

EDUCATION (1950) Department.

M.S. SERIES.

G.O. NO. 3160 Edm.

Dated 28. 11. 1950.

[Despatch Abstract.]

Legislative Council Question - Non - Government Educational
Institutions - Adoption of revised scales of pay and dearness
allowance - Leave Rules and Conditions of Service - 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.

SECRETARIAT OF THE MADRAS LEGISLATURE.
(COUNCIL SECTION).
25.11.1949.



STARRED.

SRI R. SURYANARAYANA RAO, M.L.C.,
EDUCATION AND PUBLIC HEALTH DEPARTMENT.

*Q.NO.163.

Will the Hon. the Minister for Education
be pleased to state what action,
if any, has been taken by Government
to insist on aided managements
adopting the scales of salaries,
payment of dearness allowance,
adoption of leave rules, insistence
on agreements, etc., suggested by the
Government in the case of aided
(a) Colleges (b) Secondary Schools and
(c) Elementary schools and whether
the Government are satisfied that
the managements have carried out
the instructions?

Tb/25.11.

(M)

E & P. H. (B.)

L.C. Qn. No. 163 - Starred - Aided Educational Institutions - Adoption of revised scales of pay etc for the members of the staff - Enforcement.

Memo No 96632 B/49-1 Edn dated 16-12-49

A copy of the L.C. Qn. No. 163 is sent to the D.P.G and he is requested to furnish the information required to answer the question at an early date.

11/12/49
✓
E & P. H. (B.)
13/50
p. 2

To
The D.P.G
(with copy of Qn at 11/12/49)
H. H. H.
M. H.
N. H.

15/12/49
18/12/49

18/12/49

From

The Director of Public Instruction,
Madras.



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

R.C.No.973-D1/49 dated 17-1-1950.

Sub: Legislative Council Question No.163 - Aided
Educational Institutions - Adoption of revised
Scales of Pay etc for the members of
the staff.

Ref: Government Memorandum No.96632-B1/49-1 Education,
dated 16-12-1949.

-oOo-

The following reply is submitted to the Legislative Council,
question mentioned in the above Government Memorandum:

- I - Aided Colleges - Question relating to pay, Leave Rules,
and Service Condition of teachers in Aided Colleges
under private management are within the purview of
the University and as such it is for the University
to take action on these matters. As regards Dear-
ness Allowance to the staff, it is submitted, that
all the aided Colleges under Private Management are
adopting the Government rates of Dearness Allowance.

II Aided Secondary Schools - W

1) Scales of salaries: The managements have adopted either the Local Body or the Government Revised Scales of Pay, except in the cases of M.E.L.I.M. School and Concordia High School, Vadakangulam which do not receive any Code Grant. The scale in these 2 schools is approximately equal to Local Board Scales of Pay and time limit for adopting the actual revised scales has been granted upto February 1950 in Government Memorandum No.57066-B1/48-6 Education dated 4-8-1949.

ii) Dearness Allowance: A large number of institutions have adopted the enhanced rate. The G.O.Ms.1388 Education dated 29-5-1948 enforcing the adoption of the enhanced rates was communicated in June 1948 and the managements which could not be reasonably expected to give effect to these orders retrospectively have been permitted to pay the enhanced rates at least from 1-7-1948.

iii) Leave Rules: The existing practice of allowing the managements to frame their own leave rules is continued in accordance with G.O.No.3216 Education dated 22-10-1949.

iv) Agreements: The managements were notified about the revised agreement terms introduced in the case of Secondary Schools and the Inspecting Officers were called upon to submit reports about their execution. Similar reports in the case of execution of the amendments issued to the agreements in G.O.Ms.No.2784 Education dated 6-9-1949 have also been called for. The case of certain R.C. Mission Schools that have not complied with the execution of such agreements on the score that teachers of the religious order are not to be considered as separate from the management is pending decision due to the postponement of the interview sought for by Rev D. Souza with the Director on account of his absence from Madras.

III Aided Elementary schools: i) In G.O.No.Ms.217 Education dated 29-1-1948 the Government have sanctioned revised scale of teaching grant with effect from 1-1-1947 and the amount stipulated therein is being assessed by the department to the managements. It was suggested that this teaching grant should be supplemented by the management from their own sources so as to enable the Lower Grade Teacher, Higher Grade Teacher and the Secondary Grade Teacher to receive not less than Rs.20/-, Rs.30/- and Rs.40/- per mensem respectively. Although many of the schools are supplementing the Government aid, some of the schools which are not in a position to adhere to this are granted extension of time to give effect to these scales and advised to find them

of services etc. The managements should either give 3 months notice of termination or pay salary for 3 months in lieu of notice. This rule is strictly enforced.

The Department is satisfied with the steps so far taken in this regard.

for Director of Public Instruction.

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

BR, 18-12.

find the resources as early as possible.

ii) As regards Dearness Allowance, it is submitted, that Government rates of Dearness Allowance are assessed and paid by the Department along with the Teaching Grant and paid in turn by the managements to the Teachers and the Government rates of Dearness Allowance are in force with effect from 1-1-1948.

iii) Adequate attention is paid by the managements to grant leave ~~and~~ to teachers as per rule 4 (5) of the Rules for Aid and the Department Supervises this aspect.

iv) Rule 13 of the Rules for Recognition which deal with the Service Conditions of teachers has been amplified in G.O.No.Ms.3211 Education dated 15-12-1948. and much protection is given to the teachers from abrupt termination of services etc. The managements should either give 3 months notice of termination or pay salary for 3 months in lieu of notice. This rule is strictly enforced.

The Department is satisfied with the steps so far taken in this regard.

Yours faithfully,

for Director of Public Instruction.

BR, 18-1.

THE SECRETARIAT OF THE MADRAS LEGISLATURE.

(COUNCIL SECTION)

6-2-1950.

STARRED.

SRI R. SURYANARAYANA RAO, M.L.C.

EDUCATION AND PUBLIC HEALTH DEPARTMENT.

* Q.NO.18.

Will the Hon. the Minister for Education
(a)
be pleased to state/what action, if any, has
been taken by the Government to insist on
local bodies and aided managements, adopting the
scales of salaries, payment of dearness allowance,
adoption of leave rules, insistence on agreements,
etc., as suggested by them in the case of
aided (1) Colleges (2) Secondary Schools (3)
Elementary Schools; and

(b) the steps taken by the Government
to ensure that the conditions of service
prescribed by them are observed?

J.N./6-2.

THE SECRETARIAT OF THE MADRAS LEGISLATURE
(COUNCIL SECTION)
6-2-1950.

STARRED.

SRI R. SURYANARAYANA RAO, M.L.C.,
EDUCATION DEPARTMENT.

Education Dept. (B)

*Q.No.18.

Draft Answer

Will the Hon. the Minister for
Education be pleased to state:

(a) what action, if any, has been
taken by the Govt. to insist on local
bodies and aided managements, adopting
the scales of salaries, payment of
dearness allowance, adoption of leave
rules, insistence of agreements, etc.
as suggested by them in the case of
aided (1) Colleges (2) Secondary
Schools (3) Elementary Schools; and

(b) the steps taken by the Govt.
to ensure that the conditions of ser-
vice prescribed by them are observed?

(a) and (b): The Universities

~~should~~ regulate the scales of pay,
leave rules and service conditions
of teachers in aided colleges within
their jurisdiction. Dearness allowance
at Govt. rates are being paid to the
staff in those colleges.

Colleg. m. lya
The only local body college in the ~~State~~
~~Presidency~~ is the Municipal College, Salem.
The revised scales of pay proposed by the
Council on the lines of these suggested
by the University in respect of the teach-
ing staff of the college have been sanc-
tioned with effect from 1-7-48.

including the staff in the Salem college,
are regulated according to the Funda-
mental Rules and the Statutory Rules
framed by Govt. *NY* As regards secondary
schools under private managements,
the revised scales of pay and the
revised rates of dearness allowance
have been adopted in almost all the
schools, and the D.P.I. has been em-
powered to take action against the
~~remaining managements~~. Private manage-
ments have been allowed discretion
to frame their own ^{have} rules and the
conditions of service of the staff
in aided secondary schools are
governed by the terms of the agree-
ment entered into by the ~~managements~~
with the managements. In respect of

Edn U.O. No. 10760 B/50-1Edn.
21-3-50.

Answered
2/3
P. H. H. E. K.
3/13

aided elementary schools it is not possible to insist on the ^{adoption of the minimum} scales of pay fixed by Govt. as most of the managements are unable to meet the expenditure. Dearness allowance at Govt. rates are being paid from 1-1-1948. Leave and other service conditions are regulated under the rules for recognition and aid for elementary schools.

12-3-50.

In the case of elementary schools under local bodies the Govt. have decided that scales slightly lower than Govt. scales should be prescribed for teachers, mainly on the ground that the funds available with the local bodies will not admit of extra cost on account of introduction of Govt. scales. Local bodies have been directed to grant to teachers ^{dearness allowance} ele. schools from Govt. grants. As regards leave rules and other conditions of service the provisions in the Fundamental Rules will apply.

To
The Sectt. of Madras Legislature
(Council Section) 5 copies
The Public (Elections) Dept.
S.C.

clean copy for file

Keep first impression for file

14/3/50

18/3/50

20-3-50

SRI R. SURYANARAYAN RAO, M.L.C.

Will the Hon'ble the Minister for Education be pleased to State:-

- what action, if any, has been taken by the Government to insist on local bodies ~~to the Government~~ and aided managements, adopting the scales of salaries, payment of dearness allowance, adoption of leave rules, insistence of agreements, etc. as suggested by them in the case of aided (1) Colleges (2) Secondary Schools (3) Elementary Schools; and
- the steps taken by the Government to ensure that the conditions of service prescribed by them are observed?

Education Department.

ANSWER

- and (b) The Universities regulate the scales of pay, leave rules and service conditions of teachers in aided colleges within their jurisdiction. Dearness allowance at Government rates are being paid to the staff in those colleges. The only College run by a local body in the State is the Municipal College, Salem. The revised scales of pay proposed by the Council on the lines of those suggested by the University in respect of the teaching staff of the college have been sanctioned with effect from 1-7-48.

Revised scales of pay and dearness allowance at Government rates have been adopted in all secondary schools under local bodies. Leave and other conditions of service of the staff including the staff in the Salem College, are regulated according to the Fundamental Rules and the Statutory Rules framed by Government. As regards secondary schools under private managements, the revised scales of pay and the revised rates of dearness allowance have been adopted in almost all the schools. Private managements have been allowed discretion to frame their own leave rules. The conditions of service of the staff in aided secondary schools are governed by the terms of the agreement entered into by them with the managements.

In respect of aided elementary schools it is not possible to insist on the adoption of the minimum pay fixed by Government as most of the managements are unable to meet the expenditure. Dearness allowance at Government rates are being paid from 1-1-1948. Leave and other service conditions are regulated under the rules for recognition and aid for elementary schools.

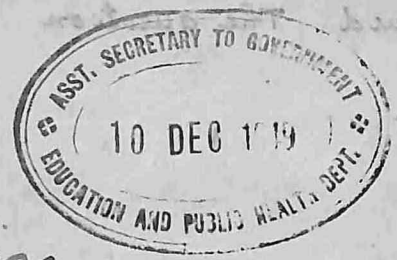
In the case of elementary schools under local bodies the Government decided that scales slightly lower than Government scales should be prescribed for teachers, mainly on the ground that the funds available with the local bodies will not admit of extra cost on account of the introduction of the Government scales. Local bodies have been directed to grant dearness allowance to teachers in elementary schools at Government rates. As regards leave rules and other conditions of service the provisions in the Fundamental Rules apply.

To the Secretariat of the Madras Legislature
" " Public (Elections) Department.

The above answer has been approved by the
Hon'ble Minister Sri K. Madava Menon.

Edn.U.O.No.10760-B/50-1 Edn.
dated 21-3-50.

Answered on 30/3
a By [Signature]



SECRETARIAT OF THE MADRAS LEGISLATURE,

Fort St. George, dated the 8.12.1949

96632

QUESTION No. 163

for the meeting of the Legislative Council

be held on the

1949.

Two copies of this question are forwarded to the

E. J. P. H.

Department.

The question has been admitted.

8/12/49

8/12/49

To

The E. J. P. H.

Department,

9339/49 - 8 H. H.
10-12-49

E & P. H. (B.)

Please see the L.C. question at page 1 of. The D.P.G. may be requested to state what measures have been taken to enforce the managements of aided educational institutions to adopt the revised scales of pay etc. for the staff under their employ. A draft memo is submitted below for approval.

15/12/49

16/12/49

[Issued as Memo No. 96632 B, /49-1 Edn. dated 16-12-49]

Nr 3-54

C. No. 5176 From the D.P.G. Re. No. 973 D, /49 d/ 17-1-50.

SECRETARIAT OF THE MADRAS LEGISLATURE

Fort St. George, dated the 8.12.1949

(a) What action, if any, has been taken by the Government to insist on local bodies to pay the salaries of teachers in aided educational institutions? (b) The steps taken by the Government to ensure that the conditions of service prescribed by them are observed?

Education Department

(a) and (b) The Universities regulate the salaries of pay, leave rules and service conditions of teachers in aided colleges within their jurisdiction. The only college run by a local body in the State is the Municipal College, Salem. The revised scales of pay proposed by the Council on the 10th of those suggested by the University in respect of the foregoing staff of the college have been sanctioned with effect from 1-7-49.

Revised scales of pay and service conditions at Government rates have been adopted in all secondary schools under local bodies, leave and other conditions of service of the staff including the staff in the Salem College, are regulated according to the fundamental rules and the Government rates. As regards secondary schools under private managements, the revised scales of pay and the revised rates of dearness allowance have been adopted in almost all the schools. Private managements have been allowed discretion to frame their own leave rules. The conditions of service of the staff in aided secondary schools are governed by the terms of the agreement entered into by them with the managements.

In respect of aided elementary schools it is not possible to insist on the adoption of the minimum pay fixed by Government as most of the managements are unable to meet the expenditure. Dearness allowance at Government rates are being paid from 1-1-1948. Leave and other service conditions are regulated under the rules for recognition and aid for elementary schools.

In the case of elementary schools under local bodies the Government decided that scales slightly lower than Government scales should be provided for teachers, mainly on the ground that the funds available with the local bodies will not be sufficient to cover the cost of the introduction of the Government scales. Local bodies have been directed to grant dearness allowance to teachers in elementary schools at Government rates, as regards leave rules and other conditions of service the provisions in the fundamental rules apply.

For the Secretary to Government
Public Instruction (General) Department

The above answer has been approved by the Secretary to Government

2.

The legislative council has been prorogued. The question at p'ef has lapsed. The papers may be lodged.

28/1/50
28/1/50
28/1/50

28/1/50

ASI
28/1/50
31/1/50

31/1/50

Madras Legis. II-3-1,006-16-12-49,

SECRETARIAT OF THE MADRAS LEGISLATURE,

Fort St. George, dated the 10th Feb. 1950.



10760

QUESTION No. 18 for the ^{next} meeting of the Legislative Council to be held on the 19.

Two copies of this question are forwarded to the E and P. H. Department.

The question has been admitted.

102/50

1072

To

The Education & Department
Public Health

W. 1001/50-3 H. h.
10-2-50

Edu Dept.

Please see the L.C.Q. on page 6 of. The information required to answer the question has been furnished by the D.P.S. in his letter on pp 35 of the present position in respect of the matters referred to in the question is as noted below:-

(i) Aided Secondary Schools.

Revised scales of pay. Managements have been permitted to adopt for the staff either the revised scales of pay fixed for those in Govt Secondary Schools or for those in secondary schools under local bodies. The revised scales have already been adopted in all Secondary Schools under local

2.4
bodies and private managements except in two schools under the latter for which time has been given ^{upto Feb 50} for the adoption of the revised scales.

Dearness allowance. - Dearness allowance at root rates is granted in all Secondary schools under local bodies. A large number of private managements have adopted the enhanced rates of dearness allowance sanctioned to Govt servants from 1.1.48 and the remaining have been permitted to adopt the revised rates at least from 1.7.48. In order to enforce the payment of the allowance, the D.P.J. has been ~~permitted~~ empowered to withdraw aid or recognition accorded to a school if the Director is satisfied after an examination of the financial position of the management that it is willfully evading the payment of the allowance.

Leave rules. - The Fundamental Rules are applicable to the staff in Secondary schools under local bodies. Private managements have been allowed discretion to frame their own leave rules.

Other conditions of service. - The conditions of service of the staff in Secondary schools are regulated by the statutory rules framed under the M.L.B. & M.D.M. Act, 1920. The conditions of service of the staff in aided Secondary schools are governed by the agreement entered into ^{by the staff} with the management. The Govt have prescribed the form of agreement to be entered into and provision has been made therein for appeal ^{to the Dept} by the aggrieved party in the event of a breach of the terms of contract. Provision exists ^{in the agreement} for three months' notice or three months' salary in lieu thereof.

Aided elementary schools

Revised scales of pay: According to the scales of pay of elementary school teachers revised in 1947, teachers of lower elementary grade, higher elementary grade and Secondary grade are now paid Rs 18 plus D.A. of Rs 18 p.m., and Rs 25.10-30 plus D.A. of Rs 18 p.m. and Rs 35.10-45 plus D.A. of Rs 19 p.m. respectively. Further the managements are required to pay from their own funds, Rs 2 each to lower grade

Through D & F
Sections

57 (2)
trained teachers and Rs 5/- each to teachers of the other two grades. In practice, it was found that most of the managements were unable to meet this extra expenditure. In connection with the Budget estimates for 1950-51 the D.P.J. proposed that the Basic pay of teachers in elementary schools under public and aided managements might be raised by Rs 5/- p.m. The proposal was however not approved by the Govt.

Dearness allowance: Dearness allowance at Govt. rates are assessed and paid to the teachers with effect from 1-1-48.

Leave rules: Teachers are ~~now~~ granted leave as per rule 45 of the rules for aid. This aspect is carefully supervised by the Dept.

Other service conditions: According to the rules for recognition and aid amended in L.O. No. 3211 San dated 15-12-48, the managements have either to give a notice of three months or three months' salary in lieu thereof before terminating the services of any teacher. This provides ample protection to the services of teachers. In cases where three months' salary is paid instead of notice, a proposal to insist on the managements that managements should not send away the teachers without obtaining the prior approval of the D.P.J. is under the consideration of the Govt. It is also proposed to give powers to the managements to suspend teachers in emergent cases.

After AS II has seen a draft answer may be put up before the file is subd to Secy.

AS I 1/3/50 AS II 1/3/50

R 7/3/50
P.Sec. Sec before draft answer is put up
1/3/50 P3 of

The position in respect of aided colleges has been stated by the D.P.J. - page 3 of -

AS 7/3/50 LWS
7.3.50

A draft answer is submitted below for consideration

It may be circulated to HM (cont law) for approval.

Leave rules, scales of pay, etc., for schools and colleges run by local bodies and aided managements.

* 34 Q.—SRI R. SURYANARAYANA RAO: Will the Hon. the Minister for Education be pleased to state—

(a) what action, if any, has been taken by the Government to insist on local bodies and aided managements adopting the scales of salaries, payment of dearness allowance, adoption of leave rules,

insistence on agreements, etc., as suggested by them in the case of aided (1) Colleges, (2) Secondary Schools and (3) Elementary Schools; and

(b) the steps taken by the Government to ensure that the conditions of service prescribed by them are observed?

THE HON. SRI K. MADHAVA MENON:—“(a) & (b) The Universities regulate the scales of pay, leave rules and service conditions of teachers in aided colleges within their jurisdiction. Dearness allowance at Government rates are being paid to the staff in those colleges. The only college run by a local body in the State is the Municipal College, Salem. The revised scales of pay proposed by the Council on the lines of those suggested by the University in respect of the teaching staff of the college have been sanctioned with effect from 1st July 1948.

“Revised scales of pay and dearness allowance at Government rates have been adopted in all secondary schools under local bodies. Leave and other conditions of service of the staff including the staff in the Salem College, are regulated according to the Fundamental Rules and the Statutory Rules framed by Government.

“As regards secondary schools under private management, the revised scales of pay and the revised rates of dearness allowance have been adopted in almost all the schools. Private managements have been allowed discretion to frame their own leave rules. The conditions of service of the staff in aided secondary schools are governed by the terms of the agreement entered into by them with the managements.

“In respect of aided elementary schools it is not possible to insist on the adoption of the minimum pay fixed by Government as most of the managements are unable to meet the expenditure. Dearness allowance at Government rates are being paid from 1st January 1948. Leave and other service conditions are regulated under the rules for recognition and aid for elementary schools.

“In the case of elementary schools under local bodies, the Government decided that scales slightly lower than Government scales should be prescribed for teachers, mainly on the ground that the funds available with the local bodies will not admit of extra cost on account of the introduction of the Government scales. Local bodies have been directed to grant dearness allowance to teachers in elementary schools at Government rates. As regards leave rules and other conditions of service the provisions in the Fundamental Rules apply.”

SRI R. SURYANARAYANA RAO:—“May I know whether in respect of dearness allowance to elementary school teachers, the Government are paying additional grant to enable the managements to pay the rate that they have fixed?”

THE HON. SRI K. MADHAVA MENON:—“The Government are meeting the entire amount of the dearness allowance.”



SRI R. SURYANARAYANA RAO:—“May I know whether the Government have assured themselves that this dearness allowance is being regularly paid?”

THE HON. SRI K. MADHAVA MENON:—“The grants for teachers are being paid monthly now. As such, if they have not received the dearness allowance at the rate of Rs. 19 per teacher, we would have received complaints. If any complaint is received, we shall certainly go into the matter.”

SRI R. SURYANARAYANA RAO:—“May I know whether the Government have assured themselves that these monthly payments of grants are being regularly made?”

THE HON. SRI K. MADHAVA MENON:—“My information is that these monthly payments are made regularly. But the pay that they receive in the month of March may be the pay for January. There may be some delay.”

The L.C. question at p 6 of was answered on 30.3.50 vide the copy of the proceedings. No further action is necessary in the matter. The papers may now be

Order No 3160 .Edn. dated 28.11.50.
MS

“Recorded”

Abstract

L.C. Question - Non-Grant
Edl. institutions - Adoption
of revised scales of pay and
dearness allowance - Leave
Rules and Conditions of
Service - Papers Recorded.

14
25/11/50

25/11

27.11.50



The L. S. position at 100 ft. was measured on 20.2.50
The L. S. position at 100 ft. was measured on 20.2.50
The L. S. position at 100 ft. was measured on 20.2.50

Order No. 10
20.2.50

Record 10

20.2.50

1. L. S. position at 100 ft. was measured on 20.2.50
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