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GAZETTEER

OF THE

MOOLTÁN DISTRICT,

1833-84.

Compiled and Published under the authority of the
Punjab Government.



Lahore:

PRINTED AT THE "ARYA PRESS," BY RAM DAS.

1884.

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P R E F A C E.



THE period fixed by the Punjab Government for the compilation of the *Gazetteer* of the Province being limited to twelve months, the Editor has not been able to prepare any original matter for the present work: and his duties have been confined to throwing the already existing material into shape, supplementing it as far as possible by contributions obtained from district officers, passing the draft through the press, circulating it for revision, altering it in accordance with the corrections and suggestions of revising officers, and printing and issuing the final edition.

The material available in print for the *Gazetteer* of this district consisted of the Settlement Reports, and a draft *Gazetteer* compiled between 1870 and 1874 by Mr. F. Cunningham, Barrister-at-Law. Notes on certain points have been supplied by district officers; while the report on the Census of 1881 has been utilised. Of the present volume, Section A of Cap. V (General Administration), and the whole of Cap. VI (Towns), have been for the most part supplied by the Deputy Commissioner; Section A of Cap. III (Statistics of Population) has been taken from the Census Report; while here and there, and especially in the matter of ancient history, passages have been extracted from Mr. Cunningham's compilation already referred to. But with these exceptions, the great mass of the text has been taken almost, if not quite verbally, from Mr. Roe's Settlement Report of the district.

The draft edition of this *Gazetteer* has been revised by Messrs. Barkley, Roe, O'Brien, and Benton, and by the Irrigation Department so far as regards the canals of the district. The Deputy Commissioner is responsible for the spelling of vernacular names, which has been fixed throughout by him in accordance with the prescribed system of transliteration.

THE EDITOR.

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DETAILS.	DISTRICT	DETAIL OF TAHSILS.				
		Mooltán	Shujabad.	Lodhrán.	Mailsi.	Sarsi Sidhu
Total square miles (1881)	5,880	949	322	781	2,076	1,752
Cultivated square miles (1878)	1,249	172	107	190	676	104
Culturable square miles (1878)	4,247	716	199	549	1,274	1,509
Irrigated square miles (1878)	641	170	107	190	71	103
Average square miles under crops (1877 to 1881)	730	190	110	136	195	99
Annual rainfall in inches (1868 to 1882)	6 5	6 5	6 7	6 0	4 0	6 8
Number of inhabited towns and villages (1881)	1,293	297	80	179	448	299
Total population (1881)	551,964	170,610	61,622	98,203	141,517	80,012
Rural population (1881)	463,881	101,936	55,164	94,328	134,672	77,781
Urban population (1881)	83,083	68,674	6,458	3,875	6,845	2,231
Total population per square mile (1881)	94	180	191	126	68	46
Rural population per square mile (1881)	79	108	171	121	65	44
Hindus (1881)	112,001	44,950	10,747	14,405	28,815	13,084
Sikhs (1881)	2,095	953	144	471	391	126
Jains (1881)	47	46	1			
Musalmaná (1881)	435,901	122,831	50,705	83,259	112,310	66,796
Average annual Land Revenue (1877 to 1881)*	723,495	156,670	135,777	158,697	178,015	99,136
Average annual gross revenue (1877 to 1881)†	898,976

* Fixed, fluctuating, and miscellaneous. † Land, Tribute, Local rates, Excise, and Stamps.

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Government of Bombay
(TRANSFERRED DEPARTMENTS)

Report
of the
Committee on University Reform
Appointed by Government
1924-25



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Report of the committee on
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Teaching Staff of Training
Colleges
England and Wales
Aug. 1945

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MINISTRY OF EDUCATION

Report of the Committee

representative of Associations of Local Education
Authorities, Training College Authorities and
of the Association of Teachers in Colleges and
Departments of Education on

Scales of Salaries for the Teaching Staff of Training Colleges

ENGLAND AND WALES

August, 1945

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1946

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SCALES OF SALARIES FOR TRAINING COLLEGE STAFFS

To the Right Honourable
The Minister of Education.

MADAM,

I. The Committee on Salaries of Training College Staffs was appointed with the following terms of reference:

“ To consider the remuneration appropriate for the teaching staff of the Training Colleges other than the Training Departments of Universities or University Colleges and to make recommendations.”

The constitution of the Committee is as follows:

Acting Chairman—Sir Henry Pelham.

*Representatives of Local Education Authorities
and Training College Authorities:*

Sir Samuel Gurney-Dixon: County Councils Association.
Mr. F. F. Potter: County Councils Association.
Sir Peter Innes: Association of Municipal Corporations.
Mr. W. O. Lester Smith: Association of Municipal Corporations.
Sir Percival Sharp: Association of Education Committees.
Dr. W. P. Alexander: Association of Education Committees.
Mr. E. G. Savage: London County Council.
Mrs. L. L'Estrange Malone: London County Council.
Mr. E. O. Humphreys: Federation of Welsh Education Committees
or
Dr. D. W. Oates: Federation of Welsh Education Committees.
Canon F. A. Cockin: Council for the Church Training Colleges.
Miss R. L. Monkhouse: Council for the Church Training Colleges.
Mr. C. Sawden: Council for the Church Training Colleges.
Rev. A. W. Harrison: Methodist Education Committee.
Rev. Thomas Naylor: Methodist Education Committee.
Rev. Mother E. Fincham: Catholic Education Council.
Rev. G. J. Shannon: Catholic Education Council.
Mr. G. W. Knowles: British and Foreign School Society.
Mrs. E. M. Lowe: British and Foreign School Society.

Alderman Byng Kenrick, Leader of the Authorities' Panel of the Burnham Committee, and Mr. W. A. Brockington, C.B.E., Hon. Secretary of that Panel, are members of the Committee, ex officio.

*Representatives of the Association of Teachers
in Colleges and Departments of Education:*

Dr. J. W. Aberdein: Avery Hill Training College.
Dr. F. Consitt: Avery Hill Training College.
Mr. A. E. Dean: Goldsmiths' College.
Miss M. G. Duff: Norwich Training College.
Miss D. Dymond (*): Portsmouth Training College.
Mr. E. R. Hamilton: Borough Road College.
Miss H. Masters: Battersea Polytechnic Domestic Science Department.
Mr. H. S. Pickering: City of Leeds Training College.
Dr. R. W. Rich: City of Leeds Training College.
Mr. T. J. Webley: Caerleon Training College.

(* Miss Dymond's place was taken by Miss A. H. Skillicorn of Homerton College

*Representatives of the Association of Teachers
in Colleges and Departments of Education—contd.*

Mrs. E. M. Williams: Goldsmiths' College.

Rev. G. H. Wyers: St. Paul's College, Cheltenham.

Leader: Mr. A. E. Dean, Goldsmiths' College.

Hon. Secretary: Mrs. E. M. Williams, Goldsmiths' College.

The Committee met for the first time on Thursday, 12th April, 1945, for the purpose of formulating Scales of Salaries for full-time Lecturers employed in Training Colleges for Teachers other than the Training Departments of Universities or University Colleges. The recommendations of the Committee for appropriate scales of salaries for Lecturers and Senior Lecturers were submitted to Mr. Butler on the 11th May, 1945, by the Acting Chairman, who stated that the Committee were preparing a full Report which would incorporate these Scales, and would deal also with certain outstanding matters.

2. The Committee now submit their full Report containing provision for the detailed application of the Scales to all full-time members of the teaching staffs of Training Colleges.

SCALES FOR LECTURERS

3 (a) The following scales shall apply:

Men			Women		
Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
£ 400	£ 20	£ 650	£ 350	£ 20	£ 550

The Scales are set out in full in Appendix II.

(b) In determining the Salary of a Lecturer

(i) an increment of £15 (men) and £12 (women) shall be allowed in respect of each completed year of experience after the age of 21 years in teaching in a school or other institution recognised by the Ministry as efficient;

(ii) an increment of £20 shall be allowed in respect of each completed year of experience as a Lecturer in a Training College or University or in respect of experience which is deemed by the Local Education Authority or by the Governing Body of a Voluntary Training College, in agreement with the Minister, to be of equivalent value in respect of Training College work;

(iii) appropriate increments in respect of war service shall be allowed within the limits and under the conditions explained in Appendix I to this Report;

provided that the maximum of the scale is not thereby exceeded.

SCALES FOR SENIOR LECTURERS

4. (a) A College Establishment of Senior Lecturerships shall be determined by the Local Education Authority or by the Governing Body of a Voluntary Training College in agreement with the Minister.

It is a recommendation to Local Education Authorities and to Governing Bodies that, in determining the number of such posts, they shall take for their general guidance the presumption that, as a minimum provision, it shall be one-half of the number of the full-time teaching staff.

(b) The following Scales shall apply:

Men			Women		
Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
£ 600	£ 20	£ 750	£ 500	£ 20	£ 650

The Scales are set out in full in Appendix II.

(c) The commencing salary of a senior lecturer on his/her first appointment as such to the staff of a College shall be the minimum of the scale together with one increment of £20 in respect of each completed year of full-time service in a like capacity in a University Training Department or in another capacity deemed by the Local Education Authority or by the Governing Body of a Voluntary Training College in agreement with the Minister to be of equivalent value to such service;

provided, however, that such commencing salary shall not be less than the salary which would be appropriate to him/her if he/she had been appointed to the College as a lecturer other than a senior lecturer.

Further increments of £20 shall accrue up to the maximum of the scale on completion of years of service.

ADDITIONAL PAYMENTS FOR LECTURERS AND SENIOR LECTURERS IN THE "LONDON AREA" (*)

5. (a) There shall be additional payments for Lecturers, Senior Lecturers and Deputy Principals serving in the "London Area" as defined in Sub-section (b) below. Such payments shall be at the rate of £36 per annum, provided that as from the date on which the Lecturer has completed 16 years of full-time service in the "London Area", or elsewhere, or has attained the age of 37 years, whichever is the earlier, the rate shall be raised to £48 per annum.

(b) The following areas shall be deemed to constitute the "London Area":

- (i) The Administrative County of London.
- (ii) The County of Middlesex.
- (iii) In the County of Surrey:
 - (a) The County Borough of Croydon.
 - (b) The Borough of Richmond.
 - (c) The Borough of Barnes.
 - (d) The Borough of Wimbledon.
 - (e) The Borough of Mitcham.
 - (f) The Urban District of Merton and Morden.
- (iv) In the County of Essex:
 - (a) The County Borough of West Ham.
 - (b) The County Borough of West Ham.
 - (c) The Borough of Barking.
 - (d) The Borough of Ilford.
 - (e) The Borough of Leyton.
 - (f) The Borough of Walthamstow.

(*) The Committee have resolved that a special Sub-Committee be set up to consider and make recommendations as to whether additional payments ought to be made in respect of service in any area, and, if so, what matters should be taken into consideration in defining such areas and fixing the amount of the payment.

(v) In the County of Kent:

- (a) The Borough of Beckenham.
- (b) The Borough of Bromley.
- (c) The Urban District of Penge.

SECONDING OF TEACHERS FOR SERVICE IN TRAINING COLLEGES AND OF COLLEGE LECTURERS FOR SERVICE IN SCHOOLS⁽³⁾

6. (a) Where a teacher is seconded by the Local Education Authority or by the Governing Body of an Independent or "Direct Grant" School to a Training College, the College Authority may make to the Teacher an allowance over and above the salary appropriate to his/her status as a Teacher, provided that the total salary thus payable shall not be higher than that which would be appropriate if the seconded teacher were appointed to the permanent staff of the College. The College Authority shall be responsible for the payment of such salary and allowance during the period of secondment.

(b) Where a College Lecturer is seconded to a School for the purpose of research or of refreshing his/her experience of school teaching, or is seconded to another occupation as approved by the College Authority in agreement with the Minister, he/she shall receive during the period of secondment the salary appropriate to his/her status as a College Lecturer, together with any personal allowance which the Minister may approve as being necessary. The College Authority shall be responsible for the payment of any sum by which the College salary and allowance exceeds the salary appropriate to his/her temporary status during such secondment.

(c) It is recommended that any special expenditure incurred by the Training College under (a) and (b) shall be met by a special grant from the Ministry.

DEPUTY PRINCIPALS

7 (a) Deputy Principals may be appointed in such number and under such conditions as the Minister shall approve.

(b) Allowances shall be paid to Deputy Principals over and above the scale salary which would be appropriate to them as Senior Lecturers or Lecturers at the College. The amount of such allowances shall be:

For Men: not less than £50 p.a.; not more than £100 p.a.

For Women: not less than £40 p.a.; not more than £80 p.a.

(c) Where the Local Education Authority or the Governing Body of a Voluntary Training College considers in any particular case that an allowance of £100 in the case of a man or £80 in the case of a woman is not adequate, having regard to the duties and responsibilities involved, the Authority or the Governing Body may make representations to the Minister with a view to securing such addition thereto as the Minister shall approve.

PRINCIPALS

8. It is recommended that each Local Education Authority and each Governing Body of a Voluntary Training College shall forthwith review and adjust in agreement with the Minister, as from 1st April, 1945, the salaries of Principals, and that in making such a review and adjustment of salaries, the Authorities and Governing Bodies shall have regard to the guidance which is afforded by the Scales agreed upon for other posts under this Report.

(³) See also Section 14 (b).

It is further agreed by the Committee that, after this review has taken place, the Minister shall be requested to transmit the particulars thereof to the Committee who will re-examine the possibility of framing Standard Scales for Principals.

WITHHOLDING OF INCREMENTS

9. No increment shall be withheld in respect of any year unless the service for that year has been declared unsatisfactory by the Local Education Authority or by the Governing Body of a Voluntary Training College. The effect of this shall be limited to one year unless the Local Education Authority or the Governing Body of a Voluntary Training College otherwise determine.

ARRANGEMENTS FOR THE TRANSFER OF MEMBERS OF EXISTING COLLEGE STAFFS TO THE NEW SCALES

10. Existing members of Training College Staffs shall be brought to their correct position on the appropriate scales as from 1st April, 1945.

(i) The correct position of existing members of Training College Staffs, now to be designated as Lecturers, shall be that which he/she would have reached on 1st April, 1945, had this agreement been in force throughout his/her approved teaching service.

(ii) The correct position of existing members of Training College Staffs, now to be designated as Senior Lecturers, shall be either (a) the minimum of the Senior Lecturer scale, or (b) the point which he/she would have reached on the scale for Lecturers had that scale been extended to the maximum of the Senior Lecturer scale, whichever is the higher.

INCREMENTAL DATE

11. Each Local Education Authority or Governing Body of a Voluntary Training College may follow its general procedure as regards date of payment of annual increments. Proportionate increments in respect of a period of service of less than one year, where needed for the establishment or maintenance of a uniform incremental date, are allowed.

DURATION OF SCALES

12. The Scales in this Report come into force on 1st April, 1945, and shall continue in operation until 31st March, 1948.

SAFEGUARDING CLAUSE

13. (a) No member of the teaching staff of a Training College in service on 31st March, 1945, shall receive by reason of the operation of these Scales a smaller rate of salary than he/she would have received under the arrangements operative on that date.

(b) For the purpose of this Section the rate of salary for each member of the teaching staff shall be computed by adding together (i) scale salary, (ii) war allowance, and (iii), while he/she remains in the same post, any allowance which, with the approval of the Minister of Education, was paid on 31st March, 1945.

COMMITTEE OF REFERENCE

14. (a) There shall be appointed a Joint Committee of Reference, consisting of nine members nominated by the representatives of Local Education Authorities and the Governing Bodies of Voluntary Training Colleges on the Committee, and nine members nominated by the representatives of the Associa-

tion of Teachers in Colleges and Departments of Education, with the Honorary Secretaries *ex officio*; to which Committee shall stand referred for consideration and report to the Main Committee any matter relating to the interpretation of the provisions of this Report brought forward by a Local Education Authority or the Governing Body of a Voluntary Training College, or by the Association of Teachers in Colleges and Departments of Education represented on the Committee, or by consent of the Chairman of the Main Committee.

(b) The Joint Committee of Reference shall also provide a Registry for the recording and placing of (i) Teachers who desire to be seconded for the purpose of obtaining experience of Training College work, and (ii) Training College Lecturers who desire to be seconded for the purpose of research or of refreshing their experience of school teaching.⁽⁴⁾

We have the honour to be,
Madam,
Your obedient servants,
E. HENRY PELHAM,
(Acting Chairman).

W A BROCKINGTON,
(Authorities' and Governors' Panel)

E. M WILLIAMS,
(Teaching Staff Panel)

27th August, 1945.

(Joint Hon. Secretaries).

**LETTER FROM SIR HENRY PELHAM FORWARDING A COPY OF
THE REPORT TO THE MINISTER OF EDUCATION.**

29th August, 1945.

DEAR MISS WILKINSON,

In my letter of the 11th May, 1945, to Mr. Butler I enclosed for consideration a statement of salaries for Lecturers and Senior Lecturers in Training Colleges, other than the Training Departments of Universities or University Colleges, which had been agreed by the Committee appointed by him for the purpose. I now forward the full Report of the Committee which incorporates the scales and contains provisions for their application to individual members of the teaching staff of the Colleges.

Yours sincerely,

E HENRY PELHAM

The Rt Hon Ellen Wilkinson, M P.,
Ministry of Education,
Belgrave Square, S W.1.

**LETTER FROM THE MINISTER OF EDUCATION TO
SIR HENRY PELHAM IN REPLY.**

8th October, 1945

DEAR SIR HENRY,

Thank you for your letter of the 29th August, with which you sent me the full Report of the Committee which was appointed by Mr. Butler to consider the scales of salary appropriate for the teaching staffs of Training Colleges other than the Training Departments of Universities or University Colleges.

I have now considered the recommendations made and am glad to be able to inform you that, subject to what I say below, I approve the scales as appropriate to be adopted in Training Colleges within this Ministry's administration.

(4) See Section 6.

I note that in paragraph 6 (c) of the Report a recommendation is in effect made to the Minister that any special expenditure incurred by a Training College in respect of arrangements for the seconding of staff or for the employment of seconded teachers should be met by a special grant from the Ministry. In this connection the Committee have, I understand, had in mind the position of the Voluntary Training Colleges. As regards this, I would say that, as representatives of the Voluntary Colleges will be aware, the system of grant aid to such Colleges is now under review and the revision of the arrangements for aiding these Colleges in future will, I think, render unnecessary any special grant for the particular purpose in question.

I would take this opportunity of expressing to you and, through you, to the Committee, my thanks for the time and trouble you have together expended upon this work, and for the rapidity with which you have completed the task that you were asked to undertake.

Yours sincerely,

ELLEN WILKINSON

Sir Henry Pelham, K.C.B.,
Currant Hill,
Westerham,
Kent.

APPENDIX I

WAR SERVICE RECOGNISED FOR THE PURPOSE OF SECTION 3 (b) (iii) OF THIS REPORT.

I.—War Service during the war beginning in 1939.

1 War service of the following kinds shall be reckoned as equivalent to teaching service.—

(a) Service in any of the naval, military and air forces of the Crown.

(b) Service which the Ministry considers may properly be treated for the purpose of the Teachers Superannuation (War Service) Act, 1939, in the same manner as service in those forces

(c) A period of disablement, not exceeding three years, provided that satisfactory evidence is produced that the teacher was unable to undertake teaching duties, or to complete his preparation for the teaching profession, owing to disabilities contracted as a result of war service.

2 War service as defined above shall be counted as follows.—

(a) In the case of a Lecturer whose service on the teaching staff of a Training College was interrupted by war service, or whose first entry into teaching service subsequent to war service was in the capacity of a Lecturer on the staff of a Training College the rate prescribed in Section 3 (b) (i) of this Report.

(b) In all other cases: the rate prescribed in Section 3 (b) (i) of this Report

3. The following conditions are applicable in connection with the counting of war service for increment:—

(a) War service shall be deemed to include all service rendered by a teacher prior to 1st September, 1939, which, as from that date, became war service as defined in paragraph 1 above.

(b) If the total period spent in a two-year full-time course of study or training for the teaching profession falls short of the normal period for that course, a corresponding deduction shall be made from the period of war service.

(c) Service before the age of 18 shall not be counted.

II.—War service in the previous war beginning in 1914.

War service rendered by lecturers during the previous war beginning in 1914 is recognised within the limits and under the conditions specified in Appendix V of the Burnham Reports of 1938.

APPENDIX II

SCALES FOR LECTURERS

Years	Men	Women
0	£ 400	£ 350
1	420	370
2	440	390
3	460	410
4	480	430
5	500	450
6	520	470
7	540	490
8	560	510
9	580	530
10	600	550
11	620	
12	640	
13	650	

SCALES FOR SENIOR LECTURERS

Years	Men	Women
0	£ 600	£ 500
1	620	520
2	640	540
3	660	560
4	680	580
5	700	600
6	720	620
7	740	640
8	750	650

PUBLICATIONS OF THE MINISTRY OF EDUCATION

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- A GUIDE TO THE EDUCATIONAL SYSTEM OF ENGLAND AND WALES.
(Pamphlet No. 2.) 1945 1s. (1s. 2d.).
THE EDUCATION ACT, 1944 2s. (2s. 2d.).

PRIMARY AND SECONDARY EDUCATION

- THE NATION'S SCHOOLS. THEIR PLAN AND PURPOSE. (Pamphlet No. 1) 1945 6d (7d).
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PRIMARY AND SECONDARY SCHOOLS (GRANT CONDITIONS) REGULATIONS, 1945 (S R. & O. 1945 No. 636) 5d. (6d).
CIRCULAR No. 30, 1945. Deals with the Regulations, and in particular with the qualifications of teachers in maintained schools. 1d. (2d)
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1948

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MINISTRY OF EDUCATION

Report of the Committee

representative of Associations of Local Education
Authorities, Training College Authorities and
of the Association of Teachers in Colleges and
Departments of Education on

Scales of Salaries for the Teaching Staff of Training Colleges

ENGLAND AND WALES

1948

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Rev. G. H. Wyers, M.A.—St Paul's
College, Cheltenham.

*These members have resigned from the Committee, and the following appointments have been made:—

H. M. Spink, Esq., M.C., M.A., B.Sc., in place of F. F. Potter, Esq.
Alderman Wright Robinson, J.P., M.A., in place of Sir Peter Innes.
Rev. R. W. Stopford in place of Canon F. A. Cockin.
Miss E. H. Walters, B.A., Ph.D., Froebel Educational Institute, in place of
Miss M. G. Duff.

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SCALES OF SALARIES FOR TRAINING COLLEGE STAFFS

To the Right Honourable
The Minister of Education.

SIR,

1. (a) The Committee on Salaries of Training College Staffs was appointed with the following terms of reference:

“ To consider the remuneration appropriate for the teaching staff of the Training Colleges other than the Training Departments of Universities or University Colleges and to make recommendations.”

The constitution of the Committee was as follows:

Authorities' Panel (representing Local Education Authorities and Training College Authorities)

County Councils Association	2
Association of Municipal Corporations ...	2
Association of Education Committees ...	2
London County Council	2
Federation of Education Committees (Wales and Monmouthshire)	1
Council for the Church Training Colleges ..	3
Methodist Education Committee	2
Catholic Education Council	2
British and Foreign School Society	2
Leader and Hon. Secretary of the Authorities' Panel of the Burnham Committee, ex officio	2
	20
	—

Teaching Staff Panel

Association of Teachers in Colleges and Departments of Education	12
	—

(b) The Committee submitted an Interim Report on 11th May, 1945, containing recommendations for appropriate scales of salaries for Lecturers and Senior Lecturers, and a full Report, containing provision for the detailed application of the Scales to all full-time members of the teaching staff of Training Colleges, on 29th August, 1945. These Scales were approved by the Minister in a letter to Sir Henry Pelham (the Acting Chairman of the Committee) dated 8th October, 1945, and in the Ministry's Administrative Memorandum No. 100, dated 26th October, 1945, it was intimated that payment of salaries in accordance with the scales would be approved for the purposes of Regulation 12 of the Regulations for the Training of Teachers, 1941 (Grant Regulations No. 7). The Report provided that the Scales should come into force on 1st April, 1945, and continue in operation until 31st March, 1948.

2. The Committee now submit their Report on Scales of Salaries for the full-time Teaching Staff of Training Colleges to apply with effect from 1st April, 1948.

3.

SCALES FOR LECTURERS

Men			Women		
Minimum	Annual ⁽¹⁾ Increment	Maximum	Minimum	Annual ⁽¹⁾ Increment	Maximum
£ 450	£ 20	£ 725	£ 400	£ 20	£ 625

The Scales are set out in full in Appendix II.

4. (a)

SCALES FOR SENIOR LECTURERS

Men			Women		
Minimum	Annual ⁽¹⁾ Increment	Maximum	Minimum	Annual ⁽¹⁾ Increment	Maximum
£ 700	£ 25	£ 850	£ 600	£ 25	£ 750

The Scales are set out in full in Appendix II.

(b) A College Establishment of Senior Lecturerships shall be determined by the Local Education Authority or by the Governing Body of a voluntary Training College in agreement with the Minister.

It is a recommendation to Local Education Authorities and to Governing Bodies that, in determining the number of such posts, they shall take for their general guidance the presumption that, as a minimum provision, it shall be one-half of the number of the full-time teaching staff.

DEPUTY PRINCIPALS

5. (a) Deputy Principals may be appointed in such number and under such conditions as the Minister shall approve.

(b) An allowance shall be paid to a Deputy Principal over and above the scale salary which is applicable to him/her as Lecturer or Senior Lecturer. The amount of such an allowance shall be:

For men: not less than £50 per annum; not more than £150 per annum.

For Women: not less than £40 per annum; not more than £120 per annum.

(c) Where the Local Education Authority or the Governing Body of a voluntary Training College considers in any particular case that an allowance of £150 in the case of a man or £120 in the case of a woman is not adequate, having regard to the duties and responsibilities involved, particularly in the case of Vice-Principals of Mixed Colleges, the Authority or the Governing Body may make representations to the Minister with a view to securing such addition thereto as the Minister shall approve.

(1) Increments accrue on completion of years of service recognised for the purposes of Section 8. With regard to the adjustment of salaries to a uniform incremental date, see Section 10.

ADDITIONAL PAYMENTS IN THE "LONDON AREA"

6. (a) There shall be additional payments for those holding posts of the kinds described in the preceding Sections of this Report and who are serving in the "London Area" as defined in sub-section 6 (b) below. Such payments shall be at the rate of £36 per annum, provided that as from the date on which the teacher has completed 16 years of full-time service in the "London Area" or elsewhere, or has attained the age of 37 years, whichever is the earlier, the rate shall be raised to £48 per annum.

(b) The following areas shall be deemed to constitute the "London Area":—

(i) The Administrative County of London.

(ii) The County of Middlesex.

(iii) In the County of Surrey:

(a) The County Borough of Croydon.

(b) The Borough of Richmond.

(c) The Borough of Barnes.

(d) The Borough of Wimbledon.

(e) The Borough of Mitcham.

(f) The Urban District of Merton and Morden.

(iv) In the County of Essex:

(a) The County Borough of East Ham.

(b) The County Borough of West Ham.

(c) The Borough of Barking.

(d) The Borough of Ilford.

(e) The Borough of Leyton.

(f) The Borough of Walthamstow.

(v) In the County of Kent:

(a) The Borough of Beckenham.

(b) The Borough of Bromley.

(c) The Urban District of Penge.

When the findings of the Local Government Boundary Commission regarding the "London Area" have been published and implemented, the question of "London Area" payments will be reconsidered.

PRINCIPALS

7. The Committee recommend that Local Education Authorities and Governing Bodies of voluntary Training Colleges shall forthwith, in agreement with the Minister, review and adjust, as from 1st April, 1948, the existing salaries or scales of salaries of Principals, and that, in making such review and adjustment, the Authorities and Governing Bodies shall have regard to the guidance which is afforded by the scales agreed upon for other posts under this Report.

CORRECT POSITION

8 (a) *Lecturers.* In determining the correct position of Lecturers on the scales laid down in Section 3 of this Report, the following principles shall apply:—

Increments shall be added to the minimum and, until the maximum is reached, shall accrue in respect of service as follows:

(i) at the rate of £15 per annum for men and £12 per annum for women in respect of service or experience gained after the age of 21 years of

the types which are recognised under the terms of Appendix I of the Burnham Primary and Secondary Schools Report, 1948, subject to the provisions of sub-section 8 (a) (ii) below;

(ii) at the rate of £20 per annum in respect of experience as a Lecturer in a Training College, University or University Training Department, or of experience which is deemed by the Local Education Authority or the Governing Body of a voluntary Training College, in agreement with the Minister, to be of equivalent value in respect of Training College work;

(iii) at the appropriate rate in respect of war service after the age of 18 years within the limits and other conditions laid down in Appendix I to this Report.

Provided that, in the case of a Lecturer who is appointed, as such, on or after 1st April, 1948, on transfer from teaching service in a school or educational establishment to which the Burnham Reports of 1948 apply, and the salary payable in the former post (including additions for training and/or graduation and allowances for special responsibility, etc., but excluding the "London Area" payments) is equal to or exceeds the amount assessed under sub-section 8 (a) of this Report, the Lecturer shall be placed at the next higher point (subject to the maximum) on the scale for Lecturers.

(b) *Senior Lecturers.* In determining the correct position of Senior Lecturers on the scales laid down in Section 4 of this Report, the following principles shall apply.—

(i) Subject to the provisions of sub-sections 8 (b) (ii) and (iii) below, the commencing salary shall be the minimum, to which shall be added, until the maximum is reached, increments in respect of full-time service as a Senior Lecturer, or in a like capacity in a University Training Department, or in another capacity deemed by the Local Education Authority or by the Governing Body of a voluntary Training College, in agreement with the Minister, to be of equivalent value to such service;

(ii) In the case of a Senior Lecturer appointed before 1st April, 1948, the commencing salary at that date on the scale in Section 4 of this Report shall be the minimum, to which shall be added, up to the maximum, the same number of increments as he/she would have received under the provisions of the Report of the Committee on the Salaries of Training College Staffs, 1945, but at the rate of £25 per annum instead of £20 per annum.

(iii) In the case of a Senior Lecturer who is appointed, as such, for the first time under the provisions of this Report, the commencing salary shall be the minimum of the Senior Lecturers scale, together with increments as provided in sub-section 8 (b) (i) above. Where, however, the salary on the Lecturers scale in Section 3 of this Report as applied in accordance with sub-sections 8 (a) (i), (ii) and (iii) (or under the operation of the proviso to that sub-section, with the substitution of "Senior Lecturer" for "Lecturer" and of "on the scale for Senior Lecturers" for "on the scale for Lecturers") is equal to or exceeds the minimum of the appropriate Senior Lecturers scale, the Senior Lecturer shall be placed at the next higher point (subject to the maximum) on that scale.

WITHHOLDING OF INCREMENTS

9. No increment shall be withheld in respect of any year unless the service for that year has been declared unsatisfactory by the Local Education Authority or by the Governing Body of a voluntary Training College. The withholding

of an increment under this Section shall be limited to its effect on the salary payable for the one year during which the increment is withheld, unless the Local Education Authority or Governing Body otherwise expressly determines.

INCREMENTAL DATE

10. Each Local Education Authority or Governing Body of a voluntary Training College may follow its general procedure as regards date of payment of annual increments. Proportionate increments are allowed in respect of periods of service of less than one year where needed for the establishment or maintenance of a uniform incremental date or for the purpose of assessing salaries under the provisions of Section 8 of this Report. In reckoning service for this purpose, the number of odd days may be ignored or counted as one month, according as it is or is not less than 15.

SAFEGUARDING CLAUSE

11. No member of the teaching Staff of a Training College in service on 31st March, 1948, shall receive, by reason of the operation of these scales, a smaller rate of salary than he/she would have been eligible to receive under the operation of the Report of the Committee on Salaries of Training College Staffs as in force on that date.

DURATION OF THE SCALES

12. The scales in this Report come into force on 1st April, 1948, and shall continue in operation until 31st March, 1951, and thereafter from year to year unless either Panel shall give to the other Panel not less than one year's notice in writing to terminate the operation of the scales on the 31st March in any year.

SECONDING OF TEACHERS FOR SERVICE IN TRAINING COLLEGES AND OF COLLEGE LECTURERS FOR SERVICE IN SCHOOLS(*)

13. (a) Where a teacher is seconded by the Local Education Authority or by the Governing Body of an Independent or "Direct Grant" School to a Training College, the College Authority may make to the teacher an allowance over and above the salary appropriate to his/her status as a teacher, provided that the total salary thus payable shall not be higher than that which would be appropriate if the seconded teacher were appointed to the permanent staff of the College. The College Authority shall be responsible for the payment of such salary and allowance during the period of secondment.

(b) Where a College Lecturer is seconded to a school for the purposes of research or of refreshing his/her experience of school teaching, or is seconded to other occupation as approved by the College Authority in agreement with the Minister, he/she shall receive during the period of secondment the salary appropriate to his/her status as a College Lecturer, together with any personal allowance which the Minister may approve as being necessary. The College Authority shall be responsible for the payment of any sum by which the College salary and allowance exceeds the salary appropriate to the temporary status during such secondment.

(*) See sub-section 14(b).

(c) The Committee understand that any special expenditure incurred by the College Authority under sub-sections 13 (a) and (b) above will be regarded as approved expenditure and that, in the case of a voluntary College, it will be brought into account in fixing or reviewing the approved tuition fees paid by the Minister.

COMMITTEE OF REFERENCE

14. (a) There shall be appointed a Joint Committee of Reference, consisting of nine members nominated by the representatives of Local Education Authorities and Governing Bodies of voluntary Training Colleges on the Committee, and nine members nominated by the representatives of the Association of Teachers in Colleges and Departments of Education, with the Honorary Secretaries ex officio, to which Committee shall stand referred for consideration and report to the full Committee any matter relating to the interpretation of the provisions of this Report brought forward by a Local Education Authority or Governing Body of a voluntary Training College or by the Association of Teachers in Colleges and Departments of Education represented on the Committee, or by consent of the Chairman of the full Committee.

(b) The Joint Committee of Reference shall maintain a Registry for the recording and placing of (i) Teachers who desire to be seconded for the purpose of obtaining experience of Training College work, and (ii) Training College Lecturers who desire to be seconded for the purpose of research or of refreshing their experience of school teaching. (*)

We have the honour to be,

Sir,

Your obedient Servants,

(Sgd.) SOULBURY
(Chairman).

(Sgd.) W. P. ALEXANDER,
(Authorities' and Governors' Panel)

(Sgd.) E. M. WILLIAMS,
(Teaching Staff Panel)

19th March, 1948.

} (Joint Hon. Secretaries)

(*) See Section 13.

**LETTER FROM LORD SOULBURY FORWARDING A COPY OF THE REPORT
TO THE MINISTER OF EDUCATION.**

19th March, 1948.

MY DEAR MINISTER,

I submit with this letter the recommendations of the Committee on Salaries of Training College Staffs in regard to the salary scales and the conditions of their application to come into operation after the expiration of the current agreement on 31st March, 1948.

You have already notified me of your approval of the Burnham Committee's recommendations for salary scales to apply to teachers in Primary and Secondary Schools and in Establishments for Further Education and I commend for your favourable consideration the proposals now submitted which cover another branch of the educational service and to that extent are complementary to those previously approved

Yours sincerely,

SOULBURY

The Rt Hon George Tomlinson, M.P.,
Minister of Education,
Curzon Street House,
Curzon Street, W 1

**LETTER FROM THE MINISTER OF EDUCATION TO
LORD SOULBURY IN REPLY.**

2nd April, 1948

DEAR LORD SOULBURY,

I am writing to thank you for your letter of the 19th March, with which you enclosed the Report of the Committee on Salaries of Training College Staffs containing their recommendations for salary scales to apply with effect from 1st April, 1948

I am now in a position to inform you that I approve the Committee's Report which will continue in operation until 31st March, 1951, and thereafter from year to year unless either Panel shall give at least one year's notice in writing to terminate the operation of the scales on 31st March in any year

I should like to express to you and, through you, to the members of the Committee, my gratitude for the time and labour you have given to the preparation of this Report.

Yours sincerely,

GEORGE TOMLINSON.

The Rt Hon Lord Soulbury, O B E , M.C. ,
Vicarage House,
Soho Square, W 1

APPENDIX I

**WAR SERVICE RECOGNISED FOR THE PURPOSE OF
SECTION 8 OF THIS REPORT.**

I.—War Service during the war beginning in 1939.

1. War Service of the following kinds shall be reckoned as equivalent to teaching service:—

(a) Service in any of the naval, military and air forces of the Crown.

(b) Service which the Minister considers may properly be treated for the purpose of the Teachers Superannuation (War Service) Act, 1939, and the Teachers (Superannuation) Act, 1945, in the same manner as service in those forces. (*)

(c) A period of disablement, not exceeding three years, provided that satisfactory evidence is produced that the teacher was unable to undertake teaching duties, or to complete his preparation for the teaching profession, owing to disabilities contracted as a result of war service.

(*) A period (other than a period allowable under paragraph 1 (c) of this Appendix) which may be reckoned as constituting a period of war service for the purposes of the Teachers Superannuation (War Service) Act, 1939, and the Teachers (Superannuation) Act, 1945, but which, under the other provisions of this Report, is not eligible to be reckoned for increments as teaching service or other experience, shall not be taken into account in the assessment of scale salary.

2 War service as defined above shall be counted as follows.—

(a) In the case of a teacher whose first entry into teaching service subsequent to war service was in the capacity of a Lecturer on the staff of a Training College, and in the case of a Lecturer whose service on the teaching staff of a Training College was interrupted by war service, (5) at the rate prescribed in Section 8 (a) (ii) of this Report

(b) In all other cases at the rate prescribed in Section 8 (a) (i) of this Report

3 The following conditions are applicable in connection with the counting of war service for increment:—

(a) In cases where, because of national emergency, full-time service was undertaken in a period immediately prior to 1st September, 1939, and such service continued after that date as war service within the definition of paragraph 1. above, the whole period is eligible to be taken into account.

(b) Service before the age of 18 shall not be counted

(c) War service is service of the types described above which is performed up to the date to be named in the Order in Council as the end of the war, or 1st January, 1949, whichever is the earlier.

II.—War service in the previous war beginning in 1914.

War service rendered by teachers during the previous war beginning in 1914 is recognised within the limits and under the conditions specified in Appendix V of the Burnham Reports of 1938.

APPENDIX II

SCALES FOR LECTURERS

Completed years of Service	Men	Women
0	£ 450	£ 400
1	470	420
2	490	440
3	510	460
4	530	480
5	550	500
6	570	520
7	590	540
8	610	560
9	630	580
10	650	600
11	670	620
12	690	625
13	710	
14	725	

SCALES FOR SENIOR LECTURERS

Completed years of Service	Men	Women
0	£ 700	£ 600
1	725	625
2	750	650
3	775	675
4	800	700
5	825	725
6	850	750

(5) The phrase "interrupted by war service" covers the case of a teacher who by force of circumstances could not resume service in a Training College immediately after war service, but took up temporary duty in teaching service of another kind, and who resumes service in a Training College not later than 1st January, 1949.