

Edm. 1950
(194) Department.

Ms SERIES.

G.O. NO. Ms. 983 Edm. plog

Dated

24-3-50

closed

1612

Supdt

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[Despatch Abstract.]

Schools - Secondary and Elementary - Teachers employed in non-government Schools - Representation made by the South India Teachers' Union - Orders passed.

Back Papers.

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

Further Papers.

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

Submitted.
to the main table and as some members
of the deputation THE SOUTH INDIA TEACHERS' UNION

have come from 520, HIGH ROAD, TRIPPLICANE, MADRAS-5

Tinnavelly, Tanjore & Madurai and want to leave Madras
tonight. I have, in anticipation of H.H.'s permission

asked them to

meet H.H. in the

Secret. at 11.30 p.m.

today. An advance

copy of their memo

is put up below. They said that they will finish their business

in 15 to 20 minutes.

21.11.49

Sir,

I thank you for kindly agreeing to receive a deputa-

tion of the Executive of the South India Teachers' Union

on Monday the 21st November 1949 at 9 a.m. at your residence.

The deputation will consist of seven members of the Execu-

tive and Sri S. Natarajan the President of the Union, will

lead the deputation.

The deputation will place before you the following

points:-

1. Adoption of government scales of salaries to teachers

in aided and local body schools.

2. The grant of house rent allowance.

3. Up-grading the salaries of elementary school teachers.

4. Grants to secondary schools on account of dearness

allowance to be raised to two-thirds and special

help to schools that are working at a deficit.

5. Fee concession to teachers' children.

6. Retirement benefit to elementary school teachers.

7. Increased rate of contribution by teachers to the

Provident Fund and diversion of Provident Fund

deposits to pay insurance premia.

8. Leave rules in aided institutions.

9. Formation of a Teachers' Panel or Council to consider

cases of unprofessional conduct.

10. G.O. Ms. No. 3442, Education, dated 10th November 1949

restricting the representative capacity of the

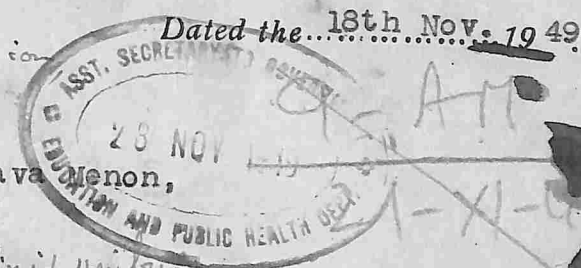
South India Teachers' Union in regard to the

conditions of service of teachers.

Copy at (B)

Yours faithfully,

V. Arumajalai.
Secretary.



Advance copy for perusal of H.K.

A memorandum presented to the Hon'ble Sri K. Madhava Menon, Minister for Education, Government of Madras, by a deputation of the South India Teachers' Union:

I. Salaries and Service Conditions:

The Union has always been holding the view that the recent revision of salaries of Teachers working under Government, Local Bodies and Private Managements is very inadequate and it is not based on a proper appraisal either of the qualifications of teachers or of the nature of their work. The recommendations of the Central Pay Commission in this regard were arrived at after a careful enquiry. The Union would therefore request the adoption of the pay scales and other conditions of service as recommended by the Central Pay Commission. The Union is aware that the adoption of such scales has to be part of a general scheme affecting all Departments and hence it requests for immediate consideration the following:-

(a) Aided Managements and Local Bodies may be required to adopt the scales of pay applicable to Government Schools.

At present Aided Managements are allowed to adopt Government scales and Local Bodies too are permitted to adopt the scales in respect of their secondary schools, thus conceding the case for a uniform scale of salaries.

Teachers employed in schools under Private Managements and Local Bodies that are unable to adopt the Government scales are thus placed at a disadvantage. All teachers whether working in poorer areas or otherwise are doing the same kind of work and it is fair that the salary scale should be in accordance with the nature of the work and the responsibility involved and should not be limited by the financial resources of the managing body concerned. All these bodies are only sharing the work with Government and are getting aid. The aid must be liberal enough to meet the need and the Union therefore urges that schools under all managements be required to adopt scales of salaries applicable to teachers under Government employ and if need be, the extra cost may be met from Provincial Funds.

3 4

(b) Aided Managements in areas where Government servants are paid House Rent Allowance, may be permitted to pay their teachers and other employees House Rent Allowance at Government rates and the expenditure may be admitted for purposes of aid.

(c) The salaries of teachers in Elementary Schools under all managements be brought in line with those obtaining in Government Schools.

The Aided Elementary School Teacher at present is given a grant of Rs.25/- (Higher Grade, 25-- $\frac{1}{2}$ --30) and Rs.35/- (Secondary Grade, 35-1-45). Teachers of similar qualifications under Local Bodies and Government are paid the following scales:-

		Local Bodies	Government
Higher Grade	...	30--1--45	30--1--50
Secondary Grade	...	40--1 $\frac{1}{2}$ --70	45-3-60-2-90.

While the Union is aware that this would involve a fair commitment, the Union would point out that unless Government tackled this problem and find the money, the progress of Elementary Education will be seriously hampered. The teachers in aided schools cannot for ever be made to serve on a salary woefully inadequate for bare subsistence.

(d) The scales of salaries to Secondary Grade Teachers be revised to Rs.60--3--120.

The Secondary Grade Teachers have had two years' training. They have, if in Elementary Schools, the responsibility of being Headmasters of of being in charge of higher standards; while in secondary schools, they have really strenuous work to do. Their present grade of 45--90 is admittedly low. It may be revised to Rs.60--3--120, and the same scale may be made applicable to both Elementary and Secondary Schools under all agencies.

(e) All Managements of Aided Secondary Schools should be required to pay dearness allowance to their employees at government rates and in order to enable them to do so, Government should pay two-thirds grant on this expenditure also and in exceptional cases, where the Government are satisfied of the poor finances of the managements, give a larger proportion of grant.

At present only half grant is given on this item. Some managements are finding it very hard to meet the other half. Government has not made it obligatory on managements to adopt government scales.

(f) Children of all teachers getting an income of less than Rs.1,200/- per annum may be given free education. The South India Teachers' Union has been urging this concession for several years. The grant of such a concession may not cost Government any heavy additional expenditure. Women teachers employed under Local Bodies are already enjoying a certain measure of help in this direction. A large number of teachers belonging to the eligible communities are also being benefitted by the existing rules of aid to backward communities. A small fraction of teachers whose income is very inadequate for their own maintenance, alone will get some benefit. The grant of this request will give a great measure of satisfaction to teachers as, to them it will be a token of Government's recognition of the social importance of teachers.

(g) A Life Insurance Policy for at least Rs.1,000/- to every Elementary School Teacher.

Only recently Government has extended the benefit of Provident Fund to all teachers in Aided Elementary Schools. The benefit the provident Fund would confer on teachers who serve their full period, say, 30 years will be about Rs.1,500/- as their investments in the Post Office Savings Banks will be getting a very low rate of interest. How inadequate this provision is can be easily understood. If the teacher should die in service, then the family will get only a much smaller amount. It is therefore suggested that in addition to the Provident Fund, Government can give each teacher a Life Insurance Policy the premium being paid by Government.

The South Indian Teachers' Union Protection Fund, which is an Insurance Company only for teachers, offer policies at

4 5/ 6

comparatively low premia and will be ready to undertake the risk involved. A two unit policy would cost only Rs.26/- per annum but would provide to the teacher a fair retirement benefit and the family a decent cover on his life.

(h) Teachers in all aided educational institutions may be permitted to contribute as their share an amount in excess of the prescribed rate of one anna in the rupee and they may also be permitted to divert a part of their deposits towards payment of Life Insurance Premia.

At present managements are permitted to contribute at a higher rate than 6 pies in the rupee. Only a few managements have generally availed themselves of the permission. Teachers under Local Bodies are allowed to contribute at a rate not exceeding $2\frac{1}{2}$ annas in the rupee. They are also permitted to divert their Provident Fund deposit towards payment of Life Insurance Premia. If a similar concession be granted to teachers in aided schools, it will not only help them to augment their meagre savings but have a cover on their lives too, so that, the family may not be left destitute.

(i) Aided Schools may be required to adopt the Leave Rules applicable to teachers under Local Bodies.

At present there is no uniformity in the Leave Rules in force in aided schools. Most of them provide only for casual leave. A few institutions provide for sick leave on half pay Government could accept for purposes of aid medical leave on half pay for four months at a time, subject to the total leave for a teacher during his service being limited to 12 months. It is therefore requested that the Leave Rules in force in schools under Local Bodies be made applicable to teachers in aided schools.

II. Cancellation of Certificates of Teachers

The Union views with concern ~~in~~ the growing number of cancellation of certificates of teachers for professional misconduct.

6/ 7

There must also be cases of other forms of punishment. Punishment for professional misconduct is a serious matter. In the circumstance in which the teachers are placed they cannot vindicate their honour, if they had been punished unguistly, in a court of law in view of the cost, etc. In the legal and medical professions there are statutory bodies consisting of elected representatives of the registered members of the profession who enquire into all cases of professional misconduct and action is taken on their recommendations. The Union requests that in respect of teachers a Teacher Council be constituted with statutory powers to enquire into the case of professional misconduct and action taken by Government on its recommendations.

III. Representations by the S.I.T.U.

The Union is an organisation of all grades of teachers employed under all managements. Its aims are:-

1. The promotion of corporate feeling among the members.
2. The advancement of Education in the presidency.
3. The improvement of educational methods and research.
4. The safeguarding and betterment of the status, pay and prospects of teachers.

Ever since its inception in 1909, it has been making representations in respect of all the matters including item 4 of our objects -- Service Conditions in respect of all teachers irrespective of the agency under which they are employed and such representations have been considered by Government. The Union cannot give up its responsibility to bring to the notice of the authorities matters relating to pay and service conditions of all teachers, as this is vitally linked up with the well-being of Education. It therefore requests that the paragraph 3 of G.O.Ms.No.3442, Education, dated 10th November 1949 be cancelled.

Office of the S.I.T.U.,
520, High Road, Triplicane,
Madras, 21st November 1949.

V. Arumajatai.
Secretary.

[Faint, mostly illegible text from the reverse side of the page, appearing as bleed-through.]

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8

E & P. H. (B.)

Schools - Secondary and Elementary - Teachers employed in non- Govt. schools - Memorandum presented by the South India Teachers' Union.

129
Mx 2-66

From the Secretary, South India Teachers' Union d/18-11-49. Memorandum presented by the South India Teachers' Union.

Memo No 91383 B, /49-1 Edn. d/27-12-49.

2
22/12/49

22/12/49

An extract ~~copy~~ of the letter dated 18-11-49 from the Secretary, South India Teachers' Union is forwarded to the D.P.G. for remarks. ~~It is requested to offer his specific recommendations on the last four points raised in the letter.~~

To
The D.P.G.
with copy of the letter
(item II on page 56 of)

22/12/49.
USN
23.12.49

23/12/49

Note.

2.8

Note. Please see the letter on p1cf and the minutes of H.M.(E&L) thereon. The question of raising the basis of assessment of ~~total~~ grants towards payment of dearness allowance to teachers in aided secondary schools from one half to two-thirds of the net cost is under consideration as a Part II Scheme. The remarks of the D.P.S may be invited on the other points desired to be examined by H.M. The draft overleaf is for approval.

Item - 6 - Part II scheme.

" 7 - Separate file in 82.

" 8 - Already considered & negatived. So the first up. Secy has ~~not~~ ^{noted}.

" 9 - Secy has noted on this point. Has he suggested a reference to the D.P.S?

" 10 - There is a separate letter on this point from the D.P.S.

23/12/49

Item 9 - The D.P.S may be consulted on item 9 only with reference to Secy's note. Draft overleaf, as amended, may come.

23/12/49

point 4 on p1cf.

points 7-10 on p1cf.

Rec. 108 E/50.

Education Department.

Office of the Director of Public Instruction, Madras dated 17.2.50.



From

The Director of Public Instruction, Madras.

To

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

Sir,

Subject:-- Schools--Secondary and Elementary--Teacher's employment in Government Schools;--Cancellation of Certificates of teachers--Memorandum presented by the South Indian Teacher's Union.

Reference:-- Government Memorandum No. 91283-B1/49-1 Education dated 27-12-49. ^{17ante}

1. Consider that the time is not ripe yet for the creation of a Statutory Board as suggested by the South Indian Teacher's Union.

Yours faithfully,

D. P. Paulapillai

For Director of Public Instruction

13/2/50 SP.13.2.

Edn. (B)

Schools - Secondary and Elementary - Teachers employed in non - Govt. Schools - Representation made by the South India Teachers' Union - Orders passed.

From the Secretary, The South India Teachers' Union d/18-11-49.
From the D.P.G. Rec. No. 108 E4 / 50 d/13-2-50

53
24/3

Order No 983 Edn. d/24-3-50
Ms

The Government have considered the representations made by the South India Teachers' Union and they proceed to pass the following orders thereon :-

- (i) Raising the basis of assessments of grants towards payment of dearness allowance to teachers in non-Govt Secondary and Special Schools from one half to two-thirds of the expenditure on payment of the allowance.

In view of the existing financial stringency, the request of the South India Teachers' Union cannot be complied with

- (ii) Leave rules in aided institutions.

The Govt. Consider that there is no necessity to extend the Madras Leave Rules to teachers in aided Secondary Schools and that the existing practice of allowing the managements to frame their own leave ^{rules} may be continued

- (iii) Formation of a teachers' panel or council to consider cases of professional misconduct.

The Govt. Consider that the time is not ripe for the creation of a statutory body as suggested by the South India Teachers' Union to consider such cases

2. The Secretary, South India Teachers' Union, is informed that orders will issue separately on the question of increased contribution to the Teachers' Provident Fund and the representative capacity of the Union.

Item 4 on p 47f
A2
23/3/50

Item 8 on 114-57f

p 57f

10/3/50
11/3/50

To
The Secretary, S.I.T.U.
520 High Road, Triplicane. 1874
D.P.G.
11.3.50

D and F. Sections Edn. d/11-3-50

14-3-50

15/3/50

The whole question of levelling the salaries and allowances of aided school teachers with those of Govt. teachers has to be related to the following general conditions:

(1) The legitimate expectations of aided school teachers with reference to which they took service; if they had higher expectations they should have qualified for entry into Government service. The fact that they could not secure Government service on merit cannot be overlooked now as it will not be fair to those in Government service who could legitimately be asked that their own salaries may be raised by the previous difference in the two ^{sets} of service.

(2) that service in aided institutions is frequently of the choice of the teacher and generally at his place of residence. This makes the difference in the cost of living. They are not liable to transfer.

(3) That the conditions of service of aided school teachers are not subject to the same rules or at least the same severity in enforcement. Particularly in the matter of tuition aided school teachers are free in many matters comparatively with Government servants.

(4) The question of increasing the emoluments of staff cannot be considered in the current year on account of financial stringency. It may be noted that already Government has increased its expenditure on aided schools, the increase being in respect of secondary education from 8.2 lakhs in 1946-47 to 26 lakhs at present. In respect of elementary schools the increase is from 1.95 crores in 1946-47 to 2.87 crores in 1948-49. The benefit of the increase has accrued to teachers and managements. This expenditure has been reflected in the increase in salaries from 1-6-47 in the case of secondary schools and from 1-1-1947 in the case of elementary schools in a considerable proportion.

In respect of the specific grants requests:

Salaries: Even an increase of only Rs 5/- on the existing scale, for aided elementary school teachers, it has been estimated by the D.P.I. that it will cost Rs 73 lakhs.

In respect of secondary education, the adoption of Govt. scales of pay involves an extra cost of Rs 4 lakhs a year. Neither of these proposals appear to be possible during the coming year in view of the financial stringency. All the same in order to help teachers who exert themselves more than usual, proposals are under the consideration of the Advisory Board to allow merit pay for teachers who improve the proportion of enrolment in the V and I standards and schools which secure high results in the V standard in an examination which might be held to ascertain the same.

House rent allowance: The estimated cost for house rent allowance for secondary school teachers is 2.4 lakhs in areas where the allowances are now given. The cost for elementary school teachers will be very much more. It is impossible to consider this cost in the current year. It may be added that aided school teachers may be living in their own houses or in any case have been living in the same house from before and are therefore not paying high rents which Government servants are liable to pay on transfer.

Dearness allowance: Full dearness allowance is given to aided elementary school teachers. In respect of secondary school teachers, it is being considered if the rate should not be raised. The financial commitment involved in increasing from $\frac{1}{2}$ to $\frac{2}{3}$ is 3.4 lakhs a year.

Fee concessions to children: It is an accepted policy of Government not to give concessions related to the professions of parents only as such concessions cannot be justified on merit and are likely to create inequalities as between people having more or less children and as between employees in different services.

Life insurance policy of Rs 1,000/- for every teacher:

This is for the teacher himself to take and recently we have agreed that the provident fund may be utilised for the purpose. In respect of the contributions to the provident fund, it is being considered whether they may not be permitted to increase their contribution up to the contributions from one anna to

Proposal since
negated by
the S.F.C.

2½ annas in the rupee without increase the share of contribution of the Government or the management.

Leave rules: As the leave rules have to be related to the conditions of service accepted by the employee when accepting appointment, Government can only enforce better leave rules by increasing their own commitments, which they are not in a position to do at present. At present in elementary schools, leave of 15 days during a year which can be accumulated to 45 days is allowed. Maternity leave is also allowed. In secondary schools the managements are at liberty to frame their own leave rules, and for the purpose of grant leave not exceeding 4 months at a time is admitted. Further it may be noted that teachers have a total of 180 working days in a year which comparatively with other Govt. servants reduces the necessity for leave.

Cancellation of certificates of teachers: Government will consider the proposal of appointing a Teachers' Council to deal with disciplinary matters of a serious nature.

Participation in the Unions: Government servants are permitted to participate in all matters not connected with their service condition. The latter are subject to definite rules which are incidental to Government service. They draw higher rates of pay. The question is however being considered separately.

Received from
W.M.C.E.U.
on 20/11/49

12/11/49 (S.K.L.) 21/11/49

p14 C.No. 91383 From the Secy Secretary, South India Teachers' Union dated 18-11-49.

p74 [Issued as Memo No. 91383 B/49-1 Edn d/27.12.49]

p84 C.No. 12199 From the S.P.G. Rec. No. 108 E 4/50. dated 13-2-50.

Please see the letter from the Secretary, South India

Teachers' Union at p1 of setting out the various points which the deputation of the executive of the Union proposed to represent to H.M. (E&L). The note of the Secretary at p1-3 ante on those points may be perused.

2. H.M. has ordered that ~~points~~ items 4, 7, 8, 9 and 10 of the representation should be examined. Out of these items no. 7 and 10 are being considered separately. The position in regard to the rest of the items is given below.

Item No. 4. Raising the basis of assessment of grants towards payment of dearness allowance to teachers in non-vest secondary and special school from one half to two thirds of the expenditure incurred on payment of the allowance.

The proposal was considered as a Part II Scheme for 1950-51. The ~~proposal~~ ^{recurring} ~~which~~ ^{ultimate} cost of Rs 3.4 lakhs ^{of} was negatived at the meeting of the S.F.C. Accordingly orders were issued in G.O. No 199 Edn d/25.1.50 not approving the proposal to increase the basis of assessment of ~~teaching~~ grant towards payment of dearness allowance. In view of this and in view of the existing financial stringency, the request of the South India Teachers' Union need not be complied with.

Item 8. leave rules in aided institutions.

Attention is invited to the notes of Secretary on this point at p 3 ante. It is also submitted that the question was considered on a previous occasion and it was ordered that the casual leave admissible for teachers in aided secondary schools may be enhanced from 15 to 20 days. But it was considered that there was no necessity to extend the Madras leave Rules to teachers in aided secondary schools and that the existing practice of

vide minutes on p1 of

Item 7. Separate file in B2.

Item 10. IS P-9 has been cancelled

Part II note at p 7-8 of (F)

Part II note on p 7 of (F)
pb of (F)

G.O. No 3216 Edn
22-10-49 (D)
p 8 of (D)

para 2 on p 8 of (D)

allowing the managements to frame their own leave rules may be continued. In the circumstances it is submitted that no action is necessary on this request of the Union.

Item No. 9. Formation of a Teachers' Panel or Council to consider cases of professional misconduct.

The D.P.G. to whom the matter was referred, is of the opinion that the time is not ripe for the creation of a statutory body as suggested by the Union. It is for consideration whether the views of the Director may be concurred in and the Union informed accordingly.

The file may be circulated to H.M. (E&L) for orders with ref. to his minutes on p1 of.

by
25/2/50.
USK
26.2.50

27/1/50

S
10/3/50

Id. of (E&L)

7.2.5

Please see the orders in circulation above. A draft order is submitted for approval.

by
10/3/50.
USK
11.3.50

14/3/50

25/3/50

I do not see
G.O. No 3216 Edn
22-10-49
p 8 of (D)

Copy put up at (B)

by
19/3/50
17/3/50



အထက်ဖော်ပြပါအတိုင်း ဖြစ်ပေါ်ခဲ့ပါသည်။

1945

part of the ...

1900

1. The first part of the document is a list of names and dates, which appears to be a record of some kind. The names are written in a cursive script, and the dates are in a more formal, printed style. The list is organized into two columns, with names on the left and dates on the right. The names are: John Smith, James Brown, William Jones, and Thomas White. The dates are: 1810, 1811, 1812, and 1813. The list is followed by a signature, which appears to be "John Smith".

1. The first part of the paper is devoted to the study of the properties of the function $f(x)$ defined by the equation