

Educational (1895) Department.

ORDINARY MS.

G.O., No. 104-105

Dated 8th Feb. 1895

INDEXED.

[Despatch Abstract.]

GOVERNMENT SALARY RESULTS TEACHERS.

Directing that the Government of India be addressed for sanction to count the results stipends payable to A - as "pay" for the purpose of calculating the amount of pension or gratuity to which they may be entitled.

BACK PAPERS.

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

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
C	540		1895				
	20 375						
	715795						

Ed. Cor. 2,000-29-3-94.
17.

1894.

Educational Department.

From

THE DIRECTOR OF PUBLIC INSTRUCTION,

Madras,

To

THE HONORABLE THE CHIEF SECRETARY

TO GOVERNMENT,

Fort St. George.



Dated 12th

Despatched 13th

Received 13th

14th

December 1894

No.

ENCLOSURES. 1.

Subject.

Requesting to move the Govt of India to modify their order of 17 April 1885, in regard to the classification of Salary Results school masters.

19/3

Pension Department.

Fort St George,
Accountant General's Office,
15 August 1894.

N^o. IAE
227.

From, J. W. Rawlings Esqr.,
Accountant General to the
Government of Madras,
To, The Ag. Director of Public Instruction,
Madras.

Sir, With reference to your letter N^o.
7251, dated the 4th instant, I have the
honour to state that the Results
stipends were taken into account in
calculating the gratuity of J. Seshayya
and not exceeded as presumed. Being
however only an inferior servant on
Rs 10/ per mensem the pay of his subordi-
nate appointment, his gratuity was
calculated under the rules applicable
to inferior servants. The reasons
for that procedure were duly given
in

in this office report on the Gratuity application submitted to Government.

J. Seshayya's gratuity application and the memorandum of average emoluments, and the connected papers are lodged with Government to whom you might apply for them if necessary.

I have &c.
Sd/- J. L. Pinto
Chief Superintendent.

(True copy)
Sd/-
Director of Public Instruction.

1
encl. 5 P.S.'s
letter no 12098/94

4
Edt
No
1406

1406
OFFICE OF THE DIRECTOR OF
PUBLIC INSTRUCTION,
Madras, 12 December 1894.

No. 12098

From

THE HONORABLE MR. D. DUNCAN, M.A., D.Sc.,

DIRECTOR OF PUBLIC INSTRUCTION,

Madras,

To

THE HONORABLE THE CHIEF SECRETARY TO GOVERNMENT,

FORT ST. GEORGE.

SIR,

An invalid gratuity of Rs 37-4-0 was sanctioned in G.O., No. 572, Pension, dated, 22nd May last, to Tirupati Seshayya, late Headmaster, Government Girls' school, Berhampur, in consideration of his qualifying inferior service.

2. Mrs Brander, Inspectress of Girls' schools, contends that J. Seshayya should not be considered an inferior servant on Rs 10 per mensem, but a superior servant on more than 12 Rs, including Results Stipends, which also under the Government of

of India order, N^o. 299, dated, 14th April 1885, should be taken into account for determining the amount of pension or gratuity.

3. Government will observe from the enclosed copy of letter from the Accountant General, N^o. $\frac{J.A.E.}{227}$, dated, 15th August last, that the gratuity to Seshayya was calculated under the rules applicable to inferior servants. If the teachers on Rs 10 and below per mensem are to be classed as inferior, they will reap no advantage from the concession granted by

by the Government of India. Their pay has been purposely fixed at a low figure in consideration of the additional remuneration they have been permitted to earn in the shape of result stipends. Otherwise they would have been given a pay exceeding Rs 10 in most cases as in the Salary System schools. As the work and responsibilities attached to both the classes of teachers do not in the least differ, I do not see why the teachers in salary-result schools should be placed at a disadvantage in the matter of gratuity and Pension.

4. In these circumstances I have the honour

honour to request that the Government
of India may be moved to modify
their order of 17 April 1885 so as
to class as "Superior servants"
teachers who get 10 Rs or below, but whose
total emoluments including Results
stipends amount to more than 10 Rs
per mensem.

I have the honour to be,

Sir,

Your most obedient servant,

J. D. D. D.

Director of Public Instruction

[G.]
25
500-25-0-94.

Ed. DEPARTMENT.

C. No. 1406 of 94

FOR ORDERS.

The cert. was delayed for want of
certain G.O.s which were not available
for some time.

Teachers in Govt Salary-Results
Schools are remunerated by fixed
monthly pay and by a lump payment
made annually, of which the amount
is determined by the results of the
annual examination and which is there-
fore called 'Results-stipends'. These
results stipends are under the orders of
the Govt of I. taken into account in
the calculation of average emoluments
for pension or gratuity.

According to Art 47 (a) C.S.R. pay
means 'the monthly substantive pay'
and under Art 434 C.S.R. the service
rendered in an appointment, of which
the pay (monthly substantive pay)
does not exceed Rs 10 a month is
inferior. Accordingly the A. G.
held in the pension application re-
corded in G.O. A 21st August 1890
no 947 that the service of a Govt
Salary Results School master, whose
monthly substantive pay did not
exceed Rs 10, should be regarded
as 'inferior' and Govt accepted his
interpretation. This interpretation
was recently followed in the pension

application recorded in G.O. No. 22nd May 1894 No 572 Pen. Upon this, the Director now contends that the teacher in question should not be considered an inferior servant on Rs 10 per mensem but a Superior servant on more than Rs 12 a month, taking the results stipend paid to him annually into account. He further represents that if the teachers on Rs 10 and below are to be classed as inferior servants, they will reap no ~~benefit~~ advantage from the concession granted by the Govt of India and requests that that Govt may be ~~advised~~ moved to modify its order of the 17th April 1885 so as to class as 'Superior Servants' teachers who get Rs 10 or below, but whose total emoluments including Results stipends amount to more than Rs 10 per mensem.

H.M.

(For orders)

The number of teachers who will be affected by this interpretation will not be many; ^{but it is to be considered whether it is not} it does not therefore seem

advisable to move the Govt of India to make a special provision for such teachers in the C.S.R.

The original proposal approved by the Govt in G.O. No. 725 Sept. 1884 No. 578 was that "their pension should be calculated on the aggregate amount drawn by them".

The Govt of India (G.O. No. 22 May 1885 No. 3699) approved the proposal to include results stipends in the calculation of emoluments for the purpose of pensions. It is submitted that this sanction modified the original proposal of the D.P. as approved by the Govt. The difference to the teachers concerned is very considerable; in this case for instance the gratuity granted is less than half what the man

I think his application should be made. The nature of his service & the real amount of his pay are such as to make his service really "Superior" or "Inferior".

JH 2/2

No.

From

Dated

189 ,

FOR ORDERS.

would have received if reckoned as a "superior servant". It is incorrect to state that he reaps no advantage from the concession granted by the Govt of India; he does get Rs 7-4-0 extra.

The comparative amount he would receive according to the calculation adopted are shown below

- A. Rs 30 - if reckoned as an inferior servant, not allowed to count results stipends as emoluments for the calculation of pension.
- B. Rs 37-4-0 - if reckoned as an inferior servant, not allowed to count them as emoluments for that purpose.
- C. Rs 99-5-4 - if reckoned as a superior servant, results stipends being considered part of his substantive pay.

It will be seen that the concession allowed is very trifling; - inadequate for the Director says the works & responsibilities attached to Govt. Salary results school are no less than in salary system schools, where the teachers would be paid slightly over Rs 100 in consideration of receiving no results grants. It is surely unfair

Papers to be read in Proceedings:—

Again G.O., dated

18 , No.

Again G.O., dated

18 , No.

Current No.

of 18 , dated

from

Current No.

of 18 , dated

from

Order of 8 Feb. 95, No. 104

The Govt of India will be addressed

DESPATCHED

(from orders)

12 FEB 95

D.

4.2

The D.P.I.

IN

W.S.

12/2/95

DESPATCHED

Letter to the Govt of India, No. 105

Secretary to the Govt of India

India, Home Dep't (Finance & Commerce)

Sir

with reference to your letter of 17 April 1885 No 299 ruling that "allowances payable by results" in addition to pay to the teachers of "certain Govt Schools" on the "combined system" shall be included "in the calculation of 'emoluments' for determining the amount of pension or 'gratuity'." I am directed to solicit sanction to count such results stipends as "pay" for the purpose of calculating pension or gratuity.

2. The original proposal sanctioned by the Govt in its proceedings of 25 Sept. 1884 No. 598 Ed. rec that the pension of these teachers - then newly created - should be "calculated" "on the aggregate amount drawn by them." The restrictive effect of your letter mentioned was however not clear brought to light until recently when the

and to Mr. Lush's letter of 17 April 1893 No 211 extending the same concession to teachers of Govt salary results schools for boys

that, if they receive similar pay to in a case like this
to similar work, they should get nearly
three times the pension or gratuity
admissible to their less fortunate
brethren in salary results schools.

Pension to Govt Salary
Results Teachers.

18
31/1/95 29.1

H.M.

(for orders)

Papers to be read in Proceedings:—

[5]
500-20-6-94.

Again G.O., dated

18 , No.

Again G.O., dated

18 , No.

Current No.

of 18 , dated

from

Current No.

of 18 , dated

from

results. stipends in emoluments "is only
Rs 7-4-0. - Subject to this exception
however the Govt. concurs in the
opinions expressed by the Director
& considers that it would be only
equitable to treat the services of these
teachers as pensionable on the
superior scale provided that their sub-
stantive pay together with their average
emoluments from results stipends
exceeds Rs 10 per mensem.

I am to say that the ~~extra expenditure~~
~~involved by this measure is trifling~~
the number of teachers to whom the
concession ^{if granted} will apply is very small
I have the honor to be,
Sir,
Your obedient servant,
D. 7/2/95

Note for Kanakannadiah Pillai
If the exact number of such
teachers is known, I might be
inserted here.

The exact number
not available
7/2
5/2

Director of Public Instruction drew special
attention to the case of a teacher in
receipt of a monthly pay of Rs 10 plus
results stipends, who was invalided
after 8 years completed service. Under
Art. 612 (a) of the C.R. he was recommended
for a gratuity of Rs 99-5-4 equal to
eight months emoluments including results
stipends averaging Rs 2-6-8 & treating
his service as pensionable on the
superior scale. It was however held
that the expression "pay" as defined in
Art. 49 (a) did not include results
stipends; the consequence of which was that
the main service was treated as pensionable
only on the inferior scale, & the gratuity
granted was accordingly reduced to Rs
37-4-0.

3. The Director in reporting the case for orders
made the following remarks

"If the teachers on Rs 10 & below per mensem
are to be classed as inferior they will reap
no advantage from the concession granted
by the Govt. of India. Their pay has been
purposely fixed at a low figure in con-
sideration of the additional remuneration
they have been permitted to earn in the
shape of results stipends. Otherwise they
would have been given a pay exceeding
Rs 10 in most cases as in the Salary
system schools. As the work & responsibilities
attached to both the classes of teachers
do not in the least differ I do not see
why the teachers in Salary Results
schools should be placed at a disadvantage
in the matter of gratuity & pension."

4. The Director is of course mistaken in
saying that these teachers will reap
no advantage, but the advantage reaped
is almost a negligible quantity in most
cases; as that cited above for instance, the
additional gratuity due to the inclusion of

Pension to Salary
Results Teachers

Cs

(from order)

for copying
copied
on examined
signed

189

AIN G.O., No.
189

DATED

No.

ENCLOSURES TO C. No

ORDER OF GOVERNMENT

A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

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IN ORIGINAL.

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