

# GOSSNER EVANGELICAL – LUTHERAN CHURCH IN CHOTANAGPUR AND ASSAM

## GELC ARCHIVE

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### **Title**

Correspondence on Salary Scale

Volume:

Running from year: 1946                      till year: 1947

### **Content:**

- Letter to the Secretary to the Council of G.E.L.C. by P.Hurad on 31 Aug. 1946.
- Opinion of the Ilaka Executive Committee . Dated 19-8-46.
- Salary Scale Proposed by Govindpur Ilaka. Dated 20-8-46.
- Letter to the Church Council on 27-11-46.
- Letter from the Hd. Master to the Hd. Supervisor on 10 Dec. 46.
- Letter from Rev. J.J.P.Tigga to the Secretary on 21 Feb 1947.

242

1946-47



FLAT FILE

File No. 48

Name Correspondence on Salary Scale

Subject

Recd  
27/11

Lebanon, N. H.

L. Carter } the 25<sup>th</sup> Nov. 1906.  
The Church Council  
B. S. L. Church, Ranchi

Dear Sir, file

I pray most  
humbly that my Salary  
Scale may kindly be fixed  
as early as possible  
considering my quali-  
fication, period of ser-  
vice, experience and  
position. I have already  
written to you in this  
connection and I hope

that the next Full  
Church Council will  
make such final  
decision that will  
be accepted without  
any difficulty. This  
I am writing for hear-  
ing that the F.C. is  
going to meet from the  
3<sup>rd</sup> Dec. 1946 J. S. Lincroft  
Dhulega

INTERNATIONAL  
DELIVERED  
27 NOV 1946  
RANCHI

POST CARD

ADDRESS ONLY



The Secretary,  
G. I. L. Church,  
Ranchi.

Ex-secy  
2/9/46  
Scale of pay  
to Lakas  
Secretary to the Council of the  
G. E. L. Church in  
Chota Nagpur & Assam.  
1946

F 48  
Scale

Dated Kinnou, the 31<sup>st</sup> August 1946.

Dear Sir,

Referring to the Draft Resolution on the subject of Increment & D.A. forwarded to the members for opinion, under your No. 1584-96/46/F-48, D/12<sup>th</sup> August 1946, I have to state that having considered the question on all its aspects, I am of opinion that when the C.C. has put down ~~an~~ an item under head "Increment" and has also got the approval of the Federation to the same, it is desirable that the C.C. do keep its word and pay out increments.

The matter of the "increment" becoming a recurring expense & constant burden on the Church should be kept in view not only with this head of Account but on other Yes too. All such burdens of recurring expenses should awaken the Council to place before the Mahasabha the necessity of contributing 25% of their income to the C.C. Funds, as well as to tap other resources so as to meet the ever-increasing burden of the entire Church keeping in view <sup>to</sup> the entire self-support and not only to depend upon foreign subsidies.

I am sorry not to let you have this earlier owing to my ill-health.

Yours faithfully.

J. J. Arant

Recd ~~F 48~~  
19/8 Scale

To .

The Church Council,

G. E. L. Church, Ranchi.

Sirs,

With ref. to your proposed scale of salaries in the Church dated 18.7.1946 circulated in all the Dakas Through the Chairmen, we beg respectfully to express our disapproval of the above in the following grounds:—

That the starting, increment and the maximum salary in the fixed period of service of a worker are too low; and these differ when the cases of educational and the congregational workers are taken in to consideration.

That in several places the scale of certain workers are not covered in the proposed scale.

That in the light stated above, we are unable to approve the proposed scale of salaries.

We, therefore, beg to submit our proposal of the scale of salaries as detailed below; and request you to kindly ~~refer~~ refer it to the next Mahasabha.

General qualification:	Technical Training:	Starting Pay,	Annual increment:	Maximum salary:
1. M.A. Trained, } B.A. M.Ed. }	D. Ed; B. Ed; M. Ed, } B.D. D.D. }	120/-	5/1	300/-
2. M.A. untrained } B.A. trained }	D. Ed; B. Ed, B.D.	100/-	4 1/2/1	250/-
3. B.A. untrained		80/-	4/1	225/-
4. B.A. failed } J.A. tr. }	C.T.	70/-	3 3/4/1	200/-
5. J.A. untrained		60/-	3 1/2/1	160/-
6. J.A. failed } Matric trained }	C.T.	50/-	2 3/4/1	140/-
7. Matric untrained } Non-matric Trained }	C.T.	35/-	2/1	100/-
8 Non-Matric V.M.	V.M.	25/-	1 1/2/1	70/-
9 M.E	E.T	15/-	3/4/1	40/-
10. U.P. Trained		12/-	1/2/1	30/-

P.T.O.

We beg to remain,  
Sirs,

Your most obedient servants,

Eidnaes High School  
Takarna.

Dated 12-8-1946.

1. Bhawanu Topno.
2. Manish Parti.
3. Manish Topno.
4. Kandrupa Kinkar Ram.
5. Baldeo Masad Misra.
6. Nathan Duti.
7. Christmangal Munshi.
8. Stephen Dang.
9. Johan Guria.
10. Prabhu Saiy Vengra.
11. John Guria.
12. Manmohar Parti.
13. R. Kerketta.
14. S. S. S. S. S.
15. Propno.
16. Ishwari Samarandi Khalkho.
17. Anir.
18. Markus Bage.

I

F 48

Recd  
19/8

Opinion of the Iloka Executive Committee and  
the staff of the Korojo M.E. School on the scale of the  
E.L.L. Church Workers.

A Teachers (i) Primary School

Scale

Qualification	Starting pay	increment	Maximum.
U. P. un Tr.	Rs 15	1/3	25
U. P. Tr.	20	1/3	30
M.E. M.V. un Tr.	20	1/3	30
M.E. M.V. Tr.	25	1/3	35

II M.E. and M.V. School

M.E. Tr.	Rs 25	1/3	35
Matric un Tr.	35	1/3	45
Matric Tr. C.T.	40	2/3	60
V. 14. C.T + Noor Matric C.T.	35	2/3	45
V. M.	30	1/3	40

III High School

Vern. Teacher V.M.	Rs 30	2/3	40
Verna. " V.M. C.T.	35	2/3	45
Matric un Tr.	35	1/3	45
Matric Tr.	40	2/3	60
Classical Teacher	40	2/3	60
J. A un Tr.	45	2/3	65
J. A Tr.	55	5/3	85
B. A un Tr. Graduate	65	6/3	120
B. A Tr.	70	6/3	140
M. A	75	6/3	150
M. A Tr.	80	10/2	165

IV Women Teachers--

(1) Up to M.E. M.V. Trained will be the same as that  
of the men Teachers.

(2) Matric un Tr.	35	5/3	55
None Matric Tr.			
Matric Tr. J. A un Tr.	45	5/3	75
J. A Tr.	55	5/3	85
Head Mistress M.E. school	65	6/3	120
B. A Tr. un Tr.	80	6/3	150
B. A Tr.	90	10/2	165
Head Mistress of H.E. school	125	10/2	200

Qualification Starting Pay Increment maximum.

I (a) Memials M.E. or M.V. Schools Chaulidars should be able to read and write 15 - - - 1/3 - - - 20

(b) H.E. school Chaulidar able to read and write 20 - - - 1/3 - - - 30

II High School Clerk

Matric Teacher Tr. - - - 40 - - - 2/3 - - - 60

III Central institution  
Clerk

(a) Under Matric Teach - - - 25 - - - 1/3 - - - 35

(b) Under matric Tr. / matric un Tr. { - - - 30 - - - 2/3 - - - 50

(c) Matric Teach Tr. - - - 35 - - - 2/3 - - - 55

Head Clerk - - - 45 - - - 3/3 - - - 65

(d) Peons - - - 15 - - - 1/3 - - - 20

IV Pastors

non matric un Tr. Pastor - - - 40 - - - 5/3 - - - 60

non matric Sem. Tr. - - - 45 - - - 5/3 - - - 70

matric Sem. or L.H. or J.A - - - 50 - - - 5/3 - - - 75

J.A. Sem. or J.A. L.H. - - - 55 - - - 5/3 - - - 85

B. A. - - - 65 - - - 6/3 - - - 120

B. A. L.H. or B.D (Cel) - - - 70 - - - 6/3 - - - 140

B. A. B.D or M.A. - - - 80 - - - 6/3 - - - 150

M. A. B.D. - - - 100 - - - 10/2 - - - 210

IX Candidates

None Matric Tr. - - - 35 - - - 2/3 - - - 50

Matric Tr. - - - 40 - - - 2/3 - - - 55

X Pracharaks + Pracharikas

Below M.E. M.V. un Tr. - - - 15 - - - 1/3 - - - 25

M.E. + M.V. un Tr. - - - 22 - - - 1/3 - - - 32

M.E. M.V. Tr. - - - 25 - - - 1/3 - - - 35

none matric Tr. - - - 30 - - - 1/3 - - - 40

XI Head Pracharikas

M.E. or M.V. Tr. Experienced - - - 30 - - - 2/3 - - - 40

none matric Tr. + exp. - - - 40 - - - 5/3 - - - 60

matric Tr. + exp. - - - 50 - - - 5/3 - - - 80

G. O. L. Church Koronjo  
P. O. Koronjo  
14-8-46

मान्यवर दोरा नागपुर और आपसम के चार्च और मिल को  
प्रबिनय. येशु मलय. होवे।

महाशय,

निवेदन है कि इस समय.

सब तरफ. मांदगी है इसलिये यह तलब (के लक्ष्य)  
आज के साथ. पेश आते हैं. । क्योंकि. मांदगी के  
कारण से चोरी का काम बढ़ गया है। इसलिये  
तलब (के लक्ष्य) भी बढ़ना आवश्यक है।

आप को आशा करी  
सकें.

H. B. Arle

20/10/22

100

(35)

$$100 + 35 = 135$$

(65)

954

# Salary scale proposed by

Recd  
20/8

Govindpur Alaka.

48  
3 cal.

## I. Education: —

### A. Teachers: —

Qualification	Starting Pay	Increment	Maximum
U.P. untr.	Rs 12/-	1/3	Rs. 24/-
U.P. Tr.	15/-	1/3	25/-
M.E. or M.V. unTr.	20/-	1/3	30/-
V.M or Non-matric C.T.	30/-	2/3	45/-
Matric unTr.	35/-	2/3	50/-
Matric C.T.	40/-	2/3	55/-
Classical Teacher	40/-	2/3	55/-
J.A. unTr.	50/-	2/3	65/-
J.A. Tr	60/-	2/3	75/-
BA unTr (Graduate)	75/-	2/3	90/-
BA. Tr	80/-	3/3	100/-
M.A unTr	95/-	7/3	150/-
M.A. Tr	120/-	10/3	200/-

Note Women Teachers will get Rs. 5/- (five rupees) more than the male teachers.

### B. Chalkdars: —

U.P. & Bellows	12/-	1/3	20/-
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### C. Clerks: —

Under matric not Tr.	25/-	1/3	35/-
Do. Tr.	30/-	2/3	45/-
Matric unTr	35/-	2/3	50/-
Do. Tr.	40/-	2/3	55/-

### D. Peons: —

U.P. & Bellows	12/-	1/3	20/-
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## II. Evangelical: —

### A. Pracharaks & Pracharikas

M.E. M.V. & Bellows unTr.	20/-	2/3	30/-
M.E. M.V. Tr	25/-	2/3	35/-
Non-matric unTr	25/-	2/2	35/-
Do. Tr.	30/-	2/3	45/-
Matric unTr	35/-	2/3	50/-
Do Tr -	40/-	2/3	55/-

NB. (1) Pracharikas will get Rs. 5/- (five rupees) more than Pracharaks.

(2) In future M.E or M.V. Passed Pracharaks & Pracharikas only be taken so far as possible.

### B. Pastors: —

Non-matric un Tr.	35/-	2/3	50/-
or Semi Tr.	40/-	2/3	55/-
I.A. Sem or I.A.L.Th.	50/-	2/3	75/-
Matric Seminary	50/-	2/3	65/-
B.A.	75/-	2/3	90/-
B.A.L.Theo. or B.A.(Cal)	80/-	3/3	100/-
B.A.B.D or M.A.	95/-	7/3	150/-
M.A.B.D	120/-	10/3	200/-

### C. Candidates: —

They will get Rs. 5/- (five rupees) less than the Pastor according to their qualification.

N.B. Special consideration be made for foreign study and degree holders.

### III

### Heads of the Departments: —

U.P. H <sup>2</sup> master allowance	Rs 5/-
M.E. or M.V. School H <sup>2</sup> master	10/-
H.E. School H <sup>2</sup> master or Principal	50/-
Seminary Principal, Girls H.E. School	
H <sup>2</sup> mistress, Church Supervisor,	
Head Supervisor and Secretary C.C.	
President. G.E.L Church	100/-
Head Pracharika	25/-
Head Clerk	10/-
Ilaka Chairman	20/-

N.B. Single Parish Ilaka Chairman are not entitled to this allowance.

### V Medical: — D.B. Scale be allowed.

N.B. (i) All the workers of the field, <sup>including</sup> ~~excluding~~ Evangelistics and Asoam field will get as Educational lines pay.

(ii) Service as limit — Retiring age.

Pastors, Catechists	} 55 years.
Teachers & others	

To the Church Council

No. 94

Seal Seal file

Lohardaga 27.11.46

Received  
27/11/46

Dear Sir,

Whereas a postal peon to-day is drawing somewhere about Rs. 80/- a month; reras and coolies are getting over Rs. 30/- p.m.; scavengers and all other menial labourers are getting Rs. 30/- p.m. and over.

And whereas teachers of government schools in addition to regular salaries, are getting many other facilities and ameliorations and benefits.

And whereas the Provincial Ministers who in the first Ministry drew Rs. 500/- p.m., are to-day drawing Rs. 1500/- p.m.

The teachers of private schools alone are left stranded on the barren shores of prewar minimum scales of salaries to languish, famish and pine away by degrees all these war and post-war years of acute dearth. The teachers who are called the 'Nation Builders' have remained the most trodden class of citizens.

The gross negligence and injustice committed against the teachers was voiced at a mass meeting by teachers of all grades (Colleges, high schools, middle schools, primary schools, mahatals, tols, etc.) held on 3.11.46 at Patna. With a view to bring pressure upon the government to speedily ameliorate the hard fate of these teachers, the Council of Action of the said Mass Meeting has issued orders to all headmasters (for all teachers) to 1) make a sit down strike from 9.12.46, 2) refuse to conduct M.S.C., E.T. and U.P. scholarship examinations, 3) not to end up candidates for the matriculation examination, 4) not to hold the annual examinations, 5) do no extra work for the government e.g. mass library work, etc. until (a) 100% increment to their teachers has been made, provided that no teacher shall receive a monthly salary of less than Rs. 30/-, and (b) an allowance for the temporary cost of living price at the rate of 20% of the salary is made, provided no teacher shall receive an allowance of less than Rs. 20/- a month.

Herewith we beg to respectfully inform and give notice to the Church Council that we the teachers of this school entirely agree with the Council of Action of the said Mass Meeting in their claims and demands, and request the Church Council to approach the government on behalf of the 'Hingray Teachers' requesting them to codify better salaries with full scales of increments for all the teachers, and lastly we request the Church Council to take up this matter at their next meeting commencing on the 3rd December, and kindly advise us convincingly to desist from the impending proposed strike, as otherwise, we may have to join the strike in full agreement and full force from the 13th Dec. 46 after the due notice of 15 days from this date.

We remain

Dear Sir,

Yours faithfully,

4 Jelling

5 Mayur

6 Mungil

1 B. B. B.

2 J. S. K. S.

3 Pandit H. Toppo

7 B. B. B.

8

No 101

From

The Headmaster,  
Luth. M.E. School Lohardaga.

Received  
Scale file

Scale file

The Head Supervisor,  
Luth. Schools, Ranchi.

Lohardaga 10.12.46

Dear Sir,

Please see your new salary scales page 2,  
under Lohardaga M.E. School. There, last name is Mr. Jelling,  
you have put down for him thus:-

"8. Mr Jelling, Matric - - - 30/- - - 1/2 - - - 1/8 - - - 26/8 !!

Mr Jelling has worked as a teacher from July 1st 1933 - June  
1942 in C.P. Lutheran Church and then from January  
1943 upto date in our Church. His total service comes  
to 13 years. I beg to raise a point here. Should outsiders  
be treated as entirely new hands? Should their  
salaries start from the lowest scale for their qualifications?  
Cases in point are - Mrs. C.W. Berke, Mr J. Berke, Mr P.D. Bara,  
Mr Jelling, Mr J.C. Bara (S.P.G.) and one Kamdara teacher  
who comes to our schools now appointed at Koronjo. I do not  
know other men who came our schools from other schools.  
My point is, are these all treated uniformly? Mr Jelling  
has served 9 1/2 years in C.P. and 4 years in our Church.  
If his pay is fixed at Rs 31/- it will satisfy my reasoning,  
others seem to have fared better in our hands.

(Sd) B. Meim  
Yours sincerely,

No 103  
Copy to the Secretary, G.E.L.C for information  
and the needful.

B. Meim 10.12.46.

No. 106

Scale file

From

The Headmaster,  
Lutheran M.E. School, Lohardaga.

To

The Head Supervisor,  
Lutheran Schools, Ranchi.

Lohardaga .

D/-the 10th. Dec:/46.

Dear Sir,

Please refer scales submitted by the Scales Committee and approved by the Church Council. Please look up item " II M.E. and M.V. Schools ". The following Matric Scale is given :-

"Matric Untr: ..... 25 .....  $1/3$  ..... 35  
Matric Tr.C.T. ... 30 .....  $2/3$  ..... 50"

I have to write on two points in this connection .(a) In all our M.E. Schools a matric is the second master. A matric trained traditionally kept on his minimum pay of Rs.30/-p.m. But if luckily he happened to be the 2nd master, he at once got Rs.35/-p.m., i.e., a lift of Rs.5/- p.m. That is to say, the 2nd master always got Rs.5/-p.m. enhanced salary just as all the headmasters got their appointments on a higher pay and have now got themselves (headmasters) recognised as equal to B.As. When the old headmasters have got this special favour, I plead the old 2nd masters also have equally good ground to be given an enhancement of Rs.5/- p.m. over the ordinary uniform scale calculated against their names. On this ground I plead that the following should get an enhancement of Rs.5/-p.m. each over the ordinary uniform scale calculated against their names :-

1.	Mr. A. Horo, Govindpur.....	35 + 5 = 40.
2.	" I. S. Kujur, Lohardaga ....	35 + 5 = 40.
3.	" Y. Bage, Kinkel .....	35 + 5 = 40.
4.	" M. Kujur, Chainpur .....	36 + 5 = 41.
5.	" J. Dhan, Koronjo .....	48 + 5 = 53.
6.	" E. Purti, Burju .....	50 + 5 = 55.
7.	" S. Topno, Tokad .....	30 + 5 = 35.

(b) Just before the establishment of the present C.T. Training, there was a special government training class for one year only, at Ranchi. I know Mr. C. Mangal Mundu and Mr. I.S.Kujur attended that course, called the " Deputation Course " and they hold certificates of having passed that course successfully.

Some of our workers came up to I.A. and B.A. final, but they either did not attempt or failed. But these two gentlemen took that course and successfully completed it. I consider they must be given recognition of this fact in their pays. The graduates take just one years course in training (Dip-in-Ed.) and what a huge difference it rightly makes for them on successfully completing it. Should the deputation course in training for one year mean nothing for the matrics? I think it should mean something surely . C.T. training is for (C.T.) two years. Untrained matric maximum pay is Rs.35/- and trained matric maximum pay is Rs.50/- . The difference is Rs.15/- . I divide this Rs.15/- in two years, I get Rs.7/8/- for one year. I suggest therefore that

P.T.O.

THESE two successful deputation course candidates be given at least Rs.7/- more at maximum than a mere untrained matric, thus

mere untrained matric maximum .... Rs.35/-

for Deputation course ..... Rs. 7/-

T o t a l Rs.42/- maximum  
as ordinary salary. And if any is 2nd master as the I.S.Kujur, his  
maximum pay should be Rs.42/- + Rs.5/- = Rs.47/- p.m.

Yours Sincerely .

Sd. B. Meier

No. 109 d/14.12.46

Copy to Sec. G.L.C. for the needful

B. Meier

1. Mr. A. Koro, Govindpur .....	35 + 5 = 40.
2. " I. S. Kujur, Jorhapatra .....	35 + 5 = 40.
3. " Y. Baga, Nihal .....	35 + 5 = 40.
4. " M. Kujur, Chingpur .....	35 + 5 = 41.
5. " J. Bhan, Jorhapatra .....	35 + 5 = 43.
6. " M. Puri, Baria .....	35 + 5 = 40.
7. " B. Tyne, Bokad .....	35 + 5 = 40.

(b) Just before the establishment of the present S.T. Training, there was a special Government training class for one year only, at Ranchi. I know Mr. C. Bhangal Kundu and Mr. I. S. Kujur attended that course, called the "Deputation course" and they hold certificates of having passed that course successfully.

Some of our workers came up to I.A. and B.A. final, but they either did not attempt or failed. But these two gentlemen took that course and successfully completed it. I consider they must be given recognition of this fact in their pay. The graduates take just one year course in training (Dip-in-Ed.) and what a huge difference it rightly makes for them on successfully completing it. Should the deputation course in training for one year mean nothing for the matric? I think it should mean something surely. S.T. Training is for (C.T.) two years. Untrained matric maximum pay is Rs.35/- and trained matric maximum pay is Rs.40/- . The difference is Rs.5/- . I divide this Rs.5/- in two years, I get Rs.2.5/- for one year. I suggest therefore that

From, The Principal,  
Luth. Seminary.

Saturday 5 (C)  
Dabangala

The Church Council,  
G. E. L. Church,  
Punchi.

The 27<sup>th</sup> Aug. 1946

Received  
28/8/46

Dear Sir,

Having come to know that  
the President, Secretary and Treasurer  
of the Church are drawing special  
allowance, I submitted my Bill  
from April 1945 on 17.6.46 but I  
have not been paid. Please see  
that I am paid. The Bill amount  
to Rupees Eight hundred and  
fifty (Rs 850/-) only from April '45  
to August 1946 @ Rs 50/- per month  
Principal's allowance.

I thank you in anticipation.

Copy to President  
and Treasurer,  
G. E. L. Church.

Yours Sincerely  
D. D. Raja  
Principal

*Received*  
*per 7/6/46*  
G. E. L. Theological Seminary.

5(a)

Principal:  
Rev. J. J. P. Tiba, B. D. (B. A. Cal.)

G. E. L. Church,  
Lohardaga P.O., Ranchi.

Ref:—

*File*  
The 6<sup>th</sup> August 1946

The Secretary,  
G. E. L. Church.

Dear Sir, I have waited for four years since I applied for increment of my salary (206.42). A reminder was also given subsequently. I am anxiously waiting for the increment of my salary according to my position, experience, service and qualifications.

Yours Sincerely,  
J. J. P. Tiba

To  
The members of the  
GEL Church Council Executive & to Dr. Roy Stock and Rev. Stosch.  
Dear Gentlemen,

The new salary scale in two cases remains disuniform :-

" I C High Schools

Note - Headmasters ordinary .....100 ..8/3 ... 150"  
and

" I D Women Teachers

Headmistress of H.E.School ... ..120 ... 9/3 ..... 180"

Excepting these two cases all the rest are fixed strictly on qualification or qualification plus allowance. In the two cases the post itself becomes the qualification of the person occupying it which must necessarily be false. The post certainly indicates a certain standard. Not persons below that standard, but persons of that standard or of higher standard are eligible to hold that post. Some high school heads might begin with the minimum Code salary of Rs.100/-p.m. while others may begin with a higher salary on various grounds and their maximum may be far higher than Rs.150/-p.m.

The right thing is to take the qualification in this case also. Then these headmasters or Principals can go to other posts in the Church easily like all other workers. This will put every worker on equal footing in the church. This uniformity will be a great thing and should be a matter of full satisfaction to all.

An ALLOWANCE of Rs.20 p.m. be fixed for this post as there is an ~~mb~~ allowance of Rs.10 p.m. for M.E. headmasters.

If somebody has become head of a high school and on that account his or her salary, in keeping with the Code, is to be raised to Rs.100 p.m. in contravention to the scales given in the new salary scale, in such cases the allowance of Rs.20 p.m. also should be counted with the regular salary to show this Rs.100 p.m.

## II. Allowances

The Principals/ Headmasters/ Headmistresses of H.E.Schools should be co-ordinated with the whole team of church workers in the new salary scales as indicated above. Then granting that all workers in the church are given salaries only by qualifications, I beg to propose the various allowances be revised thus.

UP Headmaster	.....	Allowance.....	Rs. 3
MV "	.....	"	" 5
ME "	.....	"	" 10
ME 2nd Master	.....	"	" 5
Ilaka Chairman	.....	"	" 10
Church Supervisor	.....	"	" 15
Headmaster, Pracharak Class	.....	"	" 15
Principal, Seminary	.....	"	" 20
Principal/ Headmaster/			
Headmistress, H.E.	.....	"	" 20
Asst. Headmaster/ Headmistress, H.E.	.....	"	" 10
Head Supervisor	.....	"	" 20
Superintendent, Zenana Work	.....	"	" 20
Secretary, GELC,	.....	"	" 30
President, GELC,	.....	"	" 40

NOTE : The Treasury alone, at present, is not a big thing to carry a full salary or a full salary with an allowance, seeing a Head Supervisor or a Church Supervisor or a Seminary Professor has been doing it all along as an additional duty on allowance. I doubt whether in the immediate future it also it can be developed into such dimensions as to require a full time worker. Therefore, if a wholetime Treasurer be appointed at present, his salary should not carry an allowance.

If he is part time Treasurer, he should get his salary

for his primary post and its allowance if any, plus for Treasury..Rs 30

NOTE : - There should be no allowance as Parish Chairmanship allowance. This is the minimum charge a pastor can hold ordinarily. Otherwise the prachaks also are chairmen in their own congregations & teachers also are chairmen over their classes for which they all also should get allowances.

Yours sincerely,

Lohardaga 13.2.47

F-178  
Rev. B. Minz, B.A., L. Th.,

HEAD MASTER

Lohardaga Proposed H. E. School  
LOHARDAGA

Place... Lohardaga. ....

Date... 23-2-47. ....

To,

The Secretary,

G.E.L. Church Ranchi.

Dear Sir,

I see again one point. Among English Teachers in our schools, some are simple Matriculates, I. As. & B.A., and others are Matric. C.T., I.A.C.T. & B.A. Dip. in-Ed. But there is a middle class of them who have passed departmental examinations in Idiom and Pronunciation or Art of Teaching or have passed both.

In Missionary days, there were annual courses of study for pracharaks and pastors at fixed periods and of the year. Those only who passed at these annual course examinations were given increment. Does passing of the above two named examinations, in the case of English teachers, similarly, hold merit in the eyes of the Church Council in the present scale? Mr. P.S. Vengra has passed one or both. I have passed both. There will be others. You will remember I have already pointed out in another letter a similar matter. Another departmental Test i.e. deputation course of one year was passed by Messrs C.M. Mundu and I.S. Kujur.

Yours Sincerely,

B. Minz

Rev. B. Minz, B.A., L. Th.,  
HEAD MASTER  
Lutheran Proposed H. E. School  
LOHARDAGA

F. 128

Place Lohardaga.. ....

Date.... 23.2. 47. ....

To,

The Secretary,

G.E.L. Church Ranchi.

Dear Sir,

In our correction circular dated 18-2-47, in item (b) reads :- " The allowance to headmasters to M.E. and M.V. is meant for new appointees."

The old M.E. Headmasters who were non-B.As, have been taken as graduates. They, therefore, are not entitled to the headmasterss allowance.

Both old M.V. headmasters have not been given any lift to higher standard ~~and~~ in the present scale. They, therefore, I think, have claim to headmasters' allowance, if they still hold the post.

Yours Sincerely,

B. Minz

From,

The Principal,  
Lutheran Theological Seminary,  
Lohardaga P.O., Ranchi.

To,

The Secretary,  
G.E.L. Church in Ch.N. and Assam,  
Ranchi.

Lohardaga, the 22nd. October, 1946.

Dear Sir,

I received a form from the Treasurer which I had to fill up as my Service Record. I understand there will be a revision of salary scale. I have not been given a copy of the scale and so I cannot say anything on the matter as a whole. But I have seen a copy of the Scale passed by the Church Council at its last meeting and I want to make this serious observation :

In every case an ordained minister has been given some advantage, ordinary pastor, Ilaka Chairman, Church Supervisor, Headmaster of the Prackaraks' Training School over those of the lay workers of their respectively equivalent qualifications. But the Principal of the Seminary has been put down, he has been far suppressed in regard to his scale as Principal. The Scale prescribes that a B.D. or B.A.;L.Th is equal to a B.A. Trained teacher and it is rightly so and putting the scale of this class of teachers and pastors justice has been done. Now when we look at the scale of the High School Headmaster and the Seminary Principal there is a glaring difference. The High School Headmaster starts with Rs. 100/- per month and goes on to Rs. 150/- p.m. with the advantages of the Provident Fund on the whole amount. Whereas the Principal of the Seminary of the equivalent qualification will get ( Rs. 20/- plus allowance of Rs. 20/- ) Rs. 90/- per month, a difference of Rs. 10/- . In the case of other Paders it goes up but in this case it goes down. Then, let us see the maximum : The High School Headmaster will get a maximum of Rs. 150/- per month. Whereas the Principal of the Seminary will get a maximum of ( Rs. 105/- plus Rs. 20/- ) Rs. 125/- only per month. Here is a difference of Rs. 25/- and the Provident Fund on this amount. In the case of other Paders it goes higher than his fellow teacher but in the case of the Seminary Principal it goes down by Rs. 25/- p.m. I point it out just now so that you may find out a remedy immediately to rectify it. In this case it is clearly seen that a B.A., Dip-in-Ec Headmaster is above the B.A.,L.Th or B.D. Principal of the Seminary, and that the High School stands higher than the Theological Seminary.

Yours Sincerely,

J. N. Singh  
22/10/46

No. 145747  
From, The Rev. J.J.P. Tiga B.D., Principal,  
Lutheran Theological Seminary, Lohardaga.

To, The Secretary,  
G.E.L. Church, Ranchi.

Dated Lohardaga, The 21st. February, 1947.

Dear Sir,

I thank you for providing an item on the Agenda of the Full Church Council meeting re. my salary and allowances. I am writing this letter in order to make matters more clear so that the members may be enabled to make a clear opinion about the case of my salary, and to arrive at a decision without taking much of your precious time.

a. 20.6.1942 I applied for increment of my salary.

b. On 8.5.43 nearly a year later I reminded the C.C. Upon this Messrs. D.M. Panna and P.D. Kandulna were appointed a Commission "to collect materials as to what pay the B.D. and L.Th. qualified pastors of the Indian Universities are started with, and what their increments are." As a result of this the aforesaid gentlemen submitted to the Church Council before the end of the same year the informations wanted by the Council. Even after this no action was taken on the question of my salary.

c. The Church Council then proposed to revise the salary of all the workers of the entire church and my matter still remained pending. Usually I had to leave the C.C. meetings whenever the question of my salary was being discussed. I had however been told by an officer of the church that since my application was pending for a long time it was understood that when the matter would be decided the increment would be made with retrospective effect from the date of my application i.e. June 1942.

d. I was told that meanwhile the question of the salaries of the three officers of the church was considered and from April 1945 they were given special allowances. I was left out although I am also paid from the same funds, and although my salary matter was still pending.

e. In September 1945 my salary was made Rs. 70/- p.m. when the special allowances of the three officers were further enhanced by remarkable figures. My salary should have been revised properly, allowance like that of the three officers should have been fixed but neither of these was done. The three officers here again went ahead of me.

May I mention here that I was Secretary of the Church at the time (August 1940 to April 1942) when the last war at its height and the difficulties were many and I got Rs. 60/- only without any allowance whatsoever. I was about the same time, a little before becoming Secretary, the Acting President of the Church. I held this office in addition to my office of the Ilaka Chairman of Ranchi and I got Rs. 20/- only as my allowance. Now when the three officers were given this unusual amount of allowance, a sum of Rs. 10/- added to my already inadequate salary of Rs. 60/- was not at all satisfactory. The fact that the three were given such heavy allowances meant that there was money. Had there been no money I would have been gladly silent, suffering with the rest of my colleagues.

f. The Salary Scale Committee all along went on putting a sum of Rs. 30/- (equal to those of the Secretary and Treasurer of the Church) for the Seminary Principal's allowance. But at the last hour when the decision was made, others were raised high up, namely the three officers (who raised their questions three years later), some were given as recommended and I alone had the hard lot of undergoing a reduced allowance i.e. Rs. 20/- (the amount recommended was Rs. 30/-).

g. Mr J. Barla who joined the service of the church about four years back on Rs. 125/- p.m. (Rs. 25/- in excess to the minimum salary of a Headmaster and far in excess to what he was getting before joining the church service) has gone up to Rs. 140/- within few years. In addition to this sum of Rs. 140/-, I understand that he is getting some other allowances also.

P.T.O.

h. May I have the permission now to say a word about the present scale. It does not quite solve the matter of my salary which has stood for the last five years. I have made the foregoing observations and am going to add the following without any mind to wound any body nor do I want that any one's salary or allowance be brought down. But knowing that this is the time when I must say for myself and my successors I do so. If my statements are groundless and unfounded I am prepared to withdraw them with all humiliation.

A study of the present scale reveals that in all other cases of the pastors there is an increased scale more than their fellow-teachers (teachers of their equivalent or nearly equivalent qualifications). I cite the following instances :-

	Maximum salary.
I. A non-Matric C.T. in a Middle English school...	Rs. 35/-p.m.
A non-Matric Seminary Trained pastor :	
Rs. 55/- plus parish allowance Rs.5/-	..... Rs. 60/-p.m.
A difference of Rs. 25/- in favour of the pastor.	
II. I.A.Trained teacher of a High School .....	Rs. 60/- p.m.
I.A.Sem. pastor Rs.75/-plus Rs. 5/- .....	Rs. 80/- p.m.
A difference of Rs. 25/-in favour of the pastor.	
III. I.A.Trained Hdm. of M.E.School.....	Rs. 70/- p.m.
( Rs.60/-plus Rs. 10/- )	
I.A.Sem. Trained Ilaka Chairman,	
Rs. 75/- plus Rs. 10/- .....	Rs. 85/- p.m.
A difference of Rs. 15/- in favour of the pastor.	
IV. I.A. Trained M.E.Headmaster Rs. 60/-plus 10/- ..	Rs. 70/- p.m.
Non-Matric Sem. Trained Headmaster of the pracharak Training Class Rs. 55/- plus Rs. 20/- .....	Rs. 75/-p.m.
Even in this case where the qualification is not equivalent, there is a difference of <del>Rs.25</del> Rs. 5/- in favour of the pastor.	

BUT OPPOSITE OF ALL THESE MAY BE OBSERVED -

A B.A.Trained( mostly Dip-in-ec one year's training ) Headmaster of a High School.....	Rs. 150/-
A B.A;L.Th or B.D. Principal of the Lutheran Theological Seminary Rs. 125/-plus Rs. 20/- ...	Rs. 125/-
A difference of Rs. 25/-,not in favour of the pastor but in favour of the H.E.Headmaster .	

If there is a B.A;B.D. Principal of the Seminary, not even he will reach the H.E.Headmaster's maximum although his position and qualification will be very much higher. He will get Rs. 120/- plus Rs. 20/- --- Rs. 140/-  
A difference of Rs. 10/- not in favour of the pastor.

For the information of the members of the Church Council I may mention that departmentally I am eligible to be a Headmaster of a High English School. My qualification has been officially recognised by the Education Department.

Neither my qualification is less than the qualification of the Headmaster of a High School , nor My position lower than his.

May I also point out that I am in full and direct charge of the Seminary Hostel. In the cases of other Housemasters and Superintendents allowances are paid. I may rightly claim Hostel Allowance.

Under these circumstances I most respectfully pray that,  
A. The the Salary scale of the Principal of the Seminary of B.A;L.Th or B.D. qualification be so fixed that he is by no means below the High School Headmaster of equivalent qualification.

B. That certain monthly allowance or part of the salary be sanctioned for me at least ~~for~~ for the months for which the three officers were given special allowances on the ground that I had been the more underpaid servant of the church during all that period and even before.

C. That a Hostel allowance be given with effect from a time that the Council will be pleased to sanction.

Thanking you in anticipation.

Yours Sincerely,

*J. J. J.*  
Principal.

To

To

The Secretary,  
GEL Church Ranchi.

Dear Sir,

*file* *file*  
Mr. I. S. Kujur, a matriculate & deputation course (of 1 year) certificate holder, is the second master. Pt. H. Toppo, a VM, CT, is the head pandit. Their salaries have been till December 1946 :-

Mr. ISKujur Rs. 32/- p.m.

Pt HToppo " 26/- p.m. But now according to new salary scale you

have given their salaries thus :-

Mr. ISKujur Rs. 35/- p.m.

Pt HToppo " 35/- p.m. So in this new scale my second master has been levelled down. I assume other M.E. school second masters also have been levelled down similarly.

One test of real difference - The above named both teachers are given Rs. 35/- p.m. Can we departmentally appoint Pt. H. Toppo as second master? I think not. But we can appoint Mr. ISKujur, so.

My plea. In my letter No. 106 dated 10.12.46, I have shown that Mr. ISKujur should have two more considerations. First. He is a one-year-deputation course certificate holder. Second. He is the second master. In that letter I have shown that as deputation certificate holder he should get Rs. 7/- at the maximum and as asst. headmaster he should get Rs. 5/-. The two considerations will bring him to Rs. the maximum salary of Rs. 47/- p.m. now in his present old age.

It will be an insult and stunt on all M.E. secondmasters if to-day we waive off the recognition the Church had given them so far. Shall we remember that in the case of the old M.E. headmasters just for this reason, we have treated them like graduates? To emphasise this point shall I say, "Let us treat our old secondmasters as I.As. in our new scale?"

Yours sincerely,

Copies to CE Executive members.

*P. Heim*  
Lohrdaha. 13.2.47

श्री द श्री युक्त डाक्टर स्ट्रोक के निकट -  
सविनय निवेदन

महोदय,

हम गोबिन्दपुर लड़की अपर स्कूल के शिक्षक बगों की ओर से अर्ज गुजारिस ऐसी है कि हम लोगों ने पहले ही तलप स्कूल के सुधार के लिये कौंसिल में अर्ज दरखास्त पेश कर चुके थे। कौंसिल अभी तलप स्कूल तैयार कर जारी कर चुकी है। कौंसिल का बना हुआ तलप स्कूल देखने से यही अनुभाव होता है कि यह तलप स्कूल आज काल के दुनिया की बुरी दशा के हिसाब से और जीने खाने के हिसाब से बहुत ही नीचा है।

अतएव हम दीन दासों की अर्ज निवेदन है कि हम लोगों का तलप स्कूल और ही गौर विचार कर सुधार जाय और काम के अनुसार तलप बृद्धि दिई जाय। आइन्दे हज़ूर मुल्क मालिक है।

Saled  
Goswami  
The 24-3-47

आप के आशाचरित दास  
लड़की अपर स्कूल के शिक्षक

1. S. Topno मस्ति
2. E. Kongari
3. R. B. Horo.
4. P. Horo
5. K. Topno

No. 891/47  
Dt. 24-3-47  
forwarded to  
Dr. J. Roy Shree  
C. S. Shree  
Secretary  
24/3/47

Extract from the minutes of the full C.C. meeting held on the 2nd October, 1946.

Item No. 44.

Salary Scale

" Salary Scale :- The salary scale as prepared by the Scale Committee and which was circulated for opinion to all pastors, was submitted by the President G.E.L. Church Ranchi for discussion. After a long and careful consideration it was resolved that the Salary scale as revised, be approved with the following remarks.

(a) That the maximum salary be reached within 20 years and the rate of increment be fixed by the C.C. Executive accordingly.

(b) That the old scale M.E. Headmasters' rate of increment be from Rs. 50/- to Rs. 80/-.

(c) That the Scale of pay. for Foreign Education be considered.

(d) Scale should be given effect after calculation has been finished from October 1946.

(e) That the Treasurer is requested to work out immediately the up to date salaries according to this scale in reference to length of service within the Church.

(f) That when the scale has been given effect to, the Editorship of the Gharbandhu be given to the Secretary, G.E.L. Church Ranchi.

Sd. J.Lakra.  
4.10.46.

Sd. C.H.Herenz.  
Secretary. 2.10.47."

Extract from the minutes of the C.C. Executive Committee held on the 5th October, 1946.

Item No. 3.

" The rate of Increment in the Scale :- As per resolution of the full C.C. item 44 (a) dated 2.10.46 the Executive was empowered to fix the rate of increment keeping in view that the maximum be reached within 20 years. In the Executive during consideration of the rates, the principle of reaching the maximum between 15 and 20 years was observed and the rates were accordingly fixed. Resolved that the rates as fixed be approved and given effect to the Treasurer for calculation of the up to date salaries for individuals of all departments according to this scale and rates.

In this connection with this, the Executive took the following actions also :-

(a) The scale of the Property Board and that of the Medical departments will be considered in due course of time after further enquiries.

(b) ~~xxxxThe box~~

(b) The above increments should be stopped for any adequate reason to be decided by the Council recommended by local authorities.

(c) The question of efficiency bar be decided in due course of time.

(d) Dearness allowance for menials and clerks may be considered.

(e) The privilege of 1/6 of the salary as Dearness allowance allowed by the C.C. be withdrawn from the date when the scale is given effect to.

Sd. J.Lakra.  
5.10.46.

Sd. C.H.Herenz.  
Secretary. 5.10.46.

.....

Extract from the minutes of the full C.C. meeting held on the 3rd December, 1946.

Item No. 16.

" Scale of pay :- (a) The present scale which has been passed be circulated to the Ilakas and the institutions. This scale is meant only for regular and full time workers but it will not apply to part time workers including those who cultivate their own lands either in their own villages or elsewhere in such a way that he is unable to go on transfer and cannot devote whole time to the service.

(b) To such part time workers, the Ilakas are at option to pay to the extent of 1/2 of the scale.

(c) The teacher-catechists may be paid honorarium.

(d) The scale of pay prepared for the Gossner Church shall hold good for all the Gossner Church workers wherever they are working including Assam to whom the Gossner Church is responsible to ~~pay~~ pay the Provident Fund.

(e) Special places shall have special allowances to be determined by the Church Council.

(f) The workers shall contribute to the Provident Fund on the pay actually getting according to the scale.

(g) The above shall be effective from the 1st of January 1947 specially with regard to (d) and (f) above.

(h) Considering the present high prices of commodities and house rent, the full C.C. decided to pay the Calcutta pastor the following :-

1.	His salary	Rs.	45/- p.m.
2.	Calcutta allowance		45/- p.m.
3.	T.A.		15/- p.m.
4.	House rent		40/- p.m.
Total		Rs.	145/- p.m.

Sd. J.Lakra.  
12.12.46.

Sd. C.H.Herenz.  
Secretary. 7.12.47.

Forwarded to  
Dr. J. Ray. Street  
19/4/47

7

Koronjo Haka

To

The D. E. L. C. C. Ranehi को हम कोरोजो  
इलाके के प्रचारकों की ओर से यीशुसहाय ।

महाशय,

हम लोग दीनता पूर्वक आप के चरणा  
तले यह अर्जी पेश करते हैं कि, आर्थिक आवस्था की  
घटी के कारण और वर्तमान डिपार्टमेंट स्थिति और आवस्था की  
वृद्धि के आधार पर हम लोगों का तलब स्केल बढ़ाया जाय ।  
अभी जो तलब स्केल मालिक की ओर से कायम किया गया है  
इस हालत में हमारे लिये बस नहीं है, क्योंकि हम प्रचारकों  
के ऊपर मंडली का काम और भार अति बढ़ि है, जिस पर  
भी आप के सेवक धीरे से मंडली का काम लौलितन से करते  
हैं, जो मंडली चलाने में हर काम ओ बात में आप मालिक  
होकर हम से हमारी आगवाई करते हैं, और कलौशा को स्थिर  
रखने के लिये सब कोई जवाबित हैं । हम प्रचारक लोग नीचे  
दर्जा के सेवक तो हैं पर अर्जी है कि हम लोगों का काम  
भी देखा जाए, और तलब स्केल का रेट कृपाया बढ़ाया  
जाय । ट्रेनिंग वाले 18/ से 30/ और अनदेन 15/  
से 25/ ।

वजिब तलब पाकर हम और उद्योजित के साथ मंडली में  
काम कर सकेंगे । इसलिये आशा के साथ आप के चरणा  
तले अर्जी पेश कर उम्मेदवार हैं कि आप बालक जानकर  
यह अर्जी ग्रहण करने की कृपा करेंगे । अतएव आपका  
कृपामिलायी बनारहेंगे ।

Cate - J. S. P. 2

" M. S. P. 2

प्रचारक यो हत डंग M. S. P. 2

" S. Samad

Cate... M. S. P. 2

" P. S. P. 2

" S. P. 2

" S. P. 2

" S. P. 2

" S. P. 2

" S. P. 2

" S. P. 2

आइन्दे हाजर मालिक आप हैं

आप के विश्वरट सेवक

कतिब - R. Samuel Dang

D. E. L. Church Kithia

13.2.1947

Cate - M. S. P. 2

13.2.47

S. P. 2

M. S. P. 2

S. P. 2

S. P. 2

S. P. 2

P. T. O

The application was read and discussed in the last Daka Meeting. After a long discussion, it has been found necessary that there should be a difference in pay in respect of catechists trained and untrained catechists. Trained catechists means those who have undergone Gumbai training. The C.C. is requested to kindly pass this rate of pay as given in this application to remove dissatisfaction in the case of catechists.

J. Guha  
Daka Secretary  
13/2/1947

Recommended from the  
Rev. A.K. Kuzar.  
13.2.47

ਸ਼੍ਰੀ. ਐਚ. ਐਸ. ਕੁਮਾਰ ਨੂੰ ਸਿਖਿਰ 2.1.47  
ਜਿਸ ਵਿਚ ਉਸਨੇ ਪੁਰਾਣੀਆਂ ਸਿਖਿਰਾਂ ਦੇ  
ਨਿਯਮਾਂ ਅਨੁਸਾਰ ਕੰਮ ਕਰ ਰਿਹਾ ਹੈ।  
ਉਸਨੇ ਸਿਖਿਰ 2.1.47 ਦੇ ਨਿਯਮਾਂ  
ਨੂੰ ਆਪਣੇ ਕੰਮ ਵਿੱਚ ਲਾਗੂ ਕੀਤਾ ਹੈ।  
ਸਿਖਿਰ 2.1.47 ਦੇ ਨਿਯਮਾਂ  
ਨੂੰ ਆਪਣੇ ਕੰਮ ਵਿੱਚ ਲਾਗੂ ਕੀਤਾ ਹੈ।  
ਸਿਖਿਰ 2.1.47 ਦੇ ਨਿਯਮਾਂ  
ਨੂੰ ਆਪਣੇ ਕੰਮ ਵਿੱਚ ਲਾਗੂ ਕੀਤਾ ਹੈ।

Corony

B. S. Guha  
Chairman  
17-2-47

Forwarded to  
 Dr. J.R. Shroek  
 Through  
 The Secretary Church Council Ranchi  
 The Headmaster Eidnaes  
 H.E. School Takarma

महाशय ;

हम लोग कई एक V. M. पंडितों  
 को, जिनकी नियुक्ति 20 रु० - 80 रु० के  
 दर्जे में हुई थी, हाल के Pay Scale को  
 देख कर हार्दिक दुःख है, जहां पर हमको  
 सिर्फ 32 रु० maximum पर रखा गया  
 है, क्या हम समझे कि हमको धोखा दिया  
 गया ।

अन्त में सविनय प्रार्थना है कि बाबत 80 रु०  
 maximum पर पुनः विचार स्वीकृत हो ।

आप के आज्ञाधीन सेवक

Pandit Johan Guria  
 H.E. School Takarma  
 Dayadham Mining  
 H.E. School Takarma

Forward for  
 kind communication  
 S. S. Guria  
 24-3-47

22-3-47

5

To,  
The Secretary,  
Church Council,  
Ranchi.

Dr. J. R. C. C.  
Crisis  
request

Forwarded to  
Dr. J. R. C. C.  
Crisis  
29/3/47

Sir, most humbly and respectfully  
beg to state.

That you have told me to submit  
pay scale for doctors and compounders  
working under D. B. Ranchi.

Accordingly herewith I am submitting  
the pay scale, according to which

1. Dr. John Horo was being paid Rs 70/- P. m.
2. Compounder Samuel Topro was being paid Rs 26/- P. m.
3. " Shankuwar Kispota " " " Rs 25/- "
4. " Laurintius Ekka " " " Rs 20/- "
5. Sweeper Mariyam Turkey " " " Rs 7/6/- "

and hope you would be so good as to  
pay us accordingly during this dire famine.

Pay scale for doctors and Compounders  
working under D. B. Ranchi.

Post in the Hospital	Starting Pay	Increment- rate	When?	Pay Limit
Doctor in Charge	Rs 70/-	Rs 5/-	Every 3 years	Rs 100/-
Compounder	Rs 20/-	Rs 1/-	Every 1 year	Rs 40/-

The above statement is true.

I beg to remain,  
Sir,

Dated Ranchi }  
The 21<sup>st</sup> Oct. 1946. }

your most obedient servant,  
Moto Pro  
21-10-46.

To  
The Secretary Church Council,  
Ranchi.

Sir,

Most humbly and respectfully I beg to state the following for your kind consideration and favourable orders.

That <sup>in</sup> spite of framing passing and circulating pay scale for the Church workers, that of Medical Department is still under consideration, herewith I would like to clear the ~~points~~ of doubts.

That compounder Samuel Topono and Laurentius Ekka are passed compounders working under the Church for over 25 years.

That in 1931 and before Samuel Topono was getting Rs.26/-p.m. and Laurentius Ekka was getting Rs.20 p-m.

That in 1932 they worked without pay due to want of funds, and uptill now their pay is diplorable.

I therefore request you to pay them according to present passed scale considering their service.

I  
As for myself there is <sup>a</sup> long history why I became a Homeopath in brief I would like to tell you that one day in 1927 while I was a 4th year Allopathic student in Cuttack, Homeopathic happened to pip into our hospital, I saw it and fell in love with it and embraced it in 1929. Vide True copy of Diploma attached which is taken for granted everywhere in Military Offices, D.C. Office, D.B. Office, and Municipal Office. It is seen by my medicale certificate given to those working in those offices.

II  
I being a student of both schools, I find Homeopathy ~~more~~ effective, simple and less expensive that is why I offered myself in 1938 to serve the Church, Vide copy of application attached.

That in 1938 the Church Council was brave enough to try this Homeopathy mode of treatment in the Elizabeth Hospital, and after a fair trial for 3 and half year, found it more useful than allopathy and confirmed my post in the hospital which runs since then as Homeopathic Hospital unique of its type in the town of Ranchi and District.

III  
For this benevolent system of treatment the Government of India has not the ~~least~~ least objection anywhere, Vide Government Circular attached.

But because of the drawback and ignorance of the local public, this system is not yet popular here.

I being an executive member of the local Homeopathic Association I would like to tell you that shortly there will be a Homeopathic Medical School and hospital in the town of Ranchi.

These points show that my position is not inferior to that of Allopaths.

IV  
I therefore request you to pay me according to the present D.B. Scale attached.

Lastly I request you to remove the obstacle of my hospital work so that it should run as it was running before requisition.

Because it is a benegolent work of a very big congregation in Chotanagpur and Assam.

I beg to remain,  
Sir,

Your most obedient sergent,

*Prabhu and Charan Topono*

Dated Ranchi,  
the 10th Jany,  
1947.

True copy.

THE MADRAS HOMEOPATHIC COLLEGE  
REGISTERED IN GOVERNMENT OF INDIA UNDER ART XXIOF 1860.  
MADRAS.

This is to certify that Prabhunand Charan Topono has completed  
in creditable manner the Course of Instruction prescribed  
by this Institution and furnished satisfactory  
evidence of proficiency in the subject of  
Homeopathic Medical Science

Now, Therefore and because of these attainments  
We hereby grant this

Diploma of Graduation

Which declares that the holder of this writ hereof is entitled  
to all the honours, rights, and prerogatives here and else  
where And by this testament the degree is conferred as  
M. D. Homea.

Doctor of Medicine in Homeopathy

In Witness : Wherefore we attest our signature to this certi-  
fication under the Seal of the Corporation at this city of  
Conjeeveram dated this 25th day of September A.D.1929.

Sd/- C.K.Gopal Ram,

H.M.D. Ph.D.Sc.,&c  
Principal.

Seal.

MADRAS HOMEOPATHIC COLLEGE  
Regd. by Govt.  
CONJEEVARAM.

True copy.

To

The President, Church Council,  
Ranchi.

Dated Ranchi the 27th June 1938.

Sir,

Having come to know that Dr. Sisingi is resigning his post I beg to offer myself for the same to serve the Mission and lay the following for your kind consideration and favourable order.

That I belong to the Lutheran Church and passed Matriculation from the Mission High School.

That I completed the course of L.M.P. in the Orissa Medical School Cuttack, but when I failed in the final examination for the 5th time I became a double protestant by embracing Homeopathy.

As Dr. Martin Luther was true in Religion, so Dr. Frederick Samuel Hahnemann who was also a German was true in protesting Allopathic mode of treatment and establishing Homeopathic System

That Homeopathic ~~Sx~~ Medicines are very simple, very effective and less expensive.

That without troubling the Council I myself can manage the hospital simple I require my monthly pay from the Council and a free lodging or as the matters will be settled I shall try to serve the Mission.

I therefore most humbly request you that you would be so good as to except my petition for my sake for the sake of the Mission and for the cause of Homeopathy which is now nearly two hundred years old.

I beg to remain,

Sir,

Your most obedient servant,

Sd/- Prabhunand Charan Topono  
Homeo Hall, Doranda,  
P.O. Hinoo,  
Ranchi.

(True copy).

No. 4272 L.S.G.

Government of Bihar.  
(Local Self Government Department).

From,

V.K.R. Menon Esq<sup>r</sup>., I.C.S.,  
Secretary to Government.

To

The Commissioner of the Chota Nagpur Division.

Patna the 26th October, 1937.

Sub; Recognition of Heomeopathic system of treatment in the  
Province.

Sir,

I am directed to invite a reference to Government's letter No.1474-79 L.S.G.R. dated the 18th August, 1928 and to say that although under the rules issued with notification No.7464 L.S.G. dated the 21st July, 1928 the local bodies are at liberty to open or aid dispensaries following system of medicine other than allopathic, they may have doubts as to the attitude of Government with regard to the encouragement of the Homeopathic system of treatment. I am therefore to make it clear that if any municipalities or district boards in your division wish to try Homeopathic system of medicine Government will not have the least objection.

I have etc.

Sd/- V.K.R. Memon,

Secretary to the Government.

Memo No, 3677 J.

Dated Ranchi the 29th October, 1937.

Copy forwarded to the Deputy Commissioner of Ranchi in continuation of this office letter No.2610 J dated the 22nd August 1928 for information and for favour of communication to the local bodies in hhs district.

Sd/- K.C.Chatterjee,  
29-10-37.

For Commissioner,

Memo No.4997-90 J dated Ranchi 6th Nov. 1937.

Copy forwarded to the Chairman, Ranchi Municipality in continuation of this office Memo No.3346-48 J dated the 24th August 1928 for information.

Sd/- R.E. Russell,

Deputy Commissioner.

12

Ranchi District Board  
Pay scale  
for Doctors and Compounders.

Post in the Hospital	starting Pay	Rate of Increment	Up to
Doctor in charge	Rs 70-0-0	Rs 5/- in 3 years	Rs 100/-
Compounder	Rs 20-0-0	Rs 1/- in 1 year	Rs 40/-

Referred to the Council

4

श्रीयुक्त श्रीमान मिशनरी सहब शिक्षा  
विभाग छोटानागपुर राँची।

Salus

महाशय,

मैंने सुना है, कि आप के देश  
अमेरिका में नौकरी-जाने वालों को ले जा  
रहे हैं। अतः इस निवेदन-पत्र द्वारा सबि-  
आर प्रार्थना है, कि मुझ पर दया करेंगे।  
मैं मर्चा मिंडल सम. ई. स्कूल में पास किया हूँ।  
परिचा उतीरा-ही कर १ वर्ष घर में हुआ हूँ।  
आप को मैं पिता समझ कर यह प्रार्थना पत्र  
लिख रहा हूँ। घर में गरीबपन के द्वारा गरी  
को स्कूल में बाहल नहीं कर सकें।  
आपना जीवन निर्वाह के लिये कठिन में  
पड़े हुए हैं। काम मिल भी जय तो आप को घर  
का, यह दूसरा काम में मुझको बाहल कर दी-  
जिये। जिससे हम आपका पैट पौछन भी कर सकूँ  
जो आप मुझको देंगे मैं करने को तैयार हूँ।  
हो सकें तो साथ में ले जाईये। इसके लिये सदा  
मैं आप को धन्यवाद रहेगा। ता. २०-३-१९४६

लि०: आप का आज्ञाकारी-सेवक

रामसुल कन्डलना  
बलबल।

पोस्ट गार्फस, तोरपा  
जिला: राँची ॥

Salary

GOVINDPUR

PROPOSED H.E. & M.E. SCHOOLS  
& STAFF

MEMORANDUM

TO

*Dr. & Mrs. Roy Hrock.*

[The advisor to the Lutheran Churches in Chotanagpur & Assam.]

Reverend Sir & Madam,

We, the staff and the students of the Proposed H.E. & M.E. Schools, Govindpur, have assembled here to pay you cordial welcome and respect.

You have come to Chotanagpur (INDIA) from a country — the epitome of India (AMERICA). You had to face numerous difficulties in crossing the high mountains, deep oceans and torrent rivers. All these monstrous difficulties could not daunt you. This is nothing but your affection to us which made you quit your motherland — leave your near and dear ones. How we wish to offer you thanks and a befitting welcome, but we are unable to do the same, as we are bereft from the mercy of the goddess of health, wealth and wisdom. Reverend Sir & Madam! we offer you the most hearty welcome.

You come from a land which is the pioneer to carry the torch of civilization and learning in the world.

We need not introduce the place where we have got this opportunity to offer you a hearty welcome, as the trees, rocks and houses themselves reveal their deplorable condition with their piteous cry.

The strength of the schools (Roll No of Prop. H.E. & M.E. Schools and the list of the members in the staff with their salaries) is attached herewith.

P.T.O.

The M.E. School stands here since 1910. But it could not quench the thirst for learning - of the people near by. It is very difficult to send their children for study in towns in these hard days. In spite of their pecuniary difficulties, the mass of this Ilaka has dared to raise its status to a High School since 4 years. What to say about its present miserable condition, when its governing body is pitifully poor.

But, our joys know no bounds to get you among us, with the hope that Your Reverend Sir & Madam will graciously remove our poverty.

The condition of us (the teachers of these schools) is also precarious. In these hard days we feel very difficult to pull on our days, as we are ill-paid and have got no other sources of income.

It needs no clarification about our pay, when Your Reverend Sir & Madam will be but sorry to see our salaries and we too do not like to miss the opportunity and do not feel shame to request for our better. The most discouraging factor is, that, in the present pay-scale scheme the scale of some of us has been reduced from the starting pay. This, we think, is a hard blow to this newly established school and a stumbling block for the well-qualified teachers to come — whom we urgently need.

We, the poor servants of yours do not get any privilege of getting any sort of allowance whatsoever, while this is being practised in all other departments.

We keep full faith that Your Reverend Sir, & Madam will be pleased to hear our piteous cry and will be glad to bestow mercy upon us.

Thanking Your Reverend Sir & Madam,  
We are,  
The Staff & Students, Prop. H.E. & M.E. Schools,

GOVINDPUR .

21-3-47

I

To

Salary

Dr. J. Roy Street Lutheran Compound Ranchi.

महाशय,

सविनय निवेदन है कि मैं आपका वृद्धि वेतन 20) रुपया पाया जिसके लिये आपको हार्दिक धन्यवाद देते हैं। कागजे आपका दोन दुरवडा जनाता है कि मैं ११ वां क्लास में पढ़ने पर भी कई रोक टोक से फैनल इमतिहान देने नहीं सका, और जब इमतिहान देने नहीं सका, तो प्रिन्सिपाल साहेब की काशा से १९९३ को खुडीयेली यू. पी. स्कूल में हेड मास्टर के निमित्त जाना पड़ा, और मेरा वेतन तथा वेतन वृद्धि भी निरा. ५६ शिद्दों से फाकरहा पर १९३४ की जुलाई महीना से लखेरान मिस्तान स्कूलों की दशा खराब होने पर कई शिद्दों का वेतन घटाया गया।

उस समय मेरा तो १२) रुपया महवारी से घटाया जाके १५) रुपया किया गया। इस समय आपकी मर्जी से मुझे का वेतन वृद्धि हुई है और जिनका घटाया उनका उचित वृद्धि हुई है पर मेरा वेतन और qualification पर ध्यान न देकर मेरा वृद्धि निरा. ५६ शिद्दों के समान महवारी २०) रुपया हुआ है। अतएव मैं दोन दास दोन्ता पूरवक अर्ज करता हूँ कि इस संकठ और महंगी के समय मेरे लन्चार दशा पर आपा हफि कर मेरा बडा वेतन पर नहीं पर मेरे साविक वेतन पर वृद्धि करनेकी कृपा किया जाय जिसके लिये मैं सदा आपका धन्यवादी बना रहूंगा।

आपके आज्ञाधीन दास

स्वयं सन्तुष्ट  
रिपोर्ट देता हूँ

Paulus Kongari Teacher  
M. E. School, Panchayat  
19-3-47

Salary  
Teacher's Service Record

Name. Paulus Kongari Home village Uritkel

(2)

Date of birth	Church or Religion	Highest Class, actually Passed	Where
15-10-1897	Lutheran Church	H.E. School <u>XI</u> Class 1st Class (old)	Gorn

Training Where	year	Passed	Failed	Re-appeared
<u>II<sup>nd</sup> grade</u> Training Goringpur	One year	Passed	-	

year calendar	Month	Schools	Grade of School	
1913 to 1916	January to December	Khutitole	U.P. School	H
1917	January to December	G.T. Training	M. E.	
1918 to 1919	January to December	Karimatto	U.P. School	H
1920 to 1926	March to December	Karimatto	U.P.	H
1927 to 1934	June to December	Goringpur	M. E. School	
1934 to 1946	from July	Goringpur	M. E. School.	

The above is a true statement of

Office of the Head Supervisor Lutheran schools  
Ranchi

Passed	year of leaving	Trained or Not.
er H. E. School Ranchi	1912	Trained

Grade.	Special tests and qualification
G. T.	

Post in School.	Salary	Place	Remarks
Head master	Rs 10/-	Khutebdi	
	Rs 10/-	Gouindpur	
Head master	Rs 13/-	Korimatti	
Head master	Rs 18/-	Korimatti	
Asst. Teacher	Rs 18/-	Gouindpur	
Asst. Teacher	Rs 15/-	Gouindpur	

my qualification and service

Signature  
P. Kongari

Salary

(1)

~~File to~~

The Secretary,

G. E. L. Church, Ranchi.

Dated the 26<sup>th</sup> February 1947.

Forwarded to Dear Sir,  
Dr. J. K. S. Shook,  
C. D. Shook,  
Secy  
29/2/47

Most respectfully I beg to  
point out the following for your  
kind consideration:

That I am an M. A., in English  
Literature from the Patna University,  
secured B. D. from Gettysburg,  
Lutheran Seminary, <sup>U.S.A.</sup> and Dip. in Ed.,  
from the Patna University.

As such I humbly claim  
to possess a unique qualification  
among the Church workers in the sense  
that I have gone through the above  
courses fully and independent of  
each other and have finished all  
with credit.

I therefore pray to the  
Council to fix a special scale  
of pay to me for which act of  
kindness I shall ever remain  
grateful to the Council.

Sincerely yours

J. B. S.

Principal  
Goswami High School  
Ranchi.