Educational (1899) Department.

ORDINARY PRINTED.

G.O. No. 108

DATED 22-2-99

INDEXED.

N. P.

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15/15

[Despatch Abstract.]

Subordinate Educational Service.

Stating that the Scheme for grading the — Should be abandoned.

BACK PAPERS.

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

FURTHER PAPERS.

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

Government {1899} of Madras.

EDUCATIONAL.

Recd. } 1899. *Enclosures*

Regd. } 1899. *Spare copies*

G.O., No. 108, 22nd February 1899.

FEBRUARY.

Subordinate Educational Service.

Stating that the scheme for grading the — should be abandoned.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—again the following paper :—

G.O., Mis. No. 450, Educational, dated 23rd July 1898.

Read—the following papers :—

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, 24th January 1898, No. 506.

I have the honour to re-submit the proposition statement and papers relating to the Subordinate Educational Service with the following remarks :—

(1) In connection with the re-organization 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 qualifications 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 re-organize 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.

(4) The Subordinate Educational Service in Bengal was re-organized in August 1896, *i.e.*, immediately after the receipt of the Secretary of State's despatch on the re-organization 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. 47,500 are included in the subordinate service, (*c*) that the number of appointments in the several classes vary from 10 to 108, (*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 :—

Masters and teachers.
Deputy Inspectors and Sub-Inspectors.
Foreman Instructor, College of Engineering.
Draftsman, College of Engineering.
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 divide 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 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. 25,010–6–0 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.
Industrial teachers.
Pupil teachers.

A comparison of the above list with the Bengal list will show 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 technical, 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.

(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 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 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 shown 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.

(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.

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 Rs. 50. But no general assistant draws less than Rs. 60 now and hence a minimum of Rs. 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 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.

(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, Financial, dated 20th March 1897) and one in the office of the Director of Public Instruction (G.O., No. 236, Financial, dated 23rd February 1897), while six appointments have been reduced (G.O., S. R. No. 1377, Financial, dated 8th December 1896, and No. 762, Educational, dated 22nd December 1897) 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 Rs. 22,616, Rs. 25,808½ and Rs. 25,010⅓, respectively. The revised proposition statement gives the details, and Appendices A and B have also been corrected in red ink embodying chances 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 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 Rs. 180 class will be increased from three to four, that in the Rs. 170 class from four to five and that in the Rs. 45 class from fifteen to sixteen, while the number in the Rs. 40 class will be decreased from twenty to eighteen. The total cost of the scheme will be Rs. 25,065 or Rs. 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 Rs. 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 Rs. 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 Rs. 15 and above will receive the full and early approval of Government.

From the Director of Public Instruction, dated 11th May 1898, No. 5530.

Order—Mis. No. 456, Educational, dated 23rd July 1898.

The Government is not prepared to accept the revised scheme sent up by the Director for the reorganization of the Subordinate Educational Service. Its numerous provisos and restrictions deprive it of 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 Government 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; it should be limited to appointments carrying pay of Rs. 50 per mensem. In the second place, it may be restricted for the most

part to masters, instructors or inspectors, the only exceptions being such few clerical appointments as may require the services of persons who have had some educational experience.

(True Extract.)

(Signed) H. TREMENHEERE,
Secretary to Government.

To the Director of Public Instruction.

Read—also the following papers :—

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, 5th November 1898, No. 12643.

With reference to the correspondence ending with G.O., No. 450, Educational, dated 23rd July 1898, I have the honour to submit revised proposals for the re-organization of the Subordinate Educational Service.

2. In statement A enclosed will be found the individual appointments which it is proposed to bring within the graded scheme. The first appointment in the statement is the post of Assistant and Manager in my office. During the past six years, this post has continued to be filled by officers belonging to the inspection or the scholastic branch of the service, excepting during short vacancies. This is an appointment which requires the services of a person who has had educational experience. All clerkships have been excluded from the scheme. A librarian and a gymnastic instructor, each of whom draws over Rs. 50, have been omitted. The appointments in the College of Engineering have also been excluded, it being under contemplation, in deference to the views of the Chief Engineer and the Principal of the College, to restrict such appointments to officers of the Public Works Department. On this subject Government will shortly be addressed. All other appointments in the scholastic branch of the service and all appointments in the inspection branch of the service carrying a pay of Rs. 50 and above will form one service. It is proposed to arrange the 155 appointments detailed in statement A into 23 classes as shown below :—

No.		Rs.	Rs.
2	.. ..	190	380
3	.. ..	180	540
3	.. ..	170	510
5	.. ..	160	800
6	.. ..	150	900
6	.. ..	140	840
6	.. ..	130	780
6	.. ..	125	750
6	.. ..	120	720
6	.. ..	115	690
6	.. ..	110	660
7	.. ..	105	735
7	.. ..	100	700
7	.. ..	95	665
7	.. ..	90	630
8	.. ..	85	680
9	.. ..	80	720
9	.. ..	75	675
9	.. ..	70	630
9	.. ..	65	585
9	.. ..	60	540
9	.. ..	55	495
10	.. ..	50	500
155			15,125

The minimum limit is Rs. 50 as in Bengal and the maximum Rs. 190, which is Rs. 10 below the minimum limit of pay of officers included in the Provincial Educational Service. From Rs. 50 to Rs. 130 the difference in pay from class to class is fixed at Rs. 5, and from Rs. 130 to Rs. 190 at Rs. 10. All the appointments including

...ne Provincial Edu...
principle of seniority tempered ... ...otion, acce...
No hard and fast rules of restric... ...m necessary.

4. The present total average cost is Rs. 14,881–4–0, as shown in statement A ; and the total cost of the new scheme is Rs. 15,125, thus involving an increase of Rs. 243–12–0 a month. This increase is unavoidable, being due partly to the exclusion, under the orders of Government, of appointments carrying a pay of less than Rs. 50, and, partly, to the long delay in the re-organization of the subordinate service. In consequence of the exclusion of appointments on less than Rs. 50, the savings in the average pay of such appointments proposed in my original scheme have ceased to be available to meet the increase proposed in the higher grades. Several officers again have in the long interval received increments to their salaries, or provisional or sub. *pro tem.* promotions, and it would be extremely hard that they should now be required to forego the increased pay or allowance. But the extra cost of Rupees 243–12–0 may be met from the savings aggregating Rs. 286 referred to in my letters, Nos. 12244, dated 28th October 1898, and 12623, dated 4th November 1898.

5. As the reorganization of the Subordinate Educational Service has already been long delayed, I beg to request that the early orders of Government may be obtained, so that the scheme be brought into force at least from 1st January next.

6. A proposition statement will be submitted as soon as Government has approved of these proposals.

7. In conclusion, I beg to state here that, if the proposals herein made are not sanctioned, many of the incumbents of the appointments included in the scheme will suffer in their pay or position and the idea of re-organizing the Subordinate Educational Service in Madras must be abandoned for good.

Enclosure.

Statement A.

Office.		Designation.	Minimum.	Maximum.	Average.
			Rs.	Rs.	Rs. A. P.
Director of Public Instruction.	1	Assistant and Manager	150	175	168 12 0
Sub-Assistant Inspectors ..	8	First class at Rs. 150	1,200	1,200	1,200 0 0
	13	Second class at Rs. 125	1,625	1,625	1,625 0 0
	28	Third ,, ,, 100	2,800	2,800	2,800 0 0
	13	Probationers ,, 75	975	975	975 0 0
Superintendents of Hill Schools.	1	Russellkonda Range	50	50	50 0 0
	1	Special Assistant's Division, Vizagapatam	60	75	71 4 0
	1	Gódávari Senior	60	75	71 4 0
	1	,, Junior	40	50	47 8 0
Presidency College ..	1	Assistant Professor of Geology	180	180	180 0 0
	1	,, ,, Zoology ..	170	170	170 0 0
	1	First Junior Assistant Professor ..	175	175	175 0 0
	1	Second ,, ,, ,, ..	150	150	150 0 0
	1	Third ,, ,, ,, ..	125	125	125 0 0
	1	Fourth ,, ,, ,, ..	100	100	100 0 0
	1	Additional Assistant	125	125	125 0 0
	1	Latin Master	100	100	100 0 0
	1	Assistant Professor of Physics	75	75	75 0 0
	2	Pandits (60—80)	120	160	150 0 0
	4	,, (40—60)	160	240	220 0 0

			100			
			100	10		
			75	75	75 0	0
		Arts (40—60) ,, ..	80	120	110 0	0
	1	First Assistant Master ..	125	175	162 8	0
	1	Second ,, ,, ...	90	120	112 8	0
Mangalore College	1	Third ,, ,, ...	60	80	75 0	0
	1	Fourth ,, ,, ...	60	80	75 0	0
	1	Additional Assistant	60	60	60 0	0
	1	Second Assistant	150	200	187 8	0
	1	Third ,, ...	125	150	143 12	0
College of Agriculture ..	1	Fourth ,, ...	100	125	118 12	0
	1	Fifth ,, ...	75	75	75 0	0
	1	Third Assistant	150	200	187 8	0
	1	Fourth ,, ...	100	150	137 8	0
	1	Fifth ,, ...	75	100	93 12	0
Teachers' College and branches.	1	Sixth ,, ...	75	100	93 12	0
	1	Drawing Master	40	60	55 0	0
	2	Head Masters, Branch Schools (40—50).	80	100	95 0	0
	1	Head Master, Lower Secondary school, Madras	50	50	50 0	0
	1	First Assistant	125	125	125 0	0
	1	Second ,, ...	80	80	80 0	0
Rajahmundry College Training Section.	1	Third ,, ...	70	70	70 0	0
	1	Fourth ,, ...	60	60	60 0	0
	1	Fifth ,, ...	50	50	50 0	0
	1	First Assistant	125	175	162 8	0
	1	Second ,, ...	75	125	112 8	0
Madrasa-i-Azam	2	Masters (40—50)	80	100	95 0	0
	1	Persian Munshi	40	60	55 0	0
Lower Secondary school, Bhadrachalam.	1	Head Master	40	50	47 8	0
Government Girls' school, Kumbakonam.	1	Head Mistress	50	60	57 8	0
Upper Secondary Training school, Calicut.	1	Head Master (*vide* this office letter, No. 12244, dated 28th October 1898).	75	75	75 0	0
Upper Secondary Training school, Coimbatore.	1	Head Master	60	80	75 0	0
Upper Secondary Training school, Tanjore.	1	,, ...	60	80	75 0	0
Training School, Russellkonda.	1	,, ...	50	50	50 0	0
Training School, Tinnevelly.	1	Head Master (*vide* this office letter, No. 10331, dated 6th September 1898).	50	50	50 0	0
Lower Secondary Training schools, Berhampur, Vizagapatam, Guntur, Bellary, Nellore, Chittoor, Villupuram, Trichinopoly, Salem and Mangalore.	10	Head Masters (40—60)	400	600	550 0	0
	1	First Assistant	125	150	143 12	0
	1	Second ,, ...	100	125	118 12	0
Presidency Training School for Mistresses.	1	Third ,, ...	80	130	117 8	0
	1	Fourth ,, ...	50	75	68 12	0
	1	Assistant (English)	50	50	50 0	0
	1	Drawing Teacher	40	60	55 0	0
Government Training School for Mistresses, Coimbatore.	1	Head Mistress	75	100	93 12	0
Hobart Training school, Madras.	1	,, ,, ...	60	80	75 0	0
	1	Assistant Mistress	40	50	47 8	0
Moyan Training school for Mistresses, Calicut.	1	Head Mistress	100	120	115 0	0
School of Commerce, Calicut.	1	Head Master	140	140	140 0	0
	1	Assistant	70	70	70 0	0
	1	Assistant (sanctioned in G.O., No. 923, Finl., dated 22nd August 1898).	50	50	50 0	0
Reformatory School ..	1	Head Master (who is in receipt of a salary of Rs. 40 and a personal allowance of Rs. 10).	50	50	50 0	0
Total ..	155		13,910	15,205	14,881 4	0

II.

Secretary to Government.

To the Director of Public Instruction.

Encl. A. F. Eccleston.

NOTES CONNECTED WITH G.O., No. 108, EDUCATIONAL, DATED 22ND FEBRUARY 1899.

[SUBJECT.—*Reorganization of the Subordinate Educational Service.*]

From the Director of Public Instruction, dated 17th September 1896, *No.* 10190.

In 1893, the Director of Public Instruction submitted a scheme for the reorganization of the Subordinate Educational Service. In G.O., No. 793, Educational, dated 3rd November 1893, the Government said that the scheme could not be profitably considered until final orders were passed on the reorganization of the Superior Service and told the Director of Public Instruction to address Government again when that matter was settled. The Government also pointed out certain defects * in the scheme.

* These are now removed.
G. S. FORBES.

2. 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* paragraph 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. 24,735-6-0; and the cost according to the proposed scale is Rs. 24,750. 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* proposition statement relating to Madras in Appendix B to the Government of India resolution recorded in G.O., No. 479, Educational, dated 10th August 1896. 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.

H

3. In Current No. 1194 the Director of Public Instruction submits proposals for the creation of two Assistant Professorships in the Presidency College. If Government approves of these proposals, the 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. 24,750 to Rs. 25,100.

Yes.
G. S. FORBES.

4. The appointments in all Government salary-results schools, as well as the appointments in the Medical College, are excluded from the scheme, the former, because of their impermanent character and the latter as they are paid from the medical budget. Five appointments on Rs. 15 have also been excluded as the Director of Public Instruction proposes to reduce their pay to Rs. 14.

What a horrid word!
A. E. H[AVELOCK].

5. The reasons for grading these appointments are given by Dr. Duncan as follows in his letter recorded in G.O., No. 793, Educational, dated 3rd November 1893.—

"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 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 department should be constituted into one general service." A

6. It is pointed out by the Accountant-General that the scheme requires the sanction of the Government of India as it involves the creation of a new class of officers. Orders are solicited as to whether the Government of India may be addressed.

T. KANAKASUNDARAM PILLAI—30-10-96.

Please work out how many in the present scale have salaries between (*a*) Rs. 175 and 199, (*b*) Rs. 150 and 175, (*c*) Rs. 100 and 150, (*d*) Rs. 75 and 100, (*e*) Rs. 50 and 75, (*f*) Rs. 25 and 50, (*g*) Rs. 15 and 25, and give corresponding numbers in the proposed scale.

G. S. FORBES—6-11-96.

		Present scale.	Proposed scale.
(*a*)	Rs. 175 to 199	3	5
(*b*)	Rs. 150 to 175	6	9
(*c*)	Rs. 100 to 150	42	48
(*d*)	Rs. 75 to 100	44	50
(*e*)	Rs. 50 to 75	75	50
(*f*)	Rs. 25 to 50	111	110
(*g*)	Rs. 15 to 25	191*	230
	Total ...	502	502

* One appointment (*i.e.*, the post of Librarian, Teachers' College) in the present scale carries a salary of Rs. 12 only.

T. KANAKASUNDARAM PILLAI—7-11-96.

You make 14 appointments on Rs. 150 and above: while the Director of Public Instruction gives the number as 22—see paragraph 4 of his letter.

G. S. FORBES—7-11-96.

In the statement given above, appointments on Rs. 175 are included in class (*b*), appointments on Rs. 150 in class (*c*) and so on; hence the difference.

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

		Present scale.	Proposed scale.
(*a*)	No. of appointments on Rs. 175 and above but less than Rs. 200.	6	5
(*b*)	,, ,, Rs. 150 ,, ,, Rs. 175.	14	17
(*c*)	,, ,, Rs. 100 ,, ,, Rs. 150.	69	50
(*d*)	,, ,, Rs. 75 ,, ,, Rs. 100.	35	50
(*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 Assistant Professorships in the Presidency College are sanctioned—G. S. FORBES.

T. KANAKASUNDARAM PILLAI—10-11-96.

The preceding tabular comparative statement shows that the reorganization maintains the present gradation of pay and prospects very fairly except in classes (*c*) and (*d*), *i.e.*, the grade Rs. 100—150 suffers most, but they get earlier into the next lower class.

Yes. 2. The gradation may be accepted.

J. G[ROSE]—25-11-96.

3. The Director of Public Instruction excludes* five clerkships attached to Sub-Inspectors in the Northern Circars and Ceded districts because passed candidates not being available their pay has been fixed at Rs. 14. If in the future, passed men can be permanently secured, they will be brought into the organization and be eligible to promotion in ordinary course.

* See paragraph 3.

It must be asked for.

J. G[ROSE]. 4. Sanction of the Government of India will be required.

G. S. FORBES.

This scheme appears to grade in one list the whole of the subordinate establishment of the Educational department. 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, etc. But, here we should have in the same list, assistant professors, gymnastic instructors, silver smiths, clerks, master-weavers, school masters, gardeners, drawingmasters, blacksmiths, etc. In such circumstances, I cannot see how grading system can be applied.

2. The reasons given for grading the department do not seem to me to be very strong or convincing (see passage marked **A** on page 2). 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 scale.

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

J. G[ROSE]

Orders issued accordingly. It was a separate file.

G. S. FORBES.

3. I cannot find that the Hon'ble Mr. Grose has given an opinion on the proposal to create two Assistant Professor ships in the Presidency College (see passage of the office note marked **H** on page 1).

A. E. H[AVELOCK]—4-12-96.

The principle of the grading seems to have been approved generally, so long ago as 1891 when Mr. Grigg submitted his proposals—*vide* G.O., No. 822, Educational, dated 26th October 1891—especially paragraph 3 of his letter.

The question was therefore not considered in sending up the present proposals whether grading was expedient or if so how far it should extend.

G. S. FORBES—8-12-96.

The grading system has been under discussion for many years. It has been approved by the Government of India and the Secretary of State, and has passed beyond the sphere of argument.

J. G[ROSE]—12-12-96.

I should like to see the orders of the Secretary of State and Government of India approving of the graded system, to which my Honourable Colleague alludes.

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

A. E. H[AVELOCK]—15-12-96.

I much regret that I misunderstood His Excellency's note of 4th December. I took it as addressed to the Hon'ble Mr. Grose for consideration; and while files *are in circulation* between Honourable Members of Government it is not usual for the Secretariat to note unless a point is specially referred to it for note.

2. The Government of India and the Secretary of State approved the grading of the Upper Subordinate Educational service, Scholastic branch in 1891—*vide* G.O., No. 337, Educational, dated 6th May 1891; and they have also approved it in the case of the new Provincial Educational service which includes two branches of the Upper

Subordinate service above mentioned (G.O., No. 479, Educational, dated 10th August 1896). But that grading goes down only to Rs. 200.* Neither the Secretary of State nor the Government of India has specifically approved the present grading of the subordinate staff as now proposed. I understand the Hon'ble Mr. Grose to refer to the system of grading generally.

* In Bengal and the Punjab, the grading of the Provincial Educational service goes down to Rs. 150.

G. S. FORBES.

Yes—in the Provincial service—but in the subordinate service in Bengal it goes down to Rs. 50.

J. G[ROSE].

3. 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 maxima and minima salaries for certain posts, *e.g.*, a teacher of carpentry will never rise higher than a certain grade (*vide* paragraph 7 of current letter and paragraph 7 of letter, dated 27th September 1893, in G.O., No. 793, dated 3rd November 1893).

4. The advantage which 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 and in which he is doing good work without the necessity of moving him on promotion to another post to which higher pay is attached under the present system.

G. S. FORBES—18-12-96.

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

2. It would appear from the note of the Secretary that the Government are not bound or in any way committed to the introduction of the graded system in the *subordinate* branches of the Educational department. It appears that the Government 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 Government, but indeed obligatory.

3. As I have tried already to point out, there seem great difficulties in applying the graded system in the Subordinate service, and it is nowhere shown how these difficulties are to be overcome. 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 paragraph 7 of his letter of the 17th September 1896, 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, etc." 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.

4. 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.

5. As the matter bears a different aspect from what it did when last presented to the Hon'ble Mr. Grose, I think the papers might, with advantage, be submitted to him for fresh consideration.

A. E. H[AVELOCK]—26-12-96.

My statement that the grading system had been under discussion for many years, and had been approved by the highest authority was *general* as regards working the Educational department 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 headmaster of the Calicut Commercial school cannot now get more than Rs. 140 unless he is moved to some other place, but, if he is, his best qualifications will be lost to the State. His Excellency thinks that "every member of a graded service is assumed to be capable of rising to the highest post in that

establishment," but I do not think this is right. All that can be assumed is that every member is capable of rising to the highest grade for which he is fit, and not above it. In the Provincial service it is not assumed, say, that the Deputy Superintendent of the Reformatory school will ever be fit for a professorship of the Presidency College, or an inspectorship. Though the Director of Public Instruction thinks it best not to state formally the maxima and 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 Rs. 190 grade. The Director of Public Instruction will recognize this principle in making promotions in the Subordinate service just as it is recognized by Government in making promotions in the Provincial service. This is distinctly implied in paragraph 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 and about 500 in the Subordinate service. There are more "branches" in the Subordinate service which contains teachers of very different capacities, inspecting officers and 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 branch to the inspecting branch) and 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, and this involves injury to the office from which the transfer is made besides unnecessary cost to the State in travelling allowances.

J. G[ROSE]—11-1-97.

I spoke to the Hon'ble 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* Subordinate service as is done, I believe, in Bengal and the Punjab. 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.

(2) If Dr. Duncan's scheme be accepted in its entirety, the whole patronage would, I understand, be centered in him. Is this desirable in the case of the numerous small offices to which appointments are now made by the higher officers of the department? The grading system has just been abandoned in the case of the highest 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[AVELOCK]—16-1-97.

After His Excellency had talked over the matter with me, I came to the conclusion that 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 Rs. 150 or Rs. 100. Even now, sub-assistant inspectors are graded down to Rs. 75 (G.O., No. 542, Educational, dated 29th September 1887). In Bengal (though the provincial service goes down to Rs. 150) the subordinate service is graded down to Rs. 50. I think here also we should grade down to Rs. 50—*i.e.*, 172 appointments out of the 502. I don't see how this will effect any change as to patronage. The small appointments will still be made by local officers.

J. G[ROSE]—23-1-97.

Demi-official from G. S. FORBES, Esq., I.C.S., Secretary to Government, Educational Department, to the Director of Public Instruction, dated 16th November 1897, No. 485.

Will you kindly look at this case again?

The objection which Government has to the scheme as submitted by you is that it grades in one list a large number of persons, whose duties are very dissimilar and not comparable; and that a man once in the list may, either through 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; and your original proposal to prescribe maxima and minima for specific classes of appointments would have been an additional safeguard, but this latter arrangement has disappeared from the scheme apparently owing to a misapprehension of G.O., No. 793, dated 3rd November 1893.

2. The limitation of the grading to appointments on Rs. 50 and over might remove some objections. But even then the list would remain too heterogeneous, for it would lump together 15 office clerks, 65 inspecting officers and 65 school teachers; and the difficulty of distinguishing personal claims and merits would render a fair adjudication a hard business.

3. Moreover a limitation such as the above would still present anomalies, *e.g.*, the first six clerks of your office would be on the list while the remaining 15 would not be, the Ganjám north range superintendent on Rs. 50 would be on it, the south range superintendent on Rs. 40 would not be.

4. The Government accordingly think that the whole scheme should be recast so as to grade in the same list men whose work can be fairly compared; and so that as far as possible a man's work should correspond with his pay; grades being not merely paper appointments but actual working appointments.

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

From the Director of Public Instruction, dated 24th January 1898, *No.* 506.

" " " " 11*th May* 1898, *No.* 5530.

Demi-official 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 1st June 1898.

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 and leave it to my successor to deal with the claims of the officers—several hundreds of them—for promotion. This would save me a great deal of trouble. But I think I know the merits and claims of the officers concerned better than any body else and it would be for their interest as well as for that of Government that the conflicting claims of all these officers should be settled before I retire. I do not think of retiring just yet, but this matter will be a long and troublesome business and the sooner a beginning is made the better.

The Director of Public Instruction's scheme for the reorganization of the Subordinate Educational service submitted with his letter No. 10190, dated 17th September 1896, 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 through 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 and so that, as far as possible, a man's work should correspond with his pay; grades being not merely paper appointments but actual working appointments.

* With demi-official, dated 16th November 1897.

2. The Director of Public Instruction now resubmits the scheme, introducing certain restrictions as regards promotion in the grade but without recasting it in the manner desired by Government. The following are the restrictions:—

"(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 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 amounts 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 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 shown below:—

	Rs.
Sub-Assistant Inspectors	60
General Assistants in colleges	50
Head clerks to Inspectors of Schools and Inspectresses of Girls' Schools.	40
" to Assistant Inspectors of Schools	30"

3. The Director gives a short account of the scheme of reorganization of the Subordinate Educational service in Bengal and states that the classes of appointments included in the Bengal scheme are almost identical with those included in his scheme. But this is not quite correct. The Bengal scheme grades only appointments on Rs. 50 and above, while Dr. Duncan's scheme grades appointments down to Rs. 15—in fact, almost all superior appointments in the Educational department which are not included in the Indian and Provincial Educational services. There is thus a great difference between the two schemes. Unpassed men who are getting Rs. 15 as petty clerks and who are ineligible for any promotion are graded in the Director's scheme with M.A.'s and B.A.'s who serve as Assistant Professors and 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 Director of Public Instruction proposes does not appear to be in any way better than "no graded system". If the Director of Public Instruction'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 and numerous appeals to Government.

T. KANAKASUNDARAM PILLAI—6–6–98.

It 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 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 per cent. of water. These remarks apply to paragraph 4 (*f*) of the Director of Public Instruction's letter.

Precisely if a man is not *fit* for a particular duty he should certainly be passed over: why not?

G. S. FORBES.

2. 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 every one down to Rs. 15 a month will make the whole service rigid and 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. G. ROBERTS—7-6-98.

(I am submitting this as Mr. Tremenheere has been laid up for a few days.)

As the Director of Public Instruction submits the scheme, it is, I think, impracticable, being so overloaded with provisos and restrictions as to leave it no *scheme* at all; and it seems doubtful 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.*, begin, say, with appointments drawing not less than Rs. 50 or Rs. 75, or be restricted clearly to appointments in which the duties are those of a master, instructor or inspector, leaving out all appointments in which the duties are those of clerks, cashiers or attendants (and even pupil teachers perhaps): the only exceptions being the few clerical appointments as, *e.g.*, managers of office in which it may be desirable to have the services of persons who have had some educational experience.

Yes.
A. E. H[AVELOCK].
This is just my difficulty.
A. E. H[AVELOCK].

2. Orders are requested as to the lines on which instructions should now be given to the Director of Public Instruction.

3. The file will go to His Excellency after Honourable Member has noted.

G. S. FORBES—30-6-98.

I should be prepared to accept the scheme of the Director of Public Instruction which he with all his experience recommends, and which seems to me workable as explained by him.

2. But if His Excellency 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, Government can remove any offices that still seem out of place in a graded system, and order them to be treated exceptionally.

A. T. A[RUNDEL]—9-7-98.

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 man's pay that created the difficulty, the Hon'ble Mr. Arundel's proposal might lessen that difficulty; but there is the difference between the men's work which constitutes the greater difficulty.

2. The Secretary's note puts my views exactly. I suggest that the papers be sent back to the Director of Public Instruction for revision on the lines set forth in Mr. Forbes' note.

A. E. H[AVELOCK]—14-7-98.

Honourable Member again, for perusal of His Excellency's note and with a draft order.

H. TREMENHEERE—19-7-98.
A. T. A[RUNDEL]—21-7-98.

[G.O., No. 450, Educational, dated 23rd July 1898.]

From the Director of Public Instruction, dated 5th November 1898, *No.* 12643.

IN May 1891 Mr. Grigg submitted a scheme for constituting some of the lower appointments of the Educational Department into a graded service to be termed the Lower Subordinate Educational Service, scholastic and clerical branches, but the

present Director pointed out that the scheme had to be revised with reference to the experience gained of the working of the scheme of the Upper Subordinate Educational Service, and in G.O., No. 924, Educational, dated 15th December 1891, it was ordered that the scheme should lie over pending the submission of further proposals.

2. In 1893 the Director of Public Instruction submitted a scheme, but Government in its Order No. 793, Educational, dated 3rd November 1893, said that the scheme could not be considered until orders had been passed on the reorganization of the superior service. It was also pointed out that the proposal to give acting allowances between the grades was inadmissible and that the figure at which the Director of Public Instruction had fixed the minimum pay of certain appointments (Rs. 50) was too high. He was therefore ordered to address Government again on the subject.

3. Accordingly in his letter No. 10190, dated 17th September 1896, the Director of Public Instruction submitted revised proposals.

Honourable Member (the late Hon'ble Mr. Grose) thought that the proposals should be accepted and that the sanction of the Secretary of State should be asked for.

His Excellency however pointed out that the scheme graded in one list the whole of the Subordinate establishment of the Educational Department, and that it was difficult to see how the principle of grading could be applied to such a heterogeneous collection of appointments as it was proposed to include in the scheme. His Excellency also thought that the reasons given for grading the department at all were not very strong and that the principle of seniority tempered by selection was preferable. On the latter point Honourable Member (Mr. Grose) remarked that the general principle of grading had been approved by the Government of India and the Secretary of State and had passed beyond the sphere of discussion, and that though it had not been separately considered with regard to the Subordinate service the reasons for adopting it in the case of the Provincial service applied equally to the Subordinate service. Honourable Member, however, eventually agreed with His Excellency that it was unnecessary to introduce the grading system so far as the lower appointments of the Subordinate service were concerned, but considered that the gradation should be carried down to appointments of Rs. 50 and should not stop at Rs. 150 or Rs. 100, which was the limit His Excellency considered advisable.

G.O., No. 337, Educational, dated 6th May 1891.

But nothing whatever was said in that correspondence about grading the *Lower* Subordinate service, though Mr. Grigg said he would bring it up.

A. T. A[RUNDEL].

4. Subsequently the scheme was returned to the Director of Public Instruction with the remark that it graded in one list a number of persons whose duties are very dissimilar and that a man might either through seniority or some other cause find himself drawing pay quite unsuited to the work he was doing and the Director of Public Instruction was asked to recast the scheme, grading 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, the grades being not merely paper appointments but actual working appointments.

5. The scheme was resubmitted by the Director of Public Instruction with his letter No. 506, dated 24th January 1898, but it was pointed out that the defects noted in the previous scheme had not been removed and the proposals were again, in accordance with His Excellency's wishes, sent to the Director who was asked to revise it on the lines indicated in G.O., No. 450, dated 23rd July last.

6. A revised scheme for the reorganization of the Subordinate Educational Service is accordingly now submitted by the Director of Public Instruction.

7. Statement A attached to the Director of Public Instruction's letter gives 155 appointments which it is proposed to bring into the graded scheme in 23 classes. The scheme includes—

(1) all appointments in the scholastic and inspection branches of the service carrying a pay of Rs. 50 and over except those referred to below.

(2) all appointments including Pandits' posts, as in Bengal, and four Superintendentships of Hill schools in the Agency tracts of the Northern Circars carrying a progressive pay of Rs. 40—50, on the ground that most of the incumbents have attained the maximum pay or nearly the maximum pay of their appointments. It excludes—

I don't think this is a sufficient reason. Presumably Rs. 50 was fixed as the maximum because it was as much as the duties required.

A. T. A[RUNDEL].

(*a*) all clerkships, except the post of Assistant and Manager in the Director of Public Instruction's office for which a person of educational experience is required (*vide* last sentence of G.O., No. 450, Educational, dated 23rd July 1898).

(*b*) a librarian and gymnastic instructor each of whom draws over Rs. 50, and

(*c*) the appointments in the College of Engineering.

8. The following statement compares the present gradation of pay and that proposed under the new scheme :—

	Number of appointments.	
	Present scale.	Proposed scale.
	RS.	RS.
Pay Rs. 50 and less	15	10
,, ,, 75 and less but above Rs. 50	53	45
,, ,, 100 ,, ,, ,, 75	38	38
,, ,, 150 ,, ,, ,, 100	39	49
,, ,, 175 ,, ,, ,, 150	7	8
,, ,, 200 ,, ,, ,, 175	3	5
Total ...	155	155

9. The extra cost of the new scheme amounting to Rs. 243–12–0 a month is proposed to be met by the savings of Rs. 286 effected by the reductions sanctioned in G.Os., No. 697, Educational, dated 8th November 1898, and No. 738, Educational, dated 23rd November 1898, in the establishment of the Training schools at Calicut and Ránipéttai.

10. It is submitted that the defects noted in the previous scheme submitted by the Director of Public Instruction have now been removed and that the scheme may be approved. If the scheme is approved the Director of Public Instruction may be asked to submit a proposition statement and the Government of India, whose sanction is apparently necessary, may be asked to sanction the scheme with effect from the beginning of 1899–1900.

A. EDGINGTON—19–1–99.

Please check again savings Rs. 286, paragraph 9.

H. TREMENHEERE—20–1–99.

The figure Rs. 286 is correct.

The net saving is as follows :—

	RS.
Ránipéttai school	126
Upper Secondary school, Calicut	25
Mappilla Branch Training school, Calicut	135
Total ...	286

A. EDGINGTON—20–1–99.

H. TREMENHEERE—24–1–99.

When this question came to me last July I was prepared to accept the Director of Public Instruction's proposal on the strength of his experience and the support of my predecessor. I have now looked further into it and I must confess that the more I look into it the less I like it.

The Director of Public Instruction has now excluded all posts under Rs. 50 except 15, but the assemblage is almost as heterogeneous as before.

2. The Hon'ble Mr. Grose remarked that a carpenter on the graded list would never rise to Rs. 190. Perhaps the same may now be said of the pandit who draws Rs. 40—50: but all depends on the decision of the Director of Public Instruction. The objection is that such a thing should not be *possible*.

3. The system of grading already exists to a considerable extent in the colleges where Assistant Professors and Lecturers are graded as first, second, third, etc., with salaries to correspond, and presumably the men newly appointed enter at the bottom, if the others are fit for promotion. So too with the Sub-Assistant Inspectors of whom there are four grades containing respectively—

	RS.
First class 8 on	150
Second ,, 13 on	125
Third ,, 28 on	100
Fourth ,, 13 on	75 probationers.

4 Other Educational Subordinate officers are provided with graded pay, but the objection raised by the Director of Public Instruction is that so many have reached or nearly reached the maximum. I cannot consider this is an objection ; the Director of Public Instruction himself is under the same conditions and draws no more than the maximum pay of his appointment. The maximum should be a maximum and not a moveable feast.

5. It seems to me that under the system now advocated there would inevitably, and in spite of the best intentions, be a vast amount of favoritism ; and that the officials in the office of the Director of Public Instruction would become possessed of a dangerous amount of influence. It is of course quite impossible for the Director of Public Instruction to know personally the qualifications, merits, demerits and claims of the whole 155 subordinates. On what principle then is he to decide on the most deserving person when several are strongly recommended by officers in different institutions and different parts of the Presidency.

6. How are the claims for promotion to be decided between, say, a Hill schoolmaster in Ganjám, a pandit in Madras, a drawing master, a Persian munshi, a headmistress —all on Rs. 50. It would be as easy to place in the order of merit an elephant, an omnibus, a motor car and a whale, or how compare the claims of a Sub-Inspector, a junior Assistant Professor in the Presidency College, an Assistant Lecturer in Kumbakónam and another in Rajahmundry, an Assistant in the College of Agriculture, another in the Teachers' College, all on the same pay, and all strongly recommended by their respective superiors.

7. Moreover, there would be the possibility, or rather the probability, of disastrous confusion unless the Director of Public Instruction exercised his perplexing patronage in a very discreet and wary manner. What I mean is that the better paid grades might be so filled with men who, up to this time, could by no possibility rise to them, and whose educational qualifications are distinctly inferior, that only insufficiently paid grades might remain to provide for vacancies among such men as Assistant Professors and Lecturers, and as a consequence these posts would remain unfilled or would be filled by men of inferior qualifications. In any case grave mischief would be done.

8. To sum up, my opinion in regard to this scheme correspond closely to that already expressed by His Excellency in his former notes.

This Government is in no way pledged to carry out a graded system for the *Subordinate* Educational Service.

I think the Director should be told that his present proposals do not meet the objections felt by Government to his scheme and that Government considers the scheme for grading the Subordinate Educational Service should be abandoned.

A. T. A[RUNDEL]—13-2-99.

I cordially agree with my Honourable Colleague.

A. E. H[AVELOCK]—19-2-99.

The draft order placed below may issue.

A. EDGINGTON—21-2-99.

H. TREMENHEERE—22-2-99.

[*G. O., No.* 108, *Educational, dated* 22*nd February* 1899.]

Educational (1898) Department.

CURRENT No. 1476

49 NOV 98

From The Director of Public Instruction, Jeanrad

Order

No. 12643.

Dated 5th November 1898

Received

Registered

Enclosures one.

Spare copies

SUBJECT.

Submitting revised proposals for the reorganization of the Subordinate Educational Service.

DESPATCHED 8 NOV 1898

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	450	: 23-7-98 hus	

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Educational (1898) Department.

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No. Ed & L / 43

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No. 485
632.

The entries in the column of "present scale" have been compared with the Registers of this Office, and are correct.

As in para 3 of his letter No. 10190 dated 17th September 1896, attached, the Director of Public Instruction excludes 5 clerks of the Sub. Accountant Inspectors of Schools in the Northern Circars from his present scheme, the number should not have been included under present scale in this Statement. The amount has therefore been deducted by the office in a foot note and the financial effect of the present scheme shows the sanction of the Government of India is necessary in the present case as the proposal involves the creation of new classes of officer.

The delay in the transmission of the report is due to a reference made to the Director of Public Instruction in connection with this Statement.

Accountant Genl's Office
Fort St George
1st October 1896

(Sigd) W. H. Michael
Dy Accountant General.

(True Copy)

BACK

Date.

Ed DEPARTMENT.

Papers to be read in Proceedings :—

Again G.O., No. 460 , dated 23rd July 1898. A

Again G.O , No. , dated 189 .

Current No. 1476 of 1898 , dated 5th Nov. , from the D.P.I. A

" " 1562 " 1898 , " 28th Nov. , " the A.G. B

" " " 189 , " , "

ORDER. No 1089 22-299

P.S.

The Director will be informed that his present proposals fail to meet the objections previously raised by Govt, ~~to his scheme~~ & that H.E. the Govt in Council considers that the scheme for grading the Subordinate Ed. Service should be abandoned

(from orders)

a &c

21/2/99

H T

22-2-99

To the D.P.I.

189 .

Dept.

Encles. No. 1

To

O. No. 1562

First copy sent to Press 13/1/68

Returned for signature

Despatched to press

17

N.B.—
A = Print in full.
B = Not to be printed.
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12-8-95

Government {1899} of Madras.

EDUCATIONAL.

Recd.
Regd. } 1899.
Enclosures
Spare copies

G.O., No. 108, 22nd February 1899.

FEBRUARY.

Subordinate Educational Service.

Stating that the scheme for grading the — should be abandoned.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—again the following paper :—

G.O., Mis. No. 450, Educational, dated 23rd July 1898.

Read—the following papers :—

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, 24th January 1898, No. 506.

I have the honour to re-submit the proposition statement and papers relating to the Subordinate Educational Service with the following remarks :—

(1) In connection with the re-organization 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. 860, 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 qualifications 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 re-organize 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.

(4) The Subordinate Educational Service in Bengal was re-organized in August 1896, *i.e.*, immediately after the receipt of the Secretary of State's despatch on the re-organization 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. 47,500 are included in the subordinate service, (*c*) that the number of appointments in the several classes vary from 10 to 108, (*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 :—

Masters and teachers.
Deputy Inspectors and Sub-Inspectors.
Foreman Instructor, College of Engineering.
Draftsman, College of Engineering.
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 divide 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 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. 25,010-6-0 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.
Industrial teachers.
Pupil teachers.

A comparison of the above list with the Bengal list will show 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 technical, 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.

(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 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 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 shown 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.

(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.

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

pandits' posts, as in Bengal, and four superintendentships of hill schools in the Agency tracts of the Northern Circars carrying a progressive pay of Rs. 40—50 or upwards have been included, as most of the incumbents have attained the maximum or nearly the maximum and as it is very hard to deprive the few who have not reached the maximum of the chance of reaching it. Such of the officers, however, as do not deserve promotion beyond a certain limit will not receive it, under the restriction proposed in the next paragraph. The number in each class is fixed, on the one hand, with reference to the amount available for the total number of appointments included in the scheme and, on the other, with reference to the present pay of the incumbents. The number of appointments in the different classes have been fairly graduated.

3. As in the Provincial Educational Service, promotion will be made on the principle of seniority tempered by selection, according to qualifications and work. No hard and fast rules of restriction seem necessary.

4. The present total average cost is Rs. 14,881–4–0, as shown in statement A; and the total cost of the new scheme is Rs. 15,125, thus involving an increase of Rs. 243–12–0 a month. This increase is unavoidable, being due partly to the exclusion, under the orders of Government, of appointments carrying a pay of less than Rs. 50, and, partly, to the long delay in the re-organization of the subordinate service. In consequence of the exclusion of appointments on less than Rs. 50, the savings in the average pay of such appointments proposed in my original scheme have ceased to be available to meet the increase proposed in the higher grades. Several officers again have in the long interval received increments to their salaries, or provisional or sub. *pro tem.* promotions, and it would be extremely hard that they should now be required to forego the increased pay or allowance. But the extra cost of Rupees 243–12–0 may be met from the savings aggregating Rs. 286 referred to in my letters, Nos. 12244, dated 28th October 1898, and 12623, dated 4th November 1898.

5. As the reorganization of the Subordinate Educational Service has already been long delayed, I beg to request that the early orders of Government may be obtained, so that the scheme be brought into force at least from 1st January next.

6. A proposition statement will be submitted as soon as Government has approved of these proposals.

7. In conclusion, I beg to state here that, if the proposals herein made are not sanctioned, many of the incumbents of the appointments included in the scheme will suffer in their pay or position and the idea of re-organizing the Subordinate Educational Service in Madras must be abandoned for good.

Enclosure.

Statement A.

Office.		Designation.	Minimum.	Maximum.	Average.
			Rs.	Rs.	Rs. A. P.
Director of Public Instruction.	1	Assistant and Manager	150	175	168 12 0
Sub-Assistant Inspectors ..	8	First class at Rs. 150	1,200	1,200	1,200 0 0
	13	Second class at Rs. 125	1,625	1,625	1,625 0 0
	28	Third " " 100	2,800	2,800	2,800 0 0
	13	Probationers " 75	975	975	975 0 0
Superintendents of Hill Schools.	1	Russellkonda Range	50	50	50 0 0
	1	Special Assistant's Division, Vizagapatam	60	75	71 4 0
	1	Godávari Senior	60	75	71 4 0
	1	" Junior	40	50	47 8 0
	1	Assistant Professor of Geology ..	180	180	180 0 0
	1	" " Zoology ..	170	170	170 0 0
	1	First Junior Assistant Professor	175	175	175 0 0
	1	Second " " " ..	150	150	150 0 0
Presidency College ..	1	Third " " " ..	125	125	125 0 0
	1	Fourth " " " ..	100	100	100 0 0
	1	Additional Assistant	125	125	125 0 0
	1	Latin Master	100	100	100 0 0
	1	Assistant Professor of Physics ..	75	75	75 0 0
	2	Pandits (60—80)	120	160	140 0 0
	4	" (40—60)	160	240	200 0 0

Office.		Designation.	Minimum.	Maximum.	Average.
			Rs.	Rs.	Rs. A. P.
Kumbakónam College ..	1	First Assistant Lecturer	175	175	175 0 0
	1	Second ,, ,, ...	150	150	150 0 0
	1	Third ,, ,, ...	125	125	125 0 0
	1	Fourth ,, ,, ...	100	100	100 0 0
	1	Fifth ,, ,, ...	100	100	100 0 0
	2	Pandits (40—60)	80	120	110 0 0
Rajahmundry College ..	1	First Assistant Lecturer	175	175	175 0 0
	1	Second ,, ,, ...	150	150	150 0 0
	1	Third ,, ,, ...	125	125	125 0 0
	1	Fourth ,, ,, ...	100	100	100 0 0
	1	Fifth ,, ,, ...	100	100	100 0 0
	1	Sixth ,, ,, ...	75	75	75 0 0
	2	Pandits (40—60)	80	120	110 0 0
Mangalore College.. ..	1	First Assistant Master	125	175	162 8 0
	1	Second ,, ,, ...	90	120	112 8 0
	1	Third ,, ,, ...	60	80	75 0 0
	1	Fourth ,, ,, ...	60	80	75 0 0
	1	Additional Assistant	60	60	60 0 0
	1	Second Assistant	150	200	187 8 0
College of Agriculture ..	1	Third ,, ...	125	150	143 12 0
	1	Fourth ,, ...	100	125	118 12 0
	1	Fifth ,, ...	75	75	75 0 0
Teachers' College and branches.	1	Third Assistant	150	200	187 8 0
	1	Fourth ,, ...	100	150	137 8 0
	1	Fifth ,, ...	75	100	93 12 0
	1	Sixth ,, ...	75	100	93 12 0
	1	Drawing Master	40	60	55 0 0
	2	Head Masters, Branch Schools (40—50).	80	100	95 0 0
	1	Head Master, Lower Secondary school, Madras	50	50	50 0 0
Rajahmundry College Training Section.	1	First Assistant	125	125	125 0 0
	1	Second ,, ...	80	80	80 0 0
	1	Third ,, ...	70	70	70 0 0
	1	Fourth ,, ...	60	60	60 0 0
	1	Fifth ,, ...	50	50	50 0 0
Madrasa-i-Azam	1	First Assistant	125	175	162 8 0
	1	Second ,, ...	75	125	112 8 0
	2	Masters (40—50)	80	100	95 0 0
	1	Persian Munshi	40	60	55 0 0
Lower Secondary school, Bhadráchalam.	1	Head Master	40	50	47 8 0
Government Girls' school, Kumbákonam.	1	Head Mistress	50	60	57 8 0
Upper Secondary Training school, Calicut.	1	Head Master (*vide* this office letter, No. 12244, dated 28th October 1898).	75	75	75 0 0
Upper Secondary Training school, Coimbatore.	1	Head Master	60	80	75 0 0
Upper Secondary Training school, Tanjore.	1	,, ...	60	80	75 0 0
Training School, Russellkonda.	1	,, ...	50	50	50 0 0
Training School, Tinnevelly.	1	Head Master (*vide* this office letter, No. 10331, dated 6th September 1898).	50	50	50 0 0
Lower Secondary Training schools, Berhampur, Vizagapatam, Guntúr, Bellary, Nellore, Chittoor, Villupuram, Trichinopoly, Salem and Mangalore.	10	Head Masters (40—60)	400	600	550 0 0
Presidency Training School for Mistresses.	1	First Assistant	125	150	143 12 0
	1	Second ,, ...	100	125	118 12 0
	1	Third ,, ...	80	130	117 8 0
	1	Fourth ,, ...	50	75	68 12 0
	1	Assistant (English)	50	50	50 0 0
	1	Drawing Teacher	40	60	55 0 0
Government Training School for Mistresses, Coimbatore.	1	Head Mistress	75	100	93 12 0
Hobart Training school, Madras.	1	,, ,, ...	60	80	75 0 0
	1	Assistant Mistress	40	50	47 8 0
Moyan Training school for Mistresses, Calicut.	1	Head Mistress	100	120	115 0 0
School of Commerce, Calicut.	1	Head Master	140	140	140 0 0
	1	Assistant	70	70	70 0 0
	1	Assistant (sanctioned in G.O., No. 923, Finl., dated 22nd August 1898).	50	50	50 0 0
Reformatory School ..	1	Head Master (who is in receipt of a salary of Rs. 40 and a personal allowance of Rs. 10).	50	50	50 0 0
Total ..	155		13,910	15,205	14,881 4 0

Mdl.
500 8-97.

From the Accountant-General, dated 2 (

November 1898, No. 43—I.A.C.R.

Order—No. 108, Educational, dated 22nd Fe bruary 1899.

The Director will be informed that his p esent proposals fail to meet the objections previously raised by Government and that His Excellency the Governor in Council considers that the scheme for gradi g the Subordinate Educational Service should be abandoned.

(True Extr act.)

H. TREMENHEERE,
Secretary to Government.

To the Director of Public Instruction.

Exd. A. F. Eccleston.