



RAJASTHAN PAY COMMISSION REPORT

GOVERNMENT OF RAJASTHAN
CABINET SECRETARIAT
JAIPUR

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RAJASTHAN PAY COMMISSION

Chandra Bhawan,

Ashok Marg.

Jaipur, 1 July, 1968.

My dear Chief Minister,

I was appointed as One-man Pay Commission vide Government Notification No F. 20 (2) O&M/67, dated the 7th June, 1967 to enquire into the pay structure of State Government employees, and to examine policy and procedure for promotion in various services, etc., and to make recommendations in regard to these matters.

2. Accordingly, I submit my Report to the Government with two spare copies.

With kind regards,

Yours sincerely,

जे. एस. रानावत

SHRI MOHAN LAL SUKHADIA,
Chief Minister,
Government of Rajasthan,
JAIPUR.

PREFACE

The Commission has received considerable assistance and full cooperation from the Secretaries to Government, Heads of Departments, Associations of employees and other eminent public men in its deliberations and acknowledges their help. The Commission has also received guidance and support for its views from the reports of Pay Committees and Commissions of other States and also from foreign publications.

2. In spite of best efforts to make the report as accurate as possible, there might have crept in certain inaccuracies and omissions which, when noticed, may be brought to the notice of the Government.

3. The Commission wishes to place on record high appreciation of the services rendered by Shri R.L. Maini, Secretary to Pay Commission and Shri M. L. Gaur, Assistant Accounts Officer. But for their ability and knowledge of the Pay structure, preparation of this report within limited time and with skeleton staff would have been difficult. The staff deputed to this office worked in team spirit with devotion and sincerity. Shri M. N. Kaul and Shri Banshi Lal Sharma, Personal Assistants worked hard with zeal.

J. S. RANAWAT.

JAIPUR,
July 1, 1968.

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PART-I

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Part I—General Principles & Considerations.

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CHAPTER I

INTRODUCTION

The reference and scope.

The Governor, in the course of his address during Budget Session of the Legislative Assembly of 1967-68, announced on 4th May, 1967, the decision of the Government to set up a One-man Pay Commission to review the existing pay structure of the Government employees keeping in view the trend of rising prices and the financial resources available to the State in the context of needs of a developing economy.

2. The Government by their Notification No. F. 20 (2) O&M/67, dated the 7th June, 1967, appointed me as One-man Pay Commission with the following term of reference:—

(i) To review the existing pay structure of all categories of employees of the State Government, taking into account the duties, responsibilities and qualifications and method of appointment;

(ii) To suggest the criteria for fixation of pay, if new scales of pay are evolved;

(iii) To review the existing orders relating to grant of special pay, non-practising allowance, project allowance, deputation allowance and other additions to pay and recommend suitable changes or abolition of these additions of pay;

(iv) To suggest measures for providing incentives for good work; and

(v) To examine the present policy and procedure for promotion in various services and to suggest modifications, if any,

3. On 22nd July, 1967, the Pay Commission sought clarification from the Government in respect of the term 'other additions to pay' occurring in item No. 3 of the terms of reference, in order to know its exact scope and also to ensure whether this term also covers compensatory allowances like dearness allowance, city compensatory allowance, house rent allowance, etc. It was clarified by the Government that the term 'addition

to pay' covered items included in the connotation of the term 'pay' which usually count for the purpose of pension.

4. The Commission was originally required to submit its report by 31st December, 1967, but this could not be possible in view of the magnitude and complexity of the task and the extension of time sought by Employees' Associations for submitting their Memoranda.

Commencement of work and procedure.

5. The Commission set up its office with effect from 1st July, 1967, when a whole time Secretary was provided with skeleton staff. The Commission held its first meeting on 11th July, 1967, to decide its procedure. The Commission considered it necessary to provide fullest possible opportunity to the representatives of the Employees' Associations, individual Government servants, persons in public life for conveying their views and suggestions in respect of the matters covered by the terms of reference before issuing the Questionnaire. Consequently a 'Press Note' was issued on 11th July, 1967 in the leading daily newspapers and Government Gazette inviting Government servants, their Associations, institutions, private undertakings and individuals who were interested in communicating their views, to send in their suggestions and ideas on the topics covered by the terms of reference of Commission by 12th August, 1967. In the last week of July, the Commission invited representatives of major Associations to explain to them the terms of reference and the procedure of the Commission.

6. The representatives of the Associations requested the Commission to extend the time limit to enable them to file their suggestions because they had not been able to formulate their suggestions by the date prescribed by the Commission for submitting their representations. The Commission acceded to their request and extended the date to 27th August, 1967. Suggestions received after this date were also liberally accepted by the Commission in order to leave no room for any chance of grumbling to Service Associations, 38 representations were received late.

7. The Commission addressed all the Secretaries to the Government and Heads of Departments requesting them to furnish information/data in proforma statements giving complete details of existing pay scales, special pays, qualifications prescribed for the posts, channels of promotion, staff pattern and strength of various classes of employees, etc. in respect of

services and posts under their administrative control. Simultaneously, communications were also addressed to all the State Governments and the Central Government requesting them to send information in respect of pay scales, special pays and recruitment and promotion rules, etc., of the various Services and posts under their control.

8. The total number of Memoranda, etc. received by the Commission was 362. On the basis of suggestions and views conveyed to the Commission through the Memoranda, the Commission drew up a Questionnaire. Before giving final shape to the draft questionnaire the Commission called a meeting of representatives of Associations of employees on 15th September, 1967 and 16th September, 1967 to discuss the draft questionnaire informally with them. At the meeting held on 16th September, 1967, the Commission decided to send copies of questionnaire to Members of the State Legislature, Members of Parliament from Rajasthan, the Associations of employees, Economists, Secretaries to the Government, Heads of Departments and leading persons in public life, etc. The questionnaires were sent to 546 persons. A Public Notice was also issued on 23rd September, 1967 in the leading daily newspapers to give publicity for information of all concerned so that replies to the questionnaire might be sent by persons desirous of assisting the Commission in its work by 24th October, 1967. The Commission received 98 replies to the questionnaire in all. Out of this, 37 replies were received from the Associations of Government employees and 21 from Heads of Department. 40 replies to the Questionnaire were received from persons in different walks of life including Members of Legislative Assembly, Members of Parliament, etc.

9. The Commission at its meeting on 17th November, 1967, decided to give the representatives of the Associations, Heads of Departments, Institutions, Experts and certain selected leading persons an opportunity of supporting by oral evidence the points stressed in their replies. A tentative programme was drawn up for this purpose and a list of employees associations, of officials and other witnesses who appeared before the Commission to adduce evidence is appended to this Report (Appendix I).

10. To save time, all Associations/persons with common interest were summoned to appear at the same time or on consecutive days. The Commission held 200 sittings in all in 90 days, and interviewed more than 500 persons including Heads

of Departments, Associations, individuals and other important persons between November 20th, 1967 to June 14, 1968.

11. The Commission held its sittings mostly at Jaipur but it visited old divisional headquarters viz. Jodhpur, Udaipur, Bikaner, Kota, Ajmer and also Delhi to facilitate recording of oral evidence. The last sitting was held at Mt. Abu at which the Commission had the benefit of valuable discussions, among others, with Shri K. P. U. Menon, Chief Secretary and Shri Hanuman Sharma, Inspector General of Police.

12. The Commission would like to note the difficulties and odds it had to face in collecting factual and statistical data from various Departments on scales of pay, classes, number of personnel employed and amount of expenditure incurred on pay and allowances etc. In many cases, departments did not furnish correct and up-to-date factual information as a result of which protracted correspondence had to be undertaken. Some inconsistencies, omissions and inadequacies came to be noticed in respect of data authenticated by the department as a result of checking, re-checking and vigilance exercised by the Commission's officials. The Commission has had to rely on data and material placed before it as it could not be expected of it to verify all the information. The conclusions and recommendations of the Commission in regard to pay scales and special pay have, therefore, been made exclusively on the basis of the data furnished by the Departments.

Scheme of the Report.

13. Part I of the report deals with general questions like (i) principles of pay determination; (ii) principles and policy of promotion; (iii) special pay; (iv) non-practising allowance and project allowance; (v) method of pay fixation, etc. which have direct bearing on the subject matters under enquiry of the Commission. In part II of the Report, pay scales of services and departments have been discussed and it contains Commission's recommendations in regard to pay scales. Part III contains a series of Appendices. A summary of Commission's recommendations is given at the end.

Circumstances leading to the appointment of Pay Commission.

14. Of late the State employees have been agitating for pay revision, increase in dearness allowance, etc. The Akhil Rajasthan Rajya Karamchhari Sanyukta Sangh which represents

a very large number of non-gazetted employees presented a charter of demands to the Government which *inter-alia* included:—

- (i) Grant of dearness allowance at par with Central rates;
- (ii) Setting up of Pay Committee/Commission to examine revision of pay structure.

15. The representatives of the Sangh met the Chief Secretary and later the Chief Minister in the month of January, 1967 to explain to them their grievances mainly relating to anomalies in pay fixation of employees in Revised Pay Scales, disproportionate increase in pay scales of big officers with effect from 1-4-1966, increase in the rate of dearness allowance at par with Central rates etc. The Government, therefore, decided to set up a Pay Commission to examine and review the pay structure and policy of promotion and to make recommendations.

CHAPTER II

HISTORICAL BACKGROUND

General

In a modern State with the increase in social obligations, the function of Government, the nature and character of public services have undergone considerable changes. The Government, therefore, needs 'first rate' men for implementation of its social and economic policies. It is with this object in view that considerable importance is attached in modern times to recruitment, selection and training of personnel of the public services, for on the quality of public services depends the efficiency and economical working of the various agencies of the Government.

2. A sound structure of public services envisages a scientific and rational selection process, proper classification of posts and services on the basis of nature of work, duties and responsibilities and level of difficulty. Besides, it implies establishment of career system which provides a plan of promotions and just pay structure. It is not the purpose of the Commission to comment upon the structure of services as it is constituted in the State because this is a matter which is not covered by the terms of reference of the Commission yet it cannot omit to refer to it in a general way because the structure of services has an intimate relationship with the pay structure and promotion policy with which it is primarily concerned. In evolving pay structure one has to take into consideration classification of services, grouping of various posts into them taking into account similarity and dissimilarity of nature of work and duties and responsibilities. However, it is necessary to add that the structure of services should be built on rational basis to meet the new challenges taking place in developing societies on account of scientific and technological advances and new change of outlook in the philosophy of the public salaries.

Historical Background of Services.

3. Consequent upon the emergence of the State of Rajasthan in the year 1949, the foremost question which came up before administration was to introduce a unified administrative

system in the new State. This task was attempted in various stages namely formation of Committees to formulate proposals for integrated set up of each department, appointment of personnel on **ad-hoc** basis in the integrated set up pending final selection, making of rules for selection of personnel for permanent absorption in various services and integrated set up of departments. The procedures and principles to be observed in carrying on this programme were laid down in notification dated the 28th May, 1949, for the guidance of various departmental reorganisation Committees constituted to submit proposals to the Integration department. The recommendations of these Committees were examined by the Integration Department and orders were issued for the integrated set up of each department during the period from September, 1949 to June, 1950. Strengths of different services and offices were assessed and fixed on the basis of **ad-hoc** standards as it was not practicable at that stage to conduct detailed investigation and enquiry for determination of strength on a scientific basis. In the first phase of integration, the majority of departments of the Government continued to function in the integrating units with their existing strength of subordinate, and ministerial staff. This was done particularly with a view to avoid dislocation of work in the process of integration which was likely to absorb considerable time because the structure of services and system of administration in the majority of covenanting States was neither uniform nor of the same standard.

4. In the second stage Government decided to review the existing strength of ministerial staff particularly to examine the possibility of reduction of staff if possible compatible with the running of departments efficiently and economically and also in view of financial considerations which weighed with the new Government. There was no intention to bring about reduction mainly in subordinate services including technical personnel. Till the end of June, 1950, appointments to posts in integrated set up were made on **ad-hoc** basis after examining the general suitability of officers selected for appointment because it was not possible to go through and make a detailed study of the service records, qualifications and experience of the various officers of the covenanting Units. If this were undertaken at the initial stage, it could have consumed considerable time. The next step was making of substantive appointments in the integrated services of Rajasthan. Between August, 1950 and May, 1951 the selection of personnel on substantive basis for important services was accomplished. It is significant to mention that the Rules framed for selection of personnel in the integrated set up

provided for an opportunity to the Government servants to appeal to the Public Service Commission against their rejection for selection to posts.

5. In the process of integration, all Government servants who had attained 55 years of age or completed 30 years of qualifying service on 1st May, 1949, were retired. As a result of finalisation of integrated set up of various departments, a large number of Government servants became surplus, as was visualised and Government servants who were declared surplus or unsuitable for appointment in the integrated set up were either discharged or absorbed in other services.

6. A new change was brought about in the position of the public services by article 309 of the Constitution of India which provides "that subject to the provision of this Constitution, Acts of proper legislature may regulate the recruitment and conditions for service of persons appointed, to public services and post in connection with affairs of the Union or in State." Proviso to Article 309 of the Constitution empowers the President of India or the Governor of a State, as the case may be, to make Rules regulating the recruitment and conditions of service of persons appointed to services and posts until the Parliament or State Legislature make appropriate law in this behalf. In exercise of the powers conferred on the Governor under the proviso to Article 309 of the Constitution, the Governor framed Rules regulating recruitment to various services and posts in Rajasthan since 1954. The services were classified into four classes, namely: (1) State Services, (2) Subordinate Services, (3) Ministerial Services, and (4) Class IV Services under the Rajasthan Civil Services (Classification, Control and Appeal) Rules, 1950. Recruitment Rules governing conditions of service for the aforesaid classes were framed covering a number of posts in various departments between 1954 and 1967. A list of recruitment Rules which have been framed by this time and are in force in respect of State, Subordinate, Ministerial and Class IV services, is appended to this Report in Appendix No. II. In general, it may be said that these Rules lay down among other things, procedure for recruitment whether by means of competitive examination or selection by interview, or by promotion, method of determining seniority, probation, confirmation, age and academic qualifications, etc.

Review of Existing Recruitment Rules.

7. In order to obtain "first rate staff" it is necessary to evolve a sound recruitment policy. Recruitment Rules of various

services usually provide for two methods of recruitment namely, direct recruitment and appointment by promotion. Besides the above two methods, recruitment by way of selection and special selection is also made in the Rajasthan Administrative Service and Rajasthan Subordinate Police Service. The method of direct recruitment implies a selection process by means of competitive examination or interview. The other method, i.e. appointment by promotion envisages selection of existing personnel in a service or a cadre for appointment to higher posts in a Service or Cadre.

8. In some services, recruitment is made on an initial post and subsequent appointments in that cadre are made exclusively by promotion. In almost all Service Rules, there is a provision for appointment by way of promotion and this is done partly on the basis of merit and partly on merit-cum-seniority in the ratio of 1:2. Qualifications and minimum experience required for promotion posts have also been laid down in the Service Rules.

9. The principle of promotion by merit was recently introduced in 1965; and it has been adopted with a view to provide incentive to really able and deserving Government servants who have satisfactory record of service to their credit and their performance has been assessed to be very good continuously for a period of five years immediately preceding the operation of the selection process. A marking system was adopted for rating of Government servants. A Government servant who is able to secure the prescribed minimum percentage of marks is only included in the group of eligibles for promotion by merit. Seniority has a secondary importance in the selection process based on the principles of merit and ability. It is pertinent to point out that only persons who are otherwise eligible for promotion under the recruitment Rules of a particular service can only be considered for promotion by merit. However, in the case of first promotion by merit, Government provided that only the candidates who had put in not less than six years of service in a lower cadre on the date of selection would be eligible for consideration by the Selection Committee constituted for examining promotion cases.

10. The other method of making promotion is on the basis of seniority-cum-merit which means that due weight is given to seniority first and then only to merit. Here too, fitness is evaluated on the basis of a marking system. The eligible persons who obtain the minimum prescribed marks are considered fit for promotion. Even if a junior person is rated high and secures

marks more than his seniors, who is otherwise eligible for promotion, is not given preference for promotion under this formula.

11. The recruitment Rules provide for constitution of Departmental Promotion Committees to examine and assess the suitability of candidates for promotion on the basis of the aforesaid two principles. The constitution of Committee for selection to gazetted posts where consultation with Commission is mandatory under the Rules has almost a set pattern on which, Chairman of Public Service Commission (or any other Member as his representative), Special Secretary (Appointments), (or his representative not below the rank of Deputy Secretary), Administrative Secretary and the Head of the Department who acts as Member Secretary are represented. The Committee makes its recommendations to the Government which after examining the list of recommended candidates, request the Public Service Commission to approve and recommend finally the names of suitable candidates for promotion. On receipt of concurrence from the Commission, the appointing authority issues orders for promotion to the post for which a candidate has been approved by the Public Service Commission. It is not compulsory that persons who are considered for promotion should be called for interview by the Departmental Promotion Committee. The recruitment Rules of various Services, of course, provide that the Committee may call for interview any person if it considers necessary but in cases where a candidate considered for promotion is not able to secure minimum prescribed marks, it is enjoined on the Committee to call him for interview.

12. For selection of Government servants classed as Subordinate or Ministerial, the pattern of Departmental Promotion Committee is different depending on the fact whether consultation with Public Service Commission is necessary or not. In the former case a member of Public Service Commission is associated with Departmental Promotion Committee while in the later case the Head of the Department or any Departmental Committee constituted for selection, if any send its recommendation to the Public Service Commission for approval if the recruitment rules so provide.

13. As already stated above, appointment to a post is made by means of direct recruitment and promotions of persons from lower cadre and the proportion of recruitment as between two methods has been specifically prescribed in all the Service

Rules which contain a provision for recruitment to post or Service by both these methods. A ratio between direct recruitment and promotion differs from Service to Service.

History of Pay Scales.

14. The State of Rajasthan was formed as a result of merger of nineteen princely States on 30th March, 1949. The Administrations of the Covenanted States were taken over by the new States on 7th April, 1949. Later on, Matsya was also integrated in Rajasthan on 15th May, 1949. The task of completing the process of integration of services and the re-organisation of various Departments was completed in stages. One of the problems facing the new State was to unify and standardise the varying scales of pay prevalent in the Covenanted States. Consequently, Government appointed a Committee for evolving scales of pay for similar kinds of establishments in different Departments vide Notification No. 112/GDIC., dated the 10th May, 1949, consisting of the Chief Secretary and the Accountant General, Jaipur as Member Secretary. The Unified Pay Scales for all the Services were introduced in Rajasthan with effect from 1-4-50 on the basis of the recommendations of this Committee keeping in view the financial position of the New State. It is interesting to note some of the typical pay scales of certain categories prevalent in the Covenanted States. The minimum pay of a Class IV Government servant and Patwari, Compounder, Constable, Teacher and Clerk was Rs. 15, Rs. 20, Rs. 22, Rs. 25 and Rs. 30 per month, respectively in the Covenanted State of Jaipur. Even in the former Rajasthan which comprised of 9 Covenanted States, the initial pay of categories mentioned above was Rs. 20/- (Class IV servants), Rs. 40/- (Patwaries), Rs. 28/- (Constables), Rs. 40/- (Compounders), Rs. 50/- (Teachers) and Rs. 40/- (Lower Division Clerks). As a result of standardisation of pay scales the minimum pay, in the Unified Pay Scales Rules, 1950, of certain categories of employees which constitute a large majority of the Government employees was prescribed as follows:—

Peons	Rs. 25/-
Constables	Rs. 30/-
Patwaries	Rs. 40/-
Compounders	Rs. 50/- (Grade IV)
	Rs. 80/- (Grade III)
	Rs. 100/- (Grade II)
	Rs. 150/- (Grade I)

Teachers	Rs. 35/- (for untrained)
	Rs. 40/- (for trained)
Clerks	Rs. 50/- (for L.D.Cs.)

15. The Rajasthan Civil Services (Unification of Pay Scales) Rules, 1950, provided for fixation of pay of pre-Covenant entrants at the stage next above their substantive pay. In case where the old pay and dearness allowance thereon happened to be in excess of pay plus dearness allowance prescribed in Unified Pay Scale with effect from 1-4-50, a personal allowance equal to difference of the total of the above emoluments was allowed subject to its absorption in future increments. The pay of a permanent Government servant who was officiating continuously for not less than one year in a post prior to 1-4-50 was fixed in the Unified Pay Scales at the stage corresponding to officiating pay last drawn in that post. The benefit of fixation of pay at the next higher stage was subsequently extended to temporary employees of certain departments if they had put in 3 years or more of continuous service on 31-3-50. Between 1-4-50 and 1-3-56 various pay scales were introduced as additions or the then existing ones were modified.

16. A few years later, the Government felt that the pay scales prescribed for various categories of employees in the Unified Pay Scales Rules were not adequate and hence the Government, with a view to have a comprehensive rationalisation of the then pay structure, set up a Committee consisting of the Additional Chief Secretary, Finance Secretary and Additional Secretary, Appointments, to examine the pay structure and to submit proposals for revision keeping in view the changed circumstances and conditions specially on account of introduction of I.A.S. and I.P.S. Extension Scheme. The Committee formulated its proposals for revision of pay scales mainly on the basis of the pay scales obtaining in Madhya Pradesh. The proposals of the Committee were given final shape by the Government by accepting its recommendations in the shape of Rationalised Pay Scales Rules which came into force from 1st March, 1956. The Pay Scales of certain categories of employees revised with effect from 1-3-56 are given below:—

Category of employee 1	Pay Scales from 1-4-50 2	Pay Scales from 1-3-56 3
Peons	25-1-30	25-1-40
Jamadars	30-1-35	30-1-55
Constables	30-1-45	30-1-50
Compounders	150-5-200 (Grade I) 100-5-120 (Grade II) 80-4-100-5-120 (Gr. III)	100-5-150-8-190-10-250 80-5-110-8-150

1	2	3
Compounders	50-3-80 (Grade IV)	60-4-80-5-100-EB-5-130
Patwaries	40-1-55	40-1-50-EB-2-60
Upper Division Clerks	75-5-120-EB-8-100-10-180	80-5-120-EB-8-160-10-200
Lower Division Clerks	50-4-90-EB-5-120	60-4-80-5-100-EB-5-130
Primary School Teachers	35-1-40 40-1-45-EB-2-55-EB-4-65	40-1-50 50-2-60-EB-3-75
Officers of Rajasthan Administrative Service, Judicial Service, Assistant Engineers	250-25-400-EB-25-500	250-25-500-EB-25-750
Civil Assistant Surgeons	250-25-400-EB-25-500 (C.A.S. I) 150-10-250-EB-10-300 (C.A.S. II)	250-25-500-EB-25-700 200-10-280-EB-15-400
Lecturers in Education Department	200-10-280-EB-10-350 (for Inter Colleges) 200-10-280-EB-15-400 (for Degree Colleges)	200-10-280-EB-15-400-25-450 250-15-400-EB-25-600
Deputy Superintendent of Police	225-25-275-EB-15-450	250-25-500-EB-25-700

17. The main features of Rajasthan Civil Services (Rationalisation of Pay Scales) Rules, 1956, were— (1) enlarging the scope for earning of increments over longer periods, (2) reducing the varieties of pay scales, and (3) prescribing of pay scales roughly following the pattern of neighbouring States of Uttar Pradesh and Madhya Pradesh with certain variations taking into consideration the local conditions. The Rationalised Pay Scales Rules provided for fixation of pay of Government servants in the new scales at a stage equal to the pay drawn by the Government servants in the Unified scales. Besides, persons who were in receipt of a basic pay of less than Rs. 250/- on 29th February, 1956 were allowed one advance increment in the Rationalised Pay Scales with effect from 1-3-56 subject to the condition that the pay thus fixed would not exceed Rs. 250/-. The normal date of increment in the old scale remained unaffected consequent upon fixation of pay in the new scales. In cases where special pays were discontinued with posts in the Rationalised Pay Scales, the initial pay of such persons was fixed in the new pay scales by grant of suitable advance increments with a view to avoid drop in emoluments. In a few cases, increase in

minimum pay was made, e.g., Pumping Drivers, Overseers and Tractor Foremen in Agriculture Department, Teachers in Primary Schools, Custodians and Conservation Assistant in Archaeology and Museum Department, Draftsmen and Rangers in Forest Department. The maximum of pay scales in majority of cases were made slightly higher this time. It may be worthwhile to mention that special pays attached to certain gazetted posts were enhanced.

18. The application and implementation of the Rationalised Pay Scales brought to light certain anomalies. This necessitated re-examination of the entire pay structure. The Government vide their Order No. F. 5 (9) O & M/80, dated 6th July, 1960, appointed a Committee known as "Rawat Committee" consisting of the Additional Chief Secretary and Development Commissioner, Special Secretary, Secretary to the Government in Excise, Taxation and Finance (Rules, Audit & Accounts) Department and Secretary to Government in the Finance Department to examine the anomalies and to make recommendations for their rectification.

19. This Committee did not undertake the examination of appropriateness of Rationalised Pay Scales with a view to assess the adequacy and reasonableness of the pay scales in vogue for all categories of employees. The Committee was largely guided by the recommendations of the Second Central Pay Commission in evolving a new pattern of pay scales. In particular, the Committee adopted the principles namely: (i) reduction in the number of pay scales, (ii) abolition of certain special pays: and (iii) merging of dearness allowance in the revised rates of pay. Since this was a Secretariat Committee, it did not issue any formal notice inviting Service Associations for affording them an opportunity to place their grievances before them.

20. The salient features of the pay structure evolved by the Government in the form of Revised Pay Scales Rules, 1961 on the recommendations of the Rawat Committee are enumerated here briefly:—

- (a) The number of scales of pay was reduced to thirty six only. These scales covered all the posts in the Rationalised Pay Scales.
- (b) All employees in Pay scale upto Scale No. 17 (170-335) were categorised as low paid and selection grades were prescribed for them on consideration

that these employees did not have adequate chances of promotion,

- (c) In certain scales efficiency bars were imposed linking their crossing on acquiring certain specific qualifications or on passing of qualifying tests.
- (d) Special pays attached to certain posts were abolished altogether, and in other cases special pays were abolished by merging them with basic pay in the revised pay scales. Only such special pays, the grant of which was considered for arduous duties of higher responsibilities, were allowed to continue.
- (e) The Second Central Pay Commission had recommended merging of almost complete dearness allowance (including dearness pay) and the Central Government accepted this recommendation in toto but this Committee recommended only partial merger of dearness allowance in the pay scales. As a result the dearness allowance of persons whose emoluments exceeded Rs. 320/- was totally merged in pay in the revised pay scales. In case of persons whose emoluments were not more than Rs. 320/- the dearness allowance was partially merged in the Revised Pay Scales.
- (f) The pay in the revised pay scales was fixed at a stage to which the addition of revised dearness allowance made the total equal to their pay plus dearness allowance at old rates.
- (g) The Rules provided numerous instructions which ensured that the fixation of pay in the new scales with the addition of new rate of dearness allowance does not bring any undue gain or recurring loss to an employee. This object was achieved by providing jumps at certain stages in the pay scale or by making eligibility of earning increments after two years at certain stages in pay scales instead of after one year.

21. The Rawat Committee also recommended the adoption of the principle laid down by the Second Central Pay Commission in respect of fixation of pay on promotion which provided that the pay of a Government servant should first be increased by one increment in the lower scale and then fixed in the higher scale at the stage next above irrespective of any distinction based on the fact whether the lower post was held in a substantive, temporary or officiating capacity. This principle was adopted in the

Rajasthan Service Rules for regulating the pay of the Government servants on promotion to higher posts.

22. On implementation of revised pay scales, various representations and protests were received by Government from members of different Service Associations and individual Government servants regarding matters concerning prescription of pay scales, special pays and other ancillary matters. At one stage Government decided that a Cabinet Sub-Committee might go into this question but this did not materialise for one reason or the other. To avoid delay, in redressing the grievances of the employees, Government desired that the Chief Secretary and the Financial Commissioner should submit their joint proposals after examining the pros and cons of various problems arising out of the application of the revised pay scales 1961 for consideration of the Government. By this time the Administrative Reforms Committee headed by Shri H. C. Mathur, M.P. also had made some significant recommendations on recruitment, promotion policy and pay structure of Government servants. Joint proposals formulated by the Chief Secretary and Financial Commissioner also took into consideration the recommendations of this Committee, viz., recommendations No. 97, 98 (B) and 98 (3). These are reproduced below:—

“97. Normally services should be so constituted that a Government servant may look forward to his first promotion within 12 to 15 years of his joining service, and a second promotion, if he is not below average in ability, at least before five years of his actual retirement. If this is not possible in any service, selection grades should be introduced to compensate for this advantage.

98(B). It was also felt that a Government servant should be assured a higher scale after some specified period of service automatically even if no promotion posts were available, provided the record of the Government servant was satisfactory.

98(3). It was felt that the avenues for promotion of the Upper Division Clerks in the other Departments were limited and, therefore, the possibility of creation of posts of Assistants on the pattern of the Secretariat should be examined.”

Another recommendation of the Administrative Reforms Committee was that the ordinary scale of Rs. 285-800 prescribed for State Services should have senior scale of Rs. 650-1200 and selection grade should be Rs. 1050-50-1500.

23. Agreed proposals of the Chief Secretary and the Financial Commissioner ultimately took the shape of "Amended Revised Pay Scales" which came into force with effect from 1-4-66. In the Amended Revised Pay Scales, the maximum of pay scales from Scale Nos. 1 to 19 was raised. This was done as a consequence of abolition of the Selection Grades and their amalgamation in the amended revised pay scales. The minimum pay of scale No. 12 and 16 was raised from Rs. 105 and Rs. 115 to Rs. 120.

24. It seems that the recommendation No. 98(B) as reproduced in para 22 above was implemented by providing higher maximum and two stages jump in pay after 10 years and 16 years stage in the Amended Revised Pay Scales so that a low paid employee who remains without promotion may get minimum monetary benefit equivalent to a normal promotion twice in his career. A new bar known as "Special Bar for Selection" was introduced in the Amended Revised Pay Scales. Pay scales of posts encadred in various State Services, e.g. Rajasthan Administrative Service, Accounts Service, Agricultural Service, Ayurvedic Service, Education Service, Engineering, Inspector of Factories and Boilers, Labour Welfare, Mining and Secretarial Service were revised upward with substantial changes in minimum and maximum specially in senior and selection grades of these Services. This was done keeping in view the comparative pay scales of similar posts in other States. The principle enunciated in the Administrative Reforms Committee for general revision of senior scale in various State Services was not considered feasible for adoption because there was no uniformity in the level of jurisdiction of higher posts. Two new scales, viz., Rs. 1300-60-1600 (No. 32A) and Rs. 2000-2500 (No. 37) were introduced this time. The officers, viz. Superintending Engineer, Chief Inspector of Factories, Joint Director of Agriculture, Dy. Director, Medical & Health, Senior Town Planner, Electrical Inspector, etc. were placed in the pay scale of Rs. 1300-1600 and Chief Engineers, Chief Town Planner, District and Sessions Judges (Selection Grade) and Director, Medical and Health in the scale of Rs. 2000-2500. Apart from this, the pay scales of certain Heads of Departments were also altered on higher side. The revised pay scales of 1961 and Amended Revised Pay Scales, 1966 are given in Appendix No. III in juxtaposition.

CHAPTER III

FINANCIAL POSITION OF THE STATE

In the year 1951-52 which marks the beginning of the planning era, the State had a deficit of Rs. 117.62 lakhs on the revenue account (Income Rs. 1606.06 lakhs and expenditure Rs. 1723.68 lakhs). The largest share of income was contributed by taxes (72.5 per cent) and grant-in-aids were a meagre 0.3 per cent. The larger share of expenditure was on non-development items (57.5 per cent). Capital expenditure during the year was Rs. 607.17 lakhs, and the net public debt stood at Rs. 323.12 lakhs.

During the First Five Year Plan, 1951-52 was the only year of deficit. The very next year showed a surplus of Rs. 221.10 lakhs, a figure which was not equalled till the end of the plan. Grant-in-aids during this period were the highest in 1954-55 (12.1 per cent). Non-development expenditure, as a share of total expenditure, fell progressively to touch the lowest figure of the period (48.2 per cent) in 1954-55. But during the last year of the plan, it rose to 54.1 per cent. The indices of revenue receipts and expenditure stood at 165 and 148 respectively in 1955-56 (base year 1951-52 = 100). The capital expenditure rose to Rs. 1721.58 lakh; net public debt rose to Rs. 337.55 lakhs.

The Second Five Year Plan (1956-57—1960-61) was a period of continuous deficits. The largest deficit (on revenue account) was Rs. 342.23 lakhs in the very first year of the plan. The next year i.e., 1957-58, had the smallest deficit of the period (Rs. 63.02 lakhs). The percentage of share of tax revenue to the total receipts which stood at 64.4 at the beginning of the plan fell to 58.2 at the end of the period. The share of non-tax sources rose from 23.5 to 34.6 over the period, and of grant-in-aid from 2.1 to 7.2. The lowest share (2.7) of grant-in-aid was in 1956-57 and the highest (10.8) in 1957-58. Development expenditure which claimed 53 per cent of total expenditure at the beginning of the plan went up to 58.9 per cent by the end of the period. The indices of revenue receipt and expenditure went up to 274 and 264 respectively, (base year 1951-52). The plan opened with a lull in capital expenditure (Rs. 657.54 lakhs as compared to Rs. 1721.58 lakhs) in 1955-56. But it gathered momentum to reach the impressive figure of Rs. 2421.27 lakhs

(almost Rs. 700 lakhs more than the peak First Plan figure) The net public debt which stood at Rs. 901.34 lakhs at the beginning of the plan rose to Rs. 2247.36 lakhs by the end.

The Third Five Year Plan saw a surplus during one year only, i.e., Rs. 176.75 lakhs in 1962-63. The remaining years had deficits ranging from Rs. 77.20 lakhs in 1963-64 to the colossal figure of Rs. 579.21 lakhs in 1961-62.

At the end of the third plan tax revenue formed 58.24 per cent of the total receipts. Non tax sources gave 19.61 per cent leaving 22.15 per cent for Central assistance. Of the expenditure during this year (1965-66) 55.13 lakhs was claimed by development and the rest (44.87 lakhs) by non-development activities. Total capital expenditure amounted to Rs. 3133.04 lakhs.

The budget estimates of 1968-69 provide for a deficit of Rs. 1409.04 lakhs (Revenue Rs. 12777.90 lakhs and expenditure Rs. 14186.94 lakhs). The budget envisages that 54.70 per cent of the revenues will be contributed by taxes, 21.57 per cent by non tax sources and the remaining 23.73 per cent by Central grant-in aid. The break up of the expenditure shows 56.23 on development and 43.77 per cent on non-development items.

A peculiar feature of the revenue pattern during the last three years has been that the Central grant-in-aid has been outstripping the collection from non tax sources within the State.

The salient features of the revenue and expenditure pattern for selected year since 1951-52 are tabulated below:—

	(Rs.)						
	1951-52	1955-56	1960-61	1965-66	1966-67	1967-68	1968-69
1. Receipts	1606.06	2643.23	4396.31	9687.78	9674.64	12742.01	12777.90
2. Expenditure	1723.68	2545.60	4546.09	10039.22	11637.31	13867.05	14186.94
3. Surplus (+) or Deficit (—)	-117.62	+97.63	-149.78	-351.44	-1962.67	-1125.04	-1409.04
4. % of Total Receipts							
(a) Tax Revenue	72.46	51.84	58.22	50.38	58.24	51.14	54.70
(b) Non-Tax Rev.	27.23	36.85	34.59	31.39	19.61	20.61	21.57
(c) Grants-in- aid	0.1	11.31	7.19	18.23	22.15	28.25	23.73
5. % of Expendi- ture							
(a) Develop- ment	42.49	54.90	58.86	55.13	53.60	57.72	56.23
(b) Non-dev.	57.51	45.10	41.14	44.87	46.40	42.28	43.77

Source of Revenue.

The State gets a share of the direct Central taxes like income-tax, estate duty, tax on railway fares, and the indirect taxes like Union excise duty. Besides, the State's own direct taxes are land revenue, stamps and registration, tax on agricultural income. The indirect taxes are State Excise, and Sales Tax.

The non-tax revenue is derived from receipts from the public undertakings (divided into the broad classification) of Forests, Irrigation, Electricity, Multipurpose River Schemes, Civil Works) and other sources like Civil Administration etc. The indices of total tax revenue as compared to State Tax Revenue are given below:—

INDEX

	1951-52	1955-56	1960-61	1965-66	1966-67	1967-68	1968-69
Total Tax Revenue	100	118	220	419	484	560	601
State Tax Rev.	100	94	157	308	338	401	436

It will be observed that while the income from total taxes has gone up six times, the contribution of State's own taxes has risen only 4.36 times.

Another feature of tax income which comes up is that while till 1960-61 the proceeds from direct taxes outstripped those from indirect taxes, the trend since has been reversed. The indices of the proceeds from direct and indirect taxes are shown below:—

INDEX

	1951-52	1955-56	1960-61	1965-66	1966-67	R.E. 1967-68	B.E. 1968-69
Direct Tax Rev.	100	205	332	382	401	522	504
Indirect Tax Revenue	100	74	164	438	526	579	649

While the yield from *tax sources*, as a whole has increased six times, the increase in direct and indirect taxes has increased 5 and 6.49 times respectively.

As against this meagre increase in the revenue from taxes, the revenue from non-tax sources has gone up more than 13 times, over the same period as shown in the following index.

	1951-52	1955-56	1960-61	1965-66	1966-67	1967-68	1968-69
Non-Tax Revenue	100	288	415	1087	913	1407	1309

Looking to individual sources of revenue, the share in income tax has shown phenomenal increase, i.e. from Rs. 12.53 lakhs in 1951-52 to Rs. 590.89 lakhs in 1968-69. Among the State's own taxes the most phenomenal rise has been in the category clubbed together as Other Taxes and Duties, the figure rising from Rs. 0.98 to Rs. 506.12 lakhs. The other area of spectacular rise has been taxes on vehicles, the proceeds from which rose from Rs. 25.21 to Rs. 264.00 lakhs. The proceeds from individual taxes is given in the appendix.

The steep rise in the receipts from non-tax sources has perhaps been on account of the sky-rocketing grant-in-aids (including miscellaneous adjustments) going up, as they did, from a mere Rs. 5.01 lakhs to the colossal figure of Rs. 3032 lakhs. In fact, this has been the single largest item of revenue among non-tax sources, for the last three years. Among others the most impressive record has been of the Multipurpose River Schemes, whose contribution to the States' Exchequer went up from Rs. 0.14 lakhs in 1955-56 to Rs. 80.50 lakhs in 1968-69. Civil Administration's figure rose from Rs. 144.90 lakhs to Rs. 893.86 lakhs. The income from Community Development, National Extension Service and Local Development Works nose-dived from Rs. 43.61 lakhs in 1955-56 to a mere Rs. 1 lakh. Details about collections from the various non-tax sources are given in the appendix.

The principal items of expenditure can be divided into the broad categories of development and non-development expenditure. The percentage of share of development expenditure to the total expenditure rose from 42.49 in 1951-52 to 56.23 in 1968-69. Of the development expenditure the expenditure on economic development (revenue account) has risen from 34.9 per cent in 1951-52 to 40.82 in 1968-69. The index of expenditure on economic development over the same period has risen from 100 to 1274. The share of expenditure on social services has decreased from 65.09 per cent to 59.18 per cent (Index from 100 to 990). The non-development expenditure has gone

down from 57.51% of the total expenditure in 1951-52 to 43.77 per cent in 1968-69. The index of non-development expenditure has gone up to only 626 as compared to the rise to 1274 in case of expenditure on economic development. The figures of expenditure on development and non-development items are shown below:—

	(Revenue Expenditure)					(Lakh Rs.)	
	1951-52	1955-56	1960-61	1965-66	1966-67	R. E. 1967-68	B. E. 1968-69
Development	732.35	1397.55	2676.04	5535.01	6237.60	8003.41	7977.08
Non-Development	991.33	1148.05	1870.05	4504.21	5399.71	5863.64	6209.86
Economic Dev.	255.68	574.30	949.97	2482.68	2805.90	3265.52	3256.54

The principal items of expenditure are as follows:—

Economic Development:

Agriculture, Animal Husbandry, Rural Development, Co-operation, Irrigation and Multipurpose River Schemes, Electricity Schemes, Civil Works, Community Development, National Extension Service and Local Development Works, Forests, Other (Industries and Scientific Departments).

Social Services:

Education, Medical and Public Health, Miscellaneous Departments.

Non-Development Services:

Civil Administration (General Administration, Administration of Justice, Jails) Police, Direct Demands on Revenue, Debt Services, Famine etc.

Taking the period 1951-52 to 1967-68, it is found that the period has been one of continuous rise in incomes (except the years 1956-57 and 1966-67) and expenditures on the revenue account. There have been only five years of surplus on the revenue account. The largest surplus was Rs. 221.10 lakhs in 1952-53 and the lowest Rs. 67.81 lakhs in 1953-54. The largest deficit was in 1961-62 (Rs. 579.21 lakhs) and the lowest in 1957-58 (Rs. 63.02 lakhs).

The following table shows the position of cash balances of the State Government from 1961-62 to 1966-67.

(Increase or Decrease in Cash Balances):

	1961-62 A/Cs.	1962-63 A/Cs.	1963-64 A/Cs.	1964-65 A/Cs.	1965-66 R.E.	1966-67 B.E.
1. Opening Balances	+81	+56	+783	+432	+76	+109
2. Closing Balances	+56	+71	+1225	+76	+109	-198
3. Increase (+) or Decrease (—) in Cash Balances	-25	+15	+442	-356	+33	-307
4. Withdrawal from (—) or Additions to (+) Cash Balance Invest- ment A/c.	-882	-139	-73	+372	-373	

One of the most important factors contributing to the financial difficulties of the State has been famine which entails not only direct expenditure in the form of relief, but also costs the State in remission and suspension of land revenue. Since 1950 the State has had partial famine conditions continuously in one part of the State or the other except in 1959-60. The other factor contributing to recurring budget deficits has been mounting expenditure on economic development and the consequent load of debt services. To those can be added the increasing cost of administration (including law and order).

One need not feel much pessimistic on account of the budget deficits in the recent years. These deficits are a passing phase in the economy of the State and as a matter of fact they are only the outcome of the keen desire of the State to develop its economy. Rajasthan State is the only one which has gone ahead with great speed in investing huge amounts of capital in educating and training its youth and providing a system of modern hospitals and dispensaries. The investment in the human material is sure to produce results in the long run, and the economy of the State is full of potentialities on this account too. The State has very large cultivable areas and there is reason to hope that with the modern advanced methods of agriculture, the national income of the State is sure to go up and with it the finances of the State shall also improve. Forests, Mining and with improvement in the supply of electricity, the industries are slowly but steadily developing and one can foresee the time not very long distant when the State would become prosperous. Rajasthan State possesses great resources and they are our hopes for rehabilitation of our disturbed economy today. The recommendations of the Pay Commission are made

on a long term policy. The transitory phase of set back in our economy need not stand in the way of the State in improving the wages of the employees of the Government and placing them on just and proper standards so as to enable them to contribute their best in its services.

APPENDIX 'A'

REVENUE FROM TAXES AND DUTIES

(Direct & Indirect Taxes)

(Lakh Rs.)

Head of Account	A/Cs. 1951-52	A/Cs. 1955-56	A/Cs. 1960-61	A/Cs. 1965-1966	A/Cs. 1966-67	R.E. 1967-68	B.E. 1968-69
Direct Taxes	386.83	792.43	1283.91	1479.40	1552.14	2018.17	949.58
(i) Share in							
(a) Income taxes	12.53	204.85	355.75	488.94	545.55	695.19	590.89
(b) Estate Duty .. .. .	..	6.87	12.55	30.87	17.85	3.43	32.54
(c) Taxes on Railway fares .. .. .	..	..	93.36	85.00	104.00	104.00	104.00
(ii) Land Revenue	317.96	505.54	715.16	698.12	697.79	1005.30	1000.00
(iii) Stamps & Registration	56.34	70.80	103.35	174.26	185.56	208.75	220.65
(iv) Taxes on Agricultural Income .. .. .	..	4.37	3.74	2.30	1.39	1.50	1.50
Indirect Taxes	776.86	577.84	1275.70	3401.55	4082.50	4497.90	5039.90
(i) Share in Union Excise .. .. .	..	78.14	286.56	733.47	1072.22	1097.90	1244.78
(ii) State Excise	331.20	300.10	421.41	780.55	838.10	850.00	900.00
(iii) Taxes on Vehicles	25.21	43.06	100.77	170.51	210.51	240.00	264.00
(iv) Sales Tax	419.47*	146.41	369.99	1416.83	1590.99	1912.00	2125.00
(v) Other Taxes & Duties	0.98	10.13	96.97	300.19	370.52	398.00	506.12
Total Tax Revenue	1163.69	1370.27	2559.61	4880.95	5634.64	6516.07	6989.48
Percentage of Direct Tax Revenue to Total Tax Revenue	33.24	57.83	50.16	30.31	27.55	30.97	27.89
INDEX							
Direct Tax Revenue	100	205	332	382	401	522	504
Indirect Tax Revenue	100	74	164	438	526	579	649

*Receipts under 'Inter State Transit Duties' which have now been replaced by Sales Tax.

APPENDIX 'B'
REVENUE ACCOUNT

Non-Tax Revenue

(Lakh Rs.)

Head of Account	A/Cs. 1951-52	A/Cs. 1955-56	A/Cs. 1960-61	A/Cs. 1965-66	A/Cs. 1966-67	R.E. 1967-68	B.E. 1968-69
Receipts from Public Undertakings	38.93	196.57	225.09	292.90	287.22	357.68	424.25
(i) Forests	42.37	58.19	76.81	108.36	114.29	120.00	125.00
(ii) Irrigation	18.51	24.05	60.39	94.33	81.85	120.38	163.00
(iii) Electricity	(—) 30.73	6.38	..	..	..	..	..
(iv) Multipurpose River Schemes .. .. .	..	0.14	11.53	40.73	38.93	63.15	80.50
(v) Civil Works	8.78	107.81	76.36	49.48	52.15	54.15	55.75
Others	398.43	777.38	1295.64	2748.26	1610.02	2267.96	2332.16
(i) Civil Administration %	144.90	259.01	676.96	605.13	760.73	1202.25	893.86
(ii) C.D. N.E.S. & Local Development Works .. .. .	..	43.61	156.51	2.97	0.92	1.50	1.00
(iii) Miscellaneous@	253.53	474.76	462.17	2140.16	848.37	1064.21	1437.30
Grant in-Aid (Including Miscellaneous adjustment). ..	5.01	299.01	315.97	1765.67	2142.76	3600.30	3032.01
Total Non-Tax Revenue	442.37	1272.96	1837.70	4806.83	4040.00	6225.94	5788.42

INDEX

Non-Tax Revenue	100	288	415	1087	913	1407	1309
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% Consists of Administrative Service, Social and Developmental Services and dividends from Commercial undertakings.

@ Includes Debt Services, Receipts on account of Superannuation, Stationery and Printing, Miscellaneous and Extraordinary items and Receipts from Road and Water Transport Schemes and transfers from famine relief fund.

APPENDIX 'C'

Revenue and Expenditure Rajasthan State

(Rs. in Lakh)

Head	1951-52	1952-53	1953-54	1954-55	1955-56	1956-57	1957-58	1958-59	1959-60
1. Receipt	1,606.06	2,028.53	2,050.58	2,411.43	2,643.23	2,375.31	3,068.94	3,397.30	3,946.12
2. Expenditure	1,723.68	1,807.43	1,982.77	2,231.65	2,545.60	2,718.54	3,331.96	3,594.78	4,042.89
3. Surplus (+) Deficit (—) on Revenue Account	—117.62	+221.10	+67.81	+179.78	+97.63	—343.23	—63.02	—197.48	—96.77
4. Percentage of Total Receipts									
(a) Tax Revenue	72.5	69.4	69.5	62.8	51.8	64.4	64.4	66.5	62.9
(b) Non Tax Revenue	27.2	21.9	22.4	25.1	36.9	33.5	24.8	25.7	29.2
(c) Grants-in-Aid	0.3	8.7	8.1	12.1	11.3	2.1	10.8	7.8	7.9
5. Percentage to total expenditure									
(a) Development Expenditure	42.5	43.3	47.8	51.2	54.9	53.0	52.0	57.7	58.3
(b) Non-Development Expenditure	57.5	65.7	52.2	48.2	54.1	47.0	48.0	42.3	41.7
6. Index of Revenue Receipts(x)	100	126	128	150	165	148	191	212	246
7. Index of Revenue Expenditure (x)	100	105	115	129	148	158	182	209	235

(x) 1951-52=100

APPENDIX 'C'—(Contd.)

Head											R. E.	B. E.
	1960-61	1961-62	1962-63	1963-64	1964-65	1965-66	1966-67	1967-68	1968-69			
1. Receipt	4,396.31	4,620.88	5,856.20	6,802.91	7,386.90	9,687.78	9,674.64	12,742.01	12,777.90			
2. Expenditure	4,546.09	5,200.09	5,679.45	6,880.11	7,823.91	10,039.22	11,637.31	13,867.05	14,186.94			
3. Surplus (+) Deficit (—) on Revenue Account	—149.78	—579.21	+176.75	—77.20	—437.01	—351.44	—1,962.67	—1,125.04	—1,409.04			
4. Percentage of Total Receipts												
(a) Tax Revenue	58.2	63.1	61.8	60.3	60.73	50.38	58.24	51.14	54.70			
(b) Non Tax Revenue	34.6	17.3	20.4	20.6	18.49	31.39	19.61	20.61	21.57			
(c) Grants-in-Aid	7.2	19.6	17.8	19.1	20.78	18.23	22.15	28.25	23.73			
5. Percentage to total expenditure												
(a) Development Expenditure	58.9	57.3	55.8	56.3	56.29	55.13	53.60	57.72	56.23			
(b) Non-Development Expenditure	41.1	42.7	44.2	43.8	43.71	44.87	46.40	42.28	43.77			
6. Index of Revenue Receipts ..	274	288	365	424	460	603	602	793	796			
7. Index of Revenue Expenditure	264	302	329	399	454	582	675	805	823			

CHAPTER IV

PRINCIPLES OF PAY DETERMINATION

The terms of reference of the Commission specifically provide for review of pay structure of all categories of employees of the State taking into account duties, responsibilities and qualifications and method of appointment. This implies scrutiny of principles which should govern the pay structure of Government servants and the Commission has given thought to this matter. Practically, all the questions under heading 'Pay structure' in the Questionnaire directly or indirectly were designed to seek opinion on this matter; and apart from the replies to the Questionnaire, the Commission has received quite a good amount of oral evidence and written memoranda bearing on this question. The Commission has reviewed the existing principles generally discussed and adopted so far by various Commissions for building a pay structure for Government servants and these basic principles have been discussed at length by the two Central Pay Commissions and are too well known to need detailed exposition here. The Commission would, however, like to deal briefly with the salient points that have been urged by the various Associations and others in the written Memoranda as well as in oral representations relating to the concept of pay structure. These are:—

A (i) The guiding principles for determination of pay scales should be:—

- (a) the character and responsibilities of work to be performed;
- (b) mental and physical stress and strain required for the discharge of duties;
- (c) minimum educational qualifications and training, if any required;
- (d) disagreeableness of the task;
- (e) method of recruitment.

(ii) Pay scales should ensure reasonable minimum standard of living taking into account occasional displacement of self and family. Pay Scales of

Government servants should be built on the minimum need based wage with reference to the cost of living and should provide suitable differentials for different kinds of jobs requiring varied dexterity and responsibilities.

- (iii) Principle of fair comparison in the matter of remuneration between the Government and outside Government and employment should be applied.
 - (iv) Fixed ratio and multiple between minimum and maximum remuneration of State employee should not be more than 1 : 15/1 : 16.
 - (v) Disparity in emoluments of Central and State Government employees should be done away with.
 - (vi) Principle of equal pay for equal work should be adopted in evolving new pay scales.
- B. Number of pay scales should be reduced to avoid over-lapping.
 - C. By and large, opinion has been expressed against the introduction of running scales.
 - D. The institution of special bars and efficiency bars in the pay scales should be done away with.

2. The basic factors involved in evolving a pay policy are, on financial side, the Government's capacity to pay at any point of time, on the social side, the general, social and economic conditions of people and need to pay at least minimum wages to maintain minimum possible standard of living according to the requirements of health and decency in the modern world.

3. It has to be admitted that problem of determination of pay in respect of members of public service has become very complex in view of changing economic conditions, social and political consciousness in the context of avowed objects of socialistic pattern of society. State has social, economic and moral obligations to public servants as well as to the general public. Citizens in a democracy have higher aspirations and expect too much from the Government. They want sound administration, efficient public service and as tax payers they demand economy in administration. In recent times, there has been a constant resistance to the imposition of taxes which forms the most important component of public revenues. Political

pressures also take conflicting form and shape in influencing determination of pays. Employees agitate for reasonable and liberal wage policy in the context of changing economic factors. A scheme of just pay structure has to be considered from the stand point of employees on the one hand and from that of the State and the public at large on the other. Questions like removal of social inequalities and equitable distribution of national income affecting all sections of society cannot be lost sight of in the present context. So the problem of pay rates of Government servants present a complex of conflicting state of interests. The principles of salary determination so far formulated from time to time have stressed the importance of one or the other aspects of these problems. Keeping in mind all these aspects which deserve consideration the planning of pay structure thus involves adjustments and compromises amidst apparently conflicting interests. The difficulty crops up when principles of pay determination are required to be applied to the classes of positions because there cannot possibly be any precise formula to demarcate minutely the distinctions in the nature of duties and responsibilities of the holders of various positions. Here we are confronted with the problem of differentials in the remuneration based on substantial differences in levels of difficulty, responsibility and qualifications and requirements of the work performed. Besides this, it has to be accepted as guide line **Principle that the pay scales in Government services should bear some relation to remuneration paid to staff employed outside Government on comparable positions if not in a few top concerns, but at least in good medium concerns taking into account differences in conditions and character of services.**

4. It may not be considered reasonable to apply the theory of market value test because it runs counter to the maintenance of efficiency and also against the accepted ideas in the labour world in this regard. For the sake of fair relativity to be maintained, as far as practicable and possible, between the rates of pay of certain classes of Government servants and comparable outside rates taking into account the long term wage levels in the country, the market value test is often considered. The Commission is of the view that the application of market value principle at certain lower levels in Government service conditioned by the general considerations leads to the exploitation of the employees on account of flood of available persons of certain types in the market particularly in the present conditions. To pay, as little as possible, so long as the employment market conditions are easy, is not a sound principle. It has to be deprecated in the present times. At the same time it would be

quite improper to yield to unreasonable demands of employees or to be influenced by pressures of administrative officers or to meet the demands of employees by way of appeasement because these things do not very well accord with social principles of administration.

5. The Commission has discussed this problem of minimum wage in subsequent chapter and has come to the conclusion that, to begin with, we must pay the minimum wage to the lowest employees leaving the object of 'living wage' to be aimed at gradually in the course of time. The differentials of remuneration will have to be based on the minimum wage apart from other considerations which weigh heavily in prescribing remuneration for different positions under Government.

Principles of Salary Determination.

6. The Commission has been largely guided by the following considerations in determining the pay scales in the context of general considerations discussed above:—

- (i) The method of recruitment—level at which initial recruitment is made in the hierarchy of a service or cadre.
- (ii) Minimum educational and technical qualifications prescribed for a post, and training, if any, required to be taken or given before or after entry into service.
- (iii) Nature of duties and responsibilities required to be performed in relation to job requirements.
- (iv) Dealings with public and contribution to social and economic development whether directly or indirectly.
- (v) Avenues of promotion within the cadre, service or in an organisation.
- (vi) Horizontal and vertical relativities in respect of comparable jobs under Government.

Construction of Pay Scales.

7. Among the witnesses that appeared before the Commission for oral evidence in support of the written views communicated by them on the question of construction of pay scales they have, in a large measure, suggested to the Commission for reducing the span of the existing scales, to provide for better minimum and adequate rates of increments commensurate with price level increases besides the importance of the nature of

responsibilities exercised by the holders of various positions. In constructing new time scales of pay, the Commission has kept in mind generally the necessity of reducing the span of scales. A glance at the new pay structure will reveal that as far as practicable the length of time scales have been reduced. The length of time scale will have a material bearing on the proportion between minimum and maximum of the salary. Dealing with this question, the Commission has come to the conclusion that differences have to be made between the scales meant for initial positions into the service and those for promotion grades. According to the present system, a Government servant is promoted to the next scale after he had put in several years of service. There is, therefore, no need to have longer promotional scales. The pay scales for the new entrants into service should obviously be long term scales because persons entering them may not for one reason or the other go up quickly into the higher scales or grades. In a few cases, scales have dual character representing points of entry for candidates who are directly recruited and there are also promotion grades for others who are promoted from below on the basis of percentage of posts reserved for them for the purpose of providing them promotional avenues. So far as entry grade is concerned, the Commission is inclined to agree that it should be at the most an eighteen year scale. Obviously, the promotion grade has to be short so that the promotee employee may really be benefited and is able to reach the maximum of the scale by the time his service career ends. It has been complained that unduly long promotional scales are artificial because the promotee officer is not able to reach the maximum in most of the cases. This also brings forth the point that the minimum of the promotional scale should be attractive having relation with the pay at which an officer is likely to be promoted from the lower grade.

8. In this view, the rates of increments in the pay structure have been improved. Moreover, the amounts of increment should undergo change with change in the value of money. It is felt that responsibilities and family expenses grow with the passage of time and a Government servant in the middle of his life begins to feel handicapped to meet the growing expenditure. In the early stages of his career, his commitments are ordinarily small and consequently the rates of increments in a scale in the initial stages need not be large but they should increase progressively with the advancement of time. Apart from this, a Government servant's efficiency is pitched up in the middle period and there is good justification for better rate of increment in the middle and last part of the scale.

Minimum and Maximum Remuneration.

9. The problem of need based wage with reference to the cost of living has been discussed in the subsequent chapter at some length. The Commission has tried to meet the aspirations of employees as best as it could in the present circumstances within the available resources of the State taking into consideration the economic and social factors. The differentials in wage structure have been built within two limits of the minimum wage of Rs. 125/- and the maximum of Rs. 2350/- (including D. A.). The Administrative officers and the technical officers maintained that any cut in the prevailing salaries of the higher posts might seriously effect the efficiency of public servants. In the light of present day conditions, the salaries of the higher grade posts are considered inadequate by them for a reasonable good standard of living and to attract persons of high talent and ability for higher posts. The Government, it is urged, must offer lucrative salaries. It is also urged that Government should take a lead in bringing down the disparities in income in order to implement the socialistic objectives enshrined in the Constitution. The minimum wages in the country are poor and deserve to be raised substantially. As regards the maximum of the wages it may be noted that they are when compared with other socialistic countries not high, and can be considered to be modest.

10. The Commission recognises the necessity of reducing the ratio of disparity by giving increases in the pay scales of the lower grade employees rather than by reducing the salaries of those in higher grades. The level of social standard should be raised and it would be wrong to bring about a reduction in the level by reducing the level of higher incomes. One of the arguments advanced before the Commission was that Government officers enjoy various advantages directly or indirectly such as status, security, retirement benefits, and other amenities, etc. which are not ordinarily available to persons engaged in non-Government organisations. The most important thing is that a public servant is required to have a high sense of integrity and social obligations to the community at large. These things may or may not be in a private employment which is concerned primarily with commercial profit. Only in one or two cases, the official witnesses have stated that the Government servants have left Government service to take better career and tempting salaries in private establishments. On the whole, the Government service continues to be attractive and should be made to remain so in future so as to attract good talent. In most cases, comparison of jobs under Government with those under private

employment is not possible. The maximum salary payable to an officer in State Service is at present Rs. 2500/-. In All-India Services in making, the maximum remuneration has not been permitted to go beyond Rs. 2350/- (including D. A.). It would, therefore, be proper to limit the maximum salary at Rs. 2350/- in the State Services also. The ratio of disparity between the highest paid and the lowest paid Government employee is at present 1:18 (post tax), which would now come down to 1:15 (post tax).

Disparities between Pay Rates under Central Government and States.

11. There are historical reasons for such disparities in pay structures. Besides, one important factor is that certain Central Government employees have liability to be posted anywhere in the country. The disparities in emoluments of public servants in different States, to a large extent, as observed by the Central Second Pay Commission are a reflection of unequal levels of economic development and differences in the financial resources of the State Governments. Such disparities in the emoluments are also noticeable in other countries having federal forms of Government. On the whole, except in a few cases, the Commission finds that the pay scales of Rajasthan Government employees do not compare unfavourable with those in other States having regard to differences in the level of economic conditions prevailing in them.

Equal pay for equal work

2. The principle of equal pay for equal work is a well recognised principle. The directive principles of the State policy enunciated in the Constitution provide that the State shall direct its policy towards securing that there is equal pay for equal work for both man and woman. The Rajasthan Nursing Association have invoked this principle to secure parity in the matter of emoluments payable to male and female nurses. It has been represented that though the male and female nurses possessing similar qualifications with common training course perform identical work, yet at present there is discrimination in the matter of remuneration. The Commission feels that this discrimination between male and female nurses relating to payment of remuneration for similar work is not justified.

13. The nomenclatures used in Government Departments do not sometimes provide a correct guide and are often found misleading to convey the whole range of duties and responsibilities. The difficulty is obvious in finding out absolutely correct results in the process of comparison. Moreover, there

cannot be a common denominator for the purpose of comparison. In some cases comparisons are difficult but the Commission has broadly kept this principle in view while prescribing remuneration for substantially equal posts carrying equal work in comparable conditions. To the extent possible the Commission has adopted this principle in evolving the new pay structure.

Reduction in number of Scales.

14. To start on 'a priori' reasoning in regard to the idea number of pay scales would not be a proper and sound principle of public administration. The number of pay scales in any pay structure largely depends on the needs and character of the services. Besides this, differentials in remuneration play a very prominent part in deciding the reasonableness of the number of scales. It is neither a practical nor a desirable proposition to prescribe an ideal number of scales. Reduction in number of pay scales cannot be an end in itself nor does it necessarily lead to simplification. The attitude of the Commission to this question is largely governed by practical administrative considerations, e.g. the requirements of different services, occupational groups, opportunities for advancement in the career, etc., etc. Fortunately, in our State a good deal of rationalisation has already been attempted in the past.

15. The question of over-lapping is directly or indirectly linked with the question of size of scales in a pay structure. The Commission is in full agreement with the observations made by the Second Central Pay Commission in this regard. Over-lapping is difficult to avoid altogether. Over-lapping scales do no harm if the rates of increment in the higher of the two over-lapping scales are more particularly above the stage at which employees in the lower grade are normally promoted to the higher grade and the Rules governing fixation of pay provide for certain increases in pay on promotion. The Commission has made an attempt to minimise over-lapping as far as possible in framing new pay scales and where over-lapping has been found unavoidable, the Commission has particularly provided higher rates of increments in the over-lapping scales at proper stages.

Running Scales:

16. The Rajasthan Ministerial Service Association have specifically urged for introduction of running scales for various categories of ministerial posts. Running scales are favoured mainly to have smooth sailing upto the maximum of the next promotion scale. Besides this, in a few cases persons who have

reached maximum of the present scale and find no opportunity for promotion in normal course quickly or in foreseeable future or are considered unsuitable for promotion naturally prefer running scales. There are no cogent reasons to accept the theory of running scales. The oral evidence that was adduced before the Commission by official witnesses as well as non-official witnesses is against running scales. The Commission feels that the following reasons have good substance and repel the claim for running scales.

(i) to provide incentive, initiative and impetus in Government service;

(ii) to demarcate between sincere, honest and good worker and bad worker and for rewarding them by way of promotion.

17. Running scales create a sense of complacency among the employees who are not likely to put their heart and soul in the performance of their duties. Separate scales are preferable for lower and higher posts in the same cadre for the following reasons:—

(i) running scales with assurance of smooth sailing upto maximum develop attitude of indifference and mar incentive and zeal for better performance;

(ii) running scales are likely to develop a sense of insubordination and indiscipline as to develop a false notion of being equal to their next superior;

(iii) a Supervisor should be paid more than those whom he supervises.

Efficiency Bar.

18. On examination of written Memoranda and oral evidence the Commission finds that there is a general dislike for the institution of efficiency bars and special bars in the pay scales. The Ministerial Services Associations have made a pointed attack on this question and have expressed a unanimous opinion in regard to abolition of the institution of special and efficiency bars. They maintained that efficiency bars are irritants to the employees. It has been pointed out by them that they act as deterrent in as much as sanctions allowing crossing of efficiency bars are, in most cases, considerably delayed. It is an admitted fact that efficiency bars are usually not being strictly enforced against employees. The official witnesses have expressed that these bars are not unfairly used against

employees. One argument on this basis may be that these bars are superfluous if the employees are on the whole allowed to cross them as a matter of course. Another argument that has been put forth by the employees is that in case a Government servant is found to be slack and negligent in the discharge of his duties, disciplinary action leading to stoppage of increments can be taken against him under the existing Rules. The traditional thinking has been that efficiency bars are inherent in the incremental system of remuneration in the services. The First Central Pay Commission have observed that the principle of efficiency bar is that on reaching a certain point in the salary, an officer shall certify him as competent to carry out the higher duties of the grade before further salary advances are granted. The Commission has to differ from the above view because in cases where the opportunities for promotion are available in careership from one position to another in normal course, there is no reason why such impediments should be placed in the time scales which are prescribed with reference to a particular post on the basis of qualification requirements and the nature of duties and responsibilities.

19. In view of these considerations, the Commission has not considered it desirable to provide for efficiency bars in the pay scales recommended by it. However, it may be added that in cases where advancement of pay in a time scale at any certain stage is linked with the acquiring of educational or other qualifications or training, in the best interest of public service, bars with conditions may be prescribed.

New Pay Scales.

20. The schedules of pay scales given in Part II of this Report contain Commission's recommendations in respect of revision of the existing scales of the various categories of the Government servants. The pay schedules have been incorporated in the Report, department-by-department and arranged in alphabetical order.

CHAPTER V

PRINCIPLES AND POLICY OF PROMOTION

In the earlier chapter entitled "Historical Background" salient features of the various recruitment Rules have been discussed. The present system of making promotions and the principles on which it is based in the pattern of services in vogue have also been touched upon. In this chapter, it is proposed to examine the existing principles of promotion, method and procedures adopted for making promotions and to recommend future promotion policy in general.

2. The Commission, in the Questionnaire issued for eliciting opinion on the matters covered by terms of reference, included questions in this regard. Considerable amount of interesting material and views have been received specially in regard to the principles of promotion. Of the views presented to us in regard to the principles to be adopted for making promotions, the Commission has received the following comments and suggestions:—

1. Promotions should be based on the basis of seniority and merit in the proportion of 1 : 1.
2. Promotions should be based on the basis of seniority-cum-merit only.
3. Merit should be recognised as a sound principle for evaluating ability and positive qualifications for higher posts. The machinery evolved for rating the merit of Government servants for the purpose of promotions should be such as to eliminate the element of subjectiveness in assessment as far as possible and practicable.
4. The merit and ability should be judged by the results of competitive examination.
5. The application of merit formula has created cleavage in the services and proved detrimental to maintenance of efficiency and integrity.
6. Avenues of promotions should be widened.

7. Ministerial and subordinate service personnel have requested for openings into subordinate and State Services.
8. System of confidential reports should be abolished altogether. Some Associations have urged reorientation of the confidential report forms in order to measure performance and achievements on a scientific basis.
9. Departmental Promotion Committees have failed to meet the requirements of timely selection.
10. Frequent changes in the recruitment rules to suit individual cases should be discouraged.

Importance of Promotion.

3. Promotion is a very important factor in the conditions of service of Government servants. It is a morale builder in as much as it provides incentive for advancement in the career. Promotions in themselves serve a very important purpose from the point of view of the Organisation because they are conducive to improvement of efficiency. There is no controversy in respect of making available the opportunities for promotion in an organisation. The pay structure of services is normally so evolved as to provide advancement to higher grades in order to maintain reasonable balance between recruitment from outside and selections from within the service.

Seniority Versus Merit.

4. The time honoured basis of promotion is seniority-cum-merit. This formula is generally accepted by all but in recent times merit and ability have also been considered important in filling higher posts. The rule of seniority is largely based on the assumption that long experience of work is by itself adequate and an employee on that account can ordinarily be trusted to perform functions at higher level with responsibility. The principle of seniority-cum-merit has the advantage of simplicity in its operation and safeguard in a very large measure against unfairness, injustice and nepotism.

5. It is not correct to say that the principle of seniority-cum-merit entirely ignores consideration of suitability for making promotions to higher grades. The term "seniority-cum-merit" is interpreted to mean that seniority shall prevail subject to rejection of unfit. At the same time it has to be accepted that seniority is an important factor and is given more weight in the operation of the above formula. Persons who have adverse records are left

out even though they rank high in gradation list at the time of making selection for promotion. It has been complained that in practice seniority is often the deciding factor. Arguments are also advanced that long routine service cannot be a proof of competency for shouldering higher responsibility. The basis for promotion, it is suggested, should, therefore, be merit and ability. In this way, a controversy between seniority and merit has been raised.

6. The exponents of merit contend that basis of seniority as against merit demonstrates lack of confidence in human judgment and good faith and that at any rate it is possible to evolve or devise a procedure for selection that would, to a great extent, reduce the complaints and charges of favouritism. Another argument is that giving undue weight to the length of service in the matter of promotion saps the value of competition and incentive in stimulating efforts. Advocates of promotion-by seniority-cum-merit base their claim on the assumption that ordinarily long and efficient service provide source of experience which may qualify one for doing and performing the work in an advanced position and where a senior person is not suitable, he can be superceded. The nature of work and responsibility in a lower grade may not necessarily develop the superior capacities demanded for shouldering higher responsibilities. In such cases direct recruitment may be resorted to. However, there are certain jobs under Government where the length of service and experience has a strong bearing on the suitability for promotion. In promoting a person on such position, the seniority might justifiably be given considerable weight. Ordinarily, in case of clerical jobs, the principle of merit in making promotion from a lower grade to the higher within the ministerial cadre is not very important. Generally speaking, it is recognised by the experts on public personnel administration that seniority alone should not be a deciding factor in promoting a person to responsible and higher positions. Even the Vardhachariar Commission had maintained that "in the higher grades of service consideration of fitness must have precedence over the claim of seniority".

7. The Associations have represented that promotion by seniority suits a large number of employees and it may be fair too.

The Commission recommends that at lower levels where the work does not primarily involve exercise of high responsibility, the principle of seniority-cum-merit should be applied.

8. Sometimes, the rule of seniority tends to become a drag on efficiency of the public services and thus proves detrimental to the community at large which is entitled to have the most

efficient public service at reasonable cost. At the same time, the Government as an employer will certainly prefer to have the benefit of the best talent in the organisation for difficult jobs and a reasonable explanation for the promotions it makes should be forthcoming when its actions are questioned. The other part of the promotion policy is to ensure employees that promotions are made strictly on the basis of merit and opportunities are broad-based to minimise dangers of dead-ends or unfairness.

Examination as basis of selection.

9. It has also been suggested that best way to judge merit and ability should rest on results of competitive examination. This suggestion is also not free from vices. The Vardhachariar Commission was opposed to this suggestion because examination is not by itself a sure or conclusive test and that it would be not fair to subject persons already in service to competitive examination at various stages of their life. The Financial Commissioner during the course of oral evidence shared these views, to some extent, with certain modifications. Difficult it is, of course, for the serving employees to sit for competitive examination at advanced age. Narrating his experience, the Financial Commissioner pointed out that there are very capable and efficient officials in lower grades deserving opportunities for rise in career but it would not be possible for them to appear for competitive examinations which are usually more or less academic in nature. He suggested that in cases where an examination for promotion is considered necessary, syllabus for serving personnel required to contest should include papers on methods and procedures of office work, financial rules and service rules, etc. instead of academic subjects and general affairs. In some cases, such examination may be qualifying examination. In cases of Accountants, he stated, the system has brought about satisfactory results and this system can be extended to other cadres and posts also.

10. The object of any promotion examination is to discover whether the candidate or candidates have both knowledge and the qualities required for the higher positions. Testing of knowledge in regard to the work he is doing is comparatively simple but the sole dependence on the written promotion examination cannot help in discerning the personal traits which play an important role as the responsibility of a position increases. Here must be included dynamic traits as incentive, judgment, leadership, resourcefulness and cooperativeness, etc. etc. Competitive examinations are widely used as principal means for selection of persons for promotion and this device embraces more of a formal

written test. In promotion, due consideration must be given to the supervisory ability and other special achievements in the context of the nature of work of a particular organisation.

11. Competitive written tests which judge usually general and special intelligence or potentialities are desirable where large bulk of candidates though academically qualified have no direct work experience of the job required to be filled in. This system is good so far as direct recruitment of candidates from open market for selection for original entry position is concerned, and it does not suit for promotion purposes. Formal written examinations are useful and good in cases where a large number of posts are to be filled in at one time and the number of eligible candidates is substantial.

12. (i) In some advanced countries system of internal selection is followed wherein certain percentage of posts are reserved for persons already in public service and who are between certain specified ages and have put in some specified length of service.

(ii) The Commission is inclined to consider this method of recruitment as having considerable value in the pattern of our administration. Such a provision in our rules, it is believed will make the services at the lower level attractive and enable the appointing authorities to select meritorious and deserving persons from amongst serving personnel for appointment to higher positions within the organisation. Promotion is the best incentive for employees in service.

(iii) The Commission considers it not justifiable to adopt promotion examination as a general method except in cases of promotions to posts where specialised knowledge is necessary as for instance in case of Accountants, Inspectors of Commercial Taxes, Cooperative Departments, etc. Restrictive competitive examination among employees within an organisation, to certain extent, may be resorted to in such cases. Examinations for this purpose should be designed to test the knowledge and questions set should be more practical than academic so that the persons working in lower positions in these vary departments may be able to compete.

13. It has also been represented by the Ministerial Service Association that young Government servants who have not been able to get through the normal competitive examinations conducted for subordinate and State Services should be afforded additional opportunities in all cadres where recruitment to posts

or service is made by competition. During the course of oral evidence, some important official and non-official witnesses have also suggested that the serving employees on fulfilling the minimum qualification prescribed for the posts should be allowed to sit for competitive examination by allowing relaxation in age limits. At present, there is no scope for promotion from a lower service in one functional group or services to higher services in another functional group.

14. As a matter of policy the principle of equal opportunity in relation to public appointment should apply to promotion as well as to original entrants. From this, it follows that all qualified employees should be afforded an opportunity for promotion to higher positions and practices and procedures may be adopted for this purpose. No single criteria is, therefore, adequate as a measure of promotability and hence a well devised promotion system should provide for flexibility.

15. It is in the light of these observations and considerations that the Commission has examined the existing promotion policy, avenues of promotions, method and procedure for promotion, etc.

Pros and Cons of Existing Merit Formula.

16. Prior to 1965, promotions were based on the principle of seniority-cum-merit generally in all services. The Administrative Reforms Committee headed by Shri H. C. Mathur recommended that 50% promotions should be made on the basis of seniority-cum-merit in all services and the remaining posts on the basis of pure merit. To make the principle of seniority-cum-merit and merit tangible, the Committee suggested that Government servants who obtained more than $62\frac{1}{2}$ marks out of 75 as a result of assessment of their confidential reports according to the Government Orders contained in Appointments Department Memo No. F. 1 (6) Appts. D/60, dated the 31st August, 1960, should be given promotion on the basis of seniority-cum-merit and persons who secure more than 65 marks out of the total of 75 should be considered for promotion in order of seniority against the quota fixed for merit promotions.

17. The principle of merit was introduced from 1965. Provision has been made in rules of all Services providing for appointment by way of promotion partly on the basis of merit and partly on the basis of seniority-cum-merit in the proportion of 1 : 2.

18. Under the existing practice, the confidential reports of the Government servants are examined by the Departmental Promotion Committees for evaluating the Government servants and marks are awarded according to the following formula:—

- (a) 50 marks are allotted for past service record preceding five years from the date of selection to all candidates eligible for promotion. Two marks are deducted in respect of each punishment awarded during the total service.
- (b) The confidential reports of five years immediately preceding the selection are considered for awarding marks out of 25 marks at the rate of 5 marks for each year's confidential report. The marks are awarded on the basis of rating of confidential reports in the manner indicated below:—
- | | | |
|-----------------------------------|----|-----------|
| 1. Excellent | .. | 5 marks. |
| 2. Very good | .. | 4 marks. |
| 3. Good | .. | 3 marks. |
| 4. Satisfactory | .. | 2½ marks. |
| 5. Unsatisfactory | .. | 2 marks. |
| 6. Adverse | .. | 1½ mark |
| 7. Adverse report with punishment | .. | 1 mark. |

Additional marks upto 5 marks are also given on account of merit pay or cash award.

Persons who secure 62½ or more marks out of total of 75 are considered fit for promotion on the basis of seniority-cum-merit and those who obtain 65 marks or more are included in the list of those eligible for selection by merit and their names arranged in the order of marks obtained. If two or three persons obtain equal marks, selection is based on seniority within this group.

19. A good many officials and non-official witnesses have supported the idea of promotion by merit during the course of oral evidence but they were indignant in regard to the operation of the merit formula. They were strongly of the view that the formula was defective and it did not help in selecting persons of merit. The operation of merit formula has brought about

much discontent and frustration among the services on account of the following reasons:—

- (1) Very junior persons have been able to get quicker promotions on the basis of merit. This situation has caused cleavage in services.
- (2) The Method of assessment adopted for evaluating the merit of Government servant is very formal and mechanical.
- (3) The area of selection is very wide.
- (4) There is ample room for the play of subjectiveness and vagaries of human judgment in the merit formula.
- (5) The institution of confidential reports on the basis of which assessment is made has been characterised as unreliable.

20. The operation of merit formula has shown its defects. The method of assessing merit leaves much to be desired. An important official witness throwing light on the existing marking system has pointed out that undue importance and weight is being given to past record of an officer and almost everybody is given 50 marks on account of that record invariably.

21. It was also pointed out by an official witness that as a consequence of the introduction of merit formula it has become difficult to bring out a reasonable distinction between an ordinary officer and good officer because the reporting officers are invariably rating employees as "excellent" with an eye on the possibility of future promotions based on the said reports. Obviously the merit formula is defective.

22. According to the existing orders of the Government the number of eligible candidates considered for promotion by merit is ten times the number of vacancies. This area of selection is very wide. An important official witness suggested that the area of selection should be reduced to 5 times of the number of vacancies instead of ten times as at present so that officers with inadequate experience may not be elevated to higher posts. The Chairman of the Rajasthan Public Service Commission also subscribed to this view. The Commission accepts this view point.

23. Taking into account defects and shortcomings of the merit formula the following suggestions are made which will go

a long way in improving the existing method of merit selections:—

- (1) Entire service record of an employee (excluding the record prior to the formation of Rajasthan) should be subjected to rating for promotion. Marks may be given out of 10 marks for each year of service record. The existing practice of awarding marks on the basis of remarks in the Confidential Report in the manner indicated in para 18 (b) should be discontinued and it should be left in the discretion of the Departmental Promotion Committee to award marks for each year of service having due regard to the standard adopted by the authority in giving remarks in the Confidential Report. The Departmental Promotion Committee may take into consideration the fact of grant of Cash reward for judging the Confidential Report of a particular year.
- (2) The marks so given should be totalled up and their average percentage should be determined and persons who secure 50% or more marks should be considered fit for promotion on the basis of seniority-cum-merit and those who secure 70% or more marks should be considered eligible for promotion on the basis of merit.
- (3) Names of the candidates who are considered eligible for promotion on the basis of merit should be included in a list and they should be promoted on the basis of seniority within the group and not on the basis of the number of marks obtained by them.
- (4) The area of selection may be reduced to 5 times of the total number of vacancies to be filled in by Seniority cum-merit and merit instead of 10 times the total number of vacancies as at present.
- (5) Promotion from junior scale posts to the senior scale posts and from senior scale posts to Selection Scale posts in the State Services should be made on the basis of merit and seniority-cum-merit in proportion of 1 : 2
- (6) The posts of Heads of Department should not be treated as promotion posts. They should be regarded as Selection posts. Appointments on them should be made in the discretion of the Government on the basis of suitability.

Departmental Promotion Committee.

24. Another complaint made before the Commission is that these Committees are not convened by the concerned authorities in time as a result of which the regular appointments are considerably delayed and much inconvenience and hardship is caused to the Government servant appointed on an adhoc basis. It has been brought to the notice of the Commission that a large number of Government servants are being paid provisional salary simply because their promotion cases have not been finalised by the Departmental Promotion Committees. One of the causes of delay in convening Department Promotion Committees is that the gradation list of various services are not ready and complete. Another reason which contributes to delay is that frequent changes are made or proposed in the recruitment Rules. The employees Associations have criticised the frequent changes in the service Rules, which directly or indirectly, it is alleged, help or suit the interest of individuals. The procedure for carrying out changes in the Rules is very dilatory and cumbersome. It takes years to put simple amendments through and till an amendment is made, meeting of the Departmental Promotion Committee is deferred. There is good deal of truth in these allegations and something should be done urgently to remedy these disturbing factors. It has been suggested that the Public Service Commission should be entrusted with the task of convening meetings of Departmental Promotion Committee in case of State and Subordinate Services regularly every year instead of the administrative departments and the Heads of Departments. The Commission feels that this suggestion may be acted upon.

25. The Commission further suggests that the timetable for holding meetings in a particular year should be prepared and circulated in the month of November and Departmental Promotion Committees should start functioning to finalise promotion cases in the month of December/January. Confidential Reports for the period immediately preceding the meeting of the Departmental Promotion Committee should be considered for evaluation of Government servant. The Departmental Promotion Committee should recommend a panel of names in two parts:—

- (i) Names of persons selected on the basis of seniority-cum merit.
- (ii) Names of persons selected on the basis of merit.

Competent authorities should make appointment out of the panel of names recommended by the Departmental Promotion Committee only. The present practice of making ad hoc appointment should be discouraged. In emergent cases where panel has exhausted, appointments may be made strictly on the basis of seniority-cum-merit for a period of six months in the public interest.

26. Academic and technical qualifications and age requirements for particular/specific posts in a service or cadre should be prescribed after careful consideration and should not be altered to serve the interest of individual cases. The sanctity of recruitment rules suffers when such changes are made frequently.

27. So far as preparation of gradation list of officers is concerned, the Commission would only say that general consensus is that rules for determination of seniority should be uniform and based on rational principles to avoid anomalies. This is an administrative question but has an important bearing on promotion. Seniority lists should be prepared where they do not exist so that promotions may not be delayed on this account.

Confidential Reports.

28. The Ministerial Services Associations have vehemently criticised the institution of Confidential Reports mainly on three grounds:—

- (i) This is a legacy of the British administration.
- (ii) Confidential Reports are not based on objective assessment but reflect personal prejudices of the reporting officers.
- (iii) The reports are usually vague or excessively exaggerated.

29. The officers Associations have generally stressed the need to completely reorient the existing method of reporting so that a person's performance is measured in terms of specific achievements. There should be little room for opinion not based on facts in the reports. The Teachers' Associations have represented that the present form of Confidential Report is not meeting the needs of educational service. In making assessment of a teacher, extra-curricular activities, institutional loyalties, examination results, academic attainments, research,

publication and integrity should be given due weight. During the course of oral evidence, suggestions have been made that there should be open reporting system as against the confidential reporting system.

30. Criticism has also been levelled that adverse opinions indicated in the Confidential Reports by the reporting officers are not communicated to the employees concerned in time and they are used against government servants by the Departmental Promotion Committees.

31. Service records of employees play a vital role in providing material for assessment of their personalities at the time of their promotion. The demand made by the Ministerial Service Association for abolition of Confidential Report system altogether does not seem to be justified. There may be shortcomings in the method of their preparation but this cannot be considered to be a good reason for dispensing with them altogether. Endeavour should be made to introduce correctives in the existing system with a view to provide a correct record of objective data of Government employees in their Confidential Reports.

32. The Commission has examined the existing Confidential Report Forms and feels that changes are necessary. There is force in what the Associations have stated in their Memoranda in regard to necessity of changes in the forms of Confidential Reports. The same form may not be suitable for all classes of employees. Separate forms of Confidential Report may, therefore, be prescribed having regard to the particular nature of each Service. Some of the items in the Confidential Report Forms like initiative, drive, ability to exercise control are redundant and meaningless in the case of Confidential Report Forms of Ministerial employees. The Engineering Services Association have suggested that in the case of members of Engineering Service, the report should indicate the technical competence exhibited by an officer in the execution of programmes and economy made as a result of better designs and proper implementation of projects. In other words, the details of achievements and performances should find adequate place in the Report. The quality and quantity of work done by various officers, wherever it is possible to enumerate the quantity and quality should be mentioned in the Report.

33. The complaint that reports are usually vague or excessively exaggerated is not without substance. To remedy this, the Commission suggests that the general remarks covering

entire personality should be written in a narrative form expressing opinion on important points in a precise manner, viz. (i) quality and quantity of the work done indicating the facts pertaining to special achievements and performances, if any; or shortcomings and defects citing a few instances; (ii) ability to exercise supervision and control (applicable to supervisory posts only); (iii) integrity; (iv) conduct of an employee; and (v) whether considered fit to exercise responsibility of higher post. Adjectives or superlative degrees in rating the personality of an employee should not be used without giving facts to substantiate them. Similarly, adverse opinion or condemnation of work should be specifically based on facts of particular cases and hard language or terms should ordinarily be avoided. In the narrative reports, mention may also be made on aptitude or skills of an officer and future potentialities of development in the career. As far as possible, no standard statements should be made while recording the actual facts of performances.

34. The report should be initiated in the first instance by the immediate gazetted officer who exercises control and supervision over the work of that officer. The remarks of the initiating officer should be reviewed by the countersigning authority. The reviewing authority should not endorse the remarks of the initial reporting officer but should base his opinion on the inspections and other information about his conduct and integrity that has come to his notice during the course of the reviewing year. Undoubtedly, there is need to keep an eye on the work, efficiency and conduct of the subordinate officers by the reviewing authorities from time to time so that their evaluation is not of routine nature but it is, to a considerable extent, based on their personal knowledge. Such a system, if implemented properly, will result in eliminating a tendency to evaluate for evaluation's sake with inadequate attention by the reporting and reviewing officers.

35. Essentially, it is fair if the report containing adverse remarks are communicated to the employee concerned promptly by the reviewing authority. Instructions in this regard already exist but it has been complained that they are observed more in breach than in observance. The point of communicating adverse reports promptly to the employee assumes importance in view of the fact that the employee is afforded an opportunity to represent against it long before the remarks are considered against him in promotion proceedings. Accordingly, it is suggested that in all cases where adverse opinion is required to be communicated to an officer, and is not communicated within

a period of one month from the date of the remarks given by the reviewing officer, the adverse opinion so expressed in the Confidential Report, should not be used against an employee in the promotion proceedings. In all such cases where the supervising officers have been found to be lacking in this regard, it is suggested that in writing their confidential reports one of the factors which should be taken into account should be whether the officer has communicated the adverse remarks to the employees in the prescribed time or not.

36. The representations received from the aggrieved Government servants in this connection should be disposed of expeditiously and the results communicated to them within a period of three months.

37. The wisdom of communicating adverse reports has also been questioned, but it is in the interest of justice that the practice of affording an opportunity to the person concerned of explaining the facts and circumstances noticed against him and availing of the opportunity of going in defence, should be continued. Moreover, the shortcomings if brought to the notice of an employee, would enable him to make efforts to make amends. The only thing is that, as already mentioned earlier, the manner of pointing out shortcomings and defects should not be couched in irritating and embarrassing language which may have adverse effect on the health and psychology of an employee. In cases where improvement is noticed subsequent to the communication of adverse opinion, the Reporting Officer and the Reviewing Officer should specifically mention the facts of the improvement having been so made.

38. The following recommendations are made in respect of promotion policy in view of the material and views placed before the Commission:—

(a) Normally the services should be so constituted that a Government servant may have reasonable opportunity for promotion. The structure of services and cadres should be determined with reference to requirements of public service and not merely from the point of view of providing promotion prospects to public servants. The number of posts in a service determined normally by nature of work and responsibility should be distributed among the different levels in such a way that efficiency of the public service is maintained and the principle of economy in public administration is also not violated. Multiplicity of officers and supervisors may result in inefficiency, wastage of man-power

and inadequacy of them may prove detrimental to the efficient working of the Services.

(b) Promotions from the post of Lower Division Clerks to all higher posts upto the level of office Superintendent in the cadre of Ministerial Services should be based on the principle of seniority-cum-merit only.

(c) In most of the services, the members of the Subordinate Services are eligible for promotion to the State Services. Of the total proportion of vacancies reserved for promotion quota in the State Services in various cadres, the posts in State Services should be filled in from amongst the members of subordinate services on the basis of merit and seniority-cum-merit in proportion of 1 : 2.

(d) 50% of the vacancies in the subordinate posts in a department should be reserved for promotion from amongst the ministerial employees of their departments subject to the condition of holding minimum educational qualifications prescribed for subordinate posts irrespective of age condition e.g. graduate Lower and Upper Division Clerks could be made eligible for appointment to the post of Inspectors in Cooperative, Excise and Taxes Departments. The method of appointment may be on the basis of merit or by holding a competitive examination.

(e) **Rajasthan Accounts Service.**—At present recruitment to the initial post in the Rajasthan Accounts Service is made by means of direct recruitment and promotion in the ratio of 60:40. The Rajasthan Subordinate Accounts Service Association have pleaded that the ratio be reversed. There is some justification in their demand as experience plays greater role in performance of duties cast on the Service. The Commission recommends that the ratio be changed to 50:50.

Under the existing Rules, an Accounts Officer can be promoted to the post of Senior Accounts Officer if he has put in 10 years of service as Accounts Officer. Such provisions do not exist in any other Service Rules. The Commission accordingly recommends the removal of this condition from the Rajasthan Accounts Service Rules.

(f) **Rajasthan Agriculture Service.**—The Service Rules provide for direct recruitment and promotion at the initial level in proportion of 25:75. This ratio is inequitable in as much as in almost all Services, the recruitment at the initial level is 50% by direct recruitment and 50% by promotion. In order to attract the better quality of Agricultural Graduates, it is recommended that the ratio as between the direct recruitment and promotion should be 50:50.

(g) **Rajasthan Insurance Service.**—It has been represented by the Rajasthan Accounts Service Association that there should be a common cadre of Accounts and Insurance Service as the nature of jobs of two Services is identical i.e. it involves more of accounting work. There is force in this argument and the Commission suggests the creation of a unified cadre for both the services styled as “Rajasthan Treasury and Finance Service.”

(h) **Rajasthan Industries Service.**—The Director of Industries pointed out that there are very few officers in the department possessing Engineering and Technical qualifications. In other States, persons possessing Engineering/Technical qualifications are preferred for appointment to posts in Industries Departments. The Commission also feels that recruitment at the level of Assistant Director and District Industries Officers should be made from amongst Engineering/Technical, graduates and diploma holders respectively. The existing promotion ratio for the aforesaid two types of posts would be justified only when the changes suggested in qualifications are adopted.

(i) **Rajasthan Medical Service.**—An important official witness who appeared before the Commission stated that there are no promotional avenues in the department for Civil Assistant Surgeons who constitute a sizeable number of officers. He went on to suggest that in order to create promotional avenues the strength of junior specialists should be at least 10% of the entire cadre strength of C.A.S. This can be achieved by upgrading certain hospitals and by expansion of specialists services in certain district hospitals. Further, there is much discontentment amongst the Civil Assistant Surgeons possessing M.S./M.D. qualifications on account of scarce opportunities of promotion. The Commission, therefore, suggests that 50% of the vacancies in the cadre of junior specialists should be filled in by direct recruitment and existing personnel should be permitted to contest for these posts without any age conditions. Nonetheless, appointments to the posts of Senior Specialists should be cent percent by promotion from junior specialists.

In order to widen the scope of promotion for Civil Assistant Surgeons, it is suggested that the posts of Assistant Directors of Medical and Health should be filled in cent percent by promotion from amongst C.A.S. in future.

(j) **Rajasthan Engineering Services.**—On account of glut in the employment market, engineering graduates are being recruited on the posts of Engineering Subordinates in various

Engineering Departments. They are not able to get promotion as Assistant Engineers even after rendering service of more than 5 years. The Association of Subordinate Technical Employees have also demanded improvement in promotional avenues to the higher posts in the State Service and have also suggested that the Chief Draftsman should also be made eligible for appointment to the post of Assistant Engineer as is in vogue in some of the States.

Keeping the above considerations in view, the Commission suggests that the ratio as between the direct recruitment and promotion to the post of Assistant Engineers should be 50:50 in place of 75:25. The promotion from amongst the Engineering subordinates to the post of Assistant Engineers may be made as follows:—

(1) from Engineering graduates	25%
(2) from Diploma holders, from Non-diploma holders and Chief Draftsman	25%

Certain Officers of Irrigation Department have represented that they are not eligible for promotion beyond the post of Executive Engineer as they are diploma holders. The existing rules provide for promotion for Engineering graduates only to the posts of Superintending Engineer and above. Experience should be given greater importance than educational qualifications. Some of the Executive Engineers who have been promoted from amongst the subordinate services are very clever and it would be wrong to debar them from promotion merely because they are not graduates. It is, therefore, recommended that the rules in this behalf may be suitably amended so that Executive Engineers who have come from subordinate services and who do not hold the degree qualifications, are also made eligible for promotion to the post of Superintending Engineer. This measure would go a long way in removing a genuine grievance of the engineering services.

(k) **Rajasthan Police Service.**—The existing ratio as between direct recruitment and promotion to the post of Deputy Superintendent of Police in the Rajasthan Police Service is 40:60. In order to have induction of young blood in the service and keeping in view the ratio in other Services, the Commission recommends change in the existing ratio to 50:50.

(l) **Rajasthan Administrative Service.**—Recruitment by competitive examination, promotion of administrative subordinates, selection from amongst Extension Officers and special

selection to the junior posts in the Rajasthan Administrative Service is in the ratio of 16:6:2:1. The Administrative subordinates include Tehsildars, Assistant Commercial Taxation Officers, Assistant Excise Officers and Inspector of Excise and Taxation, Assistant Regional Transport Officers, Inspector of Devasthan Department, etc. Extension Officers include various officers working in Panchayat Samitis. The Commission feels that recruitment by promotion to the Rajasthan Administrative Service should be restricted to the members of Rajasthan Tehsildar Service and to Assistant Excise Officers and Assistant Commercial Taxation Officers because the members of these services are eminently suited to man the administrative posts. Regional Transport Officers, Inspector Devasthan and Extension Officers are not suited and should not be considered eligible for promotion to Rajasthan Administrative Service. Consequently, the ratio of direct recruitment and promotion from Administrative subordinates should be fixed as 60:40.

The strength of the cadre is at present very high and much above the requirements of the administration. The Government may gradually lower the strength.

(m) **Commercial Taxes Department.**—The Assistant Commercial Taxes Officers have represented that they are better equipped by virtue of long experience on jobs to man the posts of Commercial Taxation Officers as compared to Rajasthan Administrative Service Officers who are not posted to this department permanently. The Rajasthan Administrative Service cadre is very big and it would be wrong to disallow R.A.S. Officers from being posted in this Department. However, R.A.S. Officers posted in this Department should ordinarily be continued in the department for long so that their experience may be fully utilised.

The posts above the level of Commercial Taxes Officers, which require administrative and appellate work, should continue to be held by the Senior R.A.S. and I.A.S. Officers.

(n) **Promotional Avenues in General Services.**—The percentage of senior and selection grade posts in R.P.S., R.Ac.S. and R.S.S. may be increased by five percent over and above the existing percentage of the total cadre strength of Junior Scale posts in the service to improve their chances of promotion. It is desirable that an officer after having served for 10 years should be able to look forward for his promotion to the senior scale.

In view of the large number of posts in R.A.S. a higher percentage of promotion posts will be necessary to provide

promotional avenues to members of the Service. It has been complained that persons in the junior scale have not been able to get promotion even after completing 12 years of service. In the circumstances the Commission recommends that number of posts in Senior and Selection Scales may be 30% of the total number of posts in the junior scale.

(o) **Settlement Department.**—The Association of Settlement Inspectors have represented that some quota for promotion to the posts of Naib Tehsildars in the Rajasthan Tehsildar Service may be provided, as they have no avenues of promotion. The Commission feels that promotional avenues may be made available to them in R.T.S. cadre.

(p) **Statistical Department.**—Appointment to posts of Statistical Inspectors is made 50% by promotion from the posts of Computers or Sorter Operators with 3 years experience and 50% by direct recruitment. The qualification for both the posts of Computers and Statistical Inspectors is the same, viz. B.A. with Mathematics/Economics/Commerce. The Commission recommends that in future direct recruitment to the post of Statistical Inspectors should be of Post Graduates or II Class Degree holders in the subjects mentioned above. This would go a long way in improving the tone of the Service.

The posts of Statisticians are filled in by means of direct recruitment as well as by promotion of Statistical Assistants in proportion of 2:1. The qualifications for direct recruitment to the post of Statistician is a simple M.A. whereas the qualification for the post of Statistical Assistant is M.A. II Division. Prima facie this position is incongruous. The qualification for direct recruitment be raised to M.A. II Division on the post of Statistician. The Akhil Rajasthan Sankhiki Karamchari Sangh, Jaipur, and the Rajasthan Statistical Service Association have demanded that percentage of promotion from the post of Statistical Assistants to the posts of Statisticians be raised from 33% to 75%. The Commission is inclined to feel that the quota be raised from 33% to 50%.

(q) **Government Presses.**—The Director of Printing and Stationery has suggested that promotion of technical employees should be regulated in accordance with a Scheme in vogue in Bombay Government Press which not only takes into consideration seniority and qualification but also the technical skill or knowledge acquired by an employee during the course of his employment. The technical employees can be subjected to some departmental and trade test for assessing their suitability for

promotion to next higher posts. The Director felt that educational qualifications are not very important in case of Press employees. The existing employees do not possess the educational qualifications prescribed in the rules for promotion though they possess skills demanded for higher type of jobs. In view of these considerations, the system prevalent in Bombay for promoting technical employees may be applied to State Press employees also. The relevant extracts of letter addressed to the Commission by the Director explaining the aforesaid system are given in Appendix 'XI'. The Government may examine and give trial to this in the Government Presses. If found successful, this Scheme can be extended to technical employees working in other Departments.

(r) **Stenographers.**—Only one pay scale has been prescribed for Stenographers in offices other than Secretariat and allied offices. In Secretariat, the Commission has recommended two pay scales for Stenographers. The official witness has expressed the view that posts of Stenographers Gr. I are not filled in by promotion on regular basis on account of non-availability of Stenographers. He suggested that promotion from Gr. II Stenographers should be made to Gr. I by holding examination to test requisite speed laid down under the existing rules. He suggested that this can be achieved by holding a broad-based qualifying examination for speed test which may be open not only to Secretariat Stenographers but also to serving Stenographers in all Departments.

The Commission accepts this view and recommends this basis for selection of Stenographers Gr. I in the Secretariat. The implementation of the idea will also meet the demands for opening promotional avenues of Stenographers working in subordinate Departments.

39. The Rajasthan State Ministerial Services Association (Secretariat Branch) and the Rajasthan Secretariat Service Association pleaded before the Commission that all posts except certain posts in the Law Department in the Secretariat should be manned by persons belonging to the Secretariat or to Rajasthan Secretariat Service as persons coming from other Departments and Services mar the chances of the Secretariat employees. In particular, they mentioned that Accountants, Assistant Accounts Officers and Officers of the Rajasthan Accounts Service should not be posted in the Finance Department. The argument which they gave in support of this demand is that there is no accounting work involved in the Finance Department of the

Secretariat. They also pointed out that in no other State Secretariat members of the Accounts Service are being posted. The Commission has had the opportunity to discuss the matter with official witnesses. The Financial Commissioner was of the view that the present situation of water tight cadres is not conducive to over-all efficiency and on this account the Government is not able to get services of the best possible man for higher posts. He even opined that large number of higher posts which are technical or partly administrative and partly technical e.g. the posts in State enterprises Department, Dy. Secretaries to the Government in technical Departments, etc. should be held by the officers who have experience in the line and not by non-technical officers alone. The Commission is in full agreement with this view and recommends that there should be no objection to officers of other Services being posted in the Secretariat to hold posts in the technical departments but tenure of posting should be fixed by the Government which may not be more than three years. On lower levels, however, the posts should be manned by the officials of the Secretariat only.

CHAPTER VI

SPECIAL PAY

A review of pay structure involves review and scrutiny of special pays too as special pay forms a very important component of emoluments of a Government servant. The Commission was specifically called upon to examine the desirability or otherwise of continuing special pays by the Government in the Finance Department by means of a separate communication even though the terms of reference required the Commission to undertake review of existing special pays and recommend suitable changes if any or their abolition.

2. Special pay has been defined in rule 7 (31) of the Rajasthan Service Rules as an addition of the nature of pay to the emoluments of a post or of a Government servant granted in consideration of (a) the specially arduous nature of duties; (b) a specific addition to the work or responsibility; or (c) the unhealthiness of the locality in which the work is performed. This definition enunciates broad principles on the basis of which special pay is, at present, regulated. Apart from the immediate monetary benefit which a Government servant gets on appointment to a post carrying special pay, it also confers other incidental benefits in the matter of travelling allowance, pension, house rent allowance and fixation of pay on promotion to a limited extent. Special pay is also granted to a Government servant as per orders of the Government issued under rule 35 and 50 of Rajasthan Service Rules, at fixed percentage of pay whenever he is called upon to perform duties of another post, as a temporary measure in addition to the normal duties of his own post.

3. The total number of posts which carry special pay at present in various departments and expenditure involved is given in Appendix 'IV'.

4. In the Questionnaire issued, the Commission invited comments on the question of continuance or abolition of special pays. The arguments advanced against the institution of special pay are that (1) it creates a sense of discrimination; (2) it is largely based on favouritism; (3) it causes heart burning among

Government servants themselves; (4) it prevents mobility of officers as the incumbents posted on posts carrying special pay manipulate to continue and above all it involves financial burden on the exchequer of the State. On the other hand some of the employee's organisations and Head of Departments have favoured continuation of special pays for arduous nature of duties and higher responsibilities. In some cases demand for grant of new special pays or for increase in the rates of existing special pays have been made and these have been considered and allowed where necessary in the light of the principles evolved by the Commission. The Commission does not favour or support wholesale abolition of special pays for the reasons stated while discussing the principles governing its grant. The Commission has proposed continuance of special pays only where it was convinced, that their continuance is in consonance with principles of grant of special pay formulated and discussed in the chapter.

5. The fundamental principles for the grant of special pay as embodied in rule 7(31) of the Rajasthan Service Rules are sound. Whether the actual practice conforms to the principles governing its grant or not is a matter which needs detailed examination along with the consideration of pay scales of the posts which, among other things, take into account primarily the nature of duties and responsibilities of a post.

6. The principles governing the grant of special pay have stood the test of time and have been in vogue throughout the country for a very long time. The Commission fully endorses the views expressed by the Central Pay Commission which observed that "the Central idea of a special pay is that it is most satisfactory way of compensating such addition to work or responsibilities or such greater arduousness of duties as is recognisable enough to merit additional remuneration but not so considerable, or in some cases, of such a permanent nature as to justify placing the posts in question in a higher grade. In other words, it is broadly speaking a flexible system of differentiated remuneration between two grades.

7. The expression specially arduous nature of duties as referred to in rule 7 (31) of the Rajasthan Service Rules has been looked into with reference to facts and circumstances obtaining in our services and the Commission is of the opinion that this term should mean and imply that (i) duties and responsibilities of a post involve special hazards or risks to life apart from normal risks involved in any occupation e.g. X-Ray technicians, Paramedical staff working in T.B. clinics or Hospitals, Leprosy Section

or Isolation Hospitals, Police Officers employed for anti-dacoity operations, etc. (ii) duties are strenuous or onerous as compared to normal duties and responsibilities of the post or service which are required to be performed; (iii) when incumbent of a post in one cadre or service is required to work on a post in one cadre or service is required to work on a post borne on a different cadre or service and in normal course he is not liable to be posted as such; (iv) when junior officers holding posts in their own grade, or class are not eligible to be appointed on senior posts under the Service Rules and are appointed on senior posts in a Service carrying higher responsibilities; (v) when officers belonging to a cadre or service other than Rajasthan Education Service are posted in State Training Institutions to perform teaching duties; (vi) Police personnel in Rajasthan Armed Constabulary.

8. The Commission has examined carefully the existing schedule of special pays in the light of the considerations discussed above and feels that the following special pays may be abolished altogether as there is no justification for their continuance:—

(a) Special pays granted to Upper Division Clerks and Lower Division Clerks working in the offices of Heads of Departments because the duties performed by them cannot be considered to be arduous or of higher order in comparison to duties performed by similarly placed clerks in other offices in the context of concept of special pay discussed above.

(b) Special pay to part-time Doctors and para-medical staff attached to Jails, Police Lines, Schools, Colleges and other teaching institutions. Such duties should be treated as normal duties of a Doctor posted at Headquarter where Jails and Sub-Jails are located.

(c) All special pays continuance of which is not justified in the light of principles enunciated above should be abolished as indicated in Appendix 'A' to this Chapter.

The Commission recommends the continuance of special pays which have been mentioned in Appendix 'B' for there is justification for them in accordance with the principles laid down by rule (7) (31).

9. The Commission has reviewed the existing orders regarding grant of special pay to Government servants who are appointed to hold substantially as a temporary measure or to

officiate in two or more independent posts at any one time. The cases of combination of appointments should be examined in the light of two cardinal principles which form the main basis of fundamental conditions of service of an employee under Government. These are (1) that the whole time of a Government servant is at the disposal of the Government which pays him and he may be employed in any manner required by proper authority without claim for additional remuneration; (2) that a Government servant ordinarily cannot perform duties or discharge responsibilities of more than one post at any one time if he has full days work. Judged in the context of these broad principles, the Commission feels that the existing rules and orders issued vide Finance Department Order No. F. 8 (28) F. 11/55, dated the 9th August, 1962, are not considered very appropriate. Whenever a post falls vacant on account of any reasons whatsoever, the most suitable course is either to make a whole time appointment or to distribute work among the members of the existing staff in an Office or Department. It is expected that no delay should take place in making appointments to vacant posts either by direct recruitment or promotion. In cases where there is possibility of administrative delay in making appointment of a person, the second alternative viz., distribution of work of the vacant post among existing members of staff should be scrupulously made by the Head of the Organisation by means of regular orders so that work may not suffer. In case of non-gazetted posts the distribution of work should be done ordinarily as a general rule in the event of occurrence of such a contingency until appointment on the vacant post is made. Where neither of the above two alternatives is possible, the question of appointing a Government servant to perform the duties of another post in addition to his own duties, and grant of special pay may be necessary on account of increase in work or responsibility. The grant of special pay for additional work should be restricted to only such cases as rigidly satisfy the following test:—

(1) If the duties of the additional post are outside the normal duties of the post held by him or are an addition to the normal work of the service and are so material as to justify the grant of a separate remuneration in order to secure proper discharge of the duties by the officer. In other words, the particular duties for which special pay is claimed differ either in kind or in intensity from those for the performance of which the service in question was constituted.

(2) In all cases where the responsibilities which an officer is called upon to undertake for performing

additional duties are higher than the responsibilities attached to his own post there is a justification for grant of additional pay.

(3) Special pay should be admissible only if the additional charge of a post is fully held for a period of not less than 30 days.

10. Negatively, we may say that if an Assistant Engineer or Accounts Officer or a Magistrate performs duties of another similar post carrying identical duties and responsibilities in kind and intensity, he should not be entitled to any special pay but if he holds charge of a higher post in his regular line in addition to his own e.g. Executive Engineer or Senior Accounts Officer or Additional District Magistrate or any post of Rajasthan Administrative Service in senior scale or selection grade, he should be entitled to special pay and not full pay of the post as per existing provisions. In no other cases special pay should be admissible unless it can be proved that duties of another post of which he held charge differed in kind or intensity as compared to his normal duties or involved higher responsibility. No special pay should be allowed to an employee who is required to perform duties of post or posts which are subordinate to his post in the same department. The Head of a Department shall, by an order declare which posts shall be treated as subordinate posts in relation to a higher post in his organisation.

11. Dual arrangements at present are allowed to continue for six months. This period, the Commission feels, is excessive and should be brought down to 3 months again as it was in the past.

12. It has been represented that rate of special pay which is at present 10% or 20% of pay depending on the length of period of officiation is inadequate and needs revision. In view of the fact that pay scales recommended by the Commission have been considerably improved, the demand for revision of rate of special pay for additional duty has no force.

13. In case any existing special pay does not find place in either of the schedules appended to this chapter, the Government may examine such special pays in the light of principles enunciated in this chapter for taking decision whether to continue or discontinue them.

14. (1) **Deputation Allowance.**—Deputation allowance is an allowance in the nature of special pay. It is granted to a Government servant when he is transferred on temporary basis

to Central Government, other Government and bodies (incorporated or not) and also when he is sent on foreign service. On such temporary transfers Government employee is allowed to elect to draw pay in the pay scale of the post to which he is deputed as may be fixed under the normal Rules or to draw pay in the pay scale in the parent department plus deputation allowance @20% of his basic pay.

(2) The grant of deputation allowance is regulated by item 18 of Appendix XI of the Rajasthan Service Rules Volume II. Under the existing Rules, the State Government employees sent on deputation to the following bodies are not allowed to draw deputation allowance:—

1. Rajasthan State Electricity Board.
2. Rajasthan State Hotel Corporation.
3. Urban Improvement Trust.
4. Rajasthan State Road Transport Corporation.
5. Panchayat Samitis and Zila Parishads.

(3) It was given to understand that the deputation allowance to these employees has not been allowed in the aforesaid bodies because these bodies have been carved out of the Government Departments or these bodies are wholly or substantially owned or controlled by the Government. There are other bodies also which are substantially owned or controlled by the Government but the Government servants deputed to these bodies are paid deputation allowance, e.g. Small Scale Industries Corporation, State Warehousing Corporation, etc. The Commission could not know any justification as to why this distinction has been made in the rules. It is also worth mentioning that deputation allowance is allowed irrespective of considerations whether the pay scale of the post on which he is deputed is equivalent or lower than the post held by him in Government.

15. The Commission enquired the position existing under Central and other Government. The position is summed up below:—

(1) Deputation allowance is allowed to Government employees deputed to departments of the same Government, other Governments and also to bodies (incorporated or not) wholly or substantially owned or controlled by the Government. In such cases Deputation allowance is not admissible to employees who go on deputation to ex-cadre posts which carry identical, equiva-

lent or lower pay scales. In such cases, the Government servant is allowed to draw pay in his own pay scale without any deputation allowance.

(2) Deputation allowance is allowed when a Government servant is deputed to foreign service without taking into consideration the pay scale of the post in foreign service.

16. The above position prevailing in Central Government and some other Governments is quite rational. The Commission is of considered opinion that to rationalise the grant of deputation allowance to Government employees, the above provisions may be adopted by the State Government. The Government may also consider to issue suitable directions to bodies which are substantially controlled or owned by them to regulate the grant of deputation allowance to their employees when deputed to the State Government as deputation of such employees to State Government is a normal feature.

17. Government servants transferred to autonomous bodies carved out of Government departments should not be allowed deputation allowance in cases where the Government servants are not expected to revert to Government.

APPENDIX 'A'

Schedule Showing Special Pay recommended for discontinuance.

GAZETTED OFFICERS	<i>Amount of Special Pay</i>
Assistant Agriculture Chemist (A.S.S.O.)	Rs. 100/-
Assistant Agronomist (Irrigation)	Rs. 66.60
Technical Assistant (Agriculture)	Rs. 75/-
Soil Surveyors (Agriculture)	Rs. 75/-
Junior Assistant Irrigation Agronomist	Rs. 64.65
Farm Superintendent (Pilot Project) Agr. Department ..	Rs. 100/-
Administrative Officer, Rev. Training School	Rs. 25/-
Assistant Superintendent (Presses)	Rs. 25/-
Assistant Secretary (Vigilance Commission)	Rs. 75/-
Dy. Commissioner, Taxation (Sr. Scale R.A.S.)	Rs. 150/-
Additional Director, Publicity (Sr. Scale R.A.S.)	Rs. 150/-
Procurement Officer (Food)	Rs. 75/-
Dy. Collector (Jagir)	Rs. 75/-
Assistant Director, Small Savings	Rs. 75/-
Assistant Director, Sheep & Wool Department	Rs. 75/-
Senior Accounts Officer (Food)	Rs. 75/-
Accounts Officer (Secretariat)	Rs. 75/-
Vice Principal, Officers' Training School	Rs. 150/-
All Medical Staff except those mentioned in Appendix B	At existing rates.
Special Pays admissible to all Gazetted Officers under the administrative control of Additional Director of Education	At existing rates.
Dy. Chief Engineers in various Engineering Department	Rs. 200/-
Technical Assistant to Chief Engineer	Rs. 150/-
Project Director (Agriculture)	Rs. 200/-
Senior Soil Survey Officer	Rs. 150/-
Soil Conservator	Rs. 150/-
Senior Irrigation Agronomist	Rs. 150/-
Irrigation & Drainage Engineer	Rs. 150/-
District Ayurvedic Officer	Rs. 50/-
Hydrologist in Irrigation Department	Rs. 150/-
Tutors in Medical Colleges	Rs. 50/-
District Medical & Health Officers	Rs. 100/-
Dy. Director (Admn.), Animal Husbandry Deptt.	Rs. 150/-
Piggery Development Officer (Animal Husbandry Deptt.)	Rs. 75/-
Executive Engineer (Rural Cell in Development Deptt.) ..	Rs. 150/-
Procurement Officer, R.C.P.	Rs. 50/-
Lecturer in Economics & Public Finance in O.T.S.	Rs. 100/-
General Superintendent, Sodium Sulphate Factory	Rs. 150/- merged in pay.
Accounts Officer (Embezzlement cases) in Chief Accounts Officer's Office	Rs. 75/-
Superintendent of Stamps and Registration (R.A.S.)	Rs. 75/-
Assistant Director, Feeding Programme & Applied Nutrition Programme for Education Department	Rs. 150/-
Editor, Raj Vikas	Rs. 75/-

Amount of Special Pay.

Dy. Director (A.H.D.) on appointment as Ex-Officio Officer on Special Duty, Bacon Factory, Alwar ..	Rs. 150/-
Accounts Officer working in the vacancy of Senior Accounts Officer	Rs. 75/-
Assistant Engineer posted in Milk Scheme	Rs. 75/-
Dy. Development Commissioner (Jr. R.A.S.)	Rs. 75/-
Principal, Tribal Orientation and Study Centre, Udaipur	Rs. 150/-
Vice Principal, Tribal Orientation Study Centre, Udaipur	Rs. 75/-
SUBORDINATE & MINISTERIAL SERVICES.	
Head Office allowance to Upper Division Clerks, Lower Division Clerks and other ministerial Government servants working in the offices of Heads of Departments ..	Rs. 5/- & Rs. 10/-
Accounts Clerks	} Rs. 10/- merged in pay.
Auditors (U.D.C.) in Local Fund Audit Department	
Head Clerk and Section-in-charge in various offices ..	Rs. 15/-
Sadar Munsarim in Settlement Department	Rs. 25/- merged in new scale
Inspector in Settlement Department	Rs. 20/- -do-
Amins in Settlement	Rs. 10/- -do-
Technical Store Keeper in Medical College	Rs. 10/-
Patwaris in Land Records	Rs. 5/- (Rs. 10/- linked with security to continue Rs. 5/- merged in pay)
Assistant Sadar Kanungo	Rs. 5/-
Special Pay admissible to Ministerial & Subordinate Go- vernment servants working in Colonization Department	Rs. 10/- Rs. 15/- Rs. 20/-, Rs. 30/-
Machineman (Duplicating in various offices)	Rs. 5/-
Investigator/Records Assistant (Archives)	Rs. 10/-
Preservation Assistant/Laboratory Assistant/Decipherist (Archives).	Rs. 5/-
Accounts Inspector (Jagir)	Rs. 10/-
Civil Accountant (High Court)	Rs. 25/-
Head Copyist	Rs. 10/-
Head Record Keeper/Court Officer & Sales Amin in High Court	Rs. 10/- each
Assistant Supervisor (Insurance)	Rs. 15/-
Section-in-charge (Election) in Collectorate	Rs. 25/-
Lino/Mono Incharge in Govt. Press	Rs. 10/- Rs. 20/- merged in pay
Driller (Jaipur Milk Supply)	Rs. 15/-
Assistant Driller (Agriculture Engineering)	Rs. 30/-
Helpers, Agriculture Engineering	Rs. 10/-
Naib Tehsildar/Patwari in Mandi Committee	Rs. 25/- & Rs. 10/-
Patrolling Officer, Excise	Rs. 20/- & Rs. 15/- merged in pay.
Jamadar, Taxation & Excise	Rs. 8/- merged in pay.
Sepoy, Taxation & Excise	Rs. 5/- merged in pay.
Wool Graders in Sheep and Wool Department	Rs. 30/-
Section Superintendent, R.P.S. & J.S.	Rs. 25/-
Prosecution Inspector in Excise	Rs. 30/-

CLASS IV

Class IV Government servants in Colonization Department	Rs. 5/-
Peons, Daffedars in R.P.S. & J.S. & R.C.P.	Rs. 3/-

*Amount of Special Pay.***MEDICAL DEPARTMENT**

All Para Medical Staff except those shown in Schedule of continuance of Special pay At existing rates.

EDUCATION DEPARTMENT

Special pay to teachers and other non-gazetted staff except those shown in Appendix B At existing rates.

MISCELLANEOUS

U.D.C. dealing with pending embezzlement & Civil Supplies cases in Chief Accounts Officer's Office Rs. 20/-
 Section Superintendent in R.C.P. Rs. 25/-
 One Driver in R.C.P. Rs. 25/-
 Drivers posted at Bikaner House, Delhi Rs. 25/-
 Dy. Jailor/Jailor/Dy. Superintendent holding charge of Jails Rs. 25/-
 Head Draftsman with Chief Engineer, B. & R. Rs. 25/- merged in pay.

POLICE DEPARTMENT

Director, Forensic Laboratory Rs. 150/-
 Inspector, Stores Rs. 20/-
 Inspector, D.S.B. Rs. 25/-
 Assistant Sub-Inspector (Wireless) Rs. 15/-
 Head Constable (Prosecution) Rs. 10/-

Armourer allowance to :—

Sub-Inspector Rs. 25/-
 Head Constable Rs. 20/-
 Constable Rs. 15/-

Traffic Allowance to :—

Inspector Rs. 20/-
 Sub-Inspector Rs. 10/-
 Head Constable Rs. 6/-
 Constable Rs. 5/-

Reader allowance to :—

Sub-Inspector Rs. 15/-
 Head Constable Rs. 7/-

Literacy allowance to :—

Head Constable Rs. 5/-
 Constable Rs. 5/-

Khoji allowance to :—

Head Constable Rs. 10/-
 Constable Rs. 10/-

APPENDIX '3'

Schedule showing existing and new Special Pays recommended for Continuation/Sanction.

*Amount of Special
Pay.*

INDIAN ADMINISTRATIVE SERVICE OFFICERS.

1. Secretaries/Special Secretary to Government	..	..
2. Secretary to Chief Minister, Rajasthan	..	..	Rs. 250/- (each).
3. Secretary to Governor of Rajasthan	..	..
4. Deputy Secretary to Government	..	..	Rs. 150/-
5. Secretary, Rajasthan Canal Board	..	..	Rs. 250/-
6. Principal, Officers' Training School	..	..	Rs. 200/-
7. Commissioner, State Enterprises, Rajasthan	..	..	Rs. 250/-
8. Commissioner, Excise Department, Rajasthan	..	..	Rs. 250/-
9. Commissioner, Food Department	..	..	Rs. 250/-
10. Commissioner, Commercial Taxes, Rajasthan	..	..	Rs. 250/-
11. Commissioner, Colonization, Rajasthan	..	..	Rs. 250/-
12. Director of Industries, Rajasthan	..	..	Rs. 250/-
13. Settlement Officer, Rajasthan	..	..	Rs. 150/-
14. Registrar, Co-operative Societies	..	..	Rs. 250/-
15. Additional Registrar, Co-operative Societies	..	..	Rs. 150/-
16. Additional Development Commissioner	..	..	Rs. 150/-
17. Secretary, Vigilance Commission	..	..	Rs. 150/-
18. Director, Sheep & Wool Department	..	..	Rs. 200/-
19. Deputy Commissioner, Commercial Taxes	..	..	Rs. 150/-
20. Member, Zila Parishad and Panchayat Samiti Service Selection Commission	..	..	Rs. 150/-
21. Additional Food Commissioner	..	..	Rs. 150/-
22. Additional Commissioner, Commercial Taxes	..	..	Rs. 150/-

RAJASTHAN ADMINISTRATIVE SERVICE

1. Settlement Officers (Senior Scale)	..	..	Rs. 150/-
2. Assistant Settlement Officers (Junior Scale)	..	..	Rs. 75/-
3. Assistant Commissioner, Food (if also Assistant Secretary to Government)	..	..	Rs. 75/-
4. Deputy Secretary to Government	..	..	Rs. 150/-
5. Assistant Commissioner, Departmental Enquiries (if also working as Assistant Secretary to Govt.)	..	..	Rs. 75/-
6. Deputy District Development Officer (Junior Scale)	..	..	Rs. 75/-
7. Assistant Secretary to Government	..	..	Rs. 75/-
8. Deputy Commissioner, Colonization (Senior Scale)	..	..	Rs. 150/-
9. Assistant Colonization Commissioner	..	..	Rs. 75/-
10. Lecturer, Revenue Training School, Tonk	..	..	Rs. 75/-
11. Assistant Development Commissioner (if also As- sistant Secretary to Government)	..	..	Rs. 75/-
12. Assistant Colonization Commissioner (Writs)	..	..	Rs. 75/-
13. Committee Officer (Rajasthan Legislative Assembly)	..	..	Rs. 75/-

*Amount of
Special Pay.*

RAJASTHAN HIGHER JUDICIAL SERVICE

1. Registrar, Rajasthan High Court	Rs. 250/-
2. Secretary, Rajasthan Legislative Assembly	Rs. 250/-
3. Joint Legal Remembrancer	Rs. 200/-
4. Deputy Legal Draftsman	Rs. 150/-
5. Judge, Labour Court	Rs. 250/-

RAJASTHAN JUDICIAL SERVICE

6. Deputy Registrar (Judicial)	Rs. 150/-
7. Deputy Legal Remembrancer	Rs. 150/-
8. Deputy Legal Draftsman	Rs. 150/-
9. Assistant Legal Draftsman	Rs. 100/-
10. Committee Officer, Rajasthan Legislative Assembly	Rs. 75/-

INDIAN POLICE SERVICE & GAZETTED OFFICERS OF POLICE DEPARTMENT

1. Assistant Inspector General of Police	Rs. 150/-
2. Superintendent of Police (Police Training School, Railways and Criminal Investigation Department)	Rs. 150/- (each).
3. Additional Superintendent of Police (Police Train- ing School)	Rs. 100/-
4. Additional Superintendent of Police (Criminal In- vestigation Department)	Rs. 100/-
5. Commandant, Rajasthan Armed Constabulary ..	Rs. 150/-
6. Deputy Superintendent of Police (P.T.S., C.I.D., A.C.D.)	Rs. 75/- (each).
7. Special Officer (Anti Evasion in Taxation Depart- ment (R.P.S.)	Rs. 75/-
8. Deputy Superintendent of Police (R.T.C.) ..	Rs. 50/-
9. Assistant Commandant (R.A.C.)	Rs. 100/-
10. Adjutant R.A.C.	Rs. 75/-
11. Quarter Master, R.A.C.	Rs. 50/-
12. Company Commander, R.A.C.	Rs. 50/-
13. Inspector, R.A.C., A.C.D.	Rs. 50/- (each).
14. Inspector, C.I.D. (Border)	Rs. 50/-
15. Inspector, Prosecution	Rs. 75/-
16. Inspector, P.T.S.	Rs. 50/-

MEDICAL DEPARTMENT

1. C.A.S. (R.S.T.C.) Naila	Rs. 100/-
2. Senior Specialists working as P.M.H.O.	Rs. 150/-
3. Medical and Para-Medical working in X-Ray depart- ment, T.B. Hospitals, Leprosy & Isolation Hospitals, and Pathological Laboratory may be granted Special Pay at the following rates:—	
1. C.A.S.	Rs. 75/-
2. Nurse/Compounder/Matron/Sister/Technicians ..	Rs. 25/- (each).
3. Midwives	Rs. 10/-
4. Nurse-Dai	Rs. 10/-
5. Class IV	Rs. 10/-
4. Medical Officer, R.A.C.	Rs. 75/-
5. Compounder, R.A.C.	Rs. 15/-
6. Part time Bacteriologist in the C.P. Health Laboratory	Rs. 100/-

*Amount of
Special Pay.*

RAJASTHAN ACCOUNTS AND SUBORDINATE
ACCOUNTS SERVICE

1. Lecturer in Officers' Training School in Junior Scale..	Rs. 100/-
2. Junior Lecturer in Officers' Training School ..	Rs. 40/-
3. Deputy Secretary to Government	Rs. 150/-
4. Senior Accounts Officer in Finance Department ..	Rs. 100/-
5. Committee Officer (Assembly)	Rs. 75/-
6. Assistant Accounts Officer in Secretariat & Assembly	Rs. 40/-

FOREST DEPARTMENT

1. Working Plan Officer	Rs. 75/-
2. Assistant Forest Settlement Officer	Rs. 50/-
3. Working Plan Rangers	Rs. 25/-
4. Instructors	Rs. 30/-
5. Assistant Instructors	Rs. 20/-

MISCELLANEOUS

1. Deputy Director of College Education	Rs. 100/-
2. Vice Principal Colleges	Rs. 75/-
3. Vice Principal, Commercial Taxes Training School ..	Rs. 75/-
4. Commercial Taxation Officer (Special Circle & Writs)	Rs. 75/-
5. Progress Officer (Secretariat)	Rs. 75/-
6. Senior Deputy Director, Insurance	Rs. 200/-
7. Lecturer, Revenue Training School (R.A.S./R.T.S.) ..	Rs. 75/-
8. Head Master (Patwar Training School)	Rs. 50/-
9. Private Secretary to Governor	Rs. 75/-
10. Director, Man Power and Dy. Secretary to Govt. ..	Rs. 150/-
11. Radiologist (Animal Husbandry)	Rs. 150/-
12. Director of Sanskrit Education	Rs. 100/-
13. Assistant Settlement Officer (R.T.S. cadre).. ..	Rs. 50/-
14. Assistant Engineers in Directorate of Survey & Designs (Irrigation Department).. ..	Rs. 75/-
15. Principal, Sheep & Wool Training School	Rs. 75/-
16. Officers from different departments posted in Gram Sewak Training Centres (except from Education Department)	Existing rate.
17. Director, Printing & Stationery (if from R.S.S.) ..	Rs. 150/-
18. Extra Asstt. Colonization Commissioner (R.T.S.) ..	Rs. 50/-
19. Superintendent, Govt. Central Press, Jaipur ..	Rs. 75/-
20. Superintending Engineer (R.P.S)	Rs. 100/-

NON-GAZETTED STAFF

1. Office Kanungo in Land Records	Rs. 25/-
2. Assistant Head Master, Patwar Training School (N/T cadre)	Rs. 40/-
3. Sub-Deputy Inspector (Sanskrit Education) ..	Rs. 30/-
4. Commercial Accountant	Rs. 15/-
5. Depot Manager (Nationalisation Board of Text Books)	Rs. 20/-
6. Accounts Clerk (Commercial).	Rs. 15/-
7. Patwaris in Land Records	Rs. 10/- (Rs. 5 merged in pay).
8. Steno Typist	Rs. 25/-
9. P.A. to Speaker and Dy. Speaker (Assembly)	Rs. 25/-
10. Inspector, Land Records in Patwar Training Schools ..	Rs. 30/-

Amount of Special Pay.

11. Stenographers attached to Ministers and Deputy Minister	Rs. 25/-
12. Private Secretary to Ministers	Rs. 25/-
13. Accountants (in Secretariat, R.P.S.C., Legislative Assembly)	Rs. 25/-
14. Commercial Accountants (Secretariat)	Rs. 40/-
15. Drivers in Motor Garages (attached to Minister's Cars)	Rs. 30/-
16. Overseers in Design & Survey Directorate of Irrigation Department	Rs. 50/-
17. Stenographer performing the work in Central Registrar in Secretariat	Rs. 50/-
18. Ministerial employees in Secretariat doing Cypher work	Rs. 15/- to Rs. 20/-
19. Cashiers/Storekeepers who are required to furnish security under existing Govt. orders	Rs. 3/- to Rs. 10/-
20. Office Superintendent, Industrial Tribunal for Rajasthan	Rs. 30/-
21. Computers Gr. I in B.&R. & Irrigation	Rs. 25/-

EDUCATION DEPARTMENT

1. Head Masters of Middle School with teaching upto VIII Class	Rs. 25/-
2. Head Masters of Middle Schools	Rs. 15/-
3. Head Master of Primary Schools provided the total strength of teachers including Head Masters is 5	Rs. 10/-
4. Senior Teacher working as Assistant Head Master in Higher Secondary Schools where number of students is above 750	Rs. 40/-
5. Sub-Deputy Inspector of Schools	Rs. 30/-
6. Assistant teachers in Deaf, Dumb & Blind School	Rs. 20/-

POLICE DEPARTMENT

	<i>Sub-Inspector.</i>	<i>Head Constable.</i>	<i>Constable.</i>
Store allowance (It is continued if it is related to Security Deposit) ..	Rs. 10/-	Rs. 5/-	Rs. 3/-
M.T. Allowance ..	Rs. 40/-	Rs. 30/-	Rs. 30/-
Prosecution allowance ..	Rs. 50/-	..	..
Drill Instructor allowance	Rs. 15/-	Rs. 10/-	Rs. 7/-
M.O.B. allowance ..	Rs. 30/-	Rs. 15/-	Rs. 10/-
Bugler allowance .. .. .	..	..	Rs. 3/-
A.P. Allowance .. .. .	..	Rs. 6/-	Rs. 5/-
P.T.S. allowance .. .. .	..	Rs. 10/-	Rs. 5/-
R.T.C. allowance ..	Rs. 20/-	Rs. 10/-	Rs. 5/-
C.I.D. allowance ..	Rs. 25/-	Rs. 15/-	Rs. 10/-
Border allowance ..	Rs. 15/-	Rs. 10/-	Rs. 5/-

	<i>Sub-Inspector.</i>	<i>Head Constable.</i>	<i>Constable.</i>	
R.A.C. allowance ..	Rs. 25/-	Rs. 15/-	Rs. 12/-	
A.C.D. allowance ..	Rs. 25/-	Rs. 15/-	Rs. 10/-	
<hr/>				
			<i>Amount of Special Pay</i>	
U.D.C. working as Map Maker in Election Deptt.	Rs. 15/-
L.D.C. handling Microphone in Secretariat	Rs. 15/-
Class IV working as Library Boy against the sanctioned post	Rs. 10/-

CHAPTER VII

NON-PRACTISING ALLOWANCE

The non-practising allowance is an allowance which is granted to medical officers and teaching staff in Medical Colleges in lieu of debarring them from doing private practice. In the Medical Colleges, this allowance is referred to as "non-clinical allowance". The non-clinical allowance is treated as "pay" under the Rajasthan Service Rules. Non-clinical and non-practising allowance are admissible to the following officers in the Medical Department at the rates shown below:—

<i>Name of the post</i>	<i>Amount of non-practising allowance.</i>
1. <i>Non-Clinical teachers in Medical Colleges.</i>	
Professors and Additional Professors	Rs. 300/-
Readers	Rs. 200/-.
Lecturers and Demonstrators	Rs. 150/-.
2. Assistant Director, Health Services/Junior Specialists in Mobile Units	Rs. 150/-.
3. Civil Assistant Surgeons posted in or as District Health Officers/E.S.I./Mobile Surgical Unit/Nutrition Scheme/Family Planning (Mobile)/T.B. Demonstration Centre/Health Bureau/Health Education Scheme/Milk Scheme/Auxiliary Health Workers Training Centre/Public Health Laboratory/Public Pathological Laboratory/Rural Health Centre/N.M.E.P./Trachoma Eradication Programme/Small-Pox Eradication Programme/School Health Scheme/R.A.C. Battalion.	Rs. 100/-.

2. It requires particular mention here that clinical Doctors who are members of teaching staff in Medical Colleges function as Specialists in the Hospitals attached to Medical Colleges, and are permitted to undertake private practice.

3. In the course of oral evidence adduced before the Commission, the official witnesses have expressed that the growing evil of private practice should be checked in order to afford relief to the common man. The Director, Medical and Health Services, has expressed his view against the continuance of the institution of private practice. He has stated that it is incongruous that the tax payer who is already over-burdened in this country should be made to pay money to Doctors in the form of fees for obtaining medical assistance; and that this is exploitation of the common man and a very painful thing to see in this country. Other important members of the Service and majority of the Principals of the Medical Colleges (four out of five) also have expressed their concern over the degeneration of medical profession on account of irresistible lust for money shown by the Doctors. The present situation was described by an important witness as "open scandal". In the opinion of the Director, it is wrong to save money for State on account of extra financial burden of better pay scales and non-practising allowance consequent upon withdrawal of the concession of private practice.

4. Some of the persons, in the written memoranda presented to the Commission, have urged for abolition of private practice on the following grounds:—

(a) A Government servant cannot claim the right of private practice.

(b) Government servants permitted to undertake practice often neglect their normal duties.

(c) An unhealthy discrimination has been made between those who are doing private practice and those who are not.

Complaints have also been made that Doctors in teaching hospitals care more for the private practice than for discharge of their teaching and research work. At present Medical Officers do not devote their full time in hospitals and dispensaries and a good deal of their time during the hospital hours, it is alleged, is spent on private practice.

5. The office bearers of the Rajasthan Medical Service Association are divided on this point. The Rajasthan Medical Association feels that in the event of private practice being stopped altogether, it would be reasonable to give option to the existing Doctors whether they would prefer to accept the scale with private practice or pay scales plus Non-practising allowance. The new recruits, it is urged, may not be permitted to undertake private practice in future.

6. The general consensus of opinion among the official and non-official witnesses is in favour of debarring the Doctors in Government Service from private practice. The Indian Medical Council of India has also recommended that the teachers in Medical Colleges should not be permitted to undertake private practice. The Central Pay Commission has also subscribed to this view. The Maharashtra Pay Commission agreed with the recommendations of the Second Central Pay Commission in this regard. The Uttar Pradesh Pay Rationalisation Committee and the Committee of Enquiry on Emoluments and Conditions of Service of Madhya Pradesh Government Employees examined this question and favoured abolition of private practice. The Medical Officers on clinical side and in general line are allowed consulting practice in Madras. The term consulting practice means restricted medical practice allowed to Doctors employed in Government Hospitals on clinical side. A Medical Officer employed in Madras Government Hospitals cannot undertake private practice, as a Doctor in our State can do freely.

7. The existing system of private practice creates difficulties in rationalising the pay structure of Medical Officers vis-a-vis other Government servants. The private practice has an obvious bearing on the rate of pay of Medical Officers. The amount of private practice of a Doctor varies from person to person or place to place and it is very difficult to assess the income of Doctors arising out of private practice. The existing system of allowing private practice to Medical Officers has created numerous difficulties and anomalies.

8. After giving careful thought to this problem on the basis of the oral evidence and written views the Commission feels that the institution of private practice should have no place in the present day socialistic pattern of society. Accordingly, it is recommended that the Doctors engaged in teaching on clinical sides of the Medical Colleges should be brought at par with their colleagues on Non-clinical side and be debarred from private practice and both be compensated for loss of private practice by grant of non-practising allowance at the following rates:—

Professor	Rs. 400/- p.m.
Reader	Rs. 300/- p.m.
Lecturer	Rs. 200/- p.m.
C.A.S working as Tutors and Demonstrators	Rs. 150/- p.m.

It has been brought to the notice of the Commission by responsible Doctors that the Specialists in teaching hospitals

do not attend to their outdoor duties though they are required to be available for consultation in the outdoor on fixed days. Consequently the patients are deprived of their specialised services. It should be made incumbent upon Specialists of teaching hospitals to be available in outdoor for consultation to the general public on certain fixed days in a week.

9. As a matter of principle, the Commission is inclined to feel that our ultimate aim should be to stop private practice of Doctors in Government Service in the near future. Discontinuance of private practice all of a sudden might create hardship to the common man on account of non-availability of consultation facility. It is also true that private consultants are not available in Rajasthan at many places. There is a shortage of Doctors in our State at present but it is a transitory phase and after some time, the Medical Colleges in our State would be able to turn out adequate number of Medical personnel.

10. The Doctors employed in Hospitals and Dispensaries in urban areas upto the District level may also be debarred from private practice and allowed non-practising allowance at the rates mentioned below:—

Senior Specialists	...	Rs. 300/- p.m.
Assistant Director (Medical & Health)	|	Rs. 200/- p.m.
Junior Specialists & District Medical & Health Officers		
Civil Assistant Surgeons		Rs. 100/- p.m.

11. This implies that Doctors working in Hospitals and Dispensaries situated at District Headquarters and where there are offices of the Principal Medical Officers, of the District Medical & Health Officers, of the Chief Medical Officers shall be debarred from private practice. It may be made clear that Medical Officers posted in rural dispensaries, i.e. dispensaries located at places other than District Headquarter and places mentioned above shall be allowed to continue private practice. Doctors who are at present in receipt of Non-practising allowance shall, however, be allowed Non-practising allowance at the rates mentioned above. In every case where there is a loss of private practice, non-practising allowance should be granted as a matter of policy to compensate the Medical Officer reasonably.

12. The Director of Medical & Health Services has submitted a Scheme for starting Pay Clinics in cities and at

District Headquarters which is appended as Appendix V (Part III). It is felt that this Scheme may be given a fair trial in urban areas so that emergency patients requiring medical attendance may not be put to hardship and inconvenience as a result of stopping of private practice in urban areas.

CHAPTER VIII.

PROJECT ALLOWANCE

The Project Allowance is a compensatory allowance which is admissible to Government servants working in connection with the affairs of irrigation projects in Rajasthan. The object of granting this allowance is to compensate Government servants for lack of amenities such as Schools, markets, hospitals, etc. and also in consideration of inconveniences at project site and extra-personal expenditure required to be incurred in remote areas.

2. Under the Rajasthan Service (Concessions on Project) Rules, 1962, this allowance is admissible to Government servants who are posted on the Project and reside within the project area or nearby locality within the radius of five miles of the project areas. It is not admissible to Government servants stationed at district headquarters located in a project area or within five miles of such area. The existing rate of project allowance is 20% of the pay of the Government servant subject to maximum of Rs. 200/- in respect of Superintending Engineer and Rs. 150/- in respect of all other officers. Besides this allowance, the Government servants posted at any place in project area other than district headquarter, are also allowed facility of rent free accommodation. The facility of rent free accommodation is withdrawn when regular colonies have come up and developed in a project area. Water supply for domestic use is also allowed free to Government servants, where water supply is arranged by the project authorities for their own construction purposes. Concessions in the form of free electricity, transport fuel and other similar facilities are not being allowed in project areas.

3. The approximate expenditure on Project Allowance payable to Government servants engaged at various Project Organisations is as follows:—

	Rs.
Rajasthan Canal Project	5,46,483 (1967-68)
Rana Pratap Sagar and Jawahar Sagar Dam Projects	2,62,488 (1967-68)
Total . .	<u>8,08,971</u>

4. It has been represented to the Commission, that the revenue employees in the Irrigation Department posted in the Chambal Project area are not being allowed project allowance although the technical employees of Irrigation Department are allowed the concession of project allowance. The Rajasthan Revenue Irrigation Employees Association have pleaded that such discrimination among Government servants working under similar conditions is uncalled for. During the course of oral evidence the officers of the Irrigation Department pointed out that the rate of project allowance in the sister State of Madhya Pradesh is 30% of the basic pay whereas it is 20% of pay in our State. The officers and staff of the Chief Engineer, Irrigation Department have also demanded project allowance in respect of irrigation employees posted at district headquarter, Kota. Employees of other departments posted in project area have also claimed project allowance.

5. The present position under the Rajasthan Service (Concessions on Project) Rules, 1962 is that the Government servants of certain departments appointed to posts created in connection with the affairs of Rajasthan Canal Project, Chambal Project and Mahi Project only are entitled to project allowance. The employees of the following departments engaged on irrigation projects are getting project allowance:—

1. Irrigation Department.
2. Accounts Organisation.
3. Land Acquisition Staff.
4. Medical Department.
5. Rajasthan Canal Project Department.
6. Electrical and mechanical staff employed directly by State Government.
7. Public Works Department (B&R).
8. Soil Survey of Agriculture Department in Rajasthan Canal area.
9. Staff employed for execution of Gaggar Flood Control Project.
10. Staff of Forest Department employed for Soil Conservation Scheme in the Chambal Project area.
11. Staff employed for execution of Mahi Project.

6. The Commission has carefully examined the claims of the Revenue employees of the Irrigation Department and the employees of other departments not directly connected with the project work and feels that their claims for grant of project allowance is not tenable in view of the fact that performance of their duties has nothing to do with the construction and completion of the projects. These employees have liability to be posted in any part of the district/State in connection with the affairs and functions of the department in normal course. There are, no extenuating circumstances which warrant consideration of their demand. The Engineers of Rana Pratap Sagar and Jawahar Sagar Dams, Chambal Project headquartered at Kota argued that they were in receipt of project allowance during the period of construction of Chambal Project Stage No. I, i.e. Kota Barrage and Chambal Canals irrespective of their place of posting even though the Kota Barrage work was going on quite close to Kota city. The other two projects namely, Jawahar Sagar Dam and Rana Pratap Sagar Dam are projects of larger magnitude and are located at a distance of 20 miles and 32 miles from Kota respectively. Normally headquarters of Chief Engineer and Superintending Engineer should have been at project site as was done in the case of Gandhisagar dam. Since stage No. I of the Project was located at Kota in the initial stages, the Chief Engineer's organisation was naturally set up at Kota to enable him to exercise supervision from one station over different construction stages of the Chambal Project. This was done so, it is felt, on account of administrative convenience and availability of buildings and other amenities at Kota coupled with considerations of economy and efficiency. To claim project allowance on the plea that they were getting it during the construction stage at Kota Barrage, is not justified when Stage No. I was completed long back. The Commission does not see any justification to allow project allowance to the staff and officers of the Irrigation Department posted at Kota in connection with the work of Chambal Project Stage No. II and III. Kota is not only a developed city but is a fast growing city with great future promises. It is admitted that life in Kota has become expensive on account of rising industrial complex but the Government have already sanctioned house rent allowance to compensate them. All other modern amenities of life are easily available to the employees at Kota.

7. The existing rate of project allowance needs no change. It compares favourably with the rates in force in other States.

8. The Commission paid a visit to Rawat Bhata to look into the actual conditions of life prevailing there. It cannot be

denied that Rawat Bhata is a developed colony now. Even in many respects, life at Rawat Bhata is not abnormal. The amenities like Schools, shopping and dispensary are available there in a reasonable measure. In case of emergency, the Commission was told that Government transport is made available to the staff employed in connection with the Project. There is a provision in the Rules that where regular colonies are/ or have been developed, rent shall be charged from Government servants for occupation of Government accommodation but it seems that Government have not so far reviewed the conditions at Rawat Bhata in this regard. The Commission feels that Government in the Finance Department may review the conditions of colonies located at Project site and where the conditions have improved it may declare them as developed areas for the purpose of aforesaid Rules.

9. In the Rajasthan Canal Project (Desert Region) Government servants posted in connection with the Project and whose headquarters are not at Hanumangarh, Suratgarh, Sri Vijaynagar, Raisinghpur or Anupgarh or at places beyond 30 miles from main canal are being paid a desert allowance @10% of the basic pay in addition to project allowance. The conditions of life in desert regions are really difficult and unpleasant. Normally Government servants dislike their posting in such areas. In view of these considerations, the desert allowance at the existing rates may continue.

CHAPTER IX

METHOD OF PAY FIXATION

1. One of the terms of reference requires the Commission to recommend an appropriate method of fixation of pay of the existing employees in the new scales. The employees Associations in their Memoranda and replies to the Questionnaire have urged the adoption of one of the following methods for fixation of initial pay in the new scales:—

- (i) The method of point to point fixation;
- (ii) The method of fixing pay in the new scales by giving weightage to past service in the form of increments at the rate of one increment for every 3 years of service or one increment for every five years of service subject to certain ceiling.
- (iii) Fixation of pay at equal stage in the new scale and if there is no corresponding stage, the pay may be fixed at a stage next above the existing pay. One increment may be allowed to Government servants who are drawing pay less than Rs. 800/-.

2. The method (i) above stipulates fixation of pay of a Government servant in the new scale at a stage arrived at by adding the same number of increments to the minimum of new scale as the incumbent of the post earned in the existing scale. The adoption of this method implies that the new scales are made applicable retrospectively from the date the Government servant entered in the service.

This system of fixation involves difficulty in determining how much service an employee has rendered in the present grade; for it only counts the service rendered in a particular grade for fixing salary. To cite an instance, a U.D.C. is entitled to fixation on the basis of pay admissible at the present stage of service in the scale of U.D.C. only. It would be difficult to assess how much service rendered by him on other posts like customs Nakerdar or Rehabilitation Inspector could be considered to be service in U.D.C. scale when his records reveal his employment on different posts in precovenanted States with variety of designations. To find out an artificial method to solve these

difficulties which spring from historical facts might create more problems than it may solve. This method it is felt could be conveniently adopted where a major portion of dearness allowance is merged in the new pay scales as was done by the Second Central Pay Commission.

The Commission has evolved new pay scales providing handsome initial starts and rates of increments. Point to point pay fixation subject to minimum and maximum increase would involve the Government into a large expenditure, which, it is felt it would be difficult for it to meet. The Commission is in full agreement with views expressed by the Vardhichari Commission for rejecting the principle of point to point fixation.

3. The second method suggests that while fixing pay of an employee in the new scales, weightage to the past service should be given for giving additional benefit in the form of increments at the rate of one increment for 3 years completed service or 5 years of completed service subject to certain specified ceilings. In concrete terms this method envisages fixation of initial pay at a stage in the new scale next above the existing pay of an employee and to the stage arrived at in the new scale will be added one or two increments in the new scale for 3 or 5 completed years of service subject to a prescribed ceiling. During the course of deliberations this method was advocated by a majority of service associations but there has been no unanimity of approach either in regard to precise weightage to be adopted or restriction of benefit under this method.

4. The Commission has gone into considerable details of this method of fixation and feels that its adoption is also likely to create numerous anomalies and problems. The benefit of additional increment over and above the next stage fixation would definitely result in unintended benefit in most of cases. It would entail very heavy financial burden on the State Exchequer, which it may be very difficult for the Government to bear.

5. The third method suggested above is simple and appears to be reasonable subject to some modifications. This method was adopted at the time of adoption of the Rationalised scales of pay in the year 1956 in the past. In the context of new scheme of pay structure recommended by the Commission which provides for substantial improvement in initial pay and of the quantum of increments, it may not be fair to allow benefit of one increment to all employees without any regard to length of service.

6. The Commission has given careful and anxious thought to the methods of fixation proposed or recommended by various Pay Commissions and Pay Committees and recommends the third method suggested by the various Associations with suitable changes in the light of all the relevant circumstances discussed above. This method is simple and at the same time it would not be very expensive for the Government. The method of fixation of Pay in the scales recommended by the Commission will be as follows:—

I. (a) The pay of all employees who are drawing pay not exceeding Rs. 650/- in the existing scales shall be fixed in the new scales at the stage next above their existing pay whether or not there is a stage in the new scale.

(b) If the pay of a Government servant is less than the minimum of the new scale, it shall be fixed at the minimum of the new scale.

II. Weightage of past service may be given. One increment may be given over and above the pay fixed vide item I above to the Government servants who have completed 12 years or more of service.

III. The Government servants who are drawing pay exceeding Rs. 650/- shall be fixed at a stage in the new scale corresponding to the existing pay, if there is no equal stage in the new scales, the pay in the new scale shall be fixed at a stage in the new scale next above the present pay.

IV. 'Pay' for the purpose of fixation in the new scale shall mean substantive or officiating pay in the existing scale. In all cases where existing special pay has been recommended to be merged in the new scale, the term 'Pay' for the purpose of pay fixation in the new scales shall include full amount of existing special pay.

V. If the pay of a Government servant is higher than the maximum of the new scale, his pay in the scale shall be fixed at the maximum of the new scale and the difference between the existing pay and the pay fixed in new scale shall be allowed as personal pay.

VI. The normal date of increment shall remain unchanged except where the fixation of pay in the new scales has been done in accordance with para II above.

VII. Option may be allowed to the existing employees to retain their pay scales till they hold the current post, if found

advantageous. The benefit of pay fixation may be admissible to those employees who opt for new scales with effect from 1st July, 1968.

VIII. The Special pays recommended by the Commission in Chapter VI shall be admissible with new scales as well as with existing scales. The special pays which have been recommended for abolition shall not be drawn even with the existing scales.

CHAPTER X

INCENTIVES

The Commission is required to suggest measure for providing incentive pay or wage for good work of the Government servants. At present there are two sets of rules which provide for payment of incentive awards in the form of merit pay and cash prizes to the Government servants.

2. The grant of merit pay is made to a Government servant who does some original work of special merit deserving special recognition. The original work in such cases is adjudged by a Board and on its report, the Government takes decision to grant merit pay. A merit pay of Rs. 50/-, or Rs. 100/- or Rs. 150/- p.m. is granted depending on the merit of the case and is payable for a period of five years. It can be continued after this period provided some research work has been done subsequent to its award and the Board after assessment recommends its continuance.

3. Cash prizes are also granted to Government servants for meritorious work relating to writing of books, articles and papers and research work. The amount of prize is paid upto Rs. 1500/- provided the books, articles, pamphlets written on the subjects specified in the rules are approved and recommended by an Assessment Board.

4. The Associations of employees have suggested the following ways of providing incentives:—

- (i) by granting premature increments,
- (ii) by award of cash prizes,
- (iii) by award of certificates of appreciation,
- (iv) by promotion to higher posts,
- (v) by payment of incentive pay or wage.

5. The Commission is opposed to the policy to the grant of premature increments to Government employees in recognition of exceptional work done in a particular year because it confers a recurring monetary benefits to an employee and it imposes a heavy burden on the State Exchequer.

6. It has been urged by the employees associations that awards of certificate of appreciation in recognition of meritorious work would be conducive to encouragement and efficiency of public service. They have, however, particularly suggested that such certificates should be awarded by the Governor on important national days. This suggestion may be accepted and implemented. Such certificates may be awarded in recognition of meritorious service rendered by an employee to the State or for high sense of duty or exceptional good work done in a year.

7. The Commission is of the view that promotion provides real incentive to Government servants as compared to all other forms of incentives. In this regard it would be adequate to mention here that the Commission has already made recommendations on this subject in a separate chapter of the Report and it is hoped that method of selection by merit suggested would provide an opportunity to Government to assess or rate the merit of Government servants in fulfilment of their legitimate aspirations for recognition of merit.

8. The system of payment of incentive pay, it is felt can be applied only in cases of industrial or semi-industrial establishments and not to employees engaged in performance of administrative functions. The Commission has accordingly suggested introduction of a scheme of incentives which may be tried in the first instance in the Government Presses as discussed in Chapter XVI and if found successful it may be extended to other similar establishments like Agriculture, Engineering Workshops, State Enterprises, etc. etc.

9. An important official witness expressed the view against the continuance of merit pay scheme in the present form. The Commission feels that merit should be awarded only in cases of scientific researches or inventions of national and international importance. The Commission is of the opinion that payment of merit pay on monthly basis should be discontinued and in future only cash prizes be awarded in such cases, the amount to be determined by Government in each case on merit.

10. The Commission, therefore, suggests that cash prizes be awarded to Government servants who make valuable suggestions to the Government for plugging the loopholes in tax administration or bearing on the economy of public expenditure or increasing the revenues of the State considerably on account of the initiative of a Government servant. Changes in cash prizes rules may be made accordingly.

11. To sum up the Commission recommends following types of incentives:—

(i) Award of certificates of appreciation for meritorious services or exhibition of high sense of duty or exceptional good work done.

(ii) Promotion to higher posts.

(iii) Award of cash prizes for:—

(a) Scientific Research or inventions of National or International importance.

(b) Giving suggestions for plugging of tax loopholes or improvement in administrative procedure, having bearing on economy in public expenditure.

(c) Increasing revenue of State considerably by detecting tax evasion cases as a result of extraordinary vigilance and initiative.

CHAPTER XI

MISCELLANEOUS

1. The Commission is primarily concerned with review of pay structure and promotion policy as indicated in the Government Notification constituting the Pay Commission. But during the course of deliberations with Heads of the Departments and employees organisations some general suggestions have been made which have important bearing on efficiency and economy of administration. The Commission was handicapped by the inadequacy of time to make detailed study of the working of any one department and hence suggestions are confined to certain general aspects. The general suggestions which are being offered deserve consideration at the Government level to tone up administration and bring economy in public expenditure.

2. Overall impression given by the Heads of Departments to the Commission during the course of enquiry is that there is over-staffing in many departments. It is an admitted fact that over-staffing low down the efficiency of public service. It may be possible to make substantial reduction without curtailment of utility service or loss of efficiency. Government may appoint a High Powered body to go into this matter and suggest re-orientation of staff pattern in departments after thorough investigation. This question assumes importance particularly when the Commission is recommending improvement in pay scales. The State can pay improved emoluments to adequate staff and the cost of administration will also go down.

3. Maximum efficiency with minimum expenditure is the best ideal. To attain this objective, following suggestions are made for consideration of Government:—

(i) Classification of Government servants for the purpose of Rajasthan Travelling Allowance Rules needs revision. In view of changes in the value of money consequent to price rise, the facility to travel by first class should be allowed only to persons who are in receipt of pay exceeding Rs. 500/-

(ii) Rationalisation of telephones should be undertaken in order to avoid wasteful expenditure. Telephone

amenity at the residence of officers should be provided to only those officers who are concerned with public utility service.

(iii) It has been brought to our notice that powers delegated to the Heads of Departments to employ casual labour on work charge basis is being abused grossly. This delegation may be withdrawn except in cases of P.W.D., Engineering and other allied departments.

(iv) General consensus is that facility of reimbursement of medical expenses is misused. It has given rise to numerous malpractices among the Doctors and the Government servants. The Director of Medical and Health Services, at the suggestion of the Commission, took pains to frame Health Insurance Scheme for Government servants which is given at appendix VI. The Government may consider the feasibility of introduction of this scheme.

(v) Many officials and non-officials have favoured the abolition of institution of Class IV Government servants. They feel that existence of such a class is the legacy of feudal order. A suggestion has been made for grant of orderly allowance, of Rs. 75/- p.m. to officers entitled to orderlies. The Commission accepts this suggestion and feels that the number of Class IV employees should be gradually reduced to a considerable extent. This suggestion would save the Government more than 50 per cent expenditure and would also relieve the officers from the embarrassment of expecting Class IV officers to assist them in their private job.

(vi) Misuse of Government vehicles, it is alleged, has assumed serious proportions. A good many departmental vehicles should be withdrawn and placed under the control of District Pool/Garage. The category of officers entitled to use Government vehicle should be reviewed from time to time keeping in view necessity and frequency of time.

(vii) Size of various forms, registers, specially relating to maintenance of accounts in the Departments and in the Revenue Department can be reduced and simplified after making changes in the forms.

(viii) Attendance in Offices should be enforced rigorously. System of debiting $\frac{1}{2}$ day's C.L. to the account of

late comers and also for authorised late attendance may also be introduced as in vogue in the Central Government Offices. Quantum of C.L. may be reduced from 15 to 12 to bring this privilege at par with privilege admissible to the Central Government Employees.

4. Government servants stationed at Mount Abu met the Commission and requested for grant of Hill Allowance on the analogy of this concession admissible to Central Government Employees posted there. Mount Abu is an expensive locality and cost of living is higher than other places. Government may consider their demand sympathetically.

5. For want of adequate and up-to-date statistical data in regard to the number of employees in various pay ranges, the Government, Committees, Commissions, etc. feel handicapped in determining the financial effect whenever changes in emoluments of the Government servants are proposed or considered. The Commission feels that pay ranges may be narrowed down to a considerable extent and the statistical data as on 1st January of a year should be made available by the end of June of that very year by the Director of Economics and Statistics. The activities of the Directorate of Economics and Statistics should include undertaking of periodical survey of consumption pattern of class III and IV employees to have a State wide consumers price index on the basis of consumption pattern of these classes.

6. The Commission specially invited the representatives of All Rajasthan Employees Federation to know their reaction to the proposal whether the State Government employees would be prepared to contribute some portion of the monetary benefits, they might receive as a result of implementation of the recommendation of the Pay Commission, towards State Insurance Fund over and above the existing amount of premium. The Federation re-acted favourably to this idea with a view to help the State Government to lighten its financial burden arising as a result of revision of pay scales on the recommendations of the Pay Commission and they agreed to contribute 10% of the additional increase in pay towards insurance fund for a period of five years. The Director of Insurance was consulted and he assured that such a scheme would be formulated by him if desired by the State Government.

7. Some of the retired civil servants who appeared before the Commission to adduce oral evidence brought to the notice of the Commission that medical relief to the pensioners in the form of free hospitalisation should be provided. What they actually

wanted was that facility of free cottage ward and free medical attendance to State Civil Pensioners admitted to hospital should be provided. The Government may accept this demand and afford them much needed medical relief in old age keeping in view low rates of pension and economic difficulties with which they are confronted in the present times after retirement particularly.

CHAPTER XII

COST OF RECOMMENDATIONS

1. In the absence of availability of requisite data, relevant facts and figures, it has not been possible to make a firm estimate of the total cost of recommendations made by the Commission. However, the Commission has attempted on the basis of available material, to work out the total cost of the proposed pay structure on the basis of difference between average value of the present and the proposed scales. The additional cost on account of improvement in pay scales is estimated at Rs. 5.00 crores. This additional cost of Rs. 5/ crores will be spread over a number of years. The immediate cost on account of fixation of pay in the new scale in terms of formula recommended by the Commission is likely to be between Rs. 4.50 and Rs. 5.00 crores.

2. It is hoped that additional commitment on account of revision of scales shall be taken into account by the Finance Commission in adjudging the final requirements of the State Government during Fourth Plan so that there may be no difficulty in implementing these recommendations.

3. The Commission suggests that new scales of pay recommended may be given effect to with effect from 1st July, 1968. The other recommendations may be made effective from the date convenient to Government but not later than six months.

PART-II
PAY STRUCTURE

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CHAPTER XIII

PAY STRUCTURE OF MAJOR STATE SERVICES

In this Chapter it is proposed to deal with major Services, namely, the Services which have their own cadres and Service Rules. The considerations underlying recommendations made in respect of Pay Scales are discussed in the following paragraphs.

Rajasthan Accounts Service

2. Recruitment to this Service is made by an open competitive examination and by promotion of persons from amongst the Rajasthan Subordinate Accounts Service. The recruitment by competitive examination and by promotion is in the proportion of 3:2. As there is a parity between the pay scales of this Service and those of Rajasthan Administrative Service, the pay scales for this Service may be the same as recommended for Rajasthan Administrative Service:—

Chief Accounts Officer (Selection Grade Post)	...	Rs. 1100-1500
Accounts Officer (Senior) (Senior Scale Posts)	...	Rs. 700-1200
Accounts Officers, (Junior Scale Posts)	...	Rs. 375-850

Rajasthan Administrative Service

3. The existing pay scales and the number of posts in the Service are as follows:—

<i>Category.</i>	<i>Pay Scale.</i>	<i>No. of posts.</i>
Selection R.A.S. scale	900-1500 Min. 1050/-	25
Senior R.A.S. scale	550-1100 Min. 640/-	68
Junior R.A.S. scale	285-800	150 (excluding reserves, etc.)

4. The recruitment to the Service is made by (1) an open competitive examination, (2) by promotion of administrative subordinates, (3) by selection from amongst Extension Officers and (4) by special selection in the ratio of 16:6:2:1.

5. It may be noticed here that suggestions for changing the ratio of promotion in the cadre and limiting it to the Services most suited for it are contained in the Chapter relating to Promotion.

6. It has come to the notice of the Commission that there is much frustration among the officers in the junior scale on account of their meagre chances of promotion from R.A.S. (Junior scale) to the R.A.S. (Senior scale), to the detriment of the administration. Even after 12 years of service in the Junior Scale officers have no immediate prospect of their promotion to the Senior scale. This situation deserves to be set right without delay. Suggestions in this behalf have already been made in the Chapter on promotion regarding up-grading of some Junior scale posts and raising the strength of senior scale posts from 22% of the ratio to 30%.

7. The R.A.S. Association put forward a demand for revision of the existing scales to Junior Scale of Rs. 400-900; Senior Scale of Rs. 900-1250 and Selection Scale of Rs. 1300-1600. The following arguments were put forward by the Association in support of their demands:—

- (1) Since 1950 when the cadre was created in Rajasthan, the scales have not undergone any significant change. The minimum of the junior scales was Rs. 250/- in 1950 and by merging the dearness allowance in 1961, the minimum was raised to Rs. 285/-. It has been urged that the price level has considerably gone up and the living conditions have become adverse.
- (2) The duties and responsibilities exercised by the members of the Service are arduous and multifarious.
- (3) The pay scales of other categories of officers, the duties and responsibilities of which are in no way less than those performed by the officers of this Service, are higher.
- (4) The pay scales of the lecturers in the University are higher than those of R.A.S. officers and the best talent is, therefore, attracted towards the University side and the R.A.S. is likely to suffer handicap in the

matter of recruitment on this account. In support of this argument an extract from the Survey Report conducted by the Home Department of the State Government has been referred to wherein it is pointed out that only 10% of the persons selected by the Rajasthan Public Service Commission in this Service possess first class academic qualifications, 60% second class and the rest third class.

- (5) The State Government have recently revised the pay scales of Additional Sessions Judges in the Rajasthan Higher Judicial Service from 550-1100 (with minimum of Rs. 640/-) to Rs. 900-1800. Consequently, the R.A.S. Association has raised their demand for increase in the Senior Scale and Selection Scales, to Rs. 900-1500 and Rs. 1650-2000, respectively. It was also pointed out by them that since the constitution of Administrative and Judicial cadres, there has been a complete parity between the Senior Scales, i.e. the scale of Additional District Magistrate and the Additional Sessions Judge but with the recent upward revision of the Rajasthan Higher Judicial Service Scales, it has been disturbed.

8. The scales of State Administrative Services in some other States are as under:—

Madras.	Maharashtra.	U. P.
Rs. 375-800 Rs. 850-1100	410-965	Rs. 300-900 (Min. 350/-) Rs. 600-1250.
Gujarat.	Kerala.	M. P.
Rs. 370-1100	Rs. 375-800 Rs. 600-900	Rs. 300-850 Rs. 700-950
West Bengal.	Mysore.	Punjab.
Rs. 325-1000 Selection grade 3% of posts at a fixed pay of Rs. 1175/-.	Rs. 350-800 Rs. 900-1300	Rs. 350-1100 Rs. 1100-1300
	Bihar.	
	Rs. 325-985 Rs. 900-1400	

9. It would be noticed from a perusal of the above table that our pay scales of R.A.S. do not compare unfavourably with

the pay scales existing in other State except that the minimum of the Junior Scale in Rajasthan is very low. The R.A.S. in Rajasthan is lucky in having a selection scale, which does not exist in other States. The strength of this cadre in Rajasthan is abnormally high and that is why there is good justification for it.

10. The argument advanced by the Association that conditions of living have undergone a change since the constitution of the cadre and there is, therefore, justification for raising the scales of pay, has substance in it. The scales of pay of the lecturers in the University are higher than those prescribed for the R.A.S. and this definitely accounts for not attracting the best talent in the Service. The argument that the post of Additional District Magistrate and Additional Sessions Judge should have equal pay scales has little force in it. A comparison can be made between the pay scales of R.A.S. with those of R.J.S. and not between the pay scales of R.A.S. and those of R.H.J.S. The R.H.J.S. pay scales are in parity with the pay scales of I.A.S. The Additional District Magistrates cannot, with justification, claim parity with the Additional District and Sessions Judges for the simple reason that jurisdiction, powers and responsibilities of the two are different and not equal. In fact an Additional Sessions Judge exercises the same powers and responsibilities as are exercised and performed by a District & Sessions Judge. By increasing the pay scales of the Additional & Sessions Judges the Government have done away with an anomaly which was in existence for a long time. Hence this cannot afford a good ground to the R.A.S. Association for claiming parity in their pay scales with those prescribed for Rajasthan Higher Judicial Service.

11. Taking all factors into account, the Commission recommends the following scales for this Service:—

Selection Pay	..	Rs. 1100-50-1200-60-1500
Senior Pay Scale	..	Rs. 700-40-1100-50-1200
Junior Pay Scale	..	Rs. 375 - 25-550- 30 -850

The R.A.S. Association has urged that with a view to widen promotional scope, the promotion quota of R.A.S. officers to I.A.S. might be raised from 25% to 50%. The Commission feels that there is force in this suggestion. It is gratifying to note that the Government have already announced their acceptance of this demand, and agreed to recommend to the Government of India for raising the quota from 25% to 50% (vide the inaugural address of the Chief Minister to the R.A.S. Association this year).

Rajasthan Agriculture Service

12. This Service is divided into two Sections, namely, Extension and Research. The existing Pay Scales and the number of posts in each Section are given below:—

<i>Designation.</i>	<i>Pay Scale.</i>	<i>No. of posts.</i>
Extension.		
	Rs.	
Director of Agriculture	1650-2000	1
Jt. Director of Agriculture and equivalent posts	1300-1600	4
Deputy Director of Agriculture and equivalent posts	550-1100 Min. 640/-	*44
Assistant Director of Agriculture/ District Agriculture Officer and other equivalent posts	360-900 Min. 385/-	35
District Soil Conservation Officers and other District Level Posts	285-800	@181
Research.		
Assistant Economic Botanists and other equivalent posts	285-800	@Included in above.
Economists Botanist and other equivalent posts	550-1100	*Included in above.

13. On the Extension side, appointments on all posts in the Service are made by promotion from next lower posts except that appointment on the posts of District Agriculture Officers are made 75% by promotion from the Subordinate Agriculture posts and 25% by direct recruitment.

14. On Research side appointments are made cent per cent by promotion from the next lower posts and posts belonging to Subordinate Research Service as the case may be.

15. The suggestions of the officers of the Department and of the Head of the Department and of the official witness are summed up below:—

<i>Name of the post.</i>	<i>Suggestions of the officers of the department.</i>	<i>Suggestions of Head of Department</i>	<i>Suggestions of the official witness.</i>
Director	Rs. ..	As for Chief Engineer Rs.	As for Chief Engineer. Rs.
Jt. Director .. ..	..	1800-2000	1300-1800
Dy. Director	1000-1500	900-1800	750-1200
Assistant Director/District Agriculture Officer	400-900	400-900	400-1000

16. The main arguments given by the Head of the Department for raising the scales are as noted below:—

- (i) The importance of agriculture has been increasing for the last few years.
- (ii) The pay scales of equal and similar posts in other Departments of the Government, e.g. Forest Department were raised with effect from 1st April, 1966 whereas no substantial benefit was given to the officers of this Department.
- (iii) All India Service is likely to come into being shortly and in view thereof the pay scales of posts should not be less than the pay scales of new All India Service.

17. Agriculture is an important department of the State and the future economy of the country would depend on the work of this department. In view of the importance of agriculture and having regard to all other circumstances the Commission recommends the following scales of pay for the various officers of this Department:—

- | | |
|---|---------------|
| 1. Director | Rs. 2000-2250 |
| 2. Joint Director | Rs. 1300-1600 |
| 3. Deputy Director
and equivalent posts. | Rs. 700-1200 |

4. Assistant Director/District Agricultural Officers and equivalent posts. Rs. 500-1000
5. Officers in the existing pay scale of Rs. 285-800 Rs. 375-850

Note:—The responsibilities of the Director on account of growing importance of agriculture and plan programmes have considerably increased and in the opinion of the Commission this post deserves to be ranked and equated with that of the Chief Engineer and accordingly be placed in the scale of Rs. 2000-2250.

Research

18. Minimum qualifications required for the posts of Assistant Economic Botanist and other equivalent posts is M.Sc. (pure Science) or M.Sc. (Agriculture). The Commission, therefore, recommends the scale of Rs. 375-850 for these posts with a minimum start of Rs. 400/- and a pay scale of Rs. 700-1200 for the posts of Economic Botanists and other equivalent posts.

Engineering

19. The posts in this section can be equated with similar posts in Engineering Department for the purpose of pay scales. Assistant Engineers may carry the pay scale Rs. 375-850 and Executive Engineers the pay scale of Rs. 700-1200.

Rajasthan Animal Husbandry Service

20. The existing pay scales of various posts in the service are as follows:—

	Rs.
Director	1650-2000
Dy. Director and other equivalent posts	550-1100 Min. 640/-
Assistant Director/District Animal Husbandry Officer/Veterinary Assistant Surgeons Incharge of Class I Hospitals/ Superintendents Farms and other equivalent posts ..	360-900
Veterinary Assistant Surgeons/Animal Husbandry Extension Officers and other equivalent posts	225-800

The Head of the Department suggested slight upward revision of pay scales. The Officers of the Association of the Rajasthan Veterinary Service demanded parity in pay scales with the Officers of the Forest Department. The Association also suggested that the pay scales of certain District Officers in the

scale of Rs. 360-900, should have better pay scales than the District Officers and Veterinary Assistant Surgeons in-charge of Hospitals who are in pay scale of Rs. 360-900 as the former have to coordinate the planning work amongst the officers who are at present in equal scales.

21. The qualifications for entry in the Agriculture and Veterinary Colleges is the same and both have to undergo education for a period of 4 years before obtaining a Degree. The pay scales for Veterinary Assistant Surgeons are higher than those of Agriculture Graduates, who are in pay scale of Rs. 155-485 with a minimum of Rs. 175/-. At the district and higher levels of the two services there is parity in the pay scales of Agriculture and Animal Husbandry Departments.

22. On a review of pay scales of the Veterinary Assistant Surgeons in vogue in other States, and having regard to their duties and responsibilities, the Commission feels that the pay scale of initial entry post in the Rajasthan Veterinary Service is very high. The official witness did not throw light as to why such a high scale for Veterinary Assistant Surgeons should be retained. The Commission has come to the conclusion that in the interest of rationalisation of pay scales, the pay scale of Veterinary Assistant Surgeons which is on high side deserved to be lowered so that the internal and vertical relativity within the department may be maintained and parity with posts carrying equal responsibility may be established. The following pay scales for the service are recommended:—

	Rs.
Veterinary Assistant Surgeons and other posts in the scale of Rs. 225-800	275-650
District Animal Husbandry Officers and other posts in the scale of Rs. 360-900	375-850
Deputy Directors	700-1200
Director	1500-1800

Rajasthan Archaeology and Museum Service.

23. The existing pay scales of officers and the number of posts in the Service are as follows:—

<i>Designation.</i>	<i>Pay scale.</i>	<i>No. of posts.</i>
	Rs.	
Director	650-1250 Min. 750/-	1
Superintendents	360-900	2
Curators	225-640	7

Recruitment on the latter two categories of posts in the Service is made 50% by direct recruitment and 50% by promotion. The post of Director is, however, filled in by promotion. Educational qualification for direct recruitment on the post of Curator is Second Class Master's degree in ancient history. The qualifications for direct recruitment on the post of Superintendent is little higher than those of Curator. The head of the department suggested the following scale of pay:—

1. Curator Pay scale as for a College Lecturer.
2. Superintendent .. Pay scale as for a Professor of a Post-Graduate College.
3. Director Pay scale at par with Professor in University.

24. Although the educational qualifications prescribed for recruitment to the initial post in the cadre are at par with those prescribed for a lecturer in the College, the duties and responsibilities of teachers in the Department of Education are much higher than those of Curators in the Museum. Similarly other posts in the Service also do not stand comparison with the posts referred to above in Post Graduate Colleges and Universities. Having regard to the overall responsibility attached to the posts following scales are recommended for the Service:—

Curator	Rs. 250-625.
Superintendent	Rs. 375-850.
Director	Rs. 800-1300

Rajasthan Cooperative Service.

25. The Service consists of Assistant Registrars, Deputy Registrars and Joint Registrars with pay scales of Rs. 225-800, 550-950 and 650-1250, respectively.

26. During oral evidence the Rajasthan Co-operative Service Association stated that they had received indifferent treatment from the Government in the matter of pay scales from the very start as their pay scales have been kept lower than the pay scales of other comparable Services. The officers of the Co-operative Department, it was further added, had developed a sense of inferiority complex which is not conducive for the efficient working of the Department. They claimed parity with the Agriculture Service. They also brought to the notice of the Commission the recommendations made by Shri Balwant Rai Mehta in his Report on Cooperative movement wherein it has been pointed out that the pay scale of the Cooperative Officers should not be less than those of the officers of the Development

Department engaged in similar work. The pay scales suggested by the Association are Rs. 360-900 (with minimum of Rs. 385/-), Rs. 550-1100 (with minimum of Rs. 640/-) and Rs. 1300-1600 for the posts of Assistant Registrars, Deputy Registrar and Joint Registrar, respectively. The Head of the Department suggested the scales for the service as admissible to Junior, Senior and Selection grade R.A.S. officers, respectively, for these posts. He was, further, of the view that there may be two pay scales of Assistant Registrars. The existing holders of these posts may be placed in the Junior R.A.S. scale and the new recruits may be placed in the scale of Tehsildars in the Revenue Department and designated as Sub-Assistant Registrars or Assistant Registrars, Grade II. This suggestion is reasonable and should be accepted.

27. The recruitment on the initial posts of Assistant Registrar is done through combined competitive examination. In addition to the educational qualifications of a Degree, the entrant is required to possess at least two years administrative experience. In view of these considerations and other factors, the Commission recommends the following pay scales:—

	Rs.
Assistant Registrar, Grade II	250-625.
Assistant Registrar, Grade I	375-850
Deputy Registrar	600-1100
Joint Registrar	800-1300

Rajasthan Economics & Statistical Service.

28. The existing pay scales of the posts in the service, the number of posts in various cadres of the service and the method of recruitment thereon are as follows:—

<i>Designation.</i>	<i>Pay scale.</i>	<i>No. of posts.</i>	<i>Method of recruitment.</i>
	Rs.		
Statisticians ..	225-640 (Min. 270/-)	44	33% by promotion and 67% by direct recruitment.
Assistant Directors	285-800	15	50% by promotion and 50% by direct recruitment.
Deputy Directors	550-1100 (Min. 640/-)	10	100% by promotion.
Additional Directors	650-1250	1	100% by promotion.
Director ..	900-1700 (Min. 1070/-)	1	100% by promotion.

The post of Additional Director is in abeyance. The incumbent of the post is at present working as Director, Evalua-

tion and District Gazetteers, which post is in the pay scale of Rs. 900-1500 (with minimum of Rs. 1050/-).

29. The demands of the association of officers and the suggestions of the Head of Department for the posts in the cadre are as follows:—

<i>Designation.</i>	<i>Demand of Statistical Service Association.</i>	<i>Recommendation of Head of Deptt.</i>
	Rs.	Rs.
Statistician	360-900	360-900
Assistant Director	550-1100	360-900 + S.P. Rs. 75/-
Dy. Director	650-1200 (Min. 750/-)	650-1250 (Min. 750/-)
Additional Director	1300-1600	900-1500
Director	1650-2000	1650-2000

30. During oral evidence the Director stated that the posts of Statisticians and Assistant Directors carry equal responsibilities and duties and that is why he advocated equal scales of pay for the posts of Statisticians and Assistant Directors. The Assistant Director should, he added, get a Special pay of Rs. 75/- due to his posting being at the Headquarter. The arguments of the Director for raising his own scale were:—

(i) Minimum academic qualifications prescribed for the post of Director of College Education (whose present pay scale is Rs. 1650-2000) are exactly identical to those prescribed for his post, i.e. II class Master's degree.

(ii) The incumbents on the posts of Director of Agriculture and Director of Animal Husbandry (who are in the scale of 1650-2000) are required to possess a degree which is 4 years' course after Matriculation and experience of 10 years of service.

(iii) He, as Head of the Department, is responsible for controlling budgetted expenditure of more than that controlled by Labour Commissioner who is in pay scale of 900-1800 (minimum Rs. 1300).

(iv) Agriculture, Animal Husbandry, College Education and Economics & Statistics Departments are specialised agencies for the formulation of policies and their implementation in the respective fields of specialisation. Hence heads of these departments should have parity in pay scales.

31. The Commission gave careful consideration to the matter and is of the view that the other Heads of the Departments mentioned above have to exercise responsibilities higher than those of the Director of Economics & Statistics and they have to control big establishments. In view of these considerations and of oral evidence of the official witness, the Commission considers that the Director should be put in the scale of Rs. 1100-1500. The pay scale for the remaining posts, keeping in view the vertical relativities in the Service, may be as follows:—

Dy. Director	Rs. 700-1200
Assistant Director	Rs. 375-850
Statistician	Rs. 275-650

32. The recommendations of the Director for prescription of equal scales for the posts of Assistant Director and Statistician are not accepted as the method of recruitment and qualifications prescribed for these posts are different. The Commission has accordingly suggested separate pay scales for the posts.

33. No pay scale has been suggested for the post of Additional Director, as the post is reported to have been abolished.

Rajasthan Employment Exchange Service.

34. The existing pay scales and the number of posts in the service are as under:—

<i>Designation.</i>	<i>Existing pay scale. No. of posts</i>	
	Rs.	
District/Assistant Employment Officer ..	225-485	29
Sub-Regional Employment Officers/Assistant Directors	285-800	6
Deputy Director	360-900	1
Director	650-1250 (Min. 700/-)	1

35. The Head of the Department pointed out that the officers in this Service are selected through the "Allied Services Competitive Examination" conducted by the Public Service Commission. He, therefore, demanded parity between District Employment Officers and Junior R.A.S. Officers. He also pointed out that there had been parity in the past between the pay scales of the officers of his Department and those of the officers of the Labour Department as both were part of one organisation. This parity was disturbed with effect from 1st April, 1966 when the pay scales of officers of Labour Department were made higher

than those of officers of this department. He, therefore, urged that in case it is not possible to give the pay scales as admissible to R.A.S. Officers, the pay scales available to officers of the Labour Department be prescribed for the officers of this department.

36. On careful consideration, the Commission thinks that the initial post of District Employment Officer cannot be equated with that of a Junior R.A.S. Officer. Nevertheless some parity of these officers with the officers of the Labour Department is justified and accordingly the Commission recommends the following pay scales for this Service:

	Rs.
Assistant Employment Officer/District Employment Officer	250-625 (As for a Labour Officer).
Sub-Regional Employment Officer ..	375-850
Assistant Director	600-1100
Director	1100-1500

37. The Labour Department referred to the Commission the case of revision of pay scales of the Department with effect from 1st April, 1966 (File No. F. 2 (1) (42) LE/55). It was found from the said file that the Finance Department had agreed to put the post of Assistant Director above the post of Assistant Commissioner of the Labour Department but below the Deputy Labour Commissioner as far as revision of pay scales with effect from 1st April, 1966 was concerned. The Commission agrees with this equation and has suggested the scales for the post of Assistant Director as noted above.

Rajasthan Engineering and Technical Services.

38. It has been argued by the officers of the Rajasthan Engineering Services Associations that the existing scales of pay for the Engineering Services under the Government are inadequate. They have claimed parity with the Indian Administrative Service for the purpose of pay scales.

39. The Commission recommends the following scales of pay. It would be noticed that at the lower levels, the posts have been equated with the posts in State Administrative Service and at higher levels a fair measure of parity has been allowed between Engineering Service and the Indian Administrative Service:—

Assistant Engineer ..	Rs. 375 - 850
Executive Engineer ..	Rs. 700-1200

Superintending Engineer	..	No change
Additional Chief Engineer	..	Rs. 1650-2000
Chief Engineer	..	Rs. 2000-2250

40. The Chief Engineers who appeared before the Commission put up a claim for Special Pay of Rs. 250/-, in addition to their pay for working as Additional Secretaries to the Government. In view of the general considerations laid down elsewhere in the report and also in view of the fact that not much secretariat work is involved, the Commission does not recommend any Special Pay.

Other Technical Services.

41. Pay scales of various posts in other Technical Departments are at par with those of the posts in the Engineering Department and there is good reason to maintain this parity. The following scales of pay are recommended:—

Pay Scale: Rs. 375-850.

Inspector of Factories & Boilers.
 Assistant Town Planner (with minimum of Rs. 450/-).
 Assistant Engineer in Agriculture Department.
 Technical Assistant in the Agriculture Engineering.
 Assistant Engineer in Mines & Geology Department.
 Assistant Engineer (Surveys) in Mines & Geology Deptt.
 Mines Manager.
 Assistant Engineer in Ground Water Board.
 Automobile Engineer in Motor Garages.
 Assistant Engineer (Surveys & Town Planning).

Pay Scale: Rs. 700-1200.

Senior Inspector, Factories & Boilers.
 Deputy Town Planner.
 Executive Engineer in Agriculture Department.
 Technical & Planning Assistant in Mines & Geology Department.
 Mining Engineer in Mines & Geology Department.
 Executive Engineer, Ground Water Board.
 Dy. Drilling Engineer, Mines & Geology Department.
 Mechanical Engineer, Mines & Geology Department.

Pay Scale: Rs. 1300-1600.

Chief Inspector, Factories & Boilers.
 Senior Town Planner.

Agriculture Engineer-cum-Secretary to Rajasthan Agriculture Engineering Board.

Superintending Engineer, Ground Water Board.

Special Officer, Projects, Mines & Geology Department.

Pay Scale: Rs. 1650-2000.

Engineering-in-Charge, Ground Water Board.

Additional Chief Engineers in all Departments.

Pay Scale: Rs. 2000-2250

Chief Town Planner and Architectural Adviser to the State Government.

Director, Mines & Geology.

42. The Director of Designs & Research of the Irrigation Department pleaded before the Pay Commission that the field staff in his organisation was reluctant to stay on, as duties involve much touring in difficult areas of the State. He therefore, suggested grant of special pay to persons working in his organisation. The Commission has accepted the view point and has recommended special pay to Overseer and Assistant Engineers elsewhere in the report.

Rajasthan Insurance Service.

43. The existing pay scales of the posts in the cadre and the number of posts and the suggestions of Head of the Department are as follows:—

<i>Designation.</i>	<i>Pay scale.</i>	<i>No. of posts.</i>	<i>Suggestion of Head of Deptt.</i>
Assistant Director	Rs. 285-800	5	As for Jr. R.A.S. Officer.
Dy. Director	550-1100 (Min. 640/-)	3	
Director	900-1500 (Min. Rs. 1050/-)	1	

44. One of the posts of the Deputy Directors carries a special pay of Rs. 150/- and is designated as Senior Deputy Director. The post of Director also carries special pay of Rs. 200/-. These two special pays have been sanctioned for the additional work of maintaining the Provident Fund Accounts by the department.

45. The recruitment to the post of Assistant Director is made by promotion from amongst Superintendents and Supervisors in the Department and by direct recruitment in the proportion of 1 : 1. The method of recruitment for appointment on the post of Asstt. Director is through a combined competitive examination conducted by the Rajasthan Public Service Commission. Looking to the educational qualifications and also to the method of appointment and the parity existing with the R.A.S., the Commission recommends the following pay scales:—

Assistant Director	.. ..	Rs. 375-850
Deputy Director	.. ..	Rs. 700-1200
Senior Dy. Director	.. ..	Rs. 700-1200 with special pay of Rs. 200/-.
Director	.. ..	Rs. 1100-1500 without special pay.

Special pay is recommended to be increased to Rs. 200/- in the case of Senior Dy. Director and recommended to be abolished in the case of Director as in the opinion of the Commission, it is not proper to allow special pay to two officers in one department for exercising control and supervision over maintenance of Provident Fund Accounts, which is regarded as additional work for this Department.

Rajasthan Industries Service.

46. The existing posts in the Service, their pay scales and the recommendations of Head of the Department for the pay scales of posts in the Service are as follows:—

<i>Designation.</i>	<i>Scale.</i>	<i>No. of posts</i>	<i>Recommendation of Head of Department.</i>
	Rs.		Rs.
District Industries Officer	225-485	7	285-800
Assistant Director of Industries	225-640 (Min. 270/-)	11	360-900
Dy. Director	550-1100 (Min. 640/-)	2	As for Executive Engineer in P.W.D
Joint Director	900-1500 (Min. 1050/-)	2	1300-1600

47. The official witness who appeared before the Commission endorsed the suggestions of the Head of the Department as far as the pay scales of District Industries Officers and Assistant Directors are concerned.

48. The recruitment to the posts of District Industries Officer and Assistant Director is made by promotion from next lower posts and by direct recruitment in proportion of 50:50.

The educational qualifications prescribed for making appointment on these posts are Degree in Science, Economics, Commerce, Engineering with three years and five years experience in Government Department or a Commercial concern of repute, respectively. The appointment on the other two posts of the cadre is made by promotion from the next lower posts.

49. Looking to the qualifications and method of recruitment and also the duties and responsibilities exercised by the incumbents of the posts, the following pay scales are recommended:—

	Rs.
District Industries Officer	250-625
Assistant Director	375-850
Deputy Director	700-1200
Jt. Director	1300-1600

Rajasthan Jail Service.

50. The Service consists of Deputy Superintendents, Jails, Superintendents, Jails, Grade II, Superintendents, Jails Grade I, Deputy Inspector General and the Inspector General. The existing scales and the number of posts are as follows:—

<i>Designation.</i>	<i>Pay Scale.</i>	<i>No. of posts.</i>
	Rs.	
Dy. Superintendent, Jails	170-400	5
Superintendent, Jails Gr. II	275-650	3
Superintendent, Jails Gr. I	550-950	3
Deputy Inspector General		
Inspector General	1300-1600	1

51. The initial post in the Service is that of the Deputy Superintendent, Jails on which appointment is made by direct recruitment and by promotion. The ratio of direct recruitment and promotion is 50:50.

52. The Inspector General of Prisons who appeared before the Commission has made the following proposals in regard to revision of pay scales:—

Dy. Superintendent, Jails .. .. .	.. At par with Inspector of Police.
Superintendent of Jails, Gr. II .. .. .	.. At par with Jr. R.A.S. scale.
Superintendent of Jails, Gr. I .. .. .	.. At par with Sr. R.A.S. scale.
Dy. Inspector General .. .. .	.. At par with Sr. R.A.S. Officer plus S. P. of Rs. 150/-.

53. The Commission agrees with the above suggestion regarding parity in the matter of pay scales with those of Police Department as the responsibilities exercised by Jail Officers are similar in nature to those of Police Officers. However, no opinion is expressed here about special pay. Accordingly the Commission recommends the following pay scales:—

Dy. Superintendent	..	..	..	275-650
Superintendent, Jail, Grade II	..	..	..	375-850
Superintendent, Jail, Grade I	..	..	..	700-1200
Dy. Inspector General	..	..	..	1250/- fixed.
Inspector General	..	..	..	1300-1600

Rajasthan Judicial Service.

54. The number of posts and the existing pay scales in this Service are as follows:—

<i>Designation.</i>	<i>Pay Scale.</i>	<i>No. of posts.</i>
	Rs.	
Munsifs	285-800	117
Civil Judges	360-900	36

55. The recruitment in the Service is made by competitive examination conducted by the Rajasthan Public Service Commission. There is also a provision for grant of two advance increments in the junior scale of pay to a person on appointment if he has put in two years actual practice at the Bar. The Association of R.J.S. Officers has demanded the pay scale of Rs. 400-900 and Rs. 700-1200 for the Munsifs and Civil Judges respectively. The Association has also contended that as the officers spend two years more in taking a Law degree, they should be given two advance increments at the time of entry in Service. Persons having done LL.M. should be allowed two additional increments.

56. The Rajasthan High Court has, however, suggested parity between the pay scales of officers of R.J.S. and R.A.S. It was, further, pointed out by the High Court that a proposal for making initial recruitment to the Service from amongst the practising lawyers only was under their consideration and that the Draft Rules in this connection are in formative stage and are likely to be finalised in the near future. In view of these provisions in the draft rules, it is necessary that higher start be given to practising lawyers appointed as Munsifs as follows:—

- (1) One advance increment over and above the initial pay for the first two years' practice.

- (2) Two advance increments for a practising lawyer of four years and above.

57. The Commission agrees with the views of the High Court and recommends the following scales:—

Munsifs	Rs. 375-850.
Civil Judges	Rs. 700-1200

The suggestions for grant of advance increments on initial recruitment proposed by the High Court are also endorsed. New appointees to the Service with two years' practice may start at Rs. 400/- and with 4 years' and above practice at Rs. 425/-. During probation the officers will however draw Rs. 350/- (fixed).

Rajasthan Higher Judicial Service.

58. The Service consists of Civil and Additional Sessions Judges and District & Sessions Judges. These posts carried the pay scale of Rs. 550-1100 (with minimum of Rs. 640/-) and Rs. 900-1800, respectively, with effect from 1st April, 1956. Recently the Government have merged the posts of Additional District & Sessions Judges in the cadre of District & Sessions Judges and thus a common pay scale of Rs. 900-1800 has been made applicable to both categories of officers. The Law Commission recommended parity in pay scales of this category of officers with I.A.S. As the State Government have recently done away with the anomaly, the Commission considers that no further change in the pay scales is necessary. There are four posts of District & Sessions Judges in the Selection Grades of Rs. 2000-2500. The pay scale for these posts may be Rs. 2000-2250 in conformity with standard pay scale suggested by the Commission.

Rajasthan Labour Service.

59. The existing pay scale of posts encadred in the Service and the number of such posts are given below:—

<i>Designation.</i>	<i>Pay scale.</i>	<i>No. of posts.</i>
	Rs.	
Labour Officer	225-640	16
Assistant Labour Commissioner	285-800 (Min. 335/-)	8
Dy. Labour Commissioner	550-1100 (Min. 640/-)	3
Jt. Labour Commissioner	900-1500 (Min. 1050/-)	1
Labour Commissioner	900-1800 (Min. 1300/-)	1

60. The recruitment on the post of Labour Welfare Officer is partly done by direct recruitment and partly by promotion from Labour Inspectors.

61. The educational qualification prescribed for recruitment on the post of Labour Welfare Officer is a degree plus LL.B. or a certificate of Labour Officer's Training Course. The appointment to other posts in the cadre is made by promotion from the next lower posts in the cadre.

62. The Association of the Labour Welfare Officers has pleaded that the profession of Labour Officers is very much exacting, requiring a deep understanding of human psychology and human relations, while striving concurrently for greater efficiency, increased production and general welfare of the workers in industries and suggested the pay scales, Rs. 360-900, Rs. 650-1250, Rs. 950-1500, Rs. 1300-1600 and Rs. 1650-2000 for the above mentioned posts, respectively.

63. The Head of the Department has, however, recommended the scales of Rs. 285-800, Rs. 550-1100, Rs. 950-1500, Rs. 1650-2000 and Rs. 1800-2250 respectively for the above-mentioned posts.

The official witness who appeared before the Commission did not suggest any change in pay scale for the post of Labour Commissioner.

64. Looking to the pay scales available in other State Governments duties and responsibilities of the various posts and to the relativities vis-a-vis other State Services, the following pay scales are recommended:-

	Rs.
Labour Officer	250-625
Assistant Labour Commissioner	375-850
Dy. Labour Commissioner	700-1200
Jt. Labour Commissioner	1100-1500
Labour Commissioner	900-1800 with minimum of Rs. 1300/-.

65. The Labour Officers and Assistant Labour Commissioners of the cadre on deputation to other Departments may also be in the scales recommended above.

Rajasthan Medical Service.

66. The existing pay scales of the posts in the Rajasthan Medical Service are as follows:—

Civil Assistant Surgeon	..	Rs. 285-800 with minimum of Rs. 335/- specifically to be authorised by the Medical Department.
Junior Specialist	..	Rs. 550-1100 with minimum of Rs. 580/-
Senior Specialist	..	Rs. 650-1250 with minimum of Rs. 850/-
District Medical & Health Officer	..	Rs. 550-1100 with minimum of Rs. 580/- plus S.P. Rs. 100/-
Assistant Directors	..	550-1100 + N.P.A. Rs. 150/-
Dy. Director	..	Rs. 1300-1600.
Additional Director	..	Rs. 1500-1800.
Director	..	Rs. 2000-2500.

67. The Civil Assistant Surgeons are eligible for promotion to the posts of Junior Specialist if they possess the degrees of M.S. or M.D. in the speciality concerned. The post of District Medical & Health Officer is a promotion post for Civil Assistant Surgeons on the basis of seniority-cum-merit. The posts of Assistant Directors and District Medical & Health Officers are interchangeable except that one carries special pay and the other non-practising allowance. A Civil Assistant Surgeon is also eligible for promotion to the post of Assistant Director if he possesses Diploma in Public Health. Deputy Directors and higher posts are promotion posts. Senior Specialists are eligible for promotion to the post of Director.

68. The Medical Service Association, during oral evidence, demanded the pay scales as follows:—

Civil Assistant Surgeons	..	Rs. 360-900.
Junior Specialist/Assistant Directors/ District Medical & Health Officers	..	Rs. 650-1250.
Senior Specialists/Dy. Directors	..	Rs. 900-1800.

69. Considering the views of the Director, Medical & Health Services and of official witnesses and also keeping in view the pay scales available to similar officers in other States the Commission recommends the following pay scales:—

		Rs.
Civil Assistant Surgeons	..	Rs. 375-850 + N.P.A. Rs. 100/- non-practising posts.
District Medical & Health Officers	..	600-1100 (without special pay) + N.P.A. Rs. 200/-
Assistant Director	..	Rs. 600-1100 + N.P.A. Rs. 150/-
Junior Specialist	..	Rs. 600-1000 + N.P.A. Rs. 200/-
Senior Specialist	..	Rs. 800-1300 + N.P.A. Rs. 300/-

70. The pay scales of Deputy Director, Additional Director are quite adequate. Hence no change has been recommended. These scales will be treated as non-practising pay scales by themselves and hence no non-practising allowance has been recommended. The Director of Medical & Health Services has been proposed to be placed in the standard pay scale of Rs. 2000-2250.

71. At present Post-Graduates on appointment as Civil Assistant Surgeons are allowed higher start of Rs.410/- in the pay scale of Rs. 285-800. The Commission recommends higher start of Rs. 400/- in the new pay scale instead of Rs. 410/- in consideration of higher qualifications.

72. A person possessing M.B.B.S. qualification appointed as Civil Assistant Surgeon in future will draw Rs. 350/- (fixed) during the period of probation and a post graduate Rs. 400/- (fixed).

**Rajasthan Medical (Collegiate Branch) Service
and Other Gazetted Staff in Colleges.**

73. The Rajasthan Medical (Collegiate Branch) Service consists of two wings namely Clinical Wing and Non-Clinical Wing. The existing pay scales of the posts in both Wings are as follows:—

Lecturer	Rs. 550-1100
Reader	Rs. 650-1250 (Min. Rs. 750/-)
Professor	Rs. 1300-1600

Teachers on clinical side are, in addition to the above pay scales, allowed non-clinical allowance at the following rates:—

Professors	Rs. 300/-
Readers	Rs. 200/-
Lecturers	Rs. 150/-

74. In a separate chapter it has been suggested that the teaching staff (clinical) in the Medical Colleges may be debarred from doing practice. Considering this aspect and also keeping in view the suggestions made by the Principals of Medical Colleges and by the Director of Medical and Health Service, the following pay scales for both clinical and non-clinical staff are recommended:—

Lecturers	Rs. 600-1100 + N.P.A.	Rs. 200/-
Readers	Rs. 800-1300 + N.P.A.	Rs. 300/-
Professors	Rs. 1300-1600 + N.P.A.	Rs. 400/-

Other Posts in Medical Colleges.

Tutors.

75. Tutors draw special pay of Rs. 50/- in addition to pay in C.A.S. scale. The continuance of special pay is not recommended.

Demonstrators.

76. The Demonstrators are allowed a higher start of Rs. 385/- in the existing scale of 285-800. In the new scale no higher start is recommended except for Post-Graduates who will start at Rs. 400/- (fixed) during the period of probation in the scale of Rs. 375-850.

The post of Additional Principal at Jaipur Principals of Medical Colleges (other than at Jaipur) carry special pay of Rs. 350/- in addition to the pay scale as admissible to Professors. The post of Principal, Medical College, Jaipur carries a special pay of Rs. 400/- p.m. These special pays have been recommended to be continued with the new pay scales.

Rajasthan Police Service.

77. Recruitment to this Service is made by a competitive examination and by promotion of Police Inspectors in the ratio of 2:3. The competitive examination is common for the members of this Service and the Rajasthan Administrative Service. The pay scales and the number of posts in the Service are as follows:—

<i>Category</i>	<i>Pay scale</i>	<i>No. of posts</i>
	Rs.	
Junior Scale	285-800	168
Senior Scale	550-950	25
Selection Scale	850-1250 (Min. Rs. 900)	3

78. In most of the States the pay scales of Police Officers are a bit lower than the scales available to Administrative Officers. This anomaly is also noticeable in the Indian Administrative Service and Indian Police Service. The Commission, however, feels that the existing parity should be maintained at the junior and senior level but the pay scales for Selection Grade posts shall have to be a bit lower than those of the corresponding posts in R.A.S. Cadre for the reason that I.P.S. scales of Superintendent of Police's posts are a bit low.

Accordingly, the following pay scales for the service are recommended:—

Junior scale	..	..	..	..	Rs. 375-850
Senior scale	..	..	..	..	Rs. 700-1200
Selection scale	..	..	..	..	Rs. 1250/- (fixed).

Rajasthan Presses Service.

79. The service consists of Director, Superintendents and Assistant Superintendents. The existing pay scales of the posts are Rs. 550-1100, Rs. 225-640 and Rs. 170-400 respectively. Appointment to the post of Assistant Superintendent is made by promotion from departmental candidates and by direct recruitment in proportion of 50:50. The other two posts viz. Superintendents and of Director are filled by promotion.

80. The pay scales of Assistant Superintendent and Superintendent of Presses are inadequate considering the nature of responsibilities shouldered by the holders of these posts. Accordingly, the Commission recommends the following pay scales:—

Assistant Superintendent.	Rs. 250-625
Superintendent.	Rs. 375-850

81. The Head of Department recommended special pay of Rs. 75/- for the post of Superintendent, Government Press at Jaipur on account of higher responsibilities of the post compared to other Superintendents. The Commission accepts his recommendation and has recommended a special pay of Rs. 75/- p.m. The post of Director should be filled in by an officer from R.A.S./R.S.S./I.A.S.

Rajasthan Public Relations Service.

82. The existing pay scales and the number of posts in the Service are as follows:—

<i>Designation</i>	<i>Scale</i>	<i>No. of Posts</i>
	Rs.	
Director	650-1250	1
Dy. Director	360-900	3
Assistant Directors and equivalent posts	275-650	5
Public Relations Officers and equivalent posts	225-485	26

83. Appointment to the post of Public Relations Officer is made by direct recruitment and by promotion in proportion of 50 : 50. Promotion is made from amongst the subordinate staff. Direct recruitment is made through Public Service Commission. The direct recruitment is made of Second Class Graduates with five years' experience in newspapers offices or of Graduates with Diploma in Journalism. Appointment to the cadre of Assistant Directors (and equivalent posts) is also made by direct recruitment and by promotion on 50 : 50 basis. Promotion is from amongst the Public Relations Officers. Appointment to other posts in the cadre is made by promotion only

84. The Rajasthan Public Relations Service Association has suggested the following pay scales:—

- | | |
|--|----------------------|
| (1) Public Relations Officer | Junior R.A.S. scale. |
| (2) Asstt. Director and equivalent posts | Senior R.A.S. scale. |
| (3) Dy. Director | Rs. 950-1400. |
| (4) Director | Rs. 1500-1800. |

85. The Association has also suggested Selection Grades for all the above posts to provide promotional avenues for the cadre officers. The reasons given for increased remuneration on the posts are that the duties and responsibilities of the District Officers of the Department are not less important and onerous than those of R.A.S. cadre. Further, the pay scales of persons of Newspaper Industry are higher than the pay scales of the officers in the Department. The Head of the Department has endorsed the demands of the Association.

86. The official witness who appeared before the Commission suggested the scales of Rs. 250-625, Rs. 375-800, Rs. 600-1100 and Rs. 1500-1800 for these posts, respectively.

87. The Commission is of the view that the duties and responsibilities of the posts of Public Relations Officers cannot be equated with those of the Junior R.A.S. Officers. After giving careful consideration to the matter, the following pay scales for the Service are recommended:—

Public Relations Officers and equivalent posts	Rs. 250-625
Asstt. Directors and similar posts in the cadre	Rs. 375-850
Deputy Director	Rs. 600-1100
Director	Rs. 1100-1500

General

All Officers who are appointed by direct recruitment method and are required to remain on probation under the existing service rules or orders of the Government and for whom pay scale of Rs. 375-850 has been recommended by the Commission, shall draw during probation a fixed pay of Rs. 350/-. Only on completion of probationary period and on their confirmation, they shall draw pay at the minimum stage in the pay scale of Rs. 375-850. These provisions will also apply to persons who are appointed in the scale of Rs. 375-850 from open market on ad hoc or temporary basis.

CHAPTER XIV

PAY SCALES OF COMMON CATEGORIES OF POSTS

In this chapter it is proposed to deal with common categories of posts like Class IV, Ministerial and clerical supervisory posts. The pay scales of posts peculiar to certain departments have been discussed in the other chapters dealing with those departments even though they are categorised as ministerial and Class IV Government servants.

(A) Class IV Servants.

2. This category includes peons, farrashes, sweepers, orderlies, cycle-sawars, daftries, jamadars, binders, chowkidars, record lifters, etc.

3. The peons and jamadars etc. are unskilled workers and constitute a single largest category of employees. The existing pay scales for these categories of Government servants are Rs. 45-80 and Rs. 50-90. The total number of such employees is 42,586.

4. The Rajasthan Sahayak Karamchari Sangh and its Secretariat Branch have represented that the present pay scale for this class of employees is quite inadequate and needs revision. They have both demanded pay scale related to 'need based wage' which should ensure minimum human needs of the lowest paid Government servants. The Secretariat Branch of the Association has attempted to work out the minimum requirements of a family consisting of 5 members at the current price level. According to their calculations, the minimum wage should not be less than Rs. 142/- per month as on 8/67. On these considerations they have suggested the pay scale of Rs. 80-3-105-111-120-5-150 for peons, farrashes, cycle-sawars, etc. and the scale Rs. 90-5-160-8-200 for jamadars, daftries, etc. The Akhil Rajya Karamchari Sanyukat Mahasangh, Kota Branch and the Rajasthan Ministerial Service Association (Secretariat Branch), Jaipur, have also calculated the minimum wage of a standard working class family as Rs. 175/- and Rs. 234/- per month respectively.

5. In the memorandum presented to the Commission it was contended by the Service Association that the minimum

wage should be determined exactly in accordance with the principles and norms laid down by the 15th Indian Labour Conference. The conclusions of this Conference are as follows:—

“(1) While accepting that minimum wage was ‘need-based’ and should ensure the minimum human needs of the industrial worker the following norms were accepted as a guide for all wage-fixing authorities including minimum wage committees, wage boards, adjudicators, etc.

- (i) In calculating the minimum wage the standard working class family should be taken to comprise three consumption units for one earner, the earning of women, children and adolescents, etc.
- (ii) Minimum food requirements should be calculated on the basis of a net intake of calories as recommended by Dr. Aykroyd for average Indian adult of moderate activity.
- (iii) Clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum, which would give the average worker’s family of four a total of 72 yards.
- (iv) In respect of housing, the rent corresponding to the minimum are provided for under Government’s Industrial Housing Scheme should be taken into consideration in fixing the minimum wage.
- (v) Fuel, lighting and other miscellaneous items of expenditure should constitute 20% of the total minimum wage.

(2) Wherever the minimum wage fixed was below the norms recommended above, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from adherence to the aforesaid norms.”

6. On the above principles the Second Central Pay Commission appears to have assessed the minimum wage at prices prevailing in 1958 at about Rs. 125/- p.m. vide para 10 of Chapter VII of the Second Central Pay Commission’s Report. This figure may roughly become Rs. 220/- p.m. on the basis of prices prevailing in 1967. Obviously it is difficult for the State Government to pay salaries to Government servants on this basis. The total additional cost to the exchequer on this account only would be to the tune of about Rs. 4.75 crores. It would thus be seen that the basis suggested by the Conference is unreal

in the present context of national economy. Examining the diet proposed by the Conference, the Second Central Pay Commission found that the diet was of a much higher standard than that which is consumed by the people in general. On the advice of Dr. Patwardhan the suggested diet was as follows:—

Cereals	..	..	..	..	15 oz.
Pulses	..	..	..	..	3 oz.
Vegetables	..	..	..	..	6 oz.
Milk	..	..	..	..	4 oz.
Sugar and Gur	..	..	..	..	1½ oz.
Vegetable oil and Ghee	..	..	..	..	1¼ oz.
Groundnut	..	..	..	..	1 oz.

7. The value of this diet is a little over 2600 calories. The Commission sought the assistance of the Government experts in getting the minimum wage worked out by taking into account the diet suggested by Dr. Patwardhan and on the norms laid down by the 15th Indian Labour Conference. The experts calculated the minimum wage on this basis at Rs. 136.70. At present the Government is paying Rs. 110/- p.m. as minimum wage to its lowest paid employees (Rs. 45+Rs. 65=Rs. 110). The difference is of about Rs. 26.70. Hence, there appears to be a case for raising the salary of Class IV employees.

8. It appears that the details of food components shown by the Associations in support of their demand for minimum-need-based wage are either not in conformity with physical composition of a balanced diet as propounded by Dr. Patwardhan or the cost of various articles in the calculations are not in accordance with the prices prevailing in the market.

9. The total minimum emoluments paid to Class IV employees in different States are as follows:—

<i>State</i>	<i>Amount</i>	<i>Effective date from which it is paid</i>
Rajasthan	110	1-11-67
Kerala	125	1-12-67
Madras	109	1-11-67
Mysore	115	1-3-68
Gujrat	124	1-3-68
Central Government	135	1-11-67
Uttar Pradesh	134	1-6-67
West Bengal	108	1-5-67
Bihar	102	1-4-67

10. Another test for determining the adequacy of minimum salary is whether it compares favourably with the wages obtainable in private employment in the State. The Commission examined the rates of remuneration payable to the industrial workers outside the Government employment for the sake of comparison. The minimum wages paid in Jaipur Metals Works, Hindustan Zinc Limited and Mewar Textile Mills Ltd., are Rs. 55/-, Rs. 104.60 and Rs. 70.50 respectively. The minimum salary paid by the Government to its lowest paid employee is above the minimum wages paid in private employment.

11. Further, the State Government have also fixed the minimum wages under the Minimum Wages Act of 1948 for unskilled workers employed in various industries. The statutory minimum wage fixed by the State Government for the unskilled workers is Rs. 60/- in Oil Mills, Mica Works, Public Motor Transport, Printing Presses and for employment under Local Authorities. This minimum wage is a consolidated wage. It is worthwhile to note that the statutory minimum wages fixed in our State for unskilled industrial workers is much less than the minimum wage paid to a regular Government servant.

12. The Commission also considers that the minimum remuneration of Rs. 136.70 indicated in para 7 above would not be feasible at the present level of economic condition. The figures of State per capita income on current prices since 1960-61 are reproduced below: —

<i>Year</i>					<i>Per capita State income.</i>
1960-61	..	..	..	..	323
1961-62	..	..	..	..	343
1962-63	..	..	..	..	342
1963-64	..	..	..	..	336
1964-65	..	..	..	..	400
1965-66	..	..	..	..	385
					(Advance estimates)

The per capita income has varied between Rs. 323 and Rs. 400 from 1960-61 to 1965-66. Taking Rs. 385.00 as per capita income and taking a standard family as consisting of 4 members of whom one is earner, the minimum wage might not be of the order of Rs. 136.70, when on the basis of the national income the average income for a family works out Rs. 128.00 per mensem.

13. In view of the above considerations, it is considered quite reasonable to fix minimum wage at Rs. 60/- per month. On adding dearness allowance of Rs. 65/- to this figure, the minimum wage would be Rs. 125/-. This pay would amount to an increase of 33% of the existing minimum pay which it is hoped will go a long way in meeting the demands of the Associations in the context of the present level of the country's economy. The Commission recommends the scale of Rs. 60-1-65-2-85 for this category of employees. All existing employees placed in the scale of 45-80 shall be brought on the new scale unless otherwise specifically mentioned in other parts of this Report. In the new scale the maximum has been increased by Rs. 5/- as compared to the maximum of the existing scale so that the employees who are drawing maximum pay would have an opportunity to reach upto the stage of Rs. 85/-.

14. The second category of employees in this class includes Jamadars, Daftries, etc., who are placed in a little higher scale of Rs. 50-90. This is a promotion grade for Class IV employees. Since the lower scale of this category of employees has been improved, this existing scale of Rs. 50-90 is also recommended to be revised to Rs. 66-2-90.

15. Opportunities available to Class IV Government servants for advancement in their career by way of promotion to the posts of Lower Division Clerks and onwards in the ministerial line under the Rajasthan Subordinate Offices Ministerial Staff Rules, 1957 and Rules regulating recruitment to and conditions of Service of persons appointed to, the Ministerial Staff of the Rajasthan Secretariat are, on the whole reasonable and adequate. It has been represented that provisions in the aforesaid Rules requiring a matriculate Class IV employee to qualify in the examination to be conducted by the Public Service Commission for recruitment to the post of Lower Division Clerk has proved to be stiff and needs a little change. It is felt that ordinarily the Class IV employees who acquire matriculation qualification while in service are not in a position to contest along with fresh matriculates and to stand competition with them. In order to give real benefit of the provisions discussed above, it is considered necessary to soften the rigour of the condition requiring them to qualify in the examination to be conducted by the Commission. This would provide substantial relief in as much as they would be able to get appointment on the post of Lower Division Clerk on the basis of reservation quota prescribed for them under the Rules without competing at the examination.

Ministerial Staff (Excluding Government Secretariat, Legislative Assembly, Public Service Commission and High Court).

16. The Ministerial staff in offices other than in the Secretariat consists of the following categories of employees: Lower Division Clerks, Upper Division Clerks, Steno-typists, Accounts Clerks, Assistants, Head Clerks (other Offices)/Clerks-in-Charge of Sections, Head Clerks (in the office of the Heads of Departments), Stenographers (Senior and Junior), Superintendent Gr. I and Superintendent Gr. II.

17. The number and scales of pay of the above posts are as follows:—

<i>Designation.</i>	<i>Existing Pay Scales.</i>	<i>Total No. of posts.</i>
Lower Division Clerks (including Steno-clerks)	Rs. 90-200	13104
Upper Division Clerks (including Accounts Clerks and Steno-clerks)	Rs. 120-300	8595
Assistant	Rs. 120-385 (Min. Rs. 155/-)	150
Stenographers Gr. II	Rs. 170-385	80
Stenographers Gr. III	Rs. 140-330	481
Superintendents Gr. II	Rs. 170-385	46
Superintendents Gr. I	Rs. 200-450	112

18. Generally, direct recruitment is made at the level of Lower Division Clerk in the Subordinate Offices. The minimum qualifications prescribed for direct recruitment to the post of Lower Division Clerk and Upper Division Clerk are High School examination and a degree in Science, Agriculture, Commerce and Arts respectively. All appointments to the posts above the level of Upper Division Clerks are made by promotion.

19. The University of Rajasthan is conducting a Course called "Junior Diploma Course" for imparting training to clerks in the Secretariat and business training leading to award of Junior diploma. This diploma is recognised by the State Government for making recruitment on the posts of Lower Division Clerks as well as Upper Division Clerks. Persons who secure 65% marks or more in the aforesaid course are eligible to be appointed as Upper Division Clerks direct and the rest as

Lower Division Clerks. It may be stated that the diploma holders are given preference for appointment to clerical posts. The posts which remain vacant after offering employment to the junior-diploma-course-holders are filled in by means of a competitive examination conducted by the Rajasthan Public Service Commission.

20. The Rajasthan Ministerial Services Association, in reply to the Questionnaire, suggested the pay scales as follows:—

	Rs.
Lower Division Clerks/Upper Division Clerks/Steno-typists ..	300-600
Asstt. Sadar Munsarim and Supervisor (Insurance)	350-800
Superintendent Gr. I and Gr. II	400-900
Stenographers (Jr.)	325-700
Stenographers (Sr.)	375-850

21. They have also demanded one running scale for Lower Division Clerk and Upper Division Clerk, Steno-typist and another for Superintendent Grade I and Grade II, and two scales for Stenographers instead of three existing scales (including one in the Secretariat).

22. Besides the memoranda presented by the Associations, the Commission have received a number of representations and memoranda from the ministerial government servants. Their main demands are briefly stated below:—

(1) Disparity between the pay scales of Secretariat and subordinate offices is not justified on account of identical nature of duties and responsibilities at lower levels.

(2) There should be one running scale for Lower Division Clerk and Upper Division Clerk and for Steno-typist.

(3) The institution of efficiency bars in pay scales should be abolished.

(4) The ministerial employees should be made eligible for appointment to the posts encadred in subordinate and State Services.

(5) Special pay granted to Lower Division Clerks and Upper Division Clerks in the offices of the Heads of

Departments should also be allowed to all other ministerial government servants.

(6) There should be a separate cadre and separate pay scales for Accounts Clerks.

23. On examination of the pattern of pay scales as in vogue in other States, it is noticeable that distinction in pay scales of Secretariat and non-Secretariat Departments has been maintained every where. The Ministerial Services Association, Secretariat Branch has asserted that the status-quo in the matter of pay scales which reflects differences in emoluments of Secretariat clerical staff and non-Secretariat clerical staff should continue. The argument they have advanced in support of this claim is that distinction has to be maintained in respect of policy making organisation, i.e. Secretariat and other offices engaged in implementation and execution of programmes and other subordinate offices in the matter of prescription of pay scales because the work in the Secretariat is of higher order. It is relevant to point out that the existing differences in the pay scales of ministerial employees employed in Secretariat and non-Secretariat Departments is not very wide. It is recognised that the nature of work in the Secretariat which involves complexity demands greater ability and intelligence for discharge of duties and responsibilities as compared to the nature of work performed by their counterparts in the subordinate offices. The First and Second Central Pay Commissions also examined this question at length and came to the conclusion that Secretariat staff should be allowed higher pay scales than the staff in the Subordinate offices. During the course of oral examination, the official witnesses also subscribed to this view. In view of the position discussed above, the Commission is inclined to hold that the distinction in the matter of pay scales as between Secretariat and non-Secretariat offices should continue above the level of Lower Division Clerk. There should be no discrimination in the matter of pay scales in the Secretariat and subordinate offices so far as Lower Division Clerks are concerned. They are generally engaged in routine type of work involving typing, receipt, despatch and routine clerical work. The work is of simple nature and there is no scope for differentiation in the matter of pay scales, taking into consideration the duties and responsibilities from one office to another. Besides this, the minimum qualifications prescribed for a Lower Division Clerk in the Secretariat and other offices is the same. There is, therefore, no justification for different pay scales being prescribed for Lower Division Clerks in the Secretariat and other offices on the basis of nature of work and responsibilities and qualifications.

24. It has been urged by the Rajasthan Ministerial Service Association that there should be running pay scales for certain categories of ministerial employees viz., one scale for Lower Division Clerk, Upper Division Clerk and Steno-typist and another for Superintendent Grade I and Grade II, etc. This point has been discussed in an earlier chapter and the Commission has come to the irresistible conclusion that running scales create sense of self-complacency which brings stagnation and inefficiency in services, more so, the theory of running scales retard incentive to work hard.

25. The question of abolition of efficiency bars and selection bars in the pay scales has been examined in the chapter "Principle of Pay Determination" and the Commission has favoured their discontinuance in the pay scales generally except where rise in pay at certain stages has been made conditional subject to attainment of academic qualifications or passing of departmental examinations.

26. There is a general complaint from Ministerial Services Associations that there are no adequate avenues for promotion for them. This is a problem which has a wide policy import and needs detailed examination. This question is dealt with in a separate chapter "Principles and policy of Promotion."

27. The question regarding continuance or discontinuance of special pays has also been dealt with separately in this Report and the Commission has found no justification for continuing grant of Head Office allowance to Lower Division Clerks and Upper Division Clerks posted in the offices of the Heads of Departments.

28. Within the cadre of Upper Division Clerks, some of the posts are designated as Accounts Clerks though for the purpose of gradation list, the Accounts Clerks also form part of the cadre of Upper Division Clerk. It has been alleged by the Accounts Clerks that their common seniority with the Upper Division Clerks in the departments have resulted in delaying their confirmations. Moreover, a Lower Division Clerk or Upper Division Clerk who passes the Accounts Clerks Examination is only entitled to be appointed as Accounts Clerks. It has, therefore, been urged that there should be a separate pay scale for them. The Commission has looked into the duties and responsibilities of accounts clerks and finds no justification for according separate treatment in the matter of pay scales. They should be at par with Upper Division Clerks. On passing Accounts Clerk's Examination a Government servant may be allowed one advance increment in addition to the pay fixed on

the post of Accounts Clerk under the normal Rules. Special pay of Rs. 10/- to Accounts Clerk is recommended to be abolished. The pay of existing Accounts Clerks who are in receipt of special pay may be fixed in new scale by treating the special pay as part of pay.

29. The pay scales of ministerial government servants have not been improved since 1950 except partial merging of dearness allowance into the basic pay on 1-9-1961. The Commission finds that the Government did improve the pay scales of a number of higher class of employees from time to time and provided them some increases. All the Associations are unanimous in their complaint that the pay scales of a good many officers have been substantially improved. They have particularly pointed out by presenting a comparative statement showing the pay structure of gazetted and non-gazetted officers to prove that in most cases the officers have received increase in minimum pay as well as in maximum ranging from Rs. 90/- to Rs. 750/- in minimum and from Rs. 50/- to Rs. 750/- in maximum. They have attempted to show that on an average 42 classes of officers have received approximately a minimum increase of Rs. 150/- with effect from 1-4-1966. On the basis of these facts they have pleaded, during the course of oral evidence as well as in written memoranda presented to the Commission, a case for increase in their remuneration. Another argument they have placed before the Commission is to build a rational pay structure on the basis of 'need based wage' keeping in view the vertical relativities in the context of present concept of reducing disparities in the level of incomes of the government servants.

30. The Second Central Pay Commission recommended a scale of 110-3-131-4-155-EB-4-175-5-180 for Lower Division Clerks in Government of India, which came into force with effect from 1st July, 1959. The Commission has accepted the principle as discussed above that there should be no distinction between the Secretariat and Non-secretariat Departments in the matter of pay scales at the level of Lower Division Clerks. Taking into consideration the minimum wage of Rs. 60/- recommended by the Commission as base for determination of relativities between pay rates of different classes of employees or posts, minimum qualifications, extent and nature of duties and responsibilities at various levels, the Commission recommends the following pay scales of the Ministerial posts:—

				Rs.
Lower Division Clerks	..	..	..	110-200
Upper Division Clerks	..	..	..	130-300

					Rs.
Assistants	..	..	..	..	170-390
Stenographer (Senior)	..	..	..	..	170-390
Stenographer (Junior)	..	..	..	..
Superintendent Gr. I	..	..	..	..	200-450
Superintendent Gr. II	..	..	..	..

31. All Junior and Senior Stenographers and Grade II and Grade I Superintendents in all offices other than in Secretariat shall be designated as Stenographers and Superintendents respectively.

32. The Lower Division Clerks are not allowed to cross the stage of Rs. 102/- in the present scale of Rs. 90-200 or Rs. 90-225 unless they pass prescribed typing test. The Association of Employees have represented that these provisions have caused hardship to the employees because in a number of small offices at Tehsil and District level, no typing work is done. On these grounds they have urged removal of this bar from the time scale. The Commission is of the view that every Lower Division Clerk should know typing and he should not be allowed to go beyond the stage of the minimum pay in the new scale unless his appointing authority is satisfied that the incumbent possesses the requisite speed in typing.

Drivers.

33. The Drivers of Motor Vehicles in various departments are in the pay scale of Rs. 75-175. Drivers of Motor Garage and employed on vehicles at the disposal of Ministers are allowed special pay of Rs. 20/- in addition to pay in pay scale of Rs. 75-175. The Commission has not received any representation from drivers for improvement in their pay scales. The Commission suggests pay scale of Rs. 100-180 for drivers employed in all departments. The special pay of Rs. 20/- p.m. admissible to drivers of Motor Garage may be raised to Rs. 30/- p.m. in the view of the arduous nature of duties.

CHAPTER XV

A—PAY SCALES OF TECHNICAL STAFF (WORKSHOP AND MAINTENANCE) IN VARIOUS DEPARTMENTS

In this chapter, it is proposed to deal with technical employees engaged in maintenance work and manufacturing Workshops. This category of employees is more or less akin to industrial workers. They include cleaners, fitters, turners, mechanics, welders, drillers, carpenters, supervisors, etc. These employees are distributed in various departments of the State Government. They have been placed in variety of scales carrying numerous nomenclatures which make it very difficult to draw out a clear distinction as to the standard of skill required for performance of a particular job.

2. No attempt seems to have been made in the past to classify their various occupations on a scientific and rational basis. There are significant differences in the level of skill even within a trade and these differences justify variations in the level of remuneration paid to workers engaged in a variety of technical and vocational occupations. This brings to forefront the problem of standard classification and uniformity of nomenclature on the basis of job content, degree and extent of skill. There are many trades which require theoretical training as well as practical training before a worker could be put on some maintenance work or on manufacturing process. In some trades, the theoretical training may not be very important but apprenticeship or practical experience may be more important.

3. On the basis of above considerations, there is a strong reason for classifying and grading the trades and building a pyramid of pay structure for such class of employees which may be conducive to efficiency and contentment of workers. The Commission has, therefore, with the help of senior technical officers of the State made an attempt to classify them into unskilled, semi-skilled, skilled and highly skilled categories of workers which is by and large a matter of degree of skill depending to a considerable extent upon the experience and training in the trade concerned. Accordingly, the Commission after analysing the duties of the existing posts suggest the following broad classification of technical employees for purposes of determination of their wages. The pay scales and standards

of qualification and experience required for various jobs are also shown against each category:—

Category of	Pay scale recommended Rs.	Remarks regarding qualification, experience, etc.
(1) Unskilled workers 'B' Category	66-90	The employees in this category are manual workers who require no skill and previous experience in the trade.
(2) Unskilled workers 'A' Category	70-110	This category of workers is of unskilled class whose work though unskilled involve handling of small groups of unskilled workers or of materials and machines.
(3) Semi-skilled workers Category 'C'	75-140 (promotion scale for 70-110)	This category of employees are those workers who have gained some degree of skill while employed as unskilled workers or by employment on particular trades in the market for a few years.
Category 'B'	100-180	(a) These workers shall be I.T.I. certificate holders in trades where educational qualification for entry in I.T.I. course is of middle standard. (b) Also promotion scale for employees in pay scale of Rs. 75-140.
Category 'A'	110-200	(a) They shall be I.T.I. certificate holders in trades where educational qualification for entry in I.T.I. is Matriculate (This does not include Draftsman). (b) Also promotion scale for employees in pay scale of Rs. 100-180 who are not I.T.I. certificate holders.
Skilled workers (Category 'B').	130-300	(a) Workers for whom skill in a trade is required. The persons with not less than three years of experience on posts in pay scales of Rs. 100-180 and Rs. 110-200 can be promoted on posts in this scale (if certificate holder from I.T.I.) (b) Promotion scale for other semi-skilled personnel in scale 110-200 with not less than 7 years service.

Category of	Pay scales, recommended	Remarks regarding qualification, experience, etc.
Skilled workers (Category 'A')	(a) 180-425 (b) 225-525 (c) 275-650	This category embraces workers employed on jobs for which diploma from Polytechnics (or equivalent qualification recognised by the Government) is the minimum qualification. These scales are also meant for supervisory personnel in big workshops etc. or for jobs requiring very high degree of skill.

It may, however, be noted that assignment of a particular work to one category or the other discussed above must largely be a matter based on standards recognised in a particular unit in the context of the nature of job requirements and the skill demanded.

4. Keeping in view the above considerations and the pay scales available to similar employees under other Governments and in industrial units in Rajasthan, the Commission is recommending the pay scales for these employees distributed in various departments as per schedule attached.

5. It is important to point out that qualification and experience required for jobs or trades has not been prescribed in majority of cases. This situation makes it difficult for the Commission to categorise the existing workers into the pattern discussed above.

6. The question of providing for incentive bonus to workers with a view to achieve better production results was also discussed with various Heads of Departments concerned. They contended that the incentive pay or bonus scheme cannot be introduced on account of existing time scales of pay for workers. Another difficulty they pointed out was that standard norms for various manufacturing processes in Government factories and workshops run on departmental basis have not been prescribed. In modern times, need to link wages with production is universally recognised. It is for the State Government to examine the question in detail in the interest of efficiency and better production results.

7. However, the Commission feels that it would be just and proper for the State Government to engage workers in public undertakings and departmental workshops etc. in future on daily rates of wages instead of monthly scale of pay.

CHAPTER XV—(Contd.)

B. Schedule of Pay Scales of Technical Staff.

Designation	Existing pay scale		Scale recommended.			
	Rs.	Rs.	Rs.			
EDUCATION (SECONDARY)						
Technician	75-175	100-180			
Cinema Operator	75-175				
Radio Mechanic	75-175				
Mechanic	75-175				
Carpenter	75-175				
MINING DEPARTMENT						
Section Cutter	|					
Fitter Gr. II						
Blacksmith	75-175	100-180
Carpenter						
Welder	|					
Mechanic-cum-Electrician ..				140-330	130-300	
Supervisor Mining						
Ore Dresser				170-400	180-425	
Certified Blaster						
Quarry Supervisor	|					
Factory Supervisor						
ANIMAL HUSBANDRY DEPARTMENT						
Lineman	65-110	70-110			
Mechanic	75-175	100-180			
Machineman	65-110	70-110			
STATE ENTERPRISES						
Foreman	170-400	180-425			
Technician Gr. I	105-240	110-200			
Senior Overman	120-385	180-425 (If Diploma holder from Polyte- chnic).			
Electrician	75-175	75-140 (If I.T.I certificate holder 110-200)			
AYURVEDIC DEPARTMENT						
Mechanic (Pharmacy)			75-140			
GROUND WATER BOARD						
Workshop Supervisor ..		225-640	275-650			
Supervisor, Store/Blasting & Dri- lling/Tubewell		225-485	225-525 (with min. of Rs. 285/- to B.E. (Mach)			

Designation	Existing Pay Scale	Pay Scale Recommended
	Rs.	Rs.
Chargeman (Workshop)	.. 225-485	225-525
Mechanic Gr. I	.. 170-400	180-425
Instrument Technician	.. 170-400	180-425
Driller	.. 170-400	180-425
Crank Grinder	170-385	180-425
Miller/Operator Cylinder Boring	170-385	180-425
Mechanic Gr. II	.. 120-385	130-300 (For I.T.I. Certificate holder) 180-425 (For diploma holders from Polytechnic or equivalent qualifications).
Blaster		
Surveyor		
Assistant Driller	.. 105-240	110-200
Electrician Gr. I	105-240	110-200
-do- Gr. II		
Carpenter Gr. I	75-175	100-180
Painter		
Shaper Operator		
Painter Gr. II	.. 75-175	75-140
Pump Operator		
Assistant Carpenter	65-110	70-110
Assistant Blacksmith		
Mochi	.. 75-175	75-140
Chainman/Saw Operator/Drill Operator	65-110	70-110
Hammerman	.. 50-90	66-90
Welder Gr. I	.. 105-240	110-200
Blacksmith Gr. I	.. 105-240	110-200
Mechanic-cum-Estimator	.. 105-240	110-200
Fitter/Turner/Borer/Welder Gr. II/Blacksmith Gr. II/Compressor Driver	75-175	100-180

PRISONS DEPARTMENT

Designer-cum-Production Manager	170-400	180-425
Dyeing Master	.. 120-385	130-300
		180-425 (If Diploma holders or equivalent qualifications recognised from Government).
Assistant Factory Manager	.. 105-240	110-200
Blacksmith/ Clipper/Dyer/ Skilled Labour/Tailor/Leather	75-175	100-180
Instructor/Carpenter/ Weaving teacher		
Mechanic	.. 50-90	66-90
Assistant Machineman	.. 65-140	75-140
Armourer	.. 65-110	70-110

Designation.	Existing pay scale.			Scale recommended.
			Rs.	Rs.
		P. W. D. (Health)		
Boring Operator	170-400	180-425
Foreman Grade I	170-400	180-425
Foreman Gr. II	120-385	130-300
Foreman Gr. III	105-240	180-425 (For Diploma holders from Polytechnics).
Senior Fitter Attendant	120-385	130-300
Junior Fitter Attendant	105-240	110-200
W. W. Inspector	105-240	110-200
Meter Inspector	105-240	110-200
Sr. Pump Attendant	105-240	110-200
Meter Repairer & Tester	105-240	110-200
Meter Checker	75-175	100-180
Jr. Pump Attendant	75-175	100-180
Mistry Gr. I	120-385	130-300
Mistry Gr. II	105-240	110-200
Mistry Gr. III	75-175	100-180
Electrician Gr. I	105-240	110-200
Electrician Gr. II	75-175	100-180
Mechanic Gr. I	105-240	110-200
Mechanic Gr. II	75-175	100-180
Welder Gr. II	105-240	110-200
Fitter Gr. I	105-240	110-200
Fitter Gr. II	75-175	100-180
Pump Driver Gr. I	105-240	110-200
Pump Driver Gr. II	75-175	100-180
Artisan Gr. I	105-240	110-200
Artisan Gr. II	75-175	100-180
Lineman Gr. II	75-175	100-180
Wireman Gr. II	75-175	100-180
Mason Gr. II	75-175	100-180
Helper Gr. I	65-140	70-110
Helper Gr. II	50-90	66-90
Valveman	50-90	66-90
		P. W. D. (B. & R.)		
Mistri/Pump Driver/Carpenter/Blacksmith Operator	65-110	70-110
Operator	50-90	66-90
		TECHNICAL EDUCATION		
Assistant Workshop Superintendent	225-485	225-525
Sub-Station Electrician	120-385	130-300
				180-425 (If Diploma holder).
Technicians in Polytechnic	105-240	110-200
Mechanic (Instrument Repairer)	75-175	100-180

Designation.	Existing pay scales.	Scale recommended.
Rs.		
JAIPUR MILK SUPPLY SCHEME		
Foreman	170-400	180-425
Latheman/Electrician/Mechanic	105-240	110-200
Tinsmith	75-150	70-110
Fireman/Skilled Helper/Driver (Pump)	65-110	70-110
Operator	50-90	66-90
TRANSPORT & MOTOR GARAGE		
Mechanical Inspector	120-385	130-300 180-425 (For Diploma Holders).
Foreman	120-385	130-300 180-425 (For Diploma holders).
Mechanic Gr. I Fitter Gr. I	105-240	110-200
Carpenter Gr. I/Builder Gr. I/Moulder Gr. I/Painter Gr. I/Blacksmith Gr. I/ Welder Gr. I/Turner Gr. I	105-240	110-200
Electro-plater/Mochi Gr. II/Battery- man Gr. II/Vulcanizer Gr. II/Turner Gr. II/Fitter Gr. II	75-175	100-180
POLICE		
Electrician/Fitter	105-240	110-200
Mechanic	115-300	110-200
Turner	105-240	110-200
Blacksmith/Painter/Tin Man/Welder/ Carpenter/Upholster	75-150	75-140
MEDICAL & HEALTH DEPARTMENT		
Mechanic-cum-Operator	65-140	75-140
Painter/Welder/Boiler Assistant		
Assistant Radiographer	105-240	110-200
Foreman Gr. II	105-240	110-200
Cinema Operator	75-175	100-180
Dark Room Asstt./Radio Attendant/ Wireman/Foreman/Refrigerator Mistri/ Blacksmith/Electrician/Cobbler	75-175	100-180
Tailor/Carpenter/Mistri/Fitter/Rickshaw Driver/Book Binder	65-110	70-110
Sikligar	50-90	66-90
MEDICAL COLLEGE		
Fitter Gas Plant		
Electrician	75-175	100-180

Designation.	Existing pay scales.			Scale recommended.
			Rs.	Rs.
Trained Glass Blower/Mechanic Electrician-cum-Plumber/Projector & Mechanic/Operator/Refrigeration				
Dark Room Assistant	75-175	100-180
Carpenter	65-110	70-110
Foreman Gr. II	105-240	110-200
Fitter Mistri	65-110	70-110
Agriculture Engineering Board				
Foreman	225-485	225-525
Serviceman	200-450	180-425
Driller	170-400	180-425
				(without S.P.)
Tractor Foreman	170-385	180-425
Junior Chargeman	170-385	180-425
Latheman-cum-electrician	170-385	130-300
Draftsman (Mechanical)	120-385	180-425
Mechanical Supervisor	130-320	130-300
Welder-cum-Fitter				
Bulldozer Operator	130-320	130-300
Blacksmith-cum-Mechanic				
Farm Mechanic	105-240	110-200
Head Blacksmith				
Latheman Gr. I				
Moulder Grade I				
Blacksmith Gr. I				
Welder Gr. I				
Mechanic				
Painter				
Machine Attendant			105-240	110-200
Head Carpenter				
Mistri				
Field Assistant (Engineering)				
Tailor-cum-Mechanic				
Assistant Driller				
Fitter/Technician/Latheman Gr. II/				
Blacksmith Gr. II/Moulder Gr. II/				
Welder Gr. II/Painter Gr. II			75-175	75-140
Power Press Operator/ Power				100-180 (For
Hammer Operator/Carpenter Gr. II/Borer				I.T.I. certificate holders)

ARCHAEOLOGY AND MUSEUM.

Carpenter	65-110	70-110
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CHAPTER XVI

PAY SCALES OF POSTS IN DIFFERENT DEPARTMENTS

In this part of the report, pay scales recommended for various posts are given in the schedules. It is not practicable to discuss at length the particulars of each post with reference to qualifications, duties, responsibilities etc. But the Commission has carefully taken into consideration the principles formulated in the earlier part of the report for recommending new pay scales. Only considerations underlying the recommendations in regard to the important posts in various departments have been discussed briefly in the following paragraphs.

AGRICULTURE DEPARTMENT

Fieldman.

2. The present pay scale of Fieldmen is Rs. 75-175. The Association of the Agriculture Fieldmen have represented that they are Matriculates with Agriculture as one of the subjects. Their duties are arduous as they have to work in rural areas. They, therefore, claimed that their pay scales should not be lower than that of a Lower Division Clerk. The Head of the Department also endorsed their suggestion. Accordingly, the pay scale has been recommended as Rs. 110-200 by the Commission.

Statistics Branch.

3. This Branch of the Department is headed by a Deputy Director who is a member of the Rajasthan Economics and Statistics Service in the pay scale of Rs. 550-1100 (Min. 640/-). The other posts in this branch, namely, Assistant Director, Statistician, Research Assistant and Statistical Assistant are in pay scales higher than the pay scale of corresponding posts in the Economics and Statistics Department as shown below:—

<i>Designation.</i>	<i>Existing pay scale, in Agriculture Deptt.</i>	<i>Pay scale of the corres- ponding posts in Economics and Statistics Deptt.</i>
Assistant Director	Rs. 360-900 (Min. 385/-)	Rs. 285-800
Statistician	285-800	225-640 (Min. 270/-)
Research Assistant (Statistics) ..	225-485	170-400

4. Officers of the Agriculture Statistics Association who appeared before the Commission demanded parity in pay scales with the subject matter specialists of Agriculture Department. They also pleaded that their pay scales should be higher than the pay scales of the corresponding posts in Economics and Statistics Department for the reason that they are post-graduates in mathematics or statistics and they are employed on research work.

5. The Commission does not agree with the views expressed by the Association. The qualifications prescribed for initial appointment in Economics and Statistics Service as well as for posts in the Agriculture Department are almost similar. These posts should, therefore, form part of the Economics and Statistics Service and the pay scales for these posts should be at par with the pay scales of corresponding posts in the Economics and Statistics Service. Accordingly the following pay scales are recommended:—

	Rs.
Statistical Assistant and Research Assistant (Statistics) ..	180-425
Statistician	275-650
Assistant Director	375-850
Deputy Director	700-1200

Draftsman.

6. Draftsmen (Mechanical), Draftsmen and Junior Draftsmen are in the pay scale of Rs. 120-385. As discussed in the chapter concerning engineering posts, these posts may be designated as Draftsman Gr. II and pay scale of Rs. 180-425 be prescribed for them.

Dark Room Assistants.

7. The Dark Room Assistants are in two pay scales, viz. Rs. 75-175 and Rs. 65-110. As the work and responsibility of these two posts are of identical nature, it is considered reasonable to have a common pay scale of Rs. 100-180 for both.

Journalist.

8. The post is in the pay scale of Rs. 170-400. The duties of the officer as compared to his counter-parts in the Public Relations Department are lower. Hence pay scale of Rs. 170-390 has been recommended for this post.

Agriculture Assistants.

9. The Director of Agriculture pointed out that there are certain Agriculture Assistants who have greater responsibilities to shoulder as compared to other Agriculture Assistants in the Department. These posts, he felt should be in higher pay scales. Accordingly the Commission recommends that the following posts may be placed in the pay scale of Rs. 275-650.

1. Agriculture Assistants attached to District Agricultural Officers.
2. Farm Managers.
3. Agriculture Assistants (Oilseeds).
4. Agriculture Assistants (Cotton).
5. Senior Agriculture Assistants (Farmers Training).
6. Agriculture Assistants (Planning).
7. Assistant Agriculture Information Officers.
8. Agriculture Assistant (Drainage Scheme & Soil Cons. Projects).
9. Agriculture Assistants (Soil Conservation), District Hqrs.
10. Agriculture Assistants (I.A.A.) Headquarters.

AGRICULTURE ENGINEERING BOARD

Mechanical Overseer.

10. This is a supervisory post in an Engineering Production Unit and carries the pay scale of Rs. 120-385. In this scale minimum pay of Rs. 175/- is allowed to persons who are diploma holders. I.T.I. certificate holders when appointed to this post are not allowed higher pay. Keeping in view the nature of supervisory duties, the pay scale is being recommended as Rs. 130-300 for I.T.I. Certificate holders and Rs. 180-425 for Diploma holders.

ANIMAL HUSBANDRY DEPARTMENT

Posts requiring Two Years' Diploma qualifications.

11. At present two pay scales viz., Rs. 130-320 and Rs. 170-385 have been prescribed for certain posts in the Department. The Veterinary Diploma holders have represented that the designation of the posts held by the Diploma holders should be changed as Junior Veterinary Assistant Surgeon and higher pay scales may be prescribed for them. The Commission does not agree with this suggestion.

The Head of the Department pointed out that the Department has arranged a condensed course for these Diploma holders so as to enable them to acquire the qualification of B. V. Sc. In this view of the matter the Commission does not recommend any higher scale for these diploma holders. The pay scale of these officials have been recommended to be fixed in equivalent standard scales as per schedule.

Assistant Chemist.

12. The post carries pay scale of Rs. 90-225. The holder of the post is a simple matriculate. The designation of the post is inappropriate and it may be altered as "Chemical Assistant."

ARCHAEOLOGY MUSEUMS DEPARTMENT

13. Senior Artist of the Department is in the pay scale of Rs. 200-450 which the Commission considers to be on higher side looking to the duties performed by the incumbent in this department. The Commission has therefore, recommended pay scale or Rs. 180-425 at par with photo-artist in the Public Relations Department.

2. The posts of Head Photographers and Photographers may be designated as Photographer and Assistant Photographer.

ARCHIVES DEPARTMENT

14. The present pay scales of the posts of Assistant Director and Archivist and Research Officer in the Department are Rs. 225-640 (Minimum Rs. 270/-) and Rs. 225-485 respectively. The post of Assistant Director is a higher post involving academic as well as administrative functions. Besides taking into account the vertical relativity of the departmental hierarchy the pay scale of the post is recommended as Rs. 375-850. The other two posts, viz. Archivist and Research Officer may be in the pay scale of Rs. 275-650.

AYURVEDIC DEPARTMENT.

15. The officers of the Ayurvedic Department demanded parity in the pay scales with the corresponding officers in the Medical Department. In the opinion of the Commission, this is not feasible under the present circumstances for obvious reasons.

The pay scale for Vaidya Gr. I (or Hakim Gr. I) has been slightly lowered to keep the internal relativities within the Department. The pay scale of District Ayurvedic Officer has been suggested as Rs. 375-850 without any special pay.

Vaidya Gr. III.

16. Under the existing rules a minimum start of Rs. 150/- is allowed to Vaidya Gr. III in the scale of Rs. 120-385, if the entrant is a Bhishgacharya. New pay scale suggested for this post is Rs. 170-390 with the condition that in future only Bhishgacharyas are appointed on this post.

COLONIZATION DEPARTMENT

Draftsman.

17. The existing pay scales for Head Draftsmen in the Department is Rs. 120-300 and for the posts of Junior Draftsmen, Draftsmen and Tracers Rs. 90-225. This parity in pay scales is on the analogy obtaining in the Settlement Department. On the lines of recommendations made in case of Settlement Department, the following pay scales are recommended.

Head Draftsman	Rs. 110-200
Draftsman	Rs. 100-180
Tracer	Rs. 100-180
Junior Draftsman	Rs. 100-180

18. The designations of the latter three posts may be changed as Draftsman Gr. IV and that of Head Draftsman as Draftsman Gr. III as suggested in case of Settlement Department for similar employees.

19. The pay scales for the posts of Patwaries, Office Kanungos, Assistant Office Kanungos and Inspectors of the Department are recommended at par with their counterparts in the Revenue and Settlement Department because of identical nature of duties.

COMMERCIAL TAXES DEPARTMENT

1. Inspectors.

20. The Commissioner, Commercial Taxes who appeared before the Commission expressed the opinion that there should be one scale for Inspectors Gr. II and Inspectors Gr. I because the nature of duties performed by them are the same. He proposed the scale as admissible to Accountants for these posts. The reason for this suggestion was that the duties of the Inspectors involved more of accounts work. Besides, he desired that the minimum qualification for the post of Inspector should be B. Com. or B. A. (Economics) or B. A., LL. B. The Commission does not accept the above view in entirety. The initial recruitment should be made on the post of Inspector Gr. II which will enable a new entrant to acquire adequate experience of executive duties before he is considered fit for promotion to the next post of Inspector. Besides, the pay structure should provide for incentive by way of promotion. In the circumstances

separate pay scale for the posts of Inspectors are recommended as follows:—

Inspector Gr. II : Rs. 150-330

Inspector Gr. I : Rs. 180-425

However, it may be added that break-up of the posts in Inspectors' cadre may be devised in such a way that an Inspector in Gr. II if his work is satisfactory is normally able to get promotion to the post of Inspector Gr. I within a period of about 6 years.

21. The Commissioner also stated that the posts of Gr. III Inspector and Patrolling Officer should be abolished as Matriculates are not capable of discharging the duties of these posts. The Commission agrees with this view. These posts may be converted into the posts of Inspectors Gr. II. The present incumbents may be screened and appointed to the post of Inspectors if they fulfil the desired standard. Unsuitable persons may be absorbed on other posts. In view of these considerations the Commission is not recommending any pay scale for the posts of Gr. III Inspectors and Patrolling Officers.

2. Assistant Commercial Taxes Officers and Commercial Taxes Officers.

22. In view of the general principles enunciated in a separate Chapter the Commission recommends separate pay scales for the posts of Assistant Commercial Taxes Officers and Commercial Taxes Officers. These pay scales may be Rs. 275-650 and Rs. 375-850 respectively.

3. Stenographer attached to the Commissioner.

23. The principal Stenographer is in the pay scale of Rs. 170-385. The Commissioner stated that the incumbent of the post is not only to act as Stenographer but also keeps custody of Confidential records relating to Taxation proposals. In regard to other official duties, he acts as Personal Assistant to the Commissioner and not merely as Stenographer. The Commissioner suggested the pay scale for this post as admissible to Superintendents in the Offices of Heads of Departments. The Commission accepts the position and recommends the pay scale of Rs. 200-450 for this post. The designation of the post may be changed as Personal Assistant to the Commissioner.

24. At the suggestion of the Head of the Department, the pay scales of Sepoys and Jamadars are recommended at par with the pay scales of comparable posts in the Police Department.

CIRCUIT HOUSES

Manager.

25. The pay scale of this post is Rs. 170-385. Looking to the nature of duties and responsibilities exercised by them in the Circuit Houses, the following pay scales are recommended.

Rs. 200-450—for those possessing diploma in catering.

Rs. 170-390—for others.

English Cook, Gr. I

26. It was complained by the Superintendents and Managers of Circuit Houses that suitable English Cooks are not attracted to the existing poor scale, and it requires slight improvement. The new scale for this post may be Rs. 100-180 in place of existing pay scale of Rs. 75-175.

DEVASTHAN DEPARTMENT

27. The head of the department suggested that there should be one pay scale of all the three grades of Inspectors in the Department. He also proposed that the posts of Inspectors may be made gazetted as no other gazetted officer is available in the department and the responsibility of the post has increased. After careful consideration the Commission suggests that the posts of Inspector Gr. II and Assistant Inspector may be merged into one and they may be fixed in the pay scale of Rs. 150-330. As the pay scale has been improved, only Graduates may be appointed in future as Inspector Gr. II.

ENGINEERING AND TECHNICAL DEPARTMENTS

Draftsmen.

(Common to various Engineering & Technical Departments)

28. The existing pay scales of draftsmen in various engineering departments are given below:—

	Rs.
Tracer	75-175 (Min. 102/- for I.T.I. certificate holder).
Junior Draftsman	120-300
Senior Draftsman	120-385
Head Draftsman	200-450

29. It has been represented by the Rajasthan Technical Employees, Association that Junior and Senior Draftsmen should

have a common pay scale. The official witness, however, pleaded for a running scale for Tracers and Junior Draftsmen, as in his opinion, the responsibilities of the latter two posts are almost the same. The Commission is, however, of the view that as the qualifications for appointment to the posts of Tracers and Junior Draftsmen are different, there is no necessity of merging these two posts and of having common time scale. The Commission is also not in favour of having a running pay scale for Junior and Senior Draftsmen as otherwise there will be no incentive for promotion to Junior Draftsmen.

30. The present pay scale for senior Draftsmen grade is Rs. 120-385. Persons having five years of service as Junior Draftsman are allowed minimum pay of Rs. 175/- on promotion to the posts of Senior draftsman. It was, however, pointed out that a qualified junior draftsman with at least three years' experience and a non-qualified junior draftsman with five years' experience are eligible for promotion to the post of Senior Draftsmen. That would mean that non-qualified draftsman with five years' experience would get Rs. 175/- on promotion whereas qualified draftsman with three years of service would not get Rs. 175/-. To remove this anomaly a scale starting with Rs. 175/- has been recommended for the posts of Senior Draftsmen. In certain departments junior draftsmen and senior draftsmen are named as Draftsman Gr. II and Draftsman Gr. I. To have unified designation in all departments of the Government, it is suggested that the posts of Tracer, Junior Draftsman, Senior Draftsman and Head Draftsman be named as Draftsman Gr. IV, Gr. III, Gr. II and Gr. I respectively, the posts shall be in the pay scale of Rs. 100-180, 130-300, 180-425 and 225-525.

ELECTRICAL INSPECTORATE.

31. The scales for the post of Inspection Assistant, Assistant Electrical Inspector and Electrical Inspector are at par with pay scales of Overseers, Assistant Engineer, Executive Engineers. These posts will carry the same scales in the revised pay structure.

BUILDINGS AND ROADS (P.W.D.).

Head Computer.

32. It was pointed out by the Chief Engineer that an overseer can be promoted to this post by seniority. He pleaded that in case the post is kept in the pay scale as is applicable to an overseer and special pay is attached, a suitable and well qualified overseer

could be appointed to hold this post. The Commission agrees with this suggestion and recommends the pay scale as applicable to an overseer plus a special pay of Rs. 25/- in place of existing scale of Rs. 200-450.

P. A. to Chief Engineer.

33. It was pointed out by the Chief Engineer that the post of P. A. to Chief Engineer is a solitary post in this Department and the pay scale of the post is identical with the pay scale of Office Superintendent. The incumbent of the post has to perform multifarious duties of administrative nature such as section-in-Charge, Personal and Confidential Assistant, Staff Welfare Officer and other miscellaneous duties entrusted to him by the Chief Engineer. He, therefore, suggested that a pay scale of Rs. 285-540 may be prescribed for this post. The Commission considers that P.A. to Chief Engineer should be equated with the post of Office Superintendent in view of a little higher responsibilities exercised by him than an ordinary Stenographer. Hence pay scale of Rs. 200-450 is recommended.

Superintendent, Gardens.

34. The Chief Engineer stated that the present pay scale of the post is very poor. He was of the opinion that the post should be equated with Assistant Engineer in the Department and a qualified person be appointed on this post. The Commission considers that it may not be possible to give the pay scale of Assistant Engineer to the present incumbents who do not possess suitable qualifications. It is, however, recommended that the pay scale may be Rs. 275-650 for the present incumbents. On retirement of the present incumbents these posts may be upgraded into Assistant Engineers' scale and only qualified persons be appointed on these posts.

(4) IRRIGATION DEPARTMENT

35. The Association of revenue employees of the Irrigation Department represented to the Commission that the posts of revenue employees viz, Patwaris, Inspectors, Ziledars and Dy. Collectors of the Irrigation Department may be equated for the purpose of pay scales with the posts of Patwaris, Inspectors, Land Records, Naib Tehsildars and Tehsildars, respectively as the duties performed by the employees of both the Department are more or less similar. They also pointed out that the employees of both the Departments are performing over-lapping duties. The Ziledars and Deputy Collectors represented that they should be

encadred in the Rajasthan Tehsildar Service as they have no promotional opportunities for them in the State Administrative Service.

36. The Commission considered the matter carefully and is of the opinion that as the educational qualification prescribed for recruitment on posts of Patwaris in both Department is the same, namely matriculation, the pay scales for both the posts should be equal. Similarly the pay scale for the Inspectors of both the departments should also be the same as Inspectors are usually promoted from Patwaris.

37. The duties and responsibilities exercised by Ziledars, Dy. Collectors are not comparable with the duties and responsibilities exercised by Naib Tehsildar/Tehsildar on the Revenue side in as much as the former are mainly concerned with assessment and collection of Irrigation revenues while the latter have to perform multifarious executive and administrative duties including magisterial functions. Hence the pay scales for the former posts cannot be equal to the pay scales of the latter posts. These two posts on this ground cannot also be encadred in R.T. Service. The Commission has, therefore, recommended different pay scales for the posts of Ziledars and Dy. Collectors.

38. The Commission also recommends that direct recruitment on the post of Inspectors in both the Departments should stop as to provide promotional avenues to Patwaris. The posts of Inspectors should be filled in by promotion of patwaris.

GROUND WATER BOARD

39. The post of Electric Logging Technician carries the pay scale of Rs. 285-540. The qualifications prescribed for this post is I or II class M.Sc. in Physics or Geology with one Year's experience in working on electronic instruments. The Head of the Department explained that with this pay scale, suitable persons are not prepared to join this post. He recommended a pay scale of Rs. 550-1100. The Commission considers this suggestion to be on higher side. With the prescribed qualification, the pay scale of Rs. 375-850 is recommended for this post.

PUBLIC HEALTH ENGINEERING

40. The post of Senior Chemist is in the pay scale of Rs. 550-950. This has been made at par with Chemist in the Ground Water Board Department on the recommendations of the Head of Department, viz. Rs. 600-1100.

EVALUATION & GAZETTEERS

41. The existing pay scale of the Research Officer, Evaluation is Rs. 225-640 (minimum Rs. 270/-) and that of Research Officer in Gazetteer Section is Rs. 285-800.

The Head of the Department stated that the qualification prescribed for both these posts is the same and, therefore, the pay scale for these posts should be equal. The Commission accepts this suggestion and recommends the pay scale of Rs. 375-850 for both these posts.

EXCISE DEPARTMENT

(1) Prosecution Branch.

42. An Inspector posted on prosecution duties is allowed a Special Pay of Rs. 30/- p.m. in addition to his pay in the pay scale of Rs. 130-320. The Commissioner, Excise, felt that the prosecution branch of his Department is very weak and suitable persons are not attracted. After careful consideration of the problem the Commissioner recommends two scales of pay for these posts, namely, Rs. 180-425 and Rs. 275-650 without any special pay. The higher scale, it was suggested might be allowed on posts allocated to ten important towns in the State, and the rest of the posts might be in the lower scale. The qualification for the lower post, it was stated, should be L.L.B. with two years' experience at the Bar, and the higher post might be a promotion post for the lower posts. The suggestions of the Commissioner, Excise, are accepted and the scales for these posts are recommended accordingly.

(2) Inspectorate Staff.

43. At present there are the following three types of Inspectors in the department:—

(i) Inspector Gr. III	Rs. 105-240
(ii) Inspector Gr. II	Rs. 130-320
(iii) Inspector Gr. I	Rs. 170-400

The Head of the Department pointed out that recruitment to the posts of Inspector Gr. III has been stopped. These posts are being converted into Inspectors Gr. II posts as soon as the existing incumbents are promoted to the Grade II posts. In view of this position, recruitment is now made at the level of Inspector Grade II. The minimum qualification for this post is a degree in general education. Accordingly the following pay scales are recommended.

Inspector Gr. II	Rs. 150-330
Inspector Gr. I	Rs. 180-425

The Inspectors grade III might be fixed for the time being till they are promoted in the pay scale of Rs. 120-240,

(3) Since there is a cent percent promotion to the posts of Assistant Excise Officers from the posts of Inspectors, the pay scale of Rs. 275-650 is recommended for this post in view of the general policy to have uniformity in the matter of prescription of pay scale and promotion posts next above the posts of Inspectors in various departments.

Education (College).

44. The Director of Education is in the pay scale of Rs. 1650-2000. He controls and directs Primary, Secondary and College education throughout the State. There is also a post of Additional Director of Education who is concerned with affairs of Primary and Secondary Education under overall policy making control of the Director. With the growth and expansion of education the responsibilities of the Director have tremendously increased. The Education Department is a very big department which consumes about 19 percent of the total Revenues of the State and provides employment to a very big number of employees. The official witness and eminent educationists have expressed the view that the Director of Education should be classified as one of the major heads of department for the purpose of pay scale. The Commission has accepted their view and recommends pay scale of Rs. 2000-125/2-2250 for the post of Director.

Librarians and Physical Training Instructors in Colleges.

Keeping in view the higher nature of responsibilities of Librarians and Physical Training Instructors in Colleges, as compared to their counterparts in Schools and other institutions, the following pay scales linked with educational qualifications for future recruitment are recommended:

Degree Colleges.

PAY SCALE—Rs. 250-625

Librarians	..	..	Graduate with Degree/Diploma in Library Science plus 7 years' experience.
Physical Training Instructors			Graduate with Diploma in Physical Education plus 7 years' experience.

Post Graduate Colleges.

PAY—SCALE—Rs. 375-850

Librarians	M.A. II Division with Diploma in Library Science, OR Master in Library Science, OR B. A. plus Diploma/Degree in Library Science plus 10 years' experience.
Physical Training Instructors	M. A. II Dn. with Diploma in Physical Education plus 10 years' experience, OR Master in Physical Education.

Notes:—The above qualifications have been suggested in respect of initial appointments to be made on these posts in future.

Existing employees who fulfil the qualifications prescribed for the recommended scales will be brought on to the scales. Persons who do not fulfil the educational qualifications mentioned above will continue to receive pay in their existing pay scales till they attain the requisite qualifications.

Education (Primary and Secondary).

45. The Education Commission have proposed three scales of pay for teachers (i) Teachers who have completed Secondary Course and have received two years' professional training, (ii) Graduate teachers who have received one year's professional training, (iii) Teachers working in Secondary Schools and having Post Graduate qualifications, which are as follows:—

- | | | |
|--|---|--|
| 1. Teachers who have completed Secondary Course. | 150-250 Selection grade
Rs. 250-300 (for about 15% for the cadre). | Untrained persons with the requisite academic qualifications shall work on starting salary until they are trained. |
| 2. Graduate teachers who have received one year's professional training. | 220-400 Selection grade
400-500 for about 15% of the cadre. | Untrained graduates shall remain on starting salary of Rs. 200/- per month until they are trained. |
| 3. Teachers working in Secondary Schools and having Post-Graduate qualifications | 300-600 (On being trained, they should get one additional increment.) | |

46. The above scales of pay for School teachers were recommended by the Commission in June 1966 on the basis of the then price index and include the dearness allowance. The Commission have specifically stated that the scales of pay are to be integrally related to the programme of qualitative improvement of teachers through improved methods of selection, and improvement in general and professional education. In other words, the improvement in remuneration recommended by the Commissions is linked with the quality and qualifications of the teachers.

47. It is generally recognised that there is need to improve the pay scales of teachers keeping in view the importance of education in any advanced society. The teachers association have urged implementation of these recommendations and have suggested the following pay scales for each category of teachers:—

Trained Matriculate teachers	175-300
Trained Graduate teachers	250-450
Post Graduate teachers	400-800

48. They have also demanded selection grades for all the three categories of teachers at the rate of 50% of the strength in each group. They have suggested that a teacher possessing similar qualifications should get similar pay irrespective of the fact whether he is teaching in Primary, Middle or Secondary Schools. The Commission feels that the demands of the Shikshak Sangh are in excess of the recommendations made by the Education Commission in this regard.

49. The minimum and maximum pay admissible to the above three categories of teachers in Rajasthan are as follows:—

<i>Category of teachers.</i>	<i>Scale. Rs.</i>	<i>Minimum emoluments.</i>	<i>Maximum emoluments</i>
Senior teacher	225-485	362	638
Trained Graduate teacher ..	115-300 Min. 140/-	231	437
Trained Matriculate teachers ..	75-200 Min. 91/-	156	314

50. Since June 1966, the price index has gone up by 28 points. According to the recommendations of the Education

Commission, the minimum and maximum of the scales (including dearness allowance) at the current price level (March, 1968) will be as follows:—

	<i>Minimum</i>	<i>Maximum</i>
Senior Teacher	345	690
Trained Graduate teacher	253	460
Trained Matriculate teacher	172.50	287.50

It will be seen from the above table, that the existing remuneration admissible to the teachers in Rajasthan generally compares favourably with those recommended by the Education Commission.

51. In view of the demands made by the Association and keeping in view the principle of comparability with other Services with comparable qualifications in the State, the Commission proposes the following pay structure for teachers in the Education Department:—

General Teachers.

- (1) Rs. 225-525—(Grade I Teachers).
- (2) Rs. 160-360—(Grade II Teachers).
- (3) Rs. 110-200—(Grade III Teachers).

Grade III Teachers.

52. The pay scale of Rs. 110-200 is recommended for trained Higher Secondary passed teachers. The Director during the course of discussions held with him expressed the view that qualification of Grade III teachers should be Higher Secondary Course with professional training of one year. The Education Commission has, however, recommended that minimum educational qualifications for Primary School teachers should be Secondary Course examination with two years' professional training. The Commission is inclined to agree with the views of the Director of Education for a higher qualification. The scales recommended by the Commission are also in view of the suggested higher qualifications. It is also recommended that the Government may take steps to introduce two years' professional training for Primary teachers in the State instead of one year in the interest of improving education standards as recommended by the Education Commission. The existing Trained Matriculate teachers who do not fulfil these qualifications may be allowed

reasonable time to qualify themselves and their fixation in the new scales need not be postponed for this reason.

In future if a Higher Secondary passed person is appointed as teacher due to paucity of trained teachers, he should get a fixed pay of Rs. 105/- p.m. until he is trained.

Grade II Teachers.

53. The pay scale of Rs. 160-360 is recommended for trained Graduate teachers. In future an untrained Graduate teacher should get a fixed pay of Rs. 130/- p.m. until he gets himself trained irrespective of the fact whether he is appointed in Primary/Middle or Secondary School.

Grade I Teachers.

54. The scale of Rs. 225-525 is recommended for Senior teachers with Post Graduate qualification employed in Secondary Schools. Only persons with Post Graduate qualification with Second Class should, in future, be recruited in this scale. Professional training for them should be made obligatory as recommended by the Education Commission and it should be preferably taken before first appointment. It may be made incumbent for untrained Post Graduate teacher to get himself trained within 3 years of entry into service. In case he does not acquire B.Ed. on completion of 3 years service, he may not be allowed to go beyond the stage of Rs. 270/-.

55. The existing pay scale of Rs. 225-485 will be replaced by pay scale of Rs. 225-525 and the existing Senior Teachers who are in the pay scale of Rs. 225-485 shall be placed in the pay scale of Rs. 225-525 if they are Post Graduates and possess the qualifications of B. Ed.

56. The existing posts of Teachers Gr. II and Teachers Gr. III will be either in the pay scale of Rs. 110-200 or Rs. 160-360 depending upon the qualifications proposed above by the Commission. The pay of existing teachers will be fixed in the scale of Rs. 110-200 or Rs. 160-360 according as he fulfills the qualification of Grade III or Grade II teacher as the case may be. In future when a teacher in the pay scale of Rs. 110-200 becomes a trained Graduate, he shall be entitled to get his pay fixed at equal stage or at the minimum, whichever is higher, in the pay scale of Rs. 160-360.

Special Teachers.

57. The pay scales of Special Teachers, e.g. Drawing, Crafts, Music, Physical Instructors and Librarians should be

related to the above three basic scales as observed by the Education Commission. The Commission accordingly suggests the pay scales linked with educational qualification shown below:—

Teacher Grade I & Librarians—Scale 225-525.

Qualification.

Craft	..	..	Graduate with Degree/Diploma in Craft with 5 years teaching experience in the Craft.
Drawing	..	..	M.A. in Drawing or B.A. in Drawing with 5 years teaching experience in the subject.
Music	..	..	M.A. in Music or B.A. in Music plus 5 years teaching experience.
P.T.I. (Not in Schools)	..	..	Graduate with Degree/Diploma in Physical Education with 5 years experience.
Librarian (Not in Schools)			Graduate with Degree/Diploma in Library Science with 5 years experience.

Grade II Teachers & Librarians—Scale Rs. 160-360.

Qualification.

Craft	..	..	Graduate with Diploma in Craft or Matriculation (Secondary) with certificate in Craft training plus 5 years experience of teaching Craft.
Drawing	..	..	Graduate in Drawing or equivalent examination recognised by the Government.
Music	..	..	Graduate in Music or equivalent examination recognised by Government.
P. T. I.	..	..	Graduate with Degree/Diploma in Physical Education.
Librarian	..	..	Graduate with Degree/Diploma in Library Science.

Grade III Teachers & Librarians—Scale Rs. 110-200.

Craft	..	..	Higher Secondary with Certificate of training in Craft.
Drawing	..	..	Higher Secondary with Certificate of Training in Art or Secondary with Optional Drawing or equivalent examination.
Music	..	..	Higher Secondary with Certificate of training in Music or Higher Secondary with Music as one of the optional subjects or equivalent examination.

P. T. I.	..	..	Higher Secondary with certificate in Physical Education.
Librarian	..	..	Higher Secondary with certificate of training in Library Science.

Agricultural Teachers.

58. In certain Multipurpose Higher Secondary Schools Agriculture is taught as one of the Optional subjects and Graduates and Post Graduates are employed as Teachers. A pay scale for the Agriculture Graduates employed as Junior Agriculture Teacher is recommended to be at par with their counterpart in Agriculture Department, namely, Rs. 225-525. The Head of the Department in Higher Secondary School who is a Post Graduate in Agriculture is recommended to be placed in the scale of Rs. 275-650. The designation of this post is confusing and hence the designation of this post is suggested as Senior Agriculture Teacher.

State Librarian.

59. At present the State Librarian is in the Pay Scale of Rs. 225-485. This officer exercises control and supervises the Divisional and District Librarians. It is really anomalous that he is in the same pay scale as Divisional Librarian whose work he supervises. The Commission accepts the recommendation of the Department in this regard and recommends a scale of Rs. 375-850 and suggests that the designation of the post may be changed to Superintendent Libraries. This scale shall be admissible if the incumbent possesses the qualifications, viz., (1) Master in Library Science with 7 years experience or M.A. II Division with Degree/Diploma in Library Science or Graduate with Degree/Diploma in Library Science with 10 years professional experience.

60. The recommended pay scales for Librarians working in Divisional, District and Tehsil Libraries, etc. are indicated in the Schedule against each post. The admissibility of these scales to the existing employees is subject to the fulfilment of qualifications attached to the new scale for Librarians.

61. There are certain teachers in Education Department, e.g. Language teachers, etc. who possess education qualifications which have been recognised by the Education Department as equivalent to Universities Diploma or Degree but they are not admitted to B.Ed. courses on account of University's or Board's regulations and other difficulties. In all such cases where the

Government have issued orders laying down specified period of experience to be regarded as equivalent to B.Ed. for the purpose of allowing them trained graduates scale, these orders shall continue to operate or Government may now consider such cases.

EDUCATION (SANSKRIT)

62. The post of Director, Sanskrit Education has been equated with the post of Deputy Director Education (Secondary Education) for the purpose of pay scale. The pay scale of the post is, therefore, recommended as Rs. 800-1300 without Special Pay. The teachers employed in Sanskrit Schools are being accorded same treatment as given to corresponding teachers in the General Schools.

EDUCATION (TECHNICAL)

Surveyors.

63. At present this post carries the pay scale of Rs. 225-485. The Director of Technical Education pointed out that the Government of India is persisting for raising the pay scale of this post bringing it at par with Group Instructor in I.T.Is. as the qualifications prescribed for this post are equal to that of Group Instructor. The holders of this post implement the apprenticeship training programme under the statute. In view of these considerations the pay scale of this post has been recommended at par with Group Instructor, i.e., Rs. 275-650.

FOREST DEPARTMENT

64. It was pleaded by the Head of the Department that there should be one running scale for the posts of Ranger, Gr. I and Ranger Gr. II and one running pay scale for Foresters and Assistant Foresters. The Commission feels that this is not possible as Ranger Gr. II is appointed by promotion from Deputy Ranger and Rangers Gr. I is generally recruited direct. The latter also receives training from the Forest Institute at Dehradun.

Common pay scale for the posts of Foresters and Assistant Foresters is not recommended on account of difference in educational qualifications prescribed for these posts in the Rajasthan Forest Subordinate Service Rules. It is, however, felt that in future recruitment should be made on the posts of Foresters as the duties of both the posts are stated to be identical. There should be appointment by promotion on the post of Forester from Forest Guards only if a person is a Matriculate.

65. The pay scale of Forester and Assistant Forester and Forest Guard are recommended as Rs. 110-200, Rs. 90-150 and Rs. 70-110 respectively at par with Patwari, Head Constable and Constable.

Silt Analyst and Silt Observer.

66. The Head of the Department was of the view that these posts should carry the same pay scales as for similar posts in Irrigation Department. Accordingly the pay scale of Rs. 150-330 and Rs. 120-240 are recommended for these posts.

GOVERNMENT SECRETARIAT

67. Higher posts in the various Departments of the Secretariat consist of Secretaries, Dy. Secretaries and Assistant Secretaries. The post of Secretaries (excluding Law Secretary) are filled in by the officers of the Indian Administrative Service whose conditions of Service are determined by the Central Government in consultation with the State Government. Deputy Secretaries are appointed from R.S.S., R.A.S., R.A/c.S., I.A.S., and R.J.S. In this chapter, it is proposed to deal with officers belonging to Rajasthan Secretariat Service.

68. The Rajasthan Secretariat Service consists of Deputy Secretaries and Assistant Secretaries. They are in the pay scale of Rs. 900-1500 and Rs. 360-900. The Association of the R.S.S. Officers has suggested the following pay scales:—

Deputy Secretary	Rs. 1300-1600.
Asstt. Secretary	Rs. 550-1100 (Min. 640/-).

69. The demand was subsequently modified by the Association consequent upon the revision of the pay scale of Additional Civil and Sessions Judge from Rs. 550-1000 to Rs. 900-1800. The revised proposal for pay scale of the post of Assistant Secretary is made as Rs. 700-1250. In support they pointed out that pay scales for the posts of Assistant Secretaries in some other States range from Rs. 695-1150 to Rs. 740-1205.

Assistant Secretary.

After discussion with the official witness and keeping in view the relativities vis-a-vis the other State Officers, the Commission feels that the pay scale of Assistant Secretary should be Rs. 500-1000.

Deputy Secretary.

The post of Deputy Secretary should appropriately be equated with the post of Head of the Department held by a

Selection Grade R.A.S. Officer. The Commission, therefore, recommends the pay scale of Rs. 1100-1500.

70. For widening the promotional avenues, the Rajasthan Secretariat Service Association suggested that there should be one or two posts of Joint or Additional Secretaries which may be manned by the officers of their Service. This matter was discussed with the official witness also. He endorsed the suggestion of the Association. The Commission also agrees with the official witness and recommends that two posts of Deputy Secretaries may be converted into those of Joint Secretaries. The Commission does not recommend a separate pay scale for the post. The Joint Secretaries on appointment may be allowed in addition to their grade pay as Deputy Secretary, a special pay of Rs. 200/- p.m.

71. It has been represented by the Association that a special pay of Rs. 75/- was attached to the Assistant Secretary before 1-9-1961 and hence on promotion from the post of Section Officer to the post of Assistant Secretary an individual could receive a minimum increase of about Rs. 100/- in his pay. This benefit is now not admissible to them as a result of merger of special pay in pay scale with effect from 1-9-1961. This is a matter which relates to old pay scale with which pay Commission is not concerned. Hence no recommendation can be made.

Other Posts in Secretariat.

The following table will show the pay scales of the posts in the Ministerial Service:—

Lower Division Clerks	..	Rs. 90-225 (Min. Rs. 94/-).
Upper Division Clerks	..	Rs. 120-385 (Min. Rs. 140/-).
Assistant	..	Rs. 120-385 (Min. 175/-).
Section Officer	..	Rs. 285-540.

72. It has already been discussed elsewhere in the report that the Lower Division Clerks in all Departments of the State Government should have equal pay scales. Hence, it is not proposed to deal with pay scale for the post of Lower Division Clerk in this Chapter.

73. The recruitment on other posts is made in the following manner:—

Upper Division Clerk.

67% of posts are filled in by promotion from Lower Division Clerks. 33% of posts by direct recruitment of graduates through

the Public Service Commission, J.D.C. diploma holders with 65% marks in diploma, are given preference for appointment against the direct recruitment quota.

Assistant.

50% of vacancies are filled in by promotion of Upper Division Clerks and 50% by arranging a test from amongst Upper Division Clerks of the Secretariat.

Section Officer.

Cent percent by promotion from Assistants.

74. The Rajasthan State Ministerial Services (Secretariat Branch) Association did not suggest any pay scales but desired building of pay structure on basis of minimum wage keeping in view the differentials in the hierarchy of Secretariat set up. The other Association viz. Rajasthan Sachivalaya Karamchhari Sangh demanded pay scales for Secretariat staff at par with Uttar Pradesh Secretariat pay scales.

75. After examining the pay scales obtaining in the Secretariats of other State Governments and after discussion with official witnesses, the Commission feels it reasonable to suggest the following pay scales for ministerial posts in the Secretariat:—

Upper Division Clerks/Accounts			
Clerks	..	..	Rs. 150-330.
Assistants	..	..	Rs. 200-450.
Section Officer	..	..	Rs. 275-650.

76. Higher pay scales for Upper Division Clerks and Assistants have been suggested on the ground that hereafter the recruitment is made in the following manner:—

(i) 50% of the vacancies in the cadre of Upper Division Clerks are filled in by direct recruitment through the competitive examination by the Public Service Commission. The minimum qualifications should be a degree in general education. 25% of the posts are filled in by promotion from Lower Division Clerks on seniority-cum-merit basis. The remaining 25% posts are filled in through a competitive examination amongst the serving graduate Lower Division Clerks.

(ii) The posts of Assistants in the Secretariat should be filled in cent percent by promotion from the posts of Upper Division Clerks.

Stenographers.

77. The Stenographers are of the following two categories:—

Senior Stenographer	.. Rs. 155-485 (Min. Rs. 175/-).
Junior Stenographer	.. Rs. 140-330.

The post of Senior Stenographers are filled in by promotion from the posts of Junior Stenographers who have passed qualifying examination in speed.

50% of the posts in the cadre of Junior Stenographers are filled in through competitive examination conducted by the Public Service Commission and the rest are taken from Lower Division Clerks and Upper Division Clerks who qualify at the speed test conducted by the Public Service Commission.

78. The official witness who appeared before the Commission suggested improvement in the pay scales of Stenographers as suitable Stenographers are not forthcoming with these poor scales. The Commission, therefore, recommends the following pay scales for the posts:—

Junior Stenographer	.. Rs. 170-390.
Senior Stenographer	.. Rs. 225-525.

79. It has been pointed out by the Rajasthan Ministerial Service Association that a number of Stenographers have been blocked at the maximum for some time past with no hope of future promotion in the present situation. They, therefore, have suggested for the creation of a Selection Grade. They also said that they moved the Government in the matter, but the proposal was not further processed as the Pay Commission was said to be considering such matters. The facts and figures produced by the Stenographers were examined by the Commission and the Commission is of the view that 25% of the posts of Senior Stenographers may be converted into Selection Grade posts and pay scale of Rs. 275-650 be prescribed for such posts. The selection grade would be at par with the pay scales of reporters of the Rajasthan Legislative Assembly.

80. Modifications, the Commission have suggested in the method of appointment to the posts of Upper Division Clerks and consequent upon improvements in pay scales may result in narrowing down the scope of promotion for existing Lower Division Clerks. In order to provide them opportunities for advancement, it is suggested that they should be trained in typing and Stenography at Government cost so that persons can

be appointed as Stenographers as and when vacancies occur. The Commission also feels that in future Stenographers Grade II are taken cent per cent from Lower Division Clerks trained in Stenography, etc.

81. For other posts in the Secretariat, the pay scales are given in the Schedule.

82. The Accounts Clerks in the Secretariat are in the pay scales as admissible to Upper Division Clerks in the Secretariat with special pay of Rs. 10/-. No separate pay scale is recommended for this post. On passing the Accounts Clerk's examination the person may be given one advance increment in addition to the pay fixed under the Rules. In both the cases the normal date of increment may remain as it is. The special pay of Rs. 10/- is recommended for abolition. In respect of existing incumbents special pay shall be treated as pay for the purpose of pay fixation.

83. For the purpose of pay scales of Ministerial staff, the staff of the Governor's Secretariat, Assembly Secretariat, Rajasthan Public Service Commission and Vigilance Commission are treated at par with the Government Secretariat. The Commission recommends this parity to continue.

INSURANCE DEPARTMENT

84. There are posts of Assistant Supervisors in the Department carrying Upper Division Clerk's pay scale plus a special pay of Rs. 15/-. Consequent upon introduction of posts of Assistants in all Departments, the posts of Assistant Supervisor have become redundant. The Commission, therefore, recommends that Assistants may be posted on the posts of Assistant Supervisors. The posts of Assistant Supervisors shall be converted into the posts of Assistants. The special pay of Rs. 15/- has therefore been recommended to be abolished.

INDUSTRIES DEPARTMENT

Laboratory Officers and Assistant Chemist.

85. The Head of the Department pointed out that the Laboratory of the Department is doing very commendable work and has been approved by the Indian Standards Institute. He also informed that the officers working in the Laboratory assist the Industrialists in this State by way of analysing and testing their products. The Laboratory charges fees for testing and analysing the samples sent to it by the Industrialists and various Government Departments. It was also pointed out that although

the duties of the technical staff of the Public Health Laboratory and the Industries Department Laboratory are analogous yet there is a disparity in the pay scales—pay scale of the former being higher than those of the latter. Moreover, the fees collected in the Public Health Laboratories is distributed amongst the staff whereas the fees collected in this Laboratory are not distributed amongst the staff of the Laboratory. He, therefore, suggested upward revision of the scales of these posts.

The official witness who appeared before the Commission also suggested upward revision of pay scales of these officers. Having regard to the above considerations, the following pay scales for these posts are recommended:—

Laboratory Officer	} Rs. 375-850.
Assistant Chemist	

The designation of both the posts may be changed to Chemists so as to have uniform designations in the Laboratory.

Economic Investigator.

86. The post of Economic Investigator carries the pay scale of Rs. 170-400. Even though the qualifications prescribed for this post is degree which is at par with the qualification of Statistical Inspector in Economics and Statistics Department and for Investigators in other departments, the responsibility discharged is higher and a pay scale of Rs. 180-425 is recommended.

JUDICIAL DEPARTMENT

87. The existing pay scales of Ministerial staff in the Rajasthan High Court are at par with the pay scales of ministerial employees in the Government Secretariat. The Commission feels that this parity should be maintained. Accordingly, pay scales for ministerial employees upto the level of Superintendent are recommended at par with Secretariat pay scales.

88. The pay scales for the posts of Assistant Registrar and Deputy Registrar are recommended as follows:—

	<i>Existing Pay Scale</i>	<i>New Pay Scale</i>
1. Asstt. Registrar and Secretary to Chief Justice.	275-650	375-850
2. Dy. Registrar.	360-900	500-1000

Stenographers.

89. In view of the arduous nature of duties and the heavy responsibilities discharged by them, the scale of Stenographers

in the Courts of District and Sessions Judges and Additional District and Sessions Judges should be Rs. 225-525.

JAIL DEPARTMENT

General.

90. During the course of oral evidence the Head of the Department pleaded for parity in the matter of pay scales of subordinate executive posts of this department with pay scales of subordinate constabulary. The Commission considers this question as reasonable and recommends the scales accordingly.

Deputy Jailor, Assistant Jailor.

91. The Inspector General, Prisons, was of the view that these two posts may be merged into one and the designation of the posts be changed to Dy. Jailor. These views are in conformity with the recommendation of Jails Reforms Commission. The Commission agrees with the above view point. The pay scale of the post may be as for Assistant Sub-Inspector in Police Department viz. Rs. 110-200.

Special Pays to Medical Officers.

92. No special pay need be given to Doctors for attendance in Jails. The attendance should be considered as part of normal duties of Doctors. They may be given Conveyance allowance for going to Jails in connection with the discharge of their duties, if considered necessary, on examination by the Government.

LAND RECORDS DEPARTMENT

Tehsildar and Naib Tehsildar.

93. Many official and non-official witnesses who appeared before the Commission pointed out the inadequacy of the pay scales for the posts of Tehsildars. The Revenue Board, stressed that there should be separate pay scales for Naib Tehsildar and Tehsildar. The running pay scale for both the posts has created difficulties in the matter of supervision and control. The Commission agrees with the views expressed by the witnesses and recommends the pay scales of Rs.180-425 and Rs.275-650 for the posts of Naib-Tehsildar and Tehsildar, respectively.

Other Posts.

94. The existing pay scale of Patwari is Rs. 75-175 plus special pay of Rs. 15/-. The Patwar Sangh has claimed that the pay scale for Patwari should be equal to that of an Upper Division

Clerk as a Patwari exercises greater responsibility than a Lower Division Clerk. The official witnesses, however, were of the view that as the qualifications for the post has been raised to Matriculation, the scale should be equal to that of a Lower Division Clerk. The Commission agrees with the views of official witnesses and recommends the pay scale of Rs. 110-200 for this post, with special pay of Rs. 10/-. The special pay of Rs. 5/- out of Rs. 15/- now drawn by them may be merged on fixation in the proposed pay scale. Inspector, Land Records may be put in the scale of Rs. 130-300, the scale recommended for the post of Upper Division Clerk. Inspector, Land Records when appointed as Office Kanungo in a Tehsil-office gets a special pay of Rs. 25/-. This special pay may continue.

95. Assistant Sadar Kanungo is in receipt of special pay of Rs. 5/- for working in Collectorate. The Commission has already recommended elsewhere in the report for abolition of such special pay admissible to ministerial staff working in the offices of the Heads of Departments. This special pay is recommended for abolition.

Stenographers.

96. For the reasons already stated in the case of Stenographers in the Courts of District and Sessions Judges, the pay scale of Stenographers attached to members and Chairman, Board of Revenue is recommended as Rs. 225-525.

MEDICAL DEPARTMENT

97. Officers and staff working in Public Health Laboratories and in Pathological Department of hospitals/dispensaries are permitted to share the fees charged for bacteriological, pathological and analytical work under the Rajasthan Medical Officers (Fees) Rules, 1964. The Commission feels that it is the normal duty of a Government servant working in Laboratories and hospitals to conduct analytical work. In cases where analytical work involves special hazard or risk of infection, the Commission has recommended special pays in Chapter V. In view of this position, there is hardly any justification for permitting them to continue to share fees collected under the aforesaid Rules. The entire amount of fees should form part of Government revenue.

98. In case of analytical work done in public health laboratories, food samples submitted by private purchasers or

local authorities under the Prevention of Food Adulteration Act, 1954 are analysed, and as no risk of infection is involved, grant of special pay is not considered appropriate. It is quite incongruous to permit the staff to share moneys collected in these Laboratories as the Commission feels that it is their main function for which they are employed.

99. The All India Trained Nurses Association (Rajasthan Branch) and the Rajasthan Subordinate Services Association (Medical and Health Branch) have pleaded for removal of discrimination in the matter of pay scale of nurses and compounders on the basis of sex. In support of this contention they stated that since the qualifications prescribed for these posts and the nature of duties and responsibilities shouldered by holders of these posts are identical there should be no discrimination in their pay scales and initial salary therein. The Commission recognises that principle of equal pay for equal work, irrespective of sex discrimination should be respected as far as possible and therefore recommends that persons possessing R.N.R.C. qualifications (or equivalent qualifications recognised by the Government) should in future be appointed in the pay scale of Rs. 130-300 recommended for posts of Staff Nurses or Male Nurses Grade II. Promotion to posts above this level should also be made disregarding the sex difference.

Posts on Rehabilitation and Curative side of the Hospitals.

100. Keeping in view the qualifications, nature of duties of incumbents of the posts and the recommendations of the Director of Medical and Health Services, the following pay scales are suggested:—

Post.	Existing Pay Scale	Revised Pay Scale
	Rs.	Rs.
Prosthetist	.. 140-300	150-330
Physiotherapist ..	.. 140-330	
Asstt. Occupational Therapist ..	.. 105-240	
Occupational Therapist	.. 170-400	200-450
Sr. Physio-therapist	.. 225-485	
Speech Therapist ..	.. 225-485	
Officer Incharge ..	.. 170-400	275-650
Curative Workshop	Min. 230/-	

Secretary, Stores Purchase Committee.

101. The post carries the pay scale of Rs. 285-540. As the duties of the post are similar to those performed by members of Subordinate Accounts Service, the post is recommended to be

encadred in the Rajasthan Subordinate Accounts Service (Assistant Accounts Officer's cadre).

OFFICERS TRAINING SCHOOL

102. There is a post of Administrative Officer in the Officer's Training School in the pay scale of Rs. 200-450. This scale is meant for Office Superintendent Gr. I. There is no Office Superintendent in the School as a result of which promotional opportunities for ministerial staff are virtually closed. The Commission feels that this post should be converted into that of Office Superintendent. The post of Administrative Officer is otherwise not necessary because the administrative work in the School is done by the Principal and the Vice-Principal.

POLICE DEPARTMENT

103. For the purpose of pay scales, the Police Department can be divided into four main categories, viz. Main Constabulary, State Radio Organisation, Forensic Laboratory and Motor Transport Workshop.

(A) Main Constabulary.

104. The strength and the pay scales of the various posts on the executive side in the Police Department are as follows:—

Designation	No. of posts.	Pay scale. Rs.
Inspector of Police	262	200-450
Sub-Inspector	1488	130-320
Asstt. Sub-Inspector	302	75-175
Head Constables	4894	65-110
Constables	28314	50-90

The method of recruitment on these posts is as follows:—

Constables .. ..	..	By direct recruitment—100%
Head Constables/	|	50% by promotion.
Asstt. Sub-Inspectors.		50% by special selection.
Sub-Inspectors .. ..	..	40% by direct recruitment (Persons having minimum Matriculation qualifications).
		40% by promotion.
		20% by special selection.
Inspectors .. ..	..	50% by promotion.
		50% by special selection.

105. None from the Police Subordinate staff appeared before the Commission to give oral evidence.

106. The Head of the Department recommended the following scales for the posts:—

Constables	..	..	..	Rs. 75-115
Head Constables	..	..	..	Rs. 100-150
Asstt. Sub-Inspectors	..	..	..	Rs. 130-200
Sub-Inspectors	..	..	..	Rs. 170-385
Inspectors	..	..	..	Rs. 275-650

107. The official witness who appeared before the Commission also suggested similar pay scales for the above posts. He also stated that in future the Head Constables should be Matriculates and be treated at par with a Lower Division Clerk. A Constable should not be promoted as Head Constable unless he is a Matriculate.

108. The Inspector General of Police stated that a higher pay scale has been suggested for the Sub-Inspector because he was of the view that minimum qualification for recruitment on the post would be raised from Matriculation to a Degree.

109. Taking into considerations the pay scales available to similar categories of employees under other Governments and keeping in view the suggestion of the Head of the Department and official witness, the following pay scales for the posts in the Police Force are recommended:—

Constable	..	..	..	Rs. 70-110
Head Constable	..	..	..	Rs. 90-150

The method of recruitment may continue to be the same as provided in the Rules on these posts.

Assistant Sub-Inspector	..	..	..	Rs. 110-200
Sub-Inspector	..	..	..	Rs. 160-360

As the pay scale has been considerably improved on the post of Sub-Inspector, the minimum qualifications for direct recruitment on the post of Sub-Inspector should be a Degree.

60% of the vacancies may be filled in by direct recruitment and 40% by promotion. There should be no special selection on this post in future. During probation, the direct recruits will draw pay of Rs. 150/- (fixed).

Inspector. Rs. 275-650

(B) Police Radio Organisation.

110. This Organisation is headed by State Radio Officer who is in the pay scale of Rs. 1300-1600. Other posts in the

organisation carry the following pay scales:—

Constables	Rs. 50-90
Asstt. Sub-Inspector	Rs. 75-175
Sub-Inspectors	Rs. 120-385
Sub-Inspector (Supervisor)	Rs. 170-400
Inspector	Rs. 200-450
Dy. Superintendent of Radio	Rs. 285-800

111. Direct recruitment is made on all posts from Constables to Sub-Inspectors. Rules also provide for promotion from Constable to Assistant Sub-Inspector, from Assistant Sub-Inspector to Sub-Inspector. The posts of Sub-Inspector, Supervisor and Inspector are filled in only by promotion from the next junior posts.

112. The following pay scales are recommended for these posts:—

Constable, Radio	As for Constable in the executive line, i.e. Rs. 70-110.
Asstt. Sub-Inspector	Rs. 110-200
Sub-Inspector	Rs. 160-360
Inspector	Rs. 275-650

113. The posts of Sub-Inspectors (Supervisor) are being upgraded into those of Inspectors in the new set up which is said to be under the consideration of the Government. The Commission endorses this suggestion. The existing Sub-Inspectors (Supervisor) may be put in the new scale of Inspector, viz. Rs. 275-650 and designated as Inspector (Radio).

According to the existing practice a special pay of Rs. 20/- is allowed to Sub-Inspectors if they have passed the Grade I Departmental Examination. Assistant Sub-Inspectors can also appear in the examination but they are not allowed special pay until they are promoted as Sub-Inspectors. It was represented that Assistant Sub-Inspectors on passing Departmental Examination Gr. I should also be allowed the special pay of Rs. 20/-. The Commission is of the view that the special pay may be abolished as the grades have been suitably improved. However, Assistant Sub-Inspectors may be promoted to the posts of Sub-Inspector on passing the prescribed departmental examination.

114. The pay scales of State Radio Officer and Dy. Superintendent(Radio) should be Rs. 1300-1600 and Rs. 375-850 respectively.

(C) Forensic Science Laboratory.

115. The Inspector General of Police and some officials of the Forensic Laboratory who appeared before the Commission brought to the notice of the Commission the recommendations made by the Central Advisory Committee regarding the pay scales for the various posts in the Laboratory. These recommendations are as follows:—

Director	..	..	..	Rs. 1500-1800
Assistant Director	..	..	..	Rs. 700-1200
Scientific Assistant	..	..	..	Rs. 210-425
Laboratory and Dark Room Assistant				Rs. 150-320

116. The post of Director is at present manned by a Police Officer. This is not a proper arrangement. It was brought to the notice of the Commission that the post of Director has not been filled in by a person possessing the prescribed qualifications as the existing remuneration offered was found unattractive. There is thus a good case for bettering the existing pay scale. Accordingly, in regard to above considerations, the following pay scales are recommended for the staff: —

Director	..	..	Rs. 1500-75-1800.
Assistant Director	..	..	Rs. 700-40-1100-50-1200.
Scientific Assistant	..	..	Rs. 180-10-210-15-385-20-425 (For Matric with Science.)
Dark Room Assistant	..	..	Rs. 110-5-160-8-200.
Laboratory Attendant	..	..	Rs. 66-2-90.

117. There is a post of Deputy Director in the Department but as the Central Advisory Committee has not conceived of any such post in the Department, no scale has been recommended for it. Even though there is a post of Dy. Director in the Department, no one has so far been appointed on it, the reason may be that this post is superfluous and not necessary. The desirability of abolition of the post may be examined by the Government.

(D) Motor Transport Section.

118. The existing pay scale for the post of Automobile Officer who is in charge of the Motor Transport Workshop is Rs. 225-640. The qualifications prescribed for this post are Diploma in Automobile Engineering. In consideration of these qualifications the pay scale of Rs. 250-625 is recommended for this post.

PUBLIC RELATIONS DEPARTMENT

119. The post of Senior Photographer is in the same pay scale as is admissible to Assistant Director. The official witness has suggested the pay scale for the post as is admissible to the Deputy Director of the Department in view of high degree of responsibility shared by him in the organisation specially where publicity is linked with modern photo-technology.

120. It was represented by the Photographers before the Commission that their counterparts in Government of India are getting better remuneration though the nature of duties are comparable. The official witness also spoke highly of this Section of the Department and desired better remuneration for the senior Photographer in comparison with Photographers in other Departments. The Commission considers it reasonable to recommend the pay scale for the post of Senior Photographer at par with Assistant Director, viz. Rs. 375-850 and also suggests that the designation of the post may be changed to "Chief Photo Officer."

PRINTING AND STATIONERY DEPARTMENT

121. The existing pay scales of the Press employees have been found to be inadequate. Considering degree of skill demanded by various processes employed in the Press and also pay scales available to similar categories of employees in presses under other State Governments, the Commission has recommended improvement in pay scales of technical employees of the Presses.

122. During the course of discussion of pay scales of the Press employees the Director felt the necessity of linking the wages with production norms to be fixed by him for each type of process in the Press. The Commission considers this suggestion as reasonable because it would provide incentive to workers to put heart into the work for increasing production. A worker whose performance during a particular month is assessed over and above the work done in accordance with the prescribed norms, should be paid for additional work an amount calculated @ $1\frac{1}{2}$ times the value of additional output worked out at the monthly rate of his salary. The payment of extra remuneration for additional performance will be subject to the condition that the work was done during the normal hours of work prescribed under the Factory Act and the quality is not allowed to suffer. The Government may examine this matter and issue necessary instructions to the Director for laying down standard norms required for each process and to introduce the incentive wage scheme on the lines set out above. This would result in economy to the Government in overtime payments and also in getting increased production.

REGISTRATION AND STAMPS

123. For the purpose of prescribing pay scales, the posts of Inspectors of Stamps and Registration and Sub-Registrar have been equated with those of Tehsildar and Naib Tehsildar and pay

scales recommended accordingly. The Commission feels that these posts may be encadred in the Rajasthan Tehsildars Service as the work and responsibilities attached with these posts are comparable with Revenue Officers.

SETTLEMENT DEPARTMENT

124. The existing pay scales of the posts in the Department are as follows:—

Sadar Munsarim	..	..	..	Rs. 130-320.
Head Draftsman	..	..	..	Rs. 120-300.
Draftsman	..	..	..	Rs. 90-225.
Inspector	..	..	..	Rs. 90-225+S.P. Rs. 25/-.
Amin	..	..	..	Rs. 75-175+S.P. Rs. 10/-.

125. The Bhoomapak Sangh demands parity with Surveyors of Consolidation Department and with Forest Amins who are in pay scale of Rs. 90-225. The Sangh also requests for increase in the amount of special pay from Rs. 10/- to Rs. 20/-. It is stated that Amins do most of the preliminary work and prepare maps of the land after survey. The Draftsmen who are in pay scale of Rs. 90-225 in the Department do only tracing of the maps prepared by the Amins. Hence, their scales should not be less than the draftsman. The official witness also endorsed the claims of Amins and recommended parity with Surveyors of Forest Department, etc.

126. The Commission considers it reasonable to place Patwaris and Amins in all departments, in a common pay scale in view of comparable nature of duties. However, it is suggested that in future persons possessing Matriculation or Secondary educational qualification are recruited on these posts. The pay scales for all these posts shall be Rs. 110-200. The special pay of Rs. 10/- to Amins may be merged in the new pay scale, on fixation in the new scale as the scale has been adequately improved.

127. The Association of Settlement Inspectors have represented that duties of the Inspectors are in no way less than those of Naib Tehsildars. Hence they should be placed in the pay scale as may be suggested for the post of Naib-Tehsildar. After discussion with the official witness, the Commission concludes that these posts should be at par with those of Inspectors in Land Records Department. Accordingly, the Commission recommends the pay scale of Rs. 130-300 without special pay. The present special pay of Rs. 25 may be merged on fixation in the new pay scale.

Sadar Munsarim.

128. The official witness stated that the post of Sadar Munsarim should be at par with that of Sadar Kanungo in the office of the Collector. While agreeing with this suggestion the Commission recommends the pay scale of Rs. 180-425 for this post.

Draftsmen.

129. The post of Head Draftsman in the Department is in the pay scale as admissible to a Junior Draftsman in the Engineering Department and that of draftsman is in the pay scale of Rs. 90-225 which is a little higher than the pay scale of a Tracer in the Engineering Department. Since the Commission is of the view that there is no significant difference in the nature and volume of work of persons of these categories in comparison with those of Public Works Department, their pay scales may be made equal to Junior Draftsmen and Tracers of the Engineering Department, viz., Rs. 130-300 and Rs. 100-180. For the sake of uniformity in the nomenclature of the posts it is suggested that the designation of the posts of Draftsmen and Head Draftsmen may be altered as Draftsman Gr. IV and Draftsman Gr. III. The qualifications for these posts may be as already prescribed by the Government for the posts of Tracers and Junior Draftsman in Public Health Engineering and Irrigation Departments.

SOCIAL WELFARE DEPARTMENT**Assistant Director.**

130. The existing pay scale of the post is Rs. 225-640. The Head of Department was of the view that Assistant Director should be at par with his counterparts drawn from R.A.S. cadre because both officers have identical status and identical responsibilities. The Commission considers this view point quite reasonable and accordingly recommends pay scale of Rs. 375-850 for this post.

Research Assistant (Tribal Welfare) Research Asstt. (Survey Project).

131. Considering the nature of duties and responsibilities of these posts the Commission feels that these two posts should be in the pay scale of Rs. 200-450 in place of existing pay scales of Rs. 225-485 and Rs. 200-450.

STATE ENTERPRISES**Dy. Commissioner-cum-Dy. Secretary to Government.**

132. The existing pay scale for this post is as for Joint Director of Industries Department i.e. Rs. 950-1400. The official

witness who appeared before the Pay Commission stated that the present incumbent of the post is required to formulate new schemes and proposals for starting new industries in the public sector run as a department of the Government. The pay scale proposed for the post was as for a Chief Engineer. Subsequently, the Department withdrew their suggestion and stated that they have moved a proposal for creating a separate post of Chief Engineer (Project and Plants) in the pay scale of Rs. 2000-2500 for supervising the present factories and enterprises and for installation of new factories and plants in the State in the public sector. The Department, therefore, suggested that the post of Deputy Commissioner may be in the scale of Rs. 1300-1600. The Commission is inclined to accept the suggestion. The pay scale of the present post of Deputy Commissioner-cum-Dy. Secretary to Government may be fixed as Rs. 1300-1600.

General Superintendent, Sodium Sulphate Deedwana.

133. The post is in the scale of Rs. 1300-1600 plus a Special pay of Rs. 150/-. The post has been kept at par with that of Superintending Engineer in the P.W.D. It was urged by the official witness that the Sodium Sulphate Plant has been extended three times from its capacity and another sulphate plan has come up which the incumbent is to look after. The incumbent has also been made in charge of Deedwana Salt Sources. In view of these considerations he suggested to upgrade the post to that of Additional Chief Engineer, P.W.D. The Commission endorses this view and recommends the pay scale of Rs. 1650-2000 for this post without any special pay. Special pay drawn by the incumbent may be merged in the recommended pay scale.

Manager, Salt Works & Superintendent Salt Works.

134. The existing pay scales of these posts are Rs. 225-485 and Rs. 170-400. The Head of Department suggested that the incumbent of former post is a technical man possessing Knowledge of Chemistry. The holder of the post is responsible for controlling the salt sources at site and for taking important decisions on spot. His counterparts in the Government of India are in much higher pay scales. Considering the duties of the post, the pay scale of Rs. 375-800 is recommended for the post. The designation of Superintendent Salt may be changed to Assistant Manager, Salt and be fixed in the scale of Rs. 225-525.

SUBORDINATE ACCOUNTS SERVICE

135. At present the Accountants and Assistant Accounts Officers are in one running pay scale of Rs. 155-485. The Accountants are allowed minimum pay of Rs. 175/-, in the scale.

The Rajasthan Subordinate Accounts Service Association represented that pay scale of Accountants and Assistant Accounts Officers may be revised to Rs. 275.575, i.e. at par with S.A.S. Accountants in Accountant General's Office and Rs. 225-800 respectively.

136. There is difference in the nature of duties performed by S.A.S. Accountants in the A. G's. Office and those employed under State Government and hence the equation is not considered justified. It has been urged by the Association that the duties and responsibilities of the Assistant Accounts Officer and Accounts Officer are more or less indential. The Head of the Department has also expressed a similar view. But in view of the existing pattern of the service which is akin to Tehsildar/R.A.S. the Commission is recommending separate scale for Assistant Accounts Officer. The Commission suggests pay scale of Rs. 180-425 for Accountants at par with Naib-Tehsildar taking into account their duties and responsibilities. In view of recommendations made for abolition of running scales, the Commission recommends the pay scale of Rs. 275-650 for Assistant Accounts Officer.

TOURISM

137. The existing pay scales for the posts of Director and Assistant Director are Rs. 550-1100 (Min. Rs. 640/-) and Rs. 170-385 respectively.

It is now recognised at all India level that Rajasthan has an important place on the tourist map of India. The official witness during the oral evidence, also stressed the importance of this organisation in view of the continuous development of tourism in Rajasthan

138. The Commission examined the statistics furnished by the department indicating the progress of tourist traffic made during the last decade and feels convinced about the contribution the department has made towards the growth of economy of the State. Accordingly, the Commission recommends improvement in the pay scales of the Director and the Assistant Director as follows:—

Director	Rs. 1100-1500.
Assistant Director	Rs. 375 -850.

In case a post of Deputy Director is created by the Government in future, that post may carry the pay scale of Rs. 700-1200.

TOWN PLANNING DEPARTMENT

139. The Chief Town Planner and Architectural Adviser to the State Government who appeared before the Pay Commission stated that theirs is a Design Organisation and they would like to discard the conventional designations of the technical subordinate staff, viz. Town Planning Assistant, Senior Draftsman, Junior Draftsman and Tracer. He suggested that these posts may be designated as Design Assistant Gr. I, Design Assistant Gr. II, Design Assistant Gr. III and Design Assistant Gr. IV. He also suggested the pay scales of Rs. 130-320, Rs. 210-300, Rs. 275-500 and Rs. 350-575 for these posts respectively. The Commission agrees to the suggestion for the change in designation. As far as Pay Scales are concerned these should be the same as suggested in respect of corresponding posts in the Engineering Department. In case, however, Town Planning Assistant and Senior Draftsman (to be designated as Design Assistant Grade I and Design Assistant Grade II) possess Diploma in Architectural Draftsmanship, the pay scales may be Rs. 275-650 and Rs. 225-525, respectively.

The Chief Town Planner suggested abolition of the post of Head Draftsman; hence no pay scale has been suggested for this post.

TRANSPORT DEPARTMENT

140. The post of Motor Vehicle Inspector carries a pay scale of Rs. 130-320. It is a promotion post for Motor Vehicles Sub-Inspectors. The Head of the Department, however suggested that in future only Graduates should be appointed on this post. The Commission accepts the suggestion of the Head of the Department and recommends that in future appointment to this post may be 50% by promotion from the Sub-Inspectors and 50% by direct recruitment. For direct recruitment, the minimum qualifications should be a degree in general education in conformity with the general policy outlined elsewhere in this regard.

VIGILANCE COMMISSION

Assistant Secretary.

141. No particular pay scale is prescribed for the post of Assistant Secretary in this organisation. It was suggested by the official witness that the post may be encadred in the Rajasthan Secretariat Service as the functions of the incumbent are similar to those in the Secretariat. The Commission accepts this suggestion and recommends its encadrement in the R.S.S.

At present the post is held by an officer from the High Court and a special pay of Rs. 75/- has been attached to it. This special pay is recommended for abolition as the duties performed by the officer in the organisation are not more arduous than those performed by him in his parent office.

CHAPTER—XVII

New Pay Scales.

1. 60-1-65-2-85.
2. 66-2-90.
3. 70-2-90-3-102-4-110.
4. 75-4-115-5-140.
5. 90-4-110-5-150.
6. 100-5-140-8-180.
7. 110-5-160-8-200.
8. 120-5-160-8-200-10-240.
9. 130-8-170-10-210-15-300.
10. 150-8-190-10-210-15-330.
11. 160-8-200-10-240-15-300.
12. 170-10-210-15-390.
13. 180-10-220-15-385-20-425.
14. 200-15-350-20-450.
15. 225-15-345-20-525.
16. 250-20-450-25-625.
17. 275-20-375-25-650.
18. 375-25-550-30-850.
19. 500-30-800-50-1000.
20. 600-30-750-40-950-50-1100.
21. 700-40-1100-50-1200.
22. 800-50-1300.
23. 900-50-1000-60-1300-50-1800.
24. 1100-50-1200-60-1500.
25. 1300-60-1600.
26. 1500-75-1800.
27. 1650-75-1800-100-2000.
28. 2000-125/2-2250.

CHAPTER—XVIII.

1. Pay Scales of Major Services.

Designation.	Existing Pay Scale	Pay scale Recommended
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RAJASTHAN ACCOUNTS SERVICE.

	Rs.	Rs.
Selection Scale	900-1500	1100-1500
Senior Scale	550-1100 Min. 640/-	700-1200
Junior Scale	285-800	375-850

RAJASTHAN ADMINISTRATIVE SERVICE.

Selection Scale	900-1500 Min. 1050/-	1100-1500
Senior Scale	550-1100 Min. 640/-	700-1200
Junior Scale	285-800	375-850

RAJASTHAN AGRICULTURE SERVICE.

Extension Group 'A'.

Director of Agriculture	1650-2000	2000-2250
Joint Director of Agriculture	1300-1600	1300-1600
State Soil Conservation Officer		

Extension Group 'B'.

Deputy Director of Agriculture and equivalent posts in the pay scale of Rs. 550-1100 Min. 640/-	550-1100 Min. 640/-	700-1200
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Extension Group 'C'.

(i) Assistant Director of Agriculture District Agriculture Officer and equivalent posts in pay scale of Rs. 360-900.	360-900 Min. 385/-	500-1000
(ii) Posts in pay scale of Rs. 285-800.	285-800	375-850

Designation	Existing Pay Scale	Pay scales Recommended
	Rs.	Rs.
<i>Research 'B' Class Posts.</i>		
Agriculture Chemist	550-1100 Min. 640/-	700-1200
Economic Botanist		
Plant Pathologist		
Agronomist		
Entomologist and any other equivalent post in this group in pay scale of Rs. 550-1100 Min. 640/-		
<i>Research 'C' Class Posts.</i>		
Assistant Economic Botanist ..	285-800 Min. 385/-	375-850
Assistant Agriculture Chemist		
Assistant Pathologist		
Assistant Agronomist and any other equivalent posts in this group in pay scale of Rs. 285-800 Min. 385/-		

ANIMAL HUSBANDRY SERVICE.

Director ..	1650-2000	1500-1800
Deputy Directors :		
Headquarters	1	
Planning	1	
Key Village Scheme	1	
Regional	3	
Rinderpest	1	
Fisheries	1	
I.C.D.	1	
Gaushalla Development Officer	550-1100 Min. 640/-	700-1200
Dairy Project Officer		
Serologist		
Animal Geneticist	360-900	375-850
Assistant Directors		
District Animal Husbandry Officers	360-900	375-850
Principal, Animal Husbandry School	360-900	375-850
Piggery Development Officer	360-900	375-850
Officer Incharge Inservice Training Centre, Jpr.	360-900	375-850
Officer In-charge Semen-Collection :		
A.J. Ajmer	360-900	375-850
I.C.D. Bikaner	360-900	375-850
Radiologist	360-900	375-850
Disease Investigation Officer	360-900	375-850

Designation.	Existing pay scales.	Pay scales Recommended.
	Rs.	Rs.
Addl. Disease Investigation Officer (Poultry & Sheep & Goats)	360-900	375-850
Superintendent Cattle Breeding Farms	360-900	375-850
Superintendent Bull Rearing Farm	360-900	375-850
Superintendent Poultry Farms	360-900	375-850
Feed & Fodder Dev. Officers Jaipur & I.C.D. Bikaner	360-900	375-850
Dairy Extension Officers Jaipur & I.C.D. Bikaner ..	360-900	375-850
Vet. Asstt. Surgeons of Class I Hospitals	360-900	375-850
Vet. Asstt. Surgeons Incharge of Key Village Blocks	360-900	375-850
Vet. Asstt. Surgeons Incharge of Key Village Blocks with Hospitals	360-900	375-850
Project Officer, Intensive Poultry Dev. Blocks	360-900	375-850
Poultry Dev. Officer	360-900	375-850
Fisheries Dev. Officers	360-900	375-850
Fisheries Survey Officer	360-900	375-850
Fisheries Research Officer	360-900	375-850
Principal Fisheries Training School	360-900	375-850
Cattle Dev. Officer I.C.D.	360-900	375-850
Superintendent Camel Farm	360-900	375-850
Veterinary Assistant Surgeons		
Lecturers Animal Husbandry School		
Research Asstt. Field Officer	225-800	275-650
Asstt. Poultry Dev. Officer		
Animal Husbandry Extension Officers		
Asstt. Rinderpest Officer		
Farm Manager, Piggery		

RAJASTHAN ARCHAEOLOGY AND MUSEUM SERVICE.

Director	650-1250	800-1300
Superintendent	360-900	375-850
Curator	225-640	250-625

RAJASTHAN CO-OPERATIVE SERVICE.

Registrar	I.A.S. Cadre post	I.A.S. Cadre post
Joint Registrar	650-1250	800-1300

Designation.	Existing pay scales.	Pay scales recommended.
	Rs.	Rs.
Deputy Registrar	.. 550-950	600-1100
Asstt. Registrar Gr. I	.. 225-800	375-850
Asstt. Registrar Gr. II	.. ..	250-625

RAJASTHAN ECONOMICS & STATISTICAL SERVICE.

Director	.. .. 900-1500 Min. 1050/-	1100-1500
Deputy Director	.. .. 550-1100 Min. 640/-	700-1200
Asstt. Director	.. .. 285-800	375-850
Statistician	.. .. 225-640	275-650

RAJASTHAN EMPLOYMENT EXCHANGE SERVICE.

Director	.. .. 650-1250	1100-1500
Asstt. Director	.. .. 285-800	600-1100
Sub-Regional Employment Officer	285-800	375-850
District Employment Officer	.. |	
Asstt. Employment Officer	| 225-485	250-625

RAJASTHAN ENGINEERING & TECHNICAL SERVICE.

(A) Public Works Department (B. & R.), Health Engineering and Irrigation Departments.

Chief Engineer	.. .. 2000-2500	2000-2250
Addl. Chief Engineer	.. .. 1650-2000	1650-2000
Superintending Engineer	.. .. 1300-1600	1300-1600
Executive Engineer	.. .. 550-1100 Min. 640/-	700-1200
Asstt. Engineer	.. .. 285-800	375-850

(B) Town Planning.

Chief Town Planner & Architectural Adviser to Government	.. .. 2000-2500	2000-2250
Senior Town Planner	.. .. 1300-1600	1300-1600
Dy. Town Planner	.. .. 550-1100- Min. 640/-	700-1200
Asstt. Town Planner	.. .. 285-800 Min. 460/-	375-850 Min. 450/-
Asstt. Engineer	.. .. 285-800	375-850

(C) Electrical Inspectorate.

Electrical Inspector	.. .. 550-1100 Min. 640/-	700-1200
Asstt. Electrical Inspector	.. .. 285-800	375-850

Designation.	Existing pay scales.	Pay scales recommended.
	Rs.	Rs.
(D) Factories & Boilers.		
Chief Inspector	1300-1600	1300-1600
Senior Inspector	550-1100	700-1200
Inspector	Min. 640/- 285-800	375-850
RAJASTHAN STATE INSURANCE SERVICE.		
Director	900-1500 Min. 1050/- + S.P. 200/-	1100-1500 without S.P.
Senior Dy. Director	550-1100 Min. 640/- + S.P. 150/-	700-1200 with S.P. 200/-
Deputy Director	550-1100 Min. 640/-	700-1200
Asstt. Director	285-800	375-850
RAJASTHAN INDUSTRIES SERVICE.		
Director	I.A.S. cadre post	I.A.S. cadre post
Joint Director	900-1500 Min. 1050/-	1300-1600
Deputy Director	550-1100 Min. 640/-	700-1200
Asstt. Director	225-640 Min. 270/-	375-850
Distt. Industries Officer	225-485	250-625
RAJASTHAN JUDICIAL SERVICE.		
Senior Scale	360-900	700-1200
Junior Scale	285-800	375-850
RAJASTHAN HIGHER JUDICIAL SERVICE.		
Selection Scale	2000-2500	2000-2250
Ordinary Scale	900-1800	900-1800
RAJASTHAN JAIL SERVICE.		
Inspector General, Prisons	1300-1600	No change.
Dy. Inspector General Prisons	550-950	1250 (fixed)..
Superintendent, Jails Gr. I	550-950	700-1200
Superintendent, Jails Gr. II	275-650	375-850
Dy. Superintendent, Jails	170-400	275-650
RAJASTHAN LABOUR SERVICE.		
Labour Commissioner	900-1800 Min. 1300/-	900-1800 Min. 1300/-
Joint Labour Commissioner	900-1500 Min. 1050/-	1100-1500

Designation.	Existing pay scales.	Pay scales recommended.
	Rs.	Rs.
Deputy Labour Commissioner ..	550-1100 Min. 640/-	700-1200
Asstt. Labour Commissioner ..	285-800 Min. 335/-	375-850
Labour Officer ..	225-640	250-625

RAJASTHAN MEDICAL SERVICE.

Director	2000-2500	2000-2250
Addl. Director	1500-1800	1500-1800
Dy. Director	1300-1600	1300-1600
Asstt. Director	550-1100 Min. 580/- + N.P.A. 150/-	600-1100 + N.P.A. 200/-
Distt. Medical & Health Officers ..	550-1100 Min. 580/- + S.P. 100/-	600-1100 without S.P. + N.P.A. 200/-
Senior Specialists	650-1250 Min. 850/-	800-1300 + N.P.A. Rs. 300/-
Junior Specialists	550-1100 Min. 580/-	600-1100 + N.P.A. Rs. 200/-
Civil Asstt. Surgeons	285-850 (Min. 335/-)	375-850 + N.P.A. Rs. 100/- (where necessary).

RAJASTHAN MEDICAL (COLLEGIATE BRANCH) SERVICE.

Principal, Medical Colleges (except of Jaipur College)	1300-1600 + S.P. Rs. 350/-	1300-1600 + S.P. Rs. 350/- + N.P.A. Rs. 400/-
Addl. Principal, Medical College, Jaipur		
Principal, Medical College, Jaipur	1300-1600 + S.P. 400/-	1300-1600 + S.P. 400/- + N.P.A. 400/-
Professor	1300-1600	1300-1600 + N.P.A. 400/-
Reader	650-1250 Min. 750/-	800-1300 + N.P.A. 300/-
Lecturer	550-1100	600-1100 + N.P.A. 200/-

Other posts in Medical Colleges.

Demonstrators	285-800 Min. 385/- + N.P.A. 150/-	375-850 + N.P.A. 150/-
Civil Asstt. Surgeon working as Tutor.	285-800 + S.P. 50/-	375-850 + N.P.A. Rs. 150/-

RAJASTHAN MOTOR GARAGE SERVICE.

Chief Superintendent	500-1100 Min. 640/-	700-1200
Automobile Engineer	285-800	375-850

Designation.	Existing pay scales.	Pay scales recommended.
	Rs.	Rs.
RAJASTHAN POLICE SERVICE.		
Selection Scale	650-1250 Min. 900/-	1250 (fixed)
Senior Scale	550-950	700-1200
Junior Scale	285-800	375-850
RAJASTHAN PUBLIC RELATIONS SERVICE.		
Director	650-1250	1100-1500
Deputy Director	360-900	600-1100
Assistant Director Scrutiny Officer Feature Writer Senior Photographer	275-650	375-850
Public Relations Officer Assistant Editor Liason Officer Exhibition Rangmanch & Film Library Officer Research & Reference Officer	225-485	250-625
RAJASTHAN PRESSES SERVICE.		
Director	550-1100	I.A.S., R.A.S. or R.S.S. to hold the post.
Superintendent	225-640	375-850
Assistant Superintendent	170-400	250-625

CHAPTER—XVIII (Contd.)

2. Pay Scales of posts common to all Departments

Designation.	Existing pay scales.	Pay scales recommended.
Pcons and others in pay scale of Rs. 45-80	Rs. 45-80	Rs. 60-85
Jemadars and others in pay scale of Rs. 50-90	50-90	66-90
Lower Division Clerks	90-200	110-200
Upper Division Clerks	120-300	130-300
Assistants	120-385	170-390
Stenographers Gr. I	Min. 155/ 170-385	170-390
Stenographer Gr. II	140-330	
Superintendents	170-385 200-450	200-450
Drivers	75-175	100-180

CHAPTER—XVIII. (Contd.)

3. Pay Scales of different Departments in Alphabetical Order.

S. No.	Designation.	Existing pay scales.	Pay scales recommended.
Rs. Rs. AGRICULTURE DEPARTMENT.			
1.	Research Assistant	.. 225-485 (i) M.Sc. (Agr.) I Dn. or II Dn. 285/- (ii) M.Sc. I or II Dn. or M.Sc. (Agr.) III Dn. 265/- (iii) M.Sc. III Dn. Rs. 245/-	250-625 (with n higher start).
2.	Subordinate Posts in the Agriculture Deptt. for which the minimum qualifications are Agriculture Graduate, except otherwise mentioned in this schedule.	155-485 Graduate to start at Rs. 175/- Min. Rs. 205 to M.Sc. (Agr.)	225-525
3.	Agriculture Graduates who are working as : Farm Manager, Agriculture Assistant (Oilseeds, Cotton, Planning, I.A.A. (Hqrs.), Senior Agriculture Assistants (Farmer's Training)	155-485	275-650
4.	Asstt. Agriculture Information Officer	Min. 175 to Agriculture Graduates.	
5.	Agriculture Asstts. (Drainage Scheme & Soil Cons. Projects)		
6.	Agriculture Asstts. (Soil Conservation at Distt. Head Quarters) Agriculture Asstt. attached to District Agriculture Officers)		
7.	Non-Agriculture Graduates who are working as : -		
	Agriculture Assistant	105-240	120-240
	Food Assistant		
	Plant Protection Supervisor		
	Rat Menace Control Inspector		
	Instructor, GTC.	170-400	180-425
	Asstt. Information Officer	170-400	170-390
	Journalist	170-400	170-390
	Photographer-cum-Artist	170-385	180-425
	Photographer	170-400	180-425

S. No.	Designation.	Existing pay scales.	Pay scales recommended.
		Rs.	Rs.
8.	Tractor Foreman	170-400	180-425
9.	Mechanical Supervisor Artist	130-320	130-300
10.	Librarian	130-320	110-200 (If Matriculate with Certificate in Lib. Sc.) 160-360 (If Graduate with Degree or Diploma in Lib. Sc.)
11.	Investigators	130-320	150-330
12.	Computers	120-330	130-300
13.	Translator	140-330	150-330
Other Subordinate Posts.			
14.	Overseer/Draftsman (Mechanical)/Draftsman/Junior Draftsman	120-385	180-425
15.	Cartographer-cum-Draftsman	105-240	130-300
16.	Demonstrator (Agr. Information)	130-320	130-300
17.	Press Operator/ Jr. Scientific Asstt.	130-320	130-300
18.	Bull Dozer Operator	130-320	130-300
19.	Cartographer	140-330	130-300
20.	Surveyors	120-385	180-425 (For diploma holder in Civil Engineering). 130-300 for others.
21.	Project Operator	105-240	110-200
22.	Compositor-cum-Printer	75-175	100-180
23.	Tracer	75-175	100-180
24.	Mistries in Agr. Farm	75-175	100-180
25.	Mechanic-cum-Carpenter	75-175	100-180
26.	Laboratory Asstt.	75-175	110-200 (If matriculate).
27.	Caretakers	75-175	100-180
28.	Mechanic	75-175	100-180
29.	Dark Room Asstt.	75-175	100-180
		65-110	
30.	Field Assistant	75-175	100-180 110-200 (If matriculate.)
31.	Harbarium Keeper	75-175	100-180
32.	Assistant Operator	75-175	100-180
33.	Fieldman	75-175	110-200
34.	Pump Driver	75-175	100-180
35.	Gin Operators	75-175	100-180
36.	Cinema Van Drivers	75-175	100-180
37.	Pressman	65-140	75-140
38.	Rat Menance Operators	65-110	70-110
39.	Mukadam	65-110	70-110

S. No.	Designation.	Existing pay scales.		Pay scales recommended.
		Rs.	Rs.	
40.	Plant Observer Supervisor Nurseries Trained Ploughman, Halies Gardener Choudharies Head Ploughman	..	50-90	66-90
41.	Field Attendant Laboratory Keeper Laboratory Attendant Messengers Weighman Forest Guard Budder Chainman Peon Laboratory Boy Chowkidars	..	45-80	60-85 (Laboratory Keeper may be designated as Laboratory Attendants).

AGRICULTURE ENGINEERING BOARD.

1.	Agriculture Engineer-cum-Secretary .. ..	..	1300-1600	1300-1600
2.	Executive Engineer .. ..	..	550-1100 Min. 640/-	700-1200
3.	Asstt. Engineer/Technical Asstt. .. ..	..	285-800	375-850
4.	Labour Officer .. ..	..	285-800	275-650 375-850 (If the incumbent is an Asstt. Labour Commissioner from State Labour Deptt.).
5.	Mechanical Overseer .. ..	..	120-385	130-300 (For I.T.I. Certificate holder). 180-425 (If diploma holder from polytechnic).
6.	Draftsman (Mech.) Asstt. Draftsman	..	120-385	130-300 (If certificate holder from I.T.I.)
7.	Store Supt. .. ..	..	120-300	130-300
8.	Artist .. ..	..	130-320	130-300
9.	Sales Assistant .. ..	..	120-385	130-300 (If the incumbent holds diploma in Engineering then the scale will be 180-425).

S. No.	Name of the Post	Existing pay scale		Pay scale recommended	
			Rs.		Rs.
10.	Truck Driver .. ..	..	75-175	..	100-180
11.	Tractor Driver .. ..	..	75-175	..	100-180
12.	Supervisor .. ..	..	225-485	..	225-525
13.	Research Assistant .. ..	..	225-485	..	225-525
14.	Sr. Chageman .. ..	..	285-540	..	275-650

ANIMAL HUSBANDRY DEPARTMENT.

Subordinate Technical Posts.

1.	Compounders/Stockmen .. ..	..	90-225	..	110-200
2.	Laboratory Assistants .. ..	..	90-225	..	110-200
3.	Enumerators .. ..	..	90-225	..	110-200
4.	Milk Recorder .. ..	..	105-240	..	120-240
5.	Live Stock Inspector .. ..	..	105-240	..	120-240
6.	Fisheries Inspector .. ..	..	105-240	..	120-240
7.	Poultry Demonstrator .. ..	..	105-240	..	120-240
8.	Fieldman .. ..	..	120-300	..	130-300
9.	Asstt. Superintendent .. ..	..	130-320	..	150-330

Cattle Breeding Farm

1.	Veterinary Assistants (Two years Certificate Holders)				
2.	Asstt. Information Officer				
3.	Statistical Inspector				
4.	Gaushala Supervisor	..	130-320	..	150-330
5.	Veterinary & Animal Husbandry Officer (Two years Diploma Holders)	..	..	..	..
6.	Poultry Manager.				
7.	Research Assistant				
	Ghee Chemist				
	Feed & Fodder Demonstrator				
	Dairy Extension Asstt.	..	170-385	..	180-425
	Fodder Development Asstt.				
	Lecturer, Fisheries Training School				
8.	Fisheries Research Assistant	..	225-485	..	225-525 (For those possessing qualifications of Masters Degree in Sc.).
	Fisheries Extension Asstt.				
	Asstt. Fisheries Development Officer				
9.	Senior Compounder .. ..	..	130-320	..	130-300

Other Posts.

10.	Artist Grade II .. ..	..	130-320	..	130-300
11.	Planning Assistant Artist Grade I	..	170-385	..	170-390
12.	Assistant Chemist .. ..	..	90-225	..	110-200
13.	Agricultural Assistant .. ..	..	130-320	..	As for corresponding post in Agri. Deptt. i. e. 120-240.
14.	Computer .. ..	..	105-240	..	110-200
15.	Statistical Assistant .. ..	..	170-400	..	180-425

S. No.	Name of the Post	Existing pay scale	Pay scale recommended
		Rs.	Rs.
ARCHAEOLOGY & MUSEUM DEPARTMENT.			
1.	Director	650-1250 Min. 750/-	800-1300
2.	Superintendent	360-900	375-850
3.	Curator	225-640 Min. 270/-	250-625
4.	Chemist	225-640 Min. 270/-	250-625
5.	Numismatist		
	Exploration & Excavation Officer	225-640 Min. 270/-	250-625
6.	Custodian	130-320	130-300
	Conservation Assistant		
7.	Senior Artist	200-450	180-425
8.	Junior Artist	75-175	100-180
9.	Head Photographer	170-400	180-425
10.	Photographer	75-175	100-180
11.	Draftsman	120-320	130-300 (If Certificate holder from Industrial Training Institute).
12.	Lab. Assistant	90-225	110-200
13.	Supervisor, Jaipur Observatory	170-400	180-425
14.	Supervisor, Forts & Palaces..	90-225	110-200
15.	Marksman	65-110	70-110
16.	Book Lifter	50-90	66-90
17.	Lab. Attendant	45-80	60-85
ARCHIVES DEPARTMENT			
1.	Director	650-1250	800-1300
2.	Assistant Director	225-640 Min. 270/-	375-850
3.	Archivists	225-485	275-650
4.	Research Officer	225-485	275-650
5.	Chemist	225-485	225-525
6.	Assistant Chemist	200-450	180-425
7.	Research Scholar	200-450	200-450
8.	Assistant Archivist	200-450	200-450
9.	Research Assistant	170-400	180-425
10.	Photographer	170-400	180-425
11.	Senior Technical Asstt.	170-400	180-425
12.	Junior Technical Asstt.	130-320	130-300
13.	Record Assistant	120-300	130-300 without Special Pay.
14.	Investigator	120-300 S.P. 10/-	130-300 without Special Pay.
15.	Decipherists	90-200 S.P. 5/-	110-200 without Special Pay.
16.	Preservation Assistant	90-200	110-200
17.	Laboratory Assistant	90-200	110-200
18.	Binder	50-90	66-90
19.	Librarian	200-450	225-525 (If B.A. + Diploma in Library Science + 5 years experience as Librarian.

S. No.	Name of the Post	Existing pay scale	Pay scale Recommended
		Rs.	Rs.
20.	Assistant Librarian	.. 130-320	160-360 (If B.A. with Diploma in Library Science) 110-200 (For others).

AYURVEDIC DEPARTMENT

Directorate.

1.	Director	900-1500	1100-1500
2.	Joint Director	R.A.S. Pay Scale	R.A.S Pay Scale.
3.	Deputy Director	360-900 Min.435/-	500-1000
4.	Assistant Director	285-800	375-850
5.	Registrar	200-450	225-525

Pharmacies.

6.	Manager	360-900 Min. 435/-	500-1000
7.	Officer-in-Charge Pharmacy..	285-800	375-850
8.	Rasayan Acharya	225-640	250-625
9.	Mechanic	75-175	100-180

Research Centre.

10.	Physician Specialist	360-900 Min. 435/-	500-1000
11.	Assistant Physician	285-800 Min. 335/-	375-850
12.	Pathologist	285-800 Min. 335/-	375-850
13.	Bio-Chemist	285-800 Min. 335/-	375-850
14.	Philosopher	275-650	250-625

Colleges.

15.	Principal	650-1250	800-1300
16.	Professor	360-900 Min. 435/-	500-1000
17.	Lecturer	285-800	375-850
18.	Demonstrator	225-485	225-525
19.	Laboratory Assistant	90-225	110-200
20.	Botany Assistant	90-225	110-200

District Staff.

21.	District Ayurvedic Officer ..	Pay as Vaidya Gr.I plus S.P. 50/-	375-850 without Special Pay.
22.	Vaidya/Hakim Gr. I ..	285-800	275-650
23.	Assistant District Ayurvedic Officer	225-485	225-525
	Vaidya/Hakim Gr.II		
24.	Vaidya/Hakim Gr. III	120-385 Min. 150/-	170-390
25.	Compounder Selection Grade/ Nurses Selection Grade	105-240	120-240
26.	Compounder Gr. I/Nurses Gr. I	75-150	100-180
27.	Compounder Gr II/Nurses Gr. II	65-110	70-110

S. No.	Name of the Post	Existing pay scale	Pay scale recommended
Rs. MISCELLANEOUS.			
28.	Statistician	225-540	250-625 275-650 (If on deputation from Economics & Statistics Deptt.)
29.	Head Mate	65-110	66-90
BHASHA VIBHAG.			
1.	Director	900-1500	1100-1500
2.	Assistant Director	285-800	375-850
3.	District Bhasha Adhikari	275-650	250-625
4.	Head Translator	225-485	275-650
5.	Translator	140-330	200-450
COLONISATION DEPARTMENT.			
1.	Colonisation Commissioner	I.A.S. Cadre	I.A.S. Cadre.
2.	Dy. Colonisation Commissioner	R.A.S. (Sr.) Scale	R.A.S. (Sr.) Scale.
3.	Asstt. Colonisation Commissioner	R.A.S. (Jr.)	R.A.S. (Jr.) Scale.
4.	Secretary, Mandi Development Committee	R.A.S. (Sr.)	R.A.S. (Sr.)
5.	Statistician	225-640	275-650
6.	Extra Asstt. Colonisation Commissioner	R.T.S. Scale	R.T.S. Scale.
7.	Extra Asstt. Colonisation Commissioner (Writs)	R.T.S. Scale	R.T.S. Scale.
8.	Parokar	R.T.S. Scale	R.T.S. Scale.
9.	Tehsildars	155-485	R.T.S. Scale.
10.	Dy. Collector, Betterment Levy	R.T.S. Scale	R.T.S. Scale.
11.	Naib Tehsildar	155-485 + 25/- Special Pay	180-425 + Special Pay 25/-
12.	Compiler	170-385	170-390
13.	Sadar Munsarim.	130-320	180-425
14.	Progress Assistant	120-300	130-300
15.	Inspector	90-225 + S. P. 20/- or 25/-	130-300 with no special pay.
16.	Office Kanungo	90-225	130-300 with no special pay.
17.	Assistant Office Kanungo	75-175 + S. P. 10/- in Muffasil area	110-200 with no S.P.
18.	Statistical Inspector	130-320	150-330
19.	Head Draftsman	120-300	130-300
20.	Junior Draftsman	90-225	100-180
	Draftsman		
	Tracer		
21.	Patwari.	75-175	110-200 with no special pay.

S. No.	Name of the Post	Existing Pay Scales	Pay scales recommended
		Rs.	Rs.
COMMERCIAL TAXES DEPARTMENT.			
1.	Commissioner	I.A.S. cadre post.	I.A.S. cadre post.
2.	Addl. Commissioner	I.A.S. cadre post	I.A.S. cadre post.
3.	Dy. Commissioner	R. A. S. cadre post	R. A. S. cadre post
4.	Vice Principal C. T. Training School	225-800	375-850 (If the officer is C. T. O.)
5.	Administrative Officer	R.A.S.	R.A.S.
6.	Special Officer (Anti-Evasion)	R.P.S. cadre post	R.P.S. cadre post.
7.	Accounts Officer	R. Ac. S. cadre post	R. Ac. S. cadre post.
8.	Assistant Director, Statistics	Statistical Services	375-850
9.	Commercial Taxes Officer	R A S	R.A.S
10.	Commercial Taxes Officer	225-800	375-850
11.	Assistant Commercial Taxes Officer	225-800	275-650
12.	Legal Assistant	170-400	200-450
13.	Inspector Gr. I	170-400	180-425
14.	Inspector Gr. II	130-320	150-330
15.	Investigator	130-320	150-330
16.	Computer	105-240	110-200
17.	Jamadar	65-110	90-150
18.	Sepoy	50-90	70-110
19.	Munim	200/- fixed	No change.
CIVIL DEFENCE.			
1.	Deputy Director	550-1100	600-1100
2.	Supervisor	155-485	180-425
3.	Civil Defence Instructor	170-385	170-390
4.	Sub-Inspector (Radio Tech.)	120-300	130-300
CO-OPERATIVE DEPARTMENT			
1.	Inspector Gr. I (Executive)	170-400	180-425
2.	Inspector Gr. II (Executive)	130-320	150-330
3.	Assistant Inspector (Executive)	90-225	120-240
4.	Inspector Audit Gr. II	130-320	150-330
5.	Inspector Audit Gr. I	170-400	180-425
6.	Asstt. Publicity Officer	170-385	170-390
7.	Film Photo Artist	170-385	170-390
8.	Operator	75-200	100-180
9.	Photographer	170-400	180-425
10.	*Assistant Statistical Officer	170-400	180-425
11.	Actor	90-225	110-200
12.	Musician	90-225	110-200
13.	Artist	130-320	130-300
14.	Manager Drama	170-385	170-390
15.	Proof Reader	120-300	130-300
CIRCUIT HOUSES			
1.	Superintendent	275-650	275-650
2.	Manager	170-385	200-450 and 180-425 as the case may be.

* May be designated as "Statistical Assistant"

S. No.	Name of the Post	Existing Pay Scales	Pay scales recommended
		Rs.	Rs.
3.	Receptionist	90-225	110-200
4.	English Cook Gr. I	75-175	100-180
5.	English Cook Gr. II	65-110	70-110
	Indian Cook Gr. II		
6.	Waiter	50-90	66-90
7.	Room Boy	45-80	60-85

DEVASTHAN DEPARTMENT.

1.	Commissioner	R. A. S. (S. G.)	R. A. S. (S. G.)
2.	Inspector Gr. I	170-400	180-425
3.	Inspector Gr. II	130-320	150-330
	Assistant Inspector	90-225	
4.	Manager and Daroga Gr. I	75-150	90-150
5.	Manager and Daroga Gr. II	50-90	70-110
6.	Mukhia	50-90	66-90
7.	Pujaris	45-80	60-85

DEVELOPMENT & PANCHAYAT DEPARTMENT.

1.	Development Commissioner	I.A.S. cadre post.	I.A.S. cadre post.
2.	Adtl. Development Commissioner	I.A.S. cadre post.	I.A.S. cadre post.
3.	Dy. Development Commissioner	R. A. S.	R. A. S. cadre post.
4.	Director, Training	R.A.S.	R.A.S. cadre post.
5.	Senior Accounts Officer.	R. Ac. S.	R. Ac. S. cadre post.
6.	Accounts Officer	R. Ac. S.	R. Ac. S. cadre post.
7.	Asstt. Development Commissioner	R. A. S.	R. A. S. cadre post.
8.	Executive Engineer	550-1100	700-1200
9.	Assistant Director (Care Feeding Programme)	550-1100	As for Inspector of Schools in Education Deptt.
	Assistant Director (Applied Nutrition Programme)		
10.	Editor, Rajasthan Vikas	285-800 S. P. 75/-	375-850 without S.P.
11.	Statistical Officer	225-540	275-650
12.	Junior Engineer Overseer	120-385	180-425 For Diploma holders or Engineering Graduates. Graduates to start at Rs. 265/-
13.	Computer Draftsman	120-300	130-300
14.	Tracer	75-175	100-180
15.	Machineman	65-110	70-110
16.	Statistical Assistant	170-400	180-425

ENGINEERING DEPARTMENT.

(A) Common Posts in P.W.D. (B. & R.), Irrigation & Health Engineering etc..

1.	Chief Draftsman	200-450	225-525
	Head Draftsman		

S. No.	Name of the Post	Existing Pay Scales	Pay scales recommended
		Rs.	Rs.
2.	Senior Draftsman/ Draftsman Gr. II	120-385	180-425
3.	Junior Draftsman or Draftsman Gr. II	120-300	130-200
4.	Tracer	75-175 Min. 102/- for I.T.I. Certificate holder.	100-180
5.	Ferroman Ferro Operator (B.&R.) Plan Record Keeper (Irrigation).	50-90	66-110
6.	Overseer Junior Engineer Inspection Assistant in Elec- trical Inspectorate	120-385 (Min. 175/- to Diploma holders and Rs. 255/- to Engineering Gradu- ates).	180-425 Min. of Rs. 265/- to Degree holders.
(B) Factories & Boilers.			
1.	Statistical Assistant	170-400	180-425
2.	Computer	130-320	130-300
3.	Draftsman	120-300	130-200
(C) Electrical Inspectorate.			
1.	Laboratory Assistant	105-240	110-200
(D) P. W. D. (B. & R.)			
1.	Senior Architect	1300-1600	1300-1600
2.	Junior Architect	550-1100 Min. 640/-	700-1200
3.	Assistant Architect Testing Officer Geologist	285-800	375-850
4.	Labour Welfare Officer	225-485	225-525
5.	Personnel Officer Labour	285-800	375-850
6.	Land Acquisition Officer	155-485	As for R.T.S. Officer.
7.	Legal Assistant	170-385	200-450
8.	Head Computer	200-450	180-425 + S. P. 25/-
9.	Architectural Asstt.	200-450	225-525
10.	Architectural Sr. Draftsman	120-385	180-425
11.	Architectural Junior Draftsman	120-300	130-300
12.	Operator	50-90	66-90
13.	P. A. to Chief Engineer (P.W.D.) (B. & R.)	200-450	200-450
14.	Administration Assistant	285-540	275-650
15.	Stock Verifier	170-400	170-390
16.	Horticulturist	550-950	500-1000 If incum- bent is a Dy. Direc- tor of Agriculture, the pay scale will be as available to Dy. Director of Agr.
17.	Superintendent, Gardens.	200-450	275-650.

S. No.	Name of the Post	Existing Pay Scales	Pay scales recommended
		Rs.	Rs.
18.	Inspectors Gardens	130-320	150-330
19.	Assistant Inspector, Gardens	90-225	120-240
20.	Mistry/Pump Driver/Carpenter/Blacksmith	65-110	70-110
21.	Chaudhari/Mates	50-90	66-90
22.	Malis	45-80	60-85
23.	Operators/Estimators/Computors	120-385 Min. 175/- to Diploma holders and Rs. 255/- to Engineering Graduates.	180-425 Min. Rs. 265/- to Degree holders.

(E) Irrigation.

1.	1. Computor Gr. II	120-385 Min. 175/- to Diploma holders and Rs. 255/- to Engg. Graduates.	180-425 Min. Rs. 265/- to Degree holder.
2.	2. Computor Gr. I	200-450	180-425 +S.P. 25/-.
3.	3. Hydrologist	550-1100 +S.P. Rs. 150/-	600-1100 without S. Pay.
4.	4. Personnel Officer	285-800	As for Asstt. Labour Commissioner in Labour Deptt.
5.	5. Labour Welfare Officer	225-485	225-525
6.	6. Asstt. Research Officer	285-800	375-850
7.	7. Legal Assistant	170-400	200-450
8.	8. Labour Inspector	170-400	180-425
9.	9. Dy. Collector	200-450	225-525
10.	10. Zileदार	130-320	150-330
11.	11. Girdawar (Irrigation Inspector)	75-150	130-300
12.	12. Patwari Amin	75-150	110-200
13.	13. Gauge Reader	50-90	66-90
14.	14. Silt Analyst	130-320	150-330
15.	15. Silt Observer	150-240	120-240
16.	16. Field Assistant	170-400	170-390
17.	17. Telephone Operator	90-200	110-200
18.	18. Inspector	90-225	120-240
19.	19. Head Signaller	105-240	120-240
20.	20. Canal Signaller	90-225	110-200
21.	21. Statistical Assistant	170-400	180-425
22.	22. Mistri	90-225	110-200
23.	23. Plan Recorder	50-90	66-90

(F) Health Engineering.

1.	1. Computor/Surveyor	120-385	180-425
2.	2. Senior Chemist	550-950	600-1100
3.	3. Junior Chemist	225-540	250-625
4.	4. Labour Welfare Officer	285-485	225-525

S. No.	Name of the Post	Existing Pay Scale	Pay Scale recommended
		Rs.	Rs.
Rajasthan Canal Project.			
1.	Research Officer	550-950	700-1200 (If incumbent is from Irrigation Service.) 600-1100 (for others).
2.	Asstt. Research Officer ..	285-800	375-850
3.	Director, Design & Research	1300-1600	1300-1600
4.	Dy. Collector	200-450	As in Irrg. Deptt.
5.	Liasion and Procurement Officers	285-800	375-850
6.	Labour Welfare Officer ..	225-485	225-525
7.	Security Inspectors	200-450	As for Police Inspector.
8.	Security Sub-Inspector ..	130-320	As for Police Sub-Inspector.
9.	Head Constables	65-110	As in Police Deptt.
10.	Singallars	90-225	As in Irrg. Deptt.
11.	Sr. Research Asstt.	170-400	180-425
12.	Jr. Research Asstt.	130-320	130-300
13.	Ziledars	130-320	As in Irrg. Deptt.
14.	Patwaries	75-150	As in Irrg. Deptt.
15.	Laboratory Asstt.	75-175	100-180
16.	Mid-wife	90-225	110-200

Special posts in Rana Pratap Sagar and Jawahar Sagar Chambal Project.

1.	Labour Welfare Officer ..	225-485	225-525
2.	Security and Vigilance Officer	285-800	375-850
3.	Research Officer	550-1100 Min. 640/-	700-1200 (For Officer of Irrigation service).

Subordinate Service.

1.	Vigilance Inspector	200-450	225-525 (275-650 if from Police Deptt.).
2.	Labour Welfare Inspector ..	170-400	180-425
3.	Senior Research Asstt.	170-400	180-425
4.	Legal Assistant	170-385	200-450
5.	Guide	120-385	180-425 (As for an Overseer)
6.	Compounder Gr. I	140-330	170-390
7.	Junior Research Asstt.	130-320	130-300
8.	Laboratory Foreman	130-320	130-300
9.	Health & Sanitary Inspector	130-320	150-330
10.	Observer	105-240	120-240
11.	Compounder Gr. II	105-240	130-300
12.	Laboratory Assistant	90-225	110-200
13.	Midwife	90-225	110-200
14.	Meter Reader	75-175	100-180

S. No.	Name of the Post	Existing Pay Scale	Pay Scale recommended
		Rs.	Rs.
ECONOMICS AND STATISTICS DEPARTMENT.			
1.	Statistical Assistant	..	
	Research Assistant	.. 170-400	180-425
	Supervisor	.. ..
2.	Field Inspector	.. ..	150-330
	Statistical Inspector	.. ..
3.	Computer/Sorter Operator	.. 120-300	130-300
4.	Senior Artist	.. 170-400	180-425
5.	Photo Litho Operator	.. 170-400	180-425
6.	Junior Artist	.. 130-320	130-300
7.	Draftsman	.. 90-225	100-180
8.	Chief Operator	.. 170-400	180-425
9.	Tabulator Operator	.. 130-320	130-300
10.	Calculating Machine Operator	90-200	110-200
EMPLOYMENT EXCHANGE DEPARTMENT			
1.	Junior Employment Officer	170-400	180-425
2.	Artist	.. .. As for U.D.C.	130-300
3.	Compounder	.. .. As for U.D.C.	130-300
ELECTION DEPARTMENT.			
1.	Chief Electoral Officer & Director of Election-cum-Secy. to Govt.	I.A.S. cadre post.	I.A.S. cadre post.
2.	Dy. Chief Electoral Officer-cum-Asstt. Secy. to Govt.	R.A.S. cadre post.	R.A.S. cadre post
3.	Accounts Officer.	.. R.Ac.S. cadre post.	R.Ac.S. cadre post
4.	Asstt. Director (Statistics)	.. Statistical cadre	As in Economics & Statistics Deptt.
5.	Chief Election Supervisor	.. 225-640	250-625
6.	Machineman	.. 65-110	70-110
EVALUATION AND GAZETTEERS.			
Evaluation.			
1.	Director, Gazetteers, Man Power & Evaluation-cum-Dy. Secy. to Govt.	900-1500 Min. 7050/- S.P. 150/-	1100-1500. Post held by Dy. Secy. to Govt. in Economics & Statistics Service +S.P. 150/-
2.	*Deputy Director	.. 550-1100 Min. 640/-	700-1200
3.	Asstt. Director (encadred in Statistical Service).	285-800 Min. 335/-	375-850
4.	@Regional Evaluation Officer	285-800	375-850
5.	Research Officer (Evaluation)	225-640 Min. 270/-	375-850

* The post is held by Deputy Director of the Economics & Statistics Service.

@ When this post is held by an R.A.S. Officer, he will draw his own pay.

S. No.	Name of the Post	Existing Pay Scales		Pay Scales recommended
			Rs.	Rs.
6.	Research Assistant	..	170-400	180-425
7.	Investigator	..	130-320	150-330
8.	Computer	..	120-300	130-300

Gazetteer.

1.	Dy. Director (Not encadred in Statistical Service but held by Statistical Service Officer)	550-1100 Min 640/-	700-1200
2.	Research Officer	.. 285-800	375-870
3.	Compiler	.. 120-300	130-300
4.	Head Proof Reader	.. 140-330	150-330

EXCISE DEPARTMENT.

1.	Commissioner	.. .. I.A.S. cadre post	I.A.S. cadre post.
2.	Dy. Commissioner (H.O.)	.. .. R.A.S. cadre post.	R.A.S. cadre post.
3.	Dy. Commissioner (Preventive Forec)	550-1100 (Non R.A.S.)	600-1100
4.	Administrative Officer (H.Q.)	R.A.S. cadre post.	R.A.S. cadre post.
5.	Asstt. Commissioner (H.Q.)	R.A.S. cadre post.	R.A.S. cadre post.
6.	Asstt. Commissioner (Procurement (H.Q.))	R.A.S. cadre post.	R.A.S. cadre post.
7.	Accounts Officer	.. .. R.Ac.S. cadre post.	R.Ac.S. cadre post.
8.	Asstt. Excise Officer	.. 225-800	275-650
9.	Inspector Gr. I	.. 170-400	180-425
10.	Inspector Gr. II	.. 130-320	150-330
11.	Inspector Gr. III	.. 105-240	120-240
12.	Inspector (Prosecution)	.. 130-320 + S.P. Rs. 30/-	180-425 or 275-650 as the case may be.
13.	*Patrolling Officer Gr. I	.. 170-400 + S.P. Rs. 20/-	180-425 without Special Pay.
14.	*Patrolling Officer Gr. III	.. 105-240 + S.P. 15/-	120-240 without Special Pay.
15.	*Jamadar Gr. I	.. 75-150 + S.P. 8/-	110-200 without S.P.
16.	*Jamadar Gr. II	.. 65-140 + S.P. Rs. 8/-	90-150 without S.P.
17.	*Jamadar Gr. III	.. 65-110 + S.P. Rs. 8/-	
18.	*Sepoy	.. 50-90 S.P. Rs. 5/-	70-110 without S.P.
19.	Storekeeper	.. 50-90	70-110
20.	Moharrir	.. 65-140	90-150
21.	Statistical Assistant	.. 170-400	180-425

*Special pay is recommended to be merged on pay fixation in new pay scales.

S. No.	Name of the Post	Existing Pay Scale	Pay Scales recommended
		Rs.	Rs.
EDUCATION (COLLEGE).			
1.	Director	1650-2000	2000-2250
2.	Joint Director	900-1500	1100-1500
3.	Deputy Director	650-1250 Min. 1050/-	700-1200 Plus S.P. 100/-
4.	Principal, Post Graduate Colleges.	900-1500 Min. 1050/-	1100-1500
5.	Vice Principal, Post Graduate Colleges.	650-1250 +S.P. 75/-	700-1200 +S.P. 75/-
6.	Principal, Degree Colleges ..	650-1250	700-1200
7.	Director, State Institute of Language Studies. ..	650-1250	700-1200
8.	Post Graduate Heads ..	650-1250	700-1200
9.	Senior Lecturers (Post Graduate etc).	550-950	600-1100
10.	Lecturers	285-800	375-850
11.	Librarians (Junior)	130-320	See narration.
12.	Librarians (Senior)	225-485	
13.	Short Hand Instructor	225-485	225-525
14.	P. T. Is.	120-385 170-385 225-485	See narration.
15.	Laboratory Assistant	90-225	110-200
16.	Technical Assistant.	90-200	110-200
17.	Matron	90-200	110-200
18.	Taxidermist	90-225	110-200
19.	Table Player	75-200	100-180
20.	Gas Man	75-175	100-180
21.	Mechanic	75-175	100-180
22.	Pump Driver	65-110	70-110
23.	Driver	75-150	100-180
24.	Library Boy	50-90	66-90
25.	Laboratory Bearer	50-90	66-90
26.	Gardner	45-80	60-85
EDUCATION (SANSKRIT)			
1.	Director	650-1250 Min. 750/- Special Pay 150/-	800-1300
2.	Principal of Acharya Colleges	650-1250 Min.750/-	800-1300
3.	Professor	285-800	375-850
4.	Assistant Director/ Deputy Inspector/ Principal of Shastris & Upadhyaya Colleges	285-540	275-650
5.	Lecturer	225-485	250-625
6.	Senior Teacher	225-485	225-525
7.	Headmaster	170-385	225-525
8.	Sub-Deputy Inspector	130-320 Special Pay 30/-	160-360 Special Pay 30/
9.	Teacher Gr. II	115-300	160-360
10.	Teacher Gr. III	75-200	110-200
11.	Physical Training Instructor	75-200	110-200

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
EDUCATION (TECHNICAL)			
		Rs.	Rs.
1.	Director	1300-1600	1300-1600
2.	Deputy Director	650-1250 Min. 850/-	800-1300
3.	Principal Polytechnics	650-1250 Min. 850/-	800-1300
4.	Dy. Apprenticeship Adivser- cum-Director (Training) ..	650-1250 Min. 850/-	800-1300
5.	Head of Engineering Depart- ment (Polytechnics) ..	550-1100 Min.730/-	700-1200
6.	Assistant Director (Technical Education)	550-1100 Min. 640/-	700-1200
7.	Registrar, Board of Technical Education	550-1100	As for Inspector of schools in Education Deptt.or 375-850 for Engineers.
8.	Lecturer in Engineering (Poly- technics)	360-900 Min. 385/-	375-850 Min. 400/-
9.	Workshop Superintendent ..	360-900 Min. 385/-	375-850 Min. 400/-
10.	Asstt. Workshop Supdt.	225-485	225-525
11.	Lecturer in Applied Science & Mathematics	285-800	375-850
12.	Lecturer in English & Social Studies (Non-Technical)	285-800	375-850
13.	Assistant Registrar, Board of Technical Education	170-385	225-525 (For Science Graduates with three years expe- rience of conducting Examinations).
14.	Sub-Station Electrician ..	120-385	180-425 (If diploma holder). 130-300 (For others).
15.	Demonstrator (Non-Tech.) (Polytechnic).	120-385	160-360 (Trained Science Graduates)
I.T.I. Staff.			
1.	Assistant Director, Training ..	550-1100 Min. 640/	700-1200
2.	Principal	550-1100 Min. 640/	700-1200
3.	Superintendent	285-800 Min. 335	375-850
4.	Group Instructor	285-540	275-650
5.	Senior Instructor	225-485	225-525
6.	Surveyor	225-485	275-650
7.	Junior Instructor	200-450	200-450
8.	Instructor (Arithmetic) ..	115-300	160-360 (For trained Graduate).

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
9.	Hostel Supdt.-cum-P.T.I.	115-300	160-360 (If B.A. and Diploma in P.T.I.)
10.	Boiler Attendant	50-90	66-90
11.	Demonstrator (Drawing Technical)	200-450	200-450
12.	Drawing Instructor	200-450	200-450
13.	Workshop Instructor	200-450	200-450
14.	Draftsman	120-300	130-300
15.	Compounder Grade II	105-240	130-300
16.	P.T. Instructor	120-385	110-200 or 160-360 as the case may be depending upon qualifications prescribed for P.T.I. and Librarian in Education Department.
17.	Asstt. P.T. Instructor	120-385	
18.	Librarian	170-400	
19.	Statistical Asstt.	170-400	180-425
20.	Technician	105-240	120-240
21.	Mechanic (Instrument Repairer).	75-175	100-180

RAJASTHAN EDUCATION DEPARTMENT

(General Branch)

GROUP—A

- | | | | |
|----|-----------------------------|--------------|---------------|
| 1. | Addl. Director of Education | I.A.S. Scale | I.A.S. Scale. |
|----|-----------------------------|--------------|---------------|

GROUP—B

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|----|---|-----------------------------|-----------|
| 2. | Joint Director | 900-1500
Min: Rs. 1050/- | 1100-1500 |
| 3. | Director, State Institute of Education | | |
| 4. | Director, State Institute of Science Education | | |
| 5. | Director, State Institute of Language Studies (Eng. Division) | | |

GROUP—C

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|-----|--|------------------------------|----------|
| 6. | Dy. Director of Education | 650-1250
(Min. Rs. 750/-) | 800-1300 |
| 7. | Dy. Director of Education (Sr.) S. I. E. Udaipur | | |
| 8. | Dy. Director of Education (Correspondence Course) S. I. E. Udaipur | | |
| 9. | Secretary, Board of Nationalisation of Text Books | | |
| 10. | Director, State Educational Evaluation Unit, Ajmer | | |
| 11. | Officer on Special Duty, Adult Education, Udaipur | | |
| 12. | Director, State Bureau of Educational and Vocational Guidance | | |

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
13.	Principal, Degree Teachers Trg. Colleges		
14.	Principal, College of Physical Education	650-1250 (Min. 750/₹)	800-1300
15.	Principal Sangeet Sansthan		
16.	Principal, Maharaja School of Arts, Jaipur		

GROUP—D

17.	Inspector of Schools		
18.	Inspeotress of Girls Schools		
19.	Dy. Director (Junior) State Instt. of Edu. Udaipur		
20.	Asstt. Directors of Education		
21.	Asstt. Director, State Institute of Science Education, Udaipur. (The term Asstt. Director of Education referred to includes the post of Asstt. Directors Administration, Secondary, Social Edu. Care Feeding Programmes, Small Savings Scheme, Nutrition Programme and Asstt. Director, State Bureau of Educational and Vocational Guidance, Bikaner)	550-1100	600-1100
22.	Evaluation Officer, Educational Evaluation Unit, Ajmer		
23.	Registrar, Departmental Examination		
24.	Vice Principal, College of Physical Education, Jodhpur		
25.	Senior Lecturers, State Institute of Science Education, Udaipur	550-950	500-1000

Miscellaneous Posts.

1.	Statistical Assistant	170-400	180-425
2.	Computer	120-300	130-300
3.	Film Checker		
4.	Mechanical Operator	105-240	110-200
5.	Field Man		
6.	Milk Recorder	105-240	120-240
7.	Overseer	105-240	180-425 (If Diploma Holder from Polytechnic otherwise 110-200).
8.	Demonstrator	90-225	110-200
9.	Compounder	90-225	110-200

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
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Ministerial Services.

	Rs.	Rs.
1. Dy. Registrar, Departmental Examinations	200-450	200-450
2. Plan Compiler	200-450	200-450

TEACHING GROUP—A

1. Lecturer, Teachers Training College		
2. Research Officer, State Institute of Education		
3. Technical Lecturer, State Institute of Science Education	285-800	375-850
4. Lecturer, State Institute of Science Education		
5. Research Officer, State Evaluation Unit		
6. Headmaster/Headmistress Higher Secondary/Multi-purpose Higher Secondary Schools	285-800	375-850
7. Headmaster/Headmistress B.S.T.C. Training Schools	285-800	375-850
8. Senior Dy. Inspector of schools	285-800,	375-850

GROUP—B

1. Counsellor, State Bureau of Educational and Vocational Guidance	285-800	375-850
2. Occupational Information Officer, Bureau of Educational and Vocational Guidance	285-800	375-850
3. Psychologist, State Bureau of Educational and Vocational Guidance	285-800	375-850
4. Headmaster/Headmistress, Higher Secondary/Junior Higher Secondary/Children's Schools	285-800	375-850
5. Dy. Inspector of Schools/Dy. Inspectress of Girls Schools	285-800	375-850
6. Headmistress, Blind School	285-800	375-850
7. Asstt. Director, Correspondence Course, State Institute of Education	285-800	375-850
8. Asstt. Director, State Institute of Education	285-800	375-850

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
9.	P. A. to Addl. Director, Primary and Secondary Education, if drawn from teaching side	285-800	375-850
10.	Lecturer, State Institute of Language, Studies (Eng. Division)	285-800	375-850
11.	Editor, Departmental Publications	285-800	375-850
GROUP—C			
1.	Senior Lecturer, College of Physical Education	285-800	375-850
2.	Senior Lady Lecturer, College of Physical Education	285-800	375-850
			For post graduate in Phy. Edu. or graduate with II Class and degree in Phy. Edu. with 10 years Experience.
3.	Dy. Inspector, Physical Education	285-800	375-800
4.	Audio-Visual Education Officer	285-800	375-850
5.	Head of Music Deptt. Sangeet Sansthan	285-800	375-850
6.	Lecturer, Instrumental Music	285-800	375-850
7.	Lecturer in Drawings Painting, School of Arts	285-800	375-850
8.	Lecturer in Sculpture and Modelling School of Arts	285-800	375-850
9.	Lecturer in Commercial Arts School of Arts	285-800	375-850
10.	State Librarian	225-485	375-850
General Teachers (Sr. Teachers).			
1.	Senior Teacher in Science	225-485	225-525
2.	Senior Teachers of Home Science	225-485	225-525
3.	Senior Teachers of Humanities and Commerce Groups	225-485	225-525
4.	Research Assistant in the State Institute of Science Education	225-485 170-385	225-525
5.	Research Assistant in the State Institute of Education	225-485 170-385	225-525

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
6.	Assistant Academic Officer ..	225-485	225-525
7.	Technical Assistant in the State Education Evaluation Unit	225-485	225-525
8.	Technical Assistant in the State Bureau of Education & Vocational Guidance ..	170-400	225-525
9.	Testing Assistants in the State Bureau of Educational and Vocational Guidance ..	170-400	225-525
10.	School Counsellors ..	225-485	225-525
11.	Enforcement Officer ..	225-485	225-525
12.	Education Extension Officers/ Sub Dy. Inspector of Schools	115-300 + S. P. 30/-	225-525
13.	Supervisor in Audio-Visual Education	200-450	225-525
14.	Instructors in Basic S. T. C. Schools	225-485	225-525

Craft Teachers.

1.	Craft Instructors in T. T. Colleges	170-400	225-525
2.	Craft Instructors in S. T. C. Schools		
3.	Instructors in Technical Wing of Multi-Purpose Higher Secondary Schools/Basic S. T. C. Schools		
4.	Craft/Weaving Teachers (G.I.)	170-385	225-525

Music Teachers.

1.	Senior Teachers in Music and Dancing	225-485	225-525
2.	Music Teachers in T. T. College (Gr. II)	170-400	225-525
3.	Music Teachers in Basic S. T. C. Schools	170-385	225-525

Drawing Teachers.

1.	Senior Teachers in Drawing	225-485	225-525
2.	Drawing Instructors in T. T. Colleges	170-400	225-525
3.	Drawing Instructors in Basic S. T. C. Schools	170-385	225-525
4.	Exhibition Officer, Audio-Visual Education	170-400	225-525

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
Agriculture Teachers.			
1.	Head of Agriculture Department in Multipurpose Higher Secondary Schools ..	285-540	275-650
2.	Jr. Agriculture Teachers ..	155-485 Min. 175/-	225-525
Librarians.			
1.	Divisional Librarian Gr. I ..	225-485	
2.	Divisional Librarian Gr. II ..	200-450	
3.	Librarian in the State Institute of Education	225-485	225-525
4.	Librarian in the Directorate of Education	225-485	
General Teachers (Gr. II)			
1.	Assistant Teachers Grade II Teachers	115-300	160-360
2.	Enforcement Assistants ..	115-300	160-360
3.	Teachers in Deaf, Dumb and Blind Schools Grade II ..	115-300	160-360
4.	Attendance Officers ..	120-300	150-330
General Teachers (Gr. III)			
1.	Grade III Teachers ..	75-200	110-200
2.	Laboratory Assistants ..	90-225	110-200
3.	Teachers in Deaf, Dumb & Blind Schools Grade III ..	75-200	110-200
Physical Training Instructors.			
1.	Physical Training Instructors Higher Secondary Schools	120-385	160-360
2.	Physical Training Instructors Grade II for Secondary/Children Schools ..	120-385	160-360
3.	Physical Training Instructors Grade III	75-200	110-200
Craft Teachers.			
1.	Craft Teachers Grade II ..	120-385	160-360
2.	Craft Teachers Grade III ..	75-200	110-200
Music Teachers.			
1.	Tabla and Violin Player ..	120-385	160-360
2.	Music and Sitar Teacher Grade III	75-200	110-200
3.	Music Teacher Grade II ..	120-385	160-360

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
Drawing Teachers.			
1.	Drawing Teachers Grade II	120-385	160-360
2.	Painting Teachers in Arts Schools	130-300	160-360
3.	Drawing Teachers Grade III	75-200	110-200
Librarians.			
1.	District Librarians (Sr.) ..	130-320	160-360
2.	Asstt. Librarians in Divisional Libraries	130-320	160-360
3.	Librarians in High/Higher Secondary Schools/State Institute of Education/College of Physical Education/T. T. Colleges ..	130-320	160-360
4.	Film Librarians	130-320	160-360
5.	District Librarians (Jr.) ..	90-225	110-200
6.	Tehsil and Block Librarians ..	90-225	110-200
7.	Librarians in High/STC/Children Schools ..	90-225	110-200
8.	Cataloguer-cum-Classifier in Libraries	90-225	110-200
9.	Asstt. Librarians in Divisional/District Libraries ..	90-225	110-200
10.	Reference Librarians ..	90-225	110-200

FOREST DEPARTMENT.

1.	Conservator	900-1500 Min. 1050/-	1100-1500
2.	Deputy Conservator ..	550-1100 Min. 640/-	700-1200
3.	Agriculture Engineer ..	550-1100 Min. 640/-	700-1200
4.	Assistant Conservator ..	285-800	375-850
	Sub-Divisional Forest Officer		
5.	Games Warden	285-800	375-850
6.	Asstt. Forest Settlement Officer	R T.S.	R T.S.
7.	Ranger Gr. I	170-400	180-425
8.	Ranger Gr. II	130-320	150-330
9.	Deputy Ranger	90-225	120-240
10.	Forester	75-150	110-200
11.	Asstt. Forester	50-90	90-150
12.	Forest Guard Games Watcher	45-80 Min. 50/	70-110
13.	Surveyors	90-225	110-200
14.	Inspector, Forest Settlement ..	90-225	130-300
15.	Amins	90-225	110-200

S. No.	Name of the Post	Existing Pay Scale		Recommended Pay Scale
		Rs.	Rs.	Rs.
16.	Overseer	120-385		180-425 (if Diploma holder).
17.	Draftsman Gr. II	120-300		130-300
18.	*Tracer	90-225		100-180
19.	Silt Analyst	170-400		150-330
20.	Silt Observer	120-300		120-240
21.	Project Operator	90-200		110-200
22.	Fitter Gr. II	75-175		100-180
23.	Laboratory Assistant	90-225		110-200
24.	Fieldman	75-175		110-200
25.	Engine Driver-cum-Mechanic	75-175		100-180
26.	Mistry/Head Mali@/Mali@	65-110		66-90
27.	Mechanic	75-175		100-180
28.	Zoo Supervisor	120-300		130-300
29.	Cook	65-110		70-110
30.	Carpenter/Blacksmith	65-110		66-90
31.	Chainman	45-80		60-85
32.	Caretaker.. ..	50-90		66-90
33.	Jamadar	50-90		66-90
34.	Other Class IV Service	45-80		60-85

FOOD AND SUPPLIES DEPARTMENT.

1.	Food Commissioner	I. A. S.	I. A. S.
2.	Addl. Food Commissioner	I. A. S.	I. A. S.
3.	Asstt. Commissioner-cum-Asstt. Secy. to Government	R. A. S.	R. A. S.
4.	District Supply Officer	R. A. S.	R. A. S.
5.	Procurement Officer	R. A. S.	R. A. S.
6.	Junior District Supply Officer | Area Supply Officer |	155-485	Cadre scale if from R.T.S. (otherwise 180-425)
7.	Enforcement Officer	170-385	180-425
8.	Enforcement Inspector	130-320	150-330
9.	Godown Keeper	120-300	130-300

GOVERNOR'S SECRETARIAT.

1.	Secretary	I. A. S.	I. A. S.
2.	A. D. C.	On deputation	..
3.	Asstt. Secretary	From R. S. S.	Cadre pay.
4.	Private Secretary	285-540 +S. P. 75/-	275-650 +S. P. 75/-
5.	Head Butler	75-175	100-180
6.	Butler	75-175	100-180
7.	English Cook	75-175	100-180
8.	Deshi Cook	65-140	90-150
9.	Mech.-cum-Driver	105-240	110-200

* May be designated as "Draftsman Gr. IV".

@Both may be designated as "MALI".

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
10.	Bearer	50-90	66-90
11.	Waiter	50-90	66-90

GOVERNMENT SECRETARIAT.

1.	Deputy Secretary to Govern- ment	900-1500	1100-1500
2.	Assistant Secretary	360-900	500-1000
3.	Section Officer	285-540	275-650
4.	O. S. D., O. & M.	285-540	275-650
5.	Head Legal Assistant	285-540	275-650
	Head Translator		
6.	Senior Stenographer	155-485 Min. 175/-	225-525
7.	Junior Stenographer	140-330	170-390
8.	Assistant	120-385 Min. 175/-	200-450
9.	Upper Division Clerk	120-385 Min. 140/-	150-330
10.	Lower Division Clerk	90-225 Min. 94/-	110-200
11.	Legal Assistant	170-400	200-450
12.	Translator	170-385	200-450
	Assistant Head Translator		
13.	Statistical Assistant	170-400	180-425
14.	Librarian	225-485	225-525
15.	Analyst	155-485	200-450
16.	Telephone Monitor	120-300	130-300
17.	Telephone Operator	90-225	110-200
18.	Electric Assistant	120-385	180-425
19.	Computer	120-300	130-300
20.	Machineman	65-110	100-180

GROUND WATER BOARD.

1.	Senior Geologist Senior Hydrologist Senior Chemist Geophysicist Geo-Hydrologist	550-1100	600-1100
2.	Junior Geologist Junior Hydrologist Junior Chemist	285-800	375-850
3.	Foreman Drilling	275-650	275-650
4.	Technical Training Officer	285-540	250-625
5.	Labour Welfare Officer	225-640	225-525
6.	Electric Logging Technician	285-540	375-850
7.	Technical Assistant (Geology)	225-485	225-525
	Technical Assistant (Chemistry)		Initial Pay of Rs. 285/- to M. Sc. Degree holders.

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
8.	Information Assistant ..	170-400	170-390
9.	Assistant Statistical Officer	170-400	180-425 Designation of these posts should be changed to "Statistical Assistant".
	Statistical Assistant		
10.	Overseer	120-385	180-425
11.	Surveyor	120-385	180-425
12.	Draftsman Senior ..	120-385	180-425
13.	Junior Draftsman ..	120-300	130-300
14.	Tracer	75-175	100-180
15.	Computer	120-300	130-300
16.	Laboratory Assistant ..	90-225	110-200
17.	Ferro Printer	65-140	66-90 Designation may be changed to "Ferroman".
18.	Head Guard	50-90	70-110

NOTE:—Pay Scales of Technical posts have been dealt with in a separate Chapter.

INSURANCE DEPARTMENT.

1.	Supervisor	170-385	180-425
2.	Assistant	120-385	170-390
3.	Assistant Supervisor ..	120-300	170-390
		(S. P. 15/-)	
4.	Machineman	65-110	70-110

INDUSTRIES DEPARTMENT.

1.	Laboratory Officer.. ..	285-800	375-850
		Min. 335/-	
2.	Assistant Chemist	275-650	375-850
3.	Information Officer	225-425	225-525
4.	Superintendent-cum-Designer	225-485	225-525
5.	Technical Officer		
6.	Technical Manager		
7.	Lecturer Leather		
8.	Economic Investigator ..	170-400	180-425
9.	Designer Handicraft	170-400	170-390
10.	Superintendent Salt	170-400	170-390
11.	Analyst	225-485	225-525
12.	Statistical Assistant (Export Promotion)	170-400	180-425
13.	Survey Officer		
14.	Manager, Industrial Estate, Jaipur	200-450	200-450
15.	Manager, Industrial Estate (other than Jaipur)		
16.	Industries Inspector	120-385	150-330
17.	Supervisor (Quality Marking)		
18.	Supervisor, Leather Institute		
19.	Powerloom Instructor		

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
20.	Inspector, Handicraft/Salt Hosiery Master	120-385	150-300
21.	Wool Weaving Master		
22.	Dyeing Master	120-385	170-390
23.	Designer Handicrafts (Development Centre, Jaipur) ..		
24.	Instructor Carpentry	120-385	150-330
25.	Instructor Leather		
26.	Finishing Master	130-320	150-330
27.	Inspector, Salt		
28.	Chemist (Salt Petre)	130-320	150-330
29.	Extension Officer (Industries)		
30.	Inspector (Weights & Measures)	120-300	130-300
31.	Draftsman (Salt Petre) ..		
32.	Inspector, Quality Marking	105-240	110-206
33.	Repairer, Weights & Measures		
34.	Instructor, Weaving (R.A.C.)	90-225	120-240
35.	Instructor, Leather Footwear		
36.	Asstt. Inspector, Weights & Measures	90-225	110-200
37.	Laboratory Assistant		
38.	Mistry (Leather Institute)	75-175 .	100-180
39.	Weaving Instructor		
40.	Assistant Weaving Instructor	55-110	66-90
41.	Skilled Weaver/Mechanic/Dyer/Instructor Mudda/Instructor Pottery/Miller/Craftsman Mistry		
42.	Helper/Mate/Manual Assistant/Carpenter		

JUDICIAL DEPARTMENT.

High Court.

1.	Dy. Registrar, Rajasthan High Court (Administration)	360-900	500-1000
2.	Assistant Registrar, Rajasthan High Court ..	275-650	375-850
3.	Secretary to Hon'ble Chief Justice	275-650	375-850
4.	Superintendent	285-540	275-650
5.	Head Translator	285-540	275-650
6.	Chief Accountant-cum-Superintendent	285-540	275-650
7.	Senior Bench Reader	200-450	
8.	Bench Reader	120-385	225-525
9.	Civil Accountant	155-485	180-425
10.	P. As. & Judgment Writers	155-485 Min. 175/-	225-525
11.	Stamp Reporter	170-400	180-425
12.	Librarian	120-385 Min. 140/-	160-360 (If B. A. with diploma in Lib. Sc.)

S. No.	Name of the Post	Existing Pay Scale		Recommended Pay Scale	
		Rs.	Rs.	Rs.	Rs.
13.	Translator ..	170-385		200-450	
14.	Stenographer ..	140-330		170-390	
15.	Upper Division Clerks ..	120-385		150-330	
		Min. 140/-			
16.	Assistant ..			200-450	
				(If created in High Court)	
17.	Lower Division Clerk ..	90-225		110-200	
18.	Editor ..	300/- p. m.		350/- p. m. (allowance)	
19.	Assistant Editor .. (Law Reporter)	200/- p. m.		250/- (-do-)	

Class IV.

1.	Jamadar/Basta Bardar/ Daftri/ Library Boy ..	50-90	66-90
2.	Orderly/Cycle Sawar/Peon/ Waterman/Sweeper ..	45-80	60-85

Subordinate Courts.

1.	Munsarim ..	170-385	200-450
2.	Stenographer ..	140-330	225-525
3.	Reader ..	120-300	170-390
4.	Upper Division Clerks ..	120-300	130-300
5.	Lower Division Clerks ..	90-200	110-200
6.	Record Lifter ..	50-90	66-90
7.	Class IV ..	45-80	60-85

JAGIR DEPARTMENT.

1.	Jagir Commissioner ..	I. A. S. cadre post.	I. A. S. cadre post.
2.	Dy. Collector, Jagir ..	R. A. S. cadre post	R. A. S. cadre post.
3.	Accounts Officer ..	R. Ac. S.	R. Ac. S.
4.	Inspector ..	120-300	130-300

JAIPUR MILK SUPPLY

1.	General Manager ..	E. A. S.	R. A. S.
2.	Quality Control Officer ..		
3.	Dairy officer ..	225-800	275-650
4.	Dairy Engineer ..	285-800	375-850
5.	Dairy Chemist ..	170-400	180-425
6.	Shift Manager ..	225-485	225-525 (If diploma in dairy science).
7.	Milk Collector ..	Rs. 50/- per month (Part-time)	No change.
8.	Sales Girls & Boys ..	Rs. 40/- per month (Part-time)	

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
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JAILS DEPARTMENT

	Rs.	Rs.
1. Jailer/Inspector of Lockups	130-320	160-360
2. Dy. Jailer	105-240	
3. Assistant Jailer	90-225	110-200
4. Chief Head Warder	90-225	
5. Head Warder	65-110	90-150
6. Warder	50-90	70-110

Factory Staff.

@7. Director, Jail Industries ..	225-485	225-525
8. Designer-cum-Production Manager	170-400	180-425
*9. Factory Manager	120-385	170-390
10. Dyeing Master	120-385	150-330
†11. Assistant Factory Manager	105-240	110-200
12. Inspector of Stores & Accounts	130-320	130-300
13. Convict Teacher	65-200	As for Gr. III
14. Vocational Teacher	90-225	teachers in Edu-
15. Education Teacher	90-225	cation Department
16. Armourer.. ..	65-110	70-110
17. Matron	90-225	110-200
18. Compounder Gr. II	105-240	130-300
19. Compounder Gr. III	90-225	110-200
20. Nurse-Dai	75-150	90-150

LABOUR DEPARTMENT

1. Labour Inspector	170-400	180-425
2. Investigator	170-400	180-425
†3. Statistical Assistant	130-320	150-330
4. Computer	120-300	130-300
5. Games Supervisor	90-225	110-200
6. Adult Education Teacher	90-225	110-200
7. Lady Supervisor	90-225	110-200
8. Lady Tailor	75-175	100-180
9. Compounder	90-225	110-200

LEGISLATIVE ASSEMBLY.

1. Secretary	R. H. J. S. cadre post	R. H. J. S. cadre post
2. Deputy Secretary	900-1500	1100-1500
3. Assistant Secretary	360-900	500-1000

@The designation may be changed as 'Superintendent, Jail Industries'.

*The designation may be changed to "Factory Supervisor".

†The designation may be changed to 'Assistant Factory Supervisor'.

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
4.	Committee Officer	.. Cadre pay	Cadre pay
5.	Chief Editor ..	.. 275-650	275-650
6.	Section Officer ..	.. 285-540	275-650
7.	Librarian ..	.. 225-485	225-525
8.	Reporter ..	.. 285-540	275-650
9.	Senior Stenographer/PAs.	.. 155-485	As in the Govt. Secretariat
10.	Translator ..	.. 170-385	200-450
11.	Telephone Operator ..	.. 75-175	110-200
12.	Machineman ..	.. 65-110	70-110

LOCAL BODIES

1.	Director ..	.. R. A. S. cadre post	R. A. S. cadre post
2.	Assistant Director ..	.. R. A. S. cadre post	R. A. S. cadre post
3.	Project Officer ..	.. R. A. S. cadre post	R. A. S. cadre post
4.	Accounts Officer ..	.. R. Acs. S. post	R. Acs. cadre post
5.	Assistant Director (Non RAS)	285-540	250-625

LAND RECORDS DEPARTMENT

1.	Tehsildar ..	.. 155-485	275-650
2.	Naib Tehsildar ..	.. 155-485	180-425
3.	Sadar Kanungo ..	.. 155-425	180-425
4.	District Revenue Accountant	170-385	180-425
5.	Tehsil Revenue Accountant	130-320	150-330
6.	Inspector, Revenue Accounts	200-450	275-650
7.	Stenographers attached to Members Board of Revenue	140-330	225-525
8.	Inspector, Land Records ..	90-225	
9.	Office Kanungo ..	90-225 Plus S. P. Rs. 25/-	130-300
10.	Assistant Sadar Kanungo ..	90-225 Plus S. P. Rs. 5/-	
11.	Patwari ..	75-150 Plus S. P. Rs. 15/-	10-220 Plus S. P. Rs. 10/- (for security of Rs. 5,000/-) Spl. pay of Rs. 5/- to be merged in pay

LABOUR COURT & INDUSTRIAL TRIBUNAL

1.	Judge, Industrial Tribunal ..	Fixed Pay (No scale is prescribed)	2000-2250
2.	Judge, Labour Court ..	900-1800 R. H. J. S. Plus S. P. Rs. 250/-	R. H. J. S. Plus S. P. Rs. 250/-
3.	Readers of Industrial Tribunal and Labour Court ..	120-300	170-390

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
MEDICAL DEPARTMENT			
		Rs.	Rs.
1.	Director	2000-2500	2000-2250
2.	Additional Director ..	1500-1800	1500-1800 (Non-practising posts
3.	State Family Planning & Maternity & Child Welfare Officer	1500-1880	1500-1800 Posts (with no non-practising allowance)
4.	Deputy Director	1300-1600	1300-1600
5.	Assistant Director ..	550-1100 Min. 580/- Plus N.P.A. 150/-	600-1100 Plus Rs. 200/- N.P.A..
6.	State Nutrition Officer ..	550-1100	500-1000
7.	Senior Specialist	650-1250 Min. 850/-	800-1300 Plus N.P.A. 300/-
8.	District Medical & Health Officers	550-1100 Min. 580/- plus S. P. 100/-	600-1100 Plus N. P. A. Rs 200/- With no Speial Pay.
9.	Junior Specialists	550-1100 Min. 580/-	600-1100 Plus N. P. A. Rs. 200/-
10.	Civil Assistant Surgeons ..	285-800 with minimum as under:— (1) Ordy. 335/- (2) Diploma 360/- (3) Post Graduate 410/-	375-850 (Rs. 400/- for Post Graduates) Plus N. P. A. Rs.100/- where necessary.
11.	District Health Officer ..	285-800 S. P. 100/-	375-850 Plus N. P. A. Rs. 100/- with no Special pay
12.	Assistant Health Officer ..	285-800 (S. P. 75/-)	375-850 Plus N. P. A. Rs. 100/-
13.	Clinical Psychologist in Mental Hospitals	285-800	375-850
14.	Chief Nursing Supdt. ..	550-950	500-1000
15.	Principal, College of Nursing	550-950	500-1000
16.	Matron Gr. I	285-540	275-650
17.	Lecturer in Nursing College	285-540	275-650
18.	Matron Gr. II	225-485	
19.	Asstt. Matron	200-450	225-525
20.	Sister/Sister Tutor ..	170-385	170-390 (S. Pay Rs. 20/- to Sister Tutor)
21.	Male Nurse Gr. I	140-330	170-390
22.	Public Health Nurse ..	140-330	130-300
23.	Staff Nurse	130-320	
24.	Male Nurse Gr. II	105-240	130-330
25.	Male Nurse Gr. III ..	90-225	110-200
26.	Lady Health Visitor ..	105-240	120-240
27.	Midwife	90-225	110-200
28.	Nurse Dai	75-150	90-150
29.	Dai	50-90	66-90
30.	Sr. Technician	105-240	130-300
31.	Auxiliary Health Worker ..	105-240	120-240
32.	Sanitary Inspector ..	105-240	120-240

S. No.	Name of the Post	Existing Pay Scale		Recommended Pay Scale	
			Rs.		Rs.
33.	Malaria Inspector .. ..	..	105-240	..	120-240
34.	Surveillance Inspector .. ..	..	105-240	..	120-240
35.	Food Inspector .. ..	..	105-240	..	120-240
36.	T. B. Health Visitor .. ..	..	105-240	..	120-240
37.	Technician .. ..	..	90-225	..	110-200
38.	Clinical Biochemist .. ..	..	285-800	..	375-850
39.	Assistant Chemist .. ..	..	225-485	..	225-525
40.	Entomologist .. ..	..	225-800	..	375-850
41.	Refractionist .. ..	..	225-800	..	375-850
42.	Dietician .. ..	..	225-640	..	250-625
42.	Secretary, Stores Purchase Committee .. ..	..	285-540	..	275-650
44.	Officer Incharge, Curative Workshop .. ..	..	170-400	..	275-650
			Min. 230/-		
45.	Occupational Therapist .. ..	..	-do-	..	200-450
46.	Physio Therapist .. ..	..	225-485	..	200-450
47.	Asstt. Occupational Therapist	..	105-240	..	
48.	Physio Therapist	..	140-300	..	150-330
49.	Prosthetist	..	140-300	..	
50.	Health Education Extension Officer	..		..
51.	Propaganda Assistant	..		..
52.	Publicity Officer	..		..
53.	Publicity Assistant	..	170-400	..	170-390
54.	Publicity Incharge	..		..
55.	Assistant Unit Officer	..		..
56.	Medical Social Worker .. ..	..		..
57.	Psychiatric Social Worker .. ..	..	170-385	..	170-390
58.	Warden (Sisters' Home) .. ..	..	170-385	..	170-390
59.	Photographer .. ..	..	170-400	..	180-425
60.	Sr. Artist .. ..	..	170-400	..	180-425
61.	Librarian .. ..	..	170-400	..	160-360
					(If graduate with diploma in Library science otherwise 110-200)
62.	Statistician .. ..	..	170-400	..	180-425
63.	Asstt. Statistician .. ..	..	170-400	..	180-425 (May be designated as Statistical Asstt.)
64.	Artist .. ..	..	130-320	..	130-300
65.	Modeller .. ..	..	120-385	..	130-300
66.	Radiographer .. ..	..	120-385	..	180-425
			Min. 175/-		
67.	Health Educator .. ..	..	130-320	..	130-300
68.	Senior Malaria Inspector	..		..
69.	Non-Medical Team Leader	..	130-320	..	150-330
70.	Clinical Assistant .. ..	..		..
71.	Draftsman .. ..	..	130-320	..	130-300
72.	Computer .. ..	..		..
73.	Field & Evaluation Worker	..		..
74.	Assistant Radiographer .. ..	..	105-240	..	110-200
75.	Foreman Grade II .. ..	..	105-240	..	110-200

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale.
76.	Family Planning Health As-sistant	Rs. 105-240	Rs. 110-200
77.	Mechanic-cum-Operator		
78.	Painter		
79.	Welder		
80.	Boilder Assistant		
81.	Insect Collector	65-140	75-140
82.	Surveillance Worker		
83.	Basic Health Worker		
84.	Trachoma Field Worker		
85.	F. P. Welfare Worker		
86.	Trained Social Worker	90-225	110-200
87.	Lady Social Worker		
88.	Nutrition Assistant		
89.	Cinema Operator		
90.	Radio Attendant		
91.	Wireman		
92.	Foreman	75-175	100-180
93.	Refrigerator Mistri		
94.	Blacksmith		
95.	Electrician		
96.	Cobbler		
97.	Dark Room Assistant	75-175	100-180
98.	Tailor		
99.	Mistri		
100.	Fitter		
101.	Carpenter	65-110	70-110
102.	Helper		
103.	Riksha Driver		
104.	Book Binder		
105.	Head Cook	65-110	70-110
106.	Vaccinator		
107.	Sikligar	50-90	66-90
108.	Dresser	45-80	60-85
109.	Injector for dead bodies	45-80	60-86
110.	Ward Attendant	45-80	60-85
111.	Sanitary Sergeant/Havildar	45-80	60-85
112.	Stock Verifier	170-385	170-390
Public Health Laboratories.			
113.	Chief Public Analyst	550-1100	600-1100
114.	Public Analyst	285-800	375-850
115.	Sr. Analytical Asstt.	200-450	225-525
116.	Jr. Analytical Asstt.	120-300	160-360
117.	Technician	90-225	110-200
118.	Part-time bacteriologist	100/- S. P.	100/- S. P.

MEDICAL EDUCATION

1. Principal, Medical College,s (except of Medical College Jaipur.)	1300-1600 S. P. 350/-	1300-1600 Plus S. P. Rs. 350/- plus N. P. A. Rs. 400/-
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S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale.
		Rs.	Rs.
2.	Principal Medical College, Jaipur	1300-1600 S. P. 400/	1300-1600 S. P. Rs. 400/- plus N. P. A. Rs. 400/
3.	Additional Principal, Jaipur ..	1300-1600 S. P. 350/	1300-1600 plus S. P. 350 plus. N. P. A. Rs. 400/-
4.	Professor	1300-1600	1300-1600 plus N. P. A. Rs. 400/-
5.	Reader	650-1250 Min. 750/-	800-1300 plus N. P. A. Rs. 300/-
6.	Lecturer	550-1100	600-1100 plus N. P. A. Rs. 200/-
7.	C. A. S. working as Clinical Tutor	285-800 plus S. P. Rs. 50/-	375-850 Min. Rs. 400/- for Post-Graduates Plus N. P. A. 150/-
8.	Demonstrator (Non-clinical) ..	285-800 Min. 385/-	375-850 Min. 400/- for post- Graduates plus N. P. A. Rs. 150/-
9.	Pathologist	550-1100 Min. 580/-	600-1100
10.	Clinical Bio-chemist	285-800 Min. 335/-	375-800
11.	Pharmaceutical Chemist and Lecturer in Pharmacies ..	285-800 Min. 335/-	375-850
12.	Bio-chemist	285-800	375-850
13.	Administrative Officer	285-540	275-650
14.	Statistical Officer	225-800	275-650
15.	Organic Chemist	225-640 Min. 270/-	250-625
16.	Chemist	225-640 Min. 270/-	250-625
17.	Assistant Chemists	225-485	225-525
18.	Dietician	225-640 Min. 270/-	250-625
19.	Photographer	} 170-400	180-425
20.	Senior Artist		
21.	Artist	130-320	130-300
22.	Modeller	120-385	130-300
23.	Physical Instructor	225-485	375-850 If fulfils the quali- fication prescribed for PTI's in P. G. Colleges otherwise 225-525
24.	Librarian	225-485	225-525
25.	Assistant Librarian	130-320	160-360 If Graduate with diploma in Library Science otherwise Rs. 110-200.

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
26.	Technical Store Keeper	.. 120-300	130-300
27.	Computer	.. 120-300	130-300
28.	Medical Social Worker	.. 170-400	180-425
29.	Senior Technician	.. 120-300	130-300

MINES & GEOLOGY DEPARTMENT

1.	Director	.. .. 1800-2250	2000-2250
2.	Jt. Director	.. .. R. A. S. cadre post	As for R. A. S. cadre post
3.	Superintending Geologist	.. 950-1400	1300-1600
4.	Senior Geologist	.. 550-1100 Min. 640/-	700-1200
5.	Chemist	.. .. 285-800	375-850
6.	Geophysicist	.. .. 550-1100 Min. 640/-	700-1200
7.	Junior Geologist	.. .. 285-800	375-850
8.	Chemical & Ceramic Engineer	550-1100 Min. 640/-	700-1200
9.	Ceramic Technologist	.. 285-800	375-850

Subordinate Service.

10.	Computer	.. .. 120-300	130-300
11.	Senior Field Assistant	.. 120-385	180-425
12.	Prospecting Supervisor	.. 120-385	180-425
13.	Senior Overman	.. .. 120-385	150-330
14.	Senior Laboratory Asstt.	.. 120-300	130-300
15.	Junior Field Asstt.	.. 90-225	110-200
16.	Junior Laboratory Asstt.	.. 90-225	110-200
17.	Museum Assistant	.. .. 90-225	110-200
18.	Junior Overman	.. .. 120-300	130-300
19.	Surveyor (Mines)	.. .. 120-300	130-300
20.	Surveyor	.. .. 120-385	180-425
21.	Chemical Assistant	.. 120-385	160-360
22.	Head Draftsman	.. .. 200-450	225-525
23.	Senior Draftsman	.. .. 120-385	180-425
24.	Junior Draftsman	.. .. 120-300	130-300
25.	Tracer	.. .. 75-175	100-180
26.	Certified Foreman	.. .. 285-800	375-850
27.	Senior Inspector	.. .. 120-385	180-425
28.	Junior Inspector	.. .. 120-320	150-330
29.	Survey Assistant	.. .. 115-300	180-425
			(If Diploma holder in Mining, he may be designated as Surveyor)
30.	Ore Dresser	.. .. 225-485	225-525
31.	Mines Foreman Gr. I	.. 170-400	225-525
32.	Mines Foreman Gr. II	.. 120-385	180-425
33.	Driller Gr. I	.. .. 225-640 (Min. 270/-)	275-650

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
34.	Driller Gr. II	120-385	180-425
35.	Drilling Assistant	105-240	110-200
36.	Rock Drill Operator	65-110	70-110
37.	Rigman	75-175	100-180
38.	Compressor Operator	75-175	100-180
39.	Generator Operator	75-175	100-180
40.	Pump Operator	75-175	100-180
41.	Compressor Driver	75-175	100-180
42.	Drilling Mechanic	105-240	110-200
43.	Junior Mechanic	105-240	110-200
44.	Workshop Mechanic	105-240	110-200

NATIONAL CADET CORPS

1.	Band Master	Fixed pay Rs. 120/-	No change.
2.	Aero Modelling Instructor-cum-Store-Keeper	105-240	110-200
3.	Ship Modelling Mechanic	130-320	130-300
4.	Ship Modelling Storckeeper	120-300	130-300
5.	Laskar	50-90	66-90

NATIONALISATION BOARD OF TEXT BOOKS.

1.	Secretary	Cadre Post (R.E.S.)	Cadre pay
2.	Dy. Secretary	Cadre Post R. A/c.S.	Cadre pay
3.	Depot Manager	Cadre Post (Accountant)	Cadre pay

OFFICERS TRAINING SCHOOL

1.	Principal	I.A.S. Cadre post	I.A.S. Cadre post
2.	Vice Principal	R. Accts. Cadre post	R. Accts. Cadre post
3.	Lecturer	RAS/R. Ac. S.	RAS/R. Ac. S.
4.	Junior Lecturer	A. A. O.	A. A. O.
5.	Administrative Officer	200-450	200-450
6.	Physical Training Instructor	120-385	160-360 (If graduate with diploma in physical Education otherwise 110-200)
7.	Electrical-cum-Project operator	75-175	100-180

ORIENTAL RESEARCH INSTITUTE, JODHPUR

Director	900-1500 (Min. 1050/-)	1100-1500
Deputy Director	285-800 (Min. 335/-)	375-850
Senior Research Assistant	225-640 (Min. 270/-)	275-650

* Designation may be changed to 'Mechanic' for all posts.

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
	Surveyor	170-385	180-425
	Junior Research Assistant	170-385	180-425
	Cataloguing Assistant	170-385	180-425
	Copyist	90-225	110-200
	Library Assistant	90-225	110-200
	Mender	75-175	100-180
	Manuscripts Attendant	50-90	66-90

POLICE DEPARTMENT

Subordinate Police

1.	Inspector	200-450	275-650
2.	Sub-Inspector	130-320	160-360
3.	Asstt. Sub-Inspector	75-175	110-200
4.	Head Constable	65-110	90-150
5.	Constable	50-90	70-110

State Police Organisation.

1.	State Radio Officer	1300-1600	1300-1600
2.	Dy. Superintendent (Radio)	285-800	375-800
3.	Inspector (Radio)	200-450	275-650
4.	Sub-Inspector (Supervisor)	170-400	275-650
5.	Sub-Inspector (Operator)	120-385	160-360
6.	Sub-Inspector (Tech.)	120-385	160-360
7.	Asstt. Sub-Inspector (Operator)	75-175	110-200
8.	Asstt. Sub-Inspector (Fitter/ Elec.)	75-175	110-200
9.	Constable	50-90	70-110

Forensic Science Laboratory

1.	Director	900-1500 (Min. 1050)	1500-1800
2.	Dy. Director	650-1250	No recommendation
3.	Asstt. Director	360-900 (Min. 435/-)	700-1200
4.	Scientific Assistant	225-640	180-425
5.	Lab. Assistant		
6.	Dark Room Assistant	90-225	110-200

Motor Transport Workshop.

1.	Automobile Officer	225-640	250-625
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PUBLIC RELATIONS DEPARTMENT

1.	Senior Photographer	275-650	375-850
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S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
2.	Librarian ..	225-485	225-525 (If graduate with diploma in Lib. Science)
3.	Photographer ..	170-400	180-425
4.	Photo Artist/ Artist	170-400	180-425
5.	Photo Librarian		
6.	Rangmanch Assistant		
7.	Reporter ..		
8.	Enquiry Assistant		
9.	Sub-Editor ..	170-400	180-425
10.	Journalist		
11.	Scrutinizer		
12.	Asstt. Public Relation Officer		
13.	Artist-cum-draftsman ..	170-400	180-425
14.	Engineering Assistant ..	120-385	180-425 (For a diploma holder or Engineering Graduate).
15.	Senior Proof Reader ..	140-330	150-330
16.	Proof Reader ..	90-225	110-200
17.	Library Assistant ..	130-320	160-360 (If B.A. with diploma in Lib. Sc. otherwise 110-200)
18.	Compiler	120-300	130-300
19.	Announcer		
20.	Statistical Assistant ..	130-320	130-300 (May be designated as Statistical Inspector)
21.	Store Assistant ..	120-300	130-300
22.	Receptionist		
23.	Assistant Librarian ..	90-200	110-200
24.	Projectionist ..	90-200	110-200
25.	Dark Room Assistant		
26.	Operator	75-175	100-180
27.	Scooter Driver		

PRINTING & STATIONERY DEPARTMENT

1.	General Foreman ..	120-385	180-425
2.	Foreman Composing ..	105-240	
3.	Foreman Printing ..	105-240	130-300
4.	Foreman Binding ..	75-175	
5.	Head Proof Reader ..	140-330	170-390
6.	Proof Reader Gr. I ..	120-300	150-330
7.	Proof Reader Gr. II ..	90-225	110-200
8.	Mechanic ..	105-240	110-200
9.	Mono/Lino Operator ..	105-240	150-330
10.	Compositor Gr. I ..	75-175	150-330
11.	Printer Gr. I		

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
12.	Binder Gr. I	66-140	100-180
13.	Compositor Gr. II		
14.	Printer Gr. II	50-90	70-110
15.	Binder Gr. II		
16.	Fitter/Turner/Carpenter/ Blacksmith/Assistant Operator & Caster	75-175	100-180
17.	Inter-type Operator	105-240	150-330
18.	Electrician	105-240	110-200
19.	Assistant Electrician		
20.	Photographer-cum-Block maker	120-385	170-390
21.	Half Tone Etcher	120-385	170-390
22.	Line Etcher		
23.	Assistant Machanic	75-175	100-180
24.	Laboratory incharge	120-300	130-300
25.	Head Computer		
26.	Computer	90-200	110-200

*Assistant Electrician may be designated as 'Electrician'.

PUBLIC SERVICE COMMISSION

1.	Secretary	R.A.S. Cadre post	R.A.S. Cadre post.
2.	Assistant Secretary	360-900	500-1000
3.	Section Officer	285-540	275-650
4.	Machineman	65-110	70-110

PATWAR TRAINING SCHOOL, TONK

1.	Headmaster	R.T.S. Cadre	Cadre pay
2.	Asstt. Headmaster	R.T.S. Cadre (N.T.)	-do-
3.	Teacher	As for Inspector Land Records.	-do-

REVENUE TRAINING SCHOOL

1.	Principal	R.A.S. (S.G.)	R.A.S. (S.G.)
2.	Lecturer	R. A. S.	R. A. S.
3.	Administrator Officer	155-485 (N.T.)+ S.P. 25/-	180-425 (without S.P.)

REGISTRATION AND STAMPS

1.	Inspector General, Regis- tration & Stamps	I.A.S. Cadre post	I.A.S. Cadre post.
2.	Additional Inspector General, Registration & Stamps	I.A.S. Cadre post	I.A.S. Cadre post.
3.	Superintendent	R.A.S. Cadre post	R.A.S. Cadre post.
4.	Inspector of Stamps	225-640	275-650
5.	Sub-Registrar	170-400	180-425
6.	Technical Assistant	170-400	180-425

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
RAJASTHAN CANAL BOARD			
1.	Chairman & Ex-officio Secretary to Government ..	3500/- fixed	No change.
2.	Secretary to Raj. Canal Board ..	Sr. I. A. S. post	Sr. I. A. S. post.
3.	Dy. Secretary to Raj. Canal Board ..	As for Executive Engineer	As for Executive Engineer.
4.	Assistant Secretary ..	360-900	500-1100 (If from Government Secretariat.)
5.	Section Officer ..	285-540	275-650 (If from Govt. Secretariat.)
6.	Assistant Financial Adviser (A.O. from A.G's Office ..	As for A.O. of I.A. & A. Deptt.	No change.
7.	Librarian ..	120-320	160-360 (If Graduate with Degree/Diploma in Lib. Science otherwise 110-200).
8.	Literate Attendant ..	65-110	70-110
SHEEP & WOOL DEPARTMENT			
1.	Director ..	I. A. S.	I. A. S
2.	Jt. Director ..	900-1500 Min. 1050/-	1100-1500
3.	Dy. Director (Marketing) ..	550-1100 (Min. 640/-)	700-1200
4.	Asstt. Director (Admn.) ..	285-800 + S. P. 75/-	375-850 (with no S. I)
5.	Asstt. Director (Marketing) ..	285-800 + S. P. 75/-	375-850 (with no S. I)
6.	Publicity Officer ..	225-640	250-625
Extension.			
7.	Distt. Sheep & Wool Officer	360-900	375-850
8.	Asstt. Distt. Sheep & Wool Officer ..	170-400	180-425
9.	Extension Officer ..	225-800	275-650 (If diploma holder or degree holder in Vet. Science)
10.	Supervisor ..	130-320	150-330
11.	Stock Assistant ..	90-225	110-200
12.	Master Shearer ..	65-110	70-110

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
Training.			
		Rs.	Rs.
13.	Principal	360-900 (Min. 385/- + S. P. Rs. 75/-)	375-850 + S. P. Rs. 75/-
14.	Lecturer Shearing	360-900 (Min. 385/-)	375-850
15.	Instructor	170-400	180-425
Research & Farm.			
16.	Artificial Insemination Officer	300-900 (Min. Rs. 385/-)	375-850
17.	Laboratory Officer	360-900	375-850
18.	Sr. Superintendent | Sheep Breeding Farm |	.. 360-900	375-850
19.	Research Officer .. ..	.. 225-800	375-850
20.	Asstt. Research Officer .. ..	.. 225-800	375-850
			(Designation of the post be changed as Research Officer
21.	Farm Superintendent .. ..	.. 225-800	375-850 If the holder is eligible to be appointed as D. A. H. O. or D. Ag. O.
22.	Senior Research Assistant .. ..	.. 225-485	225-525 (May be designated as Research Asstt.)
23.	Laboratory Assistant .. ..	.. 120-300 | 130-320 |	150-330 (If diploma holders in Vet. Science otherwise 110-200)
24.	Farm Assistant .. ..	.. 130-320	150-330 (If diploma holder in Vet. Science) 275-650 (If Vet. Graduate)
25.	Agricultural Asstt. .. ..	.. 175-485 (Min. 175/-)	225-525 (If Agriculture Graduates)
26.	Stockman .. ..	.. 90-225	110-200
27.	Shepherd Cultivator .. ..	.. 45-80	60-85
Wool Grading & Marketing.			
28.	Wool Grading Officer .. ..	.. 360-900	375-850
29.	Bin. Inspector .. ..	.. 170-400	180-425
30.	Grader .. ..	.. 120-300 S. P. 20/-	130-300 (with no S. P.)
General			
31.	Progress Assistant .. ..	.. 170-400	180-425
32.	Computer .. ..	.. 120-300 | 130-320 |	130-300

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
33.	Counter Clerk	90-225	110-200
34.	Mechanic	90-200	100-180
35.	Statistical Assistant	170-400	180-425
36.	Operator	75-175	100-180
37.	Asstt. In-charge Stores	130-320	130-300
38.	Lab. Attendant	50-90	66-90

SETTLEMENT DEPARTMENT

1.	Commissioner	I.A.S./R.A.S.	I.A.S./R.A.S.
2.	Addl. Settlement Commissioner	R.A.S.	R.A.S.
3.	Settlement Officer	I.A.S./R.A.S.	I.A.S./R.A.S.
4.	Asstt. Settlement Officer	R.A.S./R.T.S.	R.A.S./R.T.S.
5.	Sadar Munsarm	130-320	180-425
@6.	Head Draftsman	120-300	130-300
@7.	Draftsman	50-225	100-180
8.	Inspector	90-225 + S. P. Rs. 25/-	130-300 with no S. P.
9.	Amin	75-175 + S. P. Rs. 10/-	110-220 with no S. P.

SOCIAL WELFARE DEPARTMENT

1.	Assistant Director	225-640	375-850
2.	Research Officer	225-640	275-650
3.	Publicity Officer	225-640	250-625
4.	Project Area Officer	225-640	275-650
5.	Statistician	225-640	275-650
6.	Asstt. Statistical Officer	170-400	180-425
			(The designation may be changed as Statistical Asstt.)
7.	Superintendent (Resque/After Care/Aged and Infirm Home) Officer Incharge Museum; Project Officer (Juvnile delinquency). Probation Officer (Pilot Project/ Superintendent Training-cum-Production Centre). District Probation & Social Welfare Officer, Probation Officer and Asstt. Research Officer	225-485	225-525
8.	Welfare Officer (Prisons) | Social Welfare Officers, Asstt. | Superintendent .. .. |	200-450	200-450

@ May be designated as Draftsman Gr. III & IV respectively.

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
9.	Research Assistant (Survey Project)	200-450	200-450
10.	Research Assistant (Tribal Research Institute)	225-485	200-450
11.	Principal. Tribal Welfare Institute	550-950	600-1100
12.	Industrial Inspector	170-400	110-200
			150-330 (to Graduates only)
13.	Asstt. Supdt. (Orphanage) ..	170-400	200-450
14.	Investigator (Pilot Project for beggars and initial Surveys)	170-385	130-300
15.	Artist-cum-Photographer ..	170-400	180-425
16.	Librarian	130-320	160-360
			(If graduate with degree/diploma in Lib. Science). otherwise 110-200.
17.	Investigator (Co-ordinate Cell)	130-320	130-300
18.	Investigator (Home)		
19.	Cartographer		
20.	Welfare Inspector	130-320	150-330
21.	Accounts Inspector	130-320	130-300
22.	Computer	120-300	130-300
23.	Investigator (Dist. Shelter) ..	105-240	110-200
24.	Operator-cum-machineman ..	105-240	110-200
25.	Senior Nurse/Nurse/Compounder	90-225	110-200
			(Designation of posts of senior Nurse and Nurse be changed to Nurse.)
26.	Welfare Worker	90-225	110-200
27.	Hostel Superintendent Gr. I		
28.	Midwife	90-225	110-200
29.	Teacher	75-200	110-200
30.	Care Taker		
31.	Instructor, Cottage Industries	75-175	100-180
32.	Operator		
33.	Music Teacher		
34.	Craft Teacher	75-175	110-200
35.	Instructor		
36.	Hostel Superintendent Gr. II	75-150	90-150
37.	Junior Nurse	75-150	90-150
			(The designation may be changed as Nurse Dai.)
38.	Manager Orphanage	75-150	90-150

SMALL SAVINGS ORGANISATION

1.	Director	Cadre post R.A.S.	R.A.S. cadre post.
2.	Asstt. Director	285-800 R.A.S.	375-850

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
3.	Asstt. Director (Publicity) ..	275-650 (Non-R.A.S.)	275-650
4.	Asstt. Director (Education)	550-1100	700-1200
5.	Publicity Asstt. ..	170-400	170-390
6.	Operator ..	75-175	100-180

STATE COMPETENT OFFICER

1.	Inspector ..	130-320	150-330
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STATE ENTERPRISES DEPARTMENT

1.	Commissioner, State Enterprises ..	I.A.S. cadre post	I.A.S. cadre post.
2.	Dy. Commissioner-cum-Dy. Secretary to Govt. ..	As for Jt. Director, Industries	1300-1600

Sodium Sulphate Factory, Deedwana.

3.	General Superintendent ..	1300-1600 +S.P. 150/-	1650-2000
4.	Deputy Superintendent ..	550-1100 (Min. Rs. 640/-)	700-1200
5.	Chemical Engineer ..	285-800	375-850
6.	Shift Engineer ..	285-800	375-850
7.	Foreman ..	170-400	180-425
8.	Engineering Subordinate ..	120-385	180-425 (For Diploma holder from Poly-technic)
9.	Assistant Chemist ..	225-485	225-525
10.	General Analyst ..	130-320	170-390
11.	Project Officer ..	225-485	275-650
12.	General Manager, Salt Sources-cum-Assistant Secretary to Govt. ..	550-1100 (Min. 640/-)	700-1200
13.	Manager, Salt Works Pachpadra ..	225-485	375-850
14.	Superintendent Salt ..	170-400	225-525
15.	Inspector Salt ..	120-385	170-390
16.	Area Warden ..	65-110	70-110
17.	Senior Overman ..	120-385	180-425 (For Diploma holders.)

State Woollen Mills, Bikaner.

18.	Manager ..	1800-2250	1650-2000
19.	Spinning Master ..	900-1500	1100-1500
20.	Assistant Engineer ..	285-800	375-850
21.	Shift Engineer ..	285-800	375-850

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
22.	Mechanical Engineer	.. 285-800	375-850
23.	Quality Controller	.. 285-800	375-850
24.	Control Quality Asstt.	.. 90-225	110-200

Palana Colliery.

25.	Mines Manager	.. .. 900-1500 (Min. Rs. 1050/-)	1100-1500
26.	Senior Overman	.. .. 170-385	180-425

SOLDIERS, SAILORS AND AIRMEN'S BOARD

1.	Secretary, Gr. I	.. .. 285-540	250-625
2.	Secretary, Gr. II	.. .. 170-385	180-425

SUBORDINATE ACCOUNTS SERVICE

1.	Accountants	.. .. 155-485 (Min. Rs. 175/-)	180-425
2.	Assistant Accounts Officers	155-485	275-650

TRANSPORT AND MOTOR GARAGE

1.	Director	.. .. R.A.S.	R.A.S.
2.	Regional Transport Officer	.. .. R.A.S.	R.A.S.
3.	Asstt. Regional Transport Officer	.. .. 200-425	250-625
4.	Mechanical Inspector	.. .. 120-385	180-425 (To diploma holders in Automobi Engg.)
5.	M. V. Inspector or Transport Inspector	.. .. 130-320	150-330
6.	Survey Inspector		
7.	M. V. Sub-Inspector	.. .. 90-225	120-240
8.	Divisional Superintendent	.. .. 170-400	180-425

TOWN PLANNING DEPARTMENT

1.	Chief Town Planner & Architectural Adviser	.. .. 2000-2500	2000-2250
2.	Senior Town Planner	.. .. 1300-1600	1300-1600
3.	Dy. Town Planner	.. .. 550-1100 (Min. Rs. 640/-)	700-1200
4.	Asstt. Town Planner	.. .. 285-800 (Min. 460/-)	375-850
5.	Asstt. Engineer	.. .. 285-800	375-850
6.	Research Officer	.. .. 285-800	375-850
7.	Statistician	.. .. 225-640	275-650
8.	Town Planning Asstt.	.. .. 200-450	225-525
9.	Sr. Draftsman	.. .. 120-385	180-425
10.	Jr. Draftsman	.. .. 120-300	130-300

S. No.	Name of the Post	Existing Pay Scale	Recommended Pay Scale
		Rs.	Rs.
11.	Tracer	75-175	100-180
12.	Land Surveyor	120-385	180-425
13.	Civic Surveyor	130-320	150-330
14.	Ferroman	50-90	66-90
TOURISM			
1.	Director	550-1100 (Min. 640/-) conveyance allowance Rs. 150/-	1100-1500 conveyance allowance as at present.
2.	Assistant Director	170-385	375-850
3.	Tourist Officer	130-320	180-360
4.	Care-taker	120-300	130-300
5.	Senior Receptionist		
6.	Conductor	65-140	90-150
7.	Cleaner	45-80	60-85
VIGILANCE COMMISSION			
1.	Secretary	I.A.S. post	I.A.S. cadre post.
2.	Asstt. Secretary .. ..	..	To be encadred in R.S.S. cadre.
3.	Ministerial staff	As in Govt. Secretariat	As in Government Secretariat.
WAKF-BOARD			
1.	Secretary	R.A.S. cadre post	R.A.S. cadre post.
2.	Field Inspector	105-240	120-240

R. L. MAINI
Secretary,
Pay Commission,
Rajasthan, Jaipur.

J. S. RANAWAT
Rajasthan Pay Commission.



PART-III
APPENDICES

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Part III—Appendices

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APPENDIX-O

QUESTIONNAIRE

General

1. What should be the guiding principles for determining pay scales for various posts in different services and cadres ?
2. What are your comments on the following :—
 - (a) that the State as an employer should be distinguished from a private employer,
 - (b) that the principle of fair comparison between remuneration paid to employees of Government and to those outside Govt. service for broadly comparable work is limited by considerations of financial resources of the State and its capacity to pay ?
3. Do you consider that pay scales should be related to economic conditions and developmental planning of our country ?
4. What is your concept of "minimum wage" for Govt. servants ? How should minimum wage be determined in the context of prevailing socio-economic conditions in Rajasthan ? In fixing the "minimum wage" would it be justifiable to take into consideration other amenities and concessions admissible to Government servants ?
5. What factors should determine the maximum remuneration beyond which the State Government should not pay considering the financial resources of the State ?
6. What should be the fixed ratio or multiple between minimum and maximum remuneration of a State employee ? Is it practicable to prescribe such a ratio, if so, how ?
7. How do you view the disparity between Central and State pay structure in the context of financial resources of our State ?

PAY STRUCTURE.

8. Do you consider that existing pattern of pay scales needs revision or reconstruction ? If so, why and give reasons for each change proposed ?
9. What improvements do you suggest in framing of a new pay scale particularly with reference to :—
 - (a) the total period covered by the time scale for reaching the maximum;
 - (b) the amounts of and intervals between increments;
 - (c) relationship between the pay scale and its immediate higher pay scale for providing suitable promotion;

(d) the necessity of having more than one time scale for the employees belonging to same cadre or service ?

10. (a) What criteria do you suggest for differentiation in pay scales with particular reference to :—

- (i) Method of recruitment,
- (ii) Educational, professional and technical qualifications prescribed for appointment to a post,
- (iii) Nature of job requirements ?

What criteria do you suggest for correlating the duties and responsibilities for parity of treatment in the matter of pay scales in various services and cadres ?

11. Do you prefer running pay scales for certain categories of posts which carry similar duties and responsibilities ? If yes, please enumerate such posts and give full details, viz. qualifications prescribed for the posts, method for recruitment and description of nature of duties performed by each category of employees.

12. Do you favour prescription of pay scales on the basis of existing classification of services ? If so, how many pay scales would you suggest for each class of Service in order to provide adequate opportunities of promotion within a cadre or service ?

13. (a) Do you think that pay scales for Lower Division Clerks, Upper Division Clerks, Assistants, Stenographers, Superintendents, etc. should be uniform in Secretariat and in offices other than Secretariat ? If yes, please give reasons.

(b) Will it be proper to prescribe common pay scales for trained School teachers possessing similar qualifications irrespective of the class to which they impart instructions ? If yes, please give reasons.

14. Are you in favour of having uniform pay scales for all Heads of Departments/District Level Officers/Regional Level Officers/Officers below District Level irrespective of the fact whether the officer belongs to a technical or non-technical department ? What criteria should be applied to distinguish a technical Department from a non-technical Department ?

15. Do you think that rate of increment should be uniform in certain segments of a time scale, e. g. between Rs. 100 to Rs. 200, the rate being Rs. 10/- p. a ; between Rs. 200 to Rs. 300, rate being Rs. 15/- p. a.; and so on. What should be the minimum and the maximum amount of increment ?

16. Would it be justified to grant increment (s) to a Government servant on acquiring higher educational qualification while in service ? If so, in what Service ?

17. What is your opinion about the desirability of retaining Efficiency Bars and Selection Bars in the time scales of pay. If E. B. and S. B. are to be retained, what conditions should be imposed for crossing of E. B. and S. B. ? Should there be any rules for this purpose ?

18. Do you favour equal pay for equal work irrespective of the sex difference ? If so, on what posts and to what extent ?

19. Special pays have been attached by the State Government to certain posts in various departments and services and for various reasons. Do you prefer continuance or abolition of special pays attached to certain posts ? If so, please state reasons. Have you any comments to make as regards special pays paid to officers posted in the Secretariat and various teaching institutions of State who are down from different Services ?

20. If you favour the continuance of special pays, what do you think should be the principles or guiding considerations for granting them ?

21. (a) In case where special pay is granted on account of arduous nature of duties or increased responsibilities, do you recommend higher scale of pay in lieu of Special Pay ?

(b) Do you suggest grant of Special Pays on certain existing posts ? If so, please enumerate those posts and give reasons for the grant of Special Pays.

CRITERIA FOR PAY FIXATION.

22. If new pay scales are evolved, what suggestions can you make as to the method or methods to be adopted for fixation of pay of existing employees in the new scales so evolved ?

23. The following two methods of pay fixation in the new Scale have been suggested:

- (i) On the basis of point to point calculation, i. e. by placing each individual at that stage in the new scale to which he would have risen by reason of the length of service if he had entered the service or a cadre on the new scale;
- (ii) Fixation at equal stage and then allowing increments on the basis of total length of service or period of service rendered in a scale to the existing employees ;
subject to a specified ceiling. What are your comments ?

24. What principles would you propose for fixing of pay of a Government servant on promotion from a lower to a higher post ? Do you recommend any minimum increase in pay of a Government servant of promotion by granting increments in the time scale of higher post after fixing his pay at the stage next above the pay in the lower post ? Have you any other suggestion in this regard ? If so, what ?

PROJECT ALLOWANCE.

25. What criteria do you propose for selecting Projects and areas within project for grant of Project allowance ?

26. Whether employees living in project areas and performing duties not connected with the project should also be made eligible for grant of a project allowance ?

27. What rate do you recommend for grant of Project allowance ? (The present rate is 20% of basic pay).

28. Do you favour abolition or continuance of Project allowance ? State reasons fully in support of your views.

NON-PRACTISING ALLOWANCE.

29. What should be the grounds on the basis of which non-practising allowance may be granted ?

30. What categories of employees may be made eligible for grant of non-practising allowance ?

31. Do you favour abolition or continuance of non-practising allowance ? Please state reasons fully in support of your views.

NOTE:—Non-practising allowance includes non-clinical allowance.

DEPUTATION ALLOWANCE.

32. Do you favour the practice of the grant of deputation allowance (special pay) to Government servants deputed to (1) other Governments, (2) autonomous Corporations, wholly or partially controlled by Government, (3) Local Fund Institutions, (4) Cooperative Societies, (5) Universities, (6) Other Bodies, (7) Private Concerns, etc. ? If yes, on what considerations and how much ?

SPECIAL PAY FOR COMBINATION OF APPOINTMENTS.

33. Normally a Government servant cannot perform duties of two or more posts at one and same time. In what circumstances, do you consider, combination of appointments may be permitted taking into consideration capacity of a Government servant to undertake additional work in addition to normal duties of his post ?

34. What should be the rate of special pay for additional work entrusted to a Government servant in addition to his normal duties ? Do you suggest any period beyond which dual charge may not be permitted ? If so, please state period and give reasons.

35. Do you consider that the existing Rules for grant of special pay for additional work have proved inadequate ? If so, please enumerate such cases and give alternative suggestions to improve upon the existing rates and orders.

PROMOTIONS.

36. (a) Do you think that adequate opportunities of promotion are available in various cadres and services ? If not, what suggestions have you to make for providing avenues of promotion at different levels in different cadres and services ?

(b) Do you favour the idea of making Ministerial staff eligible for appointment to Subordinate/State Services ? If so, to what Services, to what extent and under what conditions ?

(c) In certain Services/Cadres, minimum period of service has been prescribed for eligibility for promotion to higher posts. Do you consider any change necessary ? If so, please give reasons.

37. Of the following criteria usually adopted for making promotion which criteria, in your opinion is the best or most suited or a combination of one or more criteria :—

- (i) Merit,
- (ii) Seniority-cum-merit,
- (iii) Seniority ?

Please give reasons fully in support of the principle you advocate.

38. (a) Can you enumerate posts in each cadre or service from which appointment to next higher post in the same cadre or service should be made exclusively by means of promotion from amongst the serving personnel ?

(b) In services or cadres regularly constituted where appointment to a post is made both by means of direct recruitment and by promotion of persons from lower cadre, what should be the proportion of recruitment as between these two methods.

(c) Do you advocate uniform ratio for all services or cadre ? If yes, please give reasons.

39. Have you any comments to offer on the system of screening candidates by the Departmental Promotion Committees ? If any changes are necessary, please indicate.

40. (a) Do you consider that present system of reporting on the conduct, integrity and efficiency of Government servants through Confidential Reports is adequate ? If not, why ?

(b) Have you any suggestions to make in regard to the method of writing Confidential Reports and the authority who should initially write it ?

41. Do you recommend abolition of system of Confidential Reports ? If yes, please suggest alternative method of assessment and evaluation of work of Government servants ?

42. What changes do you propose in the existing proformas of Confidential Reports considering the different nature of work and duties performed by various officers, viz. administrative, executive, technical, clerical or non-clerical, partly executive and partly administrative for objective and scientific evaluation of conduct, work and efficiency of Government servants.

43. It is stated that communication of adverse entries causes not only frustration but also has a tremendous adverse effect on the psychology of the person involved. Do you feel that practice of communicating adverse entries without formally bringing the short-comings/default to the notice of the officer involved by the reporting officer during the course of a particular year is Justified ? If yes, please give reasons.

44. Do you think that good reports written in respect of inefficient hands or persons whose integrity is questionable, re-acts on the psychology of really good and efficient workers besides general adverse impact ? If yes, please suggest alternatives to remedy this.

45. (a) How seniority of Government servants in a service or cadre should be determined ?

(b) Do you think that the principle for determination of seniority should be uniform for all classes of employees ? If not, why ?

46. What criteria do you suggest for assigning position of promotee officers in the gradation list of a service or cadre vis-a-vis the directly recruited officers keeping in view the quality, volume of experience and ability of the promotee officers.

INCENTIVES.

47. Do you consider it desirable to institute a system of incentive pay/wage for good work done by Government servants ?

48. What principles would you adopt for assessing "good work" of a Government servant to provide him incentive :—

- (a) by granting premature increments in time scale of pay;
- (b) by award of cash prizes;
- (c) by awarding certificate of appreciation;
- (d) by promoting to higher post or to selection grade in the cadre;
- (e) by payment of incentive pay ?

Which of the above methods do you consider to be most effective for providing incentives ?

MISCELLANEOUS.

49. In case the recommendations of the Commission in regard to improvement in pay structure result in imposing additional financial burden on State Exchequer, what suggestions have you to make to meet this burden ?

50. Have you any proposals to make on any topic covered by terms of reference which are not covered by the replies you have given to the above questions ?

APPENDIX I

LIST OF PERSONS WHO GAVE ORAL EVIDENCE.

Association of Government Servants.

1. Shri Vimal Chand Jain, Secretary, Rajasthan Statistical Service Association, Jaipur.
2. Shri A.K. Garg, President, Rajasthan Subordinate Statistical Service Association, Jaipur.
3. Shri B.D. Harsh, Secretary, Rajasthan Labour and Welfare Officers Association, Jaipur.
4. Shri Nahar Singh Zala, Secretary, Bhoomapak Sangh, Udaipur Branch.
5. Shri Bhakhtawar Sharma, President, Co-operative Inspectors Service Association, Udaipur.
6. Shri B.L. Mantri, Secretary, Polytechnic Teachers Association, Udaipur.
7. Shri H.L. Khera, President, Rajasthan Ministerial Service Association, Udaipur District, Udaipur.
8. Shri S. N. Wadhvani, Secretary, R.A.S. Association, District Udaipur.
9. Shri Sumer Chand Mehta of R.A.S. Association, Jodhpur.
10. Shri Hari Singh, President, Rajasthan Subordinate Accounts Service Association, Jaipur.
11. Shri Darshan Singh Dau, General Secretary, Rajasthan Revenue Irrigation Employees Association.
12. Shri K.D. Bhargava, Secretary, Rajasthan Accounts Service Association.
13. Shri T.R. Sharma, Secretary, Rajasthan Judicial Service Association, Jaipur.
14. Shri Mangat Ram, President, Secretariat Ministerial Service Association, Jaipur.
15. Shri K.L. Kochar, Secretary, Rajasthan Administrative Service Association.
16. Shri Ishwari Prasad, President, Patwar Sangh.
17. Shri Durga Shanker, President, Rajasthan Kanungo Sangh.
18. Shri Laxman Singh, General Secretary, Agricultural Fieldman Association.
19. Secretary, Research Assistant Association (Agriculture Department).
20. The President, Settlement Inspectors Association.
21. The President, Bhoomapak Sangh, Jaipur.
22. President, Rajasthan Technical Employees Association.
23. Shri P.S. Chowdhary, President, Rajasthan Ministerial Service Association, Sectt., Branch, Jaipur.
24. Shri Majid Khan, President, Rajasthan Sectt. Class IV Employees Association.
25. Shri M.P. Singh, Secretary, Rajasthan Subordinate Service Association (Medical and Public Health Department).
26. Shri R.S. Vyas, General Secretary, Trained Nurses Association of India, Rajasthan Branch Jaipur.
27. Dr. Chandalia, Secretary, Rajasthan Medical Service Association.
28. Shri Bhanwar Lal Mod, President, Dhatri Upvaidyas Sangh.
29. Shri Mansingh, President, Rajasthan Ministerial Service Association.
30. Dr. Satish Chandra, President, Library Association.
31. Shri Chhitar Lal Solanki, Joint Secretary, Rajasthan Sahayak Karamchhari Sangh.
32. Shri Kailash Nath Pandey, Secretary, Rajasthan State Employees Federation.
33. Shri R.N. Verma, Jt. Secretary Agricultural Statistics Association.
34. Shri J.P. Bagretta, General Secretary, P.T.I. Association.
35. Secretary, Rajasthan University and College Teachers Association.

36. Shri B.N. Pareek, President, Rajasthan Ministerial Services Association, Bikaner Branch.
37. Dr. Bhattacharya, President, Rajasthan Veterinary Service Association, Ajmer.
38. Shri Narpal Singh, President, Agriculture Technical Subordinate Service Association.
39. Shri G.L. Mathur, Secretary, Rajasthan State Engineering Service Association.
40. Shri Paras Raj Mohnot, Secretary, R.A.S Association, Bikaner Branch.
41. Shri Mangi Lal Sharma, President, Rajasthan State Ministerial Service Association, Rawat Bhata.
42. Shri Chaman Singh, Vice President, Irrigation Technical Staff Union, Rawat Bhata.
43. Shri Ved Prakash Sharma, President, Akhil Rajasthan Sankhiyakai Karamchari Sangh, 462, Raja Park, Jaipur.
44. Shri D.D. Goswami, President, R.S.S. Association, Jaipur.
45. Shri Vishan Singh Shekhawat, General Secretary, Rajasthan Shikshak Sangh, Jaipur.

Government Servants in their individual capacity.

1. Shri Bhanwar Singh, Dy. Collector,
Shri Mohan Singh, Zileadar and Shri Kishanlal,
Inspector of Irrigation Department, Udaipur.
2. Vaidya Prabhu Dutt Sharma, Principal,
Ayurvedic College, Udaipur and Shri Roop Shanker Sharma,
Physician Specialist, Ayurvedic Research Centre, Udaipur.
3. Shri M.C. Mehta, Shri S.N. Mehta and Shri H.J. Raisinghani,
Chemical Assistants of Mines & Geology Department, Udaipur.
4. Shri S.K.S. Sharma, Mining Engineer,
Shri Dave, Senior Geologist,
Shri Mittal, Superintendent Geologist,
Shri P.D. Swami, Chemist-cum-Ceramic Technologist, etc. Mines and
Geology Department, Udaipur.
5. Shri Verma, Civil Judge, Udaipur.
6. Shri Mohanlal Sangvi and other Accounts Clerks of the Panchayat Samiti,
Udaipur District.
7. Shri G.N. Mohale, Asstt. C.T.O., Udaipur.
8. Shri Amba Lal Kumawat, Head Draftsman and Shri J.K. Ranga, Senior
Draftsman, Mines and Geology Department, Udaipur.
9. Shri Bharat Singh, Patrolling Officer, Excise Department, Udaipur.
10. Shri Sukhwal, Stenographer, District Judge, Udaipur.
11. Shri Rathore, Prosecuting Inspector of Police, Udaipur.
12. Shri S.N. Sharma, Dy. Director, Technical Education, Jodhpur.
13. Shri Hari Singh Purohit, Superintendent, Circuit House, Jodhpur.
14. Shri B.L. Panagariya, Staff Welfare Officer, Rajasthan Secretariat, Jaipur.
15. Shri Mohan Lal Joshi, Asstt. Accounts Officer, Rajasthan Secretariat, Jaipur.
16. Shri D.K. Jain, Accountant, Finance (Budget) Department, Rajasthan
Secretariat, Jaipur.
17. Shri G.C. Jain, Officer Incharge, Curative Workshop.
18. Shri R.L. Bhargava.
19. Shri C.M. Soni, Bio-chemist.
20. Vaidya Shri Bal Krishna Acharya.
21. Shri Kamal Kishore Jain, Dy. Director, Public Relations, Jaipur.
22. Shri Jagdish Chandra Kalla, Two Years Veterinary Diploma Holder.
23. Shri A. Sadashivan, Surveyor, (Apprenticeship Scheme) Directorate of
Technical Education.
24. Shri Radha Kant, Deputy Superintendent, Jail, Ajmer.
25. Shri J.N. Pandey, Dy. Registrar, Co-operative Societies, Rajasthan, Jaipur.
26. Shri B.S. Kotyal, Designer Handicrafts, Industries Department.

27. Shri Vimal Chand Sharma, Legal Assistant, Rajasthan Secretariat, Jaipur.
28. Shri Ratan Lal, Superintendent Gardens, Kota.
29. Shri F.C. Puri, Asstt. Director, Forensic Laboratory, Police Department.
30. Shri Brijendra Singh, R.A.S Project, Officer, Co-operative Department.
31. Shri Prem Raj Jain, Reporter, Rajasthan Assembly, Jaipur.
32. Shri Mahaveer Purohit, Assistant Chemist of Industries Department.
33. Shri B.L.Chabra, Gaushala Development Officer, Animal Husbandry Deptt.
34. Shri D.S. Acharya Joint, Legal remembrancer, Rajasthan Secretariat, Jaipur.
35. Shri K.C. Gupta, Sales Tax Inspector.
36. Shri S.C. Mathur, Dy. Legal Draftsman, Rajasthan Secretariat, Jaipur.
37. Shri V.K. Gupta, Director, Design and Survey, Jaipur.
38. Dr. Prabhu Lal Sharma, C.A.S., Hospital Baran.
39. Shri Nandan Bhargava, Project Officer, Soil Conservation Forest, Department, Rajasthan, Kota.
40. Shri Madan Gopal Vyas, Manager, Circuit House, Kota.
41. Dr. Jajoo, Dr. J.S. Siroya and Dr. Nawal Kishore, Kota.
42. Shri C.S. Hukamani, Chief Technical Examiner in the Office of the Chief Engineer, Rana Pratap Sagar Dam, Kota.
43. Shri B.P. Bhatnagar, Executive Engineer, Power Station Division, Rawat Bhata.
44. Shri Umrao Singh, Assistant Excise Officer, Udaipur.
45. Shri Gir Raj Singh, Executive Engineer, Irrigation Department, Udaipur.
46. Shri Samadar Singh, Superintendent, Rajasthan House, New Delhi.
47. Shri K.P. Jain, Senior Accounts Officer, Education Department, Bikaner.
48. Shri Ambika Prasad, O.S.D (O&M), Rajasthan Secretariat, Jaipur.
49. Shri C. B. Gupta & Shri R.N. Shrivastava, Asstt. Secy. to Government.
50. Shri Kesri Mal, Senior Photographer, Public Relations Department, Jaipur.
51. Shri Ratan Singh & Shri Verma Psychologists, Mental Hospital, Jaipur.
52. M/s Jag Mohan Lal, Jogendra Pal Singh etc. Dy. Director, Agriculture.

Heads of Departments :—

1. Shri L.K. Verma, Director of Economics and Statistics, Rajasthan, Jaipur.
2. Shri N.K. Joshi, Labour Commissioner, Rajasthan, Jaipur.
3. Shri K.K. Sehgal, Director of Evaluation and Gazetteers, Rajasthan, Jaipur.
4. Shri P.D. Mathur, Principal, Medical College, Udaipur.
5. Shri J.S. Singhvi, Excise Commissioner, Rajasthan, Udaipur.
6. Shri S.S.M. Dave, Commissioner, Devasthan, Rajasthan, Udaipur.
7. Shri M.L. Sethi, Director of Mines and Geology, Rajasthan, Udaipur.
8. Shri R.R. Jain, Collector, Udaipur.
9. Shri Narain Sinha, Director of Tourism, Rajasthan, Jaipur.
10. Shri V.D. Sharma, Director of Employment, Rajasthan, Jaipur.
11. Shri Maya Ram, Director of Transport, Rajasthan, Jaipur.
12. Shri S.P. Dutta, Director of Technical Education, Rajasthan, Jodhpur.
13. Shri K. Dass Gupta, Engineer-Incharge, Ground Water Board, Jodhpur.
14. Justice D.M. Bhandari, Administrative Judge, Rajasthan High Court, Jodhpur.
15. Dr. P.L. Menaria, Dy. Director, Oriental Research Institute, Jodhpur.
16. Shri P.N. Seth, Director of Local Bodies, Rajasthan, Jaipur.
17. Shri B. Hooja, Commissioner, State Enterprises, Rajasthan, Jaipur.
18. Shri Ram Singh, Commissioner, Commercial Taxes, Rajasthan, Jaipur.
19. Shri C.B. Temani, Director of Insurance, Rajasthan, Jaipur.
20. Dr. D.G. Ojha, Principal, Medical College, Bikaner.
21. Dr. L.M. Sanghvi, Principal, S.M.S. Medical College, Jaipur.
22. Dr. P.L. Rishi, Principal, Medical College, Jodhpur.

23. Dr. Satya Prakash, Director of Archaeology and Museum, Rajasthan, Jaipur.
24. Dr. S.C. Mehta, Director, Medical and Health Services, Rajasthan, Jaipur.
25. Shri B.D. Mathur, Chief Engineer, P.W.D., B&R Rajasthan, Jaipur.
26. Shri P.N. Mathu, Electrical Inspector, Rajasthan, Jaipur.
27. Shri Hansraj Paruwal, Chief Inspector of Factories, Rajasthan, Jaipur.
28. Shri U.S. Menon, Director of Printing and Stationery, Rajasthan, Jaipur.
29. Shri Parmanand, Director of Social Welfare, Rajasthan, Jaipur.
30. Shri Daulat Ram Chaturvedi Director of Ayurvedic, Rajasthan, Ajmer.
31. Shri G.S. Sastri, Chief Engineer, Irrigation Rajasthan, Jaipur.
32. Shri G.S. Rathore, Director, Animal Husbandry, Rajasthan, Jaipur.
33. Shri I.D. Bhargava, Chief Engineer (Health), Rajasthan, Jaipur.
34. Shri Hanuman Sharma, Inspector General of Police Rajasthan, Jaipur.
35. Shri V. Narayan, Jt. Director, Sheep and Wool, Rajasthan, Jaipur.
36. Shri K.M.K. Sharma, Director of Sanskrit Education, Rajasthan, Jaipur.
37. Shri B.S. Joshi General Manager, Milk Supply Scheme, Jaipur.
38. Shri Niranjana Singh, Registrar, Co-operative Societies, Rajasthan, Jaipur.
39. Shri Sher Singh, Commissioner, Settlement Department, Rajasthan, Jaipur.
40. Shri G.K. Bora, Chief Conservator of Forests, Rajasthan, Jaipur.
41. Shri R.S. Kapoor, Director of College Education, Rajasthan, Jaipur.
42. Shri K.M. Metha, Director of Agriculture, Rajasthan, Jaipur.
43. Shri J.P. Arora, Inspector General of Prisons.
44. Shri M.P. Sarthi, Secretary, Agricultural Engineering Board, Jhotwara, Jaipur.
45. Shri Anil Bordia, Director of Primary and Secondary Education, Rajasthan, Bikaner.
46. Shri K.S. Ujjawal, Commissioner, Colonisation, Rajasthan, Bikaner.
47. Shri Nathu Ram Khadgawat, Director of Archives, Rajasthan, Bikaner.
48. Shri T.V. Ramnan, Director of Industries, Rajasthan, Jaipur.
49. Shri R.S. Bhatt, Director of Public Relations, Rajasthan, Jaipur.
50. Shri R.D. Mathur, Acting Chairman, Board of Revenue, Rajasthan, Ajmer.
51. Shri B. Kambo, Chief Town Planner, Rajasthan, Jaipur.
52. Shri R.L. Mathur, Chief Accounts Officer.
53. Shri Durga Shankar Acharya, Joint Legal Remembrancer, Jaipur.

Secretaries to the Government of Rajasthan.

1. Shri Ram Singh, Special Secretary to the Government, Appointments Departments, Rajasthan, Jaipur.
2. Shri Anand Mohan Lal, Secretary to Chief Minister, Rajasthan, Jaipur.
3. Shri J.S. Mehta, Secretary to the Government Medical Education, Employment, Labour Departments, Rajasthan, Jaipur.
4. Shri Khemchand, Secretary to the Government, Power, P.W.D. and Irrigation, Rajasthan, Jaipur.
5. Shri V.D. Sharma, Home Commissioner-cum-Secretary to the Government, Rajasthan, Jaipur.
6. Shri N.C. Bhatnagar, Secretary to the Government, Revenue Department, Rajasthan, Jaipur.
7. Shri D.K. Saxena, Secretary to the Government, Industries Department, Rajasthan, Jaipur.
8. Shri S.P.S. Bhandari, Development Commissioner-cum-Secretary to the Government, Rajasthan, Jaipur.
9. Shri Mohan Mukerji, Secretary to the Government, Finance Department, Rajasthan, Jaipur.
10. Shri K.P.U. Menon, Chief Secretary to the Government, Rajasthan, Jaipur.

Important personalities.

1. Shri Gordhan Singh Mehta, Retired Commissioner, Udaipur.
2. Shri N. Prasad, Dean of the Agriculture College, University of Udaipur, Udaipur.

3. Shri H.S. Mehta, Retired Collector, Udaipur.
4. Dr. G.C. Mahajani, Vice-Chancellor, University of Udaipur.
5. Shri T.N. Chaturvedi, Jt. Director, National Academy and Public Administration, Mussorie.
6. Shri M.L. Roonawal, Vice-Chancellor, Jodhpur University Jodhpur.
7. Shri Kashi Nath, Advocate, Jodhpur.
8. Shri Satya Dev, General Manager, State Bank of Bikaner and Jaipur, Jaipur.
9. Shri Devi Shanker Tiwari, Ex-Chairman, Rajasthan Public Service Commission.
10. Shri R.N. Madhok, Jt. Secretary to the Government of India, Ministry of Health, New Delhi.
11. Shri B. Mehta, Member, Official Language Commission, New Delhi.
12. Shri Brij Raj Bahadur, Dy. Secretary to the Government of India, Ministry of Commerce, New Delhi.
13. Shri R.D. Thapar, Jt. Secretary to the Government of India, Ministry of Home Affairs, New Delhi.
14. Shri R.C. Chaudhari, Chairman, Rajasthan Public Service Commission, Ajmer.
15. Shri R.N. Hava, Member, Rajasthan Public Service Commission, Ajmer.
16. Shri L.L. Joshi, Chairman, Board of Secondary Education Ajmer.
17. Shri V.V. John, Ex-Director of College Education, Rajasthan, Jaipur.
18. Smt. Madan Kaur M.L.A.
19. Sh. D. D. Narula, Reader in Economics, University of Rajasthan, Jaipur.

APPENDIX—II.

List of Promulgated State Service Rules.

1. The Rajasthan Administrative Service Rules, 1954.
2. The Rajasthan Police Service Rules, 1954.
3. The Rajasthan Accounts Service Rules, 1954.
4. The Rajasthan Secretariat Service Rules, 1954.
5. The Rajasthan Inspectors of Registration & Stamps Service Rules, 1954.
6. The Rajasthan Service of Engineer (B. & R.) Branch Service, Rules, 1954.
7. The Rajasthan Co-operative Service Rules, 1954.
8. The Rajasthan Service of Engineers (Irrigation Branch) Rules, 1954.
9. The Rajasthan Judicial Service Rules, 1955.
10. The Rajasthan Higher Judicial Service Rules, 1955.
11. The Rajasthan Service of Inspector of Factories & Boilers Service Rules, 1958.
12. The Rajasthan Labour & Social Welfare Service Rules, 1958.
13. The Rajasthan Statistical Service Rules, 1958.
14. The Rajasthan Motor Garage Service Rules, 1958.
15. The Rajasthan Educational Service (C.B.) Rules, 1959.
16. The Rajasthan Jails Service Rules, 1959.
17. The Rajasthan Ayurvedic Service Rules, 1959.
18. The Rajasthan Junior Accounts Service Rules, 1959.
19. The Rajasthan State Insurance Service Rules, 1959.
20. The Rajasthan Circuit Houses Service Rules, 1959.
21. The Rajasthan Government Presses Service Rules, 1960.
22. The Rajasthan Mines & Geological Service Rules, 1960.
23. The Rajasthan Employment Exchanges Service Rules, 1960.
24. The Rajasthan Educational Service Rules, 1960.
25. The Rajasthan Agricultural Service Rules, 1960.
26. The Rajasthan Archaeological & Museums Services Rules, 1960.
27. The Rajasthan Industries Service Rules, 1960.
28. The Rajasthan Horticulture Service Rules, 1962.
29. The Rajasthan Forest Service Rule, 1962 and 1963.
30. The Rajasthan Medical Service (C.B.) Rules, 1962.
31. The Rajasthan Animal Husbandry Service Rules, 1963.
32. The Rajasthan Social Welfare Service Rules, 1963.
33. The Rajasthan Medical & Health Service Rules, 1963.
34. The Rajasthan Sanskrit Education Service Rules, 1966.
35. The Rajasthan Public Relations Service Rules, 1966.
36. The Rajasthan Town Planning Service Rules, 1966.
37. The Rajasthan Oriental and Research Institute Service Rules, 1967.

List of Promulgated Subordinate Service Rules.

1. The Rajasthan Subordinate Devasthan Service (Class I) Rules, 1954.
2. The Rajasthan Subordinate Devasthan Service (Class II) Rules, 1954.
3. The Rajasthan Sub-Registrars Service Rules, 1954.
4. The Rajasthan Subordinate Co-operative Service (Class I) Rules, 1955.
5. The Rajasthan Subordinate Co-operative Service (Class II) Rules, 1955.
6. The Rajasthan Tehsildars Service Rules, 1956.

7. The Rajasthan Government Presses Subordinate Service Rules, 1959.
8. The Rajasthan Subordinate Services (Recruitment and other service Conditions) Rules, 1960.
9. The Rajasthan Mines & Geological Subordinate Service Rules, 1960.
10. The Rajasthan Police Subordinate Service Rules, 1963.
11. The Rajasthan Accounts Subordinate Service Rules, 1963.
12. The Rajasthan Forest Subordinate Service Rules, 1963.
13. The Rajasthan Social Welfare Subordinate Service Rules, 1963.
14. The Rajasthan Transport Subordinate Service Rules, 1963.
15. The Rajasthan Horticulture Subordinate Service Rules, 1965.
16. The Rajasthan Medical & Health Sub. Service Rules, 1965.
17. The Rajasthan Industries Sub. Service Rules, 1966.
- ~~18. The Rajasthan Sanskrit Education Sub. Service Rules, 1966.~~

List of Promulgated Ministerial and Class IV Service Rules.

1. The Rajasthan Secretariat Ministerial Staff Rules, 1956.
2. The Rajasthan Subordinate Offices Ministerial Staff Service Rules, 1957.
3. The Rajasthan Subordinate Civil Court Ministerial Establishment Rules, 1958.
4. The Rajasthan Class IV Service Rules, 1963.

APPENDIX—III.

Scale No.	Revised Pay Scales effective from 1-9-61	Amended Revised Pay Scales effective from 1-4-66.
1.	45-1-70 (Ord.) 60-1-70-2-76-E.B.-2-80 (S.G.)	45-1-55-57-1-62-S.B.-64-1-70-2-76-E.B.-2-80.
2.	50-1-70-2-76-E.B.-2-80 (Ord.) 65-1-70-2-76-E.B.-2-90 (S.G.)	50-1-60-62-1-67-S. B.-70-2-86-E.B.-2-90.
3.	65-1-70-2-90 (Ord.) | 75-3-93-4-105 (S.G.) |	65-1-70-2-80-84-2-90-4-98-S. B.-106-110.
4.	65-2-75-3-93-4-105 (Ord.) | 75-3-120-5-130 (S.G.) |	65-2-75-3-90-E.B.-97-4-105-5-120- S.B.-130-5-140.
5.	75-3-120-5-130 (Ord.) | 105-4-125-5-150 (S.G.) |	75-3-105-111-3-120-5-130-S. B.-140-5-150.
6.	75-3-90-4-110-5-130-E. P.-5-160 (Ord.) 105-5-150 & 110-5-175 (S.G.)	75-3-90-4-110-120-5-145-S.B. and E.B.-150-5-175.
7.	105-4-125-5-150 (Ord.) | No S.G. |	No scale.
8.	75-4-95-5-105-E.B.-5-130-E. B.-5-160 (Ord.) 105-5-130-E.B.-5-200. (S.G.)	75-4-95-5-105-E. B.-5-120-130-E.B.-5-155-S.B.-165-5-200.
9.	90-4-102-E.B.-4-110-5-150 (Ord.) | 105-5-200 (S.G.) |	90-4-102-E.B.-4-110-5-135-145-5-170-S.B.-180-5-200.
10.	90-4-110-E. B.-5-155-7½-170 (Ord.) 105-5-200 (S.G.)	90-4-110-E. B.-5-135-145-5-155-7½-177½-S.B.-195-10-225.
11.	105-5-200 (Ord.) 105-5-150-8-190-10-240 (S.G.)	105-5-155-166-8-190-200-S. B.-220-10-240.
12.	105-5-150-8-190-10-240 (Ord.) 140-5-150-7½-180-10-290 (S.G.)	120-5-150-8-182-200-10-250-S. B.-270-10-300.
13.	115-5-155-10-165-E.B.-10-255-250 (Ord.) 140-5-170-7½-165-E.B.-7½-180-10-290 (S.G.)	115-5-155-165-E.B.-175-195-10-245-S.B.-265-10-285-300.
14.	130-5-175-10-235-250 (Ord.) | 155-10-295-12½-320- (S.G.) |	130-5-155-10-205-225-10-275-S.B.-295-12½-320
15.	140-5-150-7½-180-10-290 (Ord.) | 155-10-295-12½-320 (S.G.) |	140-5-150-7½-180-10-220-240-10-290-S.B.-315-330.
16.	115-5-155-10-275-E.B.-10-295-12½-320-335 (Ord.) 170-10-260-E.B.-10-310-12½-385 (S.G.)	120-5-155-10-185-205-10-255-S. B.- & E.B.-275-10-295-12½-370-385.
17.	170-10-310-12½-335 (Ord.) | 170-10-310-12½-385 (S.G.) |	170-10-270-290-10-310-12½-347½-S.B. 372½-385.
18.	170-10-310-12½-385	170-10-270-290-10-310-12½-347½-S.B.-375-12½-400.
19.	200-10-310-12½-435.	200-10-300-322½-12½-385-E.B.-410-12½-435-450.
20.	155-10-285-15-435-25-485.	155-10-285-15-435-25-485.

Scale No.	Revised Pay Scales effective from 1-9-61	Amended Revised Pay Scales effective from 1-4-66
21.	225-10-275-E.B.-10-285-15-435-25-485.	225-10-275-E B -10-285-15-435-25-485.
22.	285-20-385-25-510-540.	285-20-385-25-510-540.
23.	225-15-270-20-390-25-640.	225-15-270-20-390-25-640.
24.	275-20-335-25-560-30-650.	275-20-335-25-560-30-650.
25.	225-20-285-25-435-E.B.-25-560-30-800.	225-20-285-25-435-E.B.-25-560-30-800.
26.	285-25-510-25-560-E.B.-30-800.	285-25-560-E.B.-30-800.
27.	360-25-560-30-590-E.B.-30-860-900.	360-25-560-30-590-E.B.-30-860-900.
28.	550-30-820-E.B.-30-850-50-950.	550-30-820-E.B.-30-850-50-950.
29.	550-30-820-E.B.-30-850-50-1100.	550-30-820-E.B.-30-650-50-1100.
30.	650-50-1250.	650-50-1250.
31.	950-50-1400.	950-50-1400.
32.	900-50-1500.	900-50-1500.
32A.	.....	1300-60-1600.
33.	800-50-1000-60-1300-50-1800.	900-50-1000-60-1600-50-1800.
34.	1500-100-1800.	1500-100-1800.
35.	1650-75-1800-100-2000.	1650-75-1800-100-2000.
36.	1800-75-1950-100-2250.	1800-75-1950-100-2250.
36A.	.....	1800-100-2000-125-2250.
37.	.....	2000-100-2500.

APPENDIX— IV.

Statement showing expenditure on Special Pay.

Major Department wise.

S. No.	Name of the Department	No. of persons getting S.P.	Amount involved per annum.
			Rs.
1.	Police Department	19,072	22,99,140
2.	Revenue (including Collectorate)	9,874	16,67,040
3.	*Medical & Health Department	1,932	11,12,880
4.	Education (Secondary & Primary)	3,807	7,42,380
5.	Medical Colleges	453	5,89,620
6.	Settlement Department	1,345	2,21,280
7.	Colonisation Department	668	1,15,200
8.	Government Secretariat	142	75,120
9.	Insurance (including P.F. Scheme) Deptt.	541	55,020
10.	Agriculture Department	85	53,416
11.	Excise Department	533	52,704
12.	Prisons Department	343	50,340
13.	N.C.C. Department	379	48,180
14.	Commercial Taxation	245	43,152
15.	Forest Department	718	40,968
16.	P.W.D.(B. & R.) including Project	362	40,740
17.	Other Departments	4,389	6,13,800
	TOTAL ..	44,888	78,20,980

NOTE :—*This Department could not send figures in respect of Ministerial and Class IV Employees. The figures thus do not indicate total expenditure of the Department.

Statement of Special Pay Service wise.

S. No.	Services.	No. of persons getting S.P.	Amount involved per annum.
			Rs.
1.	State Service+	1,811	19,65,940
2.	Subordinate Service	25,584	34,08,636
3.	Ministerial Service	17,337	24,36,324
4.	Inferior Service	156	10,080
	TOTAL all Services ..	44,888	78,20,980

+ Includes officers in medical colleges in receipt of non-clinical allowances.

APPENDIX—V

A note on the question of banning the Private Practice of Doctors and increasing income of the State Government for improving the Medical & Health facilities in the State of Rajasthan.

A. NON-PRACTISING ALLOWANCE:

The question of banning the private practice need an open minded consideration. During the general discussions in the preliminary meeting detailed reasons have been given for the stoppage of private practice. In principle, it is advisable to stop the private practice and to pay a non-practising allowance to the doctors @ 50% of the basic salary subject to a minimum of Rs. 150/- per month and a maximum of Rs. 600/-

As long as the Health Services are not nationalised it would be in the fitness of the things to stop the private practice of the doctors (both collegeate and non-collegeate cadres) in all the district headquarter hospitals and those towns which have population of over 30,000. This will give a very good advantage to the Government as many Medical Officers who are practice mined may offer their services immediately for rural areas where private practice is proposed to be allowed for the present. Thus, the difficulty of posting Medical Officers in the rural areas may also be over come as the glamour of good private practice while staying in the big towns will disappear. The proposed Indian Medical and Health Services also envisages banning of Private Practice of all the Senior and Junior specialists. These specialists are posted at District Headquarter hospitals only. It would thus be better to stop the private practice of C.A.S doctors also in these towns.

Details have now been worked out, as desired, to provide medical aid to the sick during the emergency both at the hospital and at the homes. It would be seen that the grant of a non-practising allowance to the doctors will not throw any additional burden on the State exchequer; in fact it would bring more funds to meet this additional liability and made available additional amount to be utilised for improving the treatment facilities for the poor patients in the hospitals.

Based upon the experience of C.H.S. Scheme at New Delhi, it may be accepted that, on an average, there will be 20 visits per month per thousand of population to be made by the doctors on domiciliary calls. Taking an approximate population of Jaipur City as 6 lakhs, the position would be as under:—

(1) Income:

Population	6,00,000
Domiciliary calls due. 20 per 1000 of population P.M. to emergencies	
Total Estimated visits: 12,000 per month.	
or	1,44,000 visits in a year.

Taking into consideration the emergencies to be attended during the night; also when double the fee is charged, the average charges per visit which includes the fee of a C.A.S., Junior Specialist, and/or a Senior Specialist would work out to be Rs. 15/-. Therefore, 1,44,000 visits would net a total income of Rs. 21,60,000/- by way of consultation fee alone.

(2) Expenditure :

The expenditure would be as under :—

(a) Average N.P.A payable to 170 doctors working in Jaipur City (including clinical posts in the Colleague Cadre	} Rs. 400/- p.m. per doctor.
Total N.P.A. payable	8,16,000/-
(b) Share of 40% of fee recovered to be paid to the attending Physician.	8,60,000/-
	<u>16,76,000/-</u>

This would result in a net saving of Rs. 4,80,000/- to the exchequer. This would be a direct benefit to the State. There is another indirect benefit to the State viz. as the total income of the doctors will be known, the income-tax would be correctly levied and higher recoveries effected; thereby the State Government would benefit by getting a higher share of the tax recovered, from the Central Government. Similarly, when calculated for all the District headquarter hospitals, the total income and expenditure (cumulative) would work out to be as under :—

(1) Income :

(a) Total population of District Headquarter towns other than Jaipur City.	15 Lakhs.
(i) Population in 7 big towns where Class I & II Hospitals are located.	10 lakhs.
(ii) Population in other 18 towns having District Headquarters	5 lakhs.
(b) Estimated Emergency Calls @ 20 per 1000 population under (i) & (ii) above.	30,000
(c) Estimated Income on these emergency calls.	
(i) In 7 big towns @ 15/- per call (20,000 × 12 × 15) =	Rs. 36,00,000/-
(ii) In remaining 18 towns @ 10/- per call (10,000 × 12 × 10) =	Rs. 12,00,000/-
	<u>Rs. 48,00,000/-</u>
Or	

Rupees 48 lakhs.

Note :—Fee calculated vis-a-vis the categories of M.O. available presently. As soon as the proposed expansion is introduced and Senior and Junior Specialists provided, the average fee would be Rs. 15/- per visit and income Rs. 18,00,000/- vide (ii) supra.

(2) Expenditure:

(a) Average N.P.A. payable to doctors working in these towns.	Rs. 400/- p.m.
Total N.P.A. payable to 500 doctors (500 × 400 × 12) months	Rs. 24,00,000/-
(b) Share of 40% of fee payable to attending physicians	Rs. 19,00,000/-
	<u>Rs. 43,00,000/-</u>
Net saving—Approx.	Rs 5,00,000/-

B. PAYING WARDS.

1. Service Charge.

(a) *Income*:—Appendix 'A' (Column 3) details the list of private beds attached to the District headquarter hospitals. There are in all 295 private beds in this State. The Government charges Room rent from those patients who are admitted on these beds. Laboratory investigations and X-Ray Charges are levied, but unfortunately no service charges are recovered from these patients. These patients are getting at present free consultations of specialists and the services of para-medical personnel.

It would be justified to levy a nominal service charge from each patient admitted on these private beds. Even if a minimum of Re. 1 per patient/day of admission is recovered as service charges, it would bring an additional income of Rs. 1,07,675 per annum. As an alternative, the hospital authorities might recover a lump sum charge for the services rendered to the private ward patients.

(b) *Expenditure*:—No amount shall be reimbursed to specialists from this income.

2. Operation Charges.

(a) *Income*:—So far as no patient admitted to the private ward pays any operation charges even though the State spends on anaesthesia, services of the specialists, of para-medical staff and on depreciation of instruments etc. All kinds of operations (varying from major to minor) are done on patients admitted in these private wards. The State must recover operation charges on fixed rates from patients who are admitted in these private wards to get the facilities of operation etc.

The rates at which these operations may be charged for are indicated in appendix 'A' (column-6) attached to this note. On an average a sum of Rs. 125/- per operation shall be recovered from private indoor patients if the attached schedule is accepted by the Government. Taking a minimum of one operation for every 100 indoor private beds per day about 3 operations are likely to be performed throughout the State for which operation charges shall be recovered from private patients. This would result in bringing an additional income of Rs. 1,36,875/- as operation fee in a year (for calculations see Appendix-A)

(b) *Expenditure*:—

60% share of the fee recovered to be reimbursed to the
Surgeons and para-medical staff for performing
surgery on private patients Rs. 81,000/-

The share of 60% will be reimbursed as follows:—

- | | |
|---|--|
| (i) Chief Consultant-30 % | NOTE:—As surgeon is assisted by his Junior staff and Para-medical personnel, it is necessary to pay to these personnel also. |
| (ii) Assistant Surgeons-20% | |
| (iii) Theatre staff including class IV servants 10% | |

3. Poly-Clinics.

(a) *Income*:—Once the private practice is stopped patients who are in a position to pay for the services rendered by the doctors should have the facilities of consultations through the poly-clinics to be established at each of the 26 District Headquarters in this State.

Each patient shall be required to pay consultation fee for his attendance in the poly-clinics. No free services shall be rendered through these poly-clinics. Laboratory and Radiological examinations etc. shall be charged separately as also the operation charges in accordance with the schedule to be prescribed by the State Government.

On a moderate estimate, based on the average outdoor attendance in the district, it may be safely stated that one out of every 1,000 patients attending the outdoor shall be a paying case who would like to utilise the services of poly-clinics. On this assumption the total No. of paying case attending the poly-clinics has been worked out as per appendix 'B'. Taking an average consultation fee of Rs. 15/- (the same as calculated for domiciliary visits) it is estimated that a sum of Rs. 4,05,345 shall be the income through these poly-clinics.

(b) *Expenditure*:—40 % of the fee recovered to be reimbursed to the attending physicians in the poly-clinics Rs. 1,60,000/-.

The only question that would now arise is the manner in which the fee shall be recovered from the patients and deposited. It shall be the responsibility of the attending physicians/surgeons to charge his consultation fee during an emergency or in the poly-clinics and deposit it in the "Hospitals Fund" to be so created. The Government should provide deterrent punishment for delinquency on the part of Medical Officers who recover consultation fee and do not deposit it in the hospital fund.

The Hospital fund should be administered by a Central Board consisting of 3 to 5 members to be nominated by the State Government. The Director of Medical and Health Services shall be the Ex-officio Chairman of this board.

This hospital fund should be treated as a "Common Poor Fund" to be operated by the above board. The Board shall reimburse to the State Government the total amount paid by it by way of non-practising allowance to the doctors. The board shall reimburse to the treating physicians directly their share for the services rendered during emergencies. The remaining balance shall be utilised for providing additional drugs and medicines, equipments, linen, dressings etc. to the hospitals, in addition to the budget provision made by the Government. The power, functions and responsibilities of the board can be worked out later on, once this scheme is accepted.

Summary of Income and Expenditure.

(Figures rounded off).

Item.	Income	Expenditure	Saving
1. Emergency Consultation ..	69,00,000	59,76,000	9,80,000
2. Service Charges ..	1,00,000	Nil	1,00,000
3. Operation Charges ..	1,36,000	81,000	55,000
4. Poly-Clinics ..	4,00,000	1,60,000	2,40,000
TOTALS ..	75,96,000	62,17,000	13,75,000
Say ..	76,00,000	62,00,000	14,00,000

APPENDIX "A".

List of Private Wards and In-Patients therein.

S. No.	Name of District	No. of Private Wards	No. of Private Beds	Expected annual No. of operations @ 1 for 1000 beds.	125% @ per-Operation
1	2	3	4	5	6
1.	Ajmer ..	1	21	72	9.125
2.	Jaipur ..	3	100	365	45.625
3.	Tonk ..	..	..	..	..
4.	S. Madhopur ..	1	1	4	5.00
5.	Bharatpur ..	2	6	20	2.500
6.	Dholpur ..	2	10	37	4.625
7.	Alwar ..	2	6	20	2.500
8.	Sikar ..	1	3	10	1.250
9.	Jhunjhunu ..	1	2	8	1.000
10.	Bikaner ..	3	45	166	20.750
11.	Churu ..	3	12	40	5.000
12.	Ganganagar ..	1	2	8	1,000
13.	Jodhpur ..	2	41	150	18,750
14.	Jalore ..	1	2	8	1,000
15.	Sirohi ..	2	9	33	4.125
16.	Udaipur ..	3	18	66	8.250
17.	Banswara ..	1	4	16	2,000
18.	Bhilwara ..	2	5	18	2.250
19.	Kota ..	1	6	20	2,500
20.	Bundi ..	1	2	8	1,000
RAJASTHAN					
	TOTAL ..	33	295	1,076	1,34,505
		Payable	60%	=80,700	
		State Exch.	40%	=53,805	
				<u>1,34,505</u>	

APPENDIX "B"

O. P. D.

1966

S. No.	Name of District.	Total out-patient treated	Daily Average attendance	1 per 1000 OPD as paying case daily	Charge in pay clinic @ Rs.15/- per visit.	365 days
1	2	3	4	5	6	7
1.	Ajmer ..	750199	4800	5	75.00	27,375
2.	Jaipur. ..	1770528	9905	10	150.00	54,750
3.	Tonk. ..	275317	1554	2	30.00	10,950
4.	S. Madhopur. ..	460507	2538	3	45.00	16,425
5.	Bharatpur. ..	563727	2618	3	45.00	16,425
6.	Dholpur. ..	181282	1028	1	15.00	5,475
7.	Alwar. ..	577639	2797	3	45.00	16,425
8.	Sikar. ..	511804	2862	3	45.00	16,425
9.	Jhunjhunu. ..	331867	1797	2	30.00	10,950
10.	Bikaner. ..	439958	2777	3	45.00	16,425
11.	Churu. ..	312236	1735	2	30.00	10,950
12.	Ganganagar. ..	420131	2255	2	30.00	10,850
13.	Jodhpur. ..	882416	627	5	75.00	27,375
14.	Jaisalmer. ..	47278	212	—	3.00	1,095
15.	Jalore. ..	186813	1005	1	15.00	5,475
16.	Barmer. ..	140173	810	1	15.00	5,475
17.	Pali ..	467537	2572	3	45.00	16,425
18.	Nagaur. ..	479594	2419	2	30.00	10,950
19.	Sirohi. ..	312265	1894	2	30.00	10,950
20.	Udaipur. ..	1075172	5535	6	90.00	32,850
21.	Dungarpur. ..	159490	1022	1	15.00	5,475
22.	Banswara. ..	280122	1448	1	15.00	5,475
23.	Chittorgarh. ..	449241	2416	2	30.00	10,950
24.	Bhilwara. ..	187838	2799	3	45.00	16,425
25.	Kota. ..	878997	4933	5	75.00	27,375
26.	Bundi. ..	214123	1074	1	15.00	5,475
27.	Jhalawar. ..	380431	2214	2	30.00	10,950
Rajasthan Total :— ..		1,30,36,985	71,634			4,05,345

Payable 40% = 1,60,000
State Share 60% = 2,40,000

APPENDIX VI

Health Insurance Scheme

SCOPE & EXTENT OF APPLICATION

This Scheme will for the present be confined to all the cities, towns, and all those villages where P. H. C. or a Government Dispensary is located. It shall be gradually extended to other villages as the medical aid becomes available locally in the near future. It may extend to those areas, however which may be notified by the Government of Rajasthan, from time to time.

Applicability.—Concessions admissible under the scheme shall be applicable to:—

- (a) All Government employees of Rajasthan State, and their families.
- (b) Ministers/State Ministers/Deputy Ministers/Legislatures, etc. and their families.
- (c) Central Government servants whose head quarters are located in Rajasthan, and for whom the medical officers of Rajasthan State are authorised medical attendants, and their families (with the approval of Central Government).
- (d) Retired Government servants.
- (e) Families of Rajasthan Government servants who are on deputation outside Rajasthan for a period of less than six months, if they wish to continue the contributions. After the scheme is enforced initially to the above categories of Government servants and succeeds, it shall be extended in stages to the following categories:
- (f) All employees of Local Self-Governments.
- (g) Employees paid from the funds of State Enterprises/Boards/Projects etc. In the final stages of nationalising the Health Services, the scheme shall be applicable to:
- (h) All private citizens who are Income-tax payees.
- (i) All Individual agriculturists and their families provided that the individual owns a farm of not less than 5 acres.
- (j) All other individuals/families who wish to join this scheme.

The Scheme shall not apply to:

- (a) Unemployed (See under "Contributions" [Para—b]).
- (b) Those who are covered under the E. S. I. Scheme.

Definition of family.—For the purposes of this scheme 'family' shall consist of the wife or husband as the case may be, children or step-children and parents who are mainly dependent on and residing with the member contributing in the scheme.

Details of the Scheme

MEDICAL ATTENDANCE AND TREATMENT

Classes of Medical Officers.—(a) The medical attendance and treatment to the members eligible under the scheme shall be made available through two classes of medical officers viz. the Specialists and General duty medical officers. The Specialists will be attached to the District Headquarter hospitals and Institutions attached to the medical college hospitals. The General duty medical officers will be attached to each of the Dispensaries/P. H. Cs./hospitals established by the State Government for the purpose.

Mode of Consultation.—All members covered under the scheme shall, irrespective of their income or status, when they fall ill, consult a medical officer "allotted" to him. This allocation will be made on the basis of "areas" or "Zones" that may be demarcated by a Government order on the basis of location of the health facilities nearest to the residence of a member.

Normal Routine.—The Specialist services will be available only when his 'authorised' medical officer considers it necessary that examination by a Specialist is essential.

(b) *During Emergencies.*—All members shall be entitled to free medical attendance and treatment both at their residence, or at the consulting room of medical officers, or hospitals P. H. Cs./Dispensaries. However, medical attendance at the residence or at his consulting room shall be made available only when there is severity of illness, or when in spite of indications hospital admission has not been possible for him. In all other cases medical attendance shall be obtained only from the medical officers in the hospital/P. H. Cs./Dispensary etc.

Type of Medical Attendance—(c) *Hospitalisation.*—(i) Cases requiring hospitalisation shall be admitted to any of the Institutions provided for the purpose on the advice of the authorised medical attendant. All facilities for the proper treatment shall be provided free of charge. The type of accommodation provided will depend upon the status of the member concerned. All members whose pay exceeds Rs. 250/- per month and their families, diet charges, if any, shall be borne by the patient himself.

(ii) *Pathological, X-Ray etc. Examination for Diagnosis.*—These examinations shall be conducted on the advice of the authorised medical attendant, free of charge in all Government Institutions.

SPECIALIST CONSULTATION & TREATMENT

Consultations with Specialists and subsequent treatment shall be obtained on the advice of the Authorised Medical Attendant. However, for vision spectacles, artificial dentures, hearing aids do not come under the purview of this scheme.

CONCESSIONS FOR TREATMENT OF SPECIAL DISEASES

For diseases like Tuberculosis, Cancer and Poliomyelitis members shall receive the following special attention:

(a) *Tuberculosis*.—Authorised Medical Attendant will send patients for expert opinion. For ambulatory treatment, Authorised Medical attendant will provide treatment himself with periodic advice and directions obtained from the specialist. Indoor treatment, if required will be made available by the specialists. Charges on diet shall be borne by the Government even for those whose income does not exceed Rs. 500/- p. m.

(b) *Cancer*.—The A. M. A. in consultation with the unit administrative officer would recommend to the D. M. & H. S. for permission to refer the member-patient outside Rajasthan for specialised consultations and/or treatment.

(c) *Poliomyelitis*.—If A. M. A. considers it necessary that the treatment/consultation is required outside Rajasthan, he can do so in consultation with unit Administrative Officer who in turn will obtain permission from the D. M. & H. S. All charges shall be paid by the State to the member on presentation of his claim duly certified by the treating physician.

(d) Also, in all such cases where diagnosis and/or therapeutic facilities are not available in any of the institutions in Rajasthan the member-patient shall be referred for specialist consultation/treatment with the permission of the D. M. & H. S.

Explanation.—For Such consultation/treatment outside the State reimbursement shall be made only for consultations and indoor hospitalization and not for ambulatory treatment. T. A. & D. A. will be admissible to Government servants as per rules.

MATERNITY BENEFITS

Free maternity benefits shall be available through the hospitals. Maternity Child Welfare Centres established for the purpose, to the female dependents of the member concerned under the scheme.

STORAGE AND ISSUE OF MEDICINES ETC.

Storage & Issue of Drugs.—There shall be zonal medical stores in each of the district Headquarter hospitals. The Medical Officer I/c hospitals, dispensaries P. H. Cs. etc. shall obtain their regular requirements from zonal stores as per prevailing practice; or even oftner, whenever necessary in emergencies. The actual issues of medicines shall be made by those hospitals and dispensaries on the authority of the prescriptions from authorised medical attendant. Proper accounting will be kept in the prescribed registers regarding receipt and distribution of the drugs etc.

All important drugs shall be maintained in the stock. The Store Purchase Committee shall from time to time, review the list of special medicines to be stocked.

CONTRIBUTIONS RECOVERABLE FROM MEMBERS COVERED UNDER THE SCHEME

Contributions.—(a) For the improved medical services to be provided under this Scheme a compulsory monthly contribution will be recovered from all the members at the rate of half-a-percent of their basic salary. The graded charges according to various slabs of income would be subject to a minimum of

Rs. 0.50 and a maximum of Rs. 10.00 p. m. This compares favourably with the charges being recovered under the C. H. S. Scheme.

<i>Gradation According to Income</i>	<i>Rate of monthly contribution</i>
1. Rs. 2000/- & above	Rs. 10/-
2. Rs. 1500 to Rs. 1999	Rs. 7.50 to Rs. 10/-
3. Rs. 1000/- to 1499/-	Rs. 5.00 to Rs. 7.50
4. Rs. 750/- to Rs. 999/-	Rs. 3.75 to Rs. 5/-
5. Rs. 500/- to Rs. 749/-	Rs. 2.50 to Rs. 3.75
6. Rs. 250/- to Rs. 499/-	Rs. 1.25 to Rs. 2.50
7. Rs. 151 to Rs. 249/-	Rs. 0.75 to Rs. 1.25
8. Rs. upto Rs. 151.00	Rs. 0.50 to Rs. 0.75

(b) Those who are unemployed and the those individuals/agriculturists and their families whose farm does not exceed more than 5 acres will not be required to contribute to this Scheme but will get free treatment facilities in General hospitals Disp./P. H. Cs. as heretofore. However, they won't be entitled to get free treatment facilities outside the State.

(c) "Income" for the purpose of recovery of contributions shall be computed as under:—

- (i) for regular employees who are paid from the State exchequer or local fund, or public enterprises, the basic salary will be taken into account for computation of contribution. Allowances shall not be included for purpose of calculations. Special pay, however, will count.
- (ii) for retired Government employees the pension paid each month will be treated as pay.
- (iii) for private citizens, the total income assessed for income tax purposes shall be counted.
- (iv) for agriculturists the income shall be certified by the Collector of the district or his nominated representative.

(d) Contributions shall be recovered on the basis of rates from the pay bills of all categories of employees covered under the scheme. For all other categories the question of recoveries in advance will have to be considered in greater details as many difficulties would arise.

(e) Each member will have an identification card and code number. The names of the members of his family shall be endorsed by the Head of the Department/Office etc.

Payment of contribution by the private citizens shall be endorsed on the identification card by the authority competent to accept contributory deposits.

(f) Contributions shall be credited to a new head of account to be indicated by the Government.

(g) The State shall credit 1% of the total salary bill to meet the cost of this scheme.

ADMINISTRATION AND DATE OF IMPLEMENTATION OF THE SCHEME.

The Scheme shall be administered by the State Government through the D.M. & H.S. who will be the "Head of the Department" for the purpose. The date(s) of implementation of the scheme will be notified by the Government.

EXPENDITURE ON THE SCHEME.

- (i) The total expenditure of the scheme shall be debitable to the head of account "....."
- (ii) The D.M. & H.S. shall have full powers to incur expenditure upto budgetary limits without consulting the Government.

Conclusions :

1. The Scheme shall be implemented in stages. It shall be implemented on experimental basis in a few important selected town (s), then gradually extended to smaller towns, and rural areas. There shall be a constant review of the scheme to remove any impediments.

2. If there is an attempt to nationalise the entire Health facilities the following difficulties will have to be faced :—

- (a) There are different systems of medicine prevailing in this State. How the distribution of the members will be done ? It is, therefore, presumed that the scheme when enforced will be under the modern medicine.
- (b) How the facilities of different systems will be provided ? Who will decide which system will prevail where ?
- (c) Government is encouraging registration of unqualified medical practitioners to enable them to do private practice will these unqualified practitioners be roped in to carry out the Health Scheme ?

APPENDIX-VII

Total strength of Govt. employees in existing Pay Scales.

Scale No.	Pay Scale.	No. of posts.
1.	45-80	41,790
2.	50-90	32,794
3.	66-110	7,877
4.	65-140	3,263
5.	75-150	11,105
6.	75-175	5,936
8.	75-200	31,164
9.	90-200	14,226
10.	90-225	8,956
11.	105-240	3,683
12.	120-300	9,928
13.	115-300	7,128
14.	130-320	5,681
15.	140-330	1,137
16.	120-385	5,407
17.	170-385	893
18.	170-400	966
19.	200-450	814
20.	155-485	1,980
21.	225-485	3,367
22.	285-450	184
23.	225-640	169
24.	275-650	32
25.	225-800	915
26.	285-800	5,603
27.	360-900	356
28.	550-950	87
29.	550-1100	721
30.	650-1250	241
31.	950-1400	3
32.	900-1500	54
32(A).	1300-1600	113
33.	900-1800	21
34.	1500-1800	2
35.	1650-2000	9
36.	1800-2250	2
37.	2000-2500	13
	Fixed Pay	315
GRAND TOTAL..		2,06,915

APPENDIX—VIII.

Strength of employees in various departments of Government.

S. No.	Name of the Department.	No. of Post.
1.	Agriculture	5,685
2.	Animal Husbandry	3,643
3.	Revenue Board	19,897
4.	Police	38,385
5.	Medical & Ayurvedic	31,069
6.	Education (Secondary)	52,798
7.	Education (College, Technical, Sanskrit)	4,693
8.	P. W. D. (All Sectors)	12,760
9.	Commercial Taxes & Excise.	3,939
10.	Cooperative	2,614
11.	Forest	3,703
12.	Judicial	2,940
13.	Other Departments	24,789
	GRAND TOTAL	2,06,915

APPENDIX—IX.

Strength of State Government employees in different occupations.

S. No.	Broad Category	No. of employees.
1.	Peons, Jamadars, Daftrics, etc.	42,586
2.	Constables & Head Constables	33,320
3.	Patwaris and Amins	10,239
4.	Drivers of Vehicles	1,789
5.	Clerks (L.D.Cs. U.D.Cs., Assistants)	23,087
6.	Compounders, Nurses, Midwives in Medical & Ayurved Department	6,975
7.	Vaccinators, Family Planning Health Assistants, Block Extension Officers and Surveillance Workers etc. in Medical Department	5,020
8.	Stockman & Compounders in Animal Husbandry Department	1,045
9.	Overseers	2,145
10.	Teachers (All Categories)	40,383
11.	Inspectors in various departments	6,253
12.	Tehsildars & Naib Tehsildars	514
13.	Doctors, Vaidyas, Hakims in Medical & Ayurved Department	4,134
14.	Engineers	912
15.	Gazetted Officers (excluding Engineers, Doctors, Vaidyas)	5,665
16.	Employees in other occupations	22,838
	TOTAL	2,06,915

APPENDIX—X.

Department wise Expenditure on Pay & Allowances on Govt. Servants for the year 1967-68.

S. No.	Name of the Department.	Amount in Rs.
1.	Education (General) Department @	10,59,19,088
2.	Revenue Board & Collectorate	4,64,68,690
3.	Police Department	3,91,92,060
4.	Medical & Health Department	3,07,15,300
5.	Irrigation Department	1,65,88,945
6.	Agriculture Department	1,26,55,000
7.	Education (College) Department	1,04,38,000
8.	Ayurved Department	1,01,44,600
9.	Judicial Department	85,12,546
10.	Co-operative Department	78,70,400
11.	Government Secretariat	71,94,230
12.	Forest Department	66,97,486
13.	Animal Husbandry Department	66,74,980
14.	Commercial Taxes Department	56,34,600
15.	Technical Education Department	52,13,247
16.	Others	6,81,14,693
TOTAL		38,80,33,865

@The expenditure is up to November, 1967 only in respect of Primary and Secondary Education.

APPENDIX—XI.

Extracts from letter to the Secretary, Pay Commission from Director of Printing and Stationery, Rajasthan.

There is another matter which requires the consideration of the Pay Commission. In Rajasthan, both in the Subordinate and the State Service Rules of this Department, higher qualifications than the qualifications prescribed for direct recruitment have been prescribed for promotion to senior posts. In Madras and Bombay, such a system is not prevalent. In Madras, persons are promoted on the basis of seniority. That was what the Director told me. In Bombay, though weightage is given to qualification, the claim of a person is not overlooked just because he has not the standard of education prescribed by the Government. What they do is that, if for promotion to a particular post matriculation is necessary, then all matriculates in the department and others who are not matriculates are considered for promotion, and marks are assigned according to the standard of qualification each man possesses; for example, if a person is matriculate, he is awarded 10 marks. If another person is 8th standard, then he is given 8 marks. Then, after giving marks in this manner, the marks obtained for efficiency, etc., are added up, and those who get more marks are promoted. The system obtaining in Bombay is quoted below :—

- “1. Seniority is attached a definite weight in the promotion and selection of personnel. The selection is based on a point rating system, on the following lines :—

	Points.
Academic qualification	20
Technical knowledge	40
Personality	20
Seniority	20
	100
Minimum qualifying Points	40

2. For every completed year of service, 1 mark is assigned subject to a maximum of 20. If the service record shows any adverse remarks, 2 marks are deducted for every such remark.
3. Technical knowledge is assessed by means of a written and/or a practical test. Before the test is conducted all possible guidance is given to the prospective contestants by means of lecturers and notes.
4. The distinction between promotion and Selection is made on the following basis.

Promotion :—Senior most persons obtaining 40 or more points.

Selection :—Senior most person obtaining 60 or more points.

ILLUSTRATION.

Candidates.

	Max. Points	A	B	C	D	E	F	G	
Academic ..	20	20	10	10	10	5	5	5	Promotion-E.
Technical Knowledge	40	25	20	20	20	15	10	4	Selection-D.
Personality ..	20	15	15	10	15	6	5	4	If the post is a promotion post, Candidate E is appointed. On the other hand, if it is a selection post, candidate D is appointed.
Seniority ..	20	5	6	8	15	15	18	20	
	100	65	51	48	60	41	38	33	

From the above, it will be seen that even in States like Bombay and Madras, where thousands of educated people are available for recruitment, persons recruited earlier are not ignored, as we do in Rajasthan. I am very strongly of the opinion that higher qualifications prescribed in the rules should at once be deleted, and the system in Bombay should be introduced both for the benefit of the Government and workers, because, if the employer and the employees are working together in a co-operative spirit, the production will certainly increase. If there is discontentment among the workers, as is the position today whatever efforts we may make will not bring out satisfactory results.

APPENDIX—XII.

Approximate number of Employees falling in New Pay Scales.

Scale No.	New Pay Scale	Approximate No. of Employees.
1.	60-85	42,000
2.	66-90	3,500
3.	70-110	35,000
4.	75-140	3,000
5.	90-150	5,500
6.	100-180	6,250
7.	110-200	65,000
8.	120-240	1,000
9.	130-300	17,000
10.	150-330	3,000
11.	160-360	9,000
12.	170-390	1,000
13.	180-425	2,500
14.	200-450	500
15.	225-525	3,500
16.	250-625	250
17.	275-650	1,300
18.	375-850	5,700
19.	Other Remaining Scales and fixed Pay Posts	2,000

CHAPTER XIII

SUMMARY OF PAY COMMISSION'S RECOMMENDATIONS

Chapter—IV

1. Principle of equal pay for equal work has been kept in view as far as possible while fixing remuneration of employees.

2. The number of scales has been brought down from 38 to 28.

3. Running scales have been dispensed with because they develop attitude of indifference, insubordination and indiscipline and mar incentive for better performance.

4. Efficiency Bars and Special Bars have been recommended to be abolished in the new pay scales.

5. Minimum wage has been recommended to be fixed at Rs. 125/-.

6. The maximum remuneration of an Officer of State Service has been limited to Rs. 2,350/- (including dearness allowance).

7. The maximum span of a pay scale in the new pay structure will be 18 years.

8. Rates of increments in the new scales have been considerably improved.

9. Standard scales for certain classes of Government servants recommended by the Commission are as follows:—

Class IV.

(i) 60-1-65-2-85.

(ii) 66-2-90.

Constables.

70-2-90-3-102-4-110.

Patwaries/Amins/Lower Division Clerks.

110-5-160-8-200.

Upper Division Clerks (except in Secretariat and allied offices).

130-8-170-10-210-15-300.

Senior teachers.

225-15-345-20-525.

Graduate trained Teachers.

160-8-200-10-240-15-360.

Trained Matric Teacher.

110-5-160-8-200.

Major State Services.

Junior Scale.

375-25-550-30-850.

10. The Commission has recommended the following principles for salary determination:—

- (i) The method of recruitment—level at which initial recruitment is made in the hierarchy of a service or cadre.
- (ii) Minimum educational and technical qualifications prescribed for a post, and training, if any required to be taken or given before or after entry into service.
- (iii) Nature of duties and responsibilities required to be performed in relation to job requirements.
- (iv) Dealings with public and contribution to social and economic development whether directly or indirectly.
- (v) Avenues of promotion within the cadre, service or in an organisation.
- (vi) Horizontal and vertical relativities in respect of comparable jobs under Government.

CHAPTER V

Principles and policy of promotion.

1. The Commission has recommended that promotions should be made on the basis of merit and seniority-cum-merit in the proportion of 1 : 2. The posts of Heads of Departments should not be treated as promotion posts. Appointments on these posts should be made in the discretion of the Government on the basis of suitability.

2. The existing merit formula has been radically changed. Entire service record of an employee should be subjected to rating for promotion. Under the new system recommended by the Commission, marks may be given out of 10 marks for each year of service record. The existing method of awarding marks has been recommended to be discontinued. The Departmental Promotion Committees shall award marks for each year of service having due regard to the standard adopted by the authority in giving remarks in the Confidential Reports. The marks so given should be totalled up and the average percentage determined. Persons who secure 50% or more marks should be considered fit for promotion on the basis of seniority-cum-merit and those who secure 70% or more marks shall be eligible for promotion on the basis of merit. Candidates considered eligible for promotion on the basis of merit shall be promoted on the basis of seniority within the merit group and not on the basis of number of marks obtained by them.

3. The area of selection has been recommended to be reduced to five times of total number of vacancies to be filled in by seniority-cum-merit and merit instead of ten times at present.

4. The Commission has suggested time-table for holding meetings of Departmental Promotion Committees to finalise promotion cases promptly every year.

5. Rules for determining of seniority should be uniform and based on rational principles to avoid anomalies.

6. The Commission has recommended that separate Forms of Confidential Report for Government servants may be prescribed having due regard to the nature of duties. The details of achievements and performances in narrative form should find adequate place in the Confidential Reports. The quality and quantity of work done indicating the facts pertaining to special achievements or short-comings citing few instances should be mentioned in the confidential reports.

7. The adverse entries should be communicated to a Government servant within a period of one month from the date of remarks given by the reviewing authority. Where this is not done, adverse remarks expressed in the Confidential Reports will not be used against an employee in the promotion proceedings.

8. The period for disposal of representation received from the aggrieved Government servants against adverse remarks has been suggested as three months.

9. Normally, the services should be so constituted that a Government servant may have a reasonable opportunity for promotion. The structure of services and cadre should be determined with reference to requirements of public service and not merely from the point of view for providing promotional prospects to employees.

10. Promotion from the posts of Lower Division Clerks to all posts up to the level of Office Superintendents has been recommended to be made on the basis of the principles of seniority-cum-merit.

11. 50% vacancies in the Subordinate posts in a Department have been recommended to be reserved for promotion from amongst ministerial employees provided they fulfil minimum educational qualification prescribed for the subordinate services.

12. To provide promotional avenues to members of various State and Subordinate Services, the proportions as between direct recruitment and promotion have been recommended to be appropriately altered in many cases.

CHAPTER VII

Special Pay

1. The Commission has recommended certain fundamental principles to be adopted for the grant of special pay. A number of special pays have been recommended to be abolished.

2. The Commission has also recommended substantial changes in the mode of grant of special pay for additional work on the basis of principles formulated by it. The period of dual arrangements has been recommended to be brought down from six months to three months.

3. In cases of deputation allowance the Commission has suggested for adoption of rules and orders issued by the Government of India in case of their employees.

CHAPTER VI

Non-Practising Allowance

1. Private practice of clinical teachers performing teaching jobs has been recommended to be stopped. They have been recommended for grant of non-practising allowance for compensating them for loss of private practice. It has been recommended that Doctors employed in Hospitals and Dispensaries in urban

areas upto district level may be debarred from private practice and in lieu non-practising allowance be granted.

CHAPTER VIII

Project Allowance.

1. The Commission has suggested that Government should review the conditions of colonies located at Project site with a view to take decision in regard to discontinuance of project allowance where conditions of life have improved as a result of those areas.

2. Project allowance at the existing rates has been recommended to be continued.

CHAPTER IX

Method of Fixation of Pay.

1. The Commission has recommended the method of pay fixation in the new scale as follows:—

- (i) The pay of an employee drawing pay not exceeding Rs. 650/- in an existing scale may be fixed in the new scale at the stage next above their existing pay whether or not there is stage in the new scale. Thereafter, weightage of past services may be given by allowing one increment for 12 years of service or more.
- (ii) Government servants who are drawing pay exceeding Rs. 650/- may be fixed on equal stage. If there is no equal stage in the new scale, the pay may be fixed at a stage in the new scale next above the present pay.
- (iii) In cases where special pay has been recommended to be merged in the new scale, the pay in the new scale may be fixed treating special pay as part of pay.

CHAPTER X

Incentives.

1. The Commission has recommended the following types of incentives for Government servants:—

- (i) Award of certificate of appreciation for the meritorious service or for high sense of duty or for exceptional good work.
- (ii) Award of incentive wage.

- (iii) Award or cash prizes for scientific researches, inventions and for giving certain good suggestions to the Government which have bearing on economy in the public expenditure or may increase the revenue of the Government.

CHAPTER XII

Cost of Recommendations.

The cost on account of fixation in the new scale is estimated to be between Rs. 4.50 crores and Rs. 5.00 crores. The additional cost on improvement of pay scales on the basis of average cost of establishment works out to be Rs. 5.00 crores which will not be of immediate consequence.

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