

Circular No. 31  
108-15a.

From The Director of Public Instruction, Bengal.

To The Principals of Government Colleges.

Calcutta, the 28th October 1926.

Sir,

I have the honour to state that two efficiency bars have been prescribed in the time-scale of pay for the Bengal Educatinal Services, viz. one at the ~~time~~-stage of Rs.460 & the other at the stage of Rs 650. The main object of efficiency bars is to ensure a continuance of good work. It has come to my notice that an impression exists in Colleges that only those officers whose teaching work is definitely unsatisfactory will be prevented from crossing a bar. Such an impression, if it exists, must, in the insterests of Collegiate education in this Presidency and in order to prevent a general deterioration in eff#ciency of the service, be removed, and the following instructions are, therefore, laid down for your future guidance.

One year before an officer in the Bengal Educational Service serving as a teacher in a college approaches an efficiency bar, the Principal of the college should submit a full report on the officer, with a recommendation whether in his opinion the officer should be allowed to cross the bar or not. In~~s~~ such report the Principal should indicate-

- (i) whether the officer has been carrying out his duties with energy, ability and success;
- (ii) wether he is in enjoyment of good health;
- (iii) wether he has been taking an active part in the social life of his college;
- (iv) wether he has shown, during the previous 3 years, that he is maintaining his mental alertness by the publication of any original paper,, or book, or in any other manner;
- (v) wether he has been taking his due share in the training the character of student and teaching them self-reliance and discipline; and

(vi) wether h<sub>i</sub>

1911

The Ministry of Education, Calcutta.

The Director of Public Instruction, Calcutta.

Calcutta, the 15th October 1911.

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I have the honor to acknowledge the receipt of your letter of the 10th inst.

and in reply to inform you that the same has been forwarded to the

proper authorities for their consideration.

I am, Sir, very respectfully,  
Yours faithfully,

Secretary to the Government of India.

Enclosed for you are the following documents:

1. A copy of the report of the Commission of Enquiry into the

Administration of the Government of India.

2. A copy of the report of the Commission of Enquiry into the

Administration of the Government of India.

3. A copy of the report of the Commission of Enquiry into the

Administration of the Government of India.

4. A copy of the report of the Commission of Enquiry into the

Administration of the Government of India.

5. A copy of the report of the Commission of Enquiry into the

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10. A copy of the report of the Commission of Enquiry into the

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11. A copy of the report of the Commission of Enquiry into the

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12. A copy of the report of the Commission of Enquiry into the

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(vi) whether his work is characterised by defects, e.g. tactlessness, super-sensitive temperament, want of zeal, etc., which impair in any marked degree his efficiency as a College teacher.

Every such report should contain definite recommendations as to whether the applicant should be allowed to cross the bar.

I have the honour to be,

Sir,

Your most obedient servant,

Sd/ E.F Oaten,

Director of Public Instruction, Bengal.