

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 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 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;
- (iv) whether 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) whether he has been taking his due share in the training the character of student and teaching them self-reliance and discipline; and
- (vi) whether he



(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.