



EDUCATION AND PUBLIC HEALTH DEPARTMENT
(Education)

G.O. No. 629, 28th February 1950

Schools—Secondary—Local bodies—Re-employment of superannuated teachers up to the age of 60—Permitted.

*closed
18/2
Supt.*

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P.P. Memo 51805 B1/47-6 Ed. d. 3.1.48

Further papers

Memo 38773/C3/62-4 Ed. dt. 14-5-63



EDUCATION AND PUBLIC HEALTH DEPARTMENT
(Education)

G.O. No. 629, 28th February 1950

Schools—Secondary—Local bodies—Re-employment of superannuated teachers up to the age of 60—Permitted.

READ—the following paper :—

Letter from the Director of Public Instruction, dated 13th August 1949, No. 1855-G-1/49.

Order—No. 629, Education, dated 28th February 1950.

Owing to the dearth of qualified teachers for employment in secondary schools under local bodies, the sanction of Government is now sought for under Rule 14 of the rules relating to establishments under District Boards and Municipal Councils to the re-employment of teachers retired on superannuation, for a period of one year at a time. In order to meet the existing shortage of qualified personnel and to avoid the necessity for applying to Government frequently for sanction to the re-employment of retired teachers, the Government have decided that the re-employment in secondary schools under local bodies of superannuated teachers should be permitted up to the age of sixty as in the case of secondary schools under private managements and that the re-employment should be made

by the Presidents of District Boards and Executive authorities of municipalities subject to the following conditions :—

(i) There are no probationers awaiting re-employment.

(ii) The dearth of qualified persons is established by efforts taken to secure qualified persons by way of advertisement or other means.

(iii) The person proposed to be re-employed possesses a satisfactory record of work and conduct.

(iv) The person proposed to be re-employed possesses a satisfactory record of work and conduct and produces a certificate of physical fitness from a competent medical authority of the rank of a Civil Assistant Surgeon

Class I or II) or Honorary Medical Officer or Honorary (Assistant Medical Officer attached to a Government Medical Institution.

(v) The previous approval of the District Educational Officer or the Inspectress is obtained in the case of re-employments made for the first time up to a period of one year.

(vi) The previous approval of the Director of Public Instruction is obtained for subsequent re-employment, i.e. for periods exceeding one year.

(vii) The re-employment of teachers under the above conditions is confined only to those other than headmasters of secondary schools having Form V and above and to the re-employment of retired headmasters as L.T. Assistants.

(viii) The previous sanction of Government is obtained to the re-employment of a teacher who had retired from Government service.

2. The pay of re-employed teachers should be regulated in accordance with G.O. No. 1350, Education, dated 4th September 1945 and the pay of headmasters re-employed as L.T. Assistants should be regulated in accordance with G.O. No. 2889, Education, dated 14th September 1949.

3. The above arrangement will be tried in the first instance for a period of five years with effect from the date of the order. The position will be reviewed at the end of the period and the question of amending Rule 14 of the rules relating to establishments under District Boards and Municipal Councils will then be considered, if necessary.

(By order of His Excellency the Governor)

J. M. LOBO PRABHU,
Secretary to Government.

To the Director of Public Instruction.
.. the Surgeon-General.
.. all Presidents of District Boards.
.. all Commissioners of Municipalities (through Chairmen).
.. the Local Administration Department.

To the Inspector of Municipal Councils and Local Boards.
.. Examiner of Local Fund Accounts.
.. Public Works (I and P) Department.
.. Accountant-General.
.. Finance Department.

Copy of Memo No. 42531-B1/48-4 Education, dt. 18-7-49.

Sub: Schools - Secondary - Aided - Exemption from age-rule on behalf of Superannuated teachers and assessment of teaching grants on their behalf - Proposals of the Director of Public Instruction - Approved.

Ref: From the D.P.I. Rc.No. 2401 E2/47 dt. 4-6-48 and 662 E2/49 dated 22-6-49.

The Government approve the proposals of the Director of Public Instruction that the maximum age-limit upto which teachers may serve in aided secondary schools, Indian and European may be raised from fifty-five to sixty and that such of the teachers who are retained in service after fifty-five years of age may be deemed to have been re-employed. The Director is requested to submit necessary amendments to the Madras Educational Rules and the Grant-in-Aid Code.

/True copy/

C.No. 1255-G1/49

Office of the Director of
Public Instruction, Madras
dated 13.8.49.

From The Director of Public Instruction,
M a d r a s.
To The Secretary to Government,
Education & Public Health Department,
Fort St. George,
M a d r a s.



Sir,
Sub: Schools - Secondary Local bodies - Re-employment
of Super-annuated teachers - Extension of age
limit upto 60 - proposals - submitted
Ref: Government Memo No. 42531/B1/43-4 Edn. dated
18.7.49

Government have accepted Director's proposals in their
memo cited above regarding the raising of the age limit for
teachers upto sixty years and assessment of teaching Grant on
their behalf so far as Aided Secondary Indian and European
Institutions are concerned; and the Director was also requested
to submit necessary draft amendments to the Madras Educational
Rules and Grant-in-Aid Code.

2 In the case of Secondary schools under local bodies,
superannuated teachers are re-employed with the sanction of the
Government for a period of one year at a time under Rule 14 of
the establishment rules published with G.O. No. 2342 L.S. dated
2.6.36.

3 In this connection it is brought to the notice of
Government, that there exists a real dearth of qualified personnel
for employment under local bodies, and that consequently it has
resulted (in the obtaining of the sanction of Government) in
numerous cases of re-employment of retired teachers. Cases
have also come up where even unqualified persons are appointed
in service with the necessary exemption obtained from the
Inspecting Officers. In order to meet this situation and to
minimise the dearth to a large extent, I suggest that the
concession shown to super-annuated teachers in Aided Indian
and European Secondary Schools in Government Memo No. 42531/
B1/43-4 Edn. dated 18.7.49 may also be extended to local bodies
subject to the conditions detailed below :--

- (i) The extension of age limit to 60 years should not
apply to Headmasters of Secondary Schools having
form V and above; and
- (ii) That a certificate of Physical fitness is produced
from a competent Medical Authority.

This arrangement may be tried in the first instance for
a period of five years at the end of which the question whether Rule
14 of the establishment Rules may be amended or otherwise, be
considered.

4. I therefore request that Government may kindly
consider the above proposals and issue necessary executive
instructions to the local bodies in the matter.

Thiruvananthapuram
for Director of Public Instruction

Vs 22.2

Dec 23/4

27415

C.No 64357/49

3-MAR-50

Education and Public Health Dept
B 1 section.Schools - Secondary - Local Bodies - Reemployment
of superannuated teachers up to the age of 60 - PermittedFrom the Director of Public Instruction No 1855 G1/49 dated
13-8-49

Order No

b29

Education dated 28.2.50.

Owing to the dearth of qualified teachers for employment in secondary schools under local bodies, the sanction of Govt is now sought for under Rule 14 of the rules relating to establishments under District Boards and Municipal Councils to the reemployment of teachers ~~who had~~ retired on superannuation, for a period of one year at a time. In order to meet the existing shortage of qualified personnel and to avoid the necessity for applying to Govt frequently for sanction to the reemployment of retired teachers, the Govt have decided that the reemployment in secondary schools under local bodies of ^{superannuated} teachers ~~who had retired from service on superannuation~~ should be permitted up to the age of sixty as in the case of secondary schools under private managements and that the reemployment should be made by the Presidents of District Boards and Executive authorities of municipalities subject to the following conditions:-

- (1) There are no probationers awaiting reemployment;
- (ii) The dearth of qualified persons is established by the efforts taken to secure qualified persons by way of advertisement or by other means;
- (iii) The person proposed to be reemployed possesses a satisfactory record of work and conduct;
- (iv) The person proposed to be reemployed possesses a satisfactory record of work and conduct; ~~and~~
- (v) ~~The person proposed to be reemployed~~ produces a certificate of physical fitness from a competent medical authority of the rank of a Civil Assistant surgeon (class I or II) or Honorary Medical Officer or Honorary ^{Assistant} ~~Asst~~ Medical Officer attached to a Government medical Institution;

p261 of the book
Statutory Rules under
the ULB Act 1920

GOM 3066 EA
5-10-49

B m p h m f

(v) The previous approval of the D.E.O. or the Inspectress is obtained in the case of reemployments made for the first time up to a period of one year;

(vi) ^{Public Instruction} The previous approval of the Director is obtained for subsequent reemployment, i.e. for periods exceeding one year;

(vii) The reemployment of teachers under the above conditions is confined only to those other than headmasters of secondary schools having Form V and above and to the reemployment of retired headmasters as L.T. Assistants.

(viii) The previous sanction of Government is obtained to the reemployment in a secondary school under a local body of a teacher who had retired from Govt service.

2. The pay of reemployed teachers should be regulated in accordance with G.O. No 1350 Education dated 4-9-45 and the pay of headmasters reemployed as L.T. Assistants should be regulated in accordance with G.O. No 2889 Education dated 14-9-49.

3. The above arrangement will be tried in the first instance for a period of five years with effect from the date of the order. The position will be reviewed at the end of the period and the question of amending Rule 14 of the rules relating to establishments ^{under District Mclcls} will then be considered, if necessary.

To

The D.P.I.
S.G.

All Presidents of District Boards,
All Commissioners of Municipalities (through chairmen),
L.A. Department
Inspector of Mclcls and Local Boards.
Examiner of L.F. Accts
P.W. (I and P) Dept
copy to G2 section.

The Asst.

The Finance Dept.

PRESS SLIP.

Sectt. II-22-5,500-18-11

ORDINARY.

URGENT (a).

SPECIAL (a).

Edn & Public Health DEPARTMENT.

Current No. 64357/49, dated 194
G.O. No. 629, dated 28.2.50 194

Number of MS. pages sent { (b) Correspondence
(c) Notes
(d) Press copies to supply on requisitions for purchase by the public. (2) Complete correspondence and orders. (3) Notes. (4)

Brief subject: Schools - Secondary - Local Bodies -
Re-employment of Superannuated teachers upto
the age of 60 - Permitted.

(d) Number of copies required when struck off (not including copies for volumes and editors' table which are retained in the Press). (1) "Press" copies to supply on requisitions for purchase by the public. (2) Complete correspondence and orders. (3) Notes. (4)

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Spare copies.

The D.P.I.	5.0	
The S.G.	2.0	
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The Commissioner of Mclcls and Local Boards.	10.0	
The Examiner of L.F. Accts	2.0	
The P.W. (I and P) Dept	5.0	
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The Asst. Secy. to Govt.	1.0	
The Asst. Secy. to Govt.	1.0	
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Total ...	34.0	32.0

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(a) If a paper is marked to be printed urgently or as special the Superintendent of the section concerned should sign the Press slip. The Superintendent should exercise a careful discretion in the matter.

(b) Each letter, memorandum, or order, or set of orders, in the file of correspondence should be headed in succession with the Roman numeral I, II, III, etc., the number being written in red ink or blue chalk above the item. The particular papers to be printed in the special issue-copies should be indicated by the Roman numeral (I, II, etc.) by which that item had been headed in the correspondence file. All matter, including marginal remarks or references, to be printed should be written in ink and matter which should not be printed should be encircled. Initials and signatures that are not quite legible should be re-written distinctly.

(c) For rules regarding printing of notes, see the chapter on printing and proof correction in the Secretariat Office Manual.

(d) The number of copies and the details of distribution should be filled in by the Superintendent or clerk concerned.

(e) In the absence of special instructions to the Press to keep matter standing for a specified period, ordinary papers of 8 pages and under will be kept standing for one week, and larger papers for two weeks only. The type of notes and of all confidential papers is distributed immediately after striking.

(f) This slip, properly and completely filled in, should accompany every paper sent to Press; it will be returned by the Press when proofs are furnished; it should be sent to the Press when a call is made for revised proofs or when a corrected proof is sent for striking. When finally returned by Press it should be filed with the original order or letter.

INSTRUCTIONS FOR THE PRESS.

(a) If, in the opinion of the Superintendent of the Press, a paper has been marked special of urgent unnecessarily, he should send the Press slip to the Assistant Secretary with a remark to that effect.

(b) Unless a note to the contrary is made against the matter, pencil entries should not be printed. The Superintendent of the Press may bring to the notice of the Assistant Secretary any instance of incomplete or careless editing.

(c) Signature copies of letters to the Secretary of State or to the Government of India should be printed on hand-made paper.

(d) This slip should be returned by the Press to the Secretariat when proofs are furnished; it will be sent back to the Press when proofs are returned corrected and should be finally returned to the Secretariat when struck-off copies are supplied.

(e) The names of the Secretary and Ministers or Advisers should be printed in full when they occur on the right hand side, only the first time when they appear on the left side, the initials alone being printed later.

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† To be initialled and dated.

TO PRESS, MADRAS.

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Please send proof in duplicate. The papers have been carefully edited.	Proof returned corrected. Please strike off and send number of copies as indicated.	As the matter is clear manuscript and has been carefully edited, (b) proof need not be sent. Please print and supply number of copies as indicated.
Type may be released after usual interval at once.	Type may be released after usual interval at once.	Type may be released after usual interval.
.....Clerk.	Clerk.	Clerk.
.....Supt.	Supt.	Supt.

SPECIAL INSTRUCTIONS.

The number of copies indicated for is the minimum required.

(By order)

Arst. Secretary to Govt

28-2-50
28/2/50

TO BE FILLED IN BY THE PRESS.

Diary.	Initials of Press official.
Received in Press on.....	
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Education and Public Health Department
B 1 section.

64357/49
schools - Secondary -- Local bodies - Reemployment of
superannuated teachers - Extension of age limit up to 60

From the D.P.I. C.No 1855 G1/49 dated 13-8-49

Under the existing orders teachers in aided secondary schools may serve up to the age of sixty, but teachers who are retained in service after attaining the age of fiftyfive years shall be deemed to have been reemployed. Grant will be paid on behalf of such teachers up to sixty years of age.

The D.P.I. recommends that the concession should be extended to teachers in secondary schools under local bodies subject to the following conditions:-

- (1) The extension of age limit to 60 years should not apply to headmasters of secondary schools having Form V and above &
- (2) that a certificate of physical fitness should be produced from a competent medical authority.

He considers that the arrangement may be tried in the first instance for a period of five years at the end of which the question ~~of extending~~ whether Rule 14 of the rules relating to establishments under district boards and municipal councils ~~should be modified~~ may be considered.

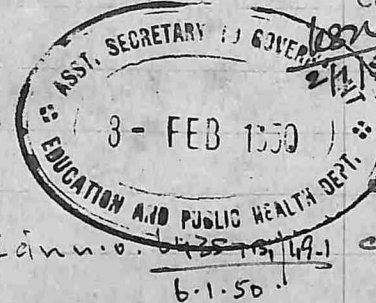
2 Under Rule 14 of the establishment rules referred to, no teacher in a secondary school under the control of a local body can be retained in service after he has attained the age of fiftyfive years but ~~in that rule~~ ^{nothing contained} shall apply to the reemployment in the public interest with the previous sanction of Govt for a period not exceeding one year at a time, of persons who have retired on superannuation. No maximum age limit has been prescribed for such reemployment nor the production of a medical certificate ~~is~~ ^{also is not} necessary. Presumably it is the Director's intention that Presidents of District Boards and Executive authorities of Municipal ~~councils~~ ^{this} should be empowered to reemploy superannuated teachers other than headmaster secondary schools with Form V and above without obtain sanction of any higher authority provided that they

satisfied that they are physically fit to work after attaining the age of fiftyfive. Attention is solicited to the notes connected with Memo No 51805 B1/49-6 Edn dated 3-1-48. It will be observed that the previous H.M.(Edn) considered that the existing rule ^{although originally his idea was to raise the limit to 60 years.} relating to reemployment is sufficient. The object of the present Rule is to ensure that reemployment is made only in the public interest. To ensure that this principle is observed by the appointing authorities it is necessary that that they should not be empowered to reemploy for more than one year at a time and that too without satisfying whether qualified candidates are ^{available} ~~existing~~ for appointment ^{or not} by advertisement or otherwise. It would seem necessary that they should ^{at least} ~~be~~ required to obtain the permission of the D.E.O. for reemployment, as it will ensure that only those teachers whose work and conduct are satisfactory are permitted to be reemployed. In the cases of reemployment for more than one year, it may perhaps be laid down that the permission of the next higher authority should be obtained - the Divisional Inspector or the D.P.I. Grant of liberal permission for reemployment may result in favouritism and ultimately extra cost to the local bodies concerned as persons reemployed ~~will~~ will be paid the pay they were drawing at the time of reemployment. The D.P.I.'s suggestion that reemployment should not be allowed in the case of headmasters of high schools may be accepted.

3 There seems to be no serious objection to the insistence of a medical certificate for sanctioning reemployment, but it is generally not insisted on. The headmasters of high schools in which the teachers are serving will be in a position to certify whether they are fit to serve beyond fiftyfive years of age. ^{Attention has been in the Commission} ~~solicited to the person named B on page 11 of 2~~ 4 No orders have been issued by Govt that the expenditure on payment of salaries to the reemployed teachers should not be taken into account for assessment of teaching grants. As the grants are assessed following the procedure laid in Rule 32 of the grant-in-aid code, there will be no objection to assessment of grant on behalf of reemployed teachers up to sixty years of age. If necessary this may be made clear by issuing executive instructions.

5 The D.P.I. may be consulted u.o. whether in the circumstances stated above whether ^{any further} instructions should be issued in the matter and if so regards are necessary to ensure that reemployment is not to without satisfying that qualified candidates are available

or not and that reemployment is allowed only in deserving cases.



I am inclined to agree with the D.P.I. that a medical certificate is necessary

U.O. Reply No. 1855 G1/49 dated 30th January 1950.

I generally agree with the views expressed in the Secretariat note. The following procedure may be laid down in the matter of re-employment of retired teachers in secondary schools under local bodies:-

Re-employment of retired teachers should be made by the Presidents of District Boards and the Executive Authorities of Municipalities only in the public interest subject to the conditions specified hereunder:

- (i) That there are no probationers awaiting re-employment.
- (ii) That dearth of qualified persons in spite of the efforts taken by the management to secure qualified persons by way of advertisement or other means is established.
- (iii) That the person re-employed possesses a satisfactory record of work and conduct.
- (iv) That the person proposed to be re-employed produces a certificate of physical fitness from a competent medical authority (e.g., of the rank of a Civil Surgeon).
- (v) That the previous approval of the D.E.O. or the Inspectress is obtained in the case of re-employments made for the first time upto a period of one year;
- (vi) That the previous approval of the Director is obtained in case of re-employments not covered by (v) above, viz., for periods exceeding one year.

(vii) That the re-employment of retired teachers under the above conditions is confined only to those other than the Headmasters of Secondary Schools having Form V and above.

Note: No objection need be taken to cases where Headmasters are re-employed as L.T. Assistants.

I consider that instructions issued on these lines are sufficient.

[Signature]
D.P.I.

DPI. G.O. 18559/49
1.2.50

E d P. H.
B1

Pl. see the note of the DP9 on pp 3-4 above. The Govt may permit the re-employment of superannuated teachers beyond the age of 55 years, in the public interest subject to the conditions laid down by the DP9 above, for a period of one year at a time by the local board authorities and beyond one year by the DP9. The expenditure on the payment of salaries to the re-employed teachers may be admitted for purposes of ^{assessment of} teaching grant, as is being done now. The remarks of L.A & Fin may be invited.

4.2.50
482
5.2.50

Clause (iv) overleaf - Production of medical certificates.

Persons re-employed in Govt. service or under

Local bodies are not ordinarily required to produce medical certificates. Even now, teachers do not produce medical certificates before re-employment. If the appointing authority feels any doubt about the health of a person proposed for re-employment, it is open to him to ask the employee to produce a health certificate. It seems unnecessary to require teachers alone to produce certificates of physical fitness signed by civil Surgeons. Ordinarily there is only one Civil Surgeon in every Dt., viz. the D.M.O. If a certificate of physical fitness is to be insisted upon, it would seem sufficient if it is issued by a Civil Assistant Surgeon (Class I or Class II) or Honorary Medical Officer or Honorary Asst. Medical Officer attached to a Govt. medical institution.

One exception is the Dts of Madras, Vellore, Tanjore, Tirupur & Travancore.

[Handwritten note:] Physical may be insisted - but this will do
13/4/50

11.2.50 14
13.50
A seems sufficient but the matter is for Edn. Secy.

I am agreeable to B on page 4
L.A & Fin. may see

L A
Fin

14
102

L A DPH

Edn. n.o. 64352 B1/49-2
14.2.50



May be perused and passed on to Finance w/o

16.2.50

16.2.50

F
17.2.50

for.

17.2.50



Fin. n.o.

11,467/50-1
21.2.50

Through Exp (A)
13.2.50

Finance (Co.)
Pl. see the notes of F.P.H. and L.A. from p.1 above. If a teacher who has retired from Govt. service is to be re-employed in an institution under a local body, the prior sanction of Govt for such re-employment is necessary. Subject to this remark the conditions laid down by the D.P.9. Subject to 'B' up to & above may be passed on to this Dept.

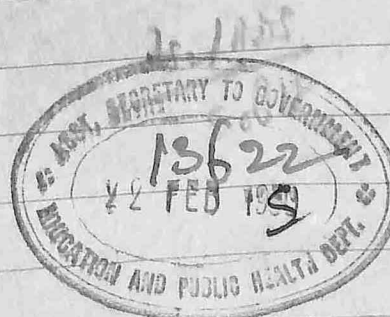
20.2.50

Cell

21.2.50

GPA

E d P. H.
B1



The proposal of the DP9 that superannuated teachers ~~may be re-employed~~ ^{in schools under local bodies} upto the age of 60 subject to the conditions specified by him on pp. 3-4 ante has been accepted by the L.A & Fin. Dept. They have also accepted the suggestion of this Dept. that a certificate of physical fitness obtained from a medical officer of the rank of

of a civil Assistant Surgeon (class I or II) or Honorary medical officer or Army. Asst. Medical officer, attached to a Govt. Medical Institution is enough for the purpose of re-employment of a teacher. A draft order is submitted below for approval. The file may be circulated to H.M. (Edn.)

B on pay/leave



23.2.50
24.2.50
25/2/50
H. N (SRL)
S
27 1/2

6/2/51