appointed by direct recruitment to the administrative section of the M.E.S. has to undergo training for a period of 6 months under a D.E.O or an Inspectress of Schools. During training he will be paid Rs 100. The proposal now made is that the period of training of a direct recruit to Class I or Class II should be 18 months - consisting of undergoing B.T. course for 9 months and administrative training of an intensive type for 9 months. The pay of direct recruits to Class I is proposed at Rs 150 and the pay of direct recruits to Class II at Rs 100. The need for

Fin. No. 15017-A-7 9.12

ASST. SECRETARY TO GOVERNMENT FINANCE DEPARTMENT 74837 E III 1947

Fin. no 74637 E III 9/2/48

ASST. SECRETARY TO GOVERNMENT 9 - FEB 1943 EDUCATION AND PUBLIC HEALTH DEPT.

for training 18 months training has been agreed to by E.P.H. The pay of direct recruit during training for Class II service follows the existing rate and calls for no remarks. The pay suggested for direct recruit for Class II ~~on~~ Rs 100 seems suitable and may be agreed to. Apparently it is the intention that qualified teachers in non-Government high schools who will be transferred to the administrative section of the M.E.S. will not have the training, ~~and if so~~ the extra cost of training will be ~~known if the exact~~ depend on the number of ~~xxx~~ direct recruits in each class of the administrative section of M.E.S ~~is known~~. E.P.H may furnish this information when they circulate the case. (The delay in Finance in dealing with this file is regretted)

MMR 8/2/48.

M 2/2/48

E.P.H

Edn. and P.H. Dept.(A).

"M" above:

In the file in which proposals for the appt. by direct recruitment ~~as D.E.Os.~~ of non-Govt. school teachers (to 25% of the vacancies in the M.E.S (Admve. Secn.) (Separate file in Secn.) are dealt with, it has been decided that such recruits also shd. be given initial trg., but that as they would be experienced men in the edl. line, the period of trg. might however be 4 months, instead of 6 months normally applicable to raw direct recruits; and that during trg. they may be allowed pay at Rs.200 or the pay drawn by them in non-Govt. service, whichever is less. The period of trg. for the Class I as well as Class II D.E.Os. under the scheme proposed in this file, is 18 months. But, about 9 months of it will have to be spent by the candidates in obtaining the B.T. or an equivalent degree. As the teachers ~~xxxxxx~~ would have already obtained a teaching degree and as the point at X above (re: experience) will continue to be in force, the period of trg. already decided upon - 4 months - need not be increased, it seems, be stepped up in the case of these teacher-direct recruits.

The follg. point however arises for clarification. The main object of the proposal in this file is to get recruits at a young age, give them trg. and make them gain expce., adequate to fit them in due course for higher and more important posts. It is assumed that ~~xx~~ half of the

~~i.e., 25% in the aggregate~~

50 percent of the I Grade posts, to be allotted for direct recruitment, (i.e., 25% in the aggregate,) need not be thrown open for the direct recruitment of non-Govt. school teachers, in view of their advanced age, and that those teachers should be eligible to apply only for direct recruitment to the II Grade posts.

"T" in Fin.'s note on previous page:

It is likely that, on an average, two D.E.Os.' posts will be filled ~~during a particular year~~ by direct recruitment every year - 1 in the I Grade and the other in the II Gr. Accg. to the existing scale, the cost on account of pay to the two ~~xxxxxxx~~ recruits during trg. will ~~be~~ come to ~~about~~ Rs.1,200. In future, under the proposed scheme, the cost will be about Rs.4,000. Thus, the extra cost will be (Rs.4,000 - 1,200) Rs.2,800 approximately.

The file may now be circulated to H.M.(Edn.), H.M.(Fin.), and H.Pr., and also to H.E. ~~In short,~~ The proposal ~~xx in the file~~ is to classify the posts in the Administrative Section of the M.E.S. (D.E.Os., etc.) into two grades - I and II - and to alter the methods of recruitment, qualfns., pay, etc. Minutes of H.M.(Edn.) on pp.7-11 ante which set out the proposal in detail and the notes following may be read. E.P.H. and Public Depts. agree to the proposal. Fin. do not consider the scheme necy.; orders are solicited on their notes at 'B' on ~~xxx~~ p.16 ante. The other points for orders are "A" on p.12, ~~Bx~~ "B" on p.13, "C" on p.17, "E" on p.19, ante, and "F" above, and finally "D" on p.17 ante.

P.P. 13.2.48

14/2/48 S

14/2/48

H.M.(Edn.)
H.M.(Fin.)
H.Pr.
H.E.

I really despair over the present material that we have in the Education Department. Our D.E.Os. unfortunately are not as good as I would like them to be. A plan to recruit better personnel is absolutely necessary.

(contd.)

SECRETARIAT, EDN. AND P.H. DEPT. 24 FEB 1948 GOVERNMENT OF MADRAS

21

The extra cost has been calculated as Rs.2,800. I think it may be reduced further. During training, the pay for I Class D.E.O. is Rs.150 and that for the II Class Rs.100. I propose for the first 9 months, while training ~~under College~~, the pay for both the I Class and II Class D.E.Os. may be Rs.60 and during ~~training outside the College~~ the next nine months, their pay may be Rs.100 and Rs.120 respectively. That means the cost will be cut down by Rs.1,170. The net cost of the scheme will then be Rs.2,800 - Rs.1,170 = Rs.1,630. Considering the advantage of getting very much better personnel, this expenditure is nothing and so, it may be allowed.

TSA
24.2.48

H.M.(Fin.)

While the expected better results are doubtful, the growth of discontent among subordinate services is certain. Their chances of promotion become dwindled and for type of people alone would be attracted to the lower rungs. This reform has its disadvantages. After all D.E.Os do administrative supervision. They are not expected to do anything original. A 1st class first may be a failure as D.E.O. He may be a good Prof or a good researcher. While I do not object to this, I am expressing my doubts. Let H.M.(Edn) see again.

[signature] 26.2.48

H.Pr.

H.E.

As I have referred to before, our present personnel of D.E.Os. are highly regrettable. That is due to the fact that they come up from Deputy Inspectors with little dignity and equipment. It is wrong to think that the work of D.E.Os. is merely administrative. It is that