

EDUCATION

(1950)

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G.O. No. 506 Em

DATED 17.2.50

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Instructors - revision of pay -
paper recorded

Education Department

From The Director of Public Instruction,
Madras

To The Secretary to Government,
Education and Public Health Department

C.No. 1624 K.3/49 dated 15-11-49

Sir, Subject: Public Services - Revised Scales of pay -
posts of Assistant Manual Training
Instructors - revision of - proposals -
submitted

Reference: G.O. No. 78 Finance dated 6.2.1947

I have the honour to submit the for favourable consideration and orders, the following proposal for the revision of scales of pay prescribed for Instructors in Textile Printing and Rattan work and the Assistant Manual Training Instructors and Instructresses.

The scales of pay prescribed for the Manual Training Instructors, Instructresses in Textile Printing and Rattan work Assistant Manual Training Instructors as prescribed in G.O. No. 78 Finance dated 6.2.1947 are furnished below for easy reference. The general educational qualification prescribed for the posts is also specified against each.

S.No.	Designation	Before Revision.	After	General Edl. Quali- fications.
1	Manual Trg. Instructors.	70-5/2-95	60-4-100	Minimum Genl. Edl. qualifications as prescribed in service rules. Trained Teachers Certificate of the Sec. Grade and professional training.
2	Instructors (Men's branch) Aluminium, Engraving & wood work	35-- 4/2--55	45-3-60-- 2--90	Completion of III Form of a Sec. School or VIII Std. of an Higher Ele. School and professional training
3	Asst. Manual Training Instructors in Wood work (men's branch)	30--3/2- 45-2/2-55	do	A completed S.S.L.C. and M.T.I. certificate
4	Weaving Instructresses and Handicraft Instructresses (Women's branch)	do	do	T.T.C. of the Sec. Grade and professional training
5	Instructors-Textile Printing & rattan work (Men's branch)	30-3/2- 45	35-2-55	
6	Asst. Manual Trg. Instructors in Weaving & Basketry Instructresses (Women's branch)	do	do	Completion of the III Form of a Sec. School or the VIII Std. of an Higher Ele. School and Profes-
7	Asst. Manual Trg. Instructors in Weaving.	35-1 1/2-- 50	do	ional training.
8	-do- in Carpentry	23-2/2--45	do	
9	Instructors in Rattan work	do	do	
10	Secondary grade teachers	30-3/2-45- 2/2--55	45-3-60- 2-90	

Before the general revision of scales of pay, Assistant Manual Training Instructors in weaving (S.No. 7 above)

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were given a scale of pay approximately equal to Assistant Manual Training Instructors in wood work (S.No. 3) or Secondary grade teachers (S.No. 10). But after the revision, the scale of pay of Assistant Manual Training Instructors (S.No. 7) is far lower than that of either Assistant Manual Training Instructors in Wood work (S.No. 3) or secondary grade teachers (S.No. 10). The revised scales of pay have therefore not afforded adequate or equitable relief to the existing incumbents in the posts with S.Nos. 5 to 9. Even an illiterate weaver or artisan of any ~~type~~ type would not volunteer to work for anything less than a minimum wage of Rs 2/- or Rs 3/- per day. The class of instructors with S.Nos. 5 to 9 are artisans who are now in great demand, and they are not easily available for employment in educational institutions at such low scales of pay as have been prescribed at present. The scale of pay prescribed for Weaving Instructors in the Govt. Basic Training Schools at Cuddalore, Koilpatti and Nagapattinam is Rs 45-3-60-2-90, whereas the pay prescribed for an existing assistant Manual Training Instructor in weaving in other Training Schools is Rs 35-2-55. I consider that this anomaly has to be removed, by improving the scales of existing Assistant Manual Training Instructors. By doing so the long standing grivance represented by the Existing Assistant Manual Training Instructors will not only be removed but efficient artisans will also be attracted to work in Government Training Schools.

4 In the circumstances, I recommend that Government may be pleased to sanction the scale of pay of Rs 45-3-60-2-90 to all classes of the Instructors with S.Nos. 5 to 9 with effect from 1-1-1950 so that there may be only one scale of pay for all kinds of Assistant Manual Training Instructors. By such a modification there will be only two categories viz.

1. Manual Training Instructors in the scale of Rs 60-4-100
- and 2. Asst. Manual Training Instructors in the scale of Rs 45-3-60-2-90

The existing qualifications prescribed for the Instructors may continue.

T/ 4 There are 30 posts in the scale of Rs 35--55 under the different categories with S.No.s 5 to 9. The extra cost involved in raising their scale of pay to Rs 45-3-60-2-90 will be Rs 600/- $\left[(45-35 \text{ i.e.}) Rs 10 \times 30 \times 2 \right]$ in the current year and Rs 7,308/- $\left[67.5 - 47.2 \text{ i.e. } 20.3 \times 12 \times 30 \right]$ ultimately.

I solicit the favour of early orders in the matter.

Yours faithfully,

S. P. Paulanali

for Director of Public Instruction

Vk 15.11

Copy to C.2, M and K sections

CB
15/11

SK
15/11/49

⑤

$$\frac{296}{912}$$

pl-3 cl

To
 Mrs. 20
 Mrs. 20

8/2/50

6

A 20/10/43

Handwritten notes in Hindi script, likely a memorandum or report.

Handwritten notes in Hindi script.

Handwritten notes in Hindi script.

Handwritten notes in Hindi script.



Extra con in the
current year draft/...

EPH 89925A/49-1 Edn
12/12/49

Public Services - Revised Scales of
pay - posts of Assistant Manual
Trg. Instructors - revision of

Please see the D.P.S.O
letter on pp 1-3 et. In the circumstances
explained by him in para 3 of his
letter this deptt may support the
Director's recommendation to revise the
pay of certain classes of Asst Manual Trg
Instructors from Rs 35-2-50 to Rs 45-3-60-2-90.
The file may be sent to Finance
for remarks.

Mus
2/12/49
12/12/49
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10/12/49

Finance (E.III)

The letter from the Director of Public Instruction
on pages 1-2 C.F. and the notes above may be perused.

The Director of Public Instruction has proposed
the revision of scales of pay of the following cate-
gories to Rs. 45-3-60-2-90 with effect from 1-1-1950.

		Old scale Rs.	Existing scale Rs.
Sten 50p/14	Instructors-Textile Printing & rattan work (Men's Branch).	30-3/2-45	35-2-55.
Sten 60p/14	Asst. Manual Training Instructors in Weaving and Basketry. Instruct- resses (Women's Branch).	30-3/2-45.	35-2-55.
Sten 70p/14	Asst. Manual Trg. Instruc- tors in Weaving.	35-1 1/2-50.	35-2-55.
Sten 80p/14	-do- in Carpentry.	23-2/2-45	35-2-55
Sten 90p/14	Instructors in Rattan work.	23-2/2-45.	35-2-55.

2 on p. 2 of

This is not merely a question of removing inequalities comparatively with other posts, but of adjusting the salaries to market rates in order to keep or obtain the services required. Perhaps in view of this Finance may reconsider and agree to scale proposed, or atleast to some increase.

Fin/

Finance (E.III)

(Previous Finance note on pages 1-3 above)

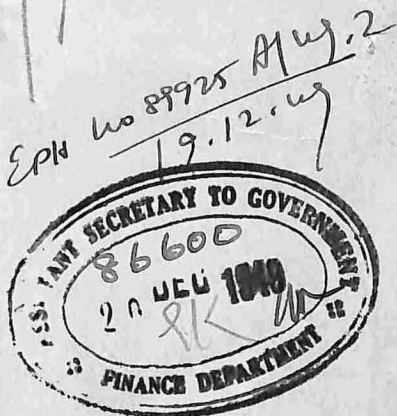
The further note of E & P.H. on pages 3-4 above may be perused.

E & P.H. Secretary has suggested whether some increase in pay cannot be given to the Assistant Manual Training Instructors to keep their salaries in consonance with the market rates. Submitted that the system of regulating salaries with ref. to the prevailing market rates is adopted usually only in the case of the contingent staff whose pay is debited to contingencies and whose total emoluments including Dearness allowance should not exceed the prevailing market rates.

But in the present case, these persons belong to regular establishment in a time scale of pay and they are also paid dearness and house rent allowances and they are eligible for leave, pension etc., unlike the contingent staff. The attention of E & P.H. may be specially invited to the portion at 'M' on page 2 above.

In the circumstances there seems to be no strong justification for revising the scales of pay of the Assistant M.T. Instructors or giving any increase in their present emoluments.

The case may be returned to E & P.H.

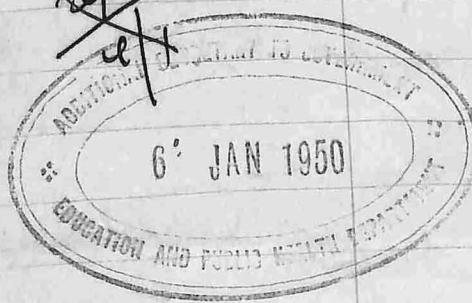


E. P.H. Dept (A)

Please see the further note of Finance Dept on p.H. ante. In view of it is for orders whether their suggestion at N on p.3 ante may be accepted or the matter may be pursued.

The D.P.I. is pressing that the salary of the Assistant Manual Training Instructors which was revised by the Cabinet Salaries Committee at Rs. 35-2-55 should be further revised to 45-3-60-2-90 in order to attract and retain men of appropriate qualifications. Finance is opposed to the revision on grounds firstly that the Cabinet Salaries Committee fixed the scales with reference to the qualifications required and secondly that the qualifications are such that the higher salary proposed is only given to those categories in which S.S.L.C. Certificate is required. It would appear that we have to agree with Finance.

H.M. (E. & L.) The D.P.I. recommended maybe agreed to the case may go to E & P.H.



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



No revision need be undertaken. Once reopened, the entire scheme has to be reopened which will mean adding more staff. B.P. 12/1/50

6

the file may be recirculated
to H.M. (Edl).

MM
27/1/50

S / H 248 (Edl)
4 1

H.M. (Edl)

Don't have to do
to do it men are
available for this part



MM
27/1/50

Please see the minute of H.M. (Edl) above
The file may be recirculated to
H.M. (Fin).

MM
27/1/50

MM
27/1/50

S / H 28 (Edl)
4 1

H.M. (Fin)

Men will be available transfer.

Immediately after the war, things were
bad, but now things are improving.

I request revision of salaries have
a far-reaching effect on all the services.

We can wait for some more time

and see what effect it has

M. 1

6.2

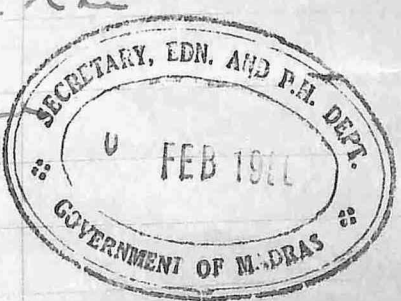
the file may be recirculated
to H.M. (Edl).

MM
6/2/50

S / H 6 (Edl)
4 2

H.M. (Edl)

MM
6/2/50



(100)

A draft memo. to the J.P. I is submitted
for approval. After issue the papers may be
recalled

MM
8/2/50

MM
8/2/50

MM
8/2/50

Estt. - ports & assist.
H.M. Manual
Tug boats -
revision of pay -
papers recorded

Issues as per memo no 85925A14-3 Edn 9.2.50
H.O. no 506 Edn dated 17-2-50

at least 100 ft. in diameter. A
few specimens of the same size were
found.

W. J. 10/10/8
10/10/8
10/10/8

17-5-20 200

very small. The
specimens were
found in the
same place.