[E.]
500—1-8-05.

C. No. 1462
[illegible]

Educational (~~190~~ 1898) Department.

ORDINARY MS.

G.O., No. 450

DATED 23. 7. 98

INDEXED.

46-46

[Despatch Abstract.]

Remitting to the D. P. I. with remarks, the Scheme proposed by him for the reorganization of the Subordinate Edl Service of this Presidency and asking him to reconsider the same in the light of those remarks.

BACK PAPERS.

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

FURTHER PAPERS.

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

Encls (3) to D.P.I's
letter No. 506
24-1-98

Educational (1896) Department.

CURRENT No. 1187

47/96 &c
219/96 + previous papers
759/60/90

From

The Dir. of Pub. Instruction,
Madras.

To The Chief Secretary to Govt.,
/Thro' the Accountant General/.

No. 10190

Order

Dated 17th September 1896.

Received 2 - 10. 96

Registered 2

Enclosures 3 (1 in duplicate)

Spare copies nil

SUBJECT.

Subordinate Educational Service:-

Submitting revised proposals for the reorganization of the--of the Madras Presidency.

DESPATCHED
17 SEP. 96

2

BACK PAPERS.

G.O.	No.	Department.	Date.
	219 mis	Edl.	7-4-96
	47 SC	-"-	24-1-96
	28 mis	-"-	18-1-96
	+ 945-46 misc	-"-	31-12-95
	+ 268 mis	-"-	23-4-94
	830-31 SC	-"-	13-11-93
	+ 793 mis	-"-	3-11-93

FURTHER PAPERS.

G.O.	No.	Department.	Date.

33-34 SC Edl. 21-1-93
924 mis -"- 15-12-91
822 -"- "- 26-10-91
337 SC -"- 6-5-91
760 mis -"- 20-11-90
+ 561-62 misc -"- 5-8-90

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3 Current No 1187

ACCOUNTANT GENERAL'S OFFICE
18 SEP 96
MADRAS

Office of the Director of
Public Instruction,
Madras, 17th September 1896.

58

No. 10190

From

The Honorable Mr. D. DUNCAN, M.A., D.Sc., L L.D.,
Director of Public Instruction,
Madras,

To

~~The Honorable~~ The CHIEF SECRETARY TO GOVERNMENT,
Fort St. George.

90

/Thro' the Accountant General/ 54

Sir,

In continuation of the correspondence ending with G.O.No 219 Educational dated 7th April 1896, I have the honour to submit revised proposals for the reorganization of the Subordinate Educational Service of the Madras Presidency.

2. Since the date of my last scheme submitted with my letter No 10892 of the 27th September 1893, several changes have occurred in the sanctioned scales of establishments. Appendix B gives a list of the appointments since created or proposed to be created and of the appointments since abolished, the net result being an addition of 19 (35-16) appointments.

3. The total number of appointments included in my last scheme was 488. The addition of 19 appointments above referred to has raised the number to 507. To all clerkships on the establishments of Sub-Assistant Inspectors a uniform pay of Rs.15 per mensem is now attached. It has been brought to the notice of Government that considerable difficulty is experienced in finding qualified candidates for these posts in the Northern Circars and the Ceded Districts, and the employment of unqualified men for a period exceeding three months or on a pay of less than Rs.15 while the sanctioned pay is Rs.15, is contrary either to the express provisions or to the spirit of the Public Service Regulations. There are 19 such

Ed. Cor.
15 (8) 1,500—17-11-94.

appointments in the above mentioned localities and as the difficulty is felt only in certain cases, I propose to reduce the pay of five of these appointments to Rs.14. Should this be approved, the number of subordinate appointments to be dealt with and included in the present scheme will be reduced to 502.

4. As in my former scheme, I propose to group the 502 appointments into 27 classes. The number of appointments I would now place in each class will be as follows:-

No of appointments	Pay of each appointment	Total cost.
2	190	380
3 +1	180	540 +180
4 +1	170	680 +170
5	160	800
8	150	1200
10	140	1400
10	130	1300
10	120	1200
10	110	1100
10	100	1000
10	95	950
10	90	900
10	85	850
10	80	800
10	75	750
10	70	700
10	65	650
10	60	600
10	55	550
10	50	500
15 +1	45	675 +45
20 -2	40	800 -80
25	35	875
40	30	1200
50	25	1250
80	20	1600
100	15	1500
502		24750

There will be thus:-

22 appointments on Rs.150 and above, but less than Rs.200

50	100	150
100	50	100
150	25	50
180	15	25

A slight difference will be noticed in the number of appointments in certain classes compared with the number in the scheme last proposed by me; but care has been taken to see that the number of appointments in the different classes are suitably graduated. As a large number of vacancies during the past four years have not been permanently filled up, there will not be much difficulty in giving effect to the revised scheme at once. In 1893, I calculated that six personal allowances of Rs.10 and ten of Rs.5 each or an extra expenditure of Rs.110 should be provided for. A few vacancies in the grades concerned having since occurred, the expenditure on personal allowances will not exceed Rs.50 on the whole and it will disappear altogether in the course of, say, two years.

5. A proposition statement embodying such of the appointments only as are proposed to be included in the Subordinate Educational Service is enclosed in duplicate, and Appendix A gives a summary thereof. The minimum and maximum cost of the present scale of establishments is Rs.22351 and Rs.25623-8-0, respectively, and the average cost is thus Rs.22351 + $\frac{3}{4}$(25623-8-0 minus 22351) or Rs.24805-6-0. Deducting from this sum the aggregate pay, viz, Rs.70 of the five appointments I have proposed to tranfer to the non-graded portion of the Subordinate service, the amount available for redistribution is Rs.24735-6-0. The total cost of the revised scheme is Rs.24750 and the excess cost is Rs.14-10-0 excluding any personal allowances, which will, however, disappear in a year or two. From the proposition statement sanctioned by the Secretary of State, it will be noticed that a net saving of Rs.263-5-4 has accrued on the reorganization of the Indian and Provincial Education Services, and a portion of this saving may be deemed available to meet the above excess. It will, accordingly, be noticed that the revised scheme has

been so drawn up as not to involve any additional outlay to Government.

6. Gymnastic Teachers in Training Schools on Rs.10-15 have not been included in the scheme, as the average cost of such appointments is below Rs.15, and as I do not consider that they need get more than Rs.15 in any circumstances. Primary schools in the Agency tracts of Ganjam, Vizagapatam and Godavari, all girls Schools, with the exception of those at Kumbakonam and Vellore, and the Muhammadan Salary-Results schools in Madras, also find no place in the scheme; as, firstly, teachers in most of these schools are remunerated partly by fixed stipends and partly by results stipends, the latter being an uncertain item and secondly, these schools are, as it were, in an experimental stage and their standards are fluctuating. When the schools acquire permanence, it will be time to bring the appointments gradually into the graded portion of the Subordinate service.

7. In the penultimate paragraph of my letter No 10892, dated 27th September 1893, I recommended a special minimum and maximum scale of pay for certain appointments with a view to secure that unduly high or unduly low emoluments are not given to incumbents of those appointments. What I meant was that no officer should ever hope to get more than a certain pay for the performance of a specific kind of work: to wit, I considered it inexpedient to give a gymnastic instructor more than Rs.40 or a Sub-Assistant's clerk more than Rs.25 a month. If a person posted to such an appointment be considered deserving of promotion he will, as a matter of course, when opportunity occurs, be posted to another appointment involving higher kind of work and will receive higher pay. Similarly, I was of opinion that, in consideration of the responsibility of the duties of his office, a Sub-Assistant should not get less than Rs.60 or an Inspector's Head clerk less than Rs.40. On further consideration, however, and in view of the observations made by Government in paragraph (3) of its order No 793, Educational, dated 3rd November 1893, I would fix no minima or maxima in any case. Promotions from class to class will be made according to seniority tempered by selection, and the qualifications and work of the individual officer will be borne in mind in the selection of men to fill vacancies as they occur.

8. In conclusion, I beg to request that the scheme as modified now may be taken into early consideration and the sanction of the Government of India be sought for its introduction-

---

-from 1st January 1897. Much inconvenience is being felt in keeping the appointments vacant for years, pending the reorganization of the service,

7B

I have the honour to be,
Sir,
Your most obedient servant,
D Duncan
Director of Public Instruction.

Reorganization of the Subordinate Educational Service.

[G./25]
1,000—5-11-95

H.M. Notes connected with G.O. no 108 Ed d 22-2-99.

Ed DEPARTMENT

C. No. 1187 of 96

~~G.O. no~~ [illegible]

From the D.P.I., no 10190 d 17-9-96.

Returned by P.S.G.
on the 11th Nov 1897

Print & show proof
TR
29.9.05.

A.

× These are now removed

FOR ORDERS.

In 1893 the D.P.I. submitted a scheme for the reorganization of the Subordinate Educational Service. In G.O. no. 793 Ed. d 3rd Nov. 93, the Govt said that the scheme could not be profitably considered until final orders were passed on the reorganization of the Superior Service and told the D.P.I. to address Govt again when that matter was settled. The Govt also pointed out certain defects× in the scheme.

The Director accordingly now submits a revised scheme for grading all appointments in the Subordinate Educational Service which carry a pay of Rs 15 and upwards. The scheme includes 502 appointments, divided into 27 classes, their pay varying from Rs 15 to Rs 190 (vide para 4 of the current

Up to Rs 100, the difference between the pay of a lower class and that of the next higher class is Rs 5; and above Rs 100 the difference is Rs 10. The average cost, according to the present scale, of the 502 appointments included in the Scheme is Rs 24735-6-0; and the cost according to the proposed scale is Rs 24750. The Scheme thus involves an excess cost of Rs 14-10-0 a month. The excess it is pointed out can be met from the saving of Rs 263-5-4 which has accrued on the reorganization of the Superior Service. Vide proposed statement relating to Madras in Appendix B. to the Govt of I. resolution recorded in G.O. no. 479 Ed. Dt 10th Aug. 96. It is also pointed out that on the introduction of the Scheme an expenditure of about Rs 50 on personal allowances will be necessary and that it will disappear in the course of two years.

In cur. 1194 (in the linked file) the D.P.I. submits proposals for the creation of two Astt Professorships in the Presidency College. If Govt approves of these proposals, the no.

FOR ORDERS.

H. E. THE GOVERNOR.

THE HON'BLE MR. H. W. BLISS, C.I.E.

THE HON'BLE MR. J. GROSE, C.I.E.

C

H

Yes — see linked file

S.L.

What a horrid word!

A.S.H.

Please see cur 1296 linked

A

A.

number of appointments to be included in the Scheme will be increased from 502 to 504 and the cost of the proposed scale from Rs 24750 to Rs 25100.

The appointments in all Govt Salary Results schools as well as the appointments in the Medical College are excluded from the scheme, the former because of their impermanent character & the latter as they are paid from the Medical budget. ~~Some~~ Five appointments on Rs 15 have also been excluded as the D.P.I. proposes to reduce their pay to Rs 14.

The reasons for grading these appointments are given by Dr Duncan as follows in his letter recorded in G.O. ~~Dt~~ no 793 Ed. Dt 3rd Nov. 93:—

"Vacancies occurring in the lists of the Subordinate Inspectorate, of the Scholastic Branch, and of the Clerical Branch of the Service, are usually filled, as might be expected, by junior officers in the respective branches and as promotions are more rapid in some branches than in others, much

Reg

A

much hardship and discontent often arise owing to long and good service not being so well rewarded in one branch of the service as in another. The difference in the character of the work in the several branches has rendered it difficult and undesirable to transfer men from one branch to another every time a vacancy occurs in the higher grades. It was with a view to avoid this inconvenience and hardship that a fusion of Inspecting, Scholastic and Administrative Officers in the Provincial Educational Service was effected; and for the same reason it is both expedient and necessary that these three classes of appointments in the lower ranks of the Dept should be constituted into one general service".

It is pointed out by the A.G. that the scheme requires the sanction of the Govt of I. as it involves the creation of a new class of officers. Orders are solicited as to whether the Govt of I. may be addressed:

TK
3/10

A

Reg

Please work out how many in the present ~~proposed~~ scale have salaries between
(a) R175 & 199, (b) R150 - 175
(c) 100 & 150 (d) 75 & 100
(e) 50 & 75 (f) 25 & 50
(g) 15 & 25
& give corresp^g nos. in the proposed scale

7/11/6

		Present Scale	Proposed scale
(a)	175 to 199 –	3	5
(b)	150 to 175 –	6	9
(c)	100 to 150 –	42	48
(d)	75 to 100 –	44	50
(e)	50 to 75 –	75	50
(f)	25 to 50 –	141	110
(g)	15 to 25 –	191*	230
		502	502

* One appointment (i.e. the post of librarian Teachers' college) in the present scale carries ~~only~~ a salary of Rs 12 only.

Init TK 7/11

You make 14 appts on R150 & above: while D.P.I gives the no. as 22 - see para. 4 of his letter

7.11.6

In the statement given above appointments on Rs 175 are included in class (b) appointments on Rs 150 in class (c) & so on.

6

hence the difference.

In the following statement appointments on Rs 175 are included in class (a), appointments on Rs 150 in class (b) & so on:

FOR ORDERS.

				Present Scale	Proposed Scale
(a)	No of appts on Rs 175 & above	but less than	Rs 200.	6	5
(b)	" " Rs 150 "	"	Rs 175	14	17 +
(c)	" " Rs 100 "	"	Rs 150	69	50 −72
(d)	" " Rs 75 "	"	Rs 100	35	50 +122
(e)	" " Rs 50 "	"	Rs 75	52	50
(f)	" " Rs 25 "	"	Rs 50	151	150
(g)	" " Rs 15 "	"	Rs 25	175	180
				502	502

+2 if the Asst Profships are sanctioned – see linked file
S.R.

TR
10/11

H.Y.

The preceding tabular comparative statt shows that the reorganization maintains the present gradation of pay & prospects very fairly except in classes (c) & (d) i.e. the grade R100 – R150 suffers most, but they get earlier into the next lower class.

The gradation may be accepted.

The D.P.I. excludes five clerkships[x] attached to Sub Insprs in the Nn. Circars & Ceded dists because passed candidates not being available their pay has been fixed at R14. If in the future passed men can be permanently secured, they will be brought into the organization & be eligible to promotion in ordinary course

[illegible]

His scheme appears to grade in one list the whole of the subordinate establishment of the Educational Deptt. I can understand the application of the grading system to a number of offices of the same class under a single control, such as the Staff of Sub. Registrars &c. But, here we should have in the same list, Asst. Professors, Gymnastic Instructors, Silversmiths, Clerks, Master-weavers, School-masters, gardeners, Drawing-masters, blacksmiths &c &c. In such circumstances, I cannot see how the grading system can be applied. The reasons for grading the Deptt. now do not seem to me to be [illegible]

Yes
JG
25/11/96

[x] see para 3

I noticed in favour of it on the linked paper where the proposition was made.
JG

Orders issued accordingly. It was a separate file. S.R.

The grading system has been under discussion for many years. It has been approved by the Govt & the Sec of State, & has passed beyond the sphere of argument.
JG
12/12/96

To H.E. again

Please see para 7 of D.P.I's current letter
S.R.
14/12/96

C 14/12

C 9/12

I should like to

seem to me to be very strong or convincing. (See passage marked A in the Office Note). For my own part, I should say that the present system of promotion by seniority, governed by selection, is far healthier than the dead monotonous system of promotion which goes with the graded ~~system~~ scale.

I cannot find that the Hon. Mr. Grose has given an opinion on the proposal to create two Asst. Professor-ships in the Presidency College. (See passage of the Office-note marked H).
A.G.H.
4.12.96

To
The Hon. Mr Grose again.

The principle of the grading seems to have been approved generally, as so long ago as 1891 when Mr. Grigg submitted his proposals vide G.O. No 822 Ed. d. 26/10/91 – especially para. 3 of his letter. flag M.

The question was therefore not considered in sending up the present proposals whether grading was expedient or if so how far it shd extend. S.R. 8/12/96 to see the orders of the Sec. of State and Govt. of India approving of the graded system, to which my Hon. colleague alludes.

My note ~~also~~ expressed my inability to see how the graded system could be applied in the case of this particular subordinate service. The Sec's note gives me no assistance or information. I shall be glad of information.

R.H.
15.12.96

To H.E.

I much regret that I misunderstood H.E.'s note of 4th Decr. I took it as addressed to the Hon. Mr. Grose for consideration; & while files are in circn. betn. H.Ms of Govt. it is not usual for the Secy. to note unless a point is specially referred to it for note.

The G. of I. & the S. of S. approved the grading of the Upper Subord. Educatl. Service, Scholastic Branch in 1891 vide G.O. 6 May 91 no 337 Ed (Flag N). And they have also approved it in the case of the new Provincial

Educatl. service which ~~consists~~ includes ~~of~~ 2 branches of the Upper Subord. service above mentioned (G.O. 479 Ed D 10 Augt 1896) But that grading goes down only to R ~~150~~ 200.x Neither the S. of S. nor the G. of I. has specifically approved the present grading of the subordinate staff as now proposed. I understand the Hon. Mr Grose to refer to the ~~gra~~ system of grading generally.

With regard to the objection that Dr. Duncan's proposals jumble up a heterogeneous class of men, some of whom can never rise beyond certain pay, he explains that he will introduce maxa. & mina. salaries for certain posts e.g. a teacher of carpentry will never ~~become~~ rise higher than a certain grade.

The advantage wh. Dr. Duncan sees in the grading is that it will enable him to retain a man in a post for which he is peculiarly fitted & in wh. he is doing good work

x In Bengal & the Panjab the grading of the Provl Ed. Service goes down to R150 Rs — in the Provincial Service — but in the Subordinate Service in Bengal it goes down to R50.

JG

Vide para 7 of current letter & para 7 of letter of 27 Sept 93 in G.O. 3 Nov 93 No 793 without the necessity of moving him on promotion to another post to which higher pay is attached under the present system.

18/9/96

I think the Secretary, when he says that Dr. Duncan "[illegible] that he will introduce "maxima and minima salaries for certain "posts &c", must have overlooked the fact that in para. 7 of the current letter, Dr. Duncan said that on further consideration, he would fix no minima or maxima in any case.

It would appear from the note of the Secretary that the Govt. are not bound, or in any way committed, to the introduction of the graded system in the subordinate branches of the Educational Dept. It appears that the Govt. have a free hand in the matter, and it follows that a consideration of the proposals on their merits is not only admissible to the Govt., but indeed obligatory.

As I have tried already to point out, there seem great difficulties in applying the graded system to this subordinate service, and it is nowhere shown how these difficulties are to be overcome. ~~Under~~ Under the graded (grading) system, as I understand it, every member of the graded establishment is assumed to be capable of rising to the highest post in that establishment. In this case, it seems impossible that this can be, and the Director virtually admits this, in para. 7 of his letter of the 17th Sept. 1896 (Current No. 1187), when he says:— "I would fix no minima "or maxima in any case. "Promotions "from class to class will be made according "to seniority tempered by selection, and "the qualifications &c &c". It seems to me that the Director having planned "and recommended the application of the graded system, then proceeds to propose the violation of the first principle of that system.

I am unable to see that anything can be gained by the proposed change, and I fear that confusion and uncertainty might be caused by it.

As the matter bears a different aspect from what it did when last presented to the Hon. Mr. Grove, I think the papers might with advantage be submitted to him.

My statement that the grading system had been under discussion for many years, & had been approved by the highest authority was general as regards working the Educational Dept on the grading system. It is true that the subject has not been separately considered with regard to the Subordinate Service, but I don't see how it can be. The reasons for adopting it with regard to the Provincial Service apply with even more force to the Subordinate Service. In both cases it is often desirable to give an increase of pay without moving the recipient to another appointment. For instance the Head Master of the Calicut commercial school cannot now get more than R 140, unless he is moved to some other place, but, if he is, his best qualifications will be lost to the State. H.E. thinks that "every member of a graded service is assumed to be capable of rising to the highest ~~place~~ post in that establishment", but I do not think this is right. All that can be assumed is that every member ~~shall rise~~ is capable of rising to the highest grade for which he is fit, & not above it. In the Provincial service it is not assumed, say, that the Deputy Supdt of the Reformatory School will ever be fit for a Professorship of the Presidency College, or an Inspectorship. Though the D.P.I. thinks it best not to state formally the maxima & minima of pay attached to certain sorts of work, he will always have regard to the maximum pay which any official is fit to get. A Carpenter, for instance will never be raised to the R 190 grade. The DPI will recognize the principle in making promotions in the Subordinate service just as it is recognized by Govt. in making promotions in the Provincial Service. This is distinctly implied in para 7 of the Current. As I have said the reasons for adopting the grading system for the Provincial Service apply with even more force to the Subordinate Service. There are about 35 men in the Provincial Service & about 500 in the Subordinate Service. There are more "branches" in the Subordinate Service which contains Teachers of very different capacities, inspecting officers & clerks. Promotion amongst them is now necessarily unequal, partly because it is often inexpedient on administrative grounds to transfer men from one branch to another (say from the scholastic

20

him for fresh consideration.

A.E.H
26.12.96

The Hon Mr Grose

S.K. 4/1/97

branch to the inspecting branches) & partly because vacancies do not occur uniformly in different branches.

It is now often necessary to transfer men from one end of the Presidency to the other in order that they may get a slight increase of pay, & this involves injury to the offices from which the transfer is made besides unnecessary cost to the State in travelling allowances.

JG
11/1/96

To H.E. the Governor

S.K. 11-1-97

After H.E. had talked over the matter with me, I came to the conclusion that ~~this~~ it was not necessary to introduce the grading system with regard to the lower appointments of the Subordinate Service, but I find it impossible to consent to fix the dividing line at R 150 or R 100. Even now, Sub assistant Inspectors are graded down to R 75 (G.O. 29.9.~~7~~87 542 Ed) In Bengal (though the Provincial Service goes down to R 150) the Subordinate Service is graded down to R 50. I think here also we shd grade down to R 50 – i.e. 172 appointments out of the R 502. I don't see how this will affect any change as to

"I spoke to the Hon. Mr Grose on this subject yesterday, and with his consent I now send the papers back to him with the following supplementary observations:—

(1) I suggest that the end aimed at would be sufficiently attained by grading only the Upper ~~or~~ subordinate service as is done, I believe in Bengal and the Punjaub. The limit I would suggest is either Rs. 150 or Rs. 100. The former limit would result in the grading of 22 posts: the latter in the grading of 72 posts.

If Dr. Duncan's scheme be accepted in its entirety, the whole patronage would, I understand, be centred in him. Is this desirable in the case of the numerous small offices & such appointments are now made by

21

78

patronage. The small appointments will still be made by local officers

JG
23/1/97

the higher ~~officers of~~ officers of the Dept?

The grading system has just been abandoned in the case of the highest branch of the ~~Educational Branch of the~~ Educational Service. It would seem therefore that grading is no longer held to be of universal benefit, — like Holloway's Pills.

A.E.H 16.1.97

To the Hon Mr Grose

G.J.F 18/1/97

To H.E. the Governor again

S.K. 25/1/97

~~e 19/1/97~~ e 25/1/97
R 11/11/7

22

23

[G./24.]
500—28-10-96.

Ed DEPARTMENT.

Papers to be read in proceedings :—

Again G.O., dated 3rd Nov. 1893, No. 793

Again G.O., dated 7th April 1896, No. 219

Current No. 1187 of 1896, dated 17th Sept from the D.P.I.

" " " 189 , " , "

" " " 189 , " , "

H.E. Excel
S.L. 1/11/96

ORDER.

P.S.

The revised proposals of the D.P.I. for the reorganization of the Subordinate Educational Service* meet with the approval of Govt and as they involve the creation of a new class of officers the sanction of the Govt of I. will be applied for.

(from orders)

To
The D.P.I.
— Fin'l deft.

Letter to
The Secy to the Govt of I.
Home deft,

Sir,

I am directed to forward the accompanying copies of ~~a letter~~ the Pro's of this Govt. No of the date embodying a letter from the D.P.I., Madras, No. 10190 dated the 17th Sept. '96, together with its enclosures, ~~and of the Pro. of This~~

* To be returned when no longer required.

~~Govt thereon~~ and to request that the ~~Govt of I.~~ H.E. the Govr. Genl. may be pleased to accord ~~its~~ his sanction to the proposals ~~therein~~ which it contains for the reorganization of the Subordinate Service of the Ed. dept.

2. The D.P.I proposes, for the reasons given in ~~his~~ para 2 of his letter no 10892 d 27th Sept 93, ~~which is printed in the accompanying Ro. of Govt~~ to constitute all the Subordinate Inspecting, Scholastic and Clerical appointments in the Dept, which carry a pay of Rs 15 and upwards *per mensem*, into one Service. Excluding the appointments in the Govt Salary Results Schools, which have not yet acquired any permanence, and also exclusive of five appointments of clerks to Sub-Asstt Inspectors of Schools, the pay of which is to be reduced to Rs 14 a month, 502 appointments come within the scope of the ~~Director's~~ Scheme and they will be divided into 27 grades on pay varying from Rs 15 *per mensem* to Rs 190. The Scheme involves an additional expenditure of Rs 14-10-0 a month

flag A.

× Pro. on Cno 1194 in the linked file.

a few personal allowances which, it is hoped, will disappear in the course of two years. The sanction of the Govt of I. to the scheme is required as it is proposed to create a new class of officers.

3. In Pro. no × of to-day's date, copy of which has been submitted to the Govt of I. separately, ~~the Govt~~ H.E. the Govr. has sanctioned the entertainment of two Asstt Professors in the Pres. Coll.; these appointments will be included one in the second and the other in the third grade of the Subordinate Service ~~mentioned above~~ and will raise the no. of the appointments in that Service from 502 to 504.

30/11

Copd 15
Fd 16/11/97

CHIEF
SECRETARIAT,
D. O.
No. 485
Dated, 16/11 1897

27

done 15/11

Fort St. George
16th November 1897

My dear Duncan,

Will you kindly look at this ~~file~~ case again.

The objection which Govt has to the scheme as submitted by you is that grades in one list a large number of persons, whose duties are very dissimilar & not comparable; & that a man once in the list may, either thro' seniority or otherwise, find himself drawing grade pay quite unsuited to the actual work he is doing. No doubt examinational requirements is some check on such a result; & your original proposal to prescribe maxa. & mina. for specific classes of appts. wd. have been an additional safeguard, but this latter arrangement has disappeared from the scheme apparently owing to a misapprehension of a few general allowances which it is hoped will disappear in the course of two years. The sanction of the Govt of I. to the scheme is required as it is proposed to create a new class of officers.

3. In Pro. no. ——— of to-day
copy of which has been submitted to the Govt of I. & which
date, ~~the Govt~~ has sanctioned the entertainment of two Asst Surgeons in the Pres Est.; these appointments will be included one in the second and the other in the third grade of the subordinate service ~~[illegible]~~ mentioned above and will raise the no. of appointments in that service from 502 to 504.

flog C28
793 3rd nov

~~[illegible]~~ G.O. no 900 d 27 Sept 93.

The limitation of the grading to applts. on R50 & over wd. ~~to effect~~ also remove some objectn. But even then the list wd. remain too heterogeneous for it wd. lump together 15 office clerks, 65 inspecting officers & 65 school teachers and the difficulty of disting~~[illegible]~~ ~~claims~~ personal claims & merit render a fair adjudication a hard business.

Moreover a limitation such as the above wd. still present anomalies e.g. the first 2/12 clerks of yr office wd. be on the list ~~[illegible]~~ while the remaining 10 wd. not be, the [illegible] north range supt. on R50 wd. be on it, the south range supt. on R40 wd. not be.

The Govt. accordingly think that the whole scheme shd. be recast so as to place the same list men whose

29 9P

work can be fairly compared; & so that ~~as~~ far as possible a man's work shd. correspond with his pay; ~~that~~ grades ~~and~~ being not merely paper applts. but actual working applts.

Govt. will be therefore much obliged if you will send me proposals in the above direction.

Yours Sincerely
S.P.
13/11/7

D. Duncan M.A. D.Sc. LL.D.

Despd with C. No: Ed/1187 [illegible] 9/11/97

31

ACCOUNTANT-GENERAL'S REPORT.

No.

The entries in the column of "Present Scale" have been compared with the Registers of this office, and are correct with the exception of the items altered in red ink.

Accountant-General's Office,
Fort Saint George,
189 .

Accountant-General.

GOVERNMENT OF MADRAS.

Department.

No.

Fort Saint George,
The 189 .

Secretary to the Government of Fort St. George.

G.O. No 716 Educational
" 439 Educational
13th November 1889.
2nd August 1897.
College of Agriculture.

G.O. No 890 Financial.
31st August 1892.
College of Engineering.

G.O.R. 1483 Financial
3rd November 1897
Law College.

G.O.R. No 1375 Financial
8th December 1896
Mangalore College.

G.O. No 729 Financial
2nd July 1896
Rajahmundry College...

G.O. No 523 Educational
19th July 1893
Kumbakonam College.

G.O.R. No 351 Financial
20th March 1897.
The Presidency College.

Carried forward 201

Total II Inspection 178

Inspection Miscellaneous. 2 1 1

G.O. No 645 Financial
11th July 1893
Superintendents of Hill schools. 6 1 1 1 1 1 1

G.O.R. No 1377. Financial.
8th December 1896
62 Sub Assistant Inspectors of Schools and their establishments 119 56 1 13 28 13 8

G.O. No 542 Financial.
21st May 1896
Offices of the Assistant Inspectors of Schools. 27 9 9 9

G.O. No. 521 Financial.
1st June 1893
Offices of the Inspectresses of Girls' Schools N & C, S & W circles. 8 1 1 2 2 2

Brought forward 39

1405

...rk at 50-2-60 100
...rk at 25-1-30 50
do at 15-1-20 30
... clerk 15
... clerk
210
...o clerks at 30
...2 clerks at 20
... do do 15
First class at Rs 150
Second do do 125
Third do 100
Probationers at 75
Clerk
Clerks at 15
Ganjam. South Range
do North Range
Vizagapatam, Senior
...Assistant Agents Division
do Special Assistant Division 60
Godavari, Senior 60
do Junior 40
280
Inspecting Schools, Muhammadan Schools
Clerk, Ganjam Agency
1040
1005

201		10005
	III Government Colleges - General	
1	Assistant Professor of Geology	
1	Assistant Professor of Zoology	
1	First Junior Assistant Professor	
1	Second do	
1	Third do	
1	Fourth do	
1	Additional Assistant	
1	Latin Master	
1	Assistant Professor of Physics	
6	Pandits } 4 First class at 60-4-80	240
1	Clerk } 5 Second class at 40-2-60	200
1	Librarian	
1	Gymnastic Instructor	
18		1640
1	First Assistant Lecturer	
1	Second do	
1	Third do	
1	Fourth do	
1	Fifth do	
2	Pandits at 40-2-60	80
1	Clerk	20
1	Librarian	20
1	Gymnastic Instructor	20
10		790
229		12435

229		12435
1	First Assistant Lecturer	
1	Second do	
1	Third do	
1	Fourth do	
1	Fifth do	
1	Sixth do	
1	Senior Pandit	40
1	Junior do	20
1	Persian Munshi	40
1	Gymnastic Instructor	20
1	Clerk	20
1	Librarian	
12		880
1	First Assistant Master	125
1	Second do	90
1	Third do	60
1	Fourth do	60
1	Additional Assistant	
1	Sanskrit Pandit	30
1	Canarese do	20
1	Gymnastic Instructor	
1	Clerk and Librarian	20
9		485
49		3775
	III Government Colleges. Professional	
1	Clerk	20
1	Librarian	
2		45
252		13845

252		13845
1	Assistant Instructor in Surveying & Drawing	150
1	Do in Drawing	100
1	Do in Surveying	100
1	Second Assistant in Drawing	75
1	Do in Surveying	75
2	Assistants in Vernacular at 60-2-80	120
1	Workshop Instructor	
1	Assistant Workshop Instructor	
1	Head Clerk	40
1	Assistant Clerk	20
1	2nd Assistant Clerk	15
1	Gymnastic Instructor	20
1	Storekeeper & Librarian	30
1	Superintendent Military Student	20
1	Instructor in Carpentry & fitting	30
16		755
1	Second Assistant	150
1	Third do	125
1	Fourth do	100
1	Fifth do	
1	Head Clerk	40
1	Bailiff	
1	Second clerk and Assistant Bailiff	20
1	Gymnastic Instructor	20
8		565
276		15365

	15365
rd Assistant	150
rth Assistant	100
fth do	75
th do	75
venth do	
ad Masters at 40-2-50	80
sistants at 25-½-30	50
o at 20-½-25	100
awing Master	40
mnastic Instructor	20
do	15
ustrial Instructor	20
lerk	30
sistant Clerk	15
mnastic Instructor	
Librarian	
	555
st Assistant	
nd do	
rd do	
th do	
th do	
th do	
th do	
th do	
do	
th do	
do	
nastic Instructor	
& Librarian	
	595
	3015
	16815

276	
G.O. No. 1483 Financial 3rd November 1877 The Teachers' College and its Branches.	1
	1
	1
	1
	1
	2
	2
	5
	1
	1
	1
	1
	1
	1
	1
	1
	22
G.O. R. No 330 Financial. 22nd April 1895 Training Section Rajahmundry College.	1
	1
	1
	1
	1
	1
	1
	1
	1
	1
	1
	1
	1
	13
Total IV Government Colleges - Professional	61
	311

G.O. No 1164 Financial

G.O.	Date	Institution	No.	Designation	Pay
			311		16915
				II Government Schools-General	
G.O. No. 135 Educational.	21st February 1891.	Government Madrasa-i-Azam.	1.	1st Assistant	125.
			1.	2nd do	75.
			1	3rd class Hindustani Munshi.	40
			2.	3rd & 4th Assistants at 40-2-50.	80
			2	5th & 6th Assistants at 30-1-35.	60
			2	7th & 8th Assistants at 20-1-25	40
			4	1 Hindustani Munshi 1 Tamil Munshi 1 Drawing Master 1 Mensuration do at 20-2-40 each	80
			1	Clerk	
			1	Gymnastic Instructor	10
			15		525
G.O. No 773 Financial.	15th August 1895.	Government Lower Secondary School Bhadrachellam.	1	Head Master	40
			1	1st Assistant	30
			1	2nd do	20
			1	3rd do	15
			1	4th do	
			1	Gymnastic Instructor	
			6		135
G.O. No 772 Financial	16th August 1895	Government Lower Secondary School, Gunupur.	1	Head Master	30
			1	Assistant	20.
			1	do	15.
			3		65
			335		17540

G.O.	Date	Institution	No.	Designation	Pay
			335		17540
G.O. No. 419 Educational " " 3 Educational	9th June 1890. 9th January 1893.	Government Salary Result Middle School Jeypore.	1	Head Master	
			1	1st Assistant	
			1	2nd do	
			1	3rd do	
			4		105
G.O. No 446 Educational	19th August 1887	Government Middle School, Kottapad.	1	Head Master	
G.O. R. No. 1099 Financial,	29th September 1896.	Government School Polavaram.	1	Head Master	
			1	1st Assistant	
			2		45
G.O. No 1013 Financial	12th October 1893.	Government Girls' School, Vellore.	1	Headmistress	30
				Personal Allowance	
			1	1st Assistant	20
			1	2nd do	15
			3		75
G.O. No 727. Educational	29th October 1893	Government Girls' School, Kumbakonam.	1	Headmistress	50
			1	1st Assistant	20
			1	2nd do	15
			3		85
Total V Government Schools-General			37		1050
			348		17865

G.O.	Date	Institution	No.	Designation	Pay
			438		20270
G.O. 1218 Financial.	4th December 1893.	Training School Russelkonda	1	Head Master	
			1	Assistant	
			2		65
G.O. No 354 Educational	10th June 1896.	Training School Gunupur	1	Headmaster	
G.O. No 47. Educational	27th January 1896.	Lower Secondary Training School, Madras.	1	Headmaster	
			1	1st Assistant	
			1	2nd do	
			1	3rd do	
			1	Drawing Master	
			1	Gymnastic Instructor	
			6		150
G.O. No 47 Educational	27th January 1896.	Panchama Training School, Madras.	1	Headmaster	
			1	1st Assistant	
			1	2nd do	
			1	3rd do	
			4		100
G.O. No 754. Financial	12th August 1895	Presidency Training School for Mistresses.	1	First Assistant	125
			1	2nd do	100
			1	3rd do	80
			1	4th do	50
			1	Drawing Master	40
			1	Assistant (English)	
			1	do (Telugu & English)	30
			1	Telugu Assistant	30
			1	do do	25
			1	Assistant	20
			1	Tamil Pandit	20.
			1	Telugu do	20.
			12		590
			463		21215

G.O.	Date	Institution	No.	Designation	Pay
			485		22170
G.O. R. No 56 Financial	11th January 1897	Reformatory School, Chingleput.	1	Headmaster	
				Personal allowance	
			1	2nd Master	
				Personal allowance	
			1	Master Weaver	
			1	do Tailor	20
			1	Clerk	
				Personal allowance	
			1	Assistant clerk & Store-keeper	15
			1	Master, Carpenter	
			1	Assistant Carpenter	
			1	Master blacksmith	
			1	do Gardener	
			1	Master Instructor Rattan work	
			1	do Boot & Shoemaker	
			1	Drawing master	
			13		281
Total VI Government Schools Special			160		4586
				VII Miscellaneous	
G.O. No 739 Educational	13th November 1890	Office of the Registrar of Books.	1	Head clerk	
			1	Assistant clerk	
			2		75
G.O. 899 Financial.	14th August 1896.	Office of the Curator Oriental Manuscript Library.	1	Vernacular Munshi	
			1	Assistant Librarian	
			1	Clerk	
			3		90
Total VII Miscellaneous			5		165
			503		22616

Accountant

vernment is competent to sanc-
will be written across these

6

	10270	10203	12
	180		
	170		
	175		
	150		
	125		
	100		
	125		
	100		
	75		
	320	300	
	300	275	
	1820	1775	
	175		
	150		
	125		
	100		
	100		
	120	110	
2	40	35	
2	40	35	
2	40	35	
	890	865	
	12780	12843	12

	12980	12843	12
	175		
	150		
	125		
	100		
	100		
	75		
4	60	55	.
2	40	35	.
4	60	55	.
2	40	35	.
2	40	35	.
	15		
	980	955	.
5	175	162	8
6	120	112	8
4	80	75	.
4	80	75	.
	60		
1	35	33	12
1	25	23	12
	20		
1	25	23	12
	620	586	4
	4310	4181	4
2	40	35	.
	25		
	12980	12843	12

of Establishment

		14665	14445	
5	.	200	187	8
5	.	150	137	8
5	.	150	137	8
2	8	100	93	12
2	8	100	93	12
		160	150	.
		100		
		60		
2	.	60	55	
2	.	40	35	
1	.	25	22	8
2	.	40	35	
2		50	45	
2		40	35	
3	.	45	41	4
		1320	1228	12
5	.	200	187	8
5		150	143	12
5		125	118	12
		75		
2	.	60	55	.
.		35		
2	.	40	35	
2		40	35	
		725	685	
		16690	16358	12

revision of Establishment.

		12980		12843	12
		16690		16358	12
5	.	200	.	187	8
5	.	150	.	137	8
5		100	.	93	12
5		100		93	12
		30		.	
		100		95	.
		60		57	8
		125		118	12
2		60		55	
2		40		35	
	8	20		18	12
1		30		27	8
3		45		41	4
	8	20	.	18	12
		40	.		
		15	.		
		1135		1065	.
		125			
		80			
		70			
		60			
		50			
		40			
		30			
		30			
		25			
		20			
		20			
		20			
		25			
		595		595	.
		3840		3633	12
		18420		18018	12

		18420		18018	12
5	.	175		162	8
5	.	125		112	8
4		60		55	.
		100		95	.
		70		67	8
		50		47	8
		160		140	.
		15			
1	.	20	.	17	8
		775		712	8
2		50	.	47	8
1		35		33	12
1		25		23	12
	8	17	8	16	14
		15	.		
		15	.		
		157	8	151	14
2	.	40	.	37	8
2	.	30	.	27	8
1	.	20	.	18	12
		90		83	12
		19442	8	18766	14

46

		17442	8	18766	14
		40	.		
		30	.		
		20	.		
		15	.		
		105		105	.
		15	.	.	
		30			
		15			
.	.	45		45	.
2	.	40	.	37	8
		10		.	
1	.	25		23	12
1	.	20		18	12
		95	.	90	.
2	.	60	.	57	8
1	.	25	.	23	12
1	.	20	.	18	12
		105	.	100	.
		1387	8	1303	2
		19807	8	19321	14

48

19807	8	19321	14
100			
40			
35			
25			
20			
25			
15			
260		260	.
160		150	
80		75	
80		75	
60		55	
40		37	8
60		55	.
480		447	8
840		770	
560		525	
420		385	
280		262	8
2100		1942	8
200		187	8
150		137	8
100	.	93	12
450		418	12
23017	8	22310	10

C

51

		23097	8	22390	10
		50	.		
		15			
		65		65	.
		40	.		
		50	.		
		30			
		20			
		15			
		20			
		15			
		150		150	.
		40	.		
		25			
		20			
		15			
		100		100	.
5	.	150		143	12
5		125		118	12
5		130		117	8
5		75		68	12
4		60		55	.
		50	.	.	
3	.	45	.	41	4
2		40		37	8
3		40		36	4
2	.	30	.	27	8
1	.	25	.	23	12
1		25	.	23	12
				743	12
		25352	8	2455[illegible]	14
		2424[illegible]			

		24247	8	23489	6
5	·	100	·	93	12
2		40		37	8
		25	·		
		20	·	·	
		185		176	4
4	·	80	·	75	·
2		50		47	8
2		30		27	8
·	·	160		150	·
4	·	120		115	·
		35	·		
		25	·		
		20	·	·	
		200	·	195	·
		40	·		
5		75	·	68	12
3		50	·	46	4
3		50	·	46	4
		40	·		
		50	·		
		25	·		
		20	·		
		350	·	336	4
		140	·		
		70	·		
		210		210	
		352	8	24556	14

	25352	8	24556	14
	40	.		
	10	.		
	25	.		
	5	.		
	30			
8	25	.	23	12
	20			
	5			
8	20		18	12
	18			
	15			
	18			
	15			
	15			
	15	.		
	15			
	291	.	288	8
	5836		5523	8
	42	.		
	50	.		
	25	.	75	.
	20	.		
	350	.		
	140	.	90	
	70	.		
	210	.	165	
	352	8	2455	
			25010	6

32

Statement of Propositi revision of Establishment.

Order sanctioning present establishment. Government of Department.		Office to which the proposition refers.	NATURE OF CHARGE.																PROPOSITION.						Grounds of Proposition.	Local Government's recommendation.	ORDERS OF THE GOVERNMENT OF INDIA.		
			Present Scale.										Proposed Scale.						…anent.		Temporary.						Home Department.	Financial Department.	
					Pay.						Average cost.				Pa			Average cost.		Decrease per month.	Increase per month.		Decrease per month.						
No.	Date.		No.	Designation.	Minimum. RS.	A.	Increment. RS.	A.	Maximum. RS	A.	RS.	A.	No.	Designation.	Minimum. RS	A.	…ement RS.	…inum. A.	RS.	Amount. RS	Period.	Amount. RS.	Period.	Amount. RS.			Remarks.	Remarks.	Orders.
G. O. R. No. 236 Financial	23rd February 1897	Office of the Director of Public Instruction		I. Direction.										1st class.											The amalgamation of the Scholastic Inspectional and Clerical branches of the Subordinate Educational Service is recommended with a view to systematize and regulate promotion in a more equitable manner than is possible at present.				
			1	Assistant and manager	150	.	5	.	175	.	168	12	2.	Officers at Rs 190.															
			1	Head Clerk	100		5	.	125	.	118	12	4.	do 2nd class 180															
			1	2nd Clerk	.				80	.	.		5	do 3rd class 170															
			1	3rd Clerk	60		4		80	.	75	.	5	do 4th class 160															
			1	4th Clerk					70		.		8	do 5th class 150															
			1	5th Clerk					60		.		10	do 6th class 140															
			1	6th Clerk & Librarian					60		.		10	do 7th class 130															
			1	7th Clerk					50				10	do 8th class 120															
			1	8th Clerk					40				10	do 9th class 110															
			1	9th Clerk					30				10	do 10th class 100															
			1	10th Clerk					30				10	do 11th class 95															
			1	11th Clerk	20	.	2	.	30	.	27	8	10	do 12th class. 90															
			3	Clerks at Rs 25					75	.			10	do 13th class. 85															
			4	Clerks at Rs 20					80				10	do 14th class 80															
			4	Clerks including one reader at Rs 15					60				10	do 15th class 75															
Total	I. Direction		23		965		.		1045		1025		10	do 16th class 70															
				II Inspection									10	do 17th class 65															
G. O. No 1164 Financial	26th December 1894.	Offices of the Inspectors of Schools, Northern, Central, Southern and Western circles.											10	do 18th class 60															
			4	Head clerks at 50-2-60	200				240		230		10	do 19th class 55															
			4	2nd clerks at 25-1-30	100				120		115		10	do 20th class 50															
			4	3rd do 20-1-25	80				100		95		16	do 21st class 45															
			4	4th do 15-1-20	60				80		75		18	do 22nd class 40															
			16		440				540		515		25	do 23rd class 35															
													40	do 24th class 30															
													50	do 25th class 25															
Carried	forward	39							1585	.	1540	.	323																

If Local Government is competent to sanction, its order will be written across these four columns.

189 }

To

The Secretary to Government,

through the Accountant

dated th

Department,

neral, with refere ce to G.O., No. 1695,

Bro tember 1878, Financial Department.

Signature D Duncan

(Officer's Designation) Director of Public Instruction.

2,000—23-6-94

62

63

Educational (1898) Department.

CURRENT No. 106

351 Fil R 20-3-97 ✓
286 Fil R 23-2-97 ✓
R 1377 5-12-96 Fil ✓
762 22-12-97 Esl ✓
490/97

Print A.

MB 23-12-97

From
The Dir. of Pub. Instruction,
Madras.

No. 506

Dated 24th January 1898
Received 26 " "
Registered 26 " "
Enclosures three [2 enclos: + Ca No. 1167 Edl of 1…
Spare copies

SUBJECT.

Subordinate Educational Service.

Resubmitting with remarks the proposal for the reorganization of the ______ of the Madras Presidency.

DESPATCHED
25 JAN 1898

BACK PAPERS.

G.O.	No.	Department.	Date.
	762		: 22-12-97 Mis.
	490		: 27-8-97 „ abst
	236		: 23-2-97 R Finl
	351		: 20-3-97 R „
	1377		: 8-12-96 R Finl

FURTHER PAPERS.

G.O.	No.	Department.	Date.

274 : 2-5-96 Mis
44 : 22-1-96 „
327 : 16-5-93 „
793 : 3-11-93 „
480 : 10-8-96 Mis
479 : 10-8-96 Copy
219 : 7-4-96 Mis
47 : 27-1-96 Copy
931 : 27-11-95 Finl
268 : 23-4-94 Mis Copy
926 : 20-12-93 Mis
830-31 : 13-11-93 Copy
646 : 4-9-93 Mis Copy
760 of 90 Mis
561-2 of 90 Copy 33 & 34 : 21-1-93 Copy
431-2 of 88 Mis 924 : 15-12-91 Mis
372 of 88 Copy 822 : 26-10-91 Mis
542-3 of 87 Copy 337 : 6-5-91 Copy
and Record papers

Read - again the [illegible] papers:
G.O. Mis No. 450 Edl 23-7-98

CURRENT No. 106 Edl

18

Office of the Director of Public Instruction,
Madras, 24 January 1898.

No. 506

From

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

To

The Secretary to Government,
Educational Department.

Ed 108 & 2

Sir,

I have the honour to resubmit the proposition statement and papers relating to the Subordinate educational service with the following remarks.

646 Ed pug A
1-9-93

B

(1) In connection with the reorganization of the Provincial Educational Service, the Government of India Observed that the Madras scheme was based on pay and not, as it should have been, on the nature of the office held. In paragraph 3 of this office letter No 10313, recorded in G.O. No 830, Educational, dated 13th November 1893, it was pointed out that the rate of pay for each of the existing appointments having been fixed in the first instance with reference to the responsibilities attached to the offices, no modification of the arrangement was necessary, and the Government of India approved of the Madras scheme in toto and thus apparently accepted the above explanation.

(2) The principle that a man's work should as far as possible correspond with his pay, as well as its converse—that a man's pay should correspond with his work—is one of general application, and will be observed with regard to the Subordinate service to the very same extent as it has been, and will continue to be, observed with regard to the Indian and the Provincial Educational Services. In the

Indian Educational Service, for instance, Professors and Inspectors are grouped and have always been receiving promotion according to grades and seniority, the work done as Professor or as Inspector having been considered as being fundamentally similar in the qualification required and in the responsibilities imposed. Again, in the Provincial Educational Service, officers of the scholastic and inspection branches have been included and graded and are expected to receive promotion generally according to seniority, though the work of a lecturer is different from that of an Assistant Inspector. The only justification for the inclusion of the appointments of lecturers and Assistant Inspectors in one service is similarity in the qualifications required for, and in the responsibilities attaching to, these offices. When a man has been appointed to the Provincial Service he begins, as a rule, on the lowest pay (Rs.200) and his subsequent promotion in the same grade and to higher grades depends on his doing his work efficiently. The principle of promotion, viz, seniority tempered by selection, is the only check. A lecturer or an assistant Inspector on Rs.200 will not be allowed to do his work perfunctorily because another lecturer or assistant Inspector doing the same kind of work is paid Rs.500. As vacancies occur he will receive promotion according to the length of his service and the efficiency of his work; but the nature of his duties may be the same, irrespective of his grade and pay.

(3) The principles on which it has been proposed to reorganize the Subordinate Educational Service are exactly the same as those on which the Provincial Educational Service has been constituted. No doubt additional restrictions are necessary to regulate promotions in view of the large number of classes and appointments involved, and the restrictions which are proposed to be introduced will be summed up later on. In omitting these restrictions in the last letter to Government I never intended that a man once in the list should, through mere seniority, be allowed to rise from class to class and to draw pay without reference to the actual nature of the duties he is called on to perform.

But the duties are more homogeneous
J.H.

(4) The Subordinate Educational Service in Bengal was reorganized in August 1896 (i.e.) immediately after the receipt of the Secretary of State's Despatch on the reorganization of the Indian and

Provincial Educational Services. From the Bengal Director's letter and its enclosure received in July last, it will be seen that (a) all appointments on Rs.50 and above in the Subordinate service have been divided into eight classes (b) that as many as 517 appointments with an aggregate monthly salary of Rs.47500 are included in the Subordinate service, (c) that the number of appointments in the several classes vary from 10 to 103, (d) that the whole is one consolidated service, the pay of each officer being held to be personal, irrespective of the particular duty assigned to him, (e) that appointments to the last class (Rs.50) are made from among the officers drawing less than Rs.50, (f) that the principle of seniority is not necessarily the ruling factor in the matter of promotions and (g) that the possession of a University degree, efficient service in the posts held, the nature of the appointments in which the officers have been serving, and capacity to fill posts of higher responsibility will be considered along with seniority of service in regulating promotions. The following is a list of the different kinds of appointments included in the graded portion of the Bengal Subordinate service:-

Why imitate the mistakes of Bengal?
ASH

Masters and teachers.
Deputy Inspectors and Sub-Inspectors.
Foreman Instructor, College of Engineering.
Draftsman, do
Assistants to the Director of Public Instruction.
Head Maulvis (Munshis) and Pandits.
Head clerk, Presidency College, and clerks to Inspectors of Schools &c.
Second Master, Survey School.
Superintendent, Industrial School (Ranchi).
Clerk and Deputy Keeper, Art Gallery.
Laboratory Attendants, Presidency, &c, Colleges.
Drawing, Surveying and Modelling teachers.
Gymnastic teachers.
Librarians.
Cashier, Civil Engineering College.

(5) In the Madras scheme it is proposed that all

permanent appointments in the superior service on Rs.15 and above, but less than Rs.200, shall be divided into classes; but the total number of appointments is about the same as in Bengal on Rs.50 and above. It has been proposed to divided the officers into a larger number of classes than in Bengal so that each may include a more limited number of appointments and promotions from class to class may be more rapid than ~~they~~ can be the case in Bengal, in the lowest three classes of which about 100 appointments are included. When the number of appointments in any class is very large, promotion to the next higher class must naturally be very remote for young men entering the class. According to the revised proposition statement, the Madras scheme will include 503 appointments costing in the aggregate Rs.25000-6-0 per mensem. In other respects the Madras scheme exactly corresponds to the Bengal scheme; it will be a consolidated service, the pay of the officers being personal, and promotions will be regulated by principles similar to those observed in Bengal. A list is hereto appended of the different kinds of appointments included in the graded portion of the Subordinate Educational Service proposed:-

Masters and teachers.
Sub-Assistant Inspectors of schools.
Inspecting Schoolmasters and Superintendents of Hill Schools.
Instructors, College of Engineering.
Assistant and Manager, and clerks, Office of the Director of Public Instruction.
Pandits and Munshis.
Clerks in Colleges and under inspecting officers.
Special instructors, School of Arts.
Drawing Masters.
Gymnastic teachers.
Librarians. ~~Farm bailiff, College of Agriculture~~
Farm bailiff, College of Agriculture.
Industrial teachers.
Pupil teachers.

A comparison of the above list with the Bengal list will shew that the classes of appointments in the Subordinate service in the two Presidencies are almost identical. In the School of Arts, Madras, the Reformatory School, Chingleput, and in a few other institutions there are a few teachers of techincal, industrial and art subjects; but their inclusion will not vitiate the scheme, as the incumbents of the posts will not receive promotion to a class higher than their work appears to justify.

how?

what becomes of the grading, if these restrictions are accepted?

(6) In case Government is pleased to sanction the scheme as proposed, the following rules and restrictions will be observed in regard to admissions to and promotions in the Subordinate Educational Service:-

(i) In the appointment of teachers on Rs.50 and above the claims of experienced graduates and graduates of high academical attainments shall receive special attention.

(ii) In the matter of promotions from class to class mere seniority of service shall not be the rule. The nature of the appointments in which officers have served, efficient service in the appointments held, and capacity to fill appointments of higher responsibility, shall receive consideration as well as seniority.

(iii) The maximum pay of the following appointments or classes of appointments shall be limited to the amount shewn against them:-

Maximum.	Rs.
Pandits and Munshis	80
Head clerks, offices of the Inspectors of schools and Inspectresses of girls' schools.	70
Drawing Masters	60
Librarian, Storekeeper and lower teachers of special subjects in the School of Arts	50
Head clerks of Assistant Inspectors of schools, Gymnastic Instructors, Munshis and assistant Librarian, Oriental Manuscripts Library, and the Muhammadan Inspecting Schoolmaster, Madras	40
Clerks in Sub-Assistants' offices	25
Teachers of special subjects in the Reformatory School	30

(iv) The minimum pay of the following appointments and classes of appointments shall be at the rate shewn below:-

	Rs.
Sub-Assistant Inspectors.	60
General assistants in Colleges	50
Head clerks to Inspectors of schools and Inspectresses of girls' schools	40
do to Assistant Inspectors of schools	30

(v) Acting promotions from class to class shall not be made, only permanent and sub. pro tem vacancies being filled up.

88
11-2-97

(vi) Appointments in the Subordinate Educational Service shall vest in the Director except in regard to teacherships in schools in the Agency Tracts of the Northern Circars, which vest in the Agents.

It will be very difficult for the D.P.I. to exercise all this patronage fairly & satisfactorily.
AGH

The restriction of Maxima and Minima for certain appointments is intended to prevent unduly high or unduly low emoluments being given to the incumbents of those appointments. Pandits and clerks in Government Colleges draw in some cases less than ₨.50. But no general assistant draws less than ₨.60 now and hence a minimum of ₨.50 has been proposed above. No man will be posted to an appointment for which a minimum pay has been fixed unless he is of suitable ~~class~~ rank in the Department and is otherwise eligible for the place; and no man will be promoted to a class carrying a pay in excess of the maximum pay prescribed for the appointment before vacating that appointment.

(7) The above safeguards and restrictions seem to be sufficient to remove all the objections which have been urged or which might be urged against the scheme. If on account of dissimilarity of work, teachers, inspecting officers and clerks are to be put into separate groups, the scheme will fail to meet the end in view, viz, that of systematizing the promotion of all subordinates in the Department on definite and uniform lines. In Bengal a similar arrangement has been sanctioned and is now in force. No difficulty whatever is apprehended in working out the scheme with the safeguards proposed.

? I cannot find uniformity in this scheme.
AGH

(8) Since the submission of the proposals in this office letter No 10190 dated 17th September 1896 two new appointments have been created in the Presidency College (G.O. No 351 Fin., dated 20th March 1897) and one in the office of the Director of Public Instruction (G.O. 236, Fin. dated 23rd February 1897), while six appointments have been reduced (G.O.s Rs. $\frac{1377}{8\text{-}12\text{-}96}$ Fin. and $\frac{762}{22\text{-}12\text{-}97}$ Edl.) and one has been transferred from the permanent to the temporary list. There are accordingly 503 appointments now included in the scheme. The minimum, maximum and average cost will be ₨.22616, ₨.25308½ and ₨.25010 3/8 respectively. The revised proposition statement gives the details, and Appendices A and B have also been corrected in red ink embodying changes made since September 1896.

(9). The above 503 appointments may be grouped into 27 classes the number of appointments in each class being the same as that

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proposed in paragraph 4 of this office letter No 10190 dated 17th September 1896 with the following slight modifications. The number of appointments in the ₨.180 class will be increased from three to four, that in the ₨.170 class from four to five and that in the ₨.45 class from 15 to 16, while the number in the ₨.40 class will be decreased from 20 to 18. The total cost of the scheme will be ₨.25065 or ₨.54-10-0 more than the average cost referred to in the preceding paragraph. This small increase as well as the few personal allowances that may be necessary may be met from the saving of ₨.263-5-4 pointed out in paragraph 5 of this office letter referred to above.

(10) Should Government be inclined to bring into the classified service only appointments carrying a pay of ₨.50 and above, then revised proposals have to be submitted with a revised proposition statement. But I trust that with the explanations given above the scheme of classifying all appointments of ₨.15 and above will receive the full and early approval of Government.

I have the honour to be,
Sir,
Your most obedient servant,
D Duncan
Director of Public Instruction.

Exd.

72

73

Educational (1898) Department.

CURRENT No. 629

E.C.
106/98

UNDER SECY TO GOVT.
15 MAY 98

Read 9

MB
23-2-99

From

The Dir. of Pub. Instruction,
Madras.

No. 5530

Dated 11th May 1898.

Received } 13th May, 1898.
Registered }

Enclosures

Spare copies

SUBJECT.

Requesting that early orders be passed on the reorganization of the Subordinate Educational Service.

DESPATCHED
12 [illegible] 1898

74

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

CURRENT No. 629

OFFICE OF THE DIRECTOR OF
PUBLIC INSTRUCTION,
Madras, 11 May 1898.

No. 5530

From

THE HONORABLE MR. D. DUNCAN, M.A., D.SC., LL.D.,
DIRECTOR OF PUBLIC INSTRUCTION,
Madras,

To

THE SECRETARY TO GOVERNMENT,
~~Educational~~ DEPARTMENT,
Fort St. George.

SIR,

I have the honour to request that you will be good enough to obtain the early orders of Government on my letter No 506 dated 24th January 1898,submitting proposals for the reorganization of the Subordinate Educational Service.

2. The Subordinate Educational Service in Bengal was reorganized as early as August 1896.The delay in reorganizing the similar service in Madras has,as I have more than once brought to the notice of Government,been productive of much inconvenience in filling vacancies permanently in the several branches of the service.So long as the inspection,scholastic and clerical appointments continue to be treated separately as heretofore, promotions cannot be made with reference to the service and work of the officers of the several branches.Officers in one branch of the service are sometimes appointed provisionally with a view to enable them to draw acting allowances while acting in higher appointments, though this may be prejudicial to the claims of officers in the other branches.In the case of officers on progressive salaries,increments earned by the provisional and sub pro tem officers have to be given to them,though this may in the long run create some difficulties in assigning them fixed pay under the new scheme.

3. For the above reasons I beg to request that early orders may

Ed. Cor. 6 1,000—28-10 97

76

be obtained on my proposals. Should Government be still of opinion that appointments on and above a certain pay, say Rs.50, should alone be included in the graded portion of the Subordinate Service, I beg that I may be informed accordingly so that revised proposals may be submitted in time for the introduction of the scheme at least from the 1st October next.

I have the honour to be,

Sir,

Your most obedient servant,

D Duncan

Director of Public Instruction.

Exd

Read

Subordinate Edl. Service

C. 1.7.98 C. 11.7.98
Rs 9.7.98 R. 15.7.98

Educl. Dept.

77

118

C.Nos.106 & 629 of 98.

From the D.P.I. no. 506 d, 24-1-98
" " " no 5550 d, 11-5-98

H.M. & H.E.

x with this do. d/ 6/11/97 (Flag D)

N O T E

To Asst Secy

The D.P.I's scheme for the reorganization of the subordinate Educl. Service submitted with his letter No. 10190 d/ 17-9-96 x was returned to him with the remark that it graded in one list a large number of persons whose duties are very dissimilar and not comparable and that a man once in the list might either thro. seniority or otherwise find himself drawing grade pay quite unsuited to the actual work he was doing- He was requested to recast the whole scheme so as to grade on the same list men whose work could be fairly compared (+) so that, as far as possible, a man's work should correspond with his pay; grades being not merely paper appts. but actual working appointments. Flag D.

The D.P.I. now resubmits the scheme, introducing certain restrictions as regards promotion in the grade but without recasting it in the manner desired by Govt; The following are the restrictions:-

" (i) In the appointment of teachers on Rs.50 and above the claims of experienced graduates and graduates or high academical attainments shall receive special attention.

(ii) In the matter of promotions from

from class to class mere seniority of service shall not be the rule. The nature of the appointments in which officers have served, efficient service in the appointment held, and capacity to fill appointments of higher responsibility, shall receive consideration as well as seniority.

(iii) The maximum pay of the following appointments shall be limited to the amount shown against them:-

	Maximum. Rs
Pandits and Munshis	80
Head clerks, offices of the Inspectors of Schools and Inspectresses of girls' schools.....	70
Drawing Masters	60
Librarian, Storekeeper and lower teachers of special subjects in the School of Arts...............	50
Head clerks of Asst. Insptrs. of Schools, Gymnastic Instructors Munshis and Asstt. Librarian, Oriental Manuscripts Library, and the Muhammadan Inspecting Schoolmaster, Madras............	40
Clerks in Sub-Asstt.'s offices	25
Teachers of special subjects in the Reformatory School.	30

4-6

(iv) The minimum pay of the following appointments and classes of appointments shall be at the rates shewn below:-

	Rs
Sub-Asstt. Inspectors..........	60
General Asstts. in Colleges....	50
Head Clerks to Insptrs. of Schools and Inspectresses of girls' schools................	40
do to Asstt. Insptrs. of schools	30

The Director gives a short account of the scheme of reorganization of the Sub-Ed. Service in Bengal & states that the class of appts. included in the Bengal scheme are almost identical with those included in his scheme. But this is not quite correct. The Bengal scheme grades

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only appts on Rs.50 & above, while Dr. Duncan's scheme grades appts down to Rs.15 - in fact almost all superior appointments in the Ed. Dept. which are not included in the Indian & Prov. Ed. Servs. There is thus a great difference between the two schemes. Unpassed men who are getting Rs.15 as petty clerks & who are ineligible for any promotion are graded in the Director's scheme with M.As and B.As who serve as Asstt. Professors & Lecturers in Colleges. It is not understood what advantage is to be gained by this grading. A graded system with so many restrictions as the D.P.I. proposes does not appear to be in any way better than no graded system. If the D.P.I's scheme is sanctioned the greatest difficulty will be felt in assigning the positions of the many officers affected by it. It will no doubt give rise to endless heart-burning & numerous appeals to Govt.

~~To spec~~/ does not seem to afford to the officers affected any greater prospect of promotion or security from being overlooked when vacancies occur, in other words, it does not afford greater encouragement to Educational officers already in the service or greater inducements to recruits entering it than an ungraded scheme; in some ways it is less favourable - as it fixes a limit beyond which officers cannot rise while the "tempered by selection" clause removes all security that the senior men will not

[illegible] 5-6-98

see their juniors stepping over their heads. ||
This "tempering" with "selection" is such an elastic term that the results may be as curious as "mixing" milk with 90 % of water. These remarks apply to para 4 (f.) of the D.P.I's letter.
If there was so much deliberation as to whether grading should go down to Rs 100-per-mensem posts, it is submitted that the proposal to grade everyone down to Rs 15 a month will make the whole service rigid & inelastic. To settle that all chances of promotion are to be governed by fixed rules even below Rs 50 does not allow sufficient room for the rewarding of talents which may have come to light among the lower paid branches of the service

S.W.M.
7.6.98

Precisely if a man is not fit for a particular duty he sh^d certainly be passed over: why not?
S.B.

H.M.
(I am submitting this as Mr Trevenheere has been laid up for a few days)
S.B.

H.M.
H.E.

H.M.

As the D.P.I. submits the scheme, it is I think unpracticable, being so over-loaded with provisos & restrictions as to leave it no scheme at all;

Yes.
A.S.H.

and it seems doubtful ~~if~~ whether it is any use trying to throw such a variety of heterogeneous appointments into one service; either the classification must be restricted to a much narrower pecuniary range i.e. beginning say with appts involving not less than R50 or R75; or be restricted to clearly to appts in wh. the duties are those of a ~~[illegible]~~ master instructor or inspector, leaving out all ~~[illegible]~~ appts in wh. the duties are those of clerks, cashiers or attendants (and even pupil teachers perhaps); the only exceptions being the few clerical appts as managers of office in which it may be desirable to have the services of persons who have had some educational ex

-perience.

Orders are requested as to the lines on which instructions Shd. now be given to the D. P. I.

The file will go to His Excellency after H. M. has noted.

E. L. 20/6/98

Dr. Duncan's revised scheme seems to me to contain all the defects that the first one contained. He still ranks together, carpenters, blacksmiths, lecturers and professors. If it were only the amount of the men's pay that created the difficulty, the Hon. Mr. Arundel's proposal might lessen that difficulty; but there is the difference between the men's work, which constitutes the greater difficulty.

The Sec's Note puts my views exactly. I suggest that the papers be sent back to the D. P. I. for revision on the lines set forth in Mr. Forbes' Note.

A. H. 14.7.98

I should be prepared to accept the scheme of the D. P. I which he with all his experience recommends, & wh. seems to me workable as explained by him.

But if His Exy. feels the objections recorded in his previous notes still to bar the way, a practical solution may be found in limiting the grading to posts of Rs 50 and upwards. Dr. Duncan might be instructed to revise his proposal on those lines, and from his lists when finally submitted Govt. can remove any offices that still seem out of place in a graded system, and order them to be treated exceptionally.

AKt 9.7.98

H. M. again, for perusal of H. E.'s note & with a draft order

W. P. 19.7.98

SECRETARY TO GOVERNMENT
1[illegible] JUN 1898
L. EDN. & MUNICIPAL DEPARTMENT

[illegible] Hotel
June 1898

My dear Forbes

Can you do anything to obtain for me early orders on the Subordinate Educational Service? In some ways I feel inclined to let the matter alone & leave it to my successor to deal with the claims of the officers — [illegible]

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Appendix A.

A summary of the appointments to be graded according to the new scheme.

		No of appointments	Minimum cost Rs.	As.	P.	Maximum Rs.	As.	P.	Average Rs.	As.	P.
I	Direction	23 ~~22~~	965 " 905 +	" 60	.	1045 985 +	60	.	1025 965 +	" 60	.
II	Inspection	178 ~~183~~ - 5	9040 9115	"	"	9225 9300	75 "	.	9178 - 12 ~~9253~~	~~12~~	~~"~~ - 75
II	Government Colleges General	49 47 + 2	3795 ~~3445~~	+ 350	"	4310 ~~3960~~	+ 350	.	4178 - 12 - 0 4181 - 4 ~~3831~~	~~4~~	~~"~~ + 350
V	Government Colleges Professional	61	3015 3005 +	" 10	"	3840 3890 -	" 50	"	3633 - 12 ~~3668~~	~~12~~	~~"~~ - 35
V	Government Schools General	37	1050	"	.	1387	8	.	1303	2	"
VI	Government Schools Special	150 ~~152~~ - 2	4586 ~~4666~~	~~"~~ - 80	"	5836 ~~5936~~	~~"~~ - 100	.	5523 - 8 - . ~~5618~~	~~8~~	~~"~~ - 95
VII	Miscellaneous	5	165	"	.	165	"	.	165	"	"
	Total	503 505 507	22616 22,351			25808 - 8 - . ~~25,623~~	~~8~~	.	25010 - 6 - . ~~24,805~~	~~6~~	"

D Duncan

Director of Public Instruction.

Appendix B

Additions

No	Designation of post		Remarks.
1	Sub-Assistant Inspector of Girls' Schools		Since created
1	Do of Mappilla Schools		Do.
1	Clerk in the office of Do Do.		Do.
1	Librarian, Rajahmundry College		Do.
1	Do, Law College		Do
1	Do, Teachers' College		Do (Provision has been made to raise the pay to Rs15.
7	Appointments	1 on Rs100 1 on Rs40 1 on Rs 35 2 on Rs 25 1 on Rs 20 1 on Rs 15	Reorganization of the Training School, Calicut
2.	Do	1 on Rs140 1 on Rs 70	Establishment of the School of Commerce, Calicut.
6.	Do	1 on Rs 50 1 30 2 20 2 15	Do Lower Secondary Training School, Madras.
4	Do	1 on Rs 40 1 25 1 20 1 15	Do Panchama Training School, Madras.
1	Drawing Master, Reformatory School Chingleput		Since created.
1	Assistant Carpenter Do		Do
1	Gymnastic instructor, Bhadrachellam		Do
1	Additional Assistant, Training School for Mistresses Coimbatore		Do.
1	One appointment in the Kotapad Middle School		The school has been raised to the status of the Middle Sch
Total 30			

Re-2
Ed L No 1187

Brought forward 30	Additions (continued)	
1.	Superintendent of Military pupils College of Engineering	Sanctioned appointment not separately shown before but now shown as remarked by the Accountant General.
1	Workshop Instructor, College of Engineering	Since created
1	Assistant Workshop Instructor	Do.
2.	Polavaram School Godavary Agency	The school is proposed to be raised to the Status of a Middle School.
35 2	Assistant Professor - Presidency College Clerk in the office of the D.P.I.	Newly appointed
1 38		
	Omissions	
1	Sub-Assistant on Rs 150 Supernumerary	The officer has since retired
1	Senior Pandit (Tamil) Presidency College.	The post was abolished on the retirement of the incumbent.
10	Appointments in the Training College, Calicut. 1 on 125 - 150 1 on 100 - 125 1 on 80 - 100 2 on 60 - 80 1 on 40 - 60 2 on 30 - 40 2 on 20 - 30 10.	The college was reduced to the status of an Upper Secondary Training School with a revised establishment.
3.	Headmasterships of Lower Secondary Training Schools on Rs 40 - 60	G.O. No. 47 Educational dated 27th January 1896 sanctioning the establishment of Training Schools in
1	Special Assistant Mangalore College	Proposed to be abolished.
16. 1	Silver smith in the School of Arts	Transferred to the temporary establishment
1	Headmastership, Training School Anantapur	Abolished on the reduction of the School from the L.S. to the Primary Grade.
18 D.		

D Duncan

Director of Public Instr.

90

Rn. 3
Ed C No 1187

Enclos. I to Do. letter

No. 9674 / 3-9-96.

Ed Dept.

Order / mis 91 No 450 of 23-7-98

Cnos 106 & 629 of 98

98

No 2 / 22/7/98

The Govt. is not prepared to accept the revised scheme sent up by the Director for the re-organization of the Subordinate Ed. Service. ~~It is~~ Its numerous provisos & restrictions deprive it of ~~all~~ simplicity, while it is very doubtful whether such a variety of heterogeneous appointments as the Director deals with, can be thrown into one Service.

2. The Govt. therefore resolves to remit the scheme to the Director for reconsideration with the following remarks. In the first place it has been attempted to carry the principle of grading too far; ~~a limit of Rs. 50 or~~ it should be limited to appts. carrying pay of Rs. 50 p.m. ~~or 75 p.m.~~ In the second place, it may be restricted for the most part to masters, instructors or inspectors, the only exceptions being such few

clerical app^{ts} as may require the services of persons who have had some Educational Experience.

H. T.
19.7.98.

To
The D.P.I. q.o.) Desp^{d} 23.7.98.

copied + d } 22/7/98

with original enclo. retd.

Please send to EC after despatch.

B
22-7-98

When given for copying
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When examined
When signed
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READ AGAIN G.O., No. , DATED
190 .

CURRENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT .. .. .. A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

PAPERS NOT FILED UP, BEING MEANT FOR DESPATCH IN ORIGINAL.

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21-3-07 ✓

23/12/12 ✓

21-12-17

1-9-95 ✓