Engg

(1)

Sectt. II-27—104,036—4-11-49.

Education (1950) Department.

Ms. SERIES.

G.O. NO. 3333 - Edn.

Dated 18/12/50.

(19)

[Despatch Abstract.]

M. E.S. - Sri K. S. Bikshandeswaran & Sri D. Krishnan Rambridges - Pay on reinstatement promotion to posts of Instrs. in Elec. Engg. - Orders passed.

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Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
		2365	K.S.B appointed as tempy Instructor				
KSB completed probation as Junior Instructor on 16.12.48	558	2313					
	2355		-D.K.N appointed as tempy Instructor from 1.10.48				
	16.9.48						

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	370		- similar orders for AP Tambulingam and SL Balasubramaniam				
Ms	475	Edn	23.2.51				

From
K.S.Bikshandeswaran,
Instructor in Electrical Engineering,
Arthur Hope College of Technology,
Coimbatore.

37565

DIRECTOR OF PUBLIC INSTRUCTION
No. 1678
6 - MAY 1950
MADRAS

To
The Secretary to Government,
Education & Public Health Department,
Fort St.George, M A D R A S.

Through:- (1) The Director of Public Instruction, Madras.
(2) The Principal, A.H.College of Technology, Coimbatore.

Sir,

I beg to submit to Government this representation in respect of the Accountant-General's Pay slip No.G.4 Edn.1811 Madras dated 7th March 1950, Paragraphs 2 & 3, a copy of which is enclosed.

I had acted as a regularly appointed Junior Instructor in Electrical Engineering in the Madras Educational Service from 16-12-46 to 20-11-1947 (G.O.No.3532 Edn. dated 16-11-1949). On 20-11-47 I was relieved of this post of Junior Instructor in Electrical Engineering on promotion as Instructor in Electrical Engineering (G.O.2365 Edn dated 4-11-47). I held this post till 18-4-1948 under emergency rules and then was regularised in the same post from 19-4-1948 (G.O.Ms.No.1678 Edn. dated 23-5-1949).

From 1-1-1947 when the General Revision of pay came into effect my pay was fixed at Rs.300/- p.m in the scale 260-40/2-420 and I continued to draw the same till 20-11-47. During this period 20-11-47 to 18-4-48 I was allowed to draw pay at Rs.260/- only (A.G's letter Para 2) in spite of the facts :-

(1) Prior to promotion I was drawing a pay of Rs.300/- p.m.

(2) During this period my Junior Sri D.K.Nambudripad was allowed to draw pay at Rs.300/- p.m.

Further from 19-4-48 i.e., the date on which I commenced probation as Instructor in Electrical Engineering the Accountant-General has fixed my pay at Rs.300/- only in the scale 260-40/2-500-50/2-700 and my first increment taking my pay to Rs.340/- has fallen due only from 19-4-50. As a Junior Instructor I had been drawing the pay at Rs.300/- p.m from 1-1-47 and had I continued in the same post i.e.,had I not been promoted I would have earned an increment taking my salary to Rs.340/- from 1-1-49 itself i.e.,in short promotion has postponed my first increment by

P. T. O.

one year, four months and eighteen days.

Further even if I am reverted now as Junior Instructor I will get a pay of Rs.380/-(300 + 40 + 40) from 1-1-51 whereas if I continue in the higher post of Instructor my pay will be Rs.380/- only from 19-4-1952. Thus, as it stands, by reversion to the lower post I stand to gain financially. Also my Junior Sri D.K.Nambudripad who relieved me as Junior Instructor on 20-11-47 has his pay fixed at Rs.300/- p.m from 20-11-1947 and will have his pay raised to Rs.340/- (Scale 260-40/2-420) from 20-11-49, whereas I his senior who has been promoted as Instructor has to wait till 19-4-1950 to reach the same pay of Rs.340/- p.m.

Normally such anamolies do not occur, as on promotion the pay in the higher post is fixed by taking into consideration the pay drawn in the lower post and fixing it for the higher post on the next higher scale in accordance with the Fundamental Rules. But in my case, Accountant-General has not taken into account my pay as Junior Instructor in fixing my pay on promotion as Instructor for the reason that I do not hold the post of Junior Instructor in a substantive capacity (Paragraph 3 of A.G's letter). p.3

To summarise, my promotion as Instructor has caused me to lose financially on two accounts namely :-

(1) during the period 20-11-47 to 18-4-48, I was allowed to draw pay at Rs.260/- only although prior to promotion I was drawing a pay of Rs.300/-
(2) Had postponed my first increment of Rs.40/- by 1 year 4 months and 18 days. not [illegible] here; since obtained from the DPI, [illegible]

In respect of account No.1, I had already petitioned to Government on 21-2-1950 praying for permission to continue to draw for the interim period the same salary as before promotion and I hope to get a favourable reply ~~to~~ soon.

This petition is with reference to greavance and loss caused on account No.(2). With a view to remove it, I request the Government to issue instructions to the Accountant-General to treat my case as a special one as really it is, and to treat ~~my~~ the pay I was drawing as a Junior Instructor (Rs.300/- p.m) as my substantive pay for purposes of fixing my pay as Instructor on promotion and to fix my pay at Rs.340/- p.m. from 19-4-48 in the scale 260-40/2-500-50/2-700, which is in accordance with Fundamental Rules.

P. T. O

I may add in this connection that I have completed my probation as Junior Instructor in Electrical Engineering on 16-12-1948 itself (G.O.Ms.No.558 Edn. dated 22-2-1950) and can now be considered to hold that post in a provisionally substantive capacity.

(Q)/6

K.S. Bikshandeswaran

Yours faithfully,

(K)/23

Copy of A.G's letter No.G4.Edn 1811 dated 7-3-1950.

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p.155 Bk.112

Para 2. As the period from 21-11-47 to 18-4-48 has not been regularised and as your appointment as Instructor during the above period was only under Rule 31 (a) of the General Rules for the Madras Provincial and Subordinate Services, you are eligible to draw pay during that period only either at the rate of your substantive pay or at the minimum of the time scale applicable to the post of the Instructor whichever is greater. Hence the pay allowed to you during the period from 21-11-47 to 18-4-48 does not require any revision.

Para 3. As you have not been confirmed in the post of Junior Instructor the pay you drew in that post will not be taken into account while fixing your pay in the post of Instructor. As such your contention that your pay should be fixed at Rs.340/- p.m with effect from 19-4-48 is not correct.

R.C.No. 218 A/49
dated 4.5.50.

Submitted

[signature]

4.5.50
Principal,
Arthur Hope College of Technology,
Coimbatore.

To
The Director of Public Instruction,
Madras.

Office of the Director of Public Instruction, M a d r a s.

R.C.No. 678-C8/50 Dated 23rd May 1950.

Subject.

Fixation of Pay--Sri K.S. Bikshandeswaran, Instructor in Electrical Engineering--Request for fixing his pay at Rs. 300/- as Junior Instructor.

Reference:-Endorsement R.C.No.218-A/49 dated 4.5.1950 of the Principal, Arthur Hope College of Technology, Coimbatore.

Submitted to Government for favour of orders.

2. Sri K.S.Bikshnandeswaran, Junior Instructor in Electrical Engineering was on probation from 16.12.1946 and completed the same satisfactorily on 16-12-1948.

3. Before the completion of probation in the above post he was appointed under emergency rules to the post of Instructor in Electrical Engineering from 21-11-1947 to 18-4-1948 and his continuance in the post of Instructor in Electrical Engineering has been regularised only from 19.4.1948.

4. The appointments are to be considered as made by direct recruitment and as such they are not transfers for the purpose of the fixation of pay and seniority, though continuity of service as Junior Instructor in Electrical Engineering may be considered for pension and leave.

For Director of Public Instruction.

To the Secretary to the Government of Madras,
Education Department, Fort St.George,
M a d r a s.

ASSISTANT SECRETARY
30 MAY 1950
13488
EDUCATION DEPARTMENT

(5)

Edn. Dept. (A)

Cupd.

Memo. no. 13488-A-1 d/- 14/6/50.

M.E.S. — Sri K. S. Bikshandeswaran Instr. in Elec. Engg. — Fixation of pay

p. 4 cf. Ref: — from the D.P.I., no. 678-C8/50, d/- 29.5.50.

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p. 2 cf. In the petn. recd. with the letter of the D.P.I. cited, Sri K. S. Bikshandeswaran refers to another petn. of his d/- 21.2.50. The D.P.I. is requested to forward to Govt. that petition also with his remarks.

Cf. 4 2. In para 4 of the endt. cited the D.P.I. has stated that "the appts. of Sri K. S. Bikshandeswaran as Junior Instr. & Instr. in Elec. Engg. are to be considered as made by direct recruitment". The officer has been apptd. to both the posts by the method 'transfer from the M.E.S.S.' & he is not a direct recruit at all to the M.E.S. The Dir. shd. make clear his intention.

p. 16, Bk. 154 3. The Dir. is also requested to state whether offg. promotion under F.R. 30 is not admissible from the post of Senior Workshop Instr. (Rs. 260-420) to the post of Instr. in Mech. Engg. (Rs. 260-700) & whether in the matter of pay a similar concession need not be allowed to officers apptd. first to posts of Junior Instrs. in Elec. Engg. (Rs. 260-420) & later to posts of Instrs. in Elec. Engg. (Rs. 260-700). A specific recommendation in the case of Sri Bikshandeswaran shd. be made.

P.T. 12/6/50 [initials] 13.6.50

[initials] 14/6/50

Desp. in a sealed cover [initials] 15.6.50

To The D.P.I.

Confidential (6) A

9

AUG 1950 22694 EDUCATION DEPARTMENT.

From

The Director of Public Instruction,

Madras.

To

The Secretary to Government,

Education Department,

Madras.

R.C. No. 1171 C.1/50, Dated 3rd August, 1950.

Sir,

Subject:- Madras Educational Service - Sri K.S. Bikshandeswaran and Sri D. Krishnan Namboodripad - Instructors in Electrical Engineering - Fixation of pay - Petitions.

Reference:- Government Confidential Memorandum No. 13488 A.1, dated 14th June 1950.

p. 5 ante

***

p. 10 infra

IN submitting herewith the petition dated 23rd February 1950 from Sri K.S. Bikshandeswaran, Officiating Instructor in Electrical Engineering, Government College of Technology, Coimbatore, and a copy of the petition dated Nil from Sri D. Krishnan Nambudripad, Temporary Instructor in Electrical Engineering, College of Engineering, Guindy, I have the honour to state as follows:

p. 12 infra

Removed

(V)/5

(M)/56

(K)/20

2. Sri K.S. Bikshandeswaran, an approved probationer in the post of Assistant Instructor in Electrical Engineering in the Madras Educational Subordinate Service was appointed by transfer as Junior Instructor in Electrical Engineering in the Madras Educational Service with effect from 16-12-1946 --Vide G.O. No. Ms. 3532 Edn., dated 16-11-1949. His pay was fixed at Rs.300/- per mensem with effect from 1-1-1947 in the scale of Rs.260-40/2-420. He was appointed to officiate as Instructor in Electrical Engineering under emergency provisions with effect from 28-11-1947.---Vide G.O. No. Ms. 2365 Education, dated 4-11-1947. His temporary appointment to the post of Instructor in Electrical Engineering (Rs.260--700) was deemed to have been made regularly with effect from 19th April 1948.--Vide G.O. Ms. 1678 Edn., dated 23rd May 1949. While he was regularly officiating as Junior Instructor and drawing Rs.300/- per mensem he was appointed as Instructor under General Rule 31(a). The Accountant-General, Madras, has fixed his pay at Rs.260/- per mensem only in the post of Instructor, so much so, instead of the Officer getting at least the same pay of Rs.300 per mensem in his 'promoted' post, he actually got Rs.260/- per mensem thereby losing Rs.40/- per mensem on temporary appointment to the higher post of Instructor. His pay was however, fixed at Rs.300/- per mensem from 19-4-1948 on his

regular appointment to the post. Thus, he has got only Rs.260/- per mensem from 21-11-1947 to 18-4-1948 for no fault of his own, but owing to his being appointed temporarily to a higher post of Instructor.

Sri D. Krishnan Namboodripad ~~was~~ is also an approved probationer in the category of Assistant Instructor in Electrical Engineering in the Madras Educational Subordinate Service. He was appointed to officiate as Junior Instructor in Electrical Engineering from 21-11-1947 and his pay was fixed at Rs.300/- per mensem from that date with reference to G.O. 78 Finance, dated 6-2-1947. While officiating in the post of Junior Instructor he was appointed to officiate as Instructor under emergency provisions with effect from 1-10-1948. As according to General Rule 31(f) an Officer appointed under General Rule 31(a) can be allowed either his substantive pay or the minimum pay of the post, whichever is higher, Sri D.Krishnan Namboodripad's pay has been fixed by the Accountant-General at Rs.260/- only per mensem, the minimum in the scale of Rs.260--700 as Sri Krishnan Namboodripad has no substantive appointment, even though he was drawing Rs.300/- per mensem as regular Junior Instructor till 30-9-1948.

3. In my letter R.C. No. 1171 C.1/50, dated 10-6-50 ~~the~~ (copy enclosed), the Accountant-General, Madras was requested to state whether the pay drawn by the two ~~Instructors~~ petitioners as Junior Instructors could not be treated as their ~~x~~ 'substantive pay' for purposes of fixing their pay while holding the higher post of Instructors under General Rule 31(a). The Accountant-General has replied that special orders of Government are necessary in such cases--vide Copy of his letter No.GAD.4 312, dated 28-6-1950.

4. In the circumstances I recommend that the Government may be pleased to treat the cases of these two Officers as special ones and permit them to draw the same pay as they were drawing as Officiating Junior Instructors, during the period they held the post of Instructors in Electrical Engineering under Rule 31(a) of the General Rules relating to the Madras Provincial and Subordinate Services, and thus save them from loss of emoluments on temporary appointment to a higher post of Instructor.

5. With reference to paragraph 2 of the Government Memorandum No.13488 A.1, dated 14th June, 1950, I submit that paragraph 4 of my Endorsement R.C. No. 678 C.8/50, dated 23rd May 1950 may be treated as having been deleted.

6. With reference to paragraph 3 of the above Government Memorandum I have the honour to state that officiating promotion under Fundamental Rule 30 is now admissible from the post of Senior Workshop Instructor to the post of Instructor in Mechanical Engineering with reference to orders contained in G.O. Ms. No. 1643 Edn., dated 22nd July 1947. If Senior Workshop Instructors promoted to the post of Instructors in Mechanical Engineering (in the same category but on a higher scale of pay) are entitled to get their pay re-fixed at the next higher stage on promotion, there is no reason why the concession should not be extended to Junior Instructors in Electrical Engineering when promoted to the next higher category of Instructors in Electrical Engineering.

7. But, the above concession has ~~x~~ resulted in certain anomalies and as time goes by, is bound to create further anomalies and practical difficulties. Considering all the circumstances of the case, it seems better not to allow officiating allowance admissible for officiating promotion from the posts of Senior Workshop Instructors and Junior Instructors in Electrical Engineering to the posts of Instructors. Inasmuch as the duties of Junior Instructor in Electrical Engineering are more or less the same as those of Instructor in Electrical Engineering, and the duties and responsibilities of Senior Workshop Instructors are equally onerous and heavy as those of Instructors in Mechanical Engineering, the question of placing these posts too on the ~~Rs.~~ same scale of pay of Instructors (viz., Rs.260--700) is being examined by me separately. I shall submit my proposal

12

4.

A proposals in this respect separately after consulting the Principal, College of Engineering, Guindy. In this connection I may add that in case Sri K.S. Bikshandeswaran were to be allowed officiating promotion to the post of Instructor in Electrical Engineering **with** officiating allowance on the analogy of orders in G.O. Ms. 1643 Edn., dated 22nd July 1947, the anomaly of his getting a higher pay than his senior, Sri S. Srinivasan, will most likely result.

T/8

Yours faithfully,

[signature]

For DIRECTOR OF PUBLIC INSTRUCTION.

NB/1-8.

Edn. Dept. (A)

(A above). The further proposals of the DPI may be awaited till 5.9.50

5.8.50

6/8/50

13

DIRECTOR OF PUBLIC INSTRUCTION 23 FEB 1950 C.No. 11711 C1/50 MADRAS

14440

To

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

Through:- (1) The Director of Public Instruction,
Madras.
(2) The Principal, Arthur Hope College of Technology, Coimbatore.

Sir,

I beg to submit to Government this representation in respect of the Accountant-General's Pay slip No.G.4 Edn.1624 Madras dated 10/12-1-1950 as a result of G.O.No. Ms.3532 Edn. dated 16-11-1949.

1. I was acting as a regularly appointed Junior Instructor in Electrical Engineering from 16-12-1946 to 20-11-1947(G.O.No.Ms.2313 Edn. dated 2-12-1946 & G.O.No.Ms.3532 Edn dated 16-11-1949. The Accountant-General has correctly fixed my pay as per rule at Rs.300/- p.m. from 1-1-1947 to 20-11-1947 and I was allowed to draw the same.

2. In G.O.No.Ms.2365 Edn. dated 4-11-1947 I was promoted as Instructor in Electrical Engineering under Rule 31(a) of the General Rules. I was relieved of my post as Junior Instructor in Electrical Engineering at Guindy on 20-11-1947 and I joined at the Arthur Hope College of Technology, Coimbatore on 28-11-1947 as Instructor in Electrical Engineering.

3. My appointment as Instructor was regularised in G.O.No.Ms.1678 Edn. dated 23-5-1949 only with effect from 19-4-1949 as one of my senior was away on foreign studies at that time.

4. During this period 21-11-47 to 18-4-48 when I acted as Instructor under Rule 31(a) the Accountant-General has only allowed a pay of Rs.260/- p.m. i.e., the minimum for Instructors although prior to this promotion as Instructor, I was drawing a pay of Rs.300/-. In short while acting in a junior post I was drawing a pay of Rs.300/- but on promotion my pay was reduced to Rs.260/-.

5. During this period 20-11-47 to 18-4-48 my junior Sri D.K. Nambudripad who joined as Junior Instructor and relieved me on my promotion as Instructor has been allowed to draw pay at Rs.300/- and I, his senior could only draw pay at Rs.260/-.

6. I therefore request that the Government may be pleased to-
(i) Allow me to continue to draw pay at Rs.300/- p.m. during the period 20-11-47 to 18-4-48 without it being reduced to Rs.260/- on promotion.
(ii) Instruct the Accountant-General to fix my pay and further increment as per existing rules.

Yours faithfully,

K.S. Bikshandeswaran
21/2/50

Date: 21 /2 /1950

NRc 218 A/49
22.2.50.

From
K.S. Bikshandeswaran
Instructor in Elec Engg.
Arthur Hope College of Tech.
Peelamedu Post
Coimbatore.

Forwarded
R.C. Adnam
Prof. of Elec. Engg.
21/2/50

Submitted to the Director of Public Instruction, Madras.

[signature]
Principal,
Arthur Hope College of Technology, Coimbatore.

Copy of letter from D. Krishnan Nambudripad, Instructor in Electrical Engineering, College of Engineering, Guindy to the Principal, College of Engineering, Guindy dated Nil.

In G.O.No. 3532 Education dated 16.11.'49 communicated in Proceedings Roc.No. 2930.C/49 dated 26.11 '49, my appointment as junior Instructor in Electrical Engineering, College of Engineering, Guindy, was regularised from 21st November 1947. My pay was fixed from that date as Rs. 300/- per mensem in the scale 260-420 fixed for the post. On 1.10.'48 I was appointed as officiating Instructor in Electrical Engineering in the same College under Rule 31 (a) in G.O.No. 2355 Education dated 16.9.'48 communicated in Proceedings 3124 C.1/48 dated 23.9.'48 and I continued to draw the same pay of Rs. 300/ in the post.

In his letter No. G.IV Education 850 dated 21.1.'50 (copy enclosed) the Accountant General, Madras has fixed my pay at Rs. 260/- the minimum of the time scale of the post of Instructor in Electrical Engineering from 1.10.'48, the date on which I joined the post, with reference to Rule 31 (f) of the General Rules for the Provincial and Subordinate Services and has required me to refund the excess pay drawn over Rs. 260/- from 1.10.'48. I therefore request that the Government may be addressed to kindly relax the rule in order I may continue to draw the present pay of Rs. 300/- per mensem which I have been drawing as Junior Instructor in Electrical Engineering and to count my services from 1-10-'48 as officiating Instructor in Electrical Engineering for purposes of increment in the time scale 260-420 of the post of Junior Instructor in Electrical Engineering to which I was first regularly appointed from 21.11.'47.

/True Copy/

Copy of letter No. G. IV Edn. 850 dated 21.1.'50 of the Accountant General, Madras.

As your appointment as Instructor, Electrical Engineering, College of Engineering Guindy, is only under Rule 31 (a) of the General Rules for the Provincial and Subordinate Services and as proviso to rule 8 (2) of the G.O. No. 78 Finance dated 6.2.'47 has been deleted with effect from 1.7.'48, you are entitled to a pay of Rs 260 per mensem (i.e. the minimum of the time scale with reference to Rule 31 (f) of the General Rules for the Provincial and SubordinateServices with effect from 1.10.'48. A revised pay slip in modification of this office pay slip G. IV Edn. 815 dated 10.1.'50allowing you pay at Rs 260/- per mensem from 1.10.'48 has been issued to you to-day separately. Arrears if already drawn, in excess may kindly be refunded into the Treasury Immediately under intimation to this office. Pay at Rs. 300/- is not admissible from 1.10.'48 unless there are special orders of Government.

/True Copy/

Copy of letter No. Rc. 1171.C.1/50 dated 10 6.'50 from the Director of Public Instruction to the Accountant General, Madras -

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Sub: Madras Educational Service - Sri K.S. Bikshandeswaran and Sri D. Krishnan Namboodripad - Instructors in Electrical Engineering - Pay while holding emergency appointment -

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I forward herewith copies of the petitions from the following Officers in regard to the fixation of their pay while holding the post of Instructors in Electrical Engineering under emergency provisions.

1. From Sri K.S. Bikshandeswaran, Officiating Instructor in Ele. Engineering, Arthur Hope College of Technology, Coimbatore dated 21-2-'50.
2. From Sri D. Krishnan Namboodripad, Temporary Instructor in Electrical Engineering, College of Engineering, Guindy.

I have to state that both Sri Bikshandeswaran and Sri Krishnan

Namboodripad have not yet been confirmed in any post in the Department so far. As regular probationers in the category of Junior Instructors in Electrical Engineering their pay was fixed at Rs. 300/- p.m. and on their appointment to the higher post as Instructors under emergency provisions, they should be allowed either substantive pay or the minimum in the time scale of pay applicable to the higher category, whichever is higher - Vide General Rule 31 (f). In view of the fact that the above Officers were already drawing Rs. 300/- p.m. as officiating Junior Instructors and as they had no substantive appointment and as promotion to higher post should not mean reduction in the emoluments, I request you to kindly enlighten me whether the pay drawn by them as Junior Instructors (i.e. Rs. 300/-) cannot be treated as their "substantive pay" for purposes of fixing their pay while holding the higher post of Instructors under General Rule 31 (a). I may here point out that, but for their emergency promotion as Instructors, the two Officers would have continued to hold the post of Junior Instructors and would have drawn Rs. 300/- p.m. I solicit the favour of an early reply.

/True Copy/

Copy of letter No. GAD. 4. 312 dated 28.6.'50 from the Accountant General, Madras to the Director of Public Instruction, Madras -

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Sub: Madras Educational Service - Sri K.S. Bikshandeswaran and Sri D. Krishnan Namboodripad - Instructors - Pay - Fixation of -

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With reference to your letter No. 1171.C.1/50 dated 10.6.'50 on the subject indicated above, I have to state that the officiating pay drawn by the Officers as Junior Instructors cannot be taken into account while fixing their pay while holding the higher post of Instructors under General Rule 31 (a). Special orders of Government are necessary in such cases.

/True Copy/

FOR DIRECTOR OF PUBLIC INSTRUCTION.

Confidential.

From

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

To

The Secretary to Government,
Education Department.

R.C.No.1027 K1/50 dated 27-8-1950.

S i r,

Sub: Madras Educational Service - Promotion from the post of Senior Workshop Instructor and Junior Instructor in Electrical Engineering to the posts of Instructors in Mechanical Engineering and Instructor in Electrical Engineering respectively - Question of officiating allowance under Fundamental Rules 30 and upgrading of the posts of Senior Workshop Instructors and Junior Instructor in Electrical Engineering - Proposals - Submitted.

Ref: My letter No.1171 C1/50 dated 3rd Aug. 1950.

&&&

In continuation of my letter cited above, I have the honour to submit the following proposals for consideration of the Government.

In G.O.Ms.No.1643 Edn., dated 22-7-1947 Government have directed that officiating promotion carrying officiating allowance be admissible to the Instructors who are promoted from the posts of Senior Workshop Instructors by transfer. The post of Junior Instructor in Electrical Engineering is in the category/of Class V of the Madras Edl. Service and is on the same scale of pay of Senior Workshop Instructors (Rs.260-420). As Senior Workshop Instructors promoted to the posts of Instructors in Mechanical Engineering (Rs.260-700) are entitled to get their pay re-fixed at the next higher stage on promotion, the same concession has to be extended to Junior Instructors in Electrical Engineering when promoted to the next higher category of Instructors in Electrical Engineering (Rs.260-700) since both the posts of Senior Workshop Instructors and Junior Instructors in Electrical Engineering are identical.

But this connession has resulted in certain anomalies and as time goes by, is bound to create further anomalies and practical difficulties. For example, the number of posts of/ Instructor in Electrical Engineering are as many as four while there is only one post of Junior Instructor in Electrical Engineering. Similarly, there are more posts of Instructors in Mechanical Engineering (5 posts) than there are posts of Senior Workshop

Instructors (4 only). If, for instance, there are three vacancies of Instructors in Electrical Engineering and one vacancy of Junior Instructor in Electrical Engineering and four candidates have to be appointed simultaneously for the above four vacancies, naturally the best three will be appointed to the higher posts of Instructors (Rs.260-700) while the fourth candidate will be appointed as Junior Instructor (Rs.260-420). If subsequently the person appointed as Junior Instructor is regularly promoted as Instructor, he will get his pay re-fixed at the next higher stage, if officiating allowance is made admissible similar to the orders contained in G.O.No.1643 Edn., dated 22-7-1947, while the three other persons who were appointed as Instructors direct will be getting less pay than the candidate who entered service as Junior Instructor along with them. The anomalies that have arisen so far are not yet perceptible and difficulties are likely to arise when Messrs. S.L. Balasubramanian and A.P. Jambulingam who are probationers in the category of Senior Workshop Instructors return from overseas and are appointed as Instructors. Separate proposals are being submitted to Government in this regard. In that case, there is every likelihood of their getting higher pay than their senior, Sri K. Achutan Nair.

The starting pay of the post of Junior Instructors, Senior Workshop Instructors as well as Instructors are the same. The maximum, however is different. The duties of the Junior Instructor in Electrical Engineering and those of the Senior Workshop Instructors are equally important and carry practically the same responsibilities as those of the Instructors. These Instructors have got to conduct classes for the University standard up to the Final year and in the case of Senior Workshop Instructors, the responsibilities are even higher than those of the Instructors. In as much as the duties of the Junior Instructors in Electrical Engineering and Senior Workshop Instructors are more or less the same as those of Instructors in Electrical Engineering and Mechanical Engineering respectively, and in order to avoid anomalies and practical difficulties, I recommend that the maximum of the scale of pay of Junior Instructors in Electrical Engineering and Senior Workshop

Instructors may be raised to Rs.700/- similar to the scale of pay of Instructors. The Principal, College of Engineering, Guindy, who has been consulted in the matter also agrees for the raising of the maximum of the scales of pay of Junior Instructors in Electrical Engineering and Senior Workshop Instructors to Rs.700/-. In this connection I may also point out that by the time any of these officers reach the scale of pay of Rs.420/- they would have put in a service of nearly 8 years and would be eligible for promotion to posts carrying much higher salary which may be equivalent to the pay of a Professor. If such chances of promotion do not occur, they may likely to seek transfer to similar posts in other Departments or Government institutions. The raising of the maximum of the scales of pay of the posts of Junior Instructors in Electrical Engineering and the Senior Workshop Instructors to Rs.700/- would not therefore necessarily involve any additional expenditure. In these circumstances, I request that Government may be pleased to consider the above proposals and revise the scales of pay of Junior Instructors in Electrical Engineering (1 post) and Senior Workshop Instructors (4 posts) into Rs.260-700. In that case there will be no need to retain the designation of Junior Instructor and the post may be designated as Instructor itself.

for Director of Public Instruction.

Edn. Dept.(A).

MEMO.No.13488-A3 d/- 31/10/50. (13)

23

M.E.S. - Junior Instr. and Senior Workshop Instrs., Colleges of Engg. - Scale of pay -Revision.

Ref:- From the D.P.I., No.1027-K1/50, d/- 27-8-50.

It has been suggested ~~that~~ the sanction of a uniform scale of pay for all the three categories of posts of Instrs., Senior Workshop Instrs. and Junior Instrs. in Engg. is desirable, the scale ~~of pay~~ of Rs.260-500 ~~which~~ is applicable to the Asst. Engrs. in the P.W.D., may be adopted, particularly as the minm. of the scale of pay of Profs. in the Engg. Colleges is only Rs.600. The D.P.I. is requested to offer his remarks on this suggestion.

To the D.P.I.

24

I (14) Edn. Dept.(A).

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M.E.S. - Sri K.S.Bikshandeswaran and Sri D.Krishnan Nambudripad - Pay on tempy. promotion ~~as from posts of Jr. Instrs.~~ to posts of Instrs. in Elec. Engg. - Orders passed.

Read:- From the D.P.I., No.1171-C1/50, d/- 3-8-50.

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G.O.(MS.) No. 3333 Edn., d/- 18.12.50

Under the rule published with the Public (Services) Dept. Notification No.16, dated the 26th Jan. 1950, at p.272 of Part I of the F.S.G.Gazette, dated the 7th Feby. 1950, H.E. the Governor of Madras hereby relaxes the relevant rules in favour of Sri K.S.Bikshandeswaran and Sri D.Krishnan Nambudripad, officers of the M.E.S. employed in the Engg. Colleges, and directs that, for the period of their tempy. appt. as Instrs. in Elec. Engg. they be granted the same pay as they were drawing in the post of Junior Instr. in Elec. Engg. ~~on the scale of Rs.260-40/2-420~~ prior to their tempy. appt.

~~on the scale of pay of Rs. 260-40/2-500-50/2-700~~

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

(15) 27

GOVERNMENT OF MADRAS
Education Department
G.O.Ms. No.3333-Education, dated the 18th December 1950

ABSTRACT:

MADRAS EDUCATIONAL SERVICE - Sri K.S.Bikshandeswaran and Sri D.Krishnan Nambudripad - Pay on temporary promotion to posts of Instructors in Electrical Engineering - Orders passed.

READ:-

From the Accountant General to the Director of Public Instruction, No.G.A.D.4-312, dated 28-6-1950.
From the Director of Public Instruction, No.1171-C1/50, dated 3-8-1950.

ORDER:-

Under the rule published with the Public (Services) Department Notification No.16, dated the 26th January 1950, at page 272 of Part I of the Fort St. George Gazette, dated the 7th February 1950, His Excellency the Governor of Madras hereby relaxes the relevant rules in favour of Sri K.S.Bikshandeswaran and Sri D.Krishnan Nambudripad, officers of the Madras Educational Service employed in the Engineering Colleges, and directs that, for the period of their temporary appointment as Instructors in Electrical Engineering they be granted the same pay as they were drawing in the post of Junior Instructor in Electrical Engineering prior to their temporary appointment.

(By order of His Excellency the Governor)

K.M.UNNITHAN,
Secretary to Government.

To

The Director of Public Instruction
The Accountant-General (through the Finance Department)
The Secretary, Madras Public Service Commission.
The Public (Services) Department.

/true copy - forwarded - by order/

RSS.

Superintendent.

28

Edn. Dept.(A).

From the D.P.I., No.678-C8/50, d/- 23-5-50.
Memo.No.13488-A-1, d/- 14-6-50, issued to the D.P.I.
From the D.P.I., No.1171-C1/50, d/- 3-8-50, and No.1027-K1/50, d/- 27-8-50.

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M.E.S. - Posts of Senior Workshop Instructors and Junior Instructors in Engg. - Pay - Proposal for revision.

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On the staffs of Govt. Engg. Colleges, immediately below the rank of Professors, there are the following three categories of officers, all of them being borne on the M.E.S.(Gazetted):-

1. Instructors.
2. Senior Workshop Instructors.
3. Junior Instructors.

Instructors' posts exist in all depts. of study; Civil, Mech., Electrical Engg., etc. Their scale of pay is Rs.260-40/2-500-50/2-700.

Senior Workshop Instructors are in the Mechanical Engg. branch. Each of the four Engg.Colleges has only one post of Senior Workshop Instructor.

In the entire M.E.S., there is only one post of Junior Instructor and that is in the dept. of Elec. Engg. in the Engg.College, Guindy.

Senior Workshop Instructors and Junior Instr. are on the scale of Rs.260-40/2-420.

2. 'Officiating promotion' under F.R.30 has been declared admissible from the posts of Senior Workshop Instrs. to the posts of Instrs. in Mech. Engg.; that is, Senior Workshop Instructors, on appointment, even on a non-permanent basis, as Instructors, can get their pay refixed at the next higher stage. The occasion for issuing such a declaration arose in 1947 when a Senior Workshop Instructor drawing Rs.420 was promoted as Instructor and the A.G. did not fix his pay at ~~above~~ Rs.460, the stage ~~of~~ next above Rs.420, in the Instructor's scale for the reason that the promotion was not a substantive one.

'Officiating promotion' from the Junior Instr.'s post to the category of Instructors in Elec.Engg. should also have been allowed, but that was not then done. A case has now arisen which necessitates the declaration of

admissibility of officiating promotion of Junior Instrs. as Instrs.

Sri K.S.Bikshandeswaran, Junior Instr. who was drawing Rs.300 from 1-1-47, was apptd. as Instr. from 19-4-48. In the Instr.'s post also, the A.G. allowed the officer only Rs.300 and granted his next increment rising his pay to Rs.340 only two years after 19-4-48. No credit to the officer's service as Junior Instr. was given. On the other hand, if he had continued only as Junior Instructor, he would have drawn Rs.340 from 1-1-49 itself.

Therefore, the concession of officiating promotion shd., in fairness, be extended to the Junior Instrs. promoted as Instrs. But the D.P.I. has brought to notice how the scheme of officiating promotion in respect of these posts gives rise to the anomaly of a junior officer drawing higher pay than his seniors. The letter at pp.15-16 C.F. explains how this anomaly is created. The Dir. therefore considers it not desirable to continue in force the concession of officiating promotion of Senior Workshop Instrs. as Instrs. or to sanction a similar concession in respect of appts. of Junior Instrs. as Instructors. He has made a proposal to raise the pay itself of Senior Workshop Instructors and Junior Instructor to the level of the Instructors' scale, viz., Rs.260-700. He has justified the proposal with refce. also to the nature of the work the Junior Instructor and the Senior Workshop Instrs. are doing.

For accounting purposes, the extra cost involved will be Rs.7,380 p.a.; but, in actual working, no addl. expre. will have to be incurred, since Senior Workshop Instrs. and Junior Instrs., before reaching Rs.420 (the maxm. of their scale), are likely to be apptd. as Instrs.

In the circs., this dept. may fully support the proposal.

3. Anomalies of another kind in the matter of pay exist in the case of Sri K.S.Bikshandeswaran and that of Sri D.Krishnan Nambudripad, another officer promoted from the Junior Instr.'s post to the Instr.'s. Details of their service in the two categories are given below:-

gories are given below:-

Name of officer.	TEMPORARY appointment.	REGULAR appointment.
(1) Sri K.S.Bikshandeswaran:		
as Junior Instructor →	..	From 16-12-46 to 20-11-47 (Pay: 1-1-47 to 20-11-47--Rs.300)*
as Instructor →	From 21-11-47 to 18-4-48 (Pay: Rs.260)†	From 19-4-48 continues (Pay: Rs.300)
(2) Sri D.Krishnan Nambudripad:		
as Junior Instructor →	..	From 21-11-47 to 30-9-48 (Pay: Rs.300)*
as Instructor →	From 1-10-48 continues (Pay: Rs.260)†	..

As regular Junior Instructors, Sri Bikshandeswaran and Sri Nambudripad received a pay of Rs.300* from 1-1-47 and 21-11-47 resply. On those dates, the concession, which was subsequently abolished, of higher starting pay at the stage next above the minimum of the scale, was in force for officers appointed by transfer from the Subordinate Services. From 21-11-47 and 1-10-48 resply., Sri Bikshandeswaran and Sri Nambudripad were temporarily promoted as Instructors, under rule 31 of the General Rules. That rule entitles officers promoted to higher posts only their substantive pay, or the minimum of the scale of the posts to which they were apptd., whichever was higher. Accordingly, in the Instrs.' posts, the A.G. fixed the two officers' pay only at Rs.260†, the minimum. They have now represented to Govt. about the loss they have sustained in emoluments. But for their promotion as Instrs., they would have continued as Junior Instrs. and drawn Rs.300. The D.P.I. therefore recommends that for the periods of their tempy. appts. as Instrs., they may be sanctd. the same pay (Rs.300) as they were drawing as Junior Instructors. This is only reasonable and may be accepted.

4. Finance may see for remarks before circn.

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FINANCE (E.III)

Notes on pages 1-4 above may be perused.

Education have accepted the recommendation of the Director of Public Instruction on the following points;

(a) that the scale of pay of the posts of Junior Instructor in Electrical Engineering (one post) and Senior Workshop Instructors (4 posts) in the scale of 260-420 may be revised so as to be on a par with the scale of pay of Instructors in the Engineering Colleges viz., Rs. 260-700;

(b) that Sri Bikshandeswaran and Sri D.Krishnan Nambudripad may be allowed a pay of Rs. 300/- during the periods of their temporary appointments as Instructors.

2/. The extra cost involved in item (a) above will come to Rs.7,400/- roundly per annum. Education have stated that in actual working, no additional expenditure will be involved since Senior Workshop Instructors and Junior Instructors before reaching the maximum of Rs. 420/- are likely to be appointed as Instructors. The Director of Public Instruction has stated that the duties of the Instructor in Electrical Engineering and those of the Senior Workshop Instructors are equally important and carry practically the same responsibilities as those of the Instructors. For the reasons stated on pages 16-17 C.F., the D.P.I. has recommended the raising of the maximum of the scale of pay of Junior Instructors in Electrical Engineering and Senior Workshop Instructors to Rs. 700/- similar to the scale of pay of Instructors.

The scales of pay of posts have been fixed in 1947 on the recommendations of the Cabinet Salaries Committee after giving due consideration to the duties and responsibilities attached to the posts. The fact that certain anomalies and hardships have arisen in giving effect to the scale of pay in individual cases cannot constitute adequate justification for an upward revision of the scale of pay. It is not uncommon for anomalies to arise in the application of rules. The proper course is to deal with individual cases of anomalies or

G.O. 13487 dt. 27.9.50.

SENIOR ASSISTANT SECRETARY, FINANCE
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The D.P.I. has stated that the duties and responsibilities relating to the posts of Junior Instructors in Electrical Engineering and Senior Workshop Instructors are equal to those of the posts of instructors which carry a higher scale of pay, and that the scale of pay of the former posts should be therefore be revised to that of Instructors on Rs.260-700. It is submitted that with equal force it can be argued that in as much as the duties are almost the same in respect of all the three categories of posts referred to above, the scale of pay of Instructors should be down-graded to that of Junior Instructors in Electrical Engineering and Senior Workshop Instructors, namely Rs.260-420. It seems to be wrong in principle to revise scales of pay in an upward direction on grounds [illegible] Further, the Government are opposed to upward revision of scales of pay, particularly in posts. Apart from this, it is difficult to justify upward revision of the scale of pay in this case involving extra expenditure in view of the present financial stringency. In the circumstances, Finance may advise that no upward revision of the scale of pay of Junior Instructors and Senior Workshop Instructors is necessary and suggest that the proposal of the D.P.I. in this regard may be negatived.

Item (b) on page 4 above:- From the notes of Education on pages 2-3 above, it is seen that the pay of both the officers was fixed at Rs.260/- only from the date of their temporary appointments to the posts of Instructors by the Accountant General although before their promotion as Instructors, they were getting a higher pay of Rs.300/-.

Education consider that it is only reasonable that they should be allowed Rs.300/- during their temporary appointment as Instructors instead of Rs.260/- allowed by the A.G. Finance may agree to the proposal to allow a pay of Rs.300/- to both the officers during their temporary appointment as Instructors.

6

Item (a) on Page 4 above. If the Education Department consider that a higher scale of pay than Rs.260-420 is justified in the case of Instructors and that a uniform scale is desirable for Junior Instructors, Senior Workshop Instructors and Instructors in the Engineering Colleges, a scale of pay of Rs.260-500 which is the scale of Asst.Engineers may be adopted for all the three categories. This seems adequate as these officers are below the rank of Professors, whose scale of pay is Rs.600-900.

14/x/50

Edn.

AA

ASSISTANT SECRETARY 16 OCT 1950 EDUCATION DEPARTMENT

Education Department.(A).

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Sri K.S.Bikshandeswaran and Sri D.Krishnan Nambudripad, Junior Instrs. in Elec. Engg., College of Engg., Guindy, were receiving a pay of Rs.300 p.m. in the scale of Rs.260-40/2-420. They were promoted as Instructors on Rs.260-40/2-500-50/2-700 under the emergency provns. On such promotion, the A.G. allowed them only the minimum of the Instructors' scale, viz., Rs.260. On the ~~representation of the~~ officers' representing against this loss in their emoluments, the D.P.I. has now proposed that, for the period of their tempy. appt. as Instrs., they may be permitted to draw the same pay as they were drawing as Junior Instrs. This dept. recommend the acceptance of the proposal and Fin. agree. A draft order is subd. Pub.(Ser.) may see before circn., as a relaxation of the rules is involved.

2. The D.P.I.'s other proposal is that the scale of pay of Rs.260-420 which is now applicable to the Junior Instrs. and Senior Workshop Instrs. may be raised to the level of the scale of pay of Instrs., viz., Rs.260-700. Fin. have suggested that if a uniform scale is desirable for Instrs., Jr. Instrs. and Senior Workshop Instrs., the scale of Rs.260-500 applicable to Asst.Engrs. in the P.W.D. may be adopted. The Dir. may be consulted on this suggestion. A draft memo. is subd. It may be issued before the file is sent to Public.

Action on this taken separately & orders issued.

28/10/50

3/10 Public (Ser.)

ASSISTANT SECRETARY TO GOVERNMENT 5102 4-NOV 1950 CHIEF SECT.

C.13488-A/50

19

Public (Ser) Department.

The note of Edn. from 'AA' on p. 6 ante and the draft order below may be perused. H.C.M. should see the case.

The file may be returned to Edn.

22.11.50

23.11.50

CS / Edn. 24/11

Pub(SoA) U.O.No.5102/50-1

Edn. Department (A).

The D.P.I.'s proposal on which orders have now to be passed is explained in para 1 of p. 6 ante. This dept. recommend the proposal, & Finance & Public Above agree. The draft order below may be circd. to H.M. (P.W.), H.M. (Fin.) and H.C.M. for approval.

29.11.50

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HM (PW)

HM (Fin)

HCM

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SECRETARY 13 DEC 1950 EDUCATION DEPARTMENT