Educational (1896) Department.

ORDINARY MS.

G.O., No. 777-8

Dated 19-12-96

INDEXED.

[Despatch Abstract.]

Reorganization of the Indian and Provl Edl Service. Passing orders on certain questions raised by the D.P.I. in connection with the —, and addressing the Govt of India regarding the confirmation of the Revd as Principal of the College of Agriculture and as to the pay in which he shd be so confirmed.

Vide

the paper has since been printed. August 1897.

BACK PAPERS.

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Government {1896} of Madras.

EDUCATIONAL.

MISCELLANEOUS.

Recd. } 1897. *Enclosures*

Regd. } 1897. *Spare copies*

G.O., &c., Nos. 777, 778, 19th December 1896.

DECEMBER.

Reorganization of the Indian and Provincial Educational Service.—Passing orders on certain questions raised by the Director of Public Instruction in connection with the —, and addressing the Government of India regarding the confirmation of Mr. Keess as Principal of the College of Agriculture and as to the pay on which he should be so confirmed.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following paper:—

From the Hon'ble Mr. D. DUNCAN, M.A., D.Sc., LL.D., Director of Public Instruction, to the Secretary to Government, Educational Department, dated Madras, 25th November 1896, No. 12845.

I have the honour to submit, for the consideration and orders of Government, certain points relating to the introduction of the reorganization scheme of the Indian and Provincial services of the Educational Department, approved by the Secretary of State and embodied in the Government of India Resolution, communicated with G.O., No. 479, Educational, dated 10th August 1896.

2. With reference to paragraph 15 of the Government of India Resolution, nine of the ten European officers of the department, who have been permanently appointed to the graded list, were required to state unconditionally whether they elect to continue on the graded list or to come under the new scheme. Mr. Metcalfe was not consulted, as he has expressed his intention of retiring from service in March next and has also formally applied for pension. Moreover, it is immaterial to him whether he is continued or not on the graded list. Three officers, viz., Dr. Wilson, Mr. Bilderbeck and Dr. Bourne have elected to continue on the graded list. They are respectively in the first, second and third grade. If Mr. Metcalfe were to remain in service some time longer, he would naturally elect to continue on the graded list, as in June 1897 he would be entitled to a salary of Rs. 1,250 per mensem; whereas under the new scheme he would not get the above pay including personal allowance until five years hence, unless he were to be appointed Principal of the Presidency College—an appointment he did not care to take when it was once offered to him. We may therefore assume that, for the purpose of making appointments under the reorganization scheme, he continues on the graded list. The six other permanent European officers on the graded list, viz., Messrs. Stuart, Marsden, Logan, Stone, Chatterton and Middlemast, have elected to come under the new scheme. M.R.Ry. C. Nagoji Rau has elected to enter the Provincial Educational service.

3. The European Educational service, including Graded officers and officers of the Indian Educational service, will stand as below:—

—	Scale of pay.	Initial salary under the new scheme.	Present salary.
Graded Educational Service.			
	Rs.	Rs.	Rs.
1. Dr. Wilson (first class)	1,250—50—1,500	1,400	1,400
2. Mr. Metcalfe (second class)	1,000—50—1,250	1,150	1,150
3. Mr. Bilderbeck (do.)	1,000—50—1,250	1,150	1,150
4. Dr. Bourne (third class, 17th January 1886)	750—50—1,000	850	850
Indian Educational Service.			
1. Mr. Stuart (Senior Principal)	1,250—50—1,500	1,250	1,000
2. Mr. Marsden (Senior Inspector)	1,250—50—1,500	1,250	1,000
3. Mr. Logan (Inspector, 23rd September 1885)	500—50—1,000	1,000	900
4. Mr. Stone (Professor, 1st February 1887)	500—50—1,000	950	800
5. Mr. Chatterton (Professor, 6th August 1888)	500—50—1,000	900	750
6. Mr. Middlemast (Professor, 2nd September 1888)	500—50—1,000	900	750
7. Mr. Jones (Professor, 4th October 1889)	500—50—1,000	850	850
8. Mr. Allen (Professor, 17th September 1894)	500—50—1,000	600	600
9. Mr. Hall (31st January 1887)	500—50—1,000	800	800
10. Mr. Keess (17th July 1886)	500—50—1,000	900	750
11. —(Superintendent, School of Arts)	500—50—1,000	500	500
12. Mrs. Brander (Senior Inspectress)	500—20—600	600	600
13. Miss Carr (Junior Inspectress)	450—10—500	500	500
14. Mr. Duncan (Vice-Principal, Teachers' College)	400—20—500	440	440
15. —— (Vice-Principal, College of Agriculture)	400—20—500	400	400
16. Miss Arnold (Superintendent, Presidency Training School for Mistresses, 28th June 1892)	350—10—450	300	300

Mr. Stuart, as Principal of the Presidency College, and Mr. Marsden, as the Senior Inspector, are entitled to personal allowances of Rs. 250—50—500, and their initial salaries, including the allowances, have been entered as Rs. 1,250.

Mr. Logan has put in over ten years' service in the graded list and is entitled to the maximum pay of Rs. 1,000 under the new scheme. As his service in the department commenced on the 25th November 1880, he may be given the special allowance of Rs. 100 a month according to paragraph 9 of the Government of India Resolution.

Mr. Stone entered the Graded service on the 1st February 1887, and is, therefore, entitled to a pay of Rs. 950. As the permanent Principal of the Kumbakónam College, he may be given a personal allowance of Rs. 200—10—250, but he is now acting as Principal of the Presidency College; and from the wording of paragraph 10 of the Government of India Resolution I do not think it is intended that these personal allowances should be given to officers while employed on other duty. At any rate, this was not what I intended in recommending higher pay to Principals in paragraph 8 of my letter, No. 11029, dated 11th August 1892, read in G.O., No. 33, Educational, dated 21st January 1893. The personal allowances being given on account of the extra work and responsibilities attaching to the Principalships of first-grade colleges, there is a reason for continuing them to the permanent incumbents of the appointments while they are *absent* on leave; but there is absolutely none to continue them to those officers *while on other duty*, which would in effect be to require certain officers to do the work, the allowances for which are drawn by others. This would, no doubt, cause much discontent. I beg to solicit a definite ruling on the point after a reference to the Government of India, if necessary. In the mean time the two allowances of Rs. 200—10—250 may remain in abeyance.

Messrs. Chatterton and Middlemast will be entitled to a pay of Rs. 900 each, having put in over eight years' service.

Messrs. Jones and Allen having been appointed under special covenants and not to the graded list, will continue to draw their present salaries. Having been appointed to posts previously included in the graded list, they will be ranked higher than Messrs. Hall and Keess.

Mr. Hall will continue to draw his pay.

The case of Mr. Keess requires special consideration with reference to the correspondence ending with G.O., No. 888, Educational, dated 4th December 1893. He is the permanent Vice-Principal of the College of Agriculture under the old scale and has reached the maximum pay of the appointment, viz., Rs. 750. He was not confirmed as Principal, because this would have reduced his salary immediately. Under the strict provisions of the Civil Service Regulations he can get Rs. 750 only as Principal on Rs. 500—50—1,000. He is now drawing Rs. 910, and I would very strongly recommend to Government his confirmation with a salary of Rs. 900, the nearest stage of pay in the new scale as a special case.

The posts of the Superintendent, School of Arts, and the Vice-Principal of the College of Agriculture have remained vacant for years, and the minimum salaries are entered against these appointments.

Miss Arnold, Superintendent, Presidency Training School for Mistresses, has not yet completed her five years' term of engagement, and her present pay is entered as the initial pay as she will be entitled to the minimum pay on the new scale only on her re-engagement.

Another point which requires the order of Government in this connection is whether the special allowance of Rs. 100 sanctioned in favour of officers of the European service who have put in fifteen years' service, but who have not obtained any of the four personal allowances, is to be given to all officers recruited in Europe or only to officers who are appointed to the Rs. 500—50—1,000 grade, that is to Professors and Inspectors. Paragraph 9 of the Government of India Resolution makes no distinction in this respect, though from the wording of paragraph 4 it looks as if it were intended that the special allowance should be given only to the incumbents of offices carrying the maximum pay of Rs. 1,000.

4. In the proposition statement sanctioned by the Government of India twenty-two appointments, including three supernumeraries, are shown under Indian Educational service, and thirty-two under Provincial Educational service, with the remark that three appointments (two on Rs. 700 and one on Rs. 600) will be created in the Provincial service on the absorption of the three supernumeraries costing Rs. 2,000 a month. When the scheme was first submitted there were only two native officers in the Graded service, and as it was proposed to transfer two Inspectorships and three Professorships from the Graded service to the Provincial, three supernumeraries were provided for. But two more vacancies in the Graded service have since been filled by natives of India, and the list appended to the last paragraph contains, accordingly, twenty appointments only in the Indian Educational service. The normal number, viz., nineteen, will be obtained on Mr. Metcalfe's retirement in March next. This will allow of two appointments—one on Rs. 700 and one on Rs. 600—being created at once in the Provincial service, to be given to officers on the graded list to be transferred to the Provincial service. One of the appointments included in the Provincial Educational service list, viz., the Headmastership of the second-grade Training College, Calicut, has since been abolished (G.O., No. 979, Educational, dated 21st December 1894). The Indian Educational service and the Provincial Educational service will thus consist of twenty and thirty-three appointments now, and after Mr. Metcalfe's retirement in March 1897, of nineteen and thirty-four appointments, respectively, which is the sanctioned scale.

5. The immediate financial effect of the introduction of the reorganization scheme compared with the budget provision will be seen from the following figures. The two lower personal allowances of Rs. 200—10—250 and the special allowance which Mr. Logan may be given are not included.

Number of appointments.	Initial amount of pay and allowances per mensem.	Initial amount of pay and allowances per annum.	Budget, 1896-97.	Budget, 1897-98.
Graded officers 4	Rs. 4,550 }	Rs.	Rs.	Rs.
Indian Educational service 16	12,140 }	2,00,280	1,82,640	1,88,280
Provincial Educational service .. .. 33 *	11,950 *	1,43,400	1,35,960	1,38,080
Total .. 53	28,640	3,43,680	3,18,600	3,26,360

		Rs.
* 32 Officers as per proposition statement		10,850
+ 2 „ in place of two supernumeraries		1,300
		12,150
— 1 Headmaster, Calicut Training College		200
33		11,950

The large difference between the sanctioned scale for and the initial pay and allowances of the European Educational officers is chiefly due to the option given to Graded officers to remain in their grades. Messrs. Metcalfe, Stuart and Chatterton, however, are on leave, and their allowances are drawn in England, while two of the appointments included in the Indian Educational service, viz., the offices of the Superintendent, School of Arts, and Vice-Principal, College of Agriculture, remain vacant. If these savings are taken into account, the budget provision will suffice to meet the initial pay and allowances of the officers of the Indian and Provincial Educational services. As the scheme has already been pending for a long time, it would be extremely disappointing if its introduction should be still further deferred for want of funds. I beg to request, accordingly, that effect may be given to the scheme from the 1st proximo. To give retrospective effect would disturb the budget for the current year in the case of the Indian Educational service and the salaries already drawn by officers of the Provincial service.

6. The favour of early orders is solicited, so that I may submit at once the necessary minutes of appointments relating to the two branches of the Educational service.

Order—No. 777, Educational, dated 19th December 1896.

The Director of Public Instruction raises the question whether the personal allowances of Rs. 250—50—500 and Rs. 200—10—250, for which certain officers are eligible under the new scheme are admissible to the same officers while on other duty. The attention of the Director will be drawn to paragraph 10 of the Resolution of the Government of India, No. 4-Education—204–215, which lays down that the allowances will be strictly *personal* and will be held continuously by the officers to whom they have been granted whether on duty or on leave, and will not be given to those who act for them during their absence. The officers to whom these allowances have been assigned will therefore draw them while on other duty ; and the Government sees no reason to make a reference to the Government of India on the point.

2. The Director also inquires whether the special allowance of Rs. 100 granted after fifteen years' approved service is admissible to all officers recruited in Europe, and presumes from paragraph 4 of the Government of India Resolution that it is restricted to graded officers whose pay is Rs. 500—50—1,000. The Government agrees with the Director in his presumption and he will be so informed.

3. As for the proposed grant of the special allowance of Rs. 100 to Mr. Logan, the Government does not consider that he is yet entitled to it. The allowance is to be given to officers in the Indian Educational Service of over fifteen years' standing. It is clear from paragraph 15 of the Resolution of the Government of India above quoted, that, for the purposes of fixing his pay and increments in the Indian Educational service, Mr. Logan can count only his past service on the graded list, and as he has not put in fifteen years' service on that list, he has not attained the requisite standing which qualifies him for special allowance of Rs. 100.

4. With reference to the question of the relative rank in the service that should be assigned to Messrs. Jones, Allen, Hall and Keess, the Government considers that they should be ranked according to the rate of pay they draw.

5. The Government of India will be addressed regarding the confirmation of Mr. Keess as Principal of the College of Agriculture and as to the pay on which he should be so confirmed.

6. Effect will be given to the scheme from 1st January 1897.

(True Extract.)

G. S. FORBES,
Secretary to Government.

To the Director of Public Instruction.

Letter—to the Secretary to the Government of India, Home Department, No. 778, Educational, dated Fort St. George, 19th December 1896.

I am directed to address you with regard to the confirmation of Mr. Walter Keess as Principal of the College of Agriculture and the rate of pay on which he should be so confirmed on the introduction of the reorganization scheme of the Educational department.

2. Mr. Keess was appointed Vice-Principal of the College of Agriculture by the Right Honourable the Secretary of State in 1886. On the 14th April 1887 he was appointed to act as Principal in the place of Mr. Robertson proceeding on furlough. At that time the subject of the reorganization of the college was under consideration, and a scheme was proposed involving the retirement on pension of Mr. Robertson, which was finally approved by the Government of India in Home Department letter, No. 71, Educational, dated 21st February 1890. Mr. Robertson was retired accordingly; but further questions relating to the future of the college having arisen, the Government, as mentioned in paragraph 10 of Mr. Price's letter, No. 831, Educational, dated 13th November 1893, deferred introducing the revised scale of establishment. Mr. Keess' confirmation as Principal was also in that year further postponed pending the

introduction of the reorganization of the Educational service. Mr. Keess is now in receipt of a salary of Rs. 910, of which Rs. 750 is his pay as Vice-Principal and Rs. 160 the acting allowance calculated at one-fifth of the minimum pay of the Principal under the old scale.

3. If confirmed now as Principal Mr. Keess cannot under the provisions of article 171 of the Civil Service Regulations draw more than Rs. 750, but as he is already drawing Rs. 910, and as he has been acting in the appointment for over nine years, His Excellency the Governor in Council proposes to fix his pay in the new scale at Rs. 900, and I am to request that, if there is no objection, the sanction of the Government of India may be accorded thereto.

G. S. FORBES,
Secretary to Government.

Exd. C. M. Thumbuswamy.

Educational (1896) Department.

CURRENT No. 1402

From

The Dir.of Pub.Instruction,
Madras.

Order.

SECRETARY TO GOVERNMENT
JUDICIAL PUBLIC MUNICIPAL DEPARTMENTS

No. ND/12845.

Dated 25th November 1896.

Received 26 } 11—96

Registered 26 }

Enclosures

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SUBJECT.

Reorganization of the Indian & Provincial Educational service:-

Submitting for the decision of Government certain questions in connection with the-

DESPATCHED
25 NOV. 96

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	479	Ed	10 8 96
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	830	Ed	13 11 93 Sc
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	~~480~~	"	~~10 8 96 Ed~~

FURTHER PAPERS.

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716/17	"	13 11 95 Ed

CURRENT No 1402

Office of the Director of
Public Instruction,
25th November 1896.

No 12845

From

The Honourable Mr.D.Duncan,M.A.D.Sc.,LL.D.,
Director of Public Instruction,
Madras.

To

The Secretary to Government,
Local and Municipal Department.
Fort Saint George.

Sir,

I have the honour to submit for the consideration and orders of Government certain points relating to the introduction of the reorganization scheme of the Indian and Provincial Services of the Educational Department, approved by the Secretary of State and embodied in the Government of India Resolution communicated with G.O.No 479 Educational, dated, 10th August 1896.

2. With reference to paragraph 15 of the Government of India Resolution, nine of the ten European officers of the Department, who have been permanently appointed to the graded list, were required to state unconditionally whether they elect to continue on the graded list or to come under the new scheme.Mr.Metcalfe was not consulted as he has expressed his intention of retiring from service in March next and has also formally applied for pension.Moreover, it is immaterial to him whether he is continued or not on the graded list. Three officers viz,Dr.Wilson,Mr.Bilderbeck and Dr.Bourne have elected to continue on the graded list, ~~as in June 1897 he would be entitled to a salary~~ They are respectively in the first,second and third grade.If Mr.Metcalfe were to remain in service some time longer he would naturally elect to continue on the graded list as in June 1897 he would be entitled to a salary of Rs.1250 per mensem, whereas under the new scheme he would not get the above pay including personal allowance until five years hence,unless he were to be appointed Principal of the Presidency College-an appointment

he did not care to take when it was once offered to him. We may therefore assume that, for the purpose of making appoint-ments under the reorganization scheme, he continues on the graded list. The six other permanent European officers on the graded list viz, Messrs. Stuart, Marsden, Logan, Stone, Chatterton and Middlemast have elected to come under the new scheme. M.R.Ry. Nagoji Rau has elected to enter the Provincial Educational Service.

3. The European Educational service, including graded officers and officers of the Indian Educational service, will stand as below:-

	Scale of pay. Rs.	Initial salary under the new scheme Rs.	Present salary. Rs.
Graded Educational service			
1.Dr.Wilson (first class)	1250-50-1500	1400	1400
2.Mr.Metcalfe (second class)	1000-50-1250	1150	1150
3.Mr.Bilderbeck	1000-50-1250	1150	1150
4.Dr.Bourne(third class, 17th January 1886)	750-50-1000	850	850
Indian Educational Service			
1.Mr.Stuart (Senior Principal)	1250-50-1500	1250	1000
2.Mr.Marsden (Senior Inspector)	1250-50-1500	1250	1000
3.Mr.Logan (Inspector-23rd September 1885)	500-50-1000	1000	900
4.Mr. Stone (Professor-1st February 1887)	500-50-1000	950	800
5.Mr. Chatterton (Professor-6th August 1888)	500-50-1000	900	750
6.Mr.Middlemast (Professor-2nd September 1888)	500-50-1000	900	750
7.Mr.Jones (Professor-4th October 1889)	500-50-1000	850	850
8.Mr.Allen (Professor-17th September 1894)	500-50-1000	600	600
9.Mr. Hall (31st January 1887)	500-50-1000	800	800
10.Mr.Keess (17th July 1886)	500-50-1000	900	750
11. --(Superintendent School of Arts)	500-50-1000	500	500
12.Mrs.Brander (Senior Inspectress)	500-20-600	600	600
13.Miss Carr (Junior Inspectress)	450-10-500	500	500
14 Mr.Duncan (Vice-Principal Teachers' College)	400-20-500	440	440

15.M---(Vice-Principal College of Agriculture)	400-20-500	400	400
16.Miss Arnold (Supt.Presidency Training School for mistresses 28th June 1892)	350-10-450	300	300

Mr.Stuart, as Principal of the Presidency College, and Mr. Marsden, as the Senior Inspector, are entitled to personal allowances of Rs.250-50-500, and their initial salary, including the allowances, have been entered as Rs.1250.

Mr.Logan has put in over ten years' service in the graded list and is entitled to the maximum pay of Rs.1000 under the new scheme. As his service in the Department commenced on the 25th November 1880, he may be given the special allowance of Rs.100 a month according to paragraph 9 of the Government of India Resolution.

Mr.Stone entered the graded service on the 1st February 1887, and is, therefore, entitled to a pay of Rs.950. As the permanent Principal of the Kumbakonam College, he may be given a personal allowance of Rs.200-10-250, but he is now acting as Principal of the Presidency College; and from the wording of paragraph 10 of the Government of India Resolution I do not think it is intended that these personal allowances should be given to officers while employed on other duty. At any rate this was not what I intended in recommending higher pay to Principals in paragraph 8 of my letter No 11029, dated, 11th August 1892, read in G.O.No 33, Educational, dated, 21st January 1893. The personal allowances being given on account of the extra work and responsibilities attaching to the Principalships of first grade Colleges there is a reason for continuing them to the permanent incumbents of the appointments while they are absent on leave; but there is absolutely none to continue them to those officers while on other duty, which would in effect be to require certain officers to do the work, the allowances for which are drawn by others. This would no doubt cause much discontent. I beg to solicit a definite ruling on the point after a reference to the Government of India, if necessary. In the meantime the two allowances of Rs.200-10-250 may remain in abeyance.

Messrs. Chatterton and Middlemast will be entitled to a pay of Rs.900 each, having put in over eight years' service.

Messrs.Jones and Allen having been appointed under special covenants and not to the graded list, will continue to draw their present salaries.Having been appointed to posts previously included in the graded list, they will be ranked higher than Messrs.Hall and Keess.

Mr.Hall will continue to draw his pay.

The case of Mr.Keess requires special consideration with reference to the correspondence ending with G.O.No 88, Educational, dated, 4th December 1893.He is the permanent vice Principal of the College of Agriculture under the old scale and has reached the maximum pay of the appointment, viz, Rs.750. He was not confirmed as Principal because this would have reduced his salary immediately.

Under the strict provisions of the Civil Service Regulations he can get Rs.750 only as Principal on Rs.500-50-1000. He is now drawing Rs.910 and I would very strongly recommend to Government his confirmation with a salary of Rs.900 the nearest stage of pay in the new scale as a special case.

The posts of the Superintendent, School of Arts, and the Vice-Principal of the College of Agriculture have remained vacant for years and the ~~maximum~~ minimum salaries are entered against these appointments.

Miss Arnold, Superintendent, Presidency Training school for Mistresses, has not yet completed her five years' term of engagement, and her present pay is entered as the initial pay as she will be entitled to the minimum pay on the new scale only on her re-engagement.

Another point which requires the order of Government in this connection is whether the special allowance of Rs.100 sanctioned in favour of officers of the European service who have put in 15 years' service, but who have not obtained any of the four personal allowances is to be given to all officers recruited in Europe or only to officers who are appointed to the Rs.500-50-1000 grade-that is to Professors and Inspectors. Paragraph 9 of the Government of India Resolution makes no distinction in this respect though from the wording of paragraph 4 it looks as if it were intended that the special allowance should be given only to the incumbents of offices

carrying the maximum pay of Rs.1000.

4. In the proposition statement sanctioned by the Government of India 22 appointments, including three super-numeraries, are shown under Indian Educational service, and 32 under Provincial Educational service, with the remark that three appointments (two on Rs.700 and one on Rs.600) will be created in the Provincial service on the absorption of the three supernumeraries costing Rs.2000 a month. When the scheme was first submitted there were only two native officers in the graded service, and as it was proposed to transfer two Inspectorships and three Professorships from the graded service to the Provincial, three supernumeraries were provided for. But two more vacancies in the graded service have since been filled by natives of India, and the list appended to the last paragraph contains, accordingly, 20 appointments only in the Indian Educational service. The normal number, viz, 19 will be obtained on Mr. Metcalfe's retirement in March next. This will allow of two appointments-one on Rs.700 and one on Rs.600 being created at once in the Provincial service-to be given to officers on the graded list to be transferred to the Provincial service. One of the appointments included in the Provincial Edu-cational service list, viz, the Headmastership of the second grade Training College Calicut, has since been abolished (G.O. No 979, Dl. 7 21 Dec 1894). The Indian Educational service and the Provincial Educational service will thus consist of 20 and 33 appointments now and after Mr. Metcalfe's retirement in March 1897, of 19 and 34 appointments, respectively, which is the sanctioned scale.

5. The immediate financial effect of the introduction of the reorganization scheme compared with the budget provision will be seen from the following figures. The two lower personal allowances of Rs.200-10-250 and the special allowance which Mr. Logan may be given are not included.

	No of appts.	Initial amount of pay & allows per mensem	Initial amount of pay & allows per annum	Budget 1896-97	Budget 1897-98.
		Rs	Rs	Rs	Rs
Graded officers	4	4550 }	200,280	182,640	188280
Indian Edl. service	16	12140 }			
Provincial Edl.	33	11950	143400	135960	138080
	53	28640	343680	318600	326360

32	officers as per proposition statement	Rs.10850
+ 2	officers in place of two supernumeraries	1300
- 1	Headmaster Calicut Training ~~School~~ College	12150 200
33		11950

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The large difference between the sanctioned scale for and the initial pay and allowances of the European Educational officers is chiefly due to the option given to graded officers to remain in their grades. Messrs. Metcalfe and Stuart and Chatterton, however, are on leave, and their allowances are drawn in England, while two of the appointments included in the Indian Educational service, viz, the offices of the Superintendent, School of Arts and Vice-Principal, College of Agriculture, remain vacant. If these savings are taken into account, the budget provision will suffice to meet the initial pay and allowances of the officers of the Indian and Provincial Educational services. As the scheme has already been pending for a long time, it would be extremely disappointing if its introduction should be still further deferred for want of funds. I beg to request, accordingly, that effect may be given to the scheme from the 1st proximo. To give retrospective effect would disturb the budget for the current year in the case of Indian Educational service and the salaries already drawn by officers of the Provincial service.

6. The favour of early orders is solicited, so that I may submit at once the necessary minutes of appointments relating to the two branches of the Educational service.

I have the honour to be,

Sir,

Your most obedient servant,

D Duncan

Director of Public Instruction.

[G 5]
500—5-10-96.

Educational Department.

C. No 1402 of 96

H. E. The Governor.
The Hon'ble Mr. Bliss, C.I.E.
The Hon'ble Mr. Grose, C.I.E.

SUBJECT.

Indian Educational Service

FOR ORDERS.

The following points in the Director's letter call for orders:—

(1). The first point is about the personal allowances to the Principals of Colleges.

In para 3 of his letter the Director contends that the personal allowances should not be drawn by the Principals <u>while on other duty</u>. It is submitted that this contention is untenable. The Resolution of the Govt of India is very clear on the point. It is stated in para 10 thereof that the allowances are "Strictly <u>personal</u> within the "meaning of the C.S.R. i.e. they "will be held continuously by "officers whether on duty or on leave "and will not be given to those who

flag K

"act for them during their absence";
and that one of the lower allowances of Rs 200-10-250 can be given to an Inspector of long standing and approved service if his claims to it are considered superior to those of one of the Principals.ˣ It is clear then that these allowances are not given solely in consideration of the extra work and responsibilities attached to the Principalships of Colleges. It may be noted that officers of the graded service hold these appointments without any additional remuneration.
The Director further overlooks the fact that his proposal that Principals while on other duty should not be given the allowance will not remove the difficulty that he is complaining of. For instance, Mr Stuart the Principal of the Pres. Coll. is on leave and Mr Stone the Principal of the Kumbakonam College is acting for him. According to Dr. Duncan's proposal Mr Stuart will draw his allowance, because he is on leave but Mr Stone will not, because

ˣ i.e. of Rajamundry or Kumbakonam. S.P.L.

An officer worthy to be substantively appointed to the post is considered deserving of a special allowance suo nomine. S.P.L.

It is a distinguishing mark of a personal allowance that it is treated for the purpose of calculating leave allce as part of an officer's substantive pay vide art 47(c)(1) p.10 C.S. Regns. A local allowance is not so treated.

because he is on other duty, although his locum tenens at Kumbakonam will be drawing the allowance for doing the same kind of duties. The D.P.I. therefore may be informed that the allowances are strictly personal and should be drawn by the officers, to whom they are granted, continuously.

Yes. The G. of I. say distinctly that the pers. allce is not to be drawn by the officer who acts: in other words it is not to be a local allowance. S.P.L.

(2) The second point is about the grant of the special allowance of Rs 100 after "15 years approved service"
The Director enquires whether this allowance is to be granted to all officers recruited in Europe or only to officers whose pay is Rs 500 rising to Rs 1000. It is to be granted only to the latter class of officers. vide paras 7 & 8 Mr Lyall's letter no 259 d 22nd Aug. 1893 and para 6 of this Govt's letter no. 831 d 13th Nov. 1893.

Dr. Duncan refers to posts such as Senr Inspces of Schools (500-600): Supt Traing School for Mistresses (350-450) Spec Prin. Teachers Coll (400-500) - see Appx B to G. of I. Resoln. I understand the qn to be whether only the regular graded service (R500-1000) can count towards the 15 years; & this is apparently so. After that term & if the pay does not exceed R1000 then the officer if his service is approved is entitled to the allce. The context of para. 9 of the Resoln seems clearly to show that the allce is open only to the regularly graded officers. S.P.L. 4/12

flag M

flag L

(3) The third point is whether Mr Logan is entitled to this special allowance.
The Director says that he is entitled to it as he has put in over ten years' service in the graded list and as he entered

Service

service in 1880. This Special allowance is to be given to Indian Ed. Officers of over 15 years' service. Under para 15 of the Govt of I. Resln Mr. Logan ~~is~~ can count only his past service on the graded list for the purposes of fixing his pay and increments in the Indian Ed. Service and as he has not put in 15 years' service on the graded list he can not be regarded as an officer in the Indian Ed. Service of 15 years' standing who is eligible for the Special allowance of Rs 100. On the other hand Mr Logan can be given one of the lower personal allowances of Rs 200-10-250, if his claims to it are considered superior to one of the Principals of the Kumbakonam and Rajahmundry colleges - vide para 10 of the Govt of I. Res. flag -

para 9 of the Res. flag K

S.R.

I doubt this — the intention of this concession is to benefit ~~a~~ men of "long standing" who ~~the~~ entitled to the R100 awardable after 15 years are considered to have better claims to the R200-10-25 than the officer who happens to have been selected for the Raj'y or Kumbakonam Principalships.

C.A.

(4) The fourth point is the confirmation of Mr Kees as Principal of the College of Agri. Mr Kees is now the acting Principal of the College and is drawing a Salary of Rs 910 (Rs 750 pay as Vice-Principal + Rs 160 acting allowance, being one-fifth of the minimum pay (Rs 800) of the Principal under the old Scale). He has been acting as Principal ever since April '87. If confirmed, he will, under art 171 C.S.R., draw Rs 750 only and will count time for increments as if he had commenced on the

This may be so, or he may be confirmed on the proper pay of the post viz. R750 & draw the difference as a personal allce, with the sanction of the Govt of I.

S.R.

minimum pay of the Principal, which is Rs 500 under the new Scale. The Director recommends that he should be confirmed on Rs 900. This can not be done without the sanction of the Govt of I.

(5) The fifth point is whether Messrs Jones and Allen who hold posts previously included in the graded list should be ranked higher than Messrs Hall and Kees. The D.P.I. says that they should be so ranked. These officers are all now members of the Indian Ed. Service and they should perhaps be ranked according to their pay. If so they will rank as follows:—

Mr Kees (If he is given Rs 900)
Mr Jones Rs 850
Mr Hall Rs 800
Mr Allen Rs 600.

Mr And effect may be given to scheme from 1st Jan.

3/12

Yes
JG
6/12/96

L. & M.
200—8-8-96.

Hon'ble Mr Bliss C.S.I.

S.P.R. 14/12/96

NOTE FOR THE ~~Fin~~

To Fin. Dept

The draft order below is transmitted for concurrence with reference to para 6.

The C.C.S. has sanctioned the scheme. There will apparently be no extra cost during 1896-97

S.P.R. 14/12/96

<u>To. Educational Dept.</u>

It is suggested that the draft order should be circulated to the Hon'ble Member in charge of the <u>Financial</u> dept. for orders as to whether the introduction of the scheme should be deferred with reference to the instructions of the Govt of India contained in G.O. No 795 Fin: d/19. 11. 96

Cir.d 14.12.96

A.A. 14.12.96

I should suggest, in all the circs!

B.B.
15/12/96

[G./24.] —28-10-96.

Ed DEPARTMENT.

Papers to be read in proceedings :—

Again G.O., dated 189 , No.

Again G.O., dated 189 , No.

Current No. 1402 of 1896, dated 25th ~~ult~~ from the D.P.I.

" " " 189 , " , "

" " " 189 , " , "

ORDER. No. 777 dt 19-12-96

mis

H.S.

There is a draft to the G. of I. following this draft Order for Y.E. to see.

There is nothing contentious in the point referred for sanction

S.F. 11/12/96

A.G.H 18.12.96

(Since the above was written the draft has gone to Fin. Dept. for approval as to date of bringing the scheme into operation as they approve 1st part

S.F. 15/12/96

The D.P.I. raises the question whether ~~contends that~~ the personal allowances of Rs 250-50-500 and Rs 200-10-250 for which certain ~~attached to the~~ officers are eligible under the new ~~office of Principals and Senior~~ scheme are admissible ~~Inspector of schools should not be~~ ~~given~~ the same to officers while on other duty ~~and asks for a definite ruling~~ ~~on the question~~. The attention of the Director will be drawn to para 10 of the Resoln. of the Govt. of I. no $\frac{4 \text{ Education}}{204-215}$ which lays down that the allowances ~~are~~ will be strictly personal and ~~should~~ will be held continuously ~~drawn~~ by the officers to whom they have been granted whether on duty or on leave. ~~It will also be pointed out to him that his proposal to stop the allowance to officers on other duty will not remove the difficulty that he is complaining of.~~

The officers to whom these allces. have been assigned will therefore draw them while on other duty &c and will not be given to those who act for them during their absence. The Govt. sees no reason to make a reference to the G of I. on the point.

c 16/12
R 18/12

2-

2. The Director also enquires whether the [special] allowance of Rs 100 granted after fifteen years' approved service ~~can be given~~ [is admissible] to all officers recruited in Europe and ~~states that~~ [presumes] from para 4 of the Govt of I. Resoln. [that] it ~~appears to be~~ [is] restricted to [graded] ~~of~~ officers whose pay is Rs 500-50-1000. The [Govt. agrees with the] Director's ~~surmise is correct~~ [in his presumption] and he will be so informed.

3. As for the proposed grant of the special allowance of Rs 100 to Mr. Logan, the Govt does not consider that he is yet entitled to it. The allowance is to be given to officers in the Indian Educational Service of over fifteen years' standing. ~~Under~~ [It is clear from] para 15 of the Resoln of the Govt of I, [above quoted,] ~~that~~ [that Mr] Logan can count only his past service on the graded list for the purposes of fixing his pay and increments in the Ind. Ed. Service and as he has not put in fifteen years' service on that ~~graded~~ list he ~~can~~ [has] not ~~be regarded as an officer in the Ind. Ed. service~~ [attained] of ~~fifteen years~~ [the requisite] standing which qualifies [him] ~~eligible~~ for the special allowance of Rs 100.

4. With reference to the question [relative] ~~of the~~ [to the] rank ~~that~~ [in the service] should be assigned to Messrs Jones, ~~and~~ Allen, ~~in the as compared with~~ Hall & Kees, ~~Ind. Ed. Service~~, the Govt considers that they should be ranked according to [the rate of] pay they draw.

5. The ~~sanction of the~~ Govt of I. [will be addressed regarding] ~~to~~ the confirmation of Mr. Kees as Principal of the College of Agr. ~~with a pay of Rs 900~~ [and as to the pay on which he shd be so confirmed.] ~~will be applied for.~~

6. Effect ~~will~~ [be] given to the scheme from 1st Jan. 1897.

(from orders)

Note. The Dept. would require to see also with reference to para 6. What will be the ~~extra~~ cost?

The draft may be sent to Finance [illegible] with ref to para 6.

There will be no extra cost during 1896-97; the extra cost ~~sh~~ during 97-98 can not be accurately ascertained. The D.P.I says that the cost would not exceed the budget provision, as some of the officers are on leave & as two appointments remain vacant.

A.G.H. 18.12.96

11/12

To

The D.P.I. - 940 - Despd 19/12/96

No. 778

Letter to

The Secy to the Govt of I.

Home Dept.

Sir,

I am directed to ~~state~~ [address you with regard to the] ~~that H.E. the G.-in-C. proposes to~~ confirm[ation of] Mr Walter Kees as Principal of the Coll. of Agriculture ~~with~~ [& the rate of pay on which he shd be so confirmed] on the introduction of the reorganization scheme of the Ed. dept. Mr. Kees was appointed Vice Principal of the Coll. of Agr. by the Rt Hon'ble the S of S. in 1886. ~~Since~~ [On] the 14th April

1887 he was appd to acting as Principal of the College in the place of Mr. Robertson and is now in receipt of a salary of Rs 910 (Rs 750 pay as Vice-Principal + Rs 160 acting allowance being one-fifth of the minimum pay of the Principal under the old scale). Final orders on the question of the retirement of Mr. Robertson were received in February 1890 but pending a further reorganization of the College relating to Agriculture Mr. Rees was not appointed Principal and the revised scale of establishment for the college was sanctioned in Mr. Hewett's letter no 71 Ed. & 21st Feb. 1890 was not given effect to. In 1893, however, the question of confirming Mr Rees came again before Govt but as the effect of such confirmation would be to reduce his salary immediately, the question was allowed to lie over until the introduction of the Educational reorganization Scheme.

3. If confirmed now as Principal Mr Rees cannot under the provisions art. 171 of the C.S.R. draw more than Rs 750 but as he is already drawing Rs 910 and as he has been acting in the

pending on furlough. During [illegible] letters of that time the subject of the reorganization of the College was under consideration, & a scheme was prepared, involving the retirement on pension of Mr Robertson, which was finally approved by the S.S. in Home Dept letter no 71 Ed. d. 21 Feb. 1890. Mr Robertson was retired accordingly, but for the further questions relating to the future of the College having arisen, the Govt, deferred as mentioned in para. 10 of Mr Price's letter no 831 S. d. 13 Nov. 93, deferred giving effect introducing the revised scale of establishment. Mr Rees' confirmation as Principal was also in that year further postponed pending the introduction of the reorganization of the Educational Service. Mr Rees is now in receipt of a salary of Rs 910 of which Rs 750 is his pay as Vice Principal & Rs 160 the acting allowance calculated at one fifth of the min.m pay of the Principal under the old scale

appointment for one [illegible]. HE the Gov.r G. proposes to fix his pay in the new scale at Rs 900 and I am to request that if there is no objection the sanction of the Govt of India may be accorded thereto.

I have &c

16/11/16

TR
9/12

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hen examined _____ } 189.
hen signed _____

AD AGAIN G.O., No. 189 , DATED

RENT No.

LOSURES TO C. No

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APERS NOT FILED UP, BRING MEANT FOR DESPATCH IN ORIGINAL.							

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