

Circular No. 31
105-15a.

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 Educational Service, viz. one at the stage of Rs.460 and 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 interests of Collegiate education in this Presidency, and in order to prevent a general deterioration in efficiency 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 such report the Principal should indicate -

- (i) whether the officer has been carrying out his duties with energy, ability and success;
- (ii) whether he is in enjoyment of good health;
- (iii) whether he has been taking an active part in the social life of his College;