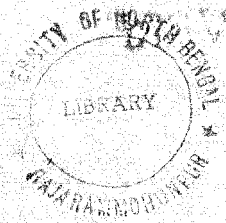


REPORT
OF THE
FINANCE COMMITTEE

APPOINTED BY THE SYNDICATE

ON THE 19th FEBRUARY, 1932

(The Syndicate adopted the Report on 1st April, 1932)



CALCUTTA UNIVERSITY

1932

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REPORT OF THE FINANCE COMMITTEE

We, the members of the Committee appointed by the Syndicate to consider the situation arising out of the decision of Government to make an annual recurring grant of Rs. 3,60,000 from 1932-33 and to recommend what steps should be taken with a view to balance the University Budget, beg to submit our report.

2. On the 21st July, 1930, the University wrote to Government asking for sanction to the following grants :—

- (1) Recurring grant of Rs. 6,60,000 annually.
- (2) Non-recurring grant of Rs. 1,42,000 for payment of compensation to those teachers whose services will be discontinued as a result of the proposed reorganisation.
- (3) A non-recurring grant of Rs. 11,32,000 for buildings.
- (4) Other non-recurring grants amounting to Rs. 4,58,000.

The above demands were made in pursuance of the report of the University Organisation Committee as adopted by the Senate. The present decision of Government is to make an annual recurring grant of Rs. 3,60,000. This of course is in addition to the Government grant of about Rs. 1,44,000 made for certain specific purposes for several years past. Government is now unable to

make any grant in respect of items (2), (3) and (4) noted above.

3. It may be recorded here that two conferences were held between the representatives of Government and the University in 1931 and the points of view of both sides were fully discussed there. It was informally agreed that expenses under certain heads should be kept in abeyance pending improvement in the general financial position of the province. We shall refer to these items in a subsequent portion of our report. The estimates put forward by the University were also examined in detail and materially revised in some respects.

4. The grant of Rs. 3,60,000 is based upon a number of considerations of which the following may be noted :—

(i) The estimates forwarded to Government were based upon the budget figures for 1930-31. The expected income of the Fee Fund was shown to be Rs. 11,72,350. The actuals however for that year came down to about Rs. 11,00,000. According to the estimates for 1931-32 this income is not expected to go beyond Rs. 11,17,000. The Government grant of Rs. 3,60,000 however is based upon an anticipated income of Rs. 11,72,350.

(ii) Proposals were made in the report of the Organisation Committee for increasing the income of the Fee Fund by raising certain fees. The Government grant has been based on the assumption that such increase will yield an additional income of at least Rs. 30,000 per year.

(iii) Certain schemes of examination reform were recommended by the Organisation Committee and accepted by the Senate. Some of these

have not been taken into account in calculating the Government grant. The total cost of the schemes thus held in abeyance is Rs. 65,439. The details are given below :—

• (1)	Cost of invigilation ...	Rs. 23,087
(2)	Matric. Examiners' fees ..	16,604
(3)	M.A. and M.Sc. Paper-setters ..	18,372
(4)	M.A. and M.Sc. fees for examining papers ...	7,376
	Total	Rs. 65,439

•• (iv) In calculating the amount of contribution towards meeting the salaries of the members of the staff, both teaching and administrative, Government has taken the average cost. The grant of Rs. 3,60,000 is the deficit of the first year and does not represent the average deficit.

• (v) The University Law College used to get an annual grant of Rs. 30,000 from Government. In 1926-27 Government decided to make this grant to the University for its general purposes and not specifically to the Law College, it being left to the University to transfer such portion of the grant to the Law College as might be necessary. During the last few years the Senate found it necessary to allot this grant to the Law College (except in one year) in order to enable it to meet its deficit. The Law College, however, has been annually paying to the University a total sum of about Rs. 22,000 as rent, contribution for Municipal Tax and electric expenses. Government now proposes that in future the University will not make any grant to the Law College; neither will the latter make any contribution to the general funds of the University. The sum of Rs. 3,60,000 is, therefore,

arrived at after taking into account an additional income of Rs. 8,000 transferred from the Law College grant to the Fee Fund.

5. The chief point which must at once engage the attention of the University is how to make up the deficit in the income of the Fee Fund. The Government grant, as has been explained already, is based upon an income of Rs. 11,72,350. The actual receipts, however, fell short by Rs. 72,000 last year and this year the income is expected to be about Rs. 55,000 less than Rs. 11,72,350. Under the present conditions we cannot expect an increase of income in the Fee Fund for the next few years. It was pointed out at the Conference held between the representatives of Government and the University that in view of the fact that the grant was to be based on a minimum fee-income of Rs. 11,72,350, Government should undertake to make up the deficit, if the income of the Fee Fund fell below this figure. Government has recognised its responsibility in this respect but feels that in the present financial position of Government itself, the Senate should not expect any additional grant to cover this deficit for some time to come.

We must here also refer to the decision of Government to reduce the grant by half the surplus of the income of the Fee Fund if such income exceeds Rs. 11,72,000. In other words, if the income of the Fee Fund on its present basis exceeds Rs. 11,72,000, the reduction of the grant will be a certainty; but if the income falls below Rs. 11,72,000, there is no guarantee that an additional grant will be made to cover the deficit. The letter from Government states that in such an event it would be prepared in normal times to *consider on its merits* an application for a

contribution towards the deficit. We should suggest to Government that just as the question of making an additional grant to cover the deficit has been left open, so also the question of reducing the grant in the manner indicated in the Government letter may not be finally decided now. At this stage it would be sufficient only to indicate the possibility of such reduction. We feel that both the above contingencies should receive equal treatment at the hands of Government.

6. Turning to the spending departments of the University we find that the most substantial item of expenditure is in respect of salaries of the staff. It may be recalled here that the Senate has accepted new scales of pay for Professors, Readers, Lecturers, Officers and Assistants. The question arises for our consideration whether it will be feasible for the University to give immediate effect to these new grades which involve additional financial liability. The Government grant, examined in relation to the income of the Fee Fund, clearly does not enable us to do so. Moreover, the grant will be a fixed one for some years to come and, as stated above, represents the deficit for the first year. It has been made clear in the Government letter that it will not be possible at present to give any increments in the new scales of pay. A proposal has been made that we may place the staff on the new grades but at the same time withhold the grant of increments in accordance therewith. We do not consider such a step to be advisable. Such a course will involve additional cost immediately to enable the University to pay some members the minimum salary of the revised grades. But, more serious than this, it will increase the future liabilities of the University. For, when the finances

improve and the time comes for granting increments, the University will morally and logically be bound to take into its consideration the period of service during which each incumbent has been on the revised grade without any increment. To give an illustration—A Lecturer who is drawing Rs. 500 will continue to draw the same salary though he will be placed on the grade Rs. 200-20-500-20-600; he will not receive any increment now. Let us assume in 1934-35, the University is in a position to sanction increments. The salary of the Lecturer cannot then very well begin from 520. He must be paid 560, if the University really intends that he should derive some tangible benefit by being placed in the revised grade from 1932-33. In view of the diminished income it is quite possible that either in 1932-33 or in the year following, the salaries of our staff even in accordance with the present scales may have to be temporarily reduced. We are of opinion that the best course to adopt now will be to confine ourselves to the existing scales of pay and to make a definite announcement that the Senate has no desire to go back on the decisions it arrived at in respect of the regrading of salaries but will give effect to them as soon as the finances of the University improve. It should be clearly understood that our recommendation in this behalf does not in any way affect the decision of the Senate to grant security of tenure to the members of the teaching staff.

It is not possible for us at this stage to calculate accurately the cost of salaries of the staff from the year 1932-33, for that will depend on the personnel of the staff and the salary each may receive. We have, however, attempted to estimate

approximately the total cost, keeping in view the sanctioned staff and the rules laid down in the report of the Organisation Committee affecting retirement and re-appointment. Our calculations are based upon the fact that the University will continue to grant increments to the present incumbents according to the existing scales and will postpone giving effect to the new grades. As regards any new incumbent his maximum salary will not go beyond the maximum of the present grades but his annual increment should be according to the new grades. This rate of increment is lower than the present rate and will therefore result in reduction of expenditure. We have also replaced the provision for a Reader by that of a Lecturer in the various teaching departments of the University. The only post maintained out of the Post-Graduate Teaching Fund in respect of which we have accepted the new grade (Rs. 500-50/2-800 plus C.A. Rs. 75) is that of the Secretary of the Post-Graduate Councils in Arts and Science. The recommendation of the University Organisation Committee as adopted by the Senate contemplates the amalgamation of the posts of two Secretaries (each on the grade of Rs. 500-50-750) and entails a reduction in expenditure.

Two new posts will shortly be filled up, by the Senate, *viz.*, the Ramtanu Lahiri Professorship of Bengali and the University Professorship in Zoology. As regards the salary of the former it will be payable from the Ramtanu Lahiri Fund which is in a position to bear the cost according to the new grade.

As regards the Professorship of Zoology the present grade is 600-50/2-1,000; this salary is payable from the Post-Graduate Teaching Fund

and we have, therefore, calculated the cost of this Chair according to the existing scale.

7. It appears that if effect is given to the recommendations of the Organisation Committee except with regard to certain matters some of which have been noted above, the total deficit for 1932-33 will be about Rs. 76,000. If the University continues to grant increments according to the existing grades, there will be an average additional cost not exceeding Rs. 20,000 every succeeding year. The items omitted from our calculations are noted below :—

- (1) Revised Scales of salaries.
- (2) Creation of Readerships.
- (3) Special allowances to Professors and Lecturers.
- (4) Examination expenses as noted in para. 4 (iii) above.

8. We now proceed to consider the steps which the University should take in order to meet the deficit.

(i) We have carefully scrutinised the various heads of expenditure and we feel that greater economy should be exercised in all departments. It may be recalled that we effected a total reduction of Rs. 35,000 from the amounts budgeted for 1931-32. The total reductions proposed below would amount to about Rs. 50,500.

(ii) There are certain items of expenditure which may be transferred from the Fee Fund to other Funds as indicated below :

At present the Fee Fund contributes Rs. 2,500 to the Compassionate Pension Fund and pays Rs. 4,852 as service pension, thus totalling Rs. 7,352 per year. We recommend that this sum be henceforth met out of the interest of the Provident Fund Scheme Fund which has at its credit Rs. 2,38,800 excluding the amount paid by some members of the staff as their contribution. It may be noted that the figures supplied to Government did not include Rs. 2,520 as service pension granted subsequently. The deficit of Rs. 82,000 is based upon figures accepted by Government. For our calculation the saving will, therefore, amount to Rs. 4,832.

(iii) We have considered the desirability of transferring the income of the Carmichael Professorship Fund to the Fee Fund. This Fund was created by the Senate for the purpose of maintaining a Chair in Ancient Indian History and Culture. The income of the Fund is derived from the sale-proceeds of the University Sanskrit Selections and Sanskrit Grammar both of which have for many years been prescribed for the Matriculation Examination. We do not see any reason why the Fund should not be dissolved and the sale-proceeds credited to the Fee Fund, the maintenance of the Chair and the cost of publication being henceforth a charge on the General Funds of the University. According to the arrangement made between the University and the Government of India, a separate Fund has been created for the purpose of meeting the liabilities of the University towards the pension charge of the present incumbent of the Chair. The University's

contribution to the Fund amounts to Rs. 2,000 annually. This Special Fund has already at its credit Rs. 38,700 and the interests accruing therefrom will be added to the corpus of the Fund. The University is liable to pay Rs. 245 per month towards Professor Bhandarkar's pension. It will, we feel, be no longer necessary to supplement the pension fund and the contribution of Rs. 3,000 may be stopped from the beginning of 1932-33.

If the above recommendations are accepted, the Fee Fund will benefit by at least Rs. 7,000. This is according to the present estimates.

We are, however, of opinion that the income from sale of these publications may easily be increased. The Syndicate should at once consider the question and in particular examine the desirability of revising the Sanskrit Grammar.

(iv) We now propose to indicate in what respects the revenue of the University may be increased.

(a) We shall first deal with the proposal to increase the fee rates. As mentioned already, the grant of Rs. 3,60,000 has been based upon an increased revenue of Rs. 30,000 by raising examination and other fees. It has been proposed that the Registration Fee may be increased from Rs. 2 to Rs. 5 which is expected to yield an additional income of about Rs. 21,000, and also to increase the Medical Examination fees by Rs. 5. We shall deal with the Registration Fee first. We are inclined to feel that fresh taxation should, if possible, be avoided at the present juncture. We do not overlook the fact that the increase of fees was recommended by the Organisation Committee. But along with such proposals, the Senate accepted certain schemes of examination

reforms. The total cost of such reforms amount to Rs. 70,725. As has been pointed out already, this has been reduced by Government by Rs. 65,439. At the same time, the figures given by Government take into account a possible increase of fee income by Rs. 30,000. Our position may be thus summed up: if we decide to introduce reforms in the examination system, the Senate will be quite justified in increasing fee rates for the purpose, if necessary. On the other hand, if such increased income is required for the maintenance of the teaching activities of the University, we should be reluctant to support such a proposal except as a last resort. In view of the present economic distress prevalent throughout the country, we would ask the Senate to postpone final consideration of the matter till next year.

As regards the Medical Fees we find that the expenses for the Medical Examinations are at present covered by the fees paid by the candidates. We do not therefore recommend any increase in Medical fees at this stage.

The only degree examination which is run at a deficit is the Engineering Examination. The deficit however is a small one amounting to Rs. 1,700. The fee for each Engineering Examination may be increased by Rs. 10 only. The additional income will be about Rs. 2,000.

(b) We are of opinion that one way of improving the finances of the University would be to extend the sale of University publications which may be used as text-books for different examinations. It is not possible for us to indicate the exact direction in which such increase may be effected but we would ask the Syndicate to

take up this question immediately. The increased sale of such publications may, for the present, be safely estimated, as yielding an additional income of at least Rs. 15,000 per annum.

(v) We recommend that steps should be taken to supplement the Reserve Fund. The amount now standing at the credit of the Carmichael Professorship Fund should be transferred to the Reserve Fund. The interest accruing from the Reserve Fund should be credited to the Fee Fund. This will give us an additional income of at least Rs. 4,000.

(vi) The surplus income of the Asutosh Professorship Fund after meeting its present charges will be transferred to the Fee Fund and this will yield an additional income of at least Rs. 3,000 per annum.

9. It may be noted here that the deficit of Rs. 76,000 is based on the assumption that all the present whole-time employees of the University will join the Provident Fund from 1932-33, in which case the University's contribution has been estimated at about Rs. 74,500. We shall later on deal with the question of meeting the past liabilities of the University in respect of those who are entitled to the benefit of the Pension rules but will join the Provident Fund. It is quite possible that some of these employees while exercising their option would prefer to abide by the Pension scheme rather than join the Provident Fund. In such an event the total contribution of the University towards the Provident Fund will be reduced to a certain extent. The above sum of Rs. 74,500 includes Rs. 11,050 as

the University's contribution in respect of the following Endowed Professors :—

	Rs.
Palit Professor of Physics	1,500
Do. Chemistry	800
6 Ghose Professors	4,800
3 Khaira Professors	2,250
Minto Professor	1,000
George V Professor	1,000
Hardinge Professor	1,000
Lahiri Professor	700
Asutosh Professor of Islamic Culture	750
Do. Indian History	600
	14,100

Less contribution from—	Rs.
Hardinge Professorship Fund... ..	1,000
Lahiri Professorship Fund	700
Asutosh Professorship Fund	1,850
	3,050
	11,050

We feel that this contribution should be met either wholly or in part from the Trust Funds. It is not possible for us to indicate the exact amount of such contribution. We request the Syndicate to examine this question in consultation with the Governing Bodies of the Trust Funds.

For our present purposes let us take the Provident Fund contribution to be Rs. 74,500; as noted already the deficit will then reach the figure of Rs. 76,000. The effect of our proposals may be summarised as follows :—

Deficit. Rs.	Effect of proposals made in the Report.	Rs.
76,000	(i) Savings in expenditure ...	50,500
	(ii) Transfer of Service Pension and Compassionate allow- ances ...	4,882
	(iii) Surplus from Carmichael Professorship Fund ...	7,000
	(iv) Increased Engineering Fees	2,000
	(v) Additional contribution from Reserve Fund and Asutosh Professorship Fund ...	7,000
	(vi) Increased revenue from sale- proceeds of Publications ...	15,000
	Total ...	86,332
	Deficit ...	76,000
	Anticipated savings ...	10,332

10. The next question which confronts us is whether we should immediately recommend any reduction in the present salaries of our staff. We do not at present consider that such a step will be necessary during the year 1932-33. We have indicated the directions in which reduction in expenditure may be made and have also outlined how the revenues may be increased. We are aware of the fact that a 10% cut has been effected by Government in respect of its own employees. But we feel that the position of the University employees is somewhat different. It has been recognised by the Senate and agreed to by Government that the present scales of pay of the members of the staff, teaching and administrative, ought to be improved. On account of financial difficulties we are however unable to give immediate effect to the

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new scheme and to grant increments in accordance therewith. The members of our staff, we have no doubt, will appreciate the force of circumstances which prevents us from fulfilling their hopes which have long been deferred. But we do feel that it will hardly be fair to our staff if instead of improving their prospects, we propose to effect a reduction in their present salaries. We realise fully that if the finances of the University grow from bad to worse and there is a still further drop in our revenues, we may have to effect retrenchment in this direction. But we feel that such a step need not be taken just at the present moment.

11. The University should now make it possible for all its employees to join the Provident Fund from 1932-33. Provision for this has been included in our Estimates. The members of the administrative staff are entitled to enjoy the benefits of a Pension scheme, and the question arises as to how the University should compensate them for the period of their service prior to 1932-33. We recommend that the following scheme be approved :

Each member of the administrative staff who is eligible for membership of the Provident Fund, will be asked to decide by the 30th April, 1932, whether he will join the Provident Fund from 1st June, 1932, or desire to be governed by the Pension rules. He will be informed that if he decides to join the Provident Fund, the Senate will grant him a bonus to be calculated by adding up one month's actual emoluments for each completed year of his service prior to his joining the Provident Fund, without interest. This lump payment will be made on approved service either to each member at the time when his Provident

Fund money will become payable, or to his legal representative in case of his death prior to this period. For the period of his service after 1st June, 1932, he will be governed by the ordinary Provident Fund rules.

* In view of the above recommendations, we do not think the Senate should in future entertain applications for the grant of compassionate allowances.

A Provident Fund Scheme Fund has been gradually built up which has at its credit Rs. 2,38,800. The lump payments mentioned above will be made out of this Fund when they fall due. In the meantime, as we have previously recommended, the service pensions and compassionate allowances, already sanctioned, will be met out of the income of the Fund.

We may here deal with the question of allowing the holders of the Endowed Chairs to come under the Provident Fund Scheme. According to the rule framed by the Senate, and noted below, the two Palit Professors and six Ghose Professors are entitled to a gratuity under certain specific conditions :

A Professor, on retirement on the ground of either attainment of age or of proved ill-health, will be entitled to receive a gratuity of one month's pay for each completed year's tenure of appointment ; such gratuity shall in no case exceed a maximum limit of eighteen months' salary.

The Palit Professor of Chemistry who has already attained the retiring age cannot be expected to join the Provident Fund at this stage. Under the above rule he will be entitled to a gratuity of Rs. 15,150 at the end of the current session. As regards the other Professors, they must give up their claim to any gratuity due under

the above provision, if they desire to join the Provident Fund from 1932-33.

We recommend that a bonus be paid to each of such Professors on the same conditions and at the same time as proposed in the case of the members of the administrative staff, except that the calculation be made on the following basis :

The bonus will be calculated from the year when the Teachers' Provident Fund was first introduced and will be at the following rates :—

From January, 1920, to May, 1926, at the rate of 5% of the salary of each.

From June, 1926, to May, 1932, at the rate of $8\frac{1}{3}\%$ of the salary of each.

NOTE.—“Salary” here means the amount paid as such from the Trust Funds.

The total cost of this scheme will be about Rs. 40,000.

These lump payments without interest will also be made from the Provident Fund Scheme Fund.

12. There is one important matter in respect of which the Report of the Organisation Committee will have to be modified and that is the basis of calculation for fixing the gratuity payable to those whole-time teachers who will lose their appointments on account of reduction of staff or the operation of the age rule. It will be recalled that such gratuity was proposed to be calculated on the following basis :

“(1) Para. 32 (b)—Provident Fund contribution from the University at $8\frac{1}{3}\%$ of their salaries, should be paid retrospectively from the beginning of their services—interest not being payable except in accordance with the already

sanctioned scheme. Any amount already paid or credited is to be included in the above.

(2) Para. 32 (c)—One month's pay should be given for each completed year of service (the pay should be the average calculated upon the last three years of service).''

In our letter to Government we indicated that the approximate cost of the above scheme would be Rs. 1,42,000. Government is not in a position to make any grant for this purpose. We have, therefore, no option but to omit the gratuity payable under para. 32(c) of the Report. We should, however, pay a bonus as contemplated in clause (b). The total cost of the modified scheme will approximately be Rs. 38,000. This amount may be met for the present from the Provident Fund Scheme Fund or from the Reserve Fund. We also feel that it will no longer be possible to allow an option to such teachers to continue in the service of the University for a short period as contemplated in para. 32 (d) and (e) of the Report.

13. We desire here to refer to the future of the Departments of Geology and Physiology. The Government grant does not include the salaries of the teachers in these two departments. The present cost for maintaining the departments is as follows :

GEOLOGY.

	Rs.
One Lecturer (200-25-500)	450
One Asst. Lecturer (150-15-300)	210
One Part-time Lecturer—(per annum)	750

PHYSIOLOGY.

One Lecturer (200-25-500)	400
One Professor	250

It may be mentioned that the University does not maintain any laboratory of its own for these two departments and the work is carried on in Presidency College. The Organisation Committee decided that if Government undertook to provide for the full staff in Presidency College for teaching these two subjects, the University would not have to maintain any staff of its own. The Professors of Presidency College would be recognised as University Lecturers.

We recommend that the Syndicate should immediately address Government on this question and ascertain what arrangements are proposed to be made in the Presidency College for post-graduate work in these two subjects. The University is under the Regulations responsible for post-graduate teaching in Calcutta and any arrangements made by Government in this behalf should be made in consultation with the University, so that there may not be any possibility of misunderstanding in future. The other point on which information should be obtained from Government is the manner in which it proposes to absorb the present staff for the work of these two departments in Presidency College. We are not sure if necessary information on these points can be obtained from Government by the time when the Senate will proceed to make appointments to the teaching staff. We would suggest that in view of the special circumstances of the case, the University teachers in these subjects may be re-appointed for a year only. In the meantime the whole question should be settled one way or another. This would involve an additional non-recurring liability of Rs. 17,250 during 1932-33. This amount will, if necessary, be met from the Reserve Fund.

14. The Syndicate should draw up the detailed terms on which re-appointments to the teaching staff will be made. There should be one clause providing for the termination of service on six months' notice on either side. We hope and trust there will be no occasion for the University to give effect to such a clause at any future date. But the interests of the University demand that such a provision should be embodied in the new contract in order to meet any untoward development in future. There may also be another clause providing for the possibility of a temporary reduction in salary and allowances in case the finances of the University render such a step necessary.

15. It will be seen we have made several recommendations for reduction of expenditure. They are mainly of a general character and do not relate to details. We would strongly urge every department of the University to co-operate with the authorities in keeping down expenditure even under the reduced grants. There are some heads of expenditure which we have not touched upon, *e.g.*, examination expenses, Medals and Prizes, Engineering Establishment. The Syndicate should appoint a small committee which will go into the details and make necessary recommendations in course of the year.

16. It will be seen that we have not suggested any modifications of the proposals of the Organisation Committee which aim at better control of the academic and administrative activities of the University. They have mostly been incorporated in the Regulations. We have no doubt that with effect from the beginning of next session they will be introduced in full vigour and loyally carried into effect by all members of the University. We have not suggested postponement of some schemes which

involve additional cost, as we still hope that the deficit will be amply covered by the steps which we have indicated in the earlier portion of our report. As an illustration we may refer to the scheme of Post-Graduate Fellows which we believe will go a long way in fostering the spirit of research amongst our brilliant graduates. If, however, contrary to our expectations there is a further decrease in our revenues, we may have to reconsider the position.

We would, however, strongly urge that whenever a vacancy occurs in the present staff or proposals are formulated for the creation of a new post, the relevant authorities will seriously consider the possibility of keeping such a post in abeyance for the present, or of not creating it at all, as the case may be, unless the department concerned can make out a case that such appointment is imperatively urgent and necessary.

17. We append herewith a statement of anticipated Income and Expenditure for 1932-33 based on our report. The Government letter is also printed as an Appendix.

HASSAN SUHRAWARDY
 J. M. BOTTOMLEY
 NILRATAN SIRCAR
 U. N. BRAHMACHARI *
 BIRAJMOHAN MAJUMDAR
 BIDHANCHANDRA ROY
 W. S. URQUHART *
 PRAMATHANATH BANERJEA
 C. V. RAMAN
 SYAMAPRASAD MOOKERJEE

22nd March, 1932.

* Signed subject to a Note of Dissent.

*Abstract Statement of Estimates of Income and
Expenditure for the year, 1932-33.*

Income.	Rs.	Expenditure.	Rs.
1. Fee Fund ...	11,17,390	1. Salary ...	8,72,598
2. Post-Graduate Tuition fees ...	1,12,580	2. Salary (holders of Chairs)	1,66,300
3. Transfer of Law College grant...	8,000	3. Endowed Professors' Allowances ...	27,000
4. Fixed Govt. Grant for Post-Graduate Dept. and Science College ...	27,000	4. Provident Fund (including holders of Chairs)	74,509
5. Recurring Govt. grant ...	3,60,000	5. Leave arrangement (teaching staff) ...	10,000
6. Contribution for salaries of holders of Chairs ...	1,66,200	6. Post-Graduate Fellows	10,500
7. Interest from Reserve Fund ...	5,000	7. Scholarship, etc. ...	34,848
		8. Under-graduate Fellows ...	288
		9. Leave arrangement (Post-Graduate office)	3,900
		10. Research Assistants	2,280
		11. Research Scholarships	1,800
		12. Research Grants, Equipment and Working Expenses, Supplies and Services, etc. ...	1,04,320
TOTAL ...	18,26,070	13. Leave arrangement (Fee Fund) ...	6,000
Deficit ...	76,301	14. Press and Printing ...	80,941
GRAND TOTAL ...	19,02,371	15. Examination expenses	3,45,573
		16. Scholarships, Prizes and Medals ...	15,600
		17. University Library ...	15,060
		18. Contributions ...	9,608
		19. Jubilee Scholarships	9,216
		20. Maintenance of buildings, Municipal Taxes and Insurance charges ...	25,915
		21. Supplies, Services and Contingencies, etc.	48,925
		22. Pension ...	2,332
		23. Honorarium for Editors	2,362
		24. Gowns ...	500
		25. Refund of Fees ...	3,000
		26. Portraits ...	500
		27. Educational Congress	500
		28. Engineering Establishment ...	3,416
		29. Students' Welfare ...	12,470
		30. Calcutta Review ...	1,150
		31. Rent payable to Palit Fund ...	10,000
		32. Inter-University Board	1,150
		TOTAL ...	19,02,371

Note of Dissent by Rev. Dr. W. S. Urquhart.

I sign the report with the following modifications (and necessary consequential changes)—“That in paragraph 6 the third sentence, beginning “The Government grant.....” should have added to it the word ‘completely’; and that for the remainder of the paragraph the following be substituted:—“We consider that the resources of the University, with certain modifications of distribution, make it possible for us to introduce the new scales of pay for at least two years and we recommend that this be done (the appointment of Readers, however, being held in abeyance). We recommend further that, in sufficient time before the expiry of the two years’ period, the resources of the University be again reviewed, and that, if it be found impossible to provide for the further incremental increase involved in the new organisation scheme, the modification in the scales necessary to balance income and expenditure should then be made, due regard being had to the consideration that no one, (if any such cases there be), should be allowed to suffer through being on a smaller salary than under present conditions during the first two years without having the chance of making up his present average during the remaining three years of the quinquennium.”

W. S. URQUHART.

*Note of Dissent by Rai Upendranath Brahmachari
Bahadur.*

I. I consider that the figures of income as shown by the Finance Committee require modification. The income will be higher and among others I would like to mention—

(a) That the introduction of new text books as well as the revision of existing books should bring in a much larger income than Rs. 15,000.

(b) That the transfer of the Government Grant of Rs. 30,000 from the Law College to the Fee Fund would bring in an income of Rs. 8,000 over and above Rs. 12,000 which formerly used to be credited to Fee Fund as rent from the Law College.

II. That the contributions from the Government and the Trust Funds as at present realised ought to be shown on the income side. The corresponding heads of expenditure may be shown on the expenditure side.

III. In my opinion cases of teachers whose services will be terminated on account of their attaining the age limits are completely different from those whose services have to be dispensed with on account of reduction in the number of appointments and whose age is below 60. In the latter case, compensation ought to be paid on the lines of the Organisation Committee Report. The decision on the point should be deferred till the recommendations of the Selection Committee are disposed of by the Senate.

Whatever the decision of the Syndicate and Senate may be in the matter immediately, I consider that the Senate should resolve that the position should be reviewed by February next or March and such modifications, as may be found possible, should be adopted to give effect to the recommendations of the Organisation Committee Report to a greater extent than may be possible at present.

UPENDRANATH BRAHMACHARI.

APPENDIX

GOVERNMENT OF BENGAL,
EDUCATION DEPARTMENT,
EDUCATION BRANCH.

No. 907 Edn.

FROM

H. R. WILKINSON, Esq., C.I.E., I.C.S.,
Secretary to the Government of Bengal,

TO

THE REGISTRAR,
Calcutta University.

- The Hon. Mr. K. Nazimuddin C.I.E.,
Minister-in-charge.

Calcutta, the 15th March, 1932.

SIR,

I am directed to refer to the correspondence resting with your letter No. G. 175, dated the 3rd/4th April, 1931, regarding the request made by the Calcutta University for a recurring grant to enable them to carry out the re-organisation contemplated by the Report of the University Organisation Committee.

2. In forwarding that Report with their letter No. A. 107, dated the 21st July, 1930, the University stated that a recurring grant of Rs. 6,66,000 would be required for the purpose and Appendix II to that letter contained the details on which the estimate was based. The expenditure of the Post-Graduate Teaching Fund was shown to be Rs. 12,44,171 against an income of Rs. 6,23,045 leaving a deficit of Rs. 6,21,126 and of the Fee Fund Rs. 12,16,798 against an income of Rs. 11,72,350 leaving a deficit of Rs. 44,448. The total deficit was therefore estimated at Rs. 6,65,574.

3. The Government of Bengal (Ministry of Education) invited the representatives of the University to a Conference in May last, with the object of examining the proposals and of determining the amount of grant required to carry out the essentially necessary parts of the re-organisation proposals; as a result of the discussions it was agreed that the following changes should be made in the detailed figures prepared by the University and shown in Appendix II to their letter :

Post-Graduate Teaching Fund.

(A) Item No. 3—*Lecturers*—Reduction of Rs. 1,000 a month, with a consequent reduction of Rs. 1,000 a year in Provident Fund expenditure.

(B) Item No. 7—*Professors' Allowances*—Reduction of Rs. 750 a month, with a consequent reduction of Rs. 750 a year in Provident Fund expenditure, the assumption being that three allowances of Rs. 250 a month each would be absorbed by the Carmichael Professor, the Palit Professor of Physics and the George V Professor of Philosophy expenditure for which is otherwise included.

(C) Item No. 10—*Leave arrangements*—Reduction of Rs. 8,000 owing to the reduction of the average pay from Rs. 300 to Rs. 214 and also of the number of acting arrangements consequent upon a part of the work being done by Post-Graduate Fellows.

(D) Item No. 16—*Office Administration* :

(a) *Secretary*—Reduction of Rs. 1,000 as a new Secretary with his salary on the normal scale, will be appointed.

(b) *Assistants and new appointments in the Science College*—Reduction of Rs. 3,000 owing to

a reduction in the number and the fact that all of them need not be placed upon the newly sanctioned scale of Rs. 40-5-150.

(E) Item No. 17—*Provident Fund*—Reduction of Rs. 350 consequent on the reduction under (D).

(F) Item No. 18—*Leave Arrangements*—Reduction of Rs. 1,500 as Rs. 75 a month is unnecessarily high.

(G) Items Nos. 19 and 20—*Research Assistants*—Reduction of Rs. 3,600 as the number can be reduced owing to the proposed institution of Post-Graduate Fellowships.

(H) Item No. 21—*Fluctuating Charges* :

(i) to (x)—Reduction of Rs. 2,000 on the basis of the average actuals of the last five years.

(xi) Reduction of Rs. 10,000 on Research grants, as the development of agricultural activities should be a matter for decision in Conference with Government.

Fee Fund.

(A) Item No. 1 (ix)—*Salaries of Assistants in Grade of Rs. 40-5-150*—Reduction of Rs. 5,820 as the number should be 80 and not 85, even if the temporary assistants are made permanent.

(B) Item No. 3—*Leave arrangements*—Reduction of Rs. 2,400 as item 1 (ix) included the salaries of temporary assistants who act partially as leave reservists.

(C) Item No. 5—*Examination expenses* :

(a) *Budget Figures*—Reduction of Rs. 7,000 in view of the average of the last five years and Rs. 16,000 as a reduction consequent upon the estimated diminished income for examinations.
Total reduction Rs. 23,000.

(b) *M.A. and M.Sc. Paper-Setters*—Reduction of Rs. 18,372 (*i.e.*, total exclusion) as this is not immediately urgent in view of the teachers' better salaries.

(D) Item No. 6—*Research Scholarships, etc.*—Reduction of Rs. 2,000.

(E) Item No. 11—*Supplies, etc.*—Reduction of Rs. 800.

(F) Item No. 13—*Honoraria*—Reduction of Rs. 3,800. The reductions in (D), (E) and (F) are due to the average of actuals being taken instead of estimates.

On the other hand an increase was found necessary in item No. 4—*Press and Printing*—of Rs. 1,900 on the basis of the average estimates for the last five years.

The figures of expenditure originally framed by the University, as thus modified by the Conference, would read—

Post-Graduate Teaching Fund.

			Expenditure.
			Rs.
1.	Professors	... ..	23,564
2.	Readers	... ..	7,194
3.	Lecturers	... ..	28,184
4.	Assistant Lecturers	... ..	2,937
5.	Whole-time Lecturers	... ..	1,400
6.	Part-time Lecturers	... ..	8,038
7.	Professors' allowances	... ..	250
8.	Extra for Readers	... ..	990
			72,557
			× 12
			8,70,684

		Expenditure.
		Rs.
9.	Provident Fund, etc. ...	68,859
10.	Leave ...	10,000
11.	Post-Graduate Fellows ...	10,500
12.	Scholarships ...	34,848
13.	Undergraduate Fellows ...	288
14.	Undergraduate teaching ...	13,200
15.	Modern language teaching ...	5,100
16.	Office administration ...	87,404
17.	Provident Fund contribution ...	5,178
18.	Leave Fund ...	3,900
19.	Research assistants ...	2,280
20.	Research Scholarships ...	1,800
21.	Fluctuating charges ...	1,04,320
		<u>12,18,371</u>
Deduct for Presidency College teaching		26,400
		<u>11,91,971</u>

Fee Fund.

1.	Salaries ...	2,64,900
2.	Provident Fund ...	19,640
3.	Leave ...	6,000
4.	Press and Printing ...	80,941
5.	Examination expenses—	
	(i) ...	3,40,220
	(ii) ...	23,087
	(iii) ...	16,604
	(iv) ...	Omitted.
	(v) ...	7,376
	(vi) ...	2,286
	(vii) ...	3,000
		<u>3,92,573</u>

	Expenditure
	Rs.
6. Research Scholarships	15,600
7. Library	15,060
8. Contributions	2,34,524
9. Contributions for Jubilee Scholarships	9,216
10. Maintenance (buildings)	25,915
11. Supplies, etc.	18,925
12. Gratuity and Pension	2,332
13. Honoraria	2,362
14. Gowns	500
15. Refund of fees	3,000
16. Portraits	500
17. Educational Congress	500
18. Engineering establishment	3,416
19. Students' Welfare	24,302
20. " Calcutta Review "	1,150
21. Rent to Palit Fund	10,000
22. Inter-University Board	1,150
	11,62,506

Total expenditure Post-Graduate ... 23,54,477
and Fee Funds.

4. These figures, however, require further modification in the following directions :—

(1) The estimate of Post-graduate expenditure includes Rs. 21,504 for the teaching of Geology and Physiology. This should not be required, as Government consider that the teaching can be effectively provided for at Presidency College.

(2) The estimated Fee Fund expenditure includes in item No. 8 the contribution of Rs. 2,24,916 from the Fee Fund to the Post-graduate Fund. This is a double entry and should be excluded from both the expenditure of the Fee Fund and the

income of the Post-Graduate Fund to show the net expenditure. The Post-graduate Fund expenditure will thus be reduced to Rs. 11,70,467 and the Fee Fund expenditure to Rs. 9,37,590 or a total of Rs. 21,08,057.

5. The ultimate cost of the revised proposals also contains the following items, which represent definite new commitments.

Post-Graduate Fund.

(1) Professors' allowances and extra cost for Readers (items 7 and 8) ...	Rs.	14,880
(2) Post-graduate Fellows (item 11) ...	„	4,500
(3) Post-graduate Scholarships (item 12)		
• the existing expenditure being Rs. 31,176		3,672
(4) Undergraduate Scholarships (item 13) ...	„	288
(5) Research Scholarships (item 20) ...	„	1,800

Fee Fund.

(6) Salaries (item 1 (xv), (xvi) and (xvii) ...	„	4,320
(7) Examination expenses (item 5)		
(a) Invigilation ...	„	23,087
(b) Matriculation Examiners' Fees ...	„	16,604
(c) M. A. and M. Sc, fees for examining papers ...	„	7,376
(d) Law paper-setters ...	„	2,286
(e) Travelling allowance to External Examiners ...	„	3,000

6. The Ministry of Education agrees that the proposals outlined in paragraph 5 are desirable, but considers that item 7 (a) (b) (c) can be postponed without affecting the main re-organisation proposals in any way. They are however prepared to approve of the other items and to take their cost into consideration in calculating the amount which they will pay. The net total expenditure therefore involved in the re-organisation comes to Rs. 20,60,990.

7. The income is shown in Appendix II to University's letter as—

Post-Graduate Fund	...	Rs. 6,23,045
Fee Fund	...	„ 11,72,350

Post-graduate Fund :

The following changes should be made

(a) Item 1 represents the contribution from Fee Fund and should be eliminated for the reasons given in paragraph 4 (2)—Rs. 2,24,916.

(b) As agreed in the Conference the estimate of Rs. 1,42,580 as income from fees can on the basis of the average of the last five years be increased by Rs. 1,800 to Rs. 1,44,380.

The income of the Post-Graduate Fund will therefore be :

(1) Government grant for Lecturers	Rs. 15,000
(2) Government grant to Science College	„ 12,000
(3) Fees...	„ 1,44,380
(4) Contributions from Government and Trust Fund	„ 2,28,549
Total	„ 3,99,929

The income for the Fee Fund requires modification as follows :

(a) As estimated by the University	Rs. 11,72,350
(b) Additional income to be raised as agreed	„ 30,000
(c) Net income resulting from transfer of Law College Government grant to Fee Fund	„ 8,000
(d) Interest on securities	„ 5,000
	„ 12,15,350

Total income :

Post-Graduate	...	...	Rs. 3,99,929
Fee Fund	...	...	,, 12,15,350
		Total	<u>Rs. 16,15,279</u>

The deficit will therefore be :

Expenditure	...	...	Rs. 20,60,990
Income	...	...	,, 16,15,279
		Total	<u>Rs. 4,45,711</u>

8. This deficit represents the ultimate amount which the University would require to enable them to carry out the revised re-organisation proposals. These proposals however provide for incremental scale of pay in both the teaching and the clerical staff and their salaries will be below the average for some time to come. It has been calculated that for the initiation of the scheme approximately Rs. 87,000 can be deducted on this account from the full ultimate cost for the first year. The maximum is expected to be reached in about 5 years, and the following figures indicate the amounts which Government estimate will be required during that period to give effect to the proposals :

First Year	...	...	Rs. 3,60,000
Second Year	...	...	,, 3,80,000
Third Year	...	...	,, 4,05,000
Fourth Year	...	...	,, 4,30,000
Fifth Year	...	...	,, 4,47,000

Government are not in a position at present to sanction an annual grant of more than Rs. 3,60,000 in addition to the special grants which they already give for Post-Graduate Lecturers, the Science College and the other special purposes. While therefore they approve of the new scales of pay and

desire that new incumbents shall be appointed on these scales, they are of opinion that, until the financial situation improves, no increments should be given which will increase the salaries drawn by teachers, officers or other employees to an amount greater than that which they would receive under their present agreements. The grant, which, in the absence of abnormal circumstances, the University may expect to receive from 1932-33 onwards, to enable them to carry out the re-organisation proposals must therefore remain at Rs. 3,60,000 until Government are in a position to give effect to the progressive scale mentioned above.

As they recognise that the grant for the present year must be based on existing commitments, they are pleased to sanction a grant of Rs. 4,00,000 during the year 1931-32; they believe that by a rigid curtailment of expenditure, such as Government have themselves applied in their own departments, this amount should be adequate. Out of this 4 lakhs, 3 lakhs have already been paid and steps are being taken to pay the remaining one lakh before the close of the year.

9. The above grants, *viz.*, Rs. 4,00,000 during 1931-32 and Rs. 3,60,000 during succeeding years, as explained above, are subject to the following conditions :—

(1) that the University carries out the re-organisation proposals as far as possible and in particular gives immediate effect to those changes involved in the amendment of the Regulations sanctioned in this office letter No. 273 Edn., dated the 28th January, 1932, during 1932-33;

(2) that it makes itself entirely responsible with the help of the Government grant now

sanctioned for the non-recurring expenditure necessary to carry out the re-organisation ;

(3) that if in any year the University's income in the Fee Fund apart from the new item being added, *i.e.*, Rs. 30,000 additional fees to be levied, Rs. 8,000 Law College grant and Rs. 5,000 interest, exceeds the figures Rs. 11.72 lakhs, the Government grant will be reduced by half the surplus of the income over that figure. This refers to the income on the existing basis and is intended to meet the case in which the actual income in any one year proved the figures on which the amount of the Government grant is based, to have been an under-estimate. If the University should increase its income by any new measures, which the University might subsequently initiate and which therefore Government did not take into account in now fixing the amount of the grant, such increase would be excluded from the calculation for the purposes of this condition.

In the event of any reduction of the Government grant being found to be due under this condition, the adjustment would be made by a corresponding reduction of the grant in the following year.

If on the other hand the above income from the Fee Fund should prove to be less than Rs. 11.72 lakhs in any year, Government would in normal times be prepared to consider on its merits an application for a contribution towards the deficit. The University must however realise that during the current year and possibly for sometime to come Government cannot accept any responsibility for an increased grant over and above the amounts stated. If, therefore, the University

income has fallen below the standard figure assumed or if it is found impossible or undesirable immediately to raise the Rs. 30,000 additional income previously agreed upon, or if it is not possible immediately to achieve the economy contemplated by concentrating entirely the teaching in Physiology and Geology at the Presidency College, the University must take such steps to achieve economy of expenditure as will guarantee as far as possible a balanced budget with the grants now being made available. Government would be glad if the University authorities would consider this matter immediately and inform Government as to the further economy measures, if any, which it proposes to adopt :

(4) that until Government agree, no increments in the new scales of pay involving payments greater than on the present scales of pay shall be allowed ;

(5) that the University will embark upon no additional recurring commitments (beyond those contained in the scheme as modified by Government), which they are unable to meet, both immediately and for the future, from their own resources, unless Government have previously approved of the specific schemes of expenditure involved and undertaken to make grants to carry them into effect.

10. Government (Ministry of Education) also approve of the schemes for the improvements in examination procedure represented by the following and included in items 5 (ii), (iii) and (iv) under Fee Fund expenditure in Appendix II to the University letter No. A. 107, dated the 21st July 1930.

(1) Invigilation	Rs. 23,087
(2) Matriculation Examiners	,, 16,604
(3) M.A. and M.Sc. fees for examining papers	,, 7,376

They attach considerable importance to the above proposals but regret that they are unable to provide the requisite funds at present. As soon as financial conditions improve, Government will endeavour to make the necessary provisions.

11. The University's letter No. A 107, dated the 21st July 1930, also contained a request for three non-recurring grants, *viz.* :—

(a) Rs. 1.42 lakhs for payment of compensation to those teachers whose services will be discontinued as a result of the proposed re-organisation;

(b) Rs. 11.32 lakhs for buildings;

(c) Rs. 4.58 lakhs for other purposes.

It is expected that the expenditure required under (a) will be met from the University's own funds, while the other two schemes will have to be considered on their merits, and, if approved by Government, will have to await the allotment of funds.

12. The Government of Bengal (Ministry of Education) are gratified at the satisfactory conclusion to the long and detailed discussions, which have led up to this settlement on the basis of the University's agreed requirement, and they trust that the assistance which they are now able to offer will enable the University to proceed with

the re-organisation, to which they and Govern-
ment both attach so much importance.

I have, etc.,

H. R. WILKINSON,

Secretary to the Govt. of Bengal.

