

GOVERNMENT OF ANDHRA PRADESH

REPORT OF

Sri A. Krishnaswamy, I. A. S. (Retd.)

Pay Revision Commissioner

VOLUME I

1979

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ACKNOWLEDGMENT

I would be failing in my duty if I do not place on record my deep appreciation and gratitude to the Legislators, the Officers in the various Departments and the Representatives of the Service Associations or Unions who have given me Memoranda or Representations covering all aspects relating to pay and allowances as well as retirement benefits which have been of considerable help for me in my endeavours to finalise the report. Many of them have been kind enough to participate in the various meetings and had given valuable suggestions covering these matters.

I also wish to place on record the valuable services rendered by Sri U. B. Raghavendra Rao, I. A. S., and Sri T. N. R. Rao, I. A. S. as Secretary to P.R. C. They were assisted by Sri P.T. Venugopal, M.A., Special Officer and Sri M. Ranga Rao, Assistant Special Officer in the task that has been entrusted to me. All these Officers and all the Section Officers have given me continuous and intensive co-operation in finalising the report. But for the co-operation and assistance given by these Officers and Staff it would not have been possible for me to prepare the report. I would like to place on record the sincere and strenuous efforts taken by the Stenographers and Typists in typing the voluminous material.

Finally I specially thank the Finance Secretary Sri B. P. R. Vithal, I.A.S., for all the assistance given to me from time to time.

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SUMMARY OF RECOMMENDATIONS

The basic pay for the lowest post should not be less than Rs. 290 p.m. including the current rates of D.A. up to the cost of living index 320. (para 4.4).

Continuance of the existing grades except Grade I (b) which has separately been classified into a separate grade is recommended. (para 4.9).

The various grades have been formulated including the merger of the current rates of D.A. up to the cost of living index of 320 points. (para 4.10)

Dearness Allowance in the new scale of pay may be adopted at 2% of pay for every 8 point increase beyond 320 points for those drawing pay up to Rs. 500 and at 1½% of pay for those drawing pay above Rs. 500 subject to a minimum of Rs. 10 and maximum of Rs. 20 and further subject to limitation that pay plus D.A. does not exceed Rs. 2,400. (para 6.5)

Mid-census population figure once in 5 years may be taken into consideration if the population of such towns exceeded 50,000 for inclusion of towns for eligibility to House Rent Allowance without waiting for the decennial figures once in 10 years. (para 7.5).

The employees working in Offices located within a radius of 8 k.ms. from the periphery of a municipal town may be made eligible for House Rent Allowance at the rates applicable for the Municipal town concerned, treating such places within the radius of 8 k.ms. as forming part of the municipal town for the limited purpose of payment of House Rent Allowance. (para 7.7).

House Rent Allowance may be paid at 15% of pay on the new scales of pay subject to a maximum of Rs. 400 in places where it is presently admissible at the above rate. Similarly in District Headquarters and in other towns where House Rent Allowance is admissible at 7 1/2% of pay, the same rate of 7 1/2 % may be continued. (para 7.9)

Compensatory allowance at Headquarters of Taluks and Sub-Taluks or in Municipal Towns or Municipalities where House Rent Allowance is not admissible may be revised to Rs. 10 for those drawing pay up to Rs. 400 and Rs. 20 for those drawing pay above Rs. 400. (para 7.12)

In respect of the class of employees who are entitled to rent free accommodation but who are not provided with rent free quarters, they may be paid additional 10% of basic pay in lieu of rent free quarters in addition to the usual entitlement of House Rent Allowance under the general orders. (para 7.14).

City Compensatory Allowance is not proposed to be extended to other places. In the case of Hyderabad and Secunderabad 6% of pay may be adopted for all ranges of salary subject to a maximum of Rs. 75 (para 7.16)

In respect of other allowances like Bad Climate Allowance, Hill Station Allowance, Project Allowance or Construction Allowance, a flat rate of 10% of basic pay rounded off to the nearest rupee subject to a maximum of Rs. 150 is recommended. (para 7.17, 7.18, 7.20 and 7.22).

Construction allowance should not be paid to such staff who are not actually working in the project area. (para 7.23).

There is no reason to extend the payment of Construction Allowance to the employees of Godavari Barrage. (para 7.25)

Each Department of Secretariat has to issue specific orders declaring the holder of a Gazetted Post as a Touring Gazetted Officer satisfying themselves whether the duties of that post require considerable file work to be done at home, the minimum number of days of touring being not less than 10 days in a month. (para 7.31).

Maintenance Allowance (Dhoby allowance/Washing allowance) may be at the rates mentioned against each category in the chapter. (para 7.34 to 7.51).

The existing rates of Non-Private Practising Allowance of Rs. 75 and Rs. 100 may be enhanced to Rs. 100 and Rs. 125. (para 7.61).

The treatment of Non-Private Practising Allowance as special pay to three categories would require a second look. (para 7.62)

The existing rate of ration allowance to Staff Nurses may be enhanced to Rs. 75 p.m. (para 7.64)

Calculation of average emoluments on the average of 10 months preceding the date of retirement may continue. (para 9.27)

Pension may be 30/60 of average emoluments without any monetary limit on pension and a credit up to 3 years could be given if the qualifying service falls short of 30 years. para (9.31, 9.32)

Pensioners who retired before 1-4-1973 to be given an *ad hoc* increase in pension by 10% of pension subject to a minimum of Rs. 15 and maximum of Rs. 50 [para 9.35(a)].

When the cost of living index goes beyond 320 points, D.A. is to be allowed at the same rate as would be given to serving Government employees treating the quantum of pension as pay for this purpose. [9.35(b)]

Retirement gratuity may be 1/3 of pay drawn at the time of retirement for every six monthly service subject to a maximum of 20 months pay limited to Rs. 30,000. (para 9.36)

Minimum pension may be Rs. 100 (para 9.37).

Family pension may be at a uniform rate of 30% of pay subject to a minimum of Rs. 100 without any maximum. The existing facility of enhanced family pension to Government servants who die while in service at 50% of pay last drawn may continue without any maximum (para 9.38.)

The existing procedure of permitting a retired Government Servant to commute 1/3 of Pension may continue. (para 9.43).

Restoration of original pension may be given from the date the pensioners attain the age of 70 years. (para 9.41).

The age of retirement may be raised to 58. (para 9.45)

There is no compelling argument to extend the payments of full amount of Rs. 10,000 or Rs. 7,500 under the family benefit scheme to persons who retire. (para 9.47).

The 25 categories referred to in Port Department may be allowed retirement benefits as applicable to regular Government servant subject to the condition that the benefit of gratuity under A. P. Retiring and Invalid Gratuities (Non-pensionable) Rules, 1941 will not be admissible if they opt to the pensionary scheme. (para 9.49).

For the purpose of computation of 10 years of service for work-charged employees the period of 10 years may be taken from the date of first appointment excluding breaks in service subject to the condition that the break in service in any spell does not exceed 6 months. All employees who have completed 10 years as computed above may be classified as Provincialised Workcharged Employees. (para 9.54)

No specific recommendation regarding extension of retirement benefit to workcharged employees is given for the reasons stated in the relevant chapter. (para 9.57).

The fitment formula in the new scales of pay is (i) that the pay of an employee on the date of entry into the revised scales of pay may be fixed at the next higher stage of the existing emoluments in the present scale of pay and (ii) after the pay is so fixed weightage of one increment for service of 3 years and above up to 6 years and two increments for service of six years and above for the employees drawing pay in the Grades I to XVII and weightage of one increment for service of 3 years and above for the employees in the Grades XVIII and above may be given. (para 10.6).

The revised scales of pay may be given effect from 1-4-1978. (para 10.7)

The lowest scale in the Work-Charged Establishment may be brought on par with the existing Class IV scale (i.e.) revised scale of Rs. 290-425. The recommended scales may be adopted for other categories of Work-charged Employees where standard scales and qualifications have

not been approved by Government after the necessary qualifications are prescribed by Government in the light of recommendations of the Board of Chief Engineers. (para 11.6).

The system of special increments beyond the time scale after reaching the maximum of the pay scale is recommended to the extent of five biennial increments for employees in Grades I to XI, three biennial increments for employees in the Grades XII to XV and two biennial increments for employees in the Grades XVI to XXI. (para 12.7)

Special increments beyond the time scale have not been recommended for the employees above the level of Grade XXI. (para 12.8)

Advance increments have been recommended for various categories for acquiring or possessing higher qualification. (para 13.12)

The existing rates of stipends for Pupil Nurses are recommended for enhancement. The Pupil Nurses may also be allowed uniform allowance and Dhobi allowance. (para 14.6 & 14.7).

CHAPTER—I

INTRODUCTION

In G. O. Ms. No. 745, General Administration (Spl. A) Department, dated 3-11-1977, the Government of Andhra Pradesh appointed a Pay Revision Commissioner to review the present structure of the different scales of pay, Dearness Allowance and other Compensatory Allowances of all categories of employees of the State Government, Local Bodies and Aided Institutions and Work-charged Establishments and in particular to examine the feasibility of further merger of the percentage of Dearness Allowance sanctioned from 1-1-1974 with pay and make suitable recommendations in this regard. The Government Order also included in the terms to examine the anomalies arising out of the earlier revisions including the Pay Revision of 1974 and to recommend a suitable method for fitting personnel into the new scales from the corresponding old scales, to review the need for and the rates of the existing special pays. Further the Government in their Order G.O. Ms. No. 70, dated 28-1-1978 added as an additional term of reference to review the existing retirement benefits of all categories referred to above and to examine the question of extension of retirement benefits to the Work-Charged Establishment and make recommendations with regard to them.

1.2. According to the Government Order, the need to appoint another Pay Revision Commissioner arose on account of the sanction of nearly 13 instalments of Dearness Allowance after the introduction of Dearness Allowance merged scales pursuant to the recommendations of the Pay Revision Commissioner, 1974. Government have also received a number of representations about anomalies either not resolved by the previous Commissioner or claimed to have arisen because of the recommendations of the previous Commissioner especially with regard to the inter-se-relationship of the scales of pay of different categories. Similarly there was representation from the Work-Charged Establishment. The Government have excluded from the purview of the Commissioner the teaching and other staff in the Government Colleges and Government Aided Private Colleges who have been given the benefit of the revised scales of pay in pursuance of the Three Man Committee recommendations.

1.3. The Government Order further stated that the Pay Revision Commissioner shall take into account while making his recommendation the economic conditions in the State, the financial implications of these recommendations and the impact thereof on the resources available for the Plan and other essential Non-Plan expenditure. The Commissioner is free to lay down his own procedure for receiving representations, examining witnesses and calling for information.

1.4. Sri A. Krishna Swamy, I.A.S. (Retd.), the Pay Revision Commissioner took over charge of this post on 1-1-1978. A Questionnaire was issued inviting suggestions from the widest possible sections of the public and employees on various aspects of pay structure and other amenities, etc. The Questionnaire itself was finalised after informal

consultations with some of the Associations. Thereafter, a schedule of hearings was arranged department-wise. Prior intimation was given of the day of hearing for each particular department and all the Associations claiming to represent various categories of employees in that Department along with some other common Associations and the Head of the Department and Officer of the concerned Secretariat Department were duly informed. After obtaining the up-to-date information of the number of grades and Scales of Pay in each Department, sufficient number of copies of the Andhra Pradesh Revised Pay Scales of 1974 were got printed. A printed copy was sent well in advance to the Heads of Departments and principal Associations. That was to give them an opportunity to point out any omission or error. Prior to the hearing, the departments were requested to confirm the various categories of posts along with the number and scales shown against them as indicated in the Andhra Pradesh Revised Pay Scales of 1974. The anomalies made out before the Commissioner in the representations were studied and also discussed in the presence of the Heads of Departments with the various Associations and individuals. The Summary record of discussions of the each meeting was issued to the participants. Thereafter, a few weeks were devoted to hearing all the various general Associations, Federations and other interests on all items from pay structure to retirement benefits. Widest possible representations were made. All the representations given, either direct or through the department, were also taken into account.

1.5. Secretariat assistance was provided for the Pay Revision Commissioner from within the Finance Department and Sri U. B. Raghavendra Rao, I.A.S. was posted as Secretary to the Pay Revision Commissioner and Ex-Officio Joint Secretary to Government in the Finance Department. Sri U. B. Raghavendra Rao, I.A.S. worked as such from 14-11-1977 to 17-6-1978 when he was transferred and Sri T.N.R. Rao, I.A.S. took over as Secretary to the Pay Revision Commissioner from 26-6-1978. Sri P. T. Venugopal, an Accounts Officer in the Office of the Accountant-General, Andhra Pradesh was appointed as full-time Special Officer in connection with the pay revision work. Sri M. Ranga Rao was appointed as full-time Assistant Special Officer for the pay revision work. Two Sections of the Finance Department attending to Secretariat work pertaining to the subject were also attached to these Officers.

1.6. During the hearings it was noticed that in a few cases well prepared arguments were advanced. The Heads of Departments and/or their senior deputies were present along with their officers and made valuable contribution with regard to the factual statements made during the hearings. The general argument for the anomaly was a one-time parity with some post which had happened to go up. Subsequently, it is seen that even the Pay Revision Commissioner, 1974 was asked to look into the various anomalies and it was noticed that some of the arguments advanced before him were not only being repeated but new anomalies were being made out. In a few cases the Commissioner came across cogent reasons being adduced on the content and nature of the job for rectifying an anomaly. The various anomalies referred to have been dealt with exhaustively under each post under the various departments in a separate Chapter in this Report. However, from the interpretation so far given by most employees it would appear that there would be no end to anomalies.

1.7. Pay Revision Commissioner of 1974 broadly recommended in Schedule Two general revised scales of pay corresponding to the then existing scales of pay. In Schedules three to seventy six-one Schedule for each Department-he recommended scales of pay higher than what it would have been under Schedule Two to several posts in various Departments. Schedules 3 to 76 arose out of examining the representations from the Services Associations and each Department relating to anomalies and an appreciation of the requirements of the job.

1.8. The Government finally passed orders in G.O.Ms. No. 180, Finance, dated 15-7-1975 prescribing general revised scales of pay for the then existing scale in Schedule-I and revised scale of pay for posts in various Departments department-wise in Schedule-Two.

1.9. The Government gave an opportunity to those who wished to make a representation against the non-inclusion in Schedule-II in the revised scale of 1974 before July, 1976. After examining the representations, the Government passed appropriate orders amending G.O.Ms. No. 180, cited above. Similar such action on any representation against the decision taken by the Government on this report may become necessary. What are anomalies will have to be clarified as there is a tendency-an understandable one-to bring under the category of anomalies all the desires to have higher scales of pay. Then the decisions on the representations would be quick and business-like. There should be some finality to decisions.

1.10. In essential matter like for example, the number of grades and the grouping of various categories into grades, there were practically no concrete suggestions. While everyone generally seemed to subscribe to the need for lesser number of grades and also the consequential grouping, no body worked out what they considered a practical way of doing that in the sectors that they represented. Most were reluctant to make specific proposals for fear of offending some of their members or because of the complex nature of the problem and left it to the Commissioner to decide those things.

1.11. The essential data required to verify the several claims put forward by the Service Associations was the availability of up-to-date recruitment rules. Many departments could not produce up-to-date recruitment rules. Absence of published consolidated Service Rules, periodically updated, was seriously felt. In cases where for example both the feeder category and the promotion category had the same scale or where the two categories with different scales had the same qualifications, the departments had no explanation to offer and the contradictory recruitment Rules were made available. In the number of cases where posts have been sanctioned on a particular scale of pay the *ad hoc* rules have not been approved with the result that it is not possible for the Commissioner to take a view on the job requirements of that particular post. Though it is not a part of the terms of reference, the Commissioner would urge that posts be not created without sanctioning the rules governing the filling up of the post, as without such rules the posts cannot be regularly manned. Posts are created for manning them. If the Head of the Department is unable to send proposals on the manner of filling up the posts, qualifications and experience to be possessed, whether to be

filled up by promotion or direct recruitment, all of which would be laid down in the draft rules, there is no purpose in asking for new posts. The decision to sanction a post would depend upon the rules to be followed in filling it up or whether an addition to the existing cadre would not be adequate, etc. Such factors are of prime importance in determining in which of the existing grades the post has to be sanctioned. It is also suggested that the rules be re-published with all the up-to-date amendments fully incorporated in July of each year. The benefit of such republication would far outweigh the additional expenditure and effort to do that.

CHAPTER—II

EARLIER PAY REVISIONS IN THE STATE

The first Pay Committee of 1958 headed by Sri K. Brahmananda Reddy, the then Finance Minister was constituted after the formation of the State of Andhra Pradesh in 1956. That was required to enquire into and make the recommendations regarding the pay structure of the various categories of Government employees the minimum of whose scale of pay was Rs. 250 or less but excluding employees of Industrial Undertakings of the Government. Later the scope was enlarged by including the revision of pay scale of various categories of employees of Local Bodies the minimum of whose scale of pay was Rs. 250/- or less. Its terms of reference also included rationalisation of the pay structure by reducing the number of pay scales as far as practicable. The Committee in formulating the revised scales gave emphasis to the reduction in the number and multiplicity of scales inherited from the composite Madras State and erstwhile Hyderabad State. The main features of the pay revision decided upon on the recommendation of this Committee were:—

- (i) the minimum emoluments of Class-IV employees were fixed at Rs. 56
- (ii) Efficiency Bars were abolished,
- (iii) only posts in the scale of Rs. 250-400 or higher were to be treated as gazetted, all others being non-gazetted,
- (iv) in regard to Executive and Technical Departments, an attempt was made to give differential scales for un-skilled workers semi-skilled and skilled workers, Police Constables, posts requiring qualification of matriculation plus training for 1, 2, or 3 years or more as the case may be, posts requiring ordinary degree plus training or a technical Diploma plus training or a technical Degree,
- (v) higher starts were given in respect of certain ministerial and technical posts,
- (vi) the pay of an employee was to be fixed from 1-11-1958 in the revised scales of pay at the stage next above his pay in the old scale and, in addition, weightage of one to three increments depending on the length of service in the existing scale was allowed subject to certain conditions and restrictions.

2.2. That however did not satisfy the employees and in the meanwhile Government issued orders further revising the pay scales after merging the Dearness Allowance either in bulk or in entirety in the pay scales and that was given effect to from 1-11-1961. That was not made applicable to employees of Industrial Undertakings and Work-charged Establishments and to employees whose emoluments were chargeable to contingencies or to part-time employees. The pay was fixed in

the revised scale without any weightage. There were frequent references and demands for setting right various anomalies said to have arisen as a result of the above revision both in the Press and on the floor of the Legislature. The Government thereupon appointed a Two Man Committee consisting of Secretary, Planning and Secretary, Finance Department to look into the alleged anomalies. This Two-Man Committee (TMC) made 120 recommendations and the Government issued orders in February, 1964 approving the recommendations with the following modifications.

- (i) The increase in pay recommended to be given effect to in two stages first one from 1-1-1964 by 50% and the remaining 50% from 1-1-1965 was given effect to in one stage with effect from 1-1-1964.
- (ii) In the case of pay scales which started at Rs. 180 the annual rate of increment was raised to Rs. 10 as against Rs. 7.50.

2.3 Pay fixation in all cases covered by the Two-Man Committee's recommendation was to be only under normal rules except in the case of Telangana employees who were recommended by the Committee for coming into 1961 revised scales direct (without being fixed in 1958 pay scales). Their pay was to be fixed in the new scales at the stage next above their emoluments in their existing scales.

2.4. In 1965 Government appointed Sri N. D. Krishna Rao, then a judge of the Andhra Pradesh High Court and who later became Chief Justice as One Man Commission (OMC) with comprehensive terms of reference to go into the entire pay structure and allowances of employees of Government, Local Bodies and Aided Teaching Institutions and also into their service conditions. The One Man Pay Commission submitted his report in December, 1967. After considering the report, the Government issued orders in June, 1969 under which the existing 143 scales were pressed and grouped into 26 standard scales or classifications and this grouping was done on the basis only of the minimum of the then existing pay scales. The lowest scale was fixed at Rs. 62-100 and the highest at Rs. 1550-1900. Selection grades were introduced for each category in the revised scales upto and inclusive of classification 20. The number of posts in Selection Grades were limited to 15% of the total number of posts in each category and persons with a minimum regular service of 5 years in their present grade were made eligible for appointment to the selection grades. These selection grades really comprise 3 additional increments beyond the maxima of the revised scales. The pay was to be fixed in the revised scales at the stage next above the pay in the existing scale and weightage of 1 or 2 increments was allowed according to the length of service subject to certain conditions. No orders were passed on various other recommendations of the pay commission in its report relating to different categories. The Government further revised the pay scales of employees of Panchayat Samithis and Zilla Parishads and Municipal Councils on the pattern of these revised pay scales in 1969-70 and for teachers also in 1970. For teachers the scales prescribed by the University Grants Commission known as U.G.C. scales were extended in G.O.Ms.No. 1182, Education, dated 26-5-1967 to certain categories of teachers upto the level of Principals with effect

from 1-4-1966. Some other categories were covered by the scale prescribed by All India Council of Technical Education (A.I.C.T.E.) scales with effect from 23-2-1960 in G.O.Ms.No. 1329, Education, dated 16-5-1961. Similar scales prescribed by the National Council for Training in Vocational Trades (N.C.T.V.T.) scales were extended to some categories in G.O.Ms.No. 54, Education, dated 21-1-1975 but to take effect from 1-4-1970. In G.O.Ms.No. 107, P. W. D., dated 7-2-1974 Government also approved standard pay scales for Work-charged Establishment in the Public Works Department including Projects. The scales prescribed for them are the standard scales as for Government employees except the lowest one which was fixed at Rs. 50-75

2.5. In 1974, Sri R. Prasad, I.C.S. (Retd.) was appointed as Pay Revision Commissioner for devising a new D.A. merged pay structure taking into account the D.A. prior to the issue of G.O.Ms.No.320, Finance dated 31-12-1973 and to examine any anomalies arising out of earlier pay revisions. The Commissioner had relatively smaller terms of reference but with regard to anomalies he had wide scope to look into and rectify them taking into account the claims of the various departments. The Government accepted the recommendations in principle and issued orders in G.O.Ms.No. 180, Finance. dated 15-7-1975.

2.6. Revised D.A. merged scale of pay as recommended by the Commissioner was set out in Schedule—I to that notification against each of the corresponding then existing pay scales specified in the same Schedule I. These scales were to be common to the employees in various categories except where specified otherwise in Schedule II to its appended notification. All cases of anomalies brought to the notice of the Pay Revision Commissioner recognised as such after examination were given scales set out in Schedule II and the rest in Schedule—I. The revised pay scale came into effect from 1-1-1974 but monetary benefit was to be allowed only from 1-5-1975. The Selection Grades introduced in 1969 were merged in the respective D.A. merged scale of 1974-thus discontinuing the Selection Grades. The revised pay was also made applicable to all the teachers as well as those in the U.G.C., All India Council of Technical Education (A.I.C.T.E.) and National Council for Training in Vocational Trades (N.C.T.V.T.) scales of pay and whole time employees of Local Bodies including Panchayat Raj Institutions, Municipalities, Work-charged Establishments in Public Works Department including Projects. An amount representing five per cent of the basic pay subject to a minimum of Rs. 10 and a maximum of Rs. 25 was to be added to the then existing emoluments and after the existing emoluments were increased as above, the pay was to be fixed in the revised pay scale of 1974 at the stage next above the existing emoluments so increased. This benefit of fixation was not made applicable to the instructional staff governed by the N.C.T.V.T. scales of pay and to the Work-charged Establishments. However in respect of teachers in Degree Colleges who were governed by the U.G.C. scales, the D.A. merged scales of pay of 1974 were further revised from 1-4-1976 on the recommendations of the Three Man Committee in G.O.Ms.No. 1072, Education, dated 26-11-1976. The Government further sanctioned special increments beyond the time-scale to the extent of 3 biennial increments for employees in classifications of I to X, 2 biennial increments for employees in classification of XI to XX

and 1 increment for two years for employees falling under classification XXI to XXVI, after reaching the maximum.

2.7. Subsequent to these orders Government had on several occasions sanctioned 13 instalments of further D.A. so that the rates of D.A. at the time of appointment of this Commissioner was 50% of pay to a pay of Rs. 300 subject to a maximum of Rs. 148 and 37% of pay for pay above Rs. 300 and up to Rs. 900 subject to a minimum of Rs. 148 and maximum of Rs. 323 with marginal adjustments up to Rs. 1223 and Rs. 303 for pay above Rs. 920 and up to Rs. 2250 with marginal adjustments up to Rs. 2400 so that pay plus D.A. does not exceed Rs. 2400 P.M. Government had also received several representations from various categories of employees in regard to the recommendations of the 1974 Pay Revision Commissioner stating either that certain anomalies had not been fully taken into account by the then Pay Revision Commissioner or that the recommendations had themselves created further anomalies particularly in regard to *inter se* relationship of the scales of pay of different categories. The work-charged Establishment had also been representing about the scales of pay. Government therefore appointed a Pay Revision Commissioner to examine the question of revision of the present structure of pay and allowances, to look into the various anomalies, to consider the desirability of further merger of the percentage D.A., recommend a fitment formula, review the special pays and the pensionary benefits. The Government also in their G.O. stated that while making his recommendations the Pay Revision Commissioner shall take into account the economic conditions in the State, the financial implications of his recommendations and its impact on the resources available for the development of the State.

2.8. Meanwhile Pay Revision Commissioner was requested to give an interim report in G.O.Ms.No. 181, G.A. (Spl.A) Department dated 4-3-1978 with respect to the pay scales of Junior Lecturers in Junior Colleges who were asking for a pay scale on par with the Junior Lecturers in Degree Colleges who were given the benefit of the pay scales as recommended by the 3-Man Committee. The Commissioner accordingly submitted his interim report on 11-4-1978 and the Government issued orders in G.O. Ms.No. 749, Education, dated 12-7-1978 ordering the grant of Rs. 50 as an *ad hoc* interim relief from 1-4-1978 to be adjusted in future revision of the Junior Lecturers pay scale working in Junior Colleges. No other request was referred to the Commissioner for any interim report.

CHAPTER—III

REVIEW OF PAY STRUCTURE

The terms of reference require the Commissioner to review the existing pay structure of the different scales of pay, Dearness Allowance and other Compensatory Allowances. The existing scales and any new scales recommended should be examined with reference to certain principles of pay determination. The realities of scales and equations that have been laid down following the recommendations of the various Pay Commissions would have to be taken note of. Long-standing equations should not be changed merely for the sake of change unless what is proposed would be better accepted than what exists and it would lead to greater efficiency and satisfaction than at present. Otherwise such changes themselves would lead to resentment and frustration without any benefit; it will be counterproductive. In recent years there have been a large number of Commissions and Reports dealing with this aspect and these principles have become fairly well established. A decade back, a Pay Commission was a rare event but in the past few years the number has been so numerous that these principles have come to be widely known and discussed. The Commissioner therefore proposes to follow the already well accepted norms for salary determination evolved by the various Central Pay Commissions, most other bodies concerned with pay and wage revisions. From a study of the memoranda submitted before the Commissioner it is also seen that almost every one of them had referred to these principles laid down by those various earlier Commissions especially the Third Central Pay Commission.

3.2. The basic characteristics of a sound salary structure are inclusiveness, comprehensibility and adequacy. The first one implies that the pay structure and the career pattern adopted for the Government Services should be also broadly followed by autonomous State Sector Undertakings. However, because of the proliferation of a number of State Sector Corporations and other bodies, with little or peripheral control by Government, salary administration in those bodies has been relatively free from Governmental constraints. This has resulted in lack of uniformity at several of the lower levels especially at the first entry levels which are sought to be shown as discrimination so far as the Government jobs are concerned. Similarly large scale appointments of Work-charged, Contingency or Nominal Muster Roll (N.M.R.) employees in Government Departments and casual and temporary workers in Industrial Undertakings does not also conform to the idea of inclusiveness referred to above. Because of the high pressure of employment particularly Governmental employment the low salaries have generally not diluted the efficiency of the persons employed. However their continuance in Government for a number of years, in some cases for decades, on more or less temporary terms of appointment has no doubt resulted in all round frustration and insecurity and these aspects are separately dealt with in this report.

3.3. The next requirement is comprehensibility which is supposed to include as far as possible a true picture of the total remuneration given to the employee. A number of allowances by whatever name they are called, periodically increased without touching the basic salary structure, has distorted this aspect. Some are no doubt in the nature of reimbursement of additional expenditure incurred by the employee or expenditure beyond the means of Government employee who is required to pay for them because of postings or other exigencies of service. Some of them especially, the special pays are intended to compensate for significant differences in the amounts and nature of work carried on by persons in equal scales of pay. The need for special pays gets accentuated when a large number of scales are grouped together to bring the entire salary range into manageable categories for better salary administration. But these become artificial when they substantially tend to affect the basic salary grades. This characteristic of special pay and other allowances have also been dealt with separately in other chapters. Other category of benefits which is given not so much in monetary terms, are the provision of rent free quarters and certain other facilities enjoyable only by employees of a particular association or cadre. Unless there are good reasons to the contrary this aspect will also distort the comprehensibility especially of a pay structure where fair comparison between various wages become difficult.

3.4. The third and last requirement is the issue of adequacy. This has been looked into in two aspects, one internally within the particular cadre or Organization where an employee is working—the pay should take into account the educational qualifications, skill and training obtained by him and the duties and responsibilities attached to the post. Secondly this should be externally also comparable so as to ensure a reasonable standard of living and security to the employee and his family. While security and the prestige that goes with Government employment may also be needed, sufficient income in the hands of an employee is a must principally because of the erosion of the rupee value over a period of time which has reduced his real income.

3.5. Employees have certain expectations and have been accustomed to certain ways of life, some of which are not entirely out of voluntary adoption of luxurious or cost intensive mode but because of necessity. Having been posted in urban areas, they have to live in small tenements with no open space. That leads to a way of life where most things have to be bought out, services and requirements that they could have ordinarily provided themselves in non-urban or non-metropolitan areas. For example, they do not have enough space to do the laundering of clothes, they have to resort to professional laundries. The houses do not allow of using fire-wood, requiring smoke outlet and removal of ash; that leads to using char-coal, kerosene oil or gas etc. To feed the child at night, they have to own either a thermos to keep the milk warm or kerosene oil stove or gas or an electric hot plate that can be used to warm the milk. There is no place to keep a cycle and cycling in metropolitan cities is not all that easy, forcing one to use public transport. Having been used to such a life, it is not possible for them to change their mode frequently. Most of the necessities go up in price as escalation takes place. Many have represented, in middle level and above that, they have to suffer privation each year because of the erosion of the

value of money. That tells on their reasonable contentment. One cannot view their problems as some one complaining that icing on the cake is getting thinner. It is more a case of gruel getting thinner.

3.6. There are no two opinions with regard to the efficiency of service that is demanded of the Government employees as well as the probity and integrity that is expected of them. This can only be ensured if a Government employee like any other human being is kept above want and is assured of a reasonable and decent standard of living and security of tenure. However, the egalitarian concepts especially the community's ability to pay and the satisfaction that it is fair wage will also become a very valid and important ground in the case of Government service whose sole existence is for contributing towards the public good. Before the Commissioner it has been repeatedly urged that the salary structure in the Government does not compare well with the wages in the Industrial Sector. It has also been urged that the Government has ceased to be purely a regulatory body but today in the new context has assumed roles in various spheres of development, social welfare and production in vital sectors of the economy. Therefore the mere aspect of governing or regulatory administration has receded to the background and the developmental and service functions have over-shadowed the former functions and hence the latter should have priority whenever we discuss salary fixation, so that the salaries are comparable, especially at lower levels with those in industry. Some of the Associations have gone to the extent of pleading that the capacity of the Government to pay should not be a consideration at all in arriving at the wage structure and the Government should be guided solely by considerations of minimum wages as accepted by industry and trade, as laid down in Government constituted Wage Boards. The Government should organise itself to pay what is fair and equitable.

3.7. The representation was—"That times have changed and Government service is no longer at an advantage compared to service in well ordered establishments.

"In Private Establishments, there are Wage Boards' awards with Government approval which laydown minimum wages which are mostly far higher than that in Government Service.

"The employees have the right of collective bargaining which enables them to negotiate successfully for upward revision of wages and conditions of service.

"The benefits like Contributory Provident Fund, Retirement benefit, immunity from arbitrary action by the employer, security of service, medical benefits, etc, are no less, indeed in some aspects, better than for Government servants.

"They have the right to participate actively in the political life of the great democracy which also incidentally enable them to influence the political decision relating to their avocation

"They are eligible for bonus even if there were no profits and can also successfully collectively bargain for several perquisites.

“The right to collective bargain is not denied even if the industry were one the strike in which would seriously inconvenience the public at large and not merely bring pressure on the employer. Indeed in most Undertakings the pressure which adds punch to the collective bargaining is the serious inconvenience to the public rather than the effects of stoppage on the employer.

Government themselves are the employer in most of such establishments covering a vast majority of employees either because they are public owned or run with substantial public funds.

“As against the above, the Government employee is denied the right of collective bargaining, his service conditions are such that lack of responsiveness from the Government for requests have to be slowly surmounted some times not at all.

“He is denied active participation in the political life of the great democracy though such is not the case in most other democratic countries.

“He is subjected to the gusts of political winds as they change and pressures of local political centres of powers.”

3.8. In the long history of the examination of these issues in India and abroad and particularly the United Kingdom whose practices have mostly been adopted in this country it is not difficult to find arguments both in favour and against all these considerations. In fact the Third Central Pay Commission has gone into this aspect quite thoroughly and so also a number of other pay commissions of the various State Governments. It is difficult to ignore the aspect of capacity of Government to pay and Government can't at one go increase its salary bill by a substantial percentage. So far as Government is concerned, it is the community at large which finances its operations and when today in this country and in this State in particular there are large sections of the population without the basic amenities of life, it will be difficult to justify an assured income rise to a tiny sector of the same community at the cost of reducing the developmental expenditure meant to benefit the lower strata. There are certain peculiar characteristics of Government service which even now have a high premium in Indian Society, the security of tenure, assured prospects of promotion, leave and pensionary privileges which today more or less compare very well with what are available to the employees outside the Government. All these in an equal or greater measure are also available in organised sector with a right to collective bargaining. Still in India, the desire to enter into Government Service does command a preference over other services. In addition there are a large number of important aspects like high social value, the work content or social status and the premium the society puts on public services in general. Probably Government service mostly in its developmental and social sectors offers the best chance to attain full job satisfaction and self-fulfilment. The recent decisions by the Government of India in pegging the salary and other perquisites in affluent private or public sectors is a pointer in this direction, namely the ultimate goal is to evolve a salary structure that does not give scope for conspicuous consumption. In fact one of the terms of

reference require the Commissioner to bear in mind the economic conditions and resources of the State and the impact these recommendations are going to have on the various developmental plans of the State Government. It is only necessary that overriding socio economic considerations should govern this pay determination, unembarrassed by trade union demands however ably presented they are, so that the tempo of the developmental work of the State meant for the welfare of all concerned including Government employees does not receive a set back. A balance has to be struck between the need for increase and the requirement of resource for development.

3.9. After discussing the above general points and principles there are certain minor but not unimportant considerations that would govern the details of a salary structure; it is admitted on all account that the salary structure should be simple and rational. The innumerable pay scales ill-fitting in hierarchy or a pyramid should go. In fact this State Government has taken a major step towards it when they attempted grouping of the scales. Even then it is seen on a number of occasions that pay scales are being introduced not harmonious with this well arranged hierarchy. Broad-banding of several scales of pay initially no doubt resulted in alleged anomalies which were once looked into by the 1974 Commissioner and they have again been looked into by this Commissioner. Though no drastic reduction in the number of scales should be undertaken, the scale should give a fair range that would accommodate all levels as well as all types of skills required without undue and significant discrimination. All the Associations have also felt that reduction in the number of existing scales is not called for. Another point discussed later but relevant here would be the oft repeated demand for keeping a ratio between the pay of highest and lowest paid employees of the Government. The generally well accepted and adopted ratio has been 1:10 and this itself would impose a limitation on the number of scales or grades that would be available to the employee. Further, the minimum should be such as would take into account the economic conditions and satisfy the social test but at the same time ensure the minimum subsistence level while the transient imbalances can be taken care of by the additions of Dearness Allowance. These aspects have been borne in mind, in arriving at the number of salary scales and grades.

3.10. The next point within the salary scale that attracts attention is the increment. The rate of increment should be such that it does not mean too easy a progress for those who do not pull their full weight nor has it to be a damper for those who look forward to justifiable increases in pay over a period of time. Another constraint on the rate of increment would be the need to reconstruct the span of each scale and relate it to the scale below and scale above in a promotional hierarchy and ensure the rate at a level in such a manner that it operates uniformly at various stages of the scale when the absolute amounts given are the same.

3.11. The other usual parameters like differentials between juniors and seniors, due weightage to experience, to level of supervision and the skills required-these indices have to be translated on the scale into financial terms as to maintain vertical and horizontal relativities.

While the higher grades are generally under-remunerated relative to the lower grades there is very little that can be done at higher levels. A better job satisfaction along with status should be held to offset the financial shortfalls. The erosion of value of money and consequent reduction in real wages does wear out the gilt of job satisfaction covering the pay packet.

3.12. Another important principle which has governed the horizontal and vertical relativities of scales of pay is the principle of equal pay for equal work. The wages prescribed by several wage Boards differ substantially. The unskilled worker under the award in Undertaking 'A' gets 20% more than in Undertaking 'B' and both get far less than in the Third Undertaking. This gives the lie to the doctrine of equal pay for equal work. Wages have mostly depended on the strength at the bargaining table and historic considerations than on intrinsic job evaluation. These anomalies cause discontent. A scientific and an ideal method of arriving at the wages for a job is by a system of job evaluation. It is also admitted on all fronts that such is a very difficult and long drawn task. This cannot be undertaken overnight. Unfortunately no worthwhile suggestion or method was also placed before the Commissioner. It is seen that a large number of posts have been created on some *ad hoc* norms or rule of thumb. Normally Organisation and Method study should be undertaken to arrive at the requirements of the number of posts and also the levels. Then in order to establish relativities, job evaluation must be done. It is a highly skilled and technical job and needs collection of a large amount of data for their appraisal. While every one stated that this is the ideal method there was no concrete suggestion or any area where it had satisfactorily been done so far. All accepted that the time would be long and any suggestion will have to be tempered with what exists. We are not starting with a clean slate. With the terms of the reference of the Commissioner and the time that is allowed it is obviously impossible to undertake a job evaluation of these thousands of posts in Government and Local Bodies. It is also noticed that even today Government does not undertake any Organisation and Method studies before sanctioning the posts. If initial Organisation and Method studies atleast had been available, it could have been attempted to evaluate jobs on a rational basis. However the absence of it does not mean that pay fixation can be done arbitrarily. Though job evaluation is ideal to scientifically determine pay structure, however, in the Government, over the years job relatives have been well established in the context of job-requirements, contents and conditions and thus have acquired significance and also acceptance. However a unified pay structure strictly on job evaluation is also not feasible on account of the multifarious functions of Government and the vast difference of the nature of duties in different spheres of areas. Especially from the middle and higher levels of employment when functional and repetitive jobs do not occur it is difficult to have any meaningful job evaluation in respect of managerial, human relations and conceptual skills that go to make a good manager or an administrator. So these cannot simply be governed by a job evaluation only, as in the case involving simple repetitive physical acts in shopfloor production processes. So in respect of such categories in Government where service and an attitude to public dominate mere physical exertion, the Commissioner is of the view that the absence of job evaluation does not in any way detract the merits of the other

criteria which have been adopted for salary determination and establishment of relativities.

3.13. All the more the Commissioner has kept in view the basic principles enumerated by the Second Central Pay Commission and endorsed by the Third Central Pay Commission in this regard. They were of the view that horizontal relativities should be less important in the hierarchical structure where each level in the hierarchy shoulders greater responsibility than, and supervise the work of, those at the lower level. The vertical relativities within the hierarchical and organisation should assume greater importance than the horizontal ones. Otherwise there would be no economic incentive for seeking promotion to a higher grade or reward for accepting greater responsibility. So along with them this Commissioner has also kept in view, in recommending pay scales for various categories of staff and adopted the broad principle; that services and posts whose duties and responsibilities are comparable should, other relevant circumstances being the same, carry substantially the same or comparable rates of remuneration.

3.14. The next point urged before the Commissioner and that which should govern any rational pay structure is the issue of the model versus good employer and the choice of appropriate price levels and the ratio between the minimum and the maximum pay. While the Government should be the first in the realm of management in taking care of its employees without assuming too much of financial burden, it is not necessary for the Government to endeavour to be a model employer but certainly the Government can be a good employer by adopting a progressive management policy, adequate rewards for good performance, fair and equitable governance of its own employees. A good employer need not necessarily offer the highest rates of pay but offer other advantages like scope for initiative and innovation, a feeling of participation in nation building, freedom to advice without fear or favour, stability and continuity of employment, adequate facilities for training and advancement, promotion of high standards of integrity and impartiality. This can be achieved by paying a little more attention than in the past to personnel management and placement which in some cases seem to have been neglected. Also as the dominant employer, the criteria adopted and the rates of remuneration given should be such as would not have an adverse impact on other employers who generally look to Government for guidance in their own salary administration. Similarly while ensuring the minimum wage, the weightage should be such as would be fair to the employee and to the employer and also to the community and should not in any way, upset the demand and supply in the market. Further with the increased wages being given to the employees notwithstanding the demand pressure, the Government should ensure that the minimum educational and other skills required at the lower levels are increased so that the Government and the public get an adequate return in services for the wages paid. Similarly keeping in view the present egalitarian concepts in wage differentials and as urged before the Commissioner by a number of Associations, the ratio of 1:8 (post-tax) between the minimum and the maximum seems appropriate and the various salary grades are evolved to conform as nearly as possible to this ratio.

CHAPTER—IV

MINIMUM AND MAXIMUM SALARY

4.1. This would bring us naturally to the evaluation and fixing of minimum remuneration so that the rest of the salary structure could be built on this. Before the Commissioner statements have been made inviting the Commissioner's attention to the minimum wages paid in industrial units. It has been argued that whatever be the nature of employer, any person has to get the minimum wage irrespective of the capacity of the employer. As has been noted earlier, it is essential that unlike industry, the State Government has to bear certain other responsibilities and the remuneration paid to the employee must satisfy a few other tests other than that of providing the minimum wage. It is also a fact that Government have entered into several fields and are paying the wages as other industries even though the ultimate burden of such Government-run industries is borne by the State exchequer. Pricing is also done because of either monopolistic nature of the Government industries or compulsion to meet the wage bill, etc., to make the sole price or service charge, commercial to meet the cost of production. Secondly it is also difficult to determine 'a priori' the minimum remuneration in as much as a number of decisions and constraints have been imposed on the State Government without matching addition to its resources. Additional taxation to pay increased wages or retrenchment to pay higher unit wages are seldom welcomed by the public. The philosophy underlying statutorily fixing the minimum wages is more to prevent the exploitation of the abundant unemployed rather than to ensure that each in the country is assured of a minimum income out of the work he can perform. Vast majority are having income far below the statutory minimum wages. The minimum wage should be the result of considered decision of the employer within the limitations of the state economy and as well as its economic feasibility. It is no doubt true that there is a gap between the living standards between the lowest paid employees and others. It is also true that some of the industries which have done well in the economy have been paying much more than what the State pays. This gap cannot however be bridged quickly or by any artificial measures. It can be done only by sustained and substantial progress of the economy. The Commissioner therefore is of the view that the minimum remuneration should be determined in a reasonable manner by striking a realistic balance between the employees' needs and economic feasibility, notwithstanding the high wages paid in some industries even within the State. That the State Government has the ultimate objective of securing the minimum wage in view is obvious from the number of Dearness Allowance increases granted to the employees *i.e.* nearly 16 instalments since 1974.

4.2. The total remuneration should ensure the lowest paid employees more or less the standard of living they have been used to in recent years, consistent ofcourse with some of the usual parameters widely adopted and accepted to arrive at the minimum wage. The actual quantum of this total minimum remuneration will have to be

governed by a reference to certain economic indicators also in addition to the Government's capacity to bear this expenditure without detriment to its developmental activities. Without going into the merits of the various concepts that have been adduced before the Commissioner it would be safe to adopt as a base to arrive at a need based minimum wage the recommendations of the 15th International Labour Conference, as quoted in the III Central Pay Commission Report. Computing the cost of food on the basis adopted in the said report and the other norms recommended in the report referred, the estimate of need based minimum wage at the index at an average of 200 (1960=100) would be as follows:

Cost of food	balanced	3,000 calories	2700 calories recom- mended by the 15th International Labour Conference
Average of four cities	balanced	238.95	215.05
Clothing		10.50	10.50
House rent		25.50	25.50
Miscellaneous expenditure at 20% of the total		68.74	62.75
Total expenditure (need based minimum wage)		343.69	313.80

4.3. The Second Central Pay Commission had fixed the minimum wage in 1958-59 at Rs. 80/- p.m. at the Consumer Price Index of 115 (1949=100). The Third Central Pay Commission had fixed the minimum wage at Rs. 185/- p.m. at the average Consumer Price Index of 243 (1949=100) or 200 (1960=100) as on 31-10-1972, which exceeds the minimum wage of the Second Pay Commission, adjusted for increase in the cost of living by about Rs. 16/- p.m. With the minimum wage of Rs. 185/- as adopted by the Third Central Pay Commission on 200 points, when adjusted to 320 points, it works out to Rs. 296/- p.m. Taking into account the minimum wage of Rs. 196 fixed by the Third Central Pay Commission, when adjusted to 320 points, it works out to Rs. 311/- p.m.

4.4. The Government have specifically asked the Commissioner to bear in mind the capacity of the State Government to pay and obviously there should be no mis-direction of the scarce resources of the State Government. In a number of reports of the Central Pay Commissions, convincing arguments have been given to show that a Government employee should not be the privileged person in the society who alone should be guaranteed the minimum wage while a large majority of the Countrymen are below the poverty line. Taking all these considerations into account the Third Central Pay Commission came to the conclusion that the starting salary at the lowest scale should not be fixed higher than Rs. 185/- p.m. Though the need based minimum wage according to the basis of their calculation suitable to Indian conditions (not on the

liberal terms of the 15th International Labour Conference criteria) comes to Rs. 196/- p.m. it could be reached by any individual starting at Rs. 185 in a matter 3 to 4 years depending upon the increment rate. At present the minimum starting of the lower scale in the State is Rs.165 which is Rs. 20/- below the minimum of Rs. 185 recommended by the Third Central Pay Commission and also accepted by the Government of India. While this is so, the State Government have not hesitated to fully neutralise the rise in cost of living at the same rate as adopted by the Government of India ever since the last revision and this has amounted to 16 doses of increased Dearness Allowance. By the granting of these additional Dearness Allowance in accordance with the formula evolved by the Government of India, the State Government has more or less fallen in line with that trend and from the above discussion it is seen that so far as the lowest scale is concerned the only difference is in the initial start which is Rs. 20 less than what is fixed by Third Central Pay Commission. But if taking into account the rates of increment as in the State Government which is at Rs. 5 p.m., in the present scale, Rs. 185 will be reached by an employee within 4 years of entry into service and the amount of Rs. 196 in a further period of 2 years, whereas in the Government of India, they contemplate with lower rates of increments the reaching of Rs. 196 only after a period of 5 years. Though a view could be taken that with the rates of increment even in the existing scale an employee is able to catch up with the need based minimum within a matter of 4 to 6 years by which time only his full commitments to his family would have arisen, however, as the Government have chosen to fully neutralise the rising cost, so far as the difference between the existing minimum and the minimum recommended by Third Central Pay Commission is only Rs.20, there does not appear to be any reason to wait further to bridge this gap as the Government is committed in a way to see that its employees are kept in a state of reasonable contentment, and as the existing scales as well as the Dearness Allowance so far granted have rapidly narrowed down the gap referred to above. At this stage, a question could be asked as to why one should not go to the extent of starting the initial salary at the need based minimum of Rs. 196 itself. It should be pointed out here that the amount of Rs. 196 arrived at as above included an element for House Rent for which the State Government has been paying an allowance separately in major Cities and Towns. Once this element is removed from the standard computation of the minimum wage, the level of Rs. 185 assumed is more than equal to the minimum wage that one is entitled to according to the above calculations. It should not also be forgotten that on the principle of fair wages, one should make due allowance for a large number of fringe benefits enjoyed by the Government employees like City Compensatory Allowance, House Rent allowance, Children Education Allowance, Reimbursement of Medical Expenses, Reimbursement of Tuition fees, Uniform Allowance, Leave Travel Concession, Rent Free Accommodation, Washing Allowance, etc the monetary benefits of which have not been estimated and the values of such benefits are also be taken into account when one talks of the minimum wages. In Government service a major benefit not usually available in other sectors is the retirement and Family Pension Schemes which assure a security that cannot be easily estimated in monetary terms. Further it is unlikely that an average employee at the initial entry into Government service would be burdened with responsibilities that would

demand the deployment of all his wages paid to him for three Adult units as most of the employees acquire their families a little later and their obligations to full commitment still later. Therefore, the rates of increments which are very liberal in the scales now proposed—more generous than is available in Government of India scales—expenditure at the lower levels should more than cover the minimum wage and also in our view leave him a marginal surplus. For the above reasons the Commissioner recommends that the minimum of the scale at the lowest category be made to start at Rs. 185. As the minimum remuneration is meant for employees in the entire State working also in places where the cost of living index is definitely lower and as the persons working in such cities are being separately compensated by City Compensatory Allowance it is thus clear that there would not be any material difference in remuneration now adopted. It is therefore decided to adopt the minimum remuneration of Rs. 185 fixed by the III. Central Pay Commission for an All India 12 monthly average price index of 200 for the State Government employees. Taking Rs. 185 p.m. as the starting pay, including the current rates of Dearness Allowance up to the cost of living index of 320, the basic pay for the lowest post should not be less than Rs. 290/- p.m.

Maximum Salary:

4.5. This would naturally bring us to the discussions of fixing the maximum salary. There is very little choice in fixing the maximum salary in the State as this would be governed by what the chief functionaries in the State like Chief Secretaries and Second Secretaries to Government as fixed by the Government of India are drawing. The present salary of the Chief Secretary is Rs. 3,500 and those of Second Secretaries is Rs. 3,000 while the maximum of other Secretaries to Government happened to be Rs. 2750/- with a starting from Rs. 2,500. The Chief Secretary's salary directly will not have much relevance from the point of view of the extent and orientation of the betterment, if any, to be made in the pay structure of the State. The highest scale within the purview of the State Government's powers is that of the some of the Secretaries to Government who do not form part of the I.A.S. cadre. It is now seen that the pay scales of these posts are fixed on par with the other Secretaries to Government for all practical purposes. Even working out the ratio between the minimum and the maximum as discussed earlier it is seen that this approximately comes to 1:10 and post tax is approximately 1:8 which is a reasonable ratio in the heirarchical set up.

4.6. Now having fixed the minimum and maximum salaries the next issue would be the fitting in the various classes of employees in different scales between these minimum and maximum. The general considerations that should apply to any particular post will be subject to the above, the fixation of a suitable starting salary taking into account among other things the following—

- (1) The degree of skill required.
- (2) Arduousness or strain in the work.
- (3) Experience required before coming to that post.

- (4) Training required: (a) before entering the job at the cost of the candidate; (b) after entry into service at the cost of the Government.
- (5) Responsibilities attached and to be undertaken in the post.
- (6) Physical and mental requirements demanded in the job.
- (7) Disagreeableness of the task.
- (8) Hazard and fatigue involved.
- (9) Sensitivity or degree of exposure to public in their actions.

4.7. The following additional factors are also relevant to arrive at the particular grade in which a post should be placed.

- (a) The method of recruitment.
- (b) The first level of direct entry within the hierarchy of a cadre or service.
- (c) Minimum academic or technical qualifications prescribed prior to entry.
- (d) Dealings involved with public.
- (e) Chances of promotion available.
- (f) Lateral and vertical relationships with other jobs in the same service or outside cadre,

4.8. For most of the above, the Commissioner had to be guided by the various recruitment rules framed and notified and followed by the Government and the Service Commission. These form the basic pointers to the award of a particular grade to any job, supplemented by the material given by the several associations duly verified by the various Departments of duties and responsibilities of each of the post and other factors that underline a few of the other criteria referred to above which cannot be found in the recruitment rules. Similarly, the Public Service Commission material was obtained to analyse not only the various preferences of candidates but also the rankings that govern the allocation of candidates to various posts for which recruitment was made by a common examination. This was necessary because where the scales were different it was urged before the Commissioner that because of a common examination the scale should be equal. Similarly, the academic achievement of the candidates who obtained similar ranks was also analysed to see how the rankings broadly corresponded to academic achievements.

4.9. The next issue to examine would be the number of grades. It may be recalled that the grouping was done in 1969 with the obvious objective of securing decisive advantages in adopting a simple and

rational pay structure with the minimum number of salary groupings. The 1969 grouping was a step in the right direction and has brought some manageability in salary administration. This generally helps the departments in fixing the right grade for a person with a particular set of qualifications and experience. After this was done, a Commissioner was appointed in 1974 to look into those anomalies that might have arisen because of the 1969 grouping. They were thoroughly gone into by the 1974 Commissioner and were rectified. Even to this Commissioner, the Government ordered that anomalies arising out of all previous revisions should be referred to and this has also been looked into. From the evidence tendered before the Commissioner it was noticed that there was a general consensus on the various grades now adopted. There was not only a broad acceptability but a general satisfaction except in cases where persons felt aggrieved that they have not been given an appropriate grade. Secondly, as the grouping was done for the first time in 1969 it is only necessary that a fair amount of time should be given for these things to settle down both in the administrative attitudes as well as in the minds of the employees. It has settled down to a large extent as is obvious from the way anomalies were settled in 1974 and also by the stand taken by the various employees and associations in the manner of setting the anomalies before this Commissioner. These anomalies have been discussed separately post-wise under each Department. This has been a very meaningful exercise and has further helped to consolidate the existing grades in respect of various posts of the Government. The Commissioner therefore feels that it would be premature to review the groupings already done except to the extent of placement of various posts as the process of settling as well has started and nothing should be done that would de-stabilise this process throwing open the flood-gates again for anomalies. The Commissioner therefore, recommends the continuance of all the existing grades, the placement of various posts according to the above criteria being made against the appropriate grades, except in the case of Category I (b) where the previous Commissioner called it as semi-skilled and left to the State Government to lay down the criteria. The Commissioner proposes to do away with this Category I (b) and separately classified into a separate group of posts which can call for some skills over and above the last grade.

4.10. Having dealt with the question of the minimum and the maximum of the new scales of pay including the merger of the current rates of Dearness Allowance up to the cost of living index of 320 points and the continuance of the existing grades, the various grades which have been formulated are set out below:

<i>Grade No.</i>	<i>Existing Scale</i>	<i>Span</i>	<i>New Scale</i>	<i>Span</i>
(1)	(2)	(3)	(4)	(5)
	Rs.		Rs.	
I	165-250	(15)	290-5-345-10-425	19
II	170-275	(15)	310-5-335-10-475	19
III	175-300	(15)	325-10-485-15-500	17

<i>Grade No.</i>	<i>Existing Scale</i>	<i>Span</i>	<i>New Scale</i>	<i>Span</i>
(1)	(2)	(3)	(4)	(5)
	Rs.		Rs.	
IV	180-350	(18)	350-10-460-15-550	17
V	240-420	(18)	410-10-460-15-625	16
VI	250-430	(18)	425-10-455-15-650	16
VII	260-450	(18)	450-15-660-20-700	16
VIII	275-475	(18)	475-15-640-20-760	17
IX	290-520	(18)	500-15-620-20-800	17
X	310-560	(17)	530-15-590-20-850	17
XI	320-580	(18)	550-20-850-25-900	17
XII	340-640	(18)	575-20-775-25-950	17
XIII	360-700	(18)	600-25-900-30-1050	17
XIV	410-750	(18)	650-25-800-30-1100	16
XV	430-800	(17)	700-30-1060-35-1200	16
XVI	480-900	(16)	750-30-1020-35-1300	17
XVII	530-1050	(16)	800-35-1010-40-1450	17
XVIII	600-1100	(16)	900-40-1300-50-1500	14
XIX	700-1200	(15)	1050-40-1250-50-1600	12
XX	750-1300	(12)	1150-50-1700	11
XXI	850-1425	(12)	1250-50-1800	12
XXII	900-1450	(11)	1300-50-1600-60-1900	11
XXIII	1000-1550	(11)	1400-60-2000	10
XXIV	1100-1650	(11)	1500-60-2100	10
XXV	1200-1800	(12)	1600-60-2200	10
XXVI	1300-1800	(9)	1700-60-2120-65-2250	9
XXVII	1400-1925	(8)	1800-65-2125-75-2350	8
XXVIII	1400-2125	(10)	1800-75-2400-100-2500	9
XXIX	1675-2125	(6)	2000-75-2300-100-2500	6
XXX	2500		2500-125/2-2750	4

4.11. We have compared in the Annexure the pay and D.A. if any of some important categories in Andhra Pradesh, Tamil Nadu, Kerala, Maharashtra, Karnataka. The H.R.A. and C.C.A. have not been included as they vary with reference to the station of posting.

4.12. But in the case of Secretariat Staff that too has been included as they are in the capital of the States.

4.13. The special increments beyond the time scale recommended have not been taken into consideration in the computation of maximum for comparison.

CHAPTER—V

ANOMALIES IN THE EXISTING PAY SCALES

5.1. Anomaly is the new pay disease. It appears that more the rationalisation in pay structure, more the anomalies. The terms of reference include the examination of anomalies arising out of the earlier pay revisions including the Pay Revision of 1974. After the implementation of the revised pay scales of 1958 and 1961 the Government appointed a Two Man Committee consisting of the Secretary, Planning and Secretary, Finance to look into the alleged anomalies and the Government issued orders in February, 1964 approving their recommendations. Again in 1974 the Government appointed a Pay Revision Commissioner to examine any anomalies arising out of the earlier pay revisions besides evolving a D.A. merged pay structure taking into account the D.A. prior to the issue of G.O.Ms.No. 320, Finance, dated 31-12-1973. The Pay Revision Commissioner in 1974 looked into the various anomalies which have been brought to his notice and he has recommended suitable scales of pay and his recommendations in so far as scales of pay are concerned have also been accepted by Government by issuing orders in July, 1975. It could therefore be seen that the alleged anomalies in the earlier pay revisions have already been looked into by the Two Man Committee as well as by the Pay Revision Commissioner in 1974. Some of the arguments that have been advanced before the Pay Revision Commissioner in 1974 were being repeated now. From the interpretation of the term 'anomaly' given by most of the employees it would appear that there will be no end to the anomalies and this has been interpreted in such a way that their representations almost tantamount to a general revision of pay scale. The general argument for the anomaly was a one time parity with some posts which have happened to go up in the subsequent revisions. The other anomaly was comparison with posts in other departments with similar qualifications. In few cases it was brought out that the revenue earning departments should be given a separate treatment in pay scales. In some cases it was said that the inspecting authorities should carry a higher pay scale than the Officers incharge of the institutions inspected by them.

5.2. To determine the pay scales and the relativities exclusively on the basis of the educational qualification will be erroneous as it would lose sight of other factors as well as concepts of service and career to which recruitment is made. Educational qualification is one of the factors but it cannot be the sole criterion for a pay structure. The constancy of parity or relativity in the midst of various changes cannot be valid. Job factors in the posts with similar or identical designation in various departments differ markedly and it would not therefore be appropriate to assign the same scale to the posts because of similarity in designation or in qualifications. The view that the pay scales are to be determined keeping in view the revenue earning capacity of the department is not rational. It is also not correct to say that the inspecting authorities should carry a higher pay scales than those of the institutions inspected ignoring the job factors involved. In so far as the anomalies

in the earlier pay scales prior to the 1974 is concerned most of the anomalies have already been looked into. Only in respect of the 1974 revision some of the cases have been come across where they were not included in Schedule II in the 1974 revision as a result of which they were in the schedule I scale. Opportunity was given by the Government to those so affected to represent and such were disposed off by the Government and consequential revision made. The general criteria discussed in the report and adopted for pay determination, along with the relativities, qualifications, etc. have been kept in view and pay grades assigned. The individual categories which have been brought to the notice of this Commissioner for rectification of anomalies have been looked into and they are dealt with separately in respect of each department, in Volume II of the Report.

CHAPTER—VI

DEARNESS ALLOWANCE

6.1. With effect from 1-1-1974, the date of implementation of Dearness Allowance merged scales of 1974 the State Government have been following the Central Government pattern in revising the rates of Dearness Allowance to the State employees. While the percentage rates of increase in Dearness Allowance from time to time were generally the same as in Government of India, the date of effect of the increase was not the same on many occasions. The Dearness Allowance formula was such that for every 8 point increase all the employees are not given the Dearness Allowance increase. For the first 8 point increase those drawing pay upto Rs. 900 are given one instalment of Dearness Allowance *i.e.* 3½% for those drawing pay upto Rs. 300 and 2½% for those drawing pay above Rs. 300 up to Rs. 900 subject to certain maximum. For the next 8 point increase those drawing pay above Rs. 900 and up to Rs. 1,600 are given two instalments of Dearness Allowance with certain maximum and similarly for the next 8 point increase all those drawing pay above Rs. 1600 and upto Rs. 2,250 are given three instalments subject to a certain maximum however with a limitation that pay plus Dearness Allowance should not exceed Rs. 2,400.

6.2. The revised scales of pay are proposed after merging the Dearness Allowance on 320 points. Hence in future the rates of Dearness Allowance for the State Government employees will have to be related to the new scales of pay. It has therefore to be considered whether the State Government should have a separate principle or formula for granting Dearness Allowance to its employees in future. The percentage rates adopted by the Central Government cannot straight away be applied to the State Government employees in future as the new scales take into account the Dearness Allowance element on 320 points.

6.3. The one alternative is whether a flat rate of Rs. 1-30 for every index point as recommended by the study group on wages, incomes and prices could be adopted irrespective of the pay range, in which case the cost of living index beyond 320 could be reviewed every quarter or half-year as may be necessary and the Dearness Allowance sanctioned with reference to that review on the basis of the number of points at the above rate at periodical intervals of a quarter or half year. This formula is not generally favourable to the employees above the pay range of Rs. 415 in comparison to the existing procedure of sanctioning Dearness Allowance. Government of India have also called for the views of State Government on the recommendations of the Study group, that being a general issue. The views on them are not fully settled and it may be premature to adopt them on a long term basis now itself.

6.4. Dearness Allowance is to compensate for increase in cost of living. The formula of the Government of India has been slowly but steadily adopted by the State with the exception of few. Having regard to the nature of it, it would be difficult to have a formula different

from that of Government of India. That will only give rise to constant representation to fall in line with Government of India with varying degrees of persuasion. It is therefore best in the interest of healthy relations between Government and State Government servants to adopt the Central rates as they change, but by a specific order. However as the scale of pay has been evolved at index 320 suitable adjustment has been suggested to the formula to that extent. That will have to be kept in view when there is any change in the Dearness Allowance formula and rates of Government of India.

6.5. For the present the State Government may consider the adoption of 2% of pay for every 8 point increase beyond 320 points for those drawing pay upto Rs. 500 and $1\frac{1}{2}$ % of pay for those drawing pay above Rs. 500 and upto Rs. 1400 subject to a minimum of Rs. 10 and a maximum of Rs. 20. Even in respect of those drawing above Rs. 1400 in the new scales of pay the same rates of Dearness Allowance as admissible to the employees drawing pay of Rs. 1400 may be extended to those Officers also subject however to the limitation that pay plus Dearness Allowance shall not exceed Rs. 2,400 as at present.

CHAPTER—VII
COMPENSATORY ALLOWANCES

7.1. The terms of reference of the Pay Revision Commissioner include review of compensatory allowances. Compensatory allowance means an allowance granted to meet personal expenditure necessitated by special circumstances in which duty is performed. It includes travelling allowance but does not include Sumptuary allowance nor the grant of a free passage by sea to or from any place outside India. The amount of compensatory allowance should be so regulated that the allowance is not on the whole a source of profit to the recipient. The following are the main categories of compensatory allowances presently applicable to the State Government employees.

- (1) House Rent Allowance.
- (2) City Compensatory Allowance in the twin cities of Hyderabad and Secunderabad.
- (3) Compensation to Medical Officers for loss of private practice.
- (4) Bad Climate Allowance.
- (5) Hill Station Allowance.
- (6) Other miscellaneous allowances like Uniform allowance, Ration allowance, Dhobi allowance.
- (7) Compensatory allowance in Taluk and Sub-Taluk Headquarters where House rent allowance is not admissible.
- (8) Compensatory allowance in lieu of residential attender.
- (9) Travelling allowance.
- (10) Conveyance allowance.

7.2. Conveyance allowance is one of the kinds of travelling allowance. Travelling allowance has been excluded from the purview of the Pay Revision Commissioner as the revision of Andhra Pradesh T.A. Rules has already been undertaken by Finance Department and it was said to be in a fairly advanced stage. Hence no recommendations in regard to travelling allowance and conveyance allowance have been given in the report. In respect of other compensatory allowances mentioned above they have been dealt with seriatim below.

House Rent Allowance:

7.3. The scheme of HRA was introduced in this State to its employees from 19-3-1969 with reference to the population and that too up to a particular pay level. Subsequently orders have been issued from

time to time extending the scheme to the employees above the pay level originally fixed and to other places. The following are the existing rates of HRA admissible to Government servants in the State.

15% of pay in the twin cities of Hyderabad and Secunderabad, Visakhapatnam, Warangal, Vijayawada and Guntur.

7 1/2% of pay at the District Head-quarters and at the following towns.

1. Rajahmundry
2. Tenali
3. Vijayanagaram
4. Adoni
5. Kothagudem
6. Vijayapuri
7. Proddatur
8. Guntakal
9. Tirupathi
10. Chirala
11. Anakapalle
12. Bhimavaram
13. Nandyal
14. Gudivada
15. Dowleswaram.

7.4. These rates of HRA are admissible to all employees in the above places and who are not provided with Rent-free-quarters or Government quarters on the reduced rent irrespective of their pay range subject to a maximum of Rs. 400. No HRA is payable to the employees residing in places other than the ones mentioned above except those who are entitled to Rent-free-quarters and who are not provided with such quarters in which case they are given 15% of pay as HRA in lieu of Rentfree-quarters.

7.5. The bulk of the representations has been for the grant of HRA in all places as the difficulty, almost impossibility of securing accommodation at a reasonable rent is universal. In fact another point which has been made is that the above scheme of HRA compensates only persons residing in urban or semi-urban areas, whereas the persons who really work in the rural areas are totally excluded from the benefit. The rates of HRA in this State are on the lines applicable to the Central Government servants. Under the Government of India HRA at 15% is admissible in respect of places where the population has exceeded 4 lakhs and where the population has exceeded 50,000 the rate is 7 1/2%. The population figure as per the 1971 census has been taken as the basis

and the Mid-census population figures are not taken cognisance of. The next decennial census is only due in 1981. Central Government servants at Hyderabad and Secunderabad only are paid House Rent allowance at 15% of pay whereas the State Government have allowed the HRA at 15% of pay to the employees of Visakhapatnam, Vijayawada, Warangal and Guntur besides Hyderabad and Secunderabad. To this extent there is a variation in the procedure more beneficial than followed by Government of India. Though the population figure should normally form the basis for declaring a town for eligibility to HRA, there may be some places which have exceeded the population of 50,000 in the recent years as compared to the 1971 census population figure. The representation has also been received to consider payment of House Rent Allowance to the employees at Narsaraopet and Chilakaluripeta on the basis of Mid-census population figure. The Commissioner recommends that the Mid-census population figures once in 5 years may be taken into consideration so as to include any towns for eligibility to HRA if the population of such towns exceed 50,000 instead of waiting for the decennial figures once in 10 years.

7.6. It is also noticed that clarificatory orders have been issued by Government that House Rent Allowance would be admissible to the employees whose place of duty is in the proximity of the qualified city or town and who out of necessity have to reside within the city or municipal town provided they satisfy the following conditions.—

(1) The distance between the place of duty and the periphery of the municipal limits of the qualified city does not exceed 8 Kms.

(2) The staff concerned have to reside within the qualified city out of necessity, *i.e.*, for want of accommodation nearer their place of duty. A proposal has been referred to the Commissioner on the basis of representation of MLCs for the waiver of the condition of residence within the municipal town for the eligibility to HRA in respect of teachers and to allow the benefit of HRA to all of them even if they reside within 8 Kms. from the periphery of the qualified town.

7.7. In respect of employees whose offices are located in the municipal towns they are eligible for HRA at the rates applicable to that town irrespective of the place of residence of the employee, while such a restriction has been contemplated only in respect of offices located outside municipal limits but within the radius of 8 Kms. In view of the contiguity of the place of employment being within 8 Kms. from the periphery of the municipal town and in view of the improved transport facilities there will not be an appreciable fall in the rates of rents prevailing in these places within 8 Kms. as compared to the rents prevailing in the municipal towns. There is no reason why the condition of residence in the municipal towns should be insisted upon when such a condition is not insisted upon for the employees whose offices are located within municipal town. The places within the radius of 8 Kms. may be treated as forming part of the municipal town for the limited purpose of payment of HRA if HRA is admissible for the employees in the offices located in that town. The employees working in offices located within a radius of 8 Kms. from the periphery of the municipal town may therefore be made eligible for HRA at the rates applicable for the municipal town concerned.

7.8. The next point for consideration that would arise is whether HRA is to be granted on a percentage basis. The recommendation is for the full merger of D.A. into pay. The maximum D.A. that is merged is Rs. 363 commencing at the level of Rs. 900, the maximum of pay with D.A. being Rs. 2,400. If a percentage basis is adopted there is going to be a rise in HRA drawn by all employees who have been drawing some D.A. or the other prior to the revised pay scales. The maximum D.A. that is drawn by an employee in the State is Rs. 363 and at the present rate of 15% of HRA, additional amount payable would Rs. 54.45 and because of rounding of figures for better salaries this may go up to Rs. 60 in the case of any particular employee. It is also an admitted fact that the house rent has gone up at all places along with indeed more steeply than other items essential for the living. The DA as computed does not take into account the increases on account of HRA. This is not to deny the fact that there is no case for adequate compensation towards HRA. However the considerations that have weighed in respect of revision of salary structure; namely, the reasonableness of the compensation and other factors of social justice calls for similar restraint in this case also. It may be observed here that in the case of Government of India the 15% of HRA at Hyderabad requires the employee himself spending up to 10% of his salary before he claims HRA at a higher rate than the rate admissible on the pay of Rs. 750 and there is no such restriction in the State Government rules in respect of its employees. Further only in one place in the State of Andhra Pradesh, namely, Hyderabad a Central Government employee is eligible to get 15% HRA whereas the State Government has declared 4 more towns for such higher percentage. With the grant of HRA on percentage basis the employees will definitely gain as indicated above and to some extent be able to rent suitable accommodation. There is acute shortage of housing which has led to Rent Control Act, accommodation control etc. Those do not increase the number of houses available for rent. High cost of construction, rates and taxes have also made it unattractive to build houses to rent out. Therefore in metropolitan area, while some houses are available, not in sufficient numbers for taking on rent, the rates are far beyond the reach of the employees, unless they are paid adequate House Rent Allowance.

7.9. The Commissioner therefore recommends that the HRA at the places where it is at present 15% of pay be paid at the rate of 15% of pay on the new scales of pay subject however to the same maximum of Rs. 400. Similarly in the district head-quarters and in other towns where HRA is admissible at 7 1/2% of pay, the same rate of 7 1/2% of pay on the new scales of pay may be continued.

7.10. Grant of HRA to some extent mitigates the high rents but it does not meet the problem of acute shortage of accommodation. Many Government servants are liable to transfer. Often because of Children's education, other commitments and absence of accommodation they are not able to shift their families immediately. All these cast a burden on them. While it will not be practicable to provide Government accommodation in full, a beginning must be made on a phased programme to provide in the next 5 years at least 50% Government accommodation to cover posts, the holders of which are liable to transfer. At least a part of the resources arising out of the Provident Fund with the Government should be used for Constructing houses for

the staff. Liberal advance should be given from the G.P. Fund for building and owning houses. One of the important reasons for resisting transfer is the serious privation suffered in getting rented accommodation.

7.11. At present House Rent Allowance is not admissible at the taluk and sub-taluk head-quarters or in municipalities and municipal towns where the population is less than 50,000. The employees working at Head-quarters of taluks and sub-taluks or in municipalities and municipal towns where HRA is not admissible, are being paid compensatory allowance at Rs.5 per month for those drawing pay up to Rs. 250 and Rs.7 per month for those drawing pay from Rs. 250 to Rs. 400 with marginal adjustments up to Rs. 407 (issued in G.O.Ms.No. 369, Fin. & Plg. dated 16-12-75).

7.12. As observed earlier the criteria of population is a fair basis in determining the area for eligibility to HRA and in these places the rents will be comparatively low as compared to other places. It is not considered necessary to extend the house rent allowance at percentage rates of pay in those places where it is not presently applicable. However, the existing rates of compensatory allowance payable at the head quarters of taluks and sub-taluks or in municipalities and municipal towns where HRA is not admissible may be revised as under:

Rs. 10 per month for those drawing pay up to Rs. 400;

Rs. 20 per month for those drawing pay above Rs. 400.

7.13. Though requests were made to extend similar benefits to employees in other areas, the Commissioner felt it not necessary in view of the fact that these employees are also being paid minimum wage and D.A. on the higher cost indices of the metropolitan cities of the country, which should more than offset the need for such a separate allowance.

House Rent Allowance for employees not provided with rent-free-accommodation where they are entitled to such rent-free-accommodation:

7.14. Under the existing provisions of the A.P. Manual of Special pay and allowances certain government employees are eligible for rent-free-accommodation. But, for lack of adequate housing facilities, those employees entitled to rent free quarters are occupying other private accommodation on rent or their own building. All the Government employees in areas where House Rent Allowance is admissible are given H.R.A. even when they do not come under the category which are entitled to rent-free-quarters. The particular category of employees who are to be provided rent-free quarters in public interest are now given the same house rent allowance as the others who are not so entitled to rent-free-quarters. The additional facility which this category should enjoy is therefore denied. It is however noticed that in the Police Department orders have been issued by Government for payment of an additional 10% of their basic pay in lieu of rent-free-quarters in addition to the usual entitlement of HRA under the general orders. Presumably it had been done to take care of the above factor mentioned. But this has to be done uniformly in respect of all such categories entitled to rent-free-accommodation. As the Government have already in principle recognised

this distinction, it is only equitable that it should be extended to all such categories and the same is recommended for adoption.

City Compensatory Allowance:

7.15. Government had sanctioned city allowance to the employees working in the twin cities of Hyderabad and Secunderabad in G.O.Ms.No. 158, Finance (T.A.), dated 3-8-66. The rates of city allowance were revised from 23-6-71 in G.O.Ms.No. 205, Finance, dated 23-6-71. In partial modification of the orders issued in the above G. O., Government sanctioned in G.O.Ms.No. 265, Finance, dated 8-10-74 revised rates of City compensatory allowance which were subsequently revised from 1-5-75. The city compensatory allowance for the employees in twin cities of Hyderabad and Secunderabad is presently admissible at the following rates.

<i>Pay Range</i>	<i>Rate per month</i>
Below Rs. 250	.. 6.5% of pay subject to a minimum of Rs. 12.
Rs. 250 and above	.. 6% of pay subject to a minimum of Rs. 16.20 and a maximum of Rs. 75

7.16. This is apparently on the pattern of Government of India scheme of granting compensatory allowance to A class cities. There has been persistent demand from all the employees for similar grant in respect of employees outside the city. The idea behind such compensation is that cities like Hyderabad have an element of expensiveness not normally amenable to calculations in the manner of DA or HRA. The plea is that such considerations apply to number of other towns and cities in the State also. It is seen that the amount does not exceed Rs. 75 and the minimum is only Rs. 12. It is not denied that a city like Hyderabad poses certain problems especially in the means of transport apart from houses which are not normally encountered in other towns in a general manner. In view of the recommendation to retain the existing rates of percentage of HRA, despite the fact that full DA is merged in the revised pay structure and no HRA was admissible on the DA element previously, this should go a long way in mitigating the hardship of the employees in those places. So there are no pressing reasons why compensatory allowance should be extended to other places in the State because of the other relief already granted. This is therefore not proposed to be extended to any other place. However in the case of Hyderabad and Secunderabad as there is no pay scale below Rs. 250 in the revised pay scales, the formula of 6% of pay may be adopted for all ranges of salary, subject to however to a maximum of Rs. 75 only.

Other Allowances:

7.17. It is seen that the employees are in receipt of the following allowances, namely, Hill Station Allowance, Bad Climate Allowance, Project allowance or Construction allowance. These allowances are now paid either on a percentage basis as in the case of Bad climate allowance or on a slab rate as in the case of Hill station allowance or Construction allowance. It is not denied that an employee is put to extra hardship

and expenditure in all these localities on account of the inadequate development of the area and want of required facilities. He is called upon to bear additional expenditure over and above what he is required to do in places otherwise well-developed. Certain privations are undergone and additional expenses are incurred because of remoteness when one who ordinarily expects to be posted to places with reasonable amenities is posted to remote areas without adequate amenities. An official does not live by work alone he and his family require certain surroundings, certain facilities for fellow ship, civic amenities etc. Absence of such facilities throw a financial burden on the official. That has to be compensated by other allowances. So the need for these allowances is not questioned. However it is difficult to quantify precisely, the additional expenditure that an employee would be subject to in these areas as each project or unhealthy locality or hill station is unique in its own way. The principle behind the grant of these allowances is a gesture on the part of Government to compensate for the additional hardship and expenditure. It is recommended that a flat rate of 10% of basic pay may be given rounded off to the nearest rupee subject however, to a maximum of Rs. 150 in the respective localities:

Bad Climate Allowance:

7.18. In G.O.Ms.No. 245, Finance (TA), dated 12-9-78 the rates of Bad climate allowance for all the Government servants working in unhealthy localities have been revised and the rates sanctioned therein are 15% of pay subject to a minimum of Rs. 25 per month and maximum of Rs. 100 per month. In view of the recommendation above the rates of Bad climate allowance may be at 10% of pay subject to a maximum of Rs. 150 per month.

7.19. A proposal has been received from the Irrigation & Power Department for payment of Bad climate allowance to the contingent employees in Srisailam project. A view has been expressed that they are not eligible for any compensatory allowance and that no decision can be taken in isolation regarding the contingent staff of one project alone. If other compensatory allowances are admissible to the full-time employees paid from contingencies, the recommendation on 'Other Allowances' would apply.

Hill Station Allowance:

7.20. At present Special compensatory allowance (Hill station allowance) is allowed to the non-gazetted employees employed in Tirumala hill station and Horsely hill station in Chittoor district and Nagarjunakonda in Nalgonda district, the rates of Hill station allowance being at slab rates ranging between Rs. 4.50 and Rs. 22.50 depending upon the average of each of these grades. The recommendation on other allowances dealt above would apply to this allowance also for those categories of non-gazetted employees who are entitled to the hill station allowance under the existing orders.

Construction Allowance:

7.21. A proposal has been referred by the Irrigation & Power Department to consider the revision of construction allowance and HRA

in lieu of Rent free quarters along with the opinion of Chief Engineers of Major Projects and the Financial Advisor (Projects). At present construction allowance is being paid to the employees working in the Major Projects i.e., Nagarjunasagar project, Srisailam and Pochampadu. The Construction allowance rates vary from Rs. 4.50 up to Rs. 100 as detailed below:

<i>Sl.No.</i>	<i>Category</i>	<i>Rate</i>
		Rs.
1.	Superintending Engineer ..	100.00
2.	Officers of Grade of E.Es. or equivalent status ..	50.00
3.	Officers of the grade of Assistant Engineers or equivalent status ..	35.00
4.	Junior Engineers (degree holders) and other NGO's of equivalent status in the Account Branch ..	30.00
5.	<i>Other Non-gazetted Officers:</i>	
	(a) On a basic pay of Rs. 354 and above ..	25.00
	(b) On a basic pay of Rs. 304 to Rs. 353 ..	20.00
	(c) On a basic pay of Rs. 240 to Rs. 303 ..	12.50
	(d) Last grade servants in the scale of Attenders ..	4.50

7.22. The earlier recommendation on other allowances would cover the payment of Project allowance or Construction allowance to the staff working in those project areas.

7.23. For the reasons already mentioned on other allowances, the payment of construction allowance or project allowance would be admissible only for the employees whose place of duty is within the project area which are undeveloped with very few living amenities. There is no reason why this construction allowance should be paid to such staff who are not actually working in the project area. If the construction allowance is being paid to the staff working in places which are not within the project area the same may be discontinued.

7.24. Regarding the payment of HRA in lieu of Rent free quarters the recommendations earlier on HRA in lieu of rent free quarters to the staff working in the projects who are entitled to rent free quarters would cover this aspect of the proposal.

7.25. In so far as the question of extension of the payment of Construction allowance to the employees of the Godavari Barrage Project there is no reason why the Construction allowance should be extended to the employees of this project in view of the fact that the project is located in a developed place.

Compensatory Allowance in Lieu of Residential Attenders:

7.26. In G.O.Ms.No. 326, Finance, dated 5-4-1948 of the Government of Composite Madras State, the scale was prescribed to regulate the provision of Peons at the residences of Officers as under:

- | | |
|---|--|
| Heads of Departments, Secretaries to Government including the C.S., Regional Officers, District Collectors, Judges and Executive Engineers. | .. One peon for Office and 2 peons for residence. |
| Other touring gazetted Officers and Officers in the Secretariat viz., Dy. Secretaries, Under Secretaries and Assistant Secretaries. | .. One peon for Office and one peon for residence. |

7.27. With a view to rationalise Office establishments and in view of the representations that the system of the residential peons was not proving useful and that it might be discontinued, orders have been issued in G.O.Ms.No. 1059, dated 11-11-1971 wherein Government have decided in principle that the system of providing Government peons at the residence of Officers should be discontinued and that it should be done gradually as and when vacancies arise in the cadre of peons on account of the retirement, creation of new posts, etc., to avoid retrenchment of peons. Government have also decided therein that Officers from whom residential peons are withdrawn be paid a compensatory allowance of Rs. 75 for every residential peon withdrawn subject to a maximum of Rs. 150 p.m. to enable such Officer to employ a person or persons to attend to the need of the Officers in the discharge of official work at his residence:

7.28. The above rate of Compensatory allowance in lieu of residential attenders was subsequently enhanced to Rs. 125 p.m. subject to a maximum of Rs. 250 in G. O. Ms.No. 608, G.A., dt. 11-8-1976.

7.29. The above indicates only a general class of Officers entitled to residential Attenders. Of late a number of new posts have been created. While it may be easy to establish equivalence in respect of posts at the level of Deputy Secretaries and above or Heads of Departments and above, it is really difficult in the absence of any other criteria, to determine if a particular Gazetted Officer is a touring Officer or not. It is understood from the Finance Department that there is no drill or exercise undertaken to declare any Gazetted Officer as touring. Probably, the touring, etc., has to be assumed from the duties attached to the posts. In respect of posts where touring duties are involved and where travelling allowance is applicable as against F.T.A., this does not imply automatically that he is a touring Officer. From the general concept of the term and the working of the Government it has to be presumed that a touring officer is one whose duties normally require him to be on tour for more number of days in a month than in office, and therefore he will be obliged to attend to a large number of files at his residence; cases have been noticed especially in respect of posts newly created with the designation of Tahsildars, etc., but working in relatively stationary jobs, residential peon is not sanctioned while Tahsildars as a cadre are entitled to this type of allowance. It has been urged before the Commissioner that the Government should do away with this distinction and the residential peon should be sanctioned for all Officers above a particular pay range.

This will be difficult to accept as the sanction would be based other than on the need for a residential peon and that would become a permanent addition to the scale of pay. The criteria adopted by the Government so far, viz., that the Officers should be a touring one or otherwise an Officer who is entitled to attend to files at home is a salutary principle, though it may be difficult to classify Officers into these categories. So the present criteria in respect of Senior Officers who because of other pre-occupations in the Offices, even though they are not touring, would be obliged to attend to files at the residences, the entitlement of peons as at present may continue. But the case of Officers whose primary duty is in the field and who generally tour for a larger number of days than in headquarters and who have also to attend to the supervision of an Office leading to heavy file work at home, they should be also entitled to a residence peon as before. It would therefore be necessary for the Government while sanctioning any new posts to sanction residential peons where such are needed. Then the entitlement to a residential peon is left in no doubt. The rationalisation adopted by the Government is a fair one and this should be further amplified to eliminate the type of ambiguities which have arisen in respect of some other posts newly sanctioned and for whom no specific declaration as Touring Officer has been made. At this stage the Commissioner would invite attention to the representation very strongly made by the Class IV association who represented that the scheme of sanctioning of allowance in lieu of residential peons is not working to their advantage in the sense that a number of officers have been utilising the services of peons even after drawing the allowance putting the office peons into an avoidable difficulty. They also stated the ban on recruitment of peons should be lifted so that more number of peons could be recruited so that the office work does not suffer and simultaneously increase the employment opportunities at that level and the peons are not put to this embarrassment. There is no doubt true that there is considerable force in this representation that the number of posts of peons is progressively reducing but the Government should as in the case of other orders ensure that these orders also are strictly complied with by the Officers to whom such allowances are sanctioned. The ban is imposed in an entirely different context and the Class IV in a Government as a progressive employer, should be done away with and replaced with a more rational system like Messenger and other modern aids.

7.30. Representations have also been received for grant of compensatory allowance in lieu of residential attenders from Section Officers of the Secretariat on the ground that when the scale of residential attender was fixed in 1948, the Assistant Secretary to Government was the lowest Gazetted category who were made eligible for this concession and that the same should be extended to them as Section Officers are the lowest Gazetted category now. It would be difficult to consider the request as the criteria in respect of Senior Officers who because of other pre-occupations in the Office though not touring Officers would be obliged to attend to files at residence does not apply to this category.

7.31. It is not possible to classify that all Touring Gazetted Officers should have a residential peon. Such facility should be restricted to such Officers where touring is compulsory for not less than

10 days in a month and where the touring Officer because of the large Office has to supervise and will have to do considerable file work at his residence after the touring. Each Department of the Secretariat will have to issue specific orders declaring the holder of a Gazetted post as a Touring Gazetted Officer and also satisfy themselves whether the duties of that post require considerable file work to be done at home by that Officer before that post could be considered for a residential attender and a compensatory allowance in lieu thereof. Even in respect of fresh Gazetted Posts, in order to avoid ambiguity, along with the sanction of those Gazetted posts the residential peons posts will have to be sanctioned if the duties of that post require the Officer to do considerable file work at home in view of the pre-occupations in the Office. The extension of this benefit to the new posts or categories of employees will have to be examined in detail and with circumspection. The categories of posts for which residential peon or compensatory allowance in lieu thereof have already been sanctioned may however remain.

Uniform Allowance/Dhobi Allowance:

7.32. Uniform allowance or Dress allowance is given to the employees in some departments where the categories by their terms of employment are required to wear uniform. No uniform procedure is being followed either in the matter of supply of the dress material or in the payment of Uniform allowance. In the same department certain categories are supplied with cloth, while some other officers are paid uniform allowance. From the representations received it is seen that the requirements of cloth, stitching charges, maintenance etc., have been differently given. Of course these are all matters which are amenable to a proper survey and calculation. It is quite possible for any department to ascertain from the market the cost of material, its preparation etc. It is also not known on what basis the various existing rates are fixed. A survey of the price of these articles and its processing etc., and their life of useful service to the employees, on the basis of which alone a definite quantum of allowance payable to the employees can be calculated, has however not been undertaken by the Commissioner. As Government have already been supplying cloth to certain categories it would not be difficult for them to extend this benefit even to the higher ranks also. When the Government goes in for this type of bulk purchase, that should definitely result in economy. Care must be taken that cloth and material of quality, durability, of fast colour etc., are alone purchased. It should not be taken as an opportunity to dispose of unwanted or slow-moving stock sacrificing quality and acceptability. Till such could be ensured as well as prompt supply well in time, monetary allowance can continue to be given in lieu of material.

7.33. Subject to the general observations above the department-wise position is dealt with below.

Police Department:

Police Constable and Head Constable:

7.34. They are being supplied cloth by the department and also stitched by the department and no uniform allowance is paid to them.

They are also supplied shoes, socks etc. The procedure of supply of cloth may continue. At present maintenance allowance is being paid to these categories at Rs. 3.35 per month which obviously is insufficient for maintaining uniform. The maintenance allowance for the Police Constables and Head Constables may be enhanced to Rs. 5 per month.

Inspectors and Sub-Inspectors:

7.35. They are being paid uniform allowance at the following rates:

Inspectors of Police: Rs. 350 renewable in 5 years

Sub-Inspector of Police: Rs. 250 renewable in 5 years

7.36. These rates of uniform allowance have been fixed in January, 1975. The same rates of uniform allowance may therefore be continued. They are not being paid any maintenance allowance at present. In the Excise department the Excise Sub-Inspectors and Excise Inspectors have been allowed maintenance allowance. The Sub-Inspectors and Inspectors of police may also be allowed maintenance allowance at Rs. 10 per month.

Deputy Superintendents of Police:

7.37. Deputy Superintendents of Police on their initial appointment are given a grant of Rs. 1000. The Uniform allowance of Rs. 500 is allowed to the Deputy Superintendents of Police renewable in 5 years. No maintenance allowance is sanctioned to the Deputy Superintendents of Police. As the Police Officers are to be in uniform, being disciplined force; the Deputy Superintendents of Police may also be allowed maintenance allowance at Rs. 10 per month.

Excise Department:

7.38. For the Excise constables they are being supplied cloth by the department and stitching charges are also paid by the department. The procedure of supply of cloth and stitching by the department may continue. They have also been sanctioned the maintenance allowance of Rs. 60 per annum which is Rs. 5 per month. No change in the rate of maintenance allowance is called for.

7.39. The following categories in the Excise department have been sanctioned an initial grant as well as maintenance allowance in April 1976 at the following rates:

	<i>Initial Grant</i>	<i>Maintenance Allowance</i>
Excise Sub-Inspector	Rs. 250	Rs. 40 per annum
Excise Inspector	Rs. 350	Rs. 50 per annum
Asst. Excise Superintendent/ Excise Superintendent/ Asst. Commissioner	Rs. 750	Rs. 80 per annum
Deputy Commissioner of Excise	Rs. 1000	Rs. 100 per annum

7.40. The rates had been fixed in April 1976, no change is called for.

Fire Services:

7.41. No uniform allowance is being paid and for all the personnel, cloth is supplied and stitching charges are borne by the department. The present system of supply of cloth by the department may continue. No maintenance allowance is being paid to them at present. They may also be paid the maintenance allowance at the same rate as in the Police department for corresponding categories.

Prisons Department:

7.42. Jawans in this department are supplied with cloth and stitching charges are borne by the department. The present system of supply of cloth by the department may continue. No maintenance allowance is being paid to them. They may also be paid maintenance allowance at Rs. 5 per month as in the case of Police Constables.

7.43. Uniform allowance is being paid to the following categories:

Deputy Jailors	.. Rs. 200 renewable in 5 years.
Jailors	.. Rs. 250 renewable in 5 years.
Deputy Superintendent and other Executive categories	.. Rs. 500 renewable in 5 years.
Superintendent, Central Prison	.. Rs. 1000 renewable in 5 years.

7.44. The above rates of uniform allowance having been fixed in January, 1977 enhancing the earlier rates of the allowance, no change in the above rates is called for. They may however be paid maintenance allowance as in the Police department for the corresponding categories.

Forest Department:

7.45. Forest Guards and Forestors are being supplied cloth by the department. The present system of supply of cloth may continue. The Deputy Range Officers and Range Officers are not paid uniform allowance although they are required to be in uniform while on duty and they have requested for the payment of uniform allowance for these categories also. They may also be supplied with cloth by the department. When they are supplied uniform they may also be paid maintenance allowance at Rs. 10 per month.

Transport Department:

7.46. Motor Vehicle Inspectors and Assistant Motor Vehicle Inspectors are given a uniform allowance of Rs. 250 and Rs. 200 respectively renewable in 5 years. They are not being paid any maintenance allowance. Though there is no need for enhancing the uniform allowance, yet they may be allowed maintenance allowance at Rs. 10 per month.

Weights and Measures Department:

7.47. The Maistries and Manual Assistants are being supplied cloth by the department. The present system of supply of cloth for these personnel may continue. They may however be paid a maintenance allowance at Rs. 5 per month.

7.48. The Senior Inspectors and Inspectors are being paid uniform allowance and maintenance allowance of Rs. 100 per annum and Rs. 80 per annum respectively. This has been sanctioned to these categories only in February, 1978. No change in the rates is called for.

Medical and Health Department:

7.49. *Staff Nurses*:—They are being paid a uniform allowance at Rs. 180 per annum and Dhobi allowance at Rs. 10 per month. These rates have been fixed from 1-9-1977 enhancing the previous rates prevailing prior to 1-9-1977. The rates having been revised recently, no change is called for.

Health visitors/Maternity Assistants:

7.50. They are being paid Uniform allowance at Rs. 50 per annum and Rs. 45 per annum respectively and they are also paid Dhobi allowance at Rs. 1.75 per month. These rates have been fixed in 1958. The Uniform allowance may be enhanced to Rs. 100 per annum. The Auxiliary Health Workers are also in receipt of Uniform allowance at Rs. 100 per annum which may continue for this category. All the 3 categories may be allowed maintenance allowance at Rs. 10 per month as in the case of Staff Nurses.

Indian Medicine Department:

7.51. The Staff Nurses in this department are paid Uniform allowance of Rs.100 per annum and they are paid maintenance allowance at Rs. 3 per month. It has been represented that their rates of Uniform allowance and Dhobi allowance should also be enhanced on par with their counterparts in the Medical department. The Staff Nurses in the Indian Medicine department may also be allowed uniform allowance of Rs. 180 per annum and maintenance allowance at Rs. 10 per month as applicable to Staff Nurses in the Medical Department.

General :

7.52. In the case of Roneo-operators, Jamedars, Drivers and Class IV employees who are eligible for uniform under rules, they are supplied with the uniforms duly stitched. The stitching charges have also been fixed in G.O.Ms.No. 587, Home, dated 26-4-1978. The present system of supply of cloth and stitching may continue and no change is called for.

Non-Private Practice Allowance (NPPA) :

7.53. At present the Non-Private Practice Allowance is payable to the Medical Officers who are not permitted to engage themselves in

private practice. The following are the categories of doctors who are being paid NPPA at the rates shown against each.

<i>Category</i>	<i>Amount of NPPA</i>
Director of Medical & Health Services	} Rs. 250
Addl. DMS	
Director, Institute of Preventive Medicine	
Assistant Director of Medical Services (ESI)	} Rs. 200
Chief District Medical Officers of Health	
Professors or Lecturers in Forensic Medicine (Civil Surgeon Cadre) in Medical Colleges	
Chemical Examiner to Government	
Assistant Director (Biological Standards) I.P.M.	
Deputy DMS	} Rs. 100
Assistant Director of Medical Services (CD)	
R.M.O. (Civil Surgeon Cadre)	
Civil Assistant Surgeons in Primary Health Centres & Rural Health Centres; C.A.S. (ESI)	
Lecturers, Forensic Medicine in Medical Colleges (In CAS Cadre)	
Assistant Director (I.P.M.) Blood Bank	} Rs. 100
Lady Medical Officer, Raj Bhavan Dispensary	
Deputy District Medical and Health Officer	} Rs. 75
R.M.O. (CAS)	
<i>Civil Asst. Surgeons:</i>	
Jails, Police Hospital, Vijayanagaram & Hyderabad	} Rs. 75
Auxiliary Health Workers Training Centre, Leprosy centres, Hospitals and clinics and where private practice is not allowed.	

7.54. The above rates of NPPA have been fixed in G.O.Ms. No. 3206, dated 22-9-1964 except in the case of A.D. Biological Standards, I.P.M. and Lady Medical Officers, Raj Bhavan in whose cases the rates of NPPA were allowed from July 1975 and May 1977 respectively. There have been requests for the enhancement of the existing NPPA to the extent of 50% of pay.

7.55. The argument of the Association was that when general ban on private practice was introduced some years ago, a uniform percentage of pay, subject to a maximum of Rs. 400 p.m. was given as non-private practice allowance to all doctors. Even those who because of the posts held by them in which they were not allowed to have private practice but paid a compensation became entitled to the higher compensation. But when the total ban was removed and the ban attached to specific posts continued, they were reverted to old low NPPA. They stated that it was unfair to do so and the enhanced NPPA should have been retained for the holders of such posts. The information available is that when challenged in a court, the Government's action has been upheld.

7.56. Some also urged that there should be general ban on private practice and the enhanced allowance given. Government have indicated that it is not now proposed to impose a general ban on private practice and consequently give non-private practice allowance to all doctors.

7.57. A general increase of NPPA would have to be considered when there is a comprehensive ban on private practice. Total ban once introduced had to be withdrawn due to various legal, administrative and practical considerations. When such a decision is taken then the rates to be paid, the nature of effective ban that could be imposed, whether there should be pay clinics with some part of the income going to the doctors will have to be considered. Such a practice was there even without pay clinics when doctors issued medical certificate and a part of regulation fees was retained by them and the rest remitted to the Government. It is understood that it still continues.

7.58. What now prevails is payment of allowance called Non-Private Practicing Allowance when doctors hold posts like—

- (i) R.M.O., where they have to reside in the hospital compound;
- (ii) certain administrative posts where doctors are mostly engaged in Medical Administration but with no professional work;
- (iii) in rural and remote areas where the medical care is mostly administered in the hospital and dispensary, seldom do patients call for professional service in their residence, and
- (iv) posts in non-clinical wing where there is no scope for engaging in practice.

7.59. Doctors in Government service have to be posted during the course of their career to man such posts under categories (i); (ii); & (iii) and Doctors voluntarily opt for category (iv).

7.60. No material has been placed before the Commissioner of what is the median average of net income derived by junior, middle level doctors and specialists. Any compensation will have to bear relation to the median line of net income from private practice as revealed in income-tax return etc. It is not obviously possible to arrive at a rate of NPPA based on a few individual cases. Many specialists and doctors whose skills are in higher demand would be earning several thousand rupees a month and a few who can practice must be getting very little or may not practice at all.

7.61. What the Commissioner has to go on with is the rate now paid to the various categories. The existing rates of Rs. 75 and Rs. 100 may be enhanced to Rs. 100 and Rs. 125 respectively. The rates of Rs. 200 and Rs. 250 for certain other categories being fairly adequate, no change in these rates is necessary.

7.62. Incidentally it is observed that in the case of DMS and ADMS and Director, IPM the remuneration paid to them for loss of private practice has been classified as special pay instead of compensatory allowance in G.O.Ms.No. 1092, Health, dated 20-10-1975 read with G.O.Ms.No. 483, M&H, dated 1-8-1978, while in the case of other Medical Officers for whom NPPA is allowed it is treated as compensatory allowance. Miscellaneous allowances include compensation to Medical Officers for loss of private practice (Rule 21 of the A.P. Manual of Special pay and allowances) and the allowance for the loss of privilege of private practice is treated as compensatory allowance [Ruling 2 under FR 9 (5)]. It is not clear as to why in the case of these three categories alone this has been classified as special pay. If it is the intention of Government that the allowance granted for loss of private practice is to be treated as special pay which counts as emoluments for pension, then this benefit should be made applicable to all the Medical Officers entitled to the NPPA. If it is not the intention of Government to treat it as special pay, then the existing orders in respect of these three categories would require a second look.

Ration Allowance:

7.63. The Nursing staff in the Medical institutions i.e. Staff Nurses, Head-Nurses, Nursing Superintendents Gr. I and Gr. II, Nursing Tutors Gr. I and II are presently in receipt of Ration allowance at Rs. 30 per month. The above rate of Ration allowance is said to be in force from 1944. The Ration allowance is paid to the Nursing staff to meet the nutritional requirements in the discharge of their duties. It was represented before the Commissioner that the existing Ration allowance which was fixed long time back may be enhanced to Rs. 100 per month.

7.64. The rates of Uniform allowance and Dhobi allowance have apparently been enhanced for the reason that the earlier rates of Rs. 100 per annum and Rs. 3 per month were inadequate and were also fixed long time back. The same reason would also apply to this allowance. Though the cost of living index having gone up due to rise in price in the cost of essential commodities and though this has been compensated by the grant of Dearness allowance, yet there has been no increase in the Ration allowance which is a facility extended to this Section of the

employees. The existing rate of Ration allowance of Rs. 30 which was fixed in 1944 and continues to be the same may be enhanced to Rs. 75 per month only.

Incentive for Service in Tribal Areas:

7.65. A proposal has been referred by the Social Welfare department regarding the incentive for service in the tribal areas covering the following—

(1) Enhancement of unhealthy locality allowance.

(2) Provision of Rent free quarters for all Government servants in the divisional, taluk, block headquarters and other villages in scheduled areas and payment of HRA at 7 1/2 % of pay in lieu of Rent free quarters till such time they are provided with Rent free quarters.

(3) Grant of special pay at 20% of pay for those with headquarters at divisional, taluk and block headquarters in tribal sub-plan areas; 30% for those with headquarters in Firka headquarters or other big villages having a Gram Panchayat in Tribal sub-plan area and 50% of pay for those whose headquarters is situated in remote tribal villages other than divisional, taluk, block, firka headquarters or Major Gram Panchayats.

7.66. In regard to the first item, that is, the enhancement of unhealthy locality allowance, the earlier recommendation on Bad climate allowance would cover this. With regard to the second item, one point has to be borne in mind in tribal areas, much more than in other areas, houses are not available, much less houses for rent. While HRA may be given that would not be sufficient. Houses must be built and rent free housing accomodation provided in an accelerated programme.

7.67. In regard to the item No.3 it is seen that this is in the nature of a special incentive pay which is proposed to be given in the form of special pay. The special incentive pay does not fall within the definition of special pay and hence the proposal in the present aspect does not fall within the scope of the PRC.

Special Separation Allowance for the A. P. Special Police Personnel:

7.68. A proposal has been referred for the grant of special separation allowance at the following rates to the A.P. Special Police personnel who are continuously away from their families and their headquarters for more than one month at the following rates:

Police Constables	..	Rs. 15 per month.
Non-Commissioned Officers	..	Rs. 20 per month.
Junior Officers	..	Rs. 30 per month.
Assistant Commandant	..	Rs. 50 per month.

7.69. The main reason for the proposal is that they are entitled to Daily allowance at full rates for the first 10 days and 3/4 Daily allowance beyond 10 days for 20 days and that no daily allowance is admissible beyond 30 days and that they should be compensated for the long absence from headquarters leaving their families having been deprived all the facilities at home whenever they are deployed on outside duty away from headquarters. It would not be appropriate to consider payment of any monthly allowance on this score and to treat it as special pay as it does not fall within the definition of special pay nor does it come under compensatory allowance. This can be taken care of by suitably relaxing the A.P.T.A. Rules as in the case of Election, Natural Calamities etc., and that should meet the above purpose.

7.70. There have been requests for payment of certain allowances as under:

Night allowance, Mess allowance, Medical allowance, Investigation and Prosecution allowance, Medical and Educational allowance, Secretariat allowance, Security allowance.

7.71. These allowances are not classified under compensatory allowances and hence they do not fall within the terms of the Pay Revision Commission.

CHAPTER—IX

(Retirement Benefits)

9.1. The Government issued additional terms of reference in G.O.No. 70, General Administration (Spl.) dated 28th January, 1978 to review the existing retirement benefits of all categories of the employees of the State Government, Local Bodies and Aided Institutions and to examine the question of extension of retirement benefits to the Work-Charged Establishment and to make suitable recommendations in this regard.

9.2. Almost all Associations and especially a large number of State and District-level Pensioners Associations made representations and also replied to the questionnaire on pensions issued by the Commissioner. The need is seen for rationalising the pension on account of the number of changes that have taken place in the structure of emoluments paid to the employee. Right from the time when the Indian Pension Act was passed in 1871 up to the time of the outbreak of the Second World War in 1939-40, the emoluments of a Government employee comprised pay alone. It was only after 1939-40 that other components such as Dearness Allowances or House Rent Allowance or Compensatory allowance, etc., came into existence. It is therefore to be concluded that the total economic means which sustain employee throughout the month is the total pay and allowances that an employee receives, but however in the question of determining the quantum of pension only the basic pay played a predominant role in arriving at it. It has also been urged before the Commissioner that in the circumstances of a large number of allowances accruing to the employee granted by the Government as a means to keep up with the rising cost of living, it will be just and rational that the quantum of pension should be related to the basic pay along with all these allowances. They also urged that liberalisation of pension rules should be applied retrospectively to those already drawing pension and not merely to those who retire after that date; pension is pay deferred, just as revision of pay applies to all in-service so should revision of pension apply to all pensioners. Pension should also be revised when pays are revised upwards.

9.3. The pensionary benefits admissible to Government servant retiring from service or to his family are determined with reference to the Pension Rules applicable to them on the date of retirement or death. There are different sets of rules applicable to the employees of this State Government, i.e. the provisions relating to pensions in the Civil Service Regulations, the Old Pension Rules of Ex-Hyderabad State, the Revised Pension Rules, 1951 of the Ex-Hyderabad State and the Andhra Pradesh Liberalised Pension Rules of 1961. Apart from these, the family pension admissible to the survivors of the deceased employees has to be determined with reference to the Rules for Compassionate Pension and Gratuity in Appendix XIV of the Hyderabad Civil Service Rules and the provisions relating to Family Pension in the Revised Pension Rules of 1951 of the Ex-Hyderabad State, the provision relating to family pension

in the Liberalised Pension Rules of 1961 and the Family Pension Rules of 1954 depending upon the rules by which a deceased employee is/was governed. Government have liberalised the pensionary benefits admissible to their employees further since the above rules were issued and consequently a number of amendments have been issued to these rules.

9.4. As a social security measure Government have also extended certain benefits to the widows/families of the employees of the State Government whose families were not entitled to any family pension as such under the rules as in force at the time of their death. Under this scheme the widows of the employees of the former Andhra Area who were in service from 1-10-1953 to 31-10-1956 and died during that period or retired during that period but died thereafter, are entitled to family pension subject to certain conditions. Similarly, the survivors of the employees, of the former Hyderabad State governed by Revised Pension Rules, 1951, whose family pensions stood discontinued on the expiry of the prescribed period for which they were admissible under the rules, have also been extended certain benefits by way of family pension. Widows of inferior employees of the former Government of Hyderabad who were governed by the Family Pension Fund and who were not eligible for compassionate Pension under the rules, have been granted family pension benefit payable for their life or remarriage whichever is earlier. The widow or eldest surviving minor child of a Government servant who was in service during 1-11-1956 and 31-3-1961 and was governed by the provisions relating to pension in the Civil Service Regulations and died while in service or retired during this period but died thereafter is also entitled to family pension. These have resulted in a spate of orders being issued from time to time laying down the terms and conditions governing these pensions.

Classification of Pension:

9.5. Pensions for superior service are classified into following four categories (Article 424 Andhra Pradesh Pension Code).

1. Compensation Pension.
2. Invalid Pension
3. Superannuation Pension.
4. Retiring Pension

Compensation Pension:—It is granted to an Officer who is selected for discharge owing to the abolition of a permanent post.

Invalid Pension:—Invalid Pension is awarded to an Officer who by bodily or mental infirmity is permanently incapacitated for the Public Service or for the particular branch of it to which he belongs.

Superannuation Pension:—Superannuation Pension is granted to an Officer in superior service entitled or compelled by rule to retire at a particular age.

Retiring Pension:—The Retiring Pension is granted to an Officer who is permitted to retire after completing qualifying service for thirty years or such less time as may be prescribed for any special class of Officers. He should give notice in writing of the intention to retire.

9.6. Amount of Pension:—Pension is determined with reference to the length of service and average emoluments drawn during the last 10 months before the month of retirement (with effect from 1-9-1976). The scale of Pension under Civil Service Regulations is based on the number of six monthly periods of service up to a maximum of sixty half yearly (six monthly) periods and the maximum scale of pension is 30/60 of the average emoluments subject to a maximum of Rs. 6,000 per year. The scale of pension admissible under these rules are given in Schedule-I annexed to the pension rules under the Civil Service Regulations. Under the Liberalised Pension Rules, 1961, as liberalised from time to time, in addition to the retirement gratuity (D.C.R.G.) dealt separately, the scale of pension at present is based on the number of six monthly periods of qualifying service and the maximum scale of pension is 66/160 of average emoluments subject to the overall limit on the amount of pension as Rs. 12,000 per annum.

9.7. Calculation of Qualifying Service:—The entire Service except the following periods count for the purpose of calculation of qualifying service.

1. Overstay of leave or joining time which is not regularised.
2. Suspension adjudged as penalty.
3. Extraordinary leave in excess of 36 months in the entire service taken other than on medical grounds.

9.8. Emoluments reckoned for Pension:—In case of retirement on or after 1-4-1963 the term 'emoluments' means the emoluments which the Officer was receiving immediately before his retirement and includes—

- (a) Substantive pay in respect of a Permanent post other than a tenure post, held in a substantive capacity.
- (b) Pay drawn in temporary or officiating post.
- (c) Officiating pay in a higher permanent post or higher temporary post.
- (d) Personal allowance allowed for loss in substantive pay or officiating pay in respect of a permanent or temporary post other than a tenure post.
- (e) Special pay attached to the post other than tenure post.
- (f) Fee or Commission if they are authorised emoluments of an appointment and are in addition to pay.

9.9. *Average emoluments*:—Average emoluments means the average of emoluments drawn during the 10 months immediately before retirement (1-9-1976).

9.10. *Applicability of Old Pension Rules (Hyderabad Civil Services Rules)*:—All Ex-Hyderabad State employees whether belonging to superior or inferior service, who retired before 1-6-1951 are governed by these rules. However Government extended the benefit of these old pension rules to such of the inferior Government Servants who were on leave preparatory to Retirement on 1-6-1951.

9.11. *Applicability of Revised Pension Rules of 1951 in Hyderabad Civil Services Rules*:—These rules are applicable to all Government servants in superior service of Ex-Hyderabad State (i) who entered Government Service on or after 1st June, 1951 and (ii) who were in Government service on 31st May, 1951, but have elected to be governed by these rules and (iii) to all Government servants in inferior service. The superior Government servants who were in service on 31st May 1951 and failed to exercise option within the stipulated time i.e. before 30-11-1951, are automatically brought over to these rules.

9.12. *The Andhra Pradesh Liberalised Pension Rules, 1961*:—These Pension rules came into force with effect from 1-4-1961 and apply to those who retire on or after 1-4-1961.

9.13. *Applicability*:—They apply to all Government servants except in the cases of the following:—

- (a) Government servants employed in Government Industrial Undertakings (to whom Factories Act, 1948 applies).
- (b) Government servants who belong to non-pensionable service.
- (c) Copyists of the Revenue Department.
- (d) Government servants who elect to continue under the existing Pension Rules.
- (e) Employees of the former Estates abolished under the Andhra Pradesh Estates Abolition Act and who were not eligible for pension under the Estate.
- (f) Local Fund Employees governed by Article 802 to 804 Civil Service Regulations.

9.14. Under these rules the pension is determined with reference to length of service and average emoluments during the last 10 months of service (with effect from 1-9-1976). Pension is admissible for 20 completed six monthly periods of qualifying service or more. Service gratuity only is admissible if the qualifying service is less than 20 six monthly periods. The scale of service gratuity or pension is based on the number of six monthly periods of qualifying service. Fraction of a year equal to six months and above is treated as a completed six monthly period for calculation of completed six monthly periods of service.

9.15. *Retirement Gratuity:* The retirement gratuity (earlier called Death-*cum*-Retirement Gratuity) is a retirement benefit in addition to Pension or Service Gratuity. Pension is admissible for 10 years of qualifying service or more. No monthly pension is given for service of less than 10 years but a lumpsum amount of service gratuity is paid. Retirement Gratuity is an addition to the above benefit of pension or Service Gratuity. This is payable on retirement or on death having completed 5 years of qualifying service.

9.16. *Rates of Retirement Gratuity:*

- (1) On retirement from service: In this case the retirement gratuity is equal to 1/4 of the emoluments of the Government servant for each completed six monthly period of qualifying service subject to a maximum of 16 1/2 times of the emoluments, provided that in no case it shall exceed Rs. 30,000.
- (2) Death while in service after completing 5 years qualifying service: If the Government Servant who has completed five years' qualifying service dies while in service the gratuity is subject to a minimum of 12 times his emoluments at the time of his death, provided that in no case it shall exceed Rs. 30,000.
- (3) Death within five years from the date of retirement: If the Government servant who has become eligible for pension or gratuity dies within five years from the date of retirement and the sums actually received by him at the time of death on account of service gratuity or pension (including temporary increase of Dearness Allowance) together with the retirement gratuity and the commuted value of any portion of pension are less than 12 times the emoluments at the time of his retirement the difference can be paid to the family of the Government servant.
- (4) Death before completing 5 years of qualifying service: Family of deceased is entitled to Gratuity.

If a permanent Government servant holding a pensionable post dies before completing 5 years of qualifying service, his family is granted a gratuity equal to 6 times his emoluments at the time of his death. In case the death occurs in the first year of service the gratuity equal to 2 months emoluments is granted.

Andhra Pradesh Government Servants: (Family Pension) Rules, 1964:

9.17. These rules came into force with effect from 1-1-1964. They deal with the Provisions relating to Family Pensions.

Eligibility to Family Pension:

9.18. The Family of the Government servant who dies while in service or after retirement having put in service for a total period of not less than one year is granted family pension.

Scale of Family Pensions: Death while in service or after retirement after service of one year:

9.19. If the Government servant dies while in service or after retirement having put in service for a total period of not less than one year, a family pension is granted to his family according to the following scale.

<i>Limits of pay</i>	<i>Rate of monthly family Pension</i>
1. Below Rs. 400	.. 30% of pay subject to a minimum of Rs. 60 and maximum of Rs. 100
2. Rs. 400 and above but below Rs. 1200.	.. 15% of pay subject to a maximum of Rs. 160/- and a minimum of Rs. 100.
3. Rs. 1200 and above	.. 12% of pay subject to a maximum of Rs. 250 and a minimum of Rs. 160.

9.20. If a Government servant dies while in service having put in not less than 7 years continuous service, a family pension is granted at enhanced rate equivalent to 50% of basic pay last drawn subject to maximum of twice the family pension admissible as stated above for a period of seven years following the death or up to the date on which the deceased Government servant would have reached the age of 65 years had he remained alive whichever period is shorter. The family pension is paid at the rates mentioned in the foregoing para for the remaining period.

Last Grade Service:

9.21. Last Grade Government servants who are governed by the Pension Rules under Civil Service Regulations are entitled for pension and gratuity at the following rates.

1. *Compensation, Invalid and Superannuation Gratuity:*

(a) After service of less than 5 years: .. Nil

(b) After service of not less than 5 years.. Half a months' pay but less than 20 years: for every completed year of service.

2. Compensation, Invalid and Superannuation Pension:

9.22. After a service of not less than 20 years, pension is calculated in accordance with the scale specified below:

<i>Completed service years of</i>	<i>Pension</i>	
20	20	} Sixtieths of average emoluments of the last twelve months of service.
21	21	
22	22	
23	23	
24	24	
25	25	
26	26	
27	27	
28	28	
29	29	
30	30	

The Andhra Pradesh Liberalised Pension Rules, 1961:

9.23. In these rules there is no distinction between last grade Government servants and Government servants in superior service in regard to scale of pension and gratuity. The amounts of pension and gratuity payable to superior Government servants as mentioned in the foregoing paras are therefore applicable to Last Grade Government servants also.

Andhra Pradesh Government Servants (Family Pension) Rules, 1964 :

9.24. In these rules there is no distinction between last grade Government servants and Government servants in superior service in regard to admissibility and quantum of family pension. Therefore what is applicable to superior Government servants as stated in the foregoing paras is applicable to Last Grade Government servants also.

Principles governing grant of pension :

9.25. From the above it is seen that there are certain principles underlying the grant of pension. The employee is not eligible for pension unless the qualifying service is paid for by and is rendered in a post under the Government. Pension is not sanctioned as a matter of

course. The sanctioning authority has the power to make such reduction in the amount of pension as it thinks proper, if the service has not been satisfactory. Future good conduct of the pensioner is also an implied condition of every grant of pension and its continuance in future. Though there may be only very few instances where the pension is withdrawn or reduced on account of the pensioner being found guilty of a grave misconduct or a criminal conviction this is a salutary principle and should continued.

9.26. It was urged before the Commissioner by a number of Associations that the pension is in the nature of a deferred payment and the Government servants have therefore a legal right to receive it and that this should not be treated as charity doled out to employee and the optimum pension should be fixed in such a way that it would not in any way be insufficient for a pensioner to spend his retired life in peace. They also stressed that Dearness Allowance must be paid on the pension just like on salary, because they too feel the effect of loss of purchasing power. Pension is after all deferred pay. The Supreme Court has also held that it is a valuable right vested in a Government servant and that it is "property" as defined in Article 31-I of the Constitution. In view of these legal provisions and safeguards it is normally very difficult to withdraw or reduce a pension and the future good conduct of the retired Government servant as well as rendering of satisfactory service before retirement should continue to govern the grant of pension.

9.27. As for the calculation of the emoluments it has been represented before the Commissioner that the total emoluments drawn by an employee at the time of retirement should be taken into account and not the average of the previous 10 months of emoluments as at present. It is difficult to accept the plea that the salary on the day of retirement should be the basis in calculating the pension. It is quite possible that in a number of fortuitous circumstances and posting at a particular place which has a higher number of compensatory allowances or the scale of compensation is more, certain employees derive benefit of a higher pension undeservedly, especially when it is recognised that pension should be awarded on the basis of qualifying service. Secondly it is also possible that a number of employees who have drawn higher emoluments before the date of retirement for one reason or the other will be denied the benefit of those emoluments. Thirdly in view of the existence of a number of allowances like house rent allowance or other allowances like Project allowance, Unhealthy Locality allowance, Risk allowance, etc., it will be unfair to deny the benefit of these allowances to individuals who do not get posted to such areas with those allowances as these areas and posts will naturally be limited. Further it should be observed that all the extra allowances besides pay excluding the Dearness Allowance are paid incidental only to public service and by that logic the benefit should cease as soon as the employee stops rendering such public service under those circumstances. The employee by the nature of employment is required to stay in a particular place or keep up some minimum standards of life as a Government employee and these obligations more or less cease as soon as he retires with freedom to settle down in any place of his choice under the circumstances of his liking. It therefore appears a little unreasonable to demand the inclusion of all allowances for purposes of calculating the pension along with the basic pay.

Similarly calculation of the pension solely on the basis of pay drawn either on the day of retirement or even in the month of retirement as indicated above would result in denial of benefits to persons who may have happened to have drawn higher emoluments previously. Further the calculation of emoluments on the average of 10 months does not pose any insuperable difficulty nor will result in injustice to any one. On the calculation of 10 months average it has been stated that it would increase clerical work. This also cannot be accepted in as much as the action to initiate pension papers under the existing rules commence 18 months prior to the date of retirement and with the calculations of various types of leave, etc., it will surely be not difficult to arrive at the average of 10 months pay preceding the date of retirement. The Commissioner therefore is of the view that the calculation of emoluments on the average of preceding 10 months is fair and just and should continue.

9.28. This only leaves us with the discussion of the inclusion of the Dearness Allowance for including along with pay for purposes of pension. As has been pointed out earlier, Dearness Allowance has come to stay as a device to neutralise the frequent rise in the cost of living index without altering the pay scale everytime the cost of living index changes. From the recent history of pay revisions it is also seen that most or a major part of the Dearness Allowance is getting merged into the pay and new pay scales with the merger of previously granted Dearness Allowance are being evolved. In other words, the Dearness Allowance is virtually a part of pay granted in addition to the basic pay in the scale until such time a new pay scale is devised after taking into account the existing rates of Dearness Allowance also. Even in the recommendation of the pay scales made by this Commissioner the amount of Dearness Allowance enjoyed by the Government servants has been taken into account in evolving the new pay scales. This therefore naturally leads one to conclude that any Dearness Allowance that has remained unmerged with a scale of pay at the time of the retirement of the Government employee should be treated as part of pay for the purpose of calculating pension.

Rates of Pension:

9.29. There is a general demand from the employees for increasing the rates of pension and gratuity as the existing benefits are considered to be inadequate in the context of increased cost of living.

9.30. Originally and before the introduction of the Liberalised Pension Rules the principle was that pension would be 50% of the pay in service. It was later made 33/80 of average emoluments presumably because the difference between 1/2 and 33/80 is accounted for by the gratuity that is given. On superannuation or premature retirement the Government servants is eligible for pension and gratuity provided he has completed a minimum qualifying service of 10 years. Maximum pension is now earned on completion of 33 years. Pension is calculated at the rate of 1/80th of the average emoluments for service beyond 10 years multiplied by the years of qualifying service subject to the maximum pay limit of Rs. 2,500/- for a month and an overall ceiling for pension of Rs. 12,000 per annum for determining the pension. The retirement gratuity is earned at the rate of 1/4 of emoluments for each completed

six monthly period, subject to the maximum of 16 1/2 times the last drawn emoluments with an overall ceiling of Rs. 30,000.

9.31. In considering the demand for improving the existing pensionary benefits one has to take note of the age of retirement, the nature of pension schemes, the need to maintain the attractiveness of the Government service, the age of entry into the Government service and other relevant factors. At present all the employees excluding Class IV retire at the age of 55 years and the Class IV are allowed to retire at 60 years. The upper age limit for recruitment to Government service is today fixed at 28 years but the minimum age continues to be at 21. Even considering the average age at which most of the people enter Government service it is not difficult for a person to put in 30 years of qualifying service. The pension could be 30/60 and every one could be given a credit up to three years if the qualifying period falls short of 30.

9.32. The pay is just sufficient to meet the living expenses. When it is reduced by half on superannuation as pension, it causes serious privations which, to some extent, is mitigated by any saving one has made by way of contribution to Provident Fund. But the need to draw a substantial amount out of it by almost all Government servants in the last few years of service to meet the obligatory expenses of education, marriage, etc., shows that Government servants hardly have any saving to fall back upon. Even the savings have been eroded because of heavy inflation in the last 2 decades. Therefore there need be no monetary limit on the pension and the pension could be 30/60. The extent to which qualifying service falls short of 30 years condonation may be permitted up to a maximum of three years.

Relief to Pensioners:

9.33. A number of representations have also been received by the Commissioner that some measures should be recommended for protecting the pensions of existing Government Pensioners from erosion on account of the increases in the cost of living and also to remove the disparities in the rates of pensions earned by pensioners who have retired from similar posts on different dates on account of the various liberalisations granted by the Government from time to time in the pension rules as well as adoption of Dearness Allowance merged pay scales. There are also instances where the pension of a last grade servant who retired recently has been more than the pension of the higher classes of employees who happened to retire earlier. It was urged before the Commissioner to let all distinctions in the application of rules in the matter of these pensioners should go as they are put to the same hardships and this has resulted in the Government not extending the benefits to earlier pensioners 'pari passu' with those who happened to retire under the liberalised rules. With regard to the elimination of differences between various classes of pensioners it is really difficult and complicated task. It would be next to impossible for Government to reopen and recalculate the rates of emoluments of all the employees as and when new scales and new relief is granted to existing Government employees. After the entire Dearness Allowance in existence on 31-12-1973 was merged in pay and a new pay structure brought about with effect from 1-1-1974, serving employees with a minimum

pay of Rs. 300 and below are getting 57% as Dearness Allowance and those in the pay ranges above Rs. 300 are getting Dearness Allowance at 42% of their pay.

9.34. For the employees who retired on or after 1-4-1969 but prior to 1-1-1973 a certain portion of the Dearness Allowance was treated as Dearness Pay which was counted as emoluments for pension and gratuity. In respect of those who retired on or after 1-1-1973 and whose pay did not exceed Rs. 1200 p.m. the Dearness Allowance where Dearness Pay was not admissible and balance of Dearness Allowance where Dearness Pay was admissible have also been reckoned as emoluments for pension and gratuity. The percentage rates of Dearness Allowance sanctioned from 1-1-1974 were however not to be reckoned as emoluments for pension or gratuity.

9.35. (a) The relief that has been given to the pensioners is marginal. For the pensioners who retired prior to 1-1-1973 they were given additional temporary increase ranging between Rs. 5 and Rs. 25 depending upon the pension ranging up to Rs. 900. Besides the above, 3 instalments each of 10% of pension subject to a minimum of Rs. 10 and maximum of Rs. 50 for each instalment have been given to all pensioners irrespective of the date of retirement. Thus pensioners who retired prior to 1-1-1973 get the maximum relief of Rs. 175 and those who retired after 1-1-1973 get the maximum relief up to Rs. 150. Now that the percentage Dearness Allowance as on date is to be merged in the proposed revised pay scales as part of pay, those who retire after the date of implementation of the new scales of pay would derive substantial benefits in pension and retirement gratuity. In view of the changed circumstances in evolving new pay scales merging the percentage Dearness Allowance on the cost of living index of 320 points, it may be difficult for Government to compensate them fully. However all those who retired prior to 1-4-1978 may be given an *ad hoc* increase in pension by 10% of pension subject to a minimum of Rs. 15 and maximum of Rs. 50 P.M. This benefit may be added to the pension and Dearness Allowance presently available to pensioners. It would not be necessary to have pension proper and Dearness Allowance as separate. The pension proper, entire Dearness Allowance as on (31-3-1978) and the above additional benefits may be treated as pension in future. But for purposes of commutation the original pension only will be relevant.

9.35. (b) In respect of the existing pensioners as well as those who retire in future, the only course that is open to compensate them suitably for erosion in the real value of money in future when the cost of living index goes beyond 320 points, is to treat the quantum of pension they are drawing as pay and to grant Dearness Allowance at the same rates as would be given to the serving Government employees.

9.36. At present retirement gratuity is 1/4 of pay for every six monthly service subject to a maximum of 16½ times pay limited to Rs. 30,000. As the pension is to be on the basis of 30/60 of the average emoluments instead of 33/80 Average Emoluments, the retirement gratuity may be 1/3 of pay drawn at the time of retirement for every six monthly service subject to a maximum of 20 months pay limited to Rs. 30,000.

9.37. *Minimum Pension*:—According to the orders issued in G.O.Ms.No. 7, Finance (Pen.) dt. 11-1-1975, the minimum rate of pension inclusive of the temporary increases was fixed at Rs. 45 p.m. (*i.e.*) if the sum total of pension and other increases to which a pensioner was eligible was less than Rs. 45 p.m. Consequent on the implementation of the Dearness Allowance merged scales of 1974 from 1-1-1974 for which orders were issued in July, 1975 and the minimum of last grade scale being Rs. 165, for those who had retired after 1-1-1974 the pension by and large is not likely to be less than Rs. 85 and with the reliefs sanctioned, the pension and relief would be over Rs. 100 p.m. The minimum pension may be Rs. 100 (*i.e.*) if the sum total of pension and other additional benefits proposed are less than Rs. 100 p.m. the same may be raised to Rs. 100 p.m.

9.38. *Family Pension* :—At present the rates of family pension are three different percentages on pay subject to a minimum of Rs. 60 and maximum of Rs. 250. The *ad hoc* relief of 30% is also admissible on the family pension. Consequent on the recommendations for the pensioners, the family pension for family of pensioner may be at a uniform rate of 30% of pay subject to a minimum of Rs. 100 p.m. and without a maximum. If anyone is in receipt of family pension and existing relief less than Rs. 100, in such cases also the same may be raised to Rs. 100 p.m. The existing facility of enhanced family pension to Government servants who die while in service equivalent to 50% of pay last drawn may continue without any maximum.

9.39. *Commutation of Pension* :—Presently a Government Servant retiring on pension can commute one third of the pension and the commuted value of the pension is paid as a lumpsum. The commutation amount is calculated with reference to commutation table showing the commutation values for the pension of rupee one per annum. There has been a number of representations that the rates of commutation value should be enhanced, that the original full pension should be restored after the expiry of the repayment of the commuted amount after the period of 10 or 11 years and half the pension may be permitted to be commuted.

9.40. The present commutation table is effective from 1-8-1971. The rates are the same as in Government of India. There is no reason for change in the existing commutation table unless it is done as an All India issue. As the monthly salary income gets reduced nearly by half from the date of retirement of a Government Servant, and the same gets reduced further as a result of commutation of one third of the pension, by further reduction in the monthly pension due to enhancement of the commutation of pension by one half of the pension, the reduced monthly pension may not be sufficient to have a comfortable living for the pensioner. There is therefore no reason to consider the request for commuting half the pension. The existing procedure of permitting a retired Government servant to commute one third pension may continue.

9.41. The commutation is the sale of an annuity having regard to the age at which such sale is made. There is an element of life insurance risk in it. It could be said that one who has elected to commute

should not ask for restoration. This cannot be looked purely in a legalistic manner when of course restoration won't be permissible. But because of the acute inflationary trend there is deep feeling of being financially hurt by those Pensioners who have commuted in 1968 and earlier. In view of that, the following suggestion is made. The satisfaction given to the Pensioners would far outweigh the small commitment of restoring commuted amount of pension to those over 70 years of age. The restoration of original pension may therefore be given from the date pensioners attain the age of 70 years.

Age of Retirement :

9.42. The terms of reference is to review the existing retirement benefits. This would naturally include the age of retirement. It has also been mentioned on the floor of the House that this issue is referred to the Commissioner. The age of superannuation is 55 years for employees in superior service and 60 years for those in inferior service. Representations have been made before the Commissioner to raise the age of retirement to 58. In most of the States and in the Centre the retirement age is 58 years and it is 62 to 65 in the case of Judges etc. The average expectation of life at 55 has increased considerably and it can be said that in the conditions prevailing in this country the average expectation of life is about 70. Almost all at the time of retirement are quite fit and able to be gainfully employed. It is rather strange that in a life span of 70 years, one should be only employed for 30 years (25 to 55) and be retired for nearly 15 years. The long experience and maturity would also be useful for the administration. There is no reason why we should not also fall in line with the Centre as well as some other States.

9.43. Incidentally, the age of entry into the Government service having been raised to 28 years, with further concessions to the members of Scheduled Castes, a person entering the Service at the age of 28 years cannot secure the benefit of full pension and gratuity at the age of 55. This disability would be more in the case of members of Scheduled Castes entering the Government service near the permissible higher age limit and this can be removed to a certain extent by general increase in the age of retirement.

9.44. The one possible counter argument for the enhancement of the age of retirement may be the unemployment situation particularly from the educated and they may argue that the enhancement of the age of superannuation by three years would preclude many eligible candidates entering Government service and that they would be overaged at a later stage by the time vacancies arise after 3 years. This problem of overaged would only be in the initial stage of three years and this can perhaps be overcome by suitable amendments to the rules of entry into Government Service providing for relaxation of age limit for those who cross it during this period. At the time of raising the age of retirement, the number who attain the age of superannuation at 55 and who would work up to 58 will be those who entered the service in about 1945 to 1950. The numbers were few compared to the present annual intake. Their continuance up to 58 will not cause any serious dent in the number recruited in 1979.

9.45. Taking all aspects into consideration, the age of retirement could be raised to 58 years.

Family Benefit Scheme:

9.46. Government considered the question of supplementing the benefits now available to its employees under the State Government Pension-cum-Gratuity scheme and introduced the Family Benefit Fund Scheme for this purpose in G. O.Ms. No. 307, Finance and Planning (Fin. Wing Pen. II) Department, dated 9-11-1974. The employees covered by the Scheme other than Class IV employees are required to pay a uniform rate of contribution of Rs. 10 p.m. and the Class IV employees are required to pay a contribution of Rs. 5 p.m. The deductions are to continue throughout an employee's service except during extraordinary leave exceeding one month. In the case of death of an employee while in service a sum of Rs. 10,000 in the case of employees other than Class IV employees and Rs. 7,500 in the case of Class IV employees are payable to the nominee of the employee. In the case of an employee retiring on superannuation or otherwise by demitting office earlier for any reason, the actual amount contributed by him till then together with the Government contribution representing the element of interest is payable.

9.47. Representations have been received that this benefit of lumpsum payment should be available to the employees even at the time of retirement. The Scheme in the present shape is more or less a savings and risk coverage scheme and a family welfare scheme in the case of demise of a Government servant while in service. The present request for the payment of the full amount of Rs. 10,000 or Rs. 7,500 at the time of retirement also would more or less be in the nature of a gratuity. What is essentially a risk coverage scheme should not be converted into something which amounts to gratuity. The payments earn interest. There is no saving to Government from this source, as after a few years, the outgo from the fund is likely to exceed what is collected. There is no compelling argument to extend the payment of full amount to persons who retire, especially in view of the recommendation on the retirement gratuity.

9.48. *Extension of Retirement Pensionary Benefits to 25 categories in the Port Department*—A proposal has been received for the grant of Pensionary benefits to the following 25 categories in the Port Department who are said to be governed by the special rules for the Andhra Pradesh General Subordinate Service Class XXXI, Port Department:

1. Foreman Mechanic.
2. Assistant Foreman Mechanic.
3. Timekeeper.
4. Store Attender.
5. Turners.
6. Welders.
7. Carpenters.
8. Blacksmiths.
9. Hammerman.

10. Driver Gr. II.
11. Driver Gr. III.
12. Driver Gr. IV.
13. Sarang Gr. I.
14. Fireman Gr. I.
15. Fireman Gr. II.
16. Oilman.
17. Lascars.
18. Fuelyard Maistry.
19. Dock Maistry.
20. Dock Mazdoors.
21. Polling Mazdoors.
22. Fuelyard Mazdoors
23. Supervisors (Electrical)
24. Electricians.
25. Operator Gr. II.

9.49. Under Rule 7 of these rules they are not eligible for pension or for admission to the benefit of Contributory Provident Fund but they are said to be eligible for gratuity under the Andhra Pradesh Retiring and Invalid Gratuities (Non-Pensionable Establishment) Rules, 1941. It is reported that they are full time Government servants, that they are not Workcharged Establishment but the circumstances under which they were not made eligible for pension are not known to the Department. There is no reason why they should be denied the pensionary benefits normally applicable to the Government employees especially when they are stated to be regular posts and not Workcharged Establishment and that they are full time Government servants governed by Service Rules. The above 25 categories may therefore be allowed the retirement benefits as applicable to the regular Government employees depending upon whether they come under the superior service or under the inferior service, subject however to the condition that the benefit of gratuity if any, under the Andhra Pradesh Retiring and Invalid Gratuities (Non-Pensionable Establishment) Rules 1941, will not be admissible to them, if they opt to the Government Pensionary Scheme.

9.50. *Retirement Benefits to Workcharged employees:*—One of the terms of reference of the Pay Revision Commissioner is to examine the extension of retirement benefits to the Workcharged Employees.

9.51. The Workcharged Establishment as normally understood is that the salaries of the employees borne on this establishment are charged to the works estimates. In the normal course, as soon as the work is completed they have to be retrenched. But in actual practice they are continued for many years in view of the continuity of works and ongoing projects in the State and they are purely a temporary one and not of a permanent nature. In view of the position of these employees continuing for long time various orders have been issued by Government from time to time regarding their service conditions and benefits,

9.52. There are two classes of employees in the Workcharged Establishment (*i.e.*) provincialised employees and non-provincialised employees. The term "Provincialised" is understood to mean that services of those employees who have put in 10 years of service and employed in the maintenance works are provincialised so as to make them eligible for certain benefits like leave, joining time, subsistence allowance during the suspension period. In respect of Workcharged employees employed in the construction of projects, those who completed 10 years of service are also entitled to the same benefits as for provincialised Workcharged Establishment without categorising them as provincialised Workcharged Establishment (vide G.O.Ms.No.407, Public Works Department, dated 27-3-1972). These orders apply to the Workcharged Establishment under Public Works Department including Projects Wing.

9.53. In respect of Workcharged employees in Panchayat Raj Engineering Department, Orders have been issued in G.O.Ms.No. 442, Panchayat Raj dated 21-8-1975 that the services of Workcharged employees who have put in 10 years of service shall be treated as regular, brought on to standard scales and be eligible for leave etc. as specified in G.O.Ms.No. 407, dated 27-3-1972. It is also stated in this Government Order that for the purpose of computing 10 years of service, the total period of 10 years from the date of first appointment excluding the breaks in service if any shall be taken into account. However in the case of Public Works Department including Projects Wing, only continuous service has to be taken into account in computing the service of 10 years as per clarification in Government Memo. Public Works Department No. 4213-M1/72-1 dated 27-12-1972 as well as Memo. No. 3373/22 (1)/74-1 dated 15-11-1974. Employees of Workcharged Establishment who have not completed 10 years of service fall under non-provincialised category. There are no specific orders for allowing them any benefit of leave etc. though they are also in regular pay scale.

9.54. In view of the different mode in the computation of 10 years of service, the Commissioner recommends that for the purpose of computation of 10 years of service the period of 10 years may be taken from the date of first appointment excluding breaks in service, subject to the condition that the break in service in any spell does not exceed 6 months. All those employees who have completed 10 years of service as computed above may be classified as Provincialised Workcharged Employees in all the Engineering Departments.

9.55. According to the orders of the Composite Madras Government G.O.Ms.No. 5287, Public Works Department dated 25-12-1952 read with Public Works Department Government Memo. No. 446/LL(1)/75-4 dated 5-7-1975, the Workcharged employees are to retire on attaining the age of 55 years if they are in superior service and at the age of 60 years if they are in inferior service.

9.56. The Workcharged employees were originally entitled to receive Gratuity on superannuation for those in superior service at the rate of one month's pay for every completed year of service to the extent of 25 months pay under the Andhra Pradesh Retirement and Invalid Gratuities (Non-pensionable Establishment) Rules, 1941 and at the rate of one month's pay for every completed year of service subject

to a maximum of 15 months pay for those in inferior service, provided they were not governed by Contributory Provident Fund or any special system of Gratuities or were not eligible for the benefit of retrenchment compensation under the Industrial Disputes Act, 1947 or Workmen Compensation Act. Consequent on the enactment of the payment of Gratuity Act, 1972 and the Andhra Pradesh Payment of Gratuity Rules, 1972, in respect of those Workcharged employees recruited on or after 16-9-1972 the Gratuity would be governed by the provisions of this Act. In respect of the employees of the Workcharged Establishment recruited before 16-9-1972 they have been made eligible for the gratuity under the Gratuity Rules, 1941 or the Gratuity Act, 1972 whichever is more beneficial, to the employees in G.O.Ms.No. 66 Finance (Pen. I) dated 27-2-1978. According to the Gratuity Act, 1972 an employee is to be paid gratuity on termination of his appointment after he has rendered continuous service of not less than 5 years:

(a) on his superannuation or (b) on his retirement or resignation or (c) on his death or disablement due to accident or disease the amount of gratuity being calculated at the rate of 15 days for every completed year of service or part thereof in excess of 6 months subject to a maximum of 20 months wages.

The workers borne on Workcharged Establishment are workmen as defined under Section-2(s) of the Industrial Disputes Act, 1947. Their leave entitlement is also under the Industrial Employment Leave Rules for the Provincialised Workcharged employees as well as for this class of employees in Projects who have completed 10 years of service without categorising them as Provincialised Workcharged Establishment. A question had arisen whether it would be legally correct to extend the pension scheme to this class of Establishment as in the case of regular Government employees, without bringing them within the fold of regular establishment and treating them as Government employees. The matter was therefore referred for advice. The legal opinion is extracted below.

“When once the Workcharged Establishments recruited before 16-9-1972 are allowed to opt to elect the aforesaid benefits under the payment of Gratuity Act, 1972 the employees have a right to receive better terms of Gratuity under any award or agreement or contract with the employer-*vide* Sub-section (5) of Section 4 of the said Act. If the work-charged employees are brought under the pensionary scheme, they will be getting two benefits, one under the said pensionary scheme and the other, under the provisions of various labour laws. It is therefore desirable to restrict them to only one benefit, *i.e.*, either to allow the pensionary benefits or the benefits under the labour laws whichever are beneficial to them. It may however be mentioned that in 1960 (I) LLJ 523 the Supreme Court has held that departments like, Water Works Department, City Engineering Department, Sewage Department, Public Gardens Department and the Public Works Department is “Industry” and that consequently the provisions of the Industrial Disputes Act, 1947 will apply to them. It therefore follows that it is not legally binding on the part of the Government to extend the pensionary benefits to the Work-charged employees, and if the Government takes a policy decision to extend the aforesaid benefits to the Workcharged employees, they will be legally entitled to both the benefits”.

9.57. In the light of that opinion it would appear that it would not be feasible to extend the benefit of the pension scheme to the Workcharged Establishment unless they are brought within the fold of the regular Government Establishment. The question whether or not the Workcharged employees should be brought within the fold of the regular establishment is not within the terms of the reference of Pay Revision Commissioner. It is therefore for Government to take a policy decision in the light of the opinion. It is however understood that Government have also decided that all Workcharged posts required on a regular basis for maintenance will be made permanent and that all Workcharged employees who have completed 10 years of total service will be made eligible to all benefits like leave, pension etc., on par with Government employees. If orders of Government are issued to the above effect, then the Workcharged employees who have completed 10 years of service and who have been proposed to be treated on par with Government employees would automatically be eligible for the retirement benefits as applicable to the regular Government employees and no separate recommendation is therefore called for.

CHAPTER—X

METHOD FOR FITTING PERSONNEL INTO THE NEW SCALES OF PAY

10.1. One of the terms of the reference of the Pay Revision Commissioner is to recommend a suitable method for fitting personnel into the new scales from the corresponding old scales. Having dealt with the question of revised pay scales in the previous chapters, it is necessary to examine what should be the appropriate method of fixation of pay for the existing employees in the revised scales. This is one of the important questions from the point of view of the serving employees for the reason that the method of fixation of pay in the new scales of pay would give some monetary benefit which they would immediately get as a result of revision of pay scales. It is also of considerable importance on the part of the Government since the method of fixation in the revised scale would determine the immediate financial implications of the revised pay scales.

10.2. In the chapter on the earlier pay revisions in this State a brief mention has been made about the principles of fixation of pay adopted by this Government for the earlier pay revisions. In the Pay Revisions in 1958 and 1969, the principle of additional increment for the weightage in service was followed with certain restrictions. In the 1974 revision, the earlier procedure of weightage was given in a different form of addition of 5% increase in the basic pay subject to a minimum of Rs. 10 and maximum of Rs. 25 for all the employees besides fixation at the next higher stage.

10.3. Under the operation of the normal rules in Fundamental Rules when the scale of pay of the post is revised, the incumbent of the post, unless he opts to retain the old scale, moves to the revised scale at the same stage as his pay in the old scale if that is a stage in the revised scale, otherwise at the stage next below that pay, the difference being treated as personal pay to be absorbed in the next increment. The application of normal rules does not provide any immediate benefit to the employees whose pay scale is revised. The application of the normal rules may also be difficult when the element of D.A. is merged in the revised pay scale. Whenever a revision of pay scale takes place, it is customary to prescribe a separate set of principles of fixation in the new scales of pay so as to give some immediate monetary benefit to the serving employees as a result of fixation of pay in the revised scales.

10.4. One of the formulae which has been represented by the various associations for fixation of pay in the revised scale is the point to point fixation. This means that if an employee is at a particular stage in his present scale, he demands that his pay should be fixed at the particular stage in the revised scale, taking into account the number of years of service he had already put in to reach that stage in the old scale for fixing the pay with reference to that length of service in the new scale of pay. This virtually amounts to giving retrospective effect to the new

scale of pay and it would also involve heavy cost. This has not been favoured by many of the pay commissions including Third Central Pay Commission.

10.5. The alternative method is the formula of weightage for the number of years of service rendered in the existing scale of pay with certain limitations. In the recent years, the procedure of giving a percentage increase subject to a certain minimum and a maximum instead of the weightage scheme was being adopted by the Centre as well as many other States including this State, in so far as 1974 revision is concerned. This percentage scheme ensures a certain minimum monetary benefit for the employees in the lower strata but it does not give a reasonable benefit to the serving employees who have put in long years of service. Whenever a revision of a pay scale takes place it has been represented that the new entrants are substantially benefited, whereas employees who have put in more number of years of service derive only marginal benefits. There is some force in this representation. It may therefore be appropriate to consider adopting the weightage scheme based on the length of the service of an employee in the existing grade so that those who have put in the necessary service could be benefited by fixation in the new scales of pay.

10.6. The mode of fitment into the new scales may be as under:

1. The pay of an employee may be fixed on 1-4-1978 or date of entry into the revised pay scales at the stage next above existing emoluments in the existing scale of pay whether it is a stage or not in the new scale. If the existing emoluments happen to be less than the minimum of the revised scale, the pay can be fixed at the minimum of the new scale.

NOTE: (i) The existing emoluments for this purpose may be defined to include the basic pay as on 1-4-1978 or the date of entry into the revised pay scale;

(ii) The percentage D.A. admissible at the rate which existed on 1-4-1978 appropriate to the basic pay on the date of entry into the revised pay scale;

(iii) Personal pay if any due to loss of substantive pay under FR 9 (23) (a) together with the percentage Dearness Allowance, if any, thereon;

(iv) Special pay together with the percentage D.A. admissible thereon in cases where the special pay has been merged in the new scale of pay;

(v) The pay of an employee in the existing scale on 1-4-1978 includes the increment, if any, accruing to him on that date.

2. After the pay of an employee is fixed in accordance with the above principles, employees drawing pay in the Grades I to XVII may be allowed one increment for service of three years and above up to six years and two increments for service of six years and above.

For the employees in the Grades XVIII and above, they may be allowed one weightage for service of three years and above.

3. If pay of an employee fixed in the above manner exceeds the maximum of the revised scale, the difference may be treated as personal pay to be absorbed in future increases in pay.

10.7. The revised scales of pay suggested take into account the merger of the Dearness Allowance at the cost of living index of 320 points on 1-4-1978. In the Interim report to the Junior Lecturers, the date of 1-4-1978 was suggested and it has been accepted by the Government to give that relief. The revised scales of pay may therefore be given effect from 1-4-1978.

CHAPTER—X1

WORK-CHARGED ESTABLISHMENT

11.1. The Pay Revision Commissioner is required to review the pay structure of Work-charged employees.

11.2. In view of the number of major on going projects in the the State Government it is essential to employ workers on the execution of these works from time to time depending on the need for additional supervision on these works and it would not be possible to escape the continuance of the Work-charged Establishment. If they are fully provincialised, provision of employment to them after the projects are closed would be a problem especially due to the introduction of Zonal system under Six-Point Formula. So it is felt that it is not possible altogether to eliminate Work-Charged Establishment in the Andhra Pradesh State.

11.3. From the above it is very clear whatever one might wish this system of Work-charged employees may have to continue in the conditions prevailing in our State. At the same time it is essential that the sense of insecurity which this system with its attendant conditions has engendered in a certain class of employees should be lessened or minimised if not totally eliminated. But the Government have taken a number of steps towards this and the existing benefits in respect of these people are as under.

(a) Certain Work-charged employees have been provincialised and they have been given the benefits of leave concessions under the revised Industrial Employment Leave Rules, Leave for one year on all medical certificates, Leave of half-pay up to 3 months, etc., Leave on Half-pay limited to 2 years at any time, joining time and D.A. according to rules applicable to Government servants of similar grades, subsistence allowance during the period of suspension etc. From these it is clear that the provincialised categories of Work-charged employees enjoy certain benefits admissible to Government employees. In fact they are also on regular scales of pay applicable to Government servants. However it is also seen that category to category the qualifications, etc., that are insisted upon in work-charged establishment are not the same as those in Government service. The skill that is required to meet the challenge of the job is more important than academic or minimum qualifications. Depending on the nature, locate etc., wages have to be paid to attract and retain them for at least a reasonable period on the jobs. But wherever the qualifications are same, it stands to reason that at least the provincialised class should get the same scale as their counter-parts in Government with similar qualifications.

(b) The other category of Work-charged Establishment the employees on construction etc., who have completed 10 years are also extended the benefits of the category above referred to, without being actually provincialised.

(c) Then we are left with other category of purely Work-charged employees who have not put in 10 years of service to get into either of the categories referred to above. They stand more or less on the same footing as the temporary employees of the Government. It may not be out of place to mention here that in Government probably there are a larger number of persons on a temporary basis with more than 10 years of service without being regularised. But from the discussion made earlier it is obvious that so long as the type of development in the State is under-way one cannot wish-away this type of category and as observed earlier what the Government can make is to render their service less insecure.

11.4. In respect of categories one and two referred to above it is seen that the Public Works Department and other Engineering Departments of the State Government, have brought a large number of these categories under standard scales by prescribing qualifications, etc. As this have been made applicable along with qualifications the Commissioner proposes to adopt the same qualifications as evolved by the various Departments, and proceed to assign a suitable scale. Even the Workcharged employees coming under third category referred to above, but with the above qualifications are also entitled to the same scales of pay. The Government have further liberalised this provision to the effect that the Work-charged employees who are in service on or before 7-2-1974 shall be exempted from the purview of the minimum educational qualifications prescribed for the standard scales in respect of the posts held by them on that date. So from the above it is evident that the Work-charged employees in any of the above three categories have the same scale of pay with similar qualifications but with differing benefits for the reasons mentioned above.

11.5. A major anomaly that was brought to the notice of the Commissioner by representatives of the Work-charged employees is with regard to the lowest scale applicable to work-charged employees *vis-a-vis* the lowest scale in the Government. While in Government the lowest scale that is given to the Class IV employees is Rs. 165-250, the lowest scale in the Work-charged system is Rs. 155-205.

11.6. The Last Grade in Government must be able to read and write the language or one of the languages of the District in which appointment is to be made. There are number of other categories also in the Government which are in this group but with different types of work which are all not manual. But from the requirements prescribed by the Board of Chief Engineers, etc., from a number of this lowest category of workers in the Work-charged Establishment it is seen that the person should only be able-bodied for that scale and no other ability including literacy is required. But for this slight difference there is no other extra requirement to be eligible to be considered to Class IV in Government service. Again it may be recalled that the pay scale of the Last Grade has been evolved from the point of view of a need based minimum wage and if that is the lowest scale, it cannot be denied at all to any other lowest category by whatever nomenclature called. So on this consideration the lowest scale in the work-charged, whether provincialised or otherwise may be brought on par with existing Class IV scale of Rs. 165-250 and given the corresponding revised scale evolved now. With this as the

basis the scales in accordance with the qualifications which are prescribed by the Board of Chief Engineers for the various categories are given in the following statement. It was brought to our notice during evidence that there are a number of categories who are not covered by the various standard scales evolved, but we have not been furnished by any department employing them with complete and exhaustive list of such categories. Therefore it has not been possible for the Commissioner to enumerate each of these categories against the specific scale of pay. The Commissioner therefore suggests that the recommended scales be adopted even for those posts after taking into account the qualifications etc., prescribed and the nature of duties and a suitable committee of the Government probably the Board of Chief Engineers may apportion the various categories to the standard scales recommended by the Commissioner of course after keeping in view not only the duties and qualifications which they prescribed but also the general criteria which the Commissioner has kept in view in recommending various standard scales of pay. It has also been brought to the notice of the Commissioner that the Ground Water Department has also a category called Work-charged but on fixed pay. It is necessary for the Government to look into this aspect and decide whether they are of the nature of Work-charged at all in the first instance. If so, the Commissioner sees no reason why the above recommendation should not be made applicable to these categories also.

WORK-CHARGED ESTABLISHMENT

<i>Grade</i>	<i>Existing Scale</i>	<i>Span</i>	<i>New Scale (Revised Pay Scale, 1978)</i>	<i>Span</i>
I	155-205	(15)	290-5-345-10-425	19
II	165-250	(15)	290-5-345-10-425	19
III	..	..	310-5-335-10-475	19
IV	175-300	(15)	325-10-485-15-500	17
V	180-350	(18)	350-10-460-15-550	17
VI	240-420	(18)	410-10-460-15-625	16
VII	250-430	(18)	425-10-455-15-650	16
VIII	260-450	(18)	450-15-660-20-700	16
IX	275-475	(18)	475-15-640-20-760	17
X	290-520	(18)	500-15-620-20-800	17
XI	310-560	(17)	530-15-590-20-850	17
XII	320-580	(18)	550-20-850-25-900	17
XIII	410-750	(18)	650-25-800-30-1100	16
XIV	430-800	(17)	700-30-1060-35-1200	16

Note:—Though the pre-revised scale of Rs. 170-275 is not presently existing in the standard scales of Workcharged Establishment, the same is provided for in the revised pay scales as Grade No. III to accommodate certain categories.

CHAPTER—XII

STAGNATION

12.1. A number of Associations and representatives of various Departments have represented about stagnation at the maximum of a pay scale and inadequate promotional opportunities. It has been stressed that a person may reasonably expect to get promotion within 10 years and on the basis that the total service normally about 30 years, one should be able to get at least two promotions and thus occupy three levels before he retires. It has therefore been urged that a person in service must have automatic placement to the higher grade after 10 years of service in a particular grade either in the nature of Selection Grade or Special Grade so as to alleviate the frustration among the employees due to non-promotional avenues or inadequate promotional chances. They have also referred to the recent Tamil Nadu Government orders on advancement to the higher grade after 10 years of service.

12.2. The scheme of Selection Grade to the extent of 15% of the posts was introduced in this State in the 1969 revision. This was more an extension of the ordinary grade with three increments beyond the maximum up to classification XX. This scheme of Selection Grade introduced in the earlier revision of 1969 with certain restrictions having created some difficulties has been done away in the 1974 revision and the scheme of provision of special increments beyond the time scale has been introduced in that revision for those who reach the maximum of the scale with certain limitations as to the number of biennial increments beyond the time scale. The 1974 scales have absorbed the then Selection Grade and increased the maximum for the scales themselves and open to all based on length of service.

12.3. In this State, by and large the span of the pay scales up to classification XVIII ranges between 15 to 18 years. Above that level the span is at a reduced number. As compared to the scales in other States the span of the scales is less. A span of 15 to 18 years will naturally lead to many reaching the maximum and staying there for long periods unless he gets promotion before reaching maximum. One line of approach can be to have a long running scale with a larger span. But this has not been favoured and many of the Associations have suggested shorter spans than what is prevailing at present.

12.4. There are also certain well defined levels in the hierarchy. The bottom of the scale is the Last Grade employee for whom the qualification required is literacy. Above this Last grade and below L.D.C. other levels of jobs in three scales exist and these are generally promotion posts for Last Grade employee. The next level is that of L.D.C. for whom qualification is S.S.L.C. L.D.Cs. get promotion as Upper Division Clerks and as Superintendents in the normal course. In so far as Secondary Grade Trained Teachers, they have also special category posts and from there they can go to the next higher level of Trained Graduate Teachers subject to their fulfilling the qualifications. The middle level of diploma

holders qualified in various technical trades occupy appropriate positions in the existing heirarchical set up. Even in the case of Professional Graduates the existing heirarchical set up ensures two or three promotions in the normal period of 30 years. Further in this State there is revision of scales of pay for about every five years as seen from the experience in the last ten years. These frequent revisions of pay scales and fixation benefits would mitigate the feeling of stagnation to a considerable extent.

12.5. The terms of reference of the Commissioner do not include review of the promotional opportunities and hence it is beyond my scope to suggest creation of Selection Grade posts or special category posts for providing promotional avenues. In the scheme of Selection Grade, an element of the Selection is inherent and a person selected specially for the outstanding ability deserves a higher pay than others in the same cadre and one has to put forth his best to get the Selection Grade. The selection of such persons is capable of difference of opinion and human nature being what it is, the possibility of doubts and the tendency of a person not selected to question its propriety cannot be ruled out. The Associations did not want an element of selection in the appointment to Selection Grade. Further in evolving the pay structure, one takes into account the qualifications, the nature of duties and responsibilities attached to the post and this would necessarily exclude the possibility of giving higher grades (Selection Grade) to persons in the same cadre and working in the same post without any change in the nature of duties. Even in the scheme of automatic advancement to higher grade after 10 years, there is no change in the nature of work or duties or responsibilities. When a pay scale is directly related to the post it would not be possible to give a person while continuing in the same post a scale higher than what has been determined for the category or post.

12.6. It therefore appears that it may not be desirable to have either separate scales after fixed period of 10 or 15 years for automatic promotion or open ended scales as has been reportedly done in Tamil Nadu for a few posts. In the general discussions of this Report, it has been observed that the scales of pay of certain particular posts have become more or less patent. It has also been accepted that the pay should be related to the job responsibilities. This therefore cannot be diluted by a system of automatic promotion which would in effect result, at any given point of time in Officers of a particular level with short service drawing pay lesser than an Officer lower in rank, with longer years of service. In a society with a system where a scale of pay has come to be identified with levels of heirarchy, this does not appear to be desirable except in the inevitable but rare instances of telescoping of some scales. But this is not to detract the merit in the claim to remove the stagnation in levels where promotions are not frequent. The balance of advantage therefore lies in having a system of special increments beyond the time-scale to a limited extent only without making any scale open ended. This would to a large extent mitigate the feeling of stagnation because of not getting promotions in respect of persons who deserve promotion. But this would also not become a largesse in respect of those categories who in any case would not have got promoted even if chances of promotion were available. This is essential as the test of efficiency for promotion is a well accepted principle.

12.7. The Commissioner therefore recommends as follows:—

- (a) The number of biennial increments after reaching the maximum of the scale may be limited to 5 (five) for the pay grades of I to XI;
- (b) the number of biennial increments after reaching the maximum of the scale may be limited to 3 (three) for grades XII to XV;
- (c) the number of biennial increments after reaching the maximum of the scale may be limited to 2 (two) for grades XVI to XXI.

12.8. It is considered that at levels beyond XXI, these should not be necessary. These posts carry higher responsibilities and equally high pay being in middle and in many cases near top levels. There will be sufficient job satisfaction at these levels and there should be no need for this type of increments.

CHAPTER—XIII

HIGHER STARTS/ADVANCE INCREMENTS

13.1. The practice of sanctioning advance increments and higher starts to the employees for higher qualifications is in vogue right from the inception of the State of Andhra Pradesh.

13.2. The Glancy Commission had recommended that with a view to encouraging persons with higher academic attainments to join Government service, such persons be started at higher levels in the Grade. The Commission felt that this "encouragement" is necessary to attract better qualified persons to the services, while not denying chances of employment to matriculates.

13.3. The Pay Committee with Shri K. Brahmananda Reddi, Finance Minister as Chairman was of the opinion that the State Government would be deprived of the services of qualified persons and concomitantly the progress of the implementation of plan schemes is likely to be impeded, if the low scales of pay continued in the technical departments. Hence the Committee recommended suitable incentives to attract the right type of persons to man Technical Services like the Engineering, Medical, Agricultural and Veterinary.

13.4. The One Man Pay Commission of Shri N. D. Krishna Rao, Retd. Chief Justice of High Court of Andhra Pradesh, observed that "a higher start of a stipulated number of increments within the scale of pay proposed for each classification shall be payable in special cases to attract or retain persons of higher qualifications and attainments in view of their potentiality for future development or to compensate for the salary already drawn by an individual in his previous post or prior to the classification."

13.5. The Pay Revision Commissioner Sri R. Prasad, I.C.S. (Retd.) in 1974, observed "that such concessions (higher starts/advance increments) should be confined only to posts of an educational, specialist or technical character where it is felt that the possession or acquisition of a particular qualification higher than the prescribed minimum qualification will enhance the ability of the individual employee to perform his duties more satisfactorily and where the grant of such concessions can be regarded as being manifestly in the interests of the Department, Service or Institution concerned. It should, therefore, be for each Department, Authority or Institution to decide for which posts such concessions should be given in the interests of efficiency and better working of the Department, Service or Institution concerned and once that has been decided, such concession should invariably be given in the form of an appropriate higher start in the scale rather than as advance increments".

13.6. The State Government have been sanctioning higher start or advance increments for certain categories. While taking decision

On the advance increments in the revised pay scales of 1974 the following principles have been observed—

- (i) The higher starts or advance increments will apply only for technical posts as recommended by the Pay Revision Commissioner 1974.
- (ii) The qualifications must be higher than the minimum qualification prescribed for the post.
- (iii) The number of advance increments will be related to the period it takes to acquire the higher qualification (*viz*) three years for M.D. or Ph. D., two years for M.E., or M.V.Sc., etc., except in the case of teachers in whose case the advance increment was at the rate of one increment for each of the additional qualification irrespective of the period of study for each such qualification.
- (iv) The higher qualification should not have been acquired at the expense of Government (*i.e.*) those who have acquired the higher qualification by proceeding on deputation from Government were not made eligible for the advance increment as Government would have incurred expenditure on his pay and allowances for the period of deputation. However those who have gone on study leave were made eligible for the benefit.

13.7. The principles set out in the last revision are salutary and the same principles could be adopted in considering the grant of advance increments in the revised scales of pay now recommended in respect of the technical, educational and specialists posts subject however to slight modifications in the number of such increments for the higher qualifications other than those prescribed in the rules for the category, *keeping in view the higher rate of increment in the revised pay structure.*

13.8. A perusal of the service rules for the various categories reveals that the mode of recruitment is either by promotion or by transfer or by direct recruitment. While in the case of direct recruitment higher technical qualifications like diploma in Engineering or Printing Technology are prescribed, in the case of promotees with a certain number of years of service such higher qualification is not essential. Consequently the higher qualified persons directly recruited are not compensated adequately for the qualifications possessed by them. It may not be feasible to prescribe a separate scale of pay for such direct recruits as compared to promotees as the nature of duties whether a direct recruit or promotee is the same. It is therefore essential that where for direct recruitment as compared to appointment by promotion or transfer higher technical qualification is prescribed in the rules, for such direct recruits with the higher qualification they should be considered at least for higher start by way of adequate number of advance increments. Each Department may have to review such cases and take appropriate action in this direction in consultation with Finance Department, keeping in view the norms adopted in cases where specific recommendation is made.

13.9. In regard to the Ministerial posts of L.D.Cs./Typists the sanction of advance increments to Graduates L.D. Clerks/Typists which was in vogue in all the earlier revisions was not extended in the 1974 revision in pursuance of the recommendations of the P.R.C. who has opined that the practice of giving higher start to graduates when they are appointed as L.D.Cs. is not justified because from the very nature of their duties these can be performed just as well by those with the prescribed minimum general educational qualification and that there is no reason why persons with higher general educational qualification should be given an incentive to get employment in a category like that of L.D.C. For recruitment to the category of L.D.C. in the Offices of Heads of Departments one should hold a degree, provided that where candidates possessing Degree qualification are not available, candidates who do not possess such qualification if otherwise fit are eligible for appointment. In the case of recruitment in the Subordinate Offices the minimum qualification is S.S.C. In the case of recruitment in Secretariat with the nomenclature of Junior Assistant one should be a graduate. The scale of pay is however common whether a graduate or non-graduate irrespective of whether in the Directorate or Subordinate Offices or in the Secretariat.

13.10. But where the minimum qualification itself is a degree, the fact that owing to non-availability, non-graduates are recruited, does not entitle a graduate for advance increments. Further, the scheme should not be such as would shut off the people with the lower qualification from the post, which needs only that level of talent.

13.11. However taking into consideration the fact that they have been enjoying the benefit of the higher start for Graduates in all the earlier revisions except the last revision in 1974 and as an incentive, graduates appointed as L.D.Cs. or Typists or Steno-Typists may be extended the benefit of advance increments to a limited extent.

13.12. The following categories are recommended advance increments specified against each category for acquiring or possessing the higher qualification. The advance increment would be admissible only once in the category in which he was working at the time of acquiring the qualification.

Sl. No.	Category	Higher qualifications or additional qualifications for eligibility to advance increment	No. of advance increments		Remarks
			Existing	Proposed	
1	2	3	4	5	6
<i>Engineering Department</i>					
1.	Executive Engineers	Possessing Post Graduate Degree in Engineering. (If they have not drawn such increments in the lower post).	2	2	Only once after acquiring the qualification.
2.	Assistant Engineer	-do-	2	2	Only once after acquiring the qualification.
3.	Junior Engineer	-do-	2	2	Only once after acquiring the qualification.
4.	Draughtsman Gr. III	Possessing Diploma i.e. L.C.E., L.M.E., L.E.E., L.A.A.	3	2	-do-
5.	Overseer	-do-	3	2	..
6.	Supervisors	Possessing Degree in Engineering.	They may be placed in the pay scale of Jr. Engineer from the date of acquisition of Degree.

Fisheries Department

7.	Inspector of Fisheries	Possessing Ph.D.	3	2	..
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Medical Department.

8.	Civil Asst. Surgeons	1. Post Graduate Degree of M.S. or M.D.	3	3	..
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		2. Post Graduate Diploma of 2 years duration.	2	2	..
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		3. Post Graduate Diploma of 1 year duration	1	1	
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9.	Pharmacists	Degree holders	1974 Nil	2	..
			1969 3		

10.	Staff Nurses	B.Sc. Degree (Nursing)	4	3	..
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11.	Compounders	S.S.L.C. Qualification + 1 year training	1974 Nil	Nil	
			1969 2		

Compounders' Course is said to be extinct and they have been pushed up on this consideration. Hence no need to consider advance increment.

Animal Husbandry Department.

12.	Additional Director/Joint Director/Deputy Director/Asst. Director.	1. Ph.D. Holders	3	2	
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(1)	(2)	(3)	(4)	(5)	(6)
13.	Veterinary Asst. Surgeons	1. Ph. D. Holders	3	3	..
		2. Post Graduate Degree M.V.Sc. or M.Sc.	2	2	
		3. Post-Graduate Diploma Holders.	1	1	..
<i>Agriculture Department</i>					
14.	Assistant Agricultural Officer	1. Post Graduate Degree of M.Sc. (Agriculture)	2	2	
		<i>Education Department</i>			
15.	Trained Graduate Teacher Gr. II/School Assistants	1. Post Graduate Degree with B.Ed.	1	1	
		2. Degree with M.Ed.	1	1	..
		3. Post Graduate Degree with M.Ed.	2	2	..
16.	Pandits Gr. I	1. Post Graduate Degree or equivalent with B.Ed.	1	1	..
		2. Oriental Titles or Degree with M.Ed.	1	1	..
		3. Post Graduate Degree or equivalent with M.Ed.	2	2	..

17. Secondary Grade Teachers	1. Graduate with S.G.B.T.	1	1	..
	2. Graduate with B.Ed.	2	2	..
	3. Post Graduate with S.G.B.T.	2	2	..
	4. Post Graduate Degree with B.Ed.	3	3	
	5. Post Graduate Degree with M.Ed.	4	4	..
18. Physical Director	1. Degree with Post Graduate Degree in Physical Education.	1	1	..
	Degree	..	1	
19. Lower Division Clerks/ Stenos/Jr. Assistants/Typists.	Degree in Engineering	..	2	..
20. Inspectors (Commerce & Export Promotion)	Degree in Engineering	..	2	..
21. Engineering Instructors (Higher Education)	Degree in Engineering	..	2	..
22. Technical Assistants, Hydrogeology; Geophysics, Hydrology, Agronomy	} M.Sc. (Tech.) or M. Tech.	..	2	
23. Geophysicist. Assistant Hydrologist, Junior Hydrologist (Ground Water)				
24. Assistant Geophysicist (Ground Water)				

(1)	(2)	(3)	(4)	(5)	(6)
25.	Section Holders, Computers, Head Computers,, Deputy Foreman, (Printing Section of Department of Printing & Stationery)	Diploma in Printing Technology (L.P.T.)		2	Technical posts in Printing and in Text Book Press which are in pay scales of Rs. 360-700 and below and where the holders of these posts possess diploma in Printing Technology may also be extended this benefit.
26.	Chargeman (Elect.) Chief Mechanic. Head Computer, Deputy Foreman, Computers (Text Book Press)	-do-	..	2	-do-
27.	Head Boilerman (Forest)	Diploma in Mechanical Engineering (L.M.E.)	..	2	..
28.	Port Wireless Engineer (Port Department)	Degree in Engineering	..	1	..
29.	Junior Technical Assistant (S.H.T.O.)	Diploma in Mechanical Engineering	..	1	..
30.	Mechanic (Survey & Land Records)	Diploma in Mechanical Engineering	..	1	..
31.	Foreman (Survey & Land Records)	Diploma in Printing	..	1	..
32.	Tracers Engineering Department)	Diploma Holders	..	1	..

CHAPTER—XIV
MISCELLANEOUS

(I) Staff paid from contingencies:

14.1. Besides employees on regular scales of pay there is one class of employees styled as staff paid from contingencies on non-pensionable establishments and whose remuneration is debited to contingencies. The Staff paid from contingencies are being paid monthly remuneration at the rates fixed by the Government from time to time. In G.O. Ms. No. 190, Finance, dated 31-7-1975 and G.O.Ms.No. 398, Finance (Exp. HG), dated 13-9-1976 their rates of remuneration have been revised consequent on the implementation of the D.A. merged scales in 1974. In respect of the contingent staff for whom remuneration is fixed in those Government Orders they have also been made eligible for the percentage rates of Dearness Allowance.

14.2. Representations have been received that they should be brought on a regular pay scale as for Class IV employees on the ground that they are full-time employees and that as it stands today the employees with even 20 or 25 years of service derive no benefit. They have also referred to the recommendation of the previous Pay Revision Commissioner and to the orders of Tamilnadu Government issued in January, 1977 where the contingent staff after 5 years of service have been brought on to the Last Grade Service and further recruitment of contingent staff has been discontinued. The question whether this class of establishment should be dispensed with and whether they should be brought within the regular establishment with all the attendant benefits like leave, pension, etc., is a matter for Government to decide as this does not fall within the scope of the Commissioner. Even in respect of remuneration payable for this class of establishment the terms of reference do not specifically stipulate that the remuneration for this class of establishment has to be looked into by the Pay Revision Commissioner. It is however noticed that the issue relating to the contingent staff including part-time contingent establishment have been referred to a Committee of officials under the Chairmanship of the Chief Secretary to Government and that pending receipt of recommendations of that Committee, interim relief of Rs. 25 has also been made applicable to these categories. As the issues relating to the staff paid from Contingencies are already under the consideration of the Government by a Committee of Officers headed by Chief Secretary and as the terms of reference do not specifically permit the Commissioner to review their remuneration, no specific recommendations in respect of this class of establishment have therefore be given. The observations here would apply to the proposal from Panchayati Raj Department in respect of staff paid from contingencies.

(II) Fixed Pay Posts:

14.3. Representations have also been received from some of the individuals who are on fixed pay. No detailed information has been made available to the Commissioner whether the holders of these

posts on fixed pay are full-time employees or part-time employees and whether they are required on a permanent basis. In the absence of the requisite details in respect of these categories on fixed pay no specific recommendation is feasible.

(III) Stipends to Pupil Nurses:

14.4. A representation has been received from the Pupil Nurses to raise their stipends, the present rates of which are as under:

First Year	Rs. 110.
Second Year	Rs. 120.
Third Year	Rs. 130.
Fourth Year	Rs. 140.

14.5. They are selected from among the matriculates competitively and during the training period they have to work as Nurses on regular duty. It is said that the Pupil Nurses are also on shift duty along with regular Nurses and there would be severe shortage of nursing if they are not called upon to the regular duty in the Teaching Hospitals. They have to take on workload almost similar to Trained Nurses but under supervision. They have to stay in the Hostel and meet the expenses and have to provide themselves with uniform with only Rs. 50 per year which is hardly enough for one set. Being on nursing duty they have to have a minimum of two sets and have to be neatly turned out. The Ration allowance given per patient is Rs. 3.50 per day which gives an indication of what would be the hostel expenses. Besides that they have to meet out of pocket expenses, etc.

14.6. It could be urged that as they are Pupil Nurses paid stipend, they are not strictly governed by the terms of reference but against that they are carrying out duties of nursing besides attending the training classes. The duties which they perform are quite responsible and skilled very near to that of regular Staff Nurses but under close supervision. There is much force in the representation. It is therefore recommended that they may be paid stipend at the following rates in addition to the ration subsidy of Rs. 25 per month that is being paid.

First Year	Rs. 160.
Second Year	Rs. 180.
Third Year	Rs. 200.
Fourth Year	Rs. 220.

14.7. They may also be paid a uniform allowance of Rs. 100 per year plus a dhobi allowance of Rs. 10 per month.

(IV) General:

14.8. In addition, the Commissioner wishes to observe in respect of the following items also which have come to his notice in the course of the hearings and which would, if kept in view by the Government, would go a long way in avoiding certain grievances relating to the belated issue of orders or creation or upgradation of posts not in consonance

with the general recommendations of the Report giving raise to anomalies, etc.

(1) The Commissioner has come across a large number of posts in existence over decades without recruitment rules, and consequently assigning of pay scale has become more or less arbitrary.

(2) Recruitment rules indicating the qualifications required and the method of recruitment, etc., is essential before a proper rule is assigned to the post;

(3) Such *ad hoc* creation of posts have justifiably given rise to complaints of adhocism as they create anomalies *vis-a-vis* the other posts in the same Department;

(4) There are a number of posts with equal pay and in some cases with similar qualifications but with the one post being feeder to or a promotion post for the other. This is understandable where the posts of two different hierarchies meet at the common point of this one post and the transfer provides additional promotional chances in the second hierarchy. But what is puzzling is the existence of posts which do not share the above characteristic but *willy-nilly* becomes a promotion post for posts with same pay and same qualifications.

The Commissioner has pointed out this in the anomaly statements for suitable modification of the recruitment rules. It is to be observed here that if such recruitment rules and posts exist, one cannot talk much about the job evaluation and classification. This applies with greater force to a large number of posts in Municipalities and Panchayati Raj Institutions.

(5) The other category of anomaly is the non-issue or non-finalisation of some of the recommendations in respect of local bodies and which are not generally covered by the orders issued by the Finance Department. These orders require the administrative Departments to issue separate orders in respect of these bodies. It is necessary that once the Government accept the principle of extending the same pay and allowances to these employees, either one omnibus order covering all the categories of posts should be issued and if there are any difficulties, arrangements must be made for the co-ordinated issue of orders applicable to these categories of posts also. Any time-lag in applying the decision creates a sense of frustration which should be avoided in the case of public servants.

(6) With regard to anomalies, it is better that the Government cries a halt to the number of times these alleged anomalies claimed by various incumbents could be reviewed. Any rationalisation of pay generally results in pay differential and these cannot be termed as anomalies. It is noticed that some persons alleged anomalies from the pre-Independence days and the scales cannot be subject to this sort of perpetual review. A sort of limitation is necessary as otherwise the work will be never-ending and some of the categories nurse a grievance without any justification. The anomalies have been looked into by more than one Commission so far and where the claims have been rejected both by any one Commission and subsequently by the Government also, there should be no need for the issue to be re-opened and the Government may consider issue of suitable orders in this regard.

CHAPTER—XV

FINANCIAL IMPLICATIONS

15.1. The revised pay scales having been evolved keeping in view the minimum wage and merging the D.A. on the Consumer Price Index 320, based on the average cost of the new scales of pay, the ultimate cost in so far as the revised scales of pay are concerned is estimated at Rs. 32.25 crores.

15.2. It has not been possible to estimate the number of employees at different rates of pay in each pay range. Hence the immediate cost due to the fitment formula and other incidental increases towards H.R.A., C.C.A., etc., have been roughly estimated. On a rough estimate the immediate cost on account of adopting the fitment formula would be Rs. 15.75 crores per annum. The financial commitment towards increased H.R.A., C.C.A., and Compensatory Allowances in places where H.R.A. is not admissible would be roughly 5.95 crores per annum. The extra cost on the recommendations on other allowances like Uniform Allowance, Maintenance Allowance, N.P.P.A., etc., would be roughly 20 lakhs. The extra cost towards relief to pensioners is estimated at Rs. 3.93 crores per annum. The total financial implications would be roughly 25.83 crores or say Rs. 26 crores.

FINANCE SECRETARY'S NOTE.

In Chapter XV of the report of the P.R.C. which deals with financial implications, the P.R.C. has given the financial implications as follows:—

	<i>Rs. crores</i>
Cost of fitment formula 	15.75
Commitment towards increase in H.R.A., C.C.A., C.A., etc. 	5.95
Relief to pensioners 	3.93
Other allowances 	0.20
	25.83
	25.83

The relief to pensioners shown above is the 10% relief recommended in para 9.35 (a) of the report. In the above calculation the P. R. C. has not taken into account the liberalisation of Pension and Gratuity rates that he has recommended after 1st April 1978. The cost of this is estimated to be Rs. 3.27 crores.

In working out the cost of the fitment formula and other allowances, the P.R.C. has not taken into account the aided teaching institutions. The recommendations however cover these categories. It is estimated that the extra cost due to this will be Rs. 79 lakhs for fitment formula and Rs. 34 lakhs for other allowances.

The P.R.C. has also not worked out the cost of the enhanced C.A. recommended by him at the rate of Rs. 10 and Rs. 20 to all employees at the headquarters of Taluks and Sub-Taluks or in Municipal Towns or Municipalities where H.R.A. is not admissible. It is estimated that the cost of this will be Rs. 92 lakhs.

The total cost of the items not calculated by the P.R.C. therefore comes to Rs. 79+34+92 lakhs, i.e., Rs. 205 lakhs. The cost of the recommendations will therefore be Rs. 25.83+3.27+2.05 crores, i.e., Rs. 31.15 crores.

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REPORT OF

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AGRICULTURE DEPARTMENT

Chainman/Messenger: (Rs. 165—250).

The request was for the pay scale of Rs. 180—350 given to the Field Assistants. It was also requested that the Messengers who are paid from contingencies may be converted as Chainman.

Chainman in this Department are not comparable with Field Assistants in the Agriculture Department who must possess VIII Standard. No Minimum General Educational Qualification is necessary for this category. They are placed in the revised scale of Rs. 290—425.

Regarding the request for conversion of Messengers who are paid from contingencies as Chainman, conversion of this category as Chainman does not fall within the scope of the P.R.C.

Helpers/Lorry Cleaner/Tractor Cleaner: (Rs. 165—250).

The anomaly claimed was that they have not been declared as skilled. The request was for the pay scale of Rs. 175—300.

These posts are comparable to the posts in the last grade service. No change in the pay scale is called for and they are placed in the revised scale of Rs. 290—425.

Field Assistants: (Rs. 180—350).

The request was to give the pay scale of Rs. 250—430 on par with L.D.C. on the ground that they are trained personnel in Agriculture, performing the technical work.

This category never enjoyed parity with L.D.C. as claimed by them. The fact that they enjoyed a better scale in 1961 over the last grade service has already been considered by the P.R.C. in 1974 and they have been allowed the present pay scale which is two stages above the Schedule I scale of Rs. 165—250. As the minimum qualification is only VIII Standard, no change in the pay scale is called for and they are placed in the revised scale of Rs. 350—550.

Laboratory Assistant: (Rs. 180—350).

The anomaly claimed was in giving an equal scale for the Field Assistant whose pre-74 scale was less than that of the Laboratory Assistant. The request was for the pay scale of Rs. 240—420. The considerations which weighed with the P.R.C. in recommending the pay scale for the Field Assistants do not apply to this category. They

were previously Laboratory attendants whose designation was changed as Laboratory Assistants without affecting the pay scale of the post. There is no justification for any higher scale and they are placed in the revised scale of Rs. 350—550.

Fitter/Blacksmith Grade II: (Rs. 180—350).

The request was for the pay scale of Rs. 250—430. The existing scale of pay is one stage below the Mechanic Grade IV which is in the pay scale of Rs. 240—420. They may remain in the present scale to maintain the relative position and they are placed in the revised scale of Rs. 350—550.

There is another category of Blacksmith in the pay scale of Rs. 260—450, the post in the higher scale having been classified as Grade I, this post of Blacksmith in the lower pay scale is classified Grade II although such gradation is not prevailing at present.

Assistant Tractor Operator: (Rs. 180—350).

The request was for the pay scale of Rs. 250—430. This is placed in the revised scale of Rs. 410—625 as recommended for Junior Tractor Driver.

Junior Tractor Driver: (Rs. 180—350).

The request was to allow the pay scale of Rs. 250—430 as they are operating heavy vehicles. This is a feeder category for Senior Tractor Driver presently in the pay scale of Rs. 240—420. In order to maintain the relative position with that category which has been recommended a higher pay scale, the Junior Tractor Drivers are placed in the revised scale of Rs. 410—625.

Mechanic Grade IV: (Rs. 240—420).

The request was for the pay scale of Rs. 260—450 on par with Drivers of Heavy Vehicles, Tracers in P.W.D.

Comparison with Drivers of Heavy Vehicles or Tracers in P.W.D. is not appropriate. The qualification prescribed is only a trade certificate without any minimum general educational qualification. The Mechanic Grade IV as well as Mechanic Grade V which was also reported to be in the same pay scale of Rs. 240—420 are placed in the revised scale of Rs. 410—625.

Carpenter/Borewell Foreman/Rock Driller Operator/Machine Fitter Grade II: (Rs. 240—420).

The request was for the pay scale of Rs. 260—450.

These categories are equivalent to Mechanic Grade IV. They are placed in the revised scale of Rs. 410—625.

There is another category of Machine Fitter in the higher pay scale of Rs. 260—450. Hence this category of Machine Fitter in the lower scale has been classified as Grade II and grouped with Mechanic Grade IV.

Senior Tractor Driver/Tractor Operator: (Rs. 240—420).

The request was for the pay scale of Rs. 260—450 on par with Drivers of Heavy Vehicles whose pre-74 scale was Rs. 90—192 as applicable for these categories. They are placed in the revised scale of Rs. 450—700 as for Heavy Vehicle Drivers.

Storekeeper/Depot Clerk/Godown Supervisor/L.D.C. (Security): (Rs. 240—420).

The anomaly pointed out was that the parity with L.D.C. has been disturbed in the 1974 revision. These categories with this designation have not been included in Schedule II and hence they are in the Schedule I scale of Rs. 240—420. As this post had equivalence with L.D.C. in all the earlier revisions and the principle of correction of 1969 grouping would also apply, they are placed in the revised scale of Rs. 425—650.

Sub-Assistants: (Rs. 250—430).

The request was to give the pay scale as for Health Inspectors and Veterinary Livestock Assistant.

Comparison with other posts like Veterinary Live-stock Inspectors and Health Inspectors is not appropriate. The qualification required is only S.S.L.C. In the 1974 revision they have been placed in a classification higher than the Schedule I scale of Rs. 240—420. The present scale of pay is adequate and they are placed in the revised scale of Rs. 425—650.

The Sub-Assistants in the Soil Conservation Wing also represented for a higher scale on the ground that they have to undergo training for 4 months in practical survey. This is an inservice training and they should be on par with regular Sub-Assistants referred to above.

Machine Fitter Grade I/Senior Mechanic/Technician/Blacksmith Grade I/Moulder/Turner/Welder: (Rs. 260—450).

The request was for the pay scale of Rs. 275—475 on par with Assistant Mechanic in Survey and Land Records, Reeling Foreman in the Handlooms and Textiles Department. Comparison with other posts in other Departments is not relevant. The categories of Welder, Senior Mechanic have been included in the group of posts of Mechanic Grade III in Class 2 category V of Andhra Pradesh Agricultural Sub-ordinate Service. The other categories were also having the same pay scale. They are grouped with Mechanic Grade III.

As there are other categories of Machine Fitter and Blacksmith in the lower scale dealt separately, the Machine Fitter and the Blacksmith in the higher pay scale of Rs. 260—450 have been classified Grade I posts and grouped with Mechanic Grade III.

Mechanic Grade III: (Rs. 260—450).

The request was for the pay scale of Rs. 275—475 on par with Assistant Mechanic in Survey and Land Records, Reeling Foreman in Handlooms and Textiles Departments on the ground that the parity was disturbed in the 1974 revision.

Mere comparison with other posts in other Departments is not appropriate. This is a feeder category for promotion to Mechanic Grade II. No change in the pay scale is called for and they are placed in the revised scale of Rs. 450—700.

Assistant Driller (Mechanic Grade II)/Assistant Foreman: (Rs. 275—475).

The request was for the pay scale of Rs. 310—560 on par with Mechanic or Foreman in the Survey and Land Records Department, on the ground that the pre-74 scale was the same for both.

Mere comparison with other posts in other Departments is not relevant. According to the clarification in Government Memo. dated 13th May, 1966 Assistant Driller is grouped in the category of Mechanic Grade II in Class 2, Category 5 of the Andhra Pradesh Agricultural Subordinate Service. Though the qualifications for Mechanic Grade II are similar to those of Mechanic Grade I, this is a feeder category for promotion to Mechanic Grade I. Being a feeder category for Mechanic Grade I in Rs. 290—520 and as the present scale as well as the pre-74 scale was one stage below the Mechanic Grade I, the relative position is appropriate. No change is called for and they are placed in the revised scale of Rs. 475—700.

Draftsman Grade II: (Rs. 290—520).

The anomaly claimed was in not allowing the pay scale on par with Draftsman Grade II in P.W.D. The request was for pay scale of Rs. 340—640 on par with Draftsman Grade II in P.W.D.

The Draftsman Grade II in this Department is comparable to the Draftsman Grade III in P.W.D. and the earlier pay scales as well as the 1974 pay scale are similar to the Draftsman Grade III in P.W.D. In the 1974 revision this has also been allowed higher classification than the Schedule I scale of Rs. 275—475. No change in the pay scale is called for and they are placed in the revised scale of Rs. 500—800.

Agricultural Engineering Foreman (Mechanic Grade I): (Rs. 290—520).

The request was for the pay scale of Rs. 310—560 on par with Foreman in the State Archives Department.

Mere comparison with posts in other Departments is not appropriate. Taking into consideration the qualifications necessary for this category and also the feeder category from which this could be filled in, the present scale of pay is adequate. They are placed in revised scale of Rs. 500—800.

Computer: (Rs. 310—560).

The request was for parity with the Junior Investigator in the Bureau of Economics and Statistics. This category is already on par with Junior Investigator in the Bureau of Economics and Statistics. No change in the pay scale is called for and they are placed in the revised scale of Rs. 530—850.

Draftsman Grade I: (Rs. 340—640).

The anomaly pointed out was in not allowing the pay scale of Rs. 410—750 on par with Draftsman Grade I in P.W.D.

Draftsman Grade I in this Department corresponds to the Draftsman Grade II in the P.W.D. and the earlier pay scales were also similar to the Draftsman Grade II in the P.W.D. In 1974 revision this was placed above the Schedule I scale of Rs. 320—580 on par with Draftsman Grade II in the P.W.D. Comparison with Grade I in P.W.D. is not appropriate merely because the designation is common. This is equivalent to the Grade II in the P.W.D. No change in the pay scale is called for and they are placed in the revised scale of Rs. 575—950.

Mechanical Supervisor: (Rs. 340—640).

This category in the pre-revised scale of Rs. 160—320 has already been included in Schedule II with the higher scale of Rs. 340—640 instead of Schedule I scale of Rs. 320—580. No change is called for and they are placed in the revised scale of Rs. 575—950.

Commercial Accountant: (Rs. 360—700).

The anomaly represented was the disturbance of parity with Office Superintendent in 1974 revision. The request was for the pay scale of Rs. 410—750. This is a post governed by the Ministerial Service Rules and can be filled in by promotion of U.D.Cs. They are placed in the revised scale of Rs. 650—1,100.

Statistical Assistant: (Rs. 430—800).

The request was for parity with the Senior Investigator in the Bureau of Economics and Statistics. No anomaly is involved as this is already on par with Senior Investigator. The same parity will continue. They are placed in the revised scale of Rs. 700—1,200.

Agricultural Engineering Supervisor: (Rs. 430—800).

The anomaly pointed out was in not allowing the pay scale of Rs. 480—900 on par with Assistant Agricultural Officer to his category and a proposal to this effect was referred to the Commissioner by the Food and Agriculture Department.

Though this category was not considered by the P.R.C. 1974, yet subsequently Government have included this post in Schedule II in the revised scale of Rs. 430—800 as applicable to Supervisors in P.W.D. as was previously recommended by the Department in September, 1975.

The technical qualifications required for this category are similar to those of the Engineering Personnel and even in all the earlier revisions this had parity with Supervisors in P.W.D. The duties and responsibilities and the qualifications of Assistant Agricultural Officer and Supervisor are quite different and are not comparable. There is no anomaly in their pay scale and the request for parity with Assistant Agricultural Officers is not tenable. They may continue to maintain the parity with Supervisors in P.W.D. and be placed in the revised scale of Rs. 700—1,200.

Assistant Agricultural Officer: (Rs. 480—900).

The request was to allow the pay scale on par with Veterinary Assistant Surgeon/Tahsildar. This category had derived upward revision in 1964 on the recommendation of the Nallagarh Committee. The One Man Commission has also observed that the Veterinary Assistant Surgeon was always higher than this category. The previous P.R.C. has also placed them one stage below the Veterinary Assistant Surgeons. Equivalence with Veterinary Assistant Surgeons was not agreed earlier and there is no justification for claiming equivalence with Veterinary Assistant Surgeons or Tahsildar. In the 1974 also this category has derived the benefit of upward classification by one stage above instead of remaining in the Schedule I scale of Rs. 430—800 in so far as Agricultural Graduates are concerned and the Non-Agricultural Graduates also derived the benefit of upward classification by two stages instead of the Schedule I scale of Rs. 410—750. No change in the pay scale is called for and they are placed in the revised scale of Rs. 750—1,300.

Assistant Agricultural Engineer: (Rs. 700—1,200).

The request was to allow the same pay scale as applicable to the Assistant Director or Assistant Engineer in P.W.D.

Parity is now existing and no anomaly is involved. The same parity with Assistant Engineer, P.W.D. will continue. They are placed in the revised scale of Rs. 1,050—1,600.

Assistant Statistician: (Rs. 700—1,200).

The request was to allow the pay scale as applicable to the Assistant Director of Agriculture.

As parity already exists with the Assistant Director, no change is called for and they are placed in the revised scale of Rs. 1,050—1,600.

Statistician: (Rs. 850—1,425).

The request was for parity with the Deputy Director of Agriculture, i.e. Rs. 900—1,450. The present scale of pay is on par with Deputy Director Grade I of the Bureau of Economics and Statistics which is also in the same pay scale. It transpired that there is a proposal to merge the statistical wing with the Bureau of Economics and Statistics and in fact this should be the case in all other Departments also having such isolated posts. No change in the pay scale is called for and they are placed in the revised scale of Rs. 1,250—1,800.

Assistant Director: (Rs. 700—1,200).

The request was to give the scale of pay as for Revenue Divisional or District Forest Officer or District Veterinary Officer.

The request for parity with Deputy Collector was previously brought to the notice of the P.R.C. who has not conceded; he has placed them one stage below the Deputy Collector as was prevailing prior to 1974. Parity with Deputy Collector is not justifiable. This category had derived upward revision in 1964 and also in 1974 instead of remaining in the Schedule I scale of Rs. 600—1,100. Comparison with District Forest Officer or District Veterinary Officer is not appropriate. The present scale of pay is adequate and they are placed in the revised scale of Rs. 1,050—1,600.

Deputy Director: (Rs. 900—1,450).

The request was to allow the State Administrative Service scale in view of the technical and arduous nature of duties and responsibilities.

This is a promotion category for Assistant Directors. In 1974 revision also they have been placed in a classification higher than the

Schedule I scale of Rs. 850—1,425. Officers of the State Administrative Service will draw their own scale of pay. The present scale of pay is adequate and they are placed in the revised scale of Rs. 1,300—1,900.

Joint Director: (Rs. 1,100—1,650).

The request was that the pay scale of Technical Officers should be at the level of the I.A.S. Officers. No change in the pay scale is called for. In view of the recommendation for Senior Joint Director, they are placed in the revised scale of Rs. 1,500—2,100 corresponding to the existing scale.

Senior Joint Directors: (Rs. 1,300—1,800).

Here also the request was that the scale of pay of Technical Officers should be at the level of I.A.S. Officers and it was also suggested that both the categories of Senior Joint Director and Joint Director may be merged in a common pay scale.

Equation of pay with I.A.S. is a general issue applicable to all Technical Officers and it cannot be confined to any one particular category in the Department. The two levels (*i.e.*) Senior Joint Directors and Joint Directors seem to be redundant. If the Joint Director's cadre is done away with, then only they can have only one grade and this is a matter for administrative decision of Government. No change in the present pay scale is called for and they are placed in the revised scale of Rs. 1,700—2,250.

Additional Director: (Rs. 1,400—1,925).

The request was for the supertime scale of I.A.S. as the Technical Officer should be at the level of I.A.S. Officers.

The Additional Director is the second level post below the Director of Agriculture which is the cadre post. The request for super time scale of I.A.S. Secretaries to Government is not tenable. They are placed in the revised scale of Rs. 1,800—2,350 corresponding to the existing scale.

ANIMAL HUSBANDRY DEPARTMENT

Lab Attender: (Rs. 175—300).

The anomaly pointed out was in not allowing the pay scale of Rs. 180—350 on par with Lab. Attenders in other Departments. The request was to give pay scale of Rs. 240—420 for matriculates and Rs. 180—350 for others.

This post is not included in Schedule II in the 1974 revision and hence it is in the Schedule I scale of Rs. 175—300. The qualification required is Second Form with 2 years of experience. Mere comparison with posts in other Departments with similar designation is not relevant. In view of the qualifications this may remain in the present scale of pay and they are placed in the revised scale of Rs. 325—500.

Machine Driver: (Rs. 180—350).

The request was for the pay scale of Rs. 250—430 on par with Veterinary Compounders on the ground that parity with Veterinary Compounders was disturbed in the 1974 revision.

This post is not included in Schedule II in the 1974 revision and hence it is in the Schedule I scale of Rs. 180—350. In view of the technical qualifications prescribed for this category they are placed in the revised scale of Rs. 410—625.

Milk Recorder: (Rs. 180—350).

The request was for the pay⁺ scale of Rs. 250—430 on par with Veterinary Compounders.

This also is not included in Schedule II in the 1974 revision. The qualification prescribed for appointment to this category is only a pass in Third Form. In view of this they may remain in the existing scale. Comparison with Veterinary Compounders is not relevant. They are placed in the revised scale of Rs. 350—550.

Field Assistant: (Rs. 180—350).

The anomaly pointed out was in not allowing the pay scale of Rs. 250—430 on par with Veterinary Compounders.

This also was not included in the Schedule II in the 1974 revision and hence it is in the Schedule I scale. Comparison with Veterinary Compounders is not appropriate, having regard to nature of duties. However in view of the qualifications required for appointment to this category they are placed in the revised scale of Rs. 410—625.

First Grade Flockman: (Rs. 180—350).

The anomaly pointed out was in disturbing parity with the Veterinary Compounders and the request was for the pay scale of Rs. 250—430 on par with Veterinary Compounders.

This category is also not included in Schedule II and hence it is in the Schedule I scale of Rs. 180—350. The recruitment rules for this category have not been furnished in the absence of which it is difficult to review the pay scale. They are placed in the revised scale of Rs. 350—550.

Pork Salesman: (Rs. 180—350).

The request was for the pay scale of Rs. 250—430 on par with Veterinary Compounders on the ground that parity with Veterinary Compounders has been disturbed in the 1974 revision.

This post is not included in Schedule II in the 1974 revision and hence it is in Schedule I scale of Rs. 180—350. Comparison with Veterinary Compounders is not relevant; the recruitment rules for this category have not also been furnished. They are placed in the revised scale of Rs. 350—550.

Workshop Helpers: (Rs. 180—350).

The request was to allow the pay scale of Rs. 240—420 on the analogy of what has been given to the Lift Operators, Pottery Mechanics, etc. who were in the pre-revised scale of Rs. 80—160.

This post is also not included in Schedule II and hence it is in the Schedule I scale of Rs. 180—350. Comparison with the posts referred to therein is not appropriate. No recruitment rules have also been made available. Hence they are placed in the revised scale of Rs. 350—550.

Maistries: (Rs. 180—350).

The anomaly pointed out was that the parity with the Veterinary Compounder has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 250—430. This is also a category not included in Schedule II in the 1974 revision. In view of the educational qualification of pass in IV Form plus experience prescribed in the rules they are placed in the revised scale of Rs. 410—625.

Feed Distribution Assistant: (Rs. 180—350).

Here also the anomaly pointed out was in not allowing the pay scale of Rs. 250—430 on par with Veterinary Compounders in view of the equivalence they had earlier.

No recruitment rules have been made available for this category in the absence of which the qualification and the method of recruitment are not known. Comparison with Veterinary Compounders will not be appropriate having regard to the nature of duties. They may therefore remain in the present scale of pay and they are placed in the revised scale of Rs. 350—550.

Lab. Technician: (Rs. 240—420).

Here also the anomaly pointed was in not giving a higher scale than Veterinary Compounder (*i.e.*) Rs. 250—430. For direct recruitment minimum general education is the qualification and for appointment by transfer pass in VIII Class with two years experience in the category of Laboratory Attenders in the pay scale of Rs. 175—300 is the qualification.

Comparison with Veterinary Compounder is not appropriate. The relative position with the feeder category of Laboratory Attender is adequate. This may remain in the present scale and they are placed in the revised scale of Rs. 410—625.

Veterinary Vaccinators: (Rs. 240—420).

The anomaly pointed out was in not allowing the pay scale of Rs. 250—430 on par with Veterinary Compounders.

The Pay Revision Commission in 1974 has placed the Veterinary Vaccinators one stage below the Vaccinators in the Health Department while recommending the pay scale of Rs. 240—420. They have been placed one stage above the corresponding Schedule I scale of Rs. 180—350. The qualifications for this category are similar to those of Veterinary Compounders. The rules also provide for recruitment by transfer from Veterinary Compounders. They are placed in the revised scale of Rs. 425—650.

Veterinary Compounders: (Rs. 250—430).

The anomaly pointed out was in not allowing the pay scale of Rs. 260—450 on par with Compounders in the Medical and Health Department. The request was therefore for the pay scale of Rs. 260—450.

The One Man Commission had observed that the quantum of work is very much less and attendance at Veterinary Hospitals is much less than attendance in the Taluk, District or Headquarters Hospitals and the pay fixed for the compounders in the Medical Department cannot therefore be proposed for the Compounders in the Veterinary Department.

The Pay Revision Commissioner has also placed them one stage below Medical Compounders. The duties in this department for Veterinary Compounders are not comparable with the Compounders in the Medical Department. The present scale is therefore adequate. They are placed in the revised scale of Rs. 425—650.

Refrigerator Mechanic: (Rs. 275—475).

The request was for the pay scale of Rs. 310—560 on par with the Refrigerator Mechanic in the Fisheries Department since the nature of duties and responsibilities and the pre-1974 scale were the same. This post is not included in Schedule II in the 1974 revision. In view of the technical qualifications prescribed in the rules this is placed in the revised scale of Rs. 500—800.

Refrigerator-cum-Compressor Mechanic: (Rs. 275—475).

The qualifications for this category are the same as those of Refrigerator Mechanic which has been placed in the revised scale of Rs. 500—800. This is also placed in the same revised scale.

Live-stock Assistant: (Rs. 290—520).

The request was to allow the pay scale of Rs. 360—700 on par with Veterinary Live-stock Inspectors on the ground that they are performing the same duties as Veterinary Live-stock Inspectors.

The Pay Revision Commissioner 1974 had observed that the duties are largely similar to those of Veterinary Live-stock Inspectors and their position has been improved correspondingly while recommending the scale of Rs. 290—520 thus placing them 2 stages above the Schedule I scale of Rs. 260—450. This is a feeder category for Veterinary Live-stock Inspectors and hence parity in pay scale with Veterinary Live-stock Inspector is not justified. This is a promotion category for Veterinary Compounders in the lower pay scale. The present scale of pay is adequate having derived the benefit of upward classification in 1974 and they are placed in the revised scale of Rs. 500—800.

Artist: (Rs. 290—520).

The pay scale as under common categories would apply here.

Film Operator: (Rs. 290—520 and Rs. 275—475).

In respect of post of Film Operator in the pay scale of Rs. 290—520 the anomaly pointed out was that the parity with U.D.C. has been disturbed in the 1974 revision. The request was for the scale of Rs. 310—560 for that category.

The qualifications prescribed for appointment for this category of Film Operators is a pass in III Form and one must be conversant with Project Operator and must be a holder of diploma or a certificate granted by a Board of Examinations for Cine Operators with experience of one year.

The Pay Revision Commissioner 1974 under common categories has recommended the pay scale of Rs. 275—475 for Cine Operators. For this category in this Department also the recommendations of the Pay Revision Commission, 1974 would apply subject however that the incumbents in the pay scale of Rs. 290—520 would continue to draw the scale of pay as personal to them. The pay scale as determined for Cine Operator under common categories would apply for both the posts of Film Operators in this Department subject however to the observation that the Film Operator who is presently in the higher pay scale than the standard scale of Rs. 275—475 will have the revised scale of Rs. 500—800 as personal to him.

Veterinary Live-stock Inspectors: (Rs. 360—700).

The request was to allow the pay scale of Rs. 480—900 on the ground that according to guidelines issued by the Ministry of Food

and Agriculture, only 20% of the difference should be maintained in the scale of Diploma holders and Veterinary Graduates of Animal Husbandry Department but the difference was not maintained during the 1974 revision.

The Two Man Committee did not agree for revision of pay scales.

The Pay Revision Commissioner 1974 had observed that the relative position *vis-a-vis* the Veterinary Assistant Surgeons is improved having regard to the departmental recommendation and the Government of India's suggestion. The qualifications for direct recruitment for this category are only a general minimum educational qualification and one must have passed the final examination of the Veterinary and Live-stock Inspectors course. This can also be filled in From Veterinary Live-stock Assistants in the pay scale of Rs. 290—520. This category has already derived the benefit of upward classification by three stages in the 1974 revision instead of remaining in the Schedule I scale of Rs. 310—560. They may therefore remain in the present scale and they are placed in the revised scale of Rs. 600—1,050

Cost Accountant: (Rs. 410—750).

For direct recruitment one must possess a degree or a Post-graduate degree in Commerce preferably with Cost Accountancy and must have experience of one year in maintenance of Commercial Accounts. For recruitment from the holders of the post of U.D.Cs. one must have passed the Account Test for Subordinate Officers, must have a satisfactory service of not less than 5 years and must have undergone training in Cost Accountancy at least for a period of six months in a recognised Institution. Keeping in view the qualifications above, this is placed in the revised scale of Rs. 700—1,200.

Fodder Assistant: (Rs. 430—800).

The anomaly pointed out was in not allowing the pay scale of Rs. 480—900 on par with Assistant Agricultural Officer in the Agriculture Department. The request was for the pay scale of Rs. 480—900 on par with Assistant Agricultural Officer.

This post does not find place in Schedule II in the 1974 revision and hence it is in the Schedule I scale. It is stated that the post of Assistant Agricultural Officer has been recently redesignated as Fodder Assistant. Assistant Agricultural Officers if they are posted against this post they will carry the pay scale applicable to them in the parent Department. If however the departmental personnel are appointed and if B.Sc. Agriculture is insisted upon they will be placed in the revised scale of Rs. 750—1,300, otherwise they will be in the revised scale of Rs. 700—1,200.

Office Manager: (Rs. 480—900).

The anomaly pointed out was in not allowing the pay scale of Rs. 530—1,050 on par with District Employment Officer, Public Relations Officer, Assistant Treasury Officer, etc. The request was for the pay scale of Rs. 530—1,050.

This category was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 480—900. Comparison with District Employment Officer or Public Relations Officer or Assistant Treasury Officer is not relevant. Managers in the District Police Force with a large Police Force and whose duties could be compared with this post are in the pay scale of Rs. 430—800 only. They may remain in the present scale of pay and they are placed in the revised scale of Rs. 750—1,300.

Veterinary Officers (previously Veterinary Assistant Surgeons):
(Rs. 530—1,050).

The anomaly pointed out was in not giving the pay scale on par with the Civil Assistant Surgeons in the Medical Department on the ground that the period of course of Veterinary and Medical Profession are of the same duration.

The Two Man Committee did not agree for any revision. The Pay Revision Commissioner 1974 has placed them one stage below the Civil Assistant Surgeon as against 2 stages then existing while recommending the pay scale of Rs. 530—1,050 and this was placed one stage above the corresponding Schedule I scale of Rs. 480—900. For direct recruitment the qualification is a degree in Veterinary Science. This can be also be filled in from Veterinary Live-stock Inspectors in the pay scale of Rs. 360—700. Comparison with Civil Assistant Surgeons is not appropriate. They may therefore remain in the present scale of pay and they are placed in the revised scale of Rs. 800—1,450.

Assistant Directors: (Rs. 750—1,300).

In the 1974 revision they have derived the benefit of upward classification by two stages instead of remaining in the Schedule I scale of Rs. 600—1,100. Having regard to the qualifications for direct recruitment and the pay scale for the feeder category of Veterinary Officers and having derived the benefit of upward classification in the 1974 revision, the present scale of pay is adequate and they are placed in the revised scale of Rs. 1,150—1,700.

Deputy Director: (Rs. 900—1,450).

In the 1974 revision they have been placed in the pay scale of Rs. 900—1,450 instead of the Schedule I scale of Rs. 850—1,425. The present relative position with the feeder category of Assistant Director is adequate. They are placed in the revised scale of Rs. 1,300—1,900.

Joint Director: (Rs. 1,100—1,650).

The anomaly pointed out was in disturbing the parity with the Chief Inspector of Factories and Boilers and Deputy Secretary to Government in the 1974 revision. The request was to remove this anomaly.

Comparison with Chief Inspectors of Factories and Boilers, Deputy Secretary to Government is not relevant. This is a promotion post

for the Deputy Directors in the pay scale of Rs. 900—1,450 with 2 years of service in the category of Deputy Director. The relative position is adequate as a promotion post and they are placed in the revised scale of Rs. 1,500—2,100.

Additional Director: (Rs. 1,300—1,800).

This is a promotion post from Joint Director with not less than 2 years of service as Joint Director and this is also a feeder category for Director. The present position of one stage below the Director is adequate. They are placed in the revised scale of Rs. 1,700—2,250.

Director: (Rs. 1,400—1,925).

The anomaly pointed out was to remove the disparity in pay scales of this post as compared to Director of Medical and Health Services as both the posts are administrative. The request was for the pay scale of Rs. 1,675—2,125 on par with Director of Medical and Health Services. Comparison with Director of Medical and Health is not appropriate.

The present scale of pay is adequate and this is placed in the revised scale of Rs. 1,800—2,350.

ANTI-CORRUPTION BUREAU

Radio Mechanic: (Rs. 260—450).

No anomaly has been pointed out. The P.R.C. in 1974 has also not discussed this post in his report. Service rules for this category are also not made available. This may therefore remain in the present scale and be given the revised scale of Rs. 450—700.

Special Branch Clerk: (Rs. 410—750).

The pay scale of Special Branch Clerks in the Police Department and in this Bureau is the same. The same pay scale as applicable to Special Branch Clerks in the Police Department will apply for this category (*i.e.*) Rs. 650—1,100.

Inspectors: (Rs. 530—1,050).

The posts of Inspectors in this Bureau are of the rank of Inspectors of Police and hence the pay scale as applicable to the Inspectors of Police in the Police Department will apply here also (*i.e.*) Rs. 800—1,450.

Manager: (Rs. 600—1,100).

No anomaly has been pointed out. The post of Manager is said to be of the rank of the S.C. Section Officer of the Secretariat. Hence the pay scale as applicable to S.C. Section Officers of the Secretariat will apply to this post (*i.e.*) Rs. 900—1,500.

Assistant Directors: (Rs. 750—1,300).

No anomaly has been pointed out. The posts of Assistant Director are of the rank of R.D.Os. or Commercial Tax Officers drafted from the Revenue or Commercial Tax Departments respectively. Hence, they will draw the scales of pay as applicable to them in the Parent Department (*i.e.*) Rs. 1,150—1,700.

Deputy Directors (District Office) (Executive Engineer), (Forests):

One post of Deputy Director is in the rank of Executive Engineer drafted either from R. & B. or P.W.D. One post of Deputy Director in the District Office (city range) is held by Additional S.P. Similarly, the Deputy Director, Forests is drafted from the Deputy Conservators of Forests. Hence, these Deputy Directors will draw the pay scales as applicable to them in the Parent Department.

Director/Additional Director (Prosecutions)/Legal Adviser-cum-Public Prosecutor: (Rs. 750—1,300).

The above posts are filled in by drafting District Munsifs of the Judicial Department or from the Police Department. They will draw their own scales of pay applicable in their parent Department.

For the requests for the enhancement of existing special pay, the recommendations in the Chapter on Special pays may be referred to.

A. P. ADMINISTRATIVE TRIBUNAL

Registrar: (Rs. 1,400—1,925).

The request was to give the scale of pay of Rs. 1,675—2,125 allowed to some Heads of Departments.

The Administrative Tribunal has been constituted from 7th August, 1976. The post of Registrar in the Tribunal is in the pay scale of Rs. 1,400—1,925 which was equal to the pay scale of Additional Registrar of High Court prior to the upgradation of the Additional Registrar's post in High Court in G.O. Ms. No. 869, Home Department, dated 28th June, 1978. In the same Government Order one post of Deputy Registrar in High Court was upgraded to that of Joint Registrar in the pay scale of Joint Secretary to Government, i.e. Rs. 1,400—1,925. The Deputy Registrar, High Court is promoted and posted as Registrar of this Tribunal. In the High Court, a Deputy Registrar would get promotion as Joint Registrar in the normal course and the scale of pay of the Joint Registrar is Rs. 1,400—1,925. In these circumstances the present scale of pay of Rs. 1,400—1,925 is appropriate.

In respect of other posts in the Tribunal though the designation of these posts is identical to those in the High Court the present scales of pay are not the same as in the High Court where equivalence with Secretariat exists. It has also been stated that Government have decided not to extend the pay scales of the Secretariat to the employees of the Tribunal and that the posts in the Tribunal are allowed the pay scales recommended by the Pay Revision Commissioner, 1974 to the posts in High Court. All the other posts in this Tribunal may therefore be given the corresponding revised scale of pay. In the case of Common Categories the scale of pay that are applicable under Common Categories would apply for these posts in the Tribunal.

ARCHAEOLOGY AND MUSEUMS DEPARTMENT

Lab. Attender: (Rs. 175—300).

Anomaly claimed was in disturbing the parity with the pay scale of Record Assistant. This was not considered by the P.R.C. in 1974 and is in the Schedule I scale. Previously, this was in the same scale as Record Assistant. The work in this Department is quite different from the ordinary work done by Lab. Attenders in the usual Laboratories. They are placed in the revised scale of Rs. 350—550.

Binder: (Rs. 180—350).

The anomaly claimed was that parity with the Estampage-taker was disturbed in the 1974 revision.

This was not brought to the notice of P.R.C. in 1974 and is in the Schedule I scale. This post can be filled by transfer or by promotion of Peons or Attenders or by direct recruitment. As the rules envisaged the promotion of Attenders (now Record Assistant) who are also in the pay scale of Rs. 180—350 it is an anomaly to this extent, in that, both the feeder and promotion categories have the same pay. However, the post of Binder in State Archives is also in the same scale as well as in the Text Book Press. Other posts like Explorers and Maistry Grade II are also in the same scale. It is better that the Attender (now Record Assistant) is deleted from one of the feeder categories. Taking into account the qualifications the present scale is quite adequate and they are placed in the revised scale of Rs. 350—550.

Foreman: (Rs. 240—420).

Anomaly claimed is due to award of a pay scale equal to that of a subordinate post *viz.*, Estampage-taker. This category is in Schedule I scale as it was not brought to the notice of P.R.C. in 1974. The pre-69 scale of Rs. 80—150 was equivalent to that of L.D.C. and the principle of correction of 1969 grouping would equally apply here. Though the qualification is Fifth form (now 10th class) less than that of applicable to L.D.C., one must have in addition the experience of not less than three years in exploration of monuments and archaeological sites. This is a promotion category for Estampage-takers who are also in the pay scale of Rs. 240—420. They are placed in the revised scale of Rs. 425—650.

Pottery Mechanic: (Rs. 240—420).

The request was for a scale of Rs. 320—580 as the work requires qualification and knowledge of Ceramics and Epigraphy.

The qualifications prescribed are only Third Form with a knowledge of Ancient Indian Pottery and experience of not less than 3 years in its care and maintenance. In 1974 revision this post is included in

Schedule II by allowing a higher scale by one stage above the corresponding Schedule I scale of Rs. 180—350 taking into consideration the above elements. They are placed in the revised scale of Rs. 410—625.

Estampage-taker: (Rs. 240—420).

Parity was requested with Photographer. The duties and responsibilities of an Estampage-taker are not comparable with that of a Photographer. In the 1974 revision this post was allowed a higher scale of Rs. 240—420 one stage above the corresponding Schedule I scale. The qualification is only a Pass in VIII class with good physique and some experience in the field of Epigraphy and Archaeology in taking estampages. Considering the qualifications and the higher classification given already there is no case for any upward revision and they are placed in the revised scale of Rs. 410—625.

Lab. Assistant: (Rs. 250—430).

The request was for pay on par with Photographer. Parity with Photographer is not appropriate. This post was included in Schedule II of the 1974 Pay Revision in G.O. Ms. No. 180, Finance Department, dated 15th July, 1975 by allowing higher scale of one stage than the corresponding Schedule I scale of Rs. 240—420. The qualification is Third Form with a good knowledge and experience of chemical cleaning of bones, etc., for a period of not less than 3 years and Lab. Attenders with 5 years of service also can be promoted. The scale is quite adequate with reference to the qualifications and the feeder categories below and they are placed in the revised scale of Rs. 425—650.

Tracer: (Rs. 290—520).

No rules for this post have been furnished. In the regular P.W.D., Tracers are in the pay scale of Rs. 260—450. The category is, therefore placed in the revised scale of Rs. 450—700 as applicable to Tracers in P.W.D. However, the existing incumbent in the pay scale of Rs. 290—520 will be in the revised scale of Rs. 500—800 which will be personal to him.

Caretaker: (Rs. 290—520).

Anomaly claimed was in not giving parity with U.D. Clerk and Keeper of Coins.

The qualification prescribed is by promotion from Mason which requires only Fifth Form plus experience of not less than 5 years and maintenance of monuments and buildings. However, the pre-61 scale of Rs. 90—180 was higher than that of a U.D. Clerk in the Subordinate Offices (Rs. 90—150), the 1961 scale Rs. 125—220 was also more than that of an U.D. Clerk who were in the scale of Rs. 125—220 only. In 1969 grouping both got the scale of Rs. 140—280 but in 1974 revision U.D. Clerk was placed in Rs. 310—560 while this category was given only Schedule I scale as this post was not brought to the notice of the P.R.C in 1974. Considering the above as well as

the fact that duties are outside the office and taking care of monuments, they are placed in the revised scale of Rs. 530—850.

Keeper of Coins: (Rs. 360—700).

Parity was claimed with the post of Technical Assistant. The post carried a pre-revised scale of an U.D. Clerk but P.R.C. in 1974 after considering the duties and responsibilities allowed a higher scale of Rs. 360—700 by four stages above the corresponding Schedule I scale. Parity with Technical Assistant is not appropriate in view of the higher qualifications required for the latter category. As sufficient lift has already been given there is no case for any further revision and they are placed in the revised scale of Rs. 600—1,050.

Publication Assistant: (Rs. 360—700).

Anomaly claimed was disturbance of parity with Technical Assistant they had in earlier revisions.

Prior to 1974 the pay scale of Publication Assistant and Technical Assistant was the same but in the 1974 revision this category was specifically allowed Schedule I scale by the P.R.C. It is seen that the nature of duties and qualifications are different from those of Technical Assistants. While in the case of Technical Assistants, Post-Graduate qualification is essential besides special advanced studies and research in Archæological Antiquities and good knowledge of classical and modern languages, this category requires only an ordinary degree in history with 5 years of experience. The difference in qualification is quite substantial and therefore the equivalence with Technical Assistants will not be appropriate. On account of the requirement of 5 years experience after a degree, they may be placed in the revised scale of Rs. 650—1,100.

Draughtsman (Excavation): (Rs. 410—750).

Anomaly claimed was in not giving the scale of Technical Assistant. This post carried the same scale as applicable to the post of Draughtsman Grade I in P.W.D. The qualification required are Matriculation or equivalent and certificate of Diploma in Drawing or Art or Intermediate with Drawing or Art, or 5 years of practical experience as Draughtsman in the field of Archæology and participation in any excavation project, Draughtsman Grades II and III in P.W.D. possessing Diplomas are in the lower scales of pay while Draughtsman Grade I which is generally a promotion category for Grade II are in this pay scale of Rs. 410—750. Considering the qualifications the pay is quite adequate and they are placed in the revised scale of Rs. 650—1,100.

Assistant Curator/Gallery Assistant: (Rs. 410—750).

The request was for parity with Junior Lecturers. The post was considered by the P.R.C. in 1974 and was given the higher scale of Rs. 410—750 three stages above the corresponding Schedule I scale. Though the qualification for this category for direct recruitment is a

Post-Graduate, for promotees other than the category of Keeper of Coins a graduate qualification is sufficient. In the case of Junior Lecturers Post-Graduate degree of First or Second Class is the prescribed qualification. The duties are also not comparable with those of Junior Lecturers. There is no anomaly and the existing pay scale is quite adequate. They are placed in the revised scale of Rs. 650—1,100.

Guide Lecturer: (Rs. 410—750).

Parity with Technical Assistant was requested. The existing pay scale is on par with Technical Assistants.

The qualifications prescribed is Degree plus Diploma in Museology. Though this post requires the additional diploma qualification, considering the nature of duties required the pay at present given is considered appropriate. They are placed in the revised scale of Rs. 650—1,100.

Librarian: (Rs. 410—750).

They requested parity with the post in Industries and Information Departments.

The existing scale of pay is equivalent to that of Assistant Librarian Grade I in the Public Libraries Department. Even though the scale is at present the same as that of the Technical Assistant the duties are not comparable. The qualifications prescribed for this post are only a Degree along with a Diploma in Library Science. Assistant Librarian Grade II in Public Libraries with similar qualifications is in a lower pay of Rs. 310—560 while Assistant Librarian Grade I as well as Librarian Grade I in the Grandhalaya Samstha are in the pay scale of Rs. 410—750. Comparison with Librarian Grade I in Information Department is not relevant which is in a higher scale since earlier revisions. Librarian in Industries Department, OTRI with which comparison has been made was in the higher scale of Rs. 480—900 on par with Senior Scientific Assistant in that Institute as they were considered isolated research posts, and therefore, parity with Senior Scientific Assistant was maintained in 1974. So the comparisons are not appropriate and they are placed in the revised scale of Rs. 650—1,100.

Assistant in Epigraphy: (Rs. 410—750).

This is also in the pay scale of Rs. 410—750 and was placed one stage above the Schedule I scale of Rs. 360—700 in the 1974 revision. The requisite qualification for recruitment is a Post-Graduate Degree in Ancient Indian History or Indology or Sanskrit and experience in deciphering and translating inscriptions in different scripts. The qualifications here are not exactly the same as that required for Technical Assistants. They may, therefore, remain in the present scale and be given the revised scale of Rs. 650—1,100, notwithstanding the equivalence pay scale in the past.

Technical Assistant: (Rs. 410—750).

The anomaly claimed was in not giving the pay of a Junior Lecturer. This post was considered by the P.R.C. in 1974 and included in Schedule II instead of usual Schedule I scale of Rs. 360—700. This has been brought closer to Junior Lecturers in view of the qualifications and nature of work and correction of 1969 grouping. The qualifications are (1) Post-Graduate degree in History or Archæology; (2) special advanced studies and Research in Archæological Antiquities, Museum Objects and Epigraphy; (3) must possess good knowledge of Indian-Classical and Modern Languages. This is a promotion category for Assistant Curators/Gallery Assistants who have put in, not less than 3 years of service. But these are also in the scale of Rs. 410—750 as recommended by the P.R.C. in 1974. So it is only essential that the promotion category should be at least higher than that of its own feeder category apart from the fact that the qualifications required as indicated above are more exacting than the ones prescribed for other posts in this Department with similar pay and also the fact that their work is mostly in the field, etc. They are placed in the revised scale of Rs. 750—1,300.

Pottery Assistant: (Rs. 410—750).

P.R.C. in 1974 recommended the pay scale of Rs. 410—750 and they were placed one stage above the Schedule I scale of Rs. 360—700. No separate *ad hoc* rules for this post have been framed but according to the orders issued in G.O. Ms. No. 1806. Education Department, dated 25th July, 1963, this post is to be held by a member of the category of Technical Assistant. Technical Assistant appointed against this post will carry the scale of pay applicable to him as Technical Assistant. For any person other than the Technical Assistant if appointed against this post, they may remain in the present scale and be given the revised scale of Rs. 650—1,100.

Cataloguer: (Rs. 410—750).

Qualifications are similar to those applicable to the Technical Assistant. P.R.C. in 1974 placed them one stage above the Schedule I scale of Rs. 360—700. The duties of the Technical Assistant whose work is mostly in the field are not comparable with that of Cataloguer and hence it may, therefore, remain in the present scale of pay, notwithstanding the equivalence in the pay scale in the past, they be given the revised scale of Rs. 650—1,100. As the feeder category of the Assistant Curator or Gallery Assistant is in the same pay scale and as Assistant Curator and Gallery Assistant are the feeder categories for Technical Assistant also, the Department may take suitable steps to amend the recruitment rules by deleting the Assistant Curator and the Gallery Assistants as a feeder category for Cataloguer.

Registering Officer: (Rs. 700—1,200).

The pay scale is equivalent to that of an Assistant Director/Curator. This post also derived the benefit of higher classification by one stage in 1974 revision instead of remaining in the Schedule I scale of Rs. 600—1,100. The only claim made was that they should

be given the pay of Lecturers in Government Colleges with which they had parity. This is not appropriate as Lecturers in Government Colleges are covered by U.G.C. scales. The pay scale is quite adequate and they are placed in the revised scale of Rs. 1,050—1,600.

Cura:or: (Rs. 700—1,200).

Similar claim for parity with Lecturers in Government Colleges was made. P.R.C. in 1974 placed this category on par with Assistant Director as the qualifications were the same. Further in the 1974 revision this category derived the benefit of parity with Assistant Directors and higher classification by one stage. They are placed in the revised scale of Rs. 1,050—1,600.

Assistant Director: (Rs. 700—1,200).

They claimed the scale of Lecturers in Government Colleges.

The pay scale of Lecturers in Government Colleges is not appropriate. Assistant Directors in several other Departments are also in the same scale of Rs. 700—1,200. There is no case for any further revision and they are placed in the revised scale of Rs. 1,050—1,600.

Deputy Director (Administration) (Redesignated as Chief Administrative Officer): (Rs. 700—1,200) with a special pay of Rs. 100.

The anomaly claimed was in giving the pay scale of the Assistant Director only.

O.M.C. observed that the incumbent was a Deputy Collector and the pay scale of Rs. 500—900 as was then applicable to Deputy Collector was shown for this post along with a special pay of Rs. 100. P.R.C. in 1974 recommended Rs. 700—1,200 which is the Schedule I scale corresponding to pre-revised scale of Rs. 500—900. Even according to the present rules if a Deputy Collector holds the post he will continue to draw the pay scale applicable to him at the parent post with a special pay but if a departmental candidate holds the post he will get a pay scale of Rs. 700—1,200 with a special pay of Rs. 100.

As seen from the Director's Letter No. A1/10393/77, dated 27th January, 1978 *ad hoc* rules for this post have yet to be issued by the Government and in the absence of the *ad hoc* rules, the mode of appointment and qualifications for this post are not known. If the post is filled by borrowing an Officer from some other Department there is no problem. If the rules to be notified made this a promotion post for Assistant Directors with definitely higher duties and responsibilities, the post may be given the scale of Rs. 850—1,425 without any special pay by keeping this one stage below the post of Deputy Director, Epigraphy in the scale of Rs. 900—1,450 which is a technical post requiring technical qualifications.

It is seen that recently the Government have redesignated this post as Chief Administrative Officer and have given the scale of

Rs. 900—1,450 on par with other corresponding technical posts. This does not fit in with the norms and criteria the Commissioner adopted in evolving the pay scales. The Commissioner feels that the post should be at least a stage below that of the corresponding Technical Officer, viz., Deputy Director, Epigraphy and now designated as Chief Epigraphy Officer. Even if the Deputy Director (Adm.) is called the Chief Administrative Officer, it should carry a pay of Rs. 850—1,425 only and not Rs. 900—1,450 given to the Deputy Director, Epigraphy now designated as Chief Epigraphy Officer. This is, therefore placed in the revised scale of Rs. 1,250—1,800 corresponding to the pre-revised scale of Rs. 850—1,425.

Deputy Director, Epigraphy (Redesignated as Chief Epigraphical Officer): Rs. 900—1,450.

No anomaly was claimed nor any representation received. Considering the hierarchial pattern in the Department and the qualifications required, the pay is adequate and they are placed in the revised scale of Rs. 1,300—1,900.

BUREAU OF ECONOMICS & STATISTICS

Tracer: (Rs. 240—420).

The request was for the pay scale of Rs. 275—475 on par with Surveyor, Survey and Land Records Department.

This post is not included in Schedule II in 1974 revision and hence it is in the Schedule I scale of Rs. 240—420. Comparison with Surveyors in Survey and Land Records is not appropriate, the nature of duties being different. The qualifications are said to be minimum general educational qualification and Assistant Architectural Draftsmanship and assistantship. In view of the qualifications prescribed for the direct recruitment they can be compared with the Tracers in Public Works Department who were in the pre-revised scale of Rs. 90—192 and are in the pay scale of Rs. 260—450. They are placed in the revised scale of Rs. 450—700.

Junior Computer: (Rs. 250—430 with Special Pay of Rs. 10).

The request was for the pay scale of Rs. 360—700 on par with Extension Officers of the Panchayats as the qualification is Graduation. The One Man Commission had observed that the work is similar to that of L.D.C. The P.R.C. had also observed that parity with L.D.C./Typist is maintained and recommended a special pay as for Lower Grade Typist while recommending the pay scale of Rs. 250—430.

Comparison with Extension Officer, Panchayats is not relevant having regard to the nature of duties. Though the qualifications for recruitment may be Graduation, that itself cannot warrant a higher pay scale as the job factor has also to be taken into consideration. In the 1974 revision they have derived the benefit of upward classification by one stage and also special pay of Rs. 10. They may therefore continue to maintain the parity with the Typists. The pay scale admissible to the Typists under Common Categories will apply for this category also.

Draftsman: (Rs. 275—475).

The anomaly pointed out was that the parity with Draftsman Grade III in P.W.D. has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 290—520 on par with Draftsman Grade III in Public Works Department.

This post was not considered by the previous P.R.C. and hence it is in the Schedule I scale of Rs. 275—475. The qualifications required are said to be Minimum General Educational Qualification and a pass in Drawing 'C' Grade Examination of the Government of Maharashtra. In Public Works Department the qualification for the Draftsman Grade III is the Minimum General Educational Qualification plus an I.T.I. Certificate. As the qualifications are more or less similar to that of Draftsman Grade III and as the pay scale in all the earlier revisions was also equivalent to that of Draftsman Grade III in the Public Works Department, this may be placed in the revised scale of Rs. 500—800.

Punch Operator: (Rs. 275—475 plus special pay of Rs. 15).

The request was for the pay scale of Rs. 320—580 as there are no promotional chances and in view of the physical strain, specialised skill and arduous nature of work.

The One Man Commission had observed that considering the Punch Operator is a S.S.L.C. holder who is trained to operate the machines, he could be paid higher than the L.D.C. The P.R.C. 1974 while recommending the Schedule I scale of Rs. 275—475 had recommended a special pay as for Higher Grade Typist.

The qualifications prescribed in the Rules is only S.S.L.C. The present scale of pay is above that of a L.D.C. and he also gets a Special Pay of Rs. 15. No change in the present scale is therefore called for and they are placed in the revised scale of Rs. 475—760.

Junior Investigator/Taluk Statistical Assistant: (Rs. 310—560).

The anomaly pointed out was in not treating them on par with Progress Assistants as these posts are on equal footing and that both are the feeder categories for promotion as Senior Investigator. The request was for the pay scale of Rs. 430—800.

The Two Man Committee had observed that the suggestion of the Director of Bureau of Economics and Statistics with regard to the revision of pay scales is not acceptable to the Committee. The One Man Commission had also observed that they are equal to U.D.Cs. The P.R.C. while recommending the pay scale of Rs. 310—560 had observed that it is place one stage below the Progress Assistant which was a promotion post. The qualification prescribed for direct recruitment is only a Degree. This is also a promotion post for Punch Operators and L.D.Cs. who are in a lower pay scale. They may therefore remain in the present scale and are placed in the revised scale of Rs. 530—850.

Progress Assistant: (Rs. 320—580).

The request was for the pay scale of Rs. 430—800 on the ground that they have been placed in lesser scale than Extension Officers of the Panchayat and Forest Range Officer and Inspectors of Survey and Land Records. Comparison with Extension Officer and other posts is not relevant.

The Two Man Committee had recommended the pay scale of Rs. 130—220 in view of the duties being onerous. The previous P.R.C. had recommended the pay scale of Rs. 320—580, two stages above the Schedule I scale of Rs. 290—520 stating that it is a promotion post of Junior Investigators. The educational qualifications for direct recruitment are the same as for Junior Investigators, Taluk Statistical Assistants. This can also be filled in by transfer from the category of U.D.Cs., L.D.Cs. etc. The Director of Bureau of Economics and Statistics has proposed to have one and the same pay scale for categories of Junior Investigators, Taluk Statistical Assistants

and Progress Assistants as these three are the feeder categories for promotion to the Senior Investigators. He has also stated that the observation in the earlier P.R.Cs. Report that the Progress Assistant was a promotion post for the Junior Investigator was not correct. Having regard to the recommendation of the Director of Bureau of Economics and Statistics the Progress Assistants may be placed in the same pay scale as applicable to Junior Investigators subject however that the existing incumbents in the pay scale of Rs. 320—580 will have the revised scale of Rs. 550—900 as personal to them.

Artist: (Rs. 360—700).

The anomaly pointed out was that the parity with Supervisors in P.W.D. has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 430—800 on par with Supervisors in P.W.D.

Comparison with Supervisors in P.W.D. is not appropriate notwithstanding the fact that pre-74 scale was identical to that of Supervisors in the P.W.D. The qualifications are said to be Minimum General Educational Qualification and one must have obtained a Diploma either in Printing or Designing or in Commercial Art or Advertising etc. and must be a practicing Artist having an experience in the field for at least 2 years. This is more or less a Common Category prevailing in other Departments and the pay scale as fixed for the Artist under Common Categories with similar qualifications will apply for this.

Senior Draftsman: (Rs. 430—800).

The request was to give the pay scale of Rs. 480—900 on par with Special Grade Draftsman in the Chief Engineer's Office stating that the parity has been disturbed in the 1974 revision.

This post was not considered by the P.R.C. 1974 and hence it is in the Schedule I scale. The qualifications for this post is said to be S.S.L.C. plus Diploma in Painting or Designing or Commercial Art and one must be a practicing artist for 3 years. As this category had parity with the Special Grade Draftsman in the P.W.D. and having regard to the Diploma qualification with experience of 3 years, the equivalence in pay scale they have been enjoying in the past prior to 1974 with the Special Grade Draftsman may be maintained. They are placed in the revised scale of Rs. 750—1,300.

Senior Investigator: (Rs. 430—800).

The request was for parity with Section Officers in the Secretariat and Superintendents in Raj Bhavan. Comparison with Section Officers of Secretariat and Superintendents of Raj Bhavan is not relevant having regard to the duties and responsibilities.

The T.M.C. had recommended the pay scale of Rs. 180—350 and O.M.C. had observed that the principle of equation with Superintendents is recognised. The P.R.C. 1974 had also recommended the pay

scale of Rs. 430—800 which is the pay scale applicable to the Superintendents in the Directorates also as well as other categories. The qualification for direct recruitment is a Post-Graduate Degree. This is also a promotion category for Junior Investigator, Taluk Statistical Assistants as well as U.D.Cs. and Progress Assistants who are in the lower pay scale of Rs. 310—560 or Rs. 320—580. The relative position as promotion category is adequate. They are placed in the revised scale of Rs. 700—1,200.

District Statistical Officer (including Research Officer): (Rs. 600—1,100).

It was pointed out that it is anomalous in not giving the pay scale as for Assistant Directors (Agriculture) etc. The request was for the pay scale of Rs. 700—1,200.

The P.R.C. 1974 while recommending the pay scale of Rs. 600—1,100 placed them one stage below the Assistant Director which is a promotion post. This has derived upward classification by one stage instead of remaining in the corresponding Schedule I scale of Rs. 530—1,050. The mere fact that he is a District Officer having jurisdiction over the district is not relevant having regard to the nature of the duties and responsibilities of the other District Level Officers. The qualifications for direct recruitment is a second class Post-Graduate with experience of one year. This is a promotion category for Senior Investigators or Superintendents in the pay scale of Rs. 430—800 in which case one should have a Degree qualification and experience of 5 years. In view of the qualifications and the feeder category from which this can be filled in, no change in the pay scale is called for and they are placed in the revised scale of Rs. 900—1,500.

Assistant Directors: (Rs. 700—1,200).

The request was for the pay scale of Rs. 750—1,300 on par with R.D.Os. etc.

The One Man Commission had observed that the duties of the Assistant Director cannot be considered to be onerous and cannot be compared with those of Deputy Collector, and that the scale of pay will have to be in the lower category. The P.R.C. 1974 had placed them one stage below the Deputy Director Grade II while recommending Rs. 700—1,200 instead of retaining them in the Schedule I scale of Rs. 600—1,100.

For direct recruitment qualification is a Post-Graduate degree in second class with experience of 2 years. This is also a promotion category for District Statistical Officers in Rs. 600—1,100. The present scale of pay is adequate as this is the pay scale which is applicable by and large to the Assistant Directors in the other departments also. They are placed in the revised scale of Rs. 1,050—1,600.

Deputy Director Grade II: (Rs. 750—1,300).

The anomaly pointed out was in giving different pay scales to the Deputy Directors Grade I and Grade II though the duties and responsibilities of these posts are the same. Even before the P.R.C. 1974 it

was represented to allow the common scale to the Deputy Directors Grade I and Grade II. For the Deputy Director Grade I he has placed them in the Schedule I scale of Rs. 850—1,425 and for the Deputy Director Grade II he has placed them one stage below the Deputy Director Grade I, thereby the Grade II Deputy Directors have derived upward classification by one stage instead of remaining in the Schedule I scale of Rs. 700—1,200.

The merger of the two grades which has again been represented will not fall within the scope of the P.R.C. and it is a matter for the Government to take administrative decision. In so far as the Deputy Directors Grade II are concerned no change is called for and they are placed in the revised scale of Rs. 1,150—1,700.

In so far as the Deputy Director Grade I is concerned they are placed in the revised scale of Rs. 1,300—1,900 in order to maintain the relative position with the higher category of Joint Director. There are too many levels in the department like Deputy Director Grade I and Grade II and Assistant Directors and District Statistical Officers in different scales. Government may consider the need for the different levels and examine the feasibility of reducing the number of levels.

Joint Director: (Rs. 1,000—1,550).

The anomaly pointed out was that the parity with the Joint Director of Fisheries and Industries Department etc. has been disturbed. The request was for the pay scale of Rs. 1,100—1,650 on par with Joint Directors of Fisheries, Industries etc.

P.R.C. 1974 had recommended the Schedule I scale of Rs. 1,000—1,550. As regards comparison with Joint Director, Industries the higher pay scale of Rs. 1,100—1,650 was applicable in that department only for the technically qualified persons, whereas the non-technical personnel have been placed only in the pay scale of Rs. 1,000—1,550. However having regard to the qualifications and the nature of duties and to maintain the relative position with the higher post of Director, they are placed in the revised scale of Rs. 1,500—2,100.

Director: (Rs. 1,300—1,800).

It was pointed out that certain Heads of Departments who were either equal or less without Special Pay have either been equated to this post or given a higher scale of Rs. 1,400—1,925 like the Inspector-General of Prisons. The request was for the pay scale of Rs. 1,675—2,125 on par with the Chief Engineer or the Director of Medical Services.

The One Man Commission had observed that comparison with major heads of departments like the Director of Medical Services, etc. is not tenable. The P.R.C. 1974 had observed that as he gets a special pay of Rs. 150 from the State Government he may be given a higher pay scale without special pay, but the special pay of Rs. 100 for some Central Government work will continue while recommending

the pay scale of Rs. 1,300—1,800 merging the special pay of Rs. 150. Comparison with Chief Engineer or Director of Medical Services is not relevant.

For direct recruitment Ph.D. with First or Second Class Post-Graduate degree and experience of 10 years is essential. This is a promotion post for the Joint Directors with Post Graduation qualifications and experience of 12 years out of which 5 years should be as Joint Director or Deputy Director Grade I. In view of the qualifications and the Director having state-wide ramifications this is placed in the revised scale of Rs. 1,800—2,350.

COMMERCE AND EXPORT PROMOTION

Inspectors: (Rs. 430—800).

The anomaly claimed was in not considering the maximum of the time-scale of the post clubbing this posts carrying the less maximum.

O.M.C. had observed that the work of these employees is on a lower level though they are graduates in special subjects. They attend to field work. The then starting pay of Rs. 180 was considered reasonable and they were recommended a scale of Rs. 180—375 but in the 1969 grouping the pay scale stood revised to Rs. 200—400. The P.R.C. 1974 placed them on par with Supervisor (Industries) besides applying the correction of 1969 grouping. It is noticed that different qualifications are prescribed for different branches. But so long as the Inspectors in different branches though with different qualifications constitute a single category it will not be appropriate to consider different scales. In the 1974 revision they derived the benefit of upward classification by two stages. In Industries Department 50% of the posts will be held by persons with technical qualifications of a degree or a diploma in Engineering and the remaining 50% by non-technical personnel possessing ordinary degrees and both technical and non-technical personnel in the scale of Rs. 430—800 are inter-transferable.

It is also seen from the note received from the department that 3 posts of Junior Engineers in the scale of Rs. 480—900 are specifically available in the department. Thus there is no need to change the scale and Technical degree holders may be considered for a higher start or advance increments in accordance with the recommendations made elsewhere for such overqualified persons. They are placed in the revised scale of Rs. 700—1,200.

Section Officers: (Rs. 600—1,100).

Anomaly claimed was in giving a scale different from the Assistant Director (Industries).

O.M.C. had observed that these Section Officers are transferred from Industries Department and Central Stores Purchase Department and that the work of the Section Officers (General and Legal) cannot be said to be higher than that of a Second Class Magistrate and recommended the scale of Rs. 250—500. P.R.C. 74 had observed that they will continue at one stage below the Assistant Director (Industries) as at present though their claim for parity was also considered by him. The Assistant Director (Industries) was in a higher scale at the time of 1958, 1961, 1969 revisions also and therefore comparison with Assistant Director (Industries) is not relevant, having regard to the duties and responsibilities. This post can also be filled in by promotion from Inspectors in the scale of Rs. 430—800. This is also a feeder category for the post of Assistant Director in this department

in the scale of Rs. 750—1,300. They have already derived the benefit of upward classification in 1974 and there is no case for any revision. They are placed in the revised scale of Rs. 900—1,500.

Assistant Directors: (Rs. 750—1,300).

They wanted parity with the Deputy Director (Industries) who are equal in rank.

T.M.C. had recommended that all posts of Assistant Directors including Assistant Director (Inspection) may be given the scale of Rs. 375—800 and the scale of Rs. 500—800 given to the then incumbent of Assistant Director (Inspection) was to remain personal to him.

O.M.C. observed that as there were Graduates in Mechanical Engineering with experience and recommended a scale of Rs. 400—800, in the grouping, they got Rs. 500—900. P.R.C. in 1974 who examined this claim of parity with Deputy Director (Industries) recommended the scale of Rs. 750—1,300 placing them one stage below the Deputy Director (Industries) as at present and did not consider parity with them. The Deputy Director (Industries) carried a scale of Rs. 600—1,100 even at the time of 1969 revision and the duties of a Deputy Director (Industries) cannot be compared with that of an Assistant Director keeping in view the relative position of lower and higher posts and the duties. They have already derived the benefit of upward classification in the 1974 revision. No change is called for. They are placed in the revised scale of Rs. 1,150—1,700.

Deputy Director: (Rs. 900—1,450).

One post of Assistant Director was upgraded to that of Deputy Director and the existing post of Deputy Director in the scale of Rs. 1,000—1,550 was redesignated as Joint Director from 19th February, 1977. So there is also a post of Joint Director and one post of Deputy Director and the number of Assistant Directors would be now only three. Now the present scale relative to Assistant Director is quite appropriate and no change is therefore called for. They are placed in the revised scale of Rs. 1,300—1,900.

Joint Director: (Rs. 1,000—1,550).

A post of Deputy Director was designated as observed against the earlier item.

Parity is claimed with Joint Director of Industries. It may be stated that the post of Joint Director, Industries carried a higher pay of Rs. 800—1,100 even in 1961, while the post of Deputy Director, Commerce and Export Promotion was in the scale of Rs. 600—1,000. This post, as Deputy Director also derived the benefit of upward classification in 1974. Considering the relative position within the department, notwithstanding the redesignation, this does not call for any revision. This is placed in the revised scale of Rs. 1,400—2,000.

COMMAND AREA DEVELOPMENT DEPARTMENT

It has been reported that all the Officers and staff for this Department are borrowed from different departments such as Agriculture, Co-operation, Irrigation etc. and that the Command Area Development Department has no cadre strength of its own and that the various posts created for Command Area Development Programmes constitute temporary addition to the cadre strength of the Department's concerned. In view of this position, no separate pay schedule for this Department has been included. However, the respective departments may add the posts in these departments to their respective cadre strength.

COMMON CATEGORIES

Mali/Malan: (Rs. 165—250).

The request was to allow the pay scale of Rs. 180—350 as they are skilled personnel. These posts belong to the last grade service. They are placed in the revised scale of Rs. 290—425.

Cycle Orderly: (Rs. 165—250).

The request was to treat this on par with Jamedar in view of the heavy responsibilities in the discharge of duties. Being in last grade service they are placed in the revised scale of Rs. 290—425. However, as physically the duties are onerous the Cycle Orderlies may be given a special pay of Rs. 10.

Attender: (Rs. 165—250).

It was stated that it was anomalous to equate this post with Scavengers, Kalasis and other last grade service after the 1958 revision. The request was to give the pay scale of Rs. 170—275 for this category. No special qualifications are prescribed for Attenders and one must be able to read and write the language or one of the languages in the district in which appointment is to be made. They are placed in the revised scale of Rs. 290—425.

Dafedar: (Rs. 165—250) plus special pay of Rs. 10.

It is pointed out that it was anomalous to give equal scale of pay as that of Attenders. The request was to give the pay scale of Rs. 175—300. This is a promotion category from a lower category within the jurisdiction of appointing authority concerned. This category had a higher scale of pay than Attenders in pre-58, 1958 and 1961 but in the 1969 grouping they have been grouped in the last grade along with the Attenders. They are placed in the revised scale of Rs. 325—500. The existing special pay of Rs. 10 will stand merged in the revised pay scale and no special pay will be attached to this category in future. For the existing incumbents in receipt of the special pay and the special pay will be reckoned as pay for the purpose of fixation in the revised scale.

Jamedar: (Rs. 175—300).

It has been stated that it was anomalous to discriminate the Jamedars working in the Ministers peshies and others working in the Secretariat. The request was to give the pay scale of Rs. 180—350. The category of Jamedars has been dealt within the Secretariat Department in detail and they are placed in the revised scale of Rs. 350—550.

Record Assistant: (Rs. 180—350).

It has been stated that the nature of duties is almost equal to that of L.D.C. and that the difference in the minimum of the time

scale of the Record Assistant with L.D.C. has been increasing in every revision. The request was to narrow down the gap in the pay scale. In the 1974 revision they have been placed in a classification higher than the corresponding Schedule I scale of Rs. 175—300. Comparison with L.D.C. is not relevant. The qualification is only Third Form. The present scale of pay is adequate and they are placed in the revised scale of Rs. 350—550.

Roneo/Duplicator Operator: (Rs. 180—350).

It was represented that it was anomalous to discriminate the Roneo Operators working in the Heads of Departments with those working in Secretariat in respect of special pay although the duties and responsibilities are not inferior to those working in Secretariat. It has also been represented that the parity with the Lift Operator and Driver has been disturbed in the 1974 revision. Prior to 1974 there were 3 different scales for the Roneo Operators. The P.R.C. 1974 placed them in a standard scale of Rs. 180—350. In the case of Roneo Operators in the offices of Heads of Departments and in Subordinate Offices the recruitment is by transfer of Attenders who have passed at least First Form and have 6 years of service as Attenders and who have been given the prescribed training for 3 days in operating the Roneo duplicator. In the case of Secretariat the recruitment is by transfer from among the Record Assistants and this category in the Secretariat has been dealt with separately in that department. The present standard scale of Rs. 180—350, for the Roneo Operators is adequate and the scale of pay should be made applicable whether in Secretariat or in other offices. They are placed in the revised scale of Rs. 350—550.

Lift Operator: (Rs. 240—420).

The request was for the pay scale of Rs. 250—430. This category has already been included in Schedule II in the 1974 revision and they have been placed one stage above the Schedule I scale of Rs. 180—350. In view of the qualifications prescribed in rules, the present scale of pay is adequate and they are placed in the revised scale of Rs. 410—625.

Cashier/Shroff: (Rs. 240—420).

This category is already included in the Schedule II in the 1974 revision and they have been placed in a classification higher than the Schedule I scale of Rs. 180—350. The qualification prescribed is only Third Form but one should furnish such security as may be fixed by Government from time to time. They are also in receipt of special pay. They are placed in the revised scale of Rs. 410—625.

L.D.C./Typist/Steno-Typist: (Rs. 250—430).

It is stated that it was anomalous to disturb the parity with certain categories like compounders or vaccinators who have been given the pay scale of Rs. 260—450, whereas the L.D.C. is placed in the scale of Rs. 250—430. They have also requested that advance increments should be given to the graduates appointed as L.D.C. as was given

in the earlier revisions prior to 1974. For recruitment to this category in the offices of Heads of Departments one should hold a degree, provided that where candidate possessing degree qualification are not available, candidates who do not possess such qualification if otherwise fit are eligible for appointment. In the case of recruitment in the subordinate offices the minimum qualification is S.S.C. In the 1974 revision they have been placed in a scale higher than the Schedule I scale of Rs. 240—420. No change in their present pay scale is called for and they are placed in the revised scale of Rs. 425—650. As regards advance increments for higher qualification general recommendations may be referred to.

Telephone Operator: (Rs. 250—430).

The request was to give a better scale of pay and to increase the present special pay. The P.R.C. 1974 has recommended the pay scale on par with L.D.C. with special pay which has been allowed by Government. The pay scale as applicable to L.D.C. will apply here also. The request for creation of separate category to provide for promotional avenues will not fall within the terms of reference of the P.R.C. As regards the request for increase in special pay, the Chapter on special pay may be referred to.

Drivers: (Rs. 260—450) (for Heavy Vehicle Drivers).
(Rs. 240—420) for Light Vehicle Drivers).

Prior to 1974 Drivers were in two different scales of pay of Rs. 90—192 and Rs. 80—160. There was no distinct classification as Heavy Vehicle Drivers and Light Vehicle Drivers. Prior to 1974, the position then seems to be that Selection Grade were made available for the category of Drivers to the extent of 20% of the posts and as a result of this Selection Grade Category they were in the higher pay scale of Rs. 90—192 in the 1969 revision, though they were not specifically classified as Heavy Vehicle Drivers.

The P.R.C. in 1974 recommended the pay scale of Rs. 260—450 for the Drivers in the pre-revised scale of Rs. 90—192 classifying them as Heavy Vehicle Drivers and for the other category of Drivers in the lower scale of Rs. 80—160, he recommended the pay scale of Rs. 240—420 classifying them as Light Vehicle Drivers.

In view of the above, some of the Drivers in the lower pay scale of Rs. 80—160 are also Drivers of Heavy Vehicles but they are not eligible for the higher scale of Rs. 260—450 and they are in the pay scale of Rs. 240—420 as they were not in the pre-1974 scale of Rs. 90—192. It was represented that the Drivers in the pre-revised scale of Rs. 80—160 who were also Heavy Vehicle Drivers with Heavy Vehicle Driving Licence should also be given the benefit of the higher scale of Rs. 260—450.

The distinction between Heavy Vehicle Drivers and Light Vehicle Drivers has to continue. Each Department should identify the Heavy Vehicles and should have the Heavy Vehicle Drivers as a separate category distinct from Light Vehicle Drivers and appointments made

specifically as Heavy Vehicle Drivers, if they possess a Heavy Vehicle Licence and the necessary experience. The present scale of pay of Rs. 260—450 for Heavy Vehicle Drivers is adequate and they are placed in the revised scale of Rs. 450—700. Even in respect of those Heavy Vehicle Drivers who were in the pre-1974 scale of Rs. 80—160 and presently in the scale of Rs. 240—420. They are recommended the revised scale of Rs. 450—700 applicable to Heavy Vehicle Drivers provided they possess the Heavy Vehicle Driving Licence, the office in which they work has Heavy Vehicles and they actually discharge duties in driving Heavy Vehicles only.

The Light Vehicle Drivers in the pay scale of Rs. 240—420 are placed in the revised scale of Rs. 410—625.

Cine Operators/Audio Visual Incharge: (Rs. 275—475).

This is a common category. Prior to 1974 they were indifferent scales of pay and the P.R.C. in 1974 recommended the standard scale of Rs. 275—475 for persons with the technical qualifications/experience and such of those who were in a pay scale higher than the pre-revised scale of Rs. 125—250 were allowed the corresponding D.A. merged scale as personnel to them. The standard scale for this category is therefore Rs. 275—475. With reference to the qualifications and experience generally prevailing in some of the Departments for this category, the present scale of pay is adequate and they are placed in the revised scale of Rs. 475—760.

Assistant Photographer: (Rs. 275—475).

This category is also included in Schedule II under common categories on the specific recommendation of the P.R.C. in 1974 in the above scale. Keeping the view the qualifications generally prevailing, the present scale of pay is adequate and they are placed in the revised scale of Rs. 475—760.

U.D. Store Keeper (Industries Department): (Rs. 290—520).

The Director of Industries has stated that it is anomalous to give a lower scale of pay to this category than that of U.D.C. although the U.D.C. and the Store-keeper are one and the same with different nomenclature and he has also stated that these posts were governed by the A.P. Ministerial Service Rules. The request was to include this post under common categories.

The post is not included in Schedule II in the 1974 revision under common category nor in Industries Department and hence it is in the Schedule I scale of Rs. 290—520 the pre-revised scale being Rs. 140—280. This category is prevailing in many departments in different scales of pay. In some departments they belong to the U.D. or L.D. cadre and in some departments it is a distinct category with identical scale as for U.D.C. or L.D.C. and even Superintendents in some cases. In some departments the category of Store-keeper is included in Schedule II of that Department while in other Departments where they have not been included in Schedule II of that Department they are in the corresponding Schedule I scale. In some cases they are

also stated to be interchangeable with the common posts of U.D.C. or L.D.C. the qualifications being identical. Generally these posts are similar to the L.D.C. or U.D.Cs. or Superintendents as the case may be and the pre-74 scales were also identical with these common posts.

In these circumstances the category of Storekeeper can be classified as a common category and a common pay scale is recommended as under:

Storekeeper Grade III	Equivalent to L.D.C. provided the qualifications are not less than those applicable to L.D.C.
Storekeeper Grade II	Equivalent to U.D.C. provided the qualifications and the method of recruitment are not less than those applicable to U.D.C.
Storekeeper Grade I	Equivalent to Superintendents in the subordinate offices provided the qualifications and mode of recruitment are not less than those of Superintendents in the subordinate offices.

The departments may also take suitable steps to amend the recruitment rules wherever necessary.

U.D.Cs./U.D. Steno/U.D. Accountant: (Rs. 310—560).

It is stated that it was anomalous to show disparity between U.D.Cs. in Secretariat and in other offices when they perform the same duties. This category has been included in Schedule II in the 1974 revision on the recommendations of the P.R.C. who had observed "relative improvement as compared to the Superintendents who had gone up due to the correction of 1969 grouping". This category has been placed one stage above the Schedule I scale of Rs. 290—520. The qualification required for recruitment to this category whether by direct or by transfer is a degree and this is a promotion category for the L.D.Cs. in the pay scale of Rs. 250—430. Parity with Secretariat Assistant is not relevant. No change in the present scale is called for and they are placed in the revised scale of Rs. 530—850.

Accountants: (Rs. 310—560).

It has been stated that the post of Accountant in the Poultry Marketing Centre, Hyderabad in the Animal Husbandry Department was in the Head Clerk cadre but the scale of pay of Rs. 340—640 applicable to Head Clerks was not allowed to the Accountant as it was not included in Schedule II. In certain Departments, Accountants were in the pre-74 scale of Rs. 140—280, applicable to U.D.Cs. and in certain Departments they were also in the pay scale of Rs. 150—300. In some cases they were also in the pre-74 scale of Rs. 200—400. In view of the above position to have different scale of pay for the same designation it would not only create confusion

but it also results in the Accountants drawing lower scale of pay claiming the same scale of pay as for Accountant in the higher scale on the ground that the nature of duties and responsibilities are more or less the same. The Accountants are generally governed by the A.P. Ministerial Service Rules. The Accountants who were in the pre-74 scale of Rs. 140—280 or Rs. 150—300 may be placed in a common scale by equating them with U.D.Cs. and classifying them as Accountants Grade II. The Accountants in the higher scale of Rs. 200—400 and presently in Rs. 410—750 may be classified as Accountant Grade I and be on par with Superintendents in the subordinate offices.

Photographer: (Rs. 320—580).

Prior to 1974 this category was in different scales of pay in different Departments. The P.R.C. in 1974 recommended a standard scale of Rs. 320—580 and those who were in a scale higher than the pre-revised scale of Rs. 160—320 were given the benefit of the corresponding D.A. merged scale as personal to them. Taking into consideration the qualifications of S.S.C. and experience of 5 years in some of the Departments the present scale of pay is adequate and they are placed in the revised scale of Rs. 550—900.

In respect of Photographers with minimum general educational qualification and experience of less than 5 years they are placed in the revised scale of Rs. 475—760.

Artist-cum-Photographer: (Rs. 320—580).

For this category also a standard scale of Rs. 320—580 was recommended by the P.R.C. in 1974. In view of the minimum educational qualification with technical qualification generally prevailing, the present scale of pay on par with Photographer is adequate and they are placed in the revised scale of Rs. 550—900. Such of those who are in a higher pay scale than the standard scale of Rs. 320—580 as personal may however have the revised scale corresponding to the pre-revised scale also as personal to them.

Photo Artist: (Rs. 320—580).

This has also been prescribed a standard scale of Rs. 320—580 in the 1974 revision. The qualifications fairly compare with those of the Photographer. No change in the present pay scale is called for and they are placed in the revised scale of Rs. 550—900.

Artist:

It was noticed that this category is also in existence in some of the Departments but the same has not been included under common categories in the 1974 revision. This category is in different scales of pay i.e., Rs. 290—520, Rs. 320—580, Rs. 360—700 and Rs. 275—475. By and large the minimum educational qualification plus technical qualification are necessary for this category. This category is also placed in the revised scale of Rs. 550—900 corresponding to the pre-revised scale of Rs. 320—580. However, such of those who are

presently in a pay scale higher than the standard scale of Rs. 320—580 will have that scale of pay as personal to them and they may be given the revised scale corresponding to the pre-revised scale as personal to them.

Head Clerk: (Rs. 340—640).

It is represented that it is anomalous to give a lower scale than that of a Superintendent, although the Head Clerks are performing the duties of the Superintendents. The request was to equate them with Superintendents, in view of the heavy responsibilities and supervision of the work done by 10 to 15 Clerks. The P.R.C. 1974 had observed that the Head Clerks in Taluk and Revenue Divisional Offices and in other departments who are in the pre-revised scale of Rs. 150—300 may be given the revised scale of Rs. 340—640. Head Clerks are in category III, IV and VII of A.P. Ministerial Service Rules and U.D.C. are in category in VIII of that service. According to these rules appointment to any category, grade or post may be made by promotion from any lower category or posts. In view of this position, U.D.C. is a feeder category for this. The present relative position with the feeder categories is adequate. No change in the pay scale is called for and they are placed in the revised scale of Rs. 575—950.

Superintendents (Subordinate Offices): (Rs. 410—750).

It has been represented that this category carries the same responsibilities as that of a Superintendent in the Directorate, that the pre-74 scale was the same as that of Superintendent in the Directorate but a lower scale of pay has been given to this category in 1974 revision. In the 1958 revision the Superintendents were in two different scales of Rs. 150—300 and Rs. 150—250 but in 1961 revision these two scales have been merged and they were placed in a common scale of Rs. 180—350. However consequent on the recommendations of the Two Man Committee the Superintendents in the Directorate were given a higher scale of Rs. 180—400 whereas the Superintendents in the Subordinate Offices were in the pay scale of Rs. 180—350. But in the 1969 revision they have been placed. In a common scale of Rs. 200—400 due to grouping and again in 1974 distinction has been made placing the Superintendents in the Subordinate Offices in a lower scale as compared to Superintendents in the Directorate.

The feeder category is U.D.C. which is in a common scale of Rs. 310—560 and similarly the L.D.Cs. also are in a common scale of pay. From the administrative aspect of the interchangeability of the posts of the Superintendents, in the offices of Heads of Departments and in the Subordinate Offices, it may be expedient to have a unified scale of Superintendents. The qualification and the feeder category of U.D.C. are similar for both. In view of these factors a common scale of Rs. 700—1,200 is recommended for the Superintendents in the subordinate offices also on par with Superintendents in the Directorate.

Superintendent, Office of the Director of Accounts, Pochampad Project: (Rs. 410—750).

The request was to allow the pay scale of Rs. 430—800 as the duties and responsibilities are the same whether in a subordinate office or in the Head of the Department. This is a common category and therefore the recommendations against the category of the Superintendent, Subordinate Offices would equally apply.

Special Category Stenos: (Rs. 430—800).

It was represented that they should be given equal pay scale wherever they are working as their duties and responsibilities and qualifications and those of the Personal Assistants are similar. This category has been included in Schedule II in the 1974 revision in the pay scale of Rs. 430—800 and they have been placed two stages above the corresponding Schedule I scale of Rs. 360—700. This category also constitutes Category I of the A. P. Ministerial Service Rules wherein the category of Superintendents is also included. This can also be filled in by promotion of U.D. Stenos in Rs. 310—560 and the present relative position is adequate. They are placed in the revised scale of Rs. 700—1,200.

Superintendents (Directorate): (Rs. 430—800).

It has been stated that the Superintendents and Section Officers in the Secretariat are performing similar duties and the Superintendents in the Directorate are given a lower scale of pay. The request was for parity with Section Officers in Secretariat. The removal of distinction between Section Officers and Superintendents in the Heads of Departments in regard to pay scale was represented before the P.R.C. 1974. but the same was not agreed to. The argument of parity for the Superintendents with the Section Officers in Secretariat is not relevant. This category was placed two stages above the Schedule I scale of Rs. 360—700 in 1974 revision. The relative position with the feeder category of U.D.C. is adequate and they are placed in the revised scale of Rs. 700—1,200.

Superintendent (Office of the I. G. of Police): (Rs. 430—800).

It has been represented that the Superintendent in the Office of the I. G. of Police should be allowed a pay scale higher than that of the Manager in the District Police Office in view of the observations of the High Court on their Writ Petition. The request was to allow the pay scale of Rs. 530—1,050.

The category of Superintendents in the Office of the I. G. of Police falls under category I of Andhra Pradesh Ministerial Service Rules along with Superintendents in the Offices of the Heads of Departments and Directorate. Hence the recommendation against the Superintendent in the Directorate dealt above would apply here also and no separate treatment is necessary for this category in the Office of the I. G. of Police.

Accounts Officers (not belonging to the T. & A. Service):
(Rs. 700—1,200).

This category is included in Schedule II under common categories and they have been placed in a classification higher than the Schedule I scale of Rs. 600—1,100. The present scale of pay is the same as applicable to Accounts Officers or District Treasury Officers in the Treasuries and Accounts Service. They are placed in the revised scale of Rs. 1,050—1,600.

In some Departments this is a separate category though the pay scale is common. Government may consider whether these Accounts Officers in other Departments may also be treated as addition to the cadre in the Treasury and Accounts Service and the personnel are drafted from the Treasury and Accounts Department instead of treating this category as an isolated one in the Departments concerned.

CO-OPERATIVE DEPARTMENT

Junior Inspectors: (Rs. 310—560).

This is the level of first entry into the department in the scale of Rs. 310—560. The qualification prescribed is Intermediate. But after recruitment they undergo an inservice training for a period of one year, which is essential for further continuance. Taking these factors into account, the Pay Commissioner in 1974 had recommended the scale of U.D. Clerk at present enjoyed by them. The representatives pointed out no anomaly but claimed a higher pay scale of some ministerial subordinates. As adequate increase has already been granted and as it is the first entry level to the department, no further revision is necessary. They are placed in the revised scale of Rs. 530—850.

Senior Inspector of Co-operative Societies: (Rs. 320—580).

This is in the scale of Rs. 320—580 and mainly a promotion category for Junior Inspectors, though there is a provision for direct recruitment of Graduates.

The representatives pointed out that certain other categories in the pre-74 scale of Rs. 150—300 later on were assigned Rs. 340—640 or Rs. 360—700, higher than their scale; the narrowing gap between the initial post of Junior Inspector and Senior Inspector and the widening the gap between the posts of Senior Inspector and Co-operative Sub-Registrar; the parity is accorded to the Junior Inspector with the U.D. Clerk, but the Senior Inspector is being denied the same with the corresponding higher category of Superintendent.

As remarked at a number of places, the parity with other categories earlier is no ground for its continuance. The Two Man Committee did not agree to a revision as this category also had revision in December, 1962 itself. In Pre-1974 scale, the two-stage difference between Senior and Junior Inspectors was reduced to one stage after 1974. Equivalence with Superintendents in the scale of Rs. 410—750 is not appropriate on the sole ground that the feeder posts are equivalent in the lower category. It should be emphasised that whatever the equivalence at the base level this cannot be assumed right through to be maintained. Even otherwise the Superintendents have always been in a higher scale than that of Senior Inspectors. The only point that merits consideration is the narrow gap between the post of Junior and Senior Inspectors. They are placed in the revised scale of Rs. 575—950.

Grade I Clerks, Grade II Clerks:

According to the Registrar, who stated before the Commissioner these Telangana categories are extinct now and therefore no recommendation is made.

Co-operative Sub-Registrar: (Rs. 430—800).

This is in the scale of Rs. 430—800 maintaining parity with the Deputy Tahsildar of Revenue Department. The representatives claimed that the parity should be with Tahsildar, being an Officer at the taluk level, that a number of other categories in the lower scale than that prior to 1974 were either placed in their scale or above them, even though their duties and responsibilities are less in magnitude; and that the gap between the pay of this post and next higher post of Deputy Registrar is disproportionately high; that the recommendation of the previous P.R.C. to convert one-fourth of the posts of the Co-operative Sub-Registrars to that of special category has not been implemented so far.

It is observed that the pay scale of Co-operative Sub-Registrar was on par with the Deputy Tahsildar even earlier to 1958 and the same position has been maintained. Simply because he is a Taluk Officer the duties and responsibilities do not match those of Tahsildar. The Two Man Committee in 1964 also did not agree for revision as they had a revision in December, 1962. The parity enjoyed by other categories mentioned by them who are now in higher scales is not relevant because suitable scales have been recommended by the various Pay Commissions and accepted by the Government by taking into account the special features and the nature of work and responsibilities in those departments. The gap between the pay of this category and the higher category cannot be said to be high as represented for the reasons that they will get promoted to the higher category after rendering the required service for eligibility for promotion and in many departments the feeder category and promotion category are by and large in the pay scale of Rs. 430—800 and Rs. 700—1,200 respectively and it is not peculiar to this category. No change in the pay scale is called for and they are placed in the revised scale of Rs. 700—1,200.

State Palmgur Organiser: (Rs. 700—1,200).

It is noticed in the statement filed by the Department that there is a post with this designation in the pay scale of Rs. 700—1,200 which corresponds to that of Deputy Registrar. This is placed in the revised scale of Rs. 1,050—1,600.

As has been observed by the Commissioner in the general recommendations, the Commissioner reiterates again here that all such isolated categories of posts should be manned by Officers belonging to the general cadre and in this case by a Deputy Registrar, posted on tenure basis so that the odd posts do not create problems of stagnation and non-promotion both to the individual and to the Department.

Executive Engineer
Assistant Engineer
Junior Engineer
Statistical Officer
Senior Investigator
Junior Investigator

} All these posts are filled in by Officers drawn from Public Works Department or Bureau of Economics as the case may be and will carry scales as recommended for those posts in that department.

Deputy Registrar: (Rs. 700—1,200).

The representatives claimed equation with the post of Deputy Collector because of the parity existing up to 1933 and the jurisdiction being co-terminus with that of a Revenue Divisional Officer. It is noticed that this claim was examined both by the Two Man Committee in 1964 as well as the P.R.C. in 1974. The pay scale of Deputy Collector was always higher than that of Deputy Registrar at the time of all the earlier revisions and the parity in the remote past in 1933 is of no relevance. Further it was also held by these Commissions that the nature of duties and responsibilities of a Deputy Registrar are certainly not comparable with those of Revenue Divisional Officer, taking into account the present trend of things. However, in the revision of 1974, they have been placed one grade higher than the normal scale of Rs. 600—1,100 applicable to their pre-revised pay of Rs. 400—800. No merit therefore is seen for any further revision. They are placed in the revised scale of Rs. 1,050—1,600.

Special Category Deputy Registrars: (Rs. 850—1,425).

This is now on par with Deputy Director of Fisheries and Deputy Director of Industries in the pay scale of Rs. 850—1,425. The representatives urged that this category be given the pay scale of Rs. 900—1,450 on par with Deputy Directors of Agriculture and Animal Husbandry and Special Grade Deputy Collectors. As P.A. to the Collector (Co-operation) which designation perhaps does not exist now, they claimed it an anomaly when other District Officers working as P.As. have higher scales. But it is seen that the pay scale of Deputy Directors of Agriculture and Animal Husbandry was higher than this post even prior to 1974 revision and the revision in 1964 of the scales of Agriculture and Animal Husbandry Departments were in pursuance of the recommendations of the Nallagarh Committee made in the wider context of accelerating rural development. The mere designation as P.A. to Collector done purely for administrative convenience, does not warrant a revision of pay scale unless justified by other well accepted norms for pay revision. Even in 1974 this category has been placed one stage above the usual corresponding scale of Rs. 750—1,300 normally admissible to their pre-revised scale of Rs. 600—1,100. No further increase is therefore justified. They are placed in the revised scale of Rs. 1,250—1,800.

Joint Registrar: (Rs. 1,100—1,650).

This is the highest post available in the Department to the Co-operative service personnel. As it is, the post is on par with the Joint Directors of Agriculture, Fisheries and Special Grade Executive Engineers. Some associations representing this category requested the P.R.C. for a scale on par with the District Revenue Officer in the I.A.S. cadre stating that the duties were more onerous and arduous etc. Apart from this general request, no additional facts are adduced other than the ones on which the post has already been given this status.

The existing pay scale and parity with other posts is appropriate and they are placed in the revised scale of Rs. 1,500—2,100.

Registrar:

This post at present is encadred into the I.A.S. and therefore no comments are offered.

DISTRICT GAZETTEERS

1. *Comptometer Operator*: (Rs. 250—430).

Th parity with Lower Division Clerk was there even in earlier revisions. The previous P.R.C. had equated this with Typist plus a special pay as for lower grade typist, and they have been sanctioned a special pay of Rs. 10 from 2nd November, 1976 in G.O. Ms. No. 463, Finance, dated 2nd November, 1976. The minimum qualification is only S.S.L.C., while preference is being given to those who have undergone the training in Comptometer Operation. So the existing parity with L.D.C. along with special pay may continue. They are placed in the revised scale of Rs. 425—650.

2. *Research Assistant*: (Rs. 430—800).

It was represented that it is anomalous to give a pay scale equal to that of Superintendent when Research Assistant is superior to the Superintendent according to the clarification issued in Memo No. 1250/K2/68-2, Revenue, dated 6th June, 1968. They requested a scale of Rs. 480—900 on par with Archivists which carry a similar pre-1974 scale of Rs. 250—500.

This post was considered by the P.R.C. in 1974 and was included in Schedule II by assigning a pay scale of Rs. 430—800 which was the same scale applicable in Schedule I. The prescribed minimum qualification is Post-graduate degree or B.Sc. (Agriculture) for direct recruitment but in the case of appointment by transfer the educational qualifications are not insisted if they are recruited from posts carrying a scale of pay not lower than that of an U.D.C. In the hearings before the Commissioner, it is confirmed that Superintendent is not a feeder category for this post. For Archivist the prescribed qualification is said to be a graduate along with proficiency in Persian or Urdu or Marathi or Telugu. As the Government have clarified that this is superior to that of the Superintendent which is also in Rs. 430—800, it was also made out before the Commissioner by the State Editor, District Gazetteers that the work of these persons was not of a routine nature and the quality of work of the Gazetteers depended upon the work turned out by these categories which was more investigative than routine compilation. They are placed in the revised scale of Rs. 750—1,300.

3. *Assistant Director (known as Sub-Editor from 1968-76)*: (Rs. 480—900).

It was represented that the post of Sub-Editors (now Assistant Director) were created in 1967 along with Deputy State Editor abolishing five posts of Assistant Editor and one post of P.A. to Editor. The scale of Rs. 375—800 was given to the Assistant Directors, but was not given to the Sub-Editors after the above reorganisation. The scale was not revised in 1969 and they remained in Rs. 300—600 which was

given to them in 1967. The request was to equate the post of Sub-Editor (now Assistant Director) with Senior Lecturers and Assistant Directors in State Archives Department etc., as the Sub-Editors are performing the duties and responsibilities of Assistant Editors after abolishing the post of Assistant Editors (who have been filled by Senior Lecturers and Deputy Collectors).

The anomaly pointed out was brought to the notice of the previous P.R.C. in 1974 who placed them in the corresponding Schedule I scale of Rs. 480—900 in the pre-revised scale of Rs. 300—600, reported to be pre-69 scale from 1967 and in the 1969 grouping it could have been grouped in Rs. 350—750 as all other posts with minimum of Rs. 300 are grouped in the above scale. That was the only criteria adopted at that time. In that event, this post would have been in the Schedule I scale of Rs. 530—1,050 in the 1974 revision. The Assistant Lecturers in Degree Colleges are now designated as Lecturers in the scale of Rs. 700—1,600 in pursuance of Three Man Committee recommendation. Appointment to this category is by transfer from Research Assistant in the scale of Rs. 430—800 with five years of service as Research Assistant. The prescribed qualification is post-graduation but when post-graduates are not available, degree holders can also be appointed. From the above it is seen that this category missed an appropriate grouping in 1969 and this lower status was carried over in 1974 revision. While parity with the Assistant Directors who were in the higher scale of Rs. 400—800 (Pre-74) may not be justified, they should not be denied the scale of Rs. 530—1,050 for the reasons discussed above. They are placed in the revised scale of Rs. 800—1,450.

DRUG CONTROLLER AND FOOD (HEALTH) AUTHORITY

Lab. Attendants: (Rs. 165—250/180—350).

The Department has proposed *ad hoc* rules prescribing the qualifications as Tenth Class. If and when those draft rules are approved, the Lab. Attendants in the higher scale of Rs. 180—350 may be brought on to the revised scale of Rs. 410—625. For the present they are placed in the revised scale of Rs. 350—550. The other Lab. Attendants in the lower scale may remain in the present scale classifying them as Grade II and the others in higher scale as Grade I. Lab. Attendants Grade II are placed in the revised scale of Rs. 290—425.

Lab. Technician: (Rs. 260—450).

In the draft *ad hoc* rules to be approved, this is propose to be redesignated as Technical Assistant Grade II, the qualifications proposed being Diploma in Pharmacy or Diploma in Electrical Engineering for direct recruitment if no suitable candidate is available in the category of Lab. Attendants for promotion. The Lab. Technicians Grade II in the Medical Department are in the same pay scale of Rs. 260—450 and they have been suggested the revised scale of Rs. 450—700 corresponding to the same pre-revised scale. The relative position with the feeder category of Lab. Attendant is also adequate. This is placed in the revised scale of Rs. 450—700 as in Medical Department for Lab Technicians Grade II.

Technical Assistant: (Rs. 275—475).

The feeder category for this is the Lab. Technician discussed above. The Lab. Technicians Grade I in the Medical Department have been suggested the pay scale of Rs. 530—850 corresponding to the pre-revised scale of Rs. 310—560. As the Lab. Technician Grade II here has been recommended the pay scale as applicable to Lab. Technician Grade II in the Medical Department, this post may be placed in the pay scale of Rs. 530—850 as applicable to the Lab. Technician Grade I in the Medical Department.

Junior Analyst Grade II: (Rs. 340—640).

This is a feeder category to Junior Analyst Grade I which is in Rs. 410—750. For direct recruitment a post-graduate degree in Pharmacy is required and it is a promotion post for Lab. Technicians. This has also received one higher qualification in the 1974 revision. The Department however is maintaining too many grades in between and it does not appear necessary to disturb the balance now, unless the Department makes up its mind as to the number of categories once for all. Too frequent changes have resulted in avoidable anomalies. The existing levels should continue and any reorganisation proposed by the Department should take place only for new direct recruits. No change in the scale is called for. They are placed in the revised scale of Rs. 575—950.

Food Inspector: (Rs. 360—700).

The *ad hoc* rules are yet to be framed but however under the Food Adulteration Act, a Graduate or Licentiate in Medicine or even qualified Sanitary Inspectors who possess certificate with experience of one year can discharge the duties. The lowest qualification is a qualified Sanitary Inspector having an experience of one year. In Medical and Health Department there are Sanitary Inspectors in the scale of Rs. 320—580 and Health Supervisors in Rs. 360—700. The pre-revised scale of Food Inspector and Health Supervisors was one and the same. The present scale is adequate and no change is called for. They are placed in the revised scale of Rs. 600—1,050.

Junior Scientific Assistant: (Rs. 360—700).

This post was created when a separate Drugs Laboratory was formed with a slightly higher pay than the Junior Analyst Grade II though the qualifications were not different. However though it was stated in the discussions that there was a proposal to convert this post as the Junior Analyst Grade II there are no orders of the Government in this regard. However some orders of the Government are in force indicating the preferences that should be adopted in promoting the incumbents in this as well as in the posts of Junior Analysts for promotion to the next higher category of Junior Scientific Officer. There have been too frequent changes both in designations and in the scales of pay of posts though apparently the duties appear to be common. This is not disputed by the Department but before the incumbents could settle down in this new hierarchy, rules are proposed to be changed probably being adverse to some of the present incumbents and this creates unnecessary and avoidable anomalies. The Commissioner is constrained to observe this inasmuch as he is charged with the specific duty of looking into the anomalies. Since a G.O. has been issued maintaining the existing designations and pay scales, it is necessary that the scheme is continued so that no new anomalies develop. No change in the pay scale is called for and they are placed in the revised scale of Rs. 600—1,050.

Junior Analyst Grade I: (Rs. 410—750).

This is a promotion post for Junior Analyst Grade II. The *ad hoc* rules are yet to be framed where higher qualifications are proposed to be prescribed for this post as against the earlier post. Any change so soon will result in anomalies and they may continue in the present scale of Rs. 410—750 relative to its feeder category. They are placed in the revised scale of Rs. 650—1,100.

Senior Scientific Assistants: (Rs. 430—800).

This post was created in circumstances similar to that of Junior Scientific Assistants discussed earlier. For the reasons advanced against the posts of Junior Analyst Grade I and Grade II and Junior Scientific Assistant no change in the scale at this stage is called for and they are placed in the revised scale of Rs. 700—1,200. Too frequent changes as proposed by the Department in upgradation, etc. of posts with same qualifications result in avoidable anomalies and should be discouraged.

Food Inspector (Gazetted): (Rs. 530—1,050).

The Department has stated that the post is kept in abeyance and therefore no consideration is called for.

Drugs Inspector: (Rs. 530—1,050).

P.R.C. in 1974 gave the scale placing it one stage above the Schedule I scale. The qualifications required are a Degree in Pharmacy or a Post-Graduate Degree in Chemistry or a Graduate in Medicine and one year's Post-Graduate Training in a prescribed laboratory. This is also a feeder category to Assistant Drugs Controller in Rs. 600—1,100. The relative position with the feeder categories is adequate. No change is called for and they are placed in the revised scale of Rs. 800—1,450.

Assistant Drugs Controller: (Rs. 600—1,100).

This is a promotion post for Drug Inspector with five years of service. This is only the post of Senior Drugs Inspector which was redesignated as the Assistant Drugs Controller. In view of the qualifications no change is called for. They are placed in the revised scale of Rs. 900—1,500.

Junior Scientific Officer (Senior Analyst): (Rs. 600—1,100).

Appointment shall be on transfer from Senior Scientific Assistant and Junior Analyst Grade I and for direct recruitment a Ist or IInd Class M.A. or M.Sc. in Chemistry and Practical experience in Food and Drugs Analysis for a period of three years or M.Sc. Food and Drugs or M.Pharm or equivalent etc. are the qualifications. These qualifications are also applicable for the post of Senior Analysts. Considering the qualifications and the feeder categories the present scale is adequate. They are placed in the revised scale of Rs. 900—1,500.

Deputy Government Analyst: (Rs. 750—1,300).

After the establishment of a full-fledged Forensic Science Laboratory, Government issued separate orders revising the scales of Officers (F.S.L.). The earlier parity therefore is not appropriate. The qualifications are only M.Sc. with Ist or IInd Class in Chemistry of Foods and Drugs and three years experience in analysis. This is a feeder category for Government Analyst presently in Rs. 1,000—1,550. The scale is adequate and no change is called for. This will be in the revised scale of Rs. 1,150—1,700.

Deputy Drugs Controller: (Rs. 750—1,300).

During discussions the Drugs Controller pointed out that the Deputy Drugs Controller who is the Head of the Administrative Wing draws less than the Head of the Analytical Laboratory who is in Rs. 1,000—1,550. He is next to the Drugs Controller and is also licensing authority for sales in Drugs throughout the State. Though

equivalence is justified on this ground. the remarks of the Commissioner against the post of Senior Scientific Officers and Government Analyst may also be seen. This is placed in the revised scale of Rs. 1,250—1,800 for maintaining the parity.

Senior Scientific Officer/Government Analyst:—(Rs. 1,000—1,550).

This was sanctioned in 1970 in the scale of Rs. 750—1,200. This shall be filled by promotion from among Junior Scientific Officers with five years of service or by direct recruitment.

The present scale appears to have been given because of the earlier equivalence with non-clinical Professors in the Medical Department. When they formed part of that Department till its separation and constitution as a separate Department. That might have been necessary when this was part of one single organisation of Institute of Preventive Medicine where according to the recruitment rules a graduate in Medicine with Post-Graduate qualification could also be posted in which case he drew the salary of non-clinical Professors. After the separation and formation as a new Department when such non-clinical Professors are unlikely to be posted, the justification in the scale of Rs. 1,000—1,550 does not exist. The qualifications for the post other than that of Medicine also do not warrant a scale of this nature. The proper scale for this post will be Rs. 850—1,425 only as the post is only the Head of a division under the Director. The scale should be brought down as suggested, and they are placed in the revised scale of Rs. 1,250—1,800. The existing incumbents in the pay scale of Rs. 1,000—1,550 may however have the revised scale of Rs. 1,400—2,000 as personal to them.

EDUCATION DEPARTMENT—HIGHER EDUCATION

Gasman: (Rs. 165—250).

The Director of Higher Education has stated that this cannot be equated with that of an Attender in view of the technical nature of duties. One must be able to read and write English and the Regional language concerned, preference being given to candidates who pass Third Form and one must possess experience as Fitter in any Workshop for a period of not less than one year. In view of the above, they are placed in the revised scale of Rs. 310—475.

Mechanic: (Rs. 180—350).

From the list of posts in the departmental schedule it is seen that there are Mechanics in the lower scale of Rs. 175—300 and Rs. 165—250 as well as in the higher scale of Rs. 240—420. The Director of Higher Education has referred to the anomaly in pay scale only in respect of Mechanics in Rs. 180—350 and he has not disclosed the existence of Mechanics in the higher scale or in the lower scale nor has he stated anything about other Mechanics. In view of the existence of different scales one of which is also Rs. 240—420, Mechanics in Rs. 180—350 may remain in the present scale and be given the revised scale of Rs. 350—550.

Electricians in Colleges: (Rs. 180—350).

There are no rules at present. The department proposes to prescribe VII class and Industrial School-Leaving Certificate with experience of two years in the trade. Considering these qualifications they can be above the Record Assistants and they are placed in the revised scale of Rs. 410—625.

Compounders: (Rs. 240—420).

The Department has not furnished any recruitment rules for the non-teaching staff. The P.R.C. in 1974 recommended Rs. 260—450 for non-diploma holders in the Medical and Health Department for those Compounders in the pre-74 scale of Rs. 90—192. Unless the rules are finalised prescribing the necessary qualifications there is no point in revising the scale. They may continue in the present scale and be given the revised scale of Rs. 410—625.

Museum Keeper/Herbarium Keeper/Sargeants: (Rs. 240—420).

The qualification is only Third Form or equivalent. The present scale is adequate and they are placed in the revised scale of Rs. 410—625.

Store-keeper: (Rs. 240—420).

Recruitment rules are not available but it is seen that L.D. Clerk and Store-keepers are inter-transferable and the qualifications prescribed for both are similar while the Store-keeper is required to deposit security amount. The principle of correction of 1969 grouping would also apply here and the revised scale of Rs. 425—650 as under Common Categories would apply.

Assistant Librarian: (Rs. 240—420).

This was given a Schedule I scale in 1974 revision. The qualifications are S.S.L.C. with Certificate in Library Science and as such may be treated as left-over category and given the revised scale of Rs. 450—700 on par with Card Writer, Book-keeper. Supervisor Grade II in Public Libraries Department with similar qualifications.

Graduate Librarians: (Rs. 310—560).

The qualification prescribed correspond to those applicable to Assistant Librarians Grade II of Libraries Department who are presently in Rs. 310—560. No change is called for and they are placed in the revised scale of Rs. 530—850.

Graduate Librarian in Junior Colleges: (Rs. 310—560).

P.R.C. in 1974 maintained parity with Assistant Librarian Grade II of Public Libraries Department. Considering the qualification no change is called for. They are placed in the revised scale of Rs. 530—850.

Physical Directors in Junior Colleges: (Rs. 320—580).

P.R.C. in 1974 placed this category on par with Physical Directors in High Schools, qualifications being common. The work being the same whether in a School or College the pay scale as applicable to Physical Directors in Schools would apply (*i.e.*) Rs. 575—950.

Engineering Instructors in Junior Colleges: (Rs. 430—800).

P.R.C. in 1974 placed this on par with Supervisor, P.W.D. The qualifications are a Degree or Diploma in Engineering. P.R.C. in 1974 recommended the scale of Rs. 480—900 for Supervisors who acquire Engineering degree qualifications. Considering the minimum qualifications required for the post the scale is adequate and no change is called for and degree-holders may be governed by the general recommendations of the Commissioner for such higher qualifications. They are placed in the revised scale of Rs. 700—1,200.

Junior Lecturers in Junior Colleges: (Rs. 430—800).

It may be recalled an interim report is given by the P.R.C. recommending an *ad hoc* increase of Rs. 50 pending final report.

The main demand of the Junior Lecturers was to extend the same scale of Rs. 700—1,600 as was given to similar people in Degree Colleges as they discharge similar duties. It is seen that the Junior Lecturers in Degree Colleges were allowed the scale of Rs. 530—1,050 if they had rendered 5 years of service or less and a scale of Rs. 700—1,600 if they had put in more than 5 years of service on the recommendations of the Three Man Committee in respect of Degree Colleges. However it is understood from the Department of Education that the revised pay scales of Rs. 530—1,050 or Rs. 700—1,600 to Junior Lecturers have not been implemented so far because if some clarification required from the Government of India. However considering the claim of the Junior Lecturers in Junior Colleges without reference to the above it is seen that the Post-Graduates with I or II class were given a higher start of Rs. 260 in the scale of Rs. 200—500 and therefore at the time of applying the principle of correction the scale of Rs. 260—500 should have been taken into account and not Rs. 200—500. in which case they would get the scale of Rs. 480—900 in the 1974 revision. The Commissioner does not consider appropriate the other arguments with regard to the specific applicability of the U.G.C. scales. The U.G.C. scales were made applicable in an entirely different context and at that time the relativities and parities with the posts of the various other departments of Government were not considered, neither therefore is it appropriate to consider similar relativities now. However the Junior Lecturers stand in a different footing in the sense that they were part of the main stream of one particular line to which the U.G.C. scales were applied and the Junior Lecturers in Junior Colleges were arbitrarily deprived of that benefit because of certain decisions on the matter. While viewed from the side of Education Department this may be an anomaly, the remedy does not lie in enlarging the anomaly by conceding the demand of these Junior Lecturers which would result in upsetting the horizontal relativities with hundreds of other posts in the Government who could justifiably claim that they are underpaid relative to these Junior Lecturers considering the nature of duties and responsibilities. If that principle were to be extended, the entire scales of Government call for a total reconsideration as there is a feeling, not unjustified, in respect of other categories that under the U.G.C. a particular class of Government employees are paid more. Therefore we have to apply here strictly the principles and criteria that have governed the evolution of pay scales in the Government as a whole and on that basis the Junior Lecturers in Junior Colleges who come within the purview of this Commissioner can be given the revised scale of Rs. 800—1,425 corresponding to the pre-revised scale of Rs. 530—1,050 for the reasons stated above and this includes the interim relief already given.

Incidentally this brings before us the case of Third Class Post-Graduates who are appointed as Junior Lecturers on emergency basis in the same scale of Junior Lecturers of Rs. 430—800 with the restriction that they should not draw any increments beyond the minimum of the scale. The Junior Lecturers say that the qualifications required is a First or Second Class Post-Graduate degree and it is anomalous for the Third Class Post-Graduate person to be given the same scale while the Third Class Post-Graduate claimed that when they are

appointed to discharge the same duties and responsibilities as those of Junior Lecturers they cannot be denied the drawal of increments in a scale that is legitimately due to them. It is no doubt odd that people with different requirements should be on the same scale; however justified in the exigencies of public interest. It is seen that the appointment of Third Class Post-Graduate is not a thing of the past but appears to be continuing, may be in the public interest. This however should not distort the salary structure. The Commissioner therefore keeping in view the general principles that have governed the various recommendations of pay scales is of the view that such Third Class Post-Graduate may be placed in the revised scale of Rs. 750—1,300 corresponding to the pre-revised scale of Rs. 480—900 which would be their scale by applying the principle of correction, to the scale of Rs. 200—500. It would be a mistaken sense of sympathy should they be given the scale of Rs. 800—1,450 which would again generate a demand for something more by the Junior Lecturers. The revised scale of Rs. 750—1,300 is appropriate as the Third Class Post-Graduates only started at Rs. 200 while the Junior Lecturers with First or Second Class Post-Graduate degree started at Rs. 260 with earlier scale. This would maintain the necessary distinctions between the various entry qualifications. As to the argument that persons doing the same job are paid differently, attention may be invited to the well established case in the P.W.D. where the Diploma holders and Junior Engineers are in two different scales while they discharge the same duties and responsibilities. Once it is given the scale of Rs. 750—1,300 the restriction on the drawal of increments would automatically go.

Librarian in Degree College: (Rs. 530—1,050).

The present scale is adequate in comparison with the pay scale prevailing in Libraries Department for persons with similar qualifications. No change is called for. They are placed in the revised scale of Rs. 800—1,450.

Physical Director in Degree Colleges (Post-Graduate holders):
(Rs. 530—1,050).

The request was for Rs. 700—1,600 on par with the Lecturers in U.G.C. scales.

Comparison with U.G.C. scale is not appropriate. The scale of pay for Physical Director in Education Department other than those governed by U.G.C. qualifications previously is Rs. 320—580 and in comparison to this the present scale is fairly high. No change is called for, as long as they are governed by U.G.C. scales. They are placed in the revised scale of Rs. 800—1,450.

Principals of Junior Colleges: (Rs. 700—1,200).

The claim was that the qualifications, duties and responsibilities of Principals of Degree Colleges and themselves were one and the same.

P.R.C. in 1974 stated that the gap between them and the higher promotion post of District Educational Officers is reduced and kept

them on par with Assistant Directors of the various departments. This is a promotion category for Junior Lecturers presently in Rs. 430—800 and who are now recommended a scale of Rs. 800—1,450. The anomaly claimed with the present scale of Lecturers in Degree Colleges' U.G.C. scales is inappropriate. The present scale of Rs. 700—1,200 is adequate and no change is called for. They are placed in the revised scale of Rs. 1,050—1,600.

Assis:ant Director: (Rs. 700—1,200).

This is a promotion category for Superintendents of Director of Public Instruction's Office in the scale of Rs. 430—800. They can also be filled in by appointment of Headmasters in the scale of Rs. 600—1,100. By and large Asssitant Directors in most of the Departments are in the same scale. In the 1974 revision they have derived upward classification by one stage. No change is called for. They are placed in the revised scale of Rs. 1,050—1,600.

Deputy Directors: (Rs. 900—1,450).

They wanted the scale of Rs. 1,200—1,900 which is the scale now given to Principals of Degree Colleges with U.G.C. scales and it was said that these posts were inter-transferable.

The argument for the U.G.C. scale is odd. However the Commissioner is constrained to observe that this anomaly has arisen on account of the total waiver of the additional qualifications required in the higher scales in U.G.C. which should normally be an obligation for higher pay. This however certainly cannot be a ground for increasing the scales in the cadre of Educational Officers at one particular level and this would greatly distort the vertical relativities. The Government could do away with this inter-transferability as this would increase the chances whatever is available to the Officers of the Education Department in the line and no disadvantage would accrue to the Principals who have derived higher scales of pay by virtue of being Principals. No change is therefore called for subject to the above observations. They are placed in the revised scale of Rs. 1,300—1,900.

Joint Director: (Rs. 1,400—1,925).

This is a promotion category for Deputy Directors in Rs. 900—1,450 and the scale is quite adequate. No change is called for. This is placed in the revised scale of Rs. 1,800—2,350.

Director: (Rs. 1,675—2,125).

This is the highest scale available to any Heads of the Department. At present there is no provision to draft Professors for this post and this is not inter-changeable with Professors in Universities and therefore any comparison with these posts is inappropriate. No change is called for. This is placed in the revised scale of Rs. 2,000—2,500.

EDUCATION DEPARTMENT—SCHOOL EDUCATION

Engineering Attender/Hammerman/Striker/Oilman: (Rs. 165—250).

It was pointed out that the pay scale of all these categories was not revised in 1958 and 1969 revisions, that they were allowed the lower scale than the clerical Attender and the request was for the pay scale of Rs. 180—350. The Director, School Education has suggested that these categories may be allowed the benefit of the 1969 revision on notional basis and then brought over the revised pay scales of 1974 with monetary benefit from 1st May, 1975.

In G.O. Ms. No. 650, Education, dated 26th June, 1976, the scale of pay of these categories has been revised as Rs. 165—250. The pre-1969 scale was Rs. 55—70 and even if it had been revised in the 1969 it would have been revised to Rs. 62—100 and hence it has been placed in the pay scale of Rs. 165—250 in the 1974 revision. No *ad hoc* rules have been made available for the Department in the absence of which it is difficult to review the pay structure for these categories. Having been in the last grade scale they may remain in the present scale and be given the revised scale of Rs. 290—425.

The suggestion of the Director of School Education to allow the notional fixation from 1969 and then to bring them over to the revised pay scale of 1974 with monetary benefit from 1st May, 1975 does not fall within the terms of the reference of the P.R.C. as this is an administrative matter to be considered by Government.

Lower Grade Trained Teachers:—(Rs. 175—300).

Certain M.L.Cs. and others have stated that the pay scale of other categories in other Departments like Field Assistants, Treemarkers, Fireman whose pre-revised scale was Rs. 62—100 has been revised to Rs. 180—350 while the pay scale of this teaching category has been revised to Rs. 175—300. They have requested for a higher pay scale as this is a vanishing category.

The lower grade Trained Teachers usually work in Single Teacher Schools. He undergoes what is known as Lower Grade Training for which admission is to be allowed for persons who have passed 4th Class. The P.R.C. in 1974 has observed that it was anomalous for the Trained Teachers to be in last grade and he has, therefore, placed them in the second classification *i.e.*, Rs. 175—300 instead of placing them in the last grade scale.

Under the rules, there is no recruitment to this category. As the existing persons would have gained sufficient experience by now, they are placed in the revised scale of Rs. 350—550.

Maistry, Attender, Cooly, Workshop Attender: (Rs. 175—300).

P.R.C. 1974 has placed them on par with Lower Grade Trained Teachers who are now being placed in Rs. 350—550. No rules have been made available for these categories in the absence of which it is difficult to review their scale nor information is available whether they have any teaching knowledge or experience. The designation seems to indicate that no teaching knowledge is necessary. Hence they are placed in the revised scale of Rs. 325—500 notwithstanding the equivalence with Lower Grade Trained Teachers given in 1974 by the P.R.C.

Record Assistants (Library): (Rs. 180—350).

Though no anomaly has been pointed out, the request was for a pay scale on par with L.D.C. on the ground that the qualification prescribed for this category as per the representation of the individual is a pass in Matriculate examination. No rules have been made available to verify the qualifications mentioned by the individual. However being Record Assistant in the Library, this would fall under common category of Record Assistant. The pay scale as for Record Assistant will therefore apply for this category (*i.e.*) Rs. 350—550.

Higher Grade Trained Teachers: (Rs. 180—350).

They are in the pay scale of Rs. 180—350. Certain M.L.Cs., and others have pointed out that certain categories whose pre-1974 scale was less than this teaching category, were given higher scale of pay in 1974 revision and that the gap between the Secondary Grade Trained Teachers and this category has been widened in the 1974 revision as compared to the 1969 revision. They have requested for the pay scale of Rs. 450—750 with Selection Grade scale of Rs. 560—810 for this category.

Those are Teachers whose scales of pay have not been considered by the Kothari Commission. They should have a pass in 3rd Form and have undergone two years training in teaching. It is also understood that there is no recruitment to this category and for such of the teachers who qualify themselves with Secondary Grade Training with the minimum general educational qualifications, such posts are converted as Secondary Grade Trained Teachers.

In view of the above position, as the existing teachers would have had sufficient experience by now, they are placed in the revised scale of Rs. 410—625.

Film Operator in Colleges of Education: (Rs. 240—420) (Rs. 275—475).

There are two categories of Film Operators in the pay scale of Rs. 240—420 and Rs. 275—475. The request was for the pay scale of Rs. 450—820.

The qualifications for Film Operators in the Education Department is 3rd Form and a pass in examination of Cine Operators. Under

Common Categories, Cine Operators are given the standard scale of Rs. 275—475. Hence, the post which is presently in the scale of Rs. 275—475 may remain in the existing pay scale and be given the revised scale of Rs. 475—760 treating it as Grade I post.

The other post in the lower scale of Rs. 240—420 may be treated as Grade II and be placed in the revised scale of Rs. 425—650 applying the principle of correction of 1969 grouping.

Film Examiner: (Rs. 240—420).

The anomaly pointed out was that parity in the pay scale with that of L.D.C. up to 1969 was disturbed in 1974 revision. The qualifications prescribed under the rules are study up to 6th Form and experience in checking and splicing of Films. In view of the qualifications and applying the principle of correction of 1969 grouping, the pre-1969 scale being Rs. 80—150, this is placed in the revised scale of Rs. 425—650.

Home Science Instructor, Dance Teacher/Instrumental Instructor/Vocational Training Instructor: (Rs. 250—430).

These categories were having the same scale of pay as for Secondary Grade Trained Teachers (Ordinary Grade) in the earlier revisions. In view of the equivalence with S.G.B.T. Teachers, now also they may maintain that parity being instructional posts and may be placed in the revised scale of Rs. 450—700.

Music Teachers (Government and Private Schools): (Rs. 250—430).

Anomaly pointed out was that the counter-parts in the Music Colleges, i.e., Lecturers are drawing higher scale of pay. The request was to allow the pay scale of Rs. 320—580. The P.R.C. in 1974 has observed "as for Secondary Grade Trained Teachers (Ordinary Grade)". The qualification is a pass in 8th Class and a diploma in Music by a reputed Music Institution or a Technical Teachers' Certificate of the lower grade in Music. As this category was having equivalence with the Secondary Grade Trained Teachers (Ordinary Grade), the same pay scale as for Secondary Grade Trained Teachers would apply for this category.

Drawing Teachers: (Rs. 250—430).

They are also in the pay scale of Rs. 250—430. The anomaly pointed out was that certain categories like Drivers whose pre-1974 scale was the same as that of this category have been allowed a higher pay scale of Rs. 260—450. The request was for the pay scale of Rs. 310—560.

P.R.C. has observed in 1974 "as for Secondary Grade Trained Teachers (Ordinary Grade)". The mode of recruitment is by direct recruitment or by promotion from any lower post, the qualifications being a group certificate in Drawing with Technical Teachers' Certificate of the higher grade or Intermediate Examination (two years course) of the College of Fine Arts and Architect

in painting or sculpture or commercial art or drawing examination Grade II higher plus 1 year Drawing and Manual Teachers Training Course or a Certificate in Drawing plus the Technical Teachers' Training Certificate in any one of the drawing subjects.

They were equivalent to the Secondary Grade Trained Teachers and the same position may continue.

Physical Education Teacher Grade II: (Rs. 250—430).

They have requested for the pay scale of Rs. 290—520 on par with Grade I Physical Education Teacher and Grade II Pandits on the ground that the scale of pay of Grade II Pandit and this category was equal in 1958 revision but subsequently Grade II has been given higher scale.

The P.R.C. 1974 has observed "as for the Secondary Grade Trained Teachers (Ordinary Grade)". The method of appointment is by direct recruitment or by appointment from among the members of the Secondary Grade Teachers or recruitment by transfer from any other service, the qualifications being a Government Teachers' Certificate in Physical Education (Higher Grade) or a diploma or a certificate in Physical Education issued to the Intermediate candidate by the Government College of Physical Education, Hyderabad.

As the scales of pay in all the revisions were on par with the Secondary Grade Trained Teachers, the same pay scale as applicable to the Secondary Grade Trained Teachers may be allowed for this category. Comparison with Grade II Pandits who were allowed higher scale is not relevant.

Secondary Grade Trained Teachers (Ordinary Grade): (Rs. 250—430),

Some M.L.Cs. and others have pointed out that the scale of pay of Compounders, Vaccinators, etc., whose pre-1974 scale was Rs. 90—192 was revised to Rs. 260—450 whereas this category has been allowed only Rs. 250—430, even though their pre-1974 scale was higher. It was also stated that they used to draw the higher pay scale prior to 1974 than that of L.D.C. but in the 1974 revision both these categories have been brought on to the same scale of pay.

The request was for the pay scale of Rs. 310—560 in the 1974 revision and the revised pay scale of Rs. 500—1,000 with a S.G. scale of Rs. 640—1,210.

The qualifications required for recruitment are a minimum general educational qualification and Trained Teachers' Certificate of the Secondary Grade. In view of the minimum general educational qualifications with two years training in teaching, they should be one stage above the L.D.C. They are, therefore, placed in the revised scale of Rs. 450—700.

Craft Instructors (Weaving & Tailoring): (Rs. 250—430).

The qualifications required are minimum educational qualifications and Industrial School-Leaving Certificate or a National Certificate in Craftsmanship with not less than 5 years practical experience and preferably one year teaching experience. Though the pre-1974 scale of Rs. 96—184 was slightly less than that of Secondary Grade Trained Teachers, in the 1974 revision, they have been equated with the Secondary Grade Trained Teachers. In view of the qualifications and the above position equivalence with Secondary Grade Trained Teachers may be maintained.

Physical Education Teachers Grade I: (Rs. 290—520).

The request was for the pay scale of Rs. 320—580, with S.G. scale of Rs. 430—800. The mode of recruitment is direct or by promotion from Grade II and the category of Secondary Grade Trained Teachers, the qualifications being a Government Teachers' Certificate in Physical Education, Higher Grade or a Certificate in Physical Education issued to the Intermediate candidates by the Government College of Physical Education, Hyderabad. This may remain in the present scale maintaining equivalence with the other Craft Instructors in the same pay scale and they be given the revised scale of Rs. 500—800.

Librarian (S.C.E.R.T.): (Rs. 290—520).

The anomaly pointed out was that the pay scale of U.D.C. whose pre-74 scale was Rs. 140—280 as applicable to this has been allowed Rs. 310—560 whereas the Librarian whose pre-1974 scale was also Rs. 140—280 was allowed to Rs. 290—520 only. The request was to allow the revised pay scale of Rs. 530—1,050 to this category.

The qualification for this post is Degree in Diploma in Library Science. Assistant Librarian Grade II in the Public Libraries Department in the pre-74 scale of Rs. 140—280 with similar qualifications is allowed the revised pay scale of Rs. 310—560. Hence, they are placed in the revised scale of Rs. 530—850.

Craft Instructors (Wood Work/Pre-Vocational Training Centres/ Tailoring and Weaving): (Rs. 290—520).

The request was for the pay scale of Rs. 320—580. This can be filled in by direct recruitment or appointment from the category of Elementary Grade Teachers or recruitment by transfer from any other service. The qualifications are minimum general educational qualification and Industrial School-Leaving Certificate or a National Certificate in Craftsmanship with not less than 5 years practical experience and preferably one year teaching experience. In view of the above qualifications, the present scale is adequate and they be given the revised scale of Rs. 500—800.

Junior Deputy Inspector of Schools: (Rs. 290—520).

The request was for the pay scale of Rs. 430—800 by one Association and for Rs. 530—1,050 by another Association.

This can be filled in by promotion from Secondary Grade Trained Teachers or by recruitment by transfer from any other service or by direct recruitment. The qualifications required for transfer from other service is a B.A. Degree and teaching Degree and for direct recruitment from among the teachers, the Teachers Certificate with 10 years of service and for promotion from the category of Clerks, the minimum educational qualification and the Teachers Certificate. All this show that the post should be at least in the scale of Rs. 310—560. They are placed in the revised scale of Rs. 530—850.

Pandits Grade II: (Rs. 290—520).

It was pointed out that the scale of pay of certain categories like Junior Inspectors of Co-operative Societies, Station Officers of Fire Services whose pre-revised scale was Rs. 125—250 have been allowed the pay scale of Rs. 310—560 or Rs. 320—580 whereas the pay scale of this category has been revised to Rs. 290—520 only. The request was to sanction the pay scale on par with Grade I Pandits as the qualifications prescribed for both the categories are said to be the same.

Comparison with Junior Inspectors of Co-operative Societies or Station Officers, Fire Services whose nature of duties is different, is not relevant. The common scale for Grade I Pandit and for this is also not feasible as the Grade I Pandit is more or less promotion category for this.

The P.R.C. in 1974 has placed this category on par with the Secondary Grade Trained Teachers (Special Category). As the Secondary Grade Trained Teachers (Special Category) have been suggested the pay scale of Rs. 310—560, this also be placed in the revised scale of Rs. 530—850 corresponding to the pre-revised pay scale of Rs. 310—560.

Secondary Grade Trained Teachers (Special Category):
(Rs. 290—520).

This was previously called Secondary Grade Teachers (S.G.). The P.R.C. in 1974 has observed that this is not really a Selection Grade in the strict sense of the term in the present arrangement, as only those who reached maximum of the Ordinary Grade are allowed a Selection Grade in continuation. He has, therefore, recommended that this be made a new promotion category without the restriction of the reaching the maximum of the Ordinary Grade and categorised as Secondary Grade Trained Teachers (Special Category).

In order to maintain the relative position with the lower category of Secondary Grade Trained Teachers (Ordinary Grade) and this being a promotion category for the Secondary Grade Teachers (Ordinary Grade), they may be placed in the revised pay scale of Rs. 530—850 corresponding to the pre-revised scale of Rs. 310—560.

Trained Graduate Teachers Grade II (School Assistants Grade II Deputy Inspectors of Schools Grade II/Grade I Pandits):
(Rs. 320—580).

Certain M.L.Cs. and others have pointed out that some categories like Veterinary Livestock Inspectors, Radio Supervisors and Assistant Telugu Translators whose pre-revised scale was equal to that of the B.Ed., Assistants and Grade I Pandits are allowed better scale in the 1974 revision. Some have suggested the pay scale of Rs. 410—750 or Rs. 430—800 and some have suggested pay scale of Rs. 530—1,050. The P.R.C. in 1974 has placed them one stage above the U.D.C. as at present, in view of the educational B.Ed. qualification. A degree plus a teaching degree are the requisite qualifications. This is a promotion category for the Secondary Grade Trained Teachers with the requisite qualifications. In order to maintain the relative position with Secondary Grade Trained Teachers and also having regard to the qualifications, they may be placed in the revised scale of Rs. 575—950. This category may also be made a promotion category for the Junior Deputy Inspectors of Schools, if they possess the requisite qualifications.

Physical Directors: (Rs. 320—580).

The qualification required is Degree and Diploma in Physical Education. The scale of pay of this category was on par with Trained Graduate Teachers Grade II. In view of the recommendation for Trained Graduate Teachers Grade II and equivalence these two had, they are also placed in the revised scale of Rs. 575—950.

Music Instructors: (Rs. 320—580).

P.R.C. 1974 has placed them on par with Trained Graduate Teachers Grade II. The pre-69 scale for this was Rs. 150—250 which was slightly higher at the minimum as compared to Trained Graduate Teachers Grade II. In view of this and equivalence with Trained Graduate Teachers Grade II assigned by the P.R.C. 1974 this may also be placed in the revised scale of Rs. 575—950 as for Grade II Trained Graduate Teachers.

Accompanists (Music Colleges): (Rs. 340—640).

They have requested for the upgradation of their scale of pay to be equal to Assistant Lecturers as has been done in respect of Teachers and Assistants in the revision of pay scales in 1966. The request for upgradation will not fall within the terms of the Commissioner. Taking into consideration the qualifications prescribed in the rules, the present scale of pay is adequate and they may be given the revised scale of Rs. 575—950.

Post-Graduate Trained Teachers (Upgraded School Assistants):
(Rs. 430—800).

Some M.L.Cs. and others have requested to maintain parity with the Junior Lecturers as at present.

Prior to 1974, the pay scale of this category was Rs. 200—410 whereas the Trained Graduate Teachers Grade I were in the pay scale of Rs. 230—480. The P.R.C. 1974 has observed that it is anomalous to give a lower scale of pay to Post Graduate Trained Teachers than to a Graduate Trained Teacher. He has also observed that the Post-Graduate Trained Teachers are now transferred to the Junior Colleges. Hence, both the Tained Graduate Teachers Grade I and Post-Graduate Trained Teachers have been brought on to the common pay scale of Rs. 430—800.

Post-Graduate Trained Teachers transferred to the Junior College have been recommended a pay scale separately under Higher Education Department. As there is going to be no such category in Schools, no change is called for, for these posts in Schools. They are placed in the revised scale of Rs. 700—1,200.

Trained Graduate Teachers Grade I (School Assistants Grade I/Deputy Inspectors of Schools Grade I/Non-Gazetted Headmasters and others holding the same scale of pay): (Rs. 430—800).

Some M.L.Cs. and others have pointed out that certain categories whose pre-1974 scale was less than this category have been allowed the higher pay scale in 1974 and that they should have been given the pay scale of Rs. 600—1,100 in the 1974 revision. Some have stated that they should have been given the pay scale of Rs. 480—900. The request was for the pay scale of Rs. 600—1,100 from 1974 and some have suggested the pay scale of Rs. 800—1,600 with Selection Grade of Rs. 900—1,700 or Rs. 1,000—1,600.

The method of recruitment is by promotion from School Assistants/Deputy Inspectors of Schools Grade II/Headmasters and Headmistresses Grade II, the qualifications being a degree with a teaching degree. They may be brought on par with the Third Class Post-Graduate Junior Lecturers in Junior Colleges, *i.e.*, they may be placed in revised scale of Rs. 750—1,300.

Career Master (P.V.T. Centre): (Rs. 430—800).

The present scale is 430—800. It was stated that this category was drawing a better scale of pay than School Assistant Grade I prior to 1969. But in 1969, the pay scale of this category has been reduced and equated with School Assistants Grade I. They have requested for the pay scale of Rs. 530—1,050.

It is understood that the *ad hoc* rules for this category are pending approval. In the representation of the individual, it is however stated that the qualifications required for this category are a degree plus B.Ed. and special training for a period of five months in vocational guidance followed with written test comprising three papers and *viva voce* test. In view of the equivalence in pay scale with Trained Graduate Teachers Grade I from 1969 and in view of the above qualifications, they may maintain parity with the Trained Graduate Teachers Grade I. They may, therefore, be placed in revised scale of Rs. 750—1,300.

Assistant Lecturers (Music Colleges): (Rs. 430—800).

The request was to allow the pay scale of Rs. 700—1,600 as for Assistant Lecturers in Degree Colleges. The method of recruitment is by promotion from the category of accompanists or direct recruitment or recruitment by transfer, the qualifications being a degree in the concerned branch of music with teaching experience of not less than two years or minimum general educational qualification plus a regular training under a teacher of repute in the subject concerned or a Diploma in Music with teaching experience of at least two years or a pass by the Higher Grade in the subject concerned in the Government Technical Examination and teaching experience for at least 4 years. They may be placed in the revised scale of Rs. 750—1,300 as given for the 3rd class Post-Graduate Junior Lecturers in the Junior Colleges.

Assistant Lecturers in Teachers' Training Institute: (Rs. 480—900).

It was stated that the scale of pay of this category was originally fixed at Rs. 530—1,050 but subsequently was revised to Rs. 480—900. The request was for the revised pay scale of Rs. 700—1,600 on par with the Assistant Lecturers in Degree Colleges.

These posts were created in December, 1975. The qualifications prescribed are a 1st or 2nd Class Degree of M.A. or B.Sc. (Hons.) or B.A. (Hons.) with not less than 50% marks in the Post-Graduate Course and a 1st or 2nd Class Degree of M.Ed., with not less than 50% marks or 1st or 2nd Class Degree of B.Ed. with not less than 50% marks. Having regard to the qualifications they should be above the Junior Lecturers in Junior Colleges. They may be placed in the revised scale of Rs. 900—1,500 corresponding to the pre-revised scale of Rs. 600—1,100.

Lecturers (Music Colleges): (Rs. 530—1,050).

The present scale is Rs. 530—1,050. It was represented that this category and the Lecturers in Degree Colleges were drawing the same scale of pay in the past. The request was therefore to allow the pay scale of Rs. 700—1,600. The mode of appointment is by promotion from the category Assistant Lecturer or direct recruitment or recruitment by transfer. The qualifications are a degree in the concerned branch of the music with teaching experience of not less than 2 years or minimum general educational qualification and one must have undergone regular training under a teacher of repute or must possess a diploma in music and experience as teacher for at least 4 years.

Comparison with Lecturers in Degree Colleges in Rs. 700—1,600 which is the U.G.C. scale is not relevant, so long as the music colleges do not fall within the purview of the U.G.C. However, in order to improve their position, they may be placed in revised scale of Rs. 900—1,500.

Inspectors of Physical Education: (Rs. 600—1,100).

This is a promotion category for Regional Inspectors of Physical Education in the pay scale of Rs. 530—1,050. This can also be filled in from among the holders of posts in the service on an identical scale of pay (category 3 of Class III) Assistant Directors, Deputy Educational Officers, Head Masters in this category of Class III are in the identical scale of Rs. 600—1,100. In view of the recommendation for Deputy Educational Officers, Headmasters in the present scale of Rs. 600—1,100, this category is also placed in the revised scale of Rs. 1,050—1,600.

Vice-Principals (Music Colleges): (Rs. 600—1,100).

They are presently in the pay scale of Rs. 600—1,100. This will apparently be a promotion post for Lecturers in Music Colleges and this will also be the feeder category for the Principals Music Colleges. In order to maintain the relative position with the post of Principal and the lower post of Lecturer, they be placed in the revised scale of Rs. 1,050—1,600.

Deputy Educational Officers (Formerly Gazetted Inspectors of Schools): (Rs. 600—1,100 with a special pay of Rs. 50).

The anomaly pointed out was that it has been placed in a lower scale than that of the Assistant Directors when the category of Superintendent is a feeder post for promotion to this post as well as to the Assistant Director's post. The Director, School Education has also pointed out that the pay scale in 1961 for the Assistant Director of Public Instruction and this category was the same, *i.e.*, Rs. 325—700. But in the 1969 revision, the pay scale of Assistant Director was revised to Rs. 400—800 while this category was allowed Rs. 375—750 and consequently in the 1974 revision, this category has been placed in Rs. 600—1,100 whereas Assistant Directors are allowed Rs. 700—1,200. The request was for parity with Assistant Directors.

P.R.C. in 1974 has placed this category one stage below the Assistant Director of Public Instruction as at present with the observation that the Gazetted Inspector of Schools will continue to draw the special pay.

It was stated during the discussion that there is a common seniority for Assistant Directors and Deputy Educational Officers and these two are also interchangeable posts. In view of this and as the Gazetted Inspectors of Schools were in the identical scale with that of the Assistant Director prior to 1969, the Deputy Educational Officers may be placed in the revised scale of Rs. 1,050—1,600, subject, however, to the observation that the existing special pay of Rs. 50 for the Gazetted Inspectors of Schools will be merged in the revised scale and the special pay now drawn by the existing persons as Gazetted Inspectors of Schools may be reckoned for the purposes of pay fixation in the new scales.

Assistant Directors: (Rs. 700—1,200).

The P.R.C. in 1974 has observed that the gap between them and higher promotion post of D.E.O., is reduced and placed them on par with Assistant Directors in various other Departments. In the 1974 revision, they have derived upward classification by one stage instead of remaining in Schedule I scale of Rs. 600—1,100. This is generally a promotion post for Superintendents in the pay scale of Rs. 430—800. Assistant Directors in other Departments are also in the pay scale of Rs. 700—1,200. No change in the pay scale is called for and they be given the revised scale of Rs. 1,050—1,600.

Principals (Music Colleges): (Rs. 900—1,450).

It was stated that the pay scale of this category and Principals of Arts and Science Colleges were equal. But with the implementation of the U.G.C. scales in 1976, the Principals of Degree Colleges were allowed the pay scale of Rs. 1,200—1,900. The request was to sanction the pay scale of Rs. 1,200—1,900. The qualifications prescribed are one should have undergone training under a Teacher of repute in Hindustani or Karnataka Music, must have good working knowledge in English and must have good practical experience by way of giving public performance, concerts in the A.I.R. etc.

The comparison with Principals of Degree Colleges under the U.G.C. scale with Higher Educational qualification is not appropriate. Keeping in view the qualifications and the equivalence in the pay scale with Principals of other Colleges, the present scale is adequate and they are placed in the revised scale of Rs. 1,300—1,900.

Deputy Director/District Educational Officer: (Rs. 900—1,450).

This is a promotion post for Deputy Educational Officers/Gazetted Headmasters as well as for Assistant Directors. The present scale is adequate and they be given the revised scale of Rs. 1,300—1,900.

Joint Director: (Rs. 1,400—1,925).

Though no anomaly has been pointed out the request was for the pay scale of Rs. 1,800—2,000. This is a promotion post for Deputy Directors/District Educational Officers, etc. The present scale of pay is one stage below the Director which is the promotion post and being a promotion post for Deputy Director/D.E.O., in the pay scale of Rs. 900—1,4050 the present scale is adequate. They may therefore, be given the revised scale of Rs. 1,800—2,350.

Director: (Rs. 1,675—2,125).

No anomaly has been pointed out but the request was for a pay scale with a minimum of Rs. 2,200. This is a promotion post for the Joint Director. The present scale of pay is the highest scale allowed to certain Heads of Departments in the State. Earlier, only one Director was looking after the work of what is now two Directorates. No change in the pay scale is called for and they be given the revised scale of Rs. 2,000—2,500.

EDUCATION DEPARTMENT

COMMISSIONER FOR GOVERNMENT EXAMINATIONS.

The Director of School Education is said to be the *Ex-Officio* Commissioner for Government Examinations. The two gazetted categories of Deputy Commissioner and Assistant Commissioner are reported to be filled in by transfer from the Officers of the Education Department, namely District Educational Officers and Assistant Directors respectively. These two categories will therefore have the same pay scales as for their corresponding posts in the Education Department.

The other non-gazetted categories are common categories. Representation has been received in respect of the non-gazetted categories wherein they wanted parity with the scales of pay of the Andhra Pradesh Service Commission as the work is similar in nature so far as the conduct of Government Examinations are concerned. There is no difference in pay scale for the non-gazetted categories in the Andhra Pradesh Service Commission as compared to the non-gazetted categories in this Department, except in the case of Superintendents.

The request of the Superintendents was to allow them the pay scale as applicable in Service Commission, *i.e.*, Rs. 480—900 instead of Rs. 430—800 presently applicable to them. The Superintendents in the Service Commission were always on a higher scale than the Superintendents in the Heads of Departments right from 1958 or even earlier and comparison with Superintendents in the Public Service Commission is not relevant. This being a common category the scale of pay as applicable to Superintendents of the Heads of Departments dealt under common categories will apply for this category.

Sargeant: (Rs. 240—420).

It is said that the Sargeant has to supervise 40 casual labour employed at the time of the examinations. Recruitment rules prescribing the qualifications for this category have not been furnished, in the absence of which it is difficult to review the pay scale for this category. This may be remain in the present scale and be given the revised scale of Rs. 410—625.

EDUCATION DEPARTMENT

TECHNICAL EDUCATION

Workshop Attenders/Attendants: (Rs. 165—250).

P.R.C. in 1974 classified this into the last grade group. The qualification required is only Vth Class with ability to read and write Telugu. There is no case for any increase from the present grade and they are placed in the revised scale of Rs. 290—425.

Machine Man/Attenders in Textile Technology: (Rs. 175—300).

The Director of Technical Education has stated that the pre-74 scale for this category was wrongly furnished in Government at the time of 1974 revision as Rs. 62—100 instead of Rs. 70—130. As the P.R.C. in 1974 recommended the scale of Rs. 180—350 for Lab. Attenders in the pre-74 scale of Rs. 70—130 for persons with similar qualifications, they may be given the revised scale of Rs. 350—550.

Lab. Attenders: (Rs. 180—350).

No change is called for, taking into account the qualifications.

Calligraphist: (Rs. 240—420).

The request was for parity with the post of L.D.C. It is seen that a pass in S.S.L.C. as well as higher grade certificate in free hand and outline drawing is required to the post. This was only given Schedule I scale in 1974 revision. They may therefore be placed in the revised scale of Rs. 425—650 as in the case of L.D.Cs.

Boiler Attendants: (Rs. 250—430).

The request was for the scale of Junior Instructors in Technical Education. The O.M.C. after considering the qualifications had observed that the scale of L.D.C. would be sufficient for the post. The present scale is on par with Junior Instructors and this may be maintained. They are placed in the revised scale of Rs. 425—650.

Tracer: (Rs. 260—450).

The present scale is on par with Tracer in P.W.D. and the same position may continue. They are placed in the revised scale of Rs. 450—700.

Electrician, Instrument Mechanic, Mechanics: (Rs. 290—520).

From the recruitment rules, it is seen that diploma is not a requisite qualification and only a pass in Third Form or VIII class along with certificates in craftsmanship and some practical experience is required. But the Maintenance Mechanics etc. in I.T.I. are governed by NCTVT qualifications and therefore the scales are entirely higher. The scale

is therefore adequate and does not call for any parity with the I.T.I. Staff with NCTVT qualifications. They are placed in the revised scale of Rs. 500—800.

Machine Operator in Textile Technology: (Rs. 310—560).

No anomaly has been claimed and considering the qualifications the scale is adequate. They are placed in the revised scale of Rs. 530—850.

Draughtsman Grade I:

They are in the 1969 scale of Rs. 200—400 as the scale was not revised in 1974. The qualifications required are diploma in Civil Engineering and practical experience as Draughtsman in drawing and design for a period of not less than two years. Therefore this may be brought on par with Draughtsman Grade I in P.W.D. and placed in the revised scale of Rs. 650—1,100

Mechanical Engineering Draughtsman: (Rs. 410—750).

The request was for parity with the Group Instructor in I.T.I. A comparison of the qualifications of this post with those of Group Instructors in I.T.Is. (Non-NCTVT) shows that the latter needs better qualifications and experience and therefore parity cannot be established. However having regard to the qualifications of diploma or experience for certificate holders for this post, the pre-69 scale being Rs. 180—400 similar to Supervisor in P.W.D., they are placed in the revised scale of Rs. 700—1,200.

Hostel Managers:

The post was created in 1977 in the scale of Rs. 430—800. The *ad hoc* rules are yet to be framed. They may therefore remain in the present scale and be placed in the revised scale of Rs. 700—1,200.

Demonstrators of Dress-making and Costume Designing: (Rs. 310—560).

They requested parity with Demonstrators in Polytechnics with the scale of Rs. 410—750. From the qualifications it is seen that a First or Second Class Degree in Home Science or a diploma in First Class in Costume and Design making is required. The present scale is that of a U.D.C. and because of the above qualifications they may be placed one stage above the U.D.C. and be given the revised scale of Rs. 550—900.

Assistant Lecturers in Dress-making and Costume Designing:
(Rs. 410—750).

They requested parity with Assistant Lecturer in Polytechnics in Rs. 480—900. The qualifications are First or Second Class degree in Textile Technology or a Masters degree in Home Science with these subjects. P.R.C. in 1974 recommended Rs. 410—750 to Demonstrators in the pre-74 scale of Rs. 160—300 (AICTE). Comparison with the

Polytechnic staff with Engineering qualifications is not appropriate. The present scale is adequate and they are placed in the revised scale of Rs. 650—1,100.

Lecturers in Dress-making and Costume Designing: (Rs. 480—900).

No anomaly was claimed but the request was for parity with Lecturers in Polytechnic. The *ad hoc* rules are yet to be issued and parity with Lecturers in Polytechnic is not appropriate. They may continue in the present scale and be placed in the revised scale of Rs. 750—1,300.

Head of Section in Dress-making and Costume Designing:
(Rs. 750—1,300).

They wanted parity with those of Polytechnic in the scale of Rs. 900—1,450. The Heads of Sections in Polytechnics were even higher earlier in the scale of Rs. 600—1,000. The comparison with those posts is not appropriate. Considering its feeder category the relative position is adequate. They may therefore continue in the present scale and be placed in the revised scale of Rs. 1,150—1,700.

Handicraft Assistants (Domestic Science Training College/Girls Vocational Institutes): (Rs. 240—420).

The request was for the pay scale of Rs. 260—450.

This was not included in Schedule II. The qualifications are study up to S.S.L.C. and a certificate course in domestic science and teaching experience for two years. Considering the above, they are placed in the revised scale of Rs. 425—650.

Domestic Science Assistant (GVIs/DSTC): (Rs. 290—520).

They requested equation with the scale of Language Assistants, *i.e.*, Rs. 320—580.

In 1969 this post carried the same pay as that of a Language Assistant. But in 1974 this post was allowed the lesser pay scale of Rs. 290—520 in Schedule I. Though in 1969 this was on par with Language Assistant due to grouping, the pre-69 scale for Language Assistant was higher. Further the latter post needs a first class degree of a University with teaching experience of three years, whereas for this post only an ordinary degree in Domestic Science or Home Science is required or minimum general educational qualification and higher Domestic Science Certificate, other things being equal. Therefore no change is called for and they are placed in the revised scale of Rs. 500—800.

Science Assistants (GVIs./DSTC): (Rs. 290—520).

They requested parity with Language Assistants. This is a promotion post for Domestic Science Assistants who are in Rs. 290—520. and pre-74 scale was also the same for both the categories but pre-69 scale was higher to this as compared to Domestic Science Assistant. They are placed in the revised scale of Rs. 550—900.

Language Assistant (GVI/DSTC): (Rs. 320—580).

No anomaly was claimed. The post has derived upward classification by two stages in 1974 revision instead of remaining in the Schedule I scale of Rs.290—520. No revision is therefore called for. They are placed in the revised scale of Rs. 550—900.

First Assistant (DSTC/GVI): (Rs. 320—580).

The feeder category of Language Assistant is already in Rs. 320—580. The feeder category of Science Assistant has been recommended Rs. 320—580. To rectify the anomaly that would arise with reference to this promotion category, they are placed in the revised scale of Rs. 575—950. However, the Government may consider deleting the category of Domestic Science Assistant as a feeder category for this post as it is already a feeder category for Science Assistant which is a feeder category to this post.

Junior Assistant (DSTC): (Rs. 360—700).

No anomaly was claimed. The pre-69 scale being Rs. 180—375 and applying the principle of correction of 1969 grouping and keeping in view the qualifications of a first or second class degree of science with a teachers training, Diploma in Home Science and three years teaching experience and also to maintain the relative position with the First Assistants, they are placed in the revised scale of Rs. 650—1,100. At the same time Government may consider keeping only the First Assistant as its feeder category instead of the existing position of treating Science Assistants, Language Assistants and Domestic Science Assistants as feeder categories as all these three are themselves feeder categories for the other also.

Vice-Principal in DSTC and Principal of GVI: (Rs. 530—1,050).

The feeder category of Junior Assistant (DSTC) has been suggested Rs. 410—750 corresponding to the revised scale of Rs. 650—1,100. From the qualifications which are a degree plus a diploma in Home Science and teaching training of one year and an experience of three years, the present scale is adequate notwithstanding the rise given to the Junior Assistants. They are placed in the revised scale of Rs. 800—1,450.

Principal (DSTC): (Rs. 750—1,300).

No anomaly has been claimed. Considering the qualifications and the level of feeder posts, no change is called for. This is placed in the revised scale of Rs. 1,150—1,700.

Professor, Curriculum Development Centre, Nellore:

This is in AICTE scale of Rs. 1,000—1,300 and no revision was given in 1974.

The Director of Technical Education stated that no *ad hoc* rules are framed. He is proposing to downgrade the post and make it an addition to the cadre of Principals of Polytechnics who are in the

scale of Rs. 1,100—1,650. Even in 1974 it would have been placed in the grade of Rs. 1,100—1,650 only taking the DA into the account at that time. No other revision is called for as there are no *ad hoc* rules and therefore they may be placed in the revised scale of Rs. 1,500—2,100.

Driver-cum-Driving Instructors in Technical High Schools:
(Rs. 320—580).

They are created in 1975 and *ad hoc* rules are yet to be approved by the Government. The qualifications are no different from the ones required for Ordinary Drivers and the existing scale is quite high. No change is called for and they are placed in revised scale of Rs. 550—900.

Supervisory Instructors in Central Workshop: (Rs. 360—700).

The request is for equalising scales with the Foreman (now Group Instructors) in I.T.Is.

A comparison of the qualifications of this post with the Foreman in I.T.Is. (non-NCTVT) may show some similarity but the NCTVT qualifications for which higher scales are given bear no comparison with what is required for this post. The pre-revised scale for this category being Rs. 160—320 this corresponds to Senior Craft Instructors in ITI who are in Rs. 320—580 if not qualified for NCTVT. In 1974 this category has derived upward classification by two stages instead of the corresponding Schedule I scale. Comparing to its feeder categories the scale is quite high and no change is called for. This is placed in the revised scale of Rs. 600—1,050.

Workshop Foreman in THS: (Rs. 360—700).

They wanted equalisation with Foreman in I.T.Is. As discussed against the earlier item the parity with I.T.I. is not called for. However considering the requirement of a diploma in Electrical or Mechanical Engineering and practical experience or craftsmanship certificate in Metal Trade with five years experience, they are placed in the revised scale of Rs. 650—1,100.

Instructors in Maths, Science and Humanities in Technical High Schools: (Rs. 480—900).

They requested parity with the scale of Lecturers in Maths. in Polytechnics.

The qualification required is M.A. or M.Sc. of any University in the subject. The present scale is quite adequate with regard to the ordinary post-graduate qualifications required and comparison with Lecturers in Polytechnics who were given the benefit of AICTE is not appropriate. They are placed in the revised scale of Rs. 750—1,300.

Assistant Lecturer in Central Workshop/Instructor in Engineering and Engineering Drawing in THS: (Rs. 480—900).

They requested for changing designation and scale of Lecturers in Polytechnics. The qualifications required are similar to those required for Assistant Lecturers in Polytechnics. This has also derived upward classification by one stage in 1974 revision. No change is called for. They are placed in the revised scale of Rs. 750—1,300.

Superintendent in THS and Central Workshop: (Rs. 750—1,300).

No anomaly is claimed and request was for parity with the Lecturers in Polytechnics. The present scale is equivalent to Lecturers in Polytechnics. No change is called for. They are placed in the revised scale of Rs. 1,150—1,700.

Instructors in Industrial School attached to Andhra Polytechnic, Kakinada: (Rs. 250—430).

They wanted parity with Senior Instructors in I.T.Is. P. R. C. 1974 equated this category on par with Junior Instructor. The Department also has been wanting parity with Junior Instructors in Polytechnics in Rs. 250—430. They may therefore continue in the present scale and be given the revised scale of Rs. 425—650.

Assistant Lecturer in Industrial School attached to Andhra Polytechnic, Kakinada: (Rs. 320—580).

They requested parity with Workshop Foreman of Polytechnics and Group Instructors of I.T.I.

P.R.C. 1974 stated that they have S.S.L.C. plus diploma qualification and placed them on par with Demonstrators as at present. This has also derived upward classification by two stages in 1974 and the Department wants parity with Senior Instructors in Polytechnics presently in Rs. 320—580. No change is called for. They are placed in the revised scale of Rs. 550—900.

Superintendent in Industrial School attached to Andhra Polytechnics: (Rs. 430—800).

The request was for parity with Workshop Superintendent in Polytechnics. The qualifications for the post is a diploma in Engineering with four years of experience and one year of teaching experience. Notwithstanding the arguments which have been put forth here and in the 1974 report, keeping in view the general approach of Commissioner in allowing scales appropriate to their qualifications and experience at the level of initial entry, this is placed in the revised scale of Rs. 750—1,300.

Matron in Government Polytechnic for Women: (Rs. 180—350).

No anomaly has been claimed and a scale of Rs. 240—420 has been requested. Qualifications are study up to S.S.L.C. They are placed in the revised scale of Rs. 410—625.

Typewriter Mechanic in Polytechnic: (Rs. 250—430).

Parity with Junior Instructors in Polytechnics was requested. The qualification is only I.S.L.C. or certificate in craftsmanship with experience of two years. This was drawing less than a L.D.C. in 1961 though now placed in the same scale of L.D.C. There is no reason for any revision. They are placed in the revised scale of Rs. 425—650.

Librarians in Polytechnics: (Rs. 275—475).

The *ad hoc* rules are yet to be approved by Government. The qualifications proposed in the draft rules are said to be a Degree with Diploma in Library Science which is applicable for Assistant Librarian Grade II in Public Libraries Department in the scale of Rs. 310—560. Only after the rules are approved and if the present incumbents possess this qualification, they may be placed in the revised scale of Rs. 530—850, otherwise they will be in the revised scale of Rs. 475—760.

Junior Instructors in Polytechnics and THS (previously skilled workmen): (Rs. 250—430).

The request was for parity with Junior Instructors in I.T.I. The parity requested implies a scale of pay for posts with NCTVT qualifications which bear no comparison with those prescribed for this post. Even in 1974 revision they got one stage higher classification. Considering the above as well as the present qualifications, no change is called for. They are placed in the revised scale of Rs. 425—650.

Skilled Assistants: (Rs. 250—430).

No anomaly has been claimed but the request was for parity with Demonstrators in Pharmacy with Rs. 410—750.

The qualifications are either Diploma in Electrical Communications Engineering or a pass in certificate course (ITIs) whereas for a Skilled Assistant in Pharmacy—it is a diploma in Pharmacy of the State Board of Technical Education. Having regard to the qualifications this may be placed one stage above the LDC and given the revised scale of Rs. 450—700.

Senior Instructors in Polytechnics, THS and Central Workshops: (Rs. 320—580).

The anomaly claimed was that Senior Instructors used to draw better scale of pay than Senior Instructors in ITIs up to 1961.

The higher scale in ITI was on account of the application of NCTVT scales with higher qualifications. The present qualifications required for this post do not bear any comparison with the higher qualifications required for NCTVT scales. Even the Senior Instructors in ITIs not possessing NCTVT qualifications are allowed only Rs. 320—580. Even in 1974 all these categories have been allowed the present scale above the corresponding Schedule I Scale for each of these scales of pay. No change is therefore called for, and they are placed in the revised scale of Rs. 550—900.

Physical Directors: - (Rs. 320—580).

The recommendation made to Physical Directors in School Education will apply here.

Demonstrators in Polytechnics and Mining Institutes: (Rs. 320—580).

The recommendation made against the Assistant Lecturer (Non-AICTE) will apply here.

Assistant Lecturers/Draughtsman Instructors/Instructors in Polytechnics (Non-AICTE): (Rs. 360—700).

The request was to allow Rs. 480—900 on par with Assistant Lecturers of AICTE scale of pay. From an examination of the representations made by the Associations and remarks of the Director of Technical Education and the various G.Os. issued by the Government governing the grant of AICTE scales, it emerges that the higher scales of pay were required to be paid only for those persons with higher qualifications and secondly the number of such higher paid persons were to be less than the earlier number of persons in the old scale. In other words the scheme contemplated reduction in the number of staff consequent on increasing scales and therefore a salutary increase in workload for the higher pay. However, the Department seems to be continuing to maintain the same number of staff with the result that the persons in higher scales do not seem to have any higher workload and the work is being shared by the non-AICTE staff; who in turn have been claiming parity with AICTE staff because they do similar work. Apparently it appears that they reduction in staff has not been effected by the department. This however does not justify the grant of higher scale to these persons who are beyond the number prescribed in the staffing pattern for AICTE scales. This is a matter which the Government should look into to ensure that this salutary principles of staffing pattern etc. are not circumvented in this manner. However coming to the claims of these persons it is seen that the requirements of qualification of a degree in engineering or diploma with three years of experience is also required for Assistant Lecturers/Draughtsmen Instructors/Instructors and keeping in view the general criteria of qualifications and experience adopted, they may be given the revised scale of Rs. 750—1,300 placing them one stage above the Supervisor in P.W.D. with only diploma and without practical experience. Similarly Demonstrators in Polytechnics having regard to the diploma qualification with one year teaching experience or ISLC certificate with 4 years experience and one year teaching experience may be on par with Draughtsman Grade I in P.W.D. in the scale of Rs. 650—1,100. These specific scales are now allowed only because of the general criteria involved by the Commissioner and this should not be construed as conceding demand for parity with AICTE scales. There will however be no change in the scale of those persons who are in the AICTE scales.

Demonstrators (Polytechnics): (Rs. 410—750).

The anomaly claimed was that Demonstrators who were earlier one stage lower to the Junior Engineers are now one stage lower to the Supervisors in P.W.D.

P.R.C. 1974 has noted that they were on par with Draughtsman Grade I (P.W.D.) even prior to 1960 and therefore placed them on par with Draughtsman Grade I, P.W.D. The qualifications required are a diploma in the appropriate subject with practical experience for one year or ISLC or certificate in craftsmanship with four years of practical experience; in both cases one year of teaching experience. The qualifications therefore do not call for any higher pay and the earlier parity cannot be quoted now when scales are being evolved based on qualifications and experience.

Assistant Lecturers (Polytechnics): (Rs. 480—900).

The qualifications are only a degree in engineering or a diploma with three years experience. Considering the qualifications no change is called for. They are placed in the revised scale of Rs. 750—1,300.

It may be stated here that as observed in the earlier posts the erstwhile parities with Junior Engineers and Supervisors were made and for the same arguments given above they are in-appropriate when scales have been given according to the qualifications and level of experience.

A proposal has been referred to Commissioner for the creation of an intermediary cadre of Associate Lecturers in between Assistant Lecturers and Lecturers. The proposals in the present shape is in the nature of re-organisation within the department and this does not fall within the scope of the P.R.C.

Lecturers in Polytechnics: (Rs. 750—1,300).

P.R.C. 1974 placed them on par with Lecturers in Engineering Colleges as at present. The qualifications are a first or second class degree in the appropriate branch of engineering and a practical experience of not less than one year. Assistant Engineers in P.W.D. with a similar degree are in Rs. 700—1,200. This being instructional post, this is one stage above the Assistant Engineer. No change is therefore called for. They are placed in the revised scale of Rs. 1,150—1,700.

Heads of Sections in Polytechnics: (Rs. 900—1,450).

P.R.C. 1974 placed this on par with Executive Engineer P.W.D. as was the case from 1961-69. The present scale may continue as no revision is called for. They are placed in the revised scale of Rs. 1,300—1,900.

Principals of Polytechnics: (Rs. 1,100—1,650).

P.R.C. 1974 placed them on par with special grade Executive Engineer and one stage below the Superintending Engineer. The same scale may continue and no change is called for. They are placed in the revised scale of Rs. 1,500—2,100.

Against these posts of Principal Heads of Sections, and Lecturers certain points of parity with the pay scales given under the UGC scales

were urged. The Commissioner does not propose to go into these discussions as comparison with UGC scales is not appropriate.

Typewriter Machanic: (Rs. 260—450).

Considering the qualifications no change is called for. This is placed in the revised scale of Rs. 450—700.

Auditors: (Rs. 360—700).

This post was not discussed in 1974. (This is a promotion post for U.D.Cs., the qualification being a pass in Accountant test Part I and an experience of not less than three years in related subjects.) No change is called for considering the above. They are placed in the revised scale of Rs. 600—1,050.

Inspectors for Technical and Commercial Institutions: (Rs. 480—900).

These were created only in 1977 and no *ad hoc* rules are available. They may continue in the present scale and be given the revised scale of Rs. 750—1,300.

Statistical Officer: (Rs. 700—1,200).

The scale is on par with Assistant Director in Bureau of Economics and Statistics and therefore may continue in the present scale and be placed in the revised scale of Rs. 1,050—1,600. As observed elsewhere in respect of similar posts the Government may consider adding this post to the cadre of Assistant Directors of Bureau.

Assistant Director (Non-Technical): (Rs. 750—1,300).

No anomaly has been claimed. The post was created in 1977. From the qualification for direct recruitment it is seen that requirement is only a post-graduate degree and administrative experience of not less than three years. This is an administrative post higher than the Assistant Directors of Heads of Departments and non-technical P.As. to Chief Engineers. It is odd that when all other similar posts are in the scale of Rs. 700—1,200 this should have been created in the scale of Rs. 750—1,300 which is not justified. The scale should be brought down to Rs. 700—1,200 which only is appropriate, subject to the protection of the present scale of Rs. 750—1,300 to the existing incumbents. This is placed in the revised scale of Rs. 1,050—1,600. The existing incumbent in the pay scale of Rs. 750—1,300 will however be in the revised scale of Rs. 1,150—1,700 which will be personal to him.

Assistant Director (Technical): (Rs. 750—1,300).

The appointment is by transfer from the category of Lecturers in Polytechnics on tenure basis and the present scale is equivalent to that. No change is called for. They are placed in the revised scale of Rs. 1,150—1,700.

Deputy Director: (Rs. 1,100—1,650).

This is created only in 1977 and the *ad hoc* rules are yet to be framed. The post can be filled by Principals of Polytechnics in the scale of Rs. 1,100—1,650. No change is called for. This is placed in the revised scale of Rs. 1,500—2,100.

Joint Director: (Rs. 1,300—1,800).

P.R.C. in 1974 noted its parity with the Superintending Engineer, P.W.D. This post is filled up by promotion from Principals of Polytechnics in Rs. 1,100—1,650 with five years of service. In view of the qualifications and the mode of filling them the present scale is appropriate. This is placed in the revised scale of Rs. 1,700—2,250.

Director: (Rs. 1,675—2,125).

P.R.C. in 1974 noted that this is on par with Chief Engineer, P.W.D. and this is the highest scale given to Heads of Departments. Taking into account the qualifications and the nature of duties, the present scale is appropriate and no change is called for. This is placed in the revised scale of Rs. 2,000—2,500.

ELECTRICAL INSPECTORATE

Accountant: (Rs. 410—750).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800 on par with the Superintendents of the Heads of Departments, the pre-1974 scale being similar. The request was to allow the pay scale of Rs. 430—800.

This has derived the upward classification by one stage in the 1974 revision. In some other departments also Accountants in the pre-revised scale of Rs. 200—400 are only in the revised scale of Rs. 410—750. They may remain in the present scale and are placed in the revised scale of Rs. 650—1,100.

Junior Assistant (Administration): (Rs. 530—1,050).

The anomaly pointed out was that the Deputy Chief Accountant whose pre-revised scale was Rs. 300—600 was allowed Rs. 530—1,050 whereas this category which was in the pre-revised scale of Rs. 350—750 has not been allowed the pay scale of Rs. 600—1,100 higher than that of the Deputy Chief Accountant.

Comparison with other posts in a lower scale and which have been assigned higher scale cannot be construed as anomaly so as to get the benefit of the higher scale, as those categories have been assigned higher scales after taking into account the nature of duties and responsibilities of those categories. This is a promotion category for Superintendents or Accountants in the entire unit of the Electrical Inspectorate. The present scale of pay is adequate and this is placed in the revised scale of Rs. 800—1,450.

EMPLOYMENT AND TRAINING DEPARTMENT

Workshop Attenders: (Rs. 165—250).

The anomaly pointed out was in giving a lower scale of pay than Skilled Workmen in Polytechnics and that it was anomalous to put them in the last grade scale. The request was for the pay scale of Rs. 240—420. As the prescribed qualification is only study upto 5th Class, they may remain in the present scale and be placed in the revised scale of Rs. 290—425.

Dresser (I.T.I.): (Rs. 165—250).

The anomaly pointed out was in not allowing the pay scale applicable to Dressers in the Medical and Health Department. The request was therefore for the pay scale of Rs. 240—420. Comparison with Dresser in Medical and Health Department which was in higher scale is not appropriate. In view of the qualification of study upto 5th Class with ability to read and write Telugu, the present scale is adequate and they are placed in the revised scale of Rs. 290—425.

Store Attenders: (Rs. 175—300).

It was pointed out that it was anomalous to give a lower scale of pay than Skilled Workmen in Polytechnics and they have requested for the pay scale of Rs. 240—420. Having regard to the qualification of 8th Class and preference being given to those who are in possession of I.S.L.C. or certificate in Craftsmanship this category is placed in the revised scale of Rs. 350—550.

Maistry (D.L.T.C.): (Rs. 240—420).

It was pointed out that it was anomalous to show disparity in the pay scale for this category as compared to the Junior Instructors in I.T.Is. The request was for the pay scale of Rs. 250—430. This can be filled in by promotion from any of the categories carrying lower scale of pay or by direct recruitment, the qualification being I.S.L.C. or certificate in Craftsmanship with practical experience for a period of one year. In view of the qualifications, the present scale of pay is adequate and they are placed in the revised scale of Rs. 410—625.

Librarian (Degree holder): (Rs. 275—475).

It was pointed out that the pay scale of Librarians possessing degree in Library Science in the Junior and Intermediate Colleges in the Education Department are allowed the pay scale of Rs. 310—560. In view of the qualifications being Graduate with a diploma in Library Science which compare with those for Assistant Librarian Grade II in the Libraries Department, this is placed in the revised scale of Rs. 530—850.

Typewriter Mechanic: (Rs. 290—520).

It has been pointed out that this post and the Junior Instructor in I.T.I. are having similar duties, and that it was anomalous to show the disparity in pay scale as compared to the Junior Instructor in I.T.I. in Rs. 340—640. Comparison with Junior Craft Instructors in Rs. 340—640 who were given the N.C.T.V.T. scales of pay and for whom the qualifications were higher is not appropriate. For the qualifications prescribed in the rules, they may remain in the present scale and be placed in the revised scale of Rs. 500—800.

Language Instructor: (Rs. 320—580).

The anomaly pointed out was in not allowing the N.C.T.V.T. scales of pay along with other instructional staff in I.T.I. The request was to treat this on par with other Senior Instructors in the N.C.T.V.T. scales of pay. Comparison with Instructors who were given the benefit of the N.C.T.V.T. scale is not appropriate. The present scale of Rs. 320—580 is equivalent to the Senior Instructors in I.T.Is. who were not eligible for the N.C.T.V.T. scales of pay. Having regard to the qualifications prescribed in the rules, the present scale is adequate and they are placed in the revised scale of Rs. 550—900.

Instructional Staff in the I.T.Is.:

The two main issues raised by the Associations in respect of the Instructional Staff in the I.T.Is. were—

- (i) Non-extension of the benefit of 5% increase in pay towards weightage for instructional staff governed by the N.C.T.V.T. scale of pay and who were brought over to the revised pay scale of 1974:
- (ii) It was anomalous to allow two different sets of scales of pay to the employees discharging the same duties and responsibilities but for the different qualifications adopted by the N.C.T.V.T. as compared to those governed by the rules prescribed by the State Government.

As regards non-extension of the benefit of 5% in pay towards weightage referred to in (i) above, this aspect of the representation will not fall within the scope of the P.R.C.

As regards the second aspect referred to above orders were issued in G.O. Ms. No. 54, Education, dated 21st January, 1975 for the implementation of the N.C.T.V.T. scales of pay for the instructional staff in the I.T.Is. with effect from 1st April, 1970 with monetary benefit from 1st April, 1974. The N.C.T.V.T. scales of pay sanctioned therein were applicable only to those who satisfy the qualifications prescribed for the post as per the recommendations of the N.C.T.V.T. and such of those who do not satisfy the qualifications prescribed by the N.C.T.V.T. were continued in the State scales of pay. The qualifications prescribed for the N.C.T.V.T. scales of pay are higher than those prescribed in the State Subordinate Service Rules.

The claim that all the instructional staff irrespective of the qualifications should be allowed the revised pay scale of 1974 as revised for the N.C.T.V.T. scales of pay is not therefore tenable. All future appointments to the instructional posts will be only for the State scales of pay and their appointments will be with reference to recruitment rules in the State and Subordinate Service Rules. However for those who were governed by the N.C.T.V.T. scales of pay and for whom the corresponding D.A. merged pay scales of 1974 for the N.C.T.V.T. scales of pay were allowed, those scales of pay will have to be treated as personal to them and the new scales of pay to be evolved for those scales of pay will also be personal to them.

Subject to the above, each individual category of the instructional staff of the I.T.I. governed by the N.C.T.V.T. scales of pay is dealt with below:

Group Instructor: (Rs. 480—900) (Rs. 430—800).

This category is in two different scales of Rs. 480—900 and Rs. 430—800. The pay scale of Rs. 480—900 applies to those Group Instructors who were given the benefit of the N.C.T.V.T. scales of pay and then brought over to the D.A. merged pay scales of 1974. The other pay scale of Rs. 430—800 was applicable to those Group Instructors who did not fulfil or satisfy the qualification prescribed by the N.C.T.V.T. and who were therefore in the State scales of pay without getting the benefit of N.C.T.V.T. scales of pay.

Subject to the general observations above, having regard to the qualification prescribed in the State and Subordinate Service Rules they are placed in the revised scale of Rs. 750—1,300. This however does not mean equivalence with those who were given the benefit of N.C.T.V.T. scale.

Superintendent (Technical):

This post is equivalent to the Group Instructors dealt with above. The same pay scale as for Group Instructors will apply.

Lecturers (Related Instruction Class Centre): (Rs. 480—900).

This was created in 1975. The request was to allow the pay scale of Rs. 750—1,300 on par with Lecturers in Polytechnics. Comparison with Lecturers in Polytechnics is not appropriate. According to the proposed draft rules to be approved, the qualification is either degree in Engineering/Technology or Diploma in Engineering/Technology with five years of experience after diploma. The present scale of Rs. 480—900 is adequate and they are placed in the revised scale of Rs. 750—1,300.

Junior Assistant Apprenticeship Advisor: (Rs. 480—900) (Rs. 430—800).

This is also in the two scales of Rs. 480—900 and Rs. 430—800 the former being applicable to those governed by the N.C.T.V.T. scale

of pay. This is also a post which was equivalent to the Group Instructors dealt above. Hence the pay scale as for Group Instructor will apply.

Senior Craft Instructor/Maintenance Mechanic/Senior Allied Trade Instructor: (Rs. 360—700) (Rs. 320—580).

They are also in two different scales of Rs. 360—700 and Rs. 320—580, the former scale being applicable to those governed by the N.C.T.V.T. scales of pay. Subject to the general observations above in regard to the instructional staff in I.T.Is, according to the State rules, the recruitment is by promotion from Junior Instructors, the qualifications being the pass in 3rd Form and I.S.L.C. or certificate in Craftsmanship with not less than two years of practical experience and preferably one year teaching experience. As this is a promotion category for the Junior Instructors who have been recommended the revised pay scale of Rs. 550—900, this category is placed in the revised scale of Rs. 575—950 corresponding to the pre-revised scale of Rs. 340—640. Such of those Senior Craft Instructors in the pay scale of Rs. 360—700 will however have the revised scale of Rs. 600—1,050 as personal to them.

Junior Craft Instructor/Junior Allied Trade Instructor/Drawing Instructor: (Rs. 340—640) (Rs. 310—560).

These categories are in two scales of Rs. 340—640 and Rs. 310—560, the former scale being applicable to those governed by the N.C.T.V.T. scales of pay and the latter for those in the non-N.C.T.V.T. scales of pay. In view of the qualifications in the State rules and the work is instructional, they are placed in the revised scale of Rs. 550—900. Such of those who were in the pay scale of Rs. 340—640 will have the revised scale of Rs. 575—950 as personal to them.

Maths Instructors: (Rs. 340—640) (Rs. 290—520).

They are in two scales of Rs. 340—640 and Rs. 290—520, the former scale being applicable to those in the N.C.T.V.T. scales of pay. The pre-74 State scale of pay for this category was Rs. 140—280 prior to the implementation of the N.C.T.V.T. scales of pay, whereas the Junior Craft Instructors were in the State scale of Rs. 150—300. This also being an instructional post may maintain equivalence with Junior Craft Instructor and be placed in the revised scale of Rs. 550—900. Such of those in the scale of Rs. 340—640 will have the revised scale of Rs. 575—950 as personal to them.

Motor Driving Instructor: (Rs. 340—640) (Rs. 310—560).

This category is also in two different pay scales of Rs. 340—640 and Rs. 310—560, the former scale being applicable to those in the N.C.T.V.T. scales of pay. The State scale of Rs. 150—300 prior to 1974 revision was equivalent to the State scale of Junior Craft Instructor. The pay scales in 1974 for N.C.T.V.T. qualified and non-N.C.T.V.T. qualified persons were also the same as for Junior Craft Instructors. In view of this and the qualifications for this category, they may maintain equivalence with Junior Instructors and be placed in the revised scale of Rs. 550—900, subject however that those in the

pay scale of Rs. 340—640 can have the revised scale of Rs. 575—950 as personal to them.

Instructors (D.L.T.C.): (Rs. 360—700).

The anomaly pointed out was that parity with the Superintendents in Directorates and Supervisors has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 430—800 on par with Supervisors in Industries and Public Works Departments. The qualifications for this category are not comparable with the N.C.T.V.T. qualifications for the Senior Craft Instructors. Further the feeder category of Maistry is also in the lower scale of Rs. 240—420. Hence this category may remain in the present scale and be placed in the revised scale of Rs. 600—1,050.

Registrars (I.T.Is.): (Rs. 480—900).

It was said that it is anomalous to give an equal scale as for Group Instructor, a Subordinate Post. The request was to give a scale of pay on par with the district cadre post *i.e.*, District Employment Officer. The recruitment is by transfer and a total service of not less than 8 years in the Department, out of which 4 years should be in the category of Superintendents in the Directorate and a pass in the Accounts Test for Executive Officers and for Subordinate Officers Part I and II is necessary. In view of the recruitment rules, this is placed in the revised scale of Rs. 800—1,450.

Principals, I.T.Is. (other than Principals of I.T.Is. in Hyderabad and Visakhapatnam): (Rs. 700—12,00).

It was pointed out that it was anomalous in not giving the scale of pay of Rs. 900—1,450 on par with Heads of Sections in Polytechnics. The request was to give at least the pay scale of Rs. 750—1,300.

This post was not discussed by the P.R.C. in 1974 and it is therefore in the Schedule I scale of Rs. 700—1,200, the pre-revised scale being Rs. 500—900. Having regard to the Engineering qualifications and teaching experience and as the pay scale of this post was higher than that of Assistant Engineer in P.W.D. prior to 1974, this is placed in the revised scale of Rs. 1,150—1,700.

Principals, I.T.Is. at Hyderabad and Visakhapatnam: (Rs. 850—1,425).

This is a promotion category for Assistant Directors and this is also a feeder category for Deputy Directors. No change is called for and they are placed in the revised scale of Rs. 1,250—1,800.

District Employment Officers: (Rs. 530—1,050).

The request was for the pay scale of Rs. 700—1,200 on par with the Labour Officer, stating that parity with Labour Officer was disturbed in the successive revisions. The District Employment Officer is not comparable with the Labour Officer, the duties and responsibilities being different. The One Man Commission has also observed that though the Officers were asked to be filled in the corresponding scale of Labour Department there is no arrangement

that they should always continue to have the same pay scale. The P.R.C. in 1974 had also observed that they may be on par with the District Inspector of Labour and this category was placed one stage above the corresponding Schedule I scale of Rs. 480—900. This is a promotion post for U.D.Cs. and it can also be filled in by direct recruitment, the qualification for direct recruitment being a degree. The pay scale for this post was always on par with Tahsildars and keeping in view the above position the present scale is adequate and they are placed in the revised scale of Rs. 800—1,450.

Regional Employment Officer/Assistant Director (Employment):
(Rs. 700—1,200).

The request was for the pay scale of Rs. 900—1,450 on par with Regional Inspectors of Factories, stating that the parity with the Regional Inspectors of Factories was disturbed.

The One Man Commission had observed that the qualifications and duties of Regional Inspectors of Factories are higher than the Regional Employment Officers. The P.R.C. in 1974 has also considered this category and recommended the pay scale of Rs. 700—1,200 instead of the Schedule I scale of Rs. 600—1,100.

This is a promotion category for the District Employment Officers. Being a Regional Officer in charge of 4 or 5 Districts, this should be on a higher level than the existing pay scale. The lower post of District Employment Officer is equivalent to Tahsildar. This may be considered to be equivalent to Deputy Collector. They are placed in the revised scale of Rs. 1,150—1,700.

Deputy Director (Employment): (Rs. 1,000—1,550).

The anomaly pointed out was in not allowing the scale of Rs. 1,100—1,650 on par with Deputy Director (Training). The request was to give the scale of Rs. 1,100—1,650. Consequent on the extension of the A.I.C.T.E. scale to the Deputy Director (Training), the Deputy Director (Training) is in the higher scale of Rs. 1,100—1,650. While the benefit of A.I.C.T.E. scale was not available for this category there is no reason for equivalence with the Deputy Director (Training).

This is a promotion post from the category of Assistant Director or Regional Employment Officer with at least five years of service. This category may remain in the present scale and be placed in the revised scale of Rs. 1,400—2,000.

Joint Director (Employment): (Rs. 1,200—1,800).

This is a post which was created during 1975 in relation to the Andhra Pradesh State Administrative Service Officers having been posted. It is seen that the post of Joint Director is already in the State scale of Rs. 1,300—1,800 according to the orders issued in 1975 for the D. A. merged pay scale of 1974. The pay scale of Rs. 1,200—1,800 will apply the cadre officers of the Andhra Pradesh State Administrative Service appointed to this post. For the departmental officers the pay scale of Rs. 1,300—1,800 already approved in

G.O. Ms. No. 180, Finance, dated 15th July, 1975 is adequate and such departmental officers are placed in the revised scale of Rs. 1,700—2,250.

Assistant Director (D.L.T.C.): (Rs. 600—1,100). (Since revised to Rs. 700—1,200).

The anomaly pointed out was in not allowing the pay scale of Rs. 700—1,200 on par with the Principals of I.T.Is. This post was not included in Schedule II of G.O. Ms. No. 180, Finance, dated 15th July, 1975 and hence it was in the Schedule I scale of Rs. 600—1,100, the pre-revised scale being Rs. 400—800. This category has been allowed the pay scale of Rs. 700—1,200 in G.O. Ms. No. 12, Finance, dated 5th January, 1979. They may remain in the present scale and be placed in the revised scale of Rs. 1,050—1,600.

Deputy Director (Training): Rs. 1,100—1,650).

This is allowed the A.I.C.T.E. scale *i.e.*, Rs. 800—1,250 in 1960 and the P.R.C. in 1974 has recommended the pay scale of Rs. 1,100—1,650 on par with principals of Polytechnics. This is the feeder category for promotion to Joint Director (Training) which is in the pay scale of Rs. 1,300—1,800. The present scale is adequate and they are placed in the revised scale of Rs. 1,500—2,100.

Joint Director (Training): (Rs. 1,300—1,800).

Having regard to the Engineering qualifications and the relative position with the feeder category of Deputy Director (Technical), the present scale is adequate and this is placed in the revised scale of Rs. 1,700—2,250.

ENDOWMENTS DEPARTMENT

Assistant Stapathis: (Rs. 360—700).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800 on par with Supervisors and also for the reason that certain posts have been sanctioned in the pay scale of Rs. 430—800 in G.O. Ms. No. 9, Education, dated 5th January, 1978, thereby creating an anomalous position of existing incumbents drawing pay in the lower pay scale of Rs. 360—700 while new entrants to the newly sanctioned posts in the above Government Order will be in the higher pay scale of Rs. 430—800. The request was therefore to allow the pay scale of Rs. 430—800 for all the Assistant Stapathis.

This category was not discussed by the Pay Revision Commissioner, 1974 and hence this is in the Schedule I scale. No *ad hoc* rules have been framed for this category. However, in G.O. Rt. No. 21, Revenue, dated 18th January, 1973 it is noted against this post as in the cadre of Supervisor. The pre-1969 scale is also stated to be Rs. 180—400 as for Supervisors in Public Works Department. The principle of correction of 1969 grouping would equally apply here. In sanctioning new posts in January, 1978 they were sanctioned in the pay scale of Rs. 430—800. In these circumstances, the Assistant Stapathis are placed in the revised scale of Rs. 700—1,200.

Assistant Commissioner: (Rs. 530—1,050).

The request was to allow the pay scale of Rs. 750—1,300 on par with Munsif Magistrate on the ground that this post can be held by a person, who held the post of a Munsif Magistrate.

This post was not discussed by the previous Pay Revision Commissioner and hence it is in the Schedule I scale of Rs. 530—1,050. Under Section 4 (4) (a) of the Endowments Act, 1966 the persons appointed to this post shall not be in a rank lower than that of a Munsif Magistrate or not lower in rank than that of a Tahsildar. Tahsildars are allowed the pay scale of Rs. 530—1,050 while Munsif Magistrates are in the pay scale of Rs. 750—1,300. It is a promotion category for Superintendent in Rs. 430—800 with three years service. Munsif Magistrates appointed as Assistant Commissioners will carry their own scale of pay and a provision in the Act for appointment of Munsif Magistrate against this post cannot be the sole criterion to equate the pay scale for this post with that of the Munsif Magistrate. They may therefore remain in the present scale and be placed in the revised scale of Rs. 800—1,450.

Agama Sastra Pandits: (Rs. 700—1,200).

The request was to allow the pay scale as for Assistant Engineer.

This post was created in the pay scale of Rs. 700—1,200 in G.O. Ms. No. 410, Revenue, dated 6th April, 1976, prior to which they were

on a consolidated pay of Rs. 900. Recruitment rules are not finalised for this category. This may remain in the present scale and be placed in the revised scale of Rs. 1,050—1,600.

Assistant Engineer: (Rs. 700—1,200).

The request was to maintain the parity with Assistant Engineers in Public Works Department. This category has been included in Schedule II in G.O. Ms. No. 62, Finance and Planning (P.R.C.), dated 1st March, 1977 maintaining parity with Assistant Engineers in Public Works Department. The same pay scale as for Assistant Engineers in Public Works Department would apply here also.

Deputy Commissioner/Personal Assistant to the Commissioner (of the cadre of Deputy Commissioner): (Rs. 850—1,425).

The request was to allow the pay scale of Rs. 900—1,450 on par with Sub-Judges on the ground that Sub-Judges can be appointed as Deputy Commissioner under the Endowments Act. This post was not considered by the previous Pay Revision Commissioner and hence it is in the Schedule I scale. The proposal to allow the higher pay scale of Rs. 900—1,450 was not agreed to by the Government earlier. Under Section 4 (3) (a) of the Endowments Act, 1966 a person appointed to this post shall be holding or must have hold a post of judicial service not lower in rank than that of a Sub-Judge or any other service not below the rank of Deputy Collector. Assistant Commissioner is the feeder category for promotion to this post. The posting of Sub-Judge does not necessarily mean that the pay scale should be the same as that of a Sub-Judge. Sub-Judges appointed to this post will carry their own pay scale. For departmental Officers the present scale of pay is adequate and they are placed in the revised scale of Rs. 1,250—1,800.

Stapathis: (Rs. 900—1,450).

The request was to maintain parity with Executive Engineer in Public Works Department.

The post of Stapathy was upgraded to the rank of Executive Engineer, P.W.D. in G.O. Ms. No. 206, Revenue, dated 20th February, 1976 in the pay scale of Rs. 900—1,450, the previous scale prior to this upgradation being Rs. 530—1,050. No rules have been issued for this upgraded post. However, in view of the above Government Order, the pay scale for this post will be as applicable to the Executive Engineer in Public Works Department.

Joint Commissioner: (Rs. 1,100—1,650).

It was stated that it is anomalous to allow a lesser pay scale of Rs. 1,100—1,650, when according to the Endowments Act the Commissioner or the Joint Commissioner should have held the posts equivalent to that of a Collector or District Judge.

The request was therefore for the pay scale of Rs. 1,300—1,800.

The post was not discussed by the previous P.R.C. 1974 and hence it is in the Schedule I scale. The proposal of the Department to allow the pay scale of Rs. 1,300—1,800 subsequently was also not agreed to by Government. The present scale of pay is on par with Joint Directors in other Departments and even technical Joint Directors have this same pay scale. This may remain in the present scale and be placed in the revised scale of Rs. 1,500—2,100.

Superintending Engineer: (Rs. 1,300—1,800).

The request was to allow the same pay scale as applicable to Superintending Engineers in P.W.D.

The present pay scale of Rs. 1,300—1,800 is as applicable to Superintending Engineers in P.W.D. Hence the same pay scale as applicable to the Superintending Engineer in P.W.D. would apply here also.

Commissioner: (Rs. 1,300—1,800).

It was stated that the Endowments Act envisages that the Commissioner or Joint Commissioner should have held the posts equivalent to that of a Collector or a District Judge, that it was anomalous to allow the pay scale of Rs. 1,300—1,800 when the Collector and the District Judge carry higher pay scales and the Superintending Engineers in the pay scale of Rs. 1,300—1,800 are to work under the Commissioner. The request was for the pay scale of Rs. 1,675—2,125.

The post is presently held by an I.A.S. Officer. This post was recommended the pay scale of Rs. 1,300—1,800 by the P.R.C. 1974 for Departmental Officers. The earlier proposal of the Department for the higher scale of Rs. 1,675—2,125 was not agreed to by the Government.

This is also a promotion post for Joint Commissioner with two years of experience as Joint Commissioner. The relative position with feeder post of Joint Commissioner is adequate and hence this is placed in the revised scale of Rs. 1,700—2,250 for Departmental Officers.

EXCISE DEPARTMENT

Depot Helpers: (Rs. 165—250).

The representatives stated that the pre-1974 scale of the post of Tree-marker, Excise Constable and Helper were similar and therefore the application of the Schedule I scale of Rs. 165—250 is anomalous when the other posts are allowed higher scales of Rs. 175—300 and Rs. 180—350 respectively. They wanted the same scale of Rs. 180—350 as the Tree-markers.

It is observed that this category, does not find place in the Pay Committee Report either of 1958 or in the 1961 pay schedule. No recruitment rules governing this post have been placed before the P.R.C. It is seen that this category assists the Depot Manager in the issue of arrack to the Contractors. Their duties therefore are apparently not comparable with those of Excise Jawans. It is also ascertained from Assistant Secretary, Board of Revenue and Excise that there are no recruitment rules and they are characterised as last grade service and they are not interchangeable with the posts of Excise Jawans. The parity therefore with Excise Jawans, does not seem justified and they are placed in the revised scale of Rs. 290—425.

Excise Constables or Jawans: (Rs. 175—300).

It was pointed out that the initial pay of Excise Constables and Police Constables up to 1959 were the same. The disparity now existing was not according to them justifiable and requested parity with the Police Constable.

It may be seen only the initial pay of Prohibition Guards was equal to that of the Police Constable in Andhra area in 1st November, 1958 while in the revisions thereafter the Police Constable got the higher scale. This claim has also been examined by the previous Pay Revision Commissioner and was not conceded. Even the One Man Commission had also observed that the duties of Police Constables are more exacting than those of Excise Jawans and even the Two Man Committee did not see any justification for revision of the scale for Prohibition Guards since merged with Excise Jawans. With the functional responsibilities restricted to one area only, it is difficult to agree to the parity with the Police Constables. Further this will also be in accord with the relative position established in the higher categories *vis-a-vis* the Police Department. This category has also derived the benefit of upward classification by one stage in the 1974 revision instead of remaining the corresponding Schedule I scale. It is also noticed that the post of Tree-marker which is now in the scale of Rs. 180—350 is a promotional category for Excise Jawans and just one stage above. There are no grounds for giving any higher scale to this post. They are placed in the revised scale of Rs. 325—500,

Tree-markers: (Rs. 180—350).

This scale is applicable for an Excise Jawan promoted to this post. No specific anomaly has been brought to the notice of the Pay Revision Commissioner. This is a Telegana category and there is no corresponding post in Andhra area. The pre-revised scale of pay were higher than that of Excise Jawans. The present scale is on par with the Police Constable and the Excise Commissioner also has proposed to keep this on par with the Police Constables. The fact of its being a promotion category has been taken notice of by the previous Pay Revision Commissioner and the post has been placed one stage above the Excise Jawans or Constables. The same may continue and they are placed in the revised scale of Rs. 350—550.

Petty Officers/Nakidars (Head Constables): (Rs. 240—420).

It was represented that prior to 1959 and even in 1959 revision they were kept in higher scale than that of Head Constables of Police. They requested parity with the Police Head Constables. It is also stated that this is a vanishing category inasmuch as these posts after vacation by the present incumbents will be downgraded to that of Excise Constables as ordered in G.O. Ms. No. 970, dated 10th July, 1969.

Though their scale was higher than that of the Head Constables before 1969, in the 1969 revision it was brought on par with the Head Constables. Secondly as the base of the Department is going to consist only of Excise Constables, there is no need to disturb the scale especially when the category is kept one stage below the Police Head Constable. They are placed in the revised scale of Rs. 410—625.

Excise Sub-Inspectors: (Rs. 310—560).

The representatives stated that the earlier difference of Rs. 4 in the minimum time scale of their post and the Sub-Inspector of Police has increased and wanted parity with the Sub-Inspector of Police.

Prior to 1958 the scales were no doubt the same but in 1958 revision the Sub-Inspector of Police was placed one stage above the Sub-Inspector of Excise. The issue of parity has been looked into both by the Two Man Committee as well as the Pay Revision Commissioner in 1974. They have been placed one stage below the Sub-Inspector of Police which agrees with the relative position maintained for the higher categories in the Department *vis-a-vis* the Police Department. They are placed in the revised scale of Rs. 550—900.

Lab. Assistant Grade II: (Rs. 430—800).

The same facts as in the case of Lab. Assistant Grade I were represented with a request of a scale of Rs. 510.

Though the post had parity with the Circle Inspector of Excise in the pay scale earlier this was not considered justified by the previous Pay Revision Commissioner as the Circle Inspector was a field executive post. This is also a feeder category for promotion to Lab. Assistant Grade I. Therefore it is properly one stage below its Grade I post. This has also derived the benefit of upward revision by two stages in 1974. They are placed in the revised scale of Rs. 700—1,200.

Assistant Public Prosecutors Grade II: (Rs. 430—800).

It is understood that they are recruited for the Excise Department directly and that the qualifications are more or less the same as applicable to the Assistant Public Prosecutors Grade II in the Judicial Department. As the volume of work is limited it would not be necessary to assign same scale of pay as for the Assistant Public Prosecutors Grade II in the Judicial Department. They may therefore remain in the present scale and be given the revised scale of Rs. 700—1,200. However Assistant Public Prosecutors Grade II drafted from the Judicial Department will carry the scale of pay applicable to them in their own Department.

Lab. Assistant Grade I: (Rs. 480—900).

It was represented that the difference in pay with the Circle Inspector was Rs. 25 in 1969 and it is not proper to equate him with Inspector of Excise whose pay was less before 1974 and requested the basic pay of Rs. 530 because of the technical skills required along with a degree in Chemistry for holding the post.

It is seen that this post is generally by promotion for Lab. Assistant Grade II as well as for Sub-Inspector of Excise which are in the pay scale of Rs. 430—800 and Rs. 310—560 respectively. Their duties and responsibilities are not comparable with those of Circle Inspector of Excise which is an Executive post in the field. Scientific Assistants in Forensic Laboratory with similar qualifications are in lesser pay scale of Rs. 410—750. The category has also derived the benefit of upward revision by one stage in 1974. They are placed in the revised scale of Rs. 750—1,300.

Excise Inspectors: (Rs. 480—900).

The representatives urged that prior to 1958 the maxima of their posts and that of the Circle Inspector of Police was the same. They also referred to an order in 1947 of the Government declaring the ranks the Sub-Inspectors and Circle Inspectors in Excise Department to be equal to the corresponding ranks in the Police Department and they requested parity with the Circle Inspector of Police.

Orders are referred to above 1947 have not been forthcoming. This aspect of parity was also looked into by the Two Man Committee and not agreed to.

Incidentally it may be mentioned here that the representatives made a point that when in Andhra area prohibition was administered by the Police Department and when Excise was extended to Andhra area, the personnel of the Prohibition Department were asked to opt either for the Excise Department or for the Police Department. While the personnel in the Police Department were absorbed in the pay scales of the Police Department, the people who opted to the Excise Department from the same parent department have been placed in a lower category. Now this is to be considered as part of administrative exigencies and if certain persons were absorbed into the respective pay scales of two departments, this was only to bring uniformity of service

and cadre and does not imply that the persons so absorbed in fact deserved the higher scale of pay. The One Man Pay Commission also had observed that the Circle Inspector of Excise may be in a slightly lower scale of pay than the Circle Inspector of Police. In the 1974 revision also this point was not conceded but the wider disparity between the two posts was narrowed down by giving the benefit of upward revision by two stages of this category. As they have already derived the benefit of upward revision consistent with the relative position of the Circle Inspector of Excise, they are placed in the revised scale of Rs. 750—1,300.

Assistant Audit Officer (Internal Audit Cell): (Rs. 530—1,050).

This post has been created for the Regional Officers *i.e.*, the Deputy Commissioners of Excise. The present scale of pay is Rs. 530—1,050 as applicable to Assistant Accounts Officers. No anomaly has been pointed out nor any request has been received from this category also. They are placed in the revised scale of Rs. 800—1,450.

Assistant Excise Superintendent/Chemical Examiner:
(Rs. 600—1,100).

The representatives wanted parity with the Deputy Collector or Deputy Superintendent of Police as they are recruited from the same common examination by the Public Service Commission along with them. The Commissioner of Excise also recommended the scale of Rs. 750—1,300.

This is a feeder category for promotion to the next higher category of Excise Superintendent which is in the scale of Rs. 700—1,200. It is not clear how the Commissioner has proposed the same scale of Rs. 750—1,300 to both the posts of Excise Superintendent and its feeder category of Assistant Excise Superintendent. Further this is a promotion category for Excise Inspectors and Office Superintendents who are in the pay scales of Rs. 480—900 and Rs. 430—800 respectively. With reference to the argument that they come from the same source of recruitment, it may be pointed out that both by preferences of the candidates and by the ranking given by the Public Service Commission, the priority offered to this post is relatively low when compared to the posts of Deputy Collectors and Deputy Superintendent of Police and Commercial Tax Officers. Further the category has derived upward classification by one stage in 1974 revision instead of getting the Schedule I scale of Rs. 530—1,050. They are placed in the revised scale of Rs. 900—1,500.

Excise Superintendent: (Rs. 700—1,200).

The representatives stated that this post should have been equated with the Deputy Collector for whom 25% of the posts of Excise Superintendents are reserved and the Special Grade Deputy Collectors in the scale of Rs. 900—1,450 also hold these reserved posts and that the Excise Superintendent is the Head of a district while a Deputy Collector in his normal job or Deputy Superintendent of Police is only incharge of a division. They wanted the scale of the non-I.P.S.

Additional Superintendent of Police of Rs. 1,000—1,550. The Commissioner of Excise suggested parity with the Deputy Collectors, Deputy Superintendent of Police and Commercial Tax Officers in the scale of Rs. 750—1,300.

The earmarking of a certain number of posts in any particular cadre for Officers drawn from a different cadre who carry their own pay when holding this post is a normal administrative device adopted for better functioning of the department. While the Deputy Collector when holding this post discharges the same duties as a member of the cadre of Deputy Collectors Service, whose normal duties generally are of a more onerous nature. The very fact that he is drawn to be posted to a different department implies relatively superior nature of duties performed in the original cadre. This therefore cannot be an argument for equation of scales with that particular cadre. Similarly the fact of this Officer being a District Officer does not also warrant an equation of scale for all District Officers. At the time of all earlier revisions the pay scale of Excise Superintendent was less than that of Deputy Collector or Deputy Superintendent of Police. In the 1974 revision, this category derived the benefit of upward revision by one stage instead of remaining in the Schedule I scale of Rs. 600—1,100. This also maintained the previous position *vis-a-vis* the Deputy Superintendent of Police in being one stage below that post. They are placed in the revised scale of Rs. 1,050—1,600.

DISTILLERIES

The Department has clarified that the various posts shown in the A. P. Revised Pay Scale of 1974 after the Departmental pay schedules were all drawn from the cadres of the Excise Department and therefore no separate pay scales are recommended. There is only one post of Accounts Officer created prior to 1974 in the scale of Rs. 600—1,000 now revised to Rs. 750—1,300. The post is, according to the department being filled in by an Officer taken on deputation from the Accountant-General. For departmental officers the revised scale under common categories would apply.

Internal Audit Officer: (Rs. 700—1,200).

The Internal Audit Officer's post was created in the present scale of pay of Rs. 700—1,200 as applicable to Accounts Officers under common categories. No anomaly has been brought out and the revised scale of Rs. 1,050—1,600 as applicable to Accounts Officers under common categories would apply to this post.

Assistant Commissioners (Excise): (Rs. 900—1,450).

This is a post created in 1975 after the pay report of 1974.

The representatives have before the Pay Revision Commissioner urged parity with the Police Department, namely, the Superintendent of Police and the Commissioner of Excise suggested parity with the Assistant Commissioner of Commercial Taxes.

This post was newly created and therefore the question of an anomaly with any other post simply does not arise. Though the post was created in 1974 in the scale of Rs. 700—1,100, they have been allowed the scale of Rs. 900—1,450 in the Letter No. 3150/E2/75-2, dated 17th November, 1975 of the Revenue Department. The parity with the Assistant Commissioner of Commercial Taxes is maintained which agrees with the parity of the post above with the Deputy Commissioner. They are placed in the revised scale of Rs. 1,300—1,900.

Senior Chemical Technologist: (Rs. 1,000—1,550).

This post was created after the 1974 revision. No representation or any request has come before the Pay Revision Commissioner. This is placed in the revised scale of Rs. 1,400—2,000.

Similarly there is a category of Depot Manager in the scale of Rs. 430—800. No anomaly has been pointed out; neither any request for revision was received. They are placed in the revised scale of Rs. 700—1,200.

Deputy Commissioner (Excise): (Rs. 1,100—1,650).

This is the highest post in the Department available for departmental officers. This scale was given by the previous Pay Revision Commissioner to the two posts with different scales as the duties were identical.

The representatives requested for parity with the corresponding posts in the Police Department, namely that the Deputy Inspector-General of Police and the Commissioner of Excise suggested parity with the Deputy Commissioner of Commercial Taxes Department.

Deputy Inspector-General of Police or the Selection Grade Superintendent of Police is in the I.P.S. Cadre and therefore any parity with them is not relevant. This category has all along been on par with Deputy Commissioner of Commercial Taxes and this has been maintained. The earlier discrimination in the pay scale of the Deputy Commissioners within the Department itself was looked into by the Pay Revision Commissioner who rectified this by placing them in a common scale. They are placed in the revised scale of Rs. 1,500—2,100.

FACTORIES AND BOILERS DEPARTMENT

Mechanic: (Rs. 240—420).

No anomaly was pointed out. The *ad hoc* rules are not yet issued as reported by the Department. This may, therefore, remain in the present scale and be given the revised scale of Rs. 410—625.

Assistant Draughtsman (Civil): (Rs. 275—475).

This post is not included in Schedule II in the 1974 revision and hence it is in the Schedule I scale of Rs. 275—475. This post is similar to Draughtsman (Mechanical) in the Department and Draughtsman Grade III in P.W.D. Having regard to the technical qualification and the equivalence in pay scale with Draughtsman Grade III, this is placed in the revised scale of Rs. 500—800.

Projector Operator:—(Rs. 275—475).

This is also not included in Schedule II and hence it is in the Schedule I scale. The posts of Cinema Operators/Audio-visual in-charge are placed in the standard scale of Rs. 275—475 under common categories. The qualifications prescribed are only a pass in Second Form and must have one year's experience in Cinema Operation, preference being given to the candidates who have passed the examination conducted by the Board of Examiners for Cinema Operators. The present scale of pay is adequate and they be given the revised scale of Rs. 475—760.

Draughtsman (Mechanical): (Rs. 290—520).

Though this post was not discussed by the P.R.C. in 1974 yet it was subsequently included in Schedule II in G.O. Ms. No. 363, Finance Department, dated 24th August, 1976 in the above scale keeping it on par with Draughtsman Grade III in P.W.D. In view of the technical qualifications and the equivalence with the Draughtsman Grade III in the earlier revisions the pay scale as applicable to Draughtsman Grade III in P.W.D. will apply here also.

Draughtsman (Civil): (Rs. 360—700).

This post was not included in Schedule II in the 1974 revision and hence it is in the Schedule I scale of Rs. 360—700. The Draughtsman (Civil) in this Department corresponds to Draughtsman Grade I in P.W.D. as the pre-revised scale of both the posts was the same and the qualifications are also similar. This is, therefore, placed in the revised scale of Rs. 650—1,100.

Lab. Assistant/Supervisor: (Rs. 360—700.)

No anomaly was pointed out. *Ad hoc* rules are not yet issued in the absence of which it is difficult to review the pay scales for these categories and they be given the revised scale of Rs. 600—1,050.

Assistant Inspector of Factories: (Rs. 410—750).

Though this category was not discussed by the P.R.C. in 1974 it was subsequently included in Schedule II in G.O. Ms. No. 187, Finance Department, dated 17th July, 1977. This category has derived upward classification by one stage in the 1974 revision instead of remaining in the Schedule I scale of Rs. 360—700. In view of the qualifications and the feeder category from which this could be filled in, the present scale of pay is adequate and they be given the revised scale of Rs. 650—1,100.

Industrial Chemist: (Rs. 530—1,050).

No anomaly was pointed out. The *ad hoc* rules have not yet been issued in the absence of which it is difficult to review the pay scale for this category. This may, therefore, remain in the present scale and be given the revised scale of Rs. 800—1,450.

Medical Inspector of Factories: (Rs. 600—1,100).

No anomaly was pointed out. It was stated that this post was originally of the cadre of Civil Assistant Surgeons in the Medical Department. But in view of the difficulty experienced by Department for filling this post from the Medical Department personnel, it is stated that proposals have been sent to the Government for separate recruitment for the post.

So long as the post is borne on the cadre of Medical Department and if Civil Assistant Surgeons from the Medical Department are drafted to this Department, the pay scale applicable to Civil Assistant Surgeon in the Medical Department will apply to this post. The issue of prescribing the separate scale of pay for this post if need be, will have to be considered by Government after the issue of recruitment rules for this post in this Department. Government would no doubt consider the inherent difficulty in filling up a few lone posts by having a separate cadre of Medical Men. The advantage lies in taking Assistant Surgeons on tenure basis.

Inspectress of Factories: (Rs. 600—1,100).

The anomaly pointed out was that hitherto this was placed on par with Inspectors of Factories but in 1963 the latter was upgraded without extending the same scale to this post. There are no promotional avenues. The request was to give the same scale as Inspector of Factories.

It is seen that this category constitutes a separate Women's Branch in Andhra Pradesh Factories Service. The minimum qualifications are Degree of Medicine or B.Sc. (Home Science) or B.Sc. or M.A. Social Work or B.A., B.Sc., in Training and Maternity in Child Welfare or Diploma in Public Health or Social Service, whereas in the case of Inspector of Factories, Degree of B.E. (Mech.) or an equivalent Associate Membership of Institute of Engineers is required. Except for the Medical Degree prescribed for this post, the qualifications do not come up to the standard required for Inspectors of Factories. It is unlikely that any person with a degree in Medicine would

go for this post or having gone would remain there. Even otherwise the P.R.C. in 1974 has given the same scale as Civil Assistant Surgeons and Labour Officer in the scale of Rs. 600—1,100. This of course does not mean that the continued parity with Civil Assistant Surgeon should be kept in the light of aforesaid reasons. It is better that the Government reviews the recruitment rules to see if such disparate qualifications should be prescribed at all. Even parity with the Inspectors of Factories will not be reasonable notwithstanding the fact that they were in the same scale prior to 1963. Government also have clarified in their Memo. No. 4247/PBH/B/63-9, dated 6th April, 1964 that this category is not entitled to the revised scale of Rs. 350—750 allowed to Inspectors of Factories in 1963. This category also has derived the benefit of one classification above Schedule I scale of Rs. 530—1,050 in the 1974 revision. With regard to the lack of promotional avenues the recommendation made elsewhere may be referred to. They are placed in the revised scale of Rs. 900—1,500.

Inspector of Factories: (Rs. 700—1,200).

It was represented that the duties are more onerous than that of an Assistant Engineer who is in charge of a Sub-division whereas he is in charge of a District or more. They wanted the pay scale on par with the Inspector of Boilers and to be brought on par with Deputy Collector or Commercial Tax Officer. They have also referred to the non-promotional avenues. It is seen that with the prescribed qualifications of B.E. (Mech.) or equivalent, the post has been in the scale of Assistant Engineer from 1963 and this parity has been maintained even by the previous Pay Commissioner in 1974. With regard to the scales it may be stated that other Engineering Graduates have to first join as Junior Engineer before they are promoted as Assistant Engineers, whereas in this Department, a fresh Engineering graduate enters direct at the level of Assistant Engineer. If the duties in fact are of such nature as claimed by the Inspectors, one would wonder how a fresh Graduate could be placed on this scale without previous experience. With regard to parity with Inspector of Boilers it is noticed that for the Boilers post, two years experience is necessary besides the Engineering degree. Further the Inspector of Boilers was enjoying a higher pay scale right from 1958 when compared to this category. This category is also a feeder category for the Deputy Chief Inspector of Factories which was four stages above Inspector of Factories in pre-74 scale, which is also maintained after 1974 revision. Comparison with the post of Deputy Collector or Deputy Superintendent of Police is not appropriate. This category has also derived the benefit of higher classification to Rs. 700—1,200 by one stage instead of remaining in the Schedule I scale of Rs. 600—1,100. They are placed in the revised scale of Rs. 1,050—1,600.

Inspector of Boilers: (Rs. 700—1,200).

They represented that the parity of scales was disturbed in 1974 by allowing higher scale to Deputy Collectors, etc. They wanted three advance increments; they have also pointed out that the Inspector of Boilers used to draw more pay than Assistant Engineer in

Public Works Department. While some of them wanted parity with Deputy Collector and Deputy Superintendent of Police they wanted a scale of Rs. 800—1,500.

Though the pre-61 scale for this category was less than that of Deputy Collectors at the minimum of Andhra scale and the Telangana scale was also less than that of Deputy Collector, yet in 61 revision they were on par with Deputy Collector which was maintained in 1969 also due to grouping of scales. In 1974, they were given a Schedule I scale of Rs. 700—1,200. This is a feeder category for the post of Deputy Chief Inspector of Boilers which is in the pay scale of Rs. 900—1,450. The qualifications prescribed is 1st class Board of trade certificate of competency as Engineer of B.E. (Mech.) Engineering or B.Sc. (Mech. Engg.) plus two years experience as Practical Engineers, whereas this experience of two years is not required for the Inspector of Factories which is now in the same scale. In the pre-1974 scale this category was one stage below the Deputy Chief Inspector of Boilers which is the promotion post but in 1974 revision this post was not discussed by the Pay Revision Commissioner and was placed in Schedule I scale of Rs. 700—1,200 which is three stages below the Deputy Chief Inspector of Boilers at present. From the above it may be seen that the post deserves a scale higher than that of the Inspector of Factories and its relative position *via-a-vis* the Deputy Chief Inspector of Boilers has to be maintained. Therefore, this category may be placed in the revised scale of Rs. 1,150—1,700.

Deputy Chief Inspector of Boilers: (Rs. 900—1,450).

They requested for a scale on par with Special Grade Executive Engineer.

This category was on par with Regional Inspector of Factories up to 1964 but in 1964 the Regional Inspector of Factories overtook them and the Two Man Commission did not see any justification for revision of scale of pay for this category. Therefore, in the 1969 grouping this was placed in Rs. 600—1,100 while Regional Inspector of Factories was in Rs. 700—1,100. However, in 1974 revision the Pay Revision Commissioner brought this on par with Regional Inspector of Factories as in 1961 but with the reorganisation discussed under the posts of Factories, the Regional Inspector of Factories was upgraded to the pre-1974 scale of Rs. 750—1,200 on par with Deputy Chief Inspectors of Factories and consequently the Regional Inspectors of Factories is also in Rs. 1,000—1,550, whereas this post remains in Rs. 900—1,450. The post in Boilers unit have not been covered in the G.O. issued in G.O. Ms. No. 492, Employment and Social Welfare Department, dated 18th June, 1975 for upgradation resulting in this category remaining in a lower grade than that of the Regional Inspector of Factories, while the Chief Inspector of Boilers above this is on par with the Deputy Chief Inspector of Factories as well as the upgraded Regional Inspector of Factories. Under the Andhra Pradesh Boilers Service Rules the Deputy Chief Inspector of Boilers is eligible for promotion as Chief Inspector of Boilers.

The position now is that while the Inspector of Boilers was in a higher position than Inspector of Factories, in the reorganisation ordered by the Government the position is reverse in the next higher categories of Deputy Chief Inspector of Boilers and Regional Inspector of Factories. The disparity between the feeder post and the promotion post is great. As no reorganisation has been ordered in the case of Boilers this has given raise to anomaly in the sense that the promotion from a superior lower post is to an inferior promoted post at least in scales. Therefore the post of Deputy Chief Inspector of Boilers should at least be in the scale of pay as that of Regional Inspector of Factories namely Rs. 1,000—1,550. It is recommended accordingly and they may be given the revised scale of Rs. 1,400—2,000.

Chief Inspector of Boilers: (Rs. 1,000—1,550).

He is the technical head of the Boilers Inspectorate and exercises powers under the Boiler's Act in this State. He has to supervise the work of Regional Officers in the entire State. They have requested the scale of Rs. 1,400—1,925. The relative posts of Boilers and Factories Department have been upset with the reorganisation of only the Factories Department in the G.O. referred to above. Earlier this post was on par with the Deputy Chief Inspector of Factories in the scale of Rs. 1,000—1,550 but with the merging of the categories of Deputy Chief Inspector with Regional Inspectors of Boilers. It has been recommended above that the Deputy Chief Inspector of Boilers be given the Rs. 1,000—1,550 which is now carried by this post, and this is a promotion post to the Deputy Chief Inspector of Boilers. So it is therefore necessary that at least as the Chief Man on the Boilers side, he should have a scale higher than that of his own feeder category; so it is recommended that this be given the next higher scale namely Rs. 1,100—1,650, and be placed in the revised scale of Rs. 1,500—2,100.

Deputy Chief Inspector of Factories/Regional Inspector of Factories
(Rs. 1,000—1,550).

In the case of Regional Inspectors, it was represented that they are in-charge of inspection of Large Factories and other factories involving dangerous operations. They also supervise the work of Inspectors of Factories and the promotional avenues are bleak. They wanted parity with the Special Grade Executive Engineer in the P.W.D. As for Deputy Chief Inspector of Factories, they wanted this to be placed higher than that of Regional Officers as they are having State-wide jurisdiction as they are working in Headquarters. They carry higher responsibilities than the Regional Officers. They requested the scale of Rs. 1,400—1,925 or alternatively they wanted a special pay. In any case they wanted a pay higher than that of Superintending Engineer.

The Regional Inspector got the scale of Rs. 700—1,100 in the 1969 grouping, and in the 1974 revision also this has been placed on par with Executive Engineer keeping its relative status with the Inspector of Factories. However the Government in 1975 upgraded this category

to that of Deputy Chief Inspector of Factories and only the Regional Inspector of Factories in the Headquarters Office was designated as Deputy Chief Inspector of Factories.

In this G.O. it is seen as part of the reorganisation of the Department into a three tier one and in order to relieve the Regional Inspectors of the original work and make them with only supervisory responsibility there was an addition of certain posts as well as upgradation of the Headquarters post. Since the reorganisation has obviously resulted in rationalisation of work load no case is seen for any upgradation of regional posts. Similarly the upgraded headquarters posts also in the grade of Deputy Chief Inspector of Factories give little scope for any further enhancement.

The O.M.C. has recommended the scale on par with Chief Inspector of Boilers for Deputy Chief Inspector of Factories, but in the 1969 grouping this was placed in Rs. 750—1,200. P.R.C. in 1974 also because of the State-wide jurisdiction has placed them on par with Deputy Commissioner of Labour and one stage above Executive Engineer. They further got the benefit of the upward classification by one stage in the 1974 revision. Under the rules Deputy Chief Inspector of Factories was a promotion category for Regional Inspector of Factories.

While the Department stated that the Regional Inspectors and Deputy Chief Inspectors working in the Head Office now constitute one category, a perusal of G.O. quoted by them shows that the Government merged the categories of Regional Inspectors of Factories and Deputy Chief Inspectors with equal scales of pay to rationalise the workload by sanction of additional staff. Therefore, the arguments advanced on behalf of both the posts for revision do not exist. They may therefore remain in the present scale and be given the revised scale of Rs. 1,400—2,000. The proposal for change in designation of Deputy Chief Inspector of Factories as Joint Chief Inspector does not fall within the scope of the Commissioner as it is an administrative matter to be decided by Government.

Chief Inspector of Factories and Boilers: (Rs. 1,300—1,800).

They requested for a scale on par with other technical Heads of Departments especially with the scale of a Chief Engineer i.e., Rs. 1,675—2,125. The T.M.C. had also observed that there was no justification for any revision *vis-a-vis* the other Heads of Departments. The OMC had observed that the pay was equal to that of a Superintending Engineer and it would be sufficient to increase the maximum and in the general grouping it was given Rs. 950—1,400. The P.R.C. in 1974 taking into account the fact that he was in charge of Boilers also and the increase in the number of Factories since 1969 placed it on par with Superintending Engineer and Joint Commissioner of Labour. The post thus derived the benefit of upward classification of Rs. 1,300—1,800 instead of remaining in Schedule I scale of Rs. 1,100—1,650. There is no appreciable change of circumstances since 1975 to warrant any further increase. Further this is a promotion category to Deputy Chief Inspector of Factories who is ordinarily

to be having a service of 5 years which is now in the scale of Rs. 1,000—1,550. In the evidence it has also been brought out that the Chief Inspector of Boilers is the technical Head of the Boiler-Inspectorate and he exercises full powers under the Boilers Act in the State and therefore it follows that the responsibility of the Chief Inspector of Factories in relation to Boilers is only nominal. However the earlier commissions have taken this as additional responsibility and given the benefit of raise in pay. Parity with Chief Engineer is not appropriate. Any upward revision will also result in not only upsetting the relative position within the Department both in the Factories wing as well as in the Boilers wing but also upset their relative position *vis-a-vis* the other departments. This may remain in the present scale and be placed in the revised scale of Rs. 1,700—2,250.

FIRE SERVICES

Cobbler: (Rs. 165—250).

They requested for a scale of Rs. 170—275.

In 1974 the Attender scale was allowed as the post was not included in Schedule II. It is stated that he attends to repairs of Vehicles and other work as a semi-skilled one. Having regard to the nature of work they are placed in the revised scale of Rs. 310—475.

Firemen Labourer/Fireman/Fireman Orderlies: (Rs. 180—350).

These posts were placed on par with Police Constables in the last revision. They are placed in the revised scale of Rs. 350—550.

Driver Mechanic: (Rs. 240—420).

It was represented that the Driver should possess Heavy Motor Transport Licence Certificate and the duties of the Driver of the Fire Engine are quite different from those of other light and heavy vehicles. Yet they are given the same scale as applicable to Drivers of Light Vehicles by merging the special pay of Rs. 10 existing prior to 1974 revision. They requested a scale of Rs. 260—450 with a special pay of Rs. 25.

The parity with the Drivers of Light Vehicles has been maintained since long. They are placed in the revised scale of Rs. 450—700 as for Heavy Vehicle Drivers, in view of the above qualifications. This is stated to be a promotion category from Driver Operator or Fireman Mechanic which is also in the same scale of pay. The rules were not available for verifying the above position.

Fireman Mechanic: (Rs. 240—420).

This is also a promotion category for Fireman in the pay scale of Rs. 180—350. The duties of the Mechanic of Fire Engine are said to be different. The possession of Heavy Vehicle licence is also essential. This category may be placed in the revised scale of Rs. 450—700.

Driver Operator: (Rs. 240—420).

The request was made for Rs. 260—450 as the job requires special knowledge of operation of different types of Fire Appliances and the job being highly risky cannot be compared with Drivers of other Departments.

The P.R.C. in 1974 recommended a pay scale of Rs. 240—420 placing them one stage below the Leading Fireman as the latter supervises Driver Operator also; the special pay existing then was also merged. Of course from the beginning they have been drawing the same pay as that of Drivers of Light Vehicles. For direct recruitment one should possess Heavy Vehicle License. They are placed in the revised scale of Rs. 450—700.

Leading Fireman/Fireman Carpenter: (Rs. 250—430).

No anomalies have been pointed out. They were brought on par with the Head Constables in the Police Department in the 1974 revision. No revision is called for and they are placed in the revised scale of Rs. 425—650.

Accountant: (Rs. 310—560).

The request was for a scale of Rs. 340—640 as it is stated to be a post between U.D.C. and the Superintendents and that the Two Man Committee also had recommended a higher scale than U.D.C.

The Two Man Committee who had looked into this had recommended the scale of Rs. 140—220 from Rs. 125—220 as in the case of Accountants of some other departments and the scale of Rs. 150—250 allowed to Accountants of Treasuries and Accounts Department was not conceded. In 1969 revision in grouping this obtained the benefit of the scale of Rs. 150—300 as applicable to Accountants in Treasuries and Accounts Service and in Police Department. In the 1974 revision they were given the Schedule I scale of Rs. 310—560 which is also the scale given to the Accountants, Treasuries and Accounts Department. Since they enjoyed a scale of the persons who are more specialised in Accounts no upward revision of scale in this Department is called for. They are placed in the revised scale of 530—850.

Station Fire Officer: (Rs. 320—580).

No specific anomaly has been pointed out in the present scale. Though the Two Man Committee did not concede the parity with Sub-Inspector of Police in the last revision, however they were placed on par with Sub-Inspector of Police having regard to the intensive nature of duties and responsibilities. The parity with Sub-Inspector may continue as the duties are hazardous in nature. The scale is also in accordance with the scales of posts above them. They are placed in the revised scale of Rs. 575—950.

Assistant Divisional Fire Officer: (Rs. 480—900).

It was claimed that their services cannot be compared with those of other departments and a scale of Rs. 600—1,040 was requested as existing in Delhi Fire Services.

No specific anomaly has been pointed out except for a request for corresponding scales in Delhi Fire Services. The appointment is by promotion from Station Officer who is in the scale of Rs. 320—580. The One Man Commission had observed that his duties are more administrative though occasionally he is taken to the field and had suggested a scale of Rs. 180—375, which is placed in Rs. 200—400 in the 1969 grouping. Further his position was improved in relation to the Circle Inspector of Police by the previous P.R.C. by recommending the scale of Rs. 480—900 three stages above the corresponding Schedule I scale normally allowed in 1974 revision. The pay scale is adequate and they are placed in the revised scale of Rs. 750—1,300.

Divisional Fire Officer: (Rs. 600—1,100).

The request was to do away with direct recruitment because of lack of promotional avenues and allow the scale of corresponding Delhi Fire Services scale *i.e.*, Rs. 700—1,350.

The ratio between direct recruitment and promotion for this post is in 1:2. The One Man Commission had observed that the earlier scale of Rs. 250—500 was not sufficiently attractive and recommended the scale of Rs. 300—600 which was allowed in the grouping done in 1969. In 1974 he was placed one stage above Circle Inspector of Police for the reason that he is in charge of a group of Districts. While general scale should have been Rs. 480—900 for post carrying this scale of pay, but a pay scale of Rs. 600—1,100, two stages above the corresponding Schedule I scale, was given in the 1974 revision. The qualification prescribed is only graduation for direct recruitment apart from some physical standards. This is also a promotion category for Assistant Divisional Fire Officers. It is for the Department to decide on the continuance of direct recruitment or in doing away with it. As sufficient lifts have already been given there is no need for any revision and they are placed in the revised scale of Rs. 900—1,500.

Regional Fire Officer/Deputy Director of Fire Services:
(Rs. 850—1,425).

The request was made for Rs. 1,100—1,650 in order to give status to this post. Earlier the minimum of its scale was always kept at the maximum of the Divisional Fire Officer. The Director of Fire Service suggested parity with the Superintendents of Police.

The One Man Commission did not agree for parity with Superintendent of Police and recommended Rs. 500—900, higher than that of Deputy Superintendent of Police. In the 1969 grouping it was placed in Rs. 600—1,000. P.R.C. in 1974 also has kept it one stage above the Deputy Superintendent of Police as at present. There is no direct recruitment to this post but it is by promotion from the post of Divisional Fire Officers with six years of service. With the gradual evolution of pay scales and grouping, it is not always possible to keep the minimum of any post at the maximum of its lower post. With regard to promotional avenues and uniform allowances etc., the relevant portions of the report may be referred to. There is no case for an enhancement and they are placed in the revised scale of Rs. 1,250—1,800.

Director of Fire Services: (Rs. 1,300—1,800).

This is in the scale of Rs. 1,300—1,800 but is now held by an Officer of the I.P.S. Cadre. For departmental officers this post is placed in the revised scale of Rs. 1,700—2,250.

It is seen that in the 1974 revision the intensive nature of duties of this department accompanied by a real element of personal risk parity with corresponding ranks of Police Force was proposed up to the level of Station Officer. Above that level administrative and supervisory responsibilities were held not to be as onerous as those of Police Officers. This point was urged again before this Commission and this Commissioner agrees with the views in the 1974 recommendations.

FISHERIES DEPARTMENT

Fisherman: (Rs. 165—250).

The request was to give higher scale on par with Field Assistant in Agriculture Department as duties and responsibilities are skilled and risky.

This post does not find place in the Schedule II of G.O. Ms. No. 180. Finance, dated 15th July, 1975. No recruitment rules are available. They are in the last grade right from 1958. But however, the duties are really risky and arduous in the sense that they have to enter water and render all assistance to the Inspector and other high officers. They are the persons who helped the fisher folk in preparing the nets etc. This may therefore be placed in the revised scale of Rs. 310—475.

Lascars: (Rs. 165—250).

Anomaly was in not giving the scale of Rs. 175—300 on par with Launch Driver Grade IV of the Port Department.

This post does not find place in Schedule II of the above mentioned Government Order. No specific qualifications are prescribed in the rules. This is a feeder category for Bosan Grade II. Comparison with Launch Driver Grade IV is not relevant. They are placed in the revised scale of Rs. 290—425.

The Department may however consider fixing the duties and responsibilities along with qualifications so that an appropriate grade may be awarded to this category later on review by Government.

Junior Bosan of Boats: (Redesignated as Bosan Grade II in G.O. Ms. No. 1850, Food and Agriculture, dated 15th July, 1964):
(Rs. 175—300).

The anomaly claimed was in not giving the scale of Rs. 240—420 on par with Launch Driver Grade III in Port Department.

This post also does not find place in Schedule II of the Government Order cited above. The post requires a qualification of (1) a certificate of competency for driving engines and knowledge of general mechanisation of all types of engines and practical experience for a period of not less than six months and (2) a certificate of successful completion and pass in the certified course of six months at Fisheries Institute, Kakinada and (3) ability to read and write Telugu.

This is a feeder category for Bosan Grade I in Rs. 290—520. This post of Grade II can also be filled in by promotion of Lascars in the scale of Rs. 165—250. Though comparison with Launch Driver Grade III is not proper, considering the qualifications and skills required, this is placed in the revised scale of Rs. 350—550.

In respect of Bosan Grade I which is in the scale of Rs. 290—520 it can be filled in by promotion from Bosan Grade II as well as from

Driver-cum-Tindal in Rs. 180—350 for whom a revised scale of Rs. 410—625 is recommended. The qualifications for Bosan Grade I are certificate of competency issued by State Port Officer to navigate vessels, certificate of competency as Driver of power boats and practical experience of three years in all methods of fishing. Considering the qualification of the feeder categories and the qualifications of the post, the present scale of Rs. 290—520 is adequate and this is placed in the revised scale of Rs. 500—800.

Fieldmen: (Rs. 180—350).

The anomaly claimed was in not allowing the scale of Rs. 250—430 of Sub-Assistant of Agriculture as the parity was disturbed in the 1958 revision.

The pre-1961 scale for the post of Fieldmen in Agriculture (now designated as Sub-Assistant) was Rs. 50—100 and in 1961 it was Rs. 80—135, revised to Rs. 90—192 in 1969. In 1974, it was placed in Rs. 250—430. These pay scales mentioned above have always been more than that of the Fieldmen of the Fisheries Department. The required qualification for Sub-Assistant is S.S.C. The Two Man Committee had observed that there was no case for any upward revision. One Man Commission had recommended the pay scale of Rs. 70—120. P.R.C. in 1974 recommended Rs. 180—350 placing it on par with Field Assistant in Agriculture Department.

The qualifications for direct recruitment are a pass in the certificate course in Fisheries Technology and experience in a fish farm or aquarium or Fisheries Laboratory with ability to read and write English and one of the local languages. For appointment by transfer only experience in fish farm with ability to read and write local language and understand the instructions given in English. The qualification of III Form which is necessary for Field Assistant in Agriculture Department is not necessary for this post though P.R.C. in 1974 has equated this to that post.

This post has derived upward classification by two stages instead of remaining in the Schedule I scale of Rs. 165—250 in 1974. No change is called for and they are placed in the revised scale of Rs. 350—550.

Petty Yard Officer: (Rs. 180—350).

They requested for the pay scale of Rs. 260—450 comparing them with the Overseers in the Department.

O.M.C. had observed that the work is of a routine nature and that it can be in the last grade.

P.R.C. in 1974 had observed that this is a category which is stated to disappear in due course and placed them on par with Field Assistant in Agriculture Department while recommending the pay scale of Rs. 180—350.

Comparison with Overseers or Sub-Assistants in Agriculture Department is not relevant having regard to their qualifications and nature of duties. The qualification required is IV Form (IX Class).

In the 1974 revision, they have derived upward classification by two stages instead of remaining in Schedule I scale of Rs. 165—250. They are placed in the revised scale of Rs. 350—550.

Fishery Guard: (Rs. 180—350).

They requested for the pay scale of Rs. 250—430 on par with Sub-Assistant in Agriculture Department.

O.M.C. had observed that the post is comparable to Petty Yard Officer and recommended the pay scale as for Petty Yard Officer. P.R.C. had also observed the same remarks as mentioned against Petty Yard Officer above.

As comparison with Sub-Assistant in Agriculture Department is not relevant, they are placed in the revised scale of Rs. 350—550.

Driver-cum-Tindal: (Rs. 180—350).

Anomaly claimed was in not giving the scale of Rs. 260—450 given to Launch Driver in Port Department.

This post does not find place in Schedule II of the Government Order issued in July, 1975. This was not discussed by O.M.C. and P.R.C. 1974. There are no recruitment rules for Driver-cum-Tindals. There are some recruitment rules for Tindals and Drivers which requires for Grade I post, a coast-wise master certificate granted by Ceylon Government, home trade thousand tons mate certificate granted by Government of Madras and for Tindals Grade II and III requisite sea-faring experience is the requisite qualification. For Driver Grade I the qualification is possession of any Engine Driver Certificate for motor vessel and for Drivers Grade II preference is given to those who possess qualifications prescribed for Tindals Grade I or Driver Grade I.

As driver light vehicle in Rs. 80—160 was placed in Rs. 240—420, the pre-revised scales being identical and having regard to the duties and the qualifications required, this category is placed in the revised scale of Rs. 410—625.

Tracer: (Rs. 260—450).

The existing scale is as applicable to Tracers in P.W.D. There is no anomaly and the revised scale recommended for Tracer in P.W.D. will apply here also *i.e.* Rs. 450—700.

Laboratory Assistant: (Rs. 310—560).

Anomaly claimed was in not allowing the scale of Rs. 430—800 on par with the Engineering Diploma holders.

This post does not find place in Schedule II of the 1974 report, but it was allowed the scale of Rs. 310—560 in G.O. Ms, No. 438,

Forest and Rural Development, dated 16th April, 1977. Comparison with Engineering diploma holders is not relevant. For direct recruitment the qualification required is a B.A. or B.Sc. plus Post-Graduate diploma in Fisheries Technology and this can also be filled in by transfer for any L.D. Clerk with five years of service. Considering the above and its equivalence in pay scale with Assistant Inspector of Fisheries the same equivalence may be maintained and they are given the revised scale of Rs. 530—850.

Mechanic Refrigeration: (Rs. 310—560).

Anomaly claimed was in not allowing the scale of Rs. 430—800 on par with Engineering diploma holders. This post is included in Schedule II of the 1974 report. The qualification required is minimum general educational qualification and a diploma in Electrical or Mechanical or Refrigeration Engineering or a certificate from recognised institutions in Electrical or Mechanical Refrigeration. The O.M.C. recommended the scale of Rs. 100—200 and the P.R.C. 1974 recommended the scale of Rs. 310—560. As the post for direct recruitment requires a certificate in Engineering, though L.M.Es. are also taken, no change is called for in the scale. They are placed in the revised scale of Rs. 530—850.

Assistant Inspector of Fisheries: (Rs. 310—560).

Anomaly claimed was in not giving the scale of Rs. 430—800 on par with diploma holders in Engineering.

The qualifications for this post for direct recruitment is a post-graduate diploma in Fisheries Technology or diploma in Fisheries Technology or Polytechnics or successful completion of the course in marine fisheries conducted by the Government of India, etc. or a degree of B.A., or B.Sc., of a University with Zoology as a main or optional subject. For promotion, five years of service either as Fisheries Overseer or as L.D. Clerk in Fisheries Department is required. It is seen therefore, that a minimum qualification is a degree or any one of the diplomas.

The Two Man Committee stated that diploma holders in Fisheries may be given a higher start of Rs. 130 in the scale of Rs. 110—180.

O.M.C. had observed that it is not proper to equate them with the Supervisors in the Public Works Department and recommended Rs. 110—225 in view of their duties. P.R.C. 1974 while observing that the diploma course is now in abeyance and the qualification being only graduation, made the scale a little better being a taluk level post and gave them upward classification by two stages instead of retaining them in the corresponding scale of Rs. 275—475. The scale is quite appropriate to the qualifications and responsibilities and no change is therefore called for. They are placed in the revised scale of Rs. 530—850.

Engineering Supervisor: (Rs. 430—800).

Anomaly claimed is in not allowing the scale on par with Engineering Supervisor in P.W.D.

The revised pay scale of Rs. 430—800 to this post on par with Engineering Supervisors has been ordered in G.O. Ms. No. 254, Finance and Planning, dated 21st September, 1978. There is therefore no anomaly and they are placed in the revised scale of Rs. 700—1,200.

Research Assistant: (Rs. 430—800).

Anomaly claimed is in not allowing the scale of Rs. 530—1,050 on par with Veterinary Assistant Surgeon in Animal Husbandry Department.

This post does not find place in Schedule II of the Government Order issued in July, 1975. The O.M.C. and P.R.C. 1974 did not discuss this post. However, the post was allowed the revised scale of Rs. 430—800, in G.O. Ms. No. 438, Finance, dated 16th April, 1977. The qualifications for this post are B.Sc. (Hons.) or M.Sc., or M.A.

Parity with Assistant Surgeon (Veterinary) in Animal Husbandry is not appropriate. This is also a feeder category for promotion to Assistant Directors along with Fisheries Inspectors. They may remain in the present scale and be placed in the revised scale of Rs. 700—1,200.

Fisheries Demonstrators: (Rs. 430—800).

Anomaly claimed was in not allowing the scale of Rs. 530—1,050 of the Veterinary Assistant Surgeons.

This post was not discussed by both O.M.C. and P.R.C. 1974. But in G.O. Ms. No. 714, Fisheries, dated 26th June, 1977 the pay scale is specified as Rs. 430—800. The Department has cited the same rules for recruitment as for Inspectors of Fisheries for this category. They may remain in the present scale and be placed in the revised scale of Rs. 700—1,200.

Inspector of Fisheries: (Rs. 430—800).

The anomaly claimed is in not allowing the scale of Rs. 530—1,050 on par with Veterinary Assistant Surgeons. It is seen that the pay scales of Veterinary Assistant Surgeons has always been higher than that of the Inspector of Fisheries. The Association representing the category claimed that they were not given the higher scale as Nalagarah Committee report was not referred to Fisheries Department, while Agriculture and Animal Husbandry Departments had higher pay to the corresponding categories, on the basis of that report.

The Two Man Committee observed that there was no case for any upward revision. They also stated that they cannot have comparison with the duties, qualifications of Junior Engineers of Public Works Department who undergo five years course.

O.M.C. also had observed that the work of Inspector cannot be stated to be onerous as that of Agriculture Assistant. P.R.C. 1974 observed that they should have been in Rs. 225—450 in 1969 grouping. The qualifications required are B.Sc., (Hons.), M.Sc., or M.A., and II

Class Post-Graduate diploma in Fisheries Training Institute and for recruitment by transfer a degree with five years of service as U.D. Clerk is the qualification. Even for direct recruitment to the higher post of Assistant Director, the qualification required is only M.Sc., in Zoology. For the qualifications the pay scale is appropriate, one stage below that of the B.Sc., Agricultural Graduates. They have derived the benefit of upward classification by two stages in the 1974 revision instead of remaining in the Schedule I scale of Rs. 360—700. They are placed in the revised scale of Rs. 700—1,200.

Assistant Director: (Rs. 600—1,100).

Anomaly claimed is in not allowing the scale on par with counterparts in other Departments. It is seen that the post of Assistant Director, Animal Husbandry has been getting the higher pay than Assistant Director (Fisheries) since 1958.

The Two Man Committee observed that there is no case for any further upward revision.

O.M.C. also had considered the non-application of the Nalagarah report to the Fisheries Department and observed that the same principle can not be applied to this post in the Fisheries Department and placed them in the then scale of Rs. 325—600 but in the grouping of 1969 they got the benefit of the scale of Rs. 350—750. The P.R.C. 1974 recommended the scale of Rs. 600—1,100 one stage below Assistant Director of Agriculture as at present. In 1974 revision they have got upward classification by one stage instead of remaining in the Schedule I scale of Rs. 530—1,050. This is a promotion post for Inspector of Fisheries in the scale of Rs. 430—800 with five years of service; for direct recruitment if any M.Sc., Zoology is the requisite qualification. The present scale is quite adequate and they are placed in the revised scale of Rs. 900—1,500.

Deputy Director: (Rs. 850—1,425).

Anomaly claimed was in not giving the scales on par with other sister Departments.

It is seen that the scale of Deputy Director, Animal Husbandry has always been higher. The Two Man Committee had observed that there was no case for upward revision. One Man Commission recommended the scale of Rs. 600—1,000. P.R.C. in 1974 observed that relative position with Deputy Director of Agriculture and Regional Assistant Director of Animal Husbandry was maintained. This post has derived the benefit of upward classification by one stage also in 1974. This is a promotion post for Assistant Director in the scale of Rs. 600—1,100. The scale is quite adequate and they are placed in the revised scale of Rs. 1,250—1,800.

Joint Director: (Rs. 1,100—1,650).

No anomaly was pointed out. P.R.C. in 1974 had observed that this is at present a top level technical post for the cadre and equated with Joint Director of Agriculture, Deputy Director, Animal Husbandry

while recommending Rs. 1,100—1,650 and this category derived upward classification by one stage in 1974. This is a promotion post for Deputy Director (Fisheries) in the scale of Rs. 850—1,425 with five years of service. For direct recruitment M.Sc., Zoology with 10 years of experience in a responsible post is required. The scale is quite adequate and they are placed in the revised scale of Rs. 1,500—2,100.

Director: (Rs. 1,300—1,800).

The request was to allow the scale of Director as in Animal Husbandry.

Director of Animal Husbandry was always in a higher scale. The post of Director was allowed two stages above the corresponding scale of Rs. 1,100—1,650 in the 1974 revision. The comparison with another Head of the Department is not appropriate. This may remain in the present scale and be placed in the revised scale of Rs. 1,700—2,250.

FOREST DEPARTMENT

Gate Keeper: (Rs. 165—250).

Being in last grade, no change is called for. This is placed in the revised scale of Rs. 290—425.

Helper: (Rs. 165—250).

This does not find place in Schedule II. Two years experience in the respective trade is required. They can be filled in by Forest Guards by transfer and Forest Watchers can also be posted. No change in the present scale is called for and this is placed in the revised scale of R. 290—425.

In view of the changed position of pay scale for Forest Guards in the 1974 revision, the existing provision in the rules for transfer of Forest Guards may be considered for suitable amendment by Government.

Cook: (Rs. 165—250).

One should have two years experience as a Cook. Forest Guards and Forest Watchers who can be appointed by transfer are in Rs. 175—300 and Rs. 165—250 respectively. The present pay scale is adequate and they are placed in the revised scale of Rs. 290—425. The provision in the rules for transfer of Forest Guards may be considered for amendment by Government.

Forest Watchers (Reserve Watchers, Depot Watchers, etc.):
(Rs. 165—250).

They wanted parity with Forest Guards whose duties are similar. They were in fixed pay prior to 1974 and brought on to regular last grade scale in pursuance of the last Pay Revision Commissioner's recommendation. No change is called for. They are placed in the revised scale of Rs. 290—425.

Forest Guard: (Rs. 175—300).

The request was for parity with Police Constable as they have more rigid physical standards and have training for six months. One Man Commission had placed them higher than the last grade; this was continued by Pay Revision Commissioner in 1974. The qualifications for direct recruitment are only 3rd Form with some physical standards while for promotees pass in VI Class is sufficient. Comparison with Police Constables is not appropriate; no change is called for as they have already derived the benefit of one stage in 1974. They are placed in the revised scale of Rs. 325—500.

Helper Grade II: (Rs. 175—300).

One must only be a literate and physically fit. No change is called for. They are placed in the revised scale of Rs. 325—500.

Boat Sarang: (Rs. 175—300).

One should have five years of experience in Boat navigation. Comparison with Port Department people is not appropriate. The pre-1974 and 1974 scale of this was one stage below Launch Driver. This should continue and no change is called for. This is placed in the revised scale of Rs. 325—500.

Swimming Pool Supervisor: (Rs. 180—350).

One must possess a certificate in Swimming issued by any recognised institute and must have passed 7th Class. The present scale is adequate. This is placed in the revised scale of Rs. 350—550.

Plumber: (Rs. 180—350).

One should have a trade certificate of Plumber. The present scale is adequate. This is placed in the revised scale of Rs. 350—550.

Mason/Carpenter/Blacksmith/Fitter/Painter/Electrician:
(Rs. 180—350).

These are all required to have a trade certificate issued by I.T.I. after 7th Class. They are placed in the revised scale of Rs. 350—550.

Boat Driver/Launch Driver: (Rs. 180—350).

They have the same recruitment rules, requiring a pass in 7th Class and a certificate issued by the Boat Building Yard. Being a promotion post for Boat Sarangs in Rs. 165—250 and keeping in view the qualifications this is adequate. This is placed in the revised scale of Rs. 350—550.

Booking Clerk: (Rs. 180—350).

Minimum General Educational Qualification of S.S.L.C. as for Lower Division Clerk is required. This is placed in the revised scale of Rs. 425—650.

Pump Driver: (Rs. 180—350).

No recruitment rules are furnished. They may continue in the present scale and be placed in the revised scale of Rs. 350—550.

Helper Grade I: (Rs. 180—350).

One must be a literate and have five years of experience in Saw Mill and in repairs and maintenance of plates and machines. The present scale is adequate and they are placed in the revised scale of Rs. 350—550.

Fireman: (Rs. 180—350).

One must be a literate with three years of experience in operating Steam Boiler. The present scale is adequate. They are placed in the revised scale of Rs. 350—550.

Junior Mechanic (Tramline): (Rs. 180—350).

One must be able to read and write with three years experience in a smithy. The present scale is adequate. This is placed in the revised scale of Rs. 350—550.

Senior Mechanic (Tramline): (Rs. 240—420).

The qualifications are similar to that of a Junior Mechanic and this is a promotion post for Junior Mechanic. As such the present scale is adequate, and this is placed in the revised scale of Rs. 410—625.

Steward: (Rs. 240—420).

There are no *ad hoc* rules for the post. No change is called for and this is placed in the revised scale of Rs. 410—625.

Master Carpenter: (Rs. 240—420).

For direct recruitment one should have 7th Class and possess I.T.I. certificate and have experience of three years. For promotion, an experience of five years is required in the feeder category of Carpenter in Rs. 180—350. This is placed in the revised scale of Rs. 425—650.

Forester: (Rs. 250—430).

One Man Commission had observed that they were doing only routine nature of work requiring no skill. Pay Revision Commissioner in 1974 placed them on par with Head Constable in 1974; and they derived upward classification. For direct recruitment only minimum general educational qualification is required and parity with Lower Division Clerk is appropriate. No change is called for. They are placed in the revised scale of Rs. 425—650.

Operator (Saw Mill Division Kiln and Plant): (Rs. 250—430).

For direct recruitment one must have passed S.S.L.C. and undergone training in seasoning Kiln treatment plant for six months. For promotion one must be Helper Grade II for five years. The present scale is adequate in view of the above. They are placed in the revised scale of Rs. 425—650.

Assistant Wireman: (Rs. 250—430).

There are no *ad hoc* rules. The Chief Conservator has stated that the post is filled up by personnel from Electricity Board. No change is called for. This is placed in the revised scale of Rs. 425—650.

Sawyer: (Rs. 250—430).

One must have passed 7th Class with experience of five years in sawing and handling saw-mill machinery and as a promotion post for Grade I Helper the scale is adequate. They are placed in the revised scale of Rs. 425—650.

Boilerman: (Rs. 250—430).

For direct recruitment one must possess a 2nd Class Boiler Competence Certificate and have experience of three years. Being the promotion post for Fireman with five years of service, the present scale is adequate. They are placed in the revised scale of Rs. 425—650.

L.D. Store Keeper: (Rs. 250—430).

The revised scale of Rs. 425—650 as for Lower Division Clerk will apply.

Electrical Supervisor: (Rs. 275—600) (Electricity Departmental scale).

There are no service rules. Chief Conservator of Forest stated that the post is filled up by personnel from Electricity Board. The present scale of pay is also not a standard scale of Government Department. Government may consider framing *ad hoc* rules and prescribe a standard scale in Government Department so that departmental personnel or direct recruitment could be considered with due regard to the *ad hoc* rules so that the system of drafting personnel from Electricity Board at all times could be avoided.

Draughtsman Grade II: (Rs. 290—520).

This is equivalent to Draughtsman Grade III in Public Works Department with similar qualifications and the same parity may continue. This is placed in the revised scale of Rs. 500—800.

Assistant Librarian: (Rs. 290—520).

The post requires qualifications of the Assistant Librarian Grade II in the Libraries Department who are in the scale of Rs. 310—560. This is placed in the revised scale of Rs. 530—850.

Accountant: (Rs. 310—560).

In 1974, this was placed on par with Upper Division Accountant in Treasuries and Accounts Service. Parity with Head Clerks as requested is not appropriate. Parity with U.D. Clerk may continue. This is placed in the revised scale of Rs. 530—850.

Deputy Range Officer: (Rs. 310—560).

They wanted parity with Sub-Inspectors of Police. Pay Revision Commissioner in 1974 had kept them one stage below Sub-Inspector of Police and on par with Sub-Inspector of Excise while recommending the present scale. From the qualifications required, it is seen that the scale is quite adequate and comparison with Deputy Tahsildars etc. is not appropriate. However, because of the duties especially outside in the field, they may be placed above the U.D.C. and given the revised scale of Rs. 550—900.

Head Boilerman: (Rs. 310—560).

For direct recruitment one must be a L.M.E. and possess a II Class Boiler Competence Certificate. Boilerman with five years of service

can be promoted. The present scale is adequate for certificate holders but if L.M.Es. are recruited, the general recommendation for higher qualified people will apply. This is placed in the revised scale of Rs. 530—850.

Artist-cum-Photographer: (Rs. 320—580).

Recommendations made under common categories will apply here.

Foreman (Saw Mill Division): (Rs. 320—580.)

For direct recruitment one must have L.M.E. and three years experience in a reputed Saw Mill and for promotion one should have served as Sawyer for minimum period of ten years. Because of higher qualification for direct recruitment the scale of Rs. 340—640 is appropriate as applicable to Draughtsman Grade II in P.W.D. This is placed in the revised scale of Rs. 575—950.

Accountant (Circle Office): (Rs. 360—700).

No recruitment rules are furnished. In 1974, this was placed one stage below Divisional Accountant in Panchayat Raj Department and this has derived upward classification by three stages. Comparison with Superintendents in Heads of Departments is not relevant. No change is called for. This is placed in the revised scale of Rs. 600—1,050.

Draughtsman Grade I: (Rs. 410—750).

The parity with Draughtsman Grade I of P.W.D. may continue because of similar qualifications and duties. Comparison with Range Officer is not appropriate. In the 1974 revision they have derived the benefit of higher classification. No change is called for. They are placed in the revised scale of Rs. 650—1,100.

Manager (Circle Office): (Rs. 410—750).

The post is governed by Andhra Pradesh Ministerial Service Rules. They are placed in the revised scale of Rs. 700—1,200.

Assistant Soil Chemist: (Rs. 410—750).

The department stated that the post is filled by Officers of the Agriculture Department. There are no *ad-hoc* rules in the Department. No revision is called for. This is placed in the revised scale of Rs. 650—1,100.

Range Officer: (Rs. 430—800).

They wanted parity with Inspectors of Police, Tahsildars, etc. In 1974, the P.R.C. had considered these points and placed them in the present scale instead of the corresponding Schedule I scale of Rs. 360—700. Comparison with Inspector of Police and Tahsildars or Junior Engineer is not appropriate. This is a promotion category for Deputy Range Officer and as such the present scale is appropriate. They are placed in the revised scale of Rs. 700—1,200.

The non-implementation of the recommendation of the previous P.R.C. for creation of Special Grade Range Officer and proposal received from Government for creation of a new category of Special Grade Range Officer in the scale of Rs. 480—900 do not fall within the terms of the Commissioner.

Commercial Accountant: (Rs. 430—800).

The Department stated that the post is filled by Officers of the Accountant-General, Andhra Pradesh. There are no *ad hoc* rules. No change is called for. They are placed in the revised scale of Rs. 700—1,200.

Senior Investigator: (Rs. 430—800).

There are no *ad hoc* rules. The post is said to be filled by the persons of the Bureau of Economics and Statistics. No change is called for. They are placed in the revised scale of Rs. 700—1,200.

Engineering Instructor: (Rs. 480—900).

There are no rules and persons are drafted from Engineering Department. No change is called for. This is placed in the revised scale of Rs. 750—1,300 for degree holders, and in the revised scale of Rs. 700—1,200 for diploma holders.

Non-Technical Personal Assistant (Gazetted Assistant): (Rs. 530—1,050).

This post was created in 1974 and the present scale was allowed. Service rules are yet to be framed and from the designation it is clear that the job will be only of routine administrative nature. No higher scale is called for. This is placed in the revised scale of Rs. 800—1,450.

Soil Chemist: (Rs. 600—1,100).

The remarks against the post of Assistant Soil Chemist would apply here. This is placed in the revised scale of Rs. 900—1,500.

Saw-Mill Engineer: (Rs. 700—1,200).

The remarks against the post of Engineering Instructor would apply here. This is placed in the revised scale of Rs. 1,050—1,600.

Coffee Specialist: (Rs. 700—1,250 + Special pay Rs. 150) (Central scale).

There are no rules and the person is drafted from Coffee Board. Government may frame the *ad hoc* rules for this post and then prescribe a standard Government scale for the post.

Assistant Conservator: (Rs. 750—1,300).

This compares well with the Junior scale of the I.F.S. and is on par with the Deputy Collectors and Deputy Superintendents of Police. No change is called for. They are placed in the revised scale of Rs. 1,150—1,700.

Forest Settlement Officer: (Rs. 750—1,300).

This is also filled by the Officers of Revenue Department. They are placed in the revised scale of Rs. 1,150—1,700.

General:

It may be seen from the above that there are no *ad hoc* rules or recruitment rules for the above posts even if persons are drafted from other Departments. The rules may be framed indicating the qualifications and experience required with the proviso for transfer of persons from other Departments.

GOVERNMENT GARDENS DEPARTMENT

Gate Keeper: (Rs. 165—250).

No representation has been received. As this post is in the last grade service and as the last grade service rules are applicable, this is placed in the revised scale of Rs. 290—425.

Malies/Malans: (Rs. 165—250).

The Director has requested for a higher pay scale commencing with Rs. 180.

This is also in the last grade and the pay scale recommended for this category under common categories will equally apply here.

Assistant Head Malies: (Rs. 165—250).

No representation has been received. They are governed by the last grade service rules. They are placed in the revised scale of Rs. 290—425.

Head Malies: (Rs. 180—350).

The request was for the pay scale of Rs. 240—420. This category was considered by the previous Pay Revision Commissioner who has recommended the Schedule I scale of Rs. 180—350. Malies and Malans in the lower pay scale of Rs. 165—250 are normally promoted to this category. The present scale is adequate and they are placed in the revised scale of Rs. 350—550.

Fitter: (Rs. 240—420).

No representation has been received. The qualification prescribed for this post is only a certificate of competency from Superintendent, Public Works Department Workshop and certificate from Industrial Institutes. The present scale of pay is adequate and they are placed in the revised scale of Rs. 410—625.

Supervisor Grade III: (Rs. 250—430).

The qualifications prescribed were only minimum general educational and six months training from any Government Horticultural Section. The existing pay scale is as applicable to Lower Division Clerk. In the 1974 revision, this has been placed one stage above the Schedule I scale of Rs. 240—420. This is placed in the revised scale of Rs. 425—650.

Mechanic: (Rs. 275—475).

The anomaly claimed was in not allowing the pay scale of Rs. 290—520 on par with Supervisor Grade II. The request was to allow the pay scale of Rs. 290—520. The qualifications prescribed for this

post is a diploma or certificate from I.T.I. and experience in operation and maintenance of gardens machinery and its repairs. In other departments there are Mechanics with similar qualifications and they are having lower pay scales. This is placed in the revised scale of Rs. 475—760.

Supervisor Grade II: (Rs. 290—520).

The qualifications prescribed for this post is diploma in Agriculture or a certificate of one year training from any Government Gardens or Horticulture and minimum educational qualification for direct recruitment. This is also a promotion category for Grade III Supervisor in the scale of Rs. 250—430. The present scale of pay is adequate and this category has derived benefit of upward classification in the 1974 revision instead of remaining in the Schedule I scale of Rs. 275—475. They are placed in the revised scale of Rs. 500—800.

Supervisor Grade I: (Rs. 430—800).

The qualifications for direct recruitment is B.Sc., Agriculture or B.Sc., with Botany as optional and practical experience of one year. This can also be filled in by promotion from Grade II Supervisor in the scale of Rs. 290—520. The existing pay scale is adequate and this has also derived the benefit of upward classification by two stages in 1974 revision instead of remaining in the Schedule I scale of Rs. 360—700. They are placed in the revised scale of Rs. 700—1,200.

Director: (Rs. 850—1,425).

No representation has been received. The Pay Revision Commissioner 1974 has recommended the pay of Rs. 850—1,425 placing him one stage below the Deputy Director, Agriculture and has allowed one stage above the Schedule I scale of Rs. 750—1,300. There is no anomaly. This is placed in the revised scale of Rs. 1,250—1,800.

GOVERNMENT HOUSE DEPARTMENT

Farash: (Rs. 165—250).

The Joint Secretary to Government, G.A.D. has expressed that this category has arduous job like putting up shamianas, tents, etc., and therefore deserved a better pay scale than that of an Attender. The request was for a higher scale by redesignating the post as a tent pitcher.

This was always in the last grade and any consideration here would affect the pay structure of the last grade servants who constitute the large number. Redesignation of the post as tent pitcher is purely an administrative matter to be examined by the Department and further revision of the pay scale after the redesignation of the post may have to be examined by the Department with reference to the qualifications that will have to be prescribed for the redesignated post. The revised scale recommended under common categories (*i.e.*) Rs. 290—425 would apply.

Table Servant: (Rs. 170—275).

The Joint Secretary to Government, G.A.D. has stated that the categories of Butler and Table Servant discharge the same duties and therefore requested that these posts should be clubbed into one category. This is a feeder category for the Butler under the existing rules. No change is therefore called for. The question of a common scale for this and the Butler would arise only if the Department decides to merge these two into one and amend the rules suitably. They are placed in the revised scale of Rs. 310—475.

Butler: (Rs. 180—350).

No Educational qualifications are necessary except experience as Butler in Hotel or Boarding House. This is a promotion category for Table Servant with three years experience who are in the pay scale of Rs. 170—275. No change in the pay scale is called for and they are placed in the revised scale of Rs. 350—550.

Steward Grade II: (Rs. 240—420).

The request was for a common grade to the category of Steward Grade I and Grade II and to allow the pay scale of Rs. 310—560 on par with Stewards of Raj Bhavan.

3rd Form is the requisite qualification for direct recruitment. This is also a promotion post for Butlers in the pay scale of Rs. 180—350 and this is also a feeder category for promotion to Steward Grade I. The present scale is therefore adequate and they are placed in the revised scale of Rs. 410—625.

The question of a common grade for both Grade I and Grade II would arise only if the existing rules are amended and it is a matter for Government to take a decision.

Steward Grade I: (Rs. 260—450).

The suggestion was to have a common Grade I and Grade II and for the pay scale of Rs. 310—560 on par with the Stewards of Raj Bhavan.

The Stewards in Raj Bhavan were always in a higher pay scale and it is also not appropriate to compare this post with the Steward in the Governor's Household. With reference to the qualifications and the feeder category, the present scale of pay is adequate. They are placed in the revised scale of Rs. 450—700.

Assistant Comptroller (previously Reception Officers):

(Rs. 530—1,050 + Special Pay of Rs. 75).

The request was to enhance the present conveyance allowance of Rs. 50.

The request for enhancement of conveyance allowance does not fall within the scope of the Pay Revision Commissioner. With reference to the qualification prescribed for this category and the method of recruitment the existing scale of pay is adequate and they are placed in the revised scale of Rs. 800—1,450.

Deputy Comptroller (previously Assistant Comptroller):

(Rs. 850—1,425 + Special Pay of Rs. 100.).

The request was for enhancement of conveyance allowance to Rs. 200 and enhancement of special pay to Rs. 200.

The post of Assistant Comptroller in the pay scale of Rs. 600—1,100 was redesignated as Deputy Comptroller with a higher pay scale of Rs. 850—1,425 in G.O Ms. No. 857, General Administration, dated 14th December, 1976. This is placed in the revised scale of Rs. 1,250—1,800.

Regarding the enhancement of conveyance allowance, this does not fall within the scope of the P.R.C. Regarding the enhancement of special pay, the recommendations on Chapter of special pays may be referred to.

GROUND WATER DEPARTMENT

Helpers: (Rs. 165—250).

No anomaly was pointed out but the request was for pay scale of Rs. 180—350. At present there are no recruitment rules for this category but the Department is considering to prescribe qualifications as VII Class and I.T.I. qualification with technical background. If the rules are approved by Government the question of revising scale can be considered if I.T.I. qualification is prescribed. For the present this may remain in the present scale and be given the revised scale of Rs. 290—425.

Lab. Attender: (Rs. 175—300).

The anomaly pointed out was that the Lab. Attender in Jawahar Bal Bhawan, Technical Education and Industries Departments are allowed the pay scale of Rs. 180—350, the pre-1974 scale of these posts being the same. The request was to allow the pay scale of Rs. 180—350. The qualification prescribed for this post is VII Standard of a recognised Secondary School. In view of the low qualification, this may remain in the present scale and be given the revised scale of Rs. 325—500.

Tracers: (Rs. 240—420).

The request was to allow the pay scale of Rs. 260—450 on par with Tracers in the other Engineering Departments since the qualifications and the duties and responsibilities are similar. The post is comparable with the Tracers in the P.W.D. in view of the the qualifications prescribed in the recruitment rules. They are placed in the revised scale of Rs. 450—700.

Assistant Drillers: (Rs. 320—580).

No anomaly was pointed out but the request was for a pay scale of Rs. 360—700 in view of the strenuous nature of work. There are no rules at present but in the *ad hoc* rules which are being proposed by the Department the qualifications proposed are VIII Class with I.T.I. in Motor-diesel Mechanism with 2 years of experience in drilling for direct recruitment or total of 5 years of experience in drilling operations. If the *ad hoc* rules are approved with the above qualifications then they may be allowed the revised scale if Rs. 575—950. For the present they will be in the revised scale of Rs. 550—900.

Driller: (Rs. 360—700).

Anomaly pointed out was that the post of Drilling Superintendent in the Mines and Geology Department in a similar pay scale prior to 1974 was allowed the higher scale of Rs. 430—800. The request was to allow the pay scale of Rs. 430—800 on par with Supervisors in P.W.D. and Drilling Superintendents in the Mines and Geology Department.

Though there are no rules at present, for this category the Director has stated that as per the proposed *ad hoc* rules by the Department, the qualifications proposed therein are L.M.E. with 2 years of drilling experience for direct recruitment. In view of the above technical qualifications proposed and experience required, this is placed in the revised scale of Rs. 700—1,200.

Lab. Assistant: (Rs. 360—700).

The anomaly pointed out was that Lab. Assistants Grade II in Excise Department in the same pre-1974 scale of Rs. 200—400 have been allowed a higher scale of Rs. 430—800. The request was for parity with the Lab. Assistants in the Excise Department since the duties and responsibilities are similar.

This is by direct recruitment, the qualifications being B.Sc. Chemistry with 2 years of experience in Laboratory connecting with Water analysis. Certain posts in other Departments with similar qualifications are in the pay scale of Rs. 410—750. This category is placed in the revised scale of Rs. 650—1,100.

Supervisors: (Rs. 360—700).

The anomaly represented was in not allowing parity with Supervisors in P.W.D.

The qualifications proposed by the Department in the *ad hoc* rules is a diploma in Civil or Mechanical Engineering plus experience as Supervisor or as Works Inspector or as Technical Maistry in P.W.D. for at least one year. In view of the diploma qualifications being proposed for the post, they are placed in the revised scale of Rs. 700—1,200.

Technical Assistant—Hydrogeology/Geo Physics: (Rs. 480—900).

The request was for the pay scale of Rs. 600—1,100, on the ground that certain posts which were in same pre-1974 scale have been allowed Rs. 530—1,050 and certain other posts which were lower in the 1974 scale have also been allowed Rs. 530—1,050.

Comparison with other posts in other Departments is not relevant. The qualifications required for direct recruitment is degree in M.Sc., or M.Sc. Tech., or M.Tech. in Geology or Geo-Physics as the case may be. In view of the alternate qualifications of M.Sc., the present scale is adequate as M.Sc., and M.Tech. cannot be the same. The other Technical Assistants of Hydrology and Agronomy will also be in the present scale of Rs. 480—900 and be given the revised scale of Rs. 750—1,300, M.Sc. (Tech.) may be given advance increments as separately recommended.

Assistant Hydro-Metereologist: (Rs. 480—900).

The request was for the pay scale of Rs. 600—1,100. The qualifications prescribed for this post are First Class Masters Degree in Metereology, Physics, Maths or Applied Physics with experience in

in Climatological and rain-fall run off for not less than 3 years. The qualifications for this post are comparatively higher as compared to Technical Assistants. They are placed in the revised scale of Rs. 800—1,450.

Assistant Hydrologist: (Rs. 480—900).

Anomaly pointed out was that their pay scale is the same as that of Technical Assistant, Hydrology which is a subordinate post. The request was for the pay scale of Rs. 530—1,050. The previous P.R.C. had observed that the qualification is B.E., and there is no anomaly as compared to Assistant Hydro-geologist who is a post-graduate. Appointment is by transfer from Technical Assistant Hydrology in the Subordinate Service or from Junior Engineers in the Irrigation branch, qualifications being Degree in Civil Engineering with the Geology as one of the subjects and experience as Technical Assistant Hydrology for 3 years or 3 years of service as Junior Engineer in Irrigation branch in the Hydrological Investigations. In view of the experience required besides B.E.d., qualification they are placed in the revised scale of Rs. 800—1,450.

Assistant Chemist: (Rs. 530—1,050).

The request was for the pay scale of Rs. 600—1,100 on the ground that certain posts carrying the pre-1974 scale similar to this are allowed Rs. 600—1,100.

Comparison with posts in other Departments who have been allowed Rs. 600—1,100 is not relevant. The qualifications prescribed for direct recruitment are M.Sc., Degree in Chemistry or Applied Chemistry or Degree in Chemical Engineering or Chemical Technology. The qualifications here are similar to the Assistant Chemist in Mines and Geology Department for which the previous P.R.C. had recommended Rs. 530—1,050 as on par with Assistant Chemist in Ground Water Department. No change in the present pay scale is called for and they be given the revised scale of Rs. 800—1,450.

Assistant Hydro-geologist: (Rs. 530—1,050).

They have requested for the pay scale of Rs. 700—1,200, whereas the Director has suggested the pay scale of Rs. 600—1,100. The qualifications prescribed for the direct recruitment are M.Sc., or M.Sc. Tech. or M.Tech. in Geology or Applied Geology preference being given to those with one year experience in Ground Water Investigations in Hydrological mapping.

M.Sc. and M.Tech. are Degrees which are separate. The present pay scale is adequate for the M.Sc. qualification prescribed in the rules. However for M.Sc. (Tech.) or M.Tech. they may be allowed higher start in the light of the general recommendations.

Assistant Geo-Physicist: (Rs. 530—1,050).

The request of the Association was for Rs. 700—1,200 whereas the Director has proposed Rs. 600—1,100. The qualifications here are

also similar to the Assistant Hydro-Geologist dealt above. This will also remain in the present scale of Rs. 530—1,050 and be given the revised scale of Rs. 800—1,450 subject however to the general recommendations in respect of those with M.Sc. (Tech.) or M.Tech.

Junior Hydro-Geologist: (Rs. 600—1,100).

The request was to allow the pay scale of Rs. 700—1,200. The qualifications for direct recruitment as well as promotion from Assistant Hydro-Geologist are M.Sc., Degree in Geology or M.Sc. Tech. in Geology with 5 years field experience. Having regard to the M.Sc. qualification no change in the present scale is called for and they may be placed in the revised scale of Rs. 900—1,500. However those possessing M.Sc. Tech. or M.Tech. may be given a higher start.

Administrative Officer: (Rs. 600—1,100).

The request was for the pay scale of Rs. 700—1,200 on par with N.T.P.A. to Chief Engineer in view of the similar duties and responsibilities.

Parity with N.T.P.A. to Chief Engineer is not relevant not only with reference to the strength of the establishment but also with reference to pay scale for that post earlier. The recruitment to this post is from the category of Section Officers of Secretariat or Superintendents of Ground Water Department with 15 years of total service out of which 5 years as a Section Officer or Superintendent would be necessary. Being a feeder category for Superintendents in the pay scale of Rs. 430—800 the present scale is adequate and they be given the revised scale of Rs. 900—1,500.

Statistician: (Rs. 600—1,100).

The request was for the pay scale of Rs. 700—1,200 on the ground that Assistant Directors of the Bureau of Economics and Statistics Department and other Assistant Directors are allowed the higher scale of Rs. 700—1,200, the pre-1974 scale being the same as that of this post.

Mere comparison with posts in other Departments is not relevant. In so far as Assistant Directors of the Bureau of Economics and Statistics Department who are drafted to this post they will draw the pay scale applicable in the parent Department, Government may have to consider the feasibility of treating this post as a part of the cadre of the Bureau of Economics and Statistics and draft persons from that Department instead of having it as an isolated post in this Department.

If the above suggestion is not considered by Government, there is no reason for equating it to Assistant Director in the Bureau of Economics and Statistics and this may remain in the present scale keeping parity with District Statistical Officer in the Bureau of Economics and Statistics.

Chemist: (Rs. 600—1,100).

The request was for the pay scale of Rs. 700—1,200 on the ground that identical posts carrying similar pre-1974 scale have been allowed the revised scale of Rs. 700—1,200.

As already observed, comparison with posts in other Departments which have been given the higher pay scale is not relevant. The qualifications prescribed for direct recruitment are M.Sc., Degree in Chemistry with some experience. As the duties of the Chemist in the Ground Water Department and in the Mines and Geology Department are fairly comparable and as the Chemist in the Mines and Geology Department is also in the pay scale of Rs. 600—1,100 no change in the pay scale is called for and they be given the revised scale of Rs. 900—1,500.

Geo-Physicist: (Rs. 600—1,100).

The request was for the pay scale of Rs. 700—1,200. The qualification required for direct recruitment as well as by promotion is a M.Sc. Degree or M.Sc. Tech. or M.Tech. in Geo-Physics with 5 years of field experience. In view of the M.Sc. qualifications they may remain in the present scale and be given the revised scale of Rs. 900—1,500. However those with M.Sc. (Tech.) or M.Tech. may be allowed a higher start as observed elsewhere.

Hydro-metereologist: (Rs. 600—1,100).

The request was for the pay scale of Rs. 700—1,200. The qualification prescribed for direct recruitment is a First Class Masters Degree in Metereology or Physics or Maths or Applied Physics with experience in climatological rain fall run-off studies for not less than 5 years. Assistant Hydro-Metereologist with similar qualification is in a lower scale. Hence no change in the present pay scale is called for and they be given the revised scale of Rs. 900—1,500.

Agronomist: (Rs. 600—1,100).

The request was for the pay scale of Rs. 700—1,200 as for Assistant Director of Agriculture who is on other duty with that pay scale. The qualifications prescribed are first or second class degree in M.Sc., (Agronomy) or M.Sc., Agriculture and experience as Assistant Director of Agriculture in so far as recruitment by transfer is concerned. For direct recruitment qualifications are M.Sc. Agronomy or M.Sc., Agriculture with First Class and 5 years of practical experience in research. It can also be filled in by transfer from Technical Assistant (Agronomy) with 5 years of experience. In view of the qualifications and the pay scale of Assistant Director of Agriculture, this is placed in the revised scale of Rs. 1,050—1,600.

Junior Hydrologist: (Rs. 600—1,100).

The request was for the pay scale of Rs. 700—1,200 as for other Assistant Directors. For direct recruitment the qualifications are a post-graduate degree in Hydrology or Hydraulics or Water resources

with 5 years field experience, for promotees one should hold the degree in Civil Engineering with Geology as one of the subjects and must have 5 years of experience as Assistant Hydrologist or Junior Engineer in Irrigation branch of which 2 years in the Hydrological investigations. In view of the above qualifications and equivalence with the Assistant Engineer in the earlier revisions, they are placed in the revised scale of Rs. 1,050—1,600.

Senior Hydrologist: (Rs. 850—1,425).

The request was for parity with the Executive Engineers in the Engineering Departments on the ground that the pre-1974 scale was equivalent to that of Executive Engineer.

The qualification prescribed for this category for direct recruitment is First Class Post-Graduate Degree in Hydrology or Hydraulics or Water resources and experience for a period of 10 years. For promotion from Junior Hydrologist one should have a post-graduate degree in Hydrology or Hydraulics or Water resources with 5 years of experience as Junior Hydrologist. They may remain in the present scale and be given the revised scale of Rs. 1,250—1,800.

Senior Hydro-geologist: (Rs. 850—1,425).

The request was for parity with the Executive Engineers in the Engineering Departments. Here also the qualifications prescribed are M.Sc., First Class in Geology or M.Sc., Tech. with experience in Ground Water Investigations for a period of 10 years. For promotion from Junior Hydrogeologist one should have M.Sc., Degree in geology with 5 years of experience as Junior Hydrogeologist who are in the pay scale of Rs. 600—1,100. In view of the qualifications and the feeder category from which they could be promoted no change in the present pay scale is called for. They are placed in the scale of Rs. 1,250—1,800.

Joint Director: (Rs. 1,200—1,800).

The post was sanctioned in December, 1977 and it is held by an Officer born on the cadre of Andhra Pradesh Administrative Service. The post having been sanctioned in the pay scale applicable to the Andhra Pradesh State Administrative Service, the pay scale as for Andhra Pradesh Administrative Service dealt with elsewhere will apply for this post.

Director: (Rs. 1,300—1,800).

The request was for parity with the Chief Engineer on the ground that the nature of the duties and responsibilities are similar to that of a Chief Engineer in Public Works Department.

The P.R.C. in 1974 had equated this post with the Superintending Engineer for Departmental personnel. Under the existing rules this is a promotion post for Senior Hydro-geologist in the pay scale of Rs. 850—1,425. The present pay scale is therefore adequate and they be placed in the revised scale of Rs. 1,700—2,250.

HANDLOOMS AND TEXTILES DEPARTMENT

The Andhra Pradesh Textile Service and Andhra Pradesh Textile Subordinate Service have been constituted with effect from 16th July, 1975 in G.O. Ms. No. 819, Industries and Commerce, dated 20th August, 1975 consequent on the orders issued in G.O. Ms. No. 641, Industries and Commerce, dated 21st June, 1975 declaring Director of Handlooms and Textiles as independent separate Head of the Department. The posts as designated in the above Government Order are dealt below.

Operatives: (Rs. 170—275).

The suggestion of the Department was to allow the pay scale of Rs. 180—350.

The One Man Commission had observed that they are ordinary type of employees who do not require higher qualifications and that they could be in the scale of last grade service. The Pay Revision Commissioner 1974 had placed them in classification I (B) on the ground that some skill is required in the work.

This is by direct recruitment with a pass in Fourth Class. For appointment by transfer a pass in 4th class and training in Sericulture for a period of three months with 2 years of service in the last grade service are the qualifications. The present scale of pay is adequate and they are placed in the revised scale of Rs. 310—475.

Seri-culture Demonstrators: (Rs. 240—420).

Categories of Sericulture Demonstrators, Moth Testers etc., in the pre-revised scale of Rs. 80—160 and in the 1974 scale of Rs. 240—420 are designated as Sericulture Demonstrators in the Textile Subordinate Services.

This category had upward revision in 1974 revision instead of remaining in the Schedule I scale of Rs. 180—350. There was another category of Sericulture Demonstrator in the higher pay scale of Rs. 90—192 and 1974 scale of Rs. 250—430. Hence, the Sericulture Demonstrators in the lower scale of Rs. 240—420 may have to be considered as Grade II posts. The higher category of Sericulture Demonstrator in Rs. 250—430 is now called Farm Foreman. Sericulture Demonstrators as now called are placed in the revised scale of Rs. 410—625.

Seri-culture Demonstrators/Rearing Foreman/Rearing Operator/Reeling Foreman/Spinning Operator (Now called Farm Foreman): (Rs. 250—430).

The other categories of Reeling Foreman, Rearing Foreman in the higher pay scale of Rs. 275—475 are also called Farm Foreman. According to the orders issued by Government in G.O. Ms, No. 641,

dated 21st June, 1975, the reorganisation of the set-up of the Department should not involve any additional financial commitment to Government. The Farm Foreman (new designation) in the pay scale of Rs. 250—430 may have to be considered as Farm Foreman Grade II in view of other Farm Foreman being in the higher scale of Rs. 275—475. The Department may be advised to treat the Farm Foreman in the lower scale of Rs. 250—430 as Farm Foreman Grade II.

This category had the benefit of upward classification instead of remaining in Schedule I scale of Rs. 240—420 in 1974 revision. In view of this and the qualifications and feeder category from which this could be filled in, they are placed in the revised scale of Rs. 425—650.

Reeling Foreman, Rearing Foreman and other posts in the equivalent scale (now called Farm Foreman): (Rs. 275—475).

In view of what is mentioned for the Farm Foreman Grade II dealt above, this category of Farm Foreman may be classified as Farm Foreman Grade I.

In the 1974 revision this was placed one stage above the corresponding Schedule I scale of Rs. 260—450. The feeder categories are in the pay scales of Rs. 250—430. The qualification for direct recruitment is S.S.L.C. plus 6 months Sericulture Training or Inter. The present scale of pay Rs. 275—475 is adequate and they are placed in the revised scale of Rs. 475—760.

Assistant Inspector of Sericulture/Farm Manager/Grainage Assistant Inspector: (Rs. 320—580).

These are since designated as Assistant Inspectors of Sericulture. While the Department of Secretariat has suggested the pay scale of Rs. 360—700 for this category, the Handlooms and Textiles Employees Association has requested the pay scale of Rs. 530—1,050 on the ground that the duties and responsibilities are much greater involving more technicality when compared to that of Agricultural Assistants.

The One Man Commission had observed that there are number of posts requiring different qualifications and the duties are somewhat different but substantially same and recommended the pay scale of Rs. 125—250 but in 1969 grouping they got the benefit of pay scale of Rs. 140—280. The Pay Revision Commissioner 1974 had recommended the pay scale of Rs. 320—580 placing them two stages above the Schedule I scale of Rs. 290—520 observing therein as corresponding adjustment as compared to the Inspectors.

According to the draft rules this can be filled in by promotion from Farm Foreman in the pay scale of Rs. 275—475 with 3 years of service besides S.S.C. and pass in Account Test for Subordinate Officers Part I and for direct recruitment degree is a qualification. They are now on par with the Assistant Development Officer (Handlooms and Textiles).

They are placed in the revised scale of Rs. 575—950 on par with the Assistant Development Officer (Handlooms and Textiles) so that there may not be any disparity in scales of pay in the same Department in the Sericulture Wing and the Handlooms Wing.

Nursery Inspectors Sericulture: (Rs. 410—750).

The Pay Revision Commissioner 1974 had placed them one stage below the Inspector of Sericulture as their pre-1969 scale was less than that of the latter and recommended the pay scale of Rs. 410—750 which has been allowed in G.O. Ms. No. 180, Finance, dated 15th July, 1975. In the Departmental statement this category has been clubbed with the Inspectors of Sericulture in the pay scale of Rs. 430—800. This is apparently due to the orders issued in G.O. Ms. No. 819, Industries, dated 20th August, 1975 wherein the designations of the posts have been specified and according to these orders the Inspectors of Sericulture and other equivalent posts in the pre-revised scale of Rs. 200—400 have been given the new designation of Inspectors of Sericulture. In view of the above position the pay scale as for Inspectors of Sericulture will apply for this category also.

Development Officer (Textiles), (Previously Inspector of Textiles)/ Inspectors Sericulture/Supervisors and Technical Assistants (Sericulture): (Rs. 430—800).

The anomaly pointed out was in allowing the Schedule I scale of Rs. 360—700 instead of Rs. 430—800. The request was to allow the scale of Rs. 430—800. The request is so far as the Inspectors of Textiles has already been conceded in view of the orders issued in G.O. Ms. No. 76, Finance, dated 6th March, 1978 wherein the pay scale of Rs. 430—800 has been approved and hence there is no anomaly in that pay scale. All these categories have derived the benefit of upward classification by two stages instead of remaining in the Schedule I scale of Rs. 360—700. They are placed in the revised scale of Rs. 700—1,200 maintaining parity with Development Officers (Handlooms and Textiles).

Section Officer (Textiles): (Rs. 530—1,050).

Orders have since been issued allowing this category the pay scale of Rs. 600—1,100 being a left-over gazetted post in the 1974 revision. This may remain in the present scale and be placed in the revised scale of Rs. 900—1,500.

Inspectors (Handlooms and Textiles): (Rs. 310—560).

They are placed in the revised scale of Rs. 530—850 maintaining parity with the Junior Inspector of Co-operative Societies.

Assistant Development Officer (Handlooms and Textiles): (Rs. 320—580).

The request was for the pay scale of Rs. 410—750 and it has also been stated that the parity with the Upper Division Clerk of Secretariat which was prevailing prior to 1974 was disturbed in 1974 revision.

The Senior Inspectors of Co-operative Societies are designated as Assistant Development Officers, Handlooms and Textiles Department. This is by promotion from Inspector of Handlooms and Textiles with 2 or 3 years of service and who are in the pay scale of Rs. 310—560 or by direct recruitment. The qualification for direct recruitment is graduation. They are placed in the revised scale of Rs. 575—950 as has been recommended for the Senior Inspector of Co-operative Societies.

Development Officer (Handlooms and Textiles) (previously Co-operative Sub-Registrar): (Rs. 430—800).

The anomaly pointed out was that the parity with the Assistant Agricultural Officer was disturbed in the 1974 revision. The request was to give the pay scale of Rs. 480—900.

Co-operative Sub-Registrars are designated as Development Officer, Handlooms and Textiles. This category had parity with Deputy Tahsildars/Assistant Commercial Tax Officers in all the earlier revisions and the same position is maintained in the 1974 revision. Comparison with Assistant Agricultural Officers is not appropriate. As per the draft rules this can be filled in by promotion from Assistant Development Officers or by direct recruitment. For direct recruitment Degree with Co-operation as one of the subjects is the prescribed qualification. In relation to the category from which this can be filled in and having regard to the qualifications, the present scale of pay is adequate and they may maintain parity with the Co-operative Sub-Registrars. They are placed in the revised scale of Rs. 700—1,200.

Assistant Director (Handlooms and Textiles)/Sericulture
(Rs. 700—1,200).

The anomaly pointed out was that the parity with the District Veterinary Officer was disturbed in the 1974 revision. The request was for the pay scale of Rs. 750—1,300.

The Pay Revision Commissioner 1974 had placed this category in the pay scale of Rs. 700—1,200 on par with Assistant Directors of Industries and this category had derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 600—1,100. This has to be filled in by transfer from the Development Officers in the pay scale of Rs. 430—800 or by direct recruitment or by transfer of Section Officers of the Secretariat. For direct recruitment degree is the qualification. For Assistant Directors in Sericulture this is filled in by promotion from Inspectors of Sericulture in the pay scale of Rs. 430—800. Comparison with the District Veterinary Officer or Deputy Collector is not relevant. Assistant Directors in the other Departments are also in the pay scale of Rs. 700—1,200. They are placed in the revised scale of Rs. 1,050—1,600.

Deputy Director (Handlooms and Textiles/Sericulture):
(Rs. 850—1,450).

The anomaly claimed was that parity with Deputy Director of Agriculture was disturbed. The request was for the pay scale of Rs. 900—1,450 on par with the Deputy Director of Agriculture. Pay Revision Commissioner 1974 had placed this category on par with the Deputy Director of Industries and Special Category Deputy Registrars of Co-operative Societies and this category had derived the benefit of upward classification by one stage instead of remaining in the Schedule I scale of Rs. 750—1,300. *Ad hoc* rules are to be approved and pending approval of the rules the posts in the Handlooms Wing are being filled in as per the Andhra Pradesh Co-operative Service Rules and the Co-operative Subordinate Service Rules. Similarly, for the Sericulture Wing the rules in the Andhra Pradesh Industries Service Rules and the Andhra Pradesh Industries Subordinate Service Rules are being followed. Even as per the draft rules the post can be filled in by promotion from Assistant Directors in Rs. 700—1,200. The present scale of pay is adequate and they are placed in the revised scale of Rs. 1,250—1,800.

Joint Director (Handlooms and Textiles)/Sericulture: (Rs. 1,100—1,650).

The suggestion was to give a uniform scale of pay to the Joint Directors in all the Departments where the post of the Head of the Department is a cadre post. The request was for the pay scale of Rs. 1,300—1,800.

The Pay Revision Commissioner 1974 had placed this category on par with Joint Registrar of Co-operative Societies. As per the *ad hoc* rules the method of recruitment is by promotion from Deputy Director in the pay scale of Rs. 850—1,425. Comparison with other posts in other Departments in a higher scale is not relevant and parity with Joint Registrar of Co-operative Societies is appropriate. In the 1974 revision this has been placed one stage above the Schedule I scale of Rs. 1,000—1,550. No change is called for and they are placed in the revised scale of Rs. 1,500—2,100.

HIGH COURT

Book Bearer: (Rs. 180—350).

The anomaly pointed out was that prior to 1974 revision the pay scale of the Book Bearer and Driver was one and the same but in 1974 a higher scale of Rs. 240—420 has been allowed to the Drivers denying the same to the Book Bearers. The request was for the pay scale of Rs. 240—420.

The pay scales of the Staff of the High Court are governed by separate rules issued under the powers of Chief Justice. Those posts of Book bearers have been equated with Record Assistants and given the pay scale of Rs. 180—350 on par with the Record Assistant as per the High Court Officers and staff scales of Pay Rules 1975. As they have not been equated with the Drivers, the question of allowing the scale of Rs. 240—420 as applicable to Drivers does not arise. Comparison with Drivers is also not appropriate. They are placed in the revised scale of Rs. 350—550.

Bailiffs: (Rs. 180—350).

According to the High Court Service Rules, 1975 one should possess the minimum general educational qualification that would apply from time to time for appointment to the category of Record Assistant or such other qualification as may be considered by the Chief Justice to be equivalent qualification. The above qualifications do not apply for promotion in respect of persons who have passed 1st Form and have put in service of six years. On account of the nature of the duties notwithstanding the educational qualifications, they may be placed in the revised scale of Rs. 410—625 as applicable to the Bailiffs in Judicial Department.

Translators: (Rs. 480—900).

No anomaly was pointed out but the request was to maintain parity with Court-master. The P.R.C. 1974 recommended the pay scale of Rs. 360—700, the pre-revised scale being Rs. 160—320. However due to the equation of this post with the Translators in the Law Department under the rules framed by the High Court they got the benefit of higher scale of Rs. 480—900. This post was in a lower scale in the pre-revised pay scales and so long as they have been equated with the Translators in the Law Department it would not be appropriate to allow the higher scale on par with that of the Court-Master. They have already derived a substantial increase in the pay scale in 1974 revision instead of remaining in the Schedule I scale of Rs. 320—580. However parity with Translators in the Law Department as provided for in the High Court rules may continue and they are placed in the revised scale of Rs. 750—1,300.

Joint Registrar: (Rs. 1,400—1,925).

In G.O. Ms. No. 869, Home, dated 28th June, 1978 one post of Deputy Registrar in the High Court was upgraded to the rank of Joint Registrar in the pay scale of Joint Secretary to Government *i.e.* Rs. 1,400—1,925 equating the Joint Registrar with the Joint Secretary to Government (Non-cadre). The pay scale fixed for the Joint Secretaries to Government, will apply here also.

INDIAN MEDICINE AND HOMEOPATHY DEPARTMENT

*Kamgars/Lab. Boy/Daftardar/Kidmaties/Nursing Orderlies/Packers/
Herb Collectors/Assistant Cooks/Barber/Plughmen/Telephone
Boy/Dhobi/Museum Curator/Khadima: (Rs. 165—250).*

No anomaly was pointed out but the suggestion that they should be declared as semi-skilled and be allowed the pay scale of Rs. 170—275. Being in the Last Grade Service, they may remain in the present scale and be given the revised scale of Rs. 290—425.

X-Ray Attendant: (Rs. 170—275).

No anomaly was pointed out but the Department has suggested that present scale may be continued. The present scale is as applicable to X-Ray Attendant in Medical and Health Department. The pay scale as applicable for X-Ray Attendant in Medical Department will apply here also (*i.e.*) Rs. 310—475.

Carpenter/Tailor: (Rs. 180—350).

No anomaly was pointed out but the Department has suggested Rs. 240—420 to maintain parity with Jarrahs as was the position prior to 1974. These categories were not discussed by the P.R.C. in 1974 and hence they are in the Schedule I scale, the pre-1974 scale being Rs. 80—160. Comparison with Jarrahs is not appropriate. In view of the qualifications in the rules they may remain in the present scale and be given the revised scale of Rs. 350—550.

Electrician Grade II: (Rs. 180—350).

No anomaly was pointed out but the Department has suggested that the same pay scale may be continued. This was also not discussed by the P.R.C. in 1974. Keeping in view the technical qualifications and experience necessary for this post, this is placed in the revised scale of Rs. 410—625.

Book-keeper: (Rs. 180—350).

No anomaly was pointed out but the Department has suggested Rs. 240—420 to maintain parity with Jarrahs.

This was also not discussed by the P.R.C. and hence it is in the Schedule I scale. The Department has stated that the rules for the category are under consideration. In the absence of the rules it is difficult to review the pay structure. They may be given the revised scale of Rs. 350—550.

Register Writer/Dayas: (Rs. 180—350).

The anomaly pointed out was that the pre-revised scale was the same as that of Dresser who has been allowed the pay scale of Rs. 240—420. The Department has suggested the pay scale of Rs. 240—420 as was allowed for the Jarrahs (Dresser).

They are also not included in Schedule II and hence they are in Schedule I scale. For direct recruitment to the Register Writer, the minimum general educational qualification has been prescribed. In view of this, they are placed in the revised scale of Rs. 410—625.

For the category of Daya, this is also by direct recruitment and one should possess Dayas Training Certificate (One Year Training). As this category had parity with Register Writer, this may also be placed in the revised scale of Rs. 410—625.

Masagist: (Rs. 180—350).

Here also the request was to equate with the Jarrahs *i.e.* Rs. 240—420. Comparison with Jarrahs is not appropriate. In view of the qualifications and the feeder category from which this could be filled in the present scale of pay is adequate. They are placed in the revised scale of Rs. 350—550.

Lab. Attendant: (Rs. 180—350).

This is a promotion category for Kidmatis in the last grade service. Keeping in view the qualifications and the feeder category, the present scale of pay is adequate and they be given the revised scale of Rs. 350—550.

Mechanic: (Rs. 240—420).

No anomaly was pointed out but the suggestion of the Department was to have a uniform scale of Rs. 260—450. Having regard to the qualifications required for the category, the present scale of pay is adequate and they be given the revised scale of Rs. 410—625.

Field Man: (Rs. 240—420).

It was represented that the duties and responsibilities of this post and the Sub-Assistant in the Agriculture Department are one and the same. Comparison with Sub-Assistant in Agriculture Department is not appropriate. Having regard to the recommendation of Medical and Health Department the present scale of pay is adequate and they may be given the revised scale of Rs. 410—625.

House-keeper: (Rs. 240—420).

No anomaly was pointed out. This category was also not discussed by the P.R.C. in 1974. According to the rules minimum general educational qualification is prescribed for this category. This is therefore placed in the revised scale of Rs. 425—650.

Dresser (Jarrah): (Rs. 240—420).

No anomaly was pointed out in the 1974 revision. They have been placed one stage above the Schedule I scale of Rs. 180—350. In order to maintain the relative position with the feeder category of Register Writer, this may be placed in the revised pay scale of Rs. 425—650.

Head Masagist: (Rs. 240—420).

No anomaly was pointed out. The suggestion of the Department was to allow the uniform scale of Rs. 260—450. This is a promotion category for Masagist and even for direct recruitment only 8th class with two years of experience in Masage work is required. As the feeder category of Masagists is in the pay scale of Rs. 180—350, the present scale of pay is adequate and they may be given the revised scale of Rs. 410—625.

Auxiliary Nurse Midwives: (Rs. 240—420).

The pre-1974 as well as the 1974 scale are the same as applicable to Auxiliary Nurse Midwives in the Medical Department. The revised scale of Rs. 425—650 as recommended for the Auxiliary Nurse Midwives in the Medical Department may be applied for this category in this Department. The Department may be advised that the same rules and qualifications as applicable to the Auxiliary Nurse Midwives in the Medical Department are also followed for this category in this Department.

Compounders: (Rs. 250—430).

The anomaly pointed out was that the pre-1974 scale of Rs. 90—192 was the same as was applicable to Compounders in the Medical Department. The request was to allow the pay scale of Rs. 260—450 which is given to the Compounders in the Medical Department. They are placed in the revised scale of Rs. 450—700.

Lab. Technicians: (Rs. 260—450/240—420).

It has been represented that the Lab. Technicians in the P. G. Unit are in the lesser scale of Rs. 240—420 as compared to the pay scale of Rs. 260—450 applicable in the Ayurvedic and Nizamia Tibbi Colleges in Indian Medicine Department. The request was for a common scale in the Post-Graduate Unit as well as for the other Medical Institutions of Indian Medicine. No *ad hoc* rules have been issued for the Lab. Technicians in the Post-Graduate Unit, whereas for the Lab. Technicians in the Medical Institutions of the Indian Medicine Department, the qualification is minimum general educational qualification and one must have undergone a training for a minimum period of one year in the recognised Laboratory. The qualifications more or less correspond to the Lab. Technicians Grade II in the Medical Department. The pay scale is applicable for Lab. Technicians Grade II in the Medical Department will apply for the Lab. Technicians in this Department also provided they possess the minimum general educational qualification plus the one year training (*i.e.*) Rs. 450—700. Such of those who do not fulfil the above qualifications will remain in the present scale and be given the revised scale of Rs. 410—625 till they acquire the qualifications for eligibility to the higher scale of Rs. 260—450 the revised scale of which is Rs. 450—700. The Department may recruit only persons with the above requisite qualification in future.

Dark Room Assistant: (Rs. 260—450).

No anomaly was pointed out but the suggestion of the Department was that the present scale may be continued. The recruitment rules are stated to be under the consideration of Government. The present scale of pay is the same as applicable to the Dark Room Assistant in the Medical Department. They may remain in the present scale and be given the revised scale of Rs. 450—700.

Electrician Grade I: (Rs. 260—450).

The Department has suggested that the present scale may continue. This is a promotion post for Grade II Electrician which has been recommended the revised scale of Rs. 410—625. Notwithstanding the recommendation for the Grade II post, the present scale of pay for Grade I is adequate and they may be given the revised scale of Rs. 450—700.

Electric Pump Driver: (Rs. 260—450).

The present scale of pay is the same as applicable to Electrician Grade I. They may maintain the same parity with Electrician Grade I.

Store-keeper: (Rs. 260—450).

The Department has stated that no anomaly has been pointed out and the present scale may be continued. According to the rules one must have passed minimum general educational qualification and must furnish a security deposit of Rs. 2,000. In view of the minimum general qualification this would correspond to the L.D. Keepers in other Departments in the pay scale of Rs. 250—430. However in view of the security deposit of Rs. 2,000 to be furnished under the rules, this may remain in the present scale and be given the revised scale of Rs. 450—700.

Librarian: (Rs. 260—450).

Here also no anomaly has been pointed out and the suggestion of the Department was that the same pay scale may be continued. Keeping in view the qualification of minimum general educational qualification plus diploma or certificate in a Librarianship, they may remain in the present scale and be given the revised scale of Rs. 450—700.

Optical Technician (Refractionist): (Rs. 260—450).

The anomaly pointed out was that the pre-revised scale for this category in this Department was the same as was applicable for the Refractionists in the Medical Department. The Director suggested the pay scale of Rs. 290—520 as applicable to the counterparts in the Medical Department. But the Medical Department has suggested that no anomaly is pointed out and that the present scale may be continued.

This category is not included in Schedule II in the Indian Medicine Department and hence it is in the Schedule I scale of Rs. 260—450. The Refractionists in the Medical Department who were in the same

pre-revised scale of Rs. 110—225 have been allowed the pay scale of Rs. 290—520 in the 1974 revision. The qualifications for this category in this Department are the same as in the Medical Department. In view of this position, the revised pay scale of Rs. 530—850 as recommended for the Refractionist in the Medical Department would apply for this category.

Artist: (Rs. 275—475).

It was represented that the duties and responsibilities are similar to the Artist in other departments and the request was for the pay scale of Rs. 430—800. But the Medical and Health Department has stated that no anomaly is pointed and that the present scale may be continued. This is by direct recruitment, the qualifications being minimum general educational qualification with diploma in painting from the Government School of Arts and Architecture. This is a common category which has been dealt with separately under common categories. The pay scale as determined for the Artist under common categories may be adopted for this category.

Photographer: (Rs. 275—475).

Medical and Health Department has stated that no anomaly was pointed out and that present scale may be continued. This is also a common category. This may remain in the present scale and be given the revised scale of Rs. 475—760 as recommended for the Photographers under common categories, the experience required here being less than 5 years.

Supervisors: (Rs. 275—475).

No anomaly has been pointed out and Medical and Health Department have suggested that the present scale may continue. The qualification prescribed for appointment to this post by direct recruitment is minimum general educational qualification. The scale of pay is high for the qualifications prescribed for this post. Because of the supervisory duties, this may be placed in the revised pay scale of Rs. 450—700. However existing incumbents in the pay scale of Rs. 275—475 will have the revised scale of Rs. 475—760 as personal to them. The reduced scale will apply to the future entrants.

Steward: (Rs. 290—520).

The anomaly pointed out was that the parity with U.D.C. has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 310—560.

This is not included in Schedule II and therefore it is in the Schedule I scale, the pre-revised scale being Rs. 140—280. It has been stated that the U.D.C. and this post are inter-changeable. The pre-revised scale was also similar to that of U.D.C. This is therefore placed in the revised scale of Rs. 530—850.

Radiographer: (Rs. 290—520).

The Medical and Health Department has stated that this post comes under the purview of the Director of Medical Services. The pay scale

of Rs. 530—850 as recommended for the Radiographer in the Medical Department may be allowed for this post in this Department, subject however that *ad hoc* rules for the post should be framed early and that the qualifications in the *ad hoc* rules are not less than those applicable to the post in the Medical Department.

Stock Verifier: (Rs. 290—520).

The anomaly pointed out was that prior to 1974 the Stock Verifier of this Department and in the Medical Department were in the same pay scale. But the Stock Verifier in the Medical Department is allowed the pay scale of Rs. 310—560 whereas this has not been extended the same scale. The request was to allow the pay scale on par with the counterparts in the Medical Department.

Stock Verifier in Medical Department has been included in Schedule II in G.O. Ms. No. 246, Finance, dated 17th June, 1976. As this category in this Department was not included in Schedule II, it is in the Schedule I scale of Rs. 290—520. This post is placed in the revised scale of Rs. 530—850.

Store-keeper: (Rs. 310—560).

This post has been in the pay scale as applicable to that of U.D.C. in all the earlier revisions. Hence this may remain in the present scale maintaining parity with U.D.Cs. and be given the revised scale of Rs. 530—850.

As there is already another category of Store-keeper in the lower pay scale of Rs. 260—450, the Department may consider treating this post in the higher scale as Senior Store-keeper.

Registrar/Manager-cum-Supervisor: (Rs. 310—560).

It has been stated that this post is equivalent to U.D.C. and this was in the pay scale as applicable to U.D.C. in all the earlier revisions. They may remain in the present scale maintaining parity with U.D.C. and be given the revised scale of Rs. 530—850.

Pharmaceutical Chemist: (Rs. 320—580).

The Department has stated that this post has been vacant on economy measures and no anomaly has been pointed out. Appointment to this post is by direct recruitment, the qualification being B.Sc. with Pharmacy or Chemistry. The present scale of pay is adequate and this may be given the revised scale of Rs. 550—900.

Staff Nurse: (290—520).

The anomaly pointed out was that the pre-1974 scale of pay for this post was equivalent to that of Staff Nurse in the Medical Department. But in this Department they have been placed in a lower scale as compared to Staff Nurses in the Medical Department who have been allowed Rs. 310—560. The suggestion was to equate the pay scale of this category with the Staff Nurses in the Medical Department.

The post is not included in Schedule II in the 1974 revision and hence it is in the Schedule I scale of Rs. 290—520, the pre-1974 scale being Rs. 140—280. As the qualifications for the Staff Nurse in this Department are similar to those in the Medical Department and as the pre-1974 scale of pay was also identical to that of Staff Nurses in the Medical Department, the revised pay scale of Rs. 550—900 as recommended for the Staff Nurses in the Medical Department would apply for Staff Nurses in this Department also except for those in the lower scale of Rs. 240—420.

Senior Sister: (Rs. 360—700).

This category was not discussed by the P.R.C. in the 1974 revision and hence they are in the Schedule I scale of Rs. 360—700, the pre-revised scale being Rs. 200—400. This post corresponds to the Head Nurses in the Medical Department and the pay scale for this category in this Department was the same as was applicable to the Head Nurses in the Medical Department. The revised pay scale of Rs. 650—1,100 recommended for the Head Nurses in the Medical Department would apply.

Drug Inspector: (Rs. 530—1,050).

These are stated to be newly created in G.O. Ms. No. 1029, Health, dated 31st October, 1977 and draft rules have also not been approved by Government. They may remain in the present scale and be given the revised scale of Rs. 800—1,450.

Radiologist/Anastheist: (Rs. 600—1,100).

No anomaly has been pointed out. They are stated to be newly created posts in this Department and *ad hoc* rules are stated to be under the consideration of Government. In the absence of the *ad hoc* rules it is difficult to review the pay structure. They may remain in the existing scale and be given the revised scale of Rs. 900—1,500.

Dental Assistant Surgeons: (Rs. 600—1,100).

Medical and Health Department has stated that this post is on the Allopathy side. The present scale of pay is as applicable to Civil Assistant Surgeons in the Medical Department. The scale of pay as applicable to Civil Assistant Surgeon in the Medical Department will apply for this category also.

Pathologist-cum-Bio-Chemist: (Rs. 600—1,100).

It is stated that this post is on the Allopathy side under the purview of the Director of Medical Services. A candidate for appointment to this post must possess a degree of M.B.B.S. The scale of pay as applicable to Civil Assistant Surgeons will apply here also.

Research Officer: (Rs. 700—1,200).

The request was to sanction of pay scale not less than that of a Principal and Medical and Health Department have suggested the pay scale of Rs. 900—1,450. The P.R.C. in 1974 recommended the pay

scale of Rs. 700—1,200 which was one classification higher than the Schedule I scale of Rs. 600—1,100. Under the rules, appointment to this post is by direct recruitment or recruitment by transfer from among the Medical Officers or Harbarium Superintendent or Gazetted Vajds/Hakeems, etc. The present scale of pay is equivalent to that of a Reader in the Post-Graduate Unit. They may be placed in the revised scale of Rs. 1,150—1,700 corresponding to the pre-revised scale of Rs. 750—1,300.

Technical Assistant (P.G. Unit): (Rs. 360—700).

The anomaly pointed out was that the pre-1974 scale was equivalent to that of Junior Vajds, but the Junior Vajds have been allowed Rs. 430—800 which has not been extended to this category.

The Director has suggested to treat this as an addition to the category of Junior Tabeebs or Vajds. The association has requested for parity with Civil Assistant Surgeons in the Medical Department. Medical and Health Department has suggested that these be given a similar scale corresponding to Rs. 430—800. This post was not discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale of Rs. 360—700, the pre-revised scale being Rs. 200—400. In the absence of the rules for this post, it is difficult to review the pay scale for this category and there are no specific orders of Government to treat this as a temporary addition to the cadre of Junior Vajds and Junior Hakeems. They may however be placed in the revised pay scale of Rs. 700—1,200 corresponding to the pre-revised scale of Rs. 430—800.

Inspecting Medical Officer: (Rs. 360—700).

The anomaly pointed out was that the pre-1974 scale was equal to that of Junior Vajds but that parity has been disturbed in the 1974 revision. The Director has stated that the Inspecting Medical Officers and Junior Vajds are inter-changeable according to the administrative needs and he has also suggested to declare this post as an addition to the category of Junior Vajds.

This category was not considered by the P.R.C. in 1974 and hence it is in the Schedule I scale. As however it is stated that these are inter-changeable with the Junior Vajds and as the pay scale was also on par with the Junior Vajds in the earlier revisions and in view of the suggestion to declare this as an addition to the category of Junior Vajds and Junior Hakeems, they may be allowed the pay scale as applicable to Junior Vajds.

Museum Assistant-cum-Lab. Assistant: (Rs. 430—800).

The anomaly pointed was that parity with Senior Vajds has been disturbed in the 1974 revision. The Director has suggested to treat this as an addition to the category of Senior Vajds. The Medical and Health Department has stated that the present scale may be continued.

This post is not included in Schedule II and hence it is in the Schedule I scale, the pre-revised scale being Rs. 250—500. Only after orders are issued by Government treating this as an addition to the

cadre of Senior Medical Officers, then only the question of applying the pay scale as for Senior Medical Officers would arise. This post had equivalence with Unani Assistant and Ayurvedic Assistant dealt below. The pay scale as applicable to Unani Assistant or Ayurvedic Assistant will apply for this category.

Unani Assistant: (Rs. 430—800).

Medical and Health Department has stated that they may be given a similar scale corresponding to Rs. 430—800. This category was not considered by the P.R.C. in 1974 and hence it is in the Schedule I scale of Rs. 430—800, the pre-1974 scale being Rs. 250—500. The Director as stated that proposal has been sent to Government to treat these posts of Unani Assistants and Ayurvedic Assistants as an addition to the category of Senior Vaidis and Senior Hakeems. In case orders are issued to treat this as an addition to the cadre of Senior Medical Officers, then only the question of adopting the pay scale as for Senior Medical Officers would arise. In G.O. Ms. No. 3080, H.H. & M.A., dated 7th September, 1964 orders were issued treating this as temporary addition to the category of Junior Hakeems. Under the existing orders this being an addition to the cadre of Junior Hakeems (now Junior Medical Officers, Unani) the pay scale as applicable to Junior Medical Officers may be allowed subject to the Department reviewing the existing service rules.

Ayurvedic Assistant: (Rs. 430—800).

Here also the anomaly pointed out was that parity with the Senior Vaidis has been disturbed in the 1974 revision. This post had equivalence with Unani Assistant which has been treated as a temporary addition to the cadre of Junior Hakeems (Junior Medical Officer). The earlier pay scale was also equivalent to that of Unani Assistant dealt above. The pay scale for this category may be the same as for Unani Assistant.

Junior Medical Officers/Junior Lecturers (Unani, Ayurveda and Homeopathy): (Rs. 430—800).

It has been represented that the nature of duties as well as the duration of the course of study are the same as in Medical Department and therefore the request was for the scale of pay as applicable to Civil Assistant Surgeons in the Medical Department.

In G.O. Ms. No. 1017, Health, dated 18th October, 1978 a uniform nomenclature for the posts of Hakeems, Vaidis and Physicians (Homeopathy) has been ordered. According to these orders on the clinical side, the non-Gazetted Officers of the three systems of Ayurveda, Unani and Homeopathy are designated as Junior Medical Officers and Senior Medical Officers of the respective systems. Similarly on the teaching side they are designated as Junior Lecturers and Senior Lecturers of the respective systems. Prior to the issue of these orders, these Medical Officers were called Junior Vaidis, Junior Physicians (Homeopathy) and Junior Tabeeb/Hakeem. The P.R.C. in 1974 has placed them two stages below the Senior Vaidis while recommending the pay scale of Rs. 430—800 and they have been placed two stages above the

Schedule I scale of Rs. 360—700. The P.R.C. in 1974 thus reduced the gap between the Medical Officers on the Allopathy side and Medical Officers in the Indian Medicine Department, though he has not conceded parity with the Medical Officers on the Allopathy side.

It has been repeatedly represented that the Junior Medical Officers should be equated with the Civil Assistant Surgeons on the Allopathy side, for the reasons that degree courses have already been started, that the 1st batch of students were admitted to the degree course in so far as Unani and Ayurveda are concerned in 1970 and that the Homeopathy Colleges in State has been affiliated to the Universities very recently. Medical and Health Department have also stated that with the introduction of the degree colleges in Unani, Ayurveda and Homeopathy, the recruitment to the category of Junior Medical Officers would be from the degree holders rather than the diploma holders as in the past. They have also stated that the period of course is more or less similar to that of M.B.B.S. Though the degree courses might have been started for the Ayurveda as well as Unani side in 1970, most of the Medical Officers presently working are diploma holders. On the Homeopathy side, the degree course has been started recently and it would take some time for degree holders to be appointed. It would not therefore be appropriate to equate the Junior Medical Officers with Civil Assistant Surgeons on the Allopathy side. However having regard to the importance that is being given to the three systems of the Indian Medicine, the Junior Medical Officers may be placed in the revised pay scale of Rs. 750—1,300.

Senior Medical Officers/Senior Lecturers (Unani, Ayurveda and Homeopathy): (Rs. 530—1,050).

Prior to the issue of the orders in G.O. Ms. No. 1017, Health, dated 18th October, 1978, they were called Senior Vaidis, Senior Physician (Homeopathy) and Senior Tabeebis. Now they have been designated as Senior Medical Officers on the clinical side and on the teaching side they have been designated as Senior Lecturers. It was represented that they should be equated with Deputy Civil Surgeon on the Allopathy side.

The P.R.C. in 1974 placed them one stage below Civil Assistant Surgeon and they have been placed two stages above the Schedule I scale of Rs. 430—800. This is generally a promotion category for Junior Medical Officers. In view of the recommendations for the Junior Medical Officers, the Senior Medical Officers may be placed in the revised scale of Rs. 900—1,500 corresponding to the pre-revised scale of Rs. 600—1,100.

Gazetted Vaidis/Gazetted Tabeebis/Gazetted Physician/Professors: (Rs. 600—1,100).

The request was to allow the pay scale on par with the Civil Surgeons in the Medical Department. The P.R.C. in 1974 has placed them on par with Civil Assistant Surgeon while recommending the pay scale of Rs. 600—1,100 and they have also derived upward classification instead of remaining in the Schedule I scale of Rs. 530—1,050,

This is generally a promotion category for the Senior Medical Officers. The Director has also stated that this post is governed by the Indian Medicine Service Rules which have been struck down by the High Court and that the revised rules have not yet been approved by Government. However in view of the recommendation for the lower categories of Junior Medical Officers and Senior Medical Officers, they may be placed in the revised scale of Rs. 1,150—1,700.

Inspector of Indian Medicine and Homeopathy/Harbarium Superintendent/Medical Officers (Ayurveda and Unani): (Rs. 600—1,100).

The request was for parity with Civil Surgeons in the Medical Department. The pay scale for these categories was on par with the Gazetted Voids dealt above. They may continue to maintain the parity with the Gazetted Voids.

Lecturer (P. G. Unit): (Rs. 600—1,100).

The anomaly pointed out was that in the 1974 revision this was given the Schedule I scale which resulted in their getting lower scale of pay when compared to the teaching staff in the Under-graduate Colleges of the Indian Medicine. The pre-1974 scale was Rs. 400—800 and this was not discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale of Rs. 600—1,100. The pre-1974 and 1974 scales of pay are on par with the Civil Assitant Surgeons in the Medical Department. They may be placed in the revised scale of Rs. 900—1,500.

Reader (P. G. Unit): (Rs. 700—^{1,1}1,200).

The request was to allow the pay scale as for the Deputy Civil Surgeons in the Medical Department.

These posts were sanctioned in the pay scale of Rs. 500—900 in 1971 for the Post-Graduate Units. This category was not discussed by the P.R.C. in 1974 and hence they are in the Schedule I scale of Rs. 700—1,200. The draft rules for this category are reported to be under the consideration of Government. However in view of the recommendations for the Medical Officers in the Indian Medicine Department, they may be placed in the revised pay scale of Rs. 1,150—1,700 corresponding to the pre-revised scale of Rs. 750—1,300.

Professor (P. G. Unit): (Rs. 750—1,300).

The anomaly pointed out was that the scale of pay of this post has been downgraded from Rs. 850—1,425 to Rs. 750—1,300. The request was for the pay scale on par with Professors in the Medical Department.

The post of Professor in Post-Graduate Unit was created in the scale of Rs. 700—1,100 in the year 1972. As this category was not discussed by the P.R.C. in 1974 this was in the Schedule I scale of Rs. 850—1,425 but in December, 1977 this post was downgraded to the pay scale of Rs. 750—1,300. The rules for this category are

stated to be under the consideration of Government. In view of the recommendations for the other categories of Medical Officers in this Department, the Professors in the P. G. Unit may be placed in the revised scale of Rs. 1,400—2,000.

Principals of Colleges: (Rs. 750—1,300).

It was represented that the duties are in no way different from the Principals working in Allopathic Medical Colleges and that they have double responsibilities of supervision of hospitals and ward besides administrative work in the colleges. The request was for parity with Civil Surgeons in Medical Department.

The P.R.C. 1974 recommended the pay scale of Rs. 750—1,300 on par with Deputy Civil Surgeon and this was placed one stage above the corresponding Schedule I scale of Rs. 700—1,200. Taking into consideration the recommendations for the other posts in this Department they may be allowed the pay scale as applicable to Professors (P. G. Unit) with special pay of Rs. 100 per month for administrative duties devolved on them.

Lay Secretary Grade II: (Rs. 480—900).

The request was for the pay scale of Rs. 600—1,100. Medical and Health Department have suggested that this may be on par with the category on the Allopathy side. The P.R.C. in 1974 has placed this category on par with Lay Secretary Grade II in the Medical Department and he has also observed that the duties are administrative and can be said to be comparable. In the 1974 revision this has been placed two stages above the Schedule I scale of Rs. 410—750. The pay scale as applicable to Lay Secretary Grade II in the Medical Department will apply for this category as at present (*i.e.*) Rs. 750—1,300.

Accounts Officer: (Rs. 530—1,050).

The anomaly pointed out was that they are in a lesser scale of pay than the Accounts Officers in other Departments *i.e.*, Rs. 700—1,200. The request was to equate them with the Accounts Officers in other Departments. The One Man Commission has equated this post with that of the Administrative Officer. The P.R.C. in 1974 has also recommended one and the same pay scale for both Accounts Officer and Administrative Officer. The present suggestion is to equate this post with Accounts Officers in the Treasuries and Accounts Service. The proper course of action would be to treat this as an addition to the cadre of Accounts Officers in the Treasuries and Accounts Service and to draft the personnel for manning these posts, in which case only the pay scale of Rs. 700—1,200 applicable in Treasuries and Accounts Service will apply. So long as this has not been done, no change in the pay scale is called for and the pay scale as applicable to Administrative Officer in this Department will apply for this post also as at present.

Administrative Officer: (Rs. 530—1,050).

The anomaly pointed out was that the scale of pay of the Senior Medical Officers has been equated with the Administrative Officers who has to conduct enquiry and control over the above categories. The request was for the pay scale of Rs. 700—1,200 on par with Assistant Directors in other Departments.

In the 1974 revision they have been placed in a classification higher than the corresponding Schedule I scale of Rs. 480—900. Though the Administrative Officer may be entrusted with the work relating to the conduct of enquiry and Office Administration, it cannot be considered that this is a supervisory post for Senior Medical Officers. In view of the provision in the rules and the feeder category from which this could be filled in, the present scale of pay is adequate and this is placed in the revised scale of Rs. 800—1,425.

Deputy Director: (Rs. 700—1,200).

It has been represented that the post is next to the Director but the present scale is equal to that of Assistant Directors in other Departments. The request was to sanction the pay scale of Rs. 900—1,400. The P.R.C. in 1974 has observed that the Senior Gazetted Tabeeb or Vaid is designated as Deputy Director and recommended the pay scale of Rs. 700—1,200 for the post of Deputy Director. In view of the recommendation of the Department this is placed in the revised scale of Rs. 1,150—1,700 for non-technical and departmental personnel. If however Medical Officers in this Department are posted against this post, they will continue to draw the pay scale applicable to them in the professional side.

Director: (Rs. 900—1,450).

It has been represented that he is an independent Head of the Department having a large number of dispensaries spread over the entire State and that this post is in no way different from that of Director of Medical and Health Services. The suggestion of the Department was for the pay scale of Rs. 1,300—1,800. It is seen from the recruitment rules that one must have obtained a post-graduate degree or diploma in Ayurveda or Unani. Preference being given the post-graduate degree holder and one must have administrative experience of at least 5 years in any of the recognised Ayurveda Institutions. In view of the above and the recommendation for other posts in this Department, this is placed in the revised scale of Rs. 1,400—2,000.

INDUSTRIES DEPARTMENT

Machine Operator (Carrogated Card Board Boxes Manufacturing Scheme): Rs. 80 consolidated.

Artisan: Rs. 200 consolidated.

These two categories are on consolidated pay as specified above. The request was to allow the pay scale of Rs. 180—350 for the Machine Operator and Rs. 250—400 for the Artisan. These two categories are not included in the certified list of posts in Industries Department.

No specific recommendation from the Department has been received. There are other posts in the Department on consolidated pay some of which including these are stated to be full-time and other are stated to be part-time. In the absence of any specific proposal from the Department to allow a regular pay scale and in the absence of the rules for these posts and information whether they are required full-time, it is difficult for the Commissioner to consider these posts on consolidated pay. Hence no recommendations are made.

Kamgar (ULGC): (Rs. 165—250).

The request was for the pay scale of Rs. 170—275 as this requires skill and technical experience. One must be able to read and write in any regional language with one year's experience in tanning. They are placed in the revised scale of Rs. 290—425.

Footwear Demonstrator (ULGC): (Rs. 290—520.)

The request was for the pay scale of Rs. 360—700. This post is not included in Schedule II and hence it is in the Schedule I scale of Rs. 290—520, the pre-revised scale being Rs. 140—280. In view of the qualifications necessary for this category and taking into consideration for this category and taking into consideration the observations of the O.M.C. they are placed in the revised scale of Rs. 530—850.

Tanning Demonstrator (Utility Leather Goods Centre): (Rs. 290—520).

The anomaly claimed was that parity with U.D.C. has been disturbed in the 1974 revision. The request was to restore the parity with the U.D.C. This post was not included in Schedule II and hence it is in the Schedule I scale. In view of the qualifications necessary for this category and the parity with U.D.C. previously they are placed in the revised scale of Rs. 530—850.

Flayer (District Level Leather Scheme): (Rs. 290—520).

Here also the anomaly pointed out was that parity with U.D.C. has been disturbed in 1974. This is also not discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale. Keeping in view the qualifications and the parity with the U.D.C. earlier they are placed in the revised scale of Rs. 530—850.

District Level Leather Assistant: (Rs. 360—700).

The anomaly claimed was that parity with the Supervisor, Industries has been disturbed in the 1974 revision. The recommendation of the Department was to allow the pay scale of Rs. 410—750. Comparison with Supervisor, Industries is not appropriate. This post was not included in Schedule II in 1974 and hence it is in the Schedule I scale. They are placed in the revised scale of Rs. 650—1,100.

Laboratory Attenders: (Ceramic): (Rs. 175—300).

This category also does not find place in Schedule II relating to this Department and hence it is in the Schedule I scale.

This post was on par with Laboratory Attender in the Oil Technological Research Institute. No service rules have been framed. However they are placed in the revised scale of Rs. 350—550.

Laboratory Assistant (Ceramics Laboratory, Gudur): (Rs. 240—420).

This post also is not included in Schedule II in the 1974 revision. In view of the qualifications necessary for this category, they are placed in the revised scale of Rs. 425—650.

Manager (Kalankari): (Rs. 320—580).

The request was for the pay scale of Rs. 360—700. The anomaly claimed was that parity with Extension Officer, Industries has been disturbed in the 1974 revision.

This also does not find place in Schedule II in the 1974 revision. This is a promotion post for U.D.Cs. with 2 years of service. For direct recruitment a B.Com., degree with 2 years of experience is prescribed. They are placed in the revised scale of Rs. 575—950.

Laboratory Assistant (Ceramics): (Rs. 320—580).

The request was for the pay scale of Rs. 410—750. This post does not find place in Schedule II in the 1974 revision. No recruitment rules have been framed in the absence of which it is difficult to review the pay scale for this category. They are placed in the revised scale of Rs. 550—900.

Research Assistant (Graphite Crucible Industry): (Rs. 360—700).

The anomaly claimed was that the parity with Supervisor, industries has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 410—750.

This is not included in Schedule II in the 1974 revision. There are no approved *ad hoc* rules for this post but the post of Research Assistant, Low Loss Ceramic Ware Unit, Gudur is already in the pay scale of Rs. 410—750. This is placed in the revised scale of Rs. 650—1,100.

Senior Craftsman (Research and Designs): (Rs. 360—700).

Anomaly pointed out was that the parity has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 410—750. This category is not included in Schedule II in the 1974 revision and hence it is in the Schedule I, the pre-74 scale being Rs. 200—400. No rules have been framed for this post in the absence of which it is difficult to review the pay scale for this category. They are placed in the revised scale of Rs. 600—1,050.

Research Assistant (Low loss Ceramic Ware Unit): (Ceramics):
(Rs. 410—750).

The request was for the pay scale of Rs. 430—800 on par with Supervisor, Industries on the ground that the parity with Supervisor, Industries has been disturbed in the 1974 revision.

Though this category was not discussed by the P.R.C. in 1974 it was subsequently included in Schedule II in G.O. Ms. No. 450, Finance, dated 28th October, 1976. No change in the pay scale is called for and they are placed in the revised scale of Rs. 650—1,100.

Superintendent (Pickles and Jars Unit)/Superintendent (Ceramics):
(Rs. 410—750).

The request was for the pay scale of Rs. 430—800 on par with Supervisor, Industries. Though this post was also not discussed by the P.R.C. in 1974 it was subsequently included in Schedule II in the above pay scale. They are placed in the revised scale of Rs. 650—1,100.

Junior Inspector (Industrial Co-op.): (Rs. 275—475).

The anomaly claimed was that parity with the Junior Inspector of Co-operative Societies was disturbed in the 1974 revision. The request was for the pay scale of Rs. 310—560 on par with Junior Inspectors in the Co-operative Department.

This does not find place in Schedule II in 1974 revision and hence it is in the Schedule I scale of Rs. 275—475, the pre-revised scale being Rs. 125—250. Junior Inspectors in Co-operative Societies in the same pre revised scale have now been allowed the pay scale of Rs. 310—560. No rules have been framed but the Department should take steps to frame the rules. However they are placed in the revised scale of Rs. 530—850.

Senior Inspectors (Industrial Co-operatives): (Rs. 310—560).

The anomaly pointed out was that the parity with Senior Inspectors in the Co-operative Department has been disturbed in the 1974 revision. The request was for parity with the Senior Inspectors of Co-operative Societies.

This was not included in Schedule II in 1974 revision and hence it is in the Schedule I scale. Taking into consideration the qualifications and the pre-revised scale they are placed in the revised scale of Rs. 575—950.

Sub-Registrar (Industrial Co-operatives): (Rs. 430—800).

The anomaly pointed out was that the post of Superintendent which is a feeder post to Sub-Registrar, Co-operatives is in the same scale of Rs. 430—800. The request was for the pay scale of Rs. 480—900 on par with Junior Research Assistant or Junior Scientific Assistant.

This post does not find place in Schedule II in the Industries Department but under the Co-operative Department this is included in Schedule II in the pay scale of Rs. 430—800. Comparison with Junior Research Assistant or Junior Scientific Assistant is not appropriate. Extension Officers, Industries are the feeder categories for promotion to this post and the present scale of pay is on par with the Sub-Registrar of Co-operative Societies. The scale of pay as applicable to Sub-Registrar, Co-operative Societies will apply here and they are placed in the revised scale of Rs. 700—1,200.

Examiner (Quality Marking Scheme): (Rs. 290—520).

Anomaly pointed out was that the parity with the U.D.C. has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 310—560 on par with U.D.C. They are placed in the revised scale of Rs. 530—850.

Supervisor (Quality Marking Scheme), Ceramics: (Rs. 320—850).

Anomaly claimed was that parity with Extension Officers, Industries has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 410—750.

This category also does not find place in Schedule II in the 1974 revision. Comparison with Extension Officer, Industries is not appropriate. The pay scale for this category was on par with the Chemist (Quality Marking Scheme) which is being recommended the revised scale of Rs. 550—900. This category is placed in the revised scale of Rs. 550—900.

Chemist (OMS): (Rs. 320—580).

Here also the request was for parity with Extension Officers, Industries. This post also is not included in Schedule II in the 1974 revision. B.Sc. is the prescribed qualification for this category. The present scale of pay is adequate and they are placed in the revised scale of Rs. 550—900.

Superintendent (OMS): (Rs. 410—750).

The anomaly pointed out was that the parity with the Supervisors, Industries has been disturbed in the 1974 revision. This is already

included in Schedule II in the above pay scale of Rs. 410—750. In view of the technical qualifications required and diploma in mechanical or electrical engineering with practical experience of 2 years they are placed in the revised scale of Rs. 700—1,200.

Senior Technical Officer (Self-employment Scheme): (Rs. 850—1,425).

The request was for the pay scale of Rs. 900—1,450 on par with Executive Engineer. This post is already included in Schedule II and has been placed in one classification higher than the Schedule I scale of Rs. 750—1,300. This post is equivalent to the Deputy Director of Industries; the pay scale as applicable to Deputy Director, Industries will apply for this category *i.e.*, Rs. 1,250—1,800.

General Manager (SES):

(Rs. 1,100—1,650)+special pay Rs. 150—for technically qualified people.

(Rs. 1,000—1,550)+special pay Rs. 150—for non-technical qualified people.

The request was for the pay scale of Rs. 1,300—1,800. In G.O. Ms. No. 143, Industries, dated 6th February, 1974 it has been ordered that this is a temporary addition to the cadre of the Joint Director and the special rules for the Joint Director will apply. Hence the same scale of pay as applicable to Joint Director will apply for this category *i.e.*, Rs. 1,500—2,100.

Fitter Oil Technological Research Institute (OTRI): (Rs. 240—420).

The request was for the pay scale of Rs. 340—640. This category is not included in Schedule II and hence it is in the Schedule I scale. In view of the qualifications prescribed in the rules for this category, the present scale of pay is adequate and this is placed in the revised scale of Rs. 410—625.

Carpenter/Gasman/Electrician/Mechanic Grade II (OTRI):
(Rs. 240—420).

The request was for the pay scale of Rs. 340—640. In view of the qualifications necessary for these categories, the present scale of pay is adequate and they are placed in the revised scale of Rs. 410—625.

Plant Mechanic (OTRI): (Rs. 290—520).

This is not included in Schedule II and hence it is in the Schedule I scale. The Department has stated that this is a promotion post for Mechanic Grade II, the qualification being diploma in Mechanical Engineering or Certificate in Mechanical Engineering course for promotees. They are placed in the revised scale of Rs. 530—850.

Mechanic Grade I (OTRI): (Rs. 290—520).

The request was for the pay scale of Rs. 340—640. This category was not discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale, the pre-revised scale being Rs. 140—280. In view of the qualifications prescribed in the rules they are placed in the revised scale of Rs. 530—850.

As there are Mechanics in lower scale of pay and also as this is a left over category this category may be classified as Grade I to avoid confusion.

Glass blower (OTRI): (Rs. 310—560).

The request was for the pay scale of Rs. 340—640. This post is also not included in Schedule II in the 1974 revision. However taking into consideration the qualification necessary for this category the present scale of pay is adequate and this is placed in the revised scale of Rs. 530—850.

Mechanical Foreman (OTRI): (Rs. 340—640).

The request was for the pay scale of Rs. 430—800. This was already included in Schedule II and they have been placed two stages above the Schedule I scale of Rs. 310—560. The P.R.C. in 1974 had observed that they will be on par with Draftsman Grade II of the P.W.D. No change in the present pay scale is called for and they are placed in the revised scale of Rs. 575—950.

Welder (OTRI): (Rs. 360—700).

The request was for the pay scale of Rs. 430—800. This is also not included in Schedule II in the 1974 revision. Taking into consideration the qualifications prescribed for this post in the rules the present scale of pay is adequate and they are placed in the revised scale of Rs. 600—1,050.

Pilot Plant Supervisor (OTRI): (Rs. 430—800).

The request was for the pay scale of Rs. 480—900 on par with Junior Scientific Assistant or Junior Research Assistant.

This was also not included in Schedule II in 1974 revision and hence it is in the Schedule I scale, the pre-revised scale being Rs. 250—500.

In view of the qualification of degree in Engineering or diploma in Mechanical Engineering with experience of at least 4 years this is placed in the revised scale of Rs. 750—1,300.

Librarian (OTRI): (Rs. 480—900).

The anomaly pointed out was that Librarian in Public Libraries Department has been allowed a higher pay scale although the qualifications prescribed are similar. The request was for the pay scale of Rs. 600—1,100 on par with Librarian in Public Libraries Department and Senior Scientific Assistant in the Department.

In 1974 revision P.R.C. recommended the pay scale of Rs. 480—900 observing therein that it is an isolated research post and there is lack of promotion opportunities and placed it one stage above the Supervisor, Industries.

The qualification required for this category is only a degree and a diploma in Librarianship or Library Science which correspond to the Assistant Librarian Grade I in the Libraries Department. The present scale of pay is high and comparison with Librarian in the Libraries Department in the pay scale of Rs. 600—1,100 is not relevant. Taking into consideration the qualifications necessary for this category it should be on par with Assistant Librarian Grade I in the Public Libraries Department. This is placed in the revised scale of Rs. 650—1,100. However existing incumbents in the pay scale of Rs. 480—900 will have the revised scale of Rs. 750—1,300 as personal to them.

Junior Research Assistant/Junior Scientific Assistant: (Rs. 480—900).

The request was for the pay scale of Rs. 600—1,100 highlighting their qualifications and nature of duties. The present scale of pay is adequate for the post-graduate qualification prescribed in the rules. This has also derived upward classification in the 1974 revision instead of remaining in the Schedule I scale of Rs. 430—800. They are placed in the revised scale of Rs. 750—1,300.

Senior Scientific Assistant (OTRI): (Rs. 600—1,100).

The request was for the pay scale of Rs. 700—1,200 on par with Assistant Directors of Industries. The P.R.C. in 1974 has placed them one stage below the Assistant Director, Industries and recommended the pay scale of Rs. 600—1,100 and they were also placed in one classification higher than the Schedule I scale of Rs. 530—1,050. Comparison with Assistant Directors who were in the higher scale is not relevant. In view of the qualifications necessary for this category and having derived the benefit of upward classification the present scale of pay is adequate. They are placed in the revised scale of Rs. 900—1,500.

Chemical Engineer/Research Officer (OTRI): (Rs. 700—1,200).

The request was for the pay scale of Rs. 900—1,450. This post has been included in Schedule II in the 1974 revision and they have been placed one classification higher than the Schedule I scale of Rs. 600—1,100. The present scale of pay is also equivalent to the Assistant Directors. In view of the qualifications necessary for this category the present scale of pay is adequate and they are placed in the revised scale of Rs. 1,050—1,600.

Senior Chemical Engineer (OTRI): (Rs. 850—1,425).

The request was for the pay scale of Rs. 900—1,450 on par with Executive Engineer. This post was included in Schedule II in G.O. Ms. No. 79, Finance, dated 7th March, 1977 and it has derived

upward classification instead of remaining in the Schedule I scale of Rs. 750—1,300. The present scale of pay is also equivalent to the Deputy Director of Industries. The pay scale as applicable for the Deputy Director will apply for this *i.e.*, Rs. 1,250—1,800.

Director (OTRI):

Rs. 1,000—1,550 (non-technically qualified people).

Rs. 1,100—1,650 (technically qualified people).

In G.O. Ms. No. 1153, Industries, dated 12th November, 1974 this was upgraded to that of Joint Director. In view of the changed position the pay scale as applicable to Joint Director will apply for this category *i.e.*, Rs. 1,500—2,100.

Laboratory Assistant (Testing Laboratory), Vizag: (Rs. 360—700).

The request was for the pay scale of Rs. 410—750. This was not discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale, the pre-revised scale being Rs. 200—400. There are no approved rules for this category. However applying the principle of correction of 1969 grouping they are placed in the revised scale of Rs. 650—1,100.

*Senior Chemist, Industrial Testing Laboratory, Hyderabad:
(Rs. 600—1,100).*

The anomaly pointed out was in not allowing the pay scale of Rs. 700—1,200 which has been allowed to the post of Senior Chemist, Industrial Testing Laboratory, Cuddapah. Orders have been issued in G.O. Ms. No. 100, Industries and Commerce Department, dated 5th February, 1979 approving the pay scale of Rs. 700—1,200. This is placed in the revised scale of Rs. 1,050—1,600.

Deputy Director (Testing Laboratory): (Rs. 850—1,425).

The request was for the pay scale of Rs. 900—1,450 on par with Executive Engineer. In the 1974 revision this has been placed one classification higher than the Schedule I scale of Rs. 750—1,300. No recruitment rules are approved but as per the draft *ad-hoc* rules this will constitute a distinct post in category II (Deputy Directors) of the Industries Service. In view of this and as the present scale of pay is also on par with Deputy Directors of Industries, the scale of pay as applicable to the Deputy Director as at present will apply here also *i.e.*, Rs. 1,250—1,800.

Director (Testing Laboratory) : (Rs. 1,400—1,925).

This post was sanctioned in G.O. Ms. No. 929, Industries, dated 24th September, 1975 in the pay scale of Rs. 1,300—1,700 pre-revised, and while sanctioning the continuance of the post for 1976-77 the revised pay scale has been mentioned as Rs. 1,400—1,925. No rules have been framed for this post. This is placed in the revised scale of Rs. 1,800—2,350.

Production Assistant (Nirmal Industry): (Rs. 360—700).

The request was for the pay scale of Rs. 430—800. This post was not included in Schedule II and hence it is in the Schedule I scale of Rs. 360—700 the pre-revised scale being Rs. 200—400. Minimum general educational qualification and 5 years of experience are the requisite qualifications. The present scale of pay is adequate and they are placed in the revised scale of Rs. 600—1,050.

Superintendent, Spinning/Superintendent, Coir/Senior Instructor, Coir: (Rs. 360—700).

The request was for the pay scale of Rs. 410—750. These categories are not included in Schedule II and hence they are in the Schedule I scale, the pre-revised scale being Rs. 200—400. Comparison with other posts in Rs. 200—400 (pre-74) and for whom Rs. 410—750 has been allowed is not a valid argument. Taking into consideration the recruitment rules, no change in the pay scale is called for and they are placed in the revised scale of Rs. 600—1,050.

Master Flayer: (Rs. 360—700).

The request was for the pay scale of Rs. 410—750. This post was also not included in Schedule II in the 1974 revision. No change in the present scale of pay is called for and they are placed in the revised scale of Rs. 600—1,050.

Extension Officers (Industries): (Rs. 360—700).

The request was for the pay scale of Rs. 430—800. This post is already included in Schedule II in the 1974 revision and they have been placed 2 stages above the Schedule I scale of Rs. 320—580. The One Man Commission has also observed that there is no need to enhance the salary for this category. Comparison with Supervisor is not relevant and this is also feeder category for Sub-Registrar, Industrial Co-operatives. The present scale of pay is adequate in view of the qualifications and they are placed in the revised scale of Rs. 600—1,050.

Assistant Textile Designer: (Rs. 410—750).

The request was for the pay scale of Rs. 430—800 on par with Supervisor, Industries. This post is included in Schedule II and was placed one stage above the corresponding Schedule I scale. In view of the qualifications necessary for this post this is placed in the revised scale of Rs. 700—1,200.

Handicrafts Inspector: (Rs. 410—750).

The request was for the pay scale of Rs. 430—800. This post has already been included in Schedule II and has derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 360—700. No rules have been framed. No change in the pay scale is called for and they are placed in the revised scale of Rs. 650—1,100.

Industrial Promotion Officer/Publicity Assistant: (Rs. 410—750).

The request was for the pay scale of Rs. 430—800. These categories have been included in Schedule II in the above pay scale and they have derived upward classification by one stage instead of remaining in the Schedule I scale of Rs. 360—700. No rules have been framed. No change in the pay scale is called for and they are placed in the revised scale of Rs. 650—1,100.

Statistical Assistant: (Rs. 410—750).

The request was for the pay scale of Rs. 430—800. This category was also included in Schedule II in the above pay scale deriving upward classification instead of Schedule I scale of Rs. 360—700. No rules have been framed for this category also. This has equivalence with Technical Assistant and is placed in the revised scale of Rs. 650—1,100.

Technical Assistant: (Rs. 410—750).

Here also the request was for the pay scale of Rs. 430—800 on par with Supervisor, Industries. This category was also included in Schedule II in the 1974 revision placing them one stage above the Schedule I scale of Rs. 360—700. It has been stated that a proposal has been sent to Government for treating this post as temporary addition to the cadre of Supervisor, Industries and the matter is pending with the Government. Even if the Department has interchangeability for administrative reasons with the posts of higher qualification there is no ground for higher scale of pay. Taking into consideration the qualifications necessary for this category, they are placed in the revised scale of Rs. 650—1,100.

Economic Investigators: (Rs. 410—750).

The request was for the pay scale of Rs. 430—800. This category was also included in Schedule II in the 1974 revision. The One Man Commission had observed that this is similar to the posts in the Bureau of Economics and Statistics. No rules have been framed. However they are placed in the revised scale of Rs. 700—1,200 as for Senior Investigators in the Bureau of Economics and Statistics.

Marketing Assistant: (Rs. 410—750).

Here also the request was for the pay scale of Rs. 430—800. This post was also included in Schedule II in the 1974 revision. According to the orders issued in G.O. Ms. No. 144, Industries, dated 6th February, 1974 this is a temporary addition to the cadre of Supervisor, Industries and the service rules for the Supervisors apply to them. As this is a temporary addition to the cadre of Supervisors, Industries, they are placed in the revised scale of Rs. 700—1,200.

Internal Auditor: (Rs. 410—750).

The request was for the pay scale of Rs. 430—800 on par with Superintendents in the Directorate on the ground that this parity has been disturbed in the 1974 revision. This is a promotion category

for U.D.C. and the qualification is only a degree. This is placed in the revised scale of Rs. 700—1,200.

Commercial Accountant (Directorate): (Rs. 410—750).

It was represented that the parity with the Superintendent of the Directorate has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 430—800 on par with Superintendent in the Directorate. This is placed in the revised scale of Rs. 700—1,200.

Supervisor, Industries: (Rs. 430—800).

The request was for the pay scale of Rs. 480—900. This post is already included in Schedule II in the 1974 revision placing them 2 stages above the Schedule I scale of Rs. 360—700 and P.R.C. in 1974 has observed that parity with Supervisor maintained. In view of the comparable qualifications with the Supervisors, Public Works Department or Senior Investigators in the Bureau of Economics and Statistics, they are placed in the revised scale of Rs. 700—1,200.

Assistant Director: (Rs. 700—1,200).

The Two Man Committee did not agree for enhancing the pay scale for this category. This category has been included in Schedule II and has also been placed one classification higher than Schedule I scale of Rs. 600—1,100. They are placed in the revised scale of Rs. 1,050—1,600.

Research and Designs Officer: (Rs. 850—1,425).

The request was for the pay scale of Rs. 900—1,450. This post is also included in Schedule II in the G.O. Ms. No. 79, Finance, dated 7th March, 1977 and was placed one stage above the Schedule I scale of Rs. 750—1,300. This post is equivalent to Deputy Director. The pay scale applicable to Deputy Director will apply for this also *i.e.*, Rs. 1,250—1,800.

Deputy Development Officer: (Rs. 850—1,425).

The request was for the pay scale of Rs. 900—1,450. This category is also included in Schedule II in the 1974 revision and was placed one stage above the Schedule I scale of Rs. 750—1,300. This is also equivalent to Deputy Directors. The pay scale as applicable to Deputy Directors will apply for this category also *i.e.*, Rs. 1,250—1,800.

Deputy Directors: (Rs. 850—1,425).

Here also the request was for the pay scale of Rs. 900—1,450.

The One Man Commission did not agree to the recommendations of the Director for enhancing the pay scale as this post is mostly administrative. The P.R.C. in 1974 recommended the pay scale of Rs. 850—1,425 and they have been placed one stage above the Schedule I scale of Rs. 750—1,300.

Parity with Executive Engineer was not agreed to by the Two Man Committee or by the One Man Commission. Though for direct recruitment engineering qualification is prescribed, yet for promotion from Assistant Director no such engineering qualification is essential. This is generally a promotion category for Assistant Directors though there is provision for direct recruitment with the Engineering qualification. There is no justification for parity with Executive Engineer. No change in the pay scale is called for and they are placed in the revised scale of Rs. 1,250—1,800.

Joint Director (Admn.): (Rs. 900—1,450 + spl. pay Rs. 50).

This is a promotion post for Deputy Directors and it carries a special pay also as in the Administrative post, no change in the pay scale is called for. This is placed in the revised scale of Rs. 1,300—1,900 subject to recommendations on special pays separately in the Chapter on Special Pays.

Joint Director:

Rs. 1,100—1,650 (technically qualified people).

Rs. 1,000—1,550 (non-technical qualified people).

It has been stated that there should be no distinction between technical and non-technical persons as such a procedure was not in vogue in the earlier revisions prior to 1974 and that these posts are inter-changeable irrespective of qualifications. The request was for the pay scale of Rs. 1,300—1,800. This category has been included in Schedule II wherein the P.R.C. had observed that the higher pay scale will apply only to the technically qualified persons and for the non-technical qualified persons they will get the corresponding classification *i.e.*, Rs. 1,000—1,550. Since at this level the posts are Administrative, they are placed in a common scale *i.e.*, revised scale of Rs. 1,500—2,100.

*Development Officers (Industries)/Regional Development Officer/
Marketing Adviser/Financial Adviser:*

(Rs. 1,100—1,650 for technically qualified people + special pay of Rs. 150).

(Rs. 1,000—1,550 for non-technically qualified people + special pay of Rs. 150).

Here also the request was for the pay scale of Rs. 1,300—1,800. This post is also included in Schedule II as for Joint Directors. Though the post of Development Officers were created in 1973 in the pay scale of Rs. 1,150—1,600 subsequently in G.O. Ms. No. 715, Industries, dated 16th July, 1974 approving the scheme of reorganisation of the Department, the Development Officers were allowed the pay scale of Rs. 850—1,300 with special allowance of Rs. 150 for Development Officers, Marketing Adviser and Financial Adviser. Apparently the intention of the Government is to treat them on par with Joint Directors in Rs. 850—1,300 with special allowance. They are placed in the revised scale of Rs. 1,500—2,100 without any special pay.

INFORMATION AND PUBLIC RELATIONS DEPARTMENT

B. T. Attender: (Rs. 165—250).

The recruitment rules follow those of last grade service. The job involves erection of aerials, fixing loud speakers, etc. He must only be able to read and write the languages of the District. It may continue in the last grade scale of Rs. 290—425.

Dark Room Attender: (Rs. 175—300).

Anomaly claimed is in not allowing a higher scale of pay than that of Lab. Assistant (Photo Wing) in Agriculture Department as the duties and responsibilities of this post are greater than that of the former.

The One Man Commission recommended the scale of Rs. 60—95 corresponding to Attenders now Record Assistants. This is now in Schedule I scale since the 1974 revision, the minimum qualification is a pass in III Form or equivalent examination and experience of three years in Photographic Studios and if by transfer a pass in 1st or 2nd Form Examination and service as peon for five years in the Department. There are two categories of Lab. Assistants in the scales of Rs. 240—420 and Rs. 180—350. Mere comparison with either of them is not appropriate. From the recruitment rules it is seen that it is a promotion post for peon. However considering their nature of work in the Laboratory *vis-a-vis* the Record Assistant, they are placed in the revised scale of Rs. 350—550.

Adrama Franking Machine Operator: (Rs. 180—350).

The recruitment rules require a pass in 1st Form and five years of experience as Attender. But this is also supposed to be a promotion category for Record Assistant which is also in Rs. 180—350. This is placed in the revised scale of Rs. 410—625 to provide promotional opportunities at the lower levels.

Battery Assistant: (Rs. 180—350).

Anomaly claimed was in disturbing parity with Driver (Light Vehicles) in 1974 revision.

The qualification for direct recruitment is study up to 8th standard and experience in an up-to-date workshop recognised by the Radio Engineer; and for transfer, they must have rendered service of five years in a similar workshop. The post of Battery Assistant cannot be compared with that of a Driver whose duties are entirely different. They work in Laboratory under the Assistant Radio Engineer. The existing scale is adequate and they are placed in the revised scale of Rs. 350—550.

Sorter: (Rs. 240—420).

The qualification is only 8th class. The present scale is adequate and this is placed in the revised scale of Rs. 410—625.

Mechanic: (Rs. 240—420).

Anomaly claimed is in not allowing the scale of Drivers (Heavy Vehicles) even though the duties are greater. The parity with L.D.C. also has been disturbed and they requested a scale of Rs. 260—450.

This post does not find place in Schedule II of G.O. Ms. No. 180, Finance, dated 15th July, 1975. The qualification for direct recruitment is study up to 8th Standard and experience in any up-to-date workshop recognised by Radio Engineer, and for transfer must have rendered service of five years. Though the minimum qualifications are the same as for Battery Assistants, the nature of duties of a Mechanic must be different in as much as this post had always a higher pay than that of a Battery Assistants and to maintain the relative position as the feeder post for the post of Fitter Mechanic, the present scale is adequate and they are placed in the revised scale of Rs. 410—625.

Fitter Mechanic: (Rs. 260—450).

Anomaly claimed is in not allowing a higher scale of pay than that of Cine Operator even though the qualifications are more or less same. They wanted a scale of Rs. 290—520.

One Man Commission recommended the scale of Rs. 110—225 as the qualifications for direct recruitment are only a pass in 8th Standard and adequate knowledge and practical experience in Servicing and maintenance of Petrol, Kerosine or Diesel Engines. Obviously the duties are not comparable with that of Cine Operator; as that post requires a pass in examinations conducted by the Government, Board of Examiners for Cine Operators. They were always in higher scale from the beginning. Even in the service rules this is a lower category than that of a Cine Operator. The present scale is adequate and they are placed in the revised scale of Rs. 450—700.

Draftsman: (Rs. 275—475).

The qualifications are a pass in H.S.C./S.S.L.C. and L.R.E. and L.T.E. in Diploma. They are placed in the revised scale of Rs. 500—800 as applicable to Draftsman Grade III in P.W.D.

Telex Operator: (Rs. 275—475).

The qualifications are H.S.C. with Typewriting Lower Grade and training in transmitting the Telex Messages. The scale is adequate for the qualifications. They are placed in the revised scale of Rs. 475—760.

Radio Technicians: (Rs. 275—475).

Anomaly claimed is in disturbing the parity with Workshop Inspectors of Technical Education, Wardens/Matrons of Social Welfare Department and Grade III Draftsman in Engineering Department.

Comparison with the posts in Departments with entirely different duties and responsibilities is not relevant. The qualifications required

for this post for direct recruitment is H.S.C. or S.S.L.C. or equivalent along with the Craftmanship Certificate (Mechanic) in Radio Servicing and Maintenance. This is also a feeder category for Radio Supervisors.

One Man Commission observed that the lower grade officers called Overseers in P.W.D. correspond to Radio Technician and they who were in the scale of Rs. 125—250 were placed in Rs. 290—520. The promotion category of Radio Supervisor has had upward classification in 1974 revision. In view of the additional technical qualifications and to maintain the vertical relative position with the promotion category, this is placed in the revised scale of Rs. 500—800 on par with P.W.D. Overseer.

Caligrapher: (Rs. 290—520).

This is not included in Schedule II for this Department. The qualification required is S.S.L.C. plus experience as Caligrapher in any Newspaper for at least two years. The post was slightly higher than that of U.D.C. in 1961. The U.D. Caligrapher in State Archives has also been allowed Rs. 310—560. This is placed in the revised scale of Rs. 530—850.

Store Keeper (Community Listening): (Rs. 290—520).

Anomaly claimed was in disturbing parity with U.D.C. in 1974 revision when the duties are more onerous. They requested for the scale of Rs. 310—560.

The qualification required is S.S.L.C. plus Craftmanship certificate (Mechanic, Radio Servicing) and for promotion, a service of five years as Assistant Store Keeper has been prescribed. One Man Commission had recommended the scale of Rs. 125—250 on par with U.D.Cs. as the rules for recruitment are the same as that of Andhra Pradesh Ministerial Service. But as seen from Andhra Pradesh Information Subordinate Service Rules, this post constitutes category 3 of Class IV of that service with the above qualifications. Its feeder post, namely Assistant Store Keeper, is in the scale of Rs. 260—450 above L.D.C. which also requires S.S.L.C. plus Craftmanship certificate as for Store Keeper (Community Listening). Since L.D.Cs. get promoted as U.D.Cs. it is only fair that the Assistant Store Keeper who is above L.D.C. should get promoted at least to that of an U.D.C., especially when the qualifications required for both the Assistant Store Keeper and the Store Keeper (Community Listening) are higher than that required for an L.D.C. This is a left over category in 1974 revision as it is not included in Schedule II. The Assistant Store Keeper has a higher start than the L.D.C. and therefore the Store Keeper (Community Listening) is placed in the revised scale of Rs. 530—850.

It is incidentally noticed that neither the Department nor any association has pointed out that there is another category of Store Keeper in the scale of Rs. 240—420. These Store Keepers were in the pre-1969 scale of Rs. 80—150 as applicable to L.D.C. and correction of 1969 grouping adopted by P.R.C. 1974 for L.D.C. should be

applied here also. The Store Keeper is placed in the revised scale of Rs. 425—650.

In view of the recommendation for Store Keeper (Community Listening) and for the Store Keeper, the Assistant Store Keeper in the pay scale of Rs. 260—450 is placed in the revised scale of Rs. 475—760 to maintain the relative position.

Receptionist: (Rs. 290—520).

Anomaly claimed was in disturbing parity with U.D.Cs. and Assistant Translators in 1974 revision.

This post was not included in Schedule II of the 1974 revision. The recruitment rules require B.A., B.Sc., or B.Com. with preference to persons with experience of three years in Public Relations or Library work. One Man Commission had recommended the scale of Rs. 125—250 at the same level as those of U.D.Cs., considering the nature of work and the qualifications prescribed. Because of the above qualifications and being a left over category in 1974 revision they are placed in the revised scale of Rs. 530—850.

Reader: (Rs. 290—520).

Anomaly claimed was in disturbing parity with U.D. Clerk.

One Man Commission recommended the scale of Rs. 125—250 stating that this post corresponds to U.D.C. This was not brought to notice of P.R.C. in 1974 and it is in Schedule I scale of Rs. 290—520. The qualification required for direct recruitment is a degree and experience as Proof Reader for at least two years and must have taken the language as one of the subject in P.U.C. or Degree Examination. This can also be filled in by promotion from Proof Readers with 5 years service, the minimum qualification for Proof Reader being S.S.L.C. Considering above qualifications and equivalence in pay scales with U.D.C. and because the nature of duties and treating it as a left over category in 1974 revision they are placed in the revised scale of Rs. 530—850.

Incidentally it is noticed that the Proof Reader in the scale of Rs. 240—420 and which forms the feeder category to the post of Reader and whose pre-revised scale was on par with L.D.C. with the same qualification of S.S.L.C. should also be considered in all fairness in the same scale of L.D.C. They are placed in the revised scale of Rs. 425—650.

Film Librarian: (Rs. 290—520).

The anomaly is exactly similar to one pointed out against the posts of Reader and Receptionists. They are placed in the revised scale of Rs. 530—850.

Assistant Translator/Translator-cum-Hindi Reader: (Rs. 310—560).

This was not included in Schedule II in 1974 revision. Qualifications for direct recruitment are Degree, experience of Translation for

two years and the language concerned should have been a subject in P.U.C. or Degree. Because of the qualifications and the experience required, they are placed in the revised scale of Rs. 575—950.

Taluk Public Relations Officers: (previously known as Social Education Organiser and Block Assistant Public Relations Officers): (Rs. 320—580).

The anomaly claimed is in not allowing the scale with other Executive Officers in Panchayat Samithis and that prior to 1958 their scale was on par with Deputy Tahsildar and next to that of Block Development Officer, etc.

The Pay Revision Commissioner in 1974 placed the Block Assistant Public Relations Officers (as it was then called) on par with Senior Inspector of Co-operative Societies in the scale of Rs. 320—580 instead of the corresponding Schedule I scale of Rs. 310—560. The Association claimed a lot of similarity with duties of other Extension Officers like Agriculture, Panchayats, etc., which obviously is inappropriate. For direct recruitment for this post, the qualification required is a degree. It can also be filled by promotion of U.D.Cs. with five years of service for Graduates and seven years of service for non-Graduates, by promotion of Assistant Translators, Readers and Receptionists who are all in the scale of Rs. 310—560 and below. The gap is very narrow so far as promotion posts is concerned and on this score the pay of the Senior Inspector of Co-operative Societies has been recommended a higher scale under the Co-operative Department. So in order to maintain the equivalence rightly given in 1974 and to provide a sufficient gap from the feeder categories, they are placed in the revised scale of Rs. 575—950.

Audio Visual Organiser: (Rs. 360—700).

Must have studied S.S.L.C./H.S.C. and be a qualified Electrician with a diploma or certificate plus familiarity with the operation, mechanism of Projectors and Generators. In view of these qualifications the present scale is adequate. This is placed in the revised scale of Rs. 600—1,050.

Script Writer: (Rs. 360—700).

The qualifications are a degree and experience for a period of two years in Scriptory work. Considering the promotion category of Translators Grade II and feeder category of Assistant Translator and Reader and the other qualifications the existing scale is adequate. This is placed in the revised scale of Rs. 600—1,050.

Sales Assistant: (Rs. 360—700).

They are required to keep a good and representative stock of books of the Government of India, etc. The qualifications for direct recruitment is a degree and experience and knowledge of publications in a Government Office or a private firm for at least two years. The scale is adequate having regard to the qualifications as well as to the scale of the feeder categories of Receptionists and U.D.C. This is placed in the revised scale of Rs. 600—1,050.

Translator Grade II: (Rs. 410—750).

For direct recruitment they must have a degree and experience of three years. U.D.Cs. also can be posted on transfer. The feeder categories of Script Writers and Assistant Translators are in the scales of Rs. 360—700 and Rs. 310—560 respectively. This is also a feeder category for promotion to Translator Grade I in Rs. 480—900. The present relative position is adequate. They are placed in the revised scale of Rs. 650—1,100.

Librarian Grade II: (Rs. 410—750).

In 1974 it was on par with Assistant Librarian Grade I of Public Libraries Department. The scale and qualifications are the same as applicable to Assistant Librarian Grade I under Public Libraries. In 1974 they have also derived upward classification. No change is called for. They are placed in the revised scale of Rs. 650—1,100.

Art Demonstrator: (Rs. 430—800).

The job requires only minimum general educational qualification plus Diploma in Painting or Designing or in Commercial Art. The scale is adequate to the qualifications prescribed. This is placed in the revised scale of Rs. 700—1,200.

Cine Camera Men: (Rs. 430—800).

Anomaly claimed is in not giving higher scale than that of District Public Relations Officers who was drawing less earlier.

The duties and responsibilities of the Cine Camera Men cannot be compared with those of District Public Relations Officer. One Man Commission recommended the scale of Rs. 225—450 considering the educational and technical qualifications prescribed and observed that the existing scale was reasonable but in the 1969 grouping this post was allowed a higher scale Rs. 250—500. This was not discussed by the P.R.C. in 1974 and hence it is in Schedule I scale. The qualifications required for direct recruitment is S.S.L.C. or H.S.C. and practical experience in all branches of photography and possession of a licentiate diploma in Cinematography and Sound Engineering. This can also be filled in by promotion from Photographer with five years of service. The feeder category of Photographer is in the scale of Rs. 320—580. The fact that District Public Relations Officer was drawing less scale earlier is not relevant. The scale is quite appropriate and they are placed in the revised scale of Rs. 700—1,200.

*Radio Supervisor: (Diploma holder and certificate holder)
(Rs. 430—800 and Rs. 340—640).*

Anomaly claimed is in giving the different scales to these categories as they have common seniority list and identical duties and responsibilities. They wanted common scale of Rs. 430—800 with three advance increments to Degree holders and two advance increments to Diploma holders.

The Two Man Committee equated Radio Supervisors (Diploma Holders) with Supervisors, P.W.D. recommending Rs. 180—400. One Man Commission had also observed that the existing Diploma holder is the same as Engineering Supervisor. For Certificate holder, while recommending Rs. 140—280, he observed that there was no corresponding post in P.W.D. In 1974, the P.R.C. observed in respect of Diploma holder as correction of 1969 grouping and parity with Supervisors in P.W.D. and for Certificate holders, he placed them on par with Grade II Draftsman, P.W.D. It would of course be inappropriate to equate certificate holders with Diploma holders and as the recruitment of certificate holders was discontinued, it may not be necessary for any merger at this stage and in view of the above, the Radio Supervisors who are Diploma holders may have their equivalence with their counter parts of Supervisors in P.W.D. and the certificate holders can continue their parity with Draftsman Grade II. The Radio Supervisors who are diploma holders are placed in the revised scale of Rs. 700—1,200. Certificate holders are placed in the revised scale of Rs. 575—950.

Translators Grade I: (Rs. 480—900).

Anomaly claimed is in not allowing Rs. 530—1,050 allowed to Librarian Grade I in the same Department.

This post is not found in Schedule II of G.O. Ms. No. 180, Finance, dated 15th July, 1975. Prior to 1969 Librarian and Translator were in the same scale but in 1974 revision Librarian Grade I was given higher pay. The duties obviously are different and are not comparable. This is a promotion post for Translators Grade II in Rs. 410—750, the educational qualifications being a Degree with experience of translation work. For a Librarian, the additional qualification in Library Science is required. Even the Translators in Legislature and Law Departments, in the pre-revised scale of Rs. 300—600 are placed only in Rs. 480—900, though the duties and responsibilities of the latter can never be inferior to the Translators in the Information Department. The pay scale is quite adequate and they are placed in the revised scale of Rs. 750—1,300.

Junior Radio Engineer: (Rs. 480—900).

The scale is on par with Junior Engineer in Public Works Department. As Radio Supervisors with Diploma are promoted after 4 years of service and certificate holders with 6 years of service, no change is called for. They are placed in the revised scale of Rs. 750—1,300.

Librarian Grade I: (Rs. 530—1,050).

The present scale is adequate having regard to the qualifications and the feeder category of Librarians Grade II in Rs. 410—750 for which it is a promotion post. No change is called for. This is placed in the revised scale of Rs. 800—1,450.

District Public Relations Officers: (Rs. 530—1,050).

The anomaly claimed is in not allowing the scale on par with other District Officers. The request was for the scale of Rs. 700—1,200 on par with District Officers of Agriculture, Education, etc.

One Man Commission observed that it cannot be stated that they should be considered equal to Agriculture or Veterinary Officers, while recommending the scale of Rs. 300—600. They got the scale of Rs. 300—600 in the 1969 grouping. Pay Revision Commissioner in 1974 also observed "as correction of 1969 grouping, that parity with Tahsildar, Reception Officer, and S.O. is maintained" and they also derived the benefit of upward classification by one stage instead of remaining in Schedule I scale of Rs. 480—900. Comparison with Radio Engineer as claimed by them is also not appropriate as that post requires technical qualifications and the Assistant Radio Engineer is in a higher class in Andhra Pradesh Information Service Rules being in Class IV of that service as against Class VI for the District Public Relations Officers. This is also a feeder category to the post of Assistant Directors and can be filled by transfer from Superintendents and Translators Grade I who are in the scales of Rs. 430—800 and Rs. 480—900 respectively.

On account of the improved pay scales already given in 1974, there is no case for any revision and they are placed in the revised scale of Rs. 800—1,450.

Assistant Radio Engineer: (Rs. 700—1,200).

Anomaly claimed was in not giving a higher scale than Assistant Engineers in sister Departments, as this is a District post while Assistant Engineer is a Divisional post.

Two Man Committee enhanced their pay scale from Rs. 325—600 to Rs. 325—700. One Man Commission recommended equivalence with Assistant Engineers in Public Works Department which they had sought before that commission. Even in 1974 revision the parity with Assistant Engineer in Public Works Department is maintained. For the technical qualifications prescribed and considering the fact that it is also a promotion post for Radio Supervisors (Diploma holders) who are on par with Supervisors in Public Works Department the scale is adequate. They have also derived the benefit of upward classification by one stage in 1974 revision. The mere fact of being the District Officer does not confer any right for a higher scale and there is no such thing as District Office scale, which varies from Department to Department depending upon the peculiar features of the Department. They are placed in the revised scale of Rs. 1,050—1,600.

Information Officer: (Rs. 700—1,200).

For direct recruitment one must hold a Post Graduate Degree or a Degree 1st or 2nd Class in Public Administration and Political Science and Diploma in Journalism with three years experience of Journalism. The present scale is on par with Assistant Directors of

other Departments and is also adequate for the qualifications. No change is called for. They are placed in the revised scale of Rs. 1,050—1,600.

Assistant Directors: (Rs. 700—1,200).

The anomaly claimed is in not allowing the scale of Rs. 900—1,450 on par with Assistant Director of Animal Husbandry.

Comparison with Animal Husbandry Department is inappropriate. One Man Commission recommended Rs. 350—750 to this post but due to grouping they got the scale of Rs. 400—800. Even in 1974 revision, they were placed in Rs. 700—1,200 instead of Schedule I scale of Rs. 600—1,100. This is a promotion category for District Public Relations Officers in the scale of Rs. 530—1,050; there is no case for any revision and they are placed in the revised scale of Rs. 1,050—1,600.

Deputy Director: (Rs. 900—1,450).

The anomaly claimed was in not allowing parity with Deputy Director of Animal Husbandry. Comparison with Animal Husbandry Department is inappropriate.

One Man Commission recommended the scale of Rs. 600—1,000 thereby raising the maximum of their pre-revised scale and they got the benefit of the scale of Rs. 700—1,100 in the 1969 grouping. By a separate order in June, 1976 they were given Rs. 900—1,450 instead of in Schedule I scale of Rs. 850—1,425. This is a promotion category for Assistant Directors in Rs. 700—1,200 and by transfer it can be filled from Deputy Collectors or Assistant Secretaries to Government. From all these points of view the scale is quite adequate and they are placed in the revised scale of Rs. 1,300—1,900.

Director: (Rs. 1,200—1,800).

The status of a Non-I.A.S. Director was that of Ex-Officio Deputy Secretary to Government in the scale applicable to non-cadre Deputy Secretaries and considering the feeder post, the scale is adequate. This is placed in the revised scale of Rs. 1,600—2,200.

INSURANCE DEPARTMENT

L.D. Accountants: (Rs. 250—430).

The request was for the pay scale of Rs. 260—450, as the duties and responsibilities are arduous and technical and the pay scale need not be treated on par with the common pay scale prevailing in other Departments. This is by direct recruitment and the minimum general educational qualification is sufficient. They may remain in the present scale and be placed in the revised scale of Rs. 425—650.

Bradma Operator: (Rs. 290—520).

The pay scale of Rs. 290—520 was allowed according to the orders issued in G.O. Rt. No. 1156. Finance, dated 22nd June, 1978. Prior to this date they were in the pay scale of Rs. 250—430. As the pay scale of Rs. 290—520 has been allowed very recently no change is called for and they are placed in the revised scale of Rs. 500—800.

U.D. Accountants: (Rs. 310—560).--

The request was to give the pay scale of Rs. 340—640 in view of the technical nature of duties and responsibilities in other Departments. Parity with Upper Division Clerk may therefore be maintained as at present. They are placed in the revised scale of Rs. 530—850.

Assistant Director: (Rs. 700—1,200).

The request was for the pay scale of Rs. 850—1,425 in view of the technical nature of duties and responsibilities.

This is a promotion post for Superintendents with five years of service and in most of the Department's Assistant Directors are in the pay scale of Rs. 700—1,200. In the 1974 revision, this has been placed one classification above the corresponding Schedule I scale of Rs. 600—1,100. The existing pay scale is high for an ordinary Graduate recruited through the Public Service Commission without a competitive examination and even as a promotion post from Superintendents the gap is wide. They may remain in the present scale of pay and be placed in the revised scale of Rs. 1,050—1,600. Government may consider inclusion further for recruitment by competitive examination.

Regional Deputy Director: (Rs. 850—1,425).

The request is for the pay scale of Rs. 1,000—1,550.

This is a newly created category in the Department recently. To maintain the relative position with the higher post of Director and the feeder category of Assistant Director the present scale of pay is adequate. This is placed in the revised scale of Rs. 1,250—1,800.

Director: (Rs. 1,000—1,550).

The anomaly pointed out was in not giving the pay scale on par with the Directors of other Departments. The request was for the pay scale of Rs. 1,400—1,925. The One Man Commission has observed that the salary of the Secretary, A.P.G.L.I. is on par with the Examiner of L.F. Audit and recommended the pay scale as applicable to Examiner of Local Fund Audit. The P.R.C. in 1974 has also observed that it will be on par with Examiner of Local Fund Audit while recommending the pay scale of Rs. 1,000—1,550 and this was placed one stage above the corresponding Schedule I scale of Rs. 900—1,450.

The position in regard to the Examiner of Local Fund Audit has undergone a change in that he has been declared as a separate Head of the Department and the responsibilities of the Director of Local Fund Audit are not comparable with the Director of Insurance. It is however seen that the Regional Officers, Deputy Directors are created in the pay scale of Rs. 850—1,425 which would be a feeder category for this post. In view of this and the responsibilities of the post, this is placed in the revised scale of Rs. 1,500—2,100.

JAGIR ADMINISTRATION

Personal Assistant to Jagir Administrator: (Rs. 600—1,100).

It was stated that the post of Personal Assistant to Jagir Administrator is presently held by a Selection Grade Deputy Collector. But he does not get any special pay normally given to the Deputy Collectors posted as Personal Assistants to the Heads of the Departments. The request was therefore for a sanction of suitable special pay and residential peon allowance.

Pay Revision Commissioner 1974 while recommending the pay scale of Rs. 600—1,100 has placed this category one stage below the District Treasury Officer but the special pay as Personal Assistant to Administrator was to continue. As no anomaly in the pay scale has been pointed out this is placed in the revised scale of Rs. 900—1,500.

In regard to the request for the special pay to the Special Grade Deputy Collector holding the post at present and for the residential peon allowance the recommendations in the Chapter of Special Pays and Compensatory Allowances may be referred to.

Superintendent: (Rs. 430—800).

The request was to give the pay scale on par with the corresponding posts in the Public Service Commission.

Parity with Superintendents in Andhra Pradesh Public Service Commission is not appropriate. It is a common category and the pay scale for Superintendents as under common categories will apply for this post also.

Upper Division Clerk/Lower Division Clerk/Typist:

The request was to allow the pay scales on par with the corresponding posts in the Public Service Commission. The pay scale for these categories in the Public Service Commission is not different from the present pay scales applicable to them. These being common categories, the pay scales under the common categories will apply for these categories also.

JAWAHAR BAL BHAVAN

Fishermen:

There are two posts of Fishermen, one carrying the fixed pay of Rs. 60 and other the fixed pay of Rs. 50 with usual allowances. They are reported to work in the aquarium and it is also stated that they are full-time employees. The request was for the regular pay scale as for Attenders *i.e.*, Rs. 165—250.

If they are full time employees, they may be placed in the pay scale as applicable to last grade employees. No recruitment rules are available for this category and the Department may take necessary action to frame rules for this category.

Book Bearer: (Rs. 165—250).

No recruitment rules have been approved for this category. Hence they are placed in the revised scale of Rs. 290—425.

Boatman/Bhoi/Aya/Conductor-cum-Cleaner: (Rs. 165—250).

No *ad hoc* rules have been issued for these categories also. They are placed in the revised scale of Rs. 290—425.

Carpenter: (Rs. 180—350).

This is not included in Schedule II in 1974 revision and hence it is in the Schedule I pay scale of Rs. 180—350. *Ad hoc* rules for this post have not been approved but in the proposed *ad hoc* rules, the qualifications proposed are study up to 5th class and one must possess a certificate in Carpentry or must have practical experience for not less than two years. This may remain in the present scale and be placed in the revised scale of Rs. 350—550.

Library Attender: (Rs. 180—350).

In the draft *ad hoc* rules proposed by the Department this can be filled in by direct recruitment or by transfer from any other class or category or service and one must have passed 7th class. In view of the proposed qualifications the existing pay scale is adequate and this is placed in the revised scale of Rs. 350—550.

Juitor Sitar Instructor: (Rs. 250—430).

In the 1974 revision, the previous P.R.C. recommended the pay scale of Rs. 250—430 as for corresponding Teachers posts in that scale. In the draft *ad hoc* rules proposed by the Department one must be able to read and write in any other Regional languages other than his mother-tongue and must possess a diploma in the branch from a recognised Institute or must have undergone training for three years under a teacher of repute in the subject. This may remain in the present scale and be placed in the revised scale of Rs. 425—650.

Card Writers: (Rs. 250—430).

In the draft *ad hoc* rules proposed by the Department one must be in possession of minimum general educational qualification and must possess a certificate in Library Science. If the qualifications above are approved by the Government they will be placed in the revised scale of Rs. 450—700 provided the holder of the post possesses the above qualifications. If the holder of the post does not possess technical qualifications he will be in the revised scale of Rs. 425—650.

Junior Sculptor/Papier Machine Expert: (Rs. 250—430).

In the draft *ad hoc* rules proposed by the Department one must have passed 7th class and must have a recognised certificate in Papier Machine and Sculptor or must have three years experience in the field and must be able to design any required masks for dramas and dances. This category derived upward classification in the 1974 revision instead of remaining in the Schedule I scale of Rs. 240—420. No change is called for and this is placed in the revised scale of Rs. 425—650.

Music Teacher (Grade II): (Rs. 250—430).

There is another category of Music Teacher in the higher scale of pay of Rs. 290—520. In view of the existence of the same category in different pay scales, the Music Teachers in the lower scale of Rs. 250—430 may be designated as Music Teachers Grade II.

The P.R.C. in 1974 had recommended the pay scale of Rs. 250—430 as for Music Teachers in Education Department in the previous scale of Rs. 96—200. The pay scale of this category having been equivalent to the Secondary Grade Trained Teachers (Ordinary Grade), the parity with the Secondary Grade Trained Teachers may be continued. This is placed in the revised scale of Rs. 450—700.

Laboratory Assistant: (Rs. 250—430).

This category has been placed in a classification higher than the corresponding Schedule I scale of Rs. 240—420. The recruitment rules have not been approved for any of the posts in Jawahar Bal Bhavan. In the absence of the *ad hoc* rules approved by the Government this is placed in the revised scale of Rs. 425—650. The question of the review of the pay scale of this category may be considered by Government after the *ad hoc* rules are approved.

Photographer: (Rs. 260—450).

The P.R.C. in 1974 had recommended the Schedule I scale of Rs. 260—450 for this category as for Photo Assistants in the Archaeology and Museums Department. Though the *ad hoc* rules have not been approved, yet in the draft *ad hoc* rules proposed by the Department one should have a minimum general educational qualification and must possess a Diploma in Photography. Under common categories the standard scale for Assistant Photographer in the 1974 revision is Rs. 275—475. In view of the proposed qualifications this category is placed in the revised scale of Rs. 475—760.

Film Operator: (Rs. 275—475).

Under common category the standard scale for Film Operator is Rs. 275—475. Hence this is placed in the revised scale of Rs. 475—760.

Drama Organiser: (Rs. 290—520).

The P.R.C. in 1974 had recommended the corresponding Schedule I scale for this category. In the proposed draft *ad hoc* rules, the qualifications proposed are minimum general educational qualification plus a Diploma or certificate or experience of three years in the field of creative dramatics for children. No change in the present pay scale is called for and this is placed in the revised scale of Rs. 500—800.

Electrician: (Rs. 290—520).

In the proposed draft *ad hoc* rules, the qualifications are minimum general educational qualification with I.T.I. certificate in the Trade of Electrician and experience of two years. This may remain in the present scale and be placed in the revised scale of Rs. 500—800.

Thabala Accompanist: (Rs. 290—520).

The P.R.C. in 1974 had recommended the corresponding classification. In the proposed draft *ad hoc* rules one must be able to read and write and lecture in Telugu or Hindi and must have undergone regular training for at least three years under a teacher of repute with practical experience of two years preference being given to these who have studied up to S.S.L.C. and who knows Mrudangam. This may remain in the present scale and be placed in the revised scale of Rs. 500—800.

Physical Training Instructors: (Rs. 290—520).

The P.R.C. in 1974 had recommended the pay scale of Rs. 290—520 as for corresponding teachers posts. The present pay scale is on par with the Physical Training Instructors in the Education Department in the scale of Rs. 290—520. This may remain in the present scale and are placed in the revised scale of Rs. 500—800.

Modeller-cum-Sculptor: (Rs. 290—520).

The P.R.C. in 1974 had placed this category one stage above the Schedule I scale of Rs. 275—475 while recommending the pay scale of Rs. 290—520. According to the draft *ad hoc* rules proposed by the Department one must possess minimum general educational qualification and a certificate or Diploma from the College of Fine Arts in Sculpture and Modelling. This may remain in the present scale and be placed in the revised scale of Rs. 500—800.

Swimming Instructor: (Rs. 290—520).

The present scale of pay is equivalent to Craft Instructors in the Education Department. This may remain in the present scale and be placed in the revised scale of Rs. 500—800.

Dance Instructor: (Rs. 290—520).

According to the draft *ad hoc* rules proposed by the Department one must possess minimum general educational qualification and a certificate course or a Diploma. The present scale of pay is on par with the Music Teachers in this Institution and the same parity may be maintained. This is placed in the revised scale of Rs. 500—800.

Music Teacher: (Rs. 290—520).

Though *ad hoc* rules have not been approved yet in the proposed draft *ad hoc* rules one should be a graduate in music or must have minimum general educational qualification with a Diploma in music with five years experience. The present scale is on par with the Music Instructors in the Education Department. The same parity may be maintained. This is also placed in the revised scale of Rs. 500—800.

Caretaker: (Rs. 290—520).

The anomaly pointed out was that parity with the U.D.C. has been disturbed in 1974 revision. The request was to give the pay scale as applicable to U.D.C.

The P.R.C. in 1974 had recommended the corresponding Schedule I scale of Rs. 290—520 for this category. Though the *ad hoc* rules have not been approved, yet in the proposed draft *ad hoc* rules, this can be filled in by transfer from any other class or category or service from Physical Training Instructors with not less than 10 years of service or by promotion from any other class or category of service in the Bal Bhavan and one should be a graduate with five years of service in Bal Bhavan.

Physical Training Instructors in Education Department are in the pay scale of Rs. 290—520. It is however seen that this post has been allowed a special pay of Rs. 30 in G.O. Ms. No. 17, Education and Social Welfare, dated 9th May, 1973. This is placed in the revised scale of Rs. 550—900 merging the existing special pay. Special pay will not be admissible after fixation of pay in the above revised scale.

Librarian Grade II: (Rs. 310—560).

The P.R.C. in 1974 had placed this on par with Assistant Librarian Grade II in the Libraries Department and this has derived the benefit of the upward classification by one stage in the 1974 revision. In the proposed draft *ad hoc* rules, the qualification is a Graduate with Diploma in Library Science. The pay scale as comparable to the Assistant Librarian Grade II in Libraries Department will apply here also as the proposed qualifications are similar. This is placed in the revised scale of Rs. 530—850.

Librarian Grade I: (Rs. 410—750).

This has derived upward classification instead of remaining in the Schedule I scale of Rs. 360—700.

As per the draft *ad hoc* rules, the recruitment is by promotion from Librarian Grade II and one should be a Graduate with Diploma in Library Science. The present scale of pay is on par with the Assistant Librarian Grade I in the Libraries Department. The same scale of pay as applicable to the Assistant Librarian Grade I in the Libraries Department will apply here also, thus placing it in the revised scale of Rs. 650—1,100.

Science Teacher: (Rs. 430—800).

The pay scale is on par with the Trained Graduate Teacher Grade I. According to the proposed draft *ad hoc* rules qualification for direct recruitment is a degree plus a teaching degree *i.e.*, B.Ed. The proposed qualifications correspond to the qualifications for Trained Graduate Teachers Grade II in the Education Department. Hence this is placed in the revised scale of Rs. 575—950 as applicable to the Trained Graduate Teacher Grade II in the Education Department if it is filled by direct recruitment. The existing incumbent in the pay scale of Rs. 430—800 will have the revised scale of Rs. 700—1,200 as personal to him. If this post in the Bal Bhavan is held by Trained Graduate Teachers Grade I from the Education Department, they will continue to draw the scale of pay applicable to Trained Graduate Teachers Grade I in Education Department.

Senior Art Instructor: (Rs. 280—345). (T).

This post is said to be in the Telangana scale of Rs. 280—345 which was the erstwhile Hyderabad Telangana scale for Teachers. In G.O. Ms. No. 336, Education, dated 17th March, 1976, the above Telangana scale stood revised to Rs. 430—800. It is said that the above orders have not been made applicable in the incumbent of the post in Jawahar Bal Bhavan. In view of the above orders, the existing incumbent in the above Telangana scale may have the benefit of the revised scale of Rs. 700—1,200 as personal to him.

Having regard to the qualifications prescribed for this post, this is placed in the revised scale of Rs. 575—950 which would apply to the future incumbents.

Director: (Rs. 900—1,450).

P.R.C. in 1974 had recommended this scale on par with District Educational Officer/Deputy Director of Public Instruction. *Ad hoc* rules have not been issued for this post also. This may remain in the present scale and be placed in the revised scale of Rs. 1,300—1,900.

JUDICIAL DEPARTMENT

Process servers: (Rs. 165—250).

No anomaly pointed out but the request was for the pay scale of Rs. 180—350 as they carry more responsibilities than attenders.

They belong to the last grade service with ability to read and write the ground that prior to the issue of the orders in G.O. 356, Finance, given the revised scale of Rs. 290—425.

Copyists: (Rs. 175—300).

The request was for parity with the Copyists of the High Court on the ground that prior to the issue of the orders in G.O. 356, Finance, dated 15th December, 1975 the pay scales of the Copyists in the Mofussil Courts as well as in the High Court was one and the same. The request was for the pay scale of Rs. 250—430 as sanctioned for the Copyists of the High Court.

Copyists in the Judicial Department presently get remuneration at 7½ paise for every 100 words in excess of 42,000 words besides pay in the regular pay scale of Rs. 175—300. In the case of High Court the system of remuneration for extra words copying has been dispensed with and the copyists in the High Court have been equated with the Typists in the 1974 revision. The qualification required for recruitment to this category is that one should pass the Government Technical Examination in Typewriting by Lower Grade. When the qualifications are the same as for a Typist they can be allowed the same pay scale as for a Typist. The archaic system of payment of remuneration for extra words should also be dispensed with as in the case of High Court. The existing recruitment rules wherein the Copyists are the feeder categories for Amins and Typists would require suitable amendment if these Copyists are to be placed on the pay scale for a Typist.

If however, the Government does not consider it feasible to amend the recruitment rules and if the old system of payment of remuneration for extra words is to be continued then the Copyists to be in the revised scale of Rs. 350—550.

Amins and Bailiffs: (Rs. 180—350).

The request was for the pay scale on par with Shroffs and Cashiers on the ground that the pre-revised scale of pay for this post was equivalent to these categories.

The P.R.C. 1974 recommended the pay scale of Rs. 180—350 (*i.e.*) corresponding Schedule I scale. The post can be filled in directly or by promotion from the lower category, the qualification required for a direct recruit being minimum general educational qualification, whereas in the case of promotees no such minimum general educational qualification is necessary. On account of the nature of their duties, notwithstanding the educational qualification, they be placed in the revised scale of Rs. 410—625.

Copy-holder: (Rs. 240—420).

The request was for parity with L.D.C. as it was equal to that of L.D.C. prior to 1974.

As this is not included in Schedule II in 1974 revision this post is in the Schedule I scale. The recruitment rules have not been made available. However they may be placed in the revised scale of Rs. 425—650 subject to the department suitably prescribing educational qualifications as for L.D.C. for this category also.

Readers/Examiners: (Rs. 240—420).

The request was to allow the same pay scale as for L.D.C. on the ground that the pre-74 scale was equivalent to that of L.D.C. These posts were not included in Schedule II in 1974 revision and hence it is in the Schedule I scale of Rs. 240—420.

Readers and Examiners in the High Court and in the Subordinate Courts were in the same pay scale prior to 1974. But the scale of pay of the Reader and Examiners in the Higher Court have been revised to Rs. 250—430 in the 1974 revision. Minimum general educational qualification is prescribed for this category also. They are therefore placed in the revised scale of Rs. 425—650.

However under the existing rules the Examiner and Reader is a feeder category for the L.D.Cs. post. The Department may consider amendment of the present rules.

Junior Superintendents of Copyists/Assistant Nazirs/Assistant Superintendents of Copyists: (Rs. 250—430).

These categories had parity with the L.D.Cs. in all the earlier revisions. They may continue to maintain the same parity.

U.D. Bench Clerk/U.D. Record Keeper/Head Clerk, Sub-Court/Record Keepers, District Courts/Senior Superintendents of Copyists/Deputy Nazir Munsiff Magistrate Court/Bench Clerk, District and Sub-Court: (Rs. 310—560).

No anomaly was pointed out. But the request was to equate these posts with the U.D. Revenue Inspectors. In view of the parity with the pay scale of U.D.C. in all the earlier revision the same parity may be maintained.

Head Clerks of the District Munsiff Courts: (Rs. 320—580).

No anomaly was pointed out but the request was for the pay scale of Rs. 360—700.

The T.M.C. did not agree for giving a separate scale on a level higher than that of a U.D.C. The P.R.C. 1974 recommended Rs. 320—580 higher than that of a U.D.C. and placed it on par with Translators. The qualification prescribed is only a minimum general educational qualification. No change in the present scale is called for and

they have already got upward classification by two stages in 1974 revision instead of remaining in the Schedule I scale of Rs. 290—520. They are placed in the revised scale of Rs. 550—900.

Translators: (Rs. 320—580).

The request was for the pay scale of Rs. 430—800.

The P.R.C. 1974 recommended a pay scale of Rs. 320—580 one stage above the U.D.C. without Special Pay as recommended by the High Court in 1969. The request for parity with Deputy Tahsildar is not appropriate and this category never had a pay scale equal to that of Deputy Tahsildar. The present scale of pay is adequate and they be given the revised scale of Rs. 550—900.

Manager, Public Prosecutors' Office/Government Pleaders' Office/ Advocate-General's Office, Editor, I.L.R. (A.P.) Series: (Rs. 340—640).

The request was for the pay scale on par with Section Officers of High Court. The post of Manager in the Advocate-General's Office was considered by the previous P.R.C. in 1974 and he has recommended the pay scale of Rs. 340—640, placing them 2 stages above the corresponding Schedule I scale of Rs. 310—560. The Managers in the other offices mentioned above have also been allowed the pay scale of Rs. 340—640 by Government. Appointment shall be made to this post by promotion from a post on the next lower rate or scale of pay in the same category or in any other category in Division I or if no qualified and suitable person is available for such promotion, Promotion from a post on the next lower rate or scale of pay further below including L.D. Clerks etc. The qualifications are minimum general educational qualification and a pass in the Judicial tests. Having regard to the feeder categories from which this could be filled in, present scale of pay is adequate and they be given the revised scale of Rs. 575—950.

Head Clerks (District Courts) (City Courts)/Sheristadars (Sub-Courts)/ Central Nazirs: (Rs. 340—640).

Though no anomaly was pointed out the request was for the pay scale of Rs. 430—800.

The T.M.C. had observed that they are already enjoying a scale higher than that of a U.D.C. and did not suggest any higher scale of pay. The O.M.C. has also observed that the position cannot be as high as an Office Superintendent nor can they be equated to Deputy Tahsildars. The P.R.C. 1974 has placed them one stage above Translator while recommending Rs. 340—640. Being a promotion post from the lower category in the lesser scales of pay and having derived upward classification in 1974 revision by 2 stages instead of remaining in the Schedule I scale of Rs. 310—560. The present scale of pay is adequate. Comparison with Deputy Tahsildar in the scale of Rs. 430—800 is not appropriate as already observed by the earlier Commission. They are placed in the revised scale of Rs. 575—950.

Superintendents (Government Pleaders' Office): (Rs. 430—800).

They are apparently equivalent to the Sheristadars of District Courts including Superintendents of the City Courts as the pre-74 scale of Rs. 225—450 was identical to the above posts. The pay scale as applicable to Sheristadars of the District Courts will apply for this category also.

Sheristadars, District Courts and Sessions Courts in Andhra and Superintendents, District Courts and Session Courts in Telangana area including Superintendents of City Courts:

The scale is Rs. 430—800.

The request was to sanction the pay scale on par with Tahsildars. The T.M.C. has stated there can be no comparison of these posts to the Huzur Sheristadar (Tahsildars).

The O.M.C. recommended a pay scale on par with Tahsildars considering the meagre chances of promotion and the qualifications and knowledge required but due to the grouping pattern of 69 they were placed in the scale of Rs. 225—450. The P.R.C. 1974 has recommended the pay scale of Rs. 430—800 on par with Head-Clerks in the Collectorates and they have been placed in a classification higher than the corresponding Schedule I scale of Rs. 410—750. The Sheristadars of the Judicial Department were in a lower scale than the Huzur Sheristadars of the Reveue Department. Having regard to the qualifications and feeder categories from which this could be filled in and also having regard to the promotion post of Second Class Judicial Magistrate which is on par with Tahsildar. The present equivalence for this category with Deputy Tahsildar is adequate. Comparison with posts in the higher scale in the High Court is not also appropriate. They are placed in the revised scale of Rs. 700—1,200.

Judicial Second Class Magistrates: (Rs. 530—1,050).

No anomaly was pointed out. The request was for the pay scale of Rs. 750—1,300 on the ground of late stage of initial recruitment and the qualifications necessary under the rules.

The O.M.C. recommended a pay scale on par with Tahsildars.

The P.R.C. 1974 has also recommended the pay scale of Rs. 530—1,050 maintaining the parity with Tahsildars. The pay scale for this category was always on par with Tahsildars and in 1974 revision they have been placed in a classification higher than the Schedule I scale of Rs. 480—900. The present relative position with the feeder categories as well as with the promotion category of District Munsiff is adequate. They are placed in the revised scale of Rs. 800—1,450.

In view of the changed position in 1974 revision for the Bench Clerks, Shorthand Writers of the High Court, the existing rule position providing for transfer from these categories may require suitable amendment which the Government may consider and take appropriate action.

District Munsiffs including Assistant Judges of the City Civil Court, Metropolitan Magistrates and Judicial Magistrate, First Class:

The pay scale is Rs. 750—1,300.

No anomaly was pointed out. The request was for a higher pay scale. The O.M.C. recommended a pay scale on par with Deputy Collector. The P.R.C. also recommended a pay scale of Rs. 750—1,300 maintaining the parity with Deputy Collector. The pay scale for these categories has always been on par with Deputy Collectors and in 1974 revision they have also been placed in a classification higher than the Schedule I scale of Rs. 700—1,200. The present scale of pay is adequate and they be given the revised scale of Rs. 1,150—1,700.

Sub-Judges including Additional Judges Small Causes and City Civil Courts: (Rs. 900—1,450).

It was stated that the pay of the Sub-Judges was anomalous as it was mostly overlapping with the pay scales of Munsiff-Magistrate. The request was to sanction the pay scale of Rs. 1,400—2,000. The P.R.C. 1974 recommended the pay scale of Rs. 900—1,450 on par with Selection Grade Deputy Collectors and taking into account the revised junior scale of I.A.S. Thus these posts which were one stage below the Selection Grade Deputy Collector previously has got the benefit of higher pay scale in 1974 revision by one stage instead of remaining in the Schedule I scale of Rs. 850—1,425. This is normally filled in by promotion from District Munsiff in the pay scale of Rs. 750—1,300 and the relative position is adequate and they be given the revised scale of Rs. 1,300—1,900.

District and Sessions Judges Grade II including Additional Judge, City Civil Court, Small Causes Court, Chief Metropolitan Magistrate and Metropolitan Sessions Judges: (Rs. 1,400—2,125).

No anomaly was pointed out but the request was for the pay scale of Rs. 2,000—2,500 considering the onerous duties performed by them and relative short tenure of 5 or 6 years of service that a member of the State Judicial Service promoted as District Judge would normally enjoy.

The P.R.C. 1974 recommended the pay scale of Rs. 1,400—2,125 with a shorter span of 10 years on the same consideration which the O.M.C. has taken into account and he has also taken into account the revised senior time scale of I.A.S. in fixing the minimum at Rs. 1,400. Appointment to this category is by transfer from amongst the Sub-Judges or by direct recruitment from Bar. The person for appointment from the Bar shall be an Advocate or a Pleader of not less than 7 years standing at the Bar. The present scale is adequate and they be given the revised scale of Rs. 1,800—2,500.

District and Sessions Judges Grade I including Chief Judge of City Civil Court and Small Causes Court: (Rs. 2,500).

No anomaly was pointed out but they wanted that late entry, minimum service at the Bar and the other duties they discharge in

the supervision of Subordinate Courts in the District etc., should be taken into account in fixing their pay.

The request was for the pay scale of Rs. 2,750—3,000.

The P.R.C. 1974 recommended a pay of Rs. 2,500 on par with Secretaries to Government, Law and Legislature and Registrar of High Court and this is also the minimum of the super-time scale of the I.A.S. Appointment to this category shall be made from the District and Sessions Judge Grade II. The present scale of pay is the same as that of Secretary to Government, Law, Legislature and Registrar of High Court. They may maintain parity with Secretary to Government, Law and the pay scale recommended for the Secretary to Government, Law will apply here also, namely Rs. 2,500—125/2—2,750.

LABOUR DEPARTMENT

Bill Collectors: (Rs. 180—350).

The anomaly pointed out was that the pay scale of Drivers and Shroffs who were in the same pre-revised scale of Rs. 80—160 have been allowed a higher pay scale which has not been extended to this category. The request was for the pay scale on par with Drivers and Shroffs.

Pay Revision Commissioner 1974 has not discussed this post in this Department and hence it is in the Schedule I scale of Rs. 180—350. Bill Collectors in Municipal Corporation of Hyderabad and Municipalities as well as Bill Collectors in Commercial Taxes Department in the pre-revised scale of Rs. 80—160 have been allowed the pay scale of Rs. 240—420. The qualification for this category in this Department is V Form and persons appointed by transfer must have passed III Form with 5 years of service. They are placed in the revised scale of Rs. 410—625 as a left over category in 1974 revision.

Nursery School Teachers: (Rs. 250—430).

The request was for parity with Teachers in Education Department. The existing pay scale is on par with Secondary Grade Trained Teachers in the Education Department. The pay scale as determined for Secondary Grade Trained Teachers (Ordinary Grade) in the Education Department will apply for this category, as well as for Adult Education Teachers.

Games Supervisor: (Rs. 250—430).

The request was for parity with Physical Training Instructors. The qualification prescribed for this category is S.S.L.C. and one must be a good sportsman with capacity to organise games and sports, etc. The pay scale was on par with Secondary Grade Trained Teachers (ordinary grade) in the earlier revisions. Comparison with Physical Training Instructors in the Educational Institutions is not appropriate. They may, therefore, maintain the same parity with the Secondary Grade Trained Teachers (ordinary grade).

Audio-visual Incharge: (Rs. 275—475).

The anomaly pointed out was that the pre-revised scale for this category was the same as that of Refrigerator Mechanic/Health Inspectors which have been allowed a higher pay scale. The request was for a higher scale for this category.

The Audio-visual Incharge is only a Cinema Operator post. Though this was not discussed by the Pay Revision Commissioner 1974 under the Labour Department, this finds a place under common category with a standard pay scale of Rs. 275—475 as recommended by the Pay Revision Commissioner for the Cine-Operators/Audio-visual Incharge.

Comparison with Health Inspectors or Refrigerator Mechanic in the Fisheries Department is not relevant. The qualification prescribed is a pass in Second Form with one year experience in Cinema Operations, preference being given to those who have passed examination conducted by the Board of Examiners for Cine Operators. The revised scale as recommended for Cine Operators under common categories would apply.

Health Visitors: (Rs. 290—520).

The anomaly pointed out was that the parity with Health Visitors in the Medical Department was disturbed in the 1974 revision.

This post was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 290—520. As this category had parity with the Health Visitors in the Medical and Health Department, they are placed in the revised scale of Rs. 530—850 as a left-over category.

Assistant Draughtsman: (Rs. 290—520).

Though this post was not discussed by the Pay Revision Commissioner 1974 it was subsequently included in Schedule II in G.O. Ms. No. 265, Finance, dated 2nd July, 1977 approving the pay scale of Rs. 290—520 on par with Draftsman Grade III of the Public Works Department. They may maintain parity with the Draughtsman Grade III of the Public Works Department.

Executive Assistant: (Rs. 410—750).

The anomaly pointed out was that the pre-1974 scale of pay was on par with the Superintendents of the Directorate but the same has not been allowed in the 1974 revision. The request was for the pay scale of Rs. 430—800 on par with the Superintendents of the Directorate.

Though this was not discussed by the Pay Revision Commissioner 1974 it was subsequently included in Schedule II approving the pay scale of Rs. 410—750. This is a promotion post for Upper Division Clerk and the present scale of pay can be considered to be adequate. They are placed in the revised scale of Rs. 650—1,100.

Welfare Organiser: (Rs. 410—750).

The anomaly pointed out was that the pre-1958 scale of pay for this post was the same as that of Inspector of Police. The request was for the pay scale of Rs. 480—900 whereas the Commissioner of Labour has recommended the pay scale on par with Deputy Tahsildars/ Assistant Commercial Tax Officers, etc.

Though the pre-1958 scale of pay was identical with that of Inspector of Police, in the 1958 revision the Inspector of Police was placed in a higher scale, apparently taking into account the responsibilities of the Inspectors of Police. Comparison with Inspectors of Police is not relevant. The method of recruitment is by direct recruitment or by transfer in the ratio of 1:1 and the qualification is a Degree and a keen sportsman. This is said to be a feeder category for Labour

Officers along with Assistant Labour Officers in the same pay scale of Rs. 410—750. The present scale of pay is also on par with Assistant Labour Officer. They may maintain the parity with Assistant Labour Officers, who are placed in the revised scale of Rs. 650—1,100.

Assistant Inspector of Labour (now redesignated as Assistant Labour Officer): (Rs. 410—750).

The anomaly pointed out was that the pay scale prior to 1959 was the same as for Assistant Commercial Tax Officers/Deputy Tahsildars, etc., but the parity with Deputy Tahsildars and Assistant Commercial Tax Officers has been disturbed. The request was for the pay scale of Rs. 430—800 on par with Deputy Tahsildars/Assistant Commercial Tax Officers, etc.

The Two Man Committee had observed that they did not consider any revision necessary for the Assistant Inspectors of Labour and there can be no comparison between the duties of Assistant Inspectors of Labour and those of Deputy Tahsildars. The Pay Revision Commissioner has also observed that they had parity with Deputy Tahsildars prior to 1958 and placed them one stage below thereby reducing the disparity. Comparison with other posts is not relevant having regard to their nature of duties and responsibilities especially with regard to the Deputy Tahsildars and Assistant Commercial Tax Officers. The mode of recruitment is direct or by promotion from Upper Division Clerks and for direct recruitment the qualification is a degree. In view of the above position and as they have also derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 360—700, no change in their pay scale is called for and they be given revised scale of Rs. 650—1,100.

Labour Officers: (Rs. 530—1,050).

Under the rules it can be filled in by promotion from Assistant Inspectors of Labour (now Assistant Labour Officer) and from among the Superintendents in the Labour Department who are in the pay scale of Rs. 410—750 and Rs. 430—800. The present scale of pay as a promotion post for the above categories is adequate and they be given revised scale of Rs. 800—1,450.

Assistant Commissioner of Labour: (Rs. 600—1,100).

The anomaly pointed out was that before 1961 the pay scale for this category as well as for the Inspectors of Factories, Deputy Collectors were more or less the same, but in the subsequent revisions the scale of pay of these posts have not been increased as compared to the scale of pay for the other posts. The request was for the pay scale of Rs. 900—1,450, whereas the Commissioner of Labour has recommended to upgrade them to the previous category of Assistant Commissioner of Labour in the pay scale of Rs. 750—1,300.

This category had derived upward classification in the 1974 revision instead of remaining in the Schedule I scale of Rs. 530—1,050. For direct recruitment Graduation is the qualification. The previous posts of Assistant Commissioner of Labour in Rs. 750—1,300 have been

downgraded to those of Labour Officers in September, 1974. Merely because the previous Labour Officers are now designated as Assistant Commissioner of Labour cannot be an argument for upgrading these posts to the pay scale of Rs. 750—1,300. For the qualification prescribed in the rules the present scale of pay is adequate and they be given the revised scale of Rs. 900—1,500.

LEGISLATURE SECRETARIAT

Daroga/Telephone Clerk: (Rs. 180—350).

No anomaly was pointed out. The rules for this category have not been approved and these categories are presently in the Schedule I scale, the pre-1974 scale being Rs. 80—160. In the absence of the service rules, the mode of recruitment and the qualifications, it is difficult to review the pay structure for these categories. They are placed in the revised scale of Rs. 350—550.

Dubash, Legislative Council: (Rs. 180—350).

The anomaly pointed out was in not allowing the pay scale of Rs. 240—420 which is allowed to the Dubash in Assembly, although the duties and responsibilities and the qualifications and the rules for recruitment are the same. The request was for parity with the post of Dubash in the Assembly. It has been stated that the duties and responsibilities attached to the post of Dubash in the Council and in the Assembly and the rules for recruitment are similar but they are in different scales of pay right from 1958. But the anomaly in the pay scale for the Dubash in the Council was not brought to the notice of the earlier committees or commissions. In view of this position Dubash in the Council be placed in the revised scale of Rs. 410—625 on par with the Dubash in the Assembly.

Carpenters/Sargeant/Plumber/Electrician: (Rs. 240—420).

These categories were not brought to the notice of the P.R.C. in 1974 and they are in the Schedule I scale, the pre-1974 scale being Rs. 90—192. The rules for these categories have not been approved. In the absence of the rules it is difficult to review the pay scales of these categories. They may remain in the present scale and be given the revised scale of Rs. 410—625.

Librarian: (Rs. 360—700).

No anomaly was pointed out. This is also a post which was not brought to the notice of the P.R.C. in 1974 and hence it is in the Schedule I scale of Rs. 360—700, the pre-revised scale being Rs. 200—400. This post is said to be governed by the Ministerial Service Rules wherein the qualification is graduate plus a degree in Library Science or a diploma in Library Science and certificate holders can also be appointed if persons with degree or diploma in Library Science are not available.

This post has equivalence in pay scale with Assistant Librarian Grade I in the Libraries Department in all the earlier revisions and the qualifications are also similar. The Assistant Librarian Grade I in the Libraries Department is in the scale of Rs. 410—750. This is placed in the revised scale of Rs. 650—1,100, corresponding to the pre-revised scale of Rs. 410—750 as a left over category in the 1974 revision.

Caretaker: (Rs. 480—900).

No anomaly was pointed out. The department has stated that the rules for this category are under consideration. This was not discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale, the pre-revised scale being Rs. 300—600. This may remain in the present scale in the absence of the rules and be given the revised scale of Rs. 750—1,300.

Estate Officer: (Rs. 480—900).

No anomaly was pointed out. The pay scale was upgraded in 1967 from Rs. 180—375 to Rs. 250—560 and in 1969 grouping they have been placed in Rs. 300—600.

The One Man Commission observed that there are no prescribed qualifications and that as the scale of pay of the post was recently revised to Rs. 250—500 did not suggest any revision. This was also not discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale of Rs. 480—900, the pre-revised scale being Rs. 300—600. The department has stated that the rules for this category are also under consideration. This may therefore remain in the present scale and be given revised scale of Rs. 750—1,300.

Translators: (Rs. 480—900).

The anomaly pointed out was in not allowing the pay scale of Rs. 530—1,050 on par with Section Officers in the Secretariat as the earlier pay scales prior to 1974 were similar to that of Section Officer. The request was for the same scale of pay as for Section Officer of the Secretariat.

The One Man Commission observed that the work of the Translator is more or less similar to that of Assistant Translators in the Translation Department and that there is no reason why a higher scale of Rs. 250—500 should have been fixed for these posts and in fact he had suggested that in future they may be placed in the lower scale of Rs. 200—400. But they get the benefit of Rs. 300—600 in the 1969 revision due to the grouping pattern. The P.R.C. in 1974 had observed that they may continue in the existing scale giving reference to the earlier remarks of the O.M.C.

The Translators have filed a representation petition before the Administrative Tribunal requesting for the pay scale of Rs. 530—1,050 as applicable to Section Officers and Reporters in view of the equivalence in pay scale they had earlier. It has been observed by the Tribunal that it is a prerogative of the Government to fix the appropriate scale for any category of the Government employees having regard to the nature of work and duties, that the Translators constitute separate and distinct category from Reporters and Section Officers and having regard to the nature of duties it is within the competence of Government to fix a suitable pay for them, regardless of the fact that these categories enjoy the same pay scale previously. While dismissing this petition they have directed that the representation of the Petitioners should be considered on merits regardless of the fact that this is already in Schedule II.

The qualification to hold this post is said to be graduation with Telugu as one of the subjects. Though the scale of pay of the Translator has been identical to that of Section Officer and Reporter in the earlier revisions prior to 1974, the same cannot be an argument for continuing the parity taking into account various factors and job content. Similarly the argument that they are also eligible for promotion to the next higher category of Assistant Secretary to which Section Officer is also eligible for promotion is not valid as that is only an additional benefit given for promotion avenues. On the merits of the case, no change in the present scale is called for and they may be given the revised scale of Rs. 750—1,300.

Reporters: (Rs. 530—1,050).

The anomaly pointed out was in not allowing higher pay scale than that allowed to the Court-masters and Police Reporters whose scale of pay was less till the 1974 revision and in not maintaining parity with the District Social Welfare Officer and Assistant Controller of Weights and Measures Department. The request was for the pay scale of Rs. 750—1,300. This is placed by the P.R.C. in 1974 one stage above the corresponding Schedule I scale of Rs. 480—900.

Comparison with the posts of District Social Welfare Officers and Assistant Controller of Weights and Measures who were in a higher scale is not appropriate having regard to the nature of duties for those categories. As regards the other anomaly, in view of the constitutional position of the High Court and equation with the Secretariat posts, the Court-masters previously Shorthand writers are now equated with the Section Officers of the Secretariat. This changed position in the 1974 revision cannot be considered as an anomaly nor can be the basis for upward revision for this category. The fact that the Junior Reporters in the Police Department have been upgraded to Senior Reporters cannot also be an argument for upward classification here. This is also a feeder category for Assistant Secretaries along with the Section Officers. There is no anomaly and they may remain on par with the Section Officers.

LOCAL FUND AUDIT DEPARTMENT

Junior Auditors (L.D. Auditors): (Rs. 250—430).

The request was for parity with Junior Inspectors of Co-operative Societies, on the ground that the duties performed by the Junior Auditors are more arduous than those of the L.D. Accountants in Treasuries and Accounts and L.D. Clerks in the Ministerial Service. The qualifications required for recruitment to this category is the minimum general educational qualification. Comparison with Junior Inspector of Co-operative Societies is not relevant in view of the Intermediate qualification and 12 months in service training for that category. This category was on par with L.D. Accountant in the Treasuries and Accounts Department in all the earlier revisions.

Besides S.S.C. they have to undergo a 4 months in service training and equivalence with L.D. Clerk therefore looks unjust. They may be placed in the revised scale of Rs. 450—700 notwithstanding the equivalence with L.D. Clerk in the earlier revisions.

Senior Auditors (U.D. Auditors): (Rs. 310—560).

The request was for parity with the Extension Officers, Panchayats stating that the duties performed by the Senior Auditors are much more onerous than those of the U.D. Accountants in the Treasuries and the U.D. Clerks in Ministerial Services. The O.M.C. suggested the pay scale on par with U.D. Accountants in Treasuries and Accounts Wing as the duties correspond to them. P.R.C. in 1974 also recommended parity with the U.D. Accountants in the Treasuries.

For direct recruitment, a degree in Commerce or Economics or Maths. is the prescribed qualification. For a promotee from L.D. Auditor one must have passed the Local Fund Audit Departmental Test. In view, of their nature of responsibilities, the scale of pay as for U.D. Clerk is untenable. This category is placed in the revised scale of Rs. 550—900 notwithstanding the equivalence with U.D. Clerk in the past.

District Inspectors of Local Fund Audit: (Rs. 480—900).

The anomaly pointed out was in not allowing the pay scale of Rs. 530—1,050 on par with Tahsildars and Assistant Treasury Officers. The request was for parity with Tahsildars and Assistant Treasury Officers.

For direct recruitment, one should be a graduate. For a promotee, as well as direct recruitee one must pass the S.A.S. examination conducted by the A.P.P.S.C. The Two Man Committee recommended a higher start of Rs. 220 in the scale of Rs. 200—400. The O.M.C. had observed that the work of the District Inspector is of considerable importance. The P.R.C. in 1974 placed them one stage above the Sub-Treasury Officers although the request for parity with Tahsildar which was also represented before him was not conceded. In the

1974 revision they have been placed two stages above the Schedule I scale of Rs. 410—750. They are presently in a higher scale of pay than that of Deputy Tahsildar with which parity was sought before the Two Man Committee and they were never on par with Tahsildars. Comparison with Tahsildars is also not appropriate. They may remain in the present scale of pay and be given the revised scale of Rs. 750—1,300.

Audit Officers (Assistant Examiner of Local Fund Audit):
(Rs. 700—1,200).

The request was for parity with the Deputy Collectors in view of the duties and responsibilities. The O.M.C. observed that the work of these Officers is limited to Accounts and Audit and their pay does not call for any revision. The P.R.C. in 1974 recommended the scale of pay one stage below the Deputy Collector as at present and they have also derived the benefit of the upward classification in the 1974 revision instead of remaining in Schedule I scale of Rs. 600—1,100. They are placed in the revised scale of Rs. 1,050—1,600.

Deputy Director of L.F.A. (previously Deputy Examiner of L.F.A.):
(Rs. 850—1,425).

No anomaly was pointed out but the request was for parity with the Deputy Director, Transport, Survey and Land Records and Education i.e., Rs. 900—1,450. The O.M.C. suggested parity with the Deputy Director of Treasuries and Accounts. The P.R.C. in 1974 had also observed that he may be on par with the Deputy Director in the Treasuries and Accounts. In order to maintain a suitable relative position with the next higher post of Joint Director, the present scale is adequate notwithstanding the recommendation for Deputy Director of Treasuries and Accounts. This is placed in the revised scale of Rs. 1,250—1,800.

Joint Director of L.F.A.: (Rs. 900—1,450).

No anomaly was pointed out but the request was for the pay scale of Rs. 1,100—1,650 on par with Joint Registrar of Co-operative Societies in view of the nature of duties and responsibilities. This category was not discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale of Rs. 900—1,450. In view of the recommendation for the post of Director and also for the Deputy Directors post, this may be placed in the revised scale of Rs. 1,400—2,000 so that it can be two stages below the Director and two stages above the Deputy Director.

Director of L.F.A.: (Previously Examiner of L.F.A.):
(Rs. 1,000—1,550).

The request was for parity with the Director of Treasuries and Accounts (Rs. 1,300—1,800). The P.R.C. in 1974 observed that the post of Examiner is the independent one on the Audit side and carried heavy duties and responsibilities and recommended the pay scale of Rs. 1,000—1,550 which was one stage above the Schedule I scale of Rs. 900—1,450.

Subsequent to the revision in 1974 revision the post of Examiner of Local Fund Audit has been redesignated as Director of Local Fund Audit and declared as a separate Head of the Department. He is also the Chief Auditor of the State Trading Schemes and his predecessor was reported to have been allowed a special pay of Rs. 75 under Court Orders which was not extended to the subsequent holder of the post. Considering the duties and responsibilities as a separate Head of the Department, this may be placed in the revised scale of Rs. 1,600—2,200 as applicable to the post of Pay and Accounts Officer, Hyderabad, as the duties of the post within the same Finance Department are not less onerous than that of Pay and Accounts Officer which is a stationary post confined to one office.

MARKETING DEPARTMENT

Recorder: (Rs. 250—430).

The request was for the pay scale of Rs. 250—430. Orders have already been issued in G.O. Ms. No. 147, Finance, dated 29th May, 1978 approving the above pay scale for this category. They are placed in the revised scale of Rs. 425—650.

Tracers: (Rs. 260—450).

The request was for parity with their counterparts in the Public Works Department. The present scale of pay is already on par with the Tracers in the Engineering Department. They are, therefore, placed in the revised scale of Rs. 450—700.

Skilled Operator: (Rs. 260—450).

The request was for the pay scale of Rs. 290—520. This post was not discussed by the previous Pay Revision Commissioner and hence it is in the Schedule I scale of Rs. 260—450. Appointment to this post is by direct recruitment or by promotion from Laboratory Attenders with 5 years of experience; the qualification for direct recruitment being minimum general educational qualification. Being a promotion category for Laboratory Attenders in the pay scale of Rs. 165—250 and in view of the qualification prescribed the present scale is adequate. They are placed in the revised scale of Rs. 450—700.

Overseer (Sub-Overseers): (Rs. 290—520).

The request was for parity with their counterparts in the Public Works Department. In view of the orders issued in G.O. Ms. No. 147, Finance, dated 29th May, 1978 approving the above pay scale of Rs. 290—520, no anomaly is involved as the pay scale is on par with the Overseers in Public Works Department. They are placed in the revised scale of Rs. 500—800.

Draughtsman: (Rs. 290—520), (*Vide* G.O. Ms. No. 147, Finance, dated 29th May, 1978).

The above pay scale is on par with the Draughtsman Grade III in Public Works Department and no anomaly exists in the pay scale. They are placed in the revised scale of Rs. 500—800.

Assistant Market Superintendent: (Rs. 290—520). (*Vide* G.O. Ms. No. 147, Finance, dated 29th May, 1978).

The anomaly pointed out was that the pre-revised scale of Rs. 125—250 was on par with Station Officer in Fire Services Department who has been allowed Rs. 320—580. The request was for the pay scale of Rs. 410—750. It is not appropriate to compare this post with the Station Officer, Fire Services Department.

The promotion post of Junior Market Superintendent is in the pay scale of Rs. 310—560 and hence there is no justification for stepping up the pay scale of this post. This category has already derived the benefit of upward classification in the 1974 revision. They may, therefore, be given the revised scale of Rs. 500—800.

Grading Supervisors Grade II: (Rs. 310—560).

The request was for the pay scale of Rs. 410—750. This can be filled in by promotion from Records in the pay scale of Rs. 250—430. The present scale of pay is adequate and they be given the revised scale of Rs. 530—850.

Price Reporters Grade II: (Rs. 310—560).

The request was for the pay scale of Rs. 410—750. This is a promotion category for Assistant Market Superintendent and Record-ers who are in the pay scale of Rs. 290—520 and Rs. 250—430 respectively. The present scale of pay is adequate and they may be given the revised scale of Rs. 530—850.

Junior Market Superintendent: (Rs. 310—560) (*vide* orders issued in G.O. Ms. No. 147, Finance, dated 29th May, 1978).

The request was for the pay scale of Rs. 410—750. The duties of Junior Market Superintendent are not comparable with Secretaries of Market Committees where they may be deputed and the mere fact that they are deputed as Secretaries to Market Committees is not a valid ground to upgrade the scale of pay in this Department. The qualification prescribed for direct recruitment is only a degree. They may, therefore, remain in the present scale and be given the revised scale of Rs. 530—850.

Junior Chemist: (Rs. 310—560) (*vide* orders issued in G.O. Ms. No. 147, Finance, dated 29th May, 1978).

The request was for the pay scale of Rs. 410—750. This is by direct recruitment with degree in B.Sc. as the qualification. The present scale of pay is adequate and they may be given the revised scale of Rs. 530—850.

Computer: (Rs. 310—560). (*Vide* orders issued in G.O. Ms. No. 147, Finance, dated 29th May, 1978).

The request was for the pay scale of Rs. 410—750. The qualification for direct recruitment is only a Degree and this is also a promotion category for Record-ers in the pay scale of Rs. 250—430. The present scale of pay is adequate and they may be given the revised scale of Rs. 530—850.

Artist: (Rs. 320—580). (*Vide* orders issued in G.O. Ms. No. 147, Finance, dated 29th May, 1978).

This has derived the benefit of upward classification by two stages in the 1974 revision instead of remaining in the Schedule I scale of Rs. 290—520. They may, therefore, remain in the present scale and be given the revised scale as under common categories.

Grading Supervisors Grade I/Price Reporters Grade I: (Rs. 410—750).

The anomaly pointed out was that the pre-revised scale of Rs. 200—400 for this post was the same as that of Senior Market Superintendent which has been given Rs. 430—800. The request was for the pay scale of Rs. 480—900.

The higher pay scale of Rs. 430—800 was recommended by the Pay Revision Commissioner 1974 to the Senior Market Superintendent on the ground that this was equated by the Government of India under the State Reorganisation Act with Marketing Assistants. The Pay Revision Commissioner 1974 has recommended Rs. 410—750 for this category placing them one stage below the Marketing Assistant as at present. This has also derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 360—700 in the 1974 revision. This is a promotion post to the Price Reporters and Junior Market Superintendents and the Grading Supervisors Grade II in the pay scale of Rs. 310—560. The present scale of pay is adequate and they may be given the revised scale of Rs. 650—1,100.

Engineering Supervisor: (Rs. 430—800). (vide orders issued in G.O. Ms. No. 147, Finance, dated 29th May, 1978).

The request was for parity with the counterparts in Public Works Department. The present scale of pay is equivalent to that of Supervisors in Public Works Department. They may be given the revised scale of Rs. 700—1,200.

Chemist: (Rs. 430—800).

The request was for the pay scale of Rs. 530—1,050. Pay Revision Commissioner 1974 has recommended the pay scale of Rs. 430—800 to the Marketing Assistant and other categories in the same scale of Rs. 225—450 and hence the scale of pay of Rs. 430—800 as applicable to the Marketing Assistant is made applicable to this also. The qualification for direct recruitment is Masters Degree in Chemistry or First or Second Class B.Sc. Degree. This is also a promotion category for Junior Chemist in the pay scale of Rs. 310—560. The present scale of pay is adequate and they may be given the revised scale of Rs. 700—1,200.

Senior Market Superintendents: (Rs. 430—800).

The request was for the pay scale of Rs. 530—1,050. The Pay Revision Commissioner 1974 has observed that they have been equated by the Government of India with the Marketing Assistants and thus his category has been given the scale of Rs. 430—800, as for Marketing Assistants. This has derived the benefit of upward classification by two stages in the 1974 revision instead of remaining in the Schedule I scale of Rs. 360—700. The pay scale as applicable to the Marketing Assistants will apply for this category.

Marketing Assistant: (Rs. 430—800).

The anomaly pointed out was that the pre-revised scale for this post and Agricultural Assistant was one and the same, but Agriculture

Assistants are given the higher scale of Rs. 480—900. The request was for the pay scale on par with the Agricultural Assistant.

In regard to comparison with Agricultural Assistant (now Assistant Agricultural Officers) the One Man Commission has observed that the work is of different nature. The Pay Revision Commissioner 1974 has placed them one stage below the Assistant Agricultural Officer. They also got the benefit of upward classification by one stage instead of remaining in Schedule I scale of Rs. 410—750. Comparison with Assistant Agricultural Officer is not appropriate for the reason that B.Sc. Agriculture is the prescribed qualification and there is no direct recruitment of Science Graduates for the post of Assistant Agricultural Officers. For the Market Assistant other Graduates can also be appointed though preference is being given to candidates with B.Sc. Agriculture. The mere fact that preference to B.Sc. (Agrl.) is given cannot be a ground for equivalence with Assistant Agricultural Officer. The present posit on one stage below the Assistant Agricultural Officer is appropriate. They may be given the revised scale of Rs. 700—1,200.

Statistical Assistant: (Rs. 430—800).

The request was for the pay scale of Rs. 530—1,050. The pay scale was on par with Marketing Assistants in the 1969 revision and the same position has been maintained in the 1974 revision and they have also derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 410—750 in the 1974 revision. Computers and Upper Division Clerks who are in the pay scale of Rs. 310—560 are the feeder categories for this post. The qualification is only Degree. The present scale of pay is adequate and they may be given the revised scale of Rs. 700—1,200.

Audit Officer: (Rs. 600—1,100).

No specific anomaly was pointed out but the request was for the pay scale of Rs. 700—1,200.

The One Man Commission has also observed that the pay attached to this post cannot be the same as that of Assistant Director of Marketing. The Pay Revision Commissioner 1974 has placed them one stage below the Assistant Director and two stages above the District Inspector of Local Fund Accounts which is the feeder post. Parity with Assistant Director Marketing in Rs. 700—1,200 is not appropriate. This category has derived upward classification in the 1974 revision. They may be given the revised scale of Rs. 900—1,500.

Marketing Engineer/Assistant Engineer (Marketing):

(Rs. 600—1,100).

The request was for the pay scale applicable to Assistant Engineers in Public Works Department.

This is a left-over gazetted category in the 1974 revision and orders have separately been issued recently allowing them the pay scale of Rs. 700—1,200 as applicable to Assistant Engineers. The pay scale as applicable to Assistant Engineers in Public Works Department would apply for this category (i.e.) Rs. 1,050—1,600.

Chief Chemist: (Rs. 700—1,200).

The post of Chemist at the Ghee Grading Laboratory in Rs. 430—800 was upgraded to that of a Chief Chemist in the pay scale of Rs. 700—1,200 in G.O. Ms. No. 138, Food and Agriculture Department, dated 2nd March, 1977. *Ad hoc* rules for this category are yet to be approved. Being a newly upgraded post this may remain in the present scale and be given the revised scale of Rs. 1,050—1,600.

Assistant Director of Marketing: (Rs. 700—1,200).

The Director of Marketing has suggested that the pay scale of Assistant Director, Agriculture may be given and made applicable to this category also. Some individual Officers have requested for the pay scale of Rs. 750—1,300.

The One Man Commission in 1969 has recommended a pay scale equal to that of Assistant Director of Agriculture. The Pay Revision Commissioner 1974 has also maintained parity with the Assistant Director of Agriculture while recommending the pay scale of Rs. 700—1,200 and thereby this category has derived the upward classification instead of remaining in the Schedule I scale of Rs. 600—1,100. This is also a promotion category for Marketing Assistants and Statistical Assistants in Rs. 430—800 and the relative position is adequate. Many of the Assistant Directors are also in the pay scale of Rs. 700—1,200 in other Departments. They may, therefore, remain in the present scale and given the revised scale of Rs. 1,050—1,600.

Executive Engineer: (Rs. 850—1,425).

The request was for the pay scale as applicable to Executive Engineers in Public Works Department.

Orders have separately been issued recently allowing the pay scale of Rs. 900—1,450 as applicable to Executive Engineers. The pay scale as applicable to Executive Engineers in Public Works Department may, therefore, be made applicable to this post with limited or almost no scope for promotion, it would be administratively desirable to draft Executive Engineers from Public Works Department for specific period. The feasibility of treating this post as an addition to the cadre of Executive Engineer in Public Works Department and drafting the personnel from that Department could be considered by Government.

Deputy Director, Marketing: (Rs. 850—1,425).

The request was for the pay scale of Rs. 900—1,450 on par with Deputy Director of Agriculture on the ground that the Deputy Director of Marketing has region-wise jurisdiction whereas Deputy Director of Agriculture has District-wise jurisdiction.

One Man Commission has observed that the posts in this Department cannot be equated to the post of similar designation in the Agriculture Department. The Pay Revision Commissioner 1974 has placed this category one stage below the Deputy Director of Agriculture and

this has derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 750—1,300. Parity with Deputy Director of Agriculture is not relevant. This is a promotion category for Assistant Directors. The present scale of pay is adequate and they may be given the revised scale of Rs. 1,250—1,800.

Director of Marketing: (Rs. 1,100—1,650).

It was represented that the functions of the Marketing Department and Agriculture Department are complementary and the employees of Agriculture Department are extended the benefits of higher scales of pay while the counterparts in the Marketing Department are allowed a lower pay scale, and that this anomaly is to be rectified. The request was for the pay scale of Rs. 1,400—1,925 at least on par with the Additional Director of Agriculture.

The One Man Commission has observed that it is not possible to equate the Director of Marketing to the Joint Director or Head Quarters Deputy Director of Agriculture. He has also observed that on the recommendations of the Nalgarah Committee the Government upgraded various posts in the Agriculture Department, but this principle cannot be extended to other Departments.

The Pay Revision Commissioner 1974 while recommending the pay scale of Rs. 1,100—1,650 has equated this with the Joint Director of Agriculture and this has been placed one stage above the corresponding Schedule I scale of Rs. 1,000—1,550. This is a promotion post for Deputy Director in the pay scale of Rs. 850—1,425 under the existing set up with reference to which the present scale of pay of Rs. 1,100—1,650 is adequate. This may be given the revised scale of Rs. 1,500—2,100.

MEDICAL AND HEALTH DEPARTMENT

Civil Assistant Surgeon: (Rs. 600—1,100).

The anomaly pointed out was that a number of categories which were having equivalence with the Civil Assistant Surgeons prior to 1974 have been placed in a higher scale of pay whereas the Civil Assistant Surgeons have been placed in the Schedule I scale of Rs. 600—1,100. The Director of Medical and Health Services have recommended the pay scale of Rs. 700—1,200 for this category. The Pay Revision Commissioner 1974 has recommended the corresponding Schedule I scale of Rs. 600—1,100 with an observation that their prospects have been improved due to the recent creation of the new category of Deputy Civil Surgeons.

The representations of the Civil Assistant Surgeons for a higher pay scale were not considered by the Government previously as this category was already included in Schedule II on the specific recommendations of the previous Pay Revision Commissioner and the policy decision then was not to entertain any representations for upward revision in respect of category already included in Schedule II of G.O. Ms. No. 180, dated 15th July, 1975. This is the initial entry post in this Department for Medical Graduates. Government have also conceded a higher category of Deputy Civil Surgeon. After taking into account all various factors including the period of course, etc. *vis-a-vis* the other professional degrees like Engineering, Veterinary Science, Agriculture, the present scale of pay is adequate. They are placed in the revised scale of Rs. 900—1,500.

Deputy Civil Surgeons: (Rs. 750—1,300).

The anomaly pointed out was that there are number of categories in the pre-1974 scale of Rs. 600—1,000 as was applicable to this category have been allowed a higher scale whereas this category has been allowed only Schedule I scale of Rs. 750—1,300. The request was for the pay scale of Rs. 850—1,425.

This is a new category which is created in January, 1975 and the Pay Revision Commissioner has recommended the corresponding scale of Rs. 750—1,300. This is generally a promotion category for Civil Assistant Surgeons. The Department has suggested that the pay scale of Deputy Civil Surgeons would require suitable revision in case the scale of pay of the Civil Assistant Surgeon is revised. This is purely a promotion category with no additional duties or additional qualifications than what has been prescribed for the Civil Assistant Surgeons. In view of the recommendations for the Civil Assistant Surgeons no change in their pay scale is called for and they may be placed in the revised scale of Rs. 1,150—1,700.

Civil Surgeons/Professors (Clinical): (Rs. 900—1,450).

The request was for the pay scale of Rs. 1,000—1,550 for Civil Surgeons on the clinical side. The One Man Commission has observed

that there is no ground to enhance the pay scale and they derived income from practising. The Pay Revision Commissioner 1974 recommended the pay scale of Rs. 900—1,450 which was one stage above the Schedule I scale of Rs. 850—1,425. The Medical and Health Department has stated that there is no anomaly but the pay scale above the rank of Civil Assistant Surgeons may have to undergo upward revision in case the pay scale of Civil Assistant Surgeons is revised. As an intermediary category of Deputy Civil Surgeon has come between them and the Civil Assistant Surgeons and as this is five stages below its next higher category they may be placed in the revised scale of Rs. 1,400—2,000 corresponding to the pre-revised pay scale of Rs. 1,000—1,550 to maintain the vertical relativities notwithstanding the earlier equivalence with Executive Engineers, etc. in the earlier revisions.

Professors (Non-clinical): (Rs. 1,000—1,550).

It has been stated that they are specialists and technical apart from being of an instructional nature. The request was for the pay scale of Rs. 1,100—1,650.

The Pay Revision Commissioner 1974 placed them one stage above the clinical posts as at present and they have no private practice. This is also a promotion category for Assistant Professors. The non-clinical Professors may be placed in the revised scale of Rs. 1,500—2,100 corresponding to the pre-revised scale of Rs. 1,100—1,650 to maintain the present difference with the Clinical Professors.

Superintendents, Government Teaching Hospitals/Principals of Medical Colleges: (Rs. 1,400—1,925).

No anomaly has been pointed out but the request was for the pay scale of Rs. 1,675—2,125.

Principals of Medical Colleges and Superintendents of certain General Hospitals have been allowed the pay scale of Rs. 1,400—1,925 as applicable to the Additional Director of Medical and Health Services. This is generally a promotion category for Clinical Professors and Non-clinical Professors. The present scale of pay is next to the higher scale of Rs. 1,675—2,125 applicable to Director of Medical Services for which these are feeder categories. No change in their pay scale is called for and they may be given the revised scale of Rs. 1,800—2,350 as applicable to the Additional Director of Medical and Health Services.

Additional Director of Medical and Health Services: (Rs. 1,400—1,925).

It has been represented that they should be allowed a higher pay scale than that applicable to the Principals of Medical Colleges or Superintendents of the Teaching Hospitals. The Director of Medical Services proposed the pay scale of Rs. 1,675—2,125 but Medical and Health Department have not accepted the proposal of the Director. This is also a promotion category for Civil Surgeons and this can also be filled in by transfer from among the holders of the posts of Superintendent of the Teaching Hospitals and upgraded posts of Principals

of Medical Colleges. The present scale of pay which is one stage below the next higher scale of Rs. 1,675—2,125 to which this is a feeder category is adequate. They are placed in the revised scale of Rs. 1,800—2,350.

Director: (Rs. 1,675—2,125).

In view of the heavy responsibilities the suggestion was that the posts should be upgraded as a special category post. Medical and Health Department have recommended the pay scale of Rs. 2,250—2,500. This is the highest scale of pay in the State Service. This is a promotion post for Additional Directors of Medical and Health Services and the upgraded posts of Principals of Medical Colleges and Superintendents of Teaching Hospitals. The present scale of pay is adequate and this is placed in the revised scale of Rs. 2,000—2,500.

Auxiliary Nurse Mid-wives: (Rs. 240—420).

The request was for the pay scale of Rs. 290—520. This is filled in by direct recruitment or by transfer from any other service for special reasons. One should be able to read and write one of the local languages plus the Auxiliary Nurse Mid-wife Training.

The One Man Commission has observed in his report that they are trained for 2 years after passing 7th standard. In view of the training, the service rendered by them in the Medical Institutions and in view of the suggestion for Staff Nurses, they are placed in the revised scale of Rs. 425—650.

Staff Nurse: (Rs. 310—560).

The request was for the pay scale of Rs. 410—750 whereas the Director has recommended the pay scale of Rs. 320—580 which has been supported by Medical and Health Department. The Pay Revision Commissioner 1974 observed that the work is taxing and of importance while recommending the pay scale of Rs. 310—560. This is by direct recruitment or by promotion from Auxiliary Nurse Mid-wives. One must have undergone successful training for a period of not less than 3 years in the general sick nursing and for a period of 6 months in Mid-wifery Training or Diploma in General Sick Nursing and Mid-wifery from recognised institution. Having regard to their nature of duties and the qualification and in view of the recommendation for the Head Nurse which is the higher category, they are placed in the revised scale of Rs. 550—900.

Head Nurse: (Rs. 360—700).

The request was for the pay scale of Rs. 480—900 but the Director of Medical and Health Services has suggested the pay scale of Rs. 410—750. In 1974 revision they have been placed in the corresponding Schedule I scale the pre-revised scale being Rs. 200—400. It is generally a promotion category for Staff Nurses. This is also a feeder category for promotion to Nursing Superintendent Grade II. In order to improve the relative position with the promotion post they are placed in the revised scale of Rs. 650—1,100.

Nursing Tutor Grade II: (Rs. 360—700).

The Alumni Association requested the pay scale of Rs. 600—1,100 whereas the Director of Medical Services has suggested the scale of Rs. 410—750 which has been recommended by the Medical and Health Department. The One Man Commission recommended the pay scale on par with Head Nurses. The Pay Revision Commissioner 1974 recommended the Schedule I scale of Rs. 360—700 which is also the scale recommended for the Head Nurse. Appointment to this category is from the category of Head Nurse or promotion of Staff Nurses if no qualified Head Nurses are available. This category was

on par with Head Nurses and the revised pay scale of Rs. 650—1,100 as applicable to Head Nurses will apply to this category.

Nursing Tutor Grade I: (Rs. 480—900).

The Alumni Association requested the pay scale of Rs. 850—1,425 while the Director of Medical Services has recommended the pay scale of Rs. 530—1,050. The Pay Revision Commissioner 1974 has placed them on par with the Nursing Superintendent Grade II recommending the pay scale of Rs. 480—900 and they have also been placed one classification higher than the Schedule I scale of Rs. 430—800. This is filled in by promotion from Head Nurses or Staff Nurses if qualified Head Nurses are not available. This category was on par with Nursing Superintendent Grade II and the same position may be maintained.

Nursing Superintendent Grade II: (Rs. 480—900).

The request was for the pay scale of Rs. 600—1,100 while the Director of Medical Services recommended the pay scale of Rs. 530—1,050. The Pay Revision Commissioner 1974 placed them on par with Lay Secretary Grade II while recommending the pay scale of Rs. 480—900 and this has been placed one stage above the Schedule I scale of Rs. 430—800. This is a promotion category from among the Head Nurses or Nursing Tutors. The present scale of pay is adequate and they may be given the revised scale of Rs. 750—1,300.

Nursing Superintendent Grade I: (Rs. 600—1,100).

The request was for the pay scale of Rs. 700—1,200 while the Director of Medical Services has proposed that the present scale of pay of Rs. 600—1,100 may be retained. The Pay Revision Commissioner recommended the pay scale of Rs. 600—1,100 stating that the parity with Lay Secretary Grade I may be maintained and one stage below the Assistant Director (Nursing) as at present. This category has been placed one stage above the normal scale of Rs. 530—1,050. Keeping in view the feeder categories from which this could be filled in the present scale of pay is adequate and they may be given the revised scale of Rs. 900—1,500.

Assistant Director (Nursing): (Rs. 700—1,200).

The request was for the pay scale of Rs. 1,000—1,550 while the Director of Medical Services has proposed the pay scale of Rs. 900—1,450. But the Medical and Health Department has observed that there is no case for revision. In 1974 revision they have been placed one classification above the corresponding Schedule I scale of Rs. 600—1,100. Assistant Directors in many of the Departments are in the pay scale of Rs. 700—1,200. They may remain in the present scale and be given the revised scale of Rs. 1,050—1,600.

Lecturer, College of Nursing: (Rs. 480—900).

It was represented that the present scale of pay is less than that of a Civil Assistant Surgeon and that all professional graduates would

be treated in the similar manner. The Director of Medical Services has suggested the pay scale of Rs. 600—1,100. Though this category was not discussed by the Pay Revision Commissioner 1974 it was subsequently included in Schedule II in the above pay scale instead of the Schedule I scale of Rs. 430—800. Appointment to this post can be made from the Nursing Superintendent Grade II or Nursing Tutors Grade I or by transfer from Public Health Nurses or Head Nurses or from Staff Nurses if suitable persons from among Head Nurses, etc., are not available. The pay scale was on par with Nursing Superintendents Grade II and Nursing Tutors Grade I: No change in the present scale is called for and they may be given the revised scale of Rs. 750—1,300.

Assistant Professor, College of Nursing: (Rs. 600—1,100).

The recommendation of the Department was for the pay scale of Rs. 700—1,200. Though this category was not discussed by the Pay Revision Commissioner 1974 it was subsequently included in Schedule II in the above pay scale placing it one stage above the Schedule I scale of Rs. 530—1,050. The scale of pay for this category was on par with the Nursing Superintendents Grade I. Parity with the Nursing Superintendents Grade I may be maintained. No change in the pay scale is called for and they may be given the revised scale of Rs. 900—1,500.

Principal, College of Nursing: (Rs. 850—1,425).

Director of Medical Services recommended the pay scale of Rs. 900—1,450 while the Association requested for the pay scale of Rs. 1,000—1,550. This category also was not discussed by the Pay Revision Commissioner but it is included subsequently in Schedule II in the above pay scale giving them the benefit of upward classification instead of the Schedule I scale of Rs. 750—1,300. This category was one stage below the Civil Surgeon and the same position of one stage below the Civil Surgeon may be maintained. In view of the recommendation for Civil Surgeon this may be placed in the revised scale of Rs. 1,300—1,900 corresponding to the pre-revised pay scale of Rs. 900—1,450.

TECHNICAL BRANCH

Animal Attendant/Lab. Boy: (Rs. 165—250).

The request was for the pay scale of Rs. 240—420. This category has not been discussed by the Pay Revision Commissioner 1974. This category is in the last grade service. They may remain in the present scale and be given the revised scale of Rs. 290—425.

Laboratory Attendants: (Rs. 165—250).

The category of Lab. Attendants in the Medical Institutions were in three different scales of pay *i.e.*, Rs. 90—192, 80—160 and 62—100 prior to 1974. The Pay Revision Commissioner 1974 has observed that future appointments should be made to the lowest scale since the qualifications are said to be the same unless the higher qualifications or responsibilities are stipulated for the posts in higher scales and where it is felt necessary to have it as a promotion category. In view of these observations the standard scale for this category in the Medical Institutions is Rs. 165—250 though the holders of the posts in the higher scales were given the corresponding D.A. merged scales which were personal to them. The request is to have a common scale of Rs. 260—450 for the Lab. Attendants. Medical and Health Department also have sent a proposal in this regard.

Under the existing position the qualification is said to be Third Form with a certificate of Lab. Attendants Training. In view of this qualification in the rules the Lab. Attendants may be placed in the revised scale of Rs. 410—625.^{1,2} Such of those Lab. Attendants who do not possess the minimum educational qualification of the Third Form plus the certificate of Laboratory Attendants' Training will however remain in the present scale and be given the revised scale corresponding to the pre-revised scale till such time they acquire the said qualifications. The same recommendations would apply to the Lab. Attendants in the Public Health Department also.

Laboratory Technicians: (Rs. 240—420).

Prior to the revision of 1974 this category was also in different scales of pay and the Pay Revision Commissioner 1974 recommended the standard scale of Rs. 240—420 for the Laboratory Technicians but such of those Lab. Technicians who are in higher scales of pay were allowed the corresponding D.A. merged scale which could be personal to them. Medical and Health Department have sent a proposal suggesting the future hierarchy with these following scales for this category *i.e.*, Lab. Technician Grade I—Rs. 310—560; Lab. Technicians Grade II—Rs. 290—520. They have also proposed therein that the Lab. Technicians Grade I will be filled in by promotion from Lab. Technician Grade II. Though the recruitment rules have not been furnished, Medical and Health Department has stated that the qualifications being insisted to the post of Lab. Technician is a minimum general educational qualification of S.S.C. plus certificate

of Certified Lab. Technician (one year training). Subject to the observation that the minimum educational qualification of S.S.C. plus the certificate of Certified Lab. Technician is prescribed for this category, the pay scale is adequate. The Lab. Technician Grade II may be placed in the revised pay scale of Rs. 450—700 corresponding to the pre-revised scale of Rs. 260—450. Such of those Lab. Technicians presently in the lower scale of Rs. 240—420 and who fulfil the qualifications for Grade II may also be placed in the revised scale of Rs. 450—700. But such of those Lab. Technicians in Rs. 240—420 who do not fulfil the above qualifications will continue in the present scale of Rs. 240—420 and be given the revised scale of Rs. 410—625 till they acquire the said qualifications.

The Lab. Technician Grade I which will be a promotion category for Grade II Lab. Technicians may be placed in the revised scale of Rs. 530—850 and the Lab. Technicians presently in the pay scale of Rs. 290—520 may also be classified as Grade I and allowed this revised scale.

Dark Room Assistant: (Rs. 260—450).

The request was for the pay scale of Rs. 310—560. The Pay Revision Commissioner 1974 has placed them above L.D.C. in view of the duties and that the educational qualification is the same as L.D.C. but they get six months training. This is a promotion category for Lab. Attendants. The present scale of pay is adequate and they may be given the revised scale of Rs. 450—700.

Dental Mechanic/Dental Hygienist: (Rs. 260—450).

The request was for the pay scale of Rs. 310—560. No *ad hoc* rules have been framed in the absence of which it is difficult to review the pay structure. They may therefore remain in the present scale and be given the revised scale of Rs. 450—700 subject to review after the *ad hoc* rules are issued.

Propaganda Technician: (Rs. 275—475).

The anomaly pointed out was that the parity with Health Inspectors has been disturbed in 1974. The request was for the pay scale of Rs. 360—700. This category was not discussed by the Pay Revision Commissioner 1974 and they are in the Schedule I scale of Rs. 275—475 the pre-revised scale being Rs. 125—250. Keeping in view the qualifications prescribed in the rules for this category the present scale of pay is adequate and they may be given the revised scale of Rs. 475—760 notwithstanding the equivalence they might have had with Health Inspectors in the earlier revisions.

Curator: (Rs. 290—520).

The anomaly pointed out was that the earlier parity with the U.D.C. has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 360—700. This category was not discussed by the Pay Revision Commissioner 1974 and hence they are in the Schedule I scale of Rs. 290—520 the pre-1969 scale being Rs. 140—280. In

view of the qualifications prescribed in the rules and the equivalence in the pay scale with U.D.C. in the past and having regard to the recommendation of the Medical and Health Department they are placed in the revised scale of Rs. 530—850.

Radiographer: (Rs. 290—520).

The Director has recommended the pay scale of Rs. 310—560 which is supported by the Medical and Health Department. The Pay Revision Commissioner 1974 recommended the pay scale of Rs. 290—520 placing them two stages above the Schedule I scale of Rs. 260—450 observing therein that their position is improved having regard to the negligible promotion opportunities. Qualification required for this category is Intermediate or P.U.C. and one year technical qualification. In view of the nature of work they may be placed in the revised scale of Rs. 530—850.

Optometrist/Refractionist: (Rs. 290—520).

The request was for the pay scale of Rs. 480—900 on the ground that they are qualified in the science or refraction and optics with a diploma after two years of training, the minimum educational qualification being B.Sc., and that they attend to 60—65% cases in the Eye Hospital for refraction and that the majority of burden is shouldered by them thus relieving the Ophthalmologist to look after Medical and Surgical cases only.

The Pay Revision Commissioner 1974 has recommended the scale of Rs. 290—520 instead of the Schedule I scale of Rs. 260—450 on the ground that the work is delicate and important. With reference to the existing provision in the recruitment rules and having regard to the nature of duties and qualifications they are placed in the revised scale of Rs. 530—850.

Assistant Technicians (Optometry): (Rs. 360—700).

The request was for the pay scale of Rs. 600—960. This category was not discussed by the Pay Revision Commissioner 1974 and hence they are in the Schedule I scale of Rs. 360—700 the pre-revised scale being Rs. 200—400. In view of the qualifications and the experience required, the present scale of pay is adequate and they may be given the revised scale of Rs. 600—1,050.

Technicians (Optometry): (Rs. 430—800).

The request was for the pay scale of Rs. 700—1,200. This was also not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 430—800, the pre-revised scale being Rs. 250—500. This is a promotion post for Assistant Technician and for direct recruitment degree is a qualification. To maintain the relativity with the feeder category of Assistant Technician this may remain in the present scale and be given the revised scale of Rs. 700—1,200.

Occupational Therapist: (Rs. 430—800).

The anomaly pointed out was that Senior Vaids and Physiotherapists in the same pre-revised scale of Rs. 250—500 have been allowed Rs. 530—1,050 and Rs. 480—900 respectively whereas this has not been allowed that scale of pay. The request was for the pay scale of Rs. 530—1,050.

This category was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale. The Medical and Health Department have observed that the existing scale may be continued. In view of the qualification prescribed for this category in the rules and the equivalence in pay scale this had with Physiotherapist in the earlier revisions, they are placed in the revised scale of Rs. 750—1,300.

Physiotherapist: (Rs. 480—900).

The anomaly pointed out was that Senior Vaids in the Indian Medicine Department and Superintendent, Raj Bhavan who were on par with Physiotherapist prior to 1974 have been given the higher scale of Rs. 530—1,050 while the same has not been extended to this category. While the Association requested for the pay scale of Rs. 700—1,200, the Director has recommended the scale of Rs. 530—1,050.

The One Man Commission has observed that the qualifications and work of this post and Occupational Therapist are similar and placed the post of Physiotherapist on par with Occupational Therapist. Though this category was not discussed by the Pay Revision Commissioner in 1974, subsequently it was included in Schedule II in the pay scale of Rs. 480—900 instead of Schedule I scale of Rs. 430—800. In view of the qualifications necessary for this category, the feeder category from which this could be filled in and as it has already derived upward classification in the 1974 revision, no change in the pay scale is called for. Comparison with Senior Vaids in the Indian Medicine Department or with Superintendent, Raj Bhavan is not relevant. They may be given the revised scale of Rs. 750—1,300.

*Assistant Director (Technical) (Family Welfare, Offset Press):
(Rs. 530—1,050).*

The request was to allow the pay scale on par with Assistant Director in the Printing Press or Text Book Press on the ground that the nature of duties and qualifications in the Family Planning Offset Press and in the Printing and Stationery Department or Text Book Press are the same. This category was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 530—1,050, the pre-revised scale being Rs. 350—750. The qualifications proposed as per the draft *ad hoc* rules are the same as that applicable to the Assistant Director, Government Printing Press. The pre-1974 scale of pay was also equivalent to that of Assistant Director, Technical in the Printing and Stationery Department. They are placed in the revised scale of Rs. 1,050—1,600.

Compounders: (Rs. 260—450).

It has been represented that at one stage the Compounders who reached the stage of Rs. 100 in the pre-1969 scale of Rs. 80—150 were redesignated as Pharmacist Grade II and allowed Rs. 110—225 in the 1969 revision; that the Compounders' course is extinct from 1962, that no Compounders have been recruited after 1962; that they are inter-changeable with Pharmacist Grade II and that both Compounders and Pharmacist Grade II do the same work. The request was for the pay scale as applicable to Pharmacists Grade II.

The Pay Revision Commissioner 1974 has recommended the pay scale of Rs. 260—450 instead of the Schedule I scale of Rs. 240—420. As the Compounders' Course is said to be abolished and that there is no recruitment of Compounders after 1962 and as the existing Compounders would have gained sufficient experience, the pay scale as applicable to Pharmacists Grade II may be allowed for the Compounders subject to the condition that there has been no recruitment of Compounders as stated above and that future recruitment would be only to Pharmacists Grade II. The Department may also consider changing the designation of the Compounders post as Pharmacists Grade II if the above position is correct.

Pharmacists Grade II: (Rs. 290—520).

The request was for the pay scale of Rs. 410—750 while the Director has recommended the pay scale of Rs. 310—560 which has been supported by the Medical and Health Department. In the 1974 revision the Pay Revision Commissioner has placed them in the pay scale of Rs. 290—520 instead of keeping them in the Schedule I scale of Rs. 260—450. The present scale of pay is adequate and they may be given the revised scale of Rs. 500—800.

Pharmacists Grade I: (Rs. 320—580).

The request was for the pay scale of Rs. 480—900 whereas the Department has suggested the pay scale of Rs. 360—700. The Pay Revision Commissioner 1974 recommended the pay scale of Rs. 320—580 two stages above the Schedule I scale of Rs. 290—520. This is a promotion category for a Pharmacist Grade II. They may remain in the present scale to maintain the relative position with the feeder category and be given the revised scale of Rs. 550—900.

Clinical Psychologist: (Rs. 530—1,050).

The request of the Department was for the pay scale of Rs. 700—1,200. The One Man Commission while recommending the scale on par with Civil Assistant Surgeon has observed that there is no reason to place them higher than Civil Assistant Surgeon. The Pay Revision Commissioner 1974 has not discussed this category and hence it is in the Schedule I scale. The pre-1974 scale of Rs. 350—700 was identical to that of Senior Analyst. Senior Analysts have already been placed in the pay scale of Rs. 600—1,100. Hence this category is placed in the revised scale of Rs. 900—1,500.

Dietician: (Rs. 600—1,100).

The anomaly pointed out was that they have not been given higher scale of pay in the 1974 revision and that the pre-1974 scale of Rs. 400—800 was identical to that of Assistant Director of Medical Services (Non-Medical) or (Nursing). This category was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 600—1,100. The qualifications for this category do not justify any higher scale of pay and earlier parity with Civil Assistant Surgeon who have technical qualifications is not appropriate. No change in the pay scale is called for and they may be given the revised scale of Rs. 900—1,500.

OTHER POSTS (MEDICAL)

Medical Record Clerk: (Rs. 240—420).

No anomaly has been pointed out. However in view of the qualification of S.S.C. and the pre-revised scale having been equivalent with L.D. Clerk and applying the correction of 1969 grouping they are placed in the revised scale of Rs. 425—650 on par with L.D. Clerks.

Medico Social Worker Grade II: (Rs. 290—520).

The anomaly pointed out was that the equivalence with the Staff Nurse, etc., who were in the pre-revised scale of Rs. 140—280 has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 480—900 whereas the Department has suggested the pay scale of Rs. 310—560.

This category was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 290—520. This is a left-over-category in the 1974 revision and is therefore placed in the revised scale of Rs. 530—850.

Medical Record Technician: (Rs. 290—520).

No specific anomaly has been pointed out. However this is a promotion post for Medical Record Clerk which is equivalent to L.D. Clerk. The pre-1974 scale of pay was also equivalent to U.D. Clerk. This category was not considered by the Pay Revision Commissioner 1974. This is also a left over category and placed in the revised scale of Rs. 530—850 on par with U.D. Clerk.

Non-Medical Demonstrators: (Rs. 310—560).

The anomaly pointed out was that prior to sanction of U.G.C scales of pay to the Demonstrators in the Education Department the pay scale of Non-Medical Demonstrator in Medical Colleges and the pay scale of Demonstrators in the Education Department were the same but now there is a lot of disparity between these two categories in pay scales. The request was for the pay scale of Rs. 480—900 whereas the Department has suggested the pay scale of Rs. 360—700. Comparison with Demonstrators in the Education Department is not relevant. The Pay Revision Commissioner 1974 has recommended the pay scale of Rs. 310—560 with the observation that they are graduates and that parity with U.D. Clerk is maintained. They have derived the benefit of upward classification in the 1974 revision instead of remaining in the Schedule I scale of Rs. 290—520. There are no *ad hoc* rules for this category. In the absence of rules it is difficult to review the pay structure. They may remain in the present scale of pay and be given the revised scale of Rs. 530—850.

Non-Medical Assistant (Leprosy): (Rs. 310—560).

The anomaly pointed out here was that the scale of pay of the Keeper of Coins in the Archaeology and Museums was the same prior

to 1974 as for this category but in the 1974 revision the Keeper of Coins in the Archaeology and Museums has been allowed a higher scale of Rs. 360—700 while this has been allowed the pay scale of Rs. 310—560. The request was for the pay scale of Rs. 530—1050.

Though this category was not discussed by the Pay Revision Commissioner this has subsequently been included in Schedule II in the above pay scale and was placed in a classification higher than the Schedule I scale of Rs. 290—520. Comparison with Keeper of Coins in Museums is not relevant. In view of the graduate qualification with a pass certificate of training in Leprosy and owing to the unpleasantness of the work, they may be placed in the revised scale of Rs. 575—950.

Non-Medical Assistant (Non-Gazetted): (Rs. 360—700).

The anomaly pointed out was that the posts of Junior Analysts and the Non-Medical Assistants were equal prior to 1974 but the Non-Medical Assistants are placed in the lesser scale of Rs. 360—700 while the Junior Analysts are placed in the scale of Rs. 410—750. The request was for the pay scale of Rs. 600—1,100 but the Director has recommended the pay scale of Rs. 430—800. The Medical and Health Department have not agreed with the suggestion of the Director of Medical Services. The Pay Revision Commissioner 1974 recommended the Schedule I scale of Rs. 360—700. The mode of recruitment is said to be by direct recruitment with Post-graduate qualification. In view of the qualifications and the pay scale attached to the posts right from 1958 they are placed in the revised pay scale of Rs. 650—1,100.

Medico Social Workers Grade I: (Rs. 360—700).

The anomaly pointed out was that parity with Statistical Assistant, Non-Medical Supervisors which was in existence prior to 1974 revision has been disturbed in the 1974 revision. The request was for the pay scale of Rs. 600—1,100 while the Director recommended the pay scale of Rs. 410—750 but the Medical and Health Department have not supported the suggestion of the Director of Medical Services.

This was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale. This is a promotion post for Medico Social Workers Grade II. Keeping in view the suggestion for the feeder category and also applying the principle of correction of 1969 grouping, they are placed in the revised pay scale of Rs. 650—1,100.

Medical Record Officer: (Rs. 360—700).

The anomaly pointed out was that this category was not included in Schedule II in the higher scale of Rs. 430—800 which was allowed to other categories in the same pre-revised scale of Rs. 200—400. It has been stated that the Statistician is proposed to be feeder category for this. The Director recommended the pay scale of Rs. 530—1,050 which was not supported by the Medical and Health Department.

This category was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale. According to the draft

ad hoc rules the feeder category is the Medical Record Technician. The statement of the Director that the category of Statistician is the feeder category for this post is not supported by the draft *ad hoc* rules. But as its feeder category of Medical Record Technician is recommended the higher scale of Rs. 310—560 (old) this post may, as a promotion post, be placed in the scale of Rs. 410—750 (old) and revised scale of Rs. 650—1,100.

Non-Medical Supervisor (Leprosy): (Rs. 410—750).

The anomaly pointed out was that Assistant Divisional Fire Officers who were in the same scale of Rs. 200—400 prior to 1974 were allowed a higher scale of Rs. 480—900. Director has recommended the pay scale of Rs. 480—900. Though the Pay Revision Commissioner 1974 has not discussed this category, subsequently this was included in Schedule II in the above pay scale in G.O. Ms. No. 25, Finance, dated 17th January, 1976. Comparison with Assistant Divisional Fire Officer is not relevant. As this is a supervisory post and having disagreeable nature of work in the Leprosy branch, this may be placed in the revised pay scale of Rs. 700—1,200.

Librarian: (Rs. 410—750).

The request was for the pay scale on par with Librarians in Government Colleges and the Director recommended the pay scale of Rs. 480—900. The Pay Revision Commissioner 1974 has placed this category on par with Assistant Librarian Grade I in the Libraries Department and it has derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 360—700. The qualification of a degree and a diploma in Library Science corresponds to that of Assistant Librarian Grade I in the Libraries Department and the present scale of pay is also on par with the Assistant Librarian Grade I in the Public Libraries Department. The present scale of pay is adequate and they may be given the revised scale of Rs. 650—1,100.

L. D. Computer: (Rs. 250—430).

The request was to allow the pay scale of Rs. 360—700. Though this was not discussed by the Pay Revision Commissioner it was subsequently included in Schedule II and was allowed one classification higher than the Schedule I scale of Rs. 240—420. In view of the qualification of S.S.L.C. or H.S.C. and as this was equivalent to L.D.C., parity with L.D.C. in the revised scale of Rs. 425—650 may be maintained.

U. D. Computer: (Rs. 310—560).

The request was for the pay scale of Rs. 430—800. This was also not considered by the Pay Revision Commissioner but it was subsequently included in Schedule II in the above pay scale one classification above the Schedule I scale of Rs. 290—520. The present scale of pay is as applicable to the Junior Investigators in the Bureau of Economics and Statistics. The qualification for direct recruitment is second class degree while for promotion it is only a degree. They may remain in the present scale and be given the revised scale of Rs. 530—850.

Statistical Clerk: (Rs. 260—450).

The request was for the pay scale of Rs. 410—750, while the Director recommended the pay scale of Rs. 310—560. This was not considered by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 260—450, the pre-revised scale being Rs. 110—225. The qualification required being degree in Maths or Statistics, they are placed in the revised scale of Rs. 530—850.

Statistician (Statistical Assistant): (Rs. 430—800).

The request was for the pay scale of Rs. 480—900. Though this category was not discussed by the Pay Revision Commissioner it was subsequently included in Schedule II in the above pay scale and it had derived upward classification by two stages instead of remaining in the Schedule I scale of Rs. 360—700. The present scale of pay is on par with Senior Investigators in the Bureau of Economics and Statistics. In view of the qualifications prescribed in the rules no change in the pay scale is called for and they may be given the revised scale of Rs. 700—1,200. The Department may also consider whether this category could be treated as an addition to the cadre of Senior Investigators in the Bureau of Economics and Statistics and draft personnel from that Department.

District Statistical Officer: (Rs. 530—1,050).

The anomaly pointed out was that the parity with the District Statistical Officer in Bureau of Economics and Statistics has been disturbed in 1974 revision. The Director of Medical Services has recommended the pay scale of Rs. 700—1,200 while the Medical and Health Department suggested the pay scale of Rs. 600—1,100.

This was not discussed by the Pay Revision Commissioner and hence it is in the Schedule I scale of Rs. 530—1,050 the pre-revised scale being Rs. 350—750. The pre-revised scale of pay was equivalent to that of the District Statistical Officer in the Bureau of Economics and Statistics. This may be placed in the revised scale of Rs. 900—1,500 corresponding to the pay scale of Rs. 600—1,100.

The Department may however consider inclusion of this post as temporary addition to the cadre of District Statistical Officer in the Bureau of Economics and Statistics and draft personnel from that Department.

Assistant Director of Statistics: (Rs. 850—1,425).

The anomaly pointed out was that the pre-1974 scale of Rs. 700—1,100 was equivalent to that of District Medical Officers who have been allowed Rs. 900—1,450 whereas this is allowed the lower scale of Rs. 850—1,425. The request was to allow the scale of pay on par with Assistant Directors, Medical and Health Services but the Medical and Health Department have observed that there is no case for revision. The One Man Commission has observed that this corresponds to the Deputy Director of Statistics in the Bureau of Economics and Statistics. Pay Revision Commissioner has not discussed this post in 1974 revision and hence it is in the Schedule I scale of Rs. 850—1,425. The

Deputy Director Grade I in the Bureau in the pre-revised scale of Rs. 700—1,100 has been allowed only Rs. 850—1,425. As observed by One Man Commission, this post would correspond to the Deputy Director Grade I in Bureau of Economics and Statistics. The pay scale as applicable to the Deputy Director Grade I in the Bureau will apply for this category. The Department may consider for treating this post also as a temporary addition to the cadre of Deputy Director Grade I in the Bureau and draft personnel from that Department.

Assistant Personnel Officer: (Rs. 480—900).

The anomaly pointed out was that the present scale of pay is as applicable to the Lay Secretary Grade II while the duties and responsibilities are higher than those of Lay Secretary Grade II. The request was for the pay scale of Rs. 530—1,050.

The Pay Revision Commissioner 1974 has recommended the pay scale of Rs. 480—900 placing them two stages above the Schedule I scale of Rs. 410—750 and he has also observed that the appointment is by transfer from Lay Secretary Grade II and that they may be on par with that category as recommended by the Department. The scale of pay as applicable to Lay Secretary Grade II will apply for this category. No change in the present pay scale is called for and they be given the revised scale of Rs. 750—1,300.

Lay Secretary Grade II: (Rs. 480—900).

The anomaly pointed out was that this is the initial gazetted post and that in any major departments the initial gazetted post carries Rs. 600—1,100 and that the recruitment to this post is through Service Commission in Group I Services. The request was to rectify this anomaly by assigning the scale of Rs. 600—1,100. The mere fact that they are recruited by Service Commission in Group I Services is not a valid argument for the higher pay scale. This is a promotion post for Superintendent in the pay scale of Rs. 430—800. In view of the qualifications prescribed in the rules and the feeder category from which this could be filled in and that they have already derived upward classification in the 1974 revision, no change in their pay scale is called for. They are placed in the revised scale of Rs. 750—1,300.

Administrative Officer (Family Planning): (Rs. 480—900).

The Pay Revision Commissioner 1974 has recommended the pay scale of Rs. 480—900 as for Lay Secretary Grade II observing that Lay Secretary Grade II as well as Administrative Officer are promotion categories for Superintendents and both Lay Secretary Grade II and Administrative Officer are placed in a common scale as recommended by the Department. This category may also remain in the present scale maintaining parity with Lay Secretary Grade II and be given the revised scale of Rs. 750—1,300.

Gazetted Assistant: (Rs. 530—1,050).

The anomaly pointed out was that this category was in the same pay scale as applicable to Lay Secretary Grade I in the earlier revisions.

But in 1974 revision this is not included in Schedule II in the pay scale of Rs. 600—1,100 which was allowed to the Lay Secretary Grade I. The request was to rectify this anomaly by assigning the same scale as applicable to Lay Secretary Grade I.

This was not discussed by Pay Revision Commissioner 1974 and hence it is in the Schedule I scale. However this post had equivalence with the Lay Secretary Grade I in the earlier revisions. This may be allowed the revised pay scale of Rs. 900—1,500 as applicable to Lay Secretary Grade I.

Lay Secretary Grade I: (Rs. 600—1,100).

The anomaly pointed out was prior to 1957 they were in a better scale than the Civil Assistant Surgeons. It was also represented that their duties and responsibilities are more than those performed by the Accounts Officers who are in the pay scale of Rs. 700—1,200. The request was for the pay scale of Rs. 750—1,300. The Pay Revision Commissioner 1974 recommended the pay scale of Rs. 600—1,100 placing them on par with Civil Assistant Surgeons and two stages above the Lay Secretary Grade II. They have also derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 530—1,050.

This is generally a promotion category for Lay Secretary Grade II. There can be no comparison with Civil Assistant Surgeons with reference to their nature of duties and professional qualifications. This is also a feeder category for Assistant Directors (Non-Medical) which are in the pay scale of Rs. 700—1,200. They may remain in the present scale of pay and be given the revised scale of Rs. 900—1,500.

Assistant Director, Non-Medical: (Rs. 700—1,200).

The anomaly pointed out was that the Assistant Directors of Medical and Health Services, (Technical) have been allowed the pay scale of Rs. 1,000—1,550 whereas this category has been placed in a lesser scale though the responsibilities and duties are more or less the same. The request was for the pay scale of Rs. 900—1,450. The Pay Revision Commissioner 1974 placed them one stage above the Lay Secretary Grade I which is a feeder category for this category. In the 1974 revision they have derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 600—1,100. Assistant Directors in other Departments are also in the same pay scale. They may remain in the present scale of pay and be given the revised scale of Rs. 1,050—1,600.

PUBLIC HEALTH BRANCH

Block Extension Educator: (Rs. 310—560).

It was represented that the duties discharged by the Block Extension Educator or the Health Supervisors are one and the same in all respects but the pay scales are not equal. The recommendation of the Director was for the pay scale of Rs. 360—700 which was not agreed to by the Medical and Health Department. The request was for the pay scale of Rs. 360—700. The Pay Revision Commissioner 1974 has placed this category on par with Health Visitor while recommending the pay scale of Rs. 310—560 and this was placed above the Schedule I scale of Rs. 290—520. In view of the qualifications and the feeder category from which this could be filled in, the present scale of pay is adequate and they may be given the revised scale of Rs. 530—850.

Health Educators: (Rs. 360—700).

The request was for the pay scale of Rs. 430—800 while the Director recommended the pay scale of Rs. 410—750. But this suggestion of the Director was not agreed to by the Medical and Health Department.

This category was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 360—700, the pre-revised scale being Rs. 200—400. This is a promotion post for Block Extension Educators. Having regard to the recommendation of the Medical and Health Department, they may remain in the present scale of pay and be given revised scale of Rs. 600—1,050.

District Extension Educator:—(Rs. 430—800).

The anomaly pointed out was that certain categories which were in the same pre-revised scale of Rs. 250—500 like Senior Vaidis have been allowed the higher scale of Rs. 530—1,050. The request was to allow the pay scale of Rs. 530—1,050. This was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale. This is a promotion category for Health Supervisors or Extension Educators and the qualification is only a degree. Comparison with Senior Vaidis in the Indian Medicine Department is not relevant. No change in the present pay scale is called for and they may remain in the present scale of pay and be given the revised scale of Rs. 700—1,200.

Unit Officer (N.S.E.P.): (Rs. 530—1,050).

No anomaly was pointed out but the request was for the pay scale of Rs. 700—1,200 while the Department suggested the pay scale of Rs. 600—1,100.

This category also was not discussed by the Pay Revision Commissioner and hence it is in the Schedule I scale. The pre-1969 scale of pay for this post was Rs. 300—375 and in the 1969 grouping it was

placed in Rs. 350—750 and thereby the maximum of the scale has considerably been enhanced. In view of the qualification prescribed in the rules, the present scale of pay is adequate and they may be given the revised scale of Rs. 800—1,450.

Health Education Extension Officer: (Rs. 530—1,050).

The anomaly pointed out was that certain categories like Biochemist, Lay Secretary Grade I which were in the same pre-1969 scale of Rs. 350—750 have been allowed the higher scale of Rs. 600—1,100 while this has been in the lower scale of Rs. 530—1,050. The recommendation of the Director of Medical Services was for the pay scale of Rs. 700—1,200 but the Medical and Health Department have not agreed with the suggestion of Director.

This was not discussed by the Pay Revision Commissioner and hence it is in the Schedule I scale. In view of the qualifications prescribed in the rules and the feeder category from which this could be filled in, they may remain in the present scale and be given the revised scale of Rs. 800—1,450.

Technical Officer (Health Education Bureau)/Health Education Inspector/District Mass Education and Information Officer:
(Rs. 600—1,100).

The anomaly pointed out was that the scale of pay of these posts was on par with District Veterinary Officers prior to 1974 but the District Veterinary Officers are placed in higher scale of Rs. 750—1,300. The request was for the pay scale of Rs. 750—1,300 while the Director has proposed the scale of Rs. 700—1,200 which however has not been supported by the Medical and Health Department. These categories were not discussed by the Pay Revision Commissioner 1974 and hence they are in the Schedule I scale. Comparison with District Veterinary Officer is not appropriate. In view of the qualifications and the feeder category from which these could be filled in, no change in the pay scale is called for and they may be given the revised scale of Rs. 900—1,500.

State Mass Education and Media Officer: (Rs. 850—1,425).

The request was for the pay scale of Rs. 1,200—1,800 on the ground that this is a single post in the State level with huge responsibilities in Planning and Guiding. This category was not discussed by the Pay Revision Commissioner and hence it is in the Schedule I scale. No rules have been framed for this category. But with reference to the qualification and the feeder categories from which this could be filled in as per the draft *ad hoc* rules, the present scale of pay is adequate and they may be given the revised scale of Rs. 1,250—1,800.

Basic Health Workers/Surveillance Workers: (Rs. 180—350).

It was represented that the duties and responsibilities were enhanced when the educational qualifications were also increased without any raise in the salaries, that the scale of pay is less than that of L.D. Clerk though they are charged with arduous field work and the qualification

is also S.S.L.C. The Director recommended the pay scale of Rs. 250—430. Pay Revision Commissioner 1974 has recommended the pay scale of Rs. 180—350 one stage above the Schedule I scale of Rs. 175—300 stating that the prescribed qualification has been raised in 1974 to S.S.L.C.

According to the *ad hoc* rules framed in G.O. Ms. No. 1027, dated 6th August, 1974 appointment to this category is by direct recruitment or by appointment from the category of Surveillance Workers—the prescribed qualification being minimum general educational qualification. In G.O. Ms. No. 85, Medical and Health, dated 21st January, 1978 in the scheme of rationalisation of the Health Assistants cadre the Government have ordered the merger of various categories to constitute a single cadre of Health Assistants in which this category is also included. It has also been ordered therein that the posts of Health Sub-Inspectors and Vaccinators which are in the pay scale of Rs. 260—450 as applicable to Health Assistants shall be converted into the posts of Health Assistants and that the remaining categories will also be converted into that of Health Assistants with the same pay scale as soon as those incumbents acquire the Sanitary Inspectors qualification, and that the present holders of these posts are to draw their own scales of pay till they acquire the Sanitary Inspector's Training Certificate. As Government themselves have ordered different scales of pay until all of them acquire the qualification, they may remain in the present scale of pay and be given the revised scale of Rs. 350—550. The existing incumbents who possess the S.S.L.C. plus the Sanitary Inspectors' Training Certificate may be placed in the revised scale of Rs. 450—700 corresponding to the pre revised scale of Rs. 260—450.

Surveillance Inspector Grade II: (Rs. 240—420).

It was represented that they are expected to perform the duties of Health Inspectors and Health Assistants with less responsibilities are given the pay scale of Rs. 260—450. The request was for the pay scale of Rs. 290—520 on par with Health Inspectors. This was not discussed by the Pay Revision Commissioner 1974 and hence they are in the Schedule I scale of Rs. 240—420. In view of the qualifications and applying the principle of correction of 1969 grouping, this is placed in the revised scale of Rs. 425—650.

Health Assistant/Vaccinators: (Rs. 260—450).

The request was to place them above that of U.D. Clerk. The Pay Revision Commissioner 1974 has recommended the pay scale of Rs. 260—450 observing therein that they have S.S.L.C. qualification and certificate in Sanitary Inspectors' Course. One Man Commission has also observed that there should be one stage above the L.D. Clerk. This category had derived the benefit of upward classification by two stages instead of remaining in the Schedule I scale of Rs. 240—420. No change in the present scale is called for and they may be given the revised scale of Rs. 450—700.

Health Inspectors: (Rs. 290—520).

The request was for the pay scale of Rs. 360—700 where as Director of Medical Services proposed the pay scale of Rs. 310—560 which was

not supported by the Medical and Health Department. The Pay Revision Commissioner 1974 has placed them two stages below the Senior Health Inspector while recommending the pay scale of Rs. 290—520 and they derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 275—475. In view of the qualifications in the rules and the feeder categories in the lower scale from which this could be filled in and in view of the upward classification in the 1974 revision no change in the present pay scale is called for and they may be given the revised scale of Rs. 500—800.

Health Visitors: (Rs. 310—560).

It was represented that they possess H.S.C. qualification as well as 2½ years training. The request was for the pay scale of Rs. 430—800 while the Department has recommended the pay scale of Rs. 320—580. The Pay Revision Commissioner 1974 recommended the pay scale of Rs. 310—560 as for Staff Nurse and this category was placed one stage above the Schedule I scale of Rs. 290—520. In view of the qualifications prescribed for this category and the recommendation of the Pay Revision Commissioner 1974 for parity with the Staff Nurse, they are placed in the revised scale of Rs. 550—900 as for Staff Nurse.

Auxiliary Health Workers: (Rs. 310—560).

The request was for the pay scale of Rs. 430—800 while the Director of Medical Services has recommended the pay scale of Rs. 360—700 which is not supported by the Medical and Health Department. Having regard to the qualifications prescribed in the rules no change in the pay scale is called for and they may be given the revised scale of Rs. 530—850.

Health Supervisors: (Rs. 360—700).

The anomaly pointed out was that a number of categories which were in the same pre-revised scale of Rs. 200—400 have been revised to the pay scale of Rs. 410—750 which has not been allowed to this category. The Director of Medical Services has recommended the pay scale of Rs. 410—750 which was not supported by the Medical and Health Department. The Pay Revision Commissioner 1974 recommended the pay scale of Rs. 360—700 (Schedule I) for Selection Grade Health Inspector and for Special Grade Sanitary Inspectors whose designation has since been changed as Health Supervisors. Comparison with other posts which have got higher scale is not relevant. In view of the provision in the recruitment rules and having regard to the recommendation of the Medical and Health Department, no change in the present pay scale is called for and they may be given the revised scale of Rs. 600—1,050.

Public Health Nurse: (Rs. 360—700).

Here also the anomaly that was pointed out was that many categories in the pre-revised scale of Rs. 200—400 have been allowed the pay scale of Rs. 410—750 which has been denied to this category. The recommendation of the department was for the pay scale of Rs. 410—750. The Pay Revision Commissioner 1974 recommended the Schedule I scale of Rs. 360—700. This category has been enjoying parity with Head Nurse on the medical side. The revised pay

scale of Rs. 650—1,100 as recommended for the Head Nurse in the medical side will apply for this category.

Sub-Editor/Assistant Editor: (Rs. 480—900).

The request was for the pay scale of Rs. 530—1,050. This category was allowed the pay scale of Rs. 480—900 in the 1974 revision instead of the Schedule I scale of Rs. 430—800. This is a promotion category for Superintendents as well as Health Supervisors. In view of the qualifications prescribed for this category and the feeder category from which this could be filled in and also in view of the fact that this has derived the benefit of upward classification in 1974 revision, the present scale of pay is adequate and they may be given the revised scale of Rs. 750—1,300.

Superintendent, Health Visitors Training School: (Rs. 530—1,050).

The anomaly pointed out was that the parity with the Nursing Superintendent Grade I which they were enjoying prior to 1974 was disturbed in the 1974 revision. The request was to restore the parity with the Nursing Superintendent Grade I. This was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 530—1,050 the pre-1974 scale being Rs. 350—750. The One Man Commission has observed that the Superintendent is in-charge of the training school with responsibility for proper training of the candidates recruited for Health Visitors, etc. and that the pay scale for this post appears to be low considering the responsibility to manage the institution and to see that the candidates are properly trained as Health Visitors. In view of the qualifications and the teaching experience required and as the pre-1974 scale was also on par with Nursing Superintendent Grade I, this may be placed in the revised pay scale of Rs. 900—1,500.

Entomological Assistant: (Rs. 430—800).

The Director recommended the pay scale of Rs. 480—900. The Pay Revision Commissioner 1974 has recommended the above pay scale observing that the relative position in relation to the Senior Entomologist is maintained and placed them one classification above the Schedule I scale of Rs. 410—750. This is a feeder category for Senior Entomologist in the pay scale of Rs. 600—1,100 and this is also a promotion category for the Health Inspectors. No change in the present pay scale is called for and they may be given the revised scale of Rs. 700—1,200.

Senior Entomologist: (Rs. 600—1,100).

The anomaly pointed out was that these posts were previously manned by Health Officers who are in the pay scale of Rs. 700—1,200. The request was for the pay scale applicable to Health Officers whereas the Director recommended the existing pay scale of Rs. 600—1,100. The Pay Revision Commissioner 1974 observed that they were in a better scale than Civil Assistant Surgeons up to 1958 and now placed on par with them and with Senior Analysts. This category was given upward classification instead of remaining in the Schedule I scale of

Rs. 530—1,050. In view of the qualifications and the feeder category from which this can be filled in, the present scale of pay is adequate and they may be given the revised scale of Rs. 900—1,500.

Health Officers: (Rs. 700—1,200).

It was represented that Health Officers normally work in Municipalities and that in the First Grade Municipalities they should be of the rank of the Deputy Civil Surgeon and that in the Special Grade Municipalities they should be of the rank of Civil Surgeon and in the Selection Grade Municipalities it should be of the rank of Additional Director of Medical and Health Services. The Pay Revision Commissioner 1974 recommended the Schedule I scale of Rs. 700—1,200 the pre-revised scale being Rs. 500—900. The Director has stated that all the Health Officers in the scale of Rs. 700—1,200 were promoted as Deputy Civil Surgeons and he has also stated that these posts of Health Officers are in the pay scale of Rs. 600—1,100 which is the pay scale applicable to Civil Assistant Surgeons. They are placed in the revised scale of Rs. 900—1,500 as applicable to Civil Assistant Surgeons.

Anti Mosquito Officer: (Rs. 700—1,200).

The Director recommended the pay scale of Rs. 900—1,450 while the Medical and Health Department have observed that no anomaly is involved and there is no case for revision.

The Pay Revision Commissioner 1974 while recommending the pay scale of Rs. 700—1,200 has observed that they will be on par with Health Officers and one stage above the Senior Entomologist for whom this is a promotion post. This category has derived the benefit of upward classification in the 1974 revision instead of remaining in the Schedule I scale of Rs. 600—1,100. They may remain in the present scale and be given the revised scale of Rs. 1,050—1,600.

Chief Entomologist: (Rs. 750—1,300).

The anomaly pointed out was that the feeder category in this post *i.e.*, Anti-Mosquito Officer is in the pay scale of Rs. 700—1,200 and that the senior-most who will be drawing Rs. 900 would normally be promoted to this category. The request was that the scale of pay for this post should be higher than the present one, while the Director has recommended the pay scale of Rs. 900—1,450. Medical and Health Department have observed that no revision is required but suggested maintenance of the parity with Deputy Civil Surgeon.

The Pay Revision Commissioner 1974 has placed them one stage above the Anti-Mosquito Officer being promotion post for the latter and they have been placed in a classification higher than the Schedule I scale of Rs. 700—1,200. It is seen that the Senior Entomologist in the pay scale of Rs. 600—1,100 is also a feeder category for this post. No change in the present pay scale is called for and they may be given the revised pay scale of Rs. 1,150—1,700.

Assistant Director, Entomology: (Rs. 900—1,450).

It was represented that the Assistant Director has to supervise the Zonal Officers who are in the pay scale of Rs. 900—1,450 and it is anomalous to have sanctioned the posts in the same scale. The Director has recommended the scale of Rs. 1,000—1,550 while the Medical and Health Department have suggested to keep parity with Professors (Clinical).

This post is said to be created in 1977 and appointment to this post shall be made by promotion from Chief Entomologist who are in the pay scale of Rs. 750—1,300. No change in their pay scale is called for and they may be given the revised scale of Rs. 1,300—1,900.

INSTITUTE OF PREVENTIVE MEDICINE

Non-Medical Assistant (Gazetted): (Rs. 530—1,050).

The anomaly pointed out was that the pre-revised scale of Rs. 350—750 was equivalent to that of Senior Analyst in the Institute of Preventive Medicine but in 1974 revision this equivalence has been disturbed as the Senior Analyst has been allowed the pay scale of Rs. 600—1,100. The Director has recommended a scale of Rs. 600—1,100. This category was not considered by the Pay Revision Commissioner and hence it is in the Schedule I scale of Rs. 530—1,050. This is also a promotion post for Junior Analyst. The pre-1974 scale was equivalent to that of Senior Analyst. They are placed in the revised scale of Rs. 900—1,500.

Chief Water Analyst: (Rs. 1,000—1,550).

The request was for the same scale of pay as allowed to the Non-clinical Professors on the Medical side as the pre-revised scale of Rs. 750—1,200 as well as 1974 scale was equivalent to that category in the Medical Department. This is a promotion post for Senior Analysts. This post also got the benefit of upward classification above the Schedule I scale in the 1974 revision. Comparison with non-clinical Professors whose qualifications and nature of duties are different is not appropriate notwithstanding the equivalence in pay scale which this category had with Non-Clinical Professors in the earlier revisions. No change in the present pay scale is called for and they may be given the revised scale of Rs. 1,400—2,000.

Director, Institute of Preventive Medicine: (Rs. 1,400—1,925).

The Director has proposed the pay scale of Rs. 1,675—2,125. The Pay Revision Commissioner 1974 recommended the pay scale of Rs. 1,100—1,650 for this post and thereby this was placed two classifications above the Schedule I scale of Rs. 900—1,450. This post was subsequently upgraded to that of Additional Director of Medical Services in the scale of Rs. 1,400—1,925 in G.O. Ms. No. 145, (Medical and Health), dated 7th February, 1978. The pay scale as applicable to the Additional Director, Medical and Health Services, *i.e.*, Rs. 1,800—2,350 will apply for this post.

STATE HEALTH TRANSPORT ORGANISATION

Unskilled Artisan: (Rs. 165—250).

The proposal of the Department was for the pay scale of Rs. 180—350 as they are skilled workers. One must have good physique and must be able to withstand the physical strain with aptitude for automobile or mechanical engineering work. The last grade scale will apply for this category and they may be given the revised scale of Rs. 290—425.

Driver-cum-Mechanic: (Rs. 260—450).

No specific anomaly was pointed out but the State Health Transport Officer has recommended the pay scale of Rs. 290—520.

Though this post was not discussed by the Pay Revision Commissioner 1974, it was subsequently included in Schedule II and was placed two stages above the Schedule I scale of Rs. 240—420. This can be filled in by direct recruitment or by promotion from Unskilled Artisans. One should have a valid driving licence and must have put in 5 years of service as Unskilled Artisans. The present scale of pay is also on par with Heavy Vehicle Drivers. The present scale of pay is adequate and they may be given the revised scale of Rs. 450—700.

Helper-cum-Cook: (Rs. 260—450).

The request was for the pay scale of Rs. 290—520. Though this was not considered by the Pay Revision Commissioner 1974 it was included in Schedule II subsequently and was allowed the Schedule I scale of Rs. 260—450. This can be filled in by promotion from *Driver-cum-Mechanic* and Unskilled Artisans. Though one of the feeder categories is in the pay scale of Rs. 260—450, yet the other feeder category is in the scale of Rs. 165—250. In view of the qualifications required the present scale of pay is adequate. They are placed in the revised scale of Rs. 450—700. However existing incumbents in the pay scale of Rs. 275—475 may have the revised scale of Rs. 475—760 as personal to them.

The Department may however consider the deletion of *Driver-cum-Mechanic* as a feeder category for this post.

Artisan: (Rs. 275—475).

The request was for the pay scale of Rs. 290—520. Though this category was not discussed by the Pay Revision Commissioner 1974, it was subsequently included in Schedule II and was placed one stage above Schedule I scale of Rs. 260—450. This can be filled in by promotion from *Helper-cum-Cook* or *Driver-cum-Mechanic* or Unskilled Artisan. This is also a feeder category for promotion to Skilled Artisan. The relative position with the promotion post as well as with the feeder category is adequate. They may remain in the present scale of pay and be given the revised scale of Rs. 475—760.

Junior Technical Assistant: (Rs. 290—520).

The Director has recommended the pay scale of Rs. 360—700. Though this category was also not discussed by the Pay Revision Commissioner 1974 it was subsequently included in Schedule II placing it in a classification higher than the Schedule I scale of Rs. 275—475. This is one of the feeder categories for promotion to the post of Skilled Artisan in the pay scale of Rs. 310—560. The present scale of pay is adequate. Diploma appears to be high qualification I.T.I. Certificate appears adequate. However diploma holders may be given advance increments as recommended elsewhere.

Skilled Artisan: (Rs. 310—560).

No anomaly was pointed out but the request was for the pay scale of Rs. 360—700. This was also not discussed by the Pay Revision Commissioner 1974, but it was subsequently included in Schedule II placing it one stage above the Schedule I scale of Rs. 290—520. This can be filled in by promotion from Junior Technical Assistant, Artisan or Helper-cum-Cook. This is also a feeder category for promotion to the post of Chageman in the pay scale of Rs. 340—640. The present scale of pay is adequate and they may be given the revised scale of Rs. 530—850.

Chageman: (Rs. 340—640).

The request was for the pay scale of Rs. 430—800. Though this post was not discussed by the Pay Revision Commissioner 1974 it was subsequently included in Schedule II placing it one stage above the Schedule I scale of Rs. 320—580. This can be filled in by promotion from Skilled Artisan or by direct recruitment the qualification being I.T.I. Certificate with some experience. In view of the qualifications and as the pay scale is on par with Draftsman Grade II and having regard to the feeder category from which this could be filled in, the present scale of pay is adequate and they may be given the revised scale of Rs. 575—950.

Foreman: (Rs. 430—800).

The request was for the pay scale of Rs. 480—900. Though this category was also not discussed by the Pay Revision Commissioner 1974 it was subsequently included in Schedule II placing it two stages above the Schedule I scale of Rs. 360—700. This is a promotion category for Chageman or Skilled Artisan or Junior Technical Assistant. In view of the diploma qualification and the feeder categories from which this could be filled in and as they had already derived the upward classification in 1974, no change in the pay scale is called for. They may be given the revised scale of Rs. 700—1,200.

Service Engineer: (Rs. 480—900).

The request was for the pay scale of Rs. 600—1,100 higher than that of Junior Engineer. This post was also included in Schedule II though it was not discussed by the Pay Revision Commissioner 1974. The pay scale attached to this post was on par with the Junior Engineers in the P.W.D. This is a promotion category for Foreman. For

direct recruitment, degree in Mechanical Engineering is the qualification whereas for promotees, diploma in Mechanical Engineering with three years of service would be sufficient. In view of the qualifications, no change in the pay scale is called for and they may be given the revised scale of Rs. 750—1,300.

Assistant Transport Officer: (Rs. 700—1,200).

The request was for the pay scale of Rs. 850—1,425 as the duties and responsibilities are more than that of Assistant Engineer, P.W.D.

Though this was not discussed by the Pay Revision Commissioner 1974, it was subsequently included in Schedule II by Government and was placed one classification above the Schedule I scale of Rs. 600—1,100. This can be filled in by transfer from Service Engineer or by direct recruitment if no suitable candidate is available. A degree in Mechanical Engineering is the qualification necessary for this. No change in the pay scale is called for and they are placed in the revised scale of Rs. 1,050—1,600.

Deputy Transport Officer: (Rs. 900—1,450).

No anomaly was pointed out but the request was for the pay scale of Rs. 1,300—1,800. This was also not discussed by the Pay Revision Commissioner 1974 but it was included in Schedule II by Government placing it in a classification higher than the Schedule I scale of Rs. 850—1,425. This is a promotion category for Assistant Transport Officer. No change in the present pay scale is called for and they may be given the revised scale of Rs. 1,300—1,900.

State Health Transport Officer: (Rs. 1,300—1,800).

It was stated that this is a State-wide post and the scale of pay equivalent to that of Superintending Engineer has been sought. The Director recommended higher pay scale of Rs. 1,400—1,925. Though this category was not discussed by the Pay Revision Commissioner 1974 it was included in Schedule II by Government in the pay scale of Rs. 1,300—1,800. This is a promotion category for Deputy Transport Officer or it can be filled in by transfer from Superintending Engineers of the P.W.D. No change in the pay scale is called for and they may be given the revised scale of Rs. 1,700—2,250.

MINES AND GEOLOGY DEPARTMENT

Laboratory Attender: (Rs. 175—300).

It was represented that this post is different from that of Record Assistant because this requires training, skill, manual labour in crushing the minerals, ores and soils to make out samples in a perfect manner. The request was for a pay scale of Rs. 240—420 on par with Lab. Attenders in the Medical and Health Department.

This post has not been included in Schedule II in the 1974 revision and hence Schedule I scale of Rs. 175—300 for the pre-revised scale of Rs. 70—130 is made applicable to this post. In Medical Department the Laboratory Attendants were in three grades prior to 1974 revision but the standard scale for future appointment is only Rs. 165—250 in the Medical Department and the higher scale of Rs. 240—420 or Rs. 180—350 in that Department was admissible only to those who were in the pre-revised scale of Rs. 90—192 or Rs. 80—160 as the case may be.

The appointment to this category is by transfer from the category of Peons working in the Department or by direct recruitment. For direct recruitment a pass in 7th standard and for appointment by transfer a pass in 6th standard are the requisite qualifications. In view of the above present scale of pay is adequate and they be given the revised scale of Rs. 325—500.

Chainman: (Rs. 175—300).

The request was for the pay scale of Rs. 240—420 stating that the Roneo Operator was given a pay scale of Rs. 180—350 and that Drill Helpers with less strenuous work are given a higher scale Rs. 240—420.

This post is not included in Schedule II in the 1974 revision and hence it is in the Schedule I scale of Rs. 175—300, the pre-revised scale being Rs. 70—130. This post is to be filled in by transfer from Attenders in the Department with 5 years of service. The present scale is adequate and they be given the revised scale of Rs. 325—500.

Section Cutters: (Rs. 180—350).

The request was for the pay scale of Rs. 260—450, on the ground that the Junior Section Cutter in the National Geophysical Research Institute is in the pay scale of Rs. 260—430 and that the scale of pay here is far below than that. This post is also not included in Schedule II in 1974 revision and hence it is in Schedule I scale of Rs. 180—350, the pre-revised scale being Rs. 80—160.

The One Man Commission has observed that this can be filled in by promotion of a Peon, that the duties are somewhat difficult and responsibility as compared to those of a last grade service and that the pay which is higher than that of a last grade service is at

the proper level. The appointment is by transfer from the last grade servant with 5 years of service in the Department. In view of this provision in the rules for appointment, the present scale of Rs. 350—550.

Inspector (Mines): (Rs. 250—430).

It was pointed out that the Inspectors in the Weights and Measures Department and Inspectors in the Co-operative Department are in the higher pay scale equivalent to that of a Superintendent.

The P.R.C. in 1974 has not discussed this post but it was subsequently included in Schedule II of the 1974 revision by Government in G.O. Ms. No. 259, Finance Department, dated 21st June. 1976.

Technical Assistants in the pay scale of Rs. 310—560 is the promotion post for this category with two years of service as Inspector. The promotion prospects are also bright as the number of posts of Technical Assistants are 14 and the number of posts of Inspectors are 13. Comparison with Inspectors of Weights and Measures and Inspectors of Co-operative Societies is not relevant. In the 1974 revision this has been placed one stage above the corresponding Schedule I scale. This may therefore remain in the present scale and be given the revised scale of Rs. 425—650.

Mine Mate: (Rs. 290—520).

The anomaly pointed out was that the pay scale for this post was equivalent to that of Drill Mechanic prior to 1974 revision. The request was for the pay scale of Rs. 310—560 on par with the Drill Mechanic.

The present scale of pay is the Schedule I scale as it was not included in Schedule II in the 1974 revision. The qualifications required are Diploma in Mining Engineering or Matriculate with Mine Mates Certificate and experience of two years as Mine Mate in any Mine. Since the Mine Mate was on par with the Drill Mechanic in the Department and in view of the technical qualifications, this is placed in the revised scale of Rs. 530—850.

Mechanic: (Rs. 290—520).

The request was for the pay scale of Rs. 310—560 on par with Drill Mechanic as the pre-74 scale of pay was equivalent to that of the Drill Mechanic and of the qualifications and duties are similar.

The Drill Mechanic which was on par with this post in the same pre-revised scale was included in Schedule II in the 1974 revision in the pay scale of Rs. 310—560. But this post was not included as it was not brought to notice of P.R.C. in 1974. The appointment is by promotion from Drivers with experience of not less than 5 years in the Department with good knowledge of Automobile Mechanism and for appointment by transfer or direct recruitment, I.T.I. Certificate and three years experience are prescribed. In view of the above position and equivalence with the Drill Mechanic earlier this is placed in the revised scale of Rs. 530—850.

Drill Mechanic: (Rs. 310—560).

The request was for a pay scale of Rs. 340—640 on the ground that the feeder post of Assistant Driller is in the pay scale of Rs. 290—520 and that by the time of promotion from Assistant Driller to the Drill Mechanic there will not be any financial benefit because he would reach the minimum of promotional post by that time. Though this post was not discussed by the P.R.C. in 1974, it was subsequently considered by the Government and allowed the higher scale of Rs. 310—560 instead of the Schedule I scale of Rs. 290—520, the pre-revised scale being Rs. 140—280. The appointment is by promotion from Assistant Driller with three years of service. For direct recruitment if no suitable person is available by promotion, Diploma in Mechanical Engineering or I.T.I. Certificate with three years experience in Drilling are required. The Draftsman Grade II in P.W.D. with I.T.I. Certificate are only in the pay scale of Rs. 290—520. In view of the technical qualification and experience, the present scale of pay is adequate, the category having derived upward classification in the 1974 revision by one stage. They may therefore remain in the present scale of pay and be given the revised scale of Rs. 530—850.

Royalty Inspector: (Rs. 360—700).

It was represented that the pay scale for this was equivalent to that of a Superintendent prior to 1974 revision and when U.D. Clerk in the scale of Rs. 310—560 is eligible for promotion as Superintendent in the pay scale of Rs. 430—800 or Rs. 410—750, it is anomalous that Technical Assistant in the time scale of Rs. 310—560 who is promoted as Royalty Inspector will be in the pay scale of Rs. 360—700. The request was for the pay scale of Rs. 410—750.

The appointment is by promotion from among the Technical Assistant or by transfer from any other service or direct recruitment if suitable persons are not available by promotion or by transfer. For promotion, experience of three years as Technical Assistant is required, for appointment by transfer or by direct recruitment, the qualifications are B.Sc. in Geology and M.Sc. (Geology) respectively. In view of the qualifications and the pay scale for the feeder category for Technical Assistant, this is placed in the revised scale of Rs. 650—1,100.

Laboratory Assistant: (Rs. 360—700).

The anomaly pointed out was in not allowing the higher pay scale of Rs. 480—900, on the ground that in the Excise Department there are two scales of pay of Rs. 480—900 and Rs. 430—800 for the Grade I and Grade II posts in that Department respectively. The request was for the pay scale of Rs. 480—900.

This post was not discussed by P.R.C. in 1974 and hence it is in the Schedule I scale of Rs. 360—700. The appointment is by direct recruitment or by transfer from any other service, the qualifications being 1st or 2nd Class B.Sc. with Chemistry for direct recruitment. For recruitment by transfer, the qualification is B.Sc. (Chemistry) with three years experience. The Scientific Assistants in the Forensic Science Laboratory in the Police Department in the pre-revised scale of Rs. 200—400 have been allowed the pay scale of Rs. 410—750. This category is placed in the revised scale of Rs. 650—1,100.

Mineral Revenue Officer: (Rs. 480—900).

The anomaly pointed out was that prior to 1974 this was on par with Section Officers in the Secretariat and that this post is to be filled in by promotion of Superintendent on similar lines to the post of Assistant Director (Administration) in the scale of Rs. 700—1,200. The request is for the pay scale of Rs. 700—1,200.

The P.R.C. in 1974 has recommended the pay scale of Rs. 480—900 (Schedule I scale) placing them two stages below the Assistant Director as was the position in the pre-revised set up. He has also observed that as the Mineral Revenue Officer and for Assistant Director are now both promotion categories for Superintendents the Mineral Revenue Officer may be made the channel of promotion for Assistant Director. Being a promotion posts for Superintendents with 5 years of service, this is placed in the revised scale of Rs. 800—1,450.

Assistant Geologist: (Rs. 530—1,050).

They have referred to the posts in other Departments which have been revised to Rs. 700—1,200 and Rs. 600—1,100 as an anomaly in not assigning a higher scale of pay than the Schedule I scale of Rs. 530—1,050. The request was for the pay scale of Rs. 600—1,100.

The P.R.C. in 1974 has recommended the Schedule I scale of Rs. 530—1,050. Degree of B.Sc. (Hons.) or M.Sc. (Geology) or B.Sc. (Geology) with practical experience for a period of 5 years are the qualifications prescribed for this post. At present this post is equivalent to Assistant Geophysicists. The revised scale of Rs. 900—1,500 suggested for Assistant Geophysicists will apply for this post.

Assistant Geophysicist: (Rs. 530—1,050).

The request was for a pay scale of Rs. 700—1,200. The P.R.C. in 1974 has recommended the Schedule I scale of Rs. 530—1,050. The qualifications prescribed for this post are M.Sc. or M. Tech. or B.Sc. (Hons.) in Geophysics and experience of three years or service as Mining Engineering for a period of not less than 3 years. They are placed in the revised scale of Rs. 900—1,500.

Assistant Mines Officer: (Rs. 530—1,050).

The P.R.C. in 1974 has recommended the Schedule I scale of Rs. 530—1,050. This is to be filled in by transfer from Supervisors in Rs. 430—800 with five years of service, qualifications being a Degree or a diploma in Mining Engineering Department or B.Sc. (Geology) and practical experience of three years for Degree holders and six years in the case of diploma holders. The alternate qualification is degree or Diploma certificate in Civil Engineering and practical experience in the Mines Survey for period of five years in the case of degree holders and ten years in the case of diploma or certificate holders. Being a promotion category for Supervisors who are in Rs. 430—800 the present scale of pay is adequate, notwithstanding the recommendation for Assistant Geophysicists and Assistant Geologists. They are placed in the revised scale of Rs. 800—1,450.

Assistant Chemist: (Rs. 530—1,050.)

The request was for the pay scale of Rs. 700—1,200 stating that this is identical to Assistant Geologist and Assistant Geophysicist. The P.R.C. in 1974 has placed this on par with Assistant Chemist in the Ground Water Department, and consequently this had derived upward classification by one stage in the 1974 revision. The qualifications prescribed for this post are B.Sc. (Hons.) or M.Sc. in Chemistry. In view of the qualifications which are similar to that of Assistant Chemist in the Ground Water Department, the present equivalence with the Assistant Chemist in the Ground Water Department, is appropriate. They may therefore remain in the present scale and be given the revised scale of Rs. 800—1,450.

Chemist: (Rs. 600—1,100).

The request was to equate this post with that of Assistant Director in the Department. The P.R.C. in 1974 has recommended the pay scale of Rs. 600—1,100 on par with the Chemist in Ground Water Department, qualifications being same and it was placed one stage above the corresponding Schedule I scale of Rs. 530—1,050.

The appointment is by transfer from among the Assistant Chemist or by direct recruitment or by transfer from any other service, qualifications being a Degree in B.Sc. (Hons.) or M.Sc. in Chemistry and practical experience of two years. Though the P.R.C. in 1974 has equated this with Chemist in the Ground Water Department the qualifications for the post in the Ground Water Department are higher than what is necessary for the post in this Department. This category has derived upward classification in 1974 instead of remaining in Schedule I scale of Rs. 530—1,050. Comparison with Assistant Director, Mines and Geology is also not appropriate. This may therefore remain in the present scale and be given the revised scale of Rs. 900—1,500.

*Assistant Director (Mines and Geology/Administration):
(Rs. 700—1,200).*

The request was for the pay scale of Rs. 750—1,300 on the ground that District Veterinary Officers, Assistant Conservator of Forests, etc., who were in the pre-revised scale of Rs. 400—800 have been allowed Rs. 750—1,300 in the 1974 revision.

The P.R.C. in 1974 has recommended Rs. 700—1,200. The qualifications required for Assistant Director (Mines) are Degree in Mining Engineering or Diploma in a Mining Engineering and practical experience for a period of not less than three years. For Assistant Director (Geology), the qualification is B.Sc. (Hons.) or M.Sc. (Geology) or Diploma in Geology and experience of three years. Comparison with District Veterinary Officers or Assistant Conservator of Forests in other Departments is not relevant having regard to their nature of responsibilities. The present scale of pay of Rs. 700—1,200 which is on par with Assistant Engineers in Public Works Department is adequate and this category has also derived upward classification in the 1974 revision. Similarly for the Assistant Director (Administration)

this is a post which is to be filled in by transfer from Superintendents with five years of service and the present scale is adequate. Hence these categories may remain in the existing scale and be given the revised scale of Rs. 1,050—1,600.

Deputy Director: (Rs. 850—1,425).

The request was for the pay scale of Rs. 1,000—1,550 on par with the Deputy Director in the Commerce and Export Promotion or Employment and Training, on the Ground that the duties and responsibilities are mostly similar to the other Deputy Directors in that higher scale. Comparison with other posts in other departments with different nature of duties and responsibilities is not relevant. Appointment to this post shall be made by promotion from Assistant Directors with five years of service, the qualifications required for direct recruitment or by transfer being B.Sc. (Hons.) or M.Sc. or degree or Diploma in Mining Engineering with 4 years experience. The Senior Hydrogeologist with higher qualification of Post-graduate of M.Sc. in 1st Class with ten years experience is also in the pay scale of Rs. 850—1,425 in the Ground Water Department. The category has derived upward classification in 1974 revision. This may remain in the present scale and be given the revised scale of Rs. 1,250—1,800.

Director: (Rs. 1,100—1,650).

The request was to treat this on par with Director of Ground Water Department in the pay scale of Rs. 1,300—1,800. The P.R.C. in 1974 had recommended the pay scale of Rs. 1,100—1,650 placing it on par with Joint Director of Fisheries and Industries and this was placed one stage above the corresponding Schedule I scale of Rs. 1,000—1,550. The recruitment to this category is either by promotion from Deputy Director or by direct recruitment, the qualifications for direct recruitment being a Diploma or a Degree in Mining Engineering or a Degree of B.Sc. (Hons.) or M.Sc. in Geology. In the case of Director, Ground Water Department, for direct recruitment, the requisite qualification is a 1st Class Post-graduate degree in Geology, practical experience of 15 years in surface water and Ground Water Science and must have administrative experience in controlling an Office for at least five years. The qualifications for this post are not comparable with those of the Director, Ground Water Department. Being a promotion post for Deputy Director in the pay scale of Rs. 850—1,425, the relative position is adequate. This may therefore remain in the present scale and be given the revised scale of Rs. 1,500—2,100.

MUNICIPAL ADMINISTRATION DEPARTMENT

Municipal Commissioners Grade III: (Rs. 480—900).

The request was to allow the pay scale of Rs. 530—1,050 on par with Tahsildar. The request for parity was brought to the notice of Two Man Committee who recommended a pay scale of Rs. 220—400 on par with Divisional Panchayat Officers.

The One Man Commission has also observed that there is no special reason for raising the scale of pay as requested which is much more than that of a Tahsildar. Parity with Tahsildar was claimed before the Pay Revision Commissioner 1974 also but he has recommended the pay scale of Rs. 480—900 one stage below the Tahsildar and this category was placed in a classification higher than the Schedule I scale of Rs. 430—800. Though parity with Tahsildar has been claimed every time before the earlier Commissions and Committees and that the same has not been conceded, yet this category has derived upward revision every time. They may therefore remain in the present scale of pay and be given the revised scale of Rs. 750—1,300 as the present scale adequately meet their demand.

Municipal Commissioner Grade II: (Rs. 600—1,100).

It was pointed out that the initial pay was reduced from Rs. 300 to Rs. 250 in the 1958 revision. The request was for the pay scale of Rs. 700—1,200. The anomaly in the pay revision of 1958 was brought to the notice of Two Man Committee who have considered it and recommended the scale of Rs. 325—600 placing them on par with District Panchayat Officers.

The One Man Commission also observed that there is no reason to raise their level. The same anomaly was pointed out before the Pay Revision Commissioner 1974 also and the Pay Revision Commissioner has recommended the pay scale of Rs. 600—1,100 and they have derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 530—1,050. All points have been considered earlier and they may therefore remain in the present scale and be given the revised scale of Rs. 900—1,500.

Municipal Commissioner Grade I: (Rs. 750—1,300).

The request was for the pay scale of Rs. 850—1,425 and it was also pointed out that the Executive Engineer who draws more pay works under the Municipal Commissioner Grade I.

The One Man Commission had observed that the Head of the Office need not necessarily get more or at least an equal remuneration as a Technical Officer working under them. The Pay Revision Commissioner 1974 has recommended the corresponding Schedule I scale of Rs. 750—1,300 as the pay scale was increased in 1969 from Rs. 500—700 to Rs. 600—1,000. There was no anomaly in the 1969 grouping. Comparison with other posts in other Departments is also

not relevant. They may remain in the present scale and be given the revised scale of Rs. 1,150—1,700.

Municipal Commissioner (Special Grade): (Rs. 850—1,425).

The request was for the pay scale of Rs. 1,000—1,550.

The plea that the scale of pay of certain posts which were equal or lower were revised to Rs. 1,000—1,550 cannot be treated as a valid ground for the reason that higher pay scales were recommended by the Pay Revision Commissioner 1974 taking into account the nature of duties and responsibilities, qualifications, etc. This category was not discussed by the Pay Revision Commissioner 1974 in his report and hence it is in the Schedule I scale. The representation for higher fixation was made subsequent to the publication of Mr. Prasad's report but was not found to have substance by the Government. This is a promotion category for Grade I Commissioners. The present scale is adequate and they may be given the revised scale of Rs. 1,250—1,800.

Municipal Commissioner Selection Grade: (Rs. 1,100—1,650).

The request was for the pay scale of Rs. 1,300—1,800 and it is stated that they are required to supervise and co-ordinate the work of the Superintending Engineer who is in the higher pay scale of Rs. 1,300—1,800 and also that two posts are filled by I.A.S. Officers.

The One Man Commission has observed that scale of pay of Rs. 900—1,100 before 1969 was sufficiently high. This post was not discussed by the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale. The representation for higher fixation was made subsequent to the publication of Mr. Prasad's Report but was not found to have substance by the Government. Though the pre-1974 scale of Rs. 950—1,400 was on par with the Deputy Secretary to Government, yet the considerations which weighed the Pay Revision Commissioner 1974 for allowing the pay scale of Rs. 1,200—1,800 for Deputy Secretary do not apply here. This is a promotion category for the Special Grade Commissioners who are in the pay scale of Rs. 850—1,425 and the present scale of pay is adequate. They may be given the revised scale of Rs. 1,500—2,100.

Appellate Commissioners: (Rs. 1,300—1,800).

No specific anomaly has been pointed out. This is presumably a promotion post for Selection Grade Municipal Commissioner in Rs. 1,100—1,650. This is placed in the revised scale of Rs. 1,700—2,250.

NATIONAL CADET CORPS

Saddlers/Farriers: (Rs. 240—420).

No anomaly has been pointed out. One should pass a Trade Certificate besides ability to read and write one of the local languages. For the above qualification this category could be equated with other categories in Rs. 180—350. They are, therefore, placed in the revised scale of Rs. 350—550. However the existing incumbents presently in the pay scale of Rs. 240—420 will have the revised scale of Rs. 410—625 as personal to them.

Ship Modelling Mechanic-cum-Store Keeper/Aero Modelling Instructor-cum-Store Keeper: (Rs. 340—640).

The request was for a pay scale of Rs. 530—1,050 with retrospective effect and for the upgradation of the posts of Rs. 700—1,200.

The P.R.C. in 1974 had already taken into consideration the qualifications and experience and recommended the pay scale of Rs. 340—640 which was two stages above Schedule I scale of Rs. 310—560. Hence they may remain in the present scale and be given the revised scale of Rs. 575—950. Regarding the request for upgradation of the post this will not fall within the scope of the P.R.C.

Accountant: (Rs. 410—750).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800 as applicable to Superintendents in the Directorate, the pre-1974 scale being identical to that of Superintendent. The request was for the pay scale of Rs. 430—800.

This is a ministerial post, the maximum of which was less than Rs. 400 in the pre-1969 scale. No change in the present scale is called for and they may be given the revised scale of Rs. 650—1,100.

Superintendents (Subordinate Offices): (Rs. 410—750).

The request was to allow the pay scale of Rs. 430—800 as applicable to the Superintendents in the Directorates as the distinction between the Directorate Superintendents and Mofusil Superintendents was removed in November, 1961 due to a common scale of Rs. 180—350 from 1st November, 1961. This is a common category. The pay scale for Superintendents in Subordinate Offices dealt with separately under common categories will apply for this category also.

Gazetted Instructors (Ship and Aero Modelling): (Rs. 530—1,050).

The request was for the pay scale of Rs. 750—1,300 on the ground that this being a teaching and technical post, they should be on par with Lecturers in Polytechnics and there is no justification to treat them differently from Lecturers in Degree Colleges who are in the pay scale of Rs. 700—1,600.

One post of Ship Modelling Mechanic-*cum*-Store Keeper and one post of Aero Modelling Instructor-*cum*-Store Keeper were upgraded from the pay scale of Rs. 340—640 to Rs. 530—1,050 to provide promotional avenues with designation as Gazetted Instructors of Ship Modelling and Gazetted Instructors of Aero Modelling in G.O. Ms. No. 832, Education, dated 11th August, 1978. *Ad hoc* rules have not yet been issued for this new category. This will apparently be a promotion category for the Ship Modelling Instructor-*cum*-Store Keeper and Aero Modelling Instructor *cum*-Store Keeper which are in the pay scale of Rs. 340—640 and the present pay scale is fairly adequate as a promotion category. It is also too early to consider any revision having been upgraded to the above scale very recently. Parity with the Lecturers in Polytechnics or in Degree Colleges is not appropriate. They may, therefore, remain in the present scale and be given the revised scale of Rs. 800—1,450.

Establishment Officer: (Rs. 600—1,100).

The anomaly pointed out was in not allowing the scale of Rs. 700—1,200 as applicable to Assistant Directors who were in the same pre-revised scale of Rs. 400—800. The request was for the pay scale of Rs. 700—1,200 from 1st January, 1974.

Under the existing rules, this is filled in by transfer from Superintendents and Accountants in the Ministerial Service and from among the holders of the post of Ship Modelling and Aero Modelling Instructors-*cum*-Store Keepers who have put in 5 years of service. The feeder categories are in the lower pay scale of Rs. 430—800 or Rs. 410—750 or Rs. 340—640 as the case may be. The present scale is, therefore, adequate, notwithstanding the parity with the Assistant Directors in the earlier revisions. This may therefore remain in the present scale and be given the revised scale of Rs. 900—1,500.

**A.P. GOVERNMENT ORIENTAL MANUSCRIPT LIBRARY AND
RESEARCH INSTITUTE, HYDERABAD**

Library Attenders: (Rs. 180—350).

No anomaly was pointed out but the request was to allow parity with L.D.C. in view of the duties.

Comparison with L.D.Cs. is not relevant. The qualification prescribed is only a pass in 3rd Form or 7th Class. Library Attenders in the Public Libraries Department are also in the same scale. They may remain in the present scale and are placed in the revised scale of Rs. 350—550.

Menders: (Rs. 180—350).

Though no anomaly has been pointed out, the request was parity with similar posts in State Archives and in the Government Press stating that the duties are of technical nature.

The Menders in the State Archives Department are in the same pay scale. They may remain in the present scale and be placed in the revised scale of Rs. 350—550.

Supervisor Grade II/Book Keeper: (Rs. 260—450).

Though no anomaly has been pointed out, the request was to allow the pay scale of Rs. 430—800 in view of the arduous nature of duties. These posts are reported to have been transferred from the Public Libraries Department after the formation of the present Directorate. The qualification is Minimum General Educational Qualification, preference being given to candidate who possess a Certificate in Library Science. In the 1974 revision this has already been placed two stages above the Schedule I scale of Rs. 240—420. In view of the above position, the present scale is adequate and they are placed in the revised scale of Rs. 450—700.

Telugu Typist: (Rs. 290—520).

The request was for parity with U.D. Steno in the Secretariat stating that the duties are identical to that of a Stenographer.

This category was not brought to the notice of the P.R.C. and hence it is in the Schedule I scale of Rs. 290—520, the pre-revised scale being Rs. 140—280. This is placed in the revised scale of Rs. 530—850 as left over category in 1974 revision.

Pandits in Telugu/Sanskrit: (Rs. 310—560).

The anomaly pointed out was in not allowing the pay scale of the High School Pandits. The request was to allow the pay scale of Rs. 600—1,100. The qualification for those Pandits is Siromanj or Vidya Praveen or Ubhaya Bhasha Praveena or B.O.L. or M.O.L.

(General) or M.A. The mode of recruitment is either direct recruitment or by transfer from U.D. Clerks or L.D. Clerks or from among the Pandits in the Educational Subordinate Service. If this job requires this Pandits promotion of L.D. Clerks without Pandits, qualification should be avoided. Subject to the above observation, they are placed in the revised scale of Rs. 575—950 which may be applied only to those who possess the Pandits qualifications. Those who do not possess such qualification will however get the revised scale of Rs. 530—850.

Research Assistants: (Rs. 360—700).

No anomaly pointed out but the request was to allow the pay scale of Rs. 600—1,100.

The *ad hoc* rules are not approved by the Government but as per the draft *ad hoc* rules proposed by the Director, the qualifications are 1st or 2nd Class M.A. or M.O.L. for direct recruitment or by transfer. This category is equivalent to Assistant Archivists in the State Archives in the same pay scale. This category had derived the benefit of the upward classification in the 1974 revision by two stages. They may remain in the present scale maintaining parity with Assistant Archivists in the State Archives Department and they are placed in the revised scale of Rs. 600—1,050.

Research Officer: (Rs. 480—900).

The anomaly pointed out was in not allowing the pay scale of Rs. 600—1,100 which was allowed to the Research Officers in the State Archives Department. The request was to allow the pay scale of Rs. 700—1,200 in view of the duties and qualifications. *Ad hoc* rules for this post have not been approved by the Government. In the absence of the *ad hoc* rules, it is difficult to review the pay scale for this category. This has derived the benefit of the upward classification in the 1974 revision instead of remaining in the Schedule I scale of Rs. 430—800. They may remain in the present scale and be placed in the revised scale of Rs. 750—1,300.

Director: (Rs. 900—1,450).

No anomaly has been pointed out but the request was to allow the pay scale of Rs. 1,800—2,500 in view of the higher qualifications.

The present Director is on contract basis. The *ad hoc* rules for this post also have not been approved. In the absence of the *ad hoc* rules the qualifications for the post the method of recruitment and the feeder category from which this post could be filled are not known. Hence it is difficult to review the pay structure for this post. The pay scale for this post may be reviewed after Government approves the *ad hoc* rules. For the present this may remain in the existing scale and be placed in the revised scale of Rs. 1,300—1,900.

PANCHAYATI RAJ DEPARTMENT

Electrician (V.D.O.'s Training Centre): (Rs. 180—350).

It was pointed out that the Electricians in the Zilla Parishad are in the pay scale of Rs. 260—450 which has not been allowed to this category here. The request was to remove this anomaly and to bring this on par with Electrician in Zilla Parishad.

This post was not discussed by the P.R.C. 1974 and hence it is in the Schedule I scale of Rs. 180—350, the pre-1974 scale being Rs. 80—160. The qualification required is a pass in III Form with 2 years of practical experience. In Panchayati Raj Institutions the pay scale of the Electrician is Rs. 260—450, the pre-revised scale being Rs. 110—225. In Medical Department there are different scales of pay and the lowest is Rs. 180—350 which is the standard scale for the future appointment in that Department. Since, the pre-1974 scale for the Electrician was only Rs. 80—160 in this Department it is not appropriate to equate this with the Electrician in Panchayati Raj. This may therefore remain in the present scale and be given the revised scale of Rs. 350—550.

Field Instructor (V.D.O.'s Training Centre): (Rs. 240—420).

This post is said to be in the Village Development Officer Selection Grade cadre. Apparently Village Development Officers are only posted against this post. Village Development Officer Grade II as well as Field Instructor in the State Institute of Community Development are in the pay scale of Rs. 260—450. This category is also placed in the revised scale of Rs. 450—700.

Village Development Officers (Ordinary Grade): (Rs. 260—450).

The request was for the pay scale of Rs. 360—700 highlighting their nature of duties and training for 2 years integrated course including Agriculture.

The P.R.C. 1974 has placed them one stage above the Lower Division Clerk having regard to the intensive post recruitment training, duties and thereby they were placed two stages above the Schedule I scale of Rs. 240—420. Comparison with Assistant Agricultural Officers is not relevant. Sub-Assistants in the Agriculture Department do similar work as Village Development Officers Grade II. In Command Area Development the new recruits to the post of Sub-Assistant in Agriculture are called Village Extension Officers in the same grade as Sub-Assistants. They are base level extension workers. This would upset parity. The Village Development Officer Grade II already one stage higher than the Sub-Assistants in the Agriculture Department. No change in the pay scale is called for and they may be given the revised scale of Rs. 450—700.

Village Development Officers Grade I: (Rs. 310—560).

The request was for the pay scale of Rs. 430—800 highlighting the nature of duties. The P.R.C. 1974 has placed them on par with U.D. Clerks, and between Junior Inspector and Senior Inspectors of Co-operative Societies having regard to their duties and responsibilities.

P.R.C. in 1974 placed them between Junior Inspector of Co-operative Societies and Senior Inspector of Co-operative Societies. Senior Inspector of Co-operative Societies is being suggested Rs. 340—640 and Junior Inspector will continue to be in Rs. 310—560. In view of the above, this category may be placed in the revised scale of Rs. 550—900.

*Demonstrator in Audio Visual Aids (V.D.Os. Training Centres)
(Rs. 310—560).*

The request was for the pay scale of Rs. 360—700.

The P.R.C. 1974 has recommended the pay scale of Rs. 310—560 on par with Village Development Officer Grade I as the Village Development Officer Grade II is a feeder category for both the Village Development Officer Grade I and for this category. Having regard to the technical qualifications necessary for this category, this is placed in the revised scale of Rs. 550—900.

Extension Officers, Panchayats: (Rs. 360—700).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800 which has been requested.

The P.R.C. 1974 has recommended the pay scale of Rs. 360—700 to both the categories of Extension Officers, Panchayats and Executive Officers, Gram Panchayats as recommended by the O.M.C. and they have been placed two stages above the corresponding Schedule I scale. It is seen from the rules and the proposal received from the Department that the Executive Officer, Gram Panchayats is also a feeder category for Extension Officers, besides other feeder category of U.D. Clerks and Village Development Officer Grade I and the Extension Officer is stated to be a Supervisory Officer for Executive Officers of Gram Panchayats. Having regard to the recommendation of the Department, they are placed in the revised scale of Rs. 650—1,100.

The Executive Officers of Gram Panchayats in Telangana who were Executive Officers of the former Town Municipalities prior to 18th January, 1964 would also have the same revised scale of Rs. 650—1,100 as applicable to Extension Officers, Panchayats.

Assistant Agricultural Officers (Training/Farms):

Here also no rules have been made available. They will be in the revised scale of Rs. 700—1,200. However, Assistant Agricultural Officers drafted from the Agriculture Department will carry the scale of pay applicable to them in the parent department.

Chief Instructress (V.D.Os. Training Centre): (Rs. 480—900).

According to the orders issued in G.O. Ms. No. 8, Finance (P.C. I) Department, dated 5th January, 1979 this post has been allowed the pay scale of Rs. 480—900 instead of Schedule I scale of Rs. 430—800. They are placed in the revised scale of Rs. 750—1,300.

Divisional Panchayat Officers: (Rs. 480—900).

The anomaly pointed out was in not allowing the pay scale of Rs. 530—1,050 applicable to the Block Development Officer and Tahsildar. Appointment to this post is by promotion from Extension Officers of Panchayats with minimum of 3 years of service and from Extension Officers of former Town Municipalities in Telangana appointed prior to 18th January, 1964.

The P.R.C. 1974 observed that parity with Municipal Commissioner Grade III is maintained and they have been placed in a classification one stage above the Schedule I scale of Rs. 430—800. The Block Development Officer with which this post has been compared was in a higher pay scale right from 1958 and the responsibilities are apparently more intensive as compared to the responsibilities of the Divisional Panchayat Officer. Parity with III Grade Municipal Commissioner is appropriate and they are placed in the revised scale of Rs. 750—1,300.

Veterinary Officer (Training formerly Instructor in Animal Husbandry):
(Rs. 480—900).

No rules have been made available for this category. It is however, stated that this is in the cadre of Veterinary Officers and that Veterinary Officers in Animal Husbandry Department are normally posted against this post. In the absence of the rules, it would be difficult to prescribe the scale of pay in this Department. This is therefore placed in the revised scale of Rs. 750—1,300. However, Veterinary Officers drafted from the Animal Husbandry Department will continue to carry the scale of pay applicable to them in the parent Department.

District Panchayat Officers: (Rs. 600—1,100).

The request was for parity with the Revenue Divisional Officers. Though parity with the Deputy Collector was sought before the P.R.C. 1974 also, the P.R.C. 1974 has recommended the pay scale of Rs. 600—1,100 stating that parity with Grade II Municipal Commissioner is maintained. Revenue Divisional Officers were always higher in the pay scale than the District Panchayat Officers and no comparison can be made with the Revenue Divisional Officers. Having regard to their nature of duties and responsibilities this may maintain parity with the Municipal Commissioners Grade II and be placed in the revised scale of Rs. 900—1,500. The proposal of Government for creation of special category to the extent of 25% of the posts does not fall within the scope of the Commissioner.

Accounts Officer: (Rs. 700—1,200).

The present scale of pay is on par with Accounts Officers or District Treasury Officer in the Treasuries and Accounts Service. Hence, the pay scale as determined for Accounts Officers under common categories will apply for this category.

Principal (Village Development Officers Training Centre):
(Rs. 850—1,425).

This post is said to be in the cadre of Deputy Director of Agriculture. The pre-1974 scale was also identical to that of Deputy Director of Agriculture. This is therefore placed in the revised scale of Rs. 1,300—1,900 as for Deputy Director of Agriculture.

PAY AND ACCOUNTS OFFICE, HYDERABAD

Except the categories of Assistant Pay and Accounts Officer, Deputy Pay and Accounts Officer and the Pay and Accounts Officer, all the other posts in this organisation fall under common categories.

In respect of all the posts in this organisation *ad hoc* rules have not been issued in the absence of which it would be difficult to review the pay structure for any of the categories in this organisation. Government should take early action to finalise the *ad hoc* rules and then review the pay scales for the categories in this organisation. For the present, they will be in the revised scales corresponding to the pre-revised scales of pay.

Pay and Accounts Officer:

The Pay Revision Commissioner in 1974 recommended the scale of Rs. 1,200—1,800 for the departmental officers holding this post. The existing incumbent is an Officer of the Government of India who has been absorbed in State Government and the scale of pay of Rs. 1,500—2,000 is personal to her according to the terms of her absorption. She will therefore, continue to be in the personal scale allowed to her. Otherwise, this post is placed in the revised scale of Rs. 1,600—2,200 corresponding to the present scale of Rs. 1,200—1,800, as there is no reason for any revision.

POLICE DEPARTMENT

Police Boys/Police Orderlies in Reserve Police:

Inspector-General of Police has reported that there are two categories one set in the Intelligence Branch and Finger Print Part Bureau in Central Intelligence Department and the other in the Reserve Police Office, Secunderabad with two different rates of pay *i.e.*, one in the pay scale of Rs. 10—1—15 and the other on Rs. 65. The request was to remove the disparity by granting Rs. 150 with usual allowances on par with the Menials paid from contingencies.

It has not been stated whether they are whole-time employees or part-time employees paid from contingencies. In the absence of clear details, no recommendation can be made. The Department should consider this after framing appropriate rules.

Cooks (Battalion/Unit Hospital): (Rs. 165—250).

The request was for a pay scale of Rs. 170—275. Cooks in the Medical Department are also in the pay scale of Rs. 165—250. They may remain in the present scale and be given the revised scale of Rs. 290—425.

Nursing Orderlies: (Rs. 165—250).

The request was for the pay scale of Rs. 180—350, on the ground that Nursing Orderlies in Indian Medicine and Homoeopathy Department are allowed the same scale.

The Nursing Orderlies in the Medical and Health Department are in the Schedule I scale of Rs. 165—250 and the statement that they are in the Rs. 180—350 is not correct. They may remain in the present scale and be given the revised scale of Rs. 290—425.

Police Constables: (Rs. 180—350).

The request was for the pay scale of Rs. 250—430 as they have to face the fury of the unruly mob. The P.R.C. in 1974 has observed that the One Man Commission has recommended two stages above the last grade and given that classification by placing them one stage above the Excise Constable and Forest Guard.

The appointment is by direct recruitment, the qualification being study up to III Form or 8th Standard. Unless level of recruitment is raised, it would be difficult to justify pay raise. Having derived upward classification in 1974 instead of remaining in the Schedule I scale of Rs. 175—300, they may remain in the present scale of pay and be given the revised scale of Rs. 350—550.

Operator Grade II (Police Radio Branch): (Rs. 180—350).

The request was to equate the Grade II Operators with Grade I Operator as the work of the Radio Operator is the same whether it is either constable or Head Constable.

Merger of Grade II and Grade I into a common scale the duties being similar will not fall within the terms of the P.R.C. The category has been included in Schedule II and has been placed one stage above the corresponding Schedule I scale of Rs. 175—300. This is filled in by transfer from Police Constables or by direct recruitment with ability to read and write Telugu. As Grade II is equivalent to Police Constable, the pay scale as for Police Constables will apply here. They are placed in the revised scale of Rs. 350—550 as recommended for Police Constables.

Librarian (Police Training College, Anantapur): (Rs. 240—420).

The request was for the pay scale of Rs. 310—560 as for Librarian Grade II in Libraries Department.

This is not included in Schedule II in 1974 and hence it is in the Schedule I scale of Rs. 240—420. This post is said to belong to category XII of Andhra Pradesh Ministerial Service Rules. The Inspector-General of Police has reported that this was in the rank of Record Assistant and was upgraded to that of L.D.C. in G.O. Ms. No. 65, Home, dated 17th January, 1970. In view of the above and equivalence of pay scale with L.D.C. prior to 1974, this is placed in the revised scale of Rs. 425—650.

Pharmacists (Compounders): (Rs. 240—420).

The request was for the pay scale of Rs. 260—450, on the ground that they are not getting the same pay scale as for the counterparts in other Departments.

Compounders in Medical Department are in the pay scale of Rs. 260—450, the pre-revised scale being Rs. 90—192 as applicable to this category here. It has not been stated whether these posts are filled in by drafting the personnel from the Medical Department in which case the pay scale of Rs. 260—450 could be applied. If the recruitment is resorted to by the Department from the open market instead of drafting personnel from the Medical Department, the Department will have to consider framing the *ad hoc* rules for these posts. However the revised pay scale of Rs. 450—700 is recommended, subject to the condition that the Department frames the rules if it is a distinct category in this Department and that qualifications are not less than those in the Medical Department.

Midwives (Unit Hospital): (Rs. 240—420).

The request was for a pay scale of Rs. 260—450.

This is not included in Schedule II and hence Schedule I scale of Rs. 240—420 is made applicable to this post. This post corresponds to Auxiliary Nurse Midwives in the Medical Department who are also in the pay scale of Rs. 240—420. The pay scale applicable for the Auxiliary Nurse Midwives in the Medical Department may be allowed for this post also (*i.e.*) Rs. 425—650.

Punch Operator-cum-Verifier (C.B., C.I.D.): (Rs. 240—420).

The request was to allow the pay scale given to the Punch Operators in the Bureau of Economics and Statistics Department.

This post is not included in Schedule II and hence it is in the Schedule I scale of Rs. 240—420. Comparison with Punch Operator in Bureau of Economics and Statistics is not appropriate. It is stated that Government in G.O. Ms. No. 3054, Home, dated 27th October, 1972 declared that these posts are of the rank of Clerk-cum-Typist. They are placed in the revised scale of Rs. 425—650.

Operator Grade I (Police Radio Branch): (Rs. 250—430).

This has also been placed in Schedule II and has derived upward classification by one stage in the 1974 revision. This is equivalent to Head Constable. They are placed in the revised scale of Rs. 425—650 as admissible for Head Constables.

Finger Print-Searcher: (Rs. 250—430).

The request was for the pay scale of Sub-Inspector or Lab. Assistant of the Forensic Science Laboratory. One Man Commission has observed that the qualifications are similar to those of L.D.Cs. and that there is no justification to raise that pay. P.R.C. 1974 has also recommended a pay scale on par with L.D.Cs.

In G.O. Ms. No. 1185, Home, dated 13th November, 1978 an amendment has been issued to the Service Rules according to which one must hold a degree. The original educational qualification of S.S.L.C. has therefore been enhanced to degree in the above G.O. In view of the higher qualifications now prescribed, this is placed in the revised scale of Rs. 500—800.

Head Constable: (Rs. 250—430).

The request was for the pay scale of Rs. 320—580. The One Man Commission has observed that Head Constable is not even a matriculate but in view of his responsibilities, he recommended a pay scale of Rs. 80—160 which he had recommended for L.D.Cs. also. But in the 1969 grouping, they were placed in Rs. 90—192. The P.R.C. in 1974 has also observed that it was lower than L.D.C. prior to 1969 but was then equated with that category and that parity is maintained while recommending the pay scale of Rs. 250—430.

The appointment is by promotion from Constables. In the 1974 revision they have derived upward classification by one stage instead of remaining in the Schedule I scale of Rs. 240—420. No change is called for and they be given the revised scale of Rs. 425—650.

Havaldars (A.P.S.P.): (Rs. 260—450).

It was represented that it was anomalous in giving a lower scale than that of the Assistant Reserve Sub-Inspectors of Armed Reserve as they correspond to the Assistant Reserve Sub-Inspectors of Armed Reserve. The P.R.C, 1974 recommended the pay scale of Rs. 275

475 for the Havaldar, Major on par with Assistant Reserve Sub-Inspectors and he had recommended the pay scale of Rs. 260—450 for the post of Havaldar keeping it one stage below the Havaldar Major. This category was placed in a classification higher than the Schedule I scale of Rs. 250—430. Appointment to this post is by promotion from Head Constable. Even for direct recruitment a pass in Third Form or VIII Standard is the requisite qualification. The present position of one stage below the Havaldar Major is adequate. They may therefore remain in the present scale and be given the revised scale of Rs. 450—700.

Assistant Reserve Sub-Inspector: (Rs. 275—475).

The O.M.C. observed that in the case of direct recruitment to the post of Assistant Reserve Sub-Inspector, the qualification is pass in S.S.C. and that it is only a stepping stone to Sub-Inspector. The P.R.C. in 1974 recommended Rs. 275—475 placing them one stage above Havaldar of A.P.S.P.

As per the rules, the qualification is study up to S.S.L.C. and it is also a promotion post for Head Constables. They may therefore remain in the present scale and be given the revised scale of Rs. 475—760.

Radio Technician: (Rs. 275—475).

Though this was not discussed by the P.R.C. subsequently this was included in Schedule II in the above pay scale and they have derived the benefit of upward classification by one stage. For direct recruitment the qualification is only H.S.C. and certificate in Craftsmanship in Radio Mechanic. The present scale of pay is therefore adequate and they be given the revised scale of Rs. 475—760.

Accountant: (Rs. 310—560).

The Inspector-General of Police stated that the nomenclature "Accountant" has created a wrong thinking, that this is the same as that of Accountant in the Treasuries and Accounts Department and that this being a Supervisory post in between Manager and Superintendent it is stated that he is a Section Head and he is expected to supervise the work of U.D.C. and that it is therefore not prior to place them on par with U.D.C. The request was for the pay scale as applicable to Superintendent.

The Two Man Committee had recommended a pay scale of Rs. 140—220 to the Accountant in the Police Department in view of their nature of duties and responsibilities. This post is not included in Schedule II and hence it is in the Schedule I scale of Rs. 310—560 as it was not discussed by P.R.C. in 1974. As it is stated that he is a Section Head, supervises U.D.Cs. and L.D.Cs. and as it is also stated that the U.D.C. is a feeder category for this post, this is placed in the revised scale of Rs. 575—950.

Assistant Law Instructor: (Rs. 320—580).

This category was in the pre-revised scale of Rs. 150—300 as applicable to Sub-Inspector of Police. Though it was not originally included in Schedule II, subsequently this was included in Schedule II of the 1974 revision in G.O. Ms. No. 279, Finance, dated 10th August, 1977 approving the same scale of pay as applicable to the Sub-Inspector of Police. It was stated that they belong to the category of Sub-Inspector of Police and these are Senior Sub-Inspectors deputed to teach law and Police procedure. In view of the above position and as only Sub-Inspectors of Police are deputed the scale of Sub-Inspectors only (*i.e.*) Rs. 575—950 may be adopted to the post. The Department may consider adding them to the strength of Sub-Inspectors.

Band Master: (Rs. 320—580).

Under the rules, this category is included in Category 4 Class I of the Andhra Pradesh Police Subordinate Service along with Reserve Sub-Inspectors. The earlier pay scales were also identical to that of Sub-Inspectors of Police and Reserve Sub-Inspectors. In view of the above, they may be placed in the same revised scale as applicable to Sub-Inspectors of Police and Reserve Sub-Inspectors (Armed Reserve) (*i.e.*) Rs. 575—950.

Radio Supervisor: (Rs. 320—580).

Though this category was not considered by the P.R.C. 1974 it was subsequently included by Government in Schedule II in the above pay scale. Appointment to this category is by direct recruitment or by transfer from the rank of Sub-Inspectors or Reserve Sub-Inspectors or promotion from Radio Technicians. Keeping in view the qualifications and the parity in pay scale with the Sub-Inspectors of Police in the earlier pay revisions and in view of the recommendation for the Sub-Inspector of Police this is placed in the revised scale of Rs. 575—950.

Finger Print Expert: (Rs. 320—580).

The request was for the pay scale of Rs. 530—1,050 on par with the Inspector of Police.

The One Man Commission recommended the pay scale on par with Sub-Inspector of Police. The P.R.C. has recommended the equal pay scale for this post with that of Sub-Inspector of Police. The qualifications are minimum general educational qualification with six months intensive practical training and a pass in All India Examination conducted by the All India Board of Examination for Finger Print Experts. This was in a lower scale than that of a Sub-Inspector prior to 1974 but in the 1974 revision it was given parity with Sub-Inspector of Police, though their duties are not comparable with those of Sub-Inspectors. Hence they may remain in the present scale and be given the revised scale of Rs. 550—900.

Sub-Inspectors: (Rs. 320—580).

The request was for the pay scale of Rs. 430—800 on par with Deputy Tahsildar, on the ground that when the Inspectors of Police are on par with Tahsildars, on the same analogy the Sub-Inspector should also be on par with Deputy Tahsildars.

The P.R.C. in 1974 recommended the pay scale of Rs. 320—580 with the observation "improvement in their position in relation to the Inspectors of Police and placed them on par with the Senior Inspectors of Co-operative Societies". This is by promotion from Head Constables and for direct recruitment degree is the qualification. As degree is required for direct recruitment and as the present gap between the promotion post of Inspector and this is rather high and having regard to the responsibilities being in charge of independent station, they are placed in the revised scale of Rs. 575—950.

Tester Sub-Inspector: (Rs. 340—640).

The request was for a pay scale above that of Inspector of Police. The P.R.C. in 1974 recommended the pay scale of Rs. 340—640 placing them one stage above the Finger Print Expert which is the feeder category.

Appointment is by transfer from Finger Print Expert. Prior to revision in 1974 this was on par with Sub-Inspectors of Police. They may maintain parity with Sub-Inspectors of Police for whom the revised scale of Rs. 575—950 is recommended. They are therefore placed in the revised scale of Rs. 575—950.

Machine Operator (Computer Centre): (Rs. 360—700).

The anomaly pointed out was in not allowing the pay scale of Rs. 410—750 as for Special Branch Assistant.

This was not discussed by the previous P.R.C. and hence it is in the Schedule I scale, the pre-revised scale being Rs. 200—400. It has been stated that in G.O. Ms. No. 1134, Home, dated 21st August, 1972 read with G.O. Ms. No. 3054, dated 27th July, 1972, Government have declared that Machine Operator of the Computer Centre, Crime Branch, C.I.D. is on the rank of Special Branch Assistant which was also in the pre-revised scale of Rs. 200—400. No *ad hoc* rules have been issued for this category in the absence of which it would be difficult to review and determine the pay scale. Government may therefore consider their case after the rules are framed with appropriate qualifications. For the present, they are placed in the revised scale of Rs. 600—1,050.

Special Branch Clerk (Special Branch Assistant): (Rs. 410—750).

The anomaly pointed out was that they have not been given the pay scale of Rs. 430—800 on par with Superintendents in view of the equivalence in pay scale prior to 1974 with the Superintendents. The request was for the higher pay scale of Rs. 480—900.

This category was on par with Junior Superintendents in the pay scale of Rs. 150—250 in 1958. Due to the merger of the Junior Superintendents and the Senior Superintendents a common scale has been prescribed for the Superintendents in 1961. The same consideration will not apply to this category. The pre-1969 scale was also Rs. 180—320 and there was no anomaly in grouping in the 1969 revision. They have already been placed one stage above the Schedule I scale of Rs. 360—700. No change in the pay scale is called for and they be given the revised scale of Rs. 650—1,100.

Scientific Assistant (F.S.L.): (Rs. 410—750).

The request was for the pay scale of Rs. 600—1,100 in view of the arduous nature of duties and on the ground that the qualification is M.Sc. (Physics) and that a Lecturer in Degree College gets a higher pay scale.

This post is already included in Schedule II in the 1974 revision and has been placed one stage above the corresponding Schedule I scale of Rs. 360—700. No comparison can be made with the Lecturer's post. *Ad hoc* rules for this post have not been framed in the absence of which it would be difficult to know the prescribed qualifications and the method of recruitment. No change in the pay scale is called for and they be given the revised scale of Rs. 650—1,100.

Managers (District Police Offices): (Rs. 430—800).

The anomaly pointed out was that the pay of the Manager of the District Police Office was more than that of the Superintendents in the Office of the Inspector-General of Police and that the Manager supervises the work of a large number of Ministerial staff. The request was for the pay scale of Rs. 530—1,050.

The Two Man Committee recommended the pay scale of Rs. 220—320 in place of the pay scale of Rs. 180—320 in view of the supervisory nature of duties and also the fact that persons are normally promoted to this category after putting in long years of service. The P.R.C. in 1974 recommended the pay scale of Rs. 430—800 on par with Superintendents. The maximum of the pre-1969 scale of Rs. 220—320 was much less than the maximum of the pay scale of Superintendents *i.e.*, Rs. 180—400. They may therefore remain in the present scale and be given the revised scale of Rs. 700—1,200.

Superintendent (Technical): (Rs. 430—800).

The anomaly pointed out was that the very designation Superintendent misled the previous P.R.C. and the post has been equated with Office Superintendent whereas in fact the Technical Superintendent is a promotion post to the Finger Print Expert and Tester Sub-Inspector. The P.R.C. in 1974 recommended the pay scale of Rs. 430—800 for this category and it was placed two stages above the corresponding Schedule I scale of Rs. 360—700. As this is said to be a promotion post for the Finger Print Expert and the Tester Sub-Inspector which are in the lower scales the relative position with the feeder category is adequate. They may therefore be given the revised scale of Rs. 700—1,200.

Superintendent (I.G. of Police Office): (Rs. 430—800).

The request was for the sanction of special pay of Rs. 40 which was recommended by the previous P.R.C. in 1974 as Government did not sanction that owing to wider implications. They have also referred to the High Court's observation that they should be considered for a better scale than the one given to them.

The previous P.R.C. in 1974 has taken into account of High Court judgement referred to by them while recommending the pay scale for this category. Government have not implemented the recommendation of the P.R.C. for special pay as the Superintendent in the I.G. of Police Office is also a common category of Superintendent in the Heads of Departments and any consideration of special pay for this category in this Department would have wider repercussions.

This constitutes Category I of the Andhra Pradesh Ministerial Service Rules along with the Superintendent in the other Heads of Departments. Hence no higher scale of pay than what is recommended for Superintendents in the Heads of Departments under common categories can be considered. The pay scale as determined for the Superintendents will apply for this category here (*i.e.*) Rs. 700—1,200.

Section Heads (S.B., C.I.D.): (Rs. 480—900).

The request was for the pay scale of Rs. 530—1,050 on the ground that while submitting the proposals for the creation of these posts, I.G. of Police had recommended a pay scale of Rs. 530—1,050 with a view to ensure the effective supervision.

Certain number of posts of Special Branch Clerks in the pay scale of Rs. 410—750 have been upgraded to the extent of a limited number of posts in the pay scale of Rs. 480—900 in G.O. Ms. No. 401, Home, dated 19th March, 1977. Having been sanctioned as a separate category in the higher pay scale only during the year 1977, it would be premature to consider any upward revision now. They may be given the revised scale of Rs. 750—1,300.

Senior Reporters: (Rs. 530—1,050).

The request was for the pay scale of Rs. 750—1,300 on the ground that their counterparts (*i.e.*) Reporters in the Legislative Assembly and the Court Masters in the High Court have ample scope for promotion.

The P.R.C. in 1974 has recommended the pay scale of Rs. 530—1,050. They have been placed in a classification one stage above than the corresponding Schedule I scale of Rs. 480—900. The qualification is a pass in the Inter-plus Typewriting and Shorthand Higher Grade for direct recruitment and for appointment by transfer minimum general educational qualification or Inter-plus pass in Typewriting and Shorthand Lower are the qualifications. There is no justification for enhancement of the present scale of pay, as the present scale itself is too high and they may be given the revised scale of Rs. 800—1,450.

Handwriting Experts: (Rs. 530—1,050).

It was represented that their duties are strenuous, that the scale of pay of the Assistant Government Examiner of questioned documents in Government of India with similar duties is Rs. 700—1,300 and that 1st or 2nd Class M.Sc. is prescribed for this post. The request was for the pay scale of Rs. 700—1,300.

The P.R.C. in 1974 recommended the pay scale of Rs. 530—1,050 for this category also and it was placed one stage above the corresponding Schedule I scale of Rs. 480—900. Comparison with the posts in Government of India is not relevant. No recruitment rules for this category have also been made available. They may be given the revised scale of Rs. 800—1,450.

Inspectors of Police: (Rs. 530—1,050).

No anomaly was pointed out but the request was for a pay scale of Rs. 750—1,300. The P.R.C. in 1974 while recommending the pay scale of Rs. 530—1,050 has observed "that the Inspector of Police was always on a lower scale than Tahsildar right up to 1969 when both of them were placed in the same scale of Rs. 300—600, due to grouping, that the duties and responsibilities of Inspector of Police cannot be said to be quite on par with Tahsildars but however the parity existing since 1969 is not now disturbed".

This is normally filled in by promotion from Sub-Inspector of Police, and the present scale of pay is fairly high. In the 1974 revision, they have also derived upward classification instead of remaining in the Schedule I scale of Rs. 480—900. No change is called for and they may be given the revised scale of Rs. 800—1,450.

Manager: (S.B., C.I.D.): (Rs. 600—1,100).

The request was for the pay scale of Rs. 850—1,425 on par with Assistant Secretary to Government on the ground that this is a solitary post for the Special Branch Assistants.

This post was on par with Senior Superintendent (Ministerial) in 1958 and in 1961 but on the recommendations of the Two Man Committee, this was revised to Rs. 220—400 in 1964 and again it was revised to Rs. 300—500 in 1965. In the 1969 grouping also this was placed in Rs. 350—750. Even in 1974 revision, the P.R.C. has placed them in the pay scale of Rs. 600—1,100 one stage above the corresponding Schedule I scale of Rs. 530—1,050.

In view of the advantages derived in the various revisions from time to time no further enhancement in the present pay scale is justifiable. Comparison with Assistant Secretary to Government is not relevant. They may be given the revised scale of Rs. 900—1,500.

P.A. to the I.G. of Police/P.A. to the Superintendent of Police: (Rs. 600—1,100).

The request was for the pay scale of Rs. 700—1,200 on par with N.T.P.A. to Chief Engineer highlighting the workload and responsibilities.

The One Man Commission has observed that the scale of pay of the Ministerial P. A. should be further reduced rather than increased and recommended the pay scale of Rs. 300—600 but due to the grouping of the scales in 1969 this was allowed Rs. 350—750. The P.R.C. in 1974 also recommended the Rs. 600—1,100 one stage above the corresponding Schedule I scale of Rs. 530—1,050 and placed them two stages below the Dy. S. P. as at present.

Comparison with N.T.P.A. to Chief Engineer in higher scale of pay is not relevant. The present pay scale is adequate and they be given the revised scale of Rs. 900—1,500.

Chief Law Instructor:

It is noticed that there are two categories of Chief Law Instructors one of which is interchangeable with Assistant Police Prosecuting Officer Grade I and other category of Chief Law Instructor is interchangeable with the Inspector of Police. In view of this Chief Law Instructors interchangeable with Assistant Police Prosecuting Officer Grade I have been allowed the revised scale of Rs. 600—1,100 and the Chief Law Instructors interchangeable with Inspectors of Police have been allowed the revised scale of Rs. 530—1,050 in G.O. Ms. No. 11. Finance, dated 5th January, 1979. In order to avoid confusion, Government may consider the feasibility of treating Chief Law Instructors as temporary additions to the respective cadres of the Assistant Public Prosecutors Grade I and Inspectors of Police. They are however placed in the revised scale of Rs. 900—1,500 for those interchangeable with Assistant Public Prosecutors Grade I and in the revised scale of Rs. 800—1,450 for those interchangeable with Inspector of Police.

Deputy Superintendent of Police: (Rs. 750—1,300).

The request was to sanction special grade Deputy Superintendents posts as in the case of special grade Deputy Collectors in the pay scale of Rs. 1,100—1,650 due to stagnation in the Department. The One Man Commission has observed that the Deputy Superintendent of Police corresponds to Deputy Collector and District Munsiff. The P.R.C. also observed that this is generally a promotion category and direct recruitment is exceptional and after taking into account the revision for the I.P.S., he has recommended Rs. 750—1,300 which was one stage higher than the corresponding Schedule I scale of Rs. 700—1,200.

The present relative position with the feeder category of Inspector of Police is adequate. Creation of Special Category posts will not fall within the terms of the reference of the P.R.C. They are placed in the revised scale of Rs. 1,150—1,700.

Commandant, Home Guards: (Rs. 1,000—1,550).

It was represented that the Additional Superintendent of Police is a promotional post of the Commandant, Home Guards and as such the request was to fix a lower scale of pay to the Commandant Home Guards than that of the Additional Superintendent of Police. The

P.R.C. in 1974 has placed this category on par with Superintendent of Police Communications and they have derived upward classification instead of remaining in the Schedule I scale of Rs. 900—1,450.

This is a promotion post for Deputy Superintendent of Police and this is also a feeder category for promotion to Additional Superintendent of Police (non-cadre) which is also in the same pay scale of Rs. 1,000—1,550 applicable to this post. No change in the present pay scale is called for and they may be given the revised scale of Rs. 1,400—2,000.

Commandant A.P.S.P. (non-cadre): (Rs. 1,000—1,550).

The request was to revise the pay scale to that of I.P.S. scale on the ground that two posts have already been encadred to the I.P.S. and that according to Order No. 7 of the A. P. Police Manual, the Commandants are to be treated as equivalent to Superintendents of Police. The P.R.C. in 1974 recommended the pay scale of Rs. 1,000—1,550 on par with Superintendent, Police Communications and this category has derived upward classification by one stage instead of remaining in Schedule I scale of Rs. 900—1,450. The request for equivalence with the pay scale of Superintendents of Police in the I.P.S. is not relevant. No change in the pay scale is called for and they may be given the revised scale of Rs. 1,400—2,000.

Additional Superintendent of Police (Non-cadre): (Rs. 1,000—1,550).

The request was to fix the scale of pay equal to that of I.P.S. as the duties of I.P.S. and non-I.P.S. Officers are one and the same. The request for fixing the pay scale equal to Superintendent of Police in the I.P.S. scale will not fall within the scope of the P.R.C. This is a promotion post for Commandant Home Guards or Deputy Superintendent of Police which are in the pay scales of Rs. 1,000—1,550 and Rs. 750—1,300. No change in the pay scale is called for and they may be given the revised scale of Rs. 1,400—2,000.

Superintendent, Police Communications: (Rs. 1,000—1,550).

The request was for the pay scale as applicable to Superintendent of Police in the I.P.S. on the ground that all ranks of Officers in the Police Radio Organisation up to the level of Deputy Superintendents of Police, Communications are in the same scales of pay as in the regular Police whereas the Superintendent of Police is on a lower scale of pay compared to the rank in the regular Police.

In the 1974 revision, the P.R.C. has placed them on par with Commandant, A.P.S.P. and Police Transport Officer and this was placed two stages above the Schedule I scale of Rs. 850—1,425. This is a feeder category to the Director, Police Communications in the pay scale of Rs. 1,675—2,125. No change in the pay scale is called for and this may be given the revised scale of Rs. 1,400—2,000.

Director of Police Communications: (Rs. 1,675—2,125).

It was represented that the pre-revised scale of pay of this post was on par with the pay scale of Deputy Inspector-General of Police,

but the revised pay scale of 1974 was not on par with Deputy Inspector-General of Police (Rs. 2,000—2,250). The request was for the pay scale on par with the counterpart of the Executive Police.

This post was created in 1970 in the pay scale of Rs. 1,600—2,000 to be held by a Technical Officer of the status of Deputy Inspector-General of Police. This post has been included in Schedule II in the 1974 revision in the pay scale of Rs. 1,675—2,125. The scale is quite high. Parity with Deputy Inspector General of Police is not appropriate and no change in the present pay scale is necessary. This may be given the revised scale of Rs. 2,000—2,500.

Assistant Director (F.S.L.): (Rs. 700—1,200).

The Forensic Science Laboratory was established under the control of the Inspector-General of Police by merging the Chemical Examiner's Unit of the Medical and Health Department and the Scientific Section of the C.I.D. with effect from 15th November, 1974. The scale of pay for this post was fixed from 15th November, 1974 as Rs. 700—1,200 in G.O. Ms. No. 1907, Home, dated 31st December, 1977. However the pay scale of Rs. 750—1,300 was allowed as personal to the Assistant Director, Scientific Section which has been merged in the Forensic Laboratory.

Ad hoc rules for the post in the Forensic Science Laboratory have not yet been framed in the absence of which it would be difficult to make any recommendations for the categories in the F.S.L. The scale of pay of Rs. 700—1,200 is generally the scale prevailing for the Assistant Director in other Departments. No change in the pay scale is called for and they may be given the revised scale of Rs. 1,050—1,600.

Joint Director (F.S.L.): (Rs. 900—1,450).

The Medical Officer holding this post of Joint Director has requested for the pay scale of Rs. 1,000—1,550 as for Non-clinical Professors with therefore to his position in the Medical Department. No specific recommendation in the pay scale for the post can be given with reference to the position of the individual in the Parent Department and this is an administrative matter of Government. In so far as the scale of pay the post of Joint Director is concerned, no change in the present scale is called for, especially in the absence of the *ad hoc* rules for the posts in the F.S.L. This may be given the revised scale of Rs. 1,300—1,900. The proposal referred to the Commissioner to enhance the pay scale to Sri Venkateswar Rao as Personal to the Officer does not fall within the scope of the Commissioner.

Director (F.S.L.): (Rs. 1,100—1,650).

The scale of pay for this post has been fixed as Rs. 1,100—1,650 in the orders issued in December 1977 but the present Director was allowed to draw the pay scale of Rs. 1,400—1,925 as personal to him, in view of his position in the Medical Department as Additional Director of Medical Services. So long as the post is filled by drafting

Officers from other Departments, they will draw the scale of pay as applicable to them in the Parent Department. The scale of pay for the post for departmental officers can be determined only after the *ad hoc* rules for the post are issued. No change in the present scale is therefore called for and it may be given the revised scale of Rs. 1,500—2,100.

PORT DEPARTMENT

Boatman: (Rs. 165—250).

The request was for the pay scale of Rs. 175—300. The qualification prescribed for appointment to this post is experience for a period of three months in handling of boats, ordinary repairs etc. The pay scale in all the earlier revisions was that of the last grade service. In view of the more onerous nature of duties they be placed in the revised scale of Rs. 310—475.

Wireman: (Rs. 165—250).

The request was for the pay scale of Rs. 240—420 on the ground that this is a skilled post with I.T.I. certificate. These posts have been created after the introduction of the 1974 pay scales. No *ad hoc* rules have yet been issued though it is stated that I.T.I. certificate in Wireman trade and 2 years of practical experience are required for appointment to this post. This may remain in the present scale subject to review by Government after the *ad hoc* rules prescribing the qualifications are approved.

Fuel-yard Maistry/Dock Maistry/Fireman Grade I/Oilman/Lascars/Hammerman/Stores Attender/Flag Lascars: (Rs. 165—250).

As all the posts are classified as semi-skilled with arduous duties the request was for the pay scale of Rs. 170—275. As they have to work under relatively hazardous circumstances, they be placed in the revised scale of Rs. 310—475.

Driver Grade IV: (Rs. 175—300).

The request was for the pay scale of Rs. 240—420 in view of the qualifications and nature of duties. This category has already been placed in the scale of Rs. 175—300 instead of Schedule I scale of Rs. 165—250 in 1974 revision. In order to maintain the relative position with the promotion category this may remain in the present scale and be given the revised scale of Rs. 325—500.

Assistant Light Keeper and Signaller: (Rs. 175—300).

The request was for the pay scale of Rs. 240—420 on the ground that their duties are technical. This post is not included in the Schedule II of the 1974 revision and hence it is in the Schedule I scale of Rs. 175—300. The qualifications required are a minimum general educational qualification and training for a period of six weeks. This was on par with the Record Assistant in the earlier revisions but the qualifications are more than the one prescribed for the Record Assistants. In view of this they are placed in the revised scale of Rs. 410—625 one stage above the Record Assistant.

Blacksmith: (Rs. 180—350).

The request was for the pay scale higher than that applicable in other Departments. This post has already been included in the 1974 revision and this category has derived the benefit of upward classification by two stages instead of remaining in the Schedule I scale of Rs. 165—250. They may, therefore, remain in the present scale and be given the revised scale of Rs. 350—550.

Welder: (Rs. 180—350).

The request was for the pay scale higher than that applicable in P.W.D. This post has not been discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale of Rs. 180—350. The scale of pay of this was equivalent to that of Turner. The same revised scale of Rs. 350—550 as applicable to Turner will apply for this post.

Turner: (Rs. 180—350).

The request was for the pay scale higher than that applicable in P.W.D.

This post is also in the Schedule I scale as it was not discussed by the P.R.C. in 1974. Under the existing rules practical experience of 4 years only is required without any educational qualification and it can also be filled in by promotion from lower categories. They may, therefore, remain in the present scale and be given the revised scale of Rs. 350—550.

Carpenter: (Rs. 180—350).

Due to the skill required, the request was for the pay scale not less than that admissible to the Carpenters in the R. & B. Department. This post has already been included in the Schedule II in the 1974 revision and it has been placed 2 stages above the Schedule I scale of Rs. 165—250. They may, therefore, remain in the present scale and be given the revised scale of Rs. 350—550.

Morse Signallers: (Rs. 240—420).

The request was for the pay scale of Rs. 310—560. The category of Morse Signaller is in a lower class in the Service Rules below the Assistant Port Conservator and they can be appointed on transfer as Assistant Port Conservators and Warf Supervisors if they acquire qualification and training prescribed for the Assistant Port Conservators. This may remain in the present scale of pay and be given the revised scale of Rs. 410—625.

Time-keeper: (Rs. 240—420).

The request was for the pay scale of Rs. 250—430 on the ground that the qualification required is minimum general educational qualification and that the pre-revised scale was equivalent to that of L.D.C. As the pre-1969 scale was lower than that of a L.D.C. and as it was on par with the Morse Signaller which has been retained in the present scale, no change is called for and they be given the revised scale of Rs. 410—625.

Driver Grade III: (Rs. 240—420).

The request was for the pay scale of Rs. 290—520. In view of the qualification required, namely, Certificate of Competency as Engine Driver under the Andhra Pradesh Harbour Craft Rules.

This category has already been included in Schedule II in the 1974 revision and it was placed one stage above the corresponding Schedule I scale of Rs. 180—350. This is a promotion category for Drivers Grade IV in the pay scale of Rs. 175—300. The present pay scale of pay is adequate and they may be given the revised scale of Rs. 410—625.

Electrician: (Rs. 240—420).

The request was for the pay scale of Rs. 250—430 in view of the skilled, arduous and hazardous duties attached to this post. This category in the 1974 revision was not discussed and hence, it is in the Schedule I scale of Rs. 240—420. It is said that the minimum general educational qualification and I.T.I. certificate are the qualifications prescribed for this category. In view of the qualifications this is placed in the revised scale of Rs. 425—650.

Assistant Light-keepers: (Rs. 240—420).

The request was for the pay scale of Rs. 310—560 in view of the technical nature of duties.

This post is also not included in the Schedule II in the 1974 revision and hence it is in the Schedule I scale of Rs. 240—420. Under the rules this can be filled in by transfer from the Assistant Light-keeper and Signaller or Morse Signaller. They may remain in the present scale and be given the revised scale of Rs. 410—625.

Assistant Port Conservator/Warf Supervisors: (Rs. 250—430).

The request was for the pay scale of Rs. 310—560, in view of the executive and technical nature of duties.

This category was not discussed by the previous P.R.C. in 1974 but subsequently it was included in Schedule II approving the pay scale of Rs. 250—430 in G.O. Ms. No. 453, Finance, dated 30th October, 1976. The qualification required for appointment to this post is minimum general educational qualification and one should be capable to regulate boat traffic and deal with Tindels and Boatmen and must have had training in port-work under a Port Officer for a period of not less than 3 months. This is a feeder category for promotion to Port Conservators. In view of the nature of duties and to maintain the relative position with the promotion category of the Port Conservator they are placed in the revised scale of Rs. 450—700.

Driver Grade II: (Rs. 260—450).

The request was for the pay scale of Rs. 310—560. This post has already been included in Schedule II and given upward classification by two stages in 1974 instead of remaining in the Schedule I scale of

Rs. 240—420 on par with Heavy Vehicle Drivers. This is also a promotion category for Grade III Drivers in the pay scale of Rs. 240—420. The relative position is adequate. They may, therefore, remain in the present scale and be given the revised scale of Rs. 450—700.

Sarang Grade I: (Rs. 260—450).

The request was for the pay scale of Rs. 310—560 in view of the technical nature of duties. This category has already been included in Schedule II in the 1974 revision and has derived upward classification by 4 stages instead of remaining in the Schedule I scale of Rs. 175—300. They may therefore remain in the present scale and be given the revised scale of Rs. 450—700.

Port Conservator: (Rs. 310—560).

It has been represented that the Port Conservator was higher than that of U.D.C. and in view of the nature of duties and responsibilities, the request was for the pay scale of Rs. 430—800.

Though this post was not discussed by the previous P.R.C. yet subsequently this was included in Schedule II in the 1974 revision in G.O Ms. No. 384, Finance, dated 24th December, 1975. Appointment to this post is by promotion from Warf Supervisors/Assistant Port Conservators and by transfer of members of the Andhra Pradesh Ministerial Service in the Port Department. The qualifications required are minimum general educational qualification and a pass in the departmental test by the higher grade and accounts test for the Subordinate Officers Part I. Having regard to the nature of duties and to maintain the relative position with the feeder category of Assistant Port Conservator, they are placed in the revised scale of Rs. 575—950.

Head-light Keeper: (Rs. 310—560).

The request was for the pay scale of Rs. 410—750. This was not included in Schedule II and hence it is in the Schedule I scale of Rs. 310—560. The O.M.C. recommended a pay scale of Rs. 150—300 which is two stages above the scale recommended for the U.D.Cs. Appointment to this post is made by promotion from Assistant Light Keepers. In the earlier pay revision this was higher than that of U.D.C. They are placed in the revised scale of Rs. 575—950 so as to be two stages above the U.D.C.

Foreman Mechanic: (Rs. 410—750).

The request was for the pay scale of Rs. 430—800 on the ground that this post was equivalent to the Supervisors in P.W.D.

This category is already included in Schedule II and has derived higher classification by one stage instead of remaining in the Schedule I scale of Rs. 360—700. Comparison with Supervisors in P.W.D. is not appropriate and the pre-1969 scale was also not equivalent to that of the Supervisors. This may remain in the present scale and be given the revised scale of Rs. 650—1,100.

Port Wireless Engineer: (Rs. 430—800).

The anomaly pointed out was that the pre-revised scale for this was the same as that the Junior Radio Engineer in the Information and Public Relations Department which has been allowed the pay scale of Rs. 480—900 whereas the same has not been allowed here. The request was for the pay scale of Rs. 530—1,050.

The post of Port Wireless Engineer which was stated to be in the pay scale of Junior Radio Engineer is now held by a person from the Information and Public Relations Department. As this post in this Department is not included in Schedule II, it is in the Schedule I scale of Rs. 430—800. With reference to the qualifications prescribed in the rules, this is placed in the revised scale of Rs. 700—1,200 for Diploma-holders and Degree-holders will get advance increments in the same scale as recommended separately.

Port Officer: . (Rs. 1,000—1,550).

It has been represented that it is difficult to get the Officers for the low pay scale. The request was for the pay scale of Rs. 2,000—2,500.

The previous P.R.C. in 1974 after taking into account the relative factors has recommended the pay scale of Rs. 1,000—1,550 instead of retaining it in the Schedule I scale of Rs. 900—1,450. In order to attract persons to the post, they are placed in the revised scale of Rs. 1,500—2,100.

Director of State Ports: (Rs. 1,400—1,925).

The request was for parity with the Chief Engineer, *i.e.*, Rs. 1,675—2,125, highlighting their nature of duties. The previous P.R.C. in 1974 has taken into consideration the relevant factors while recommending a higher classification instead of retaining the post in the Schedule I scale of Rs. 1,300—1,800. The present scale of pay is adequate and this is placed in the revised scale of Rs. 1,800—2,350.

He may however be permitted to take up assignment in Merchant Navy during leave to keep himself up-to-date with active sea duty.

**PRINTING, STATIONERY AND STORES PURCHASE
DEPARTMENT**

Mazdoors (Attendants): (Rs. 165—250).

Request was for parity with Field Assistant etc., of Agriculture Department. These posts come under Last Grade Service and comparison with Field Assistant is not appropriate. They may continue in the present scale and be placed in the revised scale of Rs. 290—425.

Assistant Despatcher (Central Press): (Rs. 175—300).

There is already another category of Despatcher in the higher scale of Rs. 240—420 apparently as a promotion post for Counters, Pairokars and Packers in Rs. 175—300. This has got upward classification in the 1975 order along with other categories while rectifying the anomalies. No change is called for and they are placed in the revised scale of Rs. 325—500.

Counters/Packers/Pairokars: (Rs. 175—300).

The pay scale of these categories was revised in G.O. Ms. No. 173, Home, dated 14th February, 1975 after taking into account the anomalies etc. No change is called for and they are placed in the revised scale of Rs. 325—500.

Cutter: (Rs. 180—350).

A pass in VII Class and experience of 2 to 3 years in binding is required. Government have decided in G.O. Ms. No. 173, Home, dated 14th February, 1975 to change their designation as Junior Binders. The post of Junior Binder is also in the scale of Rs. 180—350 and the request made for parity with Veterinary Compounder is not appropriate. They may continue in the scale of Junior Binders i.e., Rs. 350—550.

Layeron: (Rs. 180—350).

This is a promotion post for Attendants and is required to assist the Machine Minders. No change is called for. They are also placed in the revised scale of Rs. 350—550.

Despatcher (Kurnool Press): (Rs. 180—350).

This is a promotion for Counters and Packers and if directly recruited a pass in H.S.C. and one year experience is required. This was not discussed in the earlier pay reports and considering the qualifications they should be at least in the revised scale of Rs. 425—650.

Junior Binder: (Rs. 180—350).

This requires a pass in VII Class and practical knowledge in various binding operations. The feeder posts are Counters, Packers in

Rs. 175—300. This is a feeder category for Senior Binder in Rs. 240—420. No change is called for and they are placed in the revised scale of Rs. 350—550.

Counter Grade I (Secretariat Press): (Rs. 180—350).

This needs VII Class and person should be good at figures with a good speed of counting. No change is called for, and they are placed in the revised scale of Rs. 350—550.

Roller Caster/Roller Moulder: (Rs. 180—350).

This needs a VII Class and ability to handle the relevant machines and practical experience of three years. The feeder post of Assistant Modeller is Rs. 175—300. Considering the qualifications and the feeder post, the present scale is adequate and they are placed in the revised scale of Rs. 350—550.

Tracer-cum-Artist (Research Cell): (Rs. 240—420 plus special pay of Rs. 50).

Assistant: (Rs. 240—420 plus special pay of Rs. 75).

Research Assistant: (Rs. 290—520 plus special pay of Rs. 125).

There are no *ad hoc* rules for the posts which were created only in 1975. They may continue in the present scale until the rules are framed. The Tracer-cum-Artist and Assistant are placed in the revised scale of Rs. 410—625. The Research Assistant will be in the revised scale of Rs. 500—800.

Warehouseman: (Rs. 240—420).

The O.M.C. placed it below the L.D.C. as only Third Form was required and he was in charge of stores. After the P.R.C. Report in 1974 this was placed in Schedule II scale of Rs. 240—420. The present rules require a pass in H.S.C. with 2 years experience as Warehouseman, which are higher than what is required for a L.D.C. Therefore they are placed in the revised scale of Rs. 450—700.

Treasury Clerks: (Rs. 240—420).

The pre-69 scale of Rs. 80—150 was equal to that of a L.D.C. and the principle of correction of 1969 grouping applied to L.D.C. will also apply here. There are no recruitment rules but the pay scales from 1958 are on par with L.D.C. They may therefore be given the revised scale of Rs. 425—650.

Time-keeper: (Rs. 240—420).

The job required a pass in H.S.C. examination. In 1974 it was given the Schedule I pay scale. The post was on par with L.D.C. prior to 1974 revision and the qualifications are similar. They are placed in the revised scale of Rs. 425—650.

Store Clerk: (Rs. 240—420).

The job requires H.S.C. plus 3 years experience as Warehouseman or Despatcher. The job is more responsible than that of an L.D.C. As Warehouseman has been recommended Rs. 450—700 this is placed in the revised scale of Rs. 475—760.

Assistant Despatchers (Central Press):

Assistant Gazette Distributors (Central Press):

Despatch Clerk (Kurnool Press): (Rs. 240—420).

This is a promotion category for Pairokars, Computers and Packers in Rs. 175—300 in Central Press and for direct recruitment H.S.C. and one year experience in Printing Industry is required. Similar is the requirement for the other posts. The Principle of correction of 1969 grouping would also apply here. This post was not discussed by P.R.C. in 1974 and O.M.C. recommended a scale on par with L.D.C. Having regard to the above they are placed in the revised scale of Rs. 425—650.

It may be remarked here that the Government may consider deleting Despatchers discussed above as a feeder category for this post in view of the equal pay scales.

Senior Binder: (Rs. 240—420).

This requires VII class and practical experience of three years for direct recruitment and Senior Binders in A. P. Text Book Press are also in Rs. 240—420. The present scale is adequate, and they are placed in the revised scale of Rs. 410—625.

Copy-holder: (Rs. 240—420).

This requires H.S.C. and experience of two years as Copy-holder or Proof Reader. This is a feeder post for Junior Reader in Rs. 260—450. Because of the qualifications this should be definitely higher than that of the L.D.C. However they are placed in the revised scale of Rs. 425—650 corresponding to the pre-revised scale of Rs. 250—430.

Compositor: (Rs. 240—420).

Qualifications for direct recruitment are a pass in H.S.C. and possess a setting speed average of 800 correct ens, knowledge of two languages and two years experience as Distributor. Because of the qualifications this should be definitely higher than that of the L.D.C. They may be placed in Rs. 260—450 and be given the revised scale of Rs. 450—700.

Junior Electrician (Electrician): (Rs. 240—420).

The qualification for direct recruitment is a pass in VII Class, Wireman Certificate and three years practical experience. There is no grouping anomaly in the 1969 scale. In view of the qualifications the present scale is adequate and they are placed in the revised scale of Rs. 410—625.

Machine Minder Grade II: (Rs. 240—420).

A VII Class pass and ability to handle machine and experience of four years is required. The feeder category is the Layeron which is one stage below in the pre-74 as well as 1974 revision. No change is called for and they are placed in the revised scale of Rs. 410—625.

Metal Castor: (Rs. 240—420).

This needs a pass in VII Class and experience of three years in the concerned section for direct recruitment. Attendants in Rs. 175—300 are feeder posts for promotion to this category. No change is called for and they are placed in the revised scale of Rs. 410—625.

Junior Operator Mechanics: (Rs. 240—420).

There are no *ad hoc* rules but the post may be on par with Typist and may be placed in the revised scale of Rs. 425—650.

Mechanic: (Rs. 240—420).

A qualified Mechanic with knowledge of different types of machines with three years of experience is required for direct recruitment and for promotion literate in a knowledge with practical experience of 3 years in the concerned section. No change is called for. They are placed in the revised scale of Rs. 410—625.

Senior Binder (Special Grade): (Rs. 260—450).

This is a promotion post for Senior Binders in Rs. 240—420 and the present scale is adequate and they are placed in the revised scale of Rs. 450—700. It is noted that there are no *ad hoc* rules yet framed for this category.

Junior Reader: (Rs. 260—450).

They are in the Schedule I scale in 1974 report. For direct recruitment a pass in P.U.C. and two years experience in Proof Reading and a pass in Government Technical Examination by the lower grade is required. As the feeder category of Copy-holder has been given Rs. 250—430 and as this was two stages above the feeder category, a higher scale is justified by the qualifications and they be placed in the revised scale of Rs. 500—800 corresponding to the pre-revised scale of Rs. 290—520.

Senior Compositor/S.G. Compositor (Central Press): (Rs. 260—450).

There are no *ad hoc* rules and they are in the Schedule I scale. This is a promotion category for Compositor discussed above and therefore they may be given in the scale of Rs. 290—520 and be placed in the revised scale of Rs. 500—800. However, it is noticed that the Compositor in the lower scale is also a feeder category for promotion to the post of Imposer which is in the scale of Rs. 275—475. This post of Imposer requires lower qualifications than the higher promotion post and this obviously is an anomaly. The Department should amend the recruitment rules accordingly.

Machine Minder Grade I: (Rs. 260—450).

The qualifications are similar to the above for the direct recruitment and the post was equivalent to Senior Binder (Selection Grade) in the earlier revision. No change is called for and they are placed in the revised scale of Rs. 450—700.

Mono Castor: (Rs. 260—450).

This needs a pass in VII Class and experience of 5 years. No revision is called for after considering the qualifications. They are placed in the revised scale of Rs. 450—700.

Despatch Clerk, Despatcher, Zarida Distributor (Central Press):
(Rs. 275—475).

The designations are different the work is the same of Despatch Clerk. The Department may consider application of uniform nomenclature. This is a promotion category for Assistant Gazette Distributor, Assistant Despatchers and other Despatchers in the lower scale of Rs. 240—420 and Rs. 175—300 and the next higher post is of Senior Despatch Clerk in Rs. 310—560. The relative position is alright and they may continue in the same scale and be given the revised scale of Rs. 475—760.

Imposer: (Rs. 275—475).

In 1975 the pay scale of 30 categories in this department including this post were revised. The qualifications are only a VII Class pass and three years experience as Compositor. This has also received upward revision in 1975. The scale is quite high and no change is called for. They are placed in the revised scale of Rs. 475—760.

Computer: (Rs. 275—475).

A diploma in printing technology is required for this post for direct recruitment, though for the promotion a pass in Government Technical Examination and three years experience in Composing etc., is required. They may be placed in Rs. 290—520 and be given the revised scale of Rs. 500—800.

Senior Electrician: (Rs. 275—475).

This requires a certificate of Electrician of the I.T.I. and ability to maintain electrical motors etc. This is a feeder category for Electrical Supervisor in Rs. 360—700. This was not discussed in the earlier Pay Commission and it is in Schedule I scale. Considering the qualifications and the higher post, this may be in Rs. 290—520 and be placed in the revised scale of Rs. 500—800.

Senior Mechanic: (Rs. 275—475).

For direct recruitment one needs a certificate of mechanical course of the I.T.I. and practical experience of 5 years and ability to repair printing and binding machines. Because of the qualifications they may be placed in the revised scale of Rs. 500—800.

Senior Time-keeper (Kurnool Press): (Rs. 290—520).

This is a post by promotion of Time-keepers or if by direct recruitment a degree or equivalent qualification is required. This was a left-over category. Because of the qualifications for direct recruitment, they are placed in the revised scale of Rs. 530—850 on par with posts who are allowed this scale with similar qualifications.

Section Holder: (Rs. 290—520).

For promotion also this requires a pass in VII Class along with a pass in Government Technical Examination by the Lower Grade and experience of 5 years and for direct recruitment a diploma in Printing Technology plus one year experience are required. They may remain in the present scale and be placed in the revised scale of Rs. 500—800.

Type Store-keeper (Kurnool Press), Junior Store-keeper (Central Press and Kurnool Press): (Rs. 290—520).

This was not discussed in earlier Pay Revision Commissions and in 1974 it was given the Schedule I scale of Rs. 290—520. This is a feeder category for Senior Store-keeper is Rs. 320—580 and a promotion category for Store-clerks or Warehouseman who have now been recommended Rs. 475—760 and Rs. 450—700 respectively. Pass in H.S.C. is also necessary here. In view of the recommendations for Store Clerk and Senior Store-keeper, they are placed in the revised scale of Rs. 530—850.

Senior Reader: (Rs. 290—520).

The qualifications for direct recruitment are a degree, 4 years experience in proof reading and a pass in Government Technical Examination by Higher Grade. This is also a promotion post for Junior Reader. Considering the qualifications and the scale given to Junior Readers this should be in Rs. 340—640 and they are placed in the revised scale of Rs. 575—950.

Mono Operator: (Rs. 290—520).

This requires H.S.C. or equivalent and experience of three years for direct recruitment. The feeder categories Compositors, Imposers, Lino Attendants are in the scale of Rs. 240—420, Rs. 260—450 and Rs. 275—475 respectively. The pre-69 scale was slightly above that of U.D.C. and a number of other posts in the department were allowed the scale of Rs. 150—300 in G.O. Ms. No. 173, Home, dated 14th February, 1975 before bringing them on to Rs. 310—560. They may therefore be placed in the revised scale of Rs. 530—850.

The following categories which were in the pre-74 scale of Rs. 140—280 as applicable to the Mono Operator are not covered by G.O. Ms. No. 173, Home, dated 14th February, 1975 nor are they included in Schedule II and consequently they are in Schedule I scale of Rs. 290—520. Keeping in view the equivalence, these categories had with other categories presently in Rs. 310—560, they may also be placed in the pay scale of Rs. 310—560 and be given the revised scale of Rs. 530—850.

Key Board Mechanic.
 Rotary Machine Minder.
 Process Cameraman.
 Transcriber.
 Senior Typewriter Mechanic.
 Vary Typist.
 Intertype (Linotype) Operators.
 Lino Operators.
 Ladlow Operators.

Booking Clerk: (Rs. 310—560).

The post is similar to that of U.D.C. and that parity with U.D.C. is maintained in 1974. The request for treating ministerial employees in Printing Department as technical employees is untenable. It may continue in the present scale and be placed in the revised scale of Rs. 530—850.

Senior Despatch Clerk (Central Press and Kurnool Press):
 (Rs. 310—560).

For direct recruitment this requires a pass in H.S.C. and experience of one year. The feeder categories are despatch clerks and despatchers. The post has got upward classification by two stages in 1974. No change is called for and they are placed in the revised scale of Rs. 530—850.

Head Computer: (Rs. 310—560).

In view of the recommendation for the post of Computer, this is placed in the revised scale of Rs. 550—900 corresponding to the pre-revised scale of Rs. 320—580 to maintain the relative position.

Deputy Foreman: (Rs. 310—560).

The qualifications for direct recruitment are minimum general educational qualification with a diploma in Printing Technology with two years of experience as a Supervisor in medium sized press. As a promotion category for Section Holder the present scale is adequate and they may be placed in the revised scale of Rs. 530—850. The pay is too low for a holder of Licentiate in Printing Technology and they be given the advance increments as recommended for such Licentiates in technical subjects.

Assistant Store-keeper, Stationery Wing: (Rs. 310—560).

This is stated to be governed by Ministerial Service Rules and interchangeable with the U.D.C. and therefore the scale of U.D.C. may continue.

Senior Store-keeper (Central Press and Kurnool Press):
(Rs. 320—580).

This is a promotion post for Junior Store-keeper. For direct recruitment a pass in H.S.C. and a pass in Government Technical Examination by higher grade is prescribed and a security deposit of Rs. 1,000 for the job is to be furnished. Considering the nature of duties this is placed in the revised scale of Rs. 575—950.

Head Despatcher (Kurnool Press):

Manager of Despatching Section (Central Press): (Rs. 320—580).

For direct recruitment this needs a degree with experience of one year in any reputed firm. The feeder category of Senior Despatching Clerk is in the pay scale of Rs. 310—560. Considering the similar scale given to Junior Inspector and Senior Inspector of Co-operative Dept. with similar qualifications, they are placed in the revised scale of Rs. 575—950.

Technical Manager: (Rs. 360—700).

This is filled in by promotion from Assistant Technical Manager in the pay scale of Rs. 310—560 or by direct recruitment if no suitable candidate is available for promotion. One should have passed H.S.C. and have practical experience of five years as Assistant Technical Manager with a pass in Government Technical Examination in composing by higher grade or ten years of experience as Assistant Technical Manager if he has not passed the Government Technical Examination. For direct recruitment, H.S.C. plus diploma in Printing and three years of experience are required. The pre-1969 scale of pay was Rs. 180—375. In view of the above qualifications and applying the principle of correction of 1969 grouping, this category may be placed in the revised scale of Rs. 650—1,100.

Chief Designer: (Rs. 360—700).

This is filled in by promotion from Engraver in the pay scale of Rs. 250—430 or by direct recruitment if no suitable candidate is available for promotion. For promotees, one should have passed in VII Class with practical experience of five years as Engraver with experience and ability to lay-out and designing. For direct recruitment a pass in H.S.C. with a diploma in lay-out and designing and practical experience of five years in designing is required. Having regard to the feeder category from which it could be promoted, no change is called for. They may be placed in the revised scale of Rs. 600—1,050.

Head Reader: (Rs. 360—700).

The qualifications for direct recruitment are graduate plus 5 years of service and a pass in Government Technical Examination as above. This is a promotion category for Senior Readers and as such may be given the scale of Rs. 410—750 applying the principle of correction of 1969 grouping. They are placed in the revised scale of Rs. 650—1,100.

Electrical Supervisor: (Rs. 360—700).

This was not discussed by the P.R.C. in the 1974 revision and is in the Schedule I scale. For direct recruitment this requires diploma in Electrical Engineering. The equivalence with other scales in the same Department where such high qualifications are not required is not relevant. This is a left over category and because of the higher qualification required for direct recruitment, they may be placed in the revised scale of Rs. 650—1,100 corresponding to Rs. 410—750. This however does not call for any revision of scales of Mechanical Supervisor (Composing) etc., who are not required to possess such higher qualifications, in spite of earlier parity.

Mechanical Supervisor (Composing): (Rs. 360—700).

Needs a pass in H.S.C. certificate in Mechanism of the relative types with 5 years of experience. These qualifications were taken into account in the revision ordered in February, 1975 and therefore no change is called for. They are placed in the revised scale of Rs. 600—1,050.

Foreman: (Rs. 360—700).

This is a promotion category for Deputy Foreman and also requires a diploma in Printing Technology. They may therefore be placed in the revised scale of Rs. 650—1,100 corresponding to the pre-revised scale of Rs. 410—750.

Accountant (Stores Purchase Wing): (Rs. 410—750).

This post is similar to Accountants in other departments. They are placed in the revised scale of Rs. 650—1,100.

Storekeeper, Stationery Wing: (Rs. 430—800).

As remarked above this is governed by the Ministerial Service Rules and inter-changeable with Superintendents and they may continue in the present scale and be placed in the revised scale of Rs. 700—1,200.

Assistant Director, Stationery: (Rs. 600—1,100).

Anomaly claimed was in not allowing the scale of a Deputy Collector i.e., Rs. 750—1,300. The duties are not comparable with even Assistant Director, Technical in Rs. 700—1,200 and hence the earlier P.R.C.'s observation placing them one stage below Assistant Director, Technical is appropriate. Comparison with Deputy Collector is not tenable. Considering the qualifications and the duties the present scale is adequate and this is placed in the revised scale of Rs. 900—1,500.

Assistant Director (Stores Purchase non-Technical): (Rs. 700—1,200).

The anomaly claimed was in not allowing Rs. 750—1,300 as given to Assistant Director, Commerce and Export Promotion, since the pre-revised scales are identical. Due to various historical reasons it is seen that the promotion to this category is made from a common group of Section Officers in the Commerce and Export Promotion which earlier was part of the Store Purchase Department. Now the Section

Officer promoted with similar qualifications in the Commerce and Export Promotion Department gets Rs. 750—1,300 whereas one promoted and posted to the Printing Department gets Rs. 700—1,200. Because of this reason, they may be given equivalence and be placed in the revised scale of Rs. 1,150—1,700.

Assistant Director (Technical): (Rs. 700—1,200).

Assistant Director, Technical in Text Book Press was also in the same scale. Considering the posts which were in Rs. 400—800 in 1969 as contended by them they should have been in Rs. 600—1,100 in 1974 whereas they have been given Rs. 700—1,200. There is no justification for any further revision. They are placed in the revised scale of Rs. 1,050—1,600.

Deputy Director (Administrative Officer): (Rs. 850—1,425).

Anomaly claimed was in not having allowed the pay scale of Rs. 700—1,100 in 1969. The P.R.C. in 1974 recommended Rs. 850—1,425 observing "that the post was created in May, 1969 and should have been in Rs. 700—1,100 in 1969 but the post was now in abeyance; if it is proposed to revive, it may be better to redesignate as Deputy Director (Admn.) as in the Text Book Press." P.R.C. in 1974 recommended a higher pay scale for Deputy Director, Technical (Kurnool Press) on the ground that he was incharge of the press unit with a large number of employees and a special pay was also granted. The scale recommended in 1974 (Rs. 850—1,425) was corresponding to the scale of Rs. 700—1,100 only and therefore the alleged anomaly does not exist. Comparison with Deputy Director, Technical is not appropriate and therefore no change is called for. In the certified list of posts this post is not included. If the post exists in the dept. this will be in the revised scale of Rs. 1,250—1,800 corresponding to the revised scale of Rs. 850—1,425.

PRISONS DEPARTMENT

Fitter Grade III: (Rs. 240—420).

There are two grades of Fitters namely Grades II and III but the qualifications are prescribed only for Fitters and not for each Grade. This is placed in the revised scale of Rs. 425—650 to maintain the relative position with Fitter Grade II which is recommended Rs. 500—800.

Jawans Grade I: (Rs. 240—420).

This is one stage below Police Head Constable. They wanted parity with Police Head Constable. Comparison with Police Head Constable is not appropriate. No change is called for. They are placed in the revised scale of Rs. 410—625.

Warder Grade I: (Rs. 240—420).

They wanted parity with corresponding categories in the Police Department. The appointment is by promotion from Grade II in Rs. 180—350 and only minimum general educational qualification is required if the appointment is by transfer from other services. No change is called for and they are placed in the revised scale of Rs. 410—625.

Physical Training Instructor: (Rs. 250—430).

One should possess a minimum general educational qualifications of S.S.L.C. and Second Grade Certificate of Physical Training. The pre-1974 scale as well as 1974 scale was equivalent to that of Secondary Grade Trained Teachers. This may also be placed in the revised scale of Rs. 450—700 as applicable to Secondary Grade Trained Teachers.

Teachers: (Rs. 250—430).

The qualification for Teachers in this Department is that one should pass the Secondary Grade Trained Teacher's Certificate. The pre-revised scale as well as 1974 scale was identical to that of Secondary Grade Trained Teachers. They may therefore be placed in the same scale of pay as applicable to the Secondary Grade Trained Teachers in the Education Department, i.e., Rs. 450—700.

Head Supervisor (Certified Schools): (Rs. 250—430).

Anomaly claimed was in not allowing Rs. 260—450. P.R.C. in 1974 placed them on par with Head Constable and one stage below Jamedars. Only general educational qualifications are required for direct recruitment. The feeder category of Record Assistant is also in Rs. 180—350 and comparison with the post of Havildar (A.P.S.P.) which is also in higher scale is not appropriate. No change is called for. They are placed in the revised scale of Rs. 425—650.

Dafedar (Jails): (Rs. 250—430).

P.R.C. in 1974 placed them on par with Head Constables. Havildars (A.P.S.P.) were always in a higher scale. No change is called for. This will also maintain parity with Head Warder, and they are placed in the revised scale of Rs. 425—650.

Head Warder, Reserve Head Warder (Jails): (Rs. 250—430).

They wanted parity with Havildar (A.P.S.P.). Considering the qualifications required and the scales of the feeder categories, no change is called for. They are placed in the revised scale of Rs. 425—650.

Junior House Master (Certified Schools): (Rs. 260—450).

The anomaly in the pay scale being equal to the pay scale of feeder category was corrected in the 1974 revision. No change is called for. They are placed in the revised scale of Rs. 450—700.

Gate Keeper (Jails): (Rs. 260—450).

The rules are same as are applicable to the Chief Head Warder and Jamedar. So they may be on par with them, *i.e.*, Rs. 450—700.

Chief Head Warder (Jails): (Rs. 260—450).

The rules are the same as for Jamedar. In 1974 revision they have been placed two stages higher than the Schedule I scale. No change is called for and they will be in the revised scale of Rs. 450—700.

Jamedar (Jails): (Rs. 260—450).

The post of Jamedar was never on par with Assistant Reserve Sub-Inspector as claimed. This is one stage above the L.D. Clerk and maintains parity with Sub-Jailor and Chief Head Warder. No change is called for and they are placed in the revised scale of Rs. 450—700.

Sub-Jail Jailor: (Rs. 260—450).

This is a feeder category for Deputy Jailor in Rs. 310—560. Only minimum general educational qualifications are required and in 1974 revision they have derived benefit of upward revision by two stages. No change is called for and they are placed in the revised scale of Rs. 450—700.

Fitter Grade II: (Rs. 275—475).

The qualifications are a certificate of completion of course in technical or institution, etc., and experience of two years. The earlier pay scales were also equivalent to Draughtsman Grade III. They are placed in the revised scale of Rs. 500—800.

Assistant Superintendent, Child Guidance Bureau (previously Sister):
(Rs. 310—560).

The designation "Sister" was changed as Assistant Superintendent in 1973. This is a promotion post for U.D. Clerk. For direct recruitment one must be a graduate. They are placed in the revised scale of Rs. 550—900.

Deputy Jailor: (Rs. 310—560).

Requested parity with Sub-Inspector of Police. This parity was not agreed to by the T.M.C. or O.M.C. Even P.R.C. placed them one stage below the Sub-Inspector. The duties also are not comparable with that of a Sub-Inspector. The feeder categories of Chief Head Warder, Sub-Jail Warder are in Rs. 260—450. Keeping in view the recommendation in the case of Sub-Inspectors this category is placed in the revised scale of Rs. 550—900 to maintain the relative position.

B.Ed. Trained Teacher: (Rs. 320—580).

Though no specific rules have been made available for this category in this Department, yet as the designation of the post shows as B.Ed Trained Teacher, this is more or less equivalent to Trained Graduate Teacher Grade II in the Education Department for whom the requisite qualification is Graduate plus teaching degree. They may also be placed in the revised scale of Rs. 575—950.

Head Masters: (Rs. 320—580).

Under the rules, this is to be filled in by promotion from Teachers who have put in five years of service. The pre-1974 scale as well as 1974 scale was equivalent to that of Trained Graduate Teacher Grade II in the Education Department. In order to maintain the relative position with lower category of Teachers, this may be placed in the revised scale of Rs. 575—950.

Assistant Superintendent, Auxiliary Home for Girls, Hyderabad:
(Rs. 410—750).

This post along with that of Assistant Superintendent, Girl Certified School are inter-changeable with the same Service Rules. The qualifications are a degree in Arts or B.T., or L.T., or B.Ed. The earlier scales of both the posts were the same. However, in 1974, the Assistant Superintendent of Girls Certified Schools was placed in the higher scale grouping it with Jailors, Deputy Superintendents (Certified Schools) etc. This is anomalous considering the similar qualifications and service rules and without any proof of higher responsibilities for the latter. The Assistant Superintendent, Girls Certified School is in Rs. 480—900 and a grant of this scale to the Assistant Superintendent, Auxiliary Home will further upset the parity earlier mentioned above. The correct course of action is to put both of them in the revised scale of Rs. 700—1,200, subject, however, to the condition that the existing incumbents of the post of Assistant Superintendents, Girls Certified Schools presently in Rs. 480—900 will have the revised scale of Rs. 750—1,300 as personal to them.

District Probationary Officer Grade II: (Rs. 410—750).

The request was for the pay scale of Rs. 430—800. The appointment is either by transfer from the category of U.D. Clerks and for direct recruitment a degree is the qualification. Comparison with Sub-treasury Officers is inappropriate. Though the qualification is only a degree for direct recruitment, as their duties involve more onerous jobs like correctional aspects in their work they have been given a

higher scale. Within the Department they had equivalence with Assistant Superintendents of Girls Certified Schools and Auxiliary Homes even in the earlier revisions for whom the revised scale of Rs. 700—1,200 has been recommended. They are also, therefore, placed in the revised scale of Rs. 700—1,200.

Deputy Superintendent, Child Guidance Bureau (previously Brother): (Rs. 480—900).

The request was to upgrade the scale to Rs. 700—1,200. This can be filled by promotion of Grade II Probationary Officers and is on par with Probationary Officers Grade I in 1974 revision. The upgradation to Rs. 700—1,200 requested is not tenable. This has already derived upward classification by three stages in 1974 revision. No change is called for and they are placed in revised scale of Rs. 750—1,300.

Deputy Superintendent, Certified School: (Rs. 480—900).

This was on a lower footing than the District Probationary Officer Grade I prior to 1974. But this scale was given to them by applying the principle of correction for the 1969 grouping. They have derived benefit of getting higher pay scale by three stages in 1974. The qualifications and duties do not justify any further revision. They are placed in the revised scale of Rs. 750—1,300.

Case Workers: (Rs. 480—900).

The Government in their G.O. Ms. No. 1506, Home (Prisons-A) Department, dated 15th November, 1974 have treated this as temporary addition to District Probationary Officer Grade I and, therefore, the revised scale of Rs. 750—1,300 as for District Probationary Officer Grade I will apply.

District Probationary Officer Grade I: (Rs. 480—900).

In 1974 the P.R.C. recommended Rs. 480—900 stating that this post was in a scale higher than the Circle Inspector of Police prior to 1958. The fact that they were in a higher scale prior to 1958 has been taken note of by the P.R.C. in 1974 while recommending the present scale. The feeder category which is Probationary Officer Grade II has already been given Rs. 410—750. Notwithstanding the suggested scale for District Probationary Officer Grade II for other administrative reasons this is equal with Jailor in 1974 as recommended by the Department then. No change is called for and they are placed in the revised scale of Rs. 750—1,300.

Welfare Officer: (Rs. 480—900).

Prior to 1974 this was in a higher scale than Jailor but in 1974 revision this post and District Probationary Officer Grade I have been equated with Jailor for administrative convenience on the recommendation of the Department. The Government may therefore consider for deletion of the existing provision of the Jailor as a feeder category to this post of Welfare Officer. No change is called for as they have already derived upward classification by one stage in 1974. They are placed in the revised scale of Rs. 750—1,300.

Jailor: (Rs. 480—900).

They wanted parity with Inspectors of Police. The fact that they were in a better scale than Circle Inspector prior to 1958 was taken note by P.R.C. in 1974 while improving their position *vis-a-vis* the Circle Inspector. While in the pre-1974 scale they were three stages below the Circle Inspector now it is only one stage below. The comparison with Inspector of Police having regard to their duties and responsibilities is not appropriate. The feeder category for this is Deputy Jailor in lower scale. In 1974 they have derived the benefit of upward classification by three stages. No change is called for and they are placed in the revised scale of Rs. 750—1,300.

Superintendent, Reception Home,
Superintendent, Girls Certified School,
Superintendent, State Aftercare Home,
Assistant Chief Probation Superintendent,
Regional Inspector of Probation: (Rs. 700—1,200).

In 1974 P.R.C. placed them in a common scale with Deputy Superintendent of Jails, etc., as proposed by the Department for administrative convenience and facilitate inter-changeability. By this they derived upward classification by two stages in 1974. The same parity may continue and they are placed in the revised scale of Rs. 1,050—1,600.

District Sub-Jail Officers: (Rs. 700—1,200).

This was created in G.O. Ms. No. 750, Home, dated 14th June, 1976 in Rs. 700—1,200. This is a temporary addition to the cadre of Deputy Superintendent of Jails. No change is called for and they are placed in the revised scale of Rs. 1,050—1,600.

Superintendent, Borstal School: (Rs. 700—1,200).

The appointment is by transfer from among Welfare Officers, Jailors in Rs. 480—900 or from the members of the Andhra Pradesh Ministerial Service in Jail Department not below Junior Superintendents. Parity with Deputy Superintendent of Police is not appropriate. No change is called for and they are placed in the revised scale of Rs. 1,050—1,600.

Superintendent, Certified Schools/Child Guidance Bureau:
 (Rs. 700—1,200).

Parity with Deputy Superintendent of Police was requested which is not appropriate. This is one stage below that post. In 1974 they were all placed in a common scale on the recommendation of the Department for administrative convenience and, therefore, derived benefit of upward revision on the grounds other than that of duties and responsibilities. Government may, however, consider amendment to their rules to see that the feeder categories in the same scale are removed. No change is called for and they are placed in the revised scale of Rs. 1,050—1,600.

Deputy Superintendent of Jails: (Rs. 700—1,200).

They wanted parity with the Deputy Superintendent of Police. In 1974 revision they derived upward classification by one stage instead of remaining in Rs. 600—1,100. The feeder categories are all in the pay scale of Rs. 480—900. A degree is required for direct recruitment. No change in the scale is called for and they are placed in the revised scale of Rs. 1,050—1,600.

Chief Probation Superintendent: (Rs. 850—1,425).

The feeder post of Superintendents, Girls Certified School/Child Guidance Bureau of Assistant Chief Probation Superintendent are in Rs. 700—1,200. This post is identical to that of Superintendent of Jails. No change is called for. This is placed in the revised scale of Rs. 1,250—1,800.

Chief Welfare Officer: (Rs. 850—1,425).

Government have ordered that this is a temporary addition to the cadre of Superintendent of Jails. Therefore, it will carry the same pay as that post (*i.e.*) Rs. 1,250—1,800.

Superintendent of Jails: (Rs. 850—1,425)

The request was for parity with Additional Superintendent of Police. In 1974 P.R.C. has taken into account the recommendations of the Indian Jail Committee and placed them one stage above Revenue Divisional Officer and Police Officers by giving them this scale. Comparison with posts in Police Department is not appropriate. This is a promotion category for Deputy Superintendent of Jails, etc., in Rs. 700—1,200. They have also derived the benefit of upward classification by two stages in 1974 revision. No change is called for. They are placed in the revised scale of Rs. 1,250—1,800.

Deputy Inspector-General of Prisons: (Rs. 1,100—1,650).

This was created in 1974, but they wanted Rs. 1,300—1,800. Comparison with the posts of Director, Bureau of Economics and Statistics, Archaeology and Museums, Chief Inspector of Boilers and Factories who are Heads of Departments is not appropriate. This is a promotion post for Superintendent of Jails in Rs. 850—1,425. The relative position is adequate. No change is called for. They are placed in the revised scale of Rs. 1,500—2,100.

Inspector-General of Prisons: (Rs. 1,400—1,925).

This is presently filled by an Officer of the I.P.S. Cadre. But for Departmental Officers it is a promotion post for Superintendents of Jails and Assistant Inspector-General of Prisons and the latter category was abolished and Deputy Inspector-General post is in lieu thereof. Being a promotion category for Deputy Inspector-General in Rs. 1,100—1,650 the present scale is quite adequate. No change is called for. This is placed in the revised scale of Rs. 1,800—2,350.

PUBLIC LIBRARIES

Book Bearer/Book Cleaner/Farrash/Gate Keeper: (Rs. 165—250).

The request was to allow the pay scale of Rs. 170—275 on the ground that the duties are semiskilled.

These categories are in the last grade service. Having been in the last grade service in the earlier revision, they may remain in the present scale and be given the revised scale of Rs. 290—425.

Library Attenders/Supervisors Grade III: (Rs. 180—350).

The request was for the pay scale of Rs. 240—420 on the ground that the pre-revised scale was equivalent to that of Shroff which has been allowed the pay scale of Rs. 240—420.

The One Man Commission has observed that the work is more or less equal to that of an unskilled worker. The qualification is only 3rd Form. Comparison with Shroff whose duties and responsibilities are different is not relevant. Hence they may remain in the present scale and be given the revised scale of Rs. 350—550.

Film Examiner: (Rs. 240—420).

One should possess the minimum general educational qualification and must have experience for a period of two years in checking and splicing films. In view of the above qualification this is placed in the revised scale of Rs. 425—650.

Book Binders/(Senior)/(Junior): (Rs. 240—420) (Rs. 165—250).

The Book Binders (Senior) are in the pay scale of Rs. 240—420 and the Book Binders (Junior) are in the pay scale of Rs. 165—250.

The Director of Libraries has recommended to equate the two categories as one category, as the duties are said to be the same and that in the service rules there is only one category as Book Binders. The request was therefore to allow the common pay scale of Rs. 240—420 by clubbing the two different categories into one.

The One Man Commission has observed that there are two classes of Binders, that the minimum qualification is 3rd Form and that while Binding of ordinary books may be entrusted to the lower category, valuable books and books needing very good binding may be given to the more experienced Binders. In view of the above observations, the existence of the two classes of the Binders may remain and this will also give an opportunity for the Junior Binders to be promoted as Senior Binder. The question whether the two categories should be merged and give a common scale is also an administrative decision to be taken by the Department.

The Junior Binder is governed by the Andhra Pradesh Last Grade Service Rules and hence it may remain in the present scale of Rs. 165—250 and be given the revised scale of Rs. 290—425.

In order to maintain the relative position with Junior Binders, the Senior Binders may also remain in the present scale and be given the revised scale of Rs. 410—625.

Card Writer/Book Keeper/Supervisor Grade-II: (Rs. 260—450).

One M.L.A. has stated that these posts are equivalent to Librarian Grade II and Grade III in Zilla Grandhalaya Samstha who are in the pay scale of Rs. 290—520 and Rs. 260—450. The request was for the pay scale of Rs. 290—520.

The One Man Commission has observed that the work is of a routine nature and the qualifications are not any way different from the L.D.C. Considering the qualification of S.S.L.C. plus Certificate in Library Science which is of three months duration, the P.R.C. in 1974 had placed them in the higher scale than that of L.D.C. and he has also equated this post with the Grade III Librarian in Grandhalaya Samstha whose qualifications are similar. Parity with Librarian Grade II of Grandhalaya Samstha is not appropriate with reference to the qualifications of Intermediate and Certificate in Library Science for the post in Grandhalaya Samstha. This category has been placed two stages above the Schedule I scale of Rs. 240—420 in the 1974 revision. They may therefore remain in the present scale on par with Grade III Librarian in Grandhalaya Samstha and be given the revised scale of Rs. 450—700.

Classifiers/Assistant Librarian Grade II/Reference Assistant/Supervisor Grade I: (Rs. 310—560).

The anomaly pointed out was in not allowing parity with Grade I Librarian of Grandhalaya Samsthas and that the pay scales in the Government Public Libraries were higher till 1965 than those in the Grandhalaya Samstha and that the latter got one revision in 1966 without corresponding revision in the Government Libraries. The request was for the pay scale of Rs. 410—750.

The pay scales of Librarians in the Grandhalaya Samstha were revised in 1966 based on the recommendations of the Committee appointed by the Government. Assistant Librarian Grade I in Government has been properly equated with the Librarian Grade I in Grandhalaya Samstha. Comparison with Librarian Grade I of Grandhalaya Samstha for Assistant Librarian Grade II is not appropriate.

Assistant Librarian Grade II being a feeder category for the Grade I Assistant Librarian, the P.R.C. in 1974 had observed that the relative position with the Grade I Assistant Librarian is maintained and the 1974 revision they got the benefit of the upward classification instead of remaining in the Schedule I scale. The other three categories having been on par with Assistant Librarian Grade II they will continue to maintain the same equivalence. They may remain in the present scale and be given the revised scale of Rs. 530—850.

Assistant Librarian Grade I/Superintendent (Technical):
(Rs. 410—750).

It was represented that the pay scale of this post was higher than the pay scale of Secretary, Zilla Grandhalaya Samstha till 1966 and the pay scales of the employees of Zilla Grandhalaya Samstha having been revised in 1966 they are in a better scale. The request was to allow the pay scale of Rs. 530—1,050. Comparison of Assistant Librarian Grade I with Secretary, Zilla Grandhalaya Samstha is not appropriate considering his sphere of work and nature of duties and the Assistant Librarian Grade I here works under the Librarian who is already in Rs. 600—1,100. This being a promotion category for Assistant Librarian Grade II, the P.R.C. in 1974 has maintained the relative position with the feeder category and this category has also derived upward classification instead of remaining in the Schedule I scale of Rs. 360—700. The present equivalence with Librarian Grade I of the Zilla Grandhalaya Samstha is appropriate. They may therefore remain in the present scale and be given the revised scale of Rs. 650—1,100.

Librarian (State Central Library): (Rs. 600—1,100).

The anomaly claimed was that the pay scale of this post was on par with Assistant Directors in various Departments prior to 1974, the pre-1974 scale being Rs. 400—800 and that in the 1974 revision the higher scale of Rs. 700—1,200 was given to the Assistant Directors while this post has been allowed only a lower pay scale of Rs. 600—1,100. The P.R.C. in 1974 has recommended the Schedule I scale of Rs. 600—1,100 and he has not equated this with the Assistant Directors in other Departments in Rs. 700—1,200. The mere fact that Assistant Directors in other Departments in the pre-revised scale of Rs. 400—800 have been placed in the pay scale of Rs. 700—1,200 is not relevant factor. In view of the qualifications for this post and this being a promotion post for Assistant Librarians Grade I in Rs. 410—750, the existing relative position is fairly adequate. Hence this may remain in the present scale and be given the revised scale of Rs. 900—1,500.

Assistant Director/Gazetted Auditor: (Rs. 600—1,100).

The request was for the pay scale of Rs. 700—1,200. On the ground that Assistant Directors in other Departments are allowed the pay scale of Rs. 700—1,200 whereas the post of Assistant Director here has been allowed the lesser pay scale of Rs. 600—1,100.

These posts have been created after 1974 revision in the pay scale of Rs. 600—1,100. Apparently the intention was to keep them on par with Librarian already existing in the Department in the pay scale of Rs. 600—1,100. The *ad hoc* rules have not been framed to know the method of recruitment and qualification. Parity with Librarian in the identical scale may be maintained as it is too early to consider a different scale. They may therefore remain in the present scale and be given the revised scale of Rs. 900—1,500.

Director: (Rs. 900—1,450).

Though no anomaly has been pointed out, the request was to enhance the special pay of Rs. 100 to 200. The proposal for enhancement of special pays have been dealt with separately in chapter on special pays. This may remain in the present scale and be given the revised scale of Rs. 1,300—1,900.

PUBLIC PROSECUTORS DEPARTMENT

Assistant Public Prosecutors Grade II/Assistant Police Prosecuting Officers: (Rs. 430—800).

The anomaly pointed out was that they get lesser pay scale than the Inspector of Police. The request was therefore for the pay scale on par with Inspector of Police. Comparison with Inspector of Police is not appropriate and the pay scale of Inspector of Police was always higher than that of the Assistant Public Prosecutors Grade II right from 1958. The mere fact that the Inspector of Police can conduct prosecution in the Court, in the absence of Assistant Public Prosecutors Grade II and that he has to guide the Inspector of Police cannot be an adequate ground to equate the pay of Assistant Public Prosecutors Grade II with that of Inspector of Police. The Pay Revision Commissioner in 1974 has recommended the pay scale of Rs. 430—800 restoring the parity with the Deputy Tahsildar which they had prior to 1958 and in the 1974 revision they were placed in a higher classification than the Schedule I scale of Rs. 410—750.

For appointment as Assistant Public Prosecutors Grade II one must be a member of the Bar with Law Degree and must have had not less than 3 years active practice in Criminal Courts. The present scale is applicable to the Superintendent in the Directorate. In view of the above qualifications and as it is three stages below its next higher category, they may be placed one stage above the Superintendents in the Directorate and they are placed in the revised scale of Rs. 750—1,300.

Assistant Public Prosecutors Grade I/Police Prosecuting Officers: (Rs. 600—1,100).

The request was to sanction the pay scale as applicable to Munsiff Magistrate on the ground that parity in pay scale with that of a Munsiff Magistrate was maintained up to 1958 and in later revisions higher pay scale was allowed to Munsiff Magistrate.

The One Man Commission had observed that the Assistant Public Prosecutors Grade I and Police Prosecuting Officers are equated to the Judicial Second Class Magistrate. The Pay Revision Commissioner in 1974 had observed that they were in a higher scale than the Inspector of Police prior to 1958, on par with them from 1958 to 1961 and from 1961 to 1969 were again in a higher scale. He has placed them one stage above the Inspector of Police and has also stated that this is the last level of Assistant Public Prosecutors beyond which there is no promotion, thereby deriving upward classification by two stages over the Schedule I scale of Rs. 480—900. As the previous Pay Revision Commissioner has considered the relevant factors and recommended two classifications above the corresponding Schedule I scale of Rs. 480—900, the present scale of pay is adequate and they are placed in the revised scale of Rs. 900—1,500.

ANDHRA PRADESH PUBLIC SERVICE COMMISSION

U.D. Clerk: (Rs. 310—560).

It has been represented that they have to maintain high standards of accuracy, efficiency and integrity and the request was to equate them with Assistant in the Secretariat.

When all the categories in the Public Service Commission have not been equated with the Secretariat posts equation of U.D. Clerk alone with Assistant in Secretariat does not merit consideration. This is a common category and the pay scale recommended for the U.D. Clerks under common categories will apply for this category.

Special Category Stenographers: (Rs. 430—800).

The anomaly pointed out was that Special Category Stenos working as Personal Assistant to the Secretaries to Government are allowed the pay scale of Rs. 480—900 whereas in Service Commission a lower pay scale of Rs. 430—800 is made applicable. The request was to equate them with Personal Assistant to Secretaries to Government.

The posts have been sanctioned in January, 1977 in the pay scale of Rs. 430—800 as applicable to Special Category Stenos in the Secretariat and there is no question of any anomaly. The category of Personal Assistant to Secretaries to Government is a separate category distinct from the Special Category Stenos. The pay scale recommended for the Special Category Stenos under common categories will apply here also.

Superintendents: (Rs. 480—900).

It was represented that their duties are comparable with that of Section Officers in the Secretariat, that their maximum was on par with that of Section Officers prior to 1974 but the maximum that has been fixed in the 1974 revision was not to their advantage. The request was for parity with Section Officers.

The One Man Commission has dealt with the aspect of equivalence with the Secretariat for the Service Commission posts and held that the equation with the Secretariat post is beyond the scope of the Commission. Equivalence with the Secretariat posts was urged before the previous Pay Revision Commissioner also. But the Pay Revision Commissioner did not concede for the parity with the Section Officers of the Secretariat and recommended a pay scale of Rs. 480—900 which is one stage below the Section Officer of the Secretariat.

This level is above the Superintendents in the Directorates and below the Section Officer in the Secretariat. This has already been looked into by the Pay Revision Commissioner 1974 and there is no reason for any deviation. They may remain in the present scale and be given the revised scale of Rs. 750—1,300.

Deputy Secretary: (Rs. 1,000—1,550).

It has been represented that the Assistant Secretary of the Public Service Commission is on par with Assistant Secretary to Government whereas the same position is not maintained for the Deputy Secretary in the Service Commission and on promotion of the Assistant Secretary in the Service Commission he gets a lower scale of Rs. 1,000—1,550 whereas the Assistant Secretary to Government with whom the Assistant Secretary of Public Service Commission is equated gets a higher pay scale. The request was for the pay scale of Rs. 1,200—1,800.

There is no stage to stage equivalence. Comparison with Deputy Secretary to Government is not appropriate. In the 1974 revision this has been placed one stage above the corresponding Schedule I scale of Rs. 900—1,450. This may remain in the present scale and be given the revised scale of Rs. 1,400—2,000.

Secretary: (Rs. 1,300—1,800).

The request was to upgrade this post to that of a non-cadre Joint Secretary to Government to keep up the dignity of the Service Commission and also to allow a special pay of Rs. 200.

The request for upgradation of the posts does not fall within the scope of the Pay Revision Commissioner. All the posts in the Service Commission are also not equated with the posts in the Secretariat. The Pay Revision Commissioner 1974 has considered this category and allowed a higher pay scale than the corresponding Schedule I scale of Rs. 1,100—1,650. They may remain in the present scale of pay and be given the revised scale of Rs. 1,700—2,250.

Members of the Public Service Commission:

The salary of the Members of the Public Service Commission has been enhanced to Rs. 2,500 in 1977 from the previous salary of Rs. 2,125. The request was for the salary of Rs. 2,750. As the salary has been enhanced only in 1977 it is too early to think of a further revision.

Chairman of Public Service Commission: (Rs. 2,625).

When the salary of the Members of the Service Commission was enhanced to Rs. 2,500 in 1977 the salary of the Chairman was not revised and consequently the previous difference of Rs. 500 between the salary of the Chairman and the Members has been reduced due to corresponding non-revision of the salary of the Chairman in 1977. The request was to allow a salary of Rs. 3,500.

The salary of the Members of the Service Commission was revised from Rs. 2,125 to Rs. 2,500 in G.O. Ms. No. 5, General Administration (Services-A), dated 4th January, 1977 without corresponding revision in the salary of the Chairman. Prior to the revision in 1977 there was a difference of Rs. 500 between the salary of the Chairman and the Members of the Commission in all the earlier revisions. The salary of the Chairman may be fixed at Rs. 2,750.

**PUBLIC WORKS (MAJOR IRRIGATION AND GENERAL)
DEPARTMENT**

Blue Print Operator: (Rs. 175—300).

The qualification required is a pass in the III Form or at least study in that Form for a period of not less than one year in a recognised school and practical experience in blue-print work. The recruitment can also be made from special reasons by transfer from other services. This category is found to exist in a number of Departments with more or less similar qualifications. It is therefore, proposed to treat this in that limited sense as a common category and the same scale be given whatever the department so long as the duties are similar.

The Association representing this category wanted the scale of pay on par with the Roneo Operator and Record Assistants claiming the work to be skilled.

The O.M.C. had observed that the job is of an ordinary type which can be attended to by a person with elementary education and some training and experience and accordingly placed him in the scale of Rs. 60—95 which in 1969 grouping got Rs. 62—100. In 1974 the P.R.C. gave them the scale of Rs. 175—300 instead of the corresponding Schedule I scale of Rs. 165—250. The comparison either with Tree Marker in Excise Department or with Record Assistants as claimed by the Association is not appropriate. They have already derived benefit of upward classification in 1974. There is no justification for any increase in scale keeping in view the educational qualifications and the skill required. They are placed in the revised scale of Rs. 325—500.

As remarked earlier this scale would apply to all Blue Print Operators engaged in similar duties wherever they exist in other Departments of Government.

Telephone Gumastas: (Rs. 180—350).

The Irrigation Telephone Gumastas Association requested a scale of Rs. 250—430 on the ground that Irrigation Conservancy Assisants on the same scale prior to 1958. They further requested that wherever there are keyboards the designation may be changed to Telephone Operators.

The qualification required is completed S.S.L.C. for direct recruitment and by transfer from any other service. It is seen that even the requirement, of familiarity with operation of a P.B.X. or an extension telephone is not required; presumably because most of the phones are on line direct.

Two Man Committee did not agree for a revision. The O.M.C. recommending pay scale of Rs. 50—95 observed that the work is of elementary nature which can be attended to by a person with less

educational qualifications and that equation with Irrigation Conservancy Assistants is improper as the work of the latter is heavier. But considering the fact that prior to 1958, they had a slightly better scale than Irrigation Conservancy Assistants, the P.R.C. in 1974 allowed a classification two stages higher than the one of Rs. 62—100 given by Government in 1969, instead of keeping in the corresponding Schedule I scale of Rs. 165—250. No change is therefore called for. They are placed in the revised scale of Rs. 350—550.

Irrigation Conservancy Assistants: (Rs. 240—420).

No specific anomaly was pointed out. The qualification required is experience as Maistry in Building or Irrigation Works for a period of not less than 5 years or a pass in the lower grade in the Government Technical Examination in Surveying and Levelling and in earth works and roads and completed S.S.L.C. It is also a promotion category for Telephone Gumastas with the requisite qualifications who are in the scale of Rs. 180—350.

The Association representing this category requested for parity with Draughtsman Grade III in the scale of Rs. 290—520.

The T.M.C. had conceded the request of Irrigation Conservancy Subordinates in the scale of Rs. 70—100 given to Lock and Wharf Superintendents. The O.M.C. while recommending the pay scale of Rs. 70—120 had considered that there was no reason to enhance the pay of this post but in 1969 grouping they got a higher scale of Rs. 80—160. The P.R.C. in 1974 had observed that they are placed one stage below the L.D. Clerk. Request for parity with Draughtsman Grade III which requires an L.T.I. Certificate with different responsibilities is not tenable. They have also derived the benefit of upward classification in 1974 and therefore they may remain in the present scale and be placed in the revised scale of Rs. 410—625.

Lock and Wharf Superintendents: (Rs. 240—420).

The Association requested the scale of L.D. Clerk namely Rs. 250—430 as the qualifications are similar. They also pointed out that the earlier parity with Head Constables in Police Department is disturbed and Irrigation Conservancy Assistants drawing less scale are now on par with them.

The T.M.C. did not agree for a revision. The O.M.C. while recommending the pay scale of Rs. 70—120 observed that it would not be proper to raise it to the L.D. Clerk scale. The qualifications required is completed S.S.L.C. or in the case of demobilised candidates from any of the Defence Services, a pass in III Form or at least study in that Form for a period of not less than one year and ability to read and write the language or one or two languages of the district in which he is to be employed. Irrigation Conservancy Assistants and Telephone Gumastas also can be promoted to this category.

The P.R.C. in 1974 did not agree to the parity with L.D. Clerk and placed them one stage below the L.D. Clerk. This is quite appropriate considering the qualifications required and also the levels of the

feeder categories. They have also derived the benefit of one upward classification instead of the corresponding Schedule I scale. No change is called for and they are placed in the revised scale of Rs. 410—625.

Anicut Superintendent: (Rs. 250—430).

The method of recruitment is either by promotion from Irrigation Conservancy Assistants or by direct recruitment with qualifications similar to the one prescribed for the category of Irrigation Conservancy Assistants. The present scale of pay is adequate and this is placed in the revised scale of Rs. 425—650.

Tracers: (Rs. 260—450).

The Association requested a higher start with three advance increments to I.T.I. Draughtsman diploma holders. No specific anomaly was brought to the notice of the Commissioner.

The T.M.C. did not agree for further revision on the ground that there was no anomaly. O.M.C. observed that in future only those who have passed S.S.C. should be appointed.

The qualifications for recruitment require—

- (a) a pass by the lower grade in the Government Technical Examination in Commercial Drawing, Building Drawing and Estimating;
- (b) a pass in free hand outline on model drawing or a pass in Drawing Grade I lower; or
- (c) a completed S.S.L.C. with a pass in Engineering included as special subject in the bifurcated course of Secondary School; or
- (d) a pass in four subjects of Group Certificate of Draughtsman; or
- (e) a pass in the Trade Test (Draughtsman) Civil or Mechanical Course of I.T.I. of Andhra Pradesh.

T.M.C. observed that only S.S.C. passed candidates be appointed but this does not seem to have been implemented as seen from the above recruitment rules where probably the special subject in bifurcated course does not exist now. The P.R.C. in 1974 had observed that this was placed one stage above the L.D. Clerk due to the additional technical qualifications required beyond S.S.C. and 2 stages below Draughtsman Grade III. The scale is therefore appropriate. They are placed in the revised scale of Rs. 450—700. However, with regard to the advance increments for higher qualifications the recommendation separately made in this regard may be referred to.

As Tracers happen to be a category common to a few more Departments the same scale as recommended here shall apply in the other Departments, wherever they exist.

Draughtsman Grade III/Overseers: (Rs. 290—520).

No specific anomaly was pointed out. The request was for a scale of Rs. 340—640 with advance increments for diploma holders.

The T.M.C. did not agree for a revision. The O.M.C. while recommending the pay scale of Rs. 110—225 had observed that there is no ground to enhance the scale at the maximum.

The recruitment, if direct, requires an I.T.I. Certificate or by promotion of Clerk-cum-Draughtsman Tracer or Overseers or promotion from the category of Irrigation Conservancy Assistants.

In the 1974 revision P.R.C. had observed that they were placed 3 stages below Grade II Draughtsman as earlier. Taking into account the technical qualifications required for direct recruitment the scale is quite adequate. In 1974 they also derived an upward classification by one stage instead of the corresponding Schedule I scale of Rs. 275—475. They are placed in the revised scale of Rs. 500—800.

It is understood from the Department that there are a few posts of Overseers who after completion of 6 years of satisfactory service are to be absorbed as Supervisors but owing to bad conduct etc., same recruits are being continued as Overseers. Their present scale is Rs. 290—520. As it is a vanishing category they are also placed in the revised scale of Rs. 500—800.

Draughtsman Grade II: (Rs. 340—640).

The anomaly pointed out was that prior to 1958 they had a higher minimum than that of a Supervisor and the Divisional Head Clerk which is a non-technical ministerial post gets the same pay. They requested a pay scale equivalent to four increments over the starting pay of Supervisors.

This is a promotion post for Grade III Draughtsman and for direct recruitment the requirement is an I.T.I. Certificate. The T.M.C. did not agree for a revision. The O.M.C. while recommending the pay scale of Rs. 150—300 considered that the maximum should be enhanced. The P.R.C. in 1974 observed that it is 2 stages below Grade I Draughtsman which is a promotion category to this post.

Being itself a promotion category to Grade III the relative position with the feeder category is also correct. Further, in the 1974 revision they derived the benefit of upward classification by one stage instead of remaining in the Schedule I scale of Rs. 320—580. The existing scale is adequate and they are placed in the revised scale of Rs. 575—950.

Draughtsman Grade I: (Rs. 410—750).

The anomaly pointed out was the parity that existed prior to 1958 with Junior Engineers with the minimum of the scale and the initial pay was also higher than the Supervisor. They requested a scale of Rs. 480—900.

This is a promotion category for Draughtsman Grade II or transfer from Branch V Sanitary Engineering Branch. Being a promotion category for Grade II the requirement is only an I.T.I. Certificate, whereas for Supervisors diploma is essential. Equivalence therefore with Supervisors is not appropriate. T.M.C. did not agree for a revision. The O.M.C. had observed that in the then Madras State the maximum

was less by Rs. 20 and recommended the scale of Rs. 180—350. The P.R.C. in 1974 had also observed prior to 1969 the scale was lower than that of Supervisor. He had therefore placed them one stage below the Supervisor and 2 stages below the Special Grade Draughtsman which is a promotion category to this post. The present relative position with its feeder category as well as its promotion category is adequate. They have further derived the benefit of upward classification by one stage in 1974 instead of remaining in the Schedule I scale of Rs. 360—700. No change is called for. They are placed in the revised scale of Rs. 650—1,100.

Special Grade Draughtsman (called Head Draughtsman in Chief Engineer's Office): (Rs. 480—900).

The anomaly pointed out was that prior to 1958 they were on higher scale than the Junior Engineer but in subsequent revisions their pay scale is considerably reduced. The request was for a pay scale of Rs. 700—1,200.

The recruitment is by promotion from Draughtsman Grade I or for special reasons by transfer from any other service. The alternate qualifications required are degree in Engineering (Civil or Mechanical) or a diploma in Engineering or the Upper Subordinate or L.C.E. diploma awarded by the Technical Diploma Examination Board, Madras or a pass in the section A & B of the A.M.I.E. or a Lower Subordinate Diploma of the College of Engineering, Guindy or a pass in the examination prescribed for the Engineering Subordinate of the Overseer Class or Draughtsman Class, or a pass in the special examination for Group Certificate in the Building Drawing Group prescribed for Draughtsman in Government Technical Examination or a pass in the Special Examination for Group Certificate in Civil Engineering in the Government Technical Examination.

The T.M.C. did not agree for a revision of pay scales. The O.M.C. while considering the pay scale of Rs. 225—450 had observed that the fact that he gets less than a Junior Engineer is not an anomaly but this is highest post to which a Draughtsman can aspire. The P.R.C. while allowing one classification had observed that they were in a higher scale than Supervisor up to 1958 and on par up to 1961. This is the highest or fourth level among the Draughtsman who are initially recruited only in the III Grade and placed them on par with Junior Engineers as recommended by the Board of Chief Engineers.

As observed above, the assumption of constancy of relativities is not valid for all time to come. Considering the structure within the Draughtsman's cadre the scale allowed is adequate. Further in 1974 they have also derived the benefit of upward classification by one stage instead of remaining in the Schedule I scale of Rs. 430—800. No change is called for and they are placed in the revised scale of Rs. 750—1,300.

Divisional Head Clerks: (Rs. 340—640).

The anomaly claimed was in not allowing the pay scale of Superintendents as duties and responsibilities are similar. Requested a scale of Rs. 410—750.

This is generally filled by promotion from U.D. Clerks. The T.M.C. revised the pay scale to Rs. 140—220 from Rs. 125—200. The O.M.C. while recommending the scale of Rs. 140—280 had observed that this is a promotion post to U.D. Clerks and higher pay of Rs. 140 was adequate and there was no need to vary the pay of the post. The P.R.C. in 1974 had observed that the Head Clerks in Taluk and Revenue Divisional Offices who are in the scale of Rs. 150—300 are given the revised scale of Rs. 340—640. Comparison with Superintendents is not relevant as it is an entirely different category with different duties and responsibilities. The promotion level from the U.D. Clerk as in the case of other Taluk and Divisional Offices is maintained and no change is therefore called for. They are placed in the revised scale of Rs. 575—950 as in Common Categories.

Supervisors: (Rs. 430—800).

The anomaly pointed out was that Junior Engineers and Supervisors had a common scale of pay but the Supervisors were placed one stage below that of a Junior Engineer.

The request was for a common scale with Junior Engineers with a higher start for degree holders.

The issue is discussed at length on account of the unresolved controversy between the Supervisors and the Junior Engineers and the strangely divergent views held by both the Associations. The Association of Supervisors gave the following reasons in support of their claim.

(1) In the Engineering Subordinate Services there was only one category called Supervisors until 1972 with a common source of recruitment. Right up to 1958 there was only a common scale of pay both for Supervisors and Junior Engineers.

(2) It was in 1958, as a result of the recommendations of the 1958 Pay Committee that two different scales of pay were recommended by the Pay Committee and accepted by Government for Supervisors and Junior Engineers. However, both these categories had a common maximum. Even in the 1961 revision while the distinction was continued in terms of pay scales, the common maximum was however not disturbed.

(3) It was in the 1969 revision for the first time that distinct pay scales for Supervisors and Junior Engineers were recommended by the O.M.C. which differed both in minimum and maximum. It was stated that this was a grave anomaly arising as a result of the grouping done by the O.M.C. purely on the basis of initial pay not taking into account relevant factors like identical duties and responsibilities of Supervisors and Junior Engineers, the recommendation of the Chief Engineers for a common scale of pay and common source of recruitment for the post of Junior Engineers/Supervisors. Even in the evidence of the Chief Engineers before the previous P.R.C. the Board of Chief Engineers recommended that the same scale of pay of Rs. 300—600 be given to Supervisors and Junior Engineers and this be appropriately revised.

(4) Even now the sanction for Supervisors and Junior Engineers posts are commonly being accorded and special allowances like Designs allowance, Investigation allowance, etc. are being granted to both these common categories, equally.

(5) In Maharashtra and under Government of India (C.P.W.D., P. & T.) etc., there is no disparity either in designation or in pay scale between graduate Engineers and Diploma holders.

(6) Even in the neighbouring State of Tamilnadu there was only a common scale with a common maximum for both Supervisors and Junior Engineers. In Tamilnadu, Supervisors and Junior Engineers are styled as Junior Engineers and Assistant Engineers without any change in powers, duties and responsibilities. The Junior Engineers were only given a higher start of 5 increments in the same scale of Rs. 350—700.

To this, the Association of Junior Engineers made the following counter points for having a different scale.

(a) Prior to 1974 the minimum of Junior Engineers was always higher than Supervisors by 8 to 12 increments and amounting to 40% to 67% of the minimum of Supervisors pay. In the 1974 revision the difference is drastically cut down to $2\frac{1}{2}$ increments which amounts to a mere 12% difference.

(b) Considering two classmates in 10th Class, one going to B.E. and other to L.C.E., the latter gets Rs. 510 by the time the B.E., enters the Departments with Rs. 480 only.

(c) P.R.C. in 1974 thought that there are brighter promotion opportunities to Junior Engineers compared to Supervisors in the assumed ratio of 4:1 whereas in reality the ratio is only 2:1 in Panchayat Raj Department and Public Health Departments and 3:1 in Irrigation and Roads and Buildings Departments as on that day. Now it is 1:1 in Irrigation and Roads and Buildings Departments, though it is said to be an *ad hoc* measure.

(d) Though Supervisors and Junior Engineers constituted a combined category, bifurcation of the cadre is in progress and that in some of the orders issued sanctioning staff by the Government recently, posts specifically in the category of Junior Engineers were created indicating that the Government have recognised this as an independent category.

(e) Even in the Government of India, Junior Engineers coming under Class II Gazetted is treated as a separate category.

(f) For the past 20 years, there have been distinct scales of pay for Junior Engineers and Supervisors. Reverting to a common scale now is not desirable. The Supreme Court through a recent decision arising out of a matter relating to parity between non-matriculate and matriculate Tracers of Karnataka has upheld the distinction between matriculate and non-matriculate Tracers with separate scale of pay.

(g) Though the territorial and functional responsibilities of Supervisors and Junior Engineers are similar, there is a difference in

the quality of work of these two categories. The higher scale of pay to Junior Engineers is in recognition of this superior quality, such distinction is also maintained in the Revenue Department where a Deputy Collector in charge of a Revenue Division gets less than as I.A.S. Sub-Collector.

Since the publication of the Tamil Nadu Report the above have to be clarified with the following. The Tamil Nadu Government have recently issued orders keeping the two categories of Diploma holders and graduates distinct. The earlier common maximum given to the diploma holders and graduates has been done away with and both of them have the different scales and both the minimum and maximum of the degree holders is above those of the diploma holders.

The whole issue has centred round the claim for a common scale on behalf of the Supervisors along with the Junior Engineers. It is seen that the Junior Engineers constitute a separate category in Andhra Pradesh Engineering Services whereas Supervisors constitute a separate category in Andhra Pradesh Engineering Subordinate Services, notwithstanding the fact that prior to 1969 they had a common maximum with Junior Engineers. Further, the Junior Engineers have been declared gazetted in 1972 though they are inter-transferable with posts of Supervisors and duties in Sub-Divisions are similar. The Supervisors have no doubt conceded that the graduates be given a higher start with additional increments but their only claim is for a common scale. The essential point to be noted is that whenever a category constitutes a distinct cadre the more important consideration is the vertical relationships rather than the horizontal relationships. The observations in the earlier Chapters in this regard may be referred to. The scope of Junior Engineer or for that matter any such category at the base of a cadre has to be fixed in relation to the hierarchical structure of which it is a base. The duties etc. being similar in respect of diploma holders who constitute an entirely different cadre will not be the sole argument for sustaining a common scale. The Supervisors themselves have admitted that even in a common scale a higher start may be allowed to Junior Engineers because of their higher professional qualification. Now when a pay differential is maintained because of a higher academic degree, one fails to understand the insistence on a common scale. Any evolution of a common scale will needlessly disturb the relative priorities in its own cadre. Some of the points which have been made both by the Junior Engineers and the Supervisors can be taken care of by suitable administrative orders and conventions in the matter of posting. These are not to be rectified by amendments to scales. It is also to be noted here that when a degree holder is recruited at the base level for a cadre, the intention is to develop potentialities for higher responsibilities like Assistant Engineer and Executive Engineer in that cadre. It is only for purposes of this executive development, that he is allowed to do the job at the level of a Supervisor. This should not be therefore, inferred to mean that in all respects a Junior Engineer should be the same, as a Supervisor. It may be pointed out that consistent with modern concepts of personnel development potential and competent Supervisors also are allowed to be promoted as Assistant Engineers, a post which would otherwise normally be reserved for the

Junior Engineers. So the existence of these different scales notwithstanding, similar nature of duties at an over-lapping point should not be unduly exaggerated. The Commissioner does not find any reason for agreeing to a common scale for both these categories.

Now coming to the scale proper, the relative position has been one stage below that of Junior Engineer which is considered fair enough. It has also been similarly observed by the previous P.R.C. Further in 1974 revision this category derived the benefit of upward classification by two stages instead of remaining in the Schedule I scale of Rs. 360—700 which has resulted in improvement of their relative position *vis-a-vis* the Junior Engineers. They may therefore continue in the present scale and are placed in the revised scale of Rs. 700—1,200.

Junior Engineers: (Rs. 480—900).

The anomaly pointed out was that a large number of categories which were drawing similar or even lesser scales during 1969 were given higher scales in 1974 revision.

All the Associations of Junior Engineers sought parity with Civil Assistant Surgeon and requested for a scale of Rs. 800—1,400.

The O.M.C. while recommending the scale of Rs. 250—500 had observed that a lower grade Engineer (Junior Engineer) cannot get the same scale of a Doctor, though he is a graduate there is a difference in the maximum as compared to the Supervisors. While recommending the existing classification the P.R.C. had observed as this category being direct recruits to the Andhra Pradesh Gazetted Engineering Services have got brighter chances for their promotion. The mere fact of parity with other categories earlier to certain revisions is no argument. The scale for any particular post within a cadre has to be determined on an intrinsic basis subject of course, to the appreciation of the duties and responsibilities in this and other departments. The comparison with other Veterinary Assistant Surgeons or Civil Assistant Surgeons is not appropriate, neither for that matter with pay scales of Central Services or the scales of Engineering Services of Central Government. It may be pointed out that the very arguments these people have adduced for a lower scale for Supervisors could be used for this post also in the sense that where for doing the same job a diploma holder is available it would not be necessary for the Government to incur expenditure on a graduate by paying a higher salary but as has been observed while discussing the Supervisor's post, the intention of the Government is to recruit young graduates for developing their executive and technical potential for higher responsibilities. In respect of Civil Assistant Surgeon there are no diploma holders in medicine who could be recruited as doctors for doing the work of a Civil Assistant Surgeon. The existing scale is therefore considered adequate and they are placed in the revised scale of Rs. 750—1,300.

It is reported that the matter of separating the posts of Junior Engineers and Supervisors is engaging the attention of Government. Mere separation by numbers would not alter the posi-

tion unless there is also greater entrustment of technical powers, responsibilities and supervision on the Junior Engineers than on the Supervisors. In that event even that decision must take note of the emoluments to be fixed for the Junior Engineers. Commissioner is sure that Government would take that factor also into account while taking a final decision on entrusting more responsibilities than now.

Assistant Engineer: (Rs. 700—1,200).

The anomaly claimed was in grouping this category in Rs. 400—800 instead of Rs. 500—900 in 1969 if the average of Rs. 350—750 was considered.

T.M.C. as well as the O.M.C. had not agreed to any upward revision of the pay scale. While recommending one higher classification the P.R.C. had observed that this is in practice a promotion category and should therefore be above the directly recruited Civil Assistant Surgeons. Comparison with Assistant Conservator of Forests and Revenue Divisional Officers whose duties and responsibilities are entirely different is not appropriate. There is provision for direct recruitment also of the same Engineering graduates to this post and viewed in that context the scale is quite high and in fact corresponds to the scale of Central Services of Engineers. This category has also derived the benefit of upward classification by one stage instead of remaining in the Schedule I scale of Rs. 600—1,100 which incidentally was not the case with its own feeder category namely the Junior Engineer. There is no case for any upward revision and they are placed in the revised scale of Rs. 1,050—1,600.

Executive Engineer, Ordinary Grade: (Rs. 900—1,450).

The anomaly pointed out was in not allowing the scale of Superintendent, Police Communications because their pre-1969 scale was similar. Similarly, Deputy Director of Agriculture and Civil Surgeons were in lower scales earlier. They have requested for a scale of Rs. 1,200—1,800.

The Two Man Committee did not agree for any revision. O.M.C. had observed that comparing this scale of pay with any neighbouring State the then existing pay of Rs. 600—1,000 was adequate. The P.R.C. in 1974 allowing higher classification by one stage had observed that they were given the scale of pay on par with the Civil Surgeons and Special Grade Deputy Collectors. Comparison with Superintendents, Police Communications or Deputy Director of Agriculture is irrelevant. It is a promotion category for Assistant Engineers with five years of service for degree holders and for non-graduates with ten years of service. Considering also the existing Executive Engineers Special Grade for promotion and the benefit of upward classification obtained in 1974, the scale is quite appropriate and they are placed in the revised scale of Rs. 1,300—1,900.

Executive Engineers, Special Grade: (Rs. 1,100—1,650).

Anomaly claimed was in not allowing the scale of Rs. 1,300—1,800 on par with the Inspector-General of Prisons, Chief Inspector of Boilers,

Director of Fisheries though the pre-revised scales were the same. They have requested for a scale of Rs. 1,400—1,925.

The O.M.C. observed that this is a selection post and Executive Engineers are selected on the basis of merit and recommended a scale of Rs. 900—1,300.

The P.R.C. in 1974 had observed that the revival of the former special grade with higher scale is suggested in view of the merger of selection grade for Executive Engineers created in 1969. This is a promotion category for Executive Engineers with the duties being the same. Comparison with Heads of Departments is totally inappropriate. There is no need for any revision and they are placed in the revised scale of Rs. 1,500—2,100.

Superintending Engineer: (Rs. 1,300—1,800).

The anomaly was in not allowing the scale of Rs. 1,400—1,925 along with the Director of Town Planning, State Port Officer and Joint Secretary to Government who were in common scales earlier. The request was to keep it one stage below the Chief Engineer.

The T.M.C. did not agree for revision as there was no anomaly. O.M.C. had recommended enhancement of maximum and proposed the scale of Rs. 1,000—1,400 taking into account the financial powers and technical duties. In 1974 they were kept in the corresponding Schedule I scale apparently on the ground that there was no justification for any higher revision.

This is a promotion category for Executive Engineer (Special Grade) and if no suitable candidates are available from amongst the Executive Engineers of ordinary grade. The scale when compared to its feeder categories is quite appropriate. Comparison with the scale of other Heads of Departments is inappropriate as Superintending Engineer is only a Circle Officer, and the reasons that prompted the P.R.C. in 1974 to place the Director, Town Planning and State Port Officer in a higher scale are not applicable to the posts of Superintending Engineers. They are placed in the revised scale of Rs. 1,700—2,250.

Chief Engineer: (Rs. 1,675—2,125).

No specific anomaly was pointed out. The request was for a scale of Rs. 2,500—2,750.

The O.M.C. had observed that the existing pay is sufficiently high and there was no need to revise the pay scale. This is a promotion category for the Superintending Engineers. They are placed in the revised scale of Rs. 2,000—2,500.

N.T.P.A. to Chief Engineer: (Rs. 700—1,200).

The anomaly claimed was that some categories who were in the lower pay scales are one stage above them. The request was for a pay scale of Rs. 1,000—1,450 as there are no promotional avenues. T.M.C.

recommended enhancement of scale from Rs. 325—500 to Rs. 325—700. O.M.C. had observed that the work was similar to that of Deputy Collector posted as Personal Assistant to Heads of Departments and recommended the scale of Rs. 400—800. But in 1969 grouping they got the benefit of higher scale of Rs. 500—900. Appointment to the post is made by transfer from among the Managers and Superintendents in the Public Works Department and Section Officers of the Secretariat Departments. The nature of duties are purely administrative and of a routine nature. They have derived upward revision both in 1964 and also in 1969. The fact that certain other categories were given higher scale is not relevant. Being a promotion category for Superintendent in Rs. 430—800 the present scale is adequate. They are placed in the revised scale of Rs. 1,050—1,600.

PUBLIC WORKS DEPARTMENT
ENGINEERING RESEARCH LABORATORIES

Assistant Laboratory Boy/Book-bearer/Cleaner: (Rs. 170—275).

There is no anomaly and the Department requested the scale of Rs. 180—350.

This category has derived benefit of upward revision in 1974. The Pay Revision Commissioner had then observed that the nature of work was semi-skilled and hence placed them above the last grade. He is only to assist the Research Personnel in the Laboratory, library and field. In the draft rules it is seen that qualifications required is only a pass in VII Class. No change is therefore called for and they are placed in the revised scale of Rs. 310—475.

Laboratory Boy: (Rs. 180—350).

No anomaly was pointed out and the Department requested a scale of Rs. 240—420. Assistant Laboratory Boys with five years of service are eligible for promotion. They are in the Schedule I scale of Rs. 180—350. The qualification here also is only VII Class and for promotion as indicated 5 years of service in the lower post. The relative position with the feeder category is appropriate and no change is called for. They are placed in the revised scale of Rs. 350—550.

Assistant Copper and Blacksmith: (Rs. 180—350).

There is no anomaly and the Department requested a scale of Rs. 240—420 as I.T.I. Trade Certificate in Blacksmithy is required. The rules are yet to be notified with I.T.I. requirement. In other posts where I.T.I. is a basic requirement in the first entry by and large the scale of Rs. 180—350 has been allowed. They are placed in the revised scale of Rs. 350—550.

*Copper and Blacksmith/Welder/Moulder/Fitter/Mason/Carpenter-
Second Class:* (Rs. 240—420).

No anomaly is there and the Department has asked Rs. 260—450 in view of the I.T.I. Trade Certificate requirement. The *ad hoc* rules are yet to be approved with the requirement of I.T.I. Trade Certificate. The draft rules also provide for a pass in Seventh Class with 5 years of experience in Carpentry preferably in model making. They are placed in the revised scale of Rs. 410—625.

Pump Driver: (Rs. 240—420).

No anomaly was pointed out, neither was any request received. The Department states that the rules are not yet proposed. In the absence of even draft *ad hoc* rules and indication of any qualification it is difficult to take a view. They may therefore continue in the existing scale and be placed in the revised scale of Rs. 410—625.

Assistant Computer: (Rs. 250—430).

No anomaly was pointed out and the Department requested parity with the post of Overseers in the scale of Rs. 290—520.

The qualifications required for this post is a pass in P.U.C. or equivalent with Maths as one of the Optional subjects. Preference will be given to graduates in Mathematics with Statistics as one of the Optional subjects. This category was inserted in the Schedule II by an order in 1976 in the scale of Rs. 250—430 applicable to L.D. Clerks. Equivalence with Overseers is inappropriate as no technical qualifications are necessary. They may continue in the existing scale and be given the revised scale of Rs. 425—650.

Instrument Mechanic: (Rs. 260—450).

There is no anomaly. The rules are yet to be framed. They may continue in the present scale and be given the revised scale of Rs. 450—700.

Turner and Machinist: (Rs. 260—450).

The remarks made above apply here also and they are placed in the revised scale of Rs. 450—700.

Carpenter First Class: (Rs. 260—450).

There is no anomaly. There are no recruitment rules approved by the Government. From the draft rules it is seen that the appointment is by promotion from the category of Carpenter Second Class. It is in the scale of Rs. 240—420. He must be an approved probationer and must have put in a service of 5 years as Class II Carpenter. As Class II Carpenter is given the scale of Rs. 410—625, this is a promotion category is placed in the revised scale of Rs. 450—700.

Model Maistry: (Rs. 290—520).

There is no anomaly or any request. There are no service rules. From the draft rules it is seen that it is a promotion category for Carpenter First Class and Mason First Class. This category is included in Schedule II and has also derived the benefit of upward classification in the last revision. As it is a promotion category for Carpenter Class I they are placed in the revised scale of Rs. 500—800.

Librarian: (Rs. 310—560).

No anomaly was pointed out. The Department wanted parity with Librarian Grade II of the Irrigation and Power Department.

The qualification required is Graduation with B.L.Sc. The post is included in Schedule II. The Librarian Grade II in Irrigation and Power Department is in the scale of Rs. 410—750, whereas Assistant Librarian Grade II of Libraries Department has similar qualifications with which parity was claimed by Department with reference to which the orders including it in Schedule II were issued in 1976. At that time the post has derived the benefit of higher classification by being

brought on par with Grade II Assistant Librarian of the Libraries Department. No change is therefore called for and they may be given the revised scale of Rs. 530—850. The post referred to in Irrigation and Power Department has parity with Assistant Librarian Grade I of the Libraries Department.

Accountant: (Rs. 410—750).

There is no anomaly and the Department wanted parity with the Superintendents of the Heads of Departments.

This post derived the benefit of one higher classification in 1974 revision. The post is governed by Andhra Pradesh Ministerial Service Rules. This post in Engineering and Research Laboratories got the status of the Head of the Department. The duties being similar to that of the Superintendent, they are placed in the revised scale of Rs. 700—1,200 recommended for the Superintendents under the Common Categories.

The following posts which are having parity with corresponding posts in Chief Engineer's Office as indicated below may continue to have equivalent scales of pay. No separate observations are therefore given.

1. Director equivalent to Chief Engineer.
2. Deputy Director/Research Officer equivalent to Executive Engineer (Ordinary Grade).
3. Assistant Research Officer/Standard Officer equivalent to Assistant Engineer.
4. Research Assistant equivalent to Junior Engineer.
5. Observers/Computors equivalent to Supervisor.

PUBLIC WORKS DEPARTMENT (PROJECTS WING)

Pin-point Machine Operator: (Rs. 250—430).

No anomaly was pointed out. This category has been included in Schedule II in G.O. Ms. No. 46, Finance, dated 5th February, 1976 though it was not originally considered by the Pay Revision Commissioner 1974. It has been stated that they belong to the category of Typists and that they are inter-changeable with Typists. In view of this, the pay scale as applicable to Typists will apply to this category as at present.

Store-keeper Grade III: (Rs. 250—430).

No anomaly was pointed out but the request was for the pay scale of Rs. 430—800.

The Two Man Committee had observed that there is no justification for further revision of the existing scale. The Pay Revision Commissioner 1974 also placed them on par with Lower Division Clerk. Equivalence with Lower Division Clerk is adequate. The pay scale as in common categories would apply.

Store-keeper Grade II: (Rs. 310—560).

No anomaly was pointed out but the request was for the pay scale of Rs. 430—800. Here also the Two Man Committee had observed that there is no justification for further revision of pay scale. The Pay Revision Commissioner 1974 had also suggested parity with Upper Division Clerk. The pay scale and nature of duties are similar to Upper Division Clerk. Equivalence with Upper Division Clerk is adequate. The revised scale as in common categories would apply.

Store-keeper Grade I: (Rs. 410—750).

No anomaly was pointed out but the request was for the pay scale of Rs. 480—900 on par with Junior Engineer. Here also the Two Man Committee had observed that there is no justification of further revision of pay scale. Pay Revision Commissioner 1974 had placed them in Rs. 410—750 one stage above the corresponding classification *i.e.*, Rs. 360—700. It is apparently a ministerial post and bears no comparison with technical posts and hence parity with technical posts in the Engineering Department is not tenable. The present scale of pay is adequate. The revised scale as in common categories would apply.

Headmasters: (Rs. 430—800).

B.Ed. Assistant/Telugu Pandit Grade I/Hindi Pandit Grade I
(Rs. 320—580).

Telugu Pandit Grade II/Hindi Pandit Grade II/P. E. T. Grade II
Craft Teacher: (Rs. 290—520).

Hindi-cum-Telugu Pandit/T. E. T.-cum-Drawing Teacher/P. E. T. Teacher Grade II, Dance and Music Teacher/Secondary Grade Teacher (Trained in Tamil Language) Secondary Grade Teacher/Drawing Teacher: (250—430).

Higher Grade Teacher: (Rs. 180—350).

For all the above categories though the existing pay scales are similar to those applicable to the teaching community in the Education Department, no rules in respect of these posts in the Projects Department have been made available. In the absence of the rules for the various categories it would be difficult to review the pay scale, especially if direct recruitments, or promotions from within the Department are made. The Department may therefore, take suitable steps to frame the rules for these posts in this Department or to treat them as addition to the respective cadres, in the Education Department and draft the personnel from the teaching staff of the Education Department. For the present they will be in the revised scales of pay corresponding to the pre-revised scales of pay. However such of the Teachers who are drafted from the Education Department will carry the scales of pay applicable to them in the parent Department.

Assistant Pay and Accounts Officer: (Rs. 700—1,200).

No anomaly was pointed out. These posts appear to have been created recently in the pay scale of Rs. 700—1,200 and the *ad hoc* rules have not yet been framed. They may remain in the present scale and be placed in the revised scale of Rs. 1,050—1,600.

Pay and Accounts Officers: (Rs. 850—1,425).

No anomaly was pointed out but the request was for the pay scale of Rs. 900—1,450 on par with Executive Engineers.

The Pay Revision Commissioner 1974 had placed them on par with Deputy Director of Treasuries and Accounts. Comparison with Executive Engineer is not relevant. There are no separate service rules or *ad hoc* rules for this category, in the absence of which it would be difficult to review the pay structure. Hence they may remain in the present scale and be placed in the revised scale of Rs. 1,250—1,800.

Director of Accounts: (Rs. 1,100—1,650).

The anomaly pointed out was in not allowing the pay scale as applicable to Deputy Secretary to Government as the pre-1974 scale was the same as that of Deputy Secretary *i.e.*, Rs. 950—1,400. The request was for the pay scale of Rs. 1,300—1,800 on par with Superintending Engineer.

The Pay Revision Commissioner 1974 had placed them in the corresponding Schedule I scale of Rs. 1,100—1,650 observing therein that the existing classification is already 3 stages above the Deputy Director of Treasuries and Accounts which is the source post. The

consideration which weighed the Pay Revision Commissioner in recommending Rs. 1,200—1,800 to the Deputy Secretary does not apply here. There are no *ad hoc* rules for this category also, in the absence of which it is difficult to review the pay structure for this category. Hence, no change in the pay scale is called for and this is placed in the revised scale of Rs. 1,500—2,100.

ROADS AND BUILDINGS DEPARTMENT

Soil Assistant: (Rs. 240—420).

Anomaly claimed was in not allowing the scale on par with U.D. Clerk as the qualifications required are a Second Class B.Sc. Degree.

This category was not brought to the notice of Pay Revision Commissioner in 1974 and the post is in the Schedule I scale of Rs. 240—420. The qualifications required is Second Class B.Sc., with Physics or Chemistry or Mathematics or Geology as the main subject. It is understood that there is no promotion to this category also. As the minimum qualification is a Degree with Second Class, a number of other posts in the Government where a degree is a minimum qualification are in slightly higher scale than that of the L.D. Clerk as for instance the post of Junior Inspector of Co-operative Societies, etc. They are placed in the revised scale of Rs. 530—850.

Electrician-cum-Mechanic: (Rs. 260—450).

Anomaly claimed is in not allowing the scale of Rs. 290—520 on par with Electrician of Medical Department.

This post is in the Schedule I scale as it was not brought to the notice of the P.R.C. in 1974. It is not correct to say that Electricians in Medical Department are in Rs. 290—520. It is seen that in the Medical and Health Department only those who were in Rs. 140—280 prior to 1974 were given the scale of Rs. 290—520 and all those in the scale of Rs. 110—250 prior to 1974 were given Rs. 260—450 and future appointments were to be made only in the scale of Rs. 240—420. With this the standard scale in the Medical Department for this post would be in future only Rs. 240—420 and this post is already in a higher scale and this cannot be termed as anomaly. The *ad hoc* rules are yet to be approved but from the information furnished to the Pay Revision Commissioner it is seen that the appointment also be made by transfer from work charged establishment where the Electricians Grade I and II are in Rs. 250—430 and Rs. 240—420, respectively. There is no case for any revision and they are placed in the revised scale of Rs. 450—700.

Architectural Modellers and Photographers: (Rs. 410—750).

No anomaly was pointed out.

The Chief Engineer proposed a scale of Rs. 500—800 on account of the fact that no one is coming forward due to the low scale of pay. The method of recruitment is by either direct recruitment or by transfer from any other service. The minimum general educational qualification and skill in architectural modelling and pen and ink drawing, developing, printing and enlarging photographs are required and he should be conversant with carpentry for making models. Similarly

for appointment on transfer, 6 years of experience in architectural modelling and photography besides minimum educational qualifications is required. In the Water Resources Wing of the Public Works Department, there is a similar post in Rs. 410—750. The qualification there being the same as for Draftsman namely S.S.L.C., I.T.I., plus 3 years experience in photography which are more or less similar to the one now mentioned and the qualifications in Water Resources Wing can be construed to be slightly higher. It is therefore, better for the Department to precisely state the technical qualifications to be possessed as in the Water Resources Wing. While discussing the post in Water Resources Wing, taking into account the qualifications they have prescribed that post is recommended the revised scale of Rs. 700—1,200. That scale may be allowed for this Department also provided the qualifications prescribed are made similar by amending the existing recruitment rules. Otherwise they may remain in the present scale of Rs. 410—750 and be given the revised scale of Rs. 650—1,100.

Senior Architectural Assistant: (Rs. 530—1,050).

Anomaly claimed is in not allowing the scale of Assistant Director, Town Planning or Lecturer in Architecture in the scale of Rs. 750—1,300 as the qualifications and duties and responsibilities are similar.

This post is in Schedule I scale as it was not brought to the notice of P.R.C. in 1974. The qualification required in a Diploma in Architecture with experience in Architectural Drawing for a period of not less than 3 years. Though there is a provision in the rules for promotion from junior grade no further separate category of Junior Grade Architectural Assistant is found in the Pay Schedule certified by the Department. In the pre-1974 scale the promotion category was one stage above Senior Architectural Assistant but as Assistant State Architect is given upward classification in 1974 by one stage, to Rs. 700—1,200 the relative position is slightly disturbed by retaining this in Schedule I scale. As there is no junior grade post, this probably cannot be a promotion category and the recruitment will be only direct. The Diploma takes five years after S.S.L.C. This Diploma appears to have been replaced by a Degree course of duration of 3 years after Pre-University. The Junior Engineers with same duration of academic course get Rs. 480—900. But for this post a minimum experience of 3 years after the degree is required. The scale at present enjoyed is Rs. 530—1,050. It is seen from the recruitment rules to the post of Assistant Director of Town Planning, that an experience of 4 years in Town Planning is also required after the corresponding academic degree. Moreover, the duties there are strictly not similar to that of a Architectural Assistant. Comparison with a Lecturer in the School of Fine Arts which is under a University is also not appropriate. So considering the above qualification, the scale at present is appropriate and they are placed in the revised scale of Rs. 800—1,450.

Non-Technical Personal Assistant to Superintending Engineer:
(Rs. 530—1,050).

The anomaly claimed was in not allowing the scale of Rs. 700—1,200 on par with the Non-Technical Personal Assistant to Chief Engineer.

Attention is invited to discussion and recommendation to the post of Non-Technical Personal Assistant to Chief Engineer under the Public Works Department, Irrigation. It is understood that this is only an isolated post allowed to the Superintending Engineer, Roads and Buildings in Headquarters Circle.

The method of recruitment is the same as that for the Non-Technical Personal Assistant to Chief Engineer. It cannot be claimed that the duties of Non-Technical Personal Assistant to Superintending Engineer are similar to the duties of the Non-Technical Personal Assistant to Chief Engineer. The Department may by suitable administrative orders consider this category and if circumstances justify, preference may be given to them over the other Superintendents for promotion to the category of Non-Technical Personal Assistant to Chief Engineer. Apart from this there is no warrant for revising the scale of an isolated post. They may remain in the present scale and be given the revised scale of Rs. 800—1,450.

Assistant State Architect: (Rs. 700—1,200).

No anomaly was pointed out and the request was to maintain parity with Assistant Engineer as at present. This post has parity with the Assistant Engineers in Public Works Department as before. In the 1974 revision also this post has derived upward classification instead of remaining in the Schedule I scale of Rs. 600—1,100. They may continue in the present scale and be given the revised scale of Rs. 1,050—1,600.

Deputy State Architect: (Rs. 900—1,450).

No anomaly was pointed out. The Chief Engineer suggested that the pay of Senior Joint Director of Town Planning namely Rs. 1,100—1,650 be given to this post.

It is noticed that one post of Assistant Consulting Architect was upgraded as Deputy State Architect in the pay scale of Rs. 700—1,100 which was equivalent to the scale of Executive Engineer. No rules have been framed so far. Apparently this will be a feeder category to the post of State Architect who is on par with Superintending Engineer. The existing parity with the Executive Engineer is adequate especially when the higher post has parity with the Superintending Engineer. The comparison with Joint Director of Town Planning who had a higher pre-1974 scale is also not appropriate. No change is therefore called for and they may be given the revised scale of Rs. 1,300—1,900.

State Architect: (Rs. 1,300—1,800).

No anomaly was pointed out.

The post is on par with that of a Superintending Engineer. This post was in the scale of Rs. 1,150—1,600, as Consulting Architect has since been redesignated as State Architect in this scale. The parity with Superintending Engineer may continue and they may be given the revised scale of Rs. 1,700—2,250.

PANCHAYATI RAJ ENGINEERING DEPARTMENT

Clerk cum-Draughtsman: (Rs. 240—420).

Anomaly claimed is in not allowing the scale of Rs. 250—430 on par with the L.D.C. because of the parity to 1974. The representatives requested parity with Draftsman Grade III stating that these two posts are intertransferable.

It is understood that this post was taken over from the Collectorates. Duties and responsibilities are stated to be higher than that of a Tracer who is given a higher scale. It is seen from G.O. Ms. No. 831, Panchayati Raj (Est.-I), dated 23rd August, 1977 that there shall be no recruitment in future to this category. The Department intends to convert this post into one of the existing categories in Schedule II under the A.P.P.R. Engineering Subordinate Service Rules. Draftsman Grade III in the scale of Rs. 290—520 as well as Tracers in Rs. 260—450 are promotion posts for this category. While for Tracers a pass in lower grade in Government Technical Examination is necessary it is not clear whether this category should also possess some technical qualification in the absence of which it is difficult to give parity with Tracers. The Two Man Committee had observed that prior to 1958 this was having an initial higher start of Rs. 5 as compared to L.D.C. and in view of the responsibilities the Committee recommended two advance increments in the pay scale of Rs. 80—150 applicable to L.D.C. It is also seen from the Two Man Committee report that they scrutinise estimates and bills of work. In view of the recommendations of the Two Man Committee giving them an edge above the L.D.C. and as the Department also opines that their responsibilities are higher than that of a Tracer and as the category itself is to be converted into one of the regular existing categories in the Engineering Subordinate Services, it is considered appropriate that they be allowed the L.D.C. scale of Rs. 250—430 though the scale of Tracer should have been recommended if the technical qualification was a requirement. They are placed in the revised scale of Rs. 425—650.

Assistant Foreman: (Rs. 290—520).

Anomaly claimed was in not allowing the scale of Rs. 320—580 on par with Assistant Foreman in P.W.D. (Workshop).

This post was not brought to the notice of P.R.C. in 1974 and is therefore presently in Schedule I scale. This post was created in 1973 and service rules have not yet been issued so far. In the absence of the service rules, it is difficult to justify any higher classification or parity with the Assistant Foreman of the P.W.D. The existing scale may, therefore, continue and they be given the revised scale of Rs. 500—800.

Foreman: (Rs. 360—700).

The anomaly claimed was in not allowing the scale of Rs. 410—750 on par with the Foreman in P.W.D. (Workshop).

This post was not brought to the notice of P.R.C. in 1974 and is therefore in Schedule I scale. It is stated that the post was created in 1973 in the scale of Rs. 200—400 and service rules are yet to be issued. In P.W.D. Workshop the Foreman in the scale of Rs. 410—750 should possess a B.E. Degree or experience of five years as Assistant Foreman to become eligible for promotion and even in respect of Assistant Foreman a diploma in Mechanical Engineering with two years practical experience is necessary. In the absence of *ad hoc* rules or anything else to indicate the requirement of their technical qualifications or practical experience, it is not possible to allow any higher classification or scale. They are therefore remain in the present scale and be given the revised scale of Rs. 600—1,050.

Divisional Accountants: (Rs. 410—750).

Anomaly claimed was in not allowing the scale of Superintendents of Heads of Departments and Managers of Panchayat Samithis and Zilla Parishads who are having less supervision and less responsibilities. They requested a scale of Rs. 530—1,050.

P.R.C. while recommending a pay scale of Rs. 410—750 observed that this should have been grouped in 1969 in Rs. 200—400. They were on par with Supervisors before 1961, they were placed now one stage below the Supervisor. Appointment to this post is made by recruitment from among the U.D.Cs. in the Offices of Panchayat Samithis and Zilla Parishads who have completed a total service of 8 years or by transfer from among the U.D.Cs. in the P.W.D. Divisions in Andhra Pradesh Ministerial Service who have completed a total service of 8 years as U.D.Cs. In addition he must pass the Accounts Test for Public Works Engineering, as well as the Subordinate Account Tests Parts I and II. The Divisional Accountants in regular Public Works Divisions are in the Central scale of Rs. 425—750 and keeping this in view the previous P.R.C. allowed the scale of Rs. 410—750 which was three stages above the usual Schedule I classification. From the above it is noticed that while an U.D.C. with similar experience and a pass in Account Test Part I and II only gets into the post of Superintendent in the scale of Rs. 430 or Rs. 410 in the Subordinate Offices—here the U.D.C. is required to pass an additional test namely, the Accounts Test for Public Works Department Officers. There is no reason for these people to get less than that of Rs. 430—800 which is also better than the Central scale of Rs. 425—750 of the Divisional Accountants. They are therefore placed in the revised scale of Rs. 700—1,200.

Junior Geologist, Geophysist: (Rs. 530—1,050).

Anomaly claimed is in not allowing the scale of Rs. 750—1,300 on par with Animal Husbandry Statistician and Assistant Director of Mines Department whose pre-1974 scales were similar.

This was not considered by the previous P.R.C. and it is in Schedule I scale. Comparison with the Statistician of Animal Husbandry or other Assistant Directors is improper. Though *ad hoc* rules have not been issued it is stated that post-graduation is the minimum qualification required in comparison to Assistant Geophysist in Mines and

Geology with which this is compared where the qualifications prescribed for Assistant Geophysist in Rs. 530—1,050 is more. Therefore comparison with the post which carries higher qualifications is not appropriate. They may therefore remain in the present scale and be given the revised scale of Rs. 800—1,450.

Senior Geologist: (Rs. 600—1,100).

No anomaly was pointed out but the Geologists Association requested a scale of Rs. 900—1,450 in view of the isolated nature of the post and the Senior Geologist in Ground Water Department gets Rs. 900—1,450.

This category was not included in Schedule II. But in G.O. Ms. No. 500, Panchayati Raj (Est.-I), dated 6th June, 1977 one person was promoted from the category of Junior Geologist on an *ad hoc* basis in the scale of Rs. 700—1,200. It is not clear on what basis the scale of Rs. 700—1,200 is mentioned in this Government order when the post is not included in Schedule II. The mere fact that the scale is mentioned in the G.O. cannot be construed that the pay for this post is Rs. 700—1,200. The Department has also stated that service rules for this post have not yet been issued so far. The Junior Geologist which is the feeder category for promotion to this category is in the scale of Rs. 530—1,050 for whom also the service rules are not approved. On the facts placed before the Commissioner the scale allowed to this post namely Rs. 700—1,200 appears inappropriate. So in the absence of the *ad hoc* rules for these posts they should be only in the scale of Rs. 600—1,100 and they may be given the revised scale of Rs. 900—1,500.

PUBLIC HEALTH ENGINEERING DEPARTMENT

The common Engineering posts are covered in the recommendations pertaining to regular Public Works Department and those recommendations will apply to the Chief Engineer, Superintending Engineers, Executive Engineer and Municipal Engineers Grade I, Non-Technical P.A. to Chief Engineer, Public Health Assistant Engineers and Municipal Engineers Grade II, Junior Engineers and Municipal Engineers Grade III, Supervisors, Draftsman Special Grade, Draftsman Grade I, Grade II and Grade III, Sub-Overseers, Tracers, Blue Print Operators.

The other categories which came up before the Commissioner are dealt below.

Unskilled Labourers: (Rs. 180—350).

There are no rules for this category. From the very designation it appears that no special qualification and skill are required. The circumstances under which the present pay scale is allowed are not known being unskilled Labourers. They are placed in the revised scale of Rs. 290—425. The existing incumbents in the pay scale of Rs. 180—350 will however be in the revised scale of Rs. 350—550 as personal to them.

Assistant Stock Verifier: (Rs. 290—520).

The recruitment is by direct recruitment or by promotion from III Grade Store Keeper with minimum experience of not less than 5 years. For direct recruitment the minimum general educational qualification and pass in Government Technical Examination in Book-keeping and Commercial correspondence in the lower grade with experience of five years in handling of Stores is necessary. The pay scales in the earlier revisions was equivalent to that of U.D. Clerk. This is a left over category in 1974 revision. This is placed in the revised scale of Rs. 530—850.

Foreman: (Rs. 360—700).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800 on par with Supervisors, the pre-74 scale being similar. The request was for the pay scale of Rs. 430—800.

The category was not brought to the notice of the previous P.R.C. and hence it is in the Schedule I scale of Rs. 360—700. In view of the technical qualifications prescribed for this category and applying the correction of 1969 grouping as the pre-69 scale was Rs. 180—400, this is placed in the revised scale of Rs. 700—1,200 as a left over category in 1974 revision.

Assistant Chemist, Drainage Disposal Works (MCH): (Rs. 360—700).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800 on par with Supervisors, the pre-74 scale being similar for both. The request was for parity with the Supervisors.

This was also not discussed by the previous P.R.C. and hence it is in the Schedule I scale of Rs. 360—700. Applying the principle of correction of 1969 grouping and in order to maintain the relative position with the higher category of Chemist, Drainage Disposal Works this is placed in the revised scale of Rs. 700—1,200.

Superintendent and Chemist, Drainage Disposal Works (MCH):
(Rs. 600—1,100).

The anomaly pointed out was in not allowing the pay scale of Rs. 700—1,200 on par with Assistant Engineer as the pre-revised scales were similar to that of Assistant Engineer. The request was to upgrade the post and allow the pay scale of Rs. 900—1,450 on par with Executive Engineers.

This category was also not brought to the notice of the P.R.C. 1974 and hence it is in the Schedule I scale of Rs. 600—1,100. One must possess degree in Chemistry and must have a practical experience in sewage disposal for a period of not less than three years. In view of the qualifications with three years of experience and applying the principle of correction of 1969 grouping, this is placed in the revised scale of Rs. 1,050—1,600 as a left over category of 1974 revision.

RAJ BHAVAN

U.D. Clerks (Governor's Household): (Rs. 310—560).

The anomaly pointed out was that this category was in the same scale of pay that was allowed to the Assistants in the Secretariat right from 1958 and that this parity was disturbed in 1974 revision. The request was for parity with Assistants in the Secretariat wing. The Household Wing of the Governor Secretariat is governed by the Ministerial Service Rules. However in view of the orders issued in G.O. No. 525, General Administration Department, dated 15th April, 1960 read with the clarification issued in Memo. No. 4086/61-5, dated 13th February, 1962 that the scale of Rs. 140—250 of the U.D. Clerk of the Governor Secretariat is applicable to the U.D. Clerks of the Military Secretary to the Governor and as the scale of pay of the Assistant in the Governor Secretariat and the U.D. Clerk in the Household wing was the same since 1958 revision, they are placed in the revised scale of Rs. 575—950.

Cashier (Governor's Household): (Rs. 360—700).

The anomaly pointed out was that this was on par with the Accountant (Household) in all the earlier revisions but in the 1974 revision this has been allowed the lower scale of pay than what has been allowed to the Accountant (Household). The request was for parity with the Accountant (Household). This category was not brought to the notice of the P.R.C. 1974 and hence it is in the Schedule I scale of Rs. 360—700. This post is governed by the Ministerial Service Rules and could have been allowed the pay scale of Rs. 410—750 in the light of the remarks against the Superintendents under Common Categories as the pre-69 scale was with a minimum of Rs. 180 and the maximum was less than Rs. 400. The Accountant and the Cashier were drawing the same scale of pay since 1958 and hence this is placed in the revised scale of Rs. 650—1,100.

Accountant (Secretariat Wing): (Rs. 360—700).

Anomaly pointed out was in not allowing the pay scale of Rs. 410—750 on par with the Accountant (Household) the pre-74 scale being similar for both. The request was for parity with the Accountant (Household).

In the Governor's Secretariat there are two wings, the Secretariat wing being governed by the Secretariat Service Rules and Household wing governed by the Ministerial Service Rules. The Accountant in the Secretariat was in the pre-revised scale of Rs. 200—400 on par with the Accountant in the Household. As this category was not brought to the notice of the P.R.C. this is in the Schedule I scale of Rs. 360—700. The pre-69 scale was also with a minimum of Rs. 180 but with a maximum less than Rs. 400. This is placed in the revised scale of Rs. 650—1,100.

P. A. to Governor: (Rs. 480—900).

The anomaly pointed out was that the parity with the Section Officer was disturbed in the 1974 revision. The request was for parity with the Section Officer in the Secretariat.

This category was not brought to the notice of the P.R.C. 1974 and hence it is in the Schedule I scale of Rs. 480—900 pre-74 scale being Rs. 300—600. The post of P.A. to Governor carried the scale of pay of Section Officer of Secretariat in the pre-69 as well as 69 revision. This is placed in the revised scale of Rs. 800—1,450.

REGISTRAR OF PUBLICATIONS

Reader Grade II: (Rs. 310—560).

The request was for the pay scale of Rs. 410—750 highlighting the nature of duties. This category is stated to be governed by the Andhra Pradesh Ministerial Service Rules, the qualifications being a Graduate with Journalist experience of one year. The pay scale for this category being on par with that of Upper Division Clerk parity with U.D. Clerk may be maintained. The request for the pay scale of Rs. 410—750 is on the high side that pay scale being applicable for Superintendents in Subordinate Offices who have supervisory work. They are placed in the revised scale of Rs. 530—850.

Reader Grade I: (Rs. 410—750).

The request was for the pay scale of Rs. 480—900. This post was created in G.O. Ms. No. 972, Education, dated 15th October, 1976. No *ad hoc* rules have been issued. In the absence of the *ad hoc* rules, it would be difficult to consider the request. Apparently this will be a promotion category for Reader Grade II in the pay scale of Rs. 310—560. The present scale is therefore adequate and be given the revised scale of Rs. 650—1,100.

Assistant Registrar of Publications: (Rs. 430—800).

This post was also sanctioned in G.O. Ms. No. 972, Education, dated 15th October, 1976 in the pay scale of Rs. 430—800. The request was for the pay scale of Rs. 530—1,050. No *ad hoc* rules have been issued for this post. In the absence of the *ad hoc* rules it may be difficult to consider the pay scale for this category. The question of revision of pay scale may be reviewed by Government after the *ad hoc* rules are issued. For the present, this may remain in the present scale and be given the revised scale of Rs. 700—1,200.

REGISTRATION AND STAMPS DEPARTMENT

Counters: (Rs. 165—250).

The request was for parity with the posts of Shroffs in the Treasuries and Accounts Department as the duties and responsibilities and qualifications are said to be similar.

The posts of Counters have been converted as Shroffs in G.O. Ms. No. 1521, Revenue, dated 6th July, 1978 and there are no posts of Counters at present. Having been converted as Shroffs these posts would stand included in the category of Shroffs which is dealt with under Common Categories. No separate recommendation for the category of Counters is necessary in view of the changed position.

Temporary Section Writers: (Rs. 180—350).

They are in the scale of Rs. 180—350, for those on continuity basis. The Temporary Section Writers appointed on monthly basis are on a fixed remuneration of Rs. 180 per month.

The anomaly pointed out was in not allowing the pay scale of Rs. 240—420 which is allowed to the Shroffs whose qualifications are less than the qualifications prescribed for the Temporary Section Writers, namely, a pass in S.S.C. or completed S.S.C.

The Inspector-General of Registration and Stamps has suggested to allow the Temporary Section Writers on continuity basis a scale of pay with Rs. 10 less than the minimum applicable to the L. D. Clerk and for the Temporary Section Writers on monthly basis a fixed pay at a rate less than the minimum of the L. D. Clerk by Rs. 10.

They are appointed on temporary basis to meet the seasonal demand of the work in the Registration, granting of encumbrance certificate etc. Their appointments generally are on monthly basis. Prior to 1974 revision they were paid a fixed remuneration of Rs. 80 per month. Consequent on the recommendations of the P.R.C. 1974 in G.O. Ms. No. 64, Finance, dated 2nd March, 1977 the Temporary Section Writers on continuity basis numbering about 205 were allowed the pay scale of Rs. 180—350 and the Temporary Section Writers appointed on monthly basis were allowed the fixed remuneration of Rs. 180 per month. They are eligible to be promoted as L. D. Clerks. Comparison with Shroffs who are responsible with cash and whose duties are more onerous is not appropriate. Having derived the benefit of a regular pay scale in the last revision the present scale is adequate and they are placed in the revised scale of Rs. 350—550 in respect of Temporary Section Writers on continuity basis in the pay scale of Rs. 180—350. The request of the Inspector-General of Registration and Stamps for a further addition to the existing 205 posts on continuity basis is a matter for the administrative department to take appropriate decision.

Sub-Registrar Grade II: (Rs. 360—700).

Anomaly pointed out was that prior to 1959 they were drawing more pay than Huzur Treasurer, Agricultural Assistant etc., but they are allowed lesser pay scale than what has been allowed to the Huzur Treasurer/Second Accountant in the Treasuries and Accounts Department and Assistant Curator of Archaeology and Museums whose pre-1974 scale was identical to this category. The request was for the pay scale of Rs. 430—800 on par with Deputy Tahsildars, Assistant Commercial Tax Officers and Co-operative Sub-Registrars in view of their higher duties and responsibilities.

The Two Man Committee did not recommend any change in the then existing pay scale for this category. The P.R.C. 1974 has placed this category two classifications below the Grade I Sub-Registrar instead of four as was prevailing in the past and recommended the pay scale of Rs. 360—700 thereby placing them two stages above the corresponding Schedule I scale of Rs. 320—580. This is a promotion category for U.D. Clerks and the mere fact that while a U. D. Clerk on promotion gets the pay scale of Rs. 430—800 as Superintendent whereas here they get only Rs. 360—700 is not a valid argument for parity with Superintendents of the Directorate. However, as he is the head of the office and as it is a sensitive department they are placed in the revised scale of Rs. 650—1,100.

Sub-Registrar Grade I: (Rs. 430—800).

The anomaly pointed out was that they were on par with the Assistant Agricultural Officer/Divisional Panchayat Officer who have been allowed the pay scale of Rs. 480—900 which has not been extended to this category.

The fact that certain categories in other departments have been placed in a higher scale after taking into consideration the peculiar features of those Department cannot be considered as an anomaly and nor it can be adduced as reason for upward revision. The Sub-Registrar is expected to bestow special care and closely scrutinise the valuation and see that no loss is incurred by the Government by way of Revenue from stamp duty. Being a sensitive Department and as the work of Sub-Registrar is taking they may be given a special pay of Rs. 50 p.m. in addition to the scale. This is placed in the revised scale of Rs. 700—1,200.

Assistant to the District Registrar: (Rs. 480—900).

The anomaly pointed out was in not allowing the pay scale of Rs. 600—1,100 which is allowed to the Divisional Fire Officer the pre-1974 scale being similar for both.

This category was not brought to the notice of P.R.C. 1974 and hence it is in the Schedule I scale of Rs. 480—900. This is a promotion category for Sub-Registrar Grade I who are in the pay scale of Rs. 430—800. In view of the above, as a left over category this may be placed in the revised scale of Rs. 800—1,450.

District Registrar/Assistant Inspector-General of Registration and Stamps: (700—1,200).

The request was for parity with Deputy Collectors as the duties and responsibilities are comparable to them. The P.R.C. 1974 had already considered this category and he had placed them one stage below the Deputy Collector as was the position then existing and this category was also placed one stage above the corresponding Schedule I scale of Rs. 600—1,100. The mere fact that Group I Services examination is common for the Deputy Collectors and for this category is not a valid argument for the reason that the allotment is with reference to the rank and priority given by the candidates and this alone can not be a ground for equivalence with the Deputy Collectors. They may remain in the present scale and are placed in the revised scale of Rs. 1,050—1,600.

*Deputy Inspector-General of Registration and Stamps:
(Rs. 900—1,450).*

Though no anomaly has been pointed out the request was for the pay scale of Rs. 1,100—1,650 as applicable to the Deputy Commissioner of Commercial Taxes and Deputy Commissioner of Excise.

Comparison with the Deputy Commissioner of Commercial Taxes or Deputy Commissioner of Excise is not appropriate. This is a promotion category for District Registrars in the pay scale of Rs. 700—1,200. This category has also derived upward classification in 1974 instead of remaining in the corresponding Schedule I scale. The present scale of pay is adequate and they are placed in the revised scale of Rs. 1,300—1,900.

Inspector-General of Registration and Stamps: (Rs. 1,300—1,800).

It was pointed out that when the State was separated from the Composite Madras the pay scale was reduced and after the formation of Andhra Pradesh also this was not increased. The request was for the pay scale of Rs. 1,675—2,125 on par with Director of Public Instruction.

The O.M.C. had observed that the scale could be enhanced to Rs. 1,000—1,400 apart from honorarium but consequent on the grouping pattern adopted in 1969 this was allowed the pay scale of Rs. 1,150—1,600 in 1969. P.R.C. in 1974 recommended the Schedule I scale of Rs. 1,300—1,800. Comparison with the Director of Public Instruction in the higher pay scale of Rs. 1,675—2,125 is not appropriate. The honorarium which he was in receipt of has also been treated as special pay. No change is called for and this is placed in the revised scale of Rs. 1,700—2,250.

REVENUE DEPARTMENT (LAND REVENUE AND DISTRICT ADMINISTRATION)

The posts dealt with here are only those outside the I.A.S. cadre and belonging to the cadre of Andhra Pradesh Civil Service Executive Branch and the common term of Deputy Collectors, etc., is only used without a specific mention of different designation of the various posts held by these Officers.

Lower Division Revenue Inspectors: (Rs. 250—430).

The upgradation of the remaining posts of Revenue Inspectors to the Upper Division scale is a management decision with the administrative Department. The category of Veterinary Livestock Inspectors, Selection Grade Health Inspector and the Sub-Inspectors were all in different scales and the parity with them is not relevant. They are placed in the revised scale of Rs. 425—650.

Upper Division Revenue Inspectors: (Rs. 310—560).

50% of the posts are only upgraded from the lower category. They are placed in the revised scale of Rs. 530—850.

Head Clerks in Taluk Offices/Divisional Offices: (Rs. 340—640).

The representatives stated that they perform similar functions assigned to the Superintendents in the Offices of the other District Officers like Deputy Director of Agriculture, District Forest Officer, the District Social Welfare Officer, etc., etc. They requested for parity with Deputy Tahsildar or Superintendents.

It is seen that Head Clerk of Revenue Divisional Offices constitute category IV of Andhra Pradesh Ministerial Service whereas Superintendents in the Offices of Heads of Departments are in Category I. So long as Government has decided to have different categories of posts, the equation of them does not arise unless the Government itself desire to do away with a particular level of posts to be replaced by another level. So parity with a post which definitely belongs to a superior category is not justified. They are placed in the revised scale of Rs. 575—950 as under common categories.

Superintendents, Board of Revenue: (Rs. 430—800).

The representatives stated that prior to 1958 Superintendent Grade I was higher than the Tahsildar and Deputy Tahsildar and that Superintendents, High Court who were in a lower scale have been brought on par with Section Officers, Secretariat. They requested parity with the Section Officers in the Secretariat.

In the 1974 revision, they have been given the grouping with the Deputy Tahsildars. Parity with Superintendents in High Court is not relevant because their elevation was done under special circumstances on account of the constitutional position of the High Court. The remarks made under the common categories will hold good.

Deputy Tahsildars: (Rs. 430—800).

The representatives stated that they did not get even one stage above in the 1974 revision and referred to the other categories which carried lower pay prior to 1974 but were placed in 1974 in the higher scale. The latter is no argument. This category got the benefit of a higher scale in the 1969 revision due to grouping. With reference to their pre-1958 scale, the Superintendents, Board of Revenue were in a higher scale than Deputy Tahsildars prior to 1958 and even in 1961 their scale was fixed higher than that of the Deputy Tahsildar. They are placed in the revised scale of Rs. 700—1,200.

Revenue Assistants/Tahsildars: (Rs. 530—1,050).

The representatives referred to the higher scale in Telangana, the low difference between the Tahsildar and Deputy Collector earlier and the parity with a few posts prior to 1974 revision as a justification for the request for Rs. 700—1,200. They also wanted an intermediate cadre of Special Grade Tahsildar on the analogy of Special Grade Deputy Collector.

Tahsildars and Inspectors of Police are in the same scale. The other posts who were placed above were done so far valid reasons as given in the 1974 report. Generally, the pay difference between lower and higher category of posts will progressively increase as and when Dearness Allowance merged scales are evolved with increasing rates of Dearness Allowance, the absolute difference in monetary returns cannot obviously be maintained. The existing relative position of Tahsildar three stages below the Deputy Collector as it existed in 1969 has been maintained even in the 1974 revision. This is a more rational measure of estimating the difference rather than in terms of quantum of money. They are placed in the revised scale of Rs. 800—1,450.

Deputy Collectors: (Rs. 750—1,300).

In the representation, similar instances of earlier parity have been referred to. These were carefully considered in the previous Commission and wherever higher grades were allowed, they have been done with sufficient justification keeping in view the nature of duties and responsibilities. This is generally a promotion category in the State and direct recruitment is exceptional. Taking into account the junior scale of the I.A.S. which is Rs. 700—1,300, the present scale compares well with the junior scale of the I.A.S. and their existing position relative to the Junior I.A.S. Officers is also maintained. There is no need for any revision and they are placed in the revised scale of Rs. 1,150—1,700.

Special Grade Deputy Collectors: (Rs. 900—1,450).

The representatives pointed out that 14 categories which were in the pre-revised scale below them have been brought on to their scale and 10 other categories have been placed above them. Their request was to allow the scale of Rs. 1,000—1,550 and also to create the new category of Senior Special Grade Deputy Collector in the scale of Rs. 1,200—1,800.

As already observed elsewhere in the report the mere equation with some other posts earlier is no justification to continue that parity. It is observed that this category was created only to provide some promotional avenues or remove stagnation in the lower category of Deputy Collectors and the posts are generally interchangeable. The position of this relative to the Deputy Collector no doubt has to be maintained and discussions against the post of Deputy Collector may also be referred. It may be pointed here that these officers can be considered for promotion not only to Andhra Pradesh Administrative Service but also to I.A.S. No doubt, the general recommendations made for stagnation in any particular post will also apply to this post. So it is considered that there is no justification for any further revision. They are placed in the revised scale of Rs. 1,300—1,900.

REVENUE DEPARTMENT
COMMERCIAL TAXES

U.D. Commercial Tax Inspectors/L.D. Commercial Tax Inspectors:
(Rs. 310—560/250—430).

They are at present carrying scales of pay of U.D.Cs. and L.D.Cs. respectively and will be governed by the revised scales of pay as applicable to U.D.Cs. and L.D.Cs. respectively under common categories.

Statistical Assistant: (Rs. 360—700).

The request was for a pay scale of Rs. 430—800 on par with Superintendents. This post was not brought to the notice of the previous P.R.C. and hence given the Schedule I scale of Rs. 360—700. From the *ad hoc* rules, it is seen that it constitutes a distinct category in Andhra Pradesh Ministerial Service and will be part of the Cadre of Superintendents in the Office of the Board of Revenue. It may be suggested for consideration of the Government whether such isolated posts should not be brought within the cadre of the Bureau of Economics and Statistics to avoid stagnation, lack of promotion etc. The Commissioner has made a similar recommendation in respect of such isolated posts elsewhere in the Report. If this is not acceded, they may be treated as left-over category and be placed in the revised scale of Rs. 700—1,200.

Assistant Commercial Tax Officer: (Rs. 430—800).

They represented with a list of categories who have been placed above them or on par with them, etc. Their request is to allow the scale of Rs. 530—1,050.

The mere parity with other categories is no ground and neither does it become an anomaly. The parity with Deputy Tahsildar has been maintained here. They are placed in the revised scale of Rs. 700—1,200.

Deputy Commercial Tax Officer: (Rs. 530—1,050).

The representatives referred to the posts of A.P.P. Grade I Divisional Fire Officer who were given a higher scale, and the Inspectors, A.P.S.P. who were brought on par with them. They requested the scale of Rs. 700—1,200. With regard to A.P.P. Grade I the previous Commissioner has given this to maintain relative position with posts in the Police Department. Comparison with Divisional Fire Officer is also not relevant as the duties are not comparable. With regard to the Inspector, A.P.S.P. that was the rectification, namely *vis-a-vis* Inspector of Police in the Police Department. None of them are relevant here. They have been placed on par with the Tahsildar whose duties include apart from tax collection other responsibilities not normally entrusted to the Officers of the Commercial Tax Department. They

have also derived the benefit of upward classification of one stage in the 1974 revision. They are placed in the revised scale of Rs. 800—1,450.

Commercial Tax Officer: (Rs. 750—1,300).

The representatives referred to the posts of Superintendent, Jails, Director of Finger Print Bureau and the Assistant Secretary to Government who were allowed a higher scale. They requested for a scale of Rs. 900—1,450.

The considerations which weighed with previous Commissioner with regard to Superintendent, Jails do not apply here. The Director, Finger Print Bureau is a technical post and Assistant Secretaries have always been a higher scale. This category has all along been on par with Deputy Collectors. They have also derived the benefit of upward revision in 1974 by one stage. They are placed in the revised scale of Rs. 1,150—1,700.

Economist: (Rs. 750—1,300).

The Department has stated that this is an addition to the cadre of C.T.Os. Hence the pay scale as for C.T.O. would apply.

Assisant Commissioner (C.T.): (Rs. 900—1,450).

The representatives pointed out that Radio Engineers, Assistant Directors, Small Pox Vaccine and Superintendent of Police Communications were allowed higher pay scale in the 1974 revision and wanted a scale of Rs. 1,100—1,650.

It is observed that so far as Radio Engineer was concerned, they were in receipt of a special pay of Rs. 100 in the pre-revised scale which stands merged in the revised scale. Similarly Assistant Director, Small Pox Vaccine was brought on par with similar Officers in the Institute of Preventive Medicine. Similarly comparison with Superintendent of Police Communication is also not relevant. This category derived the benefit of upward classification in the 1974 revision by one stage after having been placed on par with Special Grade Deputy Collectors instead of the usual Schedule I scale of Rs. 850—1,425 corresponding to its pre-revised scales. They are placed in the revised scale of Rs. 1,300—1,900.

Deputy Commissioner (Commercial Taxes): (Rs. 1,100—1,650).

The representatives stated that the posts of Secretary, Andhra Pradesh Public Service Commission and Deputy Secretary to Government on similar scale of pay prior to 1974 have been allowed higher scale and that they wanted a scale of Rs. 1,400—1,925 from 1st January, 1974.

It is noticed that pre-61 scale for Secretary, Public Service Commission was higher than that of Deputy Secretary to Government or Deputy Commissioner (Commercial Taxes) though all were in one category in 1961 revision and in the 1969 grouping all were placed in the same scale of Rs. 950—1,400. In the 1974 revision higher

scales were recommended to the two posts referred to on account of nature of responsibilities to the Secretary, Public Service Commission without any special pay. Similarly the pre-61 scale of Deputy Secretary to Government carried also a special pay and in Telangana the pay scale was much higher. The previous P.R.C. took into account the pay scales of Deputy Secretary to Government of India and allowed Rs. 1,200—1,800, a scale suggested to A.P.A.S., and these considerations obviously do not apply to the post of Deputy Commissioner (Commercial Taxes) who are also eligible for appointment to A.P.A.S. They further requested to allow parity with other department like Income-tax Department. It may be mentioned here that any parity with Central Government Department with different conditions of service for example with liability to transfer anywhere in the country are not strictly relevant. They are therefore placed in the revised scale of Rs. 1,500—2,100.

RAJYA SAINIK BOARD

Secretaries Grade II: (Rs. 480—900).

No anomaly was pointed out but the request was for Rs. 600—1,100 on par with other District level posts, this being the First Gazetted post in the Department.

The O.M.C. in 1969 recommended the scale of Rs. 180—375 for this post in the pre-1969 scale of Rs. 200—280 in the interests of rationalisation of pay scales but the Government allowed the scale of Rs. 225—450 as per the general decision on the grouping of scales. The previous P.R.C. had looked into the claim of equivalence with District Employment Officer and has not conceded but in 1974 revision a scale of Rs. 480—900 two stages above the usual Schedule I scale was allowed to them. Comparing with their higher post of Secretaries Grade I this scale is appropriate. They are placed in the revised scale of Rs. 750—1,300.

Assistant Accounts Officer: (Rs. 530—1,050).

This was created in 1975 and the scale is as applicable to the Assistant Accounts Officers of the Treasuries and Accounts Department. This is placed in the revised scale of Rs. 800—1,450.

Secretaries Grade I/Assistant Director: (Rs. 600—1,100).

It was represented that their initial pay was higher than that of Regional Employment Officers in 1961 and work is more arduous in the sense that they have to rehabilitate Ex-servicemen who have reached a certain stage in life, which is more difficult than helping the unemployed persons as is the work of Employment Officers. They also stated that whenever the Regional Employment Officer went on leave, the additional charge was given to this Assistant Director which implied the superiority of this post. They pleaded for a scale of Rs. 850 and above.

While the O.M.C. recommended the scale of Rs. 300—600, Government allowed the pay of Rs. 350—750 as per the general decision on the grouping of the scales. There is no anomaly so far as the grouping in 1969 is concerned. The equation with Regional Employment Officer was looked into by the previous P.R.C. who has not conceded this, but placed them one stage below the Regional Employment Officer as was prevailing prior to 1974 and this category has derived the upward classification of Rs. 600—1,100 by one stage instead of the usual Schedule I scale. No *ad hoc* rules seem to have been issued. The workload is obviously more for the Regional Employment Officer and the argument that there is a more difficult job to rehabilitate Ex-servicemen is stretched a little too far. The administrative arrangements made for the additional charge will never confer superiority of the post. There is no justification for any revision and they are placed in the revised scale of Rs. 900—1,500.

Director: (Rs. 1,300—1,800).

No specific anomaly was mentioned but a special pay of Rs. 400 was requested for looking after the work connected with the special fund for reconstruction and rehabilitation of ex-servicemen.

The P.R.C. in 1974 recommended a special pay of Rs. 100 for the post of Secretary while recommending the pay scale of Rs. 850—1,425 for this post, which was then designated as Secretary for the post-war reconstruction fund work. This recommendation was not implemented by the Government as the post of Secretary was upgraded to that of Director in this scale in 1975. Since the post itself has been upgraded, the Government stopped the special pay. The upgradation done is fairly substantial. This is placed in the revised scale of Rs. 1,700—2,250. The chapter on special pay may be referred to for recommendation on special pay.

SECRETARIAT

Chowkidars: (Rs. 165—250).

The anomaly pointed out was in not allowing the pay scale of Rs. 180—350 on par with Police Constable. The request was for the pay scale of Rs. 180—350. Comparison with Police Constable is not appropriate. Category of Chowkidars is under the last grade service. They may therefore remain in the present scale and be given the revised scale as under Common Categories.

Jamedar Sweeper: (Rs. 165—250).

A proposal has been referred to the P.R.C. recommending the upward revision of the scale of pay for the Jamedar Sweeper for the present scale of pay of Rs. 165—250 to Rs. 180—350 on the ground that he has to supervise the work of 43 Sweepers and 19 Scavengers. No recruitment rules have been made available for this category and in the departmental list of posts there is no such post with that designation as a separate post. In the absence of the recruitment rules, the mode of recruitment and whether it is a separate and distinct category, it would be difficult to review and prescribe the higher scale of pay. If the Jamedar Sweeper exercises supervision over other Sweepers the proper course of action would be to create the post of the Jamedar Sweeper prescribing the recruitment rules and then consider a suitable scale keeping in view the rules prescribed for this post.

Attendant: (Rs. 170—275).

No rules have been furnished and the reasons why the higher scale than Rs. 165—250 was given are not known. The category of Attendant is therefore placed in the revised scale of Rs. 290—425. However the existing incumbent in the scale of Rs. 170—275 will have the revised scale of Rs. 310—475 as personal to him.

Jamedars: (Rs. 175—300).

The anomaly pointed out was not allowing the pay scale of Rs. 180—350 on par with Jamedars in the Ministers' Peshies. The request was for the pay scale of Rs. 180—350 on par with Jamedars attached to the Ministers Peshies as the duties and responsibilities are similar. The category of Jamedars was in the pre-1974 scale of Rs. 62—100 with Special pay of Rs. 15. The P.R.C. in 1974 recommended the pay scale of Rs. 175—300 for this category merging the special pay and he has observed that "this is a promotion post from Attender and Dafedar; that prior to 1969 they were on a higher scale than Attendants; the Jamedars in Ministers Peshies are given the pay scale of Rs. 70—130+Special Pay of Rs. 25 and all other Jamedars are accordingly given the same pay classification without special pay."

In G.O. Ms. No. 254, Finance, dated 25th July, 1977 it was ordered that 7 posts of Jamedars which were made permanent under the Ministers' establishment shall be allowed the revised scale of Rs. 180—350 while others will continue to get the pay scale of Rs. 175—300. It was also stated therein that those who occupied the aforesaid 7 posts will be entitled to the revised scale of Rs. 180—350 and that shall not be applicable to the future posts under Ministers establishment. Apparently the pay scale of Rs. 180—350 was personal for the incumbents of those posts who were holding those permanent posts and the future appointments even against these 7 permanent posts were to be made in the lower scale of Rs. 175—300 as applicable to Jamedars in general. Even by addition of special pay of Rs. 15 to the minimum of Rs. 62 the total would work out to Rs. 77 whereas the pay scale of Rs. 175—300 is for the pre-1974 scale with a minimum of Rs. 70 *i.e.*, Rs. 70—130. From this point of view and as the special pay of Rs. 15 is also not admissible to the Jamedars other than those in the Ministers Peshies, the posts of Jamedars whether in Secretariat or in Ministers Peshies or anywhere else be placed in the common revised scale of Rs. 350—550. However the Jamedars in Ministers Peshies will continue to draw the special pay which they are in receipt of.

Head Chowkidars: (Rs. 180—350).

The request was for the pay scale of Rs. 250—450 on par with Head Constable. The Two Man Committee recommended Rs. 70—90 to the Head Chowkidars in view of their onerous duties and responsibilities and supervision over Chowkidars. This is apparently a promotion category for the Chowkidars in Rs. 165—250. The present relative position is fairly adequate and comparison with Head Constable is not appropriate. They are placed in the revised scale of Rs. 350—550.

Record Assistant: (Rs. 180—350).

The anomaly pointed out was in not allowing the pay scale of Rs. 240—420 on par with Drivers. In the 1974 revision they have been placed in a classification higher than the corresponding Schedule I scale of Rs. 175—300. The qualification required is only a pass in Third Form. No change in the pay scale is called for and they be given the revised scale as under common categories.

Roneo-duplicating Operators: (Rs. 180—350).

The anomaly pointed out was in not allowing the pay scale of Rs. 240—420 on par with Drivers and Lift Operators as the pre-1974 scale was similar. The P.R.C. in 1974 had included the Roneo-Operators under common categories and he has recommended a standard scale of Rs. 180—350 for this category. He had also observed against this category in the Secretariat that "they will be on existing classification though the rules framed in 1960 made it a promotion category for Attendants (now designated Record Assistants)". In view of the common scale for Record Assistant and for Roneo-Operators the recruitment rules for this category should have been suitably amended after the implementation of 1974 scale of pay.

The P.R.C. had recommended a common scale for this category as they were in different scales of pay and the nature of work is the same whether it is in Secretariat or in any other offices. However the Roneo Operators in the Secretariat have subsequently been sanctioned a special pay of Rs. 15 per month. This category should have the same pay scale whether in Secretariat or in any other offices. They may therefore remain in the present scale and be given the revised scale as under common categories.

Lift Operators: (Rs. 240—420).

This is also a common category for which the P.R.C. in 1974 had recommended the above scale of pay placing them one stage above the Record Assistant. In the 1974 revision they have derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 180—350. The revised scale as under common categories would apply here also.

Telephone Operator: (Rs. 250—430).

Though no anomaly in their pay scale was pointed out the request was for a higher pay scale considering the nature of work and the non-availability of promotions. The P.R.C. in 1974 had placed this category under common categories on par with L.D.C. The Special Pay of Rs. 20 which he had recommended had also been implemented. The present pay scale is equivalent to that of L.D.C. and they also get special pay of Rs. 20. No change in the pay scale is called for and they be given the revised scale as under common categories.

Junior Assistant/Typists/Steno-typists: (Rs. 250—430).

It was represented that graduation is the requisite qualification. They have requested for a higher pay scale than that of L.D.Cs. It was also pointed out that it was anomalous in not allowing the pay scale of Rs. 110—225 (1969 scale) to all the Junior Assistants who have been recruited even after 19th March, 1969.

One Man Commission observed that the nature of work of the L.D.C. in Secretariat and Directorate and other offices is same. The P.R.C. had observed in 1974 that "though the prescribed essential qualification for direct recruitment in Secretariat is graduation and Government have conceded the pay scale of Rs. 110—225 only for those in service on 19th March, 1969 following certain court orders, the authorised scale for this category as well as non-Secretariat L.D.Cs. has been common from 1958. The duties of the Secretariat L.D.Cs. cannot be said to be more onerous or responsible than that of L.D.Cs. in other offices taking into account the respective office procedures. Hence the established parity with non-Secretariat L.D.C. is not disturbed. Those now in Rs. 110—225 will be given the corresponding D.A. merged scale of Rs. 260—450". This Commissioner does not find reason to deviate from the observation of the previous P.R.C. It is also understood that there is no future recruitment to the Junior Assistant posts. No change in their pay scale is called for and they are placed in the revised scale of Rs. 425—650.

Such of the Junior Assistants, Typists and Steno-typists who are in the pay scale of Rs. 260—450 as personal by virtue of their having been allowed the pre-1974 scale of Rs. 110—225 may however be placed in the revised scale of Rs. 450—700 as personal to them.

Assistant/U.D. Steno: (Rs. 340—640).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800 on par with Assistant Commercial Tax Officers/Deputy Tahsildars since the Assistants are also recruited through Group II Service Examination and on the ground that when the higher category of Section Officer is on par with Tahsildar, this feeder category should also be on par with Deputy Tahsildar. The P.R.C. in 1974 had placed them two stages above the corresponding Schedule I scale of Rs. 310—560 improving their position taking into account the qualification and the common examination by the Service Commission. Comparison with Deputy Tahsildar or Assistant Commercial Tax Officer is not appropriate. They have already been placed 2 stages above the U.D.Cs. in the offices of the Heads of Departments and they have also derived upward classification by two stages in the 1974 revision. No change in the pay scale is called for and they be given the revised scale of Rs. 575—950.

Librarian, Law: (Rs. 340—640).

Though no anomaly was pointed out, the request was to maintain the parity with Assistants in the Secretariat as at present. The P.R.C. in 1974 had observed that the pay scale is as for an Assistant. Parity with Assistant in the Secretariat may be maintained.

Assistant Librarian, G.A.D.: (Rs. 410—750).

No anomaly was pointed out but the request was for the pay scale of Rs. 600—1,100 on par with S. C. Section Officer on the ground that the functions are not less onerous than those of Section Officers of Secretariat.

The P.R.C. in 1974 had observed that he may be placed on par with Assistant Librarian Grade I in Public Libraries Department having regard to qualifications. The qualifications prescribed are a graduate plus a diploma or degree in Library Science. The qualifications are similar to the Assistant Librarian Grade I in the Public Libraries Department as well as Librarian Grade I in the Grandhalaya Samstha. In the 1974 revision this had been placed in a classification higher than the Schedule I scale of Rs. 360—700. No change in the pay scale is called for and be given the revised scale of Rs. 650—1,100.

S. C. Assistant: (Rs. 430—800).

The anomaly pointed out was in not allowing the pay scale of Rs. 480—900 which was allowed to several posts in the same pre-1974 scale of Rs. 250—500. The P.R.C. in 1974 had observed "existing classification with special pay as the difference between them and the Ordinary Assistants should be narrowed rather than widened" and he has placed them one stage above the S. B. Clerk.

Comparison with other posts which are allowed Rs. 480—900 is not appropriate. The category of Assistant from which this can be filled in is in the pay scale of Rs. 340—640. For the technical qualification of shorthand and typewriting they are compensated by a grant of special pay. No change in the pay scale is called for. They are placed in the revised scale of Rs. 700—1,200.

Special Category Stenos: (Rs. 430—800).

No anomaly was pointed out but the request was to upgrade this post to that of P.Rs. and on par with Section Officers. The category of Special Category Stenos is existing in other offices of Heads of Departments and hence it has been dealt separately under common categories.

Personal Assistants to the Secretary to Government: (Rs. 480—900).

The anomaly pointed out was in not allowing the pay scale of Rs. 530—1,050 on par with Section Officers as the pre-1974 scale was similar. P.R.C. in 1974 had observed that they were till recently among the S.C. Stenos in the pre-revised scale of Rs. 200—400 and they were upgraded 3 classifications as P.As. in April, 1974 and corresponding classification would be adequate.

This is a new category created in April, 1974 in the pay scale of Rs. 300—600 which was also the pay scale applicable to the Section Officers in lieu of the S.C. Stenos posts in Rs. 200—400. It was noticed that the intention was that the pay scale of the P.As. to the Secretaries to Government was fixed at Rs. 300—600 keeping in view the pay scale for Senior Reporters in Police Department as well as P.As. to Chief Secretary to Government. Senior Reporters in Police Department as well as P.As. to Chief Secretary to Government in the pre-revised scale of Rs. 300—600 have been placed in the pay scale of Rs. 530—1,050. Hence the P.As. to Secretaries to Government are placed in the revised scale of Rs. 800—1,450.

Translators, Law: (Rs. 480—900).

The anomaly pointed out was in not allowing the pay scale of Rs. 530—1,050 on par with Section Officers of the Secretariat as the pre-revised scales were similar. The request was for parity with the Section Officers of the Secretariat.

The P.R.C. in 1974 had placed them in the existing classification. The qualification prescribed is degree in Arts, Science or Commerce or Law and one must have passed the translation test in the Telugu Language. Translators in the Legislature Secretariat are also in the same pay scale as for Translators in the Law Department. The pay scale as applicable for the Translators in the Legislature Secretariat will apply here also.

Section Officers: (Rs. 530—1,050).

The anomaly pointed out that prior to 1958 also they were in higher scale of Rs. 200—400 than the Tahsildar and that the scale remained static in the 1958 revision while the pay scales of Tahsildars

etc. were revised. The request was for the pay scale of Rs. 1,040—1,920.

The One Man Commission had not agreed for a higher scale and recommended that they may continue to be in the pay range of Rs. 250—500 but in the 1969 grouping they were placed in Rs. 300—600.

The P.R.C. in 1974 while allowing the one stage above the corresponding Schedule I scale, had observed that the Section Officers are on par with Tahsildar and he had also taken into account the revised Central scale of pay for Section Officers. Considering the fact that the Superintendents in the Directorates and in the Subordinate Offices are in the pay scale of Rs. 430—800 or Rs. 410—750 respectively, the present scale of pay for Section Officers is quite adequate. The anomaly that the pre-58 scale of Rs. 200—400 and that the 1958 scale were also the same as Rs. 200—400 was represented before the P.R.C. in 1974 also. No change is called for and they be given the revised scale of Rs. 800—1,450.

Section Officers (Strictly Confidential): (Rs. 600—1,100).

The anomaly pointed out was in the rate of increments in their pay scale as compared to the rate of increments for the Section Officers, for whom the increment rate is Rs. 35 after Rs. 770 whereas for this category the rate of increment is Rs. 35 after Rs. 960. The request was to rectify this anomaly. Though the anomaly in the rate of increment is not peculiar for this category alone, yet this has been taken note of while suggesting the revised pay scale for this category. The P.R.C. in 1974 had placed them one stage above the Section Officers as at present. No change in the pay scale is called for and they be given the revised scale of Rs. 900—1,500.

Assistant Secretaries to Government: (Rs. 850—1,425).

No anomaly was pointed out but the request was for the pay scale of Rs. 1,920—2,500.

The P.R.C. in 1974 had placed them one stage above the Deputy Collector as at present and taking into account the revised Junior scale of I.A.S. which will be drawn by Under Secretaries in the Secretariat and also taking into consideration the revised scale of Central Secretariat Service Officers. This is generally filled in by promotion from Section Officers. The present scale of pay is quite adequate and no change in the pay scale is called for. They are placed in the revised scale of Rs. 1,250—1,800.

Officer on Special Duty for Cultural Affairs (Education Department):
(Rs. 850—1,425).

The anomaly pointed out was in allowing two different scales of pay for the same post when there is change in the incumbent of the post. The request was for the pay scale of Rs. 1,200—1,800 which was allowed to the predecessor and for the reason that the post was treated on par with Deputy Secretary to Government.

The scale of pay of this post which was in Rs. 600—1,000 was upgraded with effect from 2nd July, 1974 to the pay scale of Rs. 1,100—1,600 in G.O. Rt. No. 2308, General Administration (Services), dated 25th August, 1974 (Pre-74). This upgradation seems to have been done to accommodate Dr. Appa Rao who was the Director, Telugu Academy. Government have also informed the present holder of the post that the pre-revised scale of Rs. 1,100—1,600 was personal to Dr. Appa Rao and that the incumbent is not therefore entitled to that scale. The post of O.S.D. has been treated on par with that of a Deputy Secretary for the purpose of determining the status of the Officer in the Education Department with the stipulation however that this does not empower O.S.D. to circulate the files direct to Minister (G.O. Rt. No. 2182, General Administration, dated 23rd July, 1975).

The method of recruitment is by transfer from among the Officers in category I of Class III (Headmasters etc.) and category II of Class IV (Lecturers in the collegiate section) of the Andhra Pradesh Educational Service, the qualification for a recruitment by transfer being second class post-graduate degree with administrative experience of not less than 5 years, preference being given to candidates with Ph.D. For direct recruitment the qualification prescribed is Ph.D. in any one of the Fine Arts with experience of not less than 5 years in Administration and Publication of books with knowledge in Sanskrit. The feeder category of Lecturers in the collegiate section is in the pay scale of Rs. 700—1,600. Equivalence in status with Deputy Secretary to Government is for purposes other than the scale of pay. However taking into consideration the qualification and feeder category of Lecturers, this is placed in the revised scale of Rs. 1,500—2,100, corresponding to the pre-revised scale of Rs. 1,100—1,650.

Deputy Secretary to Government (non-cadre): (Rs. 1,200—1,800).

The anomaly pointed out was in not allowing the scale of pay on par with the Deputy Secretary (Cadre Officers), the duties and responsibilities being similar. The request was for the revised pay scale of Rs. 2,400—2,900. The P.R.C. in 1974 had taken into consideration the revised pay scale applicable to the Deputy Secretary to Government in the Government of India while recommending the pay scale of Rs. 1,200—1,800 which is also the scale suggested by him for the Andhra Pradesh State Administrative Service. In the 1974 revision they have been placed in a classification higher than the corresponding Schedule I scale of Rs. 1,100—1,650. This is a promotion category for Assistant Secretary to Government in the pay scale of Rs. 850—1,425. The present scale of pay is adequate and they be given the revised scale of Rs. 1,600—2,200.

Draftsman to Government, Law Department: (Rs. 1,200—1,800+ Special Pay of Rs. 100).

The anomaly pointed out was in giving the same pay scale as for Deputy Secretary to Government on the ground that the category of Draftsman belongs to Class II whereas Deputy Secretary to Government belongs to Class III and that appointment is by promotion from among

the officers in Class III *i.e.* Deputy Secretary. The request was for a separate scale of pay, intermediary between the scale of pay for the Deputy Secretary and that of a Joint Secretary. According to the rules, the appointment of Draftsman (Class II) is to be made by promotion from among the Officers in Class III *i.e.* from Deputy Secretary, Law with experience in the legislative drafting in the Law Department. The Draftsman is however in receipt of special pay of Rs. 100, though the scale of pay is same as that of the Deputy Secretary. This category as well as the Deputy Secretary, Law Department are the feeder categories for promotion to the Joint Secretary. In view of the recommendation for the Joint Secretary and as Deputy Secretary is a feeder category for Draftsman, this is placed in the revised scale of Rs. 1,700—2,250. The special pay presently admissible will however continue.

Director, Planning: (Rs. 1,300—1,800).

The anomaly pointed out was in not allowing the higher pay scale of Rs. 1,675—2,125 or Rs. 1,400—1,925 on par with other Heads of Departments as the pre-74 scale was similar. This post was not brought to the notice of the P.R.C. in 1974 but it was subsequently included in Schedule II by Government allowing the pay scale of Rs. 1,300—1,800 on par with the Director of Bureau of Economics and Statistics merging the special pay of Rs. 150. As per the *ad hoc* rules this post is a temporary addition to the category I in the Andhra Pradesh Economic and Statistical Service. Hence the pay scale as applicable to the Director of Bureau of Economics and Statistics will apply for this post.

Joint Secretary (non-cadre): (Rs. 1,400—1,925).

The anomaly pointed out was in not allowing the scale of pay on par with Cadre Joint Secretary, the nature of duties being similar. The request was for the pay scale of Rs. 2,000—2,250 with special pay.

The One Man Commission had observed that the scale of pay of I.A.S. cannot be applied to the Officers governed by the State Services. The P.R.C. in 1974 had placed them in the pay scale of Rs. 1,400—1,925 merging the special pay of Rs. 150. A Deputy Secretary (non-cadre) gets almost the same pay scale as for an I.A.S. cadre Deputy Secretary except for a slight difference. The Joint Secretary should at least be considered on par with the Heads of Departments and the gap is fairly wide below the I.A.S. scale for Joint Secretaries. They are therefore placed in the revised scale of Rs. 2,000—2,500.

A.P. State Administrative Service: (Rs. 1,200—1,800).

The anomaly pointed out was in not allowing the higher pay scale on par with some Heads of Departments whose pay scale was revised to Rs. 1,400—1,925 and Rs. 1,300—1,800.

The P.R.C. in 1974 had observed that the newly prescribed scale of Rs. 1,100—1,700 for Andhra Pradesh State Administrative Service to which no appointments have been made so far have been accommodated in the revised structure as Classification XXIII-A in the pay

scale of Rs. 1,200—1,800. The method of recruitment is by transfer from any other State Service or by direct recruitment. As this has been given in 1974 by the P.R.C. and considering the scale of pay of the feeder categories from which they can be appointed on transfer, no change in the present scale is called for. They are placed in the revised scale of Rs. 1,600—2,200.

Secretary, Legislature/Secretary, Law Department: (Rs. 2,500).

The anomaly pointed out was in not allowing the super-time scale on par with Secretaries to Government.

The P.R.C. in 1974 had placed them on par with District Judge Grade I and Registrar, High Court and fixed their pay at the start of the super-time scale of the I.A.S. applicable to the other Secretaries to Government and recommended Rs. 2,500, the pre-revised scale for these categories being Rs. 2,250. The method of recruitment for Secretary, Law is by transfer from the State Higher Judicial Service or by promotion of Joint Secretary, Law Department or from among the Officers in Class II *i.e.*, Draftsman, Law Department or Class III *i.e.*, Deputy Secretary, Law Department. They are placed in the revised scale of Rs. 2,500—2,750.

BACKWARD CLASSES WELFARE DEPARTMENT

Assistant Director: (Rs. 600—1,100).

It is pointed out that the Commercial Tax Officer and Assistant Transport Officer are allowed a higher pay scale of Rs. 750—1,300. The request was to allow the pay scale of Rs. 850—1,425 to the Assistant Director and the District Social Welfare Officers in view of the duties and responsibilities. This post corresponds to the District Social Welfare Officer (ordinary) discussed in the Social Welfare Department. No change in the present scale is called for and they be given the revised scale of Rs. 900—1,500.

Director: (Rs. 1,200—1,800).

The anomaly pointed out was that the Director of Bureau of Economics and Statistics, Director of Fisheries have been allowed the higher pay scale of Rs. 1,300—1,800 and Rs. 1,400—1,925 respectively, the pre-1974 scale being less than the post held by an Officer of the Andhra Pradesh Administrative Cadre. The request was for the pay scale of Rs. 1,400—2,000 with retrospective effect.

This post is said to be encadred to the Andhra Pradesh Administrative Service. The pay scale as recommended for the Andhra Pradesh Administrative Service in the Secretariat Department will apply. For Non-Andhra Pradesh Administrative Service Officers the present scale of pay is adequate.

SOCIAL WELFARE (HARIJAN WELFARE) DEPARTMENT

Librarian: (Rs. 250—430).

Qualifications required for this category are minimum general educational qualification and a certificate of Library Science of a University or Institute. As the qualifications are similar to the Card Writer/Supervisor Grade III in Public Libraries Department as well as for Grade III Librarian in Grandhalaya Samstha, this is placed in the revised scale of Rs. 450—700.

Matron Grade II/Warden Grade II: (Rs. 250—430).

This is filled in by direct recruitment, qualifications being H.S.C., S.S.L.C., or S.S.C., with a Teacher's Training Certificate from a recognised Institute or a Diploma awarded by the Schools of Social Work. They should also furnish cash security of Rs. 1,000. As the qualifications as well as the earlier scales of pay were similar to the Secondary Grade Basic Trained Teachers, they are placed in the revised scale of Rs. 450—700.

Nurses: (Rs. 290—520).

The method of recruitment to this category is by transfer of Nurses from the Medical Department or by direct recruitment if no candidates are available for recruitment by transfer from the Medical Department. The qualifications are similar to those applicable to the Staff Nurses in the Medical Department. They are therefore placed in the revised scale of Rs. 550—900.

Manager of Training-cum-Production Centres: (Rs. 290—520).

The anomaly claimed was in not allowing the pay scale of Rs. 310—560 on par with Upper Division Clerk as the pre-1974 scale was similar. The request was to allow the pay scale of Rs. 310—560.

The One Man Commission observed that the Managers should be a Matriculate and have a certificate in any one of the trades from I.T.I. and that they are on par with Upper Division Clerks. This category was not brought to the notice of the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 290—520. They are placed in the revised scale of Rs. 530—850.

Matron Grade I/Warden Grade I: (Rs. 320—580).

This can be filled in by direct recruitment or by promotion from Matron/Warden Grade II. The qualification for direct recruitment is a degree with a teaching Degree of any University. For promotion from Grade II, a Degree with at least five years of service as Grade II Matron or Warden is necessary. The qualifications as well as the earlier pay scales were identical to School Assistants Grade II in the Education Department. They are therefore placed in the revised scale of Rs. 575—950.

Social Welfare Inspectors: (Rs. 360—700)

The anomaly pointed out was that the scale of pay of the post was higher than that of the Superintendent, Directorate at the time of States Reorganisation and that the scales of pay were identical to the Superintendent before 1974. The request was to allow the pay scale of Rs. 430—800. This was not brought to the notice of the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale. As the post was in the pre-1969 scale of Rs. 180—350 it cannot be compared with the Superintendents of the Directorate who were in Rs. 180—400. This is a promotion post for Social Welfare Organisers or Upper Division Clerks and it is said to be the feeder category for District Social Welfare Officers. This is also a left-over category in the 1974 revision and they are placed in the revised scale of Rs. 650—1,100.

Publicity and Cultural Officer: (Rs. 530—1,050).

The anomaly pointed out was in not allowing the pay scale of Rs. 600—1,100 on par with the District Social Welfare Officers as the pre-1974 scale was similar. The request was to allow Rs. 600—1,100 from 1st January, 1974.

The Pay Revision Commissioner recommended the existing classification *i.e.*, Rs. 530—1,050 for the Public Relations Officer as the duties cannot be said to be on par with the Information Officer of Information and Public Relations Department. The qualification prescribed for direct recruitment is a Degree in Arts, Science or Commerce. In the G.O. Ms. No. 497, Employment and Social Welfare, dated 21st June, 1975 the Director of Social Welfare was requested to consider the feasibility of converting this post to that of District Social Welfare Officer or to make it at least equivalent to a post in the Information and Public Relations Department. The District Public Relations Officers in the Information and Public Relations Department are only in the pay scale of Rs. 530—1,050 as applicable to this post. If the post is converted to that of District Social Welfare Officer then only the question of applicability of the scale of pay of District Social Welfare Officers would arise. So long as this is not done, this may remain in the present scale and be given the revised scale of Rs. 800—1,450.

District Social Welfare Officer: (Rs. 600—1,100).

The anomaly pointed out was that Commercial Tax Officers, Assistant Transport Commissioners are allowed a higher scale of Rs. 750—1,300. The request was for the pay scale of Rs. 850—1,425.

The Pay Revision Commissioner 1974 placed them one stage above the Schedule I scale of Rs. 530—1,050 observing that he is a District Level Officer and placed them one stage below the District Social Welfare Officer (General). Comparison with Commercial Tax Officers or Assistant Transport Commissioners is not relevant. They are placed in the revised scale of Rs. 900—1,500.

District Social Welfare Officer (General) in the cadre of Special Social Welfare Officers/Deputy Director: (Rs. 700—1,200).

The anomaly pointed out was that the Deputy Director of Agriculture, Survey and Land Records etc., were allowed the higher pay scale of Rs. 900—1,450 and Deputy Collectors work as District Social Welfare Officers and they are in the pay scale of Rs. 750—1,300. The request was for the pay scale of Rs. 900—1,450.

The One Man Commission observed that the work of the Deputy Director cannot be said to be equal in responsibility or magnitude to that of Deputy Collector. He has also observed that it would not be appropriate to upgrade the scale of pay of Deputy Director in the Social Welfare and Tribal Welfare to that of the Deputy Director in other Department solely because of the designation. The Pay Revision Commissioner 1974 had placed them one stage below the Deputy Collector and they have been placed in a classification above the corresponding Schedule I scale of Rs. 600—1,100. Mere comparison with posts in other Department with similar designation is not relevant. No change in the scale is called for and they may be given the revised scale of Rs. 1,050—1,600.

Joint Director: (Rs. 1,000—1,550).

The anomaly pointed out was in not allowing the pay scale of Rs. 1,100—1,650 on par with Joint Director, Industries, Agriculture and Animal Husbandry. The request was for the pay scale of Rs. 1,200—1,800.

The Pay Revision Commissioner 1974 recommended the corresponding Schedule I classification for this category. Comparison with the Deputy Secretary (Non-cadre) or with Joint Directors of other Departments is not relevant. They may remain in the present scale and be given the revised scale of Rs. 1,400—2,000.

STATE ARCHIVES

Menders/Binders: (Rs. 180—350).

The anomaly pointed out was in not allowing the pay scale of Rs. 240—420 on par with Shroffs, Drivers etc. The request was to allow the pay scale of Rs. 240—420. In Printing Department and in the Text Book Press, there are Binders in the pay scale of Rs. 180—350. Comparison with Shroffs or Drivers is not appropriate. No change in any pay scale is called for, they are placed in the revised scale of Rs. 350—550.

U.D. Telugu Typist: (Rs. 290—520).

The request was for the pay scale of Rs. 310—560 on par with U.D. Clerk or U.D. Steno, the pre-74 scale of Rs. 140—280 being similar. This category was not considered by the previous P.R.C. and hence it is in Schedule I scale of Rs. 290—520.

They are placed in the revised scale of Rs. 530—850 as a left over category in 1974 revision.

Caretaker: (Rs. 360—700).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800 on par with the Superintendents the pre-1974 scale for this post being similar. The request was for parity with Superintendents.

This post was not considered by the P.R.C. in 1974 and hence it is in the Schedule I scale. The pay scale of this category was equivalent to that of the Superintendents of the Directorate in 1961 as well as in 1969 revision. The method of recruitment to the post is by promotion from the category of Assistant Archivists in the State Archives or by recruitment by transfer from the category of U.D. Clerks plus five years of service as Assistant Archivists or U.D. Clerks. The feeder category of Assistant Archivists is in the pay scale of Rs. 360—700. The pre-1969 scale being Rs. 180—400 the principle of correction of 1969 grouping would apply. This is therefore placed in the revised scale of Rs. 700—1,200.

Assistant Archivist/Research Assistant: (Rs. 360—700).

No specific anomaly was pointed out. The educational qualification required by direct recruitment or by transfer is a Degree and one must have proficiency in Persian or Urdu or Marathi or Telugu. This can be filled in by direct recruitment or by promotion from Assistant Librarian or U.D. Clerk. This category has also derived the benefit of upward classification by two stages in the 1974 revision instead of remaining in Schedule I scale of Rs. 320—580. In view of the above position and the qualifications for this category, the present scale is adequate and they are placed in the revised scale of Rs. 600—1,050.

Archivists: (Rs. 480—900).

Though no specific anomaly was pointed out, the request was for the pay scale of Rs. 650—1,200 on par with the National Archives. The One Man Commission had observed that the suggestion to enhance the pay scale cannot be accepted. The qualifications prescribed for direct recruitment or for promotion is B.A. and one should have proficiency in Persian or Urdu or Marathi or Telugu. In the 1974 revision, they had derived the benefit of the upward classifications instead of remaining in the corresponding Schedule I scale of Rs. 430—800. For the qualifications prescribed for the post, the benefit of upward classification in 1974 and in order to maintain the relative position with the feeder category of Assistant Archivists, the present pay scale is adequate. They are placed in the revised scale of Rs. 750—1,300.

Research Officer: (Rs. 600—1,100).

The anomaly pointed out was in not allowing the pay scale of Rs. 700—1,200 on par with the Assistant Director, the pre-1974 scale of both the posts being similar. The request was for the pay scale of Rs. 1,000—1,600, in view of the duties and responsibilities. This post was created in March, 1974 in the pre-revised scale of Rs. 400—800 which was also the pay scale for Assistant Director. This was not included in Schedule II and hence it is in Schedule I scale of Rs. 600—1,100.

The prescribed qualification for this post is Ph.D., and one must have Research experience in Medieval Indian History for at least three years. The Education Department has proposed to fix a suitable scale at a higher level than that of the Assistant Director in view of the qualifications for this post and the duties and responsibilities not being comparable with the Assistant Director which is purely an administrative post whereas this is a solitary post doing research work. Having regard to the Ph.D. qualification and research experience and the recommendation of the Government, this is placed in the revised scale of Rs. 1,050—1,600.

DIRECTORATE OF SUGAR

Directorate of Sugar is functioning as an independent department from 1st November, 1975 with the staff allotted by the Registrar of Co-operative Societies and Co-operation Department as well as from the staff in the Agriculture Department. No *ad hoc* rules for the posts in this Department have been finalised. As the posts are said to be drafted from the Co-operative Department and Agriculture Department, the pay scales applicable for the corresponding categories in those Departments will apply for the posts in this Department for the personnel drafted from the respective Departments. The Department may however take suitable steps to frame the recruitment rules for each of the categories.

SURVEY, SETTLEMENT AND LAND RECORDS

Map Mounter/Kagazi/Dandakash/Sponzi/Roller/Workman/Searcher/Chainman: (Rs. 170—275).

Though no anomaly was pointed out, the request was to allow the pay scale of Rs. 290—520. One Man Commission had observed that these are workers with the negligible degree of skill. The P.R.C. in 1974 placed them in classification I (B) as being semi-skilled.

No qualifications are prescribed for these posts. They have already derived the benefit of the upward classification in 1974 instead of remaining in the Schedule I scale of Rs. 165—250. The present scale of pay is adequate and they be given the revised scale of Rs. 310—475.

Tailor/Carpenter/Blacksmith: (Rs. 180—350).

The anomaly pointed out was that the parity with Drivers has been disturbed in the 1974 revision. The request by the association was to allow the pay scale of Rs. 360—700 whereas the Department has recommended parity with Record Assistants. The P.R.C. in 1974 has placed them in the corresponding Schedule I classification.

Comparison with Driver is not appropriate. Having regard to the qualifications prescribed in the rules, the present scale is adequate and they be given the revised scale of Rs. 350—550.

Operative Grade III: (Rs. 180—350).

No anomaly was pointed out but the association requested for the pay scale of Rs. 340—640 whereas the Department has suggested parity with Record Assistant. The P.R.C. in 1974 has recommended the corresponding classification as on par with the Junior Pressmen.

The appointment is by promotion from Pressmen and Apprentices. In view of the suggestion of the Department to keep it on par with Record Assistant and as the present scale of pay is also on par with Record Assistant, this may remain in the present scale and be given the revised scale of Rs. 350—550.

The Department may consider amendment to the recruitment rules which envisage promotion from Pressmen who are also in the same pay scale of Rs. 180—350.

Binder Grade II: (R. 180—350).

The request of the Union was for the pay scale of Rs. 340—640 since there are less promotional avenues, while the Department has suggested with Record Assistant.

The P.R.C. had observed that they are on par with Junior Binders in the Printing Department. This can be filled in by transfer from Attenders in the last grade. The next higher promotion post of Binder Grade I is only in the pay scale of Rs. 240—420. Hence the present

scale of pay is adequate and they be given the revised scale of Rs. 350—550.

Pressmen: (Rs. 180—350).

The Employees Union requested for the pay scale of Rs. 290—520 while the Department suggested parity with Record Assistant. The P.R.C. in 1974 has recommended the pay scale of Rs. 240—420 for Pressmen (Senior) and for the Pressmen (Junior), he has recommended the existing classification *i.e.*, Rs. 180—350.

The Department has stated that there is no category of Pressmen (Senior now). The method of recruitment is by transfer from Attenders and even for direct recruitment, the qualification is only 8th Class. In view of the qualification for direct recruitment and departmental recommendation, the present scale of pay is adequate and they be given the revised scale of Rs. 350—550.

Operative Grade II: (Rs. 240—420).

The Union has requested for a pay scale of Rs. 360—700 while the Commissioner has suggested the pay scale of Rs. 250—430. The qualifications for this category are the same as that of Grade I Operator, Merger of Grade II and Grade I into a common one with common scale will not fall within the scope of the P.R.C. Under the existing position, this post may remain in the present scale to maintain the relative position with the lower category of Grade III and also keeping in view the recommendation for the Grade I post. They are placed in the revised scale of Rs. 410—625.

Operative Grade I: (Rs. 240—420).

The anomaly pointed out was that this being a promotion post for Grade II, it is anomalous to allow the same pay scale to both the categories. The Commissioner suggested the pay scale of Rs. 275—475 while the Union has requested for the pay scale of Rs. 410—750.

The One Man Commission had observed that there is not much difference between the two posts and the Commission considered that both the grades may be combined. The P.R.C. in 1974 had observed that Grade I was slightly higher than the Grade II prior to 1969 but there is only one scale now and that both categories may be designated as Grade I.

As there are three grades of Operators with Grade I and Grade II being in the same scale of Rs. 240—420 and the Grade III being in the pay scale of Rs. 180—350, the Department may consider amendment to the recruitment rules to prescribe the Grade II post as a feeder category for Grade I and Grade III may be feeder post for Grade II. The Grade I Operator is placed in the revised scale of Rs. 425—650. Comparison with Computer Draftsman Grade I is not appropriate.

Binder Grade I: (Rs. 240—420).

The Union has requested for the pay scale of Rs. 360—700 while the Department has proposed parity with Operator Grade II. The P.R.C. in 1974 had observed that they will be on par with Senior

Binder in the Printing Department. Appointment for Binder Grade I is by promotion from Grade II or by recruitment or by transfer from the category of Attenders in the last grade service or by direct recruitment if no candidate is available for such transfer. The qualification for direct recruitment is one should have practical experience for three years in binding operations. In view of the qualifications and the feeder category of Grade II being in the pay scale of Rs. 180—350, the present scale of pay is adequate maintaining parity with Operator Grade II. They are placed in the revised scale of Rs. 410—625.

Compositor: (Rs. 240—420).

The Employees Union has requested for the pay scale of Rs. 360—700 while the recommendation of the department was for parity with Computer Draftsman Grade II *i.e.*, Rs. 250—430.

The P.R.C. had observed in 1974 as existing classification as in the Printing Department and that they were lower than L.D.C. prior to 1969. The qualification prescribed is a pass in 8th Standard and experience of two years. In view of the qualification and to maintain the relative position with the promotion post of Head Compositor, the present scale of pay is adequate and they be given the revised scale of Rs. 410—625.

Computer Draftsman Grade II: (Rs. 250—430).

The employees association requested for the pay scale of Rs. 290—520 while the Department suggested parity with Deputy Surveyor in the Department. This category was not brought to the notice of the P.R.C. in 1974 and it is in the Schedule I scale of Rs. 250—430. The qualifications for recruitment to this category is S.S.L.C. or its equivalent examination. The present scale of pay is adequate and they be given the revised scale of Rs. 425—650.

Deputy Surveyors: (Rs. 250—430).

Though no anomaly was pointed out, the request was for the pay scale of Rs. 290—520 on par with Draftsman Grade III in the P.W.D.

The P.R.C. in 1974 had observed "as for Junior Draftsman and Computer". In view of the qualifications prescribed in the rules and as this category has been placed in a classification higher than the Schedule I scale, in the 1974 revision, the present scale of pay is adequate. Comparison with Draftsman Grade III of the P.W.D. who has to possess technical qualification is not appropriate. They are placed in the revised scale of Rs. 425—650.

Head Compositor: (Rs. 260—450).

While the union requested for the pay scale of Rs. 410—750, the Department suggested parity with Computer Draftsman Grade I.

The P.R.C. in 1974 had recommended the Schedule I scale of Rs. 260—450 "as for Senior Compositor in the Printing Department." The method of recruitment is by promotion from Compositors who are in the pay scale of Rs. 240—420 or by direct recruitment if no qualified person is available for promotion.

The present scale of pay is adequate and they be given the revised scale of Rs. 450—700.

Computer Draftsman Grade I: (Rs. 275—475).

While the employees association requested the pay scale of Rs. 340—640 on par with Draftsman Grade II of the P.W.D., the Department suggested parity with Surveyors in the Department. This category was not discussed by the P.R.C. in 1974 and hence it is in Schedule I scale of Rs. 275—475. The present scale of pay is on par with Suveyors and parity with Surveyors may be maintained.

Surveyors: (Rs. 275—475).

Though no anomaly has been pointed out, the request was for the pay scale of Rs. 340—640 on par with Draftsman Grade II in the P.W.D. in view of the technical nature of duties.

The P.R.C. in 1974 had observed that they will be one stage below Surveyor, Town Planning Department who has diploma qualification. Appointment is made by promotion from any lower post *i.e.*, Taluk Surveyors, Deputy Surveyors, etc., and the qualification required is only a minimum general educational qualification. Comparison with Draftsman Grade II with technical qualifications is not appropriate. This category has derived upward classification in 1974 revision instead of remaining in the Schedule I scale of Rs. 260—450. Being a promotion post for Deputy Surveyors and in view of the qualifications necessary the present scale of pay is adequate and they be given the revised scale of Rs. 475—760.

Assistant Mechanic: (Rs. 275—475).

No anomaly was pointed out but the request was to allow the next lower scale below the promotion post of Mechanic. In the 1974 revision, the P.R.C. had observed as "corresponding raise following the revised scale for Mechanic" and this category was placed in a classification higher than Schedule I scale of Rs. 260—450. The method of recruitment is direct recruitment and the qualification prescribed is a pass in the minimum general educational Qualification and a pass in instrumental Mechanic Course of recognised technical institute. The present scale of pay is adequate and they be given the revised scale of Rs. 475—760.

Mechanic: (Rs. 310—560).

No anomaly was pointed out that the request was for parity with Supervisors in Public Works Department on the ground that the minimum qualification prescribed for this category is L.M.E. and that no one is willing to work as present scale of pay is not attractive.

The One Man Commission had observed that the scale of pay for this post was recently revised consequent on the recommendations of the Two Man Committee and that there is no ground to affect a revision once again.

The P.R.C. had observed "on par with Foreman in this Department as at present" and this category has been placed two stages

above the Schedule I scale of Rs. 275—475. The method of recruitment is by promotion from Assistant Mechanic in the pay scale of Rs. 275—475 and if no qualified or suitable candidate is available for such promotion then it can be filled in by direct recruitment. The qualification for direct recruitment is minimum general educational qualification and licentiate in Mechanical Engineering.

The present scale of pay is adequate and they be given the revised scale of Rs. 530—850. The general recommendation for higher start or advance increments, may be referred to for the L.M.E's. who are taken on direct recruitment.

Deputy Inspectors: (Rs. 310—560).

The request was to allow the pay scale of Rs. 430—800 on par with Deputy Tahsildars/Range Officer. Comparison with Range Officers/ Deputy Tahsildars is not relevant. Appointment is made by promotion from Town Surveyors/Deputy Surveyors, etc., the feeder categories of Surveyors and Deputy Surveyors are in the pay scale of Rs. 275—475, and Rs. 250—430 respectively. The qualification prescribed for appointment by promotion or by transfer is minimum general educational qualifications. In view of the above position, the present scale of pay is adequate and they have also derived upward classification in the 1974 revision instead of remaining in the Schedule I scale of Rs. 290—520. They are placed in the revised scale of Rs. 530—850.

Foreman: (Rs. 310—560).

The request was for the pay scale of Rs. 430—800 by the employees union whereas the Commissioner of Land Records had suggested parity with Deputy Inspectors. Appointment to this category is by promotion from Surveyors, Deputy Surveyors, etc., and if no qualified candidates are available for such promotion by direct recruitment. For direct recruitment the minimum general educational qualification and a diploma in printing and practical experience are the qualifications whereas by promotion it is only minimum general educational qualification.

Having regard to the feeder categories from which this could be filled in the present scale is adequate. They are placed in the revised scale of Rs. 530—850. The general recommendation for advance increment to diploma holders may be referred to for L.P.T.'s taken as direct recruits.

Assistant Manager (Printing): (Rs. 310—560).

No anomaly was pointed out. The employees union requested for the pay scale of Rs. 480—900 whereas the Commissioner has requested to allow the scale of pay applicable to the Deputy Inspectors of Survey and Land Records, Assistant Technical Manager in the Printing Department (Rs. 310—560). The P.R.C. in 1974 had observed as "on par with Assistant Technical Manager in Printing Department". Having regard to the recommendation of the Commissioner, the present scale of pay is adequate, they having derived

upward classification instead of remaining in the Schedule I scale in 1974 revision. They are placed in the revised scale of Rs. 530—850.

Senior Draftsman/Senior Computer: (Rs. 310—560).

The employees association requested the pay scale of Rs. 480—900 whereas the Department has suggested parity with the Deputy Inspector of Survey and Land Records. The qualification prescribed is a pass in the Revenue Draftsman Test and Computer Test with minimum general educational qualification. The Draftsman Grade III in P.W.D. with technical qualification are in the pay scale of Rs. 290—520. Having regard to the departmental recommendation and having derived upward classification by one stage instead of remaining in the Schedule I scale of Rs. 290—520 in the 1974 revision, they may remain in the present scale and be given the revised scale of Rs. 530—850.

Head Draftsman/Head Computer: (Rs. 410—750).

The request was for parity with the Head Draftsman in the Chief Engineers' Office. The Draftsman Grade I in P.W.D. whose duties are of technical nature are also in the pay scale of Rs. 410—750. The present relative position with the feeder category of Senior Draftsman/Senior Computer is also adequate. They have derived upward classification in the 1974 revision instead of remaining in Schedule I scale of Rs. 360—700. They may remain in the present scale of pay and be given the revised scale of Rs. 650—1,100.

Inspectors: (Rs. 430—800).

The request was for parity with Tahsildar/Inspector of Police. Comparison with Tahsildar/Inspector of Police is not relevant having regard to their duties. The same request for parity with Tahsildar was made before the previous P.R.C. who has not conceded the same. In the 1974 revision they have been placed two stages above the Schedule I scale of Rs. 360—700. For direct recruitment the qualification is only a graduate and by promotion it is only minimum general educational qualification. The present scale of pay is adequate and they be given the revised scale of Rs. 700—1,200.

Manager: (Rs. 430—800).

The request was for parity with Tahsildar whereas the Commissioner has suggested parity with Inspector of Survey and Land Records within the Department.

The One Man Commission had observed that in the hierarchy this corresponds to an Office Superintendent. The P.R.C. had observed that this was a promotion post for Head Draftsman and Head Computer prior to 1969 and placed them one stage above the Head Draftsman/Head Computer. The method of appointment is by promotion from Head Computer or Head Draftsman. The present scale of pay is on par with Inspectors of Survey and Land Records as recommended by the Department. In the 1974 revision they were placed two stages above the Schedule I scale of Rs. 360—700. Comparison with Inspector of Police/Tahsildar is not relevant. They are placed in the revised scale of Rs. 700—1,200.

Manager (Printing): (Rs. 430—800.)

The Commissioner of Survey and Land Records suggested parity with Inspectors of Survey and Land Records while the employees union requested the pay scale of Rs. 530—1,050. The One Man Commission had observed that this corresponds to the Manager (Technical). The P.R.C. had also observed that the parity with Technical Manager is maintained as recommended by the Board of Revenue. Having regard to the qualifications and the feeder category from which it can be filled in and the upward classification by two stages in 1974 revision instead of remaining in the Schedule I scale of Rs. 360—700, the present scale of pay is adequate and they be given the revised scale of Rs. 700—1,200.

Photographer and Printing Expert: (Rs. 700—1,200)..

This post was sanctioned in 1976 in the above pay scale. The appointment is by transfer of Manager (Printing) or by direct recruitment if no qualified person is available for promotion. The qualification prescribed for direct recruitment is B.Sc. degree. The present scale of pay is adequate for the feeder category of Manager (Printing) in Rs. 430—800 and this is placed in the revised scale of Rs. 1,050—1,600.

The qualification prescribed for a direct recruitment is rather low for the present pay scale of the post and hence Government may consider prescribing some more qualifications relevant to the job.

Assistant Director: (Rs. 700—1,200).

The request was for parity with Deputy Collectors. The One Man Commission had observed that his work is not comparable to that of Deputy Collector and the claim of the Assistant Directors to be on a scale similar to that of a Deputy Collectors was not accepted. The P.R.C. in 1974 had placed this category one stage below the Deputy Collector as at present. The recruitment is by transfer from Inspectors of Survey and Land Records, for direct recruitment one must pass B.A. or B.Sc.

Parity with Deputy Collector is not appropriate. The present scale of pay is adequate having derived upward classification in 1974 instead of remaining in the Schedule I scale of Rs. 600—1,100 and also keeping in view the feeder category from which this can be filled in. Most of the Assistant Directors in other departments are also in the pay scale of Rs. 700—1,200. They are placed in the revised scale of Rs. 1,050—1,600.

Deputy Director: (Rs. 900—1,450).

Though no anomaly was pointed out, the request was for a pay scale of Rs. 1,100—1,650 on the ground that they are multi zonal Officers. Appointment is by promotion from Assistant Directors of Survey and Land Records. The present relative position with the feeder category of Assistant Director as well as with the promotion post of Joint Director is adequate. They are placed in the revised scale of Rs. 1,300—1,900.

Joint Director: (Rs. 1,100—1,650).

The anomaly pointed out was that the Director of Bureau of Economics and Statistics, Director of Fisheries, Inspector-General of Prisons and Deputy Secretary to Government (non-I.A.S.) have been allowed a higher pay scale though their pre-1974 scale was similar to this. The request was to allow the pay scale of Rs. 1,200—1,800 on par with Deputy Secretary to Government.

Appointment to this post is by promotion from Deputy Director of Survey and Land Records. Comparison with Heads of Departments or Deputy Secretary to Government is not appropriate. The relative position with the feeder category of Deputy Director is adequate. They are placed in the revised scale of Rs. 1,500—2,100

ANDHRA PRADESH TEXT BOOK PRESS

Carpenter/Cobbler/Mason/Auxiliary Hands Intensifier: (Rs. 180—350).

These categories are not included in Schedule II and hence they are in the Schedule I scale of Rs. 180—350, the pre-revised scale being Rs. 80—160. The pay scale for these categories was the same as that of a Blacksmith dealt below. This may remain in the present scale and be given the revised scale of Rs. 350—550.

Blacksmith: (Rs. 180—350).

The pay scale of Rs. 240—420 has been requested on the ground that in Central Press they are in the pay scale of Rs. 240—420.

This is not included in Schedule II in 1974 revision and hence it is in the Schedule I scale of Rs. 180—350. One must have knowledge and experience of duties to be performed in the post, the method of appointment being either direct or by promotion or by transfer from any other service. Comparison with Senior Blacksmith in the Printing Department in the higher pay scale is not appropriate and there is also a Junior Blacksmith in the Printing Department in the same scale of Rs. 180—350. The present scale of pay is adequate and they may be given the revised scale of Rs. 350—550.

Assistant Time Keeper: (Rs. 180—350).

This is also not included in Schedule II and hence it is in the Schedule I scale of Rs. 180—350.

In view of the qualifications prescribed for this category this is placed in the revised scale of Rs. 410—625, placing it one stage below the Time Keeper.

Care-taker-cum-Receptionist: (Rs. 240—420).

The request was for the pay scale of Rs. 480—900 on the ground that in other departments two separate posts exist for Caretaker and Receptionist and here both of them have been clubbed together and lesser pay scale has been given. This post also is not included in Schedule II and hence it is in the Schedule I scale of Rs. 240—420. In the Printing Department there is a post of Caretaker in the pay scale of Rs. 250—430 and the pre-revised scale was also the same as for this category in this Department. They are placed in the revised scale of Rs. 425—650.

Time-keeper: (Rs. 240—420).

It is not included in Schedule II and hence it is in the Schedule I scale of Rs. 240—420. In view of the qualifications prescribed for this post and the parity with L.D.C. which was in existence earlier this is placed in the revised scale of Rs. 425—650.

Junior Mechanic: (Rs. 240—420).

This is not included in Schedule II in 1974 and hence it is in the Schedule I scale. No educational qualifications are prescribed for appointment to this post and one must be having knowledge in different types of machines in the Printing Press. Present scale of pay is adequate and they be given the revised scale of Rs. 410—625.

Compositor: (Rs. 240—420).

The qualification for this category in Text Book Press is that one must have hand setting speed of average 1,200 corrected ens per hour but there is no specific mention in the rules whether he should have a minimum educational qualification of a pass in H.S.C. In Printing Department a pass in S.S.C. besides setting speed and two years experience as Distributor have been prescribed and the qualifications in the Printing Department are more than what has been prescribed for this category in the Text Book Press. They may therefore remain in the present scale and be given the revised scale of Rs. 410—625.

Copy-holder: (Rs. 240—420).

In the Printing Department besides S.S.C. or H.S.C. one should have experience of two years as Copy-holders or Proof Reader whereas here that experience of two years has not been prescribed. Hence they may remain in the present scale and be given the revised scale of Rs. 410—625.

Junior Reader: (Rs. 260—450).

In the Printing Department the qualifications are comparatively more than what has been prescribed for this category in Text Book Press. They may therefore remain in the present scale and be given the revised scale of Rs. 450—700.

Compositors (Special Grade): (Rs. 260—450).

In view of the recommendation for the Compositor and this being a promotion post for the Compositor, they may remain in the present scale to maintain the relative position and be given the revised scale of Rs. 450—700.

Computer: (Rs. 275—475).

The qualifications for the Computer here are comparatively less than what has been prescribed for the Computers in the Printing Department. They may therefore remain in the present scale and be given the revised scale of Rs. 475—760.

Senior Mechanic: (Rs. 275—475).

Here also the qualifications are comparatively less than what has been prescribed for the Senior Mechanic in the Printing Department. This may therefore remain in the present scale and be given the revised scale of Rs. 475—760.

Mono Key Board Operator: (Rs. 290—520).

The present scale of pay is on par with the Mono Operators in the Printing Department. The qualifications being similar, they are placed in the revised scale of Rs. 530—850 as in the Printing Department for Mono Operator.

Senior Reader: (Rs. 290—520).

The anomaly pointed out was in not allowing the pay scale of Rs. 310—560 allowed to the Deputy Foreman whose pre-revised scale was identical, *i.e.*, Rs. 140—280. This was not included in Schedule II and hence it is in the Schedule I scale of Rs. 290—520. Appointment will be made either by direct recruitment or by promotion from Junior Readers, the qualifications required being graduate and a pass in Government Technical Examination in Proof Readers work by higher grade for direct recruitment. The qualifications for direct recruitment in Printing Department are comparatively higher. For appointment by promotion the qualification required is a pass in the Proof Readers Examination by higher grade with not less than 5 years of service as Junior Reader. This may however be placed in the revised scale of Rs. 530—850 corresponding to the pre-revised scale of Rs. 310—560.

Chargeman Electrical: (Rs. 290—520).

The anomaly pointed out was in not allowing the pay scale of Rs. 310—560 as for Deputy Foreman. The request was for the pay scale of Rs. 480—900. This post was not included in Schedule II and hence it is in the Schedule I scale of Rs. 290—520. Appointment to this post shall be made by direct recruitment or by promotion from Senior Electrician or recruitment by transfer from any other service if suitable qualified candidates are not available by the method of promotion. For direct recruitment one should hold a diploma in Electrical Engineering whereas in the case of appointment by promotion one should possess a certificate in Electrical course, issued by I.T.I. This may be placed in the revised scale of Rs. 530—850 corresponding to the pre-revised scale of Rs. 310—560.

Artist (Process and Darkroom): (Rs. 290—520).

The anomaly pointed out was in not allowing the pay scale of Rs. 310—560. The request was for the pay scale of Rs. 480—900. Here also the Schedule I scale of Rs. 290—520 has been allowed as it is not included in the Schedule II in 1974 revision. In view of the qualifications prescribed for this post, this may be placed in the revised scale of Rs. 530—850.

Process Operator: (Rs. 290—520).

The anomaly pointed out was in not allowing the pay scale of Rs. 310—560. The request was for the pay scale of Rs. 480—900. This is also not included in the Schedule II and hence it is in the Schedule I scale of Rs. 290—520. The qualifications required for appointment are minimum general educational qualification and also ability to operate and maintain all types of Cameras etc. This may be placed in the revised scale of Rs. 530—850.

Process Cameraman (Block Making)/Assistant Cameraman Grade I (Process and Darkroom): (Rs. 290—520).

Here also the anomaly pointed out was in not allowing the pay scale of Rs. 310—560 and the request was for the pay scale of Rs. 480—900. This was not discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale. The pay scale was identical to that of Process Operator discussed above. They are placed in the revised scale of Rs. 530—850.

Head Computer/Estimator: (Rs. 310—560).

The anomaly claimed was in not allowing the pay scale of Rs. 360—700 given to the Chief Computer in the Central Press. This post is already included in Schedule II in 1974 revision and the P.R.C. in 1974 has recommended the scale of Rs. 310—560 on par with the corresponding posts in the Printing Department as revised in G.O. Ms. No. 173, Home, dated 14th February, 1975.

The post of Head Computer and Head Estimator in the Printing Department are in the pay scale of Rs. 310—560. This post cannot be compared with the Chief Computer in the Printing Department. They may be placed in the revised scale of Rs. 530—850 to maintain the relative position with the post of Computer notwithstanding the recommendation for this category in Printing Department.

Chief Attendance Clerk: (Rs. 320—580).

It is represented that the counterpart in the Printing Department is designated as Chief Time Keeper and placed on the pay scale of Rs. 360—700. The request was for the pay scale of Rs. 530—1,050.

This post is included in Schedule II in the 1974 revision and has been placed two stages above the Schedule I scale of Rs. 290—520 and the P.R.C. in 1974 has placed this two stages below the Chief Time Keeper in the Printing Department and he has also observed that the Text Book Press being a smaller unit, the duties here cannot be said to be on par with the Chief Time Keeper in the Printing Department. Comparison with Chief Time Keeper in the Printing Department is not appropriate as already observed by the P.R.C. in 1974. In view of the qualifications prescribed for this post and as upward revision already given in 1974 no change in the pay scale is called for. They are placed in the revised scale of Rs. 550—900.

Process Cameraman (Process and Darkroom): (Rs. 320—580).

The request was for the pay scale of Rs. 480—900 on the ground that these are all technical posts. This was also not discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale. In order to maintain the relative position with the Chief Cameraman and the Assistant Cameraman Grade I and in view of the technical qualification and experience required this may be placed in the revised scale of Rs. 575—950.

Top Senior Foreman: (Rs. 360—700).

This can be filled in by direct recruitment or by transfer for which a diploma in Printing Technology with minimum of two years of service in a supervisor capacity is necessary. For appointment by promotion one must have experience of two years in any supervisory capacity on technical side with practical knowledge in composing, printing and binding operations. The pre-69 scale of pay was Rs. 180—375 as was applicable to the Foreman in the same Press. In view of the recommendations for the Foreman and in view of the qualifications, this may also be placed in the same pay scale applicable to Foreman (*i.e.*) Rs. 650—1,100.

General Supervisor (Off-set Section/Supervisor, Platemaking Section): (Rs. 360—700).

For direct recruitment or by transfer one should have a diploma or a certificate in printing with experience of five years besides minimum general educational qualification. This can also be filled in by promotion from Assistant Supervisor in the pay scale of Rs 310—560 who must have put in five years of service as Assistant Supervisor on the technical side. The pre-69 scale of pay was also Rs. 180—375 and the principle of correction of 1969 grouping would apply. In view of the above, they may be placed in the revised scale of Rs. 650—1,100.

Head Readers: (Rs. 360—700).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800 or Rs. 480—900 as was allowed for Supervisory cadre *i.e.*, Superintendent and Supervisor (Town-Planning). The request was for the pay scale of Rs. 530—1,050. As this post was not discussed by the P.R.C. in 1974 it is in the Schedule I scale of Rs. 360—700. Considering the qualifications prescribed for this category and the pre-69 scale and by applying the principle of correction of 1969 grouping, this may be placed in the revised scale of Rs. 650—1,100.

Chief Mechanic: (Rs. 360—700).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800 which was allowed to the Supervisors or Superintendents. The request was for the pay scale of Rs. 530—1,050. Though this category was not discussed by the P.R.C. in 1974 it was subsequently included in Schedule II by the Government in the pay scale of Rs. 360—700 which is two stages above the Schedule I scale of pay. For direct recruitment a diploma in Mechanical Engineering is prescribed. However this is a promotion post to Assistant Mechanic in the pay scale of Rs. 260—450 and the relative position with the feeder category is adequate. However Diploma-holders may be given advance increments as recommended elsewhere.

Chief Cameraman: (Rs. 360—700).

The anomaly claimed was in not allowing the pay scale of Rs. 430—800 or Rs. 480—900 which was allowed to the Superinten-

ents and Supervisors in Town-Planning. The request was for the pay scale of Rs. 530—1,050. This was also not discussed by the P.R.C. in 1974 and hence it is in the Schedule I scale. In view of the qualifications prescribed and applying the principle of correction of 1969 grouping this may be placed in the revised scale of Rs. 650—1,100.

Foreman: (Rs. 360—700).

The anomaly claimed was in not allowing the pay scale of Rs. 430—800 or Rs. 480—900. The request was for the pay scale of Rs. 530—1,050. This post is also not included in Schedule II and hence it is in the Schedule I scale. In order to maintain the relative position with the promotion post of Chief Foreman and applying the principle of correction of 1969 grouping and also having regard to the qualifications, this may be placed in the revised scale of Rs. 650—1,100.

Manager/Commercial Accountant: (Rs. 410—750).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800. The request was for the pay scale of Rs. 480—900. They are already included in Schedule II in 1974 revision. The Manager is a feeder category for Assistant Stores Officer and Commercial Accountants is the feeder category for Accounts Officers. Commercial Accountant is also a promotion post for U.D.C. The present scale of pay is adequate and they may be given the revised scale of Rs. 650—1,100.

Assistant Stores Officer: (Rs. 430—800).

The anomaly pointed out was in not allowing the pay scale of Rs. 530—1,050 more than the pay scale applicable to Superintendents, which is a feeder category for this post. The request was for the pay scale of Rs. 530—1,050. This was also not included in the Schedule II in 1974 revision and hence it is in the Schedule I scale. Appointment to this post is by direct recruitment or by transfer from Superintendent or Manager in the Andhra Pradesh Ministerial Service working in the Text Book Press or from Assistants in the Andhra Pradesh Secretariat Service. As the Superintendent in Rs. 430—800 is also a feeder category for this, this may be placed in the revised scale of Rs. 750—1,300.

Chief Foreman: (Rs. 530—1,050).

The request was for the pay scale of Rs. 700—1,200 on the ground that the pre-revised scale was identical to that of Assistant Director, Technical which has been revised to Rs. 700—1,200.

This is also not included in Schedule II and therefore it is in the Schedule I scale. This is a feeder category for appointment to the Assistant Director, Technical. In view of this provision in the rules it would not be appropriate to allow the pay scale of Rs. 700—1,200 for this post. However in view of the qualifications, this may be placed in the revised scale of Rs. 900—1,500 one stage below the Assistant Director, Technical.

Stores Officer: (Rs. 600—1,100).

The anomaly pointed out was in not allowing the pay scale of Rs. 750—1,300. The request was for the pay scale of Rs. 750—1,300. This is a promotion post for Superintendents or Assistant Stores Officer and the present scale of pay is equivalent to the Administrative Officer in the Department. They may maintain parity with the Administrative Officer *i.e.*, in the revised scale of Rs. 900—1,500.

Administrative Officer: (Rs. 600—1,100).

The anomaly pointed out was in not allowing the pay scale of Rs. 750—1,300 which was allowed in the other Departments like Agriculture and Forests for posts in the same pre-revised scale of Rs. 400—800. The request was for the pay scale of Rs. 750—1,300.

The P.R.C. in 1974 has recommended the corresponding Schedule I scale of Rs. 600—1,100. Comparison with posts in Agriculture Department or Forests Department is not appropriate. Appointment to this post is to be made by transfer from among the Office Superintendents and Store-keepers in the Text Book Press. In view of the qualifications and as a promotion post for Superintendent, the relative position is adequate and they may be given the revised scale of Rs. 900—1,500.

Accounts Officer: (Rs. 700—1,200).

The request was for the pay scale of Rs. 850—1,425 in view of the duties and responsibilities of peculiar and different nature in comparison with other Accounts Officers.

This has been placed in a scale higher than the Schedule I scale of Rs. 600—1,100 in the 1974 revision. The present scale is equivalent to Accounts Officers, District Treasury Officers etc. The feeder category of Commercial Accountant is in the pay scale of Rs. 410—750. In view of the above and the qualifications required, the present scale of pay is adequate. The revised scale of Rs. 1,050—1,600 as applicable to other Accounts Officers under common categories would apply for this also.

Assistant Director, Technical: (Rs. 700—1,200).

The request was for the pay scale of Rs. 1,000—1,550 in view of the duties and responsibilities. The P.R.C. in 1974 has placed this category in the scale of Rs. 700—1,200 on par with Assistant Director, Technical in the Printing Department and they have derived the benefit of upward classification by two stages in the 1974 revision instead of remaining in the Schedule I scale of Rs. 530—1,050. Having regard to the above position and the method of recruitment and the qualifications, the present scale of pay is adequate. They are placed in the revised scale of Rs. 1,050—1,600.

Deputy Director (Administration): (Rs. 850—1,425).

The anomaly pointed out was that the Deputy Director, Administration and the Deputy Director, Technical were in the same pay scale

prior to 1974 but the Technical Deputy Director has been placed one stage above the Deputy Director (Administration) in the 1974 revision. The request was for the pay scale of Rs. 1,000—1,550. The P.R.C. in 1974 has recommended the Schedule I scale of Rs. 850—1,425 for this post placing it one stage below the Deputy Director, Technical. Appointment to this post can be made by promotion from Stores Officer or by transfer of the Administrative Officer or Section Officers of the Secretariat. As this is a non-technical post, the P.R.C. in 1974 did not consider parity with the Deputy Director, Technical for which he recommended Rs. 900—1,450. The feeder categories are in the pay scale of Rs. 600—1,100. The relative position is adequate and this may be placed in the revised scale of Rs. 1,250—1,800.

Deputy Director, Technical: (Rs. 900—1,450).

The request was for the pay scale of Rs. 1,100—1,650. The P.R.C. in 1974 has recommended the pay scale of Rs. 900—1,450 on par with Deputy Director in the Printing Department. Having regard to the qualifications prescribed and the pay scale of the feeder category of the Assistant Director, Technical and having derived the benefit of upward classification in 1974, this may remain in the present scale of pay and be given the revised scale of Rs. 1,300—1,900.

TOURISM DEPARTMENT

Tourist Guide: (Rs. 240—420).

It was represented that parity was disturbed with Lower Division Clerk and Typist who are placed in the scale of Rs. 250—430, as this post carried a scale of Rs. 90—192 (pre-1974) without higher start for Graduates unlike Lower Division Clerks and Typists. The minimum educational qualification for this post is a Graduate which is higher than the one prescribed for Lower Division Clerk or Typist and they requested a scale of Rs. 320—580 on par with Taluk Public Relations Officers.

The post had parity with that of the Lower Division Clerk but it was not included in Schedule II of G.O. Ms. No. 180, Finance, dated 15th July, 1975 and was given the Schedule I scale of Rs. 240—420. Apparently this looks like a left over category not dealt by the previous Pay Revision Commissioner. As the work is of being a Guide to Tourists, they are placed in the revised scale of Rs. 425—650 restoring parity with Lower Division Clerk.

Caretaker Grade II (Nagarjunasagar Guest House and Horsely Hills Guest House): (Rs. 240—420).

It was represented that it is anomalous to keep them in a scale different from the scale of Caretaker Grade I of Osmansagar, and Receptionist Grade I of Nagarjunasagar Guest House though the duties and responsibilities are similar. They wanted a common scale of Rs. 290—520, to all these categories to be given.

In the 1974 revision this was not included in Schedule II and therefore only Schedule I scale was allowed. It appears that no recruitment rules are framed so far for this post in the absence of which it is difficult to compare it with Lower Division Clerk or come to any conclusion for evolving a scale of pay. They requested for a common scale and it cannot be considered in the absence of recruitment rules. It is better that the concerned Department finalise these recruitment rules. They are placed in the revised scale of Rs. 410—625.

Receptionist Grade II (Tourist Information Centre, Hyderabad):
(Rs. 275—475).

The request was for a scale of Rs. 290—520 on par with Caretaker Grade I (Osmansagar Guest House and Receptionist, Nagarjunasagar Guest House) as the duties and responsibilities are same.

It was stated on behalf of the Department that the draft rules are under preparation prescribing the same qualification and responsibilities for these categories. This post was not included in Schedule II of the last revision and therefore they are in the Schedule I pay scale. From the *ad hoc* rules issued in G.O. Ms. No. 207, General Adminis-

tration, dated 21st March, 1975, it is seen that the post can be filled by transfer of Lower Division Clerks with not less than five years of service and degree is a minimum qualification for direct recruitment as the recruitment rules stand today. There is very little justification for any enhancement. It is for the Department to make up its mind with regard to the number of categories and the minimum qualifications keeping in view the promotion avenues to be provided. The Commissioner may observe here that merger of existing feeder and promotion categories should not be done at one hand at the same time approaching the Government again with proposals for creation of posts for promotion avenues. If Grade I is to be considered as a promotion category, not much force is seen in merging the existing categories. They are placed in the revised scale of Rs. 475—760.

Caretaker Grade I: (Rs. 290—520).

The request is only to allow both of these Grades I and II to a common scale of Rs. 290—520.

This category is not found in Schedule II of the previous Pay Commission Report and therefore it is in the Schedule I scale. It appears that no *ad hoc* rules have been framed and therefore it is difficult to come to any conclusion with regard to its duties and responsibilities and relative scales of pay accorded to the post. The merger of existing two categories is a matter to be decided by the Department keeping in view their requirements and the qualifications of the incumbents. They are placed in the revised scale of Rs. 500—800.

Receptionist Grade I: (Rs. 290—520).

They requested as above for a common scale with Grade I of Rs. 290—520.

This is given the Schedule I scale of Rs. 290—520 in the last revision. No *ad hoc* rules appear to have been framed with qualifications and mode of recruitment. As observed in the above post it is difficult to evolve a scale when neither the minimum qualifications nor the mode of recruitment is firmly indicated. As it stands today its relative position with Grade II is appropriate subject to the same observations as made against the above post of Grade II. They are placed in the revised scale of Rs. 500—800.

Field Assistant: (Rs. 360—700).

This was in the pay scales of Rs. 290—520 and was upgraded to Rs. 360—700 in G.O. Ms. No. 357, General Administration, dated 22nd April, 1976. The recruitment rules are yet to be framed. It is not clear how upgradation was done. This is not an isolated instance and it is seen in this Department a large number of posts have been enumerated but it is not clear how many of them are governed by recruitment rules, duly approved. It should be impressed upon this Department that there is a paramount need to finalise the qualifications and recruitment rules early in the absence of which some categories may lose a scale appropriate to their qualifications, and status which they would have got but for the absence of these rules. This is placed in the revised scale of Rs. 600—1,050.

Assistant Tourist Information Officer Grade II: (Rs. 320—580).

The anomaly pointed out was in not giving the scale on par with the Extension Officer, Animal Husbandry, the reason being that they were in the scale of Rs. 120—250 prior to 1958 which was lower than that of this post of Rs. 125—200 (Social Education Organiser) in Community Projects and Block Assistant Public Relation Officers. It was also pointed out that the personnel working as Assistant Tourist Information Officer Grade II were first appointed as Social Education Organisers (now Taluk Public Relations Officers) and transferred to Tourism Department.

These Extension Officers (Social Welfare) working in Information and Public Relations Department are called Block Assistant Public Relations Officer (now Taluk Public Relations Officers). These posts of Taluk Public Relations Officers were transferred to the Tourism Department and redesignated as Assistant Tourist Information Officers Grade II. In the 1974 the Pay Revision Commissioner recommended the scale of Rs. 320—580 to the Block Assistant Public Relations Officers in the Information Department and the category was included in Schedule II with a higher classification by one stage instead of giving the Schedule I scale of Rs. 310—560 on par with Senior Inspectors of Co-operative Department. The comparison with Extension Officer, Animal Husbandry which is a technical post is not appropriate. This category is comparable with Taluk Public Relations Officers in Information and Public Relations Department. They are placed in the revised scale of Rs. 575—950.

Grade I Assistant Tourist Information Officer: (Rs. 430—800).

In the Departmental statement of posts and pay schedules sent this post has not been indicated as Grade I but as there is a Grade II post, it is presumed that this designation in the scale of Rs. 430—800 is in Grade I. It was represented for a special pay to this category on par with the special pay given to respective officers in the Government Guest House in the General Administration Department. It may be seen that as a Grade I post it can only be a promotional avenue for the Grade II post and when there is no justification for special pay for Grade II, there would be less justification for special pay in Grade I. No reason justifying the special pay has been given except to point out to the special pay given to the respective officers. It is better that rules are framed in respect of this post making it a promotional category to the Grade II. The relative difference between the Grade II and Grade I is appropriate and there is no need for any special pay. They are placed in the revised scale of Rs. 700—1,200.

Tourist Information Officer: (Rs. 480—900).

It was represented that they should be brought on par with the District Public Relations Officers of the Information and Public Relations Department and requested the scale of Rs. 530—1,050.

It is seen that before separation of the Tourism Department, in the composite Information and Tourism Department, the District Public Relations Officer used to be in-charge of the Information Bureau and

the posts of Tourist Information Officers and District Public Relations Officers were interchangeable. This is also the first gazetted post in the Tourism Department just like the District Public Relations Officer in the Information and Public Relations Department. In 1974 revision this is a left over category in Schedule II and was therefore given Schedule I scale of Rs. 480—900. Because of its separation from an existing cadre it is only proper that they are equated with District Public Relations Officers. They are placed in the revised scale of Rs. 800—1,450.

Assistant Director: (Rs. 700—1,200).

All Assistant Directors generally are in this particular grade and this post has also derived the benefit of upward classification in 1974 revision. Individual representations were made for parity with the Assistant Directors of Animal Husbandry which is not relevant. They are placed in the revised scale of Rs. 1,050—1,600.

Deputy Director: (Rs. 900—1,450).

No anomaly has been pointed out and neither is there any representation. The scale is adequate and relevant to the post of Assistant Director. They are placed in the revised scale of Rs. 1,300—1,900.

Director: (Rs. 1,200—1,800).

The post is created in 1974. This is placed in the revised scale of Rs. 1,600—2,200.

All other posts coming under common categories will be governed by the recommendations made to these categories. There is a post of Farrash at the Andhra Pradesh Information and Tourism Centre, New Delhi carrying central scale of pay along with other posts like Receptionist-cum-Steno and Attenders. It is presumed that these posts at New Delhi will continue to be governed by Central scales and therefore no recommendations are made.

TOWN PLANNING DEPARTMENT

Blue Printers: (Rs. 175—300).

This post corresponds to the Blue Print Operators in the Public Works Department and the present scale of pay is also on par with the Blue Print Operators. Parity with the Blue Print Operator in the Public Works Department is maintained.

Tracer: (Rs. 240—420.)

The anomaly pointed out was that the Tracers in other Engineering Departments are allowed the pay scale of Rs. 260—450 whereas the same has not been extended for this category in this Department though the pre-1974 scale was similar. The request was for parity with the Tracers in the other Engineering Departments since the duties and responsibilities are similar.

This post was not brought to the notice of the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 240—420. The qualifications are similar as for Tracers in the Public Works Department and hence this has to be treated as a left-over category in the 1974 revision. They are placed in the revised scale of Rs. 450—700.

Assistant Architectural Draftsman/Surveyors/Sub-Overseers:
(Rs. 290—520).

Though no anomaly was pointed out, the request was to allow the pay scale of Rs. 430—800 applicable to the Supervisors on the ground that L.C.E. is one of the qualifications. The request for parity with Supervisor is not relevant, as the qualification of L.C.E. is only an alternate qualification for these categories and not an essential one, whereas for the Supervisors, L.C.E. is essential. The Pay Revision Commissioner 1974 placed them on par with the Draftsman Grade III of the Public Works Department and they have derived upward classification instead of remaining in the Schedule I scale of Rs. 275—475. They may therefore, remain in the present scale keeping parity with the Draftsman Grade III of the Public Works Department as was prevailing in the past. They are placed in the revised scale of Rs. 500—800.

Store Keeper: (Rs. 290—520).

The anomaly pointed out was that the pre-1974 scale of pay was on par with Upper Division Clerks and that they are interchangeable with the Upper Division Clerks but they have been allowed the lesser pay scale. The request was for parity with Upper Division Clerk.

This post was not brought to the notice of the Pay Revision Commissioner in 1974 and hence this is in the Schedule I scale.

The One Man Commission suggested pay scale on par with the Upper Division Clerk since the post corresponds to the post of Upper Division Clerk. Though no recruitment rules have been made available in view of the observations of the One Man Commission and as this category was on par with the Upper Division Clerk in the earlier revisions they are placed in the revised scale of Rs. 530—850 as under common categories treating it as a left-over category in the 1974 revision.

Accountant: (Rs. 310—560).

It was pointed out that it is anomalous to equate this post with the Upper Division Clerk since the post has supervisory functions. The request was to allow the pay scale of Rs. 430—800 upgrading the post as Superintendent.

The One Man Commission observed that the duties of the Superintendent are substantially different from those of an Accountant and did not agree with the proposal to raise the pay scale to that of a Superintendent. The Pay Revision Commissioner 1974 also suggested parity with the Upper Division Accountant in the Treasuries and Accounts Department. No special consideration is called for. They may maintain parity with the Upper Division Clerks.

Quantity Surveyor/Draftsman Grade I/Draftsman-cum-Modeller:
(Rs. 340—640).

The anomaly pointed out was in allowing a lesser pay scale than the pay scale allowed to the Architectural Draftsman as these posts come under a single category under the service rules. The request was for the pay scale of Rs. 410—750 on par with the Architectural Draftsman.

The One Man Commission had observed that the Architectural Draftsman is considered to be a promotion post for the posts of Quantity Surveyor and Draftsman and he has also observed that the Architectural Draftsman studies for 5 years after P.U.C. whereas the Draftsman for 3 years after S.S.C. and therefore the Architectural Draftsman should be in a higher scale. The Pay Revision Commissioner 1974 suggested the pay scale on par with Draftsman Grade II of the Public Works Department while recommending the pay scale of Rs. 340—640.

The position as indicated by the One Man Commission in his report has however undergone change consequent on the reissue of the special rules in G.O. Ms. No. 39, Municipal Administration, dated 27th January, 1975. Under these rules the Head Draftsman including Architectural Draftsman Quantity Surveyor, Draftsman-cum-Modeller and Draftsman Grade I constitute a single category. In view of the changed position in the revised special rules issued in January, 1975, they are placed in the revised scale of Rs. 650—1,100 on par with the Architectural Draftsman notwithstanding the previous position of equivalence with the Draftsman Grade II in the Public Works Department.

Statistical Assistant: (Rs. 360—700).

The anomaly pointed out was that the parity with the Senior Investigators of the Bureau of Economics and Statistics was disturbed in not allowing the pay scale of Rs. 430—800. The request was to allow the pay scale of Rs. 430—800.

The One Man Commission observed that this corresponds to the Senior Statistical Assistant and the Economics Investigator of the Bureau of Economics and Statistics. This post was not brought to the notice of the Pay Revision Commissioner in 1974 and hence it is in the Schedule I scale of Rs. 360—700. As the rules relating to the recruitment and the pre-1974 scale are similar to the Senior Investigators in the Bureau of Economics and Statistics they are placed in the revised scale of Rs. 700—1,200 as a left-over category in the 1974 revision.

Government may however consider the desirability of treating this category as a part of the cadre of the Bureau of Economics and Statistics and to draft the personnel from that Department instead of treating it as an isolated category in this Department.

Architectural Draftsman: (Rs. 410—750).

The request as to allow the pay scale of Rs. 480—900. This was placed in the pay scale of Rs. 410—750 by the Pay Revision Commissioner 1974, one classification above the Schedule I scale of Rs. 360—700. Earlier it is on par with Draftsman Grade I of the Public Works Department and the same position is maintained in the 1974 revision. The qualification of diploma is only an alternate qualification and it is not the qualification. The request for the pay scale of Rs. 480—900 is on the high-side.

In view of the remarks against the categories of Quantity Surveyor Draftsman Grade I and Draftsman-cum-Modeller dealt above, this will also remain in the present scale of pay and be given the revised scale of Rs. 650—1,100.

Town Planning Assistant: (Rs. 480—900 for direct recruits and Rs. 430—800 for others).

The request was to allow the pay scale of Rs. 600—1,100 as the qualifications required for direct recruit is graduation in Civil Engineering or atleast equivalent to Junior Engineers. Pay Revision Commissioner 1974 had observed that "the qualifications for direct recruits are higher than for Junior Engineer and such direct recruits may be placed on par with Junior Engineer and the others may be placed on par with Supervisors as at present".

Degree in Engineering is one of the qualifications and it is not the only qualification as there are other alternative qualifications which are lesser. For the Degree-holders the previous Pay Revision Commissioner has already recommended higher scale on par with Junior Engineers thereby they have derived the

benefit of higher classification. Even the diploma-holders have derived the benefit of higher classification instead of remaining in the Schedule I scale of Rs. 360—700. This is a promotion post for the Architectural Draftsman, Quantity Surveyor etc., parity with Supervisors in Public Works Department for the non-diploma holders and with the Junior Engineers for the degree holders is adequate. Direct recruits with B.E., are placed in the revised scale of Rs. 750—1,300 and others are placed in the revised scale of Rs. 700—1,200.

Administrative Officer: (Rs. 530—1,050).

Though no anomaly was pointed out the request was for the pay scale of Rs. 750—1,300. This post was not brought to the notice of the Pay Revision Commissioner 1974 and hence it is in the Schedule I scale of Rs. 530—1,050. The method of recruitment is by transfer from among the Superintendents in the Andhra Pradesh Ministerial Service employed in the Directorate or by transfer from Section Officers of Secretariat or by transfer from the Municipal Secretaries, III Grade who have served for not less than 3 years. Being a promotion category for Superintendents in Rs. 430—800 and as nature of duties are of administrative this may remain in the present scale and be given the revised scale of Rs. 800—1,450.

Statistical Officer: (Rs. 700—1,200).

The request was for parity with Assistant Director of Bureau of Economics and Statistics. The present scale of pay is already on par with Assistant Director, Bureau of Economics and Statistics. The pay scale as applicable to the Assistant Director, Bureau of Economics and Statistics will apply here also.

Assistant Director: (Rs. 750—1,300).

No anomaly was pointed out but the request was to allow the pay scale of Rs. 900—1,450. The Pay Revision Commissioner 1974 had placed them 2 stages above the Schedule I scale of Rs. 600—1,100. There is no justification for further upward revision of pay scale. They are placed in the revised scale of Rs. 1,150—1,700.

Joint Director: (Rs. 900—1,450).

No anomaly was pointed out but the request was to allow the pay scale of Rs. 1,200—1,800 or the pay scale of Executive Engineers Special Grade.

The One Man Commission had observed that the duties and responsibilities and also the qualifications required are comparable to those of Executive Engineer. The Pay Revision Commissioner 1974 had placed them on par with Executive Engineer, Public Works Department and they have been placed in a classification one stage above the Schedule I scale of Rs. 850—1,425. This post had parity with the Executive Engineers in all the revisions. They may continue to maintain the parity with the Executive Engineer and be given the revised scale of Rs. 1,300—1,900.

Senior Joint Director: (Rs. 1,100—1,650).

The anomaly pointed out was that the Deputy Secretary to Government (non-cadre) which was in the same pre-1974 scale of Rs. 950—1,400 has been allowed a higher scale of Rs. 1,200—1,800 and the Director of Planning who was also in the pre-1974 scale of Rs. 950—1,400 has been allowed to Rs. 1,300—1,800. The request was for the pay scale of Rs. 1,300—1,800 as applicable to Superintending Engineers. The Pay Revision Commissioner 1974 had observed that this was recently upgraded and this will be on par with the Special Grade Executive Engineer, Public Works Department. Comparison with Deputy Secretary to Government is not relevant. When the Director has been placed in between the Superintending Engineer and the Chief Engineer it is appropriate that this has been placed in between the Superintending Engineer and the Executive Engineer (*i.e.*) Executive Engineer Special Grade. No change in the present scale is called for and they be given the revised scale of Rs. 1,500—2,100.

Director: (Rs. 1,400—1,925).

Though no anomaly was pointed out the request was for the pay scale as applicable to Chief Engineer.

The One Man Commission observed that the burden of work is shared between the Director and the Joint Director and the pay scale of the Joint Director corresponds to that of Executive Engineer, the pay scale of Director to that of Superintending Engineer.

The Pay Revision Commissioner 1974 placed this post in between the Superintending Engineer and the Chief Engineer in view of the nature of duties and responsibilities and increasing importance of the Department and it has been placed in a classification higher than the corresponding Schedule I scale of Rs. 1,300—1,800. Since the pay scale of this post was equivalent to the Superintending Engineer up to 1974 and as this has been placed above the Superintending Engineer in the 1974 revision the present scale of pay is adequate being a promotion post for Joint Director and be given the revised scale of Rs. 1,800—2,350.

TRANSLATION DEPARTMENT

Junior Assistants: (Rs. 340—640).

The request is for parity with the Assistant Telugu Translators in Legislature Department. The One Man Commission has observed that minor items of work are entrusted to the Junior Assistants and the then scale corresponded to the U.D.Cs. of Secretariat calling for no enhancement. Even the previous P.R.C. observed that parity with Assistants in Secretariat is maintained and this category also derived the benefit of higher scale by two classifications above the corresponding Schedule I scale. Any upward revision without valid reasons will only upset the existing parity between these Assistants and the Assistants in the Secretariat whose duties cannot be considered less arduous than translation work. They are placed in the revised scale of Rs. 575—950.

Assistant Translators: (Rs. 430—800).

The request was to allow the scale of Rs. 480—900 allowed to Translators in Law and Legislature Departments. The Director of Translation has suggested the scale of Rs. 600—1,100.

The parity with Translators in Legislature Secretariat was looked into by the Two Man Committee who while conceding that the work was technical deserving better treatment recommended a higher scale of Rs. 200—400 from 1st January, 1964 though parity with Translators in Legislature Secretariat (Rs. 250—500) was not allowed. This is also not accepted by the One Man Commission and the P.R.C. in 1974 recommended a higher classification of Rs. 430—800 instead of the Schedule I scale, reducing the disparity between the two posts. No justification has been brought to the notice of the P.R.C. for claiming parity with the Translators in Law and Legislature Departments who obviously undertake a specialised nature of work as opposed to the work with which other Government Departments would be concerned. Another point for consideration is that when direct recruitment is made to this post the qualification required is only a Bachelor's degree with a Language Subject in Part II though he has to pass the Special Translation Test conducted by the Public Service Commission before the completion of probation. Not many posts in the Government Departments for initial entry without competitive examinations for an ordinary graduate are given this level of pay. There is no case for any parity with Translators in Law and Legislature and they are placed in the revised scale of Rs. 700—1,200.

Deputy Director of Translations: (Rs. 600—1,100).

It was represented that it is anomalous in not allowing the scale of Rs. 1,100—1,650 on par with Deputy Director of Telugu Academy and the request was made for that scale.

The One Man Commission recommended the scale of Rs. 300—600 for the then existing scale of Rs. 325—600 and observed that there

was no need for any enhancement. However in the grouping system accepted by the Government they were allowed the scale of Rs. 350—750. The same anomaly now pointed out was also brought to the notice of the P.R.C. in 1974 who recommended the scale of Rs. 600—1,100 by allowing one stage above the corresponding Schedule I scale of Rs. 530—1,050 keeping in view the relative position of Director above and the Assistant Translator below. The comparison of this post with the Deputy Director, Telugu Academy which is an autonomous body and with entirely different functions is not relevant. There is no justification for any increase in pay scale and they are placed in the revised scale of Rs. 900—1,500.

Director of Translations: (Rs. 900—1,450)+Special pay of Rs. 150.

While no specific anomaly was pointed out, the Director requested for enhancement of the scale to Rs. 1,400—1,925 in view of onerous duties and responsibilities which are technical in nature requiring proficiency in more than one language and enhancement of the existing special pay to Rs. 250.

In 1969, the One Man Commission observed that the scale of pay of Rs. 600—1,000 sanctioned to the post of Translator (now Director) did not call for revision as the corresponding post in Karnataka carried the scale of Rs. 350—800 only and the fact of his being a Head of the Department was taken into account in giving the scale of Rs. 600—1,000. The request for higher scale was also examined in 1974 by the P.R.C. who while allowing the higher scale of Rs. 900—1,450 as against the Schedule I scale of Rs. 850—1,425 observed that the duties and responsibilities of this department are increasing due to the gradual implementation of the provisions of Official Language Act. The recently D.A. merged scale in Tamilnadu is Rs. 1,300—2,000, whereas in Karnataka the Officer who is called the Director of Languages and Development of Kannada is in the scale of Rs. 1,450—2,000 without any D.A. It may be seen that the Tamilnadu scale is not at all favourable if the present D.A. rates in State taken into account with the initial pay and special pay taken together and the post in Karnataka carries a marginally higher pay, but the designation comprise duties going beyond mere translation work. Further, as claimed by the Director the translation work is increased, what is necessary would be an expansion of the Department at the lower levels to cope with the increased physical load of translation work and this does not call for any revision in the scale of the Head of the Department who has already been granted substantial increases like the benefit of one stage above the corresponding Schedule I classification. It should be borne in mind that the post also carries a special pay which is granted precisely to take care of the special characteristic of the job, if any. The observations of this Commission on the relative position of various Heads of Departments and on special pay may also be referred to. No justification is seen for any further increase and the post is placed in the revised scale of Rs. 1,300—1,900. The Chapter on special pays may be referred to for observations regarding the quantum of special pay for this post.

TRANSPORT DEPARTMENT

Receptionist: (Rs. 240—420).

According to Service Rules, this is in the category of Head Constable as a distinct category in this department. The pre-1969 scale being Rs. 80—150, the principle of correction of 1969 grouping would apply. Head Constable is in the pay scale of Rs. 250—430. This category is placed in the revised scale of Rs. 425—650.

Assistant Motor Vehicle Inspectors: (Rs. 320—580).

The anomaly pointed out was that the Veterinary Livestock Inspectors who were in the scale of pay in 1961 are placed in the higher scale of Rs. 360—700. They requested parity with the Deputy Tahsildar and a Dearness Allowance merged scale of Rs. 600—1,100. The Transport Commissioner also suggested parity with Deputy Tahsildar because of technical qualifications and nature of duties. The Association made a lengthy representation with regard to the nature of duties and requirements of the Diploma in Automobile Engineering with at least two years experience in driving for direct recruitment to this post.

Their contention for parity with the Supervisors in Public Works Department was also represented before the Two Man Committee who had recommended that the Automobile Engineering, Diploma holders may be given the higher start of Rs. 145 in the pay scale of Rs. 125—250 on par with Diploma holders in the Public Works Department who were given a similar higher start in the pay scale of Rs. 110—180. The One Man Commission also had observed that they do not attend to actual repairs and carry out only routine tests to see the road worthiness of the vehicles whereas the Supervisors in Public Works Department have constantly to apply their knowledge of Engineering in Construction work and the request for parity was not accepted even by that Commission. Similar request for parity with Supervisors made before the Pay Revision Commissioner in 1974 was not conceded. A comparison with Veterinary Livestock Inspectors who get a higher scale because of the recommendations of the Nalagarh Committee is also not appropriate and the higher scale given by the previous Pay Commissioner was to maintain a relative position with the higher posts and also because of poor prospects of promotion in that department. Similarly, parity with Deputy Tahsildar also is not appropriate as the duties are not comparable. It may be pointed out that this category in the 1974 revision has derived the benefit of the upward revision by two stages instead of the corresponding Schedule I scale of Rs. 290—520. There is no case for any enhancement and they are placed in the revised scale of Rs. 550—900.

Motor Vehicle Inspector: (Rs. 480—900).

The anomaly pointed out was parity with Circle Inspector of Police they had prior to 1958 was not maintained in subsequent revisions and

requested a scale of Rs. 750—1,300 (D.A. merged) if vehicles are not provided. Transport Commissioner also suggested parity with the post of Tahsildar and Circle Inspector of Police.

This question of parity was looked into by the three previous Commissions and none of them had any reasons to concede the request for parity with Police Personnel in view of the latter's responsibilities, etc., and similar is the case in relation to comparison with Tahsildar and it will not be appropriate to extend these scales to other Departments willy-nilly. However, the previous Pay Commissioner had placed this category one stage below the Inspector of Police. This is a promotion category from the Assistant Motor Vehicle Inspectors and this category had also the benefit of upward revision to Rs. 480—900 instead of the corresponding scale of Rs. 430—800. There is no case for any enhancement. They are placed in the revised scale of Rs. 750—1,300.

Regional Transport Officer: (Rs. 600—1,100).

The anomaly pointed out was in not allowing the scale of pay of either Rs. 750—1,300 or Rs. 700—1,200 on par with the posts of District Veterinary Officers, Assistant Conservator of Forests, District Registrars, Superintendent of Excise, Deputy Registrars of Co-operative Societies, Assistant Director of Agriculture, Assistant Director of Survey and Land Records, who were in a common scale prior to 1974. They also stated that 31 categories with less pay scale before were allowed their scale in 1974 and as recruits from the Group I Services Examination of the Public Service Commission, they should also have the same scale as the Deputy Collectors and Deputy Superintendents of Police. The Transport Commissioner requested parity with the posts of District Veterinary Officer and Assistant Conservator of Forests.

With regard to the issue of parity with the Deputy Collectors, Deputy Superintendents of Police, etc. even though the examination is common, it may be pointed out here that both with reference to preferences given by the candidates and ranks assigned by the Public Service Commission, this post takes a relatively low priority apart from the fact that the duties and responsibilities of this post do not match those of the other posts referred to by them. This can never be advanced as an argument for an anomaly. Further in 1974, a new category of Assistant Transport Commissioner which is a promotion post for Regional Transport Officers was created in the scale of Rs. 750—1,300 on par with Deputy Collectors and even the previous Pay Revision Commissioner did not see any justification for allowing pay higher than that of Rs. 600—1,100. Further this is a promotion category for Superintendents with not less than 3 years of service as well as Motor Vehicle Inspectors with not less than 5 years of service which are in the pay scales of Rs. 430—800 and Rs. 480—900 respectively.

Keeping in view the scales of the promotion post and the feeder post, the scale is quite appropriate and they are placed in the revised scale of Rs. 900—1,500.

Assistant Transport Commissioner: (Rs. 750—1,300).

The anomaly pointed out was in not allowing a scale of Rs. 900—1,450 or Rs. 850—1,425 which was given to the posts of Director, Government Gardens, Deputy Director of Archaeology, Deputy Chief Inspector of Boilers, Regional Fire Officer, Deputy Director of Fisheries, Deputy Director of Handlooms, Deputy Director of Industries who were in a common scale with them prior to 1974. The Gazetted Officers Association requested for parity with the post of Assistant Commissioner of Commercial Taxes and this was endorsed by the Transport Commissioner.

Again the comparison of posts which were earlier in a common scale is not relevant. However, it may be pointed out that the Director, Government Gardens is a Head of the Department and the Deputy Director, Archaeology was drawing a special pay of Rs. 100 which has been merged in the revised scale given to him. The other scales allowed to the various posts by the previous Commissioner were after taking into account the various factors pertaining to those Departments warranting different scales of pay and they cannot be quoted as anomalies. Parity with the Assistant Commissioner, Commercial Taxes is also not appropriate as the pre-revised scale of Rs. 700—1,100 for that category was higher than that of this post. As this was created after 1974, normally, there should be no question of an anomaly. Further, it is a promotion post for the Regional Transport Officer which is two stages below now as it was in the pre-revised scale. There is no case or any enhancement, and they are placed in the revised scale of Rs. 1,150—1,700.

Deputy Transport Commissioner:^{1,2} (Rs. 900—1,450).

The anomaly pointed out was in not allowing the scale of Rs. 1,100—1,650 on par with Deputy Commissioners of Excise who were drawing the same scale in 1961 or for not allowing the scale of Rs. 1,000—1,550 allowed to the post of Deputy Directors of Commerce and Export Promotion who were in the same scale prior to 1974 and because the Deputy Chief Inspectors of Boilers was allowed the higher scale in 1974, even though he was drawing less than the Deputy Transport Commissioner. The Association requested for parity with the posts of Deputy Commissioner of Excise and Deputy Commissioner of Commercial Taxes and this is also endorsed by the Transport Commissioner.

It is seen that the pay of the Deputy Commissioner of Excise was more than that of the Deputy Transport Commissioner prior to 1st November, 1961. Though the scale in 1961 was similar to that of Deputy Commissioner of Excise one post of Deputy Commissioner of Excise was placed in Rs. 900—1,200 on the recommendations of the Two Man Committee. In 1974 revision, the Deputy Commissioners of Excise were placed in the revised scale of Rs. 1,100—1,650 even though until then there were two different scales in the Excise Department. Further, the Deputy Chief Inspector of Boilers in the pre-revised scale of Rs. 600—1,000 was allowed only the scale of Rs. 900—1,450 and not Rs. 1,000—1,550, as stated by the Association. The

Pay Revision Commissioner in 1974 recommended Rs. 900—1,450 for this post taking into account the promotion prospects due to the new post of Joint Commissioner there being 2 posts as against 10 posts of Deputy Transport Commissioners. The Deputy Commissioners, Commercial Taxes were also in a higher pay scale from 1961 onwards and therefore no anomaly *vis-a-vis* these post arises. This is a promotion category for Assistant Transport Commissioners as well as Regional Transport Officers. Considering that the present scale is fairly adequate within the hierarchy they are placed in the revised scale of Rs. 1,300—1,900.

Joint Transport Commissioners: (Rs. 1,300—1,800).

The anomaly pointed out was in not allowing the scale of Rs. 1,400—1,925 which was allowed to other posts like the Director, Town Planning and State Port Officer and that others like Inspector-General of Prisons, Director, Bureau of Economics, Chief Inspector of Factories, Director of Fisheries and Director, Archaeology who while being in the lower scale before 1974 were brought on par with them or were placed in a higher scale.

As pointed out earlier the higher classifications given to a number of Heads of Departments referred to are on account of the special features of these Departments and also the fact that they are Heads of Departments and this cannot be construed an anomaly. This has received the Schedule I scale for the scale in which it was created in 1974 only. Such new posts cannot attract so many anomalies. This is a promotion category for Deputy Commissioners who have put in 5 years of service in the pay scale of Rs. 900—1,450. Even though this post is next to that of Head of the Department, a number of Heads of the Departments referred to by the Association itself are in the same scale as the Joint Commissioner, which should be considered very generous for a second man in the department. There is no need for any revision and they are placed in the revised scale of Rs. 1,700—2,250.

TREASURIES AND ACCOUNTS DEPARTMENT

Junior Cashier: (Rs. 180—350).

The request was that the posts of Junior Cashiers whose pre-1974 scale was also Rs. 80—160 as for Shroffs should be allowed the same scale of pay as applicable to Shroffs.

The category of Junior Cashier seems to be in existence due to the historical background. So long as the category of Senior Cashier is in the pay scale of Rs. 240—420, it would not be appropriate to place the Junior Cashier also in the same pay scale. In order to maintain the relative position the Junior Cashiers may remain in the present scale and they be given the revised scale of Rs. 350—550. It is purely a matter for Administrative Department to consider whether this category of Junior Cashier should be upgraded as Shroffs so as to eliminate this isolated category.

Shroffs/Senior Cashiers: (Rs. 240—420).

No anomaly was pointed out. P.R.C. in 1974 has suggested the pay scale of Rs. 240—420 for the Shroffs/Cashiers who were in the pay scale of Rs. 80—160 and Rs. 90—192 keeping them one stage below the L.D.C. The qualification for Shroff is only 3rd Form and hence the present scale of Rs. 240—420 is adequate. They are placed in the revised scale of Rs. 410—625.

Lower Division Accountant: (Rs. 250—430).

The request was to allow the pay scale of Rs. 290—520 in view of the technical nature of work without equating them with L.D.C. The One Man Commission had observed that there is no case for enhancement of the pay of Lower Division Accountant. Though the pay scale for this category was equivalent to that of L.D.C. in all the earlier revisions long time parity is not sustainable taking into account their nature of duties. They are placed in the revised scale of Rs. 450—700.

Upper Division Accountant/Lady Commissioner: (Rs. 310—560).

The anomaly pointed out was in not allowing the pay scale of Rs. 340—640 on par with Head Clerks in the Revenue Department, Assistants in Secretariate etc., whose pre-1974 scale was also similar. The request was for the pay scale of Rs. 360—700.

The Two Man Committee considered this category and recommended the pay scale of Rs. 140—220 on par with Head Clerks of Revenue Divisional and Taluk Offices. The One Man Commission had also observed that the Upper Division Accountants working in the Treasuries have considerable responsibility in checking the Accounts of Lower Division Accountants, that the Upper Division Accountants must be placed on higher footing than the Upper Division Clerks and it does

not appear to be sound in principle to pay Rs. 125—200 for the Upper Division Accountants in the Head Office and Rs. 140—220 for those working in the offices other than the Head Office, but due to the grouping pattern of 1969 the Upper Division Accountants in Treasuries got the benefit of Rs. 150—300 while the Upper Division Accountants in the Directorate have been placed in the pay scale of Rs. 140—280.

The P.R.C. in 1974 recommended the corresponding classification i.e., Rs. 310—560 for the Upper Division Accountants in Treasuries and for the posts of Upper Division Accountants in the Directorate, he has placed them on par with Upper Division Accountants in the Treasuries, thereby the Upper Division Accountants in the Directorate as well as in the Treasuries have been placed in a common scale of Rs. 310—560. In view of the observations of the earlier Committee or Commission and the recommendation for the Lower Division Accountants this category of Upper Division Accountant may be placed in the pay scale of Rs. 550—900 notwithstanding the parity with U.D.C. in earlier revisions.

As the Lady Commissioners were on par with Upper Division Accountants in the Treasuries the same parity with Upper Division Accountant may be maintained.

Sub-Treasury Officers/Head Accountants: (Rs. 430—800).

The anomaly pointed out was that the post of Divisional Panchayat Officers and District Inspectors of L.F.A. who were in the pay scale of Rs. 150—250 prior to 1959 on par with the Sub-Treasury Officers are now allowed higher scale of pay than what is applicable to this category. The request was for the pay scale of Rs. 480—900 on par with the District Inspectors of L.F.A.

The Two Man Committee did not find justification for revising the pay scale of Sub-Treasury Officers. The One Man Commission has felt that the pay of Sub-Treasury Officer should be equal to that of an Office Superintendent in the Directorate. The P.R.C. in 1974 has also maintained the parity with Superintendents in the Directorate while recommending the pay scale of Rs. 430—800 and this category has been placed two stages above the Schedule I scale of Rs. 360—700.

Comparison with Divisional Panchayat Officers is not appropriate. Parity with Superintendents in the Directorate may be maintained and they be given the revised scale of Rs. 700—1,200.

Assistant Treasury Officers/Assistant Accounts Officers/Assistant Lecturers (Training College): (Rs. 530—1,050).

The anomaly pointed out was that they should have been allowed the pay scale of Rs. 400—800 in the 1969 revision. The request was to grant a pay scale the minimum of which is not less than of Rs. 850. The One Man Commission had observed that there is no justification to raise the pay of Assistant Treasury Officer who is already equal to that of a Tahsildar and he is not even a Head of the Office, the work being mainly limited to the Accounts Section. The P.R.C. in 1974

maintained parity with Tahsildar and this category has been placed in a classification higher than the corresponding Schedule I scale of Rs. 480—900. They may remain in the present scale and be given the revised scale of Rs. 800—1,450.

District Treasury Officer/Accounts Officers/Pension Payment Officers/Assistant Directors/Principal (Accounts Training College):
(Rs. 700—1,200).

The anomaly pointed was in not allowing the pay scale of Rs. 750—1,300 on par with the Deputy Collectors on the ground that the pay scale of Rs. 375—800 should have been allowed to these posts in 1961 on par with Deputy Collectors since the Deputy Collectors were posted as Treasury Deputy Collectors prior to the separation of the Treasuries and Accounts Department from the Revenue Department. The request was to allow the pay scale of Rs. 750—1,300 and to maintain parity with Deputy Collectors.

The One Man Commission had observed that the work of these categories is limited to Accounts and Audits and therefore the pay should be on a lower scale and it does not call for any revision and they cannot be considered to be having duties and responsibilities comparable to those of Deputy Collectors. The P.R.C. in 1974 suggested one stage below the Deputy Collector even though the representation before that Commission was also for parity with Deputy Collectors. In the 1974 revision they have been placed in a classification higher than the corresponding Schedule I scale of Rs. 600—1,100. There is no case for equivalence with Deputy Collectors and they may therefore remain in the present scale and be given the revised scale of Rs. 1,050—1,600.

Deputy Directors/Chief Accounts Officers: (Rs. 850—1,425).

Anomaly pointed out was in not allowing the pay scale of Rs. 900—1,450 on par with Deputy Inspector General of Registration and Stamps, the pre-74 scale being similar. The P.R.C. in 1974 had recommended the Schedule I scale of Rs. 850—1,425. Comparison with other posts in other departments which have been placed in a higher scale is not relevant.

In view of the changed position of declaring the Examiner of Local Fund Accounts as the separate Head of the Department, the Deputy Director will apparently be the feeder category for the Director of Treasuries and Accounts subject to the existing rules being suitably amended. The Chief Accounts Officers functions as Chief Advisers on accounts matters of the Heads of Departments. They may be placed in the revised scale of Rs. 1,300—1,900.

Director: (Rs. 1,300—1,800).

The anomaly pointed out was in not allowing the pay scale of Rs. 1,400—1,925 on par with the Director of Town Planning and State Port Officers, the pre-74 scale being similar to this. It was also represented that certain other posts which are in the lower scale prior to 1974 revision have been assigned higher pay scales in the 1974

revision. Comparison with other Heads of Departments is not relevant taking into account the nature of duties and responsibilities and other factors peculiar to each of those departments. The One Man Commission suggested parity with the Superintending Engineer. The previous P.R.C. has also recommended the corresponding Schedule I scale of Rs. 1,300—1,800 for this category.

The Examiner of Local Fund Accounts now designated as Director of L. F. Accounts which was hitherto under the administrative control of the Treasury and Accounts Director has been declared as a separate Head of the Department. In view of the changed circumstances and as other Heads of Departments are also in the pay scale of Rs. 1,300—1,800, no further revision of the pay scale is necessary. This is placed in the revised scale of Rs. 1,700—2,250.

TRIBAL WELFARE DEPARTMENT

Attender, Physical Anthropology Cell in TCR and TI: (Rs. 165—250).

The anomaly pointed out was in not allowing the pay scale of Rs. 180—350 in view of the change of designation of Attender as Record Assistant. The request was to allow the pay scale of Rs. 175—300.

Attenders in the pre-revised scale of Rs. 70—130 were only designated as Record Assistants and the mere fact of designation as Attender in the lower scale of Rs. 62—100 cannot be a ground for the pay scale as for Record Assistants. No rules have been produced prescribing the qualifications. This being in the last grade may remain in the present scale and be given the revised scale as for Attenders under common categories.

Matron Grade II/Warden Grade II: (Rs. 250—430).

This is filled in by direct recruitment, qualifications being H.S.C., S.S.L.C. or S.S.C. with a Teachers' Training Certificate from a recognised Institute or a Diploma awarded by the Schools of Social work. They should also furnish cash security of Rs. 1,000. As the qualifications as well as the earlier scales of pay were similar to the S.G.B.T. Teachers, they are placed in the revised scale of Rs. 450—700.

Library Assistants: (Rs. 250—430).

According to the rules, one should possess a certificate in Library Science of a University or Institute recognised by the U.G.C. The technical qualification being similar to Librarian Grade III in Grandhaya Samstha or Card Writer/Supervisor in Public Libraries Department, this is placed in the revised scale of Rs. 450—700.

Special Overseer: (Rs. 275—475).

No *ad hoc* rules have been framed for this post, as this has been treated as a temporary addition to the cadre of Overseers in the Andhra Pradesh Minor Irrigation Subordinate Service. For direct recruitment to this post the Department will have to frame the rules in the absence of which, it would not be appropriate to allow the same pay scale as applicable to the Overseers in the P.W.D. Hence this is placed in the revised scale of Rs. 475—760.

However, Overseers drafted from the Engineering Departments will carry the scale of pay applicable to them in the parent department.

Computer-cum-Field Investigator: (Rs. 290—520).

The anomaly pointed out was in not allowing the pay scale of Rs. 310—560 on par with Storekeeper as the pre-74 scale was the same. The request was for the pay scale of Rs. 320—580.

The qualification is graduate, the method of recruitment being by direct recruitment or by transfer. This apparently corresponds to the Junior Investigators in the Bureau of Economics and Statistics. The department may consider merging this with the Junior Investigators in the Bureau and draft persons from the Bureau instead having this as an isolated category in this department. If the department does not consider this feasible, this may remain in the present scale and be given the revised scale of Rs. 500—800.

Headmasters/B.Ed. Assistants: (Rs. 320—580).

It is said that the general orders applicable to the School Teachers working in Schools and different managements are applied to the Teachers under the control of Director of Tribal Welfare and Director of Social Welfare also. In view of this, they are placed in the revised scale of Rs. 575—950 as in the Education Department.

Matron Grade I/Warden Grade I: (Rs. 320—580).

This can be filled in by direct recruitment or by promotion from Matron/Warden Grade II. The qualification for direct recruitment is a degree with a teaching degree of any University. For promotion from Grade II, a degree with at least five years of service as Grade II Matron or Warden is necessary. The qualifications as well as the earlier pay scales were identical to School Assistants Grade II in the Education Department. They are therefore placed in the revised scale of Rs. 575—950.

Statistical Assistant: (Rs. 360—700).

The anomaly pointed out was in not allowing the pay scale of Rs. 430—800 on par with Senior Investigators of the Bureau as the pre-74 scale was same. The request was to allow the pay scale of Rs. 430—800. The One Man Commission observed that the post corresponds to Senior Investigator of Bureau of Economics and Statistics. This was not brought to the notice of the P.R.C. 1974 and hence it is in the Schedule I scale. The Department may consider the feasibility of drafting the personnel from the Bureau and treat this as an addition to the cadre of the Bureau instead of treating it as an isolated post in this department. If the Government does not consider this feasible this may remain in the present scale and be given the revised scale of Rs. 600—1,050.

Artist/Sculptor: (Rs. 360—700).

This is also a category which was not brought to the notice of the P.R.C. 1974 and hence it is in the Schedule I scale. There is no grouping anomaly in the 1969 revision. In view of the qualifications this may remain in the present scale and be given the revised scale of Rs. 600—1,050.

Field Officers/Research Assistant/Evaluation Assistant/Statistical/Cameraman/Librarian-cum-Museum Caretaker: (Rs. 430—800)

The anomaly claimed was in not allowing the pay scale of Rs. 480—900 on par with certain other categories of posts whose pre-74

scale was similar and who have been placed in Rs. 480—900. The request was for the pay scale of Rs. 480—900. These categories were not discussed by the previous P.R.C. and hence they are in the Schedule I scale. These categories were considered by the Government for inclusion in Schedule II but they have decided to retain them in the Schedule I scale to maintain the relative position with the higher post of Research Officers. As the Research Officers are retained in the present scale of Rs. 530—1,050 and in order to maintain the relative position with the higher post they may remain in the present scale of pay and be given the revised scale of Rs. 700—1,200.

In respect of Statistician the Department may consider merging it with the corresponding posts in the Bureau of Economics and Statistics and to draft the personnel from the Bureau. If they do not consider this feasible, this also may remain in the present scale and be given the revised scale of Rs. 700—1,200.

Vaidyas, Ayurvedic Mobile Medical Unit: (Rs. 430—800).

The anomaly claimed was in not allowing the pay scale of Rs. 530—1,050 on par with Vaidyas in the Indian Medicine Department as the pre-74 scale was similar. The request was for parity with the Senior Vaidyas in the Indian Medicine Department. This was not brought to the notice of the P.R.C. and hence it is in the Schedule I scale. The qualifications for the Vaidyas in this Department are similar to Junior Vaidyas in the Indian Medicine Department. It would be appropriate to compare this category with the Junior Vaidyas in the Indian Medicine Department, notwithstanding the fact that pre-74 scale was higher than that of the Junior Vaidyas in the Indian Medicine and was equivalent to that of Senior Vaidyas in the Indian Medicine Department. The Senior Vaidyas in the Indian Medicine Department is a promotion category for the Junior Vaidyas. They may be placed in the revised pay scale of Rs. 750—1,300 as applicable to Junior Medical Officers in Indian Medicine Department.

Programme Officer: (Rs. 480—900).

This post was also not considered by the P.R.C. 1974 but when a proposal was received from the department it was then decided by the Government to retain it in the Schedule I scale of Rs. 480—900 to maintain the relative position with the other 7 categories in Rs. 530—1,050 dealt above. Appointment to this category is by transfer from Superintendents or by direct recruitment if no suitable candidate by the above method the qualification for appointment by transfer being degree with 5 years experience. For direct recruitment the qualification is Post-Graduate Degree with experience of 5 years. In order to maintain the relative position with the other posts dealt above this may remain in the present scale and be given the revised scale of Rs. 750—1,300.

*Research Officer/Lecturer/Information Officer/Statistical Officer/
Planning Officer/Editor/Tabulation Officer:* (Rs. 530—1,050).

The anomaly pointed out was in not allowing the pay scale of Rs. 600—1,100 as allowed to the post of District Social Welfare

Officers, as the pre-74 scale was similar. The request was to allow the pay scale of Rs. 600—1,100.

These were not considered by the previous P.R.C. and hence they are in the Schedule I scale. These categories were subsequently considered by Government and it was decided that they may remain in the Schedule I scale, notwithstanding the equivalence they had with District Social Welfare Officers prior to 1974. Comparison with District Social Welfare Officers will not be appropriate and there are no anomalies in the 69 grouping. It is seen that the Committee of Officers, have suggested that in the case of Research Officer, Statistical Officer and Planning Officer the question of creation of posts equivalent to District Social Welfare Officers for Research, Statistics and Planning may be considered by the Government. Till such time the posts are created in the scale of Rs. 600—1,100, these 3 categories will remain in the present scale of pay and these categories be given the revised scale of Rs. 800—1,450.

In the case of Statistical Officer the Department may consider merging it with the District Social Welfare Officers in the Bureau of Economics and Statistics instead of keeping it as an isolated category here and draft personnel from the Bureau.

District Tribal Welfare Officers: (Rs. 600—1,100).

The request was to allow the pay scale of Rs. 750—1,300 on par with Deputy Collectors. These posts were sanctioned in 1973 in the cadre of the District Social Welfare Officers. The mere fact that the Deputy Collectors are appointed here on tenure basis cannot be an argument to allow the pay scale of Deputy Collector. For direct recruitment degree is the qualification with adequate knowledge of Telugu, preference being given for those possessing degree in Social Science. They may be retained in the present scale and be given the revised scale of Rs. 900—1,500.

Director, Tribal Cultural Research and Training Institute:
(Rs. 1,000—1,550).

The request was for the pay scale of Rs. 1,200—1,800 on the ground that it was anomalous in not allowing the pay scale of as for Director of State Archives or Director of Archaeology. This was not brought to the notice of the P.R.C. and hence it is in the Schedule I scale. As it is stated that the Director of Tribal Cultural Research Training Institute is Ex-Officio Joint Director of Tribal Welfare, the same pay scale as applicable to Joint Director of Tribal Welfare will apply for this category.

Joint Directors: (Rs. 1,000—1,550).

The request was to allow the pay scale of Rs. 1,200—1,800 and the anomaly pointed out was in not allowing the pay scale of Rs. 1,200—1,800 or Rs. 1,100—1,650 on par with Deputy Secretary to Government or Joint Director of Fisheries respectively. Comparison with Deputy Secretary or Joint Director in other Departments is not relevant and the similarity of designation does not warrant equivalence in pay scale with other Joint Directors.

The P.R.C. 1974 recommended the Schedule I scale of Rs. 1,000—1,550 for this post. The present scale of pay is also on par with Joint Director of Social Welfare Department. No change in the pay scale is necessary and this be given the revised scale of Rs. 1,400—2,000.

Director of Tribal Welfare: (Rs. 1,200—1,800).

The anomaly pointed out was that Director of Bureau of Economics and Statistics, Chief Inspector of Factories and Boilers, I.G. of Prisons, Director of Fisheries, etc., have been allowed the higher pay scale of Rs. 1,300—1,800 though the pre-revised scale was similar. The request was to allow the pay scale of Rs. 1,400—2,000.

The P.R.C. 1974 had observed as “for Deputy Secretary to Government non-cadre”. Comparison with other posts is not relevant. This post has been encadred to the Andhra Pradesh Administrative Service and hence the scale of pay applicable to Andhra Pradesh Administrative Service under Secretariat will apply for this post.

TRIBUNAL FOR DISCIPLINARY PROCEEDINGS

Copyists: (Rs. 175—300).

The present scale of pay is the same as applicable to the Copyists in the Judicial Department. The scale of pay applicable to the Copyists in the Judicial Department will apply here also.

Examiner: (Rs. 240—420).

The anomaly pointed out was that the parity with Lower Division Clerk which was existing prior to 1974 was disturbed in 1974 revision. In view of the Minimum General Educational Qualification and the equivalence this had with the Lower Division Clerk in 1969 revision, this is placed in the revised scale of Rs. 425—650 subject to the Department considering the suitable amendment to the rules as has already been suggested in dealing with this category in the Judicial Department.

Translator: (Rs. 320—580).

The present scale of pay is on par with Translators in the Judicial Department. The scale of pay applicable to Translators in the Judicial Department will apply here also.

Secretary: (Rs. 700—1,200).

No anomaly was pointed out.

The Pay Revision Commissioner 1974 recommended the pay scale of Rs. 700—1,200 placing him two stages above the corresponding Schedule I scale of Rs. 530—1,050 taking into account the duties and responsibilities, etc. The post is to be filled in by transfer of Section Officers of Secretariat or Superintendents in the Andhra Pradesh Ministerial Service with 5 years of service. No change in the present scale is called for and this be given the revised scale of Rs. 1,050—1,600.

Chairman/Members: (Rs. 1,400—2,125).

The present scale of pay is as applicable to the District and Sessions Judges Grade II. The scale of pay as applicable to the District and Sessions Judge Grade II will apply.

WEIGHTS AND MEASURES DEPARTMENT

Manual Assistants: (Rs. 240—420).

The request was for a scale of Rs. 275—475 because the Compounders of Medical and Health Department with similar qualifications and Cine Operators in a lower scale were given higher scales in the last revision.

Appointment is made to the post by direct recruitment with the essential qualifications of III Form and technical experience in the workshop for a period of one year. The scale of pay of Compounders was higher than this post even in earlier revisions and the qualifications are more for the post of Compounders (Pharmacists Grade II) which have since been revised further. In the general grouping done in pursuance of One Man Commission Report, this category got the benefit of a higher scale and even in 1974, this was placed one stage above the corresponding Schedule I scale. Similarly, the comparison with Cine Operator is also not justified. On account of the upward revisions granted by the earlier Pay Commissions, there is no justification for any further revision and they may be given the revised scale of Rs. 410—625.

Maistries: (Rs. 290—520).

They requested for a scale of Rs. 310—560 two stages above the Manual Assistants.

It is seen that the One Man Commission has suggested to place them above the Lower Division Clerks because of the technical qualifications and in the 1974 also they were placed three stages above the Lower Division Clerk and one stage below the Senior Maistries. Due recognition has been given to this post by both Commissions considering their Educational and Technical qualifications required. There is no case for any further revision and they may be given the revised scale of Rs. 500—800.

Senior Maistries: (Rs. 310—560).

The request was to allow Rs. 360—700, two stages above the scale of Maistries. The nature of duties and responsibilities of this particular post along with the qualifications required were thoroughly gone into by the One Man Commission in 1969 and assigned a higher place than the Lower Division Clerks. Even the previous Pay Revision Commissioner recommended the above pay scale, one stage above the corresponding Schedule I classification by equating this with Sub-Inspector of Excise. This is a promotion category for Maistries in the pay scale of Rs. 290—520. As sufficient lift has already been given by both the earlier Commissions, there does not seem to be any need for any further revision. They may be given the revised scale of Rs. 530—850.

Head Clerks: (Rs. 310—560).

The request was to place them on par with Head Clerks in the Revenue Department in the scale of Rs. 340—640 and there are no promotional avenues. In the discussions with the Head of the Department, it transpired that this is only an informal designation given to an Upper Division Clerk for administration convenience. He is stated to supervise the two Lower Division Clerks and one Typist and therefore no parity can be established with Head Clerks of Revenue Divisions. As there is no post of Head Clerk being only Upper Division Clerk, the pay scale as applicable to Upper Division Clerk under Common categories would only apply.

Inspectors: (Rs. 320—580).

It was requested that the corresponding categories of Co operative Sub-Registrars and Deputy Tahsildars which had the same minimum had got a raise in 1958 while its scale was reduced. Their promotional Chances are limited. While one Association requested the pay scale of the Forest Range Officers, others requested a pay scale of Rs. 530—1,050.

The One Man Pay Commission had accorded parity with the Sub-Inspector of Police. In the 1974 revision also the present scale was recommended one stage above the corresponding classification of Schedule I and on par with the Sub Inspector of Police. The Comparison with the posts referred to above is not appropriate as these posts were always in higher scales, notwithstanding the fact that the initial pay was the same.

Under the original rules the recruitment is direct to the post with a degree or diploma in Mechanical Engineering or B.Sc., as the minimum qualifications. The diploma holders recruited directly as Grade III Draughtsman are in the scale of Rs. 290—520 but with three advance increments. Similarly, a diploma holder joining as Supervisor in one of the Public Works Department is in the scale of Rs. 430—800. It is no doubt true that the recruitment and application of this technical knowledge is more in the Public Works Department while this may not be called for to the same extent in this Department and the duties being more or less regulatory. However, the latest amendment to the recruitment rules in force from 7th September, 1977 does not prescribe the Engineering qualifications as essential qualifications for direct recruitment but says that candidates with these Engineering qualifications will be preferred the essential qualification being only a degree. This is also a promotion post under the amended rules from lower categories who do not possess either a degree or a diploma and thereby this would be left with two categories of persons, one with the licenciates as a minimum qualification, and others to be recruited with B.E., as preferential qualification and ordinary degree holders along with promotees. While there is a case for paying more for the licenciates, because of the very nature of recruitment rules, it will be difficult to have a higher pay scale. Hence, the existing pay scale may continue, but the recommendation made elsewhere with regard to incentive increments may be applied in the case of Licenciates and B.Es. They are placed in the revised scale of Rs. 550—900.

Senior Inspector: (Rs. 480—900).

It was represented that before 1958, they were drawing higher scale than the corresponding categories though they have not specified the designation of those categories. They have however compared this post with Inspectors of Factories for those with B.E. qualifications and with Inspectress of Factories for those without engineering qualifications. The qualification required is B.E. (Mech.), same as for Junior Engineers. They wanted the pay scale of Circle Inspector of Police.

The One Man Commission in 1969 has looked into the aspect and observed that though the Inspector here is equated to the Sub-Inspector of Police, the Senior Inspector cannot be equal to Circle Inspector as the latter's work was more onerous and responsible and this issue was also looked into by the previous Pay Revision Commissioner in 1974 and he had not conceded the request but placed this post one stage below the Circle Inspector which is also in conformity with the recommendations of the One Man Commission. The pre-1974 scale for this post was three stages below the scale of its higher promotion posts of Assistant Controller and the same relative position is maintained in 1974. Further the category has also derived the benefit of upward revision instead of remaining in the corresponding Schedule I scale in 1974. Though B.E. (Mechanical) is the required qualification for direct recruitment it may be seen that B.E. (Mech.) is the qualification required for Junior Engineers also in the pay scale of Rs. 480—900. There is no justification for any revision and they are placed in the revised scale of Rs. 750—1,300.

Assistant Accounts Officer: (Rs. 530—1,050).

This post is borne on the cadre of Treasuries and Accounts Service and the personnel are drafted from that Service. No comments are necessary here as this category of Assistant Accounts Officer is dealt with in that Department.

Assistant Controller: (Rs. 700—1,200).

The request was to maintain parity with the Deputy Collector and Deputy Superintendent of Police.

It is seen that the post was enjoying more or less the pay scale equal to that of Excise Superintendent before 1974 revision. In the 1974 this scale on par with the Excise Superintendent was recommended and the post of Deputy Superintendent of Police was carrying higher pay right from 1958. The comparison with those posts is not appropriate and both in the 1969 revision due to grouping and in the 1974 revision this post has benefited by higher classification. There is no anomaly and there is no justification either for a higher scale. They are placed in the revised scale of Rs. 1,050—1,600.

Deputy Controller: (Rs. 850—1,425).

The request was made for a pay scale of Rs. 900—1,450. The One Man Commission had observed that though the qualifications required is a degree in Mechanical Engineering with 10 years of experience in

service, the work is purely administrative and the job does not involve attending to any machinery as in the case of Mechanical Engineers, Factories, Boilers or similar other Departments. The nature of duties are comparable only to the post of Assistant Director of Administration with some experience of technical side. This post is also a promotion category to the Assistant Controllers in the scale of Rs. 700—1,200. No upward revision is called for and they are placed in the revised scale of Rs. 1,250—1,800.

Controller of Weights and Measures: (Rs. 1,300—1,800).

Though it is now held by an I.P.S. Officer and earlier by I.A.S. Officers, the non cadre scale of pay fixed for the post is Rs. 1,300—1,800. Though no anomaly has been made out, the request made was to bring on par with other Heads of Departments as this has not been earmarked exclusively for cadre Officers.

This pay scale was recommended by the previous Pay Revision Commissioner when held by the Departmental Officers. This would therefore normally be a promotion post for Deputy Controller which is presently in the scale of Rs. 850—1,425. Further, all Heads of Departments do not have uniform scales and therefore the above request to bring on parity with other Heads of Departments is vague. So considering the pay of the feeder category the present scale is adequate and this is placed in the revised scale of Rs. 1,700—2,250 for Departmental Officers.

It was urged before the Pay Revision Commissioner that as a Revenue earning Department suitable provision should be made at least to the extent of the revenue earned for expansion of the Department for necessary promotional avenues. The pay scales were not considered attractive and status is inadequate to attract better people. It may be seen that from the recruitment rules that promotional avenues are provided in each category of posts. The higher degree required is B.E., for direct recruitment, ordinary degree for other posts. It is quite possible for a non-degree holder to come up to higher posts also. Considering the facts mentioned while discussing individual posts, relative position of various posts here with other Departments have been adequately maintained and the fact that the posts being not attractive does not hold good. As for the lack of promotional avenues, the general recommendation of the Commission may be referred to which may mitigate their grievance in this regard.

WOMEN AND CHILD WELFARE DEPARTMENT

Helpers (State Home, Mat Weaving Unit, Hyderabad and other Production Units in State Home, Mahabubnagar; RMG Unit Service Home, Kannapuram and Warangal): (Rs. 165—250).

No anomaly was pointed out but the request was for the pay scale of Rs. 250—430.

Recruitment rules have not been approved by the Government but it is seen from the draft *ad hoc* rules proposed by the Director that the appointment is by direct recruitment or by transfer from any other class or category, the qualification being pass in VII Class and one must have worked for 2 years in the concerned category. In view of the proposed qualifications and experience in the draft *ad hoc* rules, they are placed in the revised scale of Rs. 325—500.

Table Blowers, Thermometer Unit: (Rs. 175—300).

No anomaly was pointed out but the request was for the pay scale of Rs. 250—430.

This category is not included in Schedule II and hence it is in the Schedule I scale. The qualification prescribed is a pass in VII Class and one must possess a certificate of satisfactorily completing the course of training in the manufacture of scientific apparatus in any training institution. In view of the above qualifications they are placed in the revised scale of Rs. 350—550.

Instructor, Toy-making Unit Service Home, Anantapur: (Rs. 175—300).

No anomaly was pointed out. The P.R.C. had observed that this is an instructional post but the qualifications have not been reported and he has therefore equated them with the lowest category of teaching posts in the revised scale of Rs. 175—300. In view of the qualifications and experience prescribed in G.O. Ms. No. 867, Employment and Social Welfare, dated 9th October, 1975, this category is placed in the revised scale of Rs. 410—625.

Helpers, Thermometer Unit: (Rs. 175—300).

No anomaly was pointed out but the request was for the pay scale of Rs. 250—430. The qualifications prescribed for this category is a pass in VII Class and one must have worked for 2 years in a Glass Ampoules Factory or Unit as a daily wage worker. The present scale of pay is adequate and they be given the revised scale of Rs. 325—500.

Embroidery Assistant, State Home, Hyderabad: (Rs. 180—350).

No anomaly was pointed out. The P.R.C. 1974 had placed this category in the pay scale of Rs. 180—350 as for higher grade trained teacher. Service rules have not been approved by Government but

it is seen from the draft *ad hoc* rules proposed by the Director that the qualification proposed to be prescribed is VII Class and a pass in Entrance Examination conducted by the Department of Technical Education and practical experience of 2 years in the trade. In view of the technical qualifications and practical experience this is placed in the revised scale of Rs. 410—625.

Assistant Instructor, Banian Making Unit: (Rs. 180—350).

No anomaly was pointed out, but the request for the pay scale of Rs. 320—580. In G.O. Ms. No. 442, Employment and Social Welfare, dated 29th May, 1975 this post was allowed the pre-74 scale of Rs. 80—160 and it is in the Schedule I scale of Rs. 180—350. The qualification is a pass in VII Class and one must possess a diploma or certificate in Banian making awarded by any recognised institution. In view of the qualifications, this is placed in the revised scale of Rs. 410—625.

Creche Teachers (Higher Grade): (Rs. 180—350).

No anomaly was pointed out but the suggestion was for parity with the higher grade teachers in the Education Department. The qualification prescribed is that one should pass the higher grade teacher certificate. Higher grade teachers in Education Department are also in the pay scale of Rs. 180—350. The pay scale as recommended for the higher grade trained teachers in the Education Department will apply for this category also (*i.e.*) Rs. 410—625.

Mechanic, Printing Press, Rajahmundry: (Rs. 180—350).

No anomaly was pointed out but the request was for the pay scale of Rs. 250—430. Service rules have not been approved by Government but as per the draft *ad hoc* rules proposed by the Director the qualification proposed to be prescribed is VII Class and one must be trained in 2 years course in an industrial school in machine, binding and composing. In view of the qualifications proposed in the rules they are placed in the revised scale of Rs. 410—625.

Maternity Assistant: (Rs. 240—420).

The Department suggested parity with the Auxiliary Midwives in the Medical Department. The qualifications prescribed are a pass in First Form or Vth Standard with a diploma in Midwifery. Comparison with Auxiliary Nurses, Midwives in the Medical Department may not be appropriate having regard to their duties and responsibilities in the Medical Department notwithstanding the similarity in technical qualification. This category may therefore remain in the present scale and be given the revised scale of Rs. 410—625.

*Storekeeper, State Home, Mahabubnagar; Service Home, Anantapur/
Accountant, State Home, Mahabubnagar:* (Rs. 240—420).

The department suggested parity with the L.D.C. The P.R.C. 1974 had recommended Rs. 250—430 for the Accountant and Storekeeper in the State Home, Mahabubnagar on par with L.D.C. if the prescribed qualifications are equal and if they are not equal he had recommended Rs. 240—420.

In G.O. No. 442, Employment and Social Welfare, dated 29th May, 1975 these categories which were on fixed pay previously have been given regular pay scale of Rs. 90—192 (pre-74). The regular pay scale having been given from 1st April, 1974 *ad hoc* rules will have to be framed for these categories in the absence of which it is not susceptible of verification whether the qualifications are equal to those of L.D.C. to consider parity with the L.D.C. asked for. The department may therefore take suitable steps to frame the *ad hoc* rules for this category. They may remain in the present scale of Rs. 240—420 and be given the revised scale of Rs. 410—625 subject to review after the rules are approved. If L.D.Cs. are posted against these posts they will however draw the pay scale applicable to them as L.D.Cs.

Storekeeper-cum-Typists, Service Home, Anantapur and State Home, Mahabubnagar: (Rs. 240—420).

The Department suggested parity with L.D.C.

This was not discussed by the P.R.C. 1974 and hence they are in the Schedule I scale of Rs. 240—420. It is however seen that it was on par with L.D.C. in the earlier revisions and the principle of correction of 1969 grouping as was adopted for the L.D.C. would apply here also. This category is therefore placed in the revised scale of Rs. 425—650.

Nurses: (Rs. 240—420).

The department suggested a pay scale of Rs. 290—520. This category was not discussed by the P.R.C. 1974 and hence it is in the Schedule I scale. Service rules have not been approved by Government but according to the draft *ad hoc* rules proposed by the Director the qualification is stated to be a pass in S.S.L.C. and one must have undergone Auxiliary Nurse and Midwifery training. They are placed in the revised scale of Rs. 425—650.

Skilled Assistants (MUCs.): (Rs. 240—420).

No anomaly was pointed out but the request was for the pay scale of Rs. 290—520 stating that this is a technical post. This was not discussed by the P.R.C. 1974 and hence it is in the Schedule I scale. The qualification is said to be a pass in VII Class and a certificate of examination in tailoring and cutting from I.T.I. with practical experience of 3 years in tailoring and cutting. They are placed in the revised scale of Rs. 410—625.

Matron: (Rs. 250—430).

No anomaly was pointed out but the request was for the pay scale of Rs. 290—520 on the ground that the responsibilities are higher than those of a L.D.C. The P.R.C. 1974 had observed that the qualification is S.S.L.C. and on par with L.D.C. while recommending the pay scales of Rs. 250—430. Service rules have not been approved by Government but it is seen from the draft *ad hoc* rules that the qualification proposed to be prescribed is a pass in S.S.L.C. The present scale of pay is adequate and they be given the revised scale of Rs. 425—650.

Bala Sevika Trained Teachers (Regional Children Home, Cuddapah):
(Rs. 250—430).

The Department suggested parity with the secondary grade trained teachers. Though this category does not find place in Schedule II of G.O. No. 180, Finance, dated 15th July, 1975 the pre-revised scale of Rs. 96—200 was the same as for teachers, Secondary Grade Trained and the revised pay scale of Rs. 250—430 is also reported to be applied to them in terms of the G.O. Ms. No. 1146, Education, dated 27th September, 1975. The qualification is that one should possess Bala Sevika Trained Teachers Certificate and the department has stated that they are interchangeable with the Secondary Grade Trained Teachers. They are placed in the revised scale of Rs. 450—700 as for S.G.B.T.

Instructors (Jute and Rexine State Home, Mahbubnagar):
(Rs. 250—430).

No anomaly was pointed out but the request was for the pay scale of Rs. 290—520 stating that it is a technical post and cannot be equated with the L.D.C. The qualification for this category is VII Class and one must possess a diploma or certificate in making jute and rexine goods awarded by any recognised institute and must be able to explain fluently in Telugu and in Urdu to the trainees. The present scale of pay is adequate and they be given the revised scale of Rs. 425—650.

Craft Instructress in Women Welfare Branches in Agency areas in Andhra: (Rs. 250—430).

No anomaly was pointed out. Service rules have not been approved by Government but it is seen from the draft *ad hoc* rules proposed by the Director that the qualification proposed is a pass in VIII Class and one must have obtained a certificate in tailoring and embroidery issued by the department of Technical Education. They may remain in the present scale and be given the revised scale of Rs. 425—650.

Secondary Grade Teachers and Teachers for Balwadi at Bailurty:
(Rs. 250—430).

The suggestion was for parity with the Secondary Grade Teachers of Education Department. According to the draft *ad hoc* rules proposed by the Director the qualification is a Teachers Training Certificate by the Secondary Grade or Balwadi trained. The pre-1974 and 1974 scales being similar for the Secondary Grade Trained Teachers, parity with the Secondary Grade Trained Teachers in the Education Department is maintained.

Craft Instructress, State Home, Kurnool, Rajahmundry and Mahbubnagar: (Rs. 250—430).

The suggestion was for the pay scale of Rs. 290—520 stating that it is a technical post. Service rules have not been approved by Government but according to the draft *ad hoc* rules proposed by the Director, the qualification is pass in VIII Class and one must have

a diploma or a certificate in tailoring and embroidery. For the proposed qualifications they may remain in the present scale and be given the revised scale of Rs. 425—650.

Instructress, Tailoring and Dress-making Centres: (Rs. 250—430).

No anomaly was pointed out but the request was for the pay scale of Rs. 290—520 stating that it cannot be equated with L.D.C. The qualification prescribed is a pass in VII Class and one must possess a diploma or a certificate by the higher grade in tailoring and embroidery. Parity with teaching posts in the pay scale of Rs. 290—520 is not relevant. They may remain in the present scale of pay and be given the revised scale of Rs. 425—650.

Instructor (Bamboo Ratan State Home, Mahbubnagar), Instructor (Tunga Mat Weaving State Home, Mahbubnagar), Instructor (Tape Weaving State Home, Mahbubnagar): (Rs. 250—430).

No anomaly was pointed out but the request was for the pay scale of Rs. 290—520. The qualification is a pass in VII Class and one must possess a diploma or a certificate in bamboo ratan or mat weaving or tape weaving as the case may be and must be able to explain fluently in Telugu and Urdu to the trainees. They may remain in the present scale of pay and be given the revised scale of Rs. 425—650.

V.D.Os, Grade II: (Rs. 260—450).

This category is apparently the same as V.D.O. Ordinary Grade in the Panchayati Raj Department. The pay scale as applicable for the V.D.Os. Ordinary Grade in the Panchayati Raj Department will apply here also (*i.e.*) Rs. 450—700.

Skilled Assistant, Book Binding Section, Service Home, Hyderabad: (Rs. 260—450).

No anomaly was pointed out but the request was for the pay scale of Rs. 290—520. Service rules have not been approved by the Government but it is seen from the draft *ad hoc* rules that the qualification proposed to be prescribed is a pass in VII Class and diploma in book-binding and card-board work. They may remain in the present scale of pay and be given the revised scale of Rs. 450—700.

Women Welfare Organiser: (Rs. 260—450).

No anomaly was pointed out but the request was for the pay scale of Rs. 290—520. Service rules have not been approved by Government but it is seen from the draft *ad hoc* rules that the method of recruitment is by transfer from the category of V.D.Os. who have put in not less than 2 years of service and the qualification prescribed is only S.S.L.C. The present pay scale is on par with V.D.O. Ordinary Grade. The pay scale as applicable to the V.D.Os. Ordinary Grade in the Panchayati Raj Department will apply for this category also (*i.e.*) Rs. 450—700.

Supervisor, Paper Bags Unit, State Home, Rajahmundry: (Rs. 275—475).

No anomaly was pointed out but the suggestion was for the pay scale of Rs. 290—520. This was on a fixed pay of Rs. 150. The P.R.C. 1974 observed in 1974 that this post may be taken as equivalent to Rs. 110—180 in 1961 and Rs. 125—250 in 1969 and recommended the pay scale of Rs. 275—475. In G.O. Ms. No. 442, Employment and Social Welfare, dated 29th May, 1975 the pay scale of Rs. 125—250 has also been approved for this category. In view of the qualifications prescribed in the rules, the present scale of pay is adequate and they be given the revised scale of Rs. 475—760.

Tutors, Vocational Training Centres: (Rs. 290—520).

No anomaly was pointed out but the request was for the pay scale of Rs. 320—580. The P.R.C. 1974 recommended the above pay scale placing them one stage above the Schedule I scale of Rs. 275—475. The present scale of pay of Rs. 290—520 is identical to that of certain tutors in the Education Department. This category may remain in the present scale and be given the revised scale of Rs. 500—800.

Craft Instructress, Women Welfare Branches in Telangana region:
(Rs. 290—520).

No anomaly was pointed out. But the department has suggested a common scale for all Craft Instructress. Service rules have not been approved by Government. But the method of recruitment and qualifications proposed are said to be the same as applicable to Craft Instructress in the Service Homes dealt below will apply for this category and they are placed in the revised scale of Rs. 500—800.

Craft Instructress, Service Homes, Hyderabad, Warangal, Anantapur, Vijayawada and Kannapuram: (Rs. 290—520).

No anomaly was pointed out but the suggestion was for a common scale for all Craft Instructresses. Service rules have not been approved by the Government. But according to the draft *ad hoc* rules proposed by Director the qualification is said to be a pass in VIII Class and a diploma or certificate in tailoring or embroidery. The present scale of pay is fairly high with reference to the qualifications proposed in the draft *ad hoc* rules. They are however placed in the revised scale of Rs. 500—800.

Assistant Instructor/Craft Instructress: (Rs. 290—520).

No anomaly was pointed out. The request was for Rs. 320—580. The P.R.C. 1974 recommended the pay scale of Rs. 290—520 observing that this should have been revised to Rs. 110—225 in 1969 and placed them on par with Craft Instructors in Secondary Schools. The qualification is said to be a pass in VII Class and one must possess a diploma or a certificate in banian making awarded by any recognised institution. The present scale is more than adequate. Being instructional posts they are placed in the revised scale of Rs. 500—800.

Assistant Instructress, Tailoring Centres (Regional Training Centres and District Tailoring Centres): (Rs. 290—520).

No anomaly was pointed out but the request was for the pay scale of Rs. 320—580. The P.R.C. 1974 recommended the pay scale of Rs. 290—520 as for Craft Instructors in Secondary Schools. The qualification for this category is a pass in VII Class and one must have obtained a diploma or a certificate by higher grade in tailoring and embroidery and must have had teaching experience for a period of 5 years in any tailoring centres or must have supervised the running of such centres. The present scale of pay is adequate and they are placed in the revised scale of Rs. 500—800.

Skilled Assistant (Cutter), State Home, Hyderabad: (Rs. 290—520).

No anomaly was pointed out but the request was for the pay scale of Rs. 320—500.

The P.R.C. 1974 while recommending the pay scale of Rs. 290—520 placed them one stage below the U.D.C. Service rules have not been approved but it is seen from the draft *ad hoc* rules proposed by the Director that the qualification proposed is a pass in VII Class and practical experience of 3 years in the trade and a pass in certificate examination in tailoring and embroidery. This category was in the pre-61 scale of Rs. 100—150 and in G.O. Ms. No. 442, Employment and Social Welfare, dated 29th May, 1975 this was allowed the 1969 scale of Rs. 110—225. The corresponding Schedule I scale of which is Rs. 260—450 but this has already been placed in the higher scale of Rs. 290—520, thus deriving the benefit of upward classification. The present scale of pay is more than adequate for the above qualification. They are however placed in the revised scale of Rs. 500—800.

Glass Blowers in State Home: (Rs. 290—520).

No anomaly was pointed out and the department suggested the present scale of pay. This was not considered by the P.R.C. 1974 and hence it is in the Schedule I scale, the pre-74 scale being Rs. 140—280. The recruitment to this category is by promotion from Table Blowers or direct recruitment or by transfer. The qualification is a pass in VII Class and one must possess a certificate of satisfactorily completing the course of training in the manufacture of scientific apparatus in any training institute. The present scale is more than adequate for the above qualifications. They are placed in the revised scale of Rs. 500—800.

Case Workers (Investigators): (Rs. 290—520).

No anomaly was pointed out but the department suggested Rs. 320—580 in view of the technical nature of work. This category was not discussed by the P.R.C. 1974 and hence it is in the Schedule I scale, the pre-74 scale being Rs. 140—280. The qualification prescribed is a graduate in Psychology or Sociology or Home Science or Domestic Science. In view of the qualifications this is placed in the revised scale of Rs. 530—850.

Master Cutters, M.U.Cs./Manager, Card Board Unit: (Rs. 310—560).

No anomaly was pointed out but the suggestion was for the pay scale of Rs. 360—700 stating that it is a technical post. This is also not included in Schedule II in the 1974 revision and hence it is in the Schedule I scale, the pre-74 scale being Rs. 150—300. In view of the qualifications and the feeder category from which this could be filled in the present scale is adequate and they be given the revised scale of Rs. 530—850.

V.D.O. Grade I: (Rs. 310—560).

No anomaly was pointed out but the suggestion was for the pay scale of Rs. 340—640. The present pay scale is as applicable to the V.D.Os. Grade I in the Panchayati Raj Department. The pay scale as recommended for the V.D.O. Grade I in the Panchayati Raj Department will apply for this category (*i.e.*) Rs. 550—900.

Superintendent (Collegiate Girls Home): (Rs. 310—560).

No anomaly was pointed out but the suggestion was for the pay scale of Rs. 360—700 on par with Extension Officers.

These posts are stated to be sanctioned during 1974-75 and the department has stated that the rules applicable to the Extension Officers, Women and Child Welfare are applicable to this cadre also and that Extension Officers alone are being posted as Superintendents, Collegiate Girls Home. The Department may consider the desirability of treating this as a temporary addition to the cadre of Extension Officer, Women and Child Welfare in which case the pay scale as applicable to Extension Officers, Women and Child Welfare will apply. They are however placed in the revised scale of Rs. 550—900 as applicable to Extension Officer (Women and Child Welfare).

Superintendents, Children Home: (Rs. 310—560).

No anomaly was pointed out but the suggestion was for the pay scale of Rs. 360—700 on par with Extension Officer. Service rules have not been approved by Government. However in view of the qualifications proposed in the draft *ad hoc* rules they are placed in the revised scale of Rs. 550—900.

Graduate Teachers: (Rs. 320—580).

No anomaly was pointed out but the suggestion was to keep them on par with the Graduate Teachers of the Education Department. Here also the service rules have not been approved by Government but according to the draft *ad hoc* rules the qualification proposed is a degree with B.Ed. The present scale of pay is equivalent to trained graduate teachers Grade II in the Education Department with similar qualifications. The pay scale as applicable to Trained Graduate Teachers Grade II will apply for this category (*i.e.*) Rs. 575—950.

Managers-cum-Tutors, Vocational Training Centres: (Rs. 320—580).

No anomaly was pointed out but the suggestion of the department was for the pay scale of Rs. 360—700.

The P.R.C. 1974 while recommending the pay scale of Rs. 320—580 had placed them on par with the Trained Graduate Teachers and they have been placed two classifications above the Schedule I scale of Rs. 290—520. Service rules for this category have not been approved by Government in the absence of which it is difficult to examine the pay structure as well as the relative position with the feeder category. This may therefore remain in the present scale and be given the revised scale of Rs. 550—900.

Manager, Production Unit, State Home, Mahbubnagar: (Rs. 320—580).

No anomaly was pointed out but the suggestion of the department was for the pay scale of Rs. 360—700. The scale of this post was revised to Rs. 160—320 in G.O. No. 156, Employment and Social Welfare, dated 4th September, 1973. This was not considered by the P.R.C. 1974 and hence it is in the Schedule I scale of Rs. 320—580. In view of the qualifications prescribed and the feeder category from which this could be filled in the present scale of pay is adequate and they be given the revised scale of Rs. 550—900.

Manager, Leather Unit: (Rs. 320—580).

No anomaly was pointed out but the request was for the pay scale of Rs. 360—700. This was also not considered by the P.R.C. 1974 and it is in the Schedule I scale the pre-74 scale being Rs. 160—320. Keeping in view the qualifications prescribed for this category, the present scale of pay is adequate and they be given the revised scale of Rs. 550—900.

Instructor (Banian Knitting and Socks making), Service Home, Anantapur: (Rs. 320—580).

No anomaly was pointed out but the suggestion of the department was for the pay scale of Rs. 360—700. In G.O. Ms. No. 442, Employment and Social Welfare, dated 29th May, 1975 the pre-69 scale of Rs. 150—200 stood revised to Rs. 160—320 and the corresponding Schedule I scale of Rs. 320—580 has been allowed. In view of the qualifications and the feeder category from which this could be filled in the present scale of pay is adequate and they be given revised scale of Rs. 550—900.

Instructress, District Tailoring Centres: (Rs. 320—580).

No anomaly was pointed out but the suggestion was for the pay scale of Rs. 360—700. Keeping in view the qualifications prescribed for this category and the feeder category from which this could be filled in the present scale of pay is adequate and they be given the revised scale of Rs. 550—900.

Extension Officers, Women and Child Welfare: (Rs. 320—580).

The anomaly pointed out was that their pay scale is less than that applicable to the Extension Officers of the Animal Husbandry, Agriculture, etc. The request was for the pay scale of Rs. 360—700.

Comparison with Extension Officer, Animal Husbandry, Agriculture is not appropriate. The P.R.C. 1974 had observed while recommending the pay scale of Rs. 320—580 that the qualification is S.S.L.C. with 3 years experience, and placed them one classification above the Schedule I scale of Rs. 310—560. For the qualification prescribed in the rules they are already in a good scale. Other posts with graduate qualification are in the pay scale of Rs. 310—560. No change in their pay scale is called for and they be given the revised scale of Rs. 550—900.

Superintendents, Rescue Home and Working Women's Hostels:
(Rs. 410—750).

No anomaly was pointed out but the suggestion was for parity with Superintendents in the Offices of the Heads of Departments. These posts are said to have been sanctioned during 1974-75 and the service rules have not been approved by Government. But with reference to the draft *ad hoc* rules proposed by the Director and the feeder category from which this could be filled in, the present scale of pay is adequate and they be given the revised scale of Rs. 650—1,100.

*Manager, Ready-made Garment Unit, State Home, Hyderabad/
Manager, Glass Ampoules Unit, State Home, Hyderabad:*
(Rs. 430—800).

No anomaly was pointed out but the suggestion was for the pay scale of Rs. 480—900 stating that this is a technical post.

The P.R.C. 1974 had considered this category which was in pre-61 scale of Rs. 180—240 and recommended the pay scale of Rs. 430—800 taking into consideration the fact of non-revision in 1961 as well as 1969. However in G.O. Ms. No. 442, Employment and Social Welfare, dated 29th May, 1975 the pre-69 scale of Rs. 180—240 was revised to Rs. 200—400 the corresponding Schedule I scale of which is Rs. 360—700 but in the 1974 revision this has been placed in Rs. 430—800 two stages higher than the corresponding Schedule I scale. In view of the above position and keeping in view the qualifications proposed in the draft *ad hoc* rules and the feeder category from which it could be filled in the present scale of pay is adequate and they be given the revised scale of Rs. 700—1,200.

Women and Child Welfare Officer: (Rs. 480—900).

No anomaly was pointed out but the suggestion of the department was for parity with the District Social Welfare Officers *i.e.* Rs. 600—1,100. The P.R.C. 1974 recommended the above pay scale placing them 3 stages below the Assistant Director as at present and they have derived the benefit of upward classification instead of remaining in the Schedule I scale of Rs. 410—750. In view of the provision in the recruitment rules and the upward classification which they have already derived, no change in their pay scale is called for and they be given the revised scale of Rs. 750—1,300.

Assistant Director: (Rs. 700—1,200).

No anomaly was pointed out but the request was for parity with Deputy Collectors *i.e.*, Rs. 750—1,300. The P.R.C. 1974 had already placed them two stages above Schedule I scale of Rs. 530—1,050. Comparison with Deputy Collectors is not appropriate. Assistant Director in other departments are also in the present pay scale. In view of the provision in the recruitment rules and the feeder category from which this could be filled in, and the upward classification already derived in the 1974 revision, no change in the present scale is called for. They are placed in the revised scale of Rs. 1,050—1,600.

Deputy Director: (Rs. 850—1,425).

No anomaly was pointed out but the request was for parity with the joint Director in the Social Welfare and Tribal Welfare Departments in view of similar functions and responsibilities.

This post was created in 1975. The request for parity with the Joint Director in the Social Welfare and Tribal Welfare Departments is not relevant. In view of the provision in the recruitment rules and the feeder category from which this could be filled in and as the post was recently created, there is no justification for any upward revision. They are placed in the revised scale of Rs. 1,250—1,800.

Director, Women Technical Training Institute: (Rs. 1,000—1,550).

No anomaly was pointed out but the request was for parity with Joint Director, Technical of the Industries Department, *i.e.*, Rs. 1,100—1,650.

This post was also sanctioned in November, 1975 and *ad hoc* rules have not been approved by Government. In the absence of the approved *ad hoc* rules it is difficult to determine the pay scale. Having been sanctioned only in 1975, no change in the pay scale is called for. This is placed in the revised scale of Rs. 1,400—2,000.

Director: (Rs. 1,000—1,550).

The P.R.C. 1974 had recommended the pay scale of Rs. 1,000—1,550 merging the special pay of Rs. 100 taking into account the additional duties devolved on the Department. This post has been encadred to the Andhra Pradesh State Administrative Service and in view of this change in position, the pay scale as admissible for State Administrative Service dealt with separately in the Secretariat would apply for this post. If however, Departmental Officers are promoted to this post, the present scale of pay is adequate and such Departmental Officers be given the revised scale of Rs. 1,400—2,000.

YOUTH SERVICES DEPARTMENT

Assistant Director: (Rs. 600—1,100).

The post is presently held by an Officer from other Departments. It is stated that the *ad hoc* rules are framed. This is placed in the revised scale of Rs. 900—1,500 subject to review of the pay scale after *ad hoc* rules are approved by Government.

Deputy Director: (Rs. 750—1,300).

The Officer now working in this post is an Officer taken from other Department. No *ad hoc* rules have been placed before the Pay Revision Commissioner. However, draft rules appear to have been submitted by the Director to the Government for a scale on par with Deputy Directors in other Departments. If the draft rules require qualifications and experience etc., on par with the Deputy Directors of sister departments like Women and Child Welfare Department a pay scale of Rs. 850—1,425 (pre-revised) and the corresponding revised scale of Rs. 1,250—1,800 may be adopted, subject to approval of the recruitment rules referred to above.

Director: (Rs. 1,200—1,800).

Presently it is held by an I.A.S. Officer. The pay scale of Rs. 1,200—1,800 is the same as for the Deputy Secretaries to Government (Non-cadre) for Departmental Officers. No rules have been framed for this post also. This is placed in the revised scale of Rs. 1,600—2,200 for Departmental Officers.

LOCAL BODIES (PANCHAYAT SAMITHIS AND ZILLA PARISHADS)

Attender/Dafedar/Record Assistant:

These are all common categories which are prevailing in the Government Departments also. The pay scales recommended for these categories under common categories will apply for them also.

Library and Laboratory Attenders: (Rs. 180—350).

They were in the pre-revised scale of Rs. 62—100 and P.R.C. in 1974 recommended the pay scale of Rs. 180—350 placing them on par with Record Assistants and this category thus derived the benefit of upward classification by two stages instead of remaining in the Schedule I scale of Rs. 165—250. The request was that the rectification and allowing the higher scale in the 1974 revision may be allowed with retrospective effect from 1961. This request for re-fixation from 1st November, 1961 does not fall within the scope of this Commissioner. Taking into consideration the qualifications necessary for this and as this category has already been placed in higher classification, no change is called for and they be given the revised scale of Rs. 350—550 as recommended for the Record Assistants.

Librarian in Secondary Schools under Zilla Parishads: (Rs. 180—350).

It was represented that there are two kinds of employees, *i.e.*, Librarians and Library Attenders and that the Librarians are required to hold higher qualifications than Library Attenders and that the Librarians have been given the Schedule I scale of Rs. 180—350 thus bring them on par with Library Attenders. The request was for the pay scale of Rs. 240—420.

This category is not included in the list of posts furnished by Panchayat Raj Department and no recruitment rules have also been made available. If this category exists in the Panchayat Raj Department, they may be placed in the revised scale of Rs. 410—625.

Maistry (Rural Industries under the control of Panchayat Samithis and Zilla Parishads): (Rs. 240—420).

This is a category which is not included in Schedule II in the 1974 revision and hence it is in the Schedule I scale of Rs. 240—420. the pre-revised scale being Rs. 90—192. This category is also not included in the list of posts certified by the Department. Taking into consideration the educational qualifications and the technical qualifications required this may be placed in the revised scale of Rs. 425—650 if such a category exists in the Department.

Clerk-cum-Draughtsman: (Office of the Assistant Engineers, Panchayat Raj Department): (Rs. 240—420).

The request was for parity with III Grade Draughtsman as the holders of these posts can be transferred as Grade III Draughtsman. This category was not considered by the P.R.C. in 1974 and hence it is in the Schedule I scale, the pre-revised scale being Rs. 90—192. The T.M.C. recommended two advance increments in the pay scale of Rs. 80—150 applicable to L.D. Clerk.

Under the Panchayat Raj Engineering Subordinate Service Rules issued in G.O. Ms. No. 244, Panchayat Raj Department, dated 6th March, 1963 read with G.O. Ms. No. 831, Panchayat Raj Department, dated 23rd August, 1977 there will be no recruitment in future to this category. This category has also not been included in the list of posts certified by the Panchayat Raj Department. If this category is in existence, they may be placed in the revised scale of Rs. 425—650.

Foreman (Rural Industries under the control of Panchayat Samithis and Zilla Parishads):

This post is stated to have been transferred from the Director of Industries and the anomaly pointed out was that the parity with U.D. Clerk was disturbed in the 1974 revision. The request was for the pay scale of Rs. 310—560.

This category is also not included in the list of posts furnished by the Panchayat Raj Department. The P.R.C. in 1974 has also not discussed this category and hence they are in the Schedule I scale of Rs. 290—520, the pre-revised scale being Rs. 140—280. In view of the equivalence in the pay scale with U.D. Clerk in all the earlier revisions, this category may be placed in the revised scale of Rs. 530—850, if it is in existence in Panchayat Raj Department.

Superintendents in Zilla Parishads: (Rs. 360—700).

The request was for the pay scale of Rs. 410—750 on the ground that the duties and responsibilities of Superintendents of the Zilla Parishads are similar to the Superintendents in other Offices. The T.M.C. recommended the pay scale of Rs. 160—250 the pre-1964 scale being Rs. 125—200. The O.M.C. has observed that the pay scale cannot be the same as that of Superintendents in other Government Departments. The P.R.C. in 1974 recommended the pay scale of Rs. 360—700, two stages above the Schedule I scale of Rs. 320—580 and reduced the gap between them and the Managers. This is a feeder category for Managers in the pay scale of Rs. 430—800. This can also be filled in by promotion from U.D. Clerks. Comparison with Superintendents in the Government Department, is not appropriate as already opined by the O.M.C. The present scale of pay is adequate and they be placed in the revised scale of Rs. 600—1,050.

Manager: (Rs. 430—800).

The anomaly pointed out was that they were generally equated with Divisional Panchayat Officers and that equivalence was disturbed in 1974 revision. The request was for the pay scale of Rs. 480—900

on par with Divisional Panchayat Officers. The P.R.C. in 1974 recommended the existing classification. This is a promotion category for Superintendents in Zilla Parishads who are in the pay scale of Rs. 360—700. Their pre-1974 scale of pay as well as the 1974 scale of pay correspond to the scale applicable to the Deputy Tahsildars. Comparison with Divisional Panchayat Officers is not appropriate. The present scale of pay is adequate and they be given the revised scale of Rs. 700—1,200.

Block Development Officers: (Rs. 530—1,050).

The request was for the pay scale of Rs. 700—1,200 with Special Grade as in Revenue Department high lighting their nature of duties and responsibilities. The Panchayat Raj Department have also suggested for Special Grade category of Block Development Officers to the extent of 25% of the posts in the pay scale of Rs. 700—1,200. The P.R.C. in 1974 while recommending the pay scale of Rs. 530—1,050 which was one stage above the corresponding Schedule I scale of Rs. 480—900 has observed that the parity with Tahsildar is maintained. The pay scale of this category was on par with the Tahsildars in the earlier revisions. They may continue to maintain parity with Tahsildars and are placed in the revised scale of Rs. 800—1,450.

The suggestion of the Department for creation of special grade posts does not fall within the terms of reference to the Commissioner.

Secretaries, Zilla Parishads: (Rs. 750—1,300).

The request was for the pay scale of Rs. 900—1,450 high lighting the nature of duties and responsibilities. The Panchayat Raj Department have suggested the creation of a Selection Grade post to the extent of 25% for this category also.

The proposal of the Department for creation of Selection Grade posts does not fall within the terms of the Commissioner. This category was considered by the P.R.C. in 1974 and he recommended the above pay scale which is one stage above the corresponding Schedule I scale of Rs. 700—1,200. He has also observed that they should be on par Municipal Commissioners having regard to the duties and responsibilities. This is a promotion post for District Panchayat Officers and Block Development Officers who are in the pay scale of Rs. 600—1,100 and Rs. 530—1,050 respectively. The scale of pay for this category was also identical to that of Deputy Collector right from 1961. No change in pay scale is called for and they be given the revised scale of Rs. 1,150—1,700.

MEDICAL OFFICERS WORKING IN LOCAL BODIES

Rural Medical Practitioners (R. M. Ps.): (Subsidy Rs. 200)

The P. R. C. 1974 has observed that the system appears to be analogous to the honorary system which is prevalent in olden hospitals and which is since been discontinued. He has also stated that is a matter for Governments' consideration whether the subsidised system in the rural areas also should not progressively be replaced by full-time practitioners at least in the lowest D. A. merged scale of Rs. 290-520 as for unqualified practitioners. He has also recommended the enhancement of the subsidy to Rs. 200 for the Registered Medical Practitioners in the meantime. This part of the recommendation of the P. R. C. for enhancement has been implemented by Government and they have been allowed the subsidy of Rs. 200.

The Rural Medical Practitioners are said to be part-time employees working on a contract basis and they are not whole-time Government servants. Against that, the plea is that they are in effect full-time having to work in the dispensary regular hours and being available in the villages to attend to the emergent cases. At one stage decision was taken by Government that there was no case for a scale of pay as they are not full-time Government servants. There is a case to review the working of the system and they should be paid a regular scale of pay. At the low subsidy that is paid, the Medical relief provided could not be commensurate with the needs or the expenditure incurred. It is however understood that an Officers' Committee has been appointed by Government to examine the whole question. It might take some time for the decision to be taken in the light of the recommendations of the Officers' Committee. In the meanwhile the present subsidy may be raised to Rs. 300. Similarly in the case of Maternity Assistants are presently on a subsidy of Rs. 120 p.m. their subsidy may also be enhanced to Rs. 180 per month.

Compounders:

In Municipalities, the Compounders are in the pay scale of Rs. 240-420, the pre-revised scale being Rs. 80-160. In Panchayat Raj Institutions Compounders are in two different scales of Rs. 240-420 and Rs. 250-430 the lower scale being applicable to those who were in the pre-revised scale of Rs. 80-160 and the higher scale of Rs. 250-430 being applicable to those who were in the pre-revised scale of Rs. 90-192. It has been represented that there is difference of pay between the Compounders of the Allopathic hospitals and those in the Municipalities or Panchayat Raj Institutions and that this difference should go. The qualifications for the Compounders in the Local Bodies is said to be a Diploma of a qualified Compounder in Indian Medicine Department issued by a recognised Institution of the State Government. It is appropriate that Compounders in all the dispensaries are placed in a common scale as the nature of work is the same. Compounders in the dispensaries maintained by the Zilla Parishad and Panchayat Samitis as well as by the Municipalities may be placed in the

revised scale of Rs. 450-700 as applicable to the Compounders in the Indian Medicine Department, subject however to the condition that they should possess the technical qualification of the Diploma of a qualified Compounder issued by a recognised Institution of Government.

Medical Officers::

- | | | |
|-----------------|----|---|
| (Rs. 530-1,050) | .. | Applicable to GCIM, LIM. |
| (Rs. 430-800) | .. | Other Diploma holders. |
| (Rs. 290-520) | .. | Non institutional trained probationers. |

The various Associations have requested for the pay scale as applicable to the Medical Officers on the Allopathic side, *i.e.* Rs. 600-1,100.

The Medical Officers in Local Bodies are in different scales of pay as under.

Rs. 600-1,100

Rs. 530-1,050

Rs. 430-800

Rs. 290-520

The different scales of pay for the Medical Officers in Local Bodies are with reference to the qualifications possessed by them. The pay scale of Rs. 600-1,100 is for Medical Officers with M.B.B.S. qualification. The pay scale of Rs. 530-1,050 is for Medical Officers with GCIM., LIM, qualifications who are 'A' Class practitioners. The pay scale of Rs. 430-800 is applicable to other Diploma holders namely D.H.M., D.H.M.S., BA.M&S. G.C.U.M., and G.C.A.M. who are also 'A' Class Practitioners and to the 'B' Class Practitioners. The pay scale of Rs. 290-520 is applicable to Non-Institutional trained practitioners.

In the Indian Medicine Department there are two categories of Medical Officers *i.e.*, Junior Medical Officers and Senior Medical Officers in the pay scale of Rs. 430-800 and Rs. 530-1,050 respectively. The initial recruitment in that department is to the Junior Medical Officer and Senior Medical Officer is a promotion post for Junior Medical Officers with 4 or 5 years of service the qualifications being more or less similar for both. But there is no such classification of Junior Medical Officers or Senior Medical Officers for these Medical Officers in Local Bodies.

As in the case of Indian Medicine Department the initial appointment should be to Junior Medical Officer only in Local Bodies. They may have however the higher scale if the higher post in the higher scale as for Senior Medical Officer in IMD is made a promotion category with appropriate rules.

In view of the above, Medical Officers presently in Rs. 430-800 may be placed in the pay scale of Rs. 480-900 as applicable to Junior

Medical Officers in the IMD *i.e.*, revised scale of Rs. 750-1,300. The other Medical Officers presently in Rs. 530-1,050 or Rs. 600-1,100 may however have the revised scale of Rs. 800-1,450 and Rs. 900-1,500 respectively as personal to them till such time they are promoted to the higher category of Senior Medical Officer in that higher scale. Such of these Medical Officers presently in the scale of Rs. 290-520 may be given the revised scale of Rs. 500-800.

PANCHAYAT RAJ (GRAM PANCHAYATS) DEPARTMENT

Part-time Clerks/Part-time Bill Collectors:

It was represented that the Part-time Clerks/Part-time Bill Collector are appointed for the Panchayats whose income is Rs. 5,000 and below per annum and they are paid salary at 10% of the normal income which works out Rs. 40 p.m. and that the scale was not revised in the 1974 revision. The request was to enhance their salary to Rs. 25% of the total income of the Panchayats.

The Pay Revision Commissioner in 1974 observed that whole-time employees whose qualifications are on par with L.D.C. may be placed in the scale of Rs. 250-430 and whole-time employees whose qualifications are below those of L. D. C. may be in the scale of Rs. 180-350 as for Record Assistants. Though the request was enhancement to 25% of the income of Panchayats will not fall within the terms of the reference of the Pay Commission of this Commissioner also endorses the observations of the previous Pay Revision Commissioner.

Sanitary Maistry: (Rs. 165-250)

The anomaly pointed out was that the Bill Collectors in the same pre-revised scale of Rs. 62-100 have been allowed the higher pay scale of Rs. 180-350 which has not been extended to this category. The request was for the pay scale of Rs. 180-350 on par with Bill Collectors. This is in the last grade and no specific qualifications are prescribed except that one should be able to read and write the language or one of the languages of District in which he is to be employed. Comparison with Bill Collectors is not appropriate. They may be given the revised scale of Rs. 290-425.

Fitter: (Rs. 165-250).

Here also the request was for parity with Bill Collector, *i.e.*, for the pay scale of Rs. 180-350. The rules relating to recruitment for this category have not been made available in the absence of which it is difficult to review the pay structure. This category is not included in the list of categories certified by the department. The One Man Commission also observed that they are last grade servants. They may remain in the present scale and be given the revised scale of Rs. 290-425 if such a category exists in Gram Panchayats.

Daroga: (Rs. 180-350).

The request was for the pay scale of Rs. 250-430 on par with Sanitary Inspectors Gr. II on the ground that the qualifications, duties and responsibilities are similar for both.

Recruitment to this category is not being done now. Copy of the recruitment rules are also not made available. In the absence of the

requisite details, it is difficult to review the pay structure for this category. No change in the pay scale is called for and they be given the revised scale of Rs. 350—550.

Bill Collectors: (Rs. 180—350).

The request was for the pay scale of Rs. 240—420 on the ground that their duties are similar to the Bill Collectors in Municipalities who have been allowed the pay scale of Rs. 240—420. The request was therefore, for the pay scale of Rs. 240—420.

This category was in the pre—1974 scale of Rs. 62—100 and the Pay Revision Commissioner in 1974 placed them on par with Record Assistants and they have derived the benefit of upward classification by two stages instead of remaining in Schedule I scale of Rs. 165—250. According to the rules, the qualification required is only the pass in 3rd Form. The pay scale as applicable to Record Assistants, under common categories will apply for this category also and they be given the revised scale of Rs. 350—550.

As there are Bill Collectors in the pay scale of Rs. 240—420 also the Bill Collectors in the lower scale of Rs. 180—350 may be classified as Grade II and the other in the higher scale be classified as Grade I.

Maternity Assistant: (Rs. 240—420).

The request was for the pay scale of Rs. 240—420. Taking into consideration the qualifications for this category, the present scale of pay is adequate and they be given the revised scale of Rs. 410—625.

Health Assistants/Vaccinator/Health Assistant-cum-Birth and Death Registrar: (Rs. 250—430).

The anomaly pointed out was that in the Medical Department the Health Assistants are given the pay scale of Rs. 260—450 whereas in the Gram Panchayats they are given the lower scale. The request was for the pay scale of Rs. 260—450. In the 1974 revision they have been placed in classification higher than the Schedule I scale of Rs. 240—420. In the Medical & Health Department Health Assistants/Vaccinators are in the pay scale of Rs. 260—450. The qualifications being similar, the pay scale as applicable to Health Assistants in the Medical Department will apply for these categories also. They are placed in the revised scale of Rs. 450—700.

Sanitary Inspector Gr. II: (Rs. 250—430)

The request was for the pay scale of Rs. 290—520 on par with Health Inspectors in Public Health Services on the ground that duties and responsibilities are similar. In 1974 the Pay Revision Commissioner placed them one stage above the Schedule I scale of Rs. 240—420 to maintain the relative position with the Grade I Sanitary Inspectors. The qualifications for this category are similar to the qualifications for Health Assistants in the Medical Department who are in the pay scale of Rs. 260—450. The pay scale as applicable to the Health Assistants in Medical and Health Department (*i.e.*) Rs. 450—700 would apply for this category.

Electrician: (Rs. 260—450).

The request was for the pay scale of Rs. 290—520 on par with Electrician in the Technical Education Department. Electricians in the Technical Education Department were in the pre-revised scale of Rs. 140—280 and they are in the Schedule I scale of Rs. 290—520. Mere comparison with Electricians in other Departments is not appropriate or relevant. This post was not included in G.O.Ms.No. 350, Panchayat Raj Department, dated 30th March, 1975 under Gram Panchayats. However, in the Panchayat Samithis and Zilla Parishads covered by G.O.Ms.No. 574, Panchayat Raj Department dated 22nd October, 1975, the pay scale of Rs. 260—450 is applicable to the Electricians. It is not clear whether this category exists in Gram Panchayats as this category is not included in the list of posts certified by the department. It is also not clear whether the qualifications prescribed for the Electricians in Panchayat Samithis and Zilla Parishads are also made applicable to the Electricians in the Gram Panchayats. Even in such a case the present scale of pay in Gram Panchayats is the same as applicable to the Electricians in Panchayat Samithis and Zilla Parishads. No change in the pay scale is called for and they be given the revised scale of Rs. 450—700 if such a category in the pay scale of Rs. 260—450 exists in Gram Panchayats.

Building Inspector (Town Planning): (Rs. 275—475)

The request was for the pay scale of Rs. 290—520 on the ground that Town Planning Building Inspectors in the Municipalities in the same pre-revised scale of Rs. 125—250 have been allowed the pay scale of Rs. 290—520. While issuing G.O.Ms.No. 350, Panchayat Raj, dated 30th March, 1976, this post was allowed the Schedule I scale of Rs. 274—475 with a remark that further revision is under examination. In view of the qualifications prescribed in the rules, this is placed in the revised scale of Rs. 500—800.

Town Planning Supervisor: (Rs. 275—475).

The Tanuku Gram Panchayats Employees Association have stated that the duties and responsibilities of the Town Planning Supervisors and the Supervisors in Gram Panchayats are one and the same as for the Municipal Supervisors. The request was for the pay scale of Rs. 430—800 on par with Municipal Supervisors.

The category of Supervisors does not find place in the Andhra Pradesh Gram Panchayat Establishment Rules, 1974 nor is such a category included in G.O.Ms. No. 350, Panchayati Raj Department, dated 30th March 1976. This is also not included in the list of posts certified by the Department. It is not clear whether the Town Planning Supervisors is the same as Town Planning Overseer mentioned in the rules. In these circumstances it is difficult to review the pay scale for this category. No change in the pay scale is called for and this be given the revised scale of Rs. 475—760 if such a category is in existence in the Gram Panchayats subject to review by Government with reference to the rules applicable to this category.

Sanitary Inspector Gr. I: (Rs. 290—520).

It was represented that Sanitary Inspectors in the Public Health Department are designated as Special Grade and Senior Sanitary Inspectors in the pay scale of Rs. 360—700 and Rs. 320—530 respectively and that the disparity among the Sanitary Inspectors category in the Gram Panchayats should be removed. The Panchayat Raj Department recommended the pay scale of Rs. 320—580 to the Sanitary Inspectors Grade. I on par with Senior Health Inspectors or Sanitary Inspectors in the Public Health Department.

The pre-1974 scale of pay was Rs. 125—250 as applicable to the Municipal Sanitary Inspectors as well as Health Inspectors in the Public Health Department. The Pay Revision Commissioner in 1974 placed this category on par with Municipal Sanitary Inspectors and they have derived the upward classification by one stage instead of remaining in Schedule I scale of Rs. 275—475.

The category of Sanitary Inspectors Grade I is a promotion category for Grade II Sanitary Inspectors, there being no difference in qualifications as compared to the Grade II Sanitary Inspectors. The present scale of pay being on par with Health Inspectors in the Medical and Health Department, they may continue to maintain the parity with the Health Inspectors in Medical & Health Department and be placed in the revised scale of Rs. 500—800.

According to the Government Memo. No. 4477/PRS/61-65, dated 21st January, 1976 Gram Panchayats with income over Rs. 40,000 per annum are eligible to have Sanitary Inspectors Grade I Gram Panchayats with income of below Rs. 40,000 are given Sanitary Inspectors Grade II. A proposal has been referred to this Commissioner to upgrade the existing posts of Sanitary Inspectors in Gram Panchayats with annual income of Rs. 1,00,000 and above to that of Rs. 360—700 corresponding to the pay scale of Selection Grade Health Inspectors (Health Supervisors) in the Medical & Health Department. In view of a specific proposal referred to this Commissioner, Sanitary Inspectors in Gram Panchayats with an annual income of Rs. 1,00,000 and above may be allowed the pay scale applicable to Senior Health Inspectors in the Public Health Department. (*i.e.* Rs. 550—900)

Executive Officer Grade II: (Rs. 310—560)

It was represented that due to the merger of Executive Officers of three grades into two grades in 1966 Executive Officers originally in Grade II and Grade III in the scale of Rs. 115—150 and Rs. 100—135 have been brought in the new scale of Rs. 110—225 in 1969. The request was for the pay scale of Rs. 360—700. The Pay Revision Commissioner in 1974 recommended the pay scale of Rs. 310—560 which was three stages above the Schedule I scale of Rs. 360—450 observing therein as corresponding adjustment in relation to Grade I and on par with U. D. Clerk or Accountant in Municipalities. Though under the rules there are Grade II and III but at present there are no Grade III posts and there are only Grade II and Grade I due to merger of Grade III with Grade II

in 1976. In view of the qualifications necessary and the upward revision in 1974, the present scale of pay is adequate and they be given the revised scale of Rs. 530—850.

Executive Officer Grade I: (Rs. 360—700)

It was represented that when a Grade I Gram Panchayats is converted into a III Grade Municipality, the Commissioner in III Grade is appointed in the scale of Rs. 480—900 whereas the Executive Officer Grade I is in the lower scale of Rs. 360—700, though there is no difference in the duties and responsibilities of the Executive Officer Grade I of the Panchayati Samithis and the Municipal Commissioner Grade III. It was also stated that on conversion of a Gram Panchayat into a Municipality III Grade the staff of the Panchayat is taken over to Municipal service except the Executive Officer who is mainly responsible for the upgradation and who is transferred to another Gram Panchayat. The request was for parity with Municipal Commissioner III Grade, *i.e.* Rs. 480—900 or at least for the pay scale of Rs. 430—800.

In 1974 revision, they have been placed three stages above the Schedule I scale of Rs. 310—560 and the Pay Revision Commissioner has placed them on par with Managers of Municipalities III Grade.

Comparison with Municipal Commissioner Grade III is not appropriate. For Municipal Commissioner Grade III a Graduate Degree is an essential qualification which is not so for this category. This is ordinarily a promotion category for Grade II Executive Officers. In view of the qualifications and the feeder category from which this can be filled and the upward classification derived in 1974, no change in the pay scale is called for. They are placed in the revised scale of Rs. 600—1,050.

Executive Officers of Former Town Municipalities: (Appointed to 18th January, 1964 and presently Executive Officers, Gram Panchayats): (Rs. 360—700).

The request was for a higher scale than that of Extension Officers, Panchayats *i.e.*, Rs. 480—900. This is a category of erstwhile Hyderabad State. Consequent on the introduction of the Andhra Pradesh Gram Panchayat Act of 1964 with effect from 18th January 1964 all the former Town Municipalities in Telangana area were converted as Gram Panchayats and the Executive Officers of the Former Town Municipalities were transferred to the administrative control of the Panchayati Raj Department. These posts are also said to be equivalent to the posts of Extension Officers till 18th January 1974 and they were also being considered for promotion to Grade III Municipal Commissioners. Government have also ordered that such of the Executive Officers of the Former Town Municipalities appointed prior to 18th January 1964 and transferred as Executive Officers of the Gram Panchayats shall be considered as equivalent to Extension Officers, Panchayat Samithis for the purposes of promotion to the Divisional Panchayat Officers. Government have also directed that in the case of the Executive Officers of Gram Panchayats appointed after 18th January 1964, they should be made eligible to the posts of Extension Officers, Panchayats as in the case of Executive Officers of the Gram Panchayats in Andhra area.

In view of the above position and as the present scale of pay is equivalent to the Extension Officers, Panchayats, the same pay scale as applicable to Extension Officers (Panchayats) in the Panchayati Raj Department will apply. They are placed in the revised scale of Rs. 650—1,100 recommended for the Extension Officers, Panchayats.

MUNICIPALITIES

Agricultural Maistry: Fixed pay of Rs. 20.

It has been represented that in the Municipal High School, Proddatur the scale of pay of Agricultural Maistry was not revised in 1958, 1961, 1969 and 1974 revisions. The request was for the pay scale of Rs. 62—100. No recruitment rules have been framed. It is also not clear whether he is a whole-time employee or a part-time employee and in the statement furnished by the Department there is no such post. In view of the incomplete information, no recommendation is feasible.

Revenue Inspector (Khammam Municipality): (Rs. 125—250) (Personal).

The individual is said to be holding this post in the pay scale of Rs. 125—250 (pre-74) as personal to him. It was represented that the scale was not revised in the 1974 revision and the request was for the pay scale of Rs. 290—520.

Revenue Inspectors in Municipalities are in the L. D. C. scale of pay and in 1969 the L. D. C. was in Rs. 90—192 which was lower than the present scale which is personal to the existing incumbent. The pay scale of the L. D. C. was revised to Rs. 250—430 in the 1974 revision. The posts of Revenue Inspectors are in the pay scale recommended for L.D.C. The incumbent who is in a higher scale as personal to him can have choice to elect the new scale prescribed for the post of Revenue Inspector or he can choose to continue in the present personal scale. There is no justification for allowing the D. A. merged scale corresponding to the personal scale of Rs. 125—250.

Public Health Workers and Non-Public Health Workers: (Rs. 155—205).

The Public Health and Non-Public Health workers in Municipalities were in fixed pay prior to 1969 as well as in 1974 also. In G. O. Ms No. 410, M. A., dated 11th July 1977, they have been allowed a pay scale of Rs. 155—205 from 1st April, 1977. H. M. A. & U.D. Department has referred the proposal to the P. R. C. to allow the pay scale of Rs. 165—250 for this class of employees also. In view of the recommendations elsewhere the Public Health and Non-Public Health Workers in Municipalities in the above pay scale are placed in the revised pay scale of Rs. 290—425.

Public Works Maistries: (Rs. 165—250 for direct recruit.). (Rs. 180—350 for promotees).

From the details furnished in the representation forwarded by the Director, Municipal Administration, it is seen that the higher scale of Rs. 180—350 is for promotees and that the lower scale is for direct recruits. It is not clear why such a distinction has been made if this position is correct. If the requisite qualification of 3rd Form plus technical knowledge as prescribed in the statutory rules under the Madras District Municipality Act, 1920 are followed, they may be placed in the pay

scale of Rs. 350—550. If the qualification above is not fulfilled, they will be in the revised scale of Rs. 290—425.

Turn Cock/Pumphouse Cleaner: (Rs. 165—250).

The request was for the pay scale of Rs. 180—350. At present the qualification is ability to read and write the regional languages in respect of the District and Taluk concerned. The Chief Engineer is reported to have sent proposals to Government proposing the revised qualification of a pass in 7th Class. After the revised qualification is approved by Government, the review of pay scale may be considered by Government. However, for the present, they may remain in the present scale and be given the revised scale of Rs. 290—425.

Pipeline Fitter Grade II: (Rs. 165—250).

It was represented for the abolition of the two grades as academic and technical qualifications are similar. The request was to allow the pay scale of Rs. 240—420 for those qualified in I. T. I. and Rs. 180—350 for others. A pass in 5th Class and experience in fitting and repair of Tubes and Pumps for at least one year are the requisite qualifications for this category. In view of the above, they are placed in the revised scale of Rs. 310—475. The request for abolition of the two grades and to have a common scale will not fall within the scope of this Commissioner.

Lighting Superintendent: (Rs. 165—250/Rs. 180—350).

The request was to allow the pay scale of Rs. 240—420 as they were on par with the Bill Collectors prior to 1974.

It is seen from the statement furnished by the Department that there were two different scales right from 1958. These posts are not included in Schedule II of G. O. Ms. No. 10, M.A., dated 8th January 1976. It is not clear whether the qualification of 3rd Form and working knowledge regarding the Electrical fitting lamps etc., for at least one year are applicable for this category in both the scales of pay. In view of the incomplete information those in the lower scale of Rs. 165—250 may be given the revised scale of Rs. 290—425 and those in the higher scale of Rs. 180—350 may be given the revised scale of Rs. 350—550.

Field Assistant: (Rs. 175—300).

The request was for the pay scale of Rs. 240—420. The P. R. C. in 1974 recommended the pay scale of Rs. 175—300 for the pre-revised scale of Rs. 70—130 for the Field Assistants, in the Panchayat Raj Department. This category is not included in the list of categories furnished by the Department. This category may remain in the present scale and be given the revised scale of Rs. 325—500 if it exists in the Municipalities.

Pipeline Fitter Grade I (Rs. 180—350).

The request was for the pay scale of Rs. 260—450. In view of the qualifications and the experience required, the nature of duties and the equivalence this category had with Filter Bed Operator Grade II in the earlier revisions, they may be placed in the revised scale of Rs. 410—625.

Deroga: (Rs. 180—350).

The request was for the pay scale of Rs. 240—420 stating that this category and the Bill Collector were on equal scale of pay prior to 1974 but this was disturbed in the 1974 revision.

These posts were in existence in Telangana Municipalities before 1st November, 1956. There is no recruitment for this category at present. In the absence of the rules it is difficult to review the pay structure. In Gram Panchayats also this category is in the same pay scale. They may remain in the present scale of pay and be given the revised scale of Rs. 350—550 if such posts still exist as the same is not included in the list of categories furnished by the Department subject to review by Government with reference to the qualifications and nature of duties.

Maternity Assistant: (Rs. 240—420).

The anomaly pointed out was that the Health Assistants in Municipalities as well as in Medical Department are being allowed in the pay scale of Rs. 260—450. The request was for the pay scale of Rs. 260—450. In the Panchayat Raj Department Maternity Assistants are in the pay scale of Rs. 240—420. They may remain in the present scale of pay and be given the revised scale of Rs. 410—625 if such a category exists as the same has not been furnished in the list of categories furnished by the Department.

Filter Bed Operator Grade II: (Rs. 240—420).

It was represented that the scale of pay of the Filter Bed Operator in Warangal Municipality is Rs. 165—250, whereas in Khammam Municipality this has been given the pay scale of Rs. 260 and Rs. 240 for Grade I and Grade II respectively. It is seen from the report of the previous P. R. C. that the scale of pay of this category in Municipalities was Rs. 80—160 prior to 1974 and this category was recommended the pay scale of on par with Electrician Grade II. It is a matter for the Administrative Department to examine how a lower scale is said to be allowed in the Warangal Municipality and take appropriate action in the matter.

This category has already derived upward classification in the 1974 revision instead of remaining in the Schedule I scale of Rs. 180—350. The present scale of pay on par with Electrician Gr. II is adequate and they be given the revised scale of Rs. 410—625.

Electrician Grade II: (Rs. 240—420).

The request was for the pay scale of Rs. 275—475. Taking into consideration the qualifications necessary for this category, the present scale of pay is adequate and they be given the revised scale of Rs. 410—625.

Bill Collector: (Rs. 240—420).

The P. R. C. in 1974 placed them one stage below L. D. C. and this category was allowed one classification higher than the Schedule I scale

of Rs. 180—350. In view of the qualifications prescribed in the rules to this category, the present scale of pay is adequate and they be given the revised scale of Rs. 410—625.

Tap Inspector: (Rs. 250—430).

The request was for the pay scale of Rs. 290—520 on par with Sanitary Inspector. The P. R. C. in 1974 recommended the pay scale of Rs. 250—430 and they have been placed two stages above the Schedule I scale of Rs. 180—350. In view of the above and the qualifications necessary for this post, the present scale of pay is adequate and they be given the revised scale of Rs. 425—650.

Health Assistants: (Rs. 260—450).

The request was for the pay scale of Rs. 310—560. The present pay scale is the same as prevailing for this category in the Medical and Health Department. The pay scale as applicable to the Health Assistants in the Public Health Department will apply for this category and they are placed in the revised scale of Rs. 450—700.

Filter Bed Operator Grade I: (Rs. 260—450).

The request was for the pay scale of Rs. 290—520. The P. R. C. in 1974 recommended the Schedule I scale of Rs. 260—450 for this category. The present scale of pay as well as the pre-1974 scale of pay was equivalent to the Electrician Grade I. They may therefore remain in the present scale of pay and be given the revised scale of Rs. 450—700.

Electrician Grade I: (Rs. 260—450).

The request was for the pay scale of Rs. 290—520. Taking into consideration the qualifications and the lower category of Electrician Grade II, the present scale of pay is adequate and they be given the revised scale of Rs. 450—700.

Town Planning Tracer: (Rs. 250—450/Rs. 180—350).

According to the information furnished by the Department there are Tracers in the pre-revised scale of Rs. 90—192 and in the revised scale of Rs. 260—450 as in P. W. D. These Tracers in the pay scale of Rs. 260—450 may remain in the present scale as in P. W. D. and be given the revised scale of Rs. 450—700.

It is however seen that there are Tracers in the pre-revised scale of Rs. 80—160 and they are in the Schedule I scale of Rs. 180—350. This category in the lesser pay scale was not considered by the P. R. C. in 1974 and hence they are in the Schedule I scale. Apparently the prescribed qualification of S. S. C. and the technical certificate required for Tracers are not fulfilled by these Tracers in the lower scale of pay. These Tracers in the lower scale of pay may, therefore, be placed in the revised scales of Rs. 410—625.

Line Inspector Gr. I: (Rs. 275—475).

The request was for the pay scale of Rs. 290—520. on par with Building Inspector and Municipal Sanitary Inspectors. This was not discussed by the P. R. C. in 1974 and hence it is in the Schedule I scale the pre-revised scale being Rs. 125—250. However, the Line Inspector Gr. II which is apparently a feeder one for this post was recommended by the P. R. C. in 1974 only the Schedule I scale of Rs. 260—450, the pre-revised scale for that post being Rs. 110—225 and the difference was only one stage between Grade I and Grade II. No anomaly in the pay scale for the Grade II post has been pointed out and hence they are in Rs. 260—450. To maintain the relative position with the lower post of Grade II, this may remain in the present scale and be given the revised scale of Rs. 475—760.

Overseers (Engineering Branch): (Rs. 275—475).

The request was for the pay scale of Rs. 290—520 on par with Overseers and Draftsman Grade III.

This category is not included in Schedule II of G.O.Ms.No. 10, M. A., dated 8th January 1976 and hence it is in the Schedule I scale, the pre-revised scale being Rs. 125—250. The pay scale for this category was on par with the Overseers/Draftsman Grade. III in P. W. D. in all the earlier revisions. Hence, they may be placed in the revised scale of Rs. 500—800.

Electrical Superintendents/Supervisors. (Electrical): (Rs. 290—520)/(Rs. 275—475)/(Rs. 260—450).

The Electrical Superintendents were in three different scales. The present request is for the pay scale of Rs. 430—800 on par with Municipal Supervisors. The P. R. C. in 1974 recommended the corresponding classification with the observation that these posts may be revised according to the gradation of Municipalities, *i.e.* the higher scale posts should be in the higher grade Municipalities. The recommendation of P. R.C. in 1974 was before the issue of the rules issued in G.O.Ms.No. 995, H.M.A. & U. D. dated 22nd September, 1977. In view of the qualifications prescribed in these rules and the provisions contained in these rules, such of those who fall within the scope of Rule 11 (2) of these rules may be allowed the revised scale of Rs. 700—1,200 corresponding to Rs. 430—800. Such of those who do not fall within the scope of Rule 11 (2) may also be made eligible to the above pay scale provided they fulfil the qualifications prescribed in these rules and given the corresponding D. A. merged scale. The remaining persons who do not fall within the scope of Rule 11 (2) and who do not possess the requisite qualifications prescribed in these rules may remain in the present scale applicable to them and be given the revised scale corresponding to the 1974 scales in which they are drawing pay. They may be considered for the higher scale as and when they acquire the qualifications prescribed in these rules.

Town Planning Overseer: (Rs. 290—520).

The request was for the pay scale of Rs. 360—700. The P. R. C. in 1974 placed them on par with Draftsman Grade III and Sub-Overseers in

the Town Planning and they have derived upward classification by one stage instead of remaining in the Schedule I scale of Rs. 275—475. The qualifications are similar to the Overseer and Draftsman Grade III in P.W.D. and the pay scale in the earlier revisions was also equivalent to those categories. The pay scale as recommended for the Overseer/Draftsman Grade III in P. W. D. will apply for this category also and they are placed in the revised scale of Rs. 500—800.

Health Visitors: (Rs. 310—560).

The request was for the pay scale of Rs. 410—750. The present scale of pay is on par with the Health Visitors in the Medical Department. The same scale as applicable to Health Visitors in that Department will apply for this category also. They are placed in the revised scale of Rs. 550—900.

Municipal Sanitary Inspectors (Andhra Area): (Rs. 290—520).

Sanitary Inspectors (Telangana): (Rs. 310—560).

The request was for the pay scale of Rs. 320—580 to the Sanitary Inspectors of Andhra Area. The request in regard to the Sanitary Inspectors (Telangana) was to allow the pay scale of Rs. 360—700.

The Sanitary Inspectors in Municipalities are in the following scale of pay:

Municipal Sanitary Inspectors in Andhra area: Rs. 290—520.

Sanitary Inspectors of Municipalities in Telangana area: Rs. 310—560.

The scale of pay of Rs. 290—520 is equivalent to that of Health Inspectors in the Public Health Department and the qualifications are similar. The Sanitary Inspectors in Telangana area were in the pre-revised scale of Rs. 150—300. The P. R. C. in 1974 recommended the pay scale of Rs. 320—580 for the Senior Sanitary Inspectors/Senior Health Inspectors in Public Health Department but the category of Sanitary Inspectors in Telangana Area in Municipalities in the same pre-revised scale of Rs. 150—300 was not included in Schedule II of G.O. Ms. No. 10, M.A. dated 8th January, 1976 and hence they are in the Schedule I scale of Rs. 310—560. The qualifications and the nature of duties are similar to those of Health Inspectors on the Government side as well as for the Sanitary Inspectors in the Andhra area. It is understood that in Telangana area also Sanitary Inspectors are appointed in the pay scale of Rs. 290—520. The Sanitary Inspectors in Andhra Area in the pay scale of Rs. 290—520 as well as Sanitary Inspectors in Telangana area are placed in the revised scale of Rs. 500—800 on par with Health Inspectors.

However, Sanitary Inspectors in Telangana Area who were in the pre-1974 scale of Rs. 150—300 and 1974 scale of Rs. 310—560 and who were appointed prior to the issue of the orders implementing the D.A. merged pay scales, 1974 may however have the revised scale of Rs. 530—850 as personal to them.

The request for the pay scale of Rs. 360—700 for the Sanitary Inspectors in Telangana Area is not tenable as there is already another category of Sanitary Supervisors in the pay scale of Rs. 360—700. The Sanitary Supervisors in the pay scale of Rs. 360—700 being equivalent to Health Supervisors., they are placed in the revised scale of Rs. 600—1,050.

Radio Supervisor: (Rs. 310—560).

The request was for parity with Radio Supervisors in the Information and Public Relations Department.

This post was not included in Schedule II of G.O.Ms. No. 10, M.A. dated 8th January 1976. In the Information and Public Relation Department, Radio Supervisors (Certificate holders) in the pre-revised scale of Rs. 150—300 were allowed the scale of Rs. 340—640. This category was also in the same pre-revised scale. In the Municipalities, qualifications are also said to be the same. They may therefore be placed in the revised scale of Rs. 575—950.

Accountant (1st and 2nd Grade Municipalities): (Rs. 310—560).

The request was for the pay scale of Rs. 360—700. The P. R. C. in 1974 placed them on par with U. D. Accountant in Treasuries and Accounts and they have been allowed one classification higher than the Schedule I scale of Rs. 290—520. There is no specific provision in the rules that the U. D. C. is a feeder category for this. The pay scale was always on par with U. D. C. Hence parity with U. D. C. may be maintained and they are placed in the revised scale of Rs. 530—850.

Town Planning Supervisor: (Rs. 340—640).

The request was for the pay scale of Rs. 430—800 on par with Engineering Supervisors. The P. R. C. in 1974 recommended the pay scale of Rs. 340—640 one stage above the Schedule I scale of Rs. 320—580 placing them on par with Draftsman Grade II in P. W. D.

Comparison with Supervisors in the Engineering Branch is not appropriate. The pay scale of this category was always equivalent to that of Draftsman Grade II. They have also derived upward classification by one stage in 1974 revision instead of remaining in the Schedule I scale of Rs. 320—580. No change in the pay scale is called for and they be given the revised scale of Rs. 575—950.

Chemist-cum-Superintendent (Vijayawada Municipality): Rs. 350—750 (pre-1969).

The Chief Engineer, Public Health has stated that the incumbent is drawing pay in the pay scale of Rs. 350—750 from 9th February 1968 and that no revision of pay scale was done for this post since then. In the 1969 grouping, the above pre-1969 scale would have been grouped under Rs. 400—800. This post is not included in the list of posts certified by the Department. No *ad hoc* rules have been issued for this category if the post is in existence. This may be placed in the revised scale

of Rs. 900—1,500 subject to review by Government after the *ad hoc* rules for this post are issued.

Revenue Officers (I Grade Municipality): (Rs. 360—700)

The request was for the pay scale of Rs. 430—800. The P. R. C. in 1974 recommended the pay scale of Rs. 360—700 one stage above the Schedule I scale of Rs. 340—640 placing them on par with Manager of 2nd and 3rd Grade Municipalities. The pay scale for this category was always on par with Managers of II and III Grade Municipalities. They may be given the revised scale of Rs. 600—1,050 as recommended for Managers II and III Grade Municipalities.

Manager (II and III Grade Municipalities): (Rs. 360—700).

The request was for the pay scale of Rs. 430—800. The P. R. C. in 1974 placed them one stage below the Manager, I Grade Municipalities and they have been placed one classification higher than the corresponding Schedule I scale of Rs. 340—640. The present scale of pay is adequate having derived upward classification by one stage in the 1974 revision. No change in the pay scale is called for and they be given the revised scale of Rs. 600—1,050.

Revenue Officers (Selection Grade/Special Grade Municipality): (Rs. 410—750).

The request was for the pay scale of Rs. 530—1,050. The P. R. C. in 1974 recommended the pay scale of Rs. 410—750 one stage above Schedule I scale of Rs. 360—700 placing them on par with Manager I Grade Municipality. This constitutes category 2 of the Andhra Pradesh Municipal Subordinate Service along with the Manager I Grade Service. This category has already derived higher classification by one stage in 1974 revision instead of remaining in the Schedule I scale of Rs. 360—700. No change in the pay scale is called for and they be given the revised scale of Rs. 650—1,100.

Manager (I Grade Municipality): (Rs. 410—750).

The request was for the pay scale of Rs. 530—1,050. The P. R. C. in 1974 placed them one stage below the Special Grade Managers who were in the higher pay scale, prior to 1969. This category also derived the benefit of upward classification by one stage instead of remaining in the Schedule I scale of Rs. 360—700. They may remain in the present scale maintaining the position of one stage below the Manager, Special Grade Municipalities and be given the revised scale of Rs. 650—1,100.

Municipal Supervisors: (Rs. 430—800).

The request was for the pay scale of Rs. 530—1,050. This category was in the pre-1974 scale of Rs. 160—320 and the P. R. C. in 1974 recommended the pay scale of Rs. 430—800 four stages above Schedule I scale of Rs. 320—580 observing therein that they are placed on par with P. W. D. Supervisors as recommended by the One Man Commission and some of the posts of the Supervisors were created in the pay scale of Rs. 200—400 after 1969. The qualifications for this category are similar to the Supervisors in P. W. D. and the present scale of pay Rs. 430—800

is also on par with Supervisors in P. W. D. The same parity with Supervisors in P. W. D. may be maintained and they are placed in the revised scale of Rs. 700—1,200.

Town Planning Officers (Ordinary Grade/Special Grade): (Rs. 430—800)
+(Special pay Rs. 50/- for Special Grade).

The request was for the pay scale of Rs. 480—900 for Ordinary Grade and Rs. 600—1,100 for Special Grade. The P. R. C. in 1974 recommended the pay scale of Rs. 430—800 for the Town Planning Officers in Municipalities placing them on par with Supervisors, P. W. D. two stages above the Schedule I scale of Rs. 360—700.

Town Planning Officer (Ordinary Grade) is a promotion category for Town Planning Supervisors with a minimum period of 8 years service in the Municipality, the minimum qualification being Diploma or licentiate in Civil Engineering with three years experience in Town Planning or Degree in Engineering is one of the qualifications. A Supervisor in Engineering Department with diploma is in the pay scale of Rs. 430—800 whereas here experience of three years in Town Planning besides diploma is necessary or a degree in Engineering is necessary. In view of the experience required for diploma-holders, they may be placed above the Supervisors in P. W. D. and allowed the revised pay scale of Rs. 750—1,300.

Town Planning Officers (Special Grade) are in the pay scale of Rs. 430—800 with Special pay of Rs. 50. This is said to be a promotion category from the Town Planning Officers (Ordinary Grade). In order to maintain the relative position with the feeder category of Town Planning Officer (Ordinary Grade) and with the promotion category of Town Planning Officer (Selection Grade), they may be placed in the revised scale of Rs. 900—1,500 without the existing special pay.

Manager (Selection grade/Special Grade Municipalities): (Rs. 430—800)

The request was for the pay scale of Rs. 600—1,100 for the Special Grade Municipality and Rs. 750—1,300 for the Selection Grade Municipalities. The One Man Commission has observed that the qualifications, duties etc., are more or less the same as in other Municipalities, though there is some difference in the income of the major Municipalities. The P. R. C. in 1974 recommended the pay scale of Rs. 430—800 (two stages above the Schedule I scale of Rs. 360—700) and placed them one stage below the 3rd Grade Municipal Commissioner. In view of the qualifications and the scale of pay attached to the category in all the earlier revisions and as the present scale of pay is on par with Superintendents, the present scale of pay is adequate and they may be given the revised scale of Rs. 700—1,200.

Town Planning Officer (Selection Grade Municipalities): (Rs. 750—1,300)

In G. O. Ms. No. 344, H.M.A. & U. D. dated 28th May 1977 the pay scale of Rs. 750—1,300 as for Assistant Director, Town Planning was allowed from 1st August, 1974 with monetary benefit from 1st May 1975. Parity with Assistant Director Town Planning may be maintained. This is placed in the revised scale of Rs. 1,150—1,700.

MUNICIPAL CORPORATION OF HYDERABAD

1. Helper (Workshop)
 2. Laskars (Engineering)
 3. Jawans (Health Conservancy S.H. Tax)
 4. Daftari (General)
 5. Dafedar (General)
 6. Cleaner (Workshop)
 7. Carpenter Assistant
 8. Mukaddam (Engineering)
 9. Siddiwalas (Engineering)
 10. Head Coolies (Engineering)
 11. Educated Jawans
 12. Maistry (Junior Engineering)
 13. Head Malies (Junior Engineering)
 14. Butler (Health)
 15. Cook (Health)
 16. Line Men (Drainage)
 17. Lab. Attendant (Health)
 18. Orderly Jawan (Transport).
 19. Hammerman (Workshop)
 20. Assistant Blacksmith (Workshop)
 21. Tinsmith (Junior)
 22. Welder (Junior)
 23. Fitter (Junior)
 24. Assistant Fitter
 25. Nursing Orderly
 26. Pump Drivers (Water Supply)
 27. Fitter Mates (S.D.)
 28. Artisans (P.R.S.)
- (Rs. 165—250)

The Corporation of Hyderabad had recommended the scale of Rs. 170—275 on the ground that their nature of duties are skilled or semi-skilled or arduous. No rules have been issued prescribing any technical qualification or technical skill nor the feeder categories from which these could be filled in are available. Even on the Government side proposals for allowing the pay scale of Rs. 170—275 have not been agreed to in many cases. All these categories presently in the scale of Rs. 165—250 may be given the revised scale of Rs. 290—425.

In the case of such of those categories which exercise supervision or control over other categories in the last grade, such categories should be identified and specific orders should be issued by the competent authority to the effect that they would exercise supervision or control over other categories to be specified therein. After such identification and orders are issued then those categories which exercise supervision or control over others in the last grade may be allowed a supervisory allowance of Rs. 10 per month.

Loud-Speaker Attender (P.R.S.): (Rs. 165—250).

The Municipal Commissioner recommended the scale of Rs. 175—300. In the absence of the rules it would be difficult to consider the pay scale recommended by Municipal Corporation of Hyderabad. They may therefore remain in the present scale and be given the revised scale of Rs. 290—425 subject to review after the rules are framed.

There are a number of posts without rules for this Corporation. Any review of the existing pay scales can be only with reference to the qualifications and the method of recruitment, etc. in the rules in the absence of which it would be difficult to consider scale for such categories. The Corporation may therefore take suitable steps to finalise the rules in respect of the categories in the Organisation.

Counting Clerk (Audit Accounts): (Rs. 165—250).

The request was for the pay scale of Rs. 175—300. Even here there are no rules. They many therefore remain in the present scale and be given the revised scale of Rs. 290—425.

Inspector (Vehicle Tax): (Rs. 240—420).

The request was for the pay scale of Rs. 250—430 on par with L. D.C. Though the rules have not been issued, however as the pay scale was on par with L. D. C. in all the earlier revisions and the principle of correction of 1969 grouping being applicable, they may be placed in the revised scale of Rs. 425—650.

Sub-Inspector (Revenue)/Rent Sub-Inspector: (Rs. 240—420).

The request was for the pay scale of Rs. 250—430 on the ground that the pre-1974 scale of Rs. 90—192 was equivalent to that of L. D. C. The pre-1969 scale was less than that of L. D. C. although in the 1969 grouping they were on par with L. D. C. In the absence of the rules prescribing the qualifications and the method of recruitment, they may remain in the present scale and be given the revised scale of Rs. 410—625.

Copyist (Secretary Section): (Rs. 240—420).

This is a category not included in Schedule II and hence it is in the Schedule I scale of Rs. 240—420. Though the rules for this post are also not issued, applying the principle of correction of 1969 grouping, the pre-1969 scale being Rs. 80—150, they may be placed in the revised scale of Rs. 425—650.

Weaving Instructor (Begger Home)/Tailoring Instructor/Carpenter Instructor (Begger Home)/Park Sub-Inspector (Engineering):
(Rs. 240—420).

They are not included in schedule II and hence they are in the Schedule I scale of Rs. 240—420.

Though the rules are not issued for these categories also, yet taking into consideration the pre-1969 scale of Rs. 80—150 and applying the principle of correction of 1969 grouping, they may be placed in the revised scale of Rs. 425—650.

Advertisement Tax Inspector: (Rs. 275—475)—Hyderabad.
(Rs. 290—520).—Secunderabad.

The request was for parity with Property Tax Inspectors *i.e.*, Rs. 320—580. The same category at Hyderabad was in the pre-1969 revised scale of Rs. 125—250, while in Secunderabad they were in the pre-revised scale of Rs. 140—280 and they are in the Schedule I scale of Rs. 275—475 and Rs. 290—520 respectively. It is not clear how two different scales of pay have come into existence for the same category in Municipal Corporation of Hyderabad. Though the pre-74 scale of Rs. 125—250 was identical to that of Property Tax and Professional Tax Inspectors, the pay scale for the Property Tax and Professional Tax Inspectors was revised to Rs. 160—320 (pre-74) and this revision for these two categories was apparently done taking into consideration their nature of duties and responsibilities as compared to other Inspectors. Equivalence with the Property and Professional Tax Inspectors is not therefore appropriate. They may however be placed in the revised scale of Rs. 500—800 corresponding to the pre-revised pay scale of Rs. 290—520 both at Hyderabad as well as at Secunderabad.

*Vehicle Inspector (Transport)/Market Inspector (Secunderabad Division)/
Market Superintendent (Secunderabad)/Licence Inspector (Health):*
(Rs. 275—475).

The request was for the pay scale of Rs. 320—580. As the pay scale for this category was on par with Advertisement Tax Inspector, they may be placed in the revised pay scale of Rs. 500—800.

Rent Inspector: (Rs. 275—475)—Hyderabad.
(Rs. 290—520)—Secunderabad.

The request was for the pay scale of Rs. 320—580. Here also the higher scale of Rs. 290—520 is applicable to the category at Secunderabad while at Hyderabad it is in the lower scale of Rs. 275—475 similar to the situation in the case of Advertisement Tax Inspectors dealt above. They may be placed in the common revised scale of Rs. 500—800 corresponding to the scale of Rs. 290—520.

Assistant Publicity Officer/Court Inspector (Health): (Rs. 290—520).

The request was for the pay scale of Rs. 310—560. These categories also are not included in schedule II and hence they are in the Schedule I scale of Rs. 290—520. The MCH has stated that they are on par with UDCs and earlier pay scales were also similar to that of UDC. They are therefore placed in the revised scale of Rs. 530—850.

Senior Inspector (Vehicle Tax): (Rs. 290—520).

Having regard to the recommendation of the MCH to allow a common scale for the other Inspectors as well as for these Senior Inspectors and

as the other Inspectors dealt above have been recommended the revised scale of Rs. 500—800 corresponding to the pay scale of Rs. 290—520., this category is also placed in the revised scale of Rs. 500—800.

Property Tax Inspectors/Professional Tax Inspectors: (Rs. 320—580).

The request was for parity with Extension Officers of Panchayats *i.e.*, Rs. 360—700. The PRC in 1974 recommended the pay scale of Rs. 290—520 for these categories, the pre-74 scale being Rs. 125—250 and they have been placed one stage above the corresponding Schedule I scale of Rs. 275—475. However Orders have been issued in May, 1976 approving the action of the MCH in having revised the scale of pay of the posts of Property Tax and Professional Tax Inspectors from Rs. 125—250 to Rs. 160—320 from 1st April, 1972 and consequently they are in the Schedule I scale of Rs. 320—580 at present. Comparison with Extension Officers, Panchayats is not relevant. The scale of pay having been revised upward in May, 1976 no change in their pay scale is called for and they be given the revised scale of Rs. 550—900.

Chief Inspector (Vehicle Tax): (Rs. 360—700).

The request was for the pay scale of Rs. 430—800 on par with Superintendent. This category was not included in schedule II and hence it is in the Schedule I scale of Rs. 360—700, the pre-revised scale being Rs. 200—400. Taking into consideration the qualifications, the method of recruitment and applying the principle of correction of 1969 grouping, they are placed in the revised scale of Rs. 650—1,100.

ENGINEERING SECTION OF MCH.

Blue Print Operator (Junior): (Rs. 165—250).

The request was for the pay scale of Rs. 175—300. In the Engineering Departments of Government there is one category of Blue Print Operator in the pay scale of Rs. 175—300. But in MCH there is another category of Blue Print Operator (Senior) in the higher category of Rs. 180—350. Apparently the Blue Print Operator (Junior) is the feeder post for the Blue Print Operator (Senior). The qualifications for the Blue Print Operator (Junior) have also been not made available. In the absence of the rules and qualifications they are placed in the revised scale of Rs. 290—425.

Chargeman (Transport): (Rs. 240—420).

The request was for the pay scale of Rs. 260—450. There are no rules for this category at present. They may therefore remain in the present scale of pay and be given the revised scale of Rs 410—625.

Tracers (Engineering, Town Planning Section): (Rs. 240—420).

The request was for the pay scale of Rs. 260—450. The pre-74 scale was equivalent to that of Tracers in PWD. They may therefore be placed in the revised scale of Rs. 450—700.

Builders (Engineering): (Rs. 240—420).

The request was for the pay scale of Rs. 250—430. Here also the rules have not been issued. The pre-69 scale was also less than that of a LDC though in the 1969 grouping they got Rs. 90—192. In the absence of the rules, they may remain in the present scale and be given the revised scale of Rs. 410—625 subject to review after rules are issued.

Assistant Survey Officer: (Rs. 275—475).

The request was for the pay scale of Rs. 290—520. This is also a category not included in Schedule II and hence it is in the Schedule I scale. As the pre-revised scales were equivalent to that of Draughtsman Gr. III and in order to maintain the relative position with the Survey Officer, they may be placed in the revised scale of Rs. 500—800.

Draughtsman Grade III (Rs. 275—475).

The request was for the pay scale of Rs. 290—520. This is also not included in Schedule II. The pre-revised scales having been on par with Draughtsman Gr. III in PWD, they are placed in the revised scale of Rs. 500—800 corresponding to the pay scale of Rs. 290—520 as recommended by MCH.

Draughtsman Grade II: (Rs. 320—580).

The request was for the pay scale of Rs. 340—640. This is also a category not included in Schedule II. As the rules in the respective Government Departments are said to be being followed for the categories for which rules have not been framed by MCH and as the pre-revised scales were on par with Draughtsman Grade II of the PWD, they are placed in the revised scale of Rs. 575—950.

Draughtsman Grade I: (Rs. 360—700).

The request was for the pay scale of Rs. 410—750. This is also a category not included in Schedule II. As the pre-revised scale was equivalent to that of Draughtsman Grade. I in PWD and as the other grades of Draughtsman have been suggested the pay scale as in PWD, this is also placed in the revised scale of Rs. 650—1,100.

Horticulturist: (Rs. 360—700).

The request was for the pay scale of Rs. 430—800. This is also a category not included in Schedule II. The pre-69 scale of pay for this category was less than that of Supervisor Grade. I in Public Gardens whose pay scale was Rs. 180—400 before 1969. However they may be placed in the revised scale of Rs. 650—1,100.

Town Planning (Overseers)/Sub-Overseers (Town Planning Section):
(Rs. 275—475).

This category is also not included in Schedule II and the request was for the pay scale of Rs. 290—520 as the Overseers in PWD in the same pre-revised scales have been allowed the scale of Rs. 290—520. This category in MCH may also be placed in the revised scale of Rs. 500—800.

Architectural Head Draughtsman: (Rs. 360—700).

The request was for the pay scale of Rs. 430—800. This is also a category not included in Schedule II. As the pre-69 scale had a maximum of Rs. 400, applying the principle of correction of 1969 grouping and taking into consideration the recommendation for the Architectural Draughtsman, they may be placed in the revised scale of Rs. 700—1,200.

Architectural Draughtsman (Town Planning Section): (Rs. 360—700).

The request was for the pay scale of Rs. 410—750. The Architectural Draughtsman in Town Planning Department in the same pre-revised scale of Rs. 200—400 has been allowed the pay scale of Rs. 410—750. This category in MCH is also placed in the revised scale of Rs. 650—1,100 corresponding to the pay scale of Rs. 410—750 as recommended by MCH.

Survey Officer (Town planning Section): (Rs. 360—700).

The request was for the pay scale of Rs. 430—800. Though the rules for this category have not been issued, however as the pre-69 scale

was with a minimum of Rs. 180, this is placed in the revised scale of Rs. 650—1,100.

Town Planning Assistant: (Rs. 360—700).

The request was for the pay scale of Rs. 430—800. This is also a category not included in schedule II. As the recruitment rules in the respective Departments of Government are stated to be being followed for these engineering posts and as the earlier pay scales were on par with Supervisors in PWD, they may be placed in the revised scale of Rs. 700—1,200.

Town Planning Assistants (U.C.D. Project): (Rs. 480—900)

These posts have been sanctioned in the scale of Rs. 480—900 in G.O.Ms. 526, M.A., dated 18th November, 1976 in connection with the scheme of construction of houses for slum-dwellers and economically weaker sections. The above scale of pay of Rs. 480—900 seems to have been fixed with reference to the pay scale applicable to Town Planning Assistants in the Town Planning Department, who are direct recruits with higher qualifications. The Town Planning Assistants in this project in the pay scale of Rs. 480—900 may be placed in the revised scale of Rs. 750—1,300 provided they possess a qualification not less than a degree in Engineering. Such of those Town Planning Assistants in this Project who do not possess the degree qualification will however be in the revised pay scale of Rs. 700—1,200 applicable to diploma-holders.

HEALTH

Slaughter House Inspector: (Rs. 240—420).

The request was for the pay scale of Rs. 260—450. This is not included in Schedule II. The rules are not issued. However, having regard to the recommendation of the MCH and the nature of duties to be performed they may be placed in the revised scale of Rs. 450—700.

Sanitary Sub-Inspector/Health Sub-Inspector/Vaccinators: (Rs. 240—420)

The request was for the pay scale of Rs. 260—450. They are not included in schedule II in the 1974 revision. They may be placed in the revised scale of Rs. 450—700 corresponding to the pay scale of Rs. 260—450 as applicable to Vaccinators in the Medical and Health Department.

Compounders (Unani and Ayurveda Dispensaries): (Rs. 240—420)

The request was for the pay scale of Rs. 250—430 on par with Compounders in Indian Medicine Department. The pre-revised scale was on par with Compounders in the Indian Medicine Department. The pay scale as applicable to the Compounders in the Indian Medicine Department may be applied for this category here also (*i.e.* Rs. 450—700.)

Pharmacists (Allopathic Dispensaries): (Rs. 260—450).

The request was for the pay scale of Rs. 290—520. In Medical and Health Department Pharmacists Gr. II in the same pre-revised scale of Rs. 110—225 are allowed the pay scale of Rs. 290—520. Pharmacists in MCH were also in the pre-revised scale of Rs. 110—225, hence they are placed in the revised scale of Rs. 500—800.

Family Planning Welfare Workers/Vaccination Superintendent:
(Rs. 275—475).

The request was for the pay scale of Rs. 290—520. In the absence of the rules for this category they may remain in the present scale and be given the revised scale of Rs. 475—760 subject to review after the rules are issued.

Sanitary Inspectors/Health Inspectors: (Rs. 275—475).

Though no specific rules in respect of these posts in the Corporation have been furnished, yet, the MCH have informed that for these posts on the Health side the rules in the A. P. Medical and Health Services are being followed for the posts in the Corporation. Sanitary Inspectors in the Municipalities as well as the Health Inspectors on the Government side in the same pre-revised scale of Rs. 125—250 have been allowed the revised scale of Rs. 290—520. The Corporation has also recommended the pay scale of Rs. 290—520 for the Health Inspectors and Sanitary Inspectors. They are placed in the revised scale of Rs. 500—800 as applicable to the Sanitary Inspectors in Municipalities and Health Inspectors in Public Health Department.

Health Visitors: (Rs. 290—520).

Though no rules have been furnished for this category, yet, the Corporation has stated that in respect of the employees of the Corporation, the A. P. Medical & Health Service Rules are being followed and adopted for similar categories of Municipal Corporation. The pre-74 scale was Rs. 140—280 as applicable to Health Visitors in the Medical and Public Health Department. The MCH has also recommended the pay scale of Rs. 310—560 which was allowed to the Health Visitors in the Medical and Health Department. In the 1974 revision, the Health Visitors in Medical and Health Department in the pay scale of Rs. 310—560 are being considered for the revised scale of Rs. 550—900 corresponding to the pre-revised pay scale of Rs. 320—580. The Health Visitors in MCH are also placed in the same pay scale of Rs. 550—900 as applicable to the Health Visitors in Medical and Health Department.

Nurses (Health): (Rs. 290—520).

The request was for the pay scale of Rs. 310—560 on par with Nurses in the Medical and Health Department. The rules in the Medical Department are said to be being followed, the pre-revised scale was also equivalent to that of Staff Nurses in the Medical Department. They are therefore placed in the revised scale of Rs. 550—900 recommended for the Staff Nurses in the Medical Department.

Social Worker (Non-medical Assistant)—(Beggar Home): (Rs. 290—520)

The request was for the pay scale of Rs. 310—560. Having regard to the recommendation of the MCH and pre-revised scale being on par with that of UDC, they may be placed in the revised scale of Rs. 530—850.

Veterinary Assistant: (Rs. 310—560).

The request was for the pay scale of Rs. 360—700 on par with Veterinary Live-Stock Inspector. Though separate rules have not been framed, it is said that the rules in the Animal Husbandry Department are being followed. Veterinary Live-Stock Inspectors in the same pre-revised scale of Rs. 150—300 have been allowed the pay scale of Rs. 360—700. Hence this category is placed in the revised scale of Rs. 600—1,050 corresponding to the pay scale of Rs. 360—700 as recommended by MCH.

Tabeebs: (Rs. 360—700).

The request was for the pay scale of Rs. 430—800 on par with Junior Vaids in the Indian Medicine Department. Tabeebs Gr. II in Indian Medicine Department in the same pre-revised scale of Rs. 200—400 are allowed the pay scale of Rs. 430—800. They may be placed in the revised scale of Rs. 750—1,300 as applicable to Junior Medical Officers in Indian Medicine Department.

Junior Analyst: (Rs. 360—700).

The request was for the pay scale of Rs. 410—750. It is said that the recruitment rules are not finalised but A. P. Medical and Health

Rules, Animal Husbandry Rules etc are being followed and adopted for similar categories in the MCH. Junior Analyst Gr. I in the same pre-revised scale of Rs. 200—400 in the Medical Department has been allowed the pay scale of Rs. 410—750. This category may also be placed in the revised scale of Rs. 650—1,100.

Vaids (Ayurvedic Dispensaries): (Rs. 430—800).

The request was for the pay scale of Rs. 530—1,050 on par with Senior Vaids on the ground that the pre-74 scale of Rs. 250—500 was equivalent to that of Senior Vaids in Indian Medicine Department. Senior Vaids in Indian Medicine Department is a promotion post for Junior Vaid with no difference in qualification but in MCH there is no separate category as Senior Vaids as in the Indian Medicine Department. The mere fact that the Vaid in MCH was in the pay scale of Rs. 250—500 as for Senior Vaid in Indian Medicine Department cannot be an argument for equivalence with Senior Vaid so long as the Vaid in MCH is not a promotion category from any lower category of Medical Officers. They may be placed in the revised scale of Rs. 750—1,300.

Occupational Therapist: (Rs. 430—800).

The request was for the pay scale of Rs. 480—900. This is not included in schedule II. It is said that the recruitment rules for the corresponding posts in Government are being adopted till the rules are framed and finalised. They may be placed in the revised scale of Rs. 750—1,300 as applicable for the post of Occupational Therapist in Medical Department.

Veterinary Officers: (Rs. 300—600) (pre-revised scale).

The circumstances under which these posts are shown to be in the pre-74 scale of Rs. 300—600 have not been furnished by the MCH. It has been reported that they were five posts in MCH wherein Veterinary Officers from Animal Husbandry Department were posted in the past. Out of five posts, two posts are stated to have been municipalised and that the holders of the posts possess the requisite qualification of B.V.Sc. It has not been clearly said whether the qualification of B.V.Sc. is prescribed for the post and no rules have been furnished, even though the holders of the post may possess the B.V.Sc. qualification. In the absence of the rules prescribing qualification, it would be difficult to consider equivalence with the Veterinary Officers in the Animal Husbandry Department although the recommendation of the MCH is for the pay scale of Rs. 530—1,050 as applicable to the Veterinary Officers in the Animal Husbandry Department. The Corporation may take suitable steps to frame the rules for this category. As however they are stated to be in the pre-74 scale of Rs. 300—600 the corresponding revised scale of which is Rs. 480—900, this category may be placed in the revised scale of Rs. 750—1,300 subject to review after the recruitment rules are approved. Veterinary Officers drafted from the Animal Husbandry Department will continue to enjoy the pay scale applicable to them in the Parent Department.

Doctors (Allopathic dispensaries): (Rs. 600—1,100).

The present scale of pay as well as the pre-74 scale was the same as that of Civil Assistant Surgeon in the Medical Department. Medical Officers with MBBS qualification may be on par with Civil Assistant Surgeons in the Medical Department.

Other Posts:

Driver: (Rs. 180—350).

The request was for the pay scale of Rs. 240—420. As Drivers in Government Department in the pre-revised scale of Rs. 80—160 have been allowed the pay scale of Rs. 240—420, Drivers in MCH may also be placed in the revised scale of Rs. 410—625 corresponding to the pay scale of Rs. 240—420.

Record-keepers (General): (Rs. 180—350).

The request was for the pay scale of 240—420. The present scale of pay of Rs. 180—350 is on par with Record Assistant in Government Department. They may therefore remain in the present scale of pay and be given the revised scale of Rs. 350—550.

Abstract Writers (Accounts)/House Overseer/Register Writer (Health)/Ponds Supervisor (Health)/Head Pond Keeper (Health)/Light Inspector (Mech. Division) Karcoons (Health): (Rs. 180—350).

The request was for the pay scale of Rs. 240—420. No rules have been issued. They may therefore remain in the present scale and be given the revised scale of Rs. 350—550 subject to review after the rules are issued.

Motor-cycle Orderlies: (Rs. 180—350).

The request was for the pay scale of Rs. 240—420. Motor Cycle Orderlies in the Legislature Secretariat in the same pre-revised scale of Rs. 80—160 have been allowed the pay scale of Rs. 240—420. This category in MCH may also be placed in the revised scale of Rs. 410—625.

Maistry, Senior (Drainage Engineering): (Rs. 180—350).

The request was for the pay scale of Rs. 240—420. Here also the rules have not been issued but there is another category of Maistry Junior in the lower pay scale of Rs. 165—250 which is apparently a feeder category for this. The relative position is adequate. They may remain in the present scale and be given the revised scale of Rs. 350—550.

Games Inspector (Welfare Section): (Rs. 180—350).

The request was to allow the pay scale of Rs. 360—700 on par with Games Inspector of Hyderabad Division. The rules for this post have not been furnished nor any recommendation for a higher scale has been proposed by MCH. In the absence of the rules it is difficult to review the pay scale for this post. They may therefore remain in the present scale and be given the revised scale of Rs. 350—550 subject to review after the rules have been issued.

Fourth Grade Clerk: (Rs. 180—350).

It is stated that they are posted as Bill Collectors, Rent Collectors and they have requested for the pay scale of Rs. 240—420 on par with Bill Collectors. This is a peculiar category in MCH and does not generally prevail in Government Departments and there are no rules for this category. The pre-revised scale of pay was however on par with that of Bill Collectors i.e. Rs. 80—160. The duties of the Fourth Grade Clerk are said to be clerical in nature. They may be placed in the revised scale of Rs. 410—625.

Store-keeper Gr. III/L. D. Store-keeper: (Rs. 240—420).

This category is not included in Schedule II. The pay scale for this category was on par with LDC in all the earlier revisions. They may be placed in the revised scale of Rs. 425—650 corresponding to the pay scale of Rs. 250—430 as recommended by MCH.

Telephone Operator-cum-Receptionist: (Rs. 240—420).

As the earlier pay scales were equivalent to that of LDCs and as Telephone Operators under common categories are in the pay scale of Rs. 250—430, this category may also be placed in the revised scale of Rs. 425—650.

Draughtsman-cum-Surveyor (UCD Project): (Rs. 275—475).

The recommendation was for the pay scale of Rs. 290—520. The pre-revised scale was equivalent to that of Draughtsman Gr. III in PWD and the rules in the respective Departments of Government are said to be being followed for appointment. This may be placed in the revised scale of Rs. 500—800.

Radio Technician (Technical divisions): (Rs. 275—475).

The request was for the pay scale of Rs. 310—560. No rules have been furnished nor has it been stated whether the rules in the Information and Public Relation Department are being followed. In view of the incomplete information they may remain in the present scale of pay and be given the revised scale of Rs. 475—760.

Extension Educator (FPB): (Rs. 290—520).

The request was for the pay scale of Rs. 310—560. No rules have been issued. However in Medical Department Block Extension Educators in the same pre-revised scale of Rs. 140—280 have been allowed Rs. 310—560. Even in the certified list of posts furnished by MCH, it is seen that there are already 17 posts in the pre-revised scale of Rs. 150—300 and revised scale of Rs. 310—560. In view of this all the Extension Educators may be placed in the common revised scale of Rs. 530—850.

Calligrapher: (Rs. 290—520).

The request was for the pay scale of Rs. 310—560. No rules have been furnished for this post. They may therefore remain in the present

scale and be given the revised scale of Rs. 500—800 subject to review after the rules are issued.

Cashier Clerk (Treasury): (Rs. 290—520).

The request was for the pay scale of Rs. 310—560 on par with UDC. The pre-69 scale was shown as Rs. 115—150 which stood revised to Rs. 125—250 in 1969 revision. It is not clear how the pay scale of Rs. 140—280 has been shown as the pre-74 scale and whether there are any specific orders allowing the pay scale of Rs. 140—280 for this category. However, in the Certified list of posts as the pay scale is indicated as Rs. 140—280, they may be retained in the present scale of Rs. 290—520 and be given the revised scale of Rs. 500—800.

Assistant Accountant: (Rs. 290—520).

The request was for the pay scale of Rs. 310—560 on par with UDC. No rules have been framed nor is this a common category under Government. However, having regard to the recommendation of the MCH, they may be placed in the revised pay scale of Rs. 530—850 corresponding to the pay scale of Rs. 310—560.

Senior Accounts Clerk: (Rs. 290—520).

The request was for the pay scale of Rs. 310—560 on par with UDC. This post is not included in Schedule II. As this post is similar to that of UDC, they may be placed in the revised scale of Rs. 530—850.

Store-keeper-cum-Accountant/Store-keeper: (Rs.290— 520).

The request was for the pay scale of Rs. 310—560. As the pre-revised scales of pay were equivalent to that of UDC and being a ministerial post, they may be placed in the revised scale of Rs. 530—850.

Labour Welfare Inspector: (Rs. 290—520).

The request was for the pay scale of Rs. 310—560 on par with UDC. The pre-74 scale was equivalent to that of UDC. This is a left-over category in the 1974 revision. They are placed in the revised scale of Rs. 530—850.

U. D. Typist: (Rs. 290—520).

The request was to allow the pay scale of Rs. 310—560. As the pay scale was equivalent to that of UDC prior to 1974 they may be placed in the revised scale of Rs. 530—850.

Librarian (Public Relations Section): (Rs. 360—700).

The request was for the pay scale of Rs. 410—750. No rules have been framed. Assistant Librarian Grade I in the same pre-revised scale of Rs. 200—400 is allowed the pay scale of Rs. 410—750. They may therefore be placed in the revised scale of Rs. 650—1,100 corresponding to the pay scale of Rs. 410—750. The Department is however advised to frame the rules for this post prescribing the qualification not less than those prevailing for Assistant Librarian Grade I in Public Libraries Department *i.e.* Graduate with at least diploma in Library Science.

Superintendents-cum-Reporters (Secretary Section): (Rs. 360—700).

The request was for the pay scale of Rs. 530—1,050 on par with Reporters of the Legislature Department. No rules have been furnished for this post. It is not clear whether this forms part of category of Superintendents in the Ministerial establishment. The recommendation of the Special Officer is however to keep on par with Superintendents as was existing earlier. The pre-69 scale of pay being Rs. 180—400 the principle of correction of 1969 grouping adopted by PRC in 1974 would apply. The pay scales earlier were on par with Superintendents. In view of the above and the recommendations of the Special Officer, MCH this is placed in the revised scale of Rs. 700—1,200 corresponding to the prescribed scale of Rs. 430—800.

Accountant (Engineering Branch): (Rs. 360—700).

The request was for the pay scale of Rs. 430—800. The qualification is only a degree. This is a promotion category for Inspectors, LDCs, Typists and in the rules this is clubbed with UDCs giving rise to an impression that Accountants here and UDCs belong to the same group. The rules also do not specifically provide for promotion to this post from UDC. Being a promotion post for LDCs instead of UDCs and the other feeder category of Inspectors is also in the lower scale of Rs. 290—520, the present scale is adequate. They are placed in the revised scale of Rs. 600—1,050.

Divisional Accountant (Engineering Branch): (Rs. 360—700).

The request was for the pay scale of Rs. 430—800. No rules have been framed. It is said that the promotions are being made from the category of UDCs. Divisional Accountants in Panchayat Raj Department are allowed the pay scale of Rs. 410—750. This category may be placed in the revised scale of Rs. 650—1,100.

Cashier (Secunderabad Treasury): (Rs. 360—700).

The request was for the pay scale of Rs. 430—800. The rules for this category have not been framed. They may be placed in the revised scale of Rs. 700—1,200 corresponding to the pay scale of Rs. 430—800.

Office Manager: (Rs. 360—700).

The request was to allow the pay scale of Rs. 430—800. This is more or less a ministerial post though not included in the Municipal Corporation Subordinate Service Rules, 1966. The pre-69 scale as well as 69 scale corresponds to the Superintendents in the Subordinate offices. They may be placed in the revised scale of Rs. 700—1,200.

Accounts Officer: (Rs. 480—900).

The request was for the pay scale of Rs. 600—1,100. The PRC in 1974 placed them one stage above Superintendent and one stage below Assistant Treasury Officer and this category has derived the benefit of upward classification by two stages instead of remaining in the Schedule I scale of Rs. 410—750. In the pre-74 scale this was one stage above Superintendent and the same position is maintained in the 1974

revision. In order to maintain the relative position with the Superintendents hitherto prevailing, no change in the pay scale is called for. This is placed in the revised scale of Rs. 750—1,300.

Director of Sports: (Rs. 530—1,050).

In G. O. Ms. No. 182 M.A. Department dated 17th March 1978, the post of Senior Director-cum-coach in the pay scale of Rs. 360—700 was upgraded to the scale of Rs. 530—1,050 and redesignated as Director of Sports. In view of the recent upgradation in March, 1978 no change in the pay scale is called for and it may be placed in the revised scale of Rs. 800—1,450.

There is another post of Director (Play-grounds) in the pre-74 scale of Rs. 200—400 and in the Schedule I scale of Rs. 360—700 for which the MCH has recommended the pay scale of Rs. 430—800. In the absence of the complete information as to the pre-69 scale for this post the mode of recruitment, the feeder category if any and qualification, etc, it is difficult to review the pay scale for this post of Director, Play grounds. The Director, Play-grounds in the pay scale of Rs. 360—700 may therefore remain in the present scale and be given the revised scale of Rs. 600—1,050 subject to review by Government in the light of the recruitment rules for this post.

Photo Officer: (Rs. 600—1,100).

The pre-74 scale for this post was Rs. 250—500, the corresponding Schedule I scale of which is Rs. 430—800. However, the post of Cine Cameraman was upgraded and redesignated as Photo Officer in the pay scale of Rs. 600—1,100 in G.O.Ms.No. 182, M.A. Department dated 17th March 1978. As the scale of pay was revised recently, no change in the pay scale is called for and it may be in the revised scale of Rs. 900—1,500.

Assistant Examiner of Accounts: (Rs. 700—1,200).

The Special Officer, MCH has suggested that the scale of pay of the Assistant Examiner may be kept on par with Audit Officer, Local Fund Audit. The PRC in 1974 has also placed it on par with Assistant Examiner of Local Fund Accounts and this category was placed one classification above the Schedule I scale of Rs. 600—1,100. The pay scale for this post was always equivalent to that of Assistant Examiner of Local Fund Accounts. They may therefore remain in the present scale maintaining parity with Assistant Examiner of L. F. Accounts (Audit Officer, L. F. Department) and be placed in the revised scale of Rs. 1,050—1,600.

Examiner of Accounts: (Rs. 850—1,425).

The Special Officer has suggested that the scale of pay for this post may be revised on par with Deputy Director, L. F. Accounts along with special pay of Rs. 200. The TMC, having regard to the responsibilities as Head of the entire Accounts Organisation recommended a higher scale of Rs. 500—1,000 and while so recommending they have observed that there is no justification for the continuance of special pay of Rs. 100 for future incumbents. The pay scale of Rs. 500—1,000 which is allowed from 1964 was not revised in the 1969 revision. Taking into account

the above facts, the PRC in 1974 recommended the pay scale of Rs. 850—1,425 placing it on par with Deputy Examiner of L. F. Accounts and Dy. Director of Treasury and Accounts. As the pay scale was revised upward in 1964 and normally the pay scale for a post is fixed with reference to the nature of duties and responsibilities, special pay would not be necessary unless there is extra work or responsibility or risk to health. There is no justification for special pay. They may continue to maintain the parity with the Deputy Examiner of L. F. Accounts and be placed in the revised scale of Rs. 1,250—1,800.

ZILLA GRANDHALAYA SAMASTHA

Binder: (Rs. 240—420).

The request was for the pay scale of Rs. 260—450 on the ground that special skill is required in Zilla Grandhalaya Samastha. According to the information furnished by the Department, the qualification is a pass in 8th Class and one must possess technical knowledge in book binding. The present scale of pay is adequate and they be given the revised scale of Rs. 410—625.

Librarian Grade-III: (Rs. 260—450).

The request was for the pay scale of Rs. 360—700 on the ground that except for the academic qualification, the technical qualification is the same *i.e.* certificate in Library Science for both Grade-II and Grade-III Librarians.

The Pay Revision Commissioner in 1974 placed them one stage above the Lower Division Clerk as the qualification is S.S.L.C. with certificate in Library Science. This can be filled in by promotion from Record Assistants. For direct recruitment qualification is minimum general educational qualification and certificate in Library Science. The qualifications for this category are similar to the Card Writer, Book Keeper, Supervisor Grade-II in the Public Libraries Department which are also in the pay scale of Rs. 260—450. This was also placed one stage above the Schedule-I scale of Rs. 250—430 in the 1974 scale. No change in the present scale is called for and they be given the revised scale of Rs. 450—700.

Librarian Grade-II: (Rs. 290—520).

The request was for the pay scale of Rs. 410—750 on the ground that their duties and responsibilities are similar to those of Grade-I Librarian. The qualifications required for this category is Intermediate with certificate course in Library Science. The Pay Revision Commissioner in 1974 has placed them one stage below the Assistant Librarian Grade-II in the Public Libraries Department who are Graduates with Diploma in Library Science. This can also be filled in by promotion from Librarian Grade III. As the qualifications prescribed for this post are lower as compared to the Assistant Librarian Grade-II in the Libraries Department and as they have also derived upward classification in 1974 instead of remaining in the Schedule-I scale of Rs. 275—475 no change in the pay scale is called for. They be given the revised scale of Rs. 500—800.

Librarian Grade-I: (Rs. 410—750).

The anomaly pointed out was that certain other posts like Sub-Treasury Officers, Radio Supervisors who were in the same pre-revised scale of Rs. 200—400 have been given the higher scale of Rs. 430—800 and that Librarian in Information and Public Relations Department, is in the pay scale of Rs. 530—1,050. The request was for parity with

Librarian of Information and Public Relations Department. The Pay Revision Commissioner in 1974 recommended the pay scale of Rs. 410—750 as for Librarian Grade-I in the Public Libraries Department. This is a promotion category from Librarian Grade-II. The qualifications are similar to the Assistant Librarian Grade-I in the Public Libraries Department. The earlier pay scales were also identical to that of Assistant Librarian Grade-I in the Libraries Department. This category has also been placed in a classification higher than the Schedule-I scale of Rs. 360—700. Comparison with Sub-Treasury Officers or Radio Supervisors or with Librarian in the Information and Public Relations Department who was in a higher pay scale is not relevant. No change in the pay scale is called for and they be given the revised scale of Rs. 650—1,100.

Secretary, Zilla Grandhalaya Samastha (District Central Librarian):
(Rs. 530—1,050).

It was represented that the post involves administrative responsibilities and that he is a District Officer and that a number of categories in the same pre-revised scale have been given the higher scale of Rs. 600—1,100. The request was for the a pay scale of Rs. 700—1,200.

The Pay Revision Commissioner in 1974 recommended the pay scale of Rs. 530—1,050 instead of retaining it in the Schedule-I scale of Rs. 480—900, taking into account his District-wide responsibilities. This is a promotion category for Librarian Grade-I and the qualification required is a degree plus Diploma in Library Science. As the qualifications are similar to Librarian in the Public Libraries Department in the scale of Rs. 600—1,100 and in view of the District-wide responsibilities, this is placed in the revised scale of Rs. 900—1,500.

AGRICULTURAL MARKET COMMITTEE

According to the amendment issued to the Andhra Pradesh Agricultural Produce and Live-stock Market Rules, 1969 issued in G.O.Ms. No. 536, Food & Agriculture, Department dated 25th May 1974, all the holders of the posts shall be eligible for revision of scales of pay and selection grades at the scales fixed to the officers and servants of the Government holding corresponding posts or corresponding scales of pay and in accordance with orders issued from Government from time to time in that behalf. Orders have also been issued in G.O.Ms. No. 693, Food & Agriculture Department, dated 10th August, 1976, approving the revised pay scales of 1974 for each of the categories in the Agricultural Market Committees.

The categories in respect of which anomalies in the pay scales have been represented are dealt below. In respect of the other categories for which no anomaly has been represented they will be in the corresponding revised scale of pay.

Maistry: (Rs. 175—300).

The request was to revise the pay scale to Rs. 200—400 on the ground that he assists the Market Supervisors in the collection of Market Fees and in regulating the market ground. The qualifications required are a pass in VIII class for direct recruitment and for a promotee from the category of last grade service one should have passed VII Class. This category has already been placed in a classification one stage higher than the Schedule-I scale of Rs. 165—250. In view of the qualifications and the upward classification in 1974 no change in the pay scale is called for. They may be given the revised scale of Rs. 325—500.

Supervisor: (Rs. 310—560).

It has been represented that the Upper Division Clerk, Accountant and Supervisor were in the same scale of Rs. 310—560 but later on the Accountant's scale was equated with the scale of Assistant Secretary, i.e., Rs. 340—640 with effect from 10th December 1975. The request was that the scale of pay of the Supervisor should also be equated with that of Accountant, i.e., Rs. 340—640 with retrospective effect.

The scale of pay of the Supervisor was always less than that of the Accountant in all the earlier revisions prior to 1974. In the 1974 revision the Supervisor has been allowed Rs. 310—560 placing it two stages above the Schedule-I scale of Rs. 275—475. Further the post of Accountant was upgraded to the pay scale of Rs. 340—640 from 10th December, 1975. In these circumstances the request for equivalence with the Accountant in the pay scale of Rs. 340—640 is not tenable. Having regard to the qualifications and the mode of recruitment for the Supervisor the present scale is adequate and they be given the revised scale of Rs. 530—850.

Accountant: (Rs. 340—640).

The scale of the pay of the Accountant was equated with the scale of pay of the Assistant Secretary, *i.e.* Rs. 340—640 with effect from 10th December, 1975. As this has been upgraded very recently, no change in their pay scale is called for. They may be given the revised scale of Rs. 575—950.

Assistant Secretary: (Rs. 340—640).

The request was for the pay scale of Rs. 360—700 high lighting their duties and to allow parity with the Veterinary Live-Stock Inspector or Extension Officer. In 1974 revision this has been placed one stage above the Schedule-I scale of Rs. 320—580. Comparison with the post of Veterinary Live Stock Inspector or Extension Officer is not relevant. In view of the qualifications prescribed and the feeder category from which this could be filled in the present scale of pay is adequate. They may be given the revised scale of Rs. 575—950.

Secretary Grade-III: (Rs. 410—750).

The request was for parity with the Senior Investigator of Bureau of Economics and Statistics who were also in the pre-revised scale of Rs. 200—400. In the 1974 revision this has been placed one stage above the Schedule-I scale of Rs. 360—700. The pre-1974 scale as well as the 1974 scale corresponds to Grading Supervisor Grade-I, Price Reporter Grade-I in the Marketing Department. In view of the qualifications and the equivalence with the Grading Supervisor Grade-I or Price Reporter Grade-I in the Marketing Department, this may remain in the present scale of pay and given the revised scale of Rs. 650—1,100.

WORKCHARGED ESTABLISHMENT

The category of Work-charged establishment is prevailing in the Engineering Departments and the salaries of the Work-charged establishments are debited to the Works Estimates. The Superintendent Engineers or the Executive Engineers have been vested with powers to appoint this class of Establishment for the various works under their jurisdiction with certain monetary limitations of remuneration payable to them. No uniform pattern in the designation and scales of pay has been adopted by the Superintendent Engineers or Executive Engineers. Government therefore considered it expedient to streamline the entire pattern of the categories of the work-charged establishment and as a result orders have been issued in G.O.Ms.No. 107, PWD, dated 7th February 1974 approving the standard scales of pay for the work-charged establishment under the PWD including Projects Wing. The Class or Trade and the qualifications required for each category have also been set out in the relevant annexure to that order. Corresponding DA merged scale for the standard scales of pay have also been approved in G.O.Ms.No. 177, Irrigation and Power, dated 11th December, 1975. One of the grievances of the work-charged establishment was that they have not been given the benefit of weightage of 5% increase in pay for fixation in the DA merged pay scale of 1974. This issue whether the benefit of 5% increase should be given or not is a matter for the Government to decide and this aspect will not fall within the scope of the PRC.

According to Para 2 (ix) of G. O. Ms. No. 107, PWD, dated 7th February, 1974 if the standard scale of pay evolved therein was less than the existing scale of pay of the employee he was permitted to continue in the then existing pay scale and such scales were personal to them. As the scales of pay were treated as personal, they were not brought over to the corresponding DA Merged pay scales of 1974 and no general orders about the fitment of these persons for whom the pay scales were personal were issued. One of the main representation was that they should be allowed the corresponding DA Merged scale applicable to that personal scale. At the time of the general revision of pay scales in 1969 for the Government Employees, orders were issued in G.O.Ms. No. 173, Finance, June 1970 that such of those employees for whom the scales of pay were personal were permitted to exercise option to the revised pay scale of 1969 attached to the post. In the same analogy such of those work-charged employees who were in personal scales may be allowed the option to elect the DA Merged scale prescribed for the post, provided the pre-standard scale which was personal to them was one of the standard pay scales of 1969. In cases where the pre-standardised scale was not one of the standard pay scales of 1969 and if that pre-standardised scale was higher than the standardised scale, in such cases also they may be permitted to opt to the DA merged scale prescribed for the post. Individual categories of work-charged Estt. have been dealt below.

In respect of the Workcharged Establishment in Roads and Buildings Department, Engineering Research Laboratories and Chief Engineer,

(Mechanical) etc., it is said that the categories of posts under the Work-charged Establishment in these Departments are covered by the orders issued in G.O.Ms.No. 107, P. W. D., dated 7th February, 1974. In view of this position, the recommendations for the various categories of Work-charged Establishment in the P. W. D. including Projects Wing would apply to the corresponding categories of Work-charged Establishment in these Departments also.

WORKCHARGED ESTABLISHMENTS IN P. W. D. INCLUDING PROJECTS WING

Scavengers/Sweeper/Watchman/Mazdoor/Washerman/Malies:
(Rs. 155—205).

In view of the observations in the General Chapter on the Work-charged employees that the lowest scale of pay in the work-charged establishment should be Rs. 165—250, these categories are placed in the revised scale of Rs. 290—425.

Lascars: (Rs. 155—205).

The category of Lascars has been included in G.O.Ms. No. 107, P. W. D., dated 7th February 1974 in the pay scale of Rs. 50—75 and in DA merged pay scale of 1974 that scale stood revised to Rs. 155—205. Some of the Lascars in the Irrigation branch who were in the pre-revised scale of Rs. 62—100 have been allowed Rs. 170—275. The Irrigation and Power Department have processed the proposal to remove the disparity for the Lascars in the Irrigation branch as the Lascars who were in the pre-revised scale of Rs. 62—100 prior to 7th February 1974 are in the higher pay scale of Rs. 170—275, whereas Lascars appointed after 7th February 1974 are in the lower scale of Rs. 155—205 though the nature of duties of both the Lascars are same.

P. R. C. in 1974 recommended the higher classification of Rs. 170—275 to the Lascars in the Irrigation branch, on the ground that their duties are said to be strenuous. Government have also issued orders in G.O. Ms. No. 210, Irrigation and Power, dated 22nd March 1976 that such of those Lascars in the Irrigation systems who were engaged on maintenance of Canal, River, Bank, drains, etc. and whose salary is charged to maintenance of Irrigation systems and who were in the pre-revised scale of Rs. 62—100 would be eligible for the revised scale of Rs. 170—275. Though the category of Lascars may exist in majority of Departments, yet the duties of the Lascars cannot said to be arduous in all the Departments as compared to the Lascars in the Irrigation systems on the maintenance of canals, river, bank, drains etc., Considering the nature of duties *i.e.*, outdoor work absense of fixed timings, etc., the Lascars employed in the Irrigation systems and Water management who are actually engaged on the maintenance of these systems are placed in the revised scale of Rs. 310—475. All the other Lascars in all the Departments are placed in the revised scale of Rs. 290—425.

Head Mazdoor: (Rs. 165—250).

As the Mazdoors have been recommended the pay scale of Rs. 165—250 and as the Head Mazdoor has to guide the Mazdoors and supervise the work, they may be placed in the revised pay scale of Rs. 310—475.

Gardener Grade II: (Rs. 165—250)

One should have knowledge of raising and maintaining lawns, gardens and parks and should have experience of 5 years as Mali. In view of the experience required as Mali and in view of the recommendation for the pay scale of Rs. 165—250 for Malies, the Gardeners Grade II may be placed in the revised scale of Rs. 310—475.

Gardener Grade I: (Rs. 175—300).

This is a promotion post for Gardener Gr. II. The present scale of pay is adequate and they may be given the corresponding revised scale of Rs. 325—500.

Boat Sarang: (Rs. 175—300).

One must have experience of 5 years on Floating Plant and be capable to of swimming. No change in the pay scale is called for and they may be given the revised scale of Rs. 325—500.

Lab. Attendant: (Rs. 175—300).

The request was for the pay scale of Rs. 180—350. One must have passed the VII class. The present scale of pay is adequate having regard to the qualifications and comparison with Lab. Attendants in regular departments is not appropriate. They may be given the revised scale of Rs. 325—500.

Dark-Room Assistant: (Rs. 180—350).

One must have 3 years of experience in Photography and a good knowledge of developing and printing and enlarging black and white pictures. In view of the technical nature of duties and the experience required they may be placed in the revised scale of of Rs. 410—625.

Lab. Assistant: (Rs. 275—475).

The request was to take into consideration the pre-revised pay scale of Rs. 150—300 and then allow the corresponding DA merged pay scale of 1974. In view of the Graduate qualification required for this post they may be placed in the revised pay scale of Rs. 530—850.

Photographer: (Rs. 320—580).

In view of the experience required and as the present pay scale is equivalent to Photographers under Common Categories the present scale of pay is adequate. They may be given the revised scale of Rs. 550—900.

Room Boy (Rest House): (Rs. 165—250).

The request was to allow them the pre-revised scale of Rs. 70—130 and then give the corresponding DA merged scale of 1974. One must know reading and writing and be capable of attending room service. The present scale of pay is adequate and they may be given the revised scale of Rs. 290—425.

Caretaker (Rest House): (Rs. 240—420).

In view of the qualification of SSC and a good knowledge of English, Telugu and Hindi, they may be placed in the revised scale of Rs. 425—650.

Helper (Rest House): (Rs. 165—250).

The qualifications being able bodied person and capable of assisting the cook, the present scale of pay is adequate and they may be given the revised scale of Rs. 290—425.

Butler (Rest House): (Rs. 180—350).

The request was to allow the pre-1974 scale of Rs. 110—225 and then give the corresponding DA merged scale. One must be able to read and write English in addition to working knowledge of Telugu and Hindi and he must be conversant with table manners. The present scale of pay is adequate and they may be given the revised scale of Rs. 350—550.

Cook Grade II (Rest House): (Rs. 175—300).

One must be capable of preparing Indian type vegetarian and non-vegetarian dishes satisfactorily. The present scale of pay is adequate and they may be given the revised scale of Rs. 325—500.

Cook Grade I (Rest House): (Rs. 180—350).

The request was to allow the pre-74 scale of Rs. 90—192 and give the corresponding DA merged scale. In view of the qualifications required for this category and as this will also be a promotion category for Cook Grade II, the present scale of pay is adequate and they may be given the revised scale of Rs. 350—550.

Guardsmen (Watch and Ward): (Rs. 165—250).

The request was to allow the pay scale of Rs. 175—300. The present scale of pay is adequate and they may be given the revised scale of Rs. 290—425.

Sargeant (Watch and Ward): (Rs. 175—300).

The qualification required is a pass in VII class. He has also to check the work of Watchman, Guardsman and responsible for the security of Government property. The present scale of pay is adequate and they may be given the revised scale of Rs. 325—500.

Boat Kalasi/Fireman/Oilman (Floating Plant): (Rs. 165—250).

In view of the qualifications prescribed for this category the present scale of pay is adequate and they may be given the revised scale of Rs. 290—425.

Assistant Launch Driver (Floating Plant): (Rs. 240—420).

The qualification prescribed is possession of certificate of competency as Engine Driver issued by competent authority in P. W. D. The present scale of pay is adequate and they may be given the revised scale of Rs. 410—625.

Launch Driver (Floating Plant): (Rs. 260—450)

One must have a minimum experience of 5 years as Assistant Launch Driver to be eligible for promotion to this category. The feeder category of Assistant Launch Driver being in the pay scale of Rs. 240—420, the present scale of pay is adequate and they may be given the revised scale of Rs. 450—700.

Assistant Launch Sarang (Floating Plant): (Rs. 240—420).

The request was to allow the pre-74 scale of Rs. 100—200 and then give the corresponding DA merged scale. This is a feeder category for Launch Sarang in Rs. 260—450. The present scale of pay is adequate and they may be given the revised scale of Rs. 410—625.

Launch Sarang (Floating Plant): (Rs. 260—450).

One should have experience of 5 years as Assistant Launch Sarang to be eligible for promotion. The Sarang Grade I in the Port Department is also in the pay scale of Rs. 260—450. The present scale of pay is adequate to maintain the relevant position with the feeder category and they may be given revised scale of Rs. 450—700.

Rigger Grade III: (Rs. 175—300).

In view of the qualifications necessary for this category the present scale of pay is adequate and they may be given the revised scale of Rs. 325—500.

Rigger Grade II: (Rs. 180—350).

The feeder category Grade III being in Rs. 175—300 the present scale of pay is adequate and they may be given the revised scale of Rs. 350—550.

Rigger Grade I: (Rs. 240—420).

This is a promotion post for Grade II Rigger. The relative position is adequate and they may be given the revised scale of Rs. 410—625.

Drilling Operator Grade III: (Rs. 180—350).

One must have experience of 5 years as Helper Grade I and capable of operating Jack Hammers, demolition tools and similar equipment. As the present scale of pay is equivalent to Tradesman Gr. III the revised pay scale of Rs. 410—625 as recommended for Tradesman Grade III would apply.

Drilling Operator Grade II: (Rs. 240—420).

One must have experience of 3 years as Operator Grade III. The revised pay scale of Rs. 425—650 may be allowed in view of recommendation for Grade III posts and to maintain parity with Tradesman Gr. II.

Drilling Operator Grade I: (Rs. 250—430).

In view of the recommendation for the Gr. II Operator this is placed in the revised scale of Rs. 450—700.

*Helper Grade II (Repairs, Workshops and Construction, drilling, electrical):
Attendant (Telephones and Wireless):* (Rs. 165—250).

The qualifications being pass in VII class they are placed in the revised scale of Rs. 310—475.

Helper Grade I (Repairs, workshop and construction, drilling, electrical):
(Rs. 175—300).

One must have service of 5 years as Helper Grade II to be eligible for promotion. In view of the technical qualifications and to maintain the relative position with the feeder category of Gr. II Helper this is placed in the revised scale of Rs. 350—550.

Fitter Grade II (Repairs): (Rs. 180—350).

One must have 5 years of experience as Helper Grade I to be eligible for promotion. In view of the qualifications prescribed for them and the recommendation for Helper Grade I, this is placed in the revised scale of Rs. 410—625.

Fitter Grade I (Repairs): (Rs. 240—420).

The request was to allow the pre-revised scale of Rs. 110—225 and then give the corresponding DA merged scale. One must have 3 years of experience as Fitter Grade II in the particular trade to become eligible for promotion. In view of the recommendation for Grade II Fitter they are placed in the revised scale of Rs. 425—650.

Mechanic Grade III (Repairs): (Rs. 250—430).

This is a feeder category for Mechanic Gr. II which is in the pay scale of Rs. 260—450. This may therefore remain in the present scale and be given the revised scale of Rs. 425—650. However Government may consider deletion of Fitter Grade I (Repairs) as feeder category for Mechanic Grade III in view of the changed position.

Mechanic Grade II (Repairs): (Rs. 250—450).

This is a promotion category for Mechanic Grade III which is in the pay scale of Rs. 250—430. The present scale of pay is therefore adequate and they may be given the revised scale of Rs. 450—700.

Mechanic Grade I (Repairs): (Rs. 275—475).

The request was to allow the pre-revised scale of Rs. 150—300 as the standard scale and then give the corresponding DA merged scale.

This is a promotion category for Mechanic Grade II. The present scale of pay is adequate in relation to the feeder category and they may be given the revised scale of Rs. 475—760.

Mechanic Special Grade (Repairs): (Rs. 310—560).

This is a promotion category for Mechanic Grade I. The present scale of pay is adequate and they may be given the revised scale of Rs. 530—850.

Assistant Foreman (Repairs): (Rs. 320—580).

The present scale of pay is equivalent to the Work Inspectors Special Grade. They may remain in the present scale and be given the revised scale of Rs. 550—900.

Foreman (Repairs): (Rs. 410—750).

This is a promotion post for Assistant Foreman in the pay scale of Rs. 320—580. The present scale of pay is adequate and they may be given the revised scale of Rs. 650—1,100.

Lineman (Telephones): (Rs. 175—300).

It was represented that the Lineman, Srisailam Project was in the pre-revised scale of Rs. 105—185 prior to the standardisation of pay scales in G.O.Ms.No. 107, PWD, dated 7th February 1974 and in the standard pay scales this was brought down to Rs. 70—130. The request was to allow the old scale of pay and then give the corresponding DA merged scale. The very purpose of the standardisation of the pay scale was that there was no uniform pattern in the designation or the scales of pay by the Superintending Engineers or Executive Engineers who were empowered to appoint, work-charged establishment under the powers vested in them. One must have passed VII class of a recognised school and must possess one year's experience as Lineman. The present scale of pay is adequate and they may be given the revised scale of Rs. 325—500.

Telephone Operators (Telephone and Wireless): (Rs. 180—350).

The request was to allow the pay scale of Rs. 250—430 as applicable to the Telephone Operators in the regular establishment. Taking into consideration the qualifications necessary for this category and the pay scales that have been recommended for other categories in this class of establishment, they are placed in the revised scale of Rs. 410—625.

Line Inspector (Telephones and Wireless): (Rs. 275—475).

The qualifications prescribed is that one must be a diploma holder in tele communication of a recognised institution. In view of this qualification they are placed in the revised pay scale of Rs. 500—800.

Wireman Grade II (Electrical): (Rs. 180—350).

One must have 5 years of experience as Helper Grade I to become eligible for promotion or must possess an ITI certificate for Wireman trade with 5 years of practical experience. In view of the qualification necessary for this category and as the present scale of pay is equivalent to Tradesman Grade III they are placed in the revised pay scale of Rs. 410—625 as recommended for Tradesman Grade III.

Wireman Grade I (Electrical): (Rs. 240—420).

The request was to allow the pre-revised scale of Rs. 110—225 as the standard scale and then give the corresponding DA merged scale. One must have 3 years of experience as Wireman Grade II to become

eligible for promotion. In view of the recommendation for Wireman Grade II they are placed in the revised pay scale of Rs. 425—650.

Electrician Grade II (Electrical): (Rs. 180—350).

It was represented that they were given the pay scale of Rs. 80—160 in G.O.Ms.No. 107, P. W. D., dated 7th February 1974 as against the then existing pay scale of Rs. 110—225. The request was to allow the pay scale of Rs. 100—200 and then give the corresponding DA merged pay scale. One must be a trade certificate holder in Electrical trade. They are placed in the revised scale of Rs. 410—625.

Electrician Grade I (Electrical): (Rs. 250—430).

The request was to allow the pre-revised scale of Rs. 150—300 and then give the corresponding DA merged pay scale. One must have 5 years experience as Electrician Grade II to become eligible for promotion. In order to maintain the relative position with Electrician Grade II, they are placed in the revised pay scale of Rs. 450—700.

Lineman (Electrical): (Rs. 250—430).

It was represented that prior to the issue of orders for standardisation the pay scale was Rs. 110—225 but the standard scale has been prescribed as Rs. 100—200. The request was to allow the pre-revised scale of Rs. 110—225 and then give the corresponding DA merged scale. One must have 5 years of experience as Wireman Grade I to become eligible for promotion to this category. In order to maintain the relative position with the feeder category of Wireman Grade I they are placed in the revised scale of Rs. 450—700.

Line Inspector (Electrical): (Rs. 275—475).

Here also it was represented that prior to the issue of orders for standardisation of the pay scales they were in the pay scale of Rs. 160—320 whereas the lower scale of Rs. 125—250 has been prescribed as the standard scale. The request was to allow the pre-revised scale of Rs. 160—320 and then give the corresponding DA merged scale. One must have experience of 5 years as Lineman to become eligible for promotion or must have passed LEE Examination.

The present scale of pay is adequate to maintain the parity with Tradesman Special Grade, notwithstanding the qualification of LEE which is apparently for direct recruitment. No change in the pay scale is called for and they may be given the revised scale of Rs. 475—760.

Cleaner (Heavy Vehicles/Construction Equipment): (Rs. 165—250).

The qualification is only study up to VII class with good physique. Cleaners in regular Government Departments are also in this scale of pay. No change in the pay scale is called for and they may be given the revised scale of Rs. 290—425. Cleaners for Light Vehicles if any will also be in the same pay scale.

Light Vehicle Driver Grade II (Operational): (Rs. 180—350).

The request was to allow the pay scale of Rs. 240—420 which is admissible to the Light Vehicle Drivers in Regular establishment. There are two grades of Light Vehicle Drivers in this class of establishment i.e. Grade I and Grade II. The pay scale for Grade I Light Vehicle Driver in this class of Establishments is equivalent to the Light Vehicle Drivers in the Government establishment. Hence the Grade II post may have to remain in the present scale one stage below the Light Vehicle Driver Grade I. They may therefore be given the revised scale of Rs. 350—550. The request for dispensing with the categorisation of Grade I and Grade II and to have a common category is a matter for administrative decision by Government.

Light Vehicle Driver Grade I (Operational): (Rs. 240—420).

The present scale of pay is as applicable to Light Vehicle Drivers in the regular establishments of Government. They may therefore remain in the present scale and be given the revised scale of Rs. 410—625.

Heavy Vehicle Driver Grade II (Operational): (240—420).

The request was to allow the pay scale of Rs. 260—450 and to dispense with the categorisation of Heavy Vehicle Drivers as Grade I and Grade II.

As has already been stated earlier, the dispensation of Grade I and to have a common scale does not fall within the scope of this Commission. So long as there are two grades, the Heavy Vehicle Driver Grade I is equivalent to the Heavy Vehicle Drivers in the regular establishments of Government. Hence Heavy Vehicle Drivers Grade II may remain in the present scale to maintain relative position with the promotion category of Grade I Heavy Vehicle Driver. No change is called for and they may be given the revised scale of Rs. 410—625.

Heavy Vehicle Driver Grade I (Operational): (Rs. 260—450).

The present scale of pay is equivalent to Heavy Vehicle Drivers under Common Categories. They may be given the revised scale of Rs. 450—700.

Operator Grade V (Operational): (Rs. 175—300).

One must have 5 years of experience as Cleaner. No change in the present scale is called for and they may be given the revised scale of Rs. 325—500.

Operator Grade IV (Operational): (Rs. 180—350).

This is a promotion category for Grade V. The present scale of pay is adequate and they may be given the revised scale of Rs. 350—550.

Operator Grade III (Operational): (Rs. 240—420).

This is a promotion category for Operator Grade IV which is in the pay scale of Rs. 180—350. They may remain in the present scale to

maintain the relative position and be given the revised scale of Rs. 410—625.

Operator Grade II (Operational): (Rs. 260—450).

This is a promotion category for Grade III Operator which is in the pay scale of Rs. 240—420. They may remain in the present pay scale and be given the revised scale of Rs. 450—700.

Operator Grade I (Operational): (Rs. 275—475).

It was represented that prior to the standardisation of the pay scales in G.O.Ms.No. 107, P. W. D. dated 7th February 1974, the pay scale was Rs. 150—300 but it was reduced to Rs. 125—250 in the above G.O. The request was to allow the pre revised scale of Rs. 150—300 and give the the corresponding D.A. merged scale. This is a promotion category for Operator Grade II. The present scale of pay is adequate and they may be given the revised scale of Rs. 475—760.

Operator Special Grade (Operational): (Rs. 310—560).

The request was to allow the pre revised scale of Rs. 160—320 which was available prior to the standardisation and to give the corresponding D.A. merged scale. This is a promotion category for Operator Grade I. The present scale of pay is adequate and they may be given the revised scale of Rs. 530—850.

Fitter Grade II III/Turner Grade II/Mechinist Grade III: (Workshop and Construction) (Rs. 180—350).

The present scale of pay is equivalent to Tradesman Grade III. They may be placed in the revised scale of Rs. 410—625 as recommended for Tradesman Grade III.

Fitter Grade Turner Grade II/Machinist Grade II: (Workshop and Construction) (Rs. 240—420).

This is a promotion category for Fitter Grade III which has been recommended Rs. 410—625. Hence this may be placed in the revised pay scale of Rs. 425—650.

Fitter Grade I/Turner Grade I/Machinist Grade I (Workshop and Construction) (Rs. 250—430).

This is a promotion post for Fitter Grade II. To maintain the relative position with the feeder category, they may be placed in the scale of Rs. 450—700.

Fitter Special Grade/Turner Special Grade/Mechinist Special Grade: (Workshop and Construction): (Rs. 275—475).

The present scale of pay is equivalent to that of Tradesman Special Grade. They may continue to maintain the parity with the Tradesman Special Grade and be given the revised scale of Rs. 475—760.

Tradesman Grade III: (Workshop and Construction): (Rs. 180—350).

One must have 5 years of experience as Helper Grade I to be eligible for promotion or must have passed I. T. I. course in the concerned trade. In view of the recommendation for the feeder category and to maintain the relative position with feeder category this may be placed in the revised pay scale of Rs. 410—625.

Tradesman Grade II (Workshop and Construction): (Rs. 240—420).

In order to maintain the relative position with the feeder post of Tradesman Grade III, they are placed in the revised scale of Rs. 425—650.

Tradesman Grade I (Workshop and Construction): (Rs. 250—430).

This is a promotion post for Tradesman Grade II. They may be placed in the revised pay scale of Rs. 450—700.

Tradesman Special Grade (Workshop and Construction): (Rs. 275—475).

This is a promotion post for Grade I Tradesman. The present scale pay is adequate notwithstanding the recommendation for Tradesman of Grade I. No change in the pay scale is called for and they may be given the revised scale of Rs. 475—760.

Assistant Foreman (Workshop and Construction): (Rs. 320—580).

One must have experience as Special Grade Fitter or Turner or Machinist to become eligible for promotion. These feeder categories are in the pay scale of Rs. 275—475. The relative position is adequate and the present pay scale is on par with Works Inspector Special Grade. No change in the pay scale is called for and they may be given the revised scale of Rs. 550—900.

Foreman (Workshop and Construction): (Rs. 410—750).

This is a promotion post for Assistant Foreman in the pay scale of Rs. 320—580. No change in the pay scale is called for as the relative position is adequate. They may be given the revised scale of Rs. 650—1,100.

Water Supply Lineman (Executive): (Rs. 165—250).

It was represented that while standardising the pay scales in 1974 they were given the lower scale instead of the pre-revised scale of Rs. 70—130. The request was to continue to allow them the pre-revised scale of Rs. 70—130 and then given the corresponding D. A. merged scale. One must have passed VII class. They are placed in the revised scale of Rs. 310—475.

Work Inspector Grade V (Executive): (Rs. 165—250).

Here also the request was for the pay scale of Rs. 175—300. One should have experience for 3 years as technical or non-technical maistries. They may therefore be placed in the revised pay scale of Rs. 310—475,

Work Inspector Grade IV (Executive): (Rs. 180—350).

Here also the representation was that prior to the standardisation, the pay scale was Rs. 90—192 but in the standardisation it was reduced to Rs. 80—160. The request was to remove this disparity and due to the fact that the qualification for this category is S.S.C. Though the qualification may be S.S.C. apparently for direct recruitment, the lower category of Work Inspector Grade V, which is a feeder category for this is in the pay scale of Rs. 165—250. The relative position with the feeder category is adequate notwithstanding the recommendation for Work Inspector Grade V. They may therefore remain in the present scale and be given the revised scale of Rs. 350—550.

Work Inspector Grade III (Executive): (Rs. 240—420).

Here also it was represented that prior to the standardisation of the pay scale, the pre-revised scale was Rs. 100—200 while it has been reduced to Rs. 90—192. The request was to equivilise with Work Inspector Grade II. One must have 3 years of experience as Work Inspector Grade IV to become eligible for promotion. The present relative position with the feeder category of Grade IV is adequate. No change in the pay scale is called for. They are placed in the revised scale of Rs. 410—625.

Work Inspector Grade II (Executive): (Rs. 260—450).

This is a promotion category for Work Inspector Grade III who are in the pay scale of Rs. 240—420. The relative position is adequate and no change is called for. They may therefore be given the revised scale of Rs. 450—700.

Work Inspector Grade I (Executive): (Rs. 275—475).

Here also it was represented that prior to the issue of ordrs for standardisation of the pay scales the pre-revised scale was Rs. 140—280 while it has been reduced to Rs. 125—250. The request was to allow the pre-revised scale of Rs. 140—280 and then given the corresponding D.A. merged scale.

This is a promotion category for Work Inspector Grade II. The present scale of pay is adequate as a promotion post and they may be given the revised scale of Rs. 475—760.

Work Inspector Special Grade (Executive): (Rs. 320—580).

This is a promotion category for Work Inspector Grade I. The relative position with the feeder category is adequate. They may therefore remain in the present scale and be given the revised scale of Rs. 550—900.

WORKCHARGED ESTABLISHMENT (PUBLIC HEALTH ENGINEERING)

All categories of posts except the following categories of posts under the Workcharged Establishment under the control of Chief Engineer (Public Health Engineering) are said to be covered by the orders issued in G.O.Ms.No. 107, P. W. D., dated 7th February 1974.

<i>Name of the Category</i>	<i>Scale of Pay</i>
Junior Chargeman	.. 260-10-340-11-450
Pump Driver Grade II	.. 175-8-255-9-300
Pump Driver Grade I	.. 180-9-270-10-350
Assistant Moulder	.. 165-5-190-6-250
Patrollers	.. 155-3-185-4-205
Filter Bed Operator	.. 175-8-255-9-300
Assistant Analyst (Chemist)	.. 320-14-460-15-580
Technical Maistries	.. 165-5-190-6-250

In the absense of orders of Government approving the qualifications, it would be difficult to review the pay structure of these categories. It is however understood that the qualifications and the standard scales for the posts not already covered by G. O.Ms.No. 107, P.W.D., dated 7th February 1974 for some of the categories shown above are under the consideration of Government separately.

After orders are passed by Government approving the qualifications and standard scale for such left over categories, the general recommendation in the chapter of Workcharged Establishment would apply.

WORKCHARGED ESTABLISHMENT (PANCHAYAT RAJ DEPARTMENT)

Regular pay scales have been allowed to the Workcharged establishment in Panchayati Raj Engineering from 21st August, 1975 in G.O.Ms. No. 442, P. R., dated 21st August, 1975 and the DA merged scales have also been allowed from 21st August, 1975. For the Rigs Organisation in the Panchayat Raj Engineering Department the regular pay scales were allowed from 1st January, 1977 for the categories in P. R. Engineering Department which correspond to those covered by G.O. Ms. No. 107, Public Works Department, dated 7th February 1974, the pay scales recommended for such categories in the Irrigation and Power Department would apply. In respect of the other categories which are not covered by G.O.Ms.No. 107, dated 7th February, 1974 they are dealt below.

<i>Work Inspector Grade I</i>	.. (Rs. 320—580).
<i>Work Inspector Grade II</i>	.. (Rs. 275—475)
<i>Work Inspector Grade III</i>	.. (Rs. 260—450).
<i>Work Inspector Grade IV</i>	.. (Rs. 240—420)
<i>Work Inspector Grade V</i>	.. (Rs. 175—300)

The pay scales for the Work Inspectors in this Department are higher than those applicable to the Work Inspectors covered by G.O.Ms.No. 107, P. W. D., dated 7th February 1974 as the qualifications prescribed are slightly higher than that applicable to the other Work Inspectors. As the pay scales have been allowed only from August 1975 and keeping in view the qualifications present scales of pay are adequate and they are placed in the corresponding revised pay scale indicated against each of the above categories in the relevant schedule relating to this class of establishment under the Panchayati Raj Engineering Department.

Road Roller Drivers: (Rs. 240—420).

This corresponds to Heavy Vehicle Driver Grade II covered by G.O.Ms.No. 107, dated 7th February, 1974. They may also remain in the present scale on par with Heavy Vehicle Drivers Grade II and be given the revised scale of Rs. 410—625.

Gang Mazdoor: (Rs. 155—205).

In view of the general recommendation that even in Workcharged establishment the lowest grade should be Rs. 165—250, they are placed in the revised scale of Rs. 290—425.

Master Driller	.. Rs. 320—580
Driller Grade II	.. Rs. 240—420
Hydrogeologist/Geo-physicist	.. Rs. 430—800
Geological Surveyors	.. Rs. 250—430
Mechanic Grade IV	.. Rs. 180—350

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Pump Mechanic Grade I	..	Rs. 250—430
Pump Mechanic Grade II	..	Rs. 180—350
Water Analysts	..	Rs. 275—475
Mechanical Surveyors	..	Rs. 250—430
Store Assistant/Survey Assistant	..	Rs. 180—350

As the standard scales have been allowed recently no change in the pay scale is called for these categories and they may be given the corresponding revised scale shown against each of the above categories in the relevant schedule relating to this class of establishment under Panchayati Raj Engineering Department.

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1979

GOVERNMENT OF ANDHRA PRADESH

REPORT OF

Sri A. Krishnaswamy, I. A. S. (Retd.)

Pay Revision Commissioner

VOLUME III

1979

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Sri A. Krishnaswamy, I. A. S. (Retd.)

Pay Revision Commissioner

VOLUME III

1979

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AGRICULTURE DEPARTMENT

Sl.No.	Category	No. of Posts	Existing Scale	Revised Scale	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	Cadre Post	..	
2.	Additional Director	1	1400-1925	1800-2350	
3.	Senior Joint Director	6	1300-1800	1700-2250	
4.	Joint Directors	10	1100-1650	1500-2100	
5.	Deputy Directors	88	900-1450	1300-1900	
6.	Agricultural Engineer	1	900-1450	1300-1900	
7.	Chief Accounts Officer	1	850-1425	1250-1800	
8.	Statistician	1	850-1425	1250-1800	
9.	Accounts Officer	5	700-1200	Common Category	
10.	Assistant Directors	382	700-1200	1050-1600	
11.	Administrative Officer	2	530-1050	800-1450	
12.	Assistant Accounts Officer (Treasuries and Accounts Department)	1	530-1050	800-1450	
13.	P. A. to Director	1	530-1050	800-1450	
14.	Assistant Statistician	2	700-1200	1050-1600	
15.	Assistant Agricultural Engineer	19	700-1200	1050-1600	
16.	Assistant Agricultural Officer	2242	480-900	750-1300	
17.	Statistical Assistants	8	430-800	700-1200	
18.	Superintendent (Directorate)	81	430-800	Common Category	
19.	Superintendent (Subordinate Offices)	72	410-750	Common Category	

AGRICULTURE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
20.	Agriculture Engineering Supervisor	..	430-800	700-1200	
21.	Superintendents (Commercial Accounts)	1	410-750	Common Category	
22.	Commercial Accountant	1	360-700	650-1100	
23.	Draftsman Gr. I/ Mechanical Supervisor.	3	340-640	575-950	
24.	U.D.C./U.D. Accountant.	659	310-560	Common Category.	
25.	U. D. Stenos.	12	310-560	Common Category.	
26.	Artist.	4	290-520	Common Category.	
27.	Computer	8	310-560	530-850	
28.	Sub-Assistants Grade I	10	310-560	530-850	
29.	Artist	1	360-700	Common Category.	
30.	Librarian	1	310-560	530-850	
31.	Foreman	1	290-520	500-800	
32.	Machine Minder	1	290-520	500-800	
33.	Cameraman	1	290-520	500-800	
34.	Camera Operator-cum-Platemaker.	1	290-520	500-800	
35.	Assistant Foreman/ Mechanic Gr. II	9	275-475	475-760	
36.	Assistant Camera Operator-cum-Platemaker	1	260-450	450-700	
37.	Mechanic Grade I	11	290-520	500-800	
38.	L. D. Stenos	52	250-430	Common Category.	

AGRICULTURE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
39.	Typists/Steno Typists	236	250-430	Common Category	
40.	Cinema Operator .	2	290-520	Common Category	
41.	Tracer.	107	260-450	450-700	
42.	Line Inspector.	2	260-450	150-700	
43.	Telephone Operator	1	250-430	Common Category.	
44.	Sub-Assistants Grade II.	2297	250-430	125-650	
45.	Senior Tractor Driver/ Tractor Operator.	35	240-420	150-700	
46.	Lorry Driver	7	260-450	Common Category.	
47.	Mechanic Gr. III; Turner; Moulder; Blacksmith Gr. I; Technician; Machine Fitter Gr. I.	16	260-450	450-700	
48.	L.D.C./L.D. Accountant.	587	250-430	Common Category.	
49.	Laboratory Assistant.	1	240-420	410-625	
50.	Jeep Driver/ Van Driver.	288	240-420	Common Category.	
51.	Godown Supervisor.	3	240-420	425-650	
52.	Store Keeper.	307	180-350	350-550	
53.	Draughtsman Gr. II	37	290-520	500-800	
54.	Shroff	1	240-420	Common Category.	
55.	Depot Clerks.	4	240-420	425-650	
56.	Head Guardman	1	240-420	425-650	
57.	Store Clerks/Store Keepers	12	240-420	425-650	
58.	Oil Engine Driver	61	180-350	350-550	

AGRICULTURE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
59.	Mechanic Gr. V. Mechanic Gr. IV; Borewell Foreman; Machine Rock Driller Operator; Fitter Grade II.	65	240-420	410-625	
60.	Electrician	2	240-420	410-625	
61.	Carpenter	1	240-420	410-625	
62.	Sales Man-cum-Clerk	1	240-420	410-625	
63.	Assistant Tractor Operator	1	180-350	410-625	
64.	Roneo Operator	1	180-350	Common Category	
65.	Record Assistant	29	180-350	Common Category	
66.	Field Assistant	1096	180-350	350-550	
67.	Tractor Drivers/ Junior Tractor Drivers.	99	180-350	410-625	
68.	Laboratory Assistant	30	180-350	350-550	
69.	Fitter/Blacksmith Grade II		180-350	350-550	
70.	Lab. Boy	2	165-250	290-425	
71.	Helpers	34	165-250	290-425	
72.	Attenders	820	165-250	Common Category	
73.	Watchman	102	165-250	Common Category.	
74.	Malan	2	165-250	Common Category.	
75.	Chainman	115	165-250	290-425	
76.	Malies	6	165-250	Common Category.	
77.	Weighman	65	165-250	290-425	

AGRICULTURE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
78.	Daftary	2	165-250	290-425	
79.	Dafedar	1	165-250	Common Category.	
80.	Van Cleaner/Lorry Cleaner/Tractor Cleaner.	96	165-250	290-425	
81.	Scavenger	2	165-250	Common Category	
82.	Ploughmen	15	165-250	290-425	
83.	Store Keeper.	1	165-250	290-425	
84.	Sales Boy	1	165-250	290-425	
85.	Lab. Attenders	4	165-250	290-425	

ANIMAL HUSBANDRY DEPARTMENT

<i>Sl. No.</i>	<i>Category</i>	<i>No. of Posts</i>	<i>Existing Scale</i>	<i>Revised Scale</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	1400-1925	1800-2350	
2.	Additional Director	3	1300-1800	1700-2250	
3.	Joint Director.	18	1100-1650	1500-2100	
4.	Project Officer (Joint Director)		1100-1650	1500-2100	
5.	Joint Director (Fodder) Agricultural Department.	1	1100-1650	1500-2100	
6.	Deputy Director	45	900-1450	1300-1900	
7.	Farm Superintendent	1	900-1450	1300-1900	
8.	Sheep and Goat Development Officer.	1	900-1450	1300-1900	
9.	Special Officer (Farms)	1	900-1450	1300-1900	
10.	Special Officer, Rinderpest Eradication Scheme. . .	1	900-1450	1300-1900	
11.	Principal	1	900-1450	1300-1900	
12.	Virologist	1	900-1450	1300-1900	
13.	Epidamologist	1	900-1450	1300-1900	
14.	General Manager	1	900-1450	1300-1900	
15.	Credit Planning Officer (on deputation from Registrar of Cooperative Societies)	1	850-1425	1250-1800	
16.	District Veterinary Officer (Now Assistant Director)	199	750-1300	1150-1700	
17.	Assistant Director (Animal Husbandry Statistics)	3	750-1300	1150-1700	

ANIMAL HUSBANDRY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
18.	Assistant Epidamologist	1	750-1300	1150-1700	
19.	Assistant Virologist.	1	750-1300	1150-1700	
20.	Assistant Director (Goshala)	1	750-1300	1150-1700	
21.	Farm Superintendent	1	750-1300	1150-1700	
22.	Piggery Development Officer.	1	750-1300	1150-1700	
23.	Project Officer.	1	750-1300	1150-1700	
24.	Research Officer	4	750-1300	1150-1700	
25.	Pig Production Officer	3	750-1300	1150-1700	
26.	Superintendents (Hospitals and Dispensaries)	7	750-1300	1150-1700	
27.	Special Officer (Control of Faciolosis)	2	750-1300	1150-1700	
28.	Assistant Rinderpest Officer	3	750-1300	1150-1700	
29.	Disease Investigation Officer	7	750-1300	1150-1700	
30.	Disease Investigation Officer (Clinical Labs.)	1	750-1300	1150-1700	
31.	Dairy Extension Officer	2	750-1300	1150-1700	
32.	Livestock Officer	35	750-1300	1150-1700	
33.	Cattle Development Officer	3	750-1300	1150-1700	
34.	Lecturers	3	750-1300	1150-1700	
35.	Special Officer (ALF)		750-1300	1150-1700	
36.	Special Officer (LFC)		750-1300	1150-1700	

ANIMAL HUSBANDRY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
37.	Personal Assistants	1	700-1200	1050-1600	
38.	Accounts Officer.	2	700-1200	1050-1600	
39.	Feed and fodder Development Officer (Assistant Director, Agriculture)	4	700-1200	1050-1600	
40.	Veterinary Officers (Previously Veterinary Assistant Surgeons).	1625	530-1050	800-1450	
41.	Research Assistant	8	530-1050	800-1450	
42.	Bio-Chemist (V.O.)	1	530-1050	800-1450	
43.	Exhibition Assistant (V.O.)	5	530-1050	800-1450	
44.	Assistant Lecturers (V.A.S.)	8	530-1050	800-1450	
45.	Field Officer (Veterinary Officer)		530-1050	800-1450	
46.	Office Managers	7	480-900	750-1300	
47.	Fodder Assistant		430-800	700-1200	
					If Assistant Agricultural Officers are posted they will draw the pay scale applicable to them in the Parent depart- ment. If B.Sc., Agricultural candidates are appoin- ted they will be in the revised scale of Rs. 750- 1300.

ANIMAL HUSBANDRY DEPARTMENT—(Contd.)

1	2	3	4	5
			Rs.	Rs.
48.	Junior Engineer (P.W.D.)		480-900	750-1300
49.	Plant Engineers	1	480-900	750-1300
50.	Agricultural Farm Manager.	4	480-900	750-1300
a.	Agricultural Manager (A.A.O.)		480-900	750-1300
51.	Television Operator		430-800	700-1200
52.	Statistical Investigator	1	430-800	700-1200
53.	Sub-Registrar of Co-operative Societies	1	430-800	700-1200
54.	Superintendent (Directorate)	54	430-800	Common Category
55.	Veterinary Livestock Inspectors.	1244	360-700	600-1050
56.	Office Superintendent	23	410-750	Common Category
57.	Cost Accountant	1	410-750	700-1200
58.	Dairy Extension Assistant	43	360-700	600-1050
59.	Dairy Assistant		360-700	600-1050
60.	Mechanical Engineer- ing Supervisor.	1	360-700	600-1050
61.	Liquid Nitrogen Plant Operator (V.L.I.)		360-700	600-1050
62.	Head Clerks	8	340-640	Common Category
63.	Photo Artist.		320-580	Common Category
64.	Computer		310-560	530-850

ANIMAL HUSBANDRY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
65.	Feed Accountant	1	310-560	530-850	
66.	Lab. Assistant.	8	310-560	530-850	
67.	U. D. Clerks/U.D. Accountants.	198	310-560	Common Category.	
68.	U. D. Steno	1	310-560	Common Category.	
69.	Accountant (UDC)	6	310-560	Common Category.	
70.	Statistical Computer.	9	310-560	530-850	
71.	Store Keeper (UDC)	1	310-560	Common Category.	
72.	Veterinary Live-stock Assistants/Stockman Livestock Assistant.	1021	290-520	500-800	
73.	Field Supervisors	5	290-520	500-800	
74.	Engineering Foreman.	1	290-520	500-800	
75.	Film Operators.		290-520	Common Category.	
76.	Artist.		290-520	Common Category.	
77.	Agricultural Field Supervisor.		290-520	500-800	
78.	Mechanic (General)	4	275-475	475-760	
79.	Boiler Mechanic.		275-475	475-760	
80.	Refrigerator Mechanic		275-475	500-800	
81.	Electrician Grade. I		275-475	475-760	
82.	Electrician Grade II	3	275-475	475-760	
83.	Electrician Grade III	1	275-475	475-760	
84.	Caning Supervisor		275-475	475-760	

ANIMAL HUSBANDRY DEPARTMENT—(Contd.)

1	2	3	4	5	6
85.	Film Operator	1	Rs. 275-475	Rs. 475-760	Present incumbents in the higher scale of Rs. 290-520 will have the corresponding revised scale of Rs. 500-800 as personal to them.
86.	Refrigerator-cum-compressor Mechanic	8	275-475	500-800	
87.	Electric Mechanic.		275-475	475-760	
88.	Mechanic-cum-Electrician.		275-475	475-760	
89.	Tractor Driver.		260-450	450-700	
90.	Truck Driver.	1	260-450	450-700	
91.	Veterinary Compounders.	1993	250-430	425-650	
92.	Enumerator (V.C.)		250-430	425-650	
93.	Field Man.	19	250-430	425-650	
94.	Village Level Worker.		250-430	425-650	
95.	Field Assistant/Lab Assistant (V.C.)		250-430	425-650	
96.	L. D. Clerks.	147	250-430	Common Category.	
97.	Typists/Steno Typists.	152	250-430	Common Category.	
98.	Telephone Operator.	2	250-430	Common Category.	
99.	L. D. Stenos.	2	250-430	Common Category.	

ANIMAL HUSBANDRY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
100.	Clerk-cum-Typist.	3	250-430	425-650	
101.	Store-Keeper (L.D.C.)	6			
102.	Inspector (Veterinary Compounder)	3			
103.	Medical Compounder.				
104.	Veterinary Vaccinators.		240-420		
105.	Drivers,		240-420	Common Category.	
106.	Poultry Maistry.	3	240-420	410-625	
107.	Electrician.	2			
108.	Pharmacist Grade II.	1			
109.	Cashier.	5	240-420	Common Category.	
110.	Assistant Manager.	1	240-420	410-625	
111.	Fitter.	1	240-420	410-625	
112.	Shroff	1	240-420	Common Category.	
113.	Lab Technician.		240-420	410-625	
114.	Jeep and Pickup Van Driver.		240-420	Common Category.	
115.	Carpenter.	5	240-420	410-625	
116.	Lab Technician.		180-350	350-550	
117.	Carpenters	27	180-350	350-550	
118.	Maistries	27	180-350	410-625	
119.	Electrician		180-350	350-550	
120.	Machine Driver.		180-350	410-625	

ANIMAL HUSBANDRY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
121.	Milk Recorder.		180-350	350-550	
122.	Flock Man Grade. I.		180-350	350-550	
123.	Lab Attender		180-350	350-550	
124.	Sales Man.	5	180-350	350-550	
125.	Pork Sales Man		180-350	350-550	
126.	Pump Set Driver	2	180-350	350-550	
127.	Feed Distribution Assistant	3	180-350	350-550	
128.	Record Assistant	41	180-350	Common Category.	
129.	Roneo Operator	1	180-350	Common Category.	
130.	Black Smith		180-350	350-550	
131.	Field Assistant	126	180-350	410-625	
132.	Workshop Helper		180-350	350-550	
133.	Lab. Attender		175-300	325-500	
134.	Attendant	1	175-300	325-500	
135.	Flockman Grade. II		175-300	325-500	
136.	Shepherd/Junior Flockman		165-250	290-425	
137.	Daftari	1	165-250	290-425	
138.	Dafedar	1	165-250	} Common Category.	
139.	Farrash		165-250		
140.	Chowkidar	10	165-250		
141.	Attenders	956	165-250		
142.	Attendants	10	165-250	290-425	

ANIMAL HUSBANDRY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
143.	Lab. Attenders	37	165-250	290-425	
144.	Cattle Attendant	12	165-250	290-425	
145.	Sweepers.	7	165-250	Common Category.	
146.	Dog Attenders	3	165-250	290-425	
147.	Syce.	4	165-250	290-425	
148.	Farriers	2	165-250	290-425	
149.	Watchman	3	165-250	Common Category.	
150.	Lascars	2	165-250	290-425	
151.	Kamati	16	165-250	Common Category.	
152.	Postmartum Attendant	1	165-250	290-425	
153.	Animal Attender	2	165-250	290-425	
154.	Sweeper-cum- Postmartum Attendant	1	165-250	290-425	
155.	Cleaner	1	165-250	Common Category.	
156.	Van Cleaner	3			
157.	Workshop Mechanic	2	165-250	290-425	
158.	Plant Attendant	1	165-250	290-425	
159.	Dairy Worker	1	165-250	290-425	
160.	Jamedar Gowli	1	165-250	290-425	
161.	Graser	2			
162.	Gowlis	2			
163.	Milk Vender	2			
164.	Dung Cossain (Women)	2			

ANIMAL HUSBANDRY DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	f
165.	Bullman.	8			
166.	Bull Attendant.				
167.	Poultry Attendant	1			
168.	Poultry Servant	3			
169.	Horticulture Servant.	2			
170.	Senior Flockmen.	7			
171.	Mechanical Attendant.	1			
172.	Mechanical Assistant	1			
173.	Mechanical Assistant (Water Cooler Plant)	1			
174.	Master Butcher.	1			
175.	Master Cutter.	1			
176.	Boiler Assistant.	1			
177.	Turn Duty Assistant.	1	165-250	290-425	
178.	Slaughterman	7			
179.	Sales Assistant	2			
180.	Refrigerator Assistant.	1			
181.	Carcass Lifters.	4			
182.	Boiler Man.	1			
183.	Master Flayer.	2			
184.	Kamdars.	4			
185.	Senior Shearer.				
186.	Flock Man Grade. III				
187.	Tractor Cleaner-cum-Helper.				

ANTI-CORRUPTION BUREAU DEPARTMENT

Sl.No.	Category	No. of posts.	Existing Scale.	Revised Scale.	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	Cadre Post.		
2.	Joint Director.	1	Cadre Post.		
3.	Deputy Director (Deputy Conservator of Forests).	1	(I.F.S. Scale)		
4.	Deputy Director (District Office Additional S.P. Cadre).	1	1000-1550	1400-2000	
5.	Deputy Director (Executive Engineer)	1	900-1450	1300-1900	
6.	Assistant Directors.	2	750-1300	1150-1700	
7.	Director of Prosecutions.	1	750-1300	1150-1700	
8.	Additional Director of Prosecutions.	2	750-1300	1150-1700	
9.	Legal Advisor-cum- Public Prosecutor.	1	750-1300	1150-1700	
10.	Deputy Superintendent of Police.	7	750-1300	1150-1700	
11.	Manager.	1	600-1100	900-1500	
12.	Inspectors.	34	530-1050	800-1450	
13.	Junior Engineer.	1	480-900	750-1300	
14.	Superintendent.	1	430-800	Common Category.	
15.	Special Branch Clerks.	6	410-750	650-1100	
16.	Photographer.	1	320-580	Common Category.	
17.	Accountant.	1	310-560	530-850	
18.	U. D. Clerks.	10	310-560	Common Category.	

ANTI-CORRUPTION BUREAU DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
19.	U. D. Stenos.	2	Rs. 310-560	Rs. Common Category.	
20.	Radio Mechanics	2	260-450	450-700	
21.	L. D. Clerks.	2	250-430	Common Category.	
22.	L. D. Stenos.	10	250-430	Common Category.	
23.	Typists	12	250-430	Common Category.	
24.	Head Constables	36	250-430	425-650	
25.	Drivers.	9	240-420	Common Category.	
26.	Constables (Police)	134 ²	180-350	350-550	
27.	Record Assistant.	1	180-350	Common Category.	
28.	Attenders.	23	165-250	Common Category.	
29.	Sweepers.	8	165-250	Common Category.	

ANDHRA PRADESH ADMINISTRATIVE TRIBUNAL

<i>Sl.No.</i>	<i>Category</i>	<i>No. of posts</i>	<i>Existing Scale</i>	<i>Revised Scale</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Registrar	1	1,400-1,925	1,800-2,350	
2.	Dy. Registrar	1	1,000-1,550	1,400-2,000	
3.	(a) Asst. Registrar	2	850-1,425	1,250-1,800	
	(b) Secretary to the Chairman-cum-Assistant Registrar.	1			
4.	Section Officers	4	480-900	750-1,300	
	Court Officers	8			
	Scrutiny Officers	2			
5.	Court Masters/ Personal Assistants.	9	480-900	750-1,300	
6.	Librarian	1	410-750	650-1,100	
7.	U. D. Clerks	9	310-560	Common Category.	
8.	Care Taker.	1	275-475	475-760	
9.	L. D. Clerks	6	250-430	Common Category.	
10.	Typists	10	250-430	Common Category.	
11.	Driver	1	240-420	Common Category.	
12.	Book Bearer.	1	180-350	350-550	
13.	Roneo Operator.	1	180-350	Common Category.	
14.	Record Assistants.	9	180-350	Common Category.	
15.	Jamedar.	1	175-300	Common Category.	
16.	Attenders.	3	165-250	Common Category.	

ARCHAEOLOGY AND MUSEUMS DEPARTMENT

<i>Sl.No.</i>	<i>Category</i>	<i>No. of Posts</i>	<i>Existing Scale</i>	<i>Revised Scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	1,300-1,800 (Spl. pay is merged).	1,700-2,250	
2.	Chief Epigraphical Officer (Previously Deputy Director Epigraphy)		900-1,450 Spl. pay is merged)	1,300-1,900	
3.	Chief Administrative Officer (Previously Deputy Director (Administration))	1	900-1450	1250-1800	The observations against this post in the chapter relating to this department may be seen.
4.	Chief Chemist	1	850-1425	1250-1800	
5.	Assistant Director.	8	700-1200	1050-1600	
6.	Registering Officers.	7	700-1200	1050-1600	
7.	Curator.	2	700-1200	1050-1600	
8.	Office Assistant	1	480-900	750-1300	
9.	Senior Assistant in Epigraphy.	1	480-900	750-1300	
10.	Senior Conservation Assistant.	1	480-900	750-1300	
11.	Chemist.	1	480-900	750-1300	
12.	Head Draughtsman (Conservation)	1	480-900	750-1300	
13.	Superintendents (Directorate)	5	430-800	Common Category.	
14.	Conservation Assistant.	7	430-800	700-1200	

ARCHAEOLOGY AND MUSEUMS DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
15.	Supervisor	1	430-800	700-1200	
16.	Technical Assistant.	7	410-750	750-1300	
17.	Librarian	2	410-750	650-1100	
18.	Draughtsman (Excavation).	2	410-750	650-1100	
19.	Pottery Assistant	1	410-750	650-1100	
20.	Assistant in Epigraphy	7	410-750	650-1100	Technical Assistant posted against this post will carry the scale applicable to him as Technical Assistant.
21.	Cataloguer.	1	410-750	650-1100	
22.	Assistant Curator.	1	410-750	650-1100	
23.	Gallory Assistant.	1	410-750	650-1100	
24.	Guide Lecturers.	8	410-750	650-1100	
25.	Publication Assistants.	3	360-700	650-1100	
26.	Keeper of Coins.	1	360-700	600-1050	
27.	Assistant Chemist.	1	360-700	600-1050	
28.	Photographer.	3	320-580	Common Category.	
29.	Accountants.	..	310-560	Common Category	
30.	U. D. Clerks	22	310-560	Common Category.	
31.	U. D. Stenos.	2	310-560	Common Category.	

ARCHAEOLOGY AND MUSEUMS DEPARTMENT—(Contd.)

1	2	3	4	5	6	7
			Rs.	Rs.		
32.	U. D. Store-Keeper		310-560	Common Category.		
33.	Grade II Clerk.		310-560	530-1050		
34.	Care Taker.	5	290-520	530-850		
35.	Draughtsman (Conservation)	5	290-520	500-800		
36.	Tracer.	1	290-520	450-700		Existing incumbent in the higher scale of Rs. 290-520 will have the revised scale of Rs. 500-800 as personal to him.
37.	Projectionist	1	275-475	475-760		
38.	Photo Assistant	1	260-450	450-700		
39.	Lab. Technician.	2	260-450	450-700		
40.	L. D. Steno	2	250-430	Common Category.		
41.	L. D. Clerk.	16	250-430	Common Category.		
42.	Lab. Assistant	1	250-430	425-650		
43.	Typists	7	250-430	Common Category.		
44.	Pottery Machanic	1	240-420	410-625		
45.	Drivers	4	240-420	Common Category.		
46.	Foreman	4	240-450	425-650		
47.	Mason	2	240-420	410-625		
48.	Estampage Takers	7	240-420	410-625		

ARCHAEOLOGY AND MUSEUMS DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
49.	Maistry Grade I	1	240-420	410-625	
50.	Carpenter	1	240-420	410-625	
51.	Mechanic	2	240-420	410-625	
52.	Binders	3	180-350	350-550	
53.	Maistry Grade II	2	180-350	350-550	
54.	Explorers	1	180-350	350-550	
55.	Record Assistant	5	180-350	Common Category	
56.	Boat Sarang	2	180-350 (post kept in abeyance)	—	
57.	Lab. Attender	2	175-300	350-550	
58.	Darkroom Boy	2	175-300	325-500	
59.	Head Chowkidar	1	175-300	325-500	
60.	Attenders	74	165-250	Common Category	
61.	Daffedars	1	165-250	Common Category	
62.	Monument Attendants	85	165-250	290-425	
63.	Chowkidars	..	165-250	Common Category	
64.	Malan.	1	165-250	Common Category	
65.	Watchman	8	165-250	Common Category	
66.	Cleaner.	1	165-250	Common Category	

BUREAU OF ECONOMICS AND STATISTICS DEPARTMENT

<i>Sl.No.</i>	<i>Category</i>	<i>No. of Posts</i>	<i>Existing Scale</i>	<i>Revised Scale</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1300-1800 (Spl. Pay Rs. 150 is merged).	1800-2350	
2.	Joint Director.	2	1000-1550	1500-2100	
3.	Deputy Director Gr. I	5	850-1425.	1300-1900	
4.	Deputy Director Gr. II	2	750-1300	1150-1700	
5.	Assistant Director.	36	700-1200	1050-1600	
6.	District Statistical Officer (including Research Officer).	24	600-1100	900-1500	
7.	Senior Draftsman	1	430-800	750-1300	
8.	Superintendents	10	430-800	Common Category.	
9.	Senior Investigators.	226	430-800	700-1200	
10.	Artist.	1	360-700	Common Category.	
11.	Progress Assistant.	324	320-580	530-850	Existing incumbants in the pay scale of Rs. 320-530 will have the revised scale of Rs. 550- 900 as perso- nal to them.
12.	Junior Investigator.	205	310-560	530-850	
13.	Taluk Statistical Assistants.	196	310-560	530-850	

BUREAU OF ECONOMICS AND STATISTICS DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
14.	U. D. Clerks	41	310-560	Common Category.	
15.	U. D. Stenos	5	310-560	Common Category.	
16.	Draftsman.	1	275-475	500-800	
17.	Punch Operator.	19	275-475	475-760	
18.	L. D. Clerks	44	250-430	Common Category.	
19.	Typists.	46	250-430	Common Category.	
20.	Telephone Operator	1	250-430	Common Category.	
21.	Junior Computers.	7	250-430	425-650	
22.	L. D. Steno-Typist.	5	250-430	Common Category.	
23.	Driver	3	240-420	Common Category.	
24.	Tracers.	2	240-120	450-700	
25.	Record Assistant.	2	180-350	Common Category.	
26.	Roneo Operator.	1	180-350	Common Category.	
27.	Dafedar.	1	165-250	Common Category.	
28.	Attenders	135	165-250	Common Category.	
29.	Watchman.	2	165-250	Common Category.	
30.	Khalasi	1	165-250	290-425]	
31.	Farash	1	165-250	Common Category.	

COMMERCE AND EXPORT PROMOTION DEPARTMENT

<i>Sl.No.</i>	<i>Category</i>	<i>No. of Posts</i>	<i>Existing Scale</i>	<i>Revised Scale</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	1100-1650 (for departmental Officer)	1500-2100 (for departmental Officer)	
2.	Joint Director	1	1000-1550	1400-2000	
3.	Deputy Director.	1	900-1450	1300-1900	
4.	Assistant Director.	3	750-1300	1150-1700	
5.	Section Officer.	6	600-1100	900-1500	
6.	Superintendents	3	430-800	Common Category.	
7.	Inspectors.	4	430-800	700-1200	
8.	Special Category Stenos.	1	430-800	Common Category.	
9.	U. D. Clerks.	16	310-560	Common Category.	
10.	L. D. Clerks.	15	250-430	Common Category.	
11.	L. D. Stenos	2	250-430	Common Category.	
12.	Typists.	2	250-430	Common Category.	
13.	Driver.	1	240-420	Common Category.	
14.	Roneo Operator	1	180-350	Common Category.	
15.	Dafedar.	1	165-250	Common Category.	
16.	Cycle Orderly.	1	165-250	Common Category.	
17.	Chowkidars	1	165-250	Common Category.	
18.	Attenders.	24	165-250	Common Category.	

COMMAND AREA DEVELOPMENT DEPARTMENT

<i>Sl.No.</i>	<i>Category</i>	<i>No. of posts</i>	<i>Existing scale</i>	<i>Revised scale</i>	<i>Remarks</i>
1	2	3	4	5	6

Please refer to the remarks in the Chapter.

COMMON CATEGORIES

<i>Sl.No.</i>	<i>Category</i>	<i>No. of posts</i>	<i>Existing Scale</i>	<i>Revised Scale</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Accounts Officer not belonging to the Treasuries and Accounts Service (including the Assistant Pay and Accounts Officers in the office of the Pay and Accounts Office, A. P. Hyderabad		700-1200	1050-1600	
2.	Superintendents (Directorate)		430-800	700-1200	
3.	Superintendents (Sub-Office)		410-750	700-1200	
4.	Special Category Stenos		430-800	700-1200	
5.	Head Clerks		340-640	575-950	
6.	U. D. Clerk/ U.D. Steno/ U. D. Accountant/2nd Grade Steno.		310-560	530-850	
7.	L. D. Clerk/L. D. Steno/ Typist.		250-430	425-650	
8.	Telephone Operator		250-430	425-650	
9.	Drivers (Heavy Vehicles)		260-450	450-700	
10.	Driver (Light Vehicles)		240-420	410-625	
11.	Lift Operator		240-420	410-625	
12.	Sharoff/Cashier		240-420	410-625	
13.	Record Assistants		180-350	350-550	
14.	Roneo/Duplicator Operator		180-350	350-550	
15.	Photo Artist, Artist- <i>cum</i> -Photographer		320-580	550-900	

COMMON CATEGORIES—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
16.	Photographer (SSC+ 5 years experience)	}	320-580	550-900	
17.	Photographer (SSC+experience of less than 5 years).			475-760	
18.	Assistant Photographer.		275-475	475-760	
19.	Cine Operator/Audio Visual incharge.		275-475	475-760	
20.	Jamedars.		175-300	350-550	
21.	Dafedar		165-250	325-500	Special pay of Rs. 10 is merged in the revised scale.
22.	Cycle Orderlies Attenders. Watchmen. Malis. Malans. Farrash. Sweeper. Kamati. Cleaners. Scavengers. Chowkidars etc.	}	165-250	290-425	
23.	Store-keeper Grade. III.			240-420 } 250-430 }	425-650	Provided qualifications are not less than those appli- cable to L. D. Clerks.
24.	Store-keeper Grade II.		290-520 } 310-560 }	530-850	Provided qualifications and the method of recruitment are not less than those appli- cable to U.D. Clerks.

COMMON CATEGORIES—(Concl'd.)

1	2	3	4	5	6
25.	Store-keeper Grade. I	Rs. 410-750 430-800	}	Rs. 700-1200	Provided qualifications and method of recruitment are not less than those of Superintendents.
26.	Artist	360-700 320-580 290-520 275-475	}	550-900	Those presently in the pay scale higher than Rs. 320-580 will have the revised scale corresponding to the pre-revised scale as personal to them.

CO-OPERATIVE DEPARTMENT

<i>Sl. No.</i>	<i>Category</i>	<i>No. of Posts</i>	<i>Existing Scale</i>	<i>Revised Scale</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Registrar	1	Cadre Post	..	
2.	Additional Registrar	1	1300-1800	1700-2250	
3.	Joint Registrars	32	1100-1650	1500-2100	
4.	Executive Engineer	1	900-1450	1300-1900	
5.	Special Category Deputy Registrars	44	850-1425	1250-1800	
6.	Deputy Registrar	244	700-1200	1050-1600	
7.	State Palmgur Organiser	1	700-1200	1050-1600	
8.	Assistant Engineer	1	700-1200	1050-1600	
9.	Assistant Director (Statistical Officer)	1	700-1200	1050-1600	
10.	Junior Engineers	2	480-900	750-1300	
11.	Co-operative Sub-Registrars	877	430-800	700-1200	
12.	Supervisors	2	430-800	700-1200	
13.	Senior Investigator	2	430-800	700-1200	
14.	Senior Inspectors	1806	320-580	575-950	
15.	Junior Inspectors.	679	310-560	530-850	
16.	U. D. Stenos	2	310-560	Common Category	
17.	Junior Investigator	4	310-560	530-850	
18.	Draftsman Gr. III	2	290-520	500-800	
19.	Tracer	1	260-450	450-700	
20.	L. D. Clerks	450	250-430	Common Category.	

CO-OPERATIVE DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Ks.	Rs.	
21.	L. D. Stenos/Typists	202	250-430	Common Category	
22.	Telephone Operator	1	250-430	Common Category.	
23.	Shroff	1	240-420	Common Category.	
24.	Drivers	47	240-420	Common Category.	
25.	Supervisors	15	240-420	410-625	
26.	Record Assistants	6	180-350	Common Category.	
27.	Roneo Operator	1	180-350	Common Category.	
28.	Dafedar	1	165-250	Common Category.	
29.	Attenders	936	165-250	Common Category.	
30.	Jamedar	1	165-250	Common Category.	
31.	Watchman	7	165-250	Common Category.	
32.	Sweeper	1	165-250	Common Category.	
33.	Gardener	1	165-250	290-425	
34.	Khallasies	52	165-250	290-425	

DISTRICT GAZETTEERS

<i>Sl.No.</i>	<i>Category</i>	<i>No. of posts</i>	<i>Existing scale</i>	<i>Revised scale</i>	<i>Remarks</i>
1	2	3	4	5	6
1.	State Editor	1	Rs. 1200-1800 (Now held by an IAS Officer.)	Rs. Held by an I.A.S. Officer	
2.	Sub-editors (Redesignated as Asst. Directors)	2	480-900	800-1450	
3.	Research Assistant	16	430-800	750-1300	
4.	Superintendent	1	430-800	Common Category.	
5.	Special Category Steno	4	430-800	Common Category.	
6.	U. D. Clerks	5	310-560	Common Category.	
7.	L. D. Clerks	2	250-430	Common Category.	
8.	Typists	9	250-430	Common Category.	
9.	Comptometer Operator	1	250-430	425-650	
10.	Driver	1	240-420	Common Category.	
11.	Roneo Operator	1	180-350	Common Category.	
12.	Record Assistant	1	180-350	Common Category.	
13.	Attenders	16	165-250	Common Category.	

**DRUGS CONTROLLER AND FOOD (HEALTH) AUTHORITY
DEPARTMENT**

Sl.No	Category	No. of posts	Existing Scale	Revised Scale	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1.	Drugs Controller and Food (Health) Authority	1	Now held by Cadre Officer.		
2.	Senior Scientific Officer Government Analyst	2	1000-1550	1250-1800	Existing incumbents in the pay scale of Rs. 1000-1550 will however have the revised scale of Rs. 1400-2000 as personal to them.
3.	Deputy Drugs Controller	1	750-1300	1250-1800	
4.	Deputy Government Analyst	1	750-1300	1150-1700	
5.	Assistant Drugs Controller	3	600-1100	900-1500	
6.	Junior Scientific Officer/ Senior Analyst	8	600-1100	900-1500	
7.	Food Inspectors (Gazetted)	13	530-1050	800-1450	Said to be in abeyance.
8.	Drug Inspectors	23	530-1050	800-1450	
9.	Superintendents	3	430-800	Common Category.	
10.	Junior Analyst Grade-I		410-750	650-1100	
11.	Senior Scientific Assistant		430-800	700-1200	
12.	Junior Analyst Grade II.		340-640	575-950	
13.	Junior Scientific Assistant	} 18	360-700	600-1050	

**DRUGS CONTROLLER AND FOOD (HEALTH) AUTHORITY
DEPARTMENT—(Concl'd.)**

1	2	3	4	5	6
			Rs.	Rs.	
14.	Food Inspectors	40	360-700	600-1050	..
15.	U. D. Clerks.	5	310-560	Common Category.	..
16.	U. D. Steno.	1	310-560	Common Category.	..
17.	Technical Assistant.	2	275-475	530-850	..
18.	Lab. Technicians.	7	260-450	450-700	..
19.	L. D. Clerks.	29	250-430	Common Category.	..
20.	Typists.	4	250-430	Common Category.	..
21.	Record Assistant.	1	180-350	Common Category.	..
22.	Lab. Attendants. Grade-I.	9	180-350	350-550	The observa- tions against this category in the Chapter re- lating to this depart- ment may be seen.
	Lab. Attendants Grade-II.		165-250	290-425	
23.	Kamaties	2	165-250	Common Category.	..
24.	Attenders.	34	165-250	Common Category.	..
25.	Sweeper.	1	165-250	Common Category.	..

EDUCATION DEPARTMENT—HIGHER EDUCATION

<i>Sl. No.</i>	<i>Category</i>	<i>No. of posts</i>	<i>Existing Scale</i>	<i>Revised Scale</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.		1675-2125	2000-2500	
2.	Joint Director.	1	1400-1925	1800-2350	..
3.	Deputy Director.		900-1450	1300-1900	..
4.	Readers.		900-1450	1300-1900	..
5.	Assistant Director		700-1200	1050-1600	..
6.	Chief Auditor.		700-1200	1050-1600	..
7.	Accounts Officer.		700-1200	Common Category.	..
8.	Principals of Government Junior Colleges.	212	700-1200	1050-1600	..
9.	Physical Directors (in Government Degree Colleges)	56	530-1050 (For Post Graduate holders)	800-1450	..
			430-800 (For others)	700-1200	..
10.	Librarians in Government Degree College.	56	530-1050	800-1450	..
11.	Sanskrit Pandit Gr. I.		530-1050	800-1450	..
12.	Telugu Pandit Gr. I		530-1050	800-1450	..
13.	Junior Lecturers in Government Junior Colleges	3097	430-800	800-1450	For 1st or 2nd Class Post Graduates.
				750-1300	For Post Graduates in Third Class.

EDUCATION DEPARTMENT—HIGHER EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
14.	Physical Education Teachers (Physical Training Instructors) in Government Degree Colleges.	19	430-800	700-1200	..
15.	Superintendents in Directorate.	19	430-800	Common Category.	..
16.	Auditors (Directorate)	9	430-800	700-1200	..
17.	Post Graduate Assistants		430-800	700-1200	..
18.	Upgraded School Assistants.		430-800	700-1200	..
19.	Engineering Instructor.		430-800	700-1200	..
20.	Agriculture Instructor.		430-800	700-1200	..
21.	Domestic Science Assistant		430-800	700-1200	..
22.	Superintendents (Government Degree and Junior Colleges).	42	410-750	Common Category	..
23.	Physical Training Instructors.		410-750	650-1100	..
24.	Statistical Assistants (Directorate)	3	360-700	600-1050	..
25.	Physical Directors in Government Junior Colleges.	173	320-580	575-950	..
26.	Physical Directors (Degree Colleges)		320-580	575-950	..

EDUCATION DEPARTMENT—HIGHER EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
27.	Trained Graduate Teachers.		320-580	575-950	
28.	Sanskrit Pandit Grade I.		320-580	575-950	
29.	Telugu Pandits (Gr.I)		320-580	575-950	
30.	Hindi Pandits (Gr.I)		320-580	575-950	As in School Education provided the qualifications are not less than those applicable to such categories in School Education.
31.	Maratha Pandits (Gr.I)		320-580	575-950	
32.	Urdu Pandits (Gr.I)		320-580	575-950	
33.	Tamil Pandits (Gr.I)		320-580	575-950	
34.	Oriya Pandits (Gr.I)		320-580	575-950	
35.	Drawing Masters		320-580	550-900	
36.	Manual Training Instructor.		320-580	550-900	
37.	Secretarial Assistants		320-580	550-900	
38.	Yogasana Instructor.		320-580	550-900	
39.	School Assistant Gr.II		320-580	575-950	
40.	Physical Instructor.		320-580	550-900	
41.	Physical Education Teachers.		320-580	550-900	
42.	Technician		320-580	550-900	
43.	Librarians in Government Junior Colleges.	168	310-560	530-850	
44.	Graduate Librarians in Degree Colleges (non-U.G.C.)	6	310-560	530-850	
45.	U. D. Clerks (Directorate and Government Colleges).	312	310-560	Common Category.	

EDUCATION DEPARTMENT—HIGHER EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
46.	U. D. Steno (Directorate)	2	310-560	Common Category.	
47.	Mrudangist.	1	290-520	500-800	
48.	Voilinst	1	290-520	500-800	
49.	Sanskrit Pandit Gr. II.		290-520	530-850	As in School Education provided qualifications are not less than those applicable in School Education.
50.	Hindi Pandit Gr. II.		290-520	530-850	
51.	Telugu Pandit Grade II		290-520	530-850	
52.	Physical Training Instructor.		290-520	500-800	
53.	Physical Education Teacher		290-520	500-800	
54.	Craft Instructor.		290-520	500-800	
55.	Drawing Masters.		290-520	500-800	
56.	Manual Training Instructor.		290-520	500-800	
57.	Marathi Pandit Gr. II		290-520	530-850	As in School Education provided qualifications are not less than those applicable in School Edu- cation.
58.	Urdu Pandit Gr. II		290-520	530-850	
59.	Secondary Grade Teacher (Special Category).		290-520	530-850	
60.	Music Master.		290-520	500-800	
61.	Home Science Instructors.		290-520	500-800	
62.	Instrumental Instructor.		290-520	500-800	

EDUCATION DEPARTMENT—HIGHER EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
63.	Specialist Teachers.		290-520	500-800	
64.	Pharmacist.		290-520	500-800	
65.	Gas Blower.		275-475	475-760	
66.	L. D. Clerks (Directorate and Government Colleges).	179	250-430	Common Category.	
67.	Typists (Directorate and Government Colleges).	279	250-430	Common Category.	
68.	Secondary Grade Teachers		250-430	450-700	
69.	Librarians.		250-430	425-650	
70.	Physical Education Teachers.		250-430	450-700	} As in School Education provided qualifications are not less than those applicable in School Education.
71.	Craft Instructor.		250-430	450-700	
72.	Drawing Masters		250-430	450-700	
73.	Manual Training Instructor		250-430	450-700	
74.	Weaving Instructors.		250-430	450-700	
75.	Telugu Pandits Gr. III.		250-430	425-650	
76.	Hindi Pandits Gr. III		250-430	425-650	
77.	Mechanic-cum-Fitter.		250-430	425-650	
78.	L. D. Clerk-Cum-Typist.		250-430	425-650	
79.	Cashier (L.D.C.)		250-430	425-650	
80.	Conductor.		250-430	425-650	
81.	Music Master		250-430	450-700	
82.	Dance Teachers		250-430	450-700	
83.	Textile Printing Instructors		250-430	425-650	

EDUCATION DEPARTMENT—HIGHER EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
84.	Sewing Masters		250-430	450-700	} As in School Education provided qualifications are not less than those applicable in School Education.
85.	Technical Teachers.		250-430	450-700	
86.	School Assistants.		250-430	450-700	
87.	Store Keeper.		250-430	Common Category.	
88.	House Keepers.		250-430	425-650	
89.	Museum Keepers.		250-430	425-650	
90.	Compounders.		250-430	425-650	
91.	Seargents.	11	240-420	410-625	
92.	Harbarian Keeper.	36	240-420	410-625	
93.	Museum Keepers.	40	240-420	410-625	
94.	Jeep Driver.	1	240-420	Common Category.	
95.	Store Keepers	77	240-420	Common Category.	
96.	Compounders.	6	240-420	410-625	
97.	House Keeper	1	240-420	410-625	
98.	Senior Mechanics.		240-420	410-625	
99.	Assistant Librarian.		240-420	450-700	
100.	Mechanic, Fitters.		240-420	410-625	
101.	Deputy Wardens.		240-420	410-625	
102.	Caretaker.		240-420	410-625	
103.	Physical Training Instructor.		240-420	410-625	

EDUCATION DEPARTMENT—HIGHER EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
104.	Record Assistant (Directorate and Colleges).	777	180-350	Common Category.	
105.	Mechanics/Gas Mechanic	28	180-350	350-550	
106.	Electricians.	13	180-350	410-625	
107.	Cashiers.	1	180-350	350-550	
108.	Pump Driver		180-350	350-550	
109.	Roneo Operator.		180-350	Common Category.	
110.	Jamedar		175-300	Common Category.	
111.	Mechanic		175-300	325-500	
112.	Watchman.		165-250	Common Category.	
113.	Gas Man	27	165-250	310-475	
114.	Attenders/Farrashes (Directorate and Government Colleges).	501	165-250	Common Category.	
115.	Mechanic, Fitter.		165-250	290-425	
116.	Chowkidars.		165-250	Common Category.	
117.	Mali.		165-250	Common Category.	
118.	Dafedar.		165-250	Common Category.	
119.	Book Bearer.		165-250	290-425	
120.	Cooks.		165-250	290-425	
121.	Hammerman		165-250	290-425	
122.	Daftary.		165-250	290-425	
123.	Kodeme.		165-250	290-425	

EDUCATION DEPARTMENT—HIGHER EDUCATION—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
124.	Lab. Girls		165-250	290-425	
125.	Assistant Gas Man		165-250	290-425	
126.	Medical Servant		165-250	290-425	
127.	Residential Tutors		165-250	290-425	
128.	Scavengers		165-250	Common Category.	
129.	Lab. Attendants		165-250	290-425	
130.	Servant		165-250	290-425	
131.	Ayahs		165-250	290-425	

EDUCATION DEPARTMENT—SCHOOL EDUCATION

Sl.No.	Category.	No. of posts.	Existing Scale.	Revised Scale.	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director of School Education (D.P.I.)	1	1675-2125	2000-2500	
2.	Additional Director of School Education.	1	1675-2125	2000-2500	
3.	Joint Director of School Education/Director S.C.E.R.T.	2	1400-1925	1800-2350	
4.	Principals of Government Training Colleges.	3	1400-1925	1800-2350	
5.	Deputy Director and District Educational Officers.	25	900-1450	1300-1900	
6.	Principal of Government Training Colleges.	4	900-1450	1300-1900	
7.	Professors, Readers. (S.C.E.R.T.)	16	900-1450	1300-1900	
8.	Principal, Government College of Physical Education.	1	900-1450	1300-1900	
9.	Principals of Government College of Music and Dance.	5	900-1450	1300-1900	
10.	Chief Accounts Officer.	1	850-1425	1250-1800	Officers drafted from T&A. Service will be in the pay scale applicable in the parent Department.
11.	Assistant Director and other Officers in the same scale of pay.	9	700-1200	1050-1600	

EDUCATION DEPARTMENT—SCHOOL EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
12.	Inspector of Oriental Schools/Spl. Officer (Oriental Studies).	1	700-1200	1050-1600	
13.	Co-ordinators.	7	700-1200	1050-1600	
14.	Lecturers (Training College).	72	700-1200	1050-1600	
15.	Gazetted Head Master of High School & Higher Secondary School.	31	600-1100	1050-1600	
16.	Staff Tutors.	1	600-1100	900-1500	
17.	Deputy Educational Officers (previously Gazetted Inspectors of Schools)	67	600-1100 +Special pay Rs. 50 for Gazetted Inspectors.	1050-1600	The existing special pay of Rs. 50 is merged in the revised scale
18.	Inspectors of Physical Education.	3	600-1100	1050-1600	
19.	Vice Principal (Government College of Music & Dance).	1	600-1100	1050-1600	
20.	Civil Assistant Surgeons (Organisation of Medical Inspection Programme).	4	600-1100	900-1500	
21.	Assistant Lecturers (Training Colleges)	77	530-1050	800-1450	
22.	Physical Directors (Training Colleges).	20	530-1050	800-1450	
23.	Librarians (Training College)	7	530-1050	800-1450	
24.	Full Time Coaches	4	530-1050	800-1450	
25.	Statistical Assistant Testing-cum-Statistician.	2	530-1050	800-1450	

EDUCATION DEPARTMENT—SCHOOL EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
26.	Officer-incharge English Language Teaching Centres.	5	530-1050	800-1450	
27.	Lecturers (Government College of Music & Dance)	44	530-1050	900-1500	
28.	Physical Educational Teachers.	2	530-1050	800-1450	
29.	Physical Educational Teachers.	1	530-1050	800-1450	
30.	Parishad Educational Officers.	21	530-1050	800-1450	
31.	Regional Inspector of Physical Education.		530-1050	800-1450	
32.	Agricultural Instructor.	1	480-900	750-1300	
33.	Regional Inspector of Physical Education.	4	480-900	750-1300	
34.	Domestic Science Teachers (Home Science Instructors)	1	430-800	700-1200	
35.	Trained Graduate. Teachers Gr. I.	335	430-800	750-1300	
36.	Post Graduate Trained Teachers (Upgraded School Assistants).	127	430-800	700-1200	
37.	Engineering Instructors.	19	430-800	700-1200	
38.	Agricultural Instructors.	4	430-800	700-1200	
39.	Career Master.	7	430-800	750-1300	
40.	Technical Assistant (S.C.E.R.T.)	1	430-800	700-1200	
41.	Tutors (Training Colleges)	13	430-800	700-1200	
42.	Librarians.	1	430-800	700-1200	

EDUCATION DEPARTMENT—SCHOOL EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
43.	Auditors.	4	430-800	700-1200	
44.	Superintendents (Directorate)	28	430-800	Common Category.	
45.	Assistant Lecturers (Government College of Music & Dance).	35	430-800	750-1300	
46.	Occupational Therapist (Organisation of Medical Inspection Programme).	1	430-800	700-1200	Personnel drafted from Medical Department will carry the pay scale applicable to him in the parent department.
47.	School Guidance Counsellors (S.C.E.R.T.)		430-800	700-1200	
48.	Auditors.	17	410-750	650-1100	
49.	Superintendents (Subordinate Offices)	37	410-750	Common Category.	
50.	Office Managers (Government College of Music & Dance).	4	410-750	650-1100	
51.	Librarians	1	360-700	600-1050	
52.	Regional Inspectors of Physical Education.	1	360-700	600-1050	
53.	Public Health Nurses (Organisation of Medical Inspection Programme).	5	360-700	600-1050	Public Health Nurses drafted from Medical and Health De- partment will be in the pay scale applicable to them in the parent de- partment.

EDUCATION DEPARTMENT—SCHOOL EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
54.	Head Clerk.	1	340-640	Common Category.	
55.	Supervisors (Science in S.C.E.R.T.)	2	340-640	575-950	
56.	Accompanists (Government College of Music & Dance).	10	340-640	575-950	
57.	Physical Directors.	58	320-580	575-950	
58.	Trained Graduate Teachers Gr. II Deputy Inspectors of Schools (Gr. II) E.O. (Edn.)	3189	320-580	575-950	
59.	Pandits Gr. I	6860	320-580	575-950	
60.	Music Instructors.	2	320-580	575-950	
61.	Secretarial Assistants.	2	320-580	550-900	
62.	Physical Education Teachers Gr. II (Senior Inspectors.—N.F.C.)	3	320-580	550-900	
63.	U. D. Clerks.	243	310-560	Common Category.	
64.	U. D. Stenos.	5	310-560	Common Category.	
65.	Librarians.	16	310-560	530-850	
66.	Artists (S.C.E.R.T.)	2	310-560	530-850	
67.	Health Visitors (Organisation of Medical Inspection Programme)	1	310-560	530-850	Health Visitors drafted from Medical & Health Department will carry the pay scale applicable to them in the parent department.

EDUCATION DEPARTMENT—SCHOOL EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
68.	Secondary Grade Trained Teachers (Special category).	886	290-520	530-850	
69.	Pandits Gr. II. Trained/ Pandits Gr. II Untrained.	774	290-520	530-850	
70.	Junior Deputy Inspectors of Schools.	236	290-520	530-850	
71.	Harmonists, Tabalists, Cameraman and Artists.		290-520	500-800	
72.	Specialists Teachers, Commercial Instructors, Shastras and Veda Pandits, Craft Instructors in Secondary Schools M.T.Is., Crafts Instructors in Wood Work, P.T.Is., Yogasana Instructors, Drawing & Sewing Masters, Music Teachers and other teachers holding the same scale of pay.	427	290-520	500-800	
73.	Librarians (SCERT)	2	290-520	530-850	
74.	Physical Educational Teachers.	245	290-520	500-800	
75.	Radiographer (Organisation of Medical Inspection Programme)	1	290-520	500-800	Radiographer drafted from Medical Department will be in the pay scale applicable in the parent department.

EDUCATION DEPARTMENT—SCHOOL EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
76.	Health Inspector (Organisation of Medical Inspection Programme)	1	290-520	500-800	Health Ins- pector drafted from Medical & Health De- partment will be in the pay scale appli- cable in the parent de- partment.
77.	Home Science/ Domestic Science Instructors.	28	290-520	500-800	
78.	Instrumental Instructors.	4	290-520	500-800	
79.	Film Operators Gr. I	9	275-475	475-760	
80.	Laboratory Technician (Organisation of Medical Inspection Programme).	3	260-450	450-700	
81.	Gr. III Pandits of all Languages Arts & Crafts Instructors, Fieldmen and other Teachers holding the same scale of pay.	734	250-430	425-650	
82.	Specialists Teachers etc. P.T.Is., M.T.Is., P.V. Is. Arts & Crafts Instructors (Tailoring and Weaving) Music Teachers, Teachers of Arts, Drawing & Sewing Masters & Other Teachers holding the same scale of pay.	292	250-430	450-700	
83.	Home Science Instructors.	23	250-430	450-700	
84.	Dance Teachers.	4	250-430	450-700	
85.	Instrumental Instructors.	3	250-430	450-700	
86.	Vocational Training Instructors	1	250-430	450-700	

EDUCATION DEPARTMENT—SCHOOL EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
87.	Secondary Grade Trained Teachers. (Ordinary category).	5199	250-430	450-700	
88.	Mechanics	2	250-430	425-650	
89.	Carpenter Instructor, Fitter Instructor, Turner Instructor, Moulder Instructor, Black Smith Instructor, Senior Mechanic, Fieldmen.	3	250-430	425-650	
90.	L. D. Clerks.	910	250-430	Common Category.	
91.	L. D. Stenos	17	250-430	Common Category.	
92.	Clerk-cum-Typist.	69	250-430	425-650	
93.	Typists.	143	250-430	Common Category.	
94.	Telephone Operator.	1	250-430	Common Category.	
95.	Gayak Assistants.		250-430	425-650	
96.	Statistical Clerks.	3	250-430	425-650	
97.	Manual Training Instructors, Music Teachers Gr. II, Sewing & Needle Work Instructors and other teachers in the same scale of pay.	8	240-420	410-625	
98.	Pandits Gr. II (unqualified)	8	240-420	410-625	
99.	Junior Mechanics	7	240-420	410-625	
100.	Seargent.	4	240-420	410-625	
101.	Compounder.	1	240-420	410-625	
102.	Librarians.	1	240-420	410-625	

EDUCATION DEPARTMENT—SCHOOL EDUCATION—(Concl.)

1	2	3	4	5	6
			Rs.	Rs.	
103.	Film Operator.	1	240-420	425-650	
104.	Film Examiner.	1	240-420	425-650	
105.	Drivers.	55	240-420	Common Category.	
106.	Higher Grade Trained Teachers.	1328	180-350	410-625	
107.	Junior Mechanics	3	180-350	350-550	
108.	Roneo Operator.	1	180-350	Common Category.	
109.	Book Bearer.	1	180-350	350-550	
110.	Record Assistants.	444	180-350	Common Category.	
111.	Cashiers	7	180-350	350-550	
112.	Fieldmen.	2	180-350	350-550	
113.	Deputy Warden.	20	180-350	350-550	
114.	Lower Grade Trained Teachers.	18	175-300	350-550	
115.	Maistry, Attender Cooly, Workshop Attenders.	8	175-300	325-500	
116.	Jamedars.	5	175-300	Common Category.	
117.	Striker, Hammerman, Engineering Attender, Fitter.	7	165-250	290-425	
118.	Dafedars.		165-250	Common Category.	
119.	Attenders, Chowkidars, Cooks, Ayahs, Farrashes, Echadihas, Malis/Malans/ Book Keeper.	1718	165-250	290-425	
120.	Lab. Boys.	8	165-250	290-425	
121.	Nursing Orderlies	4	165-250	290-425	
122.	Sweepers.	2	165-250	Common Category.	

**EDUCATION DEPARTMENT
COMMISSIONER FOR GOVERNMENT EXAMINATIONS**

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing Scale.</i>	<i>Revised Scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Commissioner for Government Examinations (Ex-Officio).	1			Director, School Education is the Ex-Officio Commissioner for Government Examinations.
2.	Deputy Commissioner for Government Examinations.	1	900-1450	1300-1900	
3.	Assistant Commissioner.	5	700-1200	1050-1600	
4.	Superintendents	26	430-800	Common Category.	
5.	U. D. Clerks.	48	310-560	Common Category.	
6.	L. D. Clerks, Typists and Stenos.	82	250-430	Common Category.	
7.	Driver.	1	240-420	Common Category.	
8.	Sargeant.	1	240-420	410-625	
9.	Record Assistants.	4	180-350	Common Category.	
10.	Attenders.	19	165-250	Common Category.	

EDUCATION DEPARTMENT—TECHNICAL EDUCATION

Sl.No.	Category.	No. of posts.	Existing scale.	Revised Scale.	Remarks.
1	2	3	4	5	6
DIRECTORATE					
			Rs.	Rs.	
1.	Director.	1	1675-2125	2000-2500	
2.	Joint Director.	1	1300-1800	1700-2250	
3.	Deputy Director. (Exams.)	1	1100-1650	1500-2100	
4.	Assistant Director (Tech.)	3	750-1300	1150-1700	
5.	Assistant Director. (Non-Tech.)	1	750-1300	1050-1600	The existing incumbent in the pay scale of Rs. 750-1300 will however be in the revised scale of Rs. 1150-1700 which will be personal to him.
6.	Statistical Officer.	1	700-1200	1050-1600	
7.	Inspector for Technical & Commercial Institute	3	480-900	750-1300	
8.	Superintendents (Directorate)	11	430-800	Common Category	
9.	Draughtsman Ist Grade.	1	Not revised (Rs. 200-400)	650-1100	
10.	Auditors.	3	360-700	600-1050	
11.	Typewriter Mechanic	1	260-450	450-700	
12.	Tracer.	1	260-450	450-700	
13.	Caligraphist	1	240-420	425-650	

EDUCATION DEPARTMENT—TECHNICAL EDUCATION—(Contd.)

1	2	3	4	5	6
POLYTECHNICS, MINING INSTITUTES, C.D.C., NELLORE ETC.					
			Rs.	Rs.	
14.	Principals (Polytechnic)	19	1100-1650	1500-2100	
15.	Principal (Mining Institute)	1	1100-1650	1500-2100	
16.	Professor (Curriculum Development Centre, Nellore)	1	Not revised (Rs. 1000-1300 A.I.C.T.E.)	1500-2100	
17.	Assistant Professor (Curriculum Development Centre, Nellore).	2	1000-1550	1400-2000	
18.	Heads of Sections. (Polytechnic)	76	900-1450	1300-1900	
19.	Heads of Section in Dress making & Costume Design.	1	750-1300	1150-1700	
20.	Lecturers (Polytechnic)	135	750-1300	1150-1700	
21.	Lecturers (Mining Institutes).	7	750-1300	1150-1700	
22.	Workshop Foreman (redesignated as Workshop Superintendent).	17	750-1300	1150-1700	
23.	Research Assistant C.D.C. Nellore.	2	750-1300	1150-1700	
24.	Lecturer in Dress making & Costume Design.	1	480-900	750-1300	
25.	Instructors (Mining Institute)	7	480-900	750-1300	
26.	Assistant Lecturers/ Draughtsman Instructors/ Instructors.	242	480-900	750-1300	

(EDUCATION DEPARTMENT—TECHNICAL EDUCATION—(Contd.))

1	2	3	4	5	6
			Rs.	Rs.	
27.	Assistant Lecturers in Dress making & Cos- tume Designs.	2	410-750	650-1100	
28.	Demonstrators	154	410-750	650-1100	
29.	Moulder-cum-Modeller.	1			
30.	Assistant Lecturers (Polytechnic)/Draftsman Instructor/Instructors.	6	360-700	750-1300	
31.	Demonstrators (Mining Institute) (Polytechnics).	8	320-580	650-1100	
32.	Demonstrators in Dress making & Costume Designs.	2	310-560	550-900	

INSTITUTE OF PRINTING TECHNOLOGY

33.	Principal (Institute of Printing Technology.)	1	1100-1650	1500-2100	
34.	Assistant Lecturer (Letter Press).	2	480-900	750-1300	
35.	Assistant Lecturer (Lithograph)	2	480-900	750-1300	
36.	Instructor/Demonstrator.	6	410-750	650-1100	
37.	Senior Mechine Attendants.	2	275-475	475-760	
38.	Compositors	2	240-420	410-625	
39.	Junior Machine Attendants.	4	240-420	410-625	
40.	Distributor.	1	180-350	350-550	
41.	Junior Binders	2	180-350	350-550	

(EDUCATION DEPARTMENT—TECHNICAL EDUCATION—(Contd.))

1	2	3	4	5	6
INDUSTRIAL SCHOOL ATTACHED TO POLYTECHNIC, KAKINADA					
			Rs.	Rs.	
42.	Superintendent	1	430-800	750-1300	
43.	Assistant Lecturers.	2	320-580	550-900	
44.	Instructors.	9	250-430	425-650	
TECHNICAL HIGH SCHOOLS AND CENTRAL WORKSHOP					
45.	Superintendent, Central Workshop.	1	750-1300	1150-1700	
46.	Superintendent (Technical High School)	6	750-1300	1150-1700	
47.	Assistant Lecturer in Engineering in Central Workshop.	8	480-900	750-1300	
48.	Instructors in Engineering/ 24 Engineering Drawing in Technical High School.		480-900	750-1300	
49.	Instructors in Science and Maths; in Technical High School.	36	480-900	750-1300	
50.	Instructors in Humanities & Languages in Technical High School.	12	480-900	750-1300	
51.	Mechanical Engineering Draughtsmen	12	410-750	700-1200	
52.	Supervisory Instructor in Central Workshop.	1	360-700	600-1050	
53.	Workshop Foreman in Technical High School.	12	360-700	650-1100	

EDUCATION DEPARTMENT—TECHNICAL EDUCATION—(Contd.)

1	2	3	4	5	6
DOMESTIC SCIENCE TRAINING COLLEGE, SECUNDERABAD AND GIRLS VOCATIONAL INSTITUTES					
			Rs.	Rs.	
54.	Principal (D.S.T.C.)	1	750-1300	1150-1700	
55.	Vice Principal (D.S.T.C.)	1	530-1050	800-1450	
56.	Principal (Girls Vocational Institute)	2	530-1050	800-1450	
57.	Junior Assistants (D.S.T.C.)	5	360-700	650-1100	
58.	First Assistants (G.V.I.)	2	320-580	575-950	
59.	First Assistants (D.S.T.C.)	1	320-580	575-950	
60.	Language Assistants.	3	320-580	550-900	
61.	Science Assistants.	3	290-520	550-900	
62.	Domestic Science Assistants.	8	290-520	500-800	
63.	Handicraft Assistants.	12	240-420	425-650	
MISCELLANEOUS POSTS					
64.	Hostel Managers in Polytechnics.	8	430-800	700-1200	
65.	Superintendents (Subordinate Offices)	28	410-750	Common Category.	
66.	Physical Directors.	17	320-580	575-950	
67.	Senior Instructor (previously Workshop Instructor).	210	320-580	550-900	..
68.	Driver-cum-Driving Instructor.	3	320-580	550-900	..
69.	U. D. Clerks.	107	310-560	Common Category.	..

EDUCATION DEPARTMENT—TECHNICAL EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
70.	U. D. Stenos.	5	310-560	Common Category.	..
71.	Mechanic	1	310-560	530-850	..
72.	Machine Operator in Textile Technology.	6	310-560	530-850	..
73.	Mechanics	10	290-520	500-800	..
74.	Instrument Mechanics.	16	290-520	500-800	..
75.	Electricians.	18	290-520	500-800	..
76.	Librarians (Polytechnics)	13	275-475	475-760	The observations against this category in the chapter relating to this department may also be referred to.
77.	Drivers (Heavy Vehicles)	3	260-450	Common Category.	
78.	L. D. Clerks.	152	250-430	Common Category.	
79.	Typists.	54	250-430	Common Category.	..
80.	L. D. Stenos.	8	250-430	Common Category.	..
81.	Typewriter Mechanics. (Polytechnics)	5	250-450	425-650	..
82.	Skilled Assistants (in Civil Engineering/ Elec. Communication Engg. & Pharmacy).	10	250-430	450-700	..
83.	Junior Instructors (previously Skilled Workmen)	167	250-430	425-650	..

EDUCATION DEPARTMENT—TECHNICAL EDUCATION—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
84.	Boiler Attendants.	16	250-430	425-650	
85.	Drivers (Light vehicles)	3	240-420	Common Category.	
86.	Lab. Attender.	1	240-420	410-625	
87.	Roneo Operator.	1	180-350	Common Category.	
88.	Record Assistants	13	180-350	Common Category.	
89.	Electricians (Institution of Printing Technology).	1	180-350	350-550	
90.	Lab. Attenders.	90	180-350	350-550	
91.	Tracer (J. N. Government Polytechnic)	1	180-350	350-550	
92.	Matron in Polytechnics for Women.	3	180-350	410-625	
93.	Attenders including Dafedars.	339	165-250	Common Category.	
94.	Cleaners.	5	165-250	Common Category.	
95.	Machineman/Attenders in Textiles Tech.	13	175-300	350-550	
96.	Workshop Attenders/ Attendants.	88	165-250	290-425	

ELECTRICAL INSPECTORATE

<i>Sl.No.</i>	<i>Category</i>	<i>No. of posts.</i>	<i>Existing scale</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chief Electrical Inspector to Government.	1	1675-2125	2000-2500	
2.	Electrical Inspectors.	2	900-1450	1300-1900	
3.	Assistant Electrical Inspector.	13	700-1200	1050-1600	
4.	Deputy Chief Accountant.	1	530-1050	800-1450	
5.	Junior Assistants (Adm.)	1	530-1050	800-1450	
6.	Junior Engineers.	31	480-900	750-1300	
7.	Superintendents.	3	430-800	Common Category.	
8.	Accountant.	3	410-750	650-1100	
9.	Upper Division Clerk.	13	310-560	Common Category.	
10.	U. D. Steno.	1	310-560	Common Category.	
11.	Tester Gr. II.	1	275-475	475-760	
12.	Store Keeper.	1	275-475	475-760	
13.	Tracer.	1	260-450	450-700	
14.	L. D. Clerks.	25	250-430	Common Category.	
15.	Typists.	7	250-430	Common Category.	
16.	L. D. Stenos.	2	250-430	Common Category.	
17.	Drivers	4	240-420	Common Category.	

ELECTRICAL INSPECTORATE—(Concl.)

1	2	3	4	5	6
			Rs.	Rs.	
18.	Electrician	1	240-420	410-625	
19.	Shroff	1	240-420	Common Category.	
20.	Record Assistants	2	180-350	Common Category.	
21.	Attenders.	48	165-250	Common Category.	
22.	Farrash.	1	165-250	Common Category.	
23.	Mali.	1	165-250	Common Category	
24.	Chowkidar.	1	165-250	Common Category.	

EMPLOYMENT AND TRAINING DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of Posts.</i>	<i>Existing Scale.</i>	<i>Revised Scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	Cadre post	..	..
2.	Joint Director. (Employment)	1	1300-1800	1700-2250	..
3.	Joint Director (Training)	1	1300-1800	1700-2250	..
4.	Deputy Director (Training)/Regional Deputy Director (Appointments).	5	1100-1650	1500-2100	..
5.	Deputy Director. (Employment)	3	1000-1550	1400-2000	..
6.	Principals of ITIs Hyderabad & Visakha- patnam.	2	850-1425	1250-1800	..
7.	Assistant Director (Training)	2	750-1300	1150-1700	..
8.	Inspector of Training.	2	750-1300	1150-1700	..
9.	Assistant Apprenticeship Advisor.	1	750-1300	1150-1700	..
10.	Principals of other I.T.Is.	23	700-1200	1150-1700	..
11.	Regional Employment Officers/Assistant Directors, Deputy Chief (REO) V.E.I.G.B. Employment, Liaison Officer, Vizag.	15	700-1200	1150-1700	..
12.	Assistant Directors of District Level Training Centres.	8	700-1200	1050-1600	..
13.	Accounts Officer.	1	700-1200	Common Category.	

EMPLOYMENT AND TRAINING DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
14.	Employment Officers/ District Employment Officer/Job Development Officer.	48	530-1050	800-1450	
15.	Foreman ITIs (Group Instructors, Junior Assistant apprenticeship Advisors)/ Mill Wright Foreman.	94	(i) 480-900 (ii) 430-800	} 750-1300	
16.	Superintendent (Tech.)	1	480-900	750-1300	
17.	Lecturers in Related Instruction classes Centres.	25	480-900	750-1300	
18.	Instructors in District Level Training Centres.				
	1. Neonsigns	1	480-900	750-1300	
	2. Scientific Glass.	1	480-900	750-1300	
	3. Other Trades.	36	360-700	600-1050	
19.	Assistant Inspector of Training.	1	480-900	—	Post kept in abeyance.
20.	Registrars.	4	480-900	800-1450	
21.	Statistical Assistant.	25	430-800	700-1200	
22.	Junior Employment Officers.	11	430-800	700-1200	
23.	Superintendents. (Directorate)	12	430-800	Common Category.	
24.	Superintendents (Subordinate Offices)	41	410-750	Common Category.	
25.	Superintendent-cum- Accountant	10	410-750	Common Category.	

EMPLOYMENT AND TRAINING DEPARTMENT—(Contd.)

1	2	3	4	5	6	
				Rs.	Rs.	
26.	Senior Craft Instructors I.T.Is. Senior Draftsman (Mechanical Instructors, Senior Draughtsman/ Civil Instructor.	352	(i) 360-700 (ii) 320-580	} 575-950		Those who are in the pay scale of Rs. 360-700 will have the revised scale of Rs. 600- 1050 as personal to them.
27.	Maths-cum-Drawing Instructor.	10	360-700	600-1050		
28.	Technical Assistant.	1	360-700	600-1050		
29.	Maintenance Mechanics.	21	(i) 360-700 (ii) 320-580	} 575-950		Those in the pay scale of Rs. 360-700 will have the revised scale of Rs. 600- 1050 as personal to them.
30.	Junior Craft Instructors I.T.Is. Junior Allied Trade Instructors, Draughtsman Mechanical/ Civil Instructors, Draw- ing Instructors.	431	(i) 340-640 (ii) 310-560	} 550-900		Those who are in the pay scale of Rs. 340-640 will have the revised scale of Rs. 575- 950 as per- sonal to them.
31.	Maths Instructor	35	(i) 340-640 (ii) 290-520	} 550-900		Those who are in the pay scale of Rs. 340-640 will have the revised scale of Rs. 575- 950 as per- sonal to them.

EMPLOYMENT AND TRAINING DEPARTMENT—(Contd.)

1	2	3	4	5	6	
				Rs.	Rs.	
32.	Motor Driving Instructors I.T.Is.	20	(i) 340-640 (ii) 310-560	} 550-900		Those who are in the pay scale of Rs. 340-640 will have the revised scale of Rs. 575-950 as personal to them.
33.	Language Instructors, Craft Instructors in Stenography.	1	320-580		550-900	
34.	U. D. Clerks.	176	310-560		Common Category.	
35.	U. D. Steños.	4	310-560		Common Category.	
36.	Assistant Hostel Superintendent I.T.Is.	8	290-520			Posts kept in abeyance
37.	Compounders.	24	260-450		450-700	
38.	Mechanics in the Trade of Typewriting and Shorthand	1	290-520		500-800	
39.	Store-keepers. (UDC)	10	310-560		Common Category.	
40.	Librarian (Degree holders)	7	275-475		530-850	
41.	Electrician-cum-Mechanic in Scientific glass apparatus and Neonsign in District Level Training Centres.	1	260-450		450-700	
42.	L. D. Clerks.	310	250-430		Common Category.	
43.	Typist/StenoTypist.	78	250-430		Common Category.	

EMPLOYMENT AND TRAINING DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
44.	Motor-Car-cum- Truck Driver.	2	240-420	410-625	
45.	Maistries in District Level Training Centres.	32	240-420	410-625	
46.	Guides	4	240-420	410-625	
47.	Drivers.	6	240-420	Common Category.	
48.	Engine Driver	2	240-420	410-625	
49.	Mill Wrights, I.T.Is.	2	240-420	410-625	
50.	Roneo Operator.	1	180-350	Common Category.	
51.	Daftari.	1	175-300	325-500	
52.	Store Attenders.	45	175-300	350-550	
53.	Workshop Attenders in I.T.Is.	108	165-250	290-425	
54.	Dressers in I.T.Is.	45	165-250	290-425	
55.	Attenders	501	165-250	Common Category	

ENDOWMENTS DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Commissioner.	1	1300-1800 (for departmental Officer).	1700-2250 (for departmental Officers).	
2.	Superintending Engineer.	1	1300-1800	1700-2250	
3.	Executive Officer (T.T.D.)	1	1300-1800	1700-2250	
4.	Joint Commissioner.	2	1100-1650	1500-2100	
5.	Stapathi (Upgraded to Executive Engineer, P.W.D.).	1	900-1450	1300-1900	
6.	Personal Assistant to Commissioner (of the cadre of Deputy Commissioner).	2	850-1425	1250-1800	
7.	Deputy Commissioner including Liaison Officer.	5	850-1425	1250-1800	
8.	Deputy Executive Officer (T.T.D)	1	850-1425	1250-1800	
9.	Vigilance Officer in the cadre of Deputy Commissioner.	1	850-1425	1250-1800	
10.	Executive Officers in Deputy Commissioner's Cadre.	8	850-1425	1250-1800	
11.	Agama Sastra Pandit.	1	700-1200	1050-1600	
12.	Assistant Engineers.	3	700-1200	1050-1600	
13.	Assistant Commissioner.	25	530-1050	800-1450	
14.	Executive Officers in the cadre of Assistant Commissioner.	3	530-1050	800-1450	

ENDOWMENTS DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
15.	Superintendents. (Directorate).	15	430-800	Common Category.	
16.	Special Category Steno.	1	430-800	Common Category.	
17.	Supervisor.	17	430-800	700-1200	
18.	Deputy Tahsildar.	1	430-800	700-1200	
19.	Divisional Accountant.	1	425-750 (Accountant General's personnel).	Central Scale.	
20.	Superintendents (Subordinate Offices).	28	410-750	Common Category.	
21.	Draughtsman Grade-I	1	410-750	650-1100	
22.	Assistant Stapathi	3	360-700	700-1200	
23.	Draughtsman Grade-II	2	340-640	575-950	
24.	U. D. Inspectors.	83	310-560	530-850	
25.	U. D. Clerks	80	310-560	Common Category.	
26.	U. D. Steno.	2	310-560	Common Category.	
27.	Draughtsman Grade-III	8	290-520	500-800	
28.	Silpi Draughtsman (Draughtsman Grade-III).	5	290-520	500-800	
29.	Tracer-cum-Blue Print Operator.	1	260-450	450-700	
30.	L. D. Clerks.	157	250-430	Common Category.	
31.	L.D. Steno/Typist,	44	250-430	Common Category.	

ENDOWMENTS DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
32.	Shroff	1	240-420	Common Category.	
33.	Driver.	7	240-420	Common Category.	
34.	Goldsmith.	1	240-420	410-625	
35.	Record Assistant	30	180-350	Common Category.	
36.	Roneo Operator.	1	180-350	Common Category.	
37.	Attenders.	204	165-250	Common Category.	
38.	Farrash.	1	165-250	Common Category.	

EXCISE DEPARTMENT

<i>Sl.No.</i>	<i>Category</i>	<i>No. of posts</i>	<i>Existing scale</i>	<i>Revised scale</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs. Cadre Post	Rs.	
1.	Commissioner.	1			
2.	Deputy Commissioner of Excise.	7	1100-1650	1500-2100	
3.	Assistant Commissioner of Excise.	10	900-1450	1300-1900	
4.	Excise Superintendents.	29	700-1200	1050-1600	
5.	Assistant Excise Superintendents.	63	600-1100	900-1500	
6.	Excise Inspectors.	214	480-900	750-1300	
7.	Excise Sub-Inspectors.	621	310-560	550-900	
8.	Petty Officers/ Nakedars/Head Constables.	193	240-420	410-625	
9.	Tree Markers.	482	180-350	350-550	
10.	Excise Constables.	3392	175-300	325-500	

ENFORCEMENT WING

11.	Deputy Commissioner of Excise (Enf.)	1	1100-1650	1500-2100	
12.	Assistant Commissioner Excise (Enf.)	9	900-1450	1300-1900	
13.	Assistant Secretary (in the cadre of Excise Superintendent in the Office of the Director of Enforcement).	1	700-1200	1050-1600	
14.	Assistant Excise Superintendent (Enf.)	9	600-1100	900-1500	

EXCISE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
15.	Excise Inspectors ₂ (Enf.)	9	480-900	750-1300	
16.	Assistant Public Prosecutors Grade-II.	22	430-800	700-1200	The remarks in the Chapter relating to this Department against this category may be referred to.
17.	Excise Sub-Inspectors (Enf.)	45	310-560	550-900	
18.	Excise Head Constable (Enf.)	27	240-420	410-625	
DISTILLERIES WING.					
19.	Dy. Director of Distilleries (in the cadre of Asst. Commissioner of Excise).	1	900-1450	1300-1900	
20.	Accounts Officer	1	(Presently held by Accounts Officer, A.G.'s Office).	Common Category. (for departmental Officer).	
21.	Superintendent, Distilleries (in the cadre of Excise Superintendent).	1	700-1200	1050-1600	
22.	General Manager, Government Distillery, Narayanaguda (in the cadre of Excise Superintendent).	1	700-1200	1050-1600	
23.	Personal Assistant to Director of Distilleries and Breweries.	1	600-1100	900-1500	

EXCISE DEPARTMENT —(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
24.	Assistant Managers for Govt. Distilleries, Narayanaguda and Kamareddy.	2	600-1100	900-1500	
25.	Assistant Superintendent for Distilleries, Hyderabad and Guntur (in the cadre of Asst. Excise Superintendent).	2	600-1100	900-1500	
26.	Excise Inspector.	33	480-900	750-1300	
27.	Excise Sub-Inspectors.	30	310-560	550-900	
TECHNICAL CELL					
28.	Senior Chemical Technologist.	1	1000-1550	1400-2000	
29.	Chemical Examiner.	9	600-1100	900-1500	
30.	Laboratory Assistant Grade-I.	1	480-900	750-1300	
31.	Lab. Assistant Grade-II.	30	430-800	700-1200	
MINISTERIAL STAFF					
32.	Chief Law Instructor (in the rank of P.P.O.)	1	600-1100	900-1500	
33.	Chief Drill Instructor (in the rank of Reserve Inspector).	1	530-1050	800-1450	
34.	Superintendents. (Head Office).	21	430-800	Common Category.	
35.	Depot Managers.	178	430-800	700-1200	
36.	Superintendent (Sub-Offices).	9	410-750	Common Category.	

EXCISE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
37.	Drill Instructor (in the rank of S.I., Armed Reserve).	2	320-580	550-900	For departmental personnel. If drafted from Police Department, they will draw the parent department scale of pay.
38.	U. D. Clerks.	117	310-560	Common Category.	
39.	U. D. Stenos.	4	310-560	Common Category.	
40.	L. D. Clerks.	715	250-430	Common Category.	
41.	L. D. Stenos.	13	250-430	Common Category.	
42.	Typists.	71	250-430	Common Category.	
43.	Urdu Typist.	6	250-430	425-650	
44.	Typist-cum-Clerk	22	250-430	425-650	
45.	Assistant Drill Instructor (in the rank of H.C. Armed Reserve).	3	250-430	425-650	
46.	Shroff.	1	240-420	Common Category.	
47.	Drivers.	101	240-420	Common Category.	
48.	Record Assistants.	6	180-350	Common Category.	
49.	Daftari.	1	180-350	350-550	

EXCISE DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
50.	Jamedars.	2	175-300	Common Category.	
51.	Dafedar.	17	165-250	Common Category.	
52.	Attenders.	50	165-250	Common Category.	
53.	Cleaners.	45	165-250	Common Category.	
54.	Depot Helpers.	178	165-250	290-425	
55.	Chowkidar.	1	165-250	Common Category.	
56.	Sweeper.	1	165-250	Common Category.	
57.	Farrashes.	2	165-250	Common Category.	
58.	Waterman.	2	165-250	290-425	
INTERNAL AUDIT CELL.					
59.	Internal Audit Officer.	1	700-1200	1050-1600	
60.	Assistant Audit Officers.	5	530-1050	800-1450	
61.	Auditors.	11	310-560	530-850	
62.	L.D. Steno	1	250-430	Common Category.	
63.	Typists.	5	250-430	Common Category.	
64.	Attenders.	7	165-250	Common Category.	

FACTORIES AND BOILERS DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts</i>	<i>Existing Scale.</i>	<i>Revised Scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chief Inspector of Factories and Boilers.	1	1300-1800	1700-2250	
2.	Deputy Chief Inspector of Factories.	4	1000-1550	1400-2000	
3.	Chief Inspector of Boilers.	1	1000-1550	1500-2100	
4.	Regional Inspector of Factories.	7	1000-1550	1400-2000	
5.	Deputy Chief Inspector of Boilers.	4	900-1450	1400-2000	
6.	Technical Assistant to Chief Inspector of Factories (Inspector of Factories).	1	700-1200	1050-1600	
7.	Inspector of Factories.	20	700-1200	1050-1600	
8.	Inspector of Boilers.	5	700-1200	1150-1700	
9.	Medical Inspector of Factories.	1	600-1100	900-1500	
10.	Inspectress of Factories.	2	600-1100	900-1500	
11.	Industrial Chemist.	1	530-1050	800-1450	
12.	Superintendents (Directorate Office)	7	430-800	Common Category	
13.	Superintendents (Sub-Offices).	5	410-750	Common Category.	
14.	Assistant Inspector of Factories.	20	410-750	650-1100	
15.	Supervisor.	1	360-700	600-1050	
16.	Draughtsman (Civil)	1	360-700	650-1100	

FACTORIES AND BOILERS DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
17.	Laboratory Assistant.	1	360-700	600-1050	
18.	U. D. Steno.	1	310-560	Common Category.	
19.	U. D. Clerks.	47	310-560	Common Category.	
20.	Draughtsman (Mechanical).	1	290-520	500-800	
21.	Assistant Draughtsman (Civil)	1	275-475	500-800	
22.	Project Operator.	1	275-475	475-760	
23.	L. D. Clerks.	77	250-430	Common Category.	
24.	L. D. Stenos.	3	250-430	Common Category.	
25.	Typists.	40	250-430	Common Category.	
26.	Mechanic.	1	240-420	410-625	
27.	Van Driver.	1	240-420	Common Category.	
28.	Shroff.	1	240-420	Common Category.	
29.	Record Assistant.	2	180-350	Common Category.	
30.	Dafedar.	2	165-250	Common Category.	
31.	Attenders.	148	165-250	Common Category.	
32.	Chowkidar.	1	165-250	Common Category.	
33.	Farrashes.	2	165-250	Common Category.	

FIRE SERVICE DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of Posts</i>	<i>Existing Scale.</i>	<i>Revised Scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1300-1800	1700-2250	For Departmental Officers.
2.	Regional Fire Officers.	3	850-1425	1250-1800	
3.	Deputy Director of Fire Services.	1	850-1425	1250-1800	
4.	Divisional Fire Officers.	7	600-1100	900-1500	
5.	Assistant Divisional Fire Officers.	8	480-900	750-1300	
6.	Superintendents.	3	430-800	Common Category.	
7.	Station Fire Officers.	88	320-580	575-950	
8.	Engineer Sub-Officers.	3	320-580	550-900	
9.	Accountants.	6	310-560	530-850	
10.	U. D. Clerks.	7	310-560	Common Category.	
11.	U. D. Steno.	1	310-560	Common Category.	
12.	Leading Fireman.	246	250-430	425-650	
13.	L. D. Clerks.	104	250-430	Common Category.	
14.	L. D. Steno.	1	250-430	Common Category.	
15.	Typists.	5	250-430	Common Category.	
16.	Fireman Carpenter.	1	250-430	425-650	
17.	Driver Mechanic.	5	240-420	450-700	

FIRE SERVICE DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
18.	Driver Operator.	398	240-420	450-700	
19.	Fireman Mechanic.	4	240-420	450-700.	
20.	Fireman Labourers.	8	180-350	350-550	
21.	Firemen.	1343	180-350	350-550	
22.	Record Assistant.	1	180-350	Common Category.	
23.	Roneo Operator.	1	180-350	Common Category.	
24.	Fireman Orderlies.	3	180-350	350-550	
25.	Fireman Sentries.	3	180-350	350-550	
26.	Attenders.	6	165-250	Common Category.	
27.	Sweepers.	5	165-250	Common Category.	
28.	Cobbler	1	165-250	310-475	

FISHERIES DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1300-1800	1700-2250	
2.	Joint Director.	1	1100-1650	1500-2100	
3.	Deputy Director.	7	850-1425	1250-1800	
4.	Accounts Officer.	1	700-1200	Common Category.	
5.	Deputy Registrar of Co-operative Societies	1	700-1200	1050-1600	
6.	Assistant Engineer.	1	700-1200	1050-1600	
7.	P. A. to Director.	1	600-1100	900-1500	
8.	Assistant Director.	33	600-1100	900-1500	
9.	Statistical Officer.	1	600-1100	900-1500	
10.	Marketing Officer.	1	600-1100	900-1500	
11.	Principal (Fisheries Training Institute)	1	600-1100	900-1500	
12.	Lecturers (Fisheries Trg. Institute.)	1	600-1100	900-1500	
13.	Assistant Publicity Officer.	1	600-1100	900-1500	
14.	Gazetted Assistants.	2	600-1100	900-1500	
15.	Supervisor.	1	480-900	750-1300	
16.	Engineering Supervisors.	6	430-800	700-1200	
17.	Farm Superintendent.	1	430-800	700-1200	
18.	Inspector of Fisheries.	91	430-800	700-1200	
19.	Superintendents.	20	430-800	Common Category.	

FISHERIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
20.	Co-operative Sub-Registrar.	1	430-800	700-1200	
21.	Research Assistant.	3	430-800	700-1200	
22.	Supervisor (Cold Storage).	6	430-800	700-1200	
23.	Demonstrators.	3	430-800	700-1200	
24.	Sr. Investigator.	1	430-800	700-1200	
25.	Superintendent (Commercial Accountant).	1	430-800	Common Category.	
26.	Sr. Inspector of Co- operative Societies.	1	320-580	575-950	
27.	Driver.	1	320-580	550-900	
28.	Bosan	1	320-580	550-900	
29.	Photo Artist.	1	320-580	Common Category.	
30.	U. D. Clerks.	52	310-560	Common Category.	
31.	U. D. Accountants.	7	310-560	Common Category.	
32.	U. D. Steno.	1	310-560	Common Category.	
33.	Jr. Inspector of Co- operative Societies.	23	310-560	530-850	
34.	Assistant Inspector of Fisheries.	80	310-560	530-850	
35.	Assistant Farm Superintendent.	1	310-560	530-850	
36.	Mechanic (Refrigerator).		310-560	530-850	
37.	Lab. Assistants.	2	310-560	530-850	

FISHERIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
38.	Junior Investigator.	1	310-560	530-850	
39.	Bosan Grade-I	1	290-520	500-800	
40.	Diesel Mechanic.	1	275-475	475-760	
41.	Fitter.	1	260-450	450-700	
42.	Driver (Heavy Vehicles).	61	260-450	Common Category.	
43.	Mechanical Instructor.	5	260-450	450-700	
44.	Tracer.	1	260-450	450-700	
45.	L. D. Clerks/L.D. Accountant.	90	250-430	Common Category.	
46.	L. D. Stenos.	7	250-430	Common Category.	
47.	Typists.	50	250-430	Common Category.	
48.	Telephone Operator.	1	250-430	Common Category.	
49.	L. D. Clerk-cum-Store Keeper.	1	250-430	425-650	
50.	Swimming Instructor.	1	240-420	410-625	
51.	Gear Technicians.	4	240-420	410-625	
52.	Drivers.	54	240-420	Common Category.	
53.	Engine Drivers.	2	240-420	410-625	
54.	Fishery Overseers.	6	240-420	410-625	
55.	Master Fisherman.	1	240-420	410-625	
56.	Boat Drivers.	2	180-350	350-550	
57.	Fieldman	174	180-350	350-550	
58.	Roneo Operator.	1	180-350	Common Category.	

FISHERIES DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
59.	Lab. Attender.	4	180-350	350-550	
60.	Driver-cum-Tindal.	1	180-350	410-625	
61.	Fishery Guards.	7	180-350	350-550	
62.	Petty Yard Officer.	14	180-350	350-550	
63.	Record Assistants.	21	180-350	Common Category.	
64.	Junior Bosan (Bosan Grade-II)	3	175-300	350-550	
65.	Cold Storage Attenders.	4	175-300	325-500	
66.	Teachers.	2	175-300	325-500	Teachers, drafted from Education Department will be in the revised scale applicable to them in the parent Department.
67.	Cleaners (Fish Farms).	23	165-250	290-425	
68.	Dafedar.	1	165-250	Common Category.	
69.	Attenders.	210	165-250	Common Category.	
70.	Chowkidars.	26	165-250	Common Category.	
71.	Fishermen.	161	165-250	310-475	
72.	Watchmen.	25	165-250	Common Category.	
73.	Lascars.	19	165-250	290-425	
74.	Cleaners.	9	165-250	Common Category.	

FOREST DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chief Conservator of of Forests.	1	I.F.S. Scale		
2.	Additional Chief Conservator of Forests.	4	I.F.S. Scale		
3.	Conservator of Forests	16	I.F.S. Scale.		
4.	Assistant Chief Conser- vator of Forests.	4	I.F.S. Scale		
5.	Deputy Conservator of Forests.	30	I.F.S. Scale		
6.	Principal (Forests School), Yellandu.	1	I.F.S. Scale		
7.	Forest Utilisation Officer (Deputy Conser- vator of Forests).	1	I.F.S. Scale.		
8.	Curator (Deputy Conser- vator of Forests).	1	I.F.S. Scale		
9.	Assistant Conservator of Forests (Divisional Forest Officer).	100	750-1300	1150-1700	
10.	Estate Manager. (A.C.F.S.)	4	750-1300	1150-1700	
11.	Assistant Coffee Specialist.	1	750-1300	1150-1700	
12.	Forest Settlement Officer.	4	750-1300	1150-1700	
13.	District Veterinary Officer.	1	750-1300	1150-1700	

FOREST DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
14.	Coffee Specialist (Persons drafted from Coffee Board).	1	700-1200 Spl. pay of Rs. 150.	..	The observa- tions against this post in the chapter relating to Forest Department may be refer- red to
15.	Accounts Officer	3	700-1200	Common Category.	
16.	Saw Mill Engineer (A.E.)	1	700-1200	1050-1600	
17.	Assistant Engineer. (P.W.D.)	1	700-1200	1050-1600	
18.	Soil Chemist	1	600-1100	900-1500	
19.	Gazetted Assistant (Non-Tech.)	1	530-1050	800-1450	
20.	Veterinary Assistant Surgeon.	1	530-1050	800-1450	
21.	Engineering Instructor.	1	480-900	750-1300 700-1200	For Degree holders. For Diploma holders.
22.	Superintendent. (Directorate)	19	430-800	Common Category.	
23.	Senior Investigator. (Statistical Cell)	2	430-800	700-1200	
24.	Range Officer.	364	430-800	700-1200	
25.	Special Deputy Tahsildar.	4	430-800	700-1200	
26.	Instructors (R.Os).	7	430-800	700-1200	
27.	Commercial Accountant.	2	430-800	700-1200	

FOREST DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
28.	Woods Workshops Supervisor (Range Officer).	1	430-800	700-1200	
29.	Assistant Estate Managers (Range Officers).		430-800	700-1200	
30.	Managers (C.C.Fs. Office).	1	430-800	700-1200	
31.	Assistant Curator. (Range Officer).	2	430-800	700-1200	
32.	Supervisor (PWD)	1	430-800	700-1200	
33.	Work Supervisor.	1	430-800	700-1200	
34.	Superintendent. (Subordinate Offices)	14	410-750	Common Category.	
35.	Head Draughtsman.	1	410-750	650-1100	
36.	Draughtsman Gr. I.	34	410-750	650-1100	
37.	Assistant Soil Chemist.	1	410-750	650-1100	
38.	Manager (Circle Office).	13	410-750	700-1200	
39.	Artist-cum-Care Taker.	1	410-750	650-1100	
40.	Accountants (Circle Offices).	15	360-700	600-1050	
41.	Veterinary Live-stock Inspector.	2	360-700	600-1050	
42.	Head Clerks.	57	340-640	575-950	
43.	Artist-cum-Photographer.	1	320-580	Common Category.	
44.	Foreman (Saw Mill Division).	1	320-580	575-950	
45.	U.D.Cs./Accountant	313	310-560	530-850	

FOREST DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
46.	U. D. Steno.	2	310-560	Common Category.	
47.	Deputy Range Officer.	318	310-560	550-900	
48.	Senior Supervisors. (Deputy Range Officer).	1	310-560	550-900	
49.	Head Boilerman	1	310-560	530-850	
50.	Taxi-Dermist.	1	310-560	530-850	
51.	Draughtsman Gr. II.	77	290-520	500-800	
52.	Assistant Librarian	1	290-520	530-850	
53.	U. D. Time Keeper (U.D.C.).	1	290-520	530-850	
54.	U. D. Store Keeper. (U.D.C.)	1	290-520	530-850	
55.	Electrical Supervisor	1	275-600 (Electricity Board).	..	Please refer to the obser- vations against this category in the chapter relating to Forest De- partment.
56.	Keeper (Lion Park)	1	275-475	475-760	
57.	Supervisors.	2	275-475	475-760	
58.	Lorry Driver	41	260-450	Common Category.	
59.	L. D. Stenos.	54	250-430	Common Category.	
60.	L. D. Clerks.	784	250-430	Common Category.	
61.	Typists	204	250-430	Common Category.	

FOREST DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
62.	Telephone Operator.	1	250-430	Common Category.	
63.	Foresters.	1400	250-430	425-650	
64.	L. D. Instructors.	2	250-430	425-650	
65.	Physical Training Instructor (Foresters).	1	250-430	425-650	
66.	Drill Master. (Forester).	1	250-430	425-650	
67.	Junior Supervisors. (Foresters).	12	250-430	425-650	
68.	L. D. Store Keeper. (L.D-C.)	1	250-430	425-650	
69.	Mechanic.	2	250-430	425-650	
70.	Electrician.	1	250-430	425-650	
71.	Sawyers.	9	250-430	425-650	
72.	Boilerman.	3	250-430	425-650	
73.	Assistant Wireman.	1	250-430	425-650	
74.	Operator (Saw Mill Division)	10	250-430	425-650	
75.	Receptionist-cum-Telephone Operator.	1	250-430	425-650	
76.	Service Mechanic.	1	250-430	425-650	
77.	Veterinary Compounder	2	250-430	425-650	
78.	Drivers.	155	240-420	Common Category.	
79.	Stewards.	1	240-420	410-625	
80.	Master Carpenter.	1	240-420	425-650	

FOREST DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
81.	Zoo Sargea	1	250-430	425-650	
82.	Head Animal Keeper.	1	240-420	410-625	
83.	Boat Driver.	1	240-420	410-625	
84.	Tram Line Foreman.	1	240-420	410-625	
85.	Tramline Mechanic (Senior).	1	240-420	410-625	
86.	Record Assistant.	6	180-350	Common Category	
87.	Pump Driver.	2	180-350	350-550	
88.	Roneo Operator.	1	180-350	Common Category	
89.	Cook (Dist. Office).	1	180-350	350-550	
90.	Fireman.	3	180-350	350-550	
91.	Helper Grade I	19	180-350	350-550	
92.	Swimming Pool Super- visor.	1	180-350	350-550	
93.	Electrician.	1	180-350	350-550	
94.	Painter.	1	180-350	350-550	
95.	Animal Keeper.	3	180-350	350-550	
96.	Fitter.	2	180-350	350-550	
97.	Masons.	2	180-350	350-550	
98.	Blacksmith.	2	180-350	350-550	
99.	Carpenter.	1	180-350	350-550	
100.	Plumber.	1	180-350	350-550	
101.	Booking Clerk.	5	180-350	425-650	
102.	Head Mali.	7	180-350	350-550	

FOREST DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
103.	Boat Driver.	2	180-350	350-550	
104.	Launch Driver.	1	180-350	350-550	
105.	Tramline Mechanic. (Junior).	1	180-350	350-550	
106.	Jamedar.	3	175-300	Common Category.	
107.	Forest Guard.	2983	175-300	325-500	
108.	Fieldman (Forest Guard)	7	175-300	325-500	
109.	Hepler Gr. II.	24	175-300	325-500	
110.	Boat Sarang.	3	175-300	325-500	
111.	Traffic Controller.	1	175-300	325-500	
112.	Attenders.	890	165-250	Common Category.	
113.	Cooks (Forest Schools)	7	165-250	290-425	
114.	Malis.	14	165-250	290-425	
115.	Mali-cum-Watchman.	1	165-250	290-425	
116.	Malans.	7	165-250	290-425	
117.	Begular.	1	165-250	290-425	
118.	Sweepers.	2	165-250	Common Category.	
119.	Washerman.	2	165-250	290-425	
120.	Waterman	2	165-250	290-425	
121.	Scavenger.	1	165-250	Common Category.	
122.	Barber.	1	165-250	290-425	
123.	Watchman.	104	165-250	Common Category.	

FOREST DEPARTMENT—(Cont'd.)

1	2	3	4	5
			Rs.	Rs.
124.	Cleaners.	46	165-250	Common Category.
125.	Treasury Guard.	1	165-250	290-425
126.	Animal Keeper.	1	165-250	290-425
127.	Permit Clerks.	6	165-250	290-425
128.	Reserve Watchers. (Forest Watchers).	1353	165-250	290-425
129.	Depot Watchers.	91	165-250	290-425
130.	Boat Sarang.	3	165-250	290-425
131.	Tanadars.	82	165-250	290-425
132.	Plantation Watchers.	4	165-250	290-425
133.	Assistant Checking Officer.	1	165-250	290-425
134.	Bungalow Watchers.	1	165-250	290-425
135.	Nursing Orderlies.	1	165-250	290-425
136.	Workers (Zoo).	13	165-250	290-425
137.	Gate Keeper.	3	165-250	290-425
138.	Helper.	7	165-250	290-425
139.	Zoo Attendants.	89	165-250	290-425
140.	Labourer.	125	165-250	290-425
141.	Silt Kalasis	5	165-250	290-425

GOVERNMENT GARDENS DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director, Public Gardens.	1	850-1425	1250-1800	
2.	Superintendent.	1	430-800	Common Category.	
3.	Supervisor Grade-I	2	430-800	700-1200	
4.	U. D. Clerks/ U.D. Accountants.	3	310-560	Common Category.	
5.	Supervisor Grade-II	5	290-520	500-800	
6.	Mechanic.	1	275-475	475-760	
7.	Supervisor Grade-III.	1	250-430	425-650	
8.	L. D. Clerks.	4	250-430	Common Category.	
9.	Typist.	1	250-430	Common Category.	
10.	Fitters.	4	240-420	410-625	
11.	Head Malies.	9	180-350	350-550	
12.	Gate Keepers.	1	165-250	290-425	
13.	Attenders.	6	165-250	Common Category.	
14.	Assistant Head Malies.	17	165-250	290-425	
15.	Malies.	336	165-250	Common Category.	
16.	Malans.	364	165-250	Common Category.	

GOVERNMENT HOUSE DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Deputy Comptroller.		850-1425	1250-1800	
2.	Assistant Comptroller	5	530-1050	800-1450.	
3.	Superintendents	2	430-800	Common Category.	
4.	U. D. Clerks.	6	310-560	Common Category.	
5.	U. D. Steno.	1	310-560	Common Category	
6.	Head English Cook	1	290-520	500-800	
7.	Steward Grade I.	1	260-450	450-700	
8.	L. D. Clerks.	12	250-430	Common Category.	
9.	L. D. Typists.	5	250-430	Common Category.	
10.	Telephone Operators.	9	250-430	Common Category.	
11.	Steward Grade II	3	240-420	410-625	
12.	Shroff	1	240-420	Common Category.	
13.	Assistant English Cook.	1	240-420	410-625	
14.	Head Moglai Cook.	1	240-420	410-625	
15.	Carpenter.	1	240-420	410-625	
16.	Painter.	1	240-420	410-625	
17.	Electrician.	3	240-420	410-625	
18.	Drivers.	73	240-420	Common Category.	
19.	Assistant Moglai Cook.	4	180-350	350-550	
20.	Assistant English Cook.	3	180-350	350-550	

GOVERNMENT HOUSE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
21.	Hindu Cook.	3	180-350	350-550	
22.	Butler.	14	180-350	350-550	
23.	Tailor.	1	180-350	350-550	
24.	Daroga.	1	180-350	350-550	
25.	Jamedar Care Taker.	1	180-350	350-550	
26.	Junior Cook.	4	180-350	350-550	
27.	Record Assistant.	1	180-350	Common Category.	
28.	Jamedar.	1	175-300	Common Category.	
29.	Table Servants.	8	170-275	310-475	
30.	Mates.	14	170-275	310-475	
31.	Daffedar.	2	165-250	Common Category.	
32.	Washerman.	1	165-250	290-425	
33.	Head Farrash.	2	165-250	290-425	
34.	Cycle Orderly.	3	165-250	Common Category.	
35.	Attenders.	7	165-250	Common Category.	
36.	Farrash.	32	165-250	Common Category.	
37.	Watchman.	10	165-250	Common Category.	
38.	Sweeper.	6	165-250	Common Category.	
39.	Kamatan.	4	165-250	Common Category.	
40.	Scavangers.	5	165-250	Common Category.	
41.	Cleaners.	19	165-250	Common Category.	

GROUND WATER DEPARTMENT

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1300-1800	1700-2250	
2.	Joint Director.	1	1200-1800	1600-2200	
3.	Senior Hydro Geologist.	4	850-1425	1250-1800	
4.	Senior Hydrologist.	1	850-1425	1250-1800	
5.	Assistant Engineer.	1	700-1200	1050-1600	
6.	Agronomist.	1	600-1100	1050-1600	
7.	Geophysicist.	4	600-1100	900-1500	
8.	Chemist.	1	600-1100	900-1500	
9.	Administrative Officer.	1	600-1100	900-1500	
10.	Junior Hydrologist.	8	600-1100	1050-1600	
11.	Junior Hydrogeologist.	9	600-1100	900-1500	
12.	Hydro Meteorologist.	1	600-1100	900-1500	
13.	Statistician.	1	600-1100	900-1500	
14.	Assistant Hydrogeologist.	71	530-1050	800-1450	
15.	Assistant Chemist.	4	530-1050	800-1450	
16.	Assistant Geophysicist.	18	530-1050	800-1450	
17.	Assistant Accounts Officer	1	530-1050	800-1450	
18.	Assistant Statistician.	4	530-1050	800-1450	
19.	Assistant Hydrologist.	39	480-900	800-1450	
20.	Assistant Hydro Meteorologist.	1	480-900	800-1450	
21.	Junior Engineer. (Mechanical)	4	480-900	750-1300	

GROUND WATER DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
22.	Technical Assistant. (Geophysics)	15	480-900	750-1300	
23.	Technical Assistant. (Hydrology).	8	480-900	750-1300	
24.	Technical Assistant. (Agronomy).	1	480-900	750-1300	
25.	Technical Assistant. (Hydrogeology).	18	480-900	750-1300	
26.	Analyst.	11	430-800	700-1200	
27.	Superintendents. (Head Office)	7	430-800	Common Category.	
28.	Superintendents. (Regional Offices).	6	410-750	Common Category.	
29.	Lab. Assistants.	5	360-700	650-1100	
30.	Supervisors.	29	360-700	700-1200	
31.	Drillers.	7	360-700	700-1200	
32.	Draughtsman Grade I	1	360-700	600-1050	
33.	Supervisor. (Mechanical)	4	360-700	700-1200	
34.	Assistant Drillers.	10	320-580	550-900	
35.	Upper Division Clerks.	38	310-560	Common Category.	
36.	U. D. Accountants.	1	310-560	Common Category.	
37.	U. D. Steno.	1	310-560	Common Category.	
38.	Draughtsman Grade II	5	310-560	530-850	

GROUND WATER DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
39.	Junior Technical Assistant.	17	310-560	530-850	
40.	Operator for Pumpset.	3	275-475	475-760	
41.	Steno Typist/ L. D. Steno.	7	250-430	Common Category.	
42.	Typists.	33	250-430	Common Category.	
43.	L. D. Clerks.	42	250-430	Common Category.	
44.	Telephone Operator.	1	250-430	Common Category.	
45.	Tracers.	23	240-420	450-700	
46.	Drivers.	18	240-420	Common Category.	
47.	Record Assistant.	2	180-350	Common Category.	
48.	Amonia Printing and Roneo Operator.	1	180-350	Common Category.	
49.	Lab. Attenders.	2	175-300	325-500	
50.	Attenders.	22	165-250	Common Category.	
51.	Helpers.	3	165-250	290-425	

HANDLOOMS & TEXTILES DEPARTMENT

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	Cadre post.	..	
2.	Joint Director	11	1100-1650	1500-2100	
3.	Deputy Director.	9	850-1425	1250-1800	
4.	Assistant Director (Handlooms & Textiles).	11	700-1200	1050-1600	
5.	Assistant Director (Sericulture).				
6.	Section Officer. (Textiles).	1	600-1100	900-1500	
7.	Inspector of Sericulture	25	430-800	700-1200	
8.	Superintendent. (Directorate).	2	430-800	Common Category.	
9.	Development Officer, Handlooms and Textiles.	61	430-800	700-1200	
10.	Development Officer (Textiles).	1	430-800	700-1200	
11.	Statistical Assistant	1	430-800	700-1200	
12.	Assistant Inspector of Sericulture.	46	320-580	575-950	
13.	Assistant Development Officer (Handlooms & Textiles)	207	320-580	575-950	
14.	Inspector of Handlooms & Textiles.	21	310-560	530-850	
15.	Upper Division Clerks/ Upper Division Steno.	24	310-560	Common Category	

HANDLOOMS & TEXTILES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
16.	Farm Foreman Gr. I (Reeling Foreman and other equivalent posts).	9	275-475	475-760	
17.	Farm Foreman Gr. II (Rearing Foreman, Reeling Foreman, Rearing Operator, Sericulture Demon- strator, Spinning Operator).	76	250-430	425-650	
18.	Lower Division Clerks.	32	250-430	Common Category.	
19.	Lower Division Steno.	3	250-430	Common Category.	
20.	Steno Typist.	4	250-430	Common Category.	
21.	Typist (including Lower Division Clerk-cum-Typist).	42	250-430	Common Category.	
22.	Sericulture Demonstrator (Moth Testers etc.).	25	240-420	410-625	
23.	Driver.	12	240-420	Common Category.	
24.	Record Assistant.	1	180-350	Common Category.	
25.	Roneo Operator.	1	180-350	Common Category.	
26.	Operatives (Mulberry Cultivator, Practical Sericulturist etc.)	144	170-275	310-475	
27.	Attender.	172	165-250	Common Category.	

HIGH COURT

<i>Sl.No.</i>	<i>Category</i>	<i>No. of Posts</i>	<i>Existing Scale</i>	<i>Revised Scale</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Registrar.	2	2500	2500-2750	
2.	Joint Registrar.	1	1400-1925	2000-2500	
3.	Deputy Registrar.	2	1200-1800	1600-2200	
4.	Secretary to the Hon'ble Chief Justice-cum-Deputy Registrar.	1	1200-1800	1600-2200	
5.	Assistant Registrars.	6	850-1425	1250-1800	
6.	Special Officer.	1	850-1425	1250-1800	
7.	Section Officer/Court Officer/Scrutiny Officer/Accounts Officer.	73	530-1050	800-1450	
8.	Personal Assistants to Judge and Court Masters.	53	530-1050	800-1450	
9.	Special Assistants and Translators.	44	480-900	750-1300	
10.	Overseer.	1	480-900	750-1300	
11.	Assistants.	59	340-640	575-950	
12.	Assistant Overseer.	1	275-475	475-760	
13.	Junior Assistants.	150	250-430	425-650	
14.	Typists.	46	250-430	Common Category.	

HIGH COURT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
15.	Examiners and Readers.	16	250-430	425-650	
16.	Copyists.	36	250-430	425-650	
17.	Drivers.	3	240-420	Common Category.	
18.	Lift Operator.	2	240-420	Common Category.	
19.	Binder.	1	180-350	350-550	
20.	Book Bearers.	2	180-350	350-550	
21.	Roneo Operator.	2	180-350	Common Category.	
22.	Record Assistants.	45	180-350	Common Category.	
23.	Bailiff	1	180-350	410-625	
24.	Shroff (Golla)	2	180-350	350-550	
25.	Jamedars.	2	175-300	Common Category.	
26.	Attenders and Others in last grade service.	183	165-250	Common Category.	
27.	Daffedars.	2	165-250	Common Category.	

INDIAN MEDICINE AND HOMOEOPATHY DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	900-1450	1400-2000	
2.	Principal (Ayurveda, Homoeopathy & Unani Colleges).	7	750-1300	1400-2000	
3.	Professors (P.G. Unit) (Ayurveda & Unani).	2	750-1300	1400-2000	
4.	Woman Deputy Civil Surgeon.	1	750-1300	1150-1700	
5.	Ophthalmic Deputy Civil Surgeon.	1	750-1300	1150-1700	
6.	Surgical Deputy Civil Surgeon.	1	750-1300	1150-1700	
7.	Research Officers.	2	700-1200	1150-1700	
8.	Deputy Directors (Unani, Ayurvedic, Homoeopathy & Administration).	4	700-1200	1150-1700	This revised scale will apply to non-technical as well as departmental personnel. Medical Officers appointed to this post will continue to draw the scale applicable to them.
9.	Readers Ayurvedic (P.G. Unit).	3	700-1200	1150-1700	
10.	Readers Unani. (P. G. Unit).	3	700-1200	1150-1700	

INDIAN MEDICINE AND HOMOEOPATHY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
11.	Inspector of Board of Indian Medicine.	1	600-1100	1150-1700	
12.	Gazetted Vaid/Professors (Ayurvedic).	18	600-1100	1150-1700	
13.	Pathological-cum-Biochemist.	1	600-1100	900-1500	
14.	Medical Officer Ayurvedic/Unani.	2	600-1100	1150-1700	
15.	Gazetted Physicians/Professors (Homeo).	13	600-1100	1150-1700	
16.	Gazetted Tabeebs/Professors. (Unani).	9	600-1100	1150-1700	
17.	Dental Assistant Surgeon.	1	600-1100	900-1500	
18.	Anaestheist.	1	600-1100	900-1500	
19.	Harbarium Superintendent.	1	600-1100	1150-1700	
20.	Lecturers, Post Graduate Unit (Ayurvedic).	3	600-1100	900-1500	
21.	Lecturers, Post Graduate Unit (Unani).	3	600-1100	900-1500	
22.	Radiologist.	1	600-1100	900-1500	
23.	Accounts Officer.	1	530-1050	800-1450	
24.	Administrative Officer.	1	530-1050	800-1450	
25.	Senior Medical Officers/Senior Lecturers (Unani).	35	530-1050	900-1500	
26.	Senior Medical Officers/Senior Lecturers (Ayurveda).	43	530-1050	900-1500	

INDIAN MEDICINE AND HOMOEOPATHY DEPARTMENT—(Contd)

1	2	3	4	5	6
			Rs.	Rs.	
27.	Senior Medical Officer/ Senior Lecturers (Homeo)	38	530-1050	900-1500	
28.	Drugs Inspectors.	6	530-1050	800-1450	
29.	Lay Secretary & Treasurer Grade-II.	3	480-900	750-1300	
30.	Ayurvedic Assistant.	2	430-800	750-1300	
31.	Museum Assistant-cum- Lab. Assistant.	1	430-800	750-1300	
32.	Junior Medical Officer/ Junior Lecturer (Homoeo).	8	430-800	750-1300	
33.	Junior Medical Officer/ Junior Lecturer (Ayurveda).	100	430-800	750-1300	
34.	Junior Medical Officer/ Junior Lecturers (Unani).	84	430-800	750-1300	
35.	Unani Assistants.	2	430-800	750-1300	
36.	Superintendents. (Directorate).	9	430-800	Common Category	
37.	Superintendents. (Sub-Offices)	11	410-750	Common Category	
38.	Inspecting Medical Officer.	1	360-700	750-1300	
39.	Senior Sister.	7	360-700	650-1100	
40.	Agricultural Assistant	1	360-700	600-1050	
41.	Technical Assistant (Ayurvedic) P. G. Unit.	3	360-700	700-1200	
42.	Technical Assistants, P. G. Centre (Unani).	3	360-700	700-1200	
43.	Pharmaceutical Chemist.	2	320-580	550-900	

INDIAN MEDICINE AND HOMOEOPATHY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
44.	Lady Superintendent.	1	320-580	550-900	
45.	U. D. Clerks/U.D. Accountants/Manager-cum-Supervisor/ Store-Keeper/Registrar.	41	310-560	530-850	
46.	U. D. Steno.	1	310-560	Common Category.	
47.	Staff Nurses.	80	290-520	550-900	
48.	Steward.	5	290-520	530-850	
49.	Stock Verifier.	2	290-520	530-850	
50.	Radiographer.	1	290-520	530-850	
51.	Artist.	2	275-475	Common Category.	
52.	Supervisor.	1	275-475	450-700	Existing incumbents in the pay scale of Rs. 275-475 will have the revised scale of Rs. 475-760 as personal to them.
53.	Photographer.	1	275-475	475-760	
54.	Store keeper.	1	260-450	450-700	
55.	Technicians/Lab. Technicians.	8	260-450	450-700	
56.	Electricians Grade-I	2	260-450	450-700	
57.	Optical Technician (Refractionist)	1	260-450	530-850	

INDIAN MEDICINE AND HOMOEOPATHY DEPARTMENT—(Contd)

1	2	3	4	5	6
			Rs.	Rs.	
58.	Electric Pump Driver.	1	260-450	450-700	
59.	Dark Room Assistant.	1	260-450	450-700	
60.	Librarian/Librarians in Homeopathic Colleges.	6	260-450	450-700	
61.	Driver (Heavy Vehicle).	1	260-450	Common Category.	
62.	Compounders (Ayurvedic/Homeo and Unani).	333	250-430	450-700	
63.	L. D. Clerks/ Store-Keeper/ Clerk-cum-Typist.	62	250-430	Common Category.	
64.	Telephone Operator.	1	250-430	Common Category.	
65.	L. D. Steno.	6	250-430	Common Category.	
66.	Typists.	16	250-430	Common Category.	
67.	Jarrahs/Dresser.	18	240-420	425-650	
68.	Head Massagist.	1	240-420	410-625	
69.	House-Keeper.	1	240-420	425-650	
70.	Electric Lift Operator.	2	240-420	Common Category.	
71.	Cashier/Shroff	2	240-420	Common Category.	
72.	Mechanic.	1	240-420	410-625	
73.	Drivers (Light Vehicles)/Jeep Drivers/ Ambulance Driver.	7	240-420	Common Category.	
74.	Nurse.	1	240-420	410-625	

INDIAN MEDICINE AND HOMOEOPATHY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
75.	Lab. Technicians.	6	240-420	410-625	The observations in the relevant chapter may be seen.
76.	Auxiliary Nurse and Midwives.	7	240-420	425-650	
77.	Laboratory Attendants.	8	180-350	350-550	
78.	Register Writers	15	180-350	410-625	
79.	Assistant Record Keeper.	1	180-350	350-550	
80.	Electrician Grade-II.	1	180-350	410-625	
81.	Massagist.	8	180-350	350-550	
82.	Dayas	92	180-350	410-625	
83.	Cooks.	6	180-350	350-550	
84.	Tailor.	2	180-350	350-550	
85.	Book Keeper.	1	180-350	350-550	
86.	Field Men.	4	240-420	410-625	
87.	Roneo Operator.	1	180-350	Common Category.	
88.	Carpenter.	1	180-350	350-550	
89.	Laboratory Attenders.	8	180-350	350-550	
90.	Record Assistant.	1	180-350	Common Category.	
91.	Laboratory Assistant (Attendant P.G. Unit).	4	180-350	350-550	
92.	Theatre Attender.	1	175-300	325-500	
93.	X-Ray Attendant.	1	170-275	310-475	

INDIAN MEDICINE AND HOMŌEOPATHY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
94.	Assistant Cooks/ Cooks.	17	165-250	290-425	
95.	Kidmatis.	208	165-250	290-425	
96.	Laboratory Boys.	10	165-250	290-425	
97.	Herb Collectors.	3	165-250	290-425	
98.	Packer.	5	165-250	290-425	
99.	Dhobi	13	165-250	290-425	
100.	Nursing Orderlies.	210	165-250	290-425	
101.	Museum Curators.	3	165-250	290-425	
102.	Barber.	2	165-250	290-425	
103.	Khadima	1	165-250	290-425	
104.	Kamgars & Demon- strators Maistry.	4	165-250	290-425	
105.	Ploughmen.	2	165-250	290-425	
106.	Attendants.	5	165-250	290-425	
107.	Maitees	13	165-250	290-425	
108.	Dafedar.	4	165-250	Common Category.	
109.	Jawans/Chowkidars/ Watchmen.	23	165-250	Common Category.	
110.	Farrash	54	165-250	Common Category.	
111.	Scavenger/Thoties.	58	165-250	290-425	
112.	Attenders.	119	165-250	Common Category.	

INDIAN MEDICINE AND HOMOEOPATHY DEPARTMENT—(Concl.)

1	2	3	4	5	6
			Rs.	Rs.	
113.	Scavenger-cum-Sweeper.	14	165-250	290-425	
114.	Sweeper.	25	165-250	Common Category.	
115.	Watchmen.	36	165-250	Common Category.	
116.	Waterman.	4	165-250	290-425	
117.	Kamatans.	15	165-250	Common Category	
118.	Ambulance Cleaner.	2	165-250	Common Category.	
119.	Telephone Boys.	2	165-250	290-425	
120.	Book Bearer.	1	165-250	290-425	
121.	Lab. Boys/Lab. Attendants. (P.G. Unit).	4	165-250	290-425	
122.	Daftardar.	1	165-250	290-425	
123.	Cleaners.	3	165-250	Common Category.	
124.	Ayas.	6	165-250	290-425	

INDUSTRIES DEPARTMENT

Sl.No.	Category.	No. of posts.	Existing scale.	Revised scale.	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	I.A.S. Cadre.		
2.	Additional Director of Industries.	1	I.A.S. Cadre		
3.	Additional Director of Industries (Non- I.A.S).	1	1400-1925	1800-2350	
4.	Director (Testing Lab.).	1	1400-1925	1800-2350	
5.	Joint Directors.	15	1100-1650 (Tech.)	} 1500-2100	
			1000-1550 (Non-Tech.)		
6.	Regional Development Officers (Industries).	6	1100-1650 (Tech.)	} 1500-2100	Special pay is not admissible.
			1000-1550 (Non-tech.)		
			Spl. Pay Rs. 150		
7.	Development Officers (Ind.)	5	1100-1650 (Tech.)	} 1500-2100	Special pay is not admissible.
			1000-1550 (Non-tech.)		
			Spl. pay. Rs. 150.		
8.	General Manager (Self Employment Scheme).	1	1100-1650 (Tech.)	} 1500-2100	
			1000-1550 (Non-tech)		
9.	Financial Adviser.	1	1000-1550 Spl. pay Rs. 150	1500-2100	Special pay is not admissible.

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
10.	Marketing Adviser.	1	Rs. 1000-1550 Spl. Pay Rs. 150.	Rs. 1500-2100	Special pay is not admissible.
11.	Development Officer. (Ceramics).	1	1000-1550 1100-1650 (Tech.) Spl. pay Rs. 150.	} 1500-2100	Special pay is not admissible.
12.	Joint Director. (Admn.)	1	900-1450 Spl. pay Rs. 50.	1300-1900	
13.	Director (OTRI)	1	1000-1550 (Non-tech.) 1100-1650 (Tech.)	} 1500-2100	
14.	Development Officer. (Glass).	1	1100-1650 (from 8-11-74 onwards)	} 1500-2100	Special pay if any is not admissible
15.	Deputy Director. (Industries).	89	850-1425	1250-1800	
16.	Deputy Development Officer (Ind.)	7	850-1425	1250-1800	
17.	Senior Technical Officers. (Self Employment Scheme).	3	850-1425	1250-1800	
18.	Research and Designs Officer.	1	850-1425	1250-1800	
19.	Senior Chemical (OTRI)	1	850-1425	1250-1800	
20.	Deputy Director (Testing Laboratory Engg.), Vizag.	1	850-1425	1250-1800	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
21.	Deputy Director (Mineral Testing Lab.), Cuddapah.	1	850-1425	1250-1800	
22.	Deputy Director (Industrial Testing Lab.), Hyderabad.	2	850-1425	1250-1800	
23.	Assistant Director of Industries.	42	700-1200	1050-1600	
24.	Manager (Nirmal Industry.)	1	700-1200	1050-1600	
25.	Planning-cum-Survey Officer (R.I.P.)	7	700-1200	1050-1600	
26.	Technical Officer (R.P.I.)	28	700-1200	1050-1600	
27.	Technical Officer (H.M.J.)	20	700-1200 Special allowance of Rs. 50.	1050-1600	
28.	Administrative Officer (Self Employment Scheme).	1	700-1200	1050-1600	
29.	Field Officer (H)	1	700-1200	1050-1600	
30.	Superintendent (Saw Mill-cum-Timber Seasoning Plant, Nirmal).	1	700-1200	1050-1600	
31.	Designers, Research & Designs Centre.	2	700-1200	1050-1600	
32.	Assistant Director (Ceramics).	1	700-1200	1050-1600	
33.	Special Officer, Graphic Crucible Industry, Rajahmundry.	1	700-1200	1050-1600	
34.	Filed Officer (Ceramics)	1	700-1200	1050-1600	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
35.	Chemical Engineer (O.T.R.I.)	1	700-1200	1050-1600	
36.	Chemical Engineer (Testing Lab.)	1	700-1200	1050-1600	
37.	Research Officer (O.T.R.I.)	1	700-1200	1050-1600	
38.	Textile Designer.	1	700-1200	1050-1600	
39.	Senior Chemist (Testing Lab.)	4	700-1200	1050-1600	
40.	Accounts Officer.	1	700-1200	Common Category.	
41.	Special Deputy Collector.	1	750-1300	1150-1700	
42.	Senior Scientific Assistants (O.T.R.I.)	8	600-1100	900-1500	
43.	Ceramic Chemist, Government Ceramic Lab., Gudur.	1	530-1050	800-1450	
44.	Assistant Accounts Officer (T&A)	1	530-1050	800-1450	
45.	Technical Assistants.	3	480-900	750-1300	
46.	Scientific Assistants (Vizag Testing Lab.)	3	480-900	750-1300	
47.	Junior Chemist (Testing Lab. Cuddapah and Vizag.)	8	480-900	750-1300	
48.	Junior Engineer (QMS) in Light Engineering.	1	480-900	750-1300	
49.	Junior Scientific Assistant (O.T.R.I.)	4	480-900	750-1300	
50.	Junior Research Assistants (OTRI)	5	480-900	750-1300	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
51.	Librarian (OTRI)	1	480-900	650-1100	The existing incumbent in the scale of Rs. 480-900 will have the revised scale of Rs. 750-1300 as personal to him.
52.	Supervisor of Industries.	73	430-800	700-1200	
53.	Supervisor (Workshop)	1	430-800	700-1200	
54.	Supervisor. (Pilot Plant).	1	430-800	700-1200	
55.	Pilot Plant Supervisor. (OTRI).	1	430-800	750-1300	
56.	Sub-Registrars, Industrial Co-operatives.	23	430-800	700-1200	
57.	Superintendent. (Directorate)	25	430-800	Common Category.	
58.	Planning Supervisor.	2	430-800	700-1200	
59.	Special Deputy Tahsildars.	2	430-800	700-1200	
60.	Lecturers (OTRI).	1	430-800	700-1200	
61.	Supervisor, Coir Unit at Barivankarajapuram.	2	430-800	700-1200	
62.	Manager/C.S.R. Palmyrah Fibre Extrac- tion Unit, Chilakapalem.	1	430-800	700-1200	
63.	Superintendent Accounts, Accounts Superintendent/ Accounts Assistant (T&A) Supdt.)	3	430-800	700-1200	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
64.	Industrial Promotion Officer.	28	410-750	650-1100	
65.	Economics Investigator.	28	410-750	700-1200	
66.	Handicrafts Inspector.	7	410-750	650-1100	
67.	Marketing Assistant.	1	410-750	700-1200	
68.	Publicity Assistant.	1	410-750	650-1100	
69.	Statistical Assistant.	1	410-750	650-1100	
70.	Superintendent (Q.M.S.)	4	410-750	700-1200	
71.	Technical Assistant (HMJ & DIC)	128	410-750	650-1100	
72.	Research Assistant (Ceramics).	1	410-750	650-1100	
73.	Superintendent (Ceramic Ware Centre, Dhone).	1	410-750	650-1100	
74.	Superintendent (Tech.) Pickles & Jars Unit.	1	410-750	650-1100	
75.	Assistant Textile Designer.	1	410-750	700-1200	
76.	Master Craftsman, Kalamkari.	1	410-750	650-1100	
77.	Superintendent/ Superintendent-cum- Accountant.	87	410-750	Common Category.	
78.	Office Manager.	6	410-750	650-1100	
79.	Commercial Accountant/ Internal Auditor.	2	410-750	700-1200	
80.	Information and Documentation Officer.	11	410-750	650-1100	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
81.	Master Flayer.		360-700	600-1050	
82.	Production Assistant, Nirmal Industry.		360-700	600-1050	
83.	Draughtsman (Test. Lab.)	1	360-700	600-1050	
84.	Extension Officers (Inds.)	154	360-700	600-1050	
85.	Welder (OTRI).	1	360-700	600-1050	
86.	Supervisor (QMS Light Engineering Sanatanagar, Hyderabad).	2	360-700	600-1050	
87.	Senior Craftman. (RDI).	2	360-700	600-1050	
88.	Lab. Assistant. (Testing Lab., Vizag.)	2	360-700	650-1100	
89.	Superintendent. (Coir).	3	360-700	600-1050	
90.	Ratting Supervisor-cum- Instructor (Srikakulam)	2	360-700	600-1050	
91.	Spinning Superintendent.	1	360-700	600-1050	
92.	Senior Coir Instructor.	1	360-700	600-1050	
93.	Commercial Artist.	1	360-700	600-1050	
94.	Statistical Superintendent, Headquarters.	1	360-700	600-1050	
95.	Accounts Assistants. Hqrs.	1	360-700	600-1050	
96.	Junior Accountant.	1	360-700	600-1050	
97.	Propaganda Officer.	1	360-700	600-1050	
98.	Workshop Foreman (Other Government Units Production Wing.)	2	360-700	600-1050	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
99.	Research Assistant (Graphite Crucible Industry, Rajahmundry).	1	360-700	650-1100	
100.	District Level Leather Assistant.	3	360-700	650-1100	
101.	Mechanical Foreman (OTRI).	1	340-640	575-950	
102.	Electrician. (Test Lab., Cuddapah).	1	340-640	575-950	
103.	Gas Man (Test Lab., Cuddapah).	1	340-640	575-950	
104.	Fitter-cum-Mechanic (Test. Lab, Cuddapah).	1	340-640	575-950	
105.	Manager (Kalamkari)	1	320-580	575-950	
106.	Chemist (QMS)	3	320-580	550-900	
107.	Lab. Assistant Ceramic (Rajahmundry).	1	320-580	550-900	
108.	Supervisor, Ceramic, (QMS).	2	320-580	550-900	
109.	Supervisors (Carpentry).	1	320-580	550-900	
110.	Marketing Inspector.	1	320-580	550-900	
111.	Demonstrators. (Headquarters).	1	320-580	550-900	
112.	Supervisors. (Cotton Production Wing).	1	320-580	550-900	
113.	Senior Inspector (Industrial Co-operatives)	40	310-560	575-950	
114.	Supervisors. (Ceramics).	5	310-560	530-850	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
115.	Senior Assistant (Ceramic Unit).	1	310-560	530-850	
116.	Technical Assistant (Kalamkari).	2	310-560	530-850	
117.	Glass Blower (OTRI)	1	310-560	530-850	
118.	Mechanic, Testing Lab. Hyderabad.	1	310-560	530-850	
119.	Gas Man Test Lab., Hyderabad.	1	310-560	530-850	
120.	Fitter, Test Lab, Hyderabad.	1	310-560	530-850	
121.	Operator (Test Lab.)	3	310-560	530-850	
122.	Fitter (Test Lab.)	1	310-560	530-850	
123.	Welder (Test Lab.)	1	310-560	530-850	
124.	Librarian Test Lab, Cuddapah	1	310-560	530-850	
125.	Electrician Test Lab.	1	310-560	530-850	
126.	Carpenter (Test Lab.)	1	310-560	530-850	
127.	Boiler Attender (Test Lab.,)	1	310-560	530-850	
128.	Mechanic (Test Lab.)	2	310-560	530-850	
129.	Assistant Foreman.	1	310-560	530-850	
130.	U. D. Clerks	} 198	310-560	Common Category.	
131.	U. D. Store Keeper				
132.	U. D. Cashier.				

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
133.	U. D. Steno.	31	310-560	Common Category.	
134.	Senior Clerk (OTRI/ ICAR).	1	310-560	530-850	
135.	Junior Steno (OTRI/ICAR).	1	310-560	530-850	
136.	Store Keeper-cum- Accountant/Accountant- cum-Store Keeper, Chila- kalapalem, Barivenka, Rajapuram.	3	310-560	530-850	
137.	Accountant.	11	310-560	530-850	
138.	Wool Master.	1	290-520	500-800	
139.	Junior Craftsman. (R.D.I.)	6	290-520	500-800	
140.	Sales Assistant (Nirmal Industry).	1	290-520	500-800	
141.	Photo Artist (R.D.I.)	1	290-520	Common Category.	
142.	Mechanic Gr. I (O.T.R.I.)	1	290-520	530-850	
143.	Draftsman (Central Office).	1	290-520	500-800	
144.	Examiner (QMS Handi- crafts).	4	290-520	530-850	
145.	Store Assistant	2	290-520	500-800	
146.	Cotton Foreman.	3	290-520	500-800	
147.	Store Keeper, Technical Production Wing.	1	290-520	Common Category.	
148.	Timber Cutting Assistant Saw Mill, Nirmal.	2	290-520	500-800	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
149.	Inspector, Stone carving.	1	290-520	500-800	
150.	Stocker (Graphite Crucible, Rajahmundry)	1	290-520	500-800	
151.	Plant Mechanic.	2	290-520	530-850	
152.	Librarian (Test Lab., Hyderabad).	1	290-520	500-800	
153.	Coir Foreman.	1	290-520	500-800	
154.	Foreman.	4	290-520	500-800	
155.	Timber Cutting Maistry.	1	290-520	500-800	
156.	Skilled Worker.	1	290-520	500-800	
157.	Cotton Foreman. (Production Wing).	3	290-520	500-800	
158.	Tanning Demonstrator.	5	290-520	530-850	
159.	Flayer.	5	290-520	530-850	
160.	Footwear Demonstrator.	5	290-520	530-850	
161.	Cumbly Master. (Shadnagar).	1	275-475	475-760	
162.	Dyeing Foreman.	1	275-475	475-760	
163.	Embroidery Demonstrator.	1	275-475	475-760	
164.	Oil Pressing Foreman.	1	275-475	475-760	
165.	Draughtsman. (Headquarters).	1	275-475	475-760	
166.	Coir Demonstrator	1	275-475	475-760	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
167.	Junior Inspectors. (Co-op).	4	275-475	530-850	
168.	Wool Spinning Master. (other Government Units).	1	275-475	475-760	
169.	Skilled Worker, Saw Mill Nirmal.	1	260-450	450-700	
170.	Artisans.	20	260-450	450-700	
171.	Boiler Attendant (OTRI)	1	260-450	450-700	
172.	Lab. Attendant. (OTRI)	4	260-450	450-700	
173.	Seasoning Kiln Operator.	2	260-450	450-700	
174.	Boiler Attender. (Saw Mill, Nirmal).	2	260-450	450-700	
175.	Master Potter (Pickle Jars.)	2	260-450	450-700	
176.	Lab. Attender. (Testing Lab.) Cuddapah & Hyderabad.	7	260-450	450-700	
177.	Instructor, Bamboo.	1	260-450	450-700	
178.	Skilled Carpenter.	2	260-450	450-700	
179.	Skilled Workers.	2	260-450	450-700	
180.	Welders.	2	260-450	450-700	
181.	Moulders.	2	260-450	450-700	
182.	Blacksmith.	1	260-450	450-700	
183.	Foreman.	1	260-450	450-700	
184.	Artisan.	1	260-450	450-700	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
185.	Painter.	1	260-450	450-700	
186.	Mechanic.	2	260-450	450-700	
187.	Hoisery Artisans (other Government Units)	3	260-450	450-700	
188.	Dyeing Printer (other Government Units)	1	260-450	450-700	
189.	L. D. Clerks	212	250-430	Common Category	
190.	L. D. Steno.	74	250-430	Common Category	
191.	Typists.	130	250-430	Common Category	
192.	Telephone Operators.	1	250-430	Common Category	
193.	Block Cutter (Textiles Design Schemes).	1	240-420	410-625	
194.	Tracer (Textile Design Schemes.)	1	240-420	410-625	
195.	Jobber (Kalamkari)	2	240-420	410-625	
196.	Gas Man (OTRI)	1	240-420	410-625	
197.	Fitter (OTRI).	1	240-420	410-625	
198.	Carpenter (OTRI)	1	240-420	410-625	
199.	Electrician (OTRI)	1	240-420	410-625	
200.	Boiler Attender.	1	240-420	410-625	
201.	Mechanic Gr. II (OTRI)	1	240-420	410-625	
202.	Store-Keeper-cum- Curator.	1	240-420	410-625	
203.	Godown Keeper.	1	240-420	410-625	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
204.	Store keeper-cum-Salesman.	1	240-420	410-625	
205.	Lab. Attendants (Test. Lab, Vizag).	3	240-420	410-625	
206.	Lab. Attendants. (Q.M.S. Ceramics).	1	240-420	410-625	
207.	Skilled Workers (Ceramics).	2	240-420	410-625	
208.	Skilled Potter	2	240-420	410-625	
209.	Literary Skilled Assistant.	1	240-420	410-625	
210.	Assistant Fireman (Ceramics)	1	240-420	410-625	
211.	Master Potter.	1	240-420	410-625	
212.	Fireman (Dhone)	1	240-420	410-625	
213.	Maistry, Mat weaving.	1	240-420	410-625	
214.	Maistry (Coir).	5	240-420	410-625	
215.	Lab. Assistant (Ceramics Laboratory).	2	240-420	425-650	
216.	Placer.	1	240-420	410-625	
217.	Mechanic (Ceramics).	2	240-420	410-625	
218.	Skilled Workers.	12	240-420	410-625	
219.	Shroff	3	240-420	Commor Category	
220.	Junior Store-Keeper (Nirmal and Rajahmundry)	2	240-420	410-625	
221.	Drivers.	65	240-420	Commor Category	
222.	Polishers.	2	240-420	410-625	

INDUSTRIES DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
223.	Fitter.	2	240-420	410-625	
224.	Blacksmith.	1	240-420	410-625	
225.	Artisan Gr. II (other Handicrafts Scheme)	1	240-420	410-625	
226.	Maistry (Training).	1	240-420	410-625	
227.	Maistry (Production)	1	240-420	410-625	
228.	Roneo/Duplicating Operator.		180-350	Common Category.	
229.	Lab. Attender (OTRI)	2	180-350	350-550	
230.	Lab. Attenders (Q.M.S.)	3	180-350	350-550	
231.	Skilled Workers.	4	180-350	350-550	
232.	Skilled Potter.	3	180-350	350-550	
233.	Lab. Attenders. (Ceramics)	4	175-300	350-550	
234.	Unskilled Worker. (Ceramics, Dhone).	5	180-350	350-550	
235.	Record Assistant.	6	180-350	Common Category.	
236.	Helpers (R.D.I.)	3	165-250	290-425	
237.	Kamgars (Production Wing.)	23	165-250	290-425	
238.	Unskilled Workers. (Furniture mill, Nirmal).	4	165-250	290-425	
239.	Manual Attendants (Ceramics).	9	165-250	290-425	
240.	Unskilled Worker, Ceramics	3	165-250	290-425	
241.	Kamgar (D.L.L.A. Scheme).	5	165-250	290-425	

INDUSTRIES DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
242.	Semi Skilled Workers.	1	165-250	290-425	
243.	Attenders.	391	165-250	Common Category.	
244.	Manual Attenders.	3	165-250	290-425	
245.	Skilled Workers.	3	175-300	325-500	
246.	Watchmen.	2	165-250	Common Category.	
247.	Attender Gr. I (Other Handicraft Schemes).	1	165-250	290-425	
248.	Attender Gr. II.	1	165-250	290-425	
249.	Dafedars (Hqrs.)	1	165-250	Common Category.	
250.	Mali (Hqrs.)	1	165-250	Common Category.	
251.	Farrash (Hqrs.)	1	165-250	Common Category.	
252.	Chowkidar (Hqrs.)	2	165-250	Common Category.	
253.	Peon-cum-Driver (O.T.R.I.)	1	165-250	290-425	
254.	Packer (Production Wing).	1	165-250	290-425	
255.	Master Craftsman (Mahboobnagar) Matweaving.	1	Consolidated Rs. 125	} The observations in the Chapter relating to the posts in the Industries Department may be referred to.	
256.	Instructors. (Handicrafts).	2	Consolidated Rs. 250.		
257.	Master Craftsman, Kamdari and Zardezi, Hyderabad.	1	Consolidated Rs. 75		

INFORMATION AND PUBLIC RELATIONS DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1200-1800	1600-2200	
2.	Deputy Director.	10	900-1450	1300-1900	
3.	Assistant Directors.	10	700-1200	1050-1600	
4.	Information Officers.	2	700-1200	1050-1600	
5.	Accounts Officer.	1	700-1200	Common Category.	
6.	Assistant Radio Engineer.	25	700-1200	1050-1600	
7.	District Public Relations Officers.	23	530-1050	800-1450	
8.	Librarian Grade-I.	1	530-1050	800-1450	
9.	Junior Radio Engineers.	33	480-900	750-1300	
10.	Translator Grade-I	1	480-900	750-1300	
11.	Cine Cameraman.	1	430-800	700-1200	
12.	Superintendents. (Directorate).	10	430-800	Common Category.	
13.	Special Category Steno.	1	430-800	Common Category.	
14.	Superintendent (Exhibitions).	1	430-800	700-1200	
15.	Art Demonstrator.	1	430-800	700-1200	
16.	Radio Supervisors.	129			
	(i) Diploma Holders.		430-800	700-1200	
	(ii) Certificate Holders.		340-640	575-950	

INFORMATION AND PUBLIC RELATIONS DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
17.	Translator Grade-II.	1	410-750	650-1100	
18.	Librarian Grade-II	3	410-750	650-1100	
19.	Superintendents. (Sub-Offices).	6	410-750	Common Category.	
20.	Audio Visual Organiser.	1	360-700	600-1050	
21.	Script Writer.	1	360-700	600-1050	
22.	Artists.	2	360-700	Common Category.	
23.	Sales Assistant.	1	360-700	600-1050	
24.	Taluk Public Relations Officers.	269	320-580	575-950	
25.	Photographer.	1	320-580	Common Category.	
26.	U. D. Clerks.	29	310-560	Common Category.	
27.	Translator-cum- Hindi Reader.	1	310-560	575-950	
28.	Assistant Translator.	3	310-560	575-950	
29.	Stenographers (U.D.)	2	310-560	Common Category.	
30.	Film Librarian.	2	290-520	530-850	
31.	Readers.	3	290-520	530-850	
32.	Calligrapher.	1	290-520	530-850	
33.	Receptionist.	2	290-520	530-850	
34.	Store Keeper (C.L.)	1	290-520	530-850	
35.	Cine Operator.	221	275-475	Common Category.	
36.	Assistant Photographer.	2	275-475	Common Category.	
37.	Telex Operators.	3	275-475	475-760	

INFORMATION AND PUBLIC RELATIONS DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
38.	Radio Technicians.	49	275-475	500-800	
39.	Draughtsman.	1	275-475	500-800	
40.	Assistant Store Keeper.	10	260-450	475-760	
41.	Librarian-cum-Clerk Typists (New Delhi).	1	260-400 (Central Scale.)	—	
42.	Fitter (Mechanic)	1	260-450	450-700	
43.	L. D. Stenos.	5	250-430	Common Category.	
44.	L. D. Telugu Steno.	1	250-430	Common Category.	
45.	L. D. Clerks.	46	250-430	Common Category.	
46.	Telephone Operator.	1	250-430	Common Category.	
47.	Typists.	65	250-430	Common Category.	
48.	Sorter.	1	240-420	410-625	
49.	Store Keeper.	2	240-420	425-650	
50.	Proof Reader.	2	240-420	425-650	
51.	Drivers.	54	240-420	Common Category.	
52.	Mechanics.	2	240-420	410-625	
53.	Adrama Franking Machine Operator.	1	180-350	410-625	
54.	Roneo Operator.	2	180-350	Common Category.	
55.	Record Assistant.	29	180-350	Common Category.	
56.	Battery Assistant.	2	180-350	350-550	
57.	Dark Room Attender.	3	175-300	350-550	

INFORMATION AND PUBLIC RELATIONS DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
58.	Lab. Assistant.	1	175-300	325-500	
59.	Attenders.	414	165-250	Common Category.	
60.	Cycle Messengers.	2	165-250	Common Category.	
61.	Packers.	3	165-250	290-425	
62.	Cleaners.	23	165-250	Common Category.	
63.	Chowkidars.	4	165-250	Common Category.	
64.	Sweepers.	2	165-250	Common Category.	
65.	B. T. Attenders.	110	165-250	290-425	
66.	Attender (Office of the Information Centre, New Delhi).	1	196-232 (Central Scale.)	—	

INSURANCE DEPARTMENT

<i>Sl.No.</i>	<i>Category</i>	<i>No. of posts.</i>	<i>Existing scale</i>	<i>Revised scale</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
	Director.	1	1000-1550	1500-2100	
2.	Deputy Directors/ Regional Deputy Directors.	4	850-1425	1250-1800	
3.	Assistant Director.	8	700-1200	1050-1600	
4.	Superintendents (Regional Offices).	16	430-800	Common Category.	
5.	Superintendents. (Directorate).	16	430-800	Common Category.	
6.	Inspectors.	4	430-800	700-1200	
7.	Internal Auditor.	1	430-800	700-1200	
8.	U. D. Accountants.	123	310-560	530-850	
9.	Bradma Operator.	13	290-520	500-800	
10.	L. D. Steno.	2	250-430	Common Category.	
11.	L. D. Accountants.	160	250-430	425-650	
12.	Typist (including Telugu & Urdu).	13	250-430	Common Category.	
13.	Cashiers.	5	240-420	Common Category.	
14.	Driver.	2	240-420	Common Category.	
15.	Record Assistant	2	180-350	Common Category.	
16.	Daftari.	2	165-250	290-425	
17.	Dafedar.	1	165-250	Common Category.	

INSURANCE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
18.	Attenders.	45	165-250	Common Category.	
19.	Cycle Orderlies.	2	165-250	Common Category.	
20.	Doctor Boy.	1	165-250	290-425	
21.	Sweepers.	2	165-250	Common Category.	
22.	Chowkidars.	2	165-250	Common Category.	

JAGIR ADMINISTRATION

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Personal Assistant to Jagir Administrator.	1	600-1100	900-1500	
2.	Superintendents.	2	430-800	Common Category.	
3.	U. D. Clerks.	4	310-560	Common Category.	
4.	L. D. Clerks.	6	250-430	Common Category.	
5.	Typists.	2	250-430	Common Category.	
6.	Shroff.	1	240-420	Common Category.	
7.	Jamedar.	1	175-300	Common Category.	
8.	Daffedar.	1	165-250	Common Category.	
9.	Attenders.	3	165-250	Common Category.	

JAWAHAR BAL BHAVAN

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	900-1450	1300-1900	
2.	Asst. Director.	1	700-1200	1050-1600	
3.	Science Teacher	1	430-800	575-950	Existing incumbent in the pay scale of Rs. 430-800 will have the revised scale of Rs.700-1200 as personal to him. Trained Graduate Teachers Gr. I of the Education Department if appointed against this post will continue to draw the revised scale applicable to him in that Department.
4.	Superintendent	1	430-800	Common Category.	
5.	Librarian Gr. I.	1	410-750	650-1100	
6.	Librarian Gr. II.	1	310-560	530-850	
7.	U. D. Clerk.	1	310-560	Common Category.	
8.	Care Taker.	1	290-520 + Special Pay Rs. 30.	550-900	Special pay of Rs. 30 is merged in the revised scale.

JAWAHAR BAL BHAVAN—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
9.	Music Teacher	1	290-520	500-800	
10.	Dance Instructor.	1	290-520	500-800	
11.	Swimming Instructor.	1	290-520	500-800	
12.	Junior Art Instructor.	2	290-520	500-800	
13.	Modeller-cum-Sculpture.	1	290-520	500-800	
14.	Sr. Art Instructor.	1	(not revised) 280-345(T)	575-950	Existing incumbent in the Telangana scale of Rs. 280-345 will however have the revised scale of Rs. 700-1200 as personal to him.
15.	Jr. Craft Instructor.	1	290-520	500-800	
16.	Physical Training Instructor.	1	290-520	500-800	
17.	Drama Organiser.	1	290-520	500-800	
18.	Tabala Accompanist.	1	290-520	500-800	
19.	Electrician.	1	290-520	500-800	
20.	Film Operator.	1	275-475	475-760	
21.	Photographer	1	260-450	475-760	
22.	Driver (Heavy Vehicle)	1	260-450	Common Category.	
23.	L. D. Clerk	1	250-430	Common Category.	
24.	Receptionist.	1	250-430	425-650	
25.	Music Teacher Gr. II	1	250-430	450-700	

JAWAHAR BAL BHAVAN—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
26.	Card Writers.	2	250-430	425-650	If the qualification of S.S.C. plus Certificate in Library Science proposed in the draft <i>ad hoc</i> rules is approved, then the revised scale will be Rs. 450-700 for those possessing the above qualification.
27.	Lab. Assistant.	1	250-430	425-650	
28.	Jr. Sculptor/Papier Machine Expert.	1	250-430	425-650	
29.	Jr. Instructor in Sitar.	1	250-430	425-650	
30.	Typist	1	250-430	Common Category.	
31.	L. D. Steno.	1	250-430	Common Category.	
32.	Record Assistant	5	180-350	Common Category.	
33.	Carpenter.	1	180-350	350-550	
34.	Library Attender.	1	180-350	350-550	
35.	Book Bearer.	1	165-250	290-425	
36.	Attenders.	3	165-250	Common Category.	
37.	Chowkidars.	6	165-250	Common Category.	

JAWAHAR BAL BHAVAN DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
38.	Boatmen	2	165-250	290-425	
39.	Ayas	1	165-250	290-425	
40.	Conductor-cum-Cleaner.	1	165-250	290-425	
41.	Bhois.	2	165-250	290-425	
42.	Trained Fishermen	1	Rs. 60/- fixed (with usual allowances)	}	Please refer the obser- vations in the Depart- mental chapter.
43.	Fishermen.	1	Rs. 50 fixed (with usual allowances)		

JUDICIAL DEPARTMENT

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts</i>	<i>Existing scale</i>	<i>Revised scale.</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	District & Sessions Judge Gr. I including Chief Judges of the City Civil Court and Small Causes Court.	6	2500	2500-2750	
2.	District & Session Judges Gr. II including Addl. Chief Judge City Civil Court, Small Causes Court, Chief Metropolitan Magistrate and Metropolitan Sessions Judge.	46	1400-2125	1800-2500	
3.	Sub-Judges including Addl. Judges, Small Causes Court and City Civil Court.	62	900-1450	1300-1900	
4.	District Munsiff (Munsiff Magistrate) including Asst. Judges of the City Court and Metropolitan Magistrate & Judicial Magistrate of 1st Class.	261	750-1300	1150-1700	
5.	2nd Class Judicial Magistrates.	31	530-1050	800-1450	
6.	Sheristadars of District Courts including Superintendents of City Courts.	25	430-800	700-1200	
7.	Superintendents of Government Pleaders Office.	2	430-800	700-1200	
8.	Central Nazirs, Head Clerks of District Courts, City Courts, Sheristadars of Sub-Courts.	111	340-640	575-950	
9.	Managers of Government Pleaders Office, Public Prosecutors, Office, Advocate General's Office & Editor I.L.R. (AP) Services Office.	4	340-640	575-950	

JUDICIAL DEPARTMENT —(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
10.	Translators.	51	320-580	550-900	
11.	Head Clerks of District Munsiff's Courts.	197	320-580	550-900	
12.	U.D.Cs./U.D. Bench Clerks/U.D. Record Keepers/ Head Clerks of Sub-Court/ Record Keepers of Dist. Court/ Sr. Suptds./ Copyists/Suptds. of Copyists/Dy. Nazirs of Munsiff Magistrate Courts/ Bench Clerks of Dist. Court and Sub-Courts.	252	310-560	530-850	
13.	L. D. Cs./Typists/ Steno-Typists, Jr. Supdts. of Copyists/Asst. Nazirs/Asst. Suptd. of Copyists.	2327	250-430	425-650	
14.	Examiners & Readers.	183	240-420	425-650	
15.	Shroffs	2	240-420	Common Category.	
16.	Copy Holder, Office of the Editor, I.L.R. (A.P.) Series Office.	1	240-420	425-650	
17.	Bailiffs (Amins)	644	180-350	410-625	
18.	Record Assistants.	223	180-350	Common Category	
19.	Roneo Operator.	1	180-350	Common Category.	
20.	Copyists.	459	175-300	350-550	
21.	Lift Operator.	1	175-300	325-500	
22.	Jamedar	6	175-300	Common Category.	
23.	Attenders/Process Servers/Chowkidars/ Dalayath/Driver-cum- Attender.	3282	165-250	290-425	

LABOUR DEPARTMENT

<i>Sl.No.</i>	<i>Category</i>	<i>No. of posts</i>	<i>Existing scale</i>	<i>Revised scale</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Commissioner of Labour	1	I.A.S. Cadre		
2.	Joint Commissioner of Labour.	2	1300-1800	1700-2250	
3.	Deputy Commissioner of Labour.	7	1000-1550	1400-2000	
4.	Statistical Officer.	1	600-1100	900-1500	
5.	Asst. Commissioners of Labour which include Asst. Chief Inspector of Establishments, Labour Welfare Officers and Personal Officer, M.C.H.	37	600-1100	900-1500	
6.	Labour Officers which include Secretary, Minimum Wages Committee, Administrative Officer (S.I.H.S.) Secretary, Contract Labour Advisory Board, and Secretary Muttah, Jattu, Hammal Advisory Board.	30	530-1050	800-1450	
7.	Co-operative Sub-Registrar.	1	430-800	700-1200	
8.	Statistical Assistant	2	430-800	700-1200	
9.	Superintendents.	19	430-800	Common Category.	
10.	Assistant Labour Officers	111	410-750	650-1100	
11.	Welfare Organiser	12	410-750	650-1100	
12.	Executive Assistant.	2	410-750	650-1100	
13.	Superintendents (Sub-Offices).	7	410-750	Common Category.	

LABOUR DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
14.	U. D. Clerks.	117	310-560	Common Category.	
15.	U. D. Stenos	16	310-560	Common Category.	
16.	Health Visitors.	10	290-520	530-850	
17.	Assistant Draughtsman	1	290-520	500-800	
18.	Craft Instructress	12	290-520	500-800	
19.	Audio Visual incharge.	12	275-475	Common Category.	
20.	Games Supervisors.	10	250-430	450-700	
21.	Nursery School Teachers.	10	250-430	450-700	
22.	Adult Education Teachers.	21	250-430	450-700	
23.	Workers Education Teachers.	4	250-430	450-700	
24.	L. D. Clerks	192	250-430	Common Category.	
25.	L. D. Steno/Typists.	63	250-430	Common Category.	
26.	Shroffs/Cashiers.	2	240-420	Common Category.	
27.	Drivers.	2	240-420	Common Category.	
28.	Pump Driver.	1	240-420	410-625	
29.	Duplicating Operators.	2	180-350	Common Category.	
30.	Record Assistant/Daftari	2	180-350	Common Category.	

LABOUR DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
31.	Bill Collector	12	180-350	410-625	
32.	Jamedar.	1	175-300	Common Category.	
33.	Dafedar.	1	165-250	Common Category.	
34.	Attenders.	291	165-250	Common Category.	
35.	Lineman	2	165-250	290-425	
36.	Chowkidar.	15	165-250	Common Category.	
37.	Watchmen.	13	165-250	Common Category.	
38.	Farrash	6	165-250	Common Category.	
39.	Ayahs	43	165-250	290-425	

LEGISLATURE SECRETARIAT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of Posts.</i>	<i>Existing scale</i>	<i>Revised scale</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Secretary to Government.	1	2500	2500-2750	
2.	Joint Secretary to Government.	2	1400-1925	2000-2500	
3.	Deputy Secretary to Government.	3	1200-1800	1600-2200	
4.	Assistant Secretaries.	10	850-1425	1250-1800	
5.	Private Secretary to Opposition Leaders (Assembly and Council).	2	530-1050	800-1450	
6.	Section Officers.	23	530-1050	800-1450	
7.	Reporters.	33	530-1050	800-1450	
8.	Translators.	4	480-900	750-1300	
9.	Estate Officer.	1	480-900	750-1300	
10.	Care Taker.	1	480-900	750-1300	
11.	Junior Radio Engineer.	1	430-800	700-1200	
12.	Special Category Steno.	3	430-800	Common Category.	
13.	Assistant Telugu Translators.	6	410-750	650-1100	
14.	Librarian.	1	360-700	650-1100	
15.	Assistants.	47	340-640	575-950	
16.	Personal Assistants to Opposition Leaders (Assembly and Council).	4	340-640	575-950	
17.	U. D. Stenos	8	340-640	575-950	

LEGISLATURE SECRETARIAT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
18.	Steno-Typists.	5	250-430	425-650	} Those who are in the pay scale of Rs. 260-450 as personal will have the revised scale of Rs.450-700 as personal to them.
19.	Typists.	23	250-430	425-650	
20.	Junior Assistants.	32	250-430	425-650	
21.	Telephone Operators.	9	250-430	Common Category.	
22.	Shroff	1	240-420	Common Category.	
23.	Sargent	1	240-420	410-625	
24.	Dubash (Assembly)	1	240-420	410-625	
25.	Carpenters.	1	240-420	410-625	
26.	Electrician	1	240-420	410-625	
27.	Plumber.	1	240-420	410-625	
28.	Motor Drivers.	2	240-420	Common Category.	
29.	Motor Cycle Orderlies.	3	240-420	410-625	
30.	Dubash (Council)	1	180-350	410-625	
31.	Record Assistants.	14	180-350	Common Category.	
32.	Telephone Clerks.	2	180-350	350-550	
33.	Daroga.	1	180-350	350-550	
34.	Duplicator Operators.	3	180-350	Common Category.	
35.	Jamedars.	4	175-300	Common Category.	
36.	Dafedars.	3	165-250	Common Category.	

LEGISLATURE SECRETARIAT—(Contd.)

I	2	3	4	5	6
			Rs.	Rs.	
37.	Attenders (including Cycle Orderlies and Motor Cleaners).	116	165-250	Common Category.	
38.	Daftari.	1	165-250	290-425	
39.	Farrashes.	9	165-250	Common Category.	
40.	Chowkidars.	21	165-250	Common Category.	
41.	Scavengers.	5	165-250	Common Category.	
42.	Sweepers.	26	165-250	Common Category.	
43.	Watchmen.	2	165-250	Common Category.	

LOCAL FUND AUDIT DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of Posts.</i>	<i>Existing scale.</i>	<i>Revised. scale.</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director (previously Examiner).	1	1000-1550	1600-2200	
2.	Joint Director (previously Addl. Examiner).	1	900-1450	1400-2000	
3.	Deputy Director (previously Deputy Examiner).	7	850-1425	1250-1800	
4.	Audit Officer. (A.E.s. of L.F.A.)	34	700-1200	1050-1600	
5.	District Inspector of L.F.A.	230	480-900	750-1300	
6.	Senior Auditors.	910	310-560	550-900	
7.	Junior Auditors.	379	250-430	450-700	
8.	Steno Typists.	2	250-430	Common Category.	
9.	Typists.	141	250-430	Common Category.	
10.	Driver.	1	240-420	Common Category.	
11.	Record Assistants.	29	180-350	Common Category.	
12.	Attenders.	324	165-250	Common Category.	

MARKETING DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director of Marketing.	1	1100-1650	1500-2100	
2.	Executive Engineer.	1	900-1450	1300-1900	
3.	Deputy Director of Marketing.	7	850-1425	1250-1800	
4.	Chief Chemist.	1	700-1200	1050-1600	
5.	Assistant Director of Marketing.	26	700-1200	1050-1600	
6.	Asst. Engineer/ Market Engineer.	4	700-1200	1050-1600	
7.	Audit Officer.	1	600-1100	900-1500	
8.	Marketing Assistant.	42	430-800	700-1200	
9.	Statistical Assistant.	2	430-800	700-1200	
10.	Superintendents.	10	430-800	Common Category.	
11.	Sr. Market Superin- tendents.	22	430-800	700-1200	
12.	Chemist.	2	430-800	700-1200	
13.	Engineering Supervisor.	4	430-800	700-1200	
14.	Grading Supervisor Gr.I.	8	410-750	650-1100	
15.	Price Reporter Gr.I	10	410-750	650-1100	
16.	Artists.	1	320-580	Common Category.	
17.	Grading Supervisor Gr.II	36	310-560	530-850	
18.	U. D. Stenos.	2	310-560	Common Category.	

MARKETING DEPARTMENT, (Contd.),

1	2	3	4	5	6
			Rs.	Rs.	
19.	Senior Auditors.	2	310-560	530-850	
20.	U. D. Clerks.	22	310-560	Common Category.	
21.	Junior Market Superintendents	9	310-560	530-850	
22.	Computors.	4	310-560	530-850	
23.	Price Reporter Gr. II	40	310-560	530-850	
24.	Junior Chemist.	3	310-560	530-850	
25.	Assistant Market Superintendents.	27	290-520	500-800	
26.	Draughtsman Gr. III.	3	290-520	500-800	
27.	Overscer	1	290-520	500-800	
28.	Cine Operator.	1	275-475	Common Category.	
29.	Tracer.	131	260-450	450-700	
30.	Skilled Operators.	3	260-450	450-700	
31.	L. D. Clerks.	46	250-430	Common Category.	
32.	L. D. Stenos.	2	250-430	Common Category.	
33.	Typists.	38	250-430	Common Category.	
34.	Recorders.	30	250-430	425-650	
35.	Junior Auditors.	2	250-430	425-650	
36.	Driver.	1	240-420	Common Category.	
37.	Shroff	1	240-420	Common Category.	
38.	Roneo Operator.	1	180-350	Common Category.	

MARKETING DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
39.	Record Assistan	1	180-350	Common Category.	
40.	Attenders.	90	165-250	Common Category.	
41.	Dafedars.	1	165-250	Common Category.	
42.	Lab. Attanders.	2	165-250	290-425	
43.	Maistry.	1	165-250	290-425	
44.	Watchmen.	4	165-250	Common Category.	

MEDICAL & HEALTH DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director of M&HS	1	1675-2125	2000-2500	
2.	Additional Directors/ Principals of Medical Colleges/ Regl. Directors/ Director, I. P. M. Supdt. K. G. H. Vizag. Supdt. G.G.H. Guntur, Supdt. G.G.H. Kakinada/ Supdt. G.G.H. Kurnool/ Supdt. SVRR, Tirupathy/ Supdt. MGM, Warangal/ Supdt. Osmania General Hospital, Hyderabad/ Supdt. Gandhi Hospital Hyderabad/ Supdt. Nilofer, Hospital Hyderabad/ Supdt. Mental Hospital Hyderabad/ Supdt. Cancer Hospital, Hyderabad/ Supdt. Maternity, Hyderabad, upgraded Dept. of Pathology A.M.C.	32	1400-1925	1800-2350	
3.	State Health Transport Officer.	1	1300-1800	1700-2250	
4.	Asst. Directors M&HS.	10	1000-1550	1400-2000	Non-Clinical professors will draw the pay scale applicable to them as Non-clinical Professors.
5.	Professors (Non-Clinical)	100	1000-1550	1500-2100	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
6.	Asst. Director-cum-Bio-Chemist.	1	Rs. 1000-1550	Rs. 1400-2000	Non-Clinical professors will draw the pay scale applicable to them as Non-Clinical professors.
7.	Chief Water Analyst.	1	1000-1550	1400-2000	
8.	Project Officer (Pegri)	1	1000-1550	1400-2000	
9.	Assistant Director Institute of Preventive Medicine.	5	1000-1550	1400-2000	
10.	Professors (Clinical)	260	900-1450	1400-2000	
11.	District Medical & Health Officers.	21	900-1450	1400-2000	
12.	Civil Surgeons.	28	900-1450	1400-2000	
13.	Deputy Transport Officer.	1	900-1450	1300-1900	
14.	Dyputy Chief Water Analyst.	1	900-1450	1300-1900	
15.	Assistant Director (Entomology).	1	900-1450	1300-1900	
16.	Assistant Director (Statistics).	1	850-1425	1300-1900	
17.	Demographer.	1	850-1425	1250-1800	
18.	Principal, College of Nursing.	1	850-1425	1300-1900	
19.	Chief Accounts Officer.	1	850-1425	1250-1800	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
20.	State Mass Education Media Officer (S.F.W.B.)	1	850-1425	1250-1800	
21.	Zonal Leprosy Officer.	21	850-1425	1250-1800	
22.	Additional District Medi- cal Health Officer.	4	750-1300	1150-1700	
23.	Deputy Civil Surgeons	489	750-1300	1150-1700	
24.	Deputy Dental Surgeons.	19	750-1300	1150-1700	
25.	Chief Entomologist.	1	750-1300	1150-1700	
26.	Deputy Director (Admn. I & II)	2	700-1200	1050-1600	
27.	Assistant Director of M&HS (Nursing).	1	700-1200	1050-1600	
28.	Biologists.	2	700-1200	1050-1600	
29.	Anti-Mosquito Officers (District Malaria Officers)	21	700-1200	1050-1600	
30.	Assistant Director of M&HS (Non-Medical)	5	700-1200	1050-1600	
31.	Accounts Officers.	2	700-1200	Common Category.	
32.	Assistant Transport Officers.	7	700-1200	1050-1600	
33.	Assistant Engineer.	1	700-1200	1050-1600	
34.	Assistant Epidemiologist	1	600-1100	900-1500	
35.	Civil Assistant Surgeons/ Tutors/Asst. Professors/ Lecturers/ Health Officers.	3137	600-1100	900-1500	
36.	Asst. Professor, College of Nursing.	1	600-1100	900-1500	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
37.	Dental Asst. Surgeons.	133	600-1100	900-1500	
38.	Bio-Chemist.	9	600-1100	900-1500	
39.	Non-Medical Tutor in Medical College.	18	600-1100	900-1500	
40.	Speech Pathologist.	1	600-1100	900-1500	
41.	Dieticians.	10	600-1100	900-1500	
42.	Physical Director (Gazetted)	1	600-1100	900-1500	
43.	Sr. Analysts.	10	600-1100	900-1500	
44.	Sr. Entomologists/ Lecturers in Entomology.	16	600-1100	900-1500	
45.	Administrative Officer (SHTO)	1	600-1100	900-1500	
46.	Tech. Officer (HEB)	1	600-1100	900-1500	
47.	Health Education Officer (SPWB)	1	600-1100	900-1500	
48.	District Mass Education and Information Officer.	22	600-1100	900-1500	
49.	Public Health Engineer	4	600-1100	900-1500	
50.	Lecturer in Health Education & F.W.	8	600-1100	900-1500	
51.	Health Education Instruc- tors (R.F.W.T.C.)	4	600-1100	900-1500	
52.	Nursing Supdt. Gr. I	12	600-1100	900-1500	
53.	Research Assistant.	8	600-1100	900-1500	
54.	Lay Secretary & Treasurer Gr. I.	22	600-1100	900-1500	
55.	Gazetted Assistant.	8	530-1050	900-1500	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
56.	Clinical Psychologist.	3	530-1050	900-1500	
57.	Non-Medical Assts. (Gazetted (IPM))	6	530-1050	900-1500	
58.	Chief Chemist.	2	530-1050	800-1450	
59.	Research Chemist.	2	530-1050	800-1450	
60.	Superintendent, Health Visitors Training School.	2	530-1050	900-1500	
61.	Unit Officer (N.S.E.P.)	2	530-1050	800-1450	
62.	District Statistical Officer.	17	530-1050	900-1500	
63.	Health Education Extension Officers.	16	530-1050	800-1450	
64.	Assistant Director (Tech.) Offset Printing. Press S.F.W.B.	1	530-1050	1050-1600	
65.	Statistician.	1	530-1050	800-1450	
66.	Assistant Accounts Officer.	2	530-1050	800-1450	
67.	Lecturer in Radiological Physics and Radiological Physicist.	1	480-900	750-1300	
68.	Physicists.	8	480-900	750-1300	
69.	Lay Secretary and Tressurer Gr. II. Assistant Personnel Officer (C.W.& P..R.)	45	480-900	750-1300	
70.	Administrative Officer (F.W.)	21	480-900	750-1300	
71.	Social Science Instructor (Non-Gazetted).	4	480-900	750-1300	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
72.	Lecturer (College of Nursing).	10	480-900	750-1300	
73.	Nursing Tutor Gr.I	9	480-900	750-1300	
74.	Nursing Superintendent Grade II.	38	480-900	750-1300	
75.	Physical Directors.	6	480-900	750-1300	
76.	Physiotherapist.	82	480-900	750-1300	
77.	Assistant Editors/ Sub-Editors.	1	480-900	750-1300	
78.	Service Engineers (S. H. T. O.)	7	480-900	750-1300	
79.	Bio-Statisticians.	2	480-900	750-1300	
80.	Assistant Lecturers	14	480-900	750-1300	
80A.	Physical Technicians.	3	480-900	750-1300	
81.	Instructor in Sanitary Engineering.	1	480-900	750-1300	
82.	District Extension Educators.	45	430-800	700-1200	
83.	Health Educators (Leprosy).	26	430-800	700-1200	
84.	Junior Engineer. (Refrigeration) (I.P.M.)	1	430-800	700-1200	
85.	Occupational Theropists.	12	430-800	750-1300	
86.	Orthoptist.	1	430-800	700-1200	
87.	Foreman (SHTO)	10	430-800	700-1200	
88.	Cost Accountant	1	430-800	700-1200	
89.	Speech Theraphist.	1	430-800	700-1200	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
90.	Mechanical Supervisors/ Electrical Supervisor.	4	430-800	700-1200	
91.	School Teacher.	1	430-800	700-1200	
92.	Technician (Optometry)	1	430-800	700-1200	
93.	Demonstrators.	35	430-800	700-1200	
94.	Statistical Assistant/ Senior Investigator/ Statisticians/Machine Operator.	84	430-800	700-1200	
95.	Entomological Assistant.	22	430-800	700-1200	
96.	Superintendents. (Directorate)	62	430-800	Common Category.	
97.	Chief Radiographer.	4	410-750	650-1100	
98.	Junior Analyst Grade I	52	410-750	650-1100	
99.	Non-Medical Supervisors(L)	195	410-750	700-1200	
100.	Librarians	50	410-750	650-1100	
101.	Office Superintendent (Muffasil)	143	410-750	Common Category.	
102.	Assistant Bio-Chemist.	1	360-700	600-1050	
103.	Medical Demonstrator.	7	360-700	600-1050	
104.	Senior Instructors.	2	360-700	600-1050	
105.	Physicist.	1	360-700	600-1050	
106.	Non-Medical Assistants (Non-Gazetted).	81	360-700	650-1100	
107.	Non-Medical Demonstrators.	3	360-700	600-1050	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
108.	Security Officer.	1	360-700	600-1050	
109.	Orthotist.	1	360-700	600-1050	
110.	Psychiatric Social Worker.	2	360-700	600-1050	
111.	Electrical Engineer.	1	360-700	600-1050	
112.	Home Science Assistants.	1	360-700	600-1050	
113.	Medico Social Workers Grade I.	50	360-700	650-1100	
114.	Medical Record Officers.	3	360-700	650-1100	
115.	Assistant Technician (Optometry)	2	360-700	600-1050	
116.	Head Nurses/Public Health Nurses.	460	360-700	650-1100	
117.	Nursing Tutor Grade II	38	360-700	650-1100	
118.	Health Supervisors/ Health Educators.	380	360-700	600-1050	
119.	Physiotherapist,	5	360-700	600-1050	
120.	Overseers	1	360-700	600-1050	
121.	Senior Fyleria Inspector.	17	360-700	600-1050	
122.	Research Chemist.	1	360-700	600-1050	
123.	Prosthetist.	1	360-700	600-1050	
124.	Heart, Lung, Hypother- mia Operator.	1	360-700	600-1050	
125.	Cardiology Technician/ E.C.G. Technician.	8	340-640	575-950	
126.	Chargeman (S.H.T.O.)	65	340-640	575-950	
127.	Junior Analysts Grade. II	29	340-640	575-950	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
128.	Linen Supervisor.	1	340-640	575-950	
129.	Assistant Orthoptist.	1	340-640	575-950	
130.	Senior Instructors.	2	340-640	575-950	
131.	Pharmacists Grade I.	26	320-580	550-900	
132.	Senior Health Inspector/ Sanitary Inspector.	25	320-580	550-900	
133.	Medical Demonstrators.	18	320-580	550-900	
134.	Photo Artist/ Photographer.	4	320-580	Common Category.	
135.	Chemical Assistant/ Assistant Chemists.	7	320-580	550-900	
136.	Block Extension Officers.		320-580	550-900	
137.	Heart, Lung Hypothermia Mechanic Technicians.	2	320-580	550-900	
138.	Female Health Supervisors.	8	310-560	530-850	
139.	Cardio Technicians/ E. C. G. Technicians.	5	310-560	530-850	
140.	Non-Medical Demonstrator.	10	310-560	530-850	
141.	Skilled Artisan (S.H.T.O.)	44	310-560	530-850	
142.	Staff Nurse.	3940	310-560	550-900	
143.	Health Visitors.	1300	310-560	550-900	
144.	Kitchen Supervisor.	1	310-560	530-850	
145.	Non-Medical Assistants. (Leprosy)	1619	310-560	575-950	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
146.	Artificial Kidney Operator.	3	310-560	530-850	
147.	Stock Verifier.	4	310-560	530-850	
148.	Assistant Librarian.	14	310-560	530-850	
149.	Block Extension Educators.	300	310-560	530-850	
150.	U. D. Computer.	61	310-560	530-850	
151.	Vocational Instructor.	3	310-560	530-850	
152.	Auxiliary Health Workers.	212	310-560	530-850	
153.	U. D. Clerk.	1090	310-560	Common Category.	
154.	U. D. Stenos.	43	310-560	Common Category.	
155.	Family Planning Extension Educator.	34	310-560	530-850	
156.	Linen Supervisor.	1	310-560	530-850	
157.	Medical Demonstrators.	10	290-520	500-800	
158.	Prosthetic Technician.	2	290-520	500-800	
159.	Orthotic Technician.	2	290-520	500-800	
160.	Shoe Maker.	1	290-520	500-800	
161.	Medico Social Worker Grade II.	16	290-520	530-850	
162.	Medical Record Technician.	9	290-520	530-850	
163.	Assistant Chemist.	6	290-520	500-800	
164.	Radiographers.	237	290-520	530-850	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
165.	Storekeepers.	3	290-520	Common Category.	
166.	Electricians Gr. I.	15	290-520	500-800	
167.	Mechanic/Mechanic Supervisor.	8	290-520	500-800	
168.	Junior Technical Assistants (SHTO)	29	290-520	500-800	
169.	U. D. Steward.	4	310-560	530-850	
170.	Projectionist-cum- Mechanic.	2	290-520	500-800	
171.	Linen Keeper	4	290-520	500-800	
172.	E.C.G. Technician/ Cardiology Technicians.	6	290-520	500-800	
173.	Laboratory Technicians/ Assistants Grade I	51	290-520	530-850	
174.	Artist.	2	290-520	Common Category.	
175.	Social Workers Grade III.	3	290-520	500-800	
176.	P. Supervisor.	28	290-520	500-800	
177.	Junior Instructor.	3	290-520	500-800	
178.	Optometrist/Refrac- tionists.	21	290-520	530-850	
179.	Field Investigator/Eva- luation Worker.	10	290-520	500-800	
180.	Publicist.	2	290-520	500-800	
181.	Curator.	1	290-520	530-850	
182.	School Teacher	1	290-520	500-800	
183.	Craftsman.	1	290-520	500-800	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
184.	Health Inspectors.	3800	290-520	500-800	
185.	Pharmacist. Gr. II	603	290-520	500-800	
186.	B. C. G. Technician.	1	275-475	475-760	
187.	Artists.	7	275-475	475-760	
188.	Laboratory Assistant. (Non-Medical).	17	290-520	500-800	
189.	Overseer/Draftsman.	2	275-475	475-760	
190.	Sanitary Inspector (Andhra).	230	290-520	500-800	
191.	Artisan (SHTO)	26	275-475	475-760	
192.	Propaganda Technician.	1	275-475	475-760	
193.	Photo Artist/ Artist Draftsman Grade I, II, & III.	43	275-475	475-760	
194.	Photographer/Artist Grade II.	7	275-475	475-760	
195.	House Keeper Grade. I.	4	275-475	475-760	
196.	Film Operator/ Projectionist-cum-Operator.	4	275-475	475-760	
197.	Technical Assistants.	2	275-475	475-760	
198.	Museum Assistant-cum- Artists.	1	275-475	475-760	
199.	Mechanic Chargeman	1	275-475	475-760	
200.	Cholera Supervisor.	36	275-475	475-760	
201.	Non-Medical Team Leader.	21	275-475	475-760	
202.	Treatment Organisers.	2	275-475	475-760	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
203.	Museum Assistant-cum-Artist.	1	260-450	450-700	
204.	Mechanic/Senior Mechanic Grade I.	13	260-450	450-700	
205.	Laboratory Technicians (Gr. II).	371	260-450	450-700	The observations against this category in the chapter relating to Medical Department. may be seen.
206.	Dental Mechanic/Dental Hygienist.	4	260-450	450-700	
207.	Electrical Technicians, Grade I/Grade II.	41	260-450	450-700	
208.	Health Assistant/Vaccinator.	874	260-450	450-700	
209.	Helper-cum-Cook (SHTO)	5	260-450	450-700	Existing incumbents in the pay scale of Rs. 275-475 will however have the revised scale of Rs. 475-760 as personal to them.
210.	Physio-Therapist/Assistant Physio Therapist.	9	260-450	450-700	
211.	Driver-cum-Mechanic (SHTO)	48	260-450	450-700	
212.	Dark Room Assistant.	90	260-450	450-700	
213.	Sargaent.	9	260-450	450-700	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
214.	Artist/Artisan/ Photographer.	3	260-450	450-700	
215.	Sample Taker.	14	260-450	450-700	
216.	Modeller.	5	260-450	450-700	
217.	Compounders.	374	260-450	450-700	The obser- vations again- st this category in the chapter relating to Medical Department may be seen.
218.	Statistical Clerk.	61	260-450	530-850	
219.	Senior Electrical Pump Driver.	1	260-450	450-700	
220.	Refrigerator Mechanic.	1	260-450	450-700	
221.	Mortuary Mechanic	1	260-450	450-700	
222.	Health Sub-Inspectors.	32	260-450	450-700	
223.	E. C. G. Technicians.	3	260-450	450-700	
224.	Cardiology Technician	3	260-450	450-700	
225.	Ordiometry Technician.	2	260-450	450-700	
226.	Receptionist.	2	260-450	450-700	
227.	L. D. Computor.	260	250-430	425-650	
228.	Linen Keeper.	7	250-430	425-650	
229.	Social Welfare Workers.	9	250-430	425-650	
230.	Family Planning Welfare Workers.	10	250-430	425-650	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
231.	Telephone Operators.	46	250-430	Common Category.	
232.	Sargeant.	1	250-430	425-650	
233.	Female Health Workers.	32	250-430	425-650	
234.	Record Clerks.	4	250-430	425-650	
235.	Family Planning Welfare Workers.	149	250-430	425-650	
236.	L. D. Clerks.	1174	250-430	Common Category.	
237.	L. D. Stenos.	97	250-430	Common Category.	
238.	Typists/Steno-Typist.	265	250-430	Common Category.	
239.	Laboratory Technician.	1353	240-420	410-625	<i>Vide observations against this category in the chapter relating to Medical Department.</i>
240.	Insect Collector.	31	240-420	410-625	
241.	Medical Record Clerk.	8	240-420	425-650	
242.	Electrician Gr. III/ Electrical Attendant.	12	240-420	410-625	
243.	Laboratory Assistants/ Microscopist (Malaria).	505	240-420	410-625	
244.	Photographer/Photo Artist Gr. II.	9	240-420	410-625	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
245.	Dresser Grade I.	20	240-420	410-625	
246.	Ambulance Driver.	19	240-420	Common Category.	
247.	Emblemer	2	240-420	410-625	
248.	Assistant Kitchen Supervisor.	1	240-420	410-625	
249.	Skilled Artisan.	2	240-420	410-625	
250.	Tutors.	3	240-420	410-625	
251.	Eye Bank Technician.	1	240-420	410-625	
252.	Garden Supervisor.	1	240-420	410-625	
253.	Senior Laboratory Attendant.	220	240-420	410-625	<i>Vide obser- vations against this category in the chap- ter of Me- dical Depart- ment.</i>
254.	Linen Keeper.	1	240-420	410-625	
255.	Dayas.	17	240-420	410-625	
256.	Telephone Attendants.	10	240-420	410-625	
257.	X-Ray Technicians.	2	240-420	410-625	
258.	Moulder.	1	240-420	410-625	
259.	Surveillance Inspector Gr.II.	96	240-420	425-650	
260.	Laboratory Assistants.	4	240-420	410-625	
261.	L. D. Store Keeper.	8	250-430	Common Category.	
262.	Electrical Mechanic.	1	240-420	410-625	

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
263.	Housekeepers Grade II.	17	240-420	410-625	
264.	L. D. Clerk-cum-Storekeeper.	8	250-430	425-650	
265.	Blood Bank Technicians.	1	} 240-420	410-625	
266.	B. C. G. Technicians.	1			
267.	Maintenance Mechanics.	2			
268.	Lift Attendant/ Lift Operator	14			
269.	Boiler Attendant.	3			
270.	Mechanic/Assistant Mechanic.	23			
271.	Horticulturist.	1			
272.	Gas Mechanic/Fitter.	2			
273.	Auxiliary Nurse Mid-Wives.	4639	240-420	425-650	
274.	District Infectionist.	2	} 240-420	410-625	
275.	Statistical Clerks.	4			
276.	Boiler Mechanic.	4			
277.	Sargeants.	4			
278.	Fitter Maistry.	3			
279.	Mechanic-cum-Plumber.	2			
280.	Artist/Photographer.	1			
281.	Mould Technician.	2			
282.	Basic Health Inspector Gr. II.	2			
283.	Artist Grade III.	2			

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
284.	Cashier (Shroff)	13	240-420	Common Category.	
285.	Driver-cum-Mechanic/ Drivers.	547	240-420	410-625	
286.	X-Ray Store Keeper.	1	}	180-350	350-550
287.	Draughtsman/Assistant Draughtsman.	2			
288.	Plumber.	32			
289.	Maternity Assistants.	329			
290.	Library Attendants.	47			
291.	Telephone Attendants.	16			
292.	Tailors.	31			
293.	Carpenters.	18			
294.	Theatre Assistant/ Attendants.	187			
295.	Head Cook.	29			
296.	Assistant Sargeant.	3	}		
297.	Record Assistants.	117	180-350	Common Category.	
298.	Fieldmen/Field Workers	90	180-350	350-550	
299.	Survillence Workers/ Basic Health Workers.	4225	180-350	350-550	The observa- tions against this category in the chapter may be seen.

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6		
			Rs.	Rs.			
300.	Boiler Attendants.	6	} 180-350	} 350-550			
301.	Fitter.	8					
302.	Head Tailer.	4					
303.	Senior Lift Attendant/ Lift Attendant.	16					
304.	Floor Mill Operator.	1	} 180-350	} 350-550			
305.	Pump Attendants.	7					
306.	Head Dobi.	7					
307.	Animal Attendant/ Animal Care Taker.	13					
308.	Mechanic Gr. IV/ Assistant Mechanic.	13					
309.	Museum Attendants.	9					
310.	Book Bearer.	2					
311.	Cholera Workers.	414					
312.	Gas Mechanic.	4					
313.	Borewell Mechanic.	1					
314.	Gas Welder.	1					
315.	Medical Record Assistants.	2			} 180-350	} 350-550	
316.	Tinsmith-cum-Plumber.	5					
317.	Lab. Assistants.	8					
318.	Mechanic Carpenter.	1					
319.	Bunai Instructor.	1					
320.	Refrigeration Mechanic Gr. II.	1					

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6	
			Rs.	Rs.		
321.	Post-Mortem Attendants.	1	}	}		
322.	Electrical Attendant/ Assistant Electrician/ Wireman/Electrician.	24				
323.	Emblmer.	1				
324.	Additional Bore Well Driver/Bore well Drivers.	3				
325.	Engine Driver.	1				
326.	Driver-cum-Attendant.	38			180-350	350-550
327.	Head Watchman/ Watchman.	13				
328.	Weaving Master.	4				
329.	Steam Laundry Driver.	2				
330.	Dayas.	241				
331.	Gurkha Watchman.	2				
332.	Blacksmith.	1				
333.	Dresser Grade II.	5			175-300	325-500
334.	Duplicating Technicians	3	175-300	325-500		
335.	Kamagars.	4	175-300	325-500		
336.	Field Linen Worker.	1	175-300	325-500		
337.	Superior Field Worker.	64	175-300	325-500		
338.	L. D. Shroff.	2	180-350	350-550		
339.	Library Attendants.	14	}	}		
340.	Book Bearers.	6				
341.	Telephone Attendants.	2			175-300	325-500

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
342.	Animal Attendants.	22	}	175-300	325-500
343.	Post-mortem Attendant.	2			
344.	Carpenters.	2			
345.	Head Mali.	1			
346.	Cleaners.	3			
347.	Nursing Orderlies.	39			
348.	Jamedars.	6			
349.	Lab. Assistants.	4			
350.	Field Assistants.	10			
351.	X-Ray Attendants.	83				}	170-275	310-475
352.	Carpenters.	19			
353.	Packers (I.P.M.)	8			
354.	Sealers (I.P.M.)	9			
355.	Tailor/Assistant Tailor.	32			
356.	Pipeline Fitter.	1	}	165-250	290-425
357.	Book Bearers.	5			
358.	Insect Collector.	14			
359.	Assistant Record Keeper.	15			
360.	Sample Taker.	2			
361.	Tin Smith.	3			
362.	Jamedar Attendant	1			
363.	Dark Room Attendants.	19			

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
364.	Library Attendants.	2			
365.	Field Assistant/Field Workers.	265			
366.	Animal Attendant	6			
367.	Packers.	5			
368.	Sweepers.	2230			
369.	Barbers.	70			
370.	Scavengers.	97			
371.	Fitter/Fitter Mechanic/ Maistry/Pipeline Fitter.	10			
372.	Watchman/Gurkah Watchman/Gate keeper/ Gate Men/Night Guard.	507	165-250	290-425	
373.	Cleaners.	132			
374.	Waterman-cum-Cook.	320			
375.	Dhobies/Head Dhobies/ Junior Dhobies/ Assistant Dhobies.	391			
376.	Dayas.	3			
377.	Ayahs.	237			
378.	Female Ward Attendants.	96			
379.	Dresser.	83			
380.	Stretcher Bearers.	120			
381.	Chowkidar-cum-Mali.	200			
382.	Lab. Attendants.	308	165-250	290-425	The observations against this category in the chapter may be seen.

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6		
			Rs.	Rs.			
383.	Fitter Maistry.	2	}	}			
384.	Carpenter Instructor.	1					
385.	Darkroom Attendant	13					
386.	Cleaners.	7					
387.	Stretcher Bearer.	22					
388.	Barbers.	11					
389.	Dobhi.	20					
390.	Plumber.	4					
391.	Bhoi.	1					
392.	Dispensary servants.	6					
393.	Pump Man and Gardener/Pump Attendant	22					
394.	Maities/Maiti boy.	15				165-250	290-425
395.	Mould Technician (Junior).	2					
396.	Lab. Boys/Lab. Attendants.	308					
397.	Kitchen Boy/Kitchen Attendants.	11					
398.	Dafedar.	10	165-250	Common Category.			
399.	Daftari.	4	}				
400.	Cook/Maiti/Head Cook/Head Maiti/Junior Cook.	587					
401.	Ward Boy/Ward Attendants.	359					

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
402.	Nursing Orderlies (Male & Female).	2465			
403.	Kamatee/Kamatan	598			
404.	Games Boy.	6			
405.	Gang Men/Gang Watchman.	10			
406.	Thoties.	1665			
407.	Mazdoors	2			
408.	Kalasies.	18			
409.	Plumbers.	3			
410.	Painter.	4			
411.	Glass Plant Attendant.	2	165-250	290-425	
412.	Trunk Cleaner.	1			
413.	Marker	1			
414.	Malies/Malan/Gardener.	158			
415.	Animal Keeper	9			
416.	Helper	16			
417.	Unskilled Artisan.	38			
418.	General Maistry (Electrician-cum- Plumber).	2			
419.	Domestic Servant/ Servant Boy.	3			
420.	Wireman.	8			
421.	Junior Lift Attendant/ Lift Attender.	25			

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
422.	Gate Porters/ Gate Peons.	40			
423.	Masons.	3			
424.	Workshop Boy.	2			
425.	Junior Boiler Attendants.	22			
426.	Bore Well Cleaner.	2			
427.	Assistant Carpenter/ Carpenter Boy/Carpenter Inspector.	8			
428.	Cobblers.	3			
429.	Drainage Cleaners.	2			
430.	Disinfector.	4			
431.	Drainage Coolie.	1	165-250	290-425	
432.	Dusting Women.	1			
433.	Grainding Women.	1			
434.	Gas House Cleaners.	1			
435.	Handlers.	6			
436.	Hand Ironers.	7			
437.	Mechanic Ironers.	4			
438.	Hydro Attendants.	2			
439.	Attendant/Ambulance Attenders/Van Attendant	20			
440.	Laskars.	57			
441.	Lachi/Lachan.	3			
442.	Messengers.	10			

MEDICAL AND HEALTH DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
443.	Museum Attendants.	2			
444.	Mortuary Attendants.	2			
445.	Malaria Field Assistants.	56			
446.	Mukaddams.	26			
447.	Nurses Class Room Attendant.	29			
448.	Nurses Quarters Table Servants.	10			
449.	Post-Mortem Boy.	1			
450.	Table Boy/Table Women	34			
451.	Telephone Attendants.	4			
452.	Waiting Man.	1	165-250	290-425	
453.	Water Carrier/ Women.	3			
454.	Theater Attendants.	4			
455.	Lenin Room Attendant/ Lenin Attendant.	1			
456.	Attenders/Junior Attenders.	1603			
457.	Undertakers Martuary.	2			
458.	Women Servant.	1			
459.	Masalchi.	1			
460.	Mechanics.	2			
461.	Sarvant Girl.	1			
462.	Cleaner Attendant.	1			
463.	Washer Attendant.	1			

MEDICAL AND HEALTH DEPARTMENT—(Concl.)

1	2	3	4	5	6
			Rs.	Rs.	
464.	Wash Tub Attendants.	4	165-250	290-425	
465.	Stewards.	2			
466.	Maistries (Rural)	3			
467.	Calf Watchmen.	3			
468.	Ambulance Cleaner.	1			
469.	Watermen-cum-Watchmen.	209			

MINES & GEOLOGY DEPARTMENT

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts</i>	<i>Existing scale.</i>	<i>Revised Scale.</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1100-1650	1500-2100	
2.	Deputy Directors, (Mines & Geology).	8	850-1425	1250-1800	
3.	Deputy Director (Chemistry).	1	850-1425	1250-1800	
4.	Assistant Directors. (Mines & Geology).	14	700-1200	1050-1600	
5.	Plan Officer.	1	700-1200	1050-1600	
6.	Assistant Director (Administration).	2	700-1200	1050-1600	
7.	Chemist.	1	600-1100	900-1500	
8.	Assistant Geologist.	25	530-1050	900-1500	
9.	Assistant Geophysist.	1	530-1050	900-1500	
10.	Assistant Mines Officer.	1	530-1050	800-1450	
11.	Assistant Chemists.	2	530-1050	800-1450	
12.	Mineral Revenue Officer.	1	480-900	800-1450	
13.	Sr. Driller.	1	480-900	750-1300	
14.	Supervisor.	1	430-800	700-1200	
15.	Superintendents.	9	430-800	Common Category	
16.	Drilling Superintendents.	5	430-800	700-1200	
17.	Foreman	1	430-800	700-1200	
18.	Superintendents, (District Offices).	12	410-750	Common Category.	
19.	Royalty Inspector.	12	360-700	650-1100	

MINES AND GEOLOGY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
20.	Laboratory Assistant.	3	360-700	650-1100	
21.	Surveyors.	17	340-640	575-950	
22.	Fieldman Overseer.	1	320-580	550-900	
23.	Technical Assistants.	14	310-560	530-850	
24.	Accountants.	1	310-560	530-850	
25.	U. D. Clerks.	32	310-560	Common Category.	
26.	Drill Mechanic.	5	310-560	530-850	
27.	Stenographer. (U. D. Steno)	2	310-650	Common Category.	
28.	Draftsman.	2	290-520	500-800	
29.	Mechanic.	1	290-520	530-850	
30.	Assistant Drillers.	6	290-520	500-800	
31.	Tractor Drivers.	3	290-520	500-800	
32.	Mine Mate.	1	290-520	530-850	
33.	Truck Driver.	1	290-520	500-800	
34.	Haulage Driver.	1	290-520	500-800	
35.	Blaster.	1	275-475	475-760	
36.	Compressor Operator.	1	275-475	475-760	
37.	Mechanical Fitter.	1	275-475	475-760	
38.	Electrical Fitter.	1	275-475	475-760	
39.	Pump Operator.	1	275-475	475-760	
40.	Inspectors (Mines)	13	250-430	425-650	
41.	L. D. Clerks.	32	250-430	Common Category.	

MINES AND GEOLOGY DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
42.	Steno-Typist.	9	250-430	Common Category.	
43.	Typists.	22	250-430	Common Category.	
44.	Shroff	1	240-420	Common Category.	
45.	Drivers.	14	240-420	Common Category.	
46.	Explosive Van Driver.	1	240-420	Common Category.	
47.	Drill Helpers.	6	240-420	410-625	
48.	Magazine Incharge.	1	240-420	410-625	
49.	Store Keeper.	1	240-420	Common Category.	
50.	Section Cutter	1	180-350	350-550	
51.	Roneo Operator.	1	180-350	Common Category.	
52.	Chainman.	14	175-300	325-500	
53.	Lab. Attenders.	4	175-300	325-500	
54.	Dafedar & Attenders.	92	165-250	Common Category.	

MUNICIPAL ADMINISTRATION DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts</i>	<i>Existing scale</i>	<i>Revised scale</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	I.A.S. Cadre.		
2.	Appellate Commissioner.	2	1300-1800	1700-2250	
3.	Additional Commissioners (M.C.H.) (S.G.M.C.).	2	1100-1650	1500-2100	
4.	Deputy Directors.	3	1100-1650	1500-2100	
5.	Selection Grade Municipal Commissioners	4	1100-1650	1500-2100	
6.	Appellate Commissioner (Special Grade Municipal Commissioner).	1	1100-1650	1500-2100	
7.	Assistant Director of Municipal Administration (Special Grade Municipal Council).	3	850-1425	1250-1800	
8.	Special Grade Municipal Commissioner.	12	850-1425	1250-1800	
9.	Deputy Commissioners (Municipal Corporation of Hyderabad) (Special Grade Municipal Commissioner).	7	850-1425	1250-1800	
10.	Secretary, Municipal Corporation of Hyderabad (Special Grade Municipal Commissioner).	1	850-1425	1250-1800	
11.	Municipal Commissioner Grade.I	21	750-1300	1150-1700	
12.	Municipal Commissioner Grade. II.	46	600-1100	900-1500	

MUNICIPAL ADMINISTRATION DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
13.	Municipal Commissioner Gr. III.	46	480-900	750-1300	
14.	Superintendents. (Directorate)	10	430-800	Common Category.	
15.	Accountant.	1	310-560	530-850	
16.	U. D. Clerks.	30	310-560	Common Category.	
17.	U. D. Stenos.	4	310-560	Common Category.	
18.	L. D. Clerks.	21	250-430	Common Category.	
19.	Typists.	11	250-430	Common Category.	
20.	Drivers.	2	240-420	Common Category.	
21.	Record Assistants.	4	180-350	Common Category.	
22.	Roneo Operator.	1	180-350	Common Category.	
23.	Jamedar.	1	175-300	Common Category.	
24.	Attenders.	22	165-250	Common Category.	

NATIONAL CADET CORPS

<i>Sl.No.</i>	<i>Category.</i>	<i>No.of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Establishment Officer.	1	600-1100	900-1500	
2.	Gazetted Instructor. (Ship Modelling).	1	530-1050	800-1450	
3.	Gazetted Instructor. (Aero Modelling.)	1	530-1050	800-1450	
4.	Superintendents. (Head Office).	1	430-800	Common Category.	
5.	Superintendents. (Subordinate Offices).	25	410-750	Common Category.	
6.	Accountants.	34	410-750	650-1100	
7.	Ship Modelling Mechanic- cum-Store Keeper.	6	340-640	575-950	
8.	Aero Modelling Instructor- cum-Store Keeper.	3	340-640	575-950	
9.	U. D. Clerks.	142	310-560	Common Category.	
10.	L. D. Clerks.	158	250-430	Common Category.	
11.	Steno Typists.	6	250-430	Common Category.	
12.	Typists.	20	250-430	Common Category.	
13.	Farriers.	2	240-420	350-550	Existing incum- bents in the pay scale of Rs. 240-420 will have the revised scale of Rs. 410-625 as personal to them.
14.	Saddlers.	2	240-420	350-550	
15.	Drivers.	137	240-420	Common Category.	
16.	Lascars.	330	165-250	290-425	
17.	Chowkidars.	115	165-250	Common Category.	
18.	Attendars.	72	165-250	Common Category.	

ANDHRA PRADESH GOVERNMENT ORIENTAL MANUSCRIPTS
LIBRARY AND RESEARCH INSTITUTE, HYDERABAD.

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	900-1450	1300-1900	
2.	Research Officers.	2	480-900	750-1300	
3.	Superintendents.	1	430-800	Common Category.	
4.	Research Assistant.	1	360-700	600-1050	
5.	Sanskrit Pandits.	2	310-560	575-950	For those with Pandits qualifications.
				530-850	For those not possessing Pandits qualifications.
6.	Telugu Pandits.	3	310-560	575-950	For those with Pandits qualifications.
				530-850	For those not possessing the Pandits qualifications.
7.	U. D. Clerks.	1	310-560	Common Category.	
8.	Telugu Typist.	1	290-520	530-850	
9.	Supervisor Grade. II.	1	260-450	450-700	
10.	Book Keeper.	1	260-450	450-700	
11.	L. D. Clerks.	4	250-430	Common Category.	

**ANDHRA PRADESH GOVERNMENT ORIENTAL MANUSCRIPTS
LIBRARY AND RESEARCH INSTITUTE, HYDERABAD—(Contd.)**

1	2	3	4	5	6
			Rs.	Rs.	
12.	L. D. Steno.	1	250-430	Common Category	
13.	Typists.	1	250-430	Common Category.	
14.	Library Attenders.	2	180-350	350-550	
15.	Menders.	2	180-350	350-550	
16.	Record Assistants.	2	180-350	Common Category.	
17.	Attenders	5	165-250	Common Category.	

PANCHAYATI RAJ DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No.of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Accounts Officer.	21	700-1200	Common Category.	
2.	District Panchayat Officers.	21	600-1100	900-1500	
3.	Divisional Panchayat Officers.	68	480-900	750-1300	
4.	Superintendents, District Panchayat Offices.	21	410-750	Common Category.	
5.	Extension Officers, (Panchayats).	378	360-700	650-1100	
6.	U. D. Cs.	105	310-560	Common Category.	
7.	Village Development Officers Gr. I.	896	310-560	550-900	
8.	Village Development Officers (Ordinary)	4724	260-450	450-700	
9.	L. D. Cs.	134	250-430	Common Category.	
10.	Typists.	74	250-430	Common Category.	
11.	Jeep Drivers.	33	240-420	Common Category.	
12.	Record Assistants.	16	180-350	Common Category.	
13.	Attenders.	200	165-250	Common Category.	

PANCHAYATI RAJ DEPARTMENT
(STATE INSTITUTE OF COMMUNITY DEVELOPMENT)

Sl.No.	Category.	No. of posts.	Existing scale.	Revised Scale.	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
1.	Principal	1	(Kept in abeyance)		
2.	Vice-Principal.	1	850-1425	1250-1800	
3.	Gazetted Instructor.	2	600-1100	900-1500	
4.	Head Clerk.	1	410-750	650-1100	
5.	Assistant Accountant.	1	310-560	530-850	
6.	U. D. C.	1	310-560	Common Category.	
7.	Librarian.	1	290-520	500-800	
8.	Cinema Operator.	1	275-475	Common Category.	
9.	L. D. Clerks.	3	250-430	Common Category.	
10.	Steno-Typist.	1	250-430	Common Category.	
11.	Field Instructor.	1	260-450	450-700	
12.	Drivers.	3	240-420	Common Category.	
13.	Roneo Operator.	1	180-350	Common Category.	
14.	Jamedar.	1	175-300	Common Category.	
15.	Head Mali,	1	165-250	Common Category..	
16.	Attenders.	13	165-250	Common Category.	

**PANCHAYAT RAJ DEPARTMENT
VILLAGE DEVELOPMENT OFFICERS' TRAINING CENTRE**

Sl.No.	Category.	No. of posts.	Existing scale.	Revised scale.	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
1.	Principals	4	850-1425	1300-1900	
2.	Assistant Directors of Animal Husbandry (Training), Formerly Gazetted Instructor.	4	750-1300	1150-1700	
3.	Assistant Directors of Agriculture (Training), Formerly Gazetted Instructor in Agriculture.	8	700-1200	1050-1600	
4.	Veterinary Officers (Training) Formerly Instructor in Animal Husbandry.	4	480-900	750-1300	Veterinary Officers drafted from the Animal Husbandry Department will be in the revised scale applicable to them in the Parent Department.
5.	Chief Instructress	2	480-900	750-1300	
6.	Assistant Agriculture Officers (Training) Formerly Instructor in Agriculture.	12	430-800	700-1200	Assistant Agriculture Officers drafted from Agriculture Department will be in the revised scale applicable to them in the Parent Department.
7.	Assistant Agriculture Officers (Forms) Formerly Farm Supervisor.	4	430-800	700-1200	do.
8.	Manager.	1	430-800	700-1200	

PANCHAYAT RAJ DEPARTMENT
VILLAGE DEVELOPMENT OFFICERS, TRAINING CENTRE—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
9.	Instructor in Public Health.	4	360-700	600-1050	
10.	Engineering Supervisor.	1	360-700	600-1050	
11.	Assistant Instructress.	6	320-580	550-900	
12.	Demonstrators in Audio-visual Aids.	5	310-560	550-900	
13.	Head Clerk-cum-Accountant.	4	310-560	530-850	
14.	Mechanic.	1	260-450	450-700	
15.	Drivers (Heavy vehicles)	4	260-450	Common Category.	
16.	L. D. C.s.	5	250-430	Common Category.	
17.	Typists.	4	250-430	Common Category.	
18.	Storekeeper.	5	240-420	Common Category.	
19.	Field Instructor.	8	240-420	450-700	
20.	Carpenter-cum-Blacksmith.	4	240-420	410-625	
21.	Drivers (Light vehicles).	4	240-420	Common Category.	
22.	Fieldman.	1	240-420	410-625	
23.	Welder.	1	180-350	350-550	
24.	Electrician.	5	180-350	350-550	
25.	Agricultural Maistries.	2	180-350	350-550	
26.	Cleaners.	1	165-250	Common Category.	
27.	Agricultural Maistries.	1	165-250	290-425	
28.	Attenders.	233	165-250	Common Category.	
29.	Chowkidars.	7	165-250	Common Category.	

PAY AND ACCOUNTS OFFICE, HYDERABAD.

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Pay and Accounts Officer.	1	1200-1800	1600-2200	The existing incumbent in personal scale will continue in the personal scale applicable to her.
2.	Deputy Pay and Accounts Officer.	2	850-1425	1250-1800	
3.	Assistant Pay and Accounts Officer.	9	700-1200	1050-1600	
4.	Superintendents.	48	430-800	Common Category.	
5.	U. D. Clerks.	325	310-560	Common Category.	
6.	U. D. Steno.	1	310-560	Common Category.	
7.	L. D. Clerks.	99	250-430	Common Category.	
8.	Typists/Steno-Typists.	11	250-430	Common Category.	
9.	Driver.	1	240-420	Common Category.	
10.	Record Assistant.	3	180-350	Common Category.	
11.	Roneo Operator.	1	180-350	Common Category.	
12.	Daftaries.	6	180-350	350-550	
13.	Attenders.	32	165-250	Common Category.	

POLICE DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.		
1.	Inspector-General of Police.	1	Cadre Post.		
2.	Deputy Inspector General of Police.	11	Cadre Post.		
3.	Commandant Special Armed Reserve, Central Police Lines, Commandants, A.P.S.P. Battallions.	3	Cadre Post.		
4.	Principal, P.T.C.	1	Cadre Post.		
5.	Commissioner of Police.	1	Cadre Post.		
6.	Deputy Inspector-General (Home guards)	1	Cadre Post.		
7.	Assistant Inspector-General of Police.	1	Cadre Post.		
8.	Superintendent of Police.	27	Cadre Post.		
9.	Additional Superintendent of Police.	13	Cadre Post.		
10.	Deputy Commissioner of Police.	7	Cadre Post.		
11.	Director of Police Communication.	1	1675-2125	2000-2500	
12.	Director (FSL)	1	1100-1650	1500-2100	
13.	Additional Superintendent of Police (Non-Cadre).	12	1000-1550	1400-2000	
14.	Superintendent of Police Communications.	1	1000-1550	1400-2000	
15.	Officer-on Special Duty.	3	1000-1550	1400-2000	

POLICE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
16.	Police Transport Officer.	1	1000-1550	1400-2000	
17.	Commandants (APSP)	5	1000-1550	1400-2000	
18.	Deputy Commandants	10	1000-1550	1400-2000	
19.	Commandants (Home Guards)	6	1000-1550	1400-2000	
20.	Director (Finger Print Bureau)	1	900-1450	1300-1900	
21.	Joint Director (Forensic Science Laboratory)	2	900-1450	1300-1900	
22.	Legal Advisor.	1	850-1425	1250-1800	
23.	Deputy Superintendent of Police.	125	750-1300	1150-1700	
24.	Vice Principal, P.T.C., Principal P.R.S.	3 ^{1/2}	750-1300	1150-1700	
25.	Assistant Commandant (A.P.S.P. Bn.)	25	750-1300	1150-1700	
26.	Assistant Commandant S.A.R., C.P.L.	1	750-1300	1150-1700	
27.	Assistant Commissioner of Police.	12	750-1300	1150-1700	
28.	Deputy Superintendent Police Communication.	8	750-1300	1150-1700	
29.	Technical Assistant to the Police Transport Officer.	1	750-1300	1150-1700	
30.	Manager, Electronic Data Processing Centre.	1	750-1300	1150-1700	
31.	Assistant Director (FSL)	7	700-1200	1050-1600	

POLICE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
32.	Accounts Officer.	3	700-1200	Common Category.	
33.	Deputy Superintendent of Police (Home Guards).	10	750-1300	1150-1700	
34.	P. A. to Inspector General of Police.	3	600-1100	900-1500	
35.	P. A. to Superintendent of Police.	6	600-1100	900-1500	
36.	P. A. to Police Transport Officer.	1	600-1100	900-1500	
37.	Manager, Speical Branch (C.I.D.).	1	600-1100	900-1500	
38.	P. A. to Special Officer Manuals in I. G. of Police's Office.	1	600-1100	900-1500	
39.	P. A. to Superintendent, Police Communications.	1	600-1100	900-1500	
40.	P. A. to Commissioner of Police.	1	600-1100	900-1500	
41.	Medical Officer (7) and Lady Medical Officer (1)	8	600-1100	900-1500	
42.	Chief Law Instructor Police Trg. College, P.R.S. Hyderabad and Vijayanagaram.	5	(i) 600-1100	900-1500	For those interchangeable with A.P.P.O. Grade. I.
			(ii) 530-1050	800-1450	For those interchangeable with Inspector of Police.

POLICE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
43.	Inspector of Police/ Reserve Inspector (AR including SRCO) Inspector, Police Communication/ Police Transport Organi- sation.	515	530-1050	800-1450	
44.	Store Keeper (RIAR) O/o The Inspector General of Police.	1	530-1050	800-1450	
45.	Senior Reporter.	29	530-1050	800-1450	
46.	Handwriting Experts.	4	530-1050	800-1450	
47.	Ballestic Experts.	2	530-1050	800-1450	
48.	Reserve Inspector (A.P.S.P.)	77	530-1050	800-1450	
49.	Chief Drill Instructor.	3	480-900	750-1300	
50.	Plan Drawing Instructor.	1	480-900	750-1300	
51.	Special Branch Section Heads.	20	480-900	750-1300	
52.	Managers (Dt.P.O.)	31	430-800	700-1200	
53.	Superintendents (IGs. Office)	23	430-800	Common Category	
54.	Technical Superin- tendent.	15	430-800	700-1200	
55.	Managers (Gazetted) F. S. L.	1	430-800	700-1200	
56.	Superintendents. (Subordinate Offices)	18	410-750	Common Category.	
57.	Special Branch Clerks.	70	410-750	650-1100	
58.	Scientific Assistant (Forensic Lab.)	12	410-750	650-1100	

POLICE DEPARTMENT—(Contd)

1	2	3	4	5	6
			Rs.	Rs.	
59.	Cashiers. (Crime Branch, C.I.D. and Intelligence Offices).	2	360-700	600-1050	
60.	Lab. Assistants.	3	360-700	600-1050	
61.	Machine Operator.	4	360-700	600-1050	
62.	Tester Sub-Inspectors.	5	340-640	575-950	
63.	Sub-Inspectors/Reserve Sub-Inspectors/(A.R.) Reserve Sub-Inspectors (APSP).	2222	320-580	575-950	
64.	Radio Supervisor.	45	320-580	575-950	
65.	Assistant Law Instructors.	38	320-580	575-950	
66.	Band Masters.	3	320-580	575-950	
67.	Finger Print Experts.	31	320-580	550-900	
68.	Photographers.	12	320-580	Common Category.	
69.	Assistant Drill Instructor.	47	320-580	550-900	
70.	U. D. Accountants.	19	310-560	Common Category.	
71.	U. D. Clerks.	256	310-560	Common Category.	
72.	U. D. Stenos/ U. D. Camp Clerks.	15	310-560	Common Category.	
73.	Accountants. (District Police Office).	108	310-560	575-950	
74.	Radiographer.	1	290-520	500-800	
75.	Technician.	1	290-520	500-800	
76.	Assistant Reserve Sub-Inspector.	191	275-475	475-760	

POLICE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
77.	Assistant Band Masters.	2	275-475	475-760	
78.	Assistant Photographers.	2	275-475	Common Category.	
79.	Havildar Majors (APSP)	55	275-475	475-760	
80.	Radio Technicians	60	275-475	475-760	
81.	Draughtsman	1	260-450	450-700	
82.	Lab. Technicians	10	260-450	450-700	
83.	Havildars (APSP)	228	260-450	450-700	
84.	Librarian (FSL)	1	260-450	450-700	
85.	L. D. Clerks.	1021	250-430	Common Category.	
86.	Typists.	319	250-430	Common Category.	
87.	L. D. Stenos.	16	250-430	Common Category.	
88.	Telephone Operators.	2	250-430	Common Category.	
89.	Store Keeper.	1	250-430	Common Category.	
90.	Head Constables including Armour H.Cs. and Tailor H.Cs. & M.T. H.Cs.	5880	250-430	425-650	
91.	Grade. I Operators.	261	250-430	425-650	
92.	Blacksmith/Carpenters.	2	250-430	425-650	
93.	Maternity Assistants.	3	250-430	425-650	
94.	Driver Head Constable (P.T.O.)	219	250-430	425-650	
95.	Armourer Head Con- stable (P.T.C.)	1	250-430	425-650	

POLICE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
96.	Finger Print Searchers	45	250-430	500-800	
97.	Band Head Constable	7	250-430	425-650	
98.	Head Constable Painter.	1	250-430	425-650	
99.	Pharmacist (Compounder).	13	240-420	450-700	
100.	Midwives.	2	240-420	425-650	
101.	Assistant Drill Instructor.	47	240-420	410-625	
102.	Electrician-Mechanic Grade I (F.S.L.)	1	240-420	410-625	
103.	Punch Operators.	18	240-420	425-650	
104.	Shroffs	12	240-420	Common Category.	
105.	Carpenters.	1	240-420	410-625	
106.	Librarian. P.T.C. Anantapur.	1	240-420	425-650	
107.	Record Assistants	35	180-350	Common Category.	
108.	Police Constables (A.P.S.P. including N. Ks., LNKs., Armourers Tailors, M.T.Staff P.Cs. Civil.)	37,797	180-350	350-550	
109.	Grade II Operators.	470	180-350	350-550	
110.	Assistant Police Constables/Burglars/ Bellow Boys/Assistant Pronouncers.	10	180-350	350-550	
111.	Fitters/Electrician.	18	180-350	350-550	
112.	Band Police Constables.	15	180-350	350-550	

POLICE DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
113.	Engine Driver (P.T.C.)	1	180-350	350-550	
114.	Lab. Attenders.	10	180-350	350-550	
115.	Dark Room Assistants	1	180-350	350-550	
116.	P. C. Drivers (PTC)	78	180-350	350-550	
117.	Attenders/Class. IV.	191	165-250	Common Category.	
118.	Nursing Orderlies.	14	165-250	290-425	
119.	Cooks/Followers.	165	165-250	290-425	

PORT DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director of State Ports.	1	1400-1925	1800-2350	
2.	Port Officer.	2	1000-1550	1500-2100	
3.	Mechanical Engineer, Dredging Superintendent, Port Work Shop, Kakinada.	1	1000-1550	1400-2000	
4.	Executive Engineer.	2	900-1450	1300-1900	
5.	Assistant Engineer.	5	700-1200	1050-1600	
6.	Port Health Officer.	1	600-1100	900-1500	
7.	Harbour Craft Superintendent (A.P. Port Service.)	1	530-1050	800-1450	
8.	Junior Engineers.	2	480-900	750-1300	
9.	Supervisors (Diploma Holders)	15	430-800	700-1200	
10.	Superintendent.	1	430-800	Common Category.	
11.	Divisional Accountants.	4	425-750 (Central Scale)	..	
12.	Superintendents. (In Subordinate Office)	2	410-750	Common Category.	
13.	Foreman Mechanic	1	410-750	650-1100	
14.	Port Wireless Engineer	1	430-800	700-1200	
15.	Supervisor (Certificate holder)	1	340-640	575-950	
16.	Draughtsman Grade, II	2	340-640	575-950	
17.	Port Conservator.	10	310-560	575-950	

PORT DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
18.	Upper Division Clerks.	13	310-560	Common Category.	
19.	Head Light Keeper.	1	310-560	575-950	
20.	Assistant Foreman Mechanic.	1	310-560	530-850	
21.	Operator Grade. II	1	310-560	530-850	
22.	Draughtsman Grade. III	5	290-520	500-800	
23.	Telex Operator.	1	290-520	500-800	
24.	Maistry Grade. I.	1	290-520	500-800	
25.	Lorry Driver.	1	260-450	Common Category.	
26.	Tracer.	1	260-450	450-700	
27.	Launch Drivers Grade. II.	5	260-450	450-700	
28.	Sarang Grade. I.	17	260-450	450-700	
29.	Assistant Port Conser- vators/ Wharf Supervisors.	9	250-430	450-700	
30.	Lower Division Clerks.	27	250-430	Common Category.	
31.	Steno Typist.	1	250-430	Common Category.	
32.	Typists.	6	250-430	Common Category.	
33.	Maistry Grade. II.	13	250-430	425-650	
34.	Assistant Light Keepers.	2	240-420	410-625	
35.	Morse Signallers.	13	240-420	410-625	
36.	Time Keepers.	2	240-420	410-625	
37.	Electricians.	2	240-420	425-650	

PORT DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
38.	Drivers on Light Motor Vehicles.	3	240-420	Common Category.	
39.	Launch Drivers. Grade. III.	10	240-420	410-625	
40.	Turners.	2	180-350	350-550	
41.	Welders.	2	180-350	350-550	
42.	Record Assistants.	2	180-350	Common Category.	
43.	Blacksmiths.	2	180-350	350-550	
44.	Carpenters.	3	180-350	350-550	
45.	Attender-cum-Roneo Operator.	1	180-350	350-550	
46.	Assistant Light Keeper and Signallers.	7	175-300	410-625	
47.	Blue Print Operator.	1	175-300	325-500	
48.	Launch Drivers Grade IV.	1	175-300	325-500	
49.	Dock Maistry	1	165-250	310-475	
50.	Fuel yard Maistry	1	165-250	310-475	
51.	Fireman Grade I, Oilmen.	19	165-250	310-475	
52.	Fireman Grade II	1	165-250	290-425	
53.	Store Attender.	1	165-250	310-475	
54.	Flag Laskars.	4	165-250	310-475	
55.	Boatmen.	2	165-250	310-475	
56.	Lorry Cleaners.	1	165-250	Common Category.	

PORT DEPARTMENT—(Concl'd.)

1	2	3	4	5
			Rs.	Rs.
57.	Lascars.	74	165-250	310-475
58.	Hammerman.	2	165-250	310-475
59.	Wireman.	2	165-250	290-425
60.	Attenders.	49	165-250	Common Category.
61.	Dock Mazdoors.	6	165-250	290-425
62.	Polling Mazdoors.	16	165-250	290-425
63.	Fuel Yard Mazdoors.	5	165-250	290-425

PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of Posts</i>	<i>Existing Scale.</i>	<i>Revised Scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	I.A.S.		
2.	Joint Director.	1	1100-1650	1500-2100	
3.	Deputy Director (Tech.)	1	900-1450	1300-1900	
4.	P. A. to Director.	1	900-1450	1300-1900	
5.	Assistant Director (Non-Technical) Stores Purchase.	1	700-1200	1150-1700	
6.	Accounts Officer.	2	700-1200	Common Category.	
7.	Assistant Director (Tech.)	3	700-1200	1050-1600	
8.	Assistant Director (Non-Technical) Stationery & Publication Bureau.	1	600-1100	900-1500	
9.	Superintendents. (Directorates).	15	430-800	Common Category.	
10.	Store Keepers.	3	430-800	700-1200	
11.	Head Clerk (Kurnool Press)	1	410-750	650-1100	
12.	Accountant, Stores (Purchase Wing).	1	410-750	650-1100	
13.	Managers (Headquarters)	2	410-750	650-1100	
14.	Superintendents (Subordinate Office)	4	410-750	Common Category.	
15.	Electrical Supervisors.	2	360-700	650-1100	
16.	Technical Manager	1	360-700	650-1100	
17.	Head Readers.	4	360-700	650-1100	

PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
18.	Chief Designer	1	360-700	600-1050	
19.	Foreman.	30	360-700	650-1100	
20.	Stamp Treasurer.	1	360-700	600-1050	
21.	Mechanical Supervisors.	2	360-700	600-1050	
22.	Chief Computor.	1	360-700	600-1050	
23.	Mechanical Composing Supervisor.	1	360-700	600-1050	
24.	Chief Time Keeper.	1	360-700	600-1050	
25.	Manager (Despatch Section) (Central Press).	1	320-580	575-950	
26.	Manager (Gazette Despatch).	1	320-580	575-950	
27.	Senior Store Keeper.	3	320-580	575-950	
28.	Head Despatcher (Kurnool Press)	1	320-580	575-950	
29.	Assistant Managers.	2	310-560	530-850	
30.	Assistant Technical Manager.	2	310-560	530-850	
31.	U. D. Steno.	2	310-560	Common Category.	
32.	U. D. Accountant.	2	310-560	Common Category.	
33.	Assistant Store Keeper (Stationery Wing).	2	310-560	530-850	
34.	Booking Clerk	1	310-560	530-850	
35.	Key Board Mechanic	1	290-520	530-850	
36.	Deputy Foreman.	36	310-560	530-850	

PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
37.	Head Computers.	10	310-560	550-900	
38.	Head Estimator.	1	310-560	530-850	
39.	Inter and Lino Type Mechanic.	2	310-560	530-850	
40.	Mono Mechanic.	3	310-560	530-850	
41.	Cashiers.	3	310-560	530-850	
42.	U. D. Clerks.	52	310-560	Common Category.	
43.	Senior Despatching Clerk	2	310-560	530-850	
44.	Senior Readers.	27	290-520	575-950	
45.	Rotary Machine Minder.	1	290-520	530-850	
46.	Process Cameraman.	1	290-520	530-850	
47.	Offset Cameraman.	1	290-520	500-800	
48.	Transcriber.	6	290-520	530-850	
49.	Senior Typewriter Mechanic.	1	290-520	530-850	
50.	Vary Typists.	2	290-520	530-850	
51.	Inter & Lino Type (Lino type) Operators.	20	290-520	530-850	
52.	Lino Operator	2	290-520	530-850	
53.	Artist & Caligraphist.	1	290-520	500-800	
54.	Mono Operators.	39	290-520	530-850	
55.	Ludlow Operators	2	290-520	530-850	
56.	Junior Store Keepers.	4	290-520	530-850	

PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT —(Contd.)

1	2	3	4	5	6	
			Rs.	Rs.		
57.	Type Store Keepers (Kurnool Press).	1	290-520	530-850		
58.	Research Assistants (Research Cell).	2	290-520	500-800		
59.	Section Holders	32	290-520	500-800		
60.	Senior Time Keeper (Kurnool Press).	1	290-520	530-850		
61.	Senior Electricians.	4	275-475	500-800		
62.	Senior Mechanics.	5	275-475	500-800		
63.	Zarida Distributors. (Central Press).	1	275-475	475-760		
64.	Motor Mechanics.	1	275-475	475-760		
65.	Estimator.	1	} 275-475	475-760		
66.	Rota Print Mechanic.	1				
67.	Manager (L.P.)	1				
68.	Assistant Artist and Caligraphist.	1				
69.	Imposers.	62				
70.	Junior Readers (Sectt. Press)	9				
71.	Task Writer.	20				
72.	Despatchers. (Central Press)		275-475	475-760		
73.	Computers.	46	275-475	500-800		
74.	Junior Estimators.	5	275-475	475-760		
75.	Despatching Clerks (Central Press.)	4	275-475	475-760		

PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
76.	Junior Readers.	59	260-450	500-800	
77.	Mono Casters.	50	260-450	450-700	
78.	Machine Minders Grade-I.	79	260-450	450-700	
79.	Junior Process Operator.	1	260-450	450-700	
80.	Turners/Senior Turners.	3	260-450	450-700	
81.	Offset Machine Man.	7	260-450	450-700	
82.	Offset Mechanic	1	260-450	450-700	
83.	Welders.	2	260-450	450-700	
84.	Rota Print Operators.	12	260-450	450-700	
85.	Senior Binders (S.G.)	45	260-450	450-700	
86.	Plate Printers Grade I.	1	260-450	450-700	
87.	Senior Compositors/ Compositors. (S.G.)	86	260-450	500-800	
88.	Job Clerks.	9	260-450	450-700	
89.	Senior Indenting Clerk.	1	260-450	450-700	
90.	Progress Checkers.	10	260-450	450-700	
91.	Junior Indenting Clerks.	4	260-450	450-700	
92.	Assistant Rotary Machine Man.	1	260-450	450-700	
93.	Rotary Sterio Casters.	1	260-450	450-700	
94.	L. D. Stenographers.	4	250-430	Common Category.	
95.	L. D. Clerks.	143	250-430	Common Category.	

PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
96.	Typists.	25	250-430	Common Category.	
97.	Caretaker.	1	250-430	425-650	
98.	Telephone Operator.	3	250-430	Common Category.	
99.	Engravers.	2	250-430	425-650	
100.	Assistant Caretaker.	1	240-420	410-625	
101.	Comptometer Assistant.	1	240-420	410-625	
102.	Store Clerks.	15	240-420	475-760	
103.	Assistant Despatcher. (Central Press)	1	240-420	425-650	
104.	Time Keeper.	11	240-420	425-650	
105.	Compounders.	2	240-420	410-625	
106.	Treasury Clerks.	2	240-420	425-650	
107.	Draughtsman.	1	240-420	410-625	
108.	Junior Typewriter Mechanics.	8	240-420	425-650	
109.	Tracer-cum-Artist (Research Cell).	1	240-420	410-625	
110.	Despatch Clerks. (Kurnool Press).	7	240-420	425-650	
111.	Junior Turner.	1	240-420	410-625	
112.	Lino Attendant.	1	240-420	410-625	
113.	Lino and Bar Attendants.	6	240-420	410-625	
114.	Metal Caster.	1	240-420	410-625	
115.	Compositors.	422	240-420	450-700	

PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
116.	Assistant Offset Mechine Man.	2	240-420	410-625	
117.	Assistant Offset Mechanic.	2	240-420	410-625	
118.	Senior Binder.	324	240-420	410-625	
119.	Senior Binder-cum- Rulers.	2	} 240-420	} 410-625.	
120.	Junior Electricians.	4			
121.	Fitter/Senior Fitter.	3			
122.	Senior Blacksmith.	1			
123.	Senior Carpentors	2			
124.	Junior Mechanic	2			
125.	Gate Officers	2			
126.	Examiners.	10			
127.	Assistants (Research Cell)	2			
128.	Copy Holders.	83	240-420	425-650	
129.	Prover.	1	240-420	410-625	
130.	Warehouseman.	24	240-420	450-700	
131.	Machine Minder Grade II.	105	240-420	410-625	
132.	Drivers.	4	240-420	Common Category.	
133.	Shroffs.	3	240-420	Common Category.	
134.	Assistant Gazette Distributor (Central Press).	1	240-420	425-650	
135.	Etchers.	5	240-420	410-625	

PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
136.	Plate Minder Grade I	2	180-350	350-550	
137.	Chromium Assistants.	2	}	}	
138.	Junior Blacksmiths.	1			
139.	Carpenters.	9			
140.	Head Watch & Ward.	3			
141.	Tailors.	2			
142.	Wax Moulder	1			
143.	Layaron	192			
144.	Despatcher. (Kurnool Press)		180-350	425-650	
145.	Motor Drivers.	4	}	}	
146.	Roller Caster.	1			
147.	Rotary Cutter.	1			
148.	Junior Binders.	445			
149.	Cutters.	9			
150.	Plate Printers Grade. II	4			
151.	Assistant Provers.	2			
152.	Feeder Attendants.	4			
153.	Cobbler.	1	}	}	
154.	Lithocorrector.	1			
155.	Record Assistants.	7	180-350	Common Category.	
156.	Roneo Operator.	2	180-350	Common Category.	

PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
157.	Dafedar Searcher	1	180-350	350-550	
158.	Senior Counters/ Counter Grade. II.	22			
159.	Form Carrier	12			
160.	Press Turners.	2			
161.	Roller Moulder.	1			
162.	Rotary Jogging Machineman.	1	175-300	325-500	
163.	Packers	29			
164.	Junior Fitters.	5			
165.	Counters	18			
166.	Jamedar.	1	175-300	Common Category.	
167.	Searchers.	34	175-300	325-500	
168.	Assistant despatcher Grade. II (Central Press).		175-300	325-500	
169.	Plate Minder Grade. II	2	175-300	325-500	
170.	Motor Attenders.	6			
171.	Distributors.	29			
172.	Counter Packers.	63			
173.	Assistant Roller Moulder	1			
174.	Pairokars.	5			
175.	Motor Cycle Orderly	1			
176.	Cycle Repairer.	1			

PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT—(Contd.)

1	2	3	4	5	6	
			Rs.	Rs.		
177.	Graining Machineman.	2	} 175-300	} 325-500		
178.	Roller Stitchers.	2				
179.	Cleaners. Van Cleaners and Offset Cleaners.	10				
180.	Labourers.	15	165-250	290-425		
181.	Boys.	3	165-250	290-425		
182.	Dafedar	1	165-250	Common Category.		
183.	Attenders.	70	165-250	Common Category.		
184.	Cycle Orderlies/Cycle Rider.	19	165-250	Common Category.		
185.	Messengers/Cycle Messengers.	4	165-250	290-425		
186.	Farrashes.	3	165-250	Common Category.		
187.	Sweepers.	18	165-250	Common Category.		
188.	Malis/Malans.	6	165-250	Common Category.		
189.	Scavenger.	6	165-250	Common Category.		
190.	Chowkidar.	1	165-250	Common Category.		
191.	Watchmen.	36	165-250	Common Category.		
192.	Khallasis.	199	165-250	290-425		
193.	Lascars.	25	165-250	290-425		
194.	Mazdoors.	68	165-250	290-425		

PRISONS DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Inspector-General of Prisons and Director of Correctional Services.	1	1400-1925	1800-2350	
2.	Deputy-Inspectors General of Prisons.	2	1100-1650	1500-2100	
3.	Chief Probation Superintendent.	1	850-1425	1250-1800	
4.	Chief Welfare Officer.	1	850-1425	1250-1800	
5.	Superintendents of Jails.	9	850-1425	1250-1800	
6.	Assistant Director. (Industries)	1	700-1200	1050-1600	
7.	Deputy Superintendents of Jails.	8	700-1200	1050-1600	
8.	District Sub-Jail Officer.	1	700-1200	1050-1600	
9.	Superintendent, Certified Schools.	3	700-1200	1050-1600	
10.	Superintendent, Borstal School.	2	700-1200	1050-1600	
11.	Superintendent, Child Guidance Bureau.	1	700-1200	1050-1600	
12.	Regional Inspectors of Probation.	7	700-1200	1050-1600	
13.	Superintendent, Reception Home.	4	700-1200	1050-1600	
14.	Superintendent, Girls Certified School.	1	700-1200	1050-1600	
15.	Superintendent, State After Care Home.	1	700-1200	1050-1600	

PRISONS DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
16.	Assistant Chief Probation Superintendent.	1	700-1200	1050-1600	
17.	Civil Assistant Surgeons.	10	600-1100	900-1500	
18.	Assistant Accounts Officer.	1	530-1050	800-1450	
19.	Welfare Officers.	8	480-900	750-1300	
20.	Case Workers.	2	480-900	750-1300	
21.	District Probation Officer Grade-I.	16	480-900	750-1300	
22.	Jailor.	15	480-900	750-1300	
23.	Deputy Superintendent, Certified Schools.	3	480-900	750-1300	
24.	Deputy Superintendent, Child Guidance Bureau.	1	480-900	750-1300	
25.	Assistant Superintendent, Girls Certified Schools.	1	480-900	700-1200	The existing incumbents in the pay scale of Rs. 480-900 will have the revised scale of Rs. 750-1300 as personal to them.
26.	Agricultural Assistant.	1	430-800	700-1200	Assistant Agricultural Officers drafted from Agriculture Department will draw the pay scale applicable to them in the parent department.

PRISONS DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
27.	Superintendents.	11	430-800	Common Category.	
28.	Assistant Superintendent, Auxiliary Home for Girls.	1	410-750	700-1200	
29.	District Probation Officer Grade-II.	31	410-750	700-1200	
30.	Superintendent.	1	410-750	Common Category.	
31.	Head Master.	1	320-580	575-950	
32.	B.Ed. Trained Teacher.	1	320-580	575-950	
33.	Assistant Superintendent, Child Guidance Bureau.	2	310-560	550-900	
34.	Deputy Jailor.	37	310-560	550-900	
35.	Senior House Master.	3	310-560	530-850	
36.	Assistant Superintendent, Borstal School.	2	310-560	530-850	
37.	Assistant Matron.	2	310-560	530-850	
38.	U. D. Clerks.	31	310-560	Common Category.	
39.	U. D. Stenos.	3	310-560	Common Category.	
40.	Tailoring Instructors.	3	290-520	500-800	
41.	Instructors Grade-II	11	290-520	500-800	
42.	Staff Nurse.	1	290-520	500-800	
43.	Fitter Grade-II	2	275-475	500-800	
44.	Junior House Master (Certified Schools).	3	260-450	450-700	
45.	Weaving Instructor.	1	260-450	450-700	

PRISONS DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
46.	Chief Head Warder.	8	260-450	450-700	
47.	Gate Keepers.	4	260-450	450-700	
48.	Sub-Jail Jailor.	2	260-450	450-700	
49.	Jamedar.	8	260-450	450-700	
50.	Physical Training Instructor.	1	250-430	450-700	
51.	Dafedar.	35	250-430	425-650	
52.	Head Warder.	12	250-430	425-650	
53.	Teachers.	9	250-430	450-700	
54.	Reserve Head Warder.	13	250-430	425-650	
55.	Head Supervisors. (Certified Schools)	13	250-430	425-650	
56.	L. D. Clerks.	51	250-430	Common Category.	
57.	Typists.	18	250-430	Common Category.	
58.	L. D. Steno.	1	250-430	Common Category.	
59.	Jawan Grade-I/ Warder Grade-I.	151	240-420	410-625	
60.	Matron Grade-I	2	240-420	410-625	
61.	Petty Officer Grade-I.	4	240-420	410-625	
62.	Fitter Grade-III.	1	240-420	425-650	
63.	Fitter-cum- Tractor Driver.	1	240-420	410-625	
64.	Tractor Drivers.	2	240-420	410-625	
65.	Driver.	3	240-420	Common Category.	

PRISONS DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
66.	Instructors Grade-III.	17	240-420	410-625	
67.	Instructors Grade-IV	2	240-420	410-625	
68.	Jamedar Chauffer.	2	240-420	410-625	
69.	Electrician.	1	240-420	410-625	
70.	Electrician-cum-Mechanic.	1	240-420	410-625	
71.	Wireman.	3	240-420	410-625	
72.	Wireman-cum-Mechanic.	1	240-420	410-625	
73.	Engine/Oil Engine Driver.	3	240-420	410-625	
74.	Fieldman.	1	240-420	410-625	
75.	Compounders.	17	240-420	410-625	
76.	Cashiers.	2	240-420	Common Category.	
77.	Engine Driver.	1	240-420	410-625	
78.	Shroff	1	240-420	Common Category.	
79.	Assistant Chief Officer.	1	240-420	410-625	
80.	Petty Officer Grade-II.	14	180-350	350-550	
81.	Reception House Assistants/ Grade-II Supervisors	106	180-350	350-550	
82.	Jawan Grade-II/ Warder Grade-II.	954	180-350	350-550	
83.	Carpentor Instructor.	3	180-350	350-550	
84.	Motor Cycle Orderly.	1	180-350	350-550	

PRISONS DEPARTMENT—(Conc'd.)

1	2	3	4	5	6
			Rs.	Rs.	
85.	Record Assistants.	8	180-350	Common Category.	
86.	Roneo Operator.	1	180-350	Common Category.	
87.	Cycle Orderly.	4	165-250	Common Category.	
88.	Barbers.	22	165-250	290-425	
89.	Sweepers.	12	165-250	Common Category.	
90.	Malies.	5	165-250	Common Category.	
91.	Blacksmiths.	3	165-250	290-425	
92.	Male Nursing Orderly.	18	165-250	290-425	
93.	Ward Boys.	4	165-250	290-425	
94.	Peon Warders.	104	165-250	290-425	
95.	Attenders.	9	165-250	Common Category.	

PUBLIC LIBRARIES

<i>Sl No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director of Public Libraries.	1	900-1450	1300-1900	
2.	Assistant Director.	2	600-1100	900-1500	
3.	Gazetted Auditor.	1	600-1100	900-1500	
4.	Librarians.	5	600-1100	900-1500	
5.	Auditors.	3	430-800	700-1200	
6.	Superintendent. (Ministerial)	6	430-800	Common Category.	
7.	Superintendent (Technical)	1	410-750	650-1100	
8.	Assistant Librarians Grade I.	7	410-750	650-1100	
9.	Assistant Librarians Grade II.	9	310-560	530-850	
10.	Classifiers.	9	310-560	530-850	
11.	Accountants.	1	310-560	530-850	
12.	U. D. Clerks.	10	310-560	Common Category.	
13.	Head Clerk.	1	310-560	530-850	
14.	Supervisors Gr. I.	3	310-560	530-850	
15.	Reference Assistants.	1	310-560	530-850	
16.	Film Operators.	3	275-475	Common Category.	
17.	Card Writers.	14	260-450	450-700	
18.	Book Keepers.	7	260-450	450-700	
19.	Supervisors Grade II.	7	260-450	450-700	

PUBLIC LIBRARIES DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
20.	Steno-Typists.	1	250-430	Common Category.	
21.	Typists.	8.	250-430	Common Category.	
22.	L. D. Clerks.	19	250-430	Common Category.	
23.	Binders (Senior)	5	240-420	410-625	
24.	Film Examiner.	1	240-420	425-650	
25.	Shroffs.	1	240-420	Common Category.	
26.	Van Drivers.	2	240-420	Common Category.	
27.	Supervisors Grade III.	4	180-350	350-550	
28.	Library Attenders.	10	180-350	350-550	
29.	Sargeant.	1	180-350	350-550	
30.	Record Assistants.	7	180-350	Common Category.	
31.	Roneo Operators.	1	180-350	Common Category.	
32.	Binders (Junior)	2	165-250	290-425	
33.	Dafedars.	1	165-250	Common Category.	
34.	Kamatans.	3	165-250	Common Category.	
35.	Chowkidars.	2	165-250	Common Category.	
36.	Farrash.	4	165-250	Common Category.	
37.	Gate Keepers.	4	165-250	290-425	
38.	Book Cleaners.	7	165-250	290-425	
39.	Book Bearers.	20	165-250	290-425	
40.	Attenders.	27	165-250	Common Category.	
41.	Cleaner.	1	165-250	Common Category.	

PUBLIC PROSECUTORS

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Assistant Public Prosecutors Grade I./ Police Prosecuting Officers.	12	600-1100	900-1500	
2.	Assistant Public Prosecutors Grade. II/ Assistant Police Prosecuting Officers.	32	430-800	750-1300	

ANDHRA PRADESH PUBLIC SERVICE COMMISSION

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chairman.	1	2625	2750	
2.	Members of Public Service Commission.	3	2500	2500	
3.	Secretary.	1	1300-1800	1700-2250	
4.	Deputy Secretary	3	1000-1550	1400-2000	
5.	Assistant Secretaries.	9	850-1425	1250-1800	
6.	Accounts Officer.	1	700-1200	Common Category.	
7.	Superintendents	35	480-900	750-1300	
8.	Statistical Assistant.	1	430-800	700-1200	
9.	Special Category Steno	4	430-800	Common Category.	
10.	U. D. Steno	1	310-560	Common Category.	
11.	U. D. Clerks.	70	310-560	Common Category.	
12.	L. D. Clerks.	102	250-430	Common Category.	
13.	Steno Typists. (L.D. Steno)	4	250-430	Common Category.	
14.	Typists.	26	250-430	Common Category.	
15.	Shroffs.	1	240-420	Common Category.	
16.	Driver.	2	240-420	Common Category.	
17.	Record Assistant.	7	180-350	Common Category.	
18.	Roneo Duplicator Operator.	1	180-350	Common Category.	
19.	Jamedar.	1	175-300	Common Category.	

ANDHRA PRADESH PUBLIC SERVICE COMMISSION—(Concl.)

1	2	3	4	5	6
			Rs.	Rs.	
20.	Dafedars.	2	165-250	Common Category.	
21.	Attenders.	55	165-250	Common Category.	
22.	Watchman	2	165-250	Common Category.	
23.	Sweeper	2	165-250	Common Category.	
24.	Scavenger.	1	165-250	Common Category.	

**PUBLIC WORKS DEPARTMENT
(MAJOR IRRIGATION AND GENERAL)**

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chief Engineer.	15	1675-2125	2000-2500	
2.	Superintending Engineer.	68	1300-1800	1700-2250	
3.	Executive Engineers. (Special Grade).	34	1100-1650	1500-2100	
4.	Executive Engineers (Ordinary Grade)/ Deputy Chief Engineer.	500	900-1450	1300-1900	
5.	Non-Technical Personal Assistants to Chief Engineer.	8	700-1200	1050-1600	
6.	Assistant Engineers.	2076	700-1200	1050-1600	
7.	Accounts Officer.	1	700-1200 (Accounts Officer, A.G.'s Office on O.D.)	Common Category.	
8.	Labour Welfare Officer.	2	530-1050	800-1450	
9.	Divisional Accountants/ Managers.	23	Central scale.		
10.	Junior Engineers.	2077	480-900	750-1300	
11.	Draughtsman (Special Grade) Head Draughts- man in C.E.'s Office.	3	480-900	750-1300	
12.	Foreman Instructor (J.E.)		480-900	750-1300	
13.	Research Assistants (Junior Engineer's rank).		480-900	750-1300	
14.	Supervisors	5415	430-800	700-1200	

PUBLIC WORKS DEPARTMENT
(MAJOR IRRIGATION AND GENERAL)—(Contd.)

1.	2	3	4	5	6.
			Rs.	Rs.	
15.	Superintendents (Heads of Departments) Superintendent (Sub. Office).	32	430-800 410-750	}	Common Category.
16.	Special Category Steno.	1	430-800		Common Category.
17.	Foreman.	3	430-800		700-1200
18.	Supervisor (ELECTRICAL).		430-800		700-1200
19.	Store Keeper Grade-I.	8	410-750		Common Category.
20.	Draughtsman 1st Grade.	13	410-750		650-1100
21.	Computer	1	410-750		700-1200
22.	Modeller and Photographer.		410-750		700-1200
23.	Chargeman.	3	360-700		600-1050
24.	Draughtsman 2nd Grade.	106	340-640		575-950
25.	Divisional Head Clerks.	43	340-640		575-950
26.	Store Keeper Grade-II.	13	310-560		Common Category.
27.	U. D. Stenos.	10	310-560		Common Category.
28.	U. D. Clerks.	548	310-560		Common Category.
29.	Draughtsman 3rd Grade. Overseers and Sub- Overseers/Boat Superintendent.	327	290-520		500-800
30.	Tracers.	220	260-450		450-700
31.	L. D. Clerks	755	250-430		Common Category.

PUBLIC WORKS DEPARTMENT
(MAJOR IRRIGATION AND GENERAL)—(Contd.)

1	2	3	4	5	6
			Rs-	Rs.	
32.	L. D. Stenos.	6	250-430	Common Category.	
33.	Typist.	178	250-430	Common Category.	
34.	Store Keeper Grade-III.	10	250-430	Common Category.	
35.	Anicut Superintendent.	1	250-430	425-650	
36.	Assistant Computer,		250-430	425-650	
37.	Telephone Operator.	1	250-430	Common Category.	
38.	Mechanical Operator- cum-Electrician.		250-430	425-650	
39.	Shroffs.	3	240-420	Common Category.	
40.	Lock and Wharf Superintendents.	55	240-420	410-625	
41.	Irrigation Conservancy Assistant (I.C. Subordi- nates).	135	240-420	410-625	
42.	Compounder.	1	240-420	410-625	
43.	Driver (Light)	2	240-420	Common Category.	
44.	Record Assistants.	62	180-350	Common Category.	
45.	Telephone Gumasthas.	11	180-350	350-550	
46.	Roneo Operator.	1	180-350	Common Category.	
47.	Blue Print Operators.	51	175-300	325-500	
48.	Jamedars		175-300	Common Category.	

PUBLIC WORKS DEPARTMENT
(MAJOR IRRIGATION AND GENERAL)—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
49.	Lascars.		170-275	290-425	The observations against this category of Lascars in the Chapter relating to Work-Charged Establishment may be referred to.
50.	Daftaries.	1	165-250	290-425	
51.	Dafedars	1	165-290	Common Category.	
52.	Attenders.	1154	165-250	Common Category.	
53.	Chowkidars/Watchmen.		165-250	Common Category.	
54.	Sweeper.	1	165-250	Common Category.	
55.	Helper-cum-Cleaner.		165-250	290-425	

PUBLIC WORKS DEPARTMENT
ANDHRA PRADESH ENGINEERING RESEARCH LABS.

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of Posts</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	1675-2125	2000-2500	
2.	Deputy Directors.	6 } }	900-1450	1300-1900	
3.	Research Officer.				
4.	Assistant Research Officer/Standard Officer.	22	700-1200	1050-1600	
5.	Research Assistants	51	480-900	750-1300	
6.	Observers.	33	430-800	700-1200	
7.	Computers.	4	430-800	700-1200	
8.	Works Supervisor.	1	430-800	700-1200	
9.	Mechanical Supervisor.	1	430-800	700-1200	
10.	Superintendent.	1	430-800	Common Category.	
11.	Draftsman Grade. I.	2	410-750	650-1100	
12.	Accountant.	1	410-750	700-1200	
13.	U. D. Clerks.	5	310-560	Common Category.	
14.	Stenographers.	1	310-560	Common Category.	
15.	Librarian.	1	310-560	530-850	
16.	Model Maistry	2	290-520	500-800	
17.	Draftsman Grade. III	1	290-520	500-800	
18.	Turner & Mechanist.	1	260-450	450-700	
19.	Instrument Mechanic.	1	260-450	450-700	
20.	Carpenter 1st Class.	1	260-450	450-700	

PUBLIC WORKS DEPARTMENT
ANDHRA PRADESH ENGINEERING RESEARCH LABS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
21.	Tracer.	4	260-450	450-700	
22.	L. D. Clerks.	7	250-430	Common Category.	
23.	Steno Typist.	1	250-430	Common Category.	
24.	Typists.	9	250-430	Common Category.	
25.	Assistant Computers.	6	250-430	425-650	
26.	Telephone Operator.	1	250-430	Common Category.	
27.	Carpenter IInd Class.	3	240-420	410-625	
28.	Masons.	5	240-420	410-625	
29.	Copper & Blacksmith	1	240-420	410-625	
30.	Fitter	2	240-420	410-625	
31.	Moulder	1	240-420	410-625	
32.	Pump Driver.	1	240-420	410-625	
33.	Welder.	1	240-420	410-625	
34.	Shroff	1	240-420	Common Category.	
35.	Motor Driver.	2	240-420	Common Category.	
36.	Assistant Copper & Blacksmith.	1	180-350	350-550	
37.	Lab. Boys	22	180-350	350-550	
38.	Roneo Operator.	1	180-350	Common Category.	
39.	Blue Print Operator.	1	175-300	325-500	
40.	Jamedar.	1	175-300	Common Category.	

PUBLIC WORKS DEPARTMENT
ANDHRA PRADESH ENGINEERING RESEARCH LABS—(Concl'd).

1	2	3	4	5	6
			Rs.	Rs.	
41.	Assistant Lab. Boys.	36	170-275	310-475	
42.	Cleaners.	2	170-275	310-475	
43.	Book Bearers.	4	170-275	310-475	
44.	Attenders.	29	165-250	Common Category.	
45.	Lascars.	14	165-250	290-425	
46.	Watchman (Chowkidar).	5	165-250	Common Category.	
47.	Mali	2	165-250	Common Category.	
48.	Sweeper.	2	165-250	Common Category.	
49.	Scavenger.	1	165-250	Common Category.	

PUBLIC WORKS DEPARTMENT
PROJECTS

<i>Sl.No.</i>	<i>Category</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs	
1.	Chief Engineer.	5	1675-2125	2000-2500	
2.	Superintending Engineer.	30	1300-1800	1700-2250	
3.	Executive Engineer. (Special Grade.)	155	1100-1650	1500-2100	
4.	Director of Accounts.	5	1100-1650	1500-2100	
5.	Executive Engineer. (Ordinary Grade).		900-1450	1300-1900	
6.	Pay and Accounts Officer.	21	850-1425	1250-1800	
7.	Assistant Pay and Accounts Officer.	3	700-1200	1050-1600	
8.	Assistant Engineers.	575	700-1200	1050-1600	
9.	N. T. P. A. to Chief Engineer.	4	700-1200	1050-1600	
10.	Labour Officer.	2	600-1100	900-1500	
11.	Divisional Accountants.	82	Central scale.	..	
12.	Junior Engineers.	2307	480-900	750-1300	
13.	Special Grade Draughts- man.	3	480-900	750-1300	
14.	Supervisors.		430-800	700-1200	
15.	Superintendent (Circle Office)	109	430-800	Common- Category	
16.	Head Master (B.A.B. Ed.).	2	430-800	700-1200	Please refer to remarks in the chapte of this depart ment.

PUBLIC WORKS DEPARTMENT
PROJECTS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
17.	Superintendent (Sub-Offices)	68	410-750	Common Category.	
18.	Store Keeper Grade. I	2	410-750	Common- Category.	
19.	Draughtsman Grade. I.	33	410-750	650-1100	
20.	Photographer.	2	360-700	Common Category.	
21.	Divisional Head Clerks.	103	340-640	575-950	
22.	Draughtsman Grade. II	252	340-640	575-950	
23.	B.Ed. Assistants	9	320-580	550-900	} The obser- vations in the chapter relating to this depart- ment may be referred to.
24.	Telugu Pandit Grade.I	2	320-580	550-900	
25.	Hindi Pandit Grade.I	2	320-580	550-900	
26.	U. D. Clerks.	1404	310-560	Common Category.	
27.	U. D. Stenos.	11	310-560	Common Category.	
28.	Store Keeper Grade. II	2	310-560	Common Category.	
29.	Draughtsman Grade.III	528	290-520	500-800	
30.	Overseers.	143	290-520	500-800	
31.	Telugu Pandit Grade.II	2	290-520	500-800	} The remarks in the chapter relating to this depart- ment may be referred to.
32.	Hindi Pandit Grade. III	1	290-520	500-800	
33.	Physical Educational Teacher Grade.I	1	290-520	500-800	
34.	Craft Teachers.	1	290-520	500-800	
35.	Tracers.	289	260-450	450-700	

PUBLIC WORKS DEPARTMENT
PROJECTS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
36.	Drivers (Heavy Vehicles).	6	260-450	Common Category.	
37.	L. D. Clerks.	119	250-430	Common Category.	
38.	L. D. Stenos.	40	250-430	Common Category.	
39.	Typists.	365	250-430	Common Category.	
40.	Pin Point Machine Operator.	6	250-430	425-650	
41.	Store Keeper Grade. III	8	250-430	Common Category.	
42.	Hindi-cum-Telugu Pandit.	1	250-430	425-650	} The remarks in the chapter relating to this depart- ment may be referred to.
43.	Physical Educational Training-cum-Drawing Teachers.	1	250-430	425-650	
44.	Physical Educational teachers Grade. I.	1	250-430	425-650	
45.	Dance & Music Teacher.	1	250-430	425-650	
46.	Secondary Grade Teacher.	34	250-430	425-650	
47.	Drawing Teacher.	1	250-430	425-650	
48.	Secondary Grade Teacher 1 (Tained in Tamil Language).	1	250-430	425-650	
49.	Shroff.	1	240-420	Common Category.	
50.	Record Assistants.	172	180-350	Common Category.	
51.	Roneo Operators.	5	180-350	Common Category.	
52.	Higher Grade Teacher.	34	180-350	350-550	
53.	Lab Attenders.	3	180-350	350-550	

PUBLIC WORKS DEPARTMENT
PROJECTS—(Concl.)

1	2	3	4	5	6
			Rs.	Rs.	
54.	Blue Print Operators.	152	175-300	325-500	
55.	Lab. Boys.	15	165-250	290-425	
56.	Dafedar.	1	165-250	Common Category.	
57.	Attender.	3037	165-250	Common Category.	
58.	Lascars.	18	165-250	290-425	

**PUBLIC WORKS DEPARTMENT
ROADS AND BUILDINGS**

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chief Engineer.	2	1675-2125	2000-2500	
2.	Deputy Chief Engineer (Superintending Engineer Grade).	1	1300-1800	1700-2250	
3.	Superintending Engineers.	19	1300-1800	1700-2250	
4.	State Architect (Superintending Engineer rank).	1	1300-1800	1700-2250	
5.	Executive Engineers. (Special Grade.)	4	1100-1650	1500-2100	
6.	Joint Director in the cadre of Executive Engineer, (ordinary grade).	1	900-1450	1300-1900	
7.	Executive Engineer. (Ordinary grade.)	99	900-1450	1300-1900	
8.	Deputy Chief Engineer. (Executive Engineer Grade).	4	900-1450	1300-1900	
9.	Deputy State Architect. (Executive Engineers rank).	1	900-1450	1300-1900	
10.	Assistant Engineer.	331	700-1200	1050-1600	
11.	Non-Technical Personal Assistant to Chief Engineer.	2	700-1200	1050-1600	
12.	Assistant State Architect.	2	700-1200	1050-1600	

PUBLIC WORKS DEPARTMENT
ROADS AND BUILDINGS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
13.	Assistant Director. (Assistant Engineer's rank).	1	700-1200	1050-1600	
14.	Senior Architectural Assistants.	21	530-1050	800-1450	
15.	Non-Technical Personal Assistant to Superintending Engineer.	1	530-1050	800-1450	
16.	Junior Engineers.	810	480-900	750-1300	
17.	Head Draughtsman. (Special Grade Draughts- man).	1	480-900	750-1300	
18.	Supervisors.	673	430-800	700-1200	
19.	Superintendents (Head of Department).	28	430-800	Common Category	
20.	Special Category Stenographer.	2	430-800	Common Category.	
21.	Divisional Accountants and Managers.	44	Central scale.	..	
22.	Architectural Modeller and Photographer.	1	410-750	650-1100	The obser- vations against this category in the Chapter relating to this depart- ment may be referred to
23.	Draughtsman Grade-I.	23	410-750	650-1100	
24.	Superintendents. (Circle Offices.)	29	410-750	Common Category.	
25.	Head Clerks.	69	340-640	Common Category.	

PUBLIC WORKS DEPARTMENT
ROADS AND BUILDINGS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
26.	Draughtsman Grade-II.	99	340-640	575-950	
27.	U. D. Clerks.	685	310-560	Common Category	
28.	U. D. Stenos.	23	310-560	Common Category	
29.	Canteen Inspector.	1	310-560	530-850	
30.	Store Keeper Grade-II.	6	310-560	Common Category	
31.	Draughtsman Grade-III	256	290-520	500-800	
32.	Sub-Overssers/Overseers.	111	290-520	500-800	
33.	Tracers.	148	260-450	450-700	
34.	Electrician-cum-Mechanic.	2	260-450	450-700	
35.	L. D. Clerks.	700	250-430	Common Category.	
36.	Steno-Typist.	13	250-430	Common Category.	
37.	Typists.	205	250-430	Common Category.	
38.	Shroff.	2	240-420	Common Category.	
39.	Electricians.	2	240-420	410-625	
40.	Wireman Skilled Grade.I.	1	240-420	410-625	
41.	Soil Assistants.	4	240-420	530-850	
42.	Mason.	1	240-420	410-625	
43.	Drivers.	24	240-420	Common Category.	
44.	Carpenter.	1	240-420	410-625	
45.	Plumber.	1	240-420	410-625	
46.	Record Assistants.	207	180-350	Common Category.	

PUBLIC WORKS DEPARTMENT
ROADS AND BUILDINGS—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
47.	Roneo Operator.	2	180-350	Common Category.	
48.	Daftari.	2	180-350	350-550	
49.	S. R. R. Driver.	32	180-350	350-550	
50.	Blue Print Operator.	41	175-300	325-500	
51.	Jamedar.	1	175-300	Common Category.	
52.	Farrash.	2	165-250	Common Category.	
53.	Lascar.	1	165-250	290-425	
54.	Water Carrier.	1	165-250	290-425	
55.	Dafedar.	1	165-250	Common Category.	
56.	Attenders.	1785	165-250	Common Category.	
57.	Sweepers.	2	165-250	Common Category.	
58.	Plumbers Mate	1	165-250	290-425	
59.	Boy Carpenter.	1	165-250	290-425	

PANCHAYAT RAJ ENGINEERING DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chief Engineer.	1	1675-2125	2000-2500	
2.	Superintending Engineer including Deputy Chief Engineer (General.)	8	1300-1800	1700-2250	
3.	Executive Engineer including Deputy Chief Engineer (Progs.) and Personal Assistant to Superintending Engineer. (P.R.).	50	900-1450	1300-1900	
4.	Assistant Engineer.	196	700-1200	1050-1600	
5.	N. T. P. A. to Chief Engineer (P.R.).	1	700-1200	1050-1600	
6.	Senior Geologist.	1	600-1100/ 700-1200* (*as furnished by department).	900-1500	Please refer to the observation in the Chapter relating to this department.
7.	Junior Geologist.	32	530-1050	800-1450	
8.	Geophysicist.	1	530-1050	800-1450	
9.	Junior Engineers.	248	480-900	750-1300	
10.	Draughtsman Special Grade.	1	480-900	750-1300	
11.	Superintendents. (Head of Department).	10	430-800	Common Category.	
12.	Supervisors.	1310	430-800	700-1200	
13.	Superintendents. (Subordinate Office.)	8	410-750	Common Category.	

PANCHAYAT RAJ ENGINEERING DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
14.	Divisional Accountants and Managers.	41	410-750	700-1200	
15.	Draughtsman 1st Grade.	7	410-750	650-1100	
16.	Store Keeper.	1	410-750	Common Category.	
17.	Foreman.	1	360-700	600-1050	
18.	Draughtsman 2nd Grade.	50	340-640	575-950	
19.	Head Clerks.	38	340-640	Common Category.	
20.	Mechanics.	4	320-580	550-900	
21.	Painter.	1	320-580	550-900	
22.	Electrician.	1	320-580	550-900	
23.	Mechanists.	2	320-580	550-900	
24.	Blacksmith.	1	320-580	550-900	
25.	Carpenter.	1	320-580	550-900	
26.	Welder.	1	320-580	550-900	
27.	Upholster.	1	320-580	550-900	
28.	U. D. Clerks.	201	310-560	Common Category.	
29.	Draughtsman 3rd Grade.	189	290-520	500-800	
30.	Assistant Foreman.	1	290-520	500-800	
31.	Tracers.	39	260-450	450-700	
32.	L. D. Clerks.	201	250-430	Common Category.	
33.	Steno Typist.	6	250-430	Common Category.	
34.	Typists.	105	250-430	Common Category.	

PANCHAYAT RAJ ENGINEERING DEPARTMENT—(Concid.)

1	2	3	4	5	6
			Rs.	Rs.	
35.	Clerk-cum-Draughtsman.	40	240-420	425-650	
36.	Jeep Drivers.	46	240-420	Common Category.	
37.	Time Keeper.	1	240-420	410-625	
38.	Roneo Operator.	4	180-350	Common Category.	
39.	Record Assistant.	79	180-350	Common Category.	
40.	Surveyors.	3	180-350	350-550	
41.	Blue Print Operators.	34	175-300	325-500	
42.	Attenders.	755	165-250	Common Category.	
43.	Lascars.	60	165-250	290-425	
44.	Nargenties.	3	165-250	290-425	
45.	Helpers.	8	165-250	290-425	

PUBLIC HEALTH ENGINEERING DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chief Engineer.	1	1675-2125	2000-2500	
2.	Superintending Engineers.	8	1300-1800	1700-2250	
3.	Executive Engineer/ Municipal Engineers Gr.I/ Deputy Chief Engineer.	51	900-1450	1300-1900	
4.	Non-Technical P.A. to Chief Engineer, Public Health.	1	700-1200	1050-1600	
5.	Assistant Engineers/ Municipal Engineers, Gr. II/P. A. to Superin- tending Engineer.	118	700-1200	1050-1600	
6.	Superintendent and Chemist, Drainage Dis- posal Works.	1	600-1100	1050-1600	
7.	Labour Welfare Officer.	1	600-1100	900-1500	
8.	Junior Engineers/ Municipal Engineers Gr. III.	242	480-900	750-1300	
9.	Draftsman Special Grade.	2	480-900	750-1300	
10.	Supervisors, Municipal Engineers Gr. III.	273	430-800	700-1200	
11.	Superintendents.	7	430-800	Common Category.	
12.	Special Category Stenographer.	1	430-800	Common Category.	

PUBLIC HEALTH ENGINEERING DEPARTMENT—(Contd.)

1	2	3	4	5	6	
			Rs.	Rs.		
13.	Draftsman Gr. I	6	} 410-750	650-1100		
14.	Office Manager.	8				
15.	Office Assistant.	3				
16.	Assistant Chemist, Drainage Disposal Works (M.C.H.).	1	360-700	700-1200		
17.	Foreman.	1	360-700	700-1200		
18.	Draftsman Gr. II.	19	340-640	575-950		
19.	Meter Inspectors.	9	340-640	575-950		
20.	Divisional Head Clerks.	17	340-640	Common Category.		
21.	Assistant Analyst.	2	320-580	550-900		
22.	U. D. Clerks.	164	310-560	Common Category.		
23.	U. D. Steno.	1	} 310-560	Common Category.		
24.	Store Keepers Gr. II.	3				
25.	Draftsman Gr. III.	86	290-520	500-800		
26.	Sub-Overseers.	14	290-520	500-800		
27.	Assistant Stock Verifier.		290-520	530-850		
28.	Well Drillers.	6	290-520	500-800		
29.	Mechanics.	3	} 275-475	475-760		
30.	Boring Mechanics.	3				
31.	Tracers.	43	} 260-450	450-700		
32.	Meter Readers.	73				

PUBLIC HEALTH ENGINEERING DEPARTMENT—(Contd.)

1	2	3	4	5	6	
			Rs.	Rs.		
33.	Heavy Vehicles Drivers.	7	260-450	Common Category.		
34.	Store Keepers. Gr. III.	5	} 250-430	Common Category.		
35.	L. D. Clerks.	276				
36.	Typists/Steno-Typists.	79				
37.	Well Drivers.	6	240-420	410-625		
38.	Skilled Labourers.	12	240-420	410-625		
39.	Shroffs	5	240-420	Common Category.		
40.	Light Vehicle Drivers.	67	240-420	Common Category.		
41.	Maistries.	2	240-420	410-625		
42.	Unskilled Labourers.	12	180-350	290-425	Existing incumbents will have the revised scale of Rs. 350-550 as personal to them.	
43.	Record Assistant.	23	180-350	Common Category.		
44.	Roneo Operator	1	180-350	Common Category.		
45.	Blue Print Operator.	12	175-300	325-500		
46.	Dafedars.	3	165-250	Common Category.		
47.	Laskars.	74	165-250	290-425		
48.	Attenders.	482	165-250	Common Category.		

RAJ BHAVAN

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Secretary to Governor.	1	I.A.S. cadre.		
2.	Aide-De-Camp to Governor.	2	1200-1550 +Special pay (Personal scale).	..	Not a standard State scale.
3.	Private Secretary to Governor.	1	1100-1650	1500-2100	
4.	Assistant Secretary to Governor.	1	850-1425	1250-1800	
5.	Medical Officer.	1	600-1100	900-1500	
6.	Section Officer.	1	530-1050	800-1450	
7.	Superintendent (Redesignated as Asst. Comptroller, Governor's house-hold)	1	530-1050	800-1450	
8.	Public Relations Officer.	1	530-1050	800-1450	
9.	Supervisor. (Electrical)	1	500-980 (A.P.S.E.B. scale).	..	Not a standard State Government scale.
10.	P. A. to Governor.	1	480-900	800-1450	
11.	Supervisor. (P.W.D.)	1	430-800	700-1200	
12.	Accountant (Governor's Household).	1	410-750	650-1100	
13.	Accountant (Secretariat)	1	360-700	650-1100	
14.	Cashier.	1	360-700	650-1100	
15.	Assistant.	3	340-640	575-950	
16.	U. D. Steno.	2	340-640	575-950	

RAJ BHAVAN—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
17.	U. D. Clerks.	3	310-560	575-950	
18.	Steward.	1	310-560	530-850	
19.	House Keeper.	1	310-560	530-850	
20.	Line Inspector.	1	275-475	475-760	
21.	Compounder.	1	260-450	450-700	
22.	Garage Supervisor.	1	260-450	450-700	
23.	Typists.	2	250-430	Common Category.	
24.	L. D. Clerks.	4	250-430	Common Category.	
25.	Telephone Operators.	3	250-430	Common Category.	
26.	Furniture Clerks.	1	250-430	425-650	
27.	Mid-wife.	1	240-420	425-650	As for Aux- iliary Nurse Mid-wife in Medical Department.
28.	Carpenter.	1	240-420	410-625	
29.	Drivers.	5	240-420	Common Category.	
30.	Mason Maistry	1	240-420	410-625	
31.	Wireman.	1	240-420	410-625	
32.	Roneo Operator.	1	180-350	Common Category.	
33.	Record Assistant.	1	180-350	Common Category.	
34.	Jamedar.	1	180-350	350-550	
35.	Bearer.	1	180-350	350-550	
36.	Butler.	1	180-350	350-550	

RAJ BHAVAN—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
37.	Mason.	1	180-350	350-550	
38.	Plumber.	1	180-350	350-550	
39.	Assistant Wireman.	1	180-350	350-550	
40.	Dafedar to Governor.	1	180-350	350-550	
41.	Jamedar.	1	175-300	Common Category.	
42.	Despatcher.	1	175-300	325-500	
43.	Painter & Polisher.	1	175-300	325-500	
44.	Tailor.	1	175-300	325-500	
45.	Motor Cyclist.	1	175-300	325-500	
46.	Head Mali.	1	175-300	325-500	
47.	Store Keeper.	1	170-275	310-475	
48.	Dafedar to Secretary to Governor.	1	165-250	Common Category.	
49.	Attendrs.	14	165-250	Common Category.	
50.	Dafedar.	1	165-250	Common Category.	
51.	Male Nursing Orderly.	1	165-250	290-425	
52.	Sweeper.	3	165-250	Common Category.	
53.	Cleaners.	3	165-250	290-425	}
54.	Messengers.	6			
55.	Khalasis.	3			
56.	Masalchies.	1			
57.	Malies.	12			
58.	Man Mazdoors.	2			
59.	Helper.	1			

RAJ BHAVAN—(Contd.)

1	2	3	4	5	6
CONTRACT ESTABLISHMENT					
			Rs.	Rs.	
60.	Laundry Superintendent.	1	240-420	410-625	}
61.	Head Butler.	1			
62.	Head Cook.	1			
63.	Tailor.	1			
64.	Butlers.	3	180-350	350-550	}
65.	Bearer.	4			
66.	Cooks.	2			
67.	Barber.	1	170-275	310-475	
68.	Masalchi.	6	165-250	290-425	}
69.	Khalasi.	7			
70.	Water-carrier.	2			
71.	Dhoby	7			
72.	Sweeper.	10			
73.	Ayah.	1			

REGISTRAR OF PUBLICATIONS

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Registrar of Publications.	1	(Director of Public Libraries is the Ex-officio Registrar of Publications).		
2.	Assistant Registrar of Publications.	1	430-800	700-1200	
3.	Reader Gr. I.	1	410-750	650-1100	
4.	Reader Gr. II.	3	310-560	530-850	
5.	L. D. Clerks and Typists.	3	250-430	Common Category.	
6.	Record Assistant.	1	180-350	Common Category.	
7.	Attender (Peon)	2	165-250	Common Category.	

REGISTRATION AND STAMPS.

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Inspector General of Registration and Stamps.	1	1300-1800	1700-2250	
2.	Deputy Inspector General of Regn. and Stamps.	5	900-1450	1300-1900	
3.	Assistant Inspector General of Regn. & Stamps.	3	700-1200	1050-1600	
4.	District Registrars.	21	700-1200	1050-1600	
5.	Assistant to District Registrar.	10	480-900	800-1450	
6.	1st Grade Sub-Registrar.	67	430-800	700-1200	
7.	2nd Grade Sub-Registrar.	219	360-700	650-1100	
8.	U. D. Clerks.	112	310-560	Common Category.	
9.	U. D. Steno.	1	310-560	Common Category.	
10.	L. D. Clerks.	722	250-430	Common Category.	
11.	Typists.	31	250-430	Common Category.	
12.	Shroffs.	52	240-420	Common Category.	
13.	Copyist.	1	240-420	410-625	
14.	Driver	1	240-420	Common Category.	
15.	Temporary Section Writers.	205 259	180-350 (for those on continuity basis).	350-550	This scale would apply to those on continuity basis in the regular pay scale.

REGISTRATION AND STAMPS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
16.	Record Assistants.	3	180-350	Common Category.	
17.	Roneo Operator.	1	180-350	Common Category.	
18.	Daftari.	1	165-250	290-425	
19.	Dafedar.	1	165-250	Common Category.	
20.	Chowkidars.	6	165-250	Common Category.	
21.	Attenders.	652	165-250	Common Category.	

REVENUE DEPARTMENT (LAND REVENUE AND DISTRICT
ADMINISTRATION)

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Commissioner	1	Cadre Post.		
2.	Secretary.	1	Cadre Post		
3.	Joint Secretary.	1	Cadre Post.		
4.	Additional Secretary.	1	Cadre Post.		
5.	Collectors.	22	Cadre Post.		
6.	District Revenue Officers.	22	Cadre Post.		
7.	Sub-Collector.	10	Cadre Post.		
8.	P.As to Collectors.	22	900-1450	1300-1900	
9.	Assistant Secretaries.	7	900-1450	1300-1900	
10.	Special Grade Deputy Collectors.	6	900-1450	1300-1900	
11.	Revenue Divisional Officers/Deputy Collectors.	55	750-1300	1150-1700	
12.	Tahsildars.	176	530-1050	800-1450	
13.	Special Tahsildar (Lankas).	1	530-1050	800-1450	
14.	Huzur Sheristadar.	22	530-1050	800-1450	
15.	Assistant Public Prosecutor Grade-I.	12	600-1100	900-1500	
16.	Revenue Assistants.	9	530-1050	800-1450	
17.	Deputy Tahsildars.	264	430-800	700-1200	
18.	Special Deputy Tahsildar	1	430-800	700-1200	
19.	Huzur Head Clerks.	34	430-800	700-1200	

**REVENUE DEPARTMENT (LAND REVENUE AND DISTRICT
ADMINISTRATION)—(Contd.)**

1	2	3	4	5	6
			Rs.	Rs.	
20.	Superintendents. (Heads of Departments)	51	430-800	Common Category.	
21.	Assistant Public Prosecutors Grade. II.	32	430-800	750-1300	The departmental Schedule for Public Prosecutors may be referred to.
22.	Special Category Stenos.	2	430-800	Common Category.	
23.	1st Grade Stenos.	3	430-800 (Personal)	700-1200 (Personal)	Personal for the existing incumbents in the scale of Rs. 430-800.
24.	Head Clerks.	272	340-640	Common Category.	
25.	Huzur Second Clerks.	22	310-560	530-850	
26.	U. D. Revenue Inspectors.	542	310-560	530-850	
27.	U. D. Clerks.	948	310-560	Common Category.	
28.	U. D. Typist.	1	310-560	530-850	
29.	U. D. Stenos.	15	310-560	Common Category.	
30.	Peshkars.	50	310-560	530-850	
31.	Assistant Mica Inspector.	1	310-560	530-850	
32.	Surveyors.	4	260-450	450-700	
33.	L. D. Clerks.	3128	250-430	Common Category.	
34.	Typists.	481	250-430	Common Category.	

REVENUE DEPARTMENT (LAND REVENUE AND DISTRICT
ADMINISTRATION)—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
35.	Telephone Operators.	2	250-430	Common Category.	
36.	L. D. Revenue Inspectors.	342	250-430	425-650	
37.	L. D. Accountants.	2	250-430	425-650	
38.	L. D. Stenos.	7	250-430	Common Category.	
39.	Paid Patwaries.	46	240-420	410-625	
40.	Drivers	178	240-420	Common Category.	
41.	Shroffs.	4	240-420	Common Category.	
42.	Daroga.	1	240-420	410-625	
43.	Record Assistants.	109	180-350	Common Category.	
44.	Roneo Operator.	2	180-350	Common Category.	
45.	Butler.	1	180-350	350-550	
46.	Cook-cum-Butler.	1	180-350	350-550	
47.	Process Amin.	1	175-300	325-500	
48.	Jamedars.	44	175-300	Common Category.	
49.	Sweepers.	2	165-250	Common Category.	
50.	Malies.	4	165-250	Common Category.	
51.	Malans.	10	165-250	Common Category.	
52.	Dafedars.	272	165-250	Common Category.	
53.	Cooks.	2	165-250	290-425	
54.	Gardeners.	3	165-250	290-425	

REVENUE DEPARTMENT (LAND REVENUE AND DISTRICT
ADMINISTRATION)—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
55.	Attenders.	2596	165-250	Common Category.	
56.	Farrashes.	6	165-250	Common Category.	
57.	Chowkidars.	49	165-250	Common Category.	
58.	Scavengers.	7	165-250	Common Category.	
59.	Watchmen.	6	165-250	Common Category.	
60.	Chainman.	4	165-250	290-425	

REVENUE DEPARTMENT (LAND REFORMS &
URBAN LAND CEILINGS)

Sl. No.	Category.	No. of posts.	Existing scale	Revised scale.	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
1.	District Judge	11	1400-2125	1800-2500	
2.	Special Officer	5	Cadre post.		
3.	Special Officer and Competent authority.	1	Cadre post.		
4.	Assistant Secretary (S. G. Deputy Collector).	1	900-1450	1300-1900	
5.	Additional Special Officer-I.	1	900-1450	1300-1900	
6.	Deputy Collectors. (Special Grade).	6	900-1450	1300-1900	
7.	Assistant Secretary (Deputy Collector)	1	} 750-1300	} 1150-1700	
8.	Additional Special Officer-II.	1			
9.	Deputy Collectors.	47			
10.	P. A. to Special Officer.	3			
11.	Assistant Director of Survey.	1	700-1200	1050-1600	
12.	Tahsildars.	20	530-1050	800-1450	
13.	P. R. O.-cum-Authorised Officer (Tahsildar).	1	530-1050	800-1450	
14.	Special Category Stenographers.	5	430-800	Common Category.	
15.	Deputy Tahsildars.	214	} 430-800	} 700-1200	
16.	Inspector of Survey.	5			
17.	Sheristadar.	6			

REVENUE DEPARTMENT (LAND REFORMS &
URBAN LAND CEILINGS)—(contd.)

1	2	3	4	5	6
			Rs.	Rs.	
18.	Superintendents.	13	430-800	Common Category.	
19.	Translators.	6	320-580	550-900	
20.	U. D. Clerks.	85	310-560	Common Category.	
21.	U. D. Stenos.	1	310-560	Common Category.	
22.	U. D. Revenue Inspector.	4	310-560	530-850	
23.	Deputy Inspector of Survey.	4			
24.	Senior Draftsman.	3			
25.	Surveyors.	48	275-475	475-760	
26.	L. D. Clerks.	83	250-430	Common Category.	
27.	L. D. Stenos.	128	250-430	Common Category.	
28.	Typists.	}			
29.	Junior Draftsman.	11	250-430	425-650	
30.	Examiners.	6			
31.	Drivers.	10	240-420	Common Category.	
32.	Copyists.	12	180-350	350-550	
33.	Record Assistants.	6	180-350	Common Category.	
34.	Chainmen.	100	170-275	310-475	
35.	Attenders.	167	165-250	Common Category.	
36.	Watchmen	8	165-250	Common Category.	
37.	Sweepers.	5			

REVENUE DEPARTMENT (CIVIL SUPPLIES)

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Commissioner.	1	Cadre Post.		
2.	Director	1	Cadre Post.		
3.	Deputy Director. (Deputy Collector Cadre)	4	750-1300	1150-1700	
4.	Superintendents. (Deputy Tahsildars).	93	430-800	700-1200	
5.	Deputy Tahsildars.	3	430-800	700-1200	
6.	U. D. Clerks.	25	310-560	Common Category.	
7.	U. D. Stenos.	4	310-560	Common Category.	
8.	L. D. Clerks.	36	250-430	Common Category.	
9.	Typists.	9	250-430	Common Category.	
10.	Drivers	4	240-420	Common Category.	
11.	Record Assistant.	1	180-350	Common Category.	
12.	Roneo Operator.	1	180-350	Common Category.	
13.	Dafedar.	1	165-250	Common Category.	
14.	Attenders.	13	165-250	Common Category.	
15.	Chowkidars.	4	165-250	Common Category.	
16.	Mali & Malans.	5	165-250	Common Category.	
17.	Sweepers.	8	165-250	Common Category.	

REVENUE DEPARTMENT (CIVIL SUPPLIES)—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
FAIR PRICE SHOPS SCHEME:					
18.	Chief Rationing Officer.	1	A.P. Administrative Service Cadre.		
19.	District Supply Officer (Deputy Collector Cadre).	1	750-1300	1150-1700	
20.	Assistant Supply Officers (Tahsildars Cadre)	11	530-1050	800-1450	
21.	Statistical Assistant.	1	430-800	700-1200	
22.	Office Superintendent.	12	430-800	Common Category.	
23.	Deputy Tahsildar (Flying Squad)	2	430-800	700-1200	
24.	Checking Inspectors. (U.D. Cadre)	69	310-560	530-850	
25.	U. D. Clerks.	28	310-560	Common Category.	
26.	U. D. Stenos.	1	310-560	Common Category.	
27.	Enquiry Inspectors (L. D. Cadre).	52	250-430	425-650	
28.	L. D. Checking Inspectors	19	250-430	425-650	
29.	L. D. Clerks.	16	250-430	Common Category.	
30.	Typists.	14	250-430	Common Category.	
31.	Drivers.	2	240-420	Common Category.	
32.	Roneo Operators.	4	180-350	Common Category.	
33.	Attenders.	40	165-250	Common Category.	
34.	Watchman.	12	165-250	Common Category.	
35.	Sweepers.	12	165-250	Common Category.	

REVENUE DEPARTMENT (CIVIL SUPPLIES)—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
ENFORCEMENT STAFF:					
36.	Deputy Collectors.	15	750-1300	1150-1700	
37.	Tahsildars.	6	530-1050	800-1450	
38.	Deputy Tahsildars.	20	430-800	700-1200	
39.	U. D. Revenue Inspectors	135	310-560	530-850	
40.	U. D. Clerks	46	310-560	Common Category.	
41.	L. D. Clerks.	61	250-430	Common Category.	
42.	Typists.	21	250-430	Common Category.	
43.	Jeep Drivers	25	240-420	Common Category.	
44.	Attenders.	62	165-250	Common Category.	
MILL LEVY:					
45.	Grain Purchasing Officers.	5	750-1300	1150-1700	
46.	Assistant Grain Purchasing Officers.	15	530-1050	800-1450	
47.	Grain Purchasing Assistant.	33	430-800	700-1200	
48.	Head Clerk (Deputy Tahsildar).	1	430-800	700-1200	
49.	U. D. Revenue Inspector.	71	310-560	530-850	
50.	U. D. Clerks.	14	310-560	Common Category.	
51.	L. D. Clerks	21	250-430	Common Category.	
52.	Typists.	3	250-430	Common Category.	

REVENUE DEPARTMENT (CIVIL SUPPLIES)—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
53.	Jeep Drivers.	7	240-420	Common Category.	
54.	Attenders.	65	165-250	Common Category.	
PRODUCER'S LEVY:					
55.	Jeep Drivers.	24	240-420	Common Category.	
FAIR PRICE SHOPS SCHEME (VIJAYAWADA):					
56.	Assistant Supply Officer.	1	530-1050	800-1450	
57.	Checking Inspector.	10	310-560	530-850	
58.	Enquiry Inspector.	12	250-430	425-650	
VIGILANCE CELL:					
59.	Director of Vigilance Cell.	1	I.P.S. Cadre		
60.	Additional Superintendent of Police/Commandant.	3	1000-1550	1400-2000	
61.	Deputy Superintendent of Police.	9	750-1300	1150-1700	
62.	Police Prosecuting Officer.	1	600-1100	900-1500	
63.	Inspector of Police.	30	530-1050	800-1450	
64.	Manager.	1	410-750	650-1100	
65.	Sub-Inspector.	31	320-580	575-950	
					As in Police Department for S.I. of Police.

REVENUE (CIVIL SUPPLIES) DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
66.	Accountant.	1	310-560	530-850	
67.	U. D. Clerks.	4	310-560	Common Category.	
68.	Head Constables.	34	250-430	425-650	
69.	L. D. Clerks.	8	250-430	Common Category.	
70.	Steno.	1	250-430	Common Category.	
71.	Typists	17	250-430	Common Category.	
72.	Police Constables-cum- Driver/Orderly.	121	180-350	350-550	
73.	Armed Police Constables.	29	180-250	350-550	
74.	Attenders.	1	165-250	Common Category.	

REVENUE (COMMERCIAL TAXES) DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Commissioner.	1	Cadre Post.		
2.	Secretary.	1	Cadre Post.		
3.	Deputy Commissioners.	11	1100-1650	1500-2100	
4.	Assistant Commissioners.	26	900-1450	1300-1900	
5.	Economist (Addition to Commercial Tax Officer category).	1	750-1300	1150-1700	
6.	Commercial Tax Officer.	93	750-1300	1150-1700	
7.	Deputy Commercial Tax Officer.	175	530-1050	800-1450	
8.	Assistant Commercial Tax Officer.	655	430-800	700-1200	
9.	Superintendents.	10	430-800	Common Category.	
10.	Statistical Assistant.	1	360-700	700-1200	
11.	U. D. Clerks.	502	310-560	Common Category.	
12.	U. D. Commercial Tax Inspectors.	239	310-560	530-850	
13.	U. D. Steno.	13	310-560	Common Category.	
14.	L. D. Clerks.	991	250-430	Common Category.	
15.	L. D. Commercial Tax Inspectors.	556	250-430	425-650	
16.	L. D. Steno.	237	250-430	Common Category.	
17.	Typists.	162	250-430	Common Category.	

REVENUE (COMMERCIAL TAXES) DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
18.	Jeep Driver.	104	240-420	Common Category.	
19.	Bill Collectors.	21	240-420	410-625	
20.	Record Assistant.	209	180-350	Common Category.	
21.	Jamedars.	2	175-300	Common Category.	
22.	Attender.	1647	165-250	Common Category.	
23.	Scavenger.	1	165-250	Common Category.	
24.	Farrash.	1			
25.	Watchman.	2			
26.	Mali.	2			

**REVENUE (COMMERCIAL TAXES) DEPARTMENT
SALES TAX APPELLATE TRIBUNAL**

Sl.No.	Category.	No. of posts.	Existing scale.	Revised scale.	Remarks.
1	2	3	4	5	6
			Rs.	Rs	
1.	Chairman.	1	1400-2125	1800-2500	
2.	Member (Accounts)	1	1300-1800	1700-2250	
	Member (Department)*	1	1100-1650	1500-2100	For Deputy Commissioner of Commercial Taxes.
3.	Secretary.	1	**700-1200	1050-1600	Commercial Tax Officers appointed as Secretary will be in the revised scale of Rs. 1150-1700.
4.	Superintendent.	1	430-800	} Common Category.	
5.	U. D. Clerks.	3	310-560		
6.	U. D. Steno.	3	310-560		
7.	L. D. Clerks	3	250-430		
8.	Typists.	3	250-430		
9.	Record Assistant.	1	180-350		
10.	Dafedar.	1	165-250		
11.	Attendars.	6	165-250		
12.	Process Server.	1	165-250	290-425	

*Appointment of Deputy Commissioner of Commercial Taxes on tenure basis.

**Commercial Tax Officers appointed as Secretary will be in the scale of Rs. 750-1300.

ANDHRA PRADESH RAJYA SAINIK BOARD

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>	
1	2	3	4	5	6	
			Rs.	Rs.		
1.	Director.	1	1300-1800	1700-2250		
2.	Assistant Director/ Gr. I Secretaries.	1 9	600-1100	900-1500		
3.	Assistant Accounts Officer.	1	530-1050	800-1450		
4.	Gr. II Secretaries.	2	480-900	750-1300		
5.	Superintendents.	2	430-800	Common Category.		
6.	U. D. Accountant.	1	310-560	Common Category.		
7.	U. D. Clerks.	7	310-560	Common Category.		
8.	L. D. Clerks	17	} 250-430	Common Category.		
9.	Typists.	2				
10.	L. D. Steno.	1				
11.	Attenders.	14	165-250	Common Category.		

SECRETARIAT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chief Secretary to Government.	1	Cadre post.		
2.	Second Secretary to Government.	1	Cadre post		
3.	Secretaries to Government	20	Cadre post.		
4.	Secretary to Chief Minister.	1	Cadre post		
5.	Joint Secretary to Government.	12	Cadre post		
6.	Secretary to Government (Law Dept.)	1	2500	2500-2750	
7.	Joint Secretaries to Government (Non-cadre)	3	1400-1925	2000-2500	
8.	Deputy Secretary to Government.	22	Cadre post.		
9.	Director, Finance & Planning (Plg. Wing).	1	1300-1800	1800-2350	
10.	Dy. Secretary to Government (Non-Cadre).	17	1200-1800	1600-2200	
11.	A. P. Administrative Service Officers.	31	1200-1800	1600-2200	
12.	Draughtsman to Government.	1	1200-1800	1700-2250	
13.	Assistant Secretary to Government/Assistant Draughtsman (Law Dept.)	93	850-1425	1250-1800	
14.	Inspecting Assistant Commissioners (in the rank of Assistant Secretary).	2	850-1425	1250-1800	

SECRETARIAT—(Contd.)

1	2	3	4	5
			Rs.	Rs.
15.	Officer on Special Duty for Cultural Affairs (Education).	1	850-1425	1500-2100
16.	Scrutiny Officer (Law Dept.)		750-1300	1150-1700
17.	Special Officer (Accounts) G.A. Elections/Accounts Officers.	6	700-1200	1050-1600
18.	Section Officers (Strictly Confidential)	12	600-1100	900-1500
19.	Section Officers.	407	530-1050	800-1450
20.	P. A. to Chief Secretary.	2	530-1050	800-1450
21.	P. A. to Chairman Service Rules Commission in the cadre of Section Officer.	1	530-1050	800-1450
22.	Officer-in-charge, Non-I.S.F. Records Office, Hyderabad.	1	530-1050	800-1450
23.	Supervisor, G.A. Elections.	1	530-1050	800-1450
24.	Prosecuting Officer in the cadre of Section Officer.	1	530-1050	800-1450
25.	P. A. to Secretary to Government.	15	480-900	800-1450
26.	Translators (Law)		480-900	750-1300
27.	S. C. Assistant.	21	430-800	700-1200
28.	Special Category Stenos.	18	430-800	Common Category.

SECRETARIAT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
29.	Caretaker.	1	430-800	700-1200	
30.	Assistant Librarian (G.A.D.)	1	410-750	650-1100	
31.	P. C. to Chief Secretary.	1	340-640	575-950	
32.	Assistants	814	340-640	575-950	
33.	U. D. Stenos.	53	340-640	575-950	
34.	Zonal Inspector (N.T.) in the cadre of Assistant.	4	340-640	575-950	
35.	Librarian (Law)		340-640	575-950	
36.	Zonal Inspector (Technical).	1	290-520	500-800	
37.	Telex Operator.	1	290-520	500-800	
38.	Building Supervisor.	1	275-475	475-760	
39.	Junior Assistants.	420	250-430	425-650	Those who are in the pay scale of Rs. 260-450 as personal will have the revised scale of Rs. 450- 700 as personal to them.
40.	Typists/Steno-Typists.	406	250-430	425-650	Those who are in the pay scale of Rs. 260-450 as personal will have the revised scale of Rs. 450-700 as personal to them.

SECRETARIAT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
41.	Telephone Operators.	5	250-430	Common Category.	
42.	Assistant Librarian (Law).	1	250-430	425-650	
43.	Drivers.	45	240-420	Common Category.	
44.	Lift Operator.	3	240-420	Common Category.	
45.	Motor Cycle Messenger	3	240-420	410-625	
46.	Sr. Carpenter.	1	240-420	410-625	
47.	Shroff.	5	240-420	Common Category.	
48.	Record Assistants.	126	180-350	Common Category.	
49.	Roneo Duplicating Operator.	19	180-350	Common Category.	
50.	Head Chowkidar.	2	180-350	350-550	
51.	Jamedars.	7	180-350	350-550	As under Common Categories, Jamedars in Ministers' peshis will continue to draw the special pay.
52.	Jamedars.	45	175-300	350-550	
53.	Attendant.	1	170-275	290-425	Existing incumbent in Rs. 170-275 will have the revised scale of Rs. 310-475 as personal to him.

SECRETARIAT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
54.	Attenders	769	165-250	Common Category.	
55.	Motor Car Cleaner.	1	165-250	Common Category.	
56.	Waterman.	8	165-250	290-425	
57.	Farrash	17	165-250	Common Category.	
58.	Dafedar	26	165-250	Common Category.	
59.	Cycle Orderlies.	26	165-250	Common Category.	
60.	Jr. Carpenter.	1	165-250	290-425	
61.	Lascar.	1	165-250	290-425	
62.	Chowkidars.	46	165-250	Common Category.	
63.	Sweeper.	75	165-250	Common Category.	
64.	Scavengers.	16	165-250	Common Category.	

BACKWARD CLASSES WELFARE DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	A.P. Administrative service Cadre. 1200-1800	1600-2200	
2.	Assistant Director.	1	600-1100	900-1500	
3.	Superintendents. (Head of the Department).	3	430-800	Common Category.	
4.	Wardens/Matrons Grade-I.	24	320-580	575-950	
5.	U. D. Clerks.	6	310-560	Common Category.	
6.	L. D. Clerks.	3	250-430	Common Category.	
7.	L. D. Steno.	1	250-430	Common Category.	
8.	Typists.	3	250-430	Common Category.	
9.	Wardens/Matrons Grade-II.	326	250-430	450-700	
10.	Driver.	1	240-420	Common Category.	
11.	Record Assistant.	1	180-350	Common Category.	
12.	Roneo Operator.	1	180-350	Common Category.	
13.	Attenders.	2	165-250	Common Category.	
14.	Dafedar.	1	165-250	Common Category.	
15.	Chowkidar.	1	165-250	Common Category.	

SOCIAL WELFARE (HARIJAN WELFARE) DEPARTMENT

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	Cadre Post.		
2.	Joint Director.	1	1000-1550	1400-2000	
3.	Deputy Director	1	700-1200	1050-1600	
4.	P. A. to Director.	1	700-1200 Deputy Collector on O.D. in 750-1300	1050-1600	For departmental Officers. Deputy Collectors [] appointed against this post will draw their parent department scale of pay.
5.	Deputy Director (Evaluation).	1	700-1200	1050-1600	
6.	District Social Welfare Officers (Previously General Special Social Services Officers).	44	700-1200	1050-1600	
7.	District Social Welfare Officers.		600-1100	900-1500	
8.	Publicity and Cultural Officer.	1	530-1050	800-1450	
9.	Assistant Accounts Officer.	1	530-1050	800-1450	
10.	Assistant Editor.	1	480-900	750-1300	
11.	Superintendents (Directorate).	12	430-800	Common Category.	
12.	Manager (D.M.C.) Eluru.	1	430-800	700-1200	

SOCIAL WELFARE (HARIJAN WELFARE) DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
13.	Deputy Tahsildars.	3	430-800	700-1200	
14.	Superintendent (Sub-offices).	22	410-750	Common Category.	
15.	Superintendents of Government Orphanages & Homes for Aged and Disabled.	3	410-750	Common Category.	
16.	Social Welfare Inspectors.	10	360-700	650-1100	
17.	Publicity Assistants.	2	360-700	600-1050	
18.	Senior Investigators.	2	360-700	600-1050	
19.	Wardens/Matronas Gr.I	220	320-580	575-950	
20.	U. D. Clerks.	98	310-560	Common Category.	
21.	U. D. Stenos.	3	310-560	Common Category.	
22.	Social Welfare Organisers.	22	310-560	530-850	
23.	U. D. Accountants.	22	310-560	Common Category.	
24.	U. D. Revenue Inspectors	175	310-560	530-850	
25.	Neemtanedar	4	310-560	530-850	
26.	Farm Manager.	1	290-520	500-800	
27.	Nurses.	4	290-520	550-900	
28.	Instructors of Carpentry Centres.	2	290-520	500-800	
29.	Managers of Training & Leather Goods Manu- facturing Centres.	5	290-520	530-850	

SOCIAL WELFARE (HARIJAN WELFARE) DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
30.	Assistant Cutters.	2	290-520	500-800	
31.	Junior Investigators.	2	290-520	500-800	
32.	Cinema Operator	1	275-475	Common Category.	
33.	Surveyors.	31	275-475	475-760	
34.	L. D. Clerks.	116	} 250-430	} Common Category.	
35.	Typists.	52			
36.	L. D. Stenos.	1			
37.	Telephone Operator.	1			
38.	Librarian.	1	250-430	450-700	
39.	Social Welfare Revenue Inspectors.	76	} 250-430	} 425-650	
40.	Classers.	3			
41.	L. D. Clerk-cum-store- keeper.	2			
42.	L. D. Accountant.	3			
43.	Handicraft Instructor.	15			
44.	Instructors in Dress Making Basket making, & Tailoring Centres.	18			
45.	Wardens/Matrons Gr.II	896	250-430	450-700	
46.	Drivers.	25	240-420	Common Category.	
47.	Maistries.	2	240-420	410-625	
48.	Roneo Operator	1	180-350	Common Category.	
49.	Record Assistants.	6	180-350	Common Category.	

SOCIAL WELFARE (HARIJAN WELFARE) DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
50.	Assistant Instructor in Basket making Centre.	2	180-350	350-550	
51.	Samaj Sevaks.	30	180-350	350-550	
52.	Attenders.	210	165-250	Common Category.	
53.	Dafedar	1	} 165-250	Common Category.	
54.	Watchman	5			
55.	Farrash.	1			
56.	Chainman.	19	165-250	290-425	
57.	Chowkidars.	12	165-250	Common Category.	
58.	Cooks.	7	165-250	290-425	
59.	Attendants/Kamgars/ Night Watchman/ Peon-cum-Watchman Conductresses/Mazdoors.		165-250	290-425	

STATE ARCHIVES

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing Scale.</i>	<i>Revised Scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1300-1800	1700-2250	
2.	Assistant Director.	4	700-1200	1050-1600	
3.	Research Officer. (State Archives).	1	600-1100	1050-1600	
4.	Assistant Research Officer (History of Freedom Movement).	1	480-900	750-1300	
5.	Archivists.	11	480-900	750-1300	
6.	Superintendent.	3	430-800	Common Category.	
7.	Librarian.	1	410-750	650-1100	
8.	Assistant Archivists.	19	360-700	600-1050	
9.	Research Assistant.	3	360-700	600-1050	
10.	Caretaker.	1	360-700	700-1200	
11.	Photographer.	1	320-580	Common Category.	
12.	U. D. Clerks.	9	310-560	Common Category.	
13.	U. D. Steno.	1	310-560	Common Category.	
14.	U. D. Caligrapher.	1	310-560	530-850	
15.	Foreman.	1	310-560	530-850	
16.	U. D. Typists.	3	290-520	530-850	
17.	U. D. Typists. (Telugu)	2	290-520	530-850	
18.	Assistant Librarian.	1	290-520	500-800	
19.	Assistant Foreman.	1	275-475	475-760	
20.	Chargeman.	1	275-475	475-760	

STATE ARCHIVES—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
21.	Electrician.	1	260-450	450-700	
22.	Receptionists.	2	260-450	450-700	
23.	Dark Room Assistant.	1	260-450	450-700	
24.	L. D. Caligrapher.	1	250-430	425-650	
25.	L. D. Clerks.	35	250-430	Common Category.	
26.	Typists.	8	250-430	Common Category.	
27.	Shroff	1	240-420	Common Category.	
28.	Plumber.	1	180-350	350-550	
29.	Menders.	25	180-350	350-550	
30.	Binders.	2	180-350	350-550	
31.	Record Assistants.	22	180-350	Common Category.	
32.	Jamedar.	1	175-300	Common Category.	
33.	Dafedar.	1	165-250	Common Category.	
34.	Attenders.	19	165-250	Common Category.	
35.	Cycle Orderly.	2	165-250	Common Category.	
36.	Gardner.	1	165-250	290-425	
37.	Chowkidars.	4	165-250	Common Category.	

SUGAR DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	Cadre post.		
2.	Superintending Engineer (R&B).	1	1300-1800	1700-2250	
3.	Deputy Cane Commissioner.	1	900-1450	1300-1900	
4.	Deputy Director (Sugar.)	1	850-1425	1250-1800	
5.	Assistant Director of Agriculture.	7	700-1200	1050-1600	
6.	Deputy Registrar.	1	700-1200	1050-1600	
7.	Administrative Officer.	1	530-1050	800-1450	
8.	Assistant Agricultural Officer.	40	480-900	750-1300	
9.	Section Officer (Statistics) (Senior Investigator of B. E. S.)	1	430-800	700-1200	
10.	Co-operative Sub-Registrar.	1	430-800	700-1200	
11.	Superintendents.	6	430-800	Common Category.	
12.	Statistical Assistant.	1	430-800	700-1200	
13.	Draftsman.	1	410-750	650-1100	
14.	Senior Inspector (Co-operative Department)	4	320-580	575-950	
15.	Computor.	2	310-560	530-850	
16.	Upper Division Clerk.	23	310-560	Common Category.	
17.	Junior Inspector. (Co-operation)	1	310-560	530-850	

SUGAR DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
18.	Upper Division Steno.	1	310-560	Common Category.	
19.	Typists.	24	250-430	Common Category.	
20.	L. D. Clerk.	14	250-430	Common Category.	
21.	L. D. Steno.	1	250-430	Common Category.	
22.	Drivers.	2	240-420	Common Category.	
23.	Record Assistant	1	180-350	Common Category.	
24.	Roneo Operator.	1	180-350	Common Category.	
25.	Attender.	25	165-250	Common Category.	

SURVEY, SETTLEMENTS AND LAND RECORDS

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
COMMISSIONER'S OFFICE					
1.	Commissioner.	1	I.A.S. cadre.		
2.	Secretary to Commissioner.	1	I.A.S. cadre.		
3.	Assistant Secretaries (Special Grade Deputy Collectors.)	2	900-1450	1300-1900	
4.	Superintendents.	4	430-800	Common Category.	
5.	U. D. Clerks.	14	310-560	Common Category.	
6.	U. D. Steno.	1	310-560	Common Category.	
7.	L. D. Clerks.	5	250-430	Common Category.	
8.	Typists.	4	250-430	Common Category.	
9.	Shroff.	1	240-420	Common Category.	
10.	Drivers.	1	240-420	Common Category.	
11.	Record Assistants.	2	180-350	Common Category.	
12.	Dafedars.	2	165-250	Common Category.	
13.	Attenders.	8	165-250	Common Category.	
14.	Farrash.	1	165-250	Common Category.	
15.	Chowkidar.	1	165-250	Common Category.	

SURVEY, SETTLEMENTS AND LAND RECORDS—(Contd.)

<i>Sl No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale</i>	<i>Remarks</i>
1	2	3	4	5	6
DIRECTORATE AND DISTRICT ESTABLISHMENT					
			Rs.	Rs.	
1.	Director of Settlements.	1	Cadre Post.		
2.	Joint Director of Settlements	1	Cadre Post.		
3.	Joint Director of Survey.	1	1100-1650	500-2100	
4.	Deputy Director of Survey and Land Records.	3	900-1450	1300-1900	
5.	Personal Assistant to Director.	2	900-1450	1300-1900	
6.	Settlement Officers.	7	750-1300	1150-1700	
7.	Assistant Director.	32	700-1200	1050-1600	
8.	Photographic & Printing Expert.	1	700-1200	1050-1600	
9.	Settlement Tahsildars.	2	530-1050	800-1450	
10.	Settlement Deputy Tahsildars.	19	430-800	700-1200	
11.	Inspector of Survey and Land Records.	63	430-800	700-1200	
12.	Manager, Printing.	1	430-800	700-1200	
13.	Manager, Technical	1	430-800	700-1200	
14.	Superintendents Heads of Departments.	14	430-800	Common Category.	
15.	Head Draughtsman.	1	410-750	650-1100	
16.	Superintendents. (Sub-Offices).	27	410-750	Common Category.	
17.	Head Computer.	1	410-750	650-1100	
18.	Deputy Inspector of Survey & Land Records,	146	310-560	530-850	

SURVEY, SETTLEMENTS AND LAND RECORDS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
19.	U. D. Clerks.	158	310-560	Common Category.	
20.	U. D. Steno.	1	310-560	Common Category.	
21.	Senior Draughtsman.	47	310-560	530-850	
22.	Foreman.	2	310-560	530-850	
23.	Mechanic.	1	310-560	530-850	
24.	Senior Computer.	8	310-560	530-850	
25.	Assistant Manager Printing.	1	310-560	530-850	
26.	Computer Draughtsman Grade I.	112	275-475	475-760	
27.	Assistant Mechanic.	1	275-475	475-760	
28.	Surveyors.	1034	275-475	475-760	
29.	Head Compositor.	1	260-450	450-700	
30.	L. D. Clerks.	339	250-430	Common Category.	
31.	L. D. Stenos.	9	250-430	Common Category.	
32.	Typists.	52	250-430	Common Category.	
33.	Computer Draughtsman Grade II	605	250-430	425-650	
34.	Deputy Surveyors.	1470	250-430	425-650	
35.	IVth Grade Clerks	2	250-430	425-650	
36.	Operative Gr. I	4	240-420	425-650	
37.	Operative Gr. II.	7	240-420	410-625	
38.	Compositor.	13	240-420	410-625	
39.	Binder Grade I.	1	240-420	410-625	
40.	Shroff.	1	240-420	Common Category.	

SURVEY, SETTLEMENTS AND LAND RECORDS—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
41.	Jeep Drivers.	20	240-420	Common Category.	
42.	Operative Grade III.	7	180-350	350-550	
43.	Record Assistants.	29	180-350	Common Category.	
44.	Carpenter.	1	180-350	350-550	
45.	Blacksmith.	1	180-350	350-550	
46.	Tailor.	1	180-350	350-550	
47.	Pressman.	8	180-350	350-550	
48.	Binder Grade II.	1	180-350	350-550	
49.	Jamedar.	1	175-300	Common Category.	
50.	Dafter Bands.	9	175-300	325-500	
51.	Sponzi.	1	170-275	310-475	
52.	Workman.	5	170-275	310-475	
53.	Roller.	1	170-275	310-475	
54.	Map Mounters.	2	170-275	310-475	
55.	Searchers.	2	170-275	310-475	
56.	Kagazi.	18	170-275	310-475	
57.	Dandakash.	9	170-275	310-475	
58.	Chainman.	413	170-275	310-475	
59.	Dafedar.	1	165-250	Common Category.	
60.	Chowkidars.	2	165-250	Common Category.	
61.	Farrashes.	2	165-250	Common Category.	
62.	Attenders.	502	165-250	Common Category.	

ANDHRA PRADESH TEXT BOOK PRESS

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1300-1800	1700-2250	For departmental officers.
2.	Deputy Director. (T)	1	900-1450	1300-1900	
3.	Deputy Director (A)	1	850-1425	1250-1800	
4.	Accounts Officer.	1	700-1200	Common Category.	
5.	Assistant Director (Tech.)	3	700-1200	1050-1600	
6.	Administrative Officer.	1	600-1100	900-1500	
7.	Stores Officer.	1	600-1100	900-1500	
8.	Labour Welfare Officer.	1	600-1100	900-1500	
9.	Chief Foreman (Workshop and Power House).	1	530-1050	900-1500	
10.	Chief Foreman.	1	530-1050	900-1500	
11.	Assistant Stores Officer.	1	430-800	750-1300	
12.	Superintendents.	5	430-800	Common Category.	
13.	Commercial Accountant.	1	410-750	650-1100	
14.	Managers.	20	410-750	650-1100	
15.	Top Senior Foreman.	1	360-700	650-1100	
16.	Head Readers.	2	360-700	650-1100	
17.	General Supervisors. (Offset Section).	2	360-700	650-1100	
18.	Foreman (Apprentice Cell).	2	360-700	650-1100	
19.	Supervisors. (Plate Making).	1	360-700	650-1100	

ANDHRA PRADESH TEXT BOOK PRESS (Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
20.	Foreman (L.P.)	1	360-700	650-1100	
21.	Foreman (ARCH)	1	360-700	650-1100	
22.	Foreman (Binding)	2	360-700	650-1100	
23.	Chief Cameraman.	1	360-700	650-1100	
24.	Foreman (Block Making Section).	1	360-700	650-1100	
25.	Chief Mechanic (W.P.H.)	1	360-700	600-1050	
26.	Senior Printers (D.C.)	6	320-580	550-900	
27.	Top Senior Printers. (Rotary Section).	2	320-580	550-900	
28.	Process Cameraman (Process & Darkroom)	1	320-580	575-950	
29.	Chief Attendance Clerk.	1	320-580	550-900	
30.	U. D. Clerks.	33	310-560	Common Category.	
31.	Accountant.	1	310-560	Common Category.	
32.	Assistant Store Keeper.	3	310-560	530-850	
33.	Senior Foreman (Binding)	1	310-560	530-850	
34.	Cashier.	1	310-560	530-850	
35.	Head Computer.	1	310-560	530-850	
36.	Estimator.	1	310-560	530-850	
37.	Assistant Supervisor (Plate Making).	2	310-560	530-850	
38.	Offset Assistant.	2	310-560	530-850	
39.	Deputy Foreman.	7	310-560	530-850	

ANDHRA PRADESH TEXT BOOK PRESS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
40.	Artist. (Process & Dark Room).	1	290-520	530-850	
41.	Process Operator (BMS).	1	290-520	530-850	
42.	Assistant Cameraman Grade. I. (P. & D. R.)	1	290-520	530-850	
43.	Process Cameraman (Block Making)	1	290-520	530-850	
44.	Chargeman. (Electrical)	1	290-520	530-850	
45.	Mono Key Board Operators.	2	290-520	530-850	
46.	Senior Readers.	4	290-520	530-850	
47.	Pharmacists.	2	290-520	500-800	
48.	Brodma Operators.	2	290-520	500-800	
49.	Imposers.	4	275-475	475-760	
50.	Computors.	3	275-475	475-760	
51.	Assistant Estimator.	1	275-475	475-760	
52.	Task Writers.	9	275-475	475-760	
53.	Progress Checkers.	6	275-475	475-760	
54.	Senior Mechanic.	2	275-475	475-760	
55.	Senior Electrician.	2	275-475	475-760	
56.	Head Binders.	7	275-475	475-760	
57.	Senior Machine Minders (2 colour Machines).	8	275-475	475-760	
58.	Senior Printer (Rotary).	2	275-475	475-760	
59.	Pre-Make-Ready Machine Operator.	2	275-475	475-760	

ANDHRA PRADESH TEXT BOOK PRESS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
60.	Junior Reader.	1	260-450	450-700	
61.	Compositors (Sl. Grade.)	2	260-450	450-700	
62.	Senior Machine Minder. (Letter Press.)	32	260-450	450-700	
63.	Senior Binder (S.G.)	8	260-450	450-700	
64.	Senior Machine Minder (Arch.)	1	260-450	450-700	
65.	Stereo Process Hydro Machine Operator.	2	260-450	450-700	
66.	Junior Machine Minder (Double Colour).	8	260-450	450-700	
67.	Senior Machine Minder. (Single Colour)	10	260-450	450-700	
68.	Junior Printers.	12	260-450	450-700	
69.	Helio Printers.	3	260-450	450-700	
70.	Mono Casters.	2	260-450	450-700	
71.	Caster for Super Caster.	1	260-450	450-700	
72.	Head Carpenter.	1	260-450	450-700	
73.	Welder.	1	260-450	450-700	
74.	Moulder.	1	260-450	450-700	
75.	Assistant Artist. (Process and Darkroom)	3	260-450	450-700	
76.	Artist (BMS)	2	260-450	450-700	
77.	Plate Printer and Etcher.	4	260-450	450-700	
78.	Assistant Cameraman Grade. II.	1	260-450	450-700	

ANDHRA PRADESH TEXT BOOK PRESS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
79.	Assistant Mechanics.	2	260-450	450-700	
80.	Camera Assistant (BMS)	1	260-450	450-700	
81.	L. D. Clerks.	15	250-430	Common Category.	
82.	Despatch Clerks (LDCs)	6	250-430	Common Category.	
83.	Steno Typists.	2	250-430	Common Category.	
84.	Telephone Operator	1	250-430	Common Category.	
85.	Typists.	21	250-430	Common Category.	
86.	Shroff.	1	240-420	Common Category.	
87.	Driver.	1	240-420	Common Category.	
88.	Compositors.	20	240-420	410-625	
89.	Care Taker-cum-Receptionist.	2	240-420	425-650	
90.	Senior Attendants Clerks	2	240-420	410-625	
91.	Turner.	1	240-420	410-625	
92.	Plumber	1	240-420	410-625	
93.	Copy Holders.	4	240-420	410-625	
94.	Etcher.	2	240-420	410-625	
95.	Time Keeper.	1	240-420	425-650	
96.	Senior Binders.	48	240-420	410-625	
97.	Senior Machine Minder. (Plate Making Section).	3	240-420	410-625	
98.	Junior Machine Minder (LP)	28	240-420	410-625	

ANDHRA PRADESH TEXT BOOK PRESS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
99.	Feeder & Delivery Attender.	4	240-420	410-625	
100.	Machine Minder for Bevelling Machine.	2	240-420	410-625	
101.	Assistant Machine Minder (DIC)	8	240-420	410-625	
102.	Assistant Printers.	10	240-420	410-625	
103.	Back Shaving Arm Router Machine Operator.	1	240-420	410-625	
104.	Junior Machanic.	2	240-420	410-625	
105.	Junior Machine Minder (Single Colour Offset).	10	240-420	410-625	
106.	Junior Machine Minder (Arch.)	2	240-420	410-625	
107.	Wireman.	2	240-420	410-625	
108.	Fitter.	2	240-420	410-625	
109.	Ware Houseman.	24	240-420	410-625	
110.	Helpers.	3	180-350	350-550	
111.	Intensifier.	1	180-350	350-550	
112.	Carpenter.	4	180-350	350-550	
113.	Auxiliary Hands.	13	180-350	350-550	
114.	Blacksmith.	2	180-350	350-550	
115.	Cobbler.	2	180-350	350-550	
116.	Assistant Time Keeper.	1	180-350	410-625	
117.	Galley Proof Press Machine Minder.	2	180-350	350-550	
118.	Junior Binders.	67	180-350	350-550	

ANDHRA PRADESH TEXT BOOK PRESS—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
119.	Machine Attendants.	21	180-350	350-550	
120.	Junior Machine Minder (Plate Making)	3	180-350	350-550	
121.	Mason.	1	180-350	350-550	
122.	Record Assistant.	1	180-350	Common Category.	
123.	Head Watchman	1	175-300	325-500	
124.	Attenders.	12	165-250	Common Category.	
125.	Watchman.	70	165-250	Common Category.	
126.	Lascars.	29	165-250	290-425	
127.	Kalasies.	125	165-250	290-425	
128.	Sweeper.	1	165-250	Common Category.	
129.	Mali.	1	165-250	Common Category.	

TOURISM DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	1200-1800	1600-2200	
2.	Deputy Director	2	900-1450	1300-1900	
3.	Assistant Director	2	700-1200	1050-1600	
4.	Tourism Information Officer (Nagarjunasagar Project).	2	530-1050	800-1450	
5.	Tourism Information Officer.	3	480-900	800-1450	
6.	Assistant Tourist Information Officer Gr. I.	2	430-800	700-1200	
7.	Superintendent.	1	430-800	Common Category.	
8.	Receptionist-cum-Steno (A. P. Information Centre, New Delhi.)	1	425-800 Central Scale.	—	
9.	Field Assistant	1	360-700	600-1050	
10.	Artist.	1	360-700	Common Category.	
11.	Assistant Tourist Information Officer Gr. II.	4	320-580	575-950	
12.	Upper Division Clerk.	5	310-560	Common Category.	
13.	Upper Division Stenos.	2	310-560	Common Category.	
14.	Receptionist Gr. I.	4	290-520	500-800	
15.	Caretaker Gr. I.	1	290-520	500-800	
16.	Receptionist Gr. II.	7	275-475	475-760	
17.	Assistant Photographer.	1	275-475	Common Category.	

TOURISM DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
18.	Lower Division Steno.	1	250-430	Common Category.	
19.	Typists.	2	250-430	Common Category.	
20.	Telephone Operator.	1	250-430	Common Category.	
21.	Lower Division Clerks.	8	250-430	Common Category.	
22.	Driver.	10	240-420	Common Category.	
23.	Tourist Guides.	3	240-420	425-650	
24.	Caretaker Gr. II.	7	240-420	410-625	
25.	English Cook	1	240-420	410-625	
26.	Steward Gr. II.	7	240-420	410-625	
27.	Butler.	3	240-420	410-625	
28.	Roneo Operator	1	180-350	Common Category	
29.	Record Assistant	1	180-350	Common Category	
30.	Cooks.	1	180-350	350-550	
31.	Head Gardener.	1	180-350	350-550	
32.	Dark-room Attende.	1	175-300	325-500	
33.	Attenders.	16	165-250	Common Category.	
34.	Room Boy.	1	165-250	290-425	
35.	Assistant Butler.	17	165-250	290-425	
36.	Bearers.	3	165-250	290-425	
37.	Gardeners.	4	165-250	290-425	
38.	Cleaners.	5	165-250	Common Category.	

TOURISM DEPARTMENT—(Contd.)

1.	2	3	4	5	6
			Rs.	Rs.	
39.	Telephone Messengers.	2	165-250	290-425	
40.	Mates.	2	165-250	290-425	
41.	Watchman.	22	165-250	Common Category.	
42.	Sweeper-cum-Gardener.	16	165-250	290-425	
43.	Helper.	1	165-250	290-425	
44.	Sweeper-cum-scavenger.	1	165-250	290-425	
45.	Sweeper.	1	165-250	Common Category.	
46.	Attender (A.P. Information and Tourism Centre, New Delhi).		196-232 Central Scale	—	
47.	Farrash (A.P. Information and Tourism Centre, New Delhi).		196-232 Central Scale.	—	

TOWN PLANNING DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1400-1925	1800-2350	
2.	Senior Joint Director.	1	1100-1650	1500-2100	
3.	Joint Director.	3	900-1450	1300-1900	
4.	City Planner.	1	900-1450	1300-1900	
5.	Assistant Director.	7	750-1300	1150-1700	
6.	Assistant City Planner.	5	750-1300	1150-1700	
7.	Statistical Officer.	1	700-1200	1050-1600	
8.	Administrative Officer.	1	530-1050	800-1450	
9.	Town Planning.	14	480-900	750-1300	
	(a) Assistant. (Degree holders).		(for direct recruits, others will be on par with Supervisors).		
	(b) Diploma holders.		430-800	700-1200	
10.	Supervisor.	1	430-800	700-1200	
11.	Superintendents.	8	430-800	Common Category.	
12.	Architectural Draughtsman.	19	410-750	650-1100	
13.	Statistical Assistants.	4	360-700	700-1200	
14.	Quantity Surveyor, Draughtsman, Draughtsman-cum-Modeller.	3	340-640	650-1100	
15.	Accountant.	1	310-560	530-850	
16.	U. D. Clerks.	17	310-560	Common Category.	

TOWN PLANNING DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
17.	Assistant Architectural Draughtsman, Surveyor, Sub-Overseers.	68	290-520	500-800	
18.	Store Keeper.	1	290-520	Common Category.	
19.	L. D. Clerks.	17	250-430	Common Category.	
20.	Steno-Typists.	4	250-430	Common Category.	
21.	Typists.	11	250-430	Common Category.	
22.	Tracers (Matriculates)	12	(1) 240-420	450-700	For qualified Tracers.
	(Non-Matriculates).		(2) 180-350	350-550	For Non-Matriculates and unqualified persons.
23.	Shroff.	1	240-420	Common Category.	
24.	Drivers	3	240-420	Common Category.	
25.	Roneo Operator.	2	180-350	Common Category.	
26.	Record Assistants.	3	180-350	Common Category.	
27.	Blue Printer.	4	175-300	325-500	
28.	Attenders.	47	165-250	Common Category.	
29.	Lascars.	6	165-250	290-425	
30.	Chainmen.	22	165-250	290-425	

TRANSLATION DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director of Translations.	1	900-1450	1300-1900	
2.	Deputy Director of Translations	4	600-1100	900-1500	
3.	Assistant Translator.	18	430-800	700-1200	
4.	Superintendent.	1	430-800	Common Category.	
5.	Junior Assistants.	16	340-640	575-950	
6.	Upper Division Clerks.	3	310-560	Common Category.	
7.	Lower Division Clerks.	2	250-430	Common Category.	
8.	Typists.	7	250-430	Common Category.	
9.	Stenographer.	1	250-430	Common Category.	
10.	Car Driver.	1	240-420	Common Category.	
11.	Record Assistant.	1	180-350	Common Category.	
12.	Attenders.	13	165-250	Common Category.	
13.	Motor Cycle Messenger.	1	165-250	290-425	

TRANSPORT DEPARTMENT

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Transport Commissioner.	1	Cadre Post.		
2.	Joint Transport Commissioner.	2	1300-1800	1700-2250	
3.	Deputy Transport Commissioners.	10	900-1450	1300-1900	
4.	Assistant Transport Commissioners.	4	750-1300	1150-1700	
5.	Regional Transport Officers.	} 36	600-1100	900-1500	
6.	Assistant Secretaries (S.T.A.)				
7.	State Representative before State Transport Appellate Tribunal				
8.	Motor Vehicle Inspectors	53	480-900	750-1300	
9.	Superintendents. (Head of Dept.)	13	430-800	Common Category.	
10.	Superintendents. (Subordinate Offices).	47	410-750	Common Category.	
11.	Assistant Motor Vehicle Inspectors.	85	320-580	550-900	
12.	U. D. Clerks.	176	310-560	Common Category.	
13.	U. D. Stenos.	3	310-560	Common Category.	

TRANSPORT DEPARTMENT—(Contd.)

1	2	3	4	5	6	
			Rs.	Rs.		
14.	L. D. Clerks.	149	} 250-430	Common Category.		
15.	Typists.	53				
16.	L. D. Stenos.	25				
17.	L. D. Clerk-cum-Typist.	1	250-430	425-650		
18.	Shroff	2	240-420	Common Category.		
19.	Receptionist.	2	240-420	425-650		
20.	Drivers.	10	240-420	Common Category.		
21.	Foreman.	1	240-420	410-625		
22.	Roneo Operator.	2	180-350	Common Category.		
23.	Record Assistant.	22	180-350	Common Category.		
24.	Police Constables.	45	180-350	350-550		
25.	Fitters.	6	180-350	350-550		
26.	Electrician.	1	180-350	350-550		
27.	Cleaners.	5	165-250	290-425		
28.	Attenders.	203	165-250	Common Category.		

TRANSPORT DEPARTMENT
(STATE TRANSPORT APPELLATE TRIBUNAL)

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Presiding Officer.	1	1400-2125	1800-2500	
2.	Secretary, S.T.A. Tribunal	1	600-1100	900-1500	
3.	Superintendents	1	410-750	Common Category	
4.	U. D. Clerks.	3	310-560	Common Category.	
5.	U. D. Steno.	1	310-560	Common Category.	
6.	L.D. Clerks.	2	250-430	Common Category.	
7.	L ₁ D. Steno.	1	250-430	Common Category.	
8.	Typist.	1	250-430	Common Category.	
9.	Attenders.	5	165-250	Common Category.	

TREASURIES & ACCOUNTS DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1300-1800	1700-2250	
2.	Deputy Director.	3	850-1425	1300-1900	
3.	Chief Accounts Officer.	4	850-1425	1300-1900	
4.	District Treasury Officers/Accounts Officers/ Pension Payment Officer/ Joint Pension Payment Officer/Assistant Director/ Principal, Accounts Training College, Hyderabad.	54	700-1200	1050-1600	
5.	Assistant Treasury Officers/Assistant Accounts Officers/Assistant Lecturers.	59	530-1050	800-1450	
6.	Superintendents. (Directorates) Superintendents (Sub-offices)	136	i) 430-800 ii) 410-750	Common Category.	
7.	Sub-Treasury Officers/ Head Accountants.	282	430-800	700-1200	
8.	U. D. Stenos.		310-560	Common Category.	
9.	U. D. Accountants.	926	310-560	550-900	
10.	Lady Commissioner.	2	310-560	550-900	
11.	U. D. Steno (DTA)	1	310-560	Common Category.	
12.	L. D. Accountants	1825	250-430	450-700	
13.	L. D. Stenos.	5	250-430	Common Category.	

TREASURIES & ACCOUNTS DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
14.	Typists.	132	250-430	Common Category.	
15.	Cashiers (Senior) }	294	240-420	410-625	
16.	Shroffs. }				
17.	Driver.	1	240-420	Common Category.	
18.	Cashiers (Junior)	2	180-350	350-550	
19.	Record Assistant.	11	180-350	Common Category.	
20.	Daffedar.	1	165-250	Common Category.	
21.	Attenders.	779	165-250	Common Category.	
22.	Chowkidars.	1	165-250	Common Category.	

TRIBAL WELFARE DEPARTMENT

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1200-1800	1600-2200	
2.	Joint Director	1	1000-1550	1400-2000	
3.	Director, T. C. R. & T.I. and Ex-Officio J.D.T.W.	1	1000-1550	1400-2000	
4.	Project Officers.	6	Cadre Posts.		
5.	Deputy Director-cum-Principal T.C.R.&T.I.	1	750-1300	1150-1700	
6.	Special Officer (Inspection)	1	750-1300 (In the category of Secretary, Z.P.)	1150-1700	
7.	Deputy Director. (Tribal Welfare)	1	700-1200	1050-1600	
8.	Deputy Directors for various disciplines in T. C. R. & T.I.	8	700-1200	1050-1600	
9.	Special Officer. (Nutrition).	1	700-1200	1050-1600	
10.	District Tribal Welfare Officers.	7	600-1100	900-1500	
11.	Research Officers T. C. R. & T.I.	12	530-1050	800-1450	
12.	Lecturers.	2	530-1050	800-1450	
13.	Statistical Officer.	1	530-1050	800-1450	
14.	Information Officer.	1	530-1050	800-1450	
15.	Planning Officer.	1	530-1050	800-1450	
16.	Tabulation Officer.	1	530-1050	800-1450	

TRIBAL WELFARE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
17.	Editor.	1	530-1050	800-1450	
18.	Assistant Accounts Officers.	2	530-1050	800-1450	
19.	Programme Officer	1	480-900	750-1300	
20.	Superintendents. (Head of the Department)	15	430-800	Common Category.	
21.	Reclamation Officers.	4	430-800	700-1200	
22.	Field Officers.	3	430-800	700-1200	
23.	Vaidyas.	2	430-800	750-1300	
24.	Museum Caretaker-cum-Librarian.	1	430-800	700-1200	
25.	Statistician.	1	430-800	700-1200	
26.	Research Assistants.	8	430-800	700-1200	
27.	Evaluation Assistant.	1	430-800	700-1200	
28.	Camcraman.	1	430-800	700-1200	
29.	Artist.	1	360-700	600-1050	
30.	Sculptor.	1	360-700	600-1050	
31.	Statistical Assistant.	1	360-700	600-1050	
32.	Programme Assistant.	2	360-700	600-1050	
33.	Warden/Matron Grade.I.	270	320-580	575-950	
34.	Head Master (B.Ed.)	11	320-580	575-950	
35.	B.Ed. Assistant.	10	320-580	575-950	
36.	U. D. Clerks.	13	310-560	Common Category.	
37.	U. D. Accountants.	10	310-560	Common Category.	

TRIBAL WELFARE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
38.	U. D. Store Keepers.	3	310-560	Common Category.	
39.	Store Keeper.	1	310-560	Common Category.	
40.	Social Welfare Organizers	2	310-560	530-850	
41.	Draftsman.	1	290-520	500-800	
42.	Computer-cum-Field Investigators.	16	290-520	500-800	
43.	Telugu Pandits.	20	290-520	500-800	Teachers who are drafted from Education department will carry the scales of pay applicable to them in the parent department.
44.	Hindi Pandits.	22	290-520	500-800	
45.	Physical Training Instructors.	2	290-520	500-800	
46.	Special Overseer.	1	275-475	475-760	Overseers drafted from P.W.D. will be in the pay scale applicable to them in the parent department.
47.	Cinema Operators.	4	275-475	Common Category.	
48.	Dark Room Assistant.	1	250-430	425-650	
49.	L. D. Clerks.	26	250-430	Common Category.	
50.	Revenue Inspectors.	6	250-430	425-650	
51.	L. D. Accountants.	2	250-430	425-650	
52.	Warden/Matron Grade.II.	52	250-430	450-700	

TRIBAL WELFARE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
53.	Compounder.	1	250-430	425-650	
54.	Typists.	25	250-430	Common Category.	
55.	L. D. Stenos.	10	250-430	Common Category.	
56.	Telephone Operator.	1	250-430	Common Category.	
57.	Library Assistant.	1	250-430	450-700	
58.	Secondary Grade Teachers.	223	250-430	450-700	
59.	Drivers.	16	240-420	Common Category.	
60.	Shroff	1	240-420	Common Category.	
61.	Carpentary Instructor.	1	240-420	410-625	
62.	Rattan Cane Instructor.	1	240-420	410-625	
63.	Pre-Vocational Instructor	1	240-420	410-625	
64.	Roneo Operators	2	180-350	Common Category.	
65.	Higher Grade Teachers.	423	180-350	410-625	
66.	Samajsevaks	2	180-350	350-550	
67.	Cooks	504	165-250	290-425	
68.	Kamaties.	38	165-250	Common Category.	
69.	Watchman.	50	165-250	Common Category.	
70.	Malis.	2	165-250	Common Category.	
71.	Dafedar.	1	165-250	Common Category.	
72.	Attendders.	79	165-250	Common Category.	

TRIBUNAL FOR DISCIPLINARY PROCEEDINGS.

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chairman (Dist. & Sessions Judge)	1	1400-2125	1800-2500	
2.	Members (Dist. & Sessions Judge).	2	1400-2125	1800-2500	
3.	Secretary	1	700-1200	1050-1600	
4.	Translator.	1	320-580	550-900	
5.	U. D. Clerks.	3	310-560	Common Category.	
6.	U. D. Stenos.	2	310-560	Common Category.	
7.	L. D. Clerks.	2	250-430	Common Category.	
8.	L. D. Steno Typist.	2	250-430	Common Category.	
9.	Typists.	2	250-430	Common Category.	
10.	Examiner.	1	240-420	425-650	
11.	Record Assistant.	1	180-350	Common Category.	
12.	Copyists.	2	175-300	350-550	
13.	Attenders.	13	165-250	Common Category.	

WEIGHTS AND MEASURES DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
1.	Controller of Weights and Measures.	1	Rs. 1300-1800 (Non-Cadre Scale of pay)	Rs. 1700-2250	For departmental officers.
2.	Deputy Controller.	3	850-1425	1250-1800	
3.	Assistant Controllers.	15	700-1200	1050-1600	
4.	Assistant Accounts Officer.	1	530-1050	800-1450	
5.	Senior Inspectors.	28	480-900	750-1300	
6.	Superintendents.	5	430-800	Common Category.	
7.	Inspectors.	90	320-580	550-900	
8.	U. D. Clerks.	18	310-560	Common Category.	
9.	U. D. Accountants.	2	310-560	Common Category.	
10.	U. D. Steno.	1	310-560	Common Category.	
11.	Senior Maistry.	1	310-560	530-850	
12.	Maistries.	25	290-520	500-800	
13.	Cinema Operator.	1	275-475	Common Category.	
14.	L. D. Clerks.	27	250-430	Common Category.	

WEIGHTS AND MEASURES DEPARTMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
15.	Typists.	13	250-430	Common Category.	
16.	L. D. Steno.	1	250-430	Common Category.	
17.	L. D. Accountant.	1	250-430	425-650	
18.	Shroffs	1	240-420	Common Category.	
19.	Manual Assistants.	101	240-420	410-625	
20.	Drivers.	9	240-420	Common Category.	
21.	Record Assistant.	148	180-350	Common Category.	
22.	Attenders.	140	165-250	Common Category.	
23.	Sweeper.	1	165-250	Common Category.	
24.	Farrash.	1	165-250	Common Category.	
25.	Chowkidars.	60	165-250	Common Category.	

WOMEN AND CHILD WELFARE DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1000-1550 (now held by I.A.S. Officer)	1400-2000	For departmental officers.
2.	Director of Women's Technical Training Institute.	1	1000-1550	1400-2000	
3.	Deputy Directors.	2	850-1425	1250-1800	
4.	Assistant Directors.	9	700-1200	1050-1600	
5.	Personal Assistant to Director.	1	700-1200	1050-1600	For departmental officers of the rank of Assistant Director. Deputy Collectors appointed against this post will draw the parent department scale of pay.
6.	Assistant Accounts Officer.	1	530-1050	800-1450	
7.	Women and Child Welfare Officers.	27	480-900	750-1300	
8.	Manager, Glass Ampoules Unit, State Home, Hyderabad.	1	430-800	700-1200	
9.	Manager, Readymade Garment Unit, State Home, Hyderabad.	1	430-800	700-1200	

WOMEN AND CHILD WELFARE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
10.	Superintendents. (Directorate).	9	430-800	Common Category.	
11.	Superintendent, Rescue Home and Working Womens' Hostel.	4	410-750	650-1100	
12.	Manager-cum-Tutors of Vocational Training Centres.	7	320-580	550-900	
13.	Instructor, Banian Knitting and Socks Making Unit, Service Home, Anantapur.	1	320-580	550-900	
14.	Instructress, Regional Tailoring Centres(D.T.Cs)	2	320-580	550-900	
15.	Manager, Production Unit, State Home, Mahaboobnagar.	1	320-580	550-900	
16.	Manager, Leather Unit.	1	320-580	550-900	
17.	Graduate Teachers.	12	320-580	575-950	
18.	Instructor of Powerloom Unit, Service Home, Ananthapur and State Home, Mahaboobnagar.	2	320-580	550-900	
19.	Instructor, Readymade Garment Unit, Service Home, Kannapuram and Warangal.	2	320-580	550-900	
20.	Extension Officers	363	320-580	550-900	
21.	Manager, Card- board unit	1	310-560	530-850	
22.	Master Cutter, M.U.Cs.	8	310-560	530-850.	

WOMEN AND CHILD WELFARE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
23.	Village Development Officers Grade-I.		310-560	550-900	
	Village Development Officers Grade-II.	928	260-450	450-700	
24.	Superintendents, Children Homes.	50	310-560	550-900	
25.	Superintendents, Collegiate Girls Homes.	2	310-560	550-900	
26.	U. D. Clerks	55	310-560	Common Category.	
27.	U. D. Steno.	1	310-560	Common Category.	
28.	Tutors, Vocational Training Centres.	14	290-520	500-800	
29.	Assistant Instructor; Craft Instructress.	2	290-520	500-800	
30.	Skilled Assistant (Cutter) State Home, Hyderabad.	1	290-520	500-800	
31.	Assistant Instructresses, Regional Training Centres, (D.T.Cs.).	2	290-520	500-800	
32.	Craft Instructress Service Home, Hyderabad, Ananthapur, Vijayawada, Warangal and Kannapuram.	5	290-520	500-800	
33.	Craft Instructress in W. W. Branches in Telangana Region.	10	290-520	500-800	
34.	Case Workers (Investigators).	2	290-520	530-850	
35.	Glass Blowers in State Home.	2	290-520	500-800	

WOMEN AND CHILD WELFARE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
36.	Non-Medical Assistant.	1	290-520	500-800	Personnel drafted from Medical department will draw the pay scale applicable to them in the parent department.
37.	Sub-Inspector.	1	290-520	500-800	
38.	Supervisor, Paper Bags Unit, State Home, Rajahmundry.	1	275-475	475-760	
39.	Women's Welfare Organisers.	95	260-450	450-700	
40.	Skilled Assistant, Book Binding Section, Service Home, Hyderabad.	1	260-450	450-700	
41.	Matrons.	62	250-430	425-650	
42.	Instructor, Jute and Rexine, State Home, Mahaboobagar.	1	250-430	425-650	
43.	Instructor, Tape Weaving, State Home, Mahaboobnagar.	1	250-430	425-650	
44.	Instructor, Bomboo and Ratan, State Home, M.Nagar.	1	250-430	425-650	
45.	Instructor, Tunga and Mat Weaving, State Home, M. Nagar.	1	250-430	425-650	
46.	Instructress, Tailoring and Dress Making Centres.	3	250-430	425-650	

WOMEN AND CHILD WELFARE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
47.	Craft Instructresses,, State Homes, Kurnool, Rajahmundry and Mahaboobnagar.	3	250-430	425-650	
48.	Craft Instructress in W.W. Branches in Agency areas in Andhra.	4	250-430	425-650	
49.	Balasevika Trained Teacher, Regional Child Home, Cuddapah.	1	250-430	450-700	
50.	Secondary Grade Teachers and Teachers for Balawadi at Bairlutu	48	250-430	450-700	
51.	Instructress, Craft Training Centres.	13	250-430	425-650	
52.	L. D. Stenos	2	250-430	Common Category.	
53.	L. D. Clerks.	18	250-430	Common Category.	
54.	Typists.	39	250-430	Common Category.	
55.	Maternity Assistants.	62	240-420	410-625	
56.	Skilled Assistants (M.U.C.)	8	240-420	410-625	
57.	Nurse.	1	240-420	425-650	
58.	Store Keeper of State Home, Rajahmundry, Hyderabad and Mahaboobnagar and Service Home, Anan- thapur.	4	240-420	410-625	
59.	Accountant, State Home, Rajahmundry and Mahaboobnagar.	2	240-420	410-625	

WOMEN AND CHILD WELFARE DEPARTMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
60.	Store Keeper-cum-Typist at Service Home, Anantapur and State Home, M. Nagar,	2	240-420	425-650	
61.	L. D. Clerk - cum-Store Keeper, State Home, Hyderabad.	1	240-420	425-650	
62.	Clerk-cum- Accountant, Service Home, Hyderabad.	1	240-420	425-650	
63.	Drivers.	30	240-420	Common Category.	
64.	Embroidery Assistant, State Home, Hyderabad.	1	180-350	410-625	
65.	Assistant Instructor, Banian Making Unit.	1	180-350	410-625	
66.	Creche Teachers (Higher Grade).	63	180-350	410-625	
67.	Mechanic, Printing Press, Rajahmundry.	1	180-350	410-625	
68.	Skilled Workers.	4	180-350	350-550	
			175-300	325-500	
69.	Record Assistant	10	180-350	Common Category.	
70.	Roneo Operator.	1	180-350	Common Category.	
71.	Instructor, Toy Making Unit, Service Home, Ananthapur.	1	175-300	410-625	
72.	Table Blowers, Thermameter Unit.	8	175-300	350-550	
73.	Helper, Thermameter Unit.	1	175-300	325-500	

WOMEN AND CHILD WELFARE DEPARTMENT—(Concl.)

1	2	3	4	5	6
			Rs.	Rs.	
74.	Helpers, State Home, Mat Weaving Unit, Hyderabad and other production Units in State Homes, M. Nagar, R.M.G. Unit Service Home, Kannapuram and Warangal.	8	165-250	325-500	
75.	Attenders.	119	165-250	Common Category.	
76.	Sevikas.	120	165-250	290-425	

INTEGRATED CHILD DEVELOPMENT SCHEME.

77.	Civil Assistant Surgeons attached to concerned P.H.Cs.	6	600-1100	900-1500	
78.	Child Development Project Officers.	6	530-1050	800-1450	
79.	Supervisors.	24	320-580	550-900	
80.	Lady Health Visitors.	8	310-560	530-850	
81.	Statistical Assistant.	2	310-560	530-850	
82.	L. D. Clerks.	6	250-430	Common Category.	
83.	Typists.	6	250-430	Common Category.	
84.	Auxiliary Nurses and Midwives.	38	240-420	410-625	
85.	Drivers.	6	240-420	Common Category	
86.	Attenders	6	165-250	Common Category.	

YOUTH SERVICES DEPARTMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director.	1	1200-1800 (now held by I.A.S. Officer)	1600-2200	
2.	Deputy Director.	1	750-1300	1150-1700	The remarks in the Chapter may be seen.
3.	Assistant Director.	1	600-1100	900-1500	
4.	Manager.	1	430-800	700-1200	
5.	U. D. Clerks.	4	310-560	Common Category.	
6.	U. D. Steno.	1	310-560	Common Category.	
7.	L. D. Steno.	1	250-430	Common Category.	
8.	Typist.	1	250-430	Common Category.	
9.	L. D. Clerks.	3	250-430	Common Category.	
10.	Drivers	2	240-420	Common Category.	
11.	Roneo Operator.	1	180-350	Common Category.	
12.	Attenders.	4	165-250	Common Category.	

**LOCAL BODIES—PANCHAYATI RAJ
(ZILLA PARISHADS AND PANCHAYAT SAMITHIS)**

Sl.No.	Category.	No. of posts.	Existing scale.	Revised scale.	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
1.	Secretaries, Zilla Parishads.	21	750-1300	1150-1700	
2.	Accounts Officer.	21	700-1200	Common Category.	
3.	Medical Officers*		600-1100		The obser- vations against the category of Medical Officers in Local Bodies in the chapter relating to Local Bodies may be seen.
			530-1050		
			530-1050		
			530-1050		
			530-1050		
			290-520		
4.	Block Development Officers	324	530-1050	800-1450	
5.	Manager.		430-800	700-1200	
6.	Divisional Accountants.	36	410-750	650-1100	
7.	Superintendents (Zilla Parishads).		360-700	600-1050	
8.	Executive Officer Grade-I.	382	360-700	600-1050	
9.	Health Visitors.		310-560	530-850	
10.	Upper Division Clerks.		310-560	Common Category.	
11.	Upper Division Stenos.		310-560	Common Category.	
12.	Village Development Officers Grade-I.	896	310-560	550-900	

*The higher scales will be for L.I.M., practitioners, others will be in the lower scale.

LOCAL BODIES—PANCHAYATI RAJ
(ZILLA PARISHADS AND PANCHAYAT SAMITHIS)—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
13.	Executive Officers Grade-II.	368	310-560	530-850	
14.	Electricians.		260-450	450-700	
15.	Village Development Officers (Ordinary grade.)	3584	260-450	450-700	
16.	Tractor Driver.		260-450	450-700	
17.	Lorry Driver.		260-450	450-700	
18.	Health Assistants and Births and Deaths Registrar.		250-430	450-700	
19.	Typists.		250-430	Common Category.	
20.	Lower Division Stenos.		250-430	Common Category.	
21.	Lower Division Clerks.		250-430	Common Category.	
22.	Compounders.		250-430 240-420	}	Please refer to the observations against this category in the Chapter under Local Bodies.
23.	Drivers (Light Vehicles).		240-420	Common Category.	
24.	Maternity Assistant or Midwives.		240-420	410-625	
25.	Library and Laboratory Attenders.		180-350	350-550	
26.	Record Assistants.		180-350	Common Category.	
27.	Field Assistants for Malaria etc.		175-300	325-500	

LOCAL BODIES—PANCHAYATI RAJ
(ZILLA PARISHADS AND PANCHAYAT SAMITHIS)—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
28.	Ayahs.		165-250	290-425	
29.	Fitters.		165-250	290-425	
30.	Tractor Cleaner.		165-250	290-425	
31.	Turn Cocks.		165-250	290-425	
32.	Daffedars.		165-250	Common Category.	
33.	Attenders.		165-250	Common Category.	
34.	Servant of Rural Medical Practitioner.		165-250	290-425	
35.	Rural Medical Practitioner (Rural Dispensaries).		Subsidy of Rs. 200 p.m.	300	
36.	Maternity Assistants. (Rural Dispensaries).		Subsidy of Rs. 120 p.m.	180	

LOCAL BODIES—GRAM PANCHAYATS.

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Medical Officers (working in Gram Panchayats.)		430-800		The observations against the category of Medical Officers in Local Bodies in the relevant Chapter may be seen.
2.	Executive Officer Grade-I.		360-700	600-1050	Executive Officers of former Town Municipalities appointed prior to 18-1-1964 and presently Executive Officers, Gram Panchayats will however be in the revised scale of Rs. 650-1100 <i>vide</i> observations in the Chapter relating to this department against this category.
3.	Executive Officer Grade-II.		310-560	530-850	
4.	U. D. Clerks/Accountants.		310-560	Common Category.	
5.	Sanitary Inspector Grade-I.		290-520	500-800	

LOCAL BODIES—GRAM PANCHAYATS—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
6.	Overseer and Building Inspector.		275-475	500-800	
7.	Clerks, Gram Panchayats.		250-430	425-650	
8.	Sanitary Inspector Grade-II.		250-430	450-700	
9.	Clerk-cum-Bill Collector.		250-430	425-650	
10.	Births and Deaths Registrar-cum-Vaccinator and Health Assistants.		250-430	450-700	
11.	Health Assistants.		250-430	450-700	
12.	Typist.		250-430	Common Category.	
13.	Bill Collectors Grade-I.		240-420	410-625	
14.	Maternity Assistants.		240-420	410-625	
15.	Drivers.		240-420	Common Category.	
16.	Bill Collectors Grade-II.		180-350	350-550	
17.	Births and Deaths Registrar.		180-350	350-550	
18.	Record Assistants.		180-350	Common Category.	
19.	Library Attenders.		180-350	350-550	
20.	Clerical Attenders.		180-350	350-550	
21.	Daroga.		180-350	350-550	
22.	Sanitary Maistries.		165-250	290-425	
23.	Attenders.		165-250	Common Category.	

MUNICIPALITIES

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Town Planning Officer in S. G. Municipalities.	1	750-1300	1150-1700	
2.	Veterinary Assistant Surgeons.	2	530-1050	800-1450	
3.	Medical Officers	5	530-1050	}	The observations against the category of Medical Officers in Local Bodies in the Chapter relating to this class of employees may be referred to.
		58	530-1050		
			430-800		
		2	290-520		
4.	Managers of Special and S.G. Municipalities.	24	430-800	700-1200	
(a)	Town Planning Officers (Special Grade).		430-800 (Spl. pay Rs.50).	900-1500 (without special pay).	The existing special pay is merged in the revised scale.
5.	Town Planning Officers. (Ordinary grade).	21	430-800	750-1300	
6.	Managers of First Grade Municipalities.	16	410-750	650-1100	
7.	Revenue Officers, Special and S.G. Municipalities.		410-750	650-1100	
(a)	Sanitary Supervisors.		360-700	600-1050	
8.	Managers of II & III Grade Municipalities.	40	360-700	600-1050	

MUNICIPALITIES—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
9.	Revenue Officers, I Grade Municipalities.	5	360-700	600-1050	
10.	Town Planning Supervisors.	2	340-640	575-950	
11.	Accountant in I & II Grade Municipalities.	36	310-560	530-850	
12.	U. D. C./U.D. Steno.	243	310-560	Common Category.	
	(a) Radio Supervisors.		310-560	575-950	
13.	Health Visitors.	20	310-560	550-900	
14.	Town Planning Overseers in Municipalities.	56	290-520	500-800	
15.	Surveyors-cum-Draughtsman and Town Planning Building Inspector.	11	290-520	500-800	
	Sanitary Inspectors.		310-560	500-800	Sanitary Inspectors in the pay scale of Rs. 310-560 appointed before the issue of orders implementing the revised pay scales of 1974 will have the revised scale of Rs. 530-850 as personal to them.
16.	Municipal Sanitary Inspectors.	237	290-520	500-800	
	(a) Line Inspector Grade. I		275-475	475-760	

MUNICIPALITIES—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
17.	Line Inspector Grade.II.		260-450	450-700	
18.	Drivers (Heavy Vehicles)	20	260-450	Common Category.	
19.	Health Assistants.	176	260-450	450-700	
20.	L.D.C/L.D. Steno	867	250-430	Common Category.	
21.	Typists.	101	250-430	Common Category.	
22.	Municipal Revenue Inspectors.	112	250-430	425-650	
23.	Telephone Operator.	1	250-430	Common Category.	
24.	Compounders.	24	250-430 240-420	} }	Please refer to the observations against this category in the chapter under Local Bodies.
25.	Bill Collectors.	679	240-420	410-625	
26.	Drivers (Light Vehicles).	217	240-420	Common Category.	
27.	Record Assistant.	317	180-350	Common Category.	
28.	Dafedar.	3	165-250	Common Category.	
29.	Attenders.	756	165-250	Common Category.	
30.	Fountain Cleaner, Pump House Cleaner, Fitter House Cleaner, Reservoir Watchman, Turn Cook, Petrol Boy, Meter Boy, Fitter Colly, Lab. Boy, Sewage Cleaner Treatment Mazdoor, Tankwaterer.	212	165-250	290-425	

MUNICIPALITIES—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
31.	Sanitary Maistries.	557	165-250	290-425	
32.	Nursing Orderlies.	126	165-250	290-425	
33.	Public Health Workers	—8633	} 155-205	290-425	
34.	Non-Public Health Workers.	3302			

MUNICIPALITIES—(ENGINEERING BRANCH)

<i>Sl.No.</i>	<i>Category</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chemist-cum-Superintendent (Vijayawada Municipality)	1	Not revised (350-750)	900-1500	
2.	Municipal Supervisors.	232	430-800	700-1200	
3.	Supervisors (Electrical) Previous designation W.W. Superintendent Electl. Superintendents.	35	290-520 275-475 260-450	} }	The observations against this category in the chapter relating to Municipalities may be referred to.
4.	Draughtsman Grade. II.	15	340-640	575-950	
5.	Draughtsman Grade. III	14	290-520	500-800	
6.	Overseers (Engineering Branch).	4	275-475	500-800	
7.	Tracers.	29	(i) 260-450 (ii) 180-350	(i) 450-700 (ii) 410-625	
8.	Electrician Grade. I.	59	260-450	450-700	
9.	Filter Bed Operator Grade. I.	23	260-450	450-700	
10.	Tap Inspectors.	36	250-430	425-650	
11.	Meter Readers.	31	250-430	425-650	
12.	Meter Mechanics.	6	250-430	425-650	
13.	Mechanics.		(a) 240-420 (b) 180-350	(a) 410-625 (b) 350-550	

MUNICIPALITIES—(ENGINEERING BRANCH)—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
14.	Tractor Driver.	13	(a) 240-420 (b) 180-350	(a) 410-625 (b) 350-550	
15.	Mechine Drivers.		(a) 240-420 (b) 180-350	(a) 410-625 (b) 350-550	
16.	Electrician Grade. II	41	240-420	410-625	
17.	Head Operators.	1	240-420	410-625	
18.	Filter Bed Operator Grade. II.	67	240-420	410-625	
19.	Lighting Superintendents	34	(a) 180-350 (b) 165-250	(a) 350-550 (b) 290-425	
20.	Wireman.	13	180-350	350-550	
21.	Steam Road Roller and Lorry Drivers.	4	180-350	350-550	
22.	Fitters.	19	180-350	350-550	
23.	Pipeline Fitters Grade. I	84	180-350	410-625	
24.	Foreman.	1	180-350	350-550	
25.	Instrument Repairer.		180-350	350-550	
26.	Tubewell Mechanics.	4	180-350	350-550	
27.	Switcho Board Operator.	6	165-250	290-425	
28.	Meter Cleaners.		165-250	290-425	
29.	Line Men.	39	165-250	290-425	
30.	Board Casting Operators.	1	165-250	290-425	
31.	Operator Grade. III.	14	165-250	290-425	

MUNICIPALITIES—(ENGINEERING BRANCH)—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
32.	Pipe Line Fitter Grade. II	101	165-250	310-475	
33.	Meter Fitters.		165-250	290-425	
34.	Fitter Coolies.	13	165-250	290-425	
35.	Turn Cocks.	126	165-250	290-425	
36.	Oilmen.	9	165-250	290-425	
37.	Cleaners.	91	165-250	290-425	
38.	Filter Bed Maistry.		165-250	290-425	
39.	Bore well Attender.	8	165-250	290-425	
40.	Public Works Maistry.	81	165-250 } 180-350 }		The obser- vations against this category in the chapter relating to Municipalities may be seen.

MUNICIPAL CORPORATION OF HYDERABAD

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Examiner of Accounts.	1	850-1425	1250-1800	
2.	Assistant Examiner of Accounts	1	700-1200	1050-1600	
<i>Classification I.</i>					
1.	Assistant Town Planner (Town Planning Section U.C.D. Project).	2	750-1300	1150-1700	
<i>Classification II.</i>					
1.	Store Purchase & Verification Officer (Drainage Division)	1	700-1200	1050-1600	
2.	Assistant Engineer (U. C. D. Project).	1	700-1200	1050-1600	
<i>Classification III.</i>					
1.	Doctors (Allopathy Dispensary.)	10	600-1100	900-1500	
2.	Photo Officers (PRS)	1	600-1100	900-1500	
3	Director of Sports (formerly Senior Director-cum-Coach).	1	530-1050	800-1450	
<i>Classification IV.</i>					
1.	Vaids (Ayurvedic Dispensaries).	4	430-800	750-1300	
2.	Director of Sports. (Play Grounds).	1	360-700	600-1050	
3.	Veterinary Officers. (Sl. House)	2	(300-600) (old scale).	750-1300	<i>vide Observations against this category in the chapter.</i>

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
<i>Classification V.</i>					
1.	Accounts Officer (Audit)	1	480-900	750-1300	
2.	Junior Engineer. (Engineering Branch)	1	480-900	750-1300	
3.	Occupational Therapist. (Beggar Home) (Physic Therapist).	1	430-800	750-1300	
4.	Town Planning Assistants (UCD Project).	4	480-900	750-1300 (for holders of Degree in Enginee- ring) 700-1200 (for Diploma holders).	The obser- vations against this category in the Chapter may be seen.
<i>Classification VI.</i>					
1.	Superintendents. (All Branches).	45	430-800	700-1200	
2.	Supervisors (Engineering Branch).	56	430-800	700-1200	
3.	Supervisor (Non- technical) Superintending Engineer's Office.	1	430-800	700-1200	
4.	District Extension Educator (FPB).	2	430-800	700-1200	
5.	Divisional Accountant (Engineering Branch).	2	360-700	650-1100	
6.	Accountant (Engineering Branch).	2	360-700	600-1050	
7.	Office Manager. (General).	2	360-700	700-1200	
8.	Cashier (Secunderabad Treasury).	1	360-700	700-1200	
9.	Chief Inspector (Vehicle Tax).	1	360-700	650-1100	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification VI—(Contd.)</i>					
10.	Superintendent-cum-Reporter (Secretary, Sec.)	1	360-700	700-1200	
11.	Survey Officer (Town Planning Section).	1	360-700	650-1100	
12.	Arch. H. D. Man (Town Planning Section).	1	360-700	700-1200	
13.	Town Planning Assistants (T.P.Sec.)	6	360-700	700-1200	
14.	Horticulturist. (Engineering Sec.)	1	360-700	650-1100	
15.	Tabeeb (Unani Dispensary).	2	360-700	750-1300	
<i>Classification VII.</i>					
1.	Librarian (P.R.S.)	1	360-700	650-1100	
2.	Draughtsman Gr.I (S.D.)	1	360-700	650-1100	
3.	Architectural Draughtsman (T.P.Sec.)	1	360-700	650-1100	
4.	Junior Analyst (Health Sec.).	2	360-700	650-1100	
<i>Classification VIII..</i>					
1.	Statistical Assistant (Health Sec.).	1	360-700	600-1050	
2.	Sanitary Supervisor	21	360-700	600-1050	
3.	Food Inspectors (Health)	6	360-700	600-1050	
4.	Lab. Technician (Sl. House)	1	360-700	600-1050	
5.	Veterinary Assistant. (Sl. House)	5	310-560	600-1050	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification IX:</i>					
1.	Draughtsman Gr. II. (Engineering Branch).	3	320-580	575-950	
2.	Meter Inspector. (Water Supply)	1	320-580	550-900	
<i>Classification X.</i>					
1.	Profession Tax Inspectors	5	320-580	550-900	
2.	Property Tax Inspectors.	33	320-580	550-900	
3.	Manager (P.R.S.)	1	320-580	550-900	
4.	Charge Mechanic (Water Supply).	1	290-520	500-800	
5.	Advertisement Tax Inspector (S.D.)	1	290-520	500-800	
6.	Senior Inspector (Vehicle Tax)		290-520	500-800	
7.	Rent Inspector (SD)	1	290-520	500-800	
8.	Advertisement Tax Inspector (Hyderabad).	3	275-475	500-800	
9.	Vehicle Tax Inspector (Transport).	3	275-475	500-800	
10.	Market Inspector (SD).	1	275-475	500-800	
11.	Market Superintendent (SD).	1	275-475	500-800	
12.	Licence Inspectors (Health).	5	275-475	500-800	
13.	Rent Inspector (HD)	3	275-475	500-800	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XI.</i>					
1.	U. D. Clerk (All Branches).	71	310-560	530-850	
2.	U. D. Accountants. (All Branches).	6	310-560	530-850	
3.	U. D. Steno (All Branches.).	11	310-560	530-850	
4.	Senior Auditors (Audit).	26	310-560	530-850	
5.	Librarians (SD)	1	310-560	530-850	
6.	Extension Educators (FPB)	17	310-560	530-850	
7.	Extension Educators (FPB)	7	290-520		
7.	L. W. Inspectors (L.W.S.)	4	290-520	530-850	
8.	Assistant Publicity Officer (PHS)	1	290-520	530-850	
9.	Court Inspector (Health).	1	290-520	530-850	
10.	Caligrapher. (Secy. P.R.S.)	4	290-520	500-800	
11.	Store Keeper (General)	4	290-520	530-850	
12.	Store Keeper-cum-Accountant (FPB)	12	290-520	530-850	
13.	Assistant Accountant (S.D.)	1	290-520	530-850	
14.	Cashier Clerk (Treasury S.D.)	1	290-520	500-800	
15.	Water Charge Accountant (Water Supply).	1	290-520	500-800	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XI—(Contd)</i>					
16.	U. D. Typist (Secy. Sec.)	6	290-520	530-850	
17.	Senior Accounts Clerk (Audit & Drainage)	2	290-520	530-850	
18.	Nurses (Health)	6	290-520	550-900	
19.	Health Visitors.	22	290-520	550-900	
20.	Social Workers/Non- Medical Assistants. (BH).	1	290-520	530-850	
21.	Residential Inspectors (Beggar Home).	1	290-520	500-800	
22.	Radio Technician (Tech. Division)	1	275-475	475-760	
<i>Classification XII:</i>					
1.	Garden Supervisor. (Engineering),	1	290-520	500-800	
2.	Warden (Beggar Home)	2	290-520	500-800	
3.	Ground Markers (PRS)	4	290-520	500-800	
4.	Senior Games Inspector. (Play Grounds).	5	275-475	475-760	
5.	Draughtsman-cum- Surveyor (U.C.D. Project)	12	275-475	500-800	
6.	Draughtsman Gr. III. (Engineering, Town Plg.)	13	275-475	500-800	
7.	Sub-Overseer (Town Planning Section).	28	275-475	500-800	
8.	Assistant Survey Officer. (Engineering)	2	275-475	500-800	
9.	Town Planning Overseer	7	275-475	500-800	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XII—(Contd)</i>					
10.	Building Inspector (Town Planning).	4	275-475	475-760	
11.	Pipe Line Inspector (Water Supply).	1	275-475	475-760	
12.	Vaccination Superin- tendent (Health)	1	275-475	475-760	
13.	F. P. Welfare Workers (Health).	1	275-475	475-760	
14.	Sanitary Inspector/ Health Inspector.	10	275-475	500-800	
15.	Section Officers (Town Planning Sec.)	13	275-475	475-760	
16.	Pharmacists (Allopathic Dispensary).	28	260-450	500-800	
<i>Classification XIII:</i>					
1.	Comptist (Tax Sed).	1	275-475	475-760	
2.	Projectionits (FPB)	1	275-475	475-760	
3.	Project Operators (PRS)	1	275-475	475-760	
4.	Side Gr. Clerk/Senior Clerk.	5	275-475	475-760	
5.	Foreman (S.D.)	1	275-475	475-760	
6.	Junior Games Inspector (P.G.)	2	275-475	475-760	
<i>Classification XIV:</i>					
1.	Drivers (Heavy vehicles)	200	260-450	450-700	
2.	Adrema Operator (Tax)	3	260-450	450-700	
3.	Electrician (Engg.)	4	260-450	450-700	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XIV—(contd.)</i>					
4.	Senior Meter Reader (Water Supply).	1	260-450	450-700	
5.	Ind Grade Pump Driver (Water Supply).	4	260-450	450-700	
6.	Building Inspector Junior (TPS).	1	260-450	450-700	
7.	Technicians (Senior) (Health).	1	260-450	450-700	
8.	Mechanics (Senior) (Engineering).	10	260-450	450-700	
9.	Turner (Workshop)	1	260-450	450-700	
10.	Fitters (Senior) Work shop.	1	260-450	450-700	
11.	Tracers (Engineering) (Town Planning)	10	240-420	450-700	
12.	Chargeman (Transport).	1	240-420	410-625	
13.	Compounders (Disp.)	16	240-420	450-700	
14.	Sanitary Sub-Inspectors	20	240-420	450-700	
15.	Health Sub-Inspectors.	6	240-420	450-700	
16.	Vaccinator (Health)	49	240-420	450-700	
17.	Sl. House Inspectors (SD)	1	240-420	450-700	
18.	Insect Collector (Health)	10	240-420	410-625	
<i>Classification XV:</i>					
1.	L. D. Clerks (All Branches).	350	250-430	425-650	
2.	Sub-Division Clerks. (Drainage Division)	2	250-430	425-650	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XV—(Contd.)</i>					
3.	L. D. Accountant.	1	250-430	425-650	
4.	L. D. Steno/Typist (All Branches).	66	250-430	425-650	
5.	Typist-cum-Librarian (S.D.)	1	250-430	425-650	
6.	Junior Auditors (Audit)	37	250-430	425-650	
7.	Telephone Operators (General).	6	250-430	425-650	
8.	Caligraphers (Press)	6	250-430	425-650	
9.	L. D. Clerk-cum-Proof Reader (Press).	1	250-430	425-650	
10.	Sub-Inspector (Revenue)	6	240-420	410-625	
11.	Rent Sub-Inspector (S.D.)	1	240-420	410-625	
12.	Inspector (Vehicle Tax)	7	240-420	425-650	
13.	Carpenter Instructor (Beggar Home).	1	240-420	425-650	
14.	Weaving Instructor (Beggar Home)	1	240-420	425-650	
15.	Tailoring Instructor (Beggar Home).	1	240-420	425-650	
16.	Copyist. (Secy. Sec.)	1	240-420	425-650	
17.	Telephone Operator-cum- Receptionist (SD)	1	240-420	425-650	
18.	Store-Keeper Gr. III/ L. D. Store-keeper.	3	240-420	425-650	
19.	Builders (Engineering)	5	240-420	410-625	
20.	Parks Sub-Inspector. (Engineering).	5	240-420	425-650	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XV—(Contd.)</i>					
21.	Compounders (Unani & Ayurveda).	6	240-420	450-700	
22.	Gardens Inspector (SD)	2	240-420	410-625	
23.	Player-cum-Coaches (Play ground Sec.)	35	240-420	410-625	
<i>Classification XVI:</i>					
1.	Driver (Light Vehicle) (Transport).	55	240-420	410-625	
2.	Bill Collectors (Revenue)	150	240-420	410-625	
3.	Compositors (Press)	4	240-420	410-625	
4.	Cashier (Treasury).	19	240-420	410-625	
5.	Assistant Cashier (SD)	3	240-420	410-625	
6.	Water Charge Cashier (SD)	2	240-420	410-625	
7.	Machine Man (Press)	3	240-420	410-625	
8.	Technician Junior (Health).	2	240-420	410-625	
9.	Wireman (Mech. Division)	3	240-420	410-625	
10.	Meter Reader (Water Supply)	5	240-420	410-625	
11.	Assistant Pump Driver (Water Supply)	6	240-420	410-625	
12.	Road Inspector. (Engineering).	8	240-420	410-625	
13.	Blacksmith (Workshop)	3	240-420	410-625	
14.	Fitter (Junior) (Engg.)	29	240-420	410-625	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XVI—(Contd.)</i>					
15.	Welder (Workshop)	1	240-420	410-625	
16.	Tifa Operator. (Health Mech.)	1	240-420	410-625	
17.	Road Roller Driver. (Engg.)	2	240-420	410-625	
18.	Asphalt Mixer Driver (Engg.)	1	240-420	410-625	
19.	Motor Mixer Driver (Engg.)	1	240-420	410-625	
20.	Crane Operator. (Drainage Disposal)	1	240-420	410-625	
21.	Painter (Senior) Engineering).	2	240-420	410-625	
22.	Plumber Fitter (Drinage (Engg.)	2	240-420	410-625	
23.	Moulder (Workshop)	1	240-420	410-625	
24.	Mechanics (Junior) (Workshop)	3	240-420	410-625	
25.	Dresser (Health).	3	240-420	410-625	
26.	Jerrash (Health)	3	240-420	410-625	
27.	Rat Campaign Supervisor	5	240-420	410-625	
28.	Preventive Squad Supervisor (Health).	2	240-420	410-625	
29.	Nurses (Labour Welfare Sec.)	4	240-420	410-625	
30.	Midwives (Senior Health).	24	240-420	410-625	
31.	Dayas (Health)	11	240-420	410-625	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XVI—(Contd.)</i>					
32.	Auxiliary Nurses Midwives (Health).	26	240-420	410-625	
33.	Tax Collector (Revenue)	30	240-420	410-625	
34.	Rent Collector (Estate)	27	240-420	410-625	
35.	Warrant Inspector (Court).	3	240-420	410-625	
36.	License Sub-Inspector (License T.P.E.O.)	20	240-420	410-625	
37.	License Overseer. (SD)	4	240-420	410-625	
38.	Ward Attendent. (Senior) (Health).	1	240-420	410-625	
39.	Encroachment Inspector (T.P.Sec.)	1	240-420	410-625	
40.	F. P. Welfare Workers (Health)	23	240-420	410-625	
41.	Maistry (Sr.) (Drainage Engg.)	18	180-350	350-550	
42.	Light Inspector. (Mechanic Divn.)	9	180-350	350-550	
43.	Motor Cycle Ord...	3	180-350	410-625	
44.	Drainage Inspectors.	42	180-350	350-550	
45.	Sluice Inspector. (Drainage Divn.)	3	180-350	350-550	
46.	Sl. House Overseer. (SD)	1	180-350	350-550	
47.	Ponds Supervisor (Health).	1	180-350	350-550	
48.	Head Pond Keeper (Health).	1	180-350	350-550	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XVI—(Contd.)</i>					
49.	Abstract Writers (Accounts).	6	180-350	350-550	
50.	IV Grade Clerk (Health etc.)	46	180-350	410-625	
51.	Record Keepers (General).	3	180-350	350-550	
52.	Karkoons (Health)	26	180-350	350-550	
53.	Register Writer (Health).	2	180-350	350-550	
54.	Driver.	1	180-350	410-625	
<i>Classification XVII :</i>					
1.	Stone Maker. (Press).	1	180-350	350-550	
2.	Pressman.	3	180-350	350-550	
3.	Record Assistants/ Attender (General).	23	180-350	350-550	
4.	Sewing Teacher (L.W.S.)	4	180-350	350-550	
5.	Games Inspector (L.W.S.)	1	180-350	350-550	
6.	Pipe Line Fitters (Water Supply).	3	180-350	350-550	
7.	Meter Fitter (Water Supply).	6	180-350	350-550	
8.	Pumping Driver (Water Supply)	2	180-350	350-550	
9.	Maisan (Engineering)	1	180-350	350-550	
10.	Carpenter (Workshop)	8	180-350	350-550	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XVII—(Contd.)</i>					
11.	Wireman (Junior) (Workshop).	1	180-350	350-550	
12.	Fitter (Junior) (Workshop).	2	180-350	350-550	
13.	Tin Smith (Workshop)	1	180-350	350-550	
14.	Painter (Junior) (Workshop)	6	180-350	350-550	
15.	Blue Print Operator (Senior) (T.P. Section).	2	180-350	350-550	
16.	Garden Inspector. (Junior).	2	180-350	350-550	
17.	Head Mali (Park)	1	180-350	350-550	
18.	Sprinkling Inspector. (Engg.)	1	180-350	350-550	
19.	Rat Campaign Overseer. (Health).	6	180-350	350-550	
20.	Ward Attendant	2	180-350	350-550	
21.	Attendant	1	180-350	350-550	
22.	Midwife (Junior)	1	180-350	350-550	
23.	Clock Repairer (Mech.)	1	180-350	350-550	
24.	Cook (Beggar Home)	1	180-350	350-550	
<i>Classification XVIII :</i>					
1.	Jamedar (Peshi of Commissioner & Mayor)	6	175-300	325-500	
2.	Blue Print Operator. (Junior) (Engg.).	1	165-250	290-425	
3.	Counting Clerks (Audit & Accounts).	4	165-250	290-425	
4.	Loudspeaker Attender (P.R.S.)	1	165-250	290-425	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XIX.</i>					
1.	Helpers (Workshop)	1	165-250	290-425	
2.	Lascars (Engg.)	51	165-250	290-425	
3.	Jawans (Health) (Conservancy S.H., Tax.)	387	165-250	290-425	
4.	Daftari (General)	1	165-250	290-425	
5.	Dafedar (General)	3	165-250	290-425	
6.	Cleaner (Workshop)	64	165-250	290-425	
7.	Carpenter Assistant.	1	165-250	290-425	
8.	Mukaddam (Engg.)	17	165-250	290-425	
9.	Siddiwals (Engg.)	5	165-250	290-425	
10.	Head Coolies (Engineering).	10	165-250	290-425	
11.	Educated Jawan	2	165-250	290-425	
12.	Maistry (Junior) (Engg)	1	165-250	290-425	
13.	Head Mali (Junior) (Engg.)	2	165-250	290-425	
14.	Butler (Health)	2	165-250	290-425	
15.	Cook (Health)	2	165-250	290-425	
16.	Lineman (Drainage)	62	165-250	290-425	
17.	Lab. Attendant (Health).	2	165-250	290-425	
18.	Orderly Jawan (Transport).	1	165-250	290-425	
19.	Hammerman. (Workshop)	8	165-250	290-425	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XIX—(Contd.)</i>					
20.	Assistant Blacksmith (Workshop).	2	165-250	290-425	
21.	Tin Smith (Junior) (Workshop.)	1	165-250	290-425	
22.	Welder (Junior) (Workshop)	1	165-250	290-425	
23.	Fitter (Junior) (Workshop).	1	165-250	290-425	
24.	Assistant Fitter.	1	165-250	290-425	
25.	Nursing Orderly (Health)	1	165-250	290-425	
26.	Pump Driver (Water Supply).	3	165-250	290-425	
27.	Fitter Mates (SDs).	4	165-250	290-425	
28.	Artisans (PRS)	5	165-250	290-425	
<i>Classification XX.</i>					
1.	Peons (General)	257	165-250	290-425	
2.	Mamas (Tax)	16	165-250	290-425	
3.	Asil (Revenues)	4	165-250	290-425	
4.	Chowkidar (Genl.)	272	165-250	290-425	
5.	Kamatees (Health etc.)	1712	165-250	290-425	
6.	Kamatons (Health etc.)	2178	165-250	290-425	
7.	Watchman.	9	165-250	290-425	
8.	Gurkha Watchman.	1	165-250	290-425	
9.	Farrash (Accounts)	1	165-250	290-425	
10.	Khalasis (Engg.)	3	165-250	290-425	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XX—(Contd.)</i>					
11.	Mazdoors (Engg.)	30	165-250	290-425	
12.	Mazdoorai (Engg.)	2	165-250	290-425	
13.	Oilman (Engg.)	1	165-250	290-425	
14.	Garden Malies (Engg.)	88	165-250	290-425	
15.	Malans (Engg.)	81	165-250	290-425	
16.	Sweepers (Health)	315	165-250	290-425	
17.	Drainage Mazdoors	45	165-250	290-425	
18.	Totty (S.D.)	313	165-250	290-425	
19.	Sweeper Women (Disp.)	25	165-250	290-425	
20.	Sweeper Female (SD).	4	165-250	290-425	
21.	Gang Mazdoors (Engg.)	324	165-250	290-425	
22.	Women Mazdoors (Engg.)	11	165-250	290-425	
23.	Road Mazdoors (Engg.)	72	165-250	290-425	
24.	Building Mazdoors (Engg.)	33	165-250	290-425	
25.	Dhobi (Begger Home)	3	165-250	290-425	
26.	Scavenger (Health)	523	165-250	290-425	
27.	O. T. Attendent (F.P.B.)	1	165-250	290-425	
28.	Anti Malaria Overseer (S.D.)	1	165-250	290-425	
29.	Rat Mazdoors (S.D.)	34	165-250	290-425	
30.	Anti Malaria Mazdoor (S.D.)	3	165-250	290-425	
31.	Waterman (Drainage)	1	165-250	290-425	
32.	Water Carrier (Health)	3	165-250	290-425	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XX—(Contd.)</i>					
33.	Stretcher Bearer (Health)	4	165-250	290-425	
34.	Telephone Orderlies (General)	4	165-250	290-425	
35.	Bhisty (S.D.)	2	165-250	290-425	
36.	Mullayan/Mullas (Sl. House).	17	165-250	290-425	
37.	Meat Van Attenders (Sl. House).	4	165-250	290-425	
38.	Female Labourers. (Sarai)	3	165-250	290-425	
39.	Fitter Boys (Water Supply).	1	165-250	290-425	
40.	Turn Cocks (Water Supply)	12	165-250	290-425	
41.	Bellowsman (Workshop)	1	165-250	290-425	
42.	Lab. Boys (Drainage)	1	165-250	290-425	
43.	Field Workers (Malaria)	118	165-250	290-425	
44.	Ayahs (Health)	43	165-250	290-425	
45.	Jawans (Engg.)	1	165-250	290-425	
46.	Telephone Attendant (Health).	1	165-250	290-425	
47.	Book Bearers (Library)	2	165-250	290-425	
48.	Attendant (SD)	2	165-250	290-425	
49.	Kidmati (Ayur. Unani Disp.).	4	165-250	290-425	
50.	Pound Keeper (Health)	1	165-250	290-425	
51.	Dog Pound Keeper. (Health).	1	165-250	290-425	

MUNICIPAL CORPORATION OF HYDERABAD—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Classification XX—(Contd.)</i>					
52.	Dog Catcher (Health)	16	165-250	290-425	
53.	Cattle Catcher (Health)	5	165-250	290-425	
54.	Pig Catcher.	9	165-250	290-425	
55.	Avenue Mazdoors (Engg.)	10	165-250	290-425	
56.	Nazir (Health)	2	165-250	290-425	
57.	Coach-cum-Chowkidar (PRS).	1	165-250	290-425	

(LOCAL BODIES—ZILLA GRANDHALAYA SAMSTHA)

<i>Sl. No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remark</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Secretary, Zilla Grandhalaya Samasthas (Dist. Central Librarian).	22	530-1050	900-1500	
2.	Librarian Grade-I (Deputy Librarian).	72	410-750	650-1100	
3.	U. D. Clerks.	17	310-560	Common Category.	
4.	Librarian Grade-II.	149	290-520	500-800	
5.	Librarian Grade-III.	349	260-450	450-700	
6.	L. D. Clerks.	31	250-430	Common Category.	
7.	Typists.	23	250-430	Common Category.	
8.	Binders.	7	240-420	410-625	
9.	Van Drivers (Light Vehicles).	3	240-420	Common Category.	
10.	Attenders.	431	180-350	Common Category.	
11.	Motor Cleaner.	1	165-250	Common Category.	
12.	Peons.	495	165-250	Common Category.	

AGRICULTURE MARKET COMMITTEES

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing scale.</i>	<i>Revised scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Secretary Grade-I	18	530-1050	800-1450	
2.	Secretary Grade II.	45	480-900	750-1300	
3.	Engineer Supervisor.		430-800	700-1200	
4.	Secretary Grade-III.	92	410-750	650-1100	
5.	Office Superintendent.	10	410-750	650-1100	
6.	Assistant Secretary.	113	340-640	575-950	
7.	Accountant.	55	340-640	575-950	
8.	Supervisor.		310-560	530-850	
9.	U. D. Clerks.		310-560	Common Category.	
10.	Overseers.		290-520	500-800	
11.	L. D. Clerks.		250-430	Common Category.	
12.	Typists.		250-430	Common Category.	
13.	Computors.		250-430	425-650	
14.	Bid-Clerks.		250-430	425-650	
15.	Grader.		250-430	425-650	
16.	Assistant Market Supervisors.		250-430	425-650	
17.	Driver		240-420	Common Category.	
18.	Maistry		175-300	325-500	
19.	Watchman (Chowkidar).		165-250	Common Category.	
20.	Peon.		165-250	Common Category.	

WORKCHARGED ESTABLISHMENT

<i>Sl.No.</i>	<i>Category.</i>	<i>No. of posts.</i>	<i>Existing Scale</i>	<i>Revised Scale.</i>	<i>Remarks.</i>
1	2	3	4	5	6
			Rs.	Rs.	
<i>Unskilled:</i>					
1.	Watchman (Watch & Ward)		155-205	290-425	
2.	Mazdoor (Mazdoor)		155-205	290-425	
3.	Lascar (Mazdoor)		155-205	290-425	The obser- vations against this category in the chapter relating to work charged establishment may be seen.
4.	Sweeper (Mazdoor)		155-205	290-425	
5.	Scavenger (Mazdoor)		155-205	290-425	
6.	Washerman (Mazdoor)		155-205	290-425	
7.	Mali (Gardens)		155-205	290-425	
8.	Mazdoor (Laboratory)		155-205	290-425	
<i>Semi Skilled:</i>					
9.	Guardzman. (Watch & Ward).		165-250	290-425	
10.	Head Mazdoor (Mazdoor)		165-250	310-475	
11.	Room Boy (Rest House Establishment).		165-250	290-425	
12.	Helper (Rest House Establishment)		165-250	290-425	
13.	Gardener Grade. II (Gardens).		165-250	310-475	

WORKCHARGED ESTABLISHMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
	<i>Semi Skilled (Contd.)</i>				
14.	Boat Kalasi (Floating Plant)		165-250	290-425	
15.	(a) Fireman (Floating Plant)		165-250	290-425	
	(b) Oilman.		165-250	290-425	
16.	Water Supply Lineman (Executive).		165-250	310-475	
17.	Works Inspector Grade V. (Executive)		165-250	310-475	
18.	Cleaner (Operational Heavy Vehicle)		165-250	290-425	
19.	Cleaner (Operational Construction Equipment)		165-250	290-425	
20.	Helper Grade. II. (Repairs).		165-250	310-475	
21.	Helper Grade. II (Workshops & Construction)		165-250	310-475	
22.	Helper Grade II. (Drilling).		165-250	310-475	
23.	Helper Grade II. (Electrical).		165-250	310-475	
24.	Attendant (Telephone & Wireless)		165-250	310-475	
	<i>Skilled Class V.</i>				
25.	Sargent (Watch & Ward)		175-300	325-500	
26.	Cook Grade II (Rest House Establishment).		175-300	325-500	
27.	Gardener Grade I. (Gardens).		175-300	325-500	

WORKCHARGED ESTABLISHMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Skilled Class V—(Contd.)</i>					
28.	Boat Syrang. (Floating Plant).		175-300	325-500	
29.	Lab Attendant (Laboratory).		175-300	325-500	
30.	Rigger Grade III. (Rigger).		175-300	325-500	
31.	Operator Grade V. (Operational Construction Equipment).		175-300	325-500	
32.	Helper Grade I. (Repairs).		175-300	350-550	
33.	Helper Grade I (Workshops & Con- struction).		175-300	350-550	
34.	Helper Grade I. (Drilling).		175-300	350-550	
35.	Helper Grade. I. (Electrical).		175-300	350-550	
36.	Lineman (Telephones)		175-300	325-500	
<i>Skilled Class IV :</i>					
37.	Cook Grade. I. (Rest. House Estt.)		180-350	350-550	
38.	Butler. (Rest. House Estt.)		180-350	350-550	
39.	Rigger Grade. II. (Rigger).		180-350	350-550	
40.	Dark Room Assistant. (Photography)		180-350	410-625	
41.	Work Inspector. Grade, IV (Executive).		180-350	350-550	

WORKCHARGED ESTABLISHMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Skilled Class IV—(Contd.)</i>					
42.	Light Vehicle Driver Grade. II (Operational Light Vehicles).		180-350	350-550	
43.	Operator Grade. IV (Operational Construction Equipment).		180-350	350-550	
44.	Fitter Grade. II (Repairs).		180-350	410-625	
45.	Tradesman Grade III. (Workshops & Construction)		180-350	410-625	
46.	Turner Grade Grade III (Workshop & Construction)		180-350	410-625	
47.	Mechinist Grade. III. (Workshops & Construction).		180-350	410-625	
48.	Fitter Grade. III. (Workshops & Construction).		180-350	410-625	
49.	Drilling Operator. (Drilling) Grade. III.		180-350	410-625	
50.	Wireman Grade. II (Electrical).		180-350	410-625	
51.	Electrician Grade. II. (Electrical).		180-350	410-625	
52.	Telephone Operator (Telephone & Wireless)		180-350	410-625	
<i>Skilled Class III.</i>					
53.	Caretaker (Rest House Establishment).		240-420	425-650	
54.	Assistant Launch Driver (Floating Plant).		240-420	410-625	

WORKCHARGED ESTABLISHMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Skilled Class III—(Contd.)</i>					
55.	Assistant Launch Syrang (Floating Plant.)		240-420	410-625	
56.	Rigger Grade. I (Rigger)		240-420	410-625	
57.	Work Inspector Grade III (Executive)		240-420	410-625	
58.	L. V. Driver Grade. I. (Operational Light Vehicles)		240-420	410-625	
59.	Heavy Vehicle Driver Grade II (Operational Heavy Vehicle)		240-420	410-625	
60.	Operator Grade III. (Operational Construction Equipment)		240-420	410-625	
61.	Fitter Grade. I (Repairs)		240-420	425-650	
62.	Tradesman Grade. II (Workshops & Construction)		240-420	425-650	
63.	Turner Grade. II. (Workshops & Construction)		240-420	425-650	
64.	Mechinist Grade II. (Workshops & Construction)		240-420	425-650	
65.	Fitter Grade II (Workshops & Construction)		240-420	425-650	
66.	Drilling Operator Grade II (Drilling)		240-420	425-650	
67.	Wireman Grade. I. (Electrical)		240-420	425-650	

WORK CHARGED ESTABLISHMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Skilled Class II:</i>					
68.	Mechanic Grade III. (Repairs)		250-430	425-650	
69.	Tradesman Grade I (Workshop & Construction)		250-430	450-700	
70.	Turner Grade I. (Workshop & Construction)		250-430	450-700	
71.	Mechinist Grade.I (Workshop & Construction)		250-430	450-700	
72.	Fitter Grade I (Workshop & Construction)		250-430	450-700	
73.	Drilling Operator Grade I (Drilling)		250-430	450-700	
74.	Lineman (Electrical)		250-430	450-700	
75.	Electrician Grade. I (Electrical)		250-430	450-700	
<i>Skilled Class I:</i>					
76.	Launch Driver. (Floating Plant)		260-450	450-700	
77.	Launch Syrang. (Floating Plant).		260-450	450-700	
78.	Work Inspector Grade II. (Executive)		260-450	450-700	
	Heavy Vehicle Driver Grade. I (Operational Heavy Vehicle)		260-450	450-700	
80.	Operator Grade. II (Operational Construction Equipment)		260-450	450-700	
81.	Mechanic Grade. II. (Repairs)		260-450	450-700	

WORKCHARGED ESTABLISHMENT—(Contd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Highly Skilled Class IV:</i>					
82.	Lab. Assistant (Laboratory)		275-475	530-850	
83.	Work Inspector Grade.I (Executive)		275-475	475-760	
84.	Operator Grade, I. (Operational Constructional Equipment)		275-475	475-760	
85.	Mechanic Grade I. (Repairs.)		275-475	475-760	
86.	Tradesman Special Grade (Workshops & Construction)		275-475	475-760	
87.	Turner Special Grade (Workshops & Construction)		275-475	475-760	
88.	Mechinist Special Grade. (Workshops & Construction)		275-475	475-760	
89.	Fitter Special Grade (Workshops & Construction)		275-475	475-760	
90.	Line Inspector (Electrical)		275-475	475-760	
91.	Line Inspector (Telephone & Wireless)		275-475	500-800	
<i>Highly Skilled Class III:</i>					
NIL.					
<i>Highly Skilled Class II:</i>					
92.	Operator Special Grade (Operational Construction Equipment)		310-560	530-850	
93.	Mechanic Special Grade (Repairs)		310-560	530-850	

WORKCHARGED ESTABLISHMENT—(Concl'd.)

1	2	3	4	5	6
			Rs.	Rs.	
<i>Highly Skilled Class. I:</i>					
94.	Photographer (Photography)		320-580	550-900	
95.	Work Inspector Special Grade. (Executive).		320-580	550-900	
96.	Assistant Foreman (Repairs.)		320-580	550-900	
97.	Assistant Foreman (Workshops & Construction)		320-580	550-900	
<i>Supervisory:</i>					
98.	Foreman (Repairs)		410-750	650-1100	
99.	Foreman (Workshops & Construction).		410-750	650-1100	

WORKCHARGED ESTABLISHMENT
(PANCHAYAT RAJ ENGINEERING AND RIGS ORGANISATION)

(For categories in pay scales other than those covered by)
G.O. Ms. No. 107 P.W. dated 7-2-1974)

Sl.No.	Category	No. of Posts	Existing Scale	Revised Scale	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
1.	Hydrogeologist.		430-800	700-1200	
2.	Geophysicist.		430-800	700-1200	
3.	Work Inspector Grade-I.		320-580	550-900	
4.	Master Driller.		320-580	550-900	
5.	Work Inspector Grade-II		275-475	475-760	
6.	Water Analysts.		275-475	475-760	
7.	Work Inspector Grade-III.		260-450	450-700	
8.	Driller Grade-I		250-430	425-650	
9.	Geological Surveyors.		250-430	425-650	
10.	Pump Mechanic Grade-I.		250-430	425-650	
11.	Mechanical Surveyor.		250-430	425-650	
12.	Work Inspector Grade IV.		240-420	410-625	
13.	R.R. Driver.		240-420	410-625	
14.	Driller Grade-II		240-420	410-625	
15.	Driller Grade-III.		180-350	350-550	
16.	Mechanic Grade IV		180-350	350-550	
17.	Pump Mechanic Grade-II.		180-350	350-550	
18.	Store Assistant/Surveyor Assistant.		180-350	350-550	
19.	Work Inspector Grade-V.		175-300	325-500	
20.	Gang Mazdoors.		155-205	290-425	

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HYDERABAD, ANDHRA PRADESH
-1979

REPORT OF

Sri A. Krishnaswamy, I. A. S. (Retd.)

Pay Revision Commissioner

VOLUME IV

1979

REPORT OF

Sri A. Krishnaswamy, I. A. S. (Retd.)

Pay Revision Commissioner

VOLUME IV

1979

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ANNEXURE—I

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

PAY REVISION COMMISSIONER—Appointment of Sri A. Krishnaswamy, I.A.S., as Pay Revision Commissioner—Terms of reference—Orders—Issued.

GENERAL ADMINISTRATION (SPECIAL—A) DEPARTMENT

G. O. Ms. No. 745,

Dated the 3rd November, 1977

ORDER:

In May, 1974 the Government had appointed a Pay Revision Commissioner to advise on a new Dearness Allowance merged pay structure taking into account the Dearness Allowance prior to 1-1-1974 as also to examine any anomalies arising out of earlier pay revisions. The Pay Revision Commissioner submitted his report towards the end of April, 1975, the recommendations of which in regard to pay scales were accepted in toto by the Government and orders were issued in July, 1975 revising the scales of pay from 1-1-1974. However, subsequent to the introduction of these Dearness Allowance merged pay scales the Government have on several occasions sanctioned thirteen instalments of further Dearness Allowance so that the rates of Dearness Allowance now are 50% up to a pay of Rs. 300 and 37% above that. Government have also received several representations from various categories of employees with regard to the recommendations of the Pay Revision Commissioner stating either that certain anomalies had not been fully taken into account by the Pay Revision Commissioner or that the recommendations had themselves created further anomalies, particularly in regard to *inter se* relationship of the scales of pay of different categories. The work-charged establishments have also been representing about their scales of pay.

2. Taking into account these various considerations, Government are of the view that there is need to review the existing pay structure and have therefore decided to appoint a Pay Revision Commissioner to examine the question of revision of the present structure of pay and allowances of the employees of the State Government, Local Bodies, Aided Institutions and Work-charged establishments. Government accordingly hereby appoint Sri A. Krishnaswamy, I.A.S., as Pay Revision Commissioner. He shall discharge the functions of the Pay Revision Commissioner in addition to his duties as Chief Secretary to Government till the date of his retirement and thereafter shall continue as full time Pay Revision Commissioner. Orders governing the terms and conditions of his appointment as full time Pay Revision Commissioner consequent on his retirement will be issued separately.

3. The terms of reference of the Pay Revision Commissioner will be as follows:—

(i) To review the present structure of different scales of pay, Dearness Allowance and other compensatory allowances of all categories

of employees of the State Government, Local Bodies and Aided Institutions and Work-charged establishments, and in particular the feasibility of further merger of the percentage Dearness Allowance sanctioned from 1st January, 1974 with pay and make suitable recommendations in this regard.

The Commissioner shall however, not deal with the teaching and other staff in the Universities, Government Colleges and Government Aided Private Colleges, who have been given the benefit of the 1976 revised scales of pay on the basis of the recommendations of the Three Man Committee.

(ii) To examine any anomalies arising out of the earlier pay revisions including the pay revision of 1974 and make suitable recommendations for removing such anomalies;

(iii) To recommend a suitable method for fitting personnel into the new scales from the corresponding old scales;

(iv) To review the need for and the rates of these existing special pays and make suitable recommendations in this regard;

(v) To give his recommendations on any other matter referred to him by the State Government during his tenure of office.

4. In making his recommendations, the Pay Revision Commissioner will take into account the economic conditions in the State, the financial implications of his recommendations and the impact thereof on the resources available for the plan and other essential non-plan expenditure.

5. The Pay Revision Commissioner will lay down his own procedures for receiving representations, examining of witnesses and calling for information. The Departments of Secretariat and Heads of Departments shall furnish all necessary information as and when required by the Pay Revision Commissioner and shall extend such co-operation and assistance as may be required by him.

6. The Pay Revision Commissioner will ordinarily sit at Hyderabad but may tour within the State as well as outside the State to the extent necessary.

7. The Government request the Pay Revision Commissioner to make his recommendations within one year of his taking charge.

(BY ORDER AND IN THE NAME OF THE GOVERNOR
OF ANDHRA PRADESH)

S. R. RAMAMURTHY,

Ex-Officio Secretary to Government.

To

- Sri A. Krishnaswamy, I.A.S.,
Chief Secretary to Government.
- The Accountant-General, A.P., Hyderabad.
- The Pay and Accounts Officer, Hyderabad, etc.

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

PAY REVISION COMMISSIONER—Appointment of Sri A. Krishnaswamy, I.A.S., (Retd.) as Pay Revision Commissioner—Terms of reference—Additional term of reference—Orders—Issued.

GENERAL ADMINISTRATION (SPECIAL-A) DEPARTMENT

G.O. Ms. No. 70,

Dated the 28th January, 1978.

Read the followings—

G. O. Ms. No.745, General Administration (Special-A) Department, dated 3rd November, 1977.

ORDER:

In the G. O. read above, Government have appointed a Pay Revision Commissioner with certain terms of reference. They broadly relate to (a) revision of pay structure of various categories of employees of the State Government, Local Bodies etc., (b) anomalies arising out of earlier pay revisions, (c) review of scales of special pays. Government have been receiving representations for review of the existing retirement benefits to the employees of State Government and Local Bodies and have, therefore, decided that the following shall be an additional term of reference to the Pay Revision Commissioner.

“To review the existing retirement benefits of all categories of employees of the State Government, Local Bodies and Aided Institutions and to examine the question of extension of retirement benefits to the Work-charged Establishment and make suitable recommendations in this regard.”

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF
ANDHRA PRADESH)

I. J. NAIDU,

Chief Secretary to Government.

To

Sri A. Krishnaswamy, I.A.S., (Retd.)
Pay Revision Commissioner.

GOVERNMENT OF ANDHRA PRADESH

Office of the Pay Revision Commissioner,
Secretariat Buildings,
Hyderabad—500022.

Letter No. 4421/146/P.R.C. I/78-2

Dated 15th February, 1978.

From

SRI U. B. RAGHAVENDRA RAO, I.A.S.,
*Secretary to Pay Revision Commissioner
and Ex-Officio Joint Secretary
to Government.*

To

Sir,

I am desired to forward a copy of the Questionnaire issued by the Pay Revision Commissioner.

You would have facilitated the timely completion of the work of the Pay Revision Commissioner apart from gratefully benefiting him in his deliberations if you could send your replies to the Questionnaire by 3rd April 1978 without fail.

Yours faithfully,

*for Secretary to Pay Revision Commissioner and
Ex-Officio Joint Secretary
to Government.*

QUESTIONNAIRE

I. GENERAL PRINCIPLES

1. Some of the known principles of Civil Service pay determination are as follows:—

(i) Equal pay for equal work.

(ii) Government as a model employer.

(iii) "Fair comparison with the current remuneration of outside staff employed on broadly comparable work, taking account of differences in other conditions of service".

(iv) Capacity to pay.

Do you consider any one or a combination of these provide an adequate and reliable basis for pay determination? If not, what do you think should be the principles of pay determination?

2. Though the doctrine of fair comparison is recognised to be the most rational and equitable principle of pay determination, the II and III Central Pay Commissions have pointed out the serious limitations of the doctrine in Indian conditions. Could you suggest any measures designed to improve its acceptability?

3. Do you think that the State as an employer should be distinguished from private employers? If so, in what respects?

4. Should there be any differentiation in pay scales between persons employed in Government industrial establishments and the commercial departments of State Government on the one hand and other Government employees? If so, what and why?

5. What portion of the State income do you consider could be set apart towards Civil Services emoluments keeping in mind the growing developmental outlays and essential non-plan expenditure?

II. PAY STRUCTURE

1. What do you understand by the concepts of "minimum wage" and 'need-based minimum' wage? What precise quantitative assessment would you suggest for determining them?

2. In a country like India where a large number of workers in the agricultural sector and those engaged in subsidiary occupations do not get any assured minimum remuneration, do you think the enforcement of minimum wages in the Government and quasi-Government sectors would be justified?

3. Do you justify the classification of last grade service into 'inferior' and 'superior' service and within the 'inferior' service a further

classification on the basis of unskilled and semi-skilled/skilled ? If so, what norms would you suggest for such categorisation?

4. What is the level of the cost of living index with reference to which you propose that the basic pay be now determined considering the movement of prices in recent years and the economic trends generally?

5. Does the 1960 series of 'working class consumer price index' correctly reflect the changes in the cost of living? If not, what alternative index would you suggest and why?

6. (i) What principles do you suggest for neutralisation of increases in cost of living? Do you approve of the present system whereby the rate of neutralisation provides for almost full neutralisation in the lower salary ranges and gradually tapers off as the salary increases?

(ii) If so, what are the levels of pay that you suggest up to which full neutralisation should be allowed, the degrees by which it should decrease and the level of salary at which it should completely cease?

7. At what intervals (time factor) and for what magnitude (points factor) of fluctuation in the cost of living should D.A. be revised?

8. What are the factors that you consider should be taken into account in fixing a rational pay structure? Should pay differentials be based only on Education, Training, Skills, Duties and responsibilities or there are other factors also? If so, what are those and what weight do you attach to them individually?

9. Do you consider that pay differentials should be used to serve broad man-power policies, for example, better salaries should be offered for scientific and technical personnel?

10. There is a point of view that in spite of increasing importance of non-clerical work—for instance that of the craftsman and technician—the traditional difference between the remuneration of clerical and non-clerical work is being continued? If this is true, do you propose its discontinuance? If so why?

11. There are now 26 standard scales of pay or standard classifications under the State Government. Do you consider the present classification fair and adequate? If not, what scales do you propose?

12. Do you think that the existing gap between the highest and the lowest salaries should be further reduced? If so what disparity ratio between the highest salary (post-tax) and the lowest salary would you suggest?

13. Any reduction in the number of existing scales through "broad-banding" is likely to result in the same scale of pay for categories with dissimilar duties and responsibilities. What are your suggestions to avoid such a situation?

14. What in your opinion is the desirable number of levels of promotion for Government employees which could be considered as adequate to enable the recruitment of the right type of person and provide enough incentives for efficient work?

15. What are your views on Selection Grades? In what circumstances and in what conditions should they be prescribed?

16. Some of the remedies suggested for mitigating hardship on account of stagnation at the maximum of the pay scale are (i) stagnation increments (ii) introduction of Selection Grades, etc. What do you suggest to deal with such situations?

17. Would you approve of an assessment stage in a time scale both in the interests of promoting efficiency in administration and as a means of avoiding stagnation in the scale?

18. Do you justify differences in pay for the same category of post on the ground that the incumbent happens to work in the State Secretariat or in the Offices of the Heads of Departments at the State level?

19. What in your view should be the guiding principles for determining the pay structure of primary, secondary and high school teachers? Should it be different from the general principles of pay determination of Government employees?

20. (a) What method of compensation would you suggest for Headmasters of Schools with large pupil strength?

(b) Should you favour grant of special pay/special allowance, what are the various slabs that you propose for varying pupil strength?

21. (a) To what extent can job evaluation techniques be applied in devising a salary structure for Government employees?

(b) Considering the urgency of revising the pay structure, do you think it would be possible for the Commission to undertake individual job evaluation of various categories? If so, could you suggest some specific techniques for certain categories with which you are concerned?

22. What are your views on the length of pay scales (i.e., time span)? Should they be different for direct entry scales and scales applicable to posts which are normally filled by promotion?

23. How should the incremental amounts be regulated in regard both to its usefulness to Government and the growing responsibilities of the employee?

24. What do you understand by the term "anomalies arising out of earlier pay revisions"?

25. It is said that the following situations, *prima facie* constitute anomalies.

(i) Parity in the pay scale with another category which was in existence at one time was disturbed in any of the previous revisions in 1958, 1961, 1969 or 1974.

(ii) Interchangeable posts having dissimilar pay scales.

(iii) Same scale of pay is given for the promotional post as well as to the feeder post.

Is this exhaustive ? If not, what other situations can be said to constitute anomalies ?

26. The following are some of the methods for fitting personnel into new scales.

(i) Weightage method

(ii) Point to point fixation

(iii) A percentage increase over the pre-revised scale of pay and giving the next higher stage in the new scale.

Which method do you prefer ? Do you have any alternative method to propose ?

27. What are your views on over-lapping scales *i.e.*, where the maximum of the lower scale is higher than the minimum of the next higher scale ?

28. Would you recommend additional remuneration for qualifications which are higher than the minimum prescribed either at the time of recruitment or acquired later on ? If you do, would you favour advance increments, special pay or any other method ?

29. Do you consider the categorisation of class or trade and categories within the class or trade and hierarchy as per the orders issued in G.O.Ms. No. 107, P.W.D., dated 7-2-1974 are adequate. If not what are your suggestions ?

30. Is there any different categorisation of class or trade and pay scales in respect of Workcharged Establishment in other Engineering Departments other than the P.W.D. (now Irrigation and Power Department) and if so what are those categories and whether such a categorisation is adequate with reference to qualifications and duties in respect of that category in that Department ?

31. Are there any categories of Workcharged Establishment on fixed pay instead of in regular time scale, if they are full time employees and are not on part time. If so what are those categories ? Are there corresponding posts in regular scale ?

32. By definition, the emoluments of the Workcharged Establishment is chargeable to works which have a definite period of construction. Such being the case, do you justify extension of benefits to the Workcharged Establishment on par with regular Government employees.

33. What are your views regarding extension of retirement benefits to Workcharged Establishment?

III. SPECIAL PAY AND ALLOWANCES

1. One of the accepted principles of pay fixation is the "Principle of Comprehensibility" which requires that the pay scale should comprehensively reflect among other things, the general duties and responsibilities attached to the post and additions to pay by way of allowances, special pay etc., should be avoided? What have you got to say?

2. Do you think there is any justification for a special pay even after a carefully designed pay structure has been evolved which takes into account, *inter alia*, the duties and responsibilities of the category of post also?

3. Have you any suggestions regarding the conditions of eligibility or the quantum of following allowances:-

- (a) Travelling/Daily Allowance.
- (b) House Rent Allowance.
- (c) City Compensatory Allowance.
- (d) Conveyance Allowance.
- (e) Project Allowance.
- (f) Risk Allowance.

4. Do you advocate the continuance of the system of paying non-private practising allowance to Doctors? Do you suggest extension of the system to other professional and technical personnel.

IV. RETIREMENT BENEFITS

1. What are the relevant factors which should be taken into account in evolving a rational pension structure?

2. What according to you is the desirable ratio between pay in service and Pension after retirement?

3. Whether and if so in what way changes in the pay structure of Government servants effected after the retirement of a Government servant should be reflected in the quantum of pension till then received by the retired Government servant?

4. Do you consider that pensioners should be compensated for increases in cost of living. If so, what are your suggestions?

5. Do you consider any weightage is to be given where under the method of recruitment entry into Government service takes place late? If so, what are your suggestions?

6. What do you consider is the maximum amount of pension that could be commuted by a retired Government servant from out of his pension? Do you suggest any revision of the existing value of commutation?

7. What are your views on the following matters connected with retirement benefits?

- (a) Age limit for superannuation.
- (b) Scale of pension and gratuity.
- (c) Quantum of minimum and maximum amount of pension and gratuity.
- (d) Qualifying Service.
- (e) Adequacy of family pension.

ANNEXURE—II

LIST OF LEGISLATORS WHO REPRESENTED/PARTICIPATED
IN THE DISCUSSIONS

1. Sri P. Ashoka Gajapathi Raju, M.L.A.
2. Sri G. Veeranjanya Sarma, M.L.A.
3. Sri A. Shyam Sundara Rao, M.L.C
4. Sri D. Sivarama Raju, M.L.C.
5. Sri. K. Koteswara Rao, M.L.C.
6. Sri K. L. Mahendra, M.L.C.
7. Sri M. Balakrishnamma, M.L.C.
8. Sri M. J. Manikya Rao, M.L.C.
9. Sri M. Madhav Rao, M.L.C.
10. Sri P. Bhujanga¹ Rao, M.L.C.
11. Sri P. V. Chalapathi Rao, M.L.C.
12. Sri T. Jiyyar Das, M.L.C.
13. Sri L. S. Raju, M.L.C.
14. Sri G. Latchanna, M.L.A.
15. Sri V. Rama Rao, M.L.C.

ANNEXURE—III

LIST OF ASSOCIATIONS WHO HAVE PARTICIPATED IN THE DISCUSSIONS

1. Andhra Pradesh Non-Gazetted Officers' Association, Hyderabad.
2. Telangana Non-Gazetted Officers' Association, Hyderabad.
3. Andhra Pradesh Government Class IV Employees Central Association, Hyderabad.
4. Andhra Pradesh Secretariat Officers' Association, Hyderabad.
5. Andhra Pradesh Secretariat Section Officers' Association, Hyderabad.
6. Telangana Non-Gazetted Officers' Union, Secretariat Branch, Hyderabad.
7. Andhra Pradesh Secretariat Typists and Stenographers Association, Hyderabad.
8. Andhra Pradesh Secretariat Association, Hyderabad.
9. Andhra Pradesh Government Secretariat Roneo Duplication Operators Association, Hyderabad.
10. Andhra Pradesh Secretariat Telephone Operators Association, Hyderabad.
11. Andhra Pradesh Secretariat Jamedars' Association, Hyderabad.
12. Andhra Pradesh Legislature Reporters' Association, Hyderabad.
13. The Andhra Pradesh Commercial Taxes Non-Gazetted Officers and Class IV Employees Association, Guntur.
14. The Government Press Ministerial Employees Association, Kurnool-4.
15. The Andhra Pradesh State Government Telephone Operators Union, Hyderabad.
16. The Andhra Pradesh IV Grade Employees Union, Public Works Department (Engineering), Hyderabad.
17. Andhra Pradesh Record Assistants Central Association, Hyderabad.
18. The Central Association of Telangana Ministerial Staff of Agriculture Department, Hyderabad.
19. Andhra Pradesh Government Cinema Operators/Artists/Photographers Association, Tadikonda, Guntur District.

20. Andhra Pradesh Government Class IV Employees Association, District Branch, Chittoor District.
21. District Medical and Health Ministerial Service Association, (T.N.G.Os'), Mahaboobnagar,
22. Andhra Pradesh Cinema Operators/Artists/Photographers Association, Hyderabad City Branch, Hyderabad.
23. Andhra Pradesh Government Roneo Operators Central Association, Hyderabad-500004.
24. Andhra Pradesh Police Ministerial Employees Welfare Association, Cuddapah.
25. Andhra Pradesh Judicial Employees Association, Guntur.
26. The Andhra Pradesh Judicial Ministerial Association, Mahaboobnagar.
27. Andhra Pradesh Judicial Ministerial Association, Nalgonda.
28. Andhra Copyists Association, Krishna District.
29. All Andhra Pradesh Class IV Employees Central Association, Government Gardens Department, Hyderabad.
30. Andhra Pradesh Government Drivers Association, Hyderabad.
31. Andhra Pradesh State Typists and Stenographers Association, Hyderabad.
32. Andhra Pradesh Record Assistants Union, Education Department, Nizamabad.
33. Chairman, Andhra Pradesh Agricultural Officers Association, Hyderabad.
34. The President, Andhra Pradesh Agriculture Subordinates' Association, Hyderabad.
35. The General Secretary, Andhra Pradesh Agricultural Engineering Employees Union, Hyderabad.
36. General Secretary, Andhra Pradesh Agricultural Laboratory Assistants Association, Hyderabad-500 029.
37. The President, The Andhra Pradesh Soil Conservation Sub-Assistants' Association, Cuddapah Headquarters, Cuddapah.
38. The President, The Central Association of Telangana Ministerial Staff of Agriculture Department, Hyderabad.
39. Andhra Pradesh Agricultural Statistical Officers Association, Hyderabad.

40. The Andhra Pradesh Soil Conservation, Chairmen & Messengers Association, Rayachoti, Cuddapah District.
41. The Convenor, The Andhra Pradesh State Agriculture Draughtsman & Tracers Association, Ananthapur District Branch, Ananthapur.
42. Dr. Lohit Reddy, Convenor-cum-Secretary of Sub-Committee of Andhra Pradesh Animal Husbandry Departmental Officers, *Ad hoc* Service Association, Hyderabad.
43. The General Secretary, Andhra Pradesh Veterinary and Animal Husbandry Employees Union (INTUCB), Hyderabad.
44. The Secretary, Andhra Pradesh Livestock Assistants Service Association, Thulluru Post, Guntur District.
45. The President, Andhra Pradesh Veterinary Assistant Surgeons Service Association, Hyderabad.
46. The Andhra Pradesh Co-operative Gazetted Officers Association, Hyderabad.
47. The Andhra Pradesh Co-operative Non-Gazetted Employees Association, Hyderabad.
48. The Telangana Co-operative Department Employees Central Forum, Hyderabad.
49. The Telangana Co-operative Department Employees Forum, District Branch, Khammam.
50. The Telangana Co-operative Department Employees Forum, District Branch, Mahaboobnagar.
51. The Telangana Co-operative Department Employees Forum, District Branch, Medak.
52. The Telangana Co-operative Department Employees Forum, District Branch, Karimnagar.
53. President, Gazetted Employees Association, Hyderabad.
54. Association of Analysts and Analytical Assistants Food and Drugs Controlling Department, Secunderabad.
55. Andhra Pradesh Economic & Statistical Officers Association, Hyderabad.
56. Andhra Pradesh Economic & Statistical Subordinates Association, Hyderabad.
57. Andhra Pradesh Economic & Statistical Subordinates Association, District Unit, Chittoor.

58. Andhra Pradesh Economic & Statistical Subordinates Association, District Unit, Mahabubnagar.
59. Andhra Pradesh Economic and Statistical Subordinates Association, Headquarters Unit, Hyderabad.
60. The Kurnool District B.Ed. Assistants & Gr. I Pandits Association, Allagadda, Kurnool District.
61. The Cuddapah District B.Ed. Teachers & Grade I Language Pandits Association, Cuddapah.
62. Andhra Pradesh B.Ed. Assistants and Gr. I Pandits Association (Regd.) Markapur, Prakasam District.
63. Atmakur Taluk B.Ed. Teachers Association (Regd.), Atmakur, Kurnool District.
64. The Telangana Teachers' Union, Hyderabad.
65. Head Masters' Association, Tanuku.
66. Physical Education Teachers' Association, Dendulur.
67. Head Masters' Association, Undrajavaram *via* Tanuku, West Godavari District.
68. Head Masters' Association, Duvva (*via*) Tanuku, West Godavari District.
69. East Godavari District Teachers' Guild, Kapileswaram, East Godavari District.
70. Upadhyaya Pandit Parishad, East Godavari District, Gandhinagar, Kakinada.
71. East Godavari District Physical Education Teachers' Association, Amalapuram, East Godavari District.
72. The Machilipatnam City Teachers' Association, Machilipatnam.
73. Andhra Pradesh Teachers' Union, Vijayawada.
74. The State Teachers' Union, Andhra Pradesh, Machapoor, Yellareddy Taluk, Nizamabad District.
75. Andhra Pradesh United Teachers' Federation, Vijayawada.
76. Andhra Pradesh Teachers' Federation, Vijayawada.
77. Bharateeya Upadhyaya Mandali, Nellore.
78. The Telangana Aided & Private School Teachers Guild, Hyderabad.

79. Andhra Pradesh Aided Secondary Schools' Staff Association, Guntur.
80. The Telangana Post-Graduate Teachers Association, Mahaboobnagar.
81. Andhra Pradesh Educational Subordinate Officers' Association, Tuni, East Godavari District.
82. Ananthapur District Junior Deputy Inspector of Schools Association, Madakasira (Tq. & Post), Ananthapur.
83. Krishna Zilla Post-Graduate Teachers Association, Nuzvid, Krishna District.
84. Andhra Pradesh Hindi Pandit Parishad (Hyderabad), Warangal.
85. Upadhyaya Pandit Parishad, Hyderabad.
86. Andhra Pradesh Head Master Association, STR High School, Vijayawada.
87. Association of Head Masters of Government High Schools, Raj Bhavan, Hyderabad.
88. Srikakulam District Head Masters' Association, Jalumum,
89. Nellore District Head Masters' Association, Nellore
90. Cuddapah District Assistants and Crafts Teachers Association, Cuddapah.
91. Arts and Crafts Teachers Association, Government Junior College, Koilakuntla.
92. Andhra Pradesh Drawing Masters Association, Repalle, Guntur District.
93. Andhra Pradesh Bifurcated Courses Staff Association & Commercial Instructor, N. R. & P. M. High School, Chirala, Prakasam District.
94. Andhra Pradesh Aided Secondary Schools & Non-Teaching Staff Association, Guntur.
95. Aided & Private Schools Non-Teaching Staff Association (Telangana), Hyderabad.
96. Aided Schools Non-Teaching Staff Association (Twin Cities), Hyderabad.
97. The Guntur District Physical Education Teachers Association, Phirangipuram, Guntur District.

98. West Godavari District Physical Education Teachers Association, Kovvur, West Godavari District.
99. Federation of Andhra Pradesh Teachers Organisation, Hyderabad.
100. Association of Teacher Educators of Andhra Pradesh Osmania University, Hyderabad.
101. Government Junior College Principals Association, Hyderabad.
102. Government Junior College Lecturers Association (Regd. No. 619/71), Hyderabad.
103. Government Junior College Lecturers Convention, Hyderabad.
104. Andhra Pradesh Private Junior College Lecturers Association, Tenali.
105. East Godavari District Junior College Physical Directors Association, Samalkot, East Godavari District.
106. Andhra Pradesh State Junior College Physical Directors Association, Kothapet.
107. Government College of Teachers Association, Government College of Physical Education Unit, Hyderabad.
108. Mumtaz College Employees Association (Non-Teaching Staff), Mumtaz College, Hyderabad.
109. Indian College Library Association, Hyderabad.
110. State Librarians Union of Andhra Pradesh, Shair Bundhalow, Nalgonda.
111. Government Polytechnic Gazetted Teachers Association, Hyderabad.
112. S. M. V. M. Polytechnic, Tanuku Assistant Lecturers and Demonstrators, represented by their Convenor.
113. S. M. V. M. Polytechnic, Tanuku Assistant Lecturers in English and General Science and Demonstrators in General Science represented by their Convenor.
114. The Andhra Pradesh Government Technical Education Teachers Association (Regd No. 535 of 1971), Hyderabad.
115. The Telangana Polytechnic Technical High School Teaching and Instructional (workshop) Staff Association, Warangal.
116. The Andhra Pradesh Polytechnic Physical Directors Association, Ananthapur.

117. The Association of the Gazetted Officers of the Department of Employment and Training (Employment Wing), Hyderabad.
118. The Government Industrial Training Institutes Part-time Medical Officers Association, Hyderabad.
119. The Andhra Pradesh Industrial Training Institutes Instructional Staff Association, Cuddapah, Andhra Pradesh.
120. I.T.Is./D.L.T.Cs./R.I.C.Cs. Employees Association, Hyderabad.
121. Andhra Pradesh I.T.Is. Workshop and Store Attendants Association, Branch I.T.I., Kakinada.
122. Unit Association, Telangana Non-Gazetted Officers Union, I.T.I., Mallepally, Hyderabad.
123. I.T.Is. Staff Association (INTUC), Hyderabad.
124. Training Officers Association, Department of Employment and Training, Hyderabad.
125. Telangana I.T.Is. Employees Association, Branch I.T.I., Kothagudem.
126. Andhra Pradesh Post Graduate Engineers Association, Hyderabad.
127. Association of Draughtsman and Tracers (City Branch), Hyderabad.
128. Association of the Non-Gazetted Technical Officers, Andhra Pradesh, Branch-Nizamabad.
129. The Board of Engineers, Andhra Pradesh, Hyderabad.
130. Association of Andhra Junior Engineers, Andhra Pradesh, Headquarters Vijayawada, Hyderabad.
131. Association of Telangana Junior Engineers, Hyderabad.
132. Andhra Pradesh Public Works Department Ministerial Employees Cell, Governorpet, Vijayawada.
133. Association of Engineering Supervisors (Irrigation), Andhra Pradesh, Hyderabad, Secunderabad.
134. Andhra Pradesh State Council of Diploma Engineers (Affiliated to A.I.F.D.E.), Hyderabad, Secunderabad.
135. Association of Diploma Engineers, Irrigation and Power Department, Hyderabad.
136. Telangana Diploma Engineers' Association (Regd. No. 213 of 1969), Hyderabad.

137. The Hyderabad Engineers' Association, Hyderabad.
138. Association of Engineers, Andhra Pradesh, Hyderabad.
139. Andhra Pradesh Public Works (R&B) Engineers Association, Hyderabad.
140. Public Health Engineers Association (Regd. No. 401 of 1972), Hyderabad.
141. Andhra Pradesh Government Roneo Operators Association, Office of the Chief Engineer (Public Health), Hyderabad.
142. Association of Public Health & Municipal Engineers, Hyderabad.
143. Geologists Association (Panchayat Raj), Hyderabad.
144. Andhra Pradesh Panchayat Raj Engineering Association, Hyderabad.
145. Andhra Pradesh Panchayat Raj Divisional Accountants Association, Hyderabad.
146. Irrigation Lock & Wharf Superintendants Association.
147. The Irrigation and Telephone Gumastas Association (Irrigation & Power Department), Andhra Pradesh.
148. Irrigation Conservancy Assistants Association,
149. Andhra Pradesh Excise Gazetted Officers' Association, Hyderabad.
150. Andhra Pradesh Non-Gazetted Excise Subordinate Officers Union, Secunderabad.
151. Executive Excise Constables Association, Telangana, Hyderabad.
152. Government Distilleries Employees Union (Regd. No. 17), (Affiliated to I.N.T.U.C. Delhi Regd. No. 1277), Hyderabad-48.
153. Inspectors of Factories & Boilers Association (Regd.), Vijayawada.
154. Fisheries Gazetted Officers Service Association, Andhra Pradesh, Hyderabad.
155. Andhra Pradesh Fisheries Technical Officers Association, Kakinada, East Godavari District.
156. Andhra Pradesh Fisheries Employees Union, Sub-Office I.N.T.U.C., Hyderabad.
157. Andhra Pradesh Prabhutva Rashtra Matsya Sakha Udyogula Sangam, Hyderabad.

158. Andhra Pradesh Non-Gazetted Officers Association.
159. The Telangana Forest Ministerial Employees Association, Central Union, Hyderabad.
160. Andhra Pradesh Forest Range Officers' Association, Hyderabad.
161. The Andhra Pradesh Forest Officers' Association, Hyderabad.
162. The Andhra Pradesh Junior Forest Officers' Association, Hyderabad.
163. Andhra Pradesh Forest Section Officers' Association, P.O. Adilabad.
164. Association of Assistant Hydrologists, Ground Water Department, Hyderabad.
165. Geoscientists Association (Regd. No. 1072), Ground Water Department, Hyderabad.
166. Andhra Pradesh Ground Water Department Technical Association (*Ad hoc*) Regional Office, Ground Water Department, Cuddapah.
167. The Andhra Pradesh High Court Staff Service Association, High Court, Hyderabad.
168. Association of Assistant Public Prosecutors of Andhra Pradesh.
169. Andhra Pradesh Industrial Department Ministerial Employees Association, Andhra Pradesh, Hyderabad.
170. Utility Leather Goods Production Centre Employees Union, Hyderabad.
171. Andhra Pradesh Industries Extension Officers Association, Hyderabad.
172. Extension Officers (Industries) Association, Nalgonda, Nalgonda District.
173. Graduate Engineers Association of Industries Department, Andhra Pradesh, Hyderabad.
174. Scientific Staff Association, O.T.R.I, Ananthapur.
175. The Technical Staff Association, O.T.R.I., Ananthapur.
176. The Andhra Pradesh Industries Officers Association, Andhra Pradesh, Hyderabad.
177. Taluk Public Relations Officers Association, Andhra Pradesh, Hyderabad.

178. Staff Association of Taluk Public Relations Officer, Nalgonda.
179. Staff Association of Taluk Public Relations Officer, Warangal,
180. Staff Association of Taluk Public Relations Officer, Adilabad.
181. Staff Association of Taluk Public Relations Officer, Karimnagar.
182. Andhra Pradesh Judicial Officers' Association, Hyderabad.
183. Andhra Pradesh Judicial Employees Association, Vijayawada.
184. The Prakasam District Judicial Employees Association, Ongole.
185. The Chittoor District Andhra Pradesh Judicial Employees Association, Chittoor.
186. Andhra Pradesh State Judicial Amins Association, Eluru, West Godavari District.
187. The Nellore District Judicial Employees Association, Nellore.
188. The Guntur District Judicial Employees Association, Guntur.
189. The Tirupathi Town Judicial Employees Association, Court Buildings, Tirupathi, Chittoor District.
190. Judicial Class IV Employees' Association, Chittoor.
191. Andhra Pradesh Judicial Employees Association, Srikakulam.
192. Andhra Pradesh Judicial Employees Association, Branch Mahaboobnagar.
193. Andhra Pradesh Judicial Copyists Association, Vijayawada, Krishna District Branch.
194. Andhra Pradesh Labour Inspectors' Association, Guntur.
195. Labour Departmental Staff Association, Warangal-506002.
196. Labour Welfare Centres Employees Association, Regd. No. 423/74, Hyderabad.
197. Andhra Pradesh Local Fund Audit Employees Association Working Office, Ananthapur.
198. The Telangana Local Fund Auditors Association, Hyderabad.
199. Market Superintendents Association (Regd.), Hyderabad.
200. Andhra Pradesh Marketing Sub-ordinate Services of "Grading Supervisors" and "Price Reporters" Association, Telangana Region, Andhra Pradesh, Hyderabad.

201. Andhra Pradesh State Grade I Grading Supervisors Association Agricultural Market Committee, Proddatur, Cuddapah District.
202. Non-Clinical Teachers' Association, Andhra Pradesh Medical Colleges, Guntur District.
203. Andhra Pradesh Association of Clinical Psychologists, Visakhapatnam.
204. Andhra Pradesh Hospital Secretaries (General Services) Association, Hyderabad.
205. Andhra Pradesh Civil Surgeons Association, Andhra Region, Hyderabad.
206. Andhra Pradesh Civil Assistant Surgeons Association, Andhra Region, Hyderabad.
207. Andhra Pradesh Civil Assistant Surgeons Association, Telangana Region, Hyderabad.
208. Public Health Officers Association, (Municipal Health Officers, Machilipatnam).
209. Andhra Pradesh Para-Medical Graduates Association, Hyderabad.
210. Association of Non-Medical Assistants (Gazetted), Institute of Preventive Medicine, Hyderabad.
211. Government Nurses Association, Andhra Region (Regd. No. 21), Vijayanagaram.
212. Telangana Nurses Union, T.N.G.Os' Unit, Hyderabad.
213. Trained Nurses Association of India, Hyderabad.
214. Andhra Pradesh Pharmacy Diploma Holders Association, Hyderabad (Regd. No. GNT/22/K) Kurnool.
215. Andhra Pradesh Pharmacist Union (Regd. No. 2923), Railpet, Guntur-I.
216. Andhra Pradesh Health Inspectors Association, District Branch, Kakinada, (Regd. No. 68/73).
217. Andhra Pradesh Health Inspectors Association (Telangana Area), Regd. No. 627, Khammam.
218. Andhra Pradesh State Health Educators Association (Regd. No. 790/73), Hyderabad-500036
219. Andhra Pradesh Health Employees Association, Regd. No. 122/71, Kankaragutta, Guntur-500004.

220. Andhra Pradesh Basic Health & Surveillance Workers Association, Regd. No. 118/73, Visakhapatnam-1.
221. Health Visitors Association, Regd. No. 119, East Godavari, Kakinada.
222. Auxiliary Health Workers Association, Andhra Pradesh, Regd. No. 54/64, Cuddapah District.
223. Andhra Pradesh Public Health & Medical & Health Employees Union, Regd. No. 3194, INTUC., Hyderabad.
224. Malaria Basic Health & Surveillance Workers Union, Trade Union, Regd. No. D-375, Visakhapatnam.
225. Andhra Pradesh Medical Laboratory Technicians Association, Regd. No. 177/66, Hyderabad.
226. Andhra Pradesh Public Health Lab. Technicians Association, Hyderabad.
227. Lab. Attendants Association, Guntur Medical College, Department of Bio-Chemistry, Guntur-522004.
228. Andhra Pradesh Government X-Ray Technicians Association (Regd. No. 5/27-1-60), Hyderabad.
229. Association of Non-Medical Assistants & Non-Medical Demonstrators, Andhra Pradesh Government Medical Colleges, Kurnool.
230. Andhra Pradesh Para Medical Employees Association, Regd No. 193/69, Tenali.
231. Telangana Para-Medical Employees Association (Regd.) (Affiliated to T.N.G.Os.), Hyderabad.
232. All India Occupational Therapists Association (Regd.), Andhra Pradesh State Branch, Hyderabad.
233. Andhra Pradesh Medical Employees Union, (Regd. No. 1725), Affiliated to A.I.T.U.C., Recognised By Government of Andhra Pradesh, Hyderabad.
234. Medical & Health Plan Schemes, Lab. Technicians Association (Regd. No. 41/1973), Andhra Pradesh, Head Office Guntur.
235. Andhra Pradesh Medical & Health Statistical Employees Association Regd. No. 475/1973, Hyderabad.
236. Andhra Pradesh Medical & Health Engineering Employees Association, Regd. No. 245/77, Khammam.

237. Andhra Pradesh Health & Medical Employees Union, Affiliated to I.N.T.U.C., Recognised by Government of Andhra Pradesh (Regd. No. 111), Hyderabad.
238. Alumni Association, College of Nursing, Hyderabad.
239. Andhra Pradesh State Medical Social Workers Association (Regd. No. 1242/77), Hyderabad.
240. Tuberculosis Association of Andhra Pradesh, Hyderabad.
241. Andhra Pradesh Medical and Health Entomologists Association, Hyderabad.
242. Andhra Pradesh Medical Record Staff Association, Hyderabad.
243. Andhra Pradesh Chapter Indian Optometric Association, Hyderabad.
244. Andhra Pradesh Public Health Graduates Association (Regd. No. 111/69), Hyderabad.
245. Andhra Pradesh Indian Medicine Employees Union, Government Regd. No. 3406, Affiliated to INTUC, Hyderabad-500 001.
246. Andhra Pradesh Ayurvedic Medical Officers Association, Hyderabad.
247. Andhra Pradesh Homeopathic Medical Officers Association, Recognised by Government, Regd. No. 471/74, Hyderabad.
248. Ayurvedic Post-Graduates Association (Regd.), Hyderabad.
249. Association of M.D., M.S., M.B.B.S., & D.M.S. Holders working in the Indian Medicines & Homeopathy Department, Hyderabad.
250. Andhra Pradesh Indian Medicine Graduates Association (Regd. No. 324), Mudhivarthipalem via Mypadu, Nellore District—524313.
251. Andhra Pradesh Unani Medical Officers Association (Recognised by Government of Andhra Pradesh), Hyderabad.
252. National Medical Association, Vijayawada.
253. Andhra Pradesh Integrated Medical Practitioners Association, Dhulipudi, Guntur District-522258.
254. Andhra Pradesh Panchayati Raj Medical Employees Association, Munnangi, Tenali Taluk, Guntur District.
255. Municipal Commissioners' Association, Hyderabad.

256. Andhra Pradesh State Extension Officers (Panchayats) Association, Ongole, Prakasam District.
257. Andhra Pradesh V.D.O.'s. Association, Kankipadu, Krishna District.
258. Andhra Pradesh Panchayat Raj Accounts Officers' Association Hyderabad.
259. Andhra Pradesh Panchayat Raj Officers' Association, Medak.
260. Andhra Pradesh Police Gazetted Officers' Association, Crime Branch, C.I.D., Hyderabad.
261. Andhra Pradesh Special Branch, C.I.D. Ministerial Staff Association, Hyderabad.
262. Andhra Pradesh Police Reporters Association, Short Hand Bureau, Intelligence, Hyderabad.
263. Andhra Pradesh Police Finger Print Experts Association, Finger Print Bureau, C.I.D., I.G.P. Office, Hyderabad.
264. Andhra Pradesh Police Non-Gazetted Officers Association, Inspector of Police, Intelligence Department, Hyderabad.
265. P.C.C. Ministerial Staff Association, Crime Branch, C.I.D Hyderabad.
266. Government Librarians' Association, State Central Library Building, Hyderabad.
267. The Andhra Government Press Employees Union (Regd. No. 268), Affiliated to Indian National Trade Union Congress, Kurnool.
268. Andhra Pradesh Government Press Employees Union, Hyderabad.
269. President, Andhra Pradesh Printing, Stationery and Stores Purchase Gazetted Officers' Association, Hyderabad.
270. Government Press Supervisory Staff Association, Kurnoo
271. Andhra Pradesh Government Press Workers' Union (Regd. No. B/429), Hyderabad.
272. Andhra Pradesh Government Printing Department's Supervisory Staff Association (Regd. No. B. 589), Hyderabad.
273. Pairokars, G.C.P., Hyderabad.
274. Port Outdoor Employees' Association, Kakinada-(A.P.)
275. Port Subordinate Service Employees Association, Kakinada.
275. (a) Andhra Pradesh Police Ministerial Staff Welfare Association, Hyderabad.

280. The Andhra Pradesh Registration Department Gazetted Officers Association, Hyderabad.
281. The Andhra Pradesh Sub-Registrars' Association, Hyderabad.
282. The Andhra Pradesh (Temporary) Section Writers' Association Hyderabad.
283. Andhra Pradesh Commercial Taxes Gazetted Officers' Association (Regd. No. 426/75), Hyderabad.
284. Andhra Pradesh Commercial Taxes Non-Gazetted Officers E. Class IV Employees Association, Hyderabad, at Guntur Regd. No. 725/72.
285. Andhra Pradesh Civil Service (Executive Branch) Association (Association to Deputy Collectors), Hyderabad.
286. Secretary, Andhra Pradesh State Tahsildars & Deputy Tahsildars Services Association, Hyderabad.
287. President, Andhra Pradesh Revenue Services Association, Hyderabad.
288. President, Andhra Pradesh Tahsildars Association, Affiliated to Andhra Pradesh Civil Service (Executive Branch) Association, Hyderabad.
289. Telangana Non-Gazetted Officers Survey & Land Records Union Branch, Hyderabad.
290. The Andhra Survey & Land Records Draughtsmens Association, Hyderabad.
291. The Andhra Pradesh Survey Employees Association, Central Office, Eluru.
292. Central Survey Office Press Workers Union, Hyderabad
293. Andhra Pradesh Survey & Land Records Inspectors' & Deputy Inspectors' Association, Eluru, West Godavari District.
294. Andhra Pradesh Survey Officers' Association.
295. Andhra Pradesh N.G.Os. Survey Officers' Association, Bheemuni-patnam.
296. The Andhra Pradesh Social Welfare Department, Gazetted Officers Service Association.
297. The Social Welfare Subordinate Service Association,
298. Andhra Pradesh Treasuries and Accounts Gazetted Service Association.

299. Andhra Pradesh Treasuries Subordinate Service Association, Hyderabad.
300. The Chittoor District Treasuries and Accounts Department Employees Association, Chittoor.
301. The Treasuries and Accounts (Subordinate) Service Association, Anantapur.
302. Andhra Pradesh Non-Gazetted Officers Association, Narasaraopet, Guntur District.
303. The Treasury Employees Association (Andhra Region), Guntur.
304. The Treasury Employees Association (Andhra Region), Krishna Unit, Machilipatnam.
305. The Andhra Pradesh Text Book Press Supervisory Staff Association, Hyderabad.
306. Andhra Pradesh Government Text Book Press Employees' Union, Hyderabad.
307. Andhra Pradesh Town Planning Officers' Association, Hyderabad.
308. Andhra Pradesh Town Planning Department N.G.Os', Association Hyderabad.
309. Andhra Pradesh Town Planning Telangana N.G.O's. Association, Hyderabad.
310. Andhra Pradesh Transport Gazetted Officers' Association, Hyderabad.
311. Andhra Pradesh Motor Vehicle Inspectors and Assistant Motor Vehicle Inspectors' Association, Hyderabad.
312. Andhra Pradesh Weights & Measures Inspectors' Association, Ongole, Prakasam District.
313. The Telangana Non-Gazetted Officers' Union, Weights & Measures Wing, Hyderabad.
314. West Godavari District Extension Officer (Women & Child Welfare) Association, Eluru.
315. The Andhra Pradesh N.G.Os'. Association, Hyderabad
316. Zilla Grandhalaya Samstha Employees' Association
317. Lab. Boys Association, West Godavari District.
318. Panchayat Raj Gazetted Officers' Association,

319. Andhra Pradesh Panchayat Raj Ministerial Employees' Association.
320. Panchayat Raj Record Assistants' Association.
321. Panchayat Raj Class IV Employees' Association.
322. Andhra Pradesh Gram Panchayat Ministerial Employees' Association.
323. Gram Panchayat Darogas and Sanitary Inspectors Association.
324. Gram Panchayat Fitters' Association.
325. Andhra Pradesh Gram Panchayat Executive Officers' Association.
326. Andhra Pradesh Integrated Medical Practitioners' Association.
327. Panchayat Raj Medical Employees Officers' Association.
328. Panchayat Raj Rural Medical Employees' Association.
329. Andhra Pradesh Registered Medical Practitioners and Maternity Assistants Association.
330. D.M.S. Doctors (working both in Panchayat Raj and Municipalities) Association.
331. Municipal Medical Employees' Association.
332. Municipal Engineering Supervisors' Association.
333. Andhra Pradesh Tap Inspectors' Association.
334. Homeo Medical Officers' Association.
335. Town Municipalities Executive Officers' Association.
336. Municipal Town Planning Technical Officers' Association.
337. Andhra Pradesh Municipal Ministerial Employees' Association.
338. Andhra Pradesh Ministerial Subordinates Association.
339. Municipal Record Assistants' Association.
340. Electrical Supervisors Association.
341. Vizag. Municipal Water Works Association.
342. Kakinada Water Works Association.
343. Sanitary Maistries Association.
344. Water Works Employees' Association.

345. Municipal Public Health Employees' Association.
346. Telangana Sanitary Inspectors' Association.
347. Bill Collectors' Association.
348. Class IV Municipal Employees' Association.
349. Municipal Corporation of Hyderabad Bill Collectors' Association.
350. Municipal Corporation of Hyderabad Drainage Inspectors.
351. Municipal Corporation of Hyderabad Health Employees' Association.
352. Municipal Corporation of Hyderabad Service Association.
353. Telangana Market Committee Employees' Association.
354. Retired Employees Association, Parvathipuram (PO), Srikakulam District.
355. Pensioners Association, Venkanna and Reddy Kanchanapalem, VSP District.
356. The Pensioners Association, Gandhipuram-2, Rajahmundry-3, East Godavari District.
357. The Rajahmundry Municipal Retired Non-Teachers Employees' Association, East Godavari District.
358. The Andhra Non-Government Retired Teachers' Association, Eluru, West Godavari District.
359. The Krishna District Pensioners Association, 26-6-62, Gandhivur, 1 street, Gandhinagar, Vijayawada, Krishna District.
360. Machilipatnam Pensioners Association, Balcinepet, Machilipatnam, Krishna District.
361. Non-Government Retired Teachers' Association, Tenali, Guntur District.
362. Andhra Pradesh Rural Medical Practitioners' Association, Chaka 1 Street, Nellore.
363. Non-Government Retired Teachers' Association, Kavali, Nellore District.
364. The Chittoor District Pensioners Association, Chittoor, Chittoor District.
365. The Cuddapah District Pensioners' Association, Cuddapah.
366. Pensioners Association, Malakpet, 16-2-836/3, Saidabad, Hyderabad-500659
367. Association of Retired Teachers of Key's High School for Girls, Secunderabad.

368. Andhra Pradesh Gram Panchayat Pensioners, Type III, Door No. 53-e-NH, B.H.E.L. Township, Ramachandrapuram, Hyderabad.
369. All India Organisation of Pensioners, 16-4-777, Sardar Bagh, Malakpet, Hyderabad-24.
370. Andhra Pradesh Aided and Private Retired Teachers Association, H.No. 15-3-92, Gowliguda Chaman, Hyderabad.
371. Andhra Pradesh Survey Officers Association, C/o. C.S.O. Khairathabad, Hyderabad.
372. The Telangana Aided and Private Schools Teachers Guild, 5-2-81/4, Jambagh, Hyderabad-500001.
373. Andhra Pradesh Judicial Employees' Association, Hyderabad.
374. Andhra Pradesh Commercial Tax Gazetted Officers' Association, Hyderabad.
375. Godavari Barrage Work charged NMR and Contingent Labour Union, Dowleswaram, East Godavari District.
376. Public Works Department Workshop (NSPLC Wing) Employees Union, Jaggaiahpet, Krishna District.
377. Srisailam Project Workers Union, Srisailam Project, Kurnool District.
378. Tungabhadra Project Low Level Canals, Government Employees Association, Teniguginur.
379. Pochampad Project Workcharged Employees Union, Pochampad.
380. Andhra Pradesh Highways (R&B) Employees Union, Hyderabad.
381. Andhra Pradesh Public Works Department Irrigation Employees Union, Hyderabad.
382. Andhra Pradesh Engineering Workers Union, Hyderabad.
383. Nagarjuna Sagar Dam, Workcharged Employees Union, Vijayapuri North, Nalgonda District.
384. Nizamsagar Project Employees Union, Yellannagunta, Nizamabad.
385. Public Works Workshops & Stores Employees Union, I.N.T.U.C. Office (P.W.D.), C.M.U. Hyderabad.
386. Andhra Pradesh Government Workcharged Employees Central Association, Hyderabad.
387. Manjeera Workers Union, Sangareddy Taluk, Medak District.

ANNEXURE—IV

LIST OF GOVERNMENT REFERENCES REFERRED TO THE P.R.C.

<i>Sl.No.</i>	<i>Department</i>	<i>References Number/ Date</i>	<i>Category referred to</i>	<i>Reference to Page No. in Vol. II of the report covering the category.</i>	<i>Remarks</i>
1	2	3	4	5	6
1.	Agriculture Department.	U.O.No.3568/Agr.V/78, dt. 13-12-78 of F.&A. Department.	Agricultural Engineering Supervisors.	Page No. 6	
2.	Animal Husbandry Department.	Lr.No. 18263/AH II/78-5, dt. 30-3-79 of F&R.D. Department.	Creation of intermediary cadre between Veterinary Livestock Inspector and Veterinary Officer.	Pages 12—14.	The proposal for creation of intermediary cadre does not fall within the scope of the P.R.C.
3.	Archaeology & Museums.	Lr. No. 244/L.2/78, dt. 1-2-78 of Edn.(L) Department.	Keeper of Coins.	Page 20.	
4.	Common Categories.	U.O.No. 1645/H2/76-10, dt.17-8-77 of M.&H. Department.	Drivers having Heavy Vehicle/Driving Licence.	Page 36—37.	
		U.O.No. 246/Rev. V/77-8, dt. 20-4-78, of Revenue Department.	Truck Drivers.		

ANNEXURE-IV-(Contd.)

1	2	3	4	5	6
5.	Drugs Controller & Food (Health) Authority.		Junior Scientific Officer and other categories.	Pages 49—52.	
6.	Education-Higher Education.	U.O.No. 526/V2/79-1, dt. 12-2-79 of Education Department.	Junior Lecturers	Pages 54—56.	
7.	Education-Technical Education.	Lr.No.2526/Tel./77, dt. 4-8-78 of L.E. & T.E. Department.	Creation of Intermediary cadre of Associate Lecturer by Clubbing Assistant Lecturers and Demonstrators.	Page 78.	
8.	Employment & Training Department.	Lr. No. 568/Trg.I/77-8, dt. 11-4-78 of L.E.&T.E. Department. Lr.No. 305/Trg./78-1, dt. 27-9-78 of L.E. & T. E. Department.	Instructional staff of I.T.Is. Librarian in I.T.Is.	Pages 83—86. Page 82.	
9.	Factories & Boilers Department.	Lr. No. 886/Lab. IV/76-12, dt. 22-4-78 of L.E.&T.E. Department.	Inspectress of Factories.	Pages 99—100.	

	Lr. No. 3514/Lab. IV/ 77-2, dt. 11-5-78 of L.E. & T.E. Depart- ment.	Chief Inspector of Boilers.	Page 102.	
	Lr. No. 3514/Lab. IV/ 77-2, dt. 11-5-78 of L.E.&T.E. Department.	Deputy Chief Ins- pector of Boilers.	Pages 101—102.	
	Lr. No. 3515/Lab. IV/ 77-2, dt. 20-5-78 of L.E. & T.E. Depart- ment.	Chief Inspector of Factories & Boilers.	Pages 103—104.	
	Lr. No. 3515/Lab. IV/ 77-2, dt. 20-5-78 of L.E. & T.E. Depart- ment.	Change of Designation of Deputy Chief Ins- pector of Factories as Joint Chief Inspector of Factories.	Page 103.	
10.	Forest Department.	Lr. No. 2884/For. IV/ 75-2, dt. 27-3-78 of F.&R.D. Depart- ment.	Special grade Range Officers.	Page 120.
11.	Indian Medicine & Homeopathy Depart- ment.		Director of Indian Medicine and other categories.	Pages 139—151.

ANNEXURE-IV-(Contd.)

1.	2	3	4	5	6
12.	Industries Department	U.O.No. 3909/I.E./77-2, dt. 20-11-78 of Ind. and Com. Department.	} Extension Officers (Industries)	Page 160.	The proposal to upgrade the pay scale on par with Supervisors Industries does not fall within the scope of the P.R.C.
		U.O.No. 1966/I.E./76-4, dt. 21-4-77 of Ind. and Com. Department.			
		U.O.No. 979/I.E./78-7, dt. 21-3-79.			
13.	Information & Public Relation Department	U.O.No. 297/A2/78-1, dt. 7-2-78 of G.A. (I.P.R.&T.) Department.	District Public Relations Officer.	Page 171.	
14.	Legislature Secretariat.	Lr. No. 930/OP. I/77-1, dt. 24-1-78 of Legislative (OP.I) Department.	Dubash in Legislative Council.	Page 191.	
15.	Medical & Health Department.	Lr. No. 523/K2/77-8, dt. 1-8-78 of M&H Department.	Lab Technician Grade. I & Grade II and Lab. Attendant	Pages 209—210.	

	U.O.No. 274/R1/ 78-1, dt. 21-7-78 of M & H Department.	Un-Skilled Artisan.	Page 229.
	U.O.No. 2210/M2/ 77-7, dt. 13-10-78 of M.&.H. Department	Lay Secretary & Treasurer Grade I and other categories in Medical and Health Department.	Pages 203—227.
16. Panchayat Raj Department.	U.O.No. 3458/Accts.I/ 77-5. dt. 24-1-78 and C.No. 2378/B.V/75 of Panchayat Raj Department.	Extension Officers (Panchayats)	Page 245.
17. Police Department.	Lr. No. 3317/Police B./77-3, dt. 4-7-78 of Home Department	Joint Director Forensic Science Laboratory.	Page 261.
18. Port Department.	C.No. 2803/B.1/77 of T.R.&B. Depart- ment.	Director of State Ports.	Page 266.
19. Printing Department	Lr. No. 714/Ptg. B/ 78-1, dt. 24-1-78 of Home (Printing) Department.	Research Assistant Assistants & Tracer- cum-Artist.	} Page 268.
	Lr. No. 280/Ptg-B/ 78-3, dt. 16-3-78 of the Home (Printing) Department.	Typewriter Mechanic		Page 270.

ANNEXURE-IV-(Contd.)

1	2	3	4	5	6
19.	Printing Department—(Contd.)	C.No.384/Ptg.B/ 77-8, dt. 27-8-77 of the Home (Print- ing) Department.	Assistant Director, Stores Purchase.	Pages 275—276.	
20.	Raj Bhavan.	Lr.No. 5423/Poll.B/ 76-4, dt. 8-12-78 of G.A. (Pol. B) Depart- ment.	P.A. to Governor Accountant (Secre- tariat).	} Pages 316—317.	
21.	Secretariat.	Lr. No. 12/Spl. A/ 77-1, dt. 19-5-78 of G.A.D.	A. P. Administrative Service Officers.	Pages 337—338.	
		Lr. No. 1303/S.C.A./ 77-3, dt. of G.A.D.	S.C. Assistants	Page 333.	
		U.O. Note No. 2317/ OP. 2:77-1, dt.4-5-78 of Law Department	An Intermediary scale between Dy. Secretary and Jt. Secretary to the post of Draughtsman to Government.	Pages 336—337.	

	U.O. Note. No. 2317/ OP. 2/77-1, dt. 4-5-78 of the Law Department.	Translators	Page 334.
	Lr. No. 5187/S.B/ 77-4, dt. 12-10-78 of the G.A. (S.B.) Depart- ment.	Jamedar-Sweeper	Page 330.
22.	Social Welfare Department.	Lr.No. 2542/A2/77-2, dt. 21-2-78 of the S.W. (A) Department.	Manager, Trg.-cum- Production Centre. Page 340.
23.	State Archives Department.	Lr. No. 3591/L1/77-2, dt. 25-1-78 of Edn. Department.	Research Officer. Page 344.
24.	Tribal Welfare Department.	Lr. No. 595/A1/77-3, dt. 25-1-78 of the Social Welfare (A) Department.	Research Officers and other posts. Pages 383—384.
	Lr. No. 234/A1/76-5 dt. 25-1-78 of the S.W. (A) Department.	District Tribal Welfare Officer.	Page 384.
	Lr. No. 2403/A2/77-3, dt. 27-6-78 of the S.W. (A) Department.	Attender in Physical Anthropology Cell in T.C.R. & T.I. Hyderabad.	Page 381.

ANNEXURE-IV-(Contd.)

1	2	3	4	5	6
25.	Panchayat Raj Department (Local Bodies).	Lr. No. 732/Est. II/ 78-2, dt. 10-5-78 of P. R. Department.	Creation of Selection grade category for Secretary, Zilla Parishad and B.D.Os.	Page 405.	
		Lr. No. 616/Est. IV/ 78-6, dt. 27-11-78 of P. R. Department.	Librarian.	Page 403.	
		Lr. No. 1552/Est. VIII/76-6, dt. 20-1-78 of P. R. Department.	Sanitary Inspectors Grade I and II in Gram Panchayats.	Pages 410 & 412.	
		Lr. No. 3306/Est. VIII/76-2, dt. 19-12-78 of P. R. Department.	Contingent staff in Gram Panchayats.	Para 14.2 of Vol. I.	
26.	Municipalities.	Lr. No. 3723/132/77-4, dt. 6-11-78 of H.M.A. & U. D. Department.	Town Planning Officers	Page 423.	
		Lr. No. 3056/F3/78-7 M.A. Dt. 21-11-78 of H.M.A. & U.D. Department.	Public Health and Non-Public Health Workers.	Page 415.	

	Lr. No. 2908/12/77-8, M.A. Dt. 13-12-78 of H.M.A. & U.D. Department.	Skilled and Semi- skilled employees in Class IV Posts Muni- cipalities.	Refer to the general re- commendation in Chapter IV.
27. Work-charged Establishment.	Lr. No. 914/P.A.C.II/ 77-3, dt. 23-6-78 of Irrigation Department.	} Lascars	Page 446.
	Lr. No. 2603/P.A.C.II/ 78-1, dt. 22-6-78 of the Irrigation Depart- ment.		
	Lr. No. 3776/C2/78-6, M.A. dt. 20-11-78 of H.M.A. & U.D. Department.	Pay fixation of Man Mazdoors and Watchman.	Page 446.
28. Pensionary Benefits.	U.O. Note No. 3331/ S.II (2)/73-37, dt. 16-10-78.	Grant of Pensionary benefits to A.P. General Subordinate Service Class. XXV and XXXVII.	Para 9.48 and 9.49 of Vol. I.

ANNEXURE-V

COMPARATIVE STATEMENT INDICATING PAY + D.A. ON MINIMUM AND MAXIMUM OF A FEW CATEGORIES WITH SOME NEIGHBOURING STATES AS ON 1-4-1978.

Sl. No.	Category	GOVERNMENT OF ANDHRA PRADESH			GOVERNMENT OF MAHARASHTRA			GOVERNMENT OF TAMIL NADU			GOVERNMENT OF KERALA			GOVERNMENT OF KARNATAKA		
		Pay	D.A.	Total	Pay	D.A.	Total	Pay	D.A.	Total	Pay	D.A.	Total	Pay	H.A.	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
COMMON CATEGORIES																
		Rs.		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1.	Peon.
		Min.	290-00	290-00	200-00	85-00	285-00	250-00	250-00	280-00	42-00	322-00	250-00	14-00	264-00	
		Max.	425-00	425-00	280-00	105-10	383-10	400-00	400-00	400-00	60-00	460-00	400-00	16-00	416-00	
2.	Lower Division Clerk
		Min.	425-00	425-00	260-00	100-00	360-00	350-00	350-00	330-00	49-50	379-50	300-00	14-00	314-00	
		Max.	650-00	650-00	495-00	141-10	636-10	600-00	600-00	515-00	61-80	576-80	700-00	20-00	720-00	
3.	Upper Division Clerk
		Min.	530-00	530-00	335-00	104-80	439-80	400-00	400-00	390-00	58-50	448-50	400-00	16-00	416-00	
		Max.	850-00	850-00	680-00	193-80	873-80	700-00	700-00	685-00	82-20	767-20	900-00	20-00	920-00	
4.	Superintendent
		Min.	700-00	700-00	500-00	142-50	642-50	525-00	525-00	650-00	78-00	728-00	500-00	20-00	520-00	
		Max.	1200-00	1200-00	900-00	228-00	1128-00	925-00	925-00	1150-00	120-00	1270-00	1120-00	22-40	1142-40	
MEDICAL DEPARTMENT																
5.	Staff Nurse
		Min.	550-00	550-00	335-00	104-80	439-80	450-00	450-00	420-00	60-00	480-00	500-00	20-00	520-00	
		Max.	900-00	900-00	680-00	193-80	873-80	800-00	800-00	720-00	86-40	806-40	1120-00	22-40	1142-40	
6.	Head Nurse.
		Min.	650-00	650-00	365-00	110-20	475-20	525-00	525-00	450-00	60-00	510-00	..	..	..
		Max.	1100-00	1100-00	760-00	216-60	976-60	925-00	925-00	785-00	94-20	879-20	..	..	..
7.	Civil Assistant Surgeon
		Min.	900-00	900-00	600-00	171-00	771-00	750-00	750-00	700-00	84-00	784-00	900-00	20-00	920-00	
		Max.	1500-00	1500-00	1150-00	228-00	1378-00	1350-00	1350-00	1270-00	120-00	1390-00	1750-00	35-00	1785-00	
8.	Civil Surgeon
		Min.	1400-00	1400-00	680-00	193-80	873-80	1000-00	1000-00	1125-00	120-00	1245-00	1300-00	26-00	1326-00	
		Max.	2000-00	2000-00	1500-00	228-00	1728-00	1650-00	1650-00	1725-00	120-00	1845-00	1900-00	38-00	1938-00	
REVENUE DEPARTMENT																
9.	Deputy Tahsildar.
		Min.	700-00	700-00	500-00	142-50	642-50	525-00	525-00	520-00	52-40	582-40	600-00	20-00	620-00	
		Max.	1200-00	1200-00	900-00	228-00	1128-00	925-00	925-00	900-00	108-00	1008-00	1240-00	24-80	1264-80	
10.	Tahsildar
		Min.	800-00	800-00	600-00	171-00	771-00	600-00	600-00	650-00	78-00	728-00	750-00	20-00	770-00	
		Max.	1450-00	1450-00	1150-00	228-00	1378-00	1050-00	1050-00	1150-00	120-00	1270-00	1525-00	30-50	1555-50	
11.	Deputy Collector
		Min.	1150-00	1150-00	680-00	193-80	873-80	750-00	750-00	800-00	96-00	896-00	900-00	20-00	920-00	
		Max.	1700-00	1700-00	1500-00	228-00	1728-00	1350-00	1350-00	1550-00	120-00	1670-00	1750-00	35-00	1785-00	

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1979**

REPORT OF

Sri A. Krishnaswamy, I. A. S. (Retd.)

Pay Revision Commissioner

VOLUME V

1979

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Sri A. Krishnaswamy, I. A. S. (Retd.)

Pay Revision Commissioner

VOLUME V

1979

SUMMARY OF RECOMMENDATIONS ON SPECIAL PAYS

(i) There is need for special pay but the device should be resorted to as sparingly as possible and should be granted on fulfilment of prescribed criteria and on a rational basis. (Para 8.3)

(ii) Posts which are in a salary grade exclusively for that particular post whose duties are known to be arduous, any grant of special pay for such a post is not justified. (Para 8.5)

(iii) Where a person belonging to one cadre is asked to man a post which is normally outside the cadre, it should be considered to be of arduous nature for a special pay that is necessary to attract talent. (Para 8.8)

(iv) Where a special pay is sanctioned, there should be an absolute minimum of Rs. 10 p.m. and a maximum of Rs. 250 p.m. (Para 8.9)

(v) The existing rule of not allowing any Officer to get more than one special pay is salutary and may be generally followed. Special pay on individual considerations should not ordinarily be separately sanctioned. (Para 8.9)

(vi) Categories for which there is no necessity for the existing rates of special pay, categories for which there is need for revision of the existing rates of special pays and new posts for which special pay is recommended are indicated in the relevant statements enclosed to the Report. However, in cases where special pays are proposed for discontinuance except in cases where special pay has been merged in the revised scale, the existing incumbents who are in receipt of special pay may continue to draw the same so long as they hold those posts. (Para 8.10)

(vii) Special pay for handling cash is recommended up to the level of U.D.Cs. (Para 8.13 & 8.14)

(viii) If the average monthly cash disbursed is Rs. 2,000 and below there is no need for special pay for handling cash. (Para 8.14)

(ix) Enhanced rates of special pay for Typists and Stenographers have been recommended. (Para 8.15)

SPECIAL PAYS

8.1. One of the terms of reference of the P. R. C. is to review the need for and the existing rates of special pays. There are hundreds of posts which have been granted special pays by various orders at different rates. It was difficult to discern any pattern or formula that could be projected by these figures. They had been sanctioned when the scale of pay was less and when the revision of pay took place subsequently, most of the special pays had remained as before. The existing special pays in some cases bear no comparison to the pay of the post. It is obvious that these special pays were sanctioned only with reference to that particular post. While as the terms of reference say the very need for the special pay itself is to be reviewed, there is also a need to rationalise the existing special pays if it is considered necessary and to arrive at certain criteria based on which special pays in future could be sanctioned.

8.2. Under F.R. 9 (25) special pay means an addition in the nature of pay to the emoluments of a post or of an employee granted in consideration of (a) specially arduous nature of duties or (b) a specific addition to the work or responsibilities. From the above it would be seen that while the post itself can carry either duties of arduous nature or addition to its responsibilities, it is quite possible to compensate even a Government servant for such work without reference to his post. This would mean that situations may arise in the functioning of the Government where it would be distinctly advantageous for the Government to attach certain duties and responsibilities to an existing post or add such responsibilities or duties to a Government employee without going in for the creation of a new post or hiring a new employee. Obviously this is a device to be resorted to meet the exigencies of public service and to adequately compensate the person who is called upon to undertake extra duties beyond what is normally expected of him in the particular post. It should not however be resorted to as a measure to retrench a post or to avoid creation of post when such is necessary. If this interpretation of the above F.R. is adopted, it appears that there should not be any need for grant of a special pay other than on a temporary basis because where the public service demands the continuous addition of responsibilities, the logical thing for Government would be to create a post with those responsibilities and duties and recruit a person with those skills and with higher emoluments. However it is seen that this may not be always possible in as much as the Government has a certain number of trained cadres; the members of which are periodically called upon to hold these posts on a tenure basis. This is considered salutary in the sense that the experience and skills of such a Government Servant will be useful to the Government and he can be compensated for his efforts by a special pay. Special pays should be granted to compensate for differences that are genuine and discernible but where the differences are substantial, the best method would be to opt for a higher grade and make the post a promotion post to be filled by an Officer of the Cadre. This is preferable to fragmentation of cadres or creation of innumerable scales of pay. Another reason for special pay that is apparent is the reduction of the number of grades

that has been in existence earlier. Normally the scale of pay for a post is fixed in accordance with the duties and responsibilities and also the qualifications. When grouping of a large number of posts is done for purposes of better salary administration, posts with different scales will become grouped into one particular scale. It may be necessary in the interest of work and morale of the employee that the essential differences in skills and jobs within the same pay scale should be recognised, notwithstanding the grouping and these differences can be compensated by means of a special pay. This would obviate the need for going in for a special grade of salary for any particular post. Such special grades make placement of persons to man the posts difficult. Promotional aspects for exclusive posts create their own problems.

8.3. Therefore the Commissioner is of the view that there is need for special pay. However, the device should be resorted to as sparingly as possible and should be granted on fulfilment of prescribed criteria and on a rational basis.

8.4. As observed earlier it has not been possible for the Commissioner from the figures collected to see any formula or pattern that has governed the grant of special pays. The amounts vary from Rs. 2 per mensem to Rs. 250 in a majority cases and in some cases Rs. 400. Some of these special pays have been granted decades back and have not been reviewed. While the pay scales have been upgraded the special pays have not been touched. It is also noticed that the recommendations of the P.R.C. in 1974 with regard to enhancement of special pays were not accepted by the Government. Before however dealing with review of the quantum of special pays, it is necessary to identify posts which should be given a special pay.

8.5 From the definition of F. R. given above, it is very clearly seen that the special pay should be either for specially arduous duties or for a specific addition to the work or responsibilities. In the first category where the duties are of arduous nature one particular aspect should be noted. Posts which are known to involve arduous duties and for which recruitment is specifically made and where the incumbent is not likely to be disturbed from that post because of the various recruitment rules and service conditions, it is anomalous to grant a special pay. The pay scale for the post should take into account the arduousness of the duties. The Commissioner is of the view that those posts which are in a salary grade exclusively for that particular post whose duties are known to be arduous, any grant of special pay to such a post is not justified. Wherever the Commissioner has come across such instances this has been pointed out and it is better that special pays are disallowed for these posts.

8.6. It is also noticed in the Manual of Special pays and allowances that the special pay is also given to posts which involve dangerous duties which are a risk to health. So the above definition in F.R. should stand qualified to this extent that the posts which involve duties hazardous to health should be given a special pay though under the normal nomenclature they would have been termed as risk allowance. This has been adopted only to fall in line with the existing instructions in the Manual of Special pays and allowances.

8.7. We have next to deal with the issue of the quantum of special pays. As observed earlier the rates display marked variations and no criteria are available on the special pays so far sanctioned by Government. While the quantum should be such as would adequately compensate for either the extra duties or the hazardous nature this should not be such as would totally distort the salary structure. If the marked differences in the various posts in different grades cannot be made good by special pay, recourse should be had for suitably upgrading the scale of the post rather than grant disproportionate amounts of special pay.

8.8. Another point which may bear repetition is that where a person belonging to one cadre is asked to man a post which is normally outside the cadre, it should be considered to be of arduous nature for a special pay that is necessary to attract talent.

8.9. For instance, special pay has been sanctioned to the Officers from distinct cadres who are expected to shoulder heavy responsibilities and handle assignments which are ordinarily not in their course of duty requiring special application and study. Where the duties of certain posts in a cadre require some special attitude or ability in addition to the normal duties expected in the cadre as a whole and such as construed to be in the nature of selection can be considered for special pay. That makes placement of the right man in the right place possible. For example, C. I. D., Crime Branch in Police Department where aptitude or ability for detection and special skill are required; posts in Designs circles in P.W.D. or Engineering Research where special skill is required. Similarly duties of certain posts which have disagreeable features and hazard to health could be eligible for special pay due to risk to health. For example posts connected with Leprosy Institutions, Infectious diseases Hospitals, Cancer Hospitals, T. B. Hospitals, Radiology where hazard to health and element of risk is involved. Grant of special pay to a Deputy Collector whenever he occupies a post outside the regular Revenue Department where the post carries responsibilities, different in nature do call for some special pay. Similarly, in respect of Engineers, Co-operative Sub-Registrars, etc., who are posted to the Headquarters Offices where they shoulder administrative duties or highly specialised duty in a specific branch do need special pay. Further the Commissioner also observes that in future whenever a special pay is sanctioned there should be an absolute minimum of Rs. 10 and a maximum of Rs. 250. The Commissioner strongly urges the Government to review all cases where the special pay is more than Rs. 250 as no justification is seen for any special pay over Rs. 250 especially as this rate of special pay is given to posts in the higher brackets where it may be difficult to justify such a quantum of special pay only from the arduousness or addition of duties. The existing rule of not allowing any Officer to get more than one special pay is salutary and may be generally followed. Special pay on individual considerations should not ordinarily be separately sanctioned.

8.10. The categories for which there is no necessity for the existing rates of special pay as well as categories where there is need for revision of the existing rates of special pay and new posts for which

special pay is recommended because of the above criteria are shown in the enclosed statements. However, in cases where special pays are proposed for discontinuance except in cases where special pay has been merged in the revised scale, the existing incumbents who are in receipt of special pay may however continue to draw the same so long as they hold those posts. The existing categories carrying special pay which has not been merged in the revised scale and which are not included in these statements would continue to be eligible for the existing rates of special pay.

8.11. Altogether about 788 proposals were received out of which 437 proposals are for the grant of new special pays and the balance 351 are for enhancement of existing special pays. The proposals have been reviewed and except to the extent indicated above, the remaining proposals do not carry conviction and hence grant of special pay in new cases as well as enhancement has not been recommended in those cases.

Special pay for handling cash:

8.12. In the case of Cashiers, Shroffs or Ministerial posts up to L.D.Cs. handling cash, under the existing orders special pay is admissible depending upon the average monthly cash disbursed and where they have furnished cash security or fidelity bond as under:

Rs. 10 P.M. If average monthly cash disbursed is less than Rs. 50,000.

Rs. 15 P.M. If average monthly cash disbursed is Rs. 50,000 and below 1 lakh.

Rs. 20 P.M. If average monthly cash disbursed is 1 lakh and above.

8.13. There is a rational in this scheme in that it involves custody of cash entailing constant tension and sense of risk. There may be some other jobs which may be said to involve the same kind of risk, viz., handling of stores, stamps where no special pay is admissible. The risk involved in the handling of cash is entirely different both in nature and extent from whatever risk there may be in the handling of goods and hence there is no justification for special pay in such cases. Special pay for handling cash could therefore be continued up to the level of U.D.Cs. But at the higher levels of ministerial posts like Head-Clerks, Accountants and Superintendents above the level of U.D.C. the onerousness of handling cash does not exist.

8.14. Further where the average monthly cash disbursed is below a certain level there is no need for special pay, as handling of cash below limit can be considered to be routine not deserving special recognition. If the average monthly cash disbursed is Rs. 2,000 and below no special pay need be given. The rates of special pay for handling cash up to the level of U.D.Cs. are recommended as under subject to the

condition, that those ministerial staff up to this level handling cash have furnished cash security or fidelity bond.

	Rs.
If the average monthly cash disbursed is above Rs. 2,000 and less than Rs. 50,000. ..	15
If the average monthly cash disbursed is Rs. 50,000 and below Rs. 1 lakh. ..	20
If the average monthly cash disbursed is Rs. 1 lakh and below Rs. 2 lakhs ..	25
If the average monthly cash disbursed is Rs. 2 lakhs and above ..	30

Special pay for Typists and Stenographers:

8.15. Typists, Stenographers are in receipt of special pays at different rates depending upon their technical qualifications by higher grade or lower grade as the case may be. The scheme of grant of special pay for these categories may continue and the rates of special pays are recommended as under. These rates may also be made applicable to Reporters requiring Stenography and Typewriting qualifications.

Typists:

	Rs.
Lower Grade in Typewriting in English or Telugu ..	20
Higher Grade in Typewriting in English or Telugu ..	25
Lower Grade both in English and Telugu Typewriting..	30
Lower grade in Telugu and Higher grade in English or Lower Grade in English and Higher Grade in Telugu..	35
Higher grade Typewriting in both Telugu and English..	40

Stenographers:

Lower grade in Shorthand and Typewriting (English) ..	30
Lower Grade in Shorthand and Typewriting (Telugu) ..	30
Lower grade in Shorthand and Higher grade in Typewriting (English) ..	35
Lower grade in Shorthand and Higher grade in Typewriting (Telugu) ..	35
Higher grade in Shorthand and Typewriting (English) ..	45
Higher grade in Shorthand and Typewriting (Telugu) ..	45
Lower grade in Shorthand and Typewriting in both Telugu & English ..	50
Lower grade in Shorthand in Telugu and English and Typewriting higher in both languages ..	60
Higher grade in Shorthand and Typewriting in both Telugu and English ..	75

LIST OF CASES WHERE EXISTING SPECIAL PAYS ARE RECOMMENDED FOR DISCONTINUANCE

<i>Sl.No.</i>	<i>Name of the category</i>	<i>Amount of existing Special pay</i>	<i>Remarks</i>
1	2	3	4
Agriculture Department:		Rs.	
1.	P. A. to Director of Agriculture	.. 50	Non-departmental personnel appointed on tenure basis will continue to get the special pay. For departmental persons there is no justification for the special pay as it will be a promotion to them from a lower scale.
Anti Corruption Bureau:			
2.	Accountant	.. 5	If the Accountant in the pay scale of U. D. C. deals with cash and if he has furnished security, the general recommendation for handling cash would apply. If he is not dealing with cash, there is no justification for the special pay.
Animal Husbandary Department:			
3.	P. A. to Director	.. 50	Non-departmental officer posted against this post on tenure basis will continue to draw the special pay. For departmental officer promoted from the lower post there is no justification for the special pay.

Archaeology and Museums Department:

4. Deputy Director (Admn.) .. 100

For departmental personnel special pay will not be admissible as a separate element in view of the improved revised scale merging the special pay.

Co-operative Department:

5. Senior Inspectors working as Head Clerks in Dy. R.C.S. Office .. 10

6. Senior Inspectors working as Head Clerks in Office of the Deputy Registrar .. 5

In view of the improved pay scale for Senior Inspectors, there is no justification for Special pay when they are posted as Head Clerks.

School Education Department:

7. Deputy Director .. 50

D.E.Os when posted against this post will continue to get the special pay. There is no justification for special pay to those who have been promoted to this post from the feeder posts.

8. Gazetted Inspectors of Schools .. 50

In view of the improved revised scale recommended merging the special pay, special pay will not be admissible as a separate entity.

9. Manual Training Instructor holding I Class Certificate .. 12

10. Manual Training Instructor holding II Class Certificate .. 8

11. P. T. Instructor holding Government Teachers Training Certificate (Higher Grade) .. 10

12. P. T. Instructor holding Government Teachers Training Certificate (Lower Grade) .. 5

In the Manual of Special Pay and Allowances, against this item it was mentioned that the special pays are to be discontinued for those who are appointed after 19-1-32. These items may be deleted from the Manual of Special Pay and Allowances.

LIST OF CASES WHERE EXISTING SPECIAL PAYS ARE RECOMMENDED FOR DISCONTINUANCE—(Contd.)

1	2	..	3	4
Employment and Training Department:			Rs.	
13.	Regional Employment Officer for Physically handicapped.	..	50	In view of the improved revised scale, there is no justification for special pay.
Fisheries Department:				
14.	P. A. to Director of Fisheries.	--	50	Non-departmental personnel appointed against this post will continue to get the special pay . There is no justification for special pay for departmental personnel promoted from a lower scale.
Forest Department:				
15.	Soil Conservation Wing, Vizag.	..	}	The quantum of special pay has not been furnished. There is no justification for special pay for Head Clerk. Even for Steno-typist, there is no justification for any special pay other than the shorthand special pay to which he may be entitled to in accordance with the general recommendations on special pay for Steno-typists.
	Head Clerk	..		
	Steno-Typist	..		
Special Commissioner, A. P. New Delhi:				
16.	Superintendent in the O/o the Special Commissioner, New Delhi.	..	75	It is understood that there is a proposal to upgrade the pay scales for these posts. If the proposal for upgradation is accepted, then the existing special pay would cease.
17.	Stenographer	--	75	

Handlooms and Textiles Department:

18. Assistant Development Officer

10 The existing special pay is said to be on par with the corresponding posts of Senior Inspectors of Co-operative Societies in the Co-operation Department. In view of the improved revised scale for this category and as the special pay for Senior Inspectors of Co-operative Societies is recommended for discontinuance, there is no justification for special pay for this category.

High Court :

19. Accounts Officer

10 The duties of the A.O. at this level being normal though cash security of Rs. 5000 might have been furnished, the actual handling of cash will be at lower levels. Hence there is no justification for special pay.

20. Counter Clerk

9 The exact reason warranting the grant of special pay is not furnished. The duties are normal. The UDCs in the High Court have been designated as Assistants and higher scale of Rs. 340-640 as for Assistants in Secretariat has been allowed in 1974. Hence there is no justification for special pay.

21. Section Officers

50 The Special pay for three Managers (now called Section Officers) was personal to those incumbents. Those who were drawing it as personal will continue to draw the same as personal.

22. Scrutiny Officers

25 These posts of Scrutiny Officers are said to carry special pay. In view of the improved pay scale in 1974 there is no justification for the continuance of this special pay.

LIST OF CASES WHERE EXISTING SPECIAL PAYS ARE RECOMMENDED FOR DISCONTINUANCE—(Contd.)

1	2	3	4
Indian Medicine Department:			Rs.
23.	Director	150	Non-departmental Officers appointed against this post will continue to draw the special pay. For departmental Officers promoted to this post, there is no justification for special pay.
24.	Professors, Ayurvedic & Unani including Post-graduate.	30	In view of the improved pay scale for Professors in this Department, there is no justification for the continuance of the special pay.
Industries Department:			
25.	Regional Development Officer	150	These posts are equivalent to Joint Director of Industries Department. The difference in pay scale between technical and non-technical personnel has been proposed to be dispensed with and a uniform scale has been suggested which is one stage higher in so far as non-technical personnel are concerned.
26.	Development Officer		
27.	Marketing Advisor		
28.	Financial Advisor		

In the chapter discussing these categories in pay scales it is also mentioned therein that special pay will not be admissible. There is no justification for continuance of special pay.

29. Deputy Development Officer

30. Technical Officer

31. Joint Director

32. Senior Inspectors, Industrial Co-op.

Jawahar Bal Bhavan:

33. Caretaker

Judicial Department:

34. Head Clerks, M.M. Court.

100 }
50 } The special pay is said to be sanctioned in view of onerous and special nature of duties to be performed in promoting and developing industries. The duties at this level are considered to be normal. Hence there is no justification for continuance of special pay.

50 } Non-departmental Officers appointed to this post will continue to draw the special pay. For Departmental Officers promoted from the feeder post, there is no justification for special pay.

5 } The Special pay is on the analogy of Senior Inspectors of Co-op. working in the Head Offices. In view of the improved revised scale and the recommendation for Senior Inspectors of Co-operative Societies, there is no justification for the continuance of special pay.

30 } As special pay has been merged in the revised scale and in view of the improved pay scale as a result of the merger of special pay, the special pay will cease.

10 } The scale of pay of the Head Clerk of M. M. Court was equivalent to that of U.D.C. prior to 1974 revision. In the 1974 revision they have been placed one stage higher than that of U.D.C. as for Translators. In the case of Translators the special pay was not admissible in the revised scale of pay of 1974. As they are already placed above the U.D.C. taking into consideration their nature of duties, there is no justification for the continuance of special pay.

LIST OF CASES WHERE EXISTING SPECIAL PAYS RECOMMENDED FOR DISCONTINUANCE—(Contd.)

1	2	3	4
Judicial Department—(Contd.)		Rs.	
35. Superintendent, Copyists Section, District Courts and Small Causes Courts.	..	10	The special pay is said to be given for special responsibility but the nature of special responsibilities has not been clarified. Apparently the special pay was given when their scales of pay were less. In view of the improved scale in 1974 revision and as the nature of duties are normal, there is no justification to continue special pay.
36. Deputy Nazirs.	..	5	
37. Head Clerks of Sub-Courts	..	10	
38. Record Keeper of District Courts and Small Causes Court.	..	10 or 5	
Local Fund Audit Department:			
39. Director	..	50	This is said to be honorarium for the work relating to Charitable Endowment as per the Manual of Special Pay and Allowances. As it is in the nature of honorarium, this need not find place under special pays.
40. Superintendent	..	20	
41. Senior Auditor	..	10	
Local Bodies:			
<i>Municipal Corporation of Hyderabad and Secunderabad:</i>			
42. Press Manager, Public Relations, Hyderabad Division (Upgraded to Photo Officer, Audio Visual)	..	25	This post having been upgraded there is no justification for special pay.

- 43. Superintendent-cum-Reporter, Secretary Section 25
- 44. Superintendent-Secretary Section 25
- 45. Superintendent, General Branch, Hyderabad and Secunderabad Division, Budget Section, Hyderabad Division, Accounts Section, Secunderabad Division, Tax Section, Secunderabad Division. 25
- 46. U. D. C./U.D.A. Secretary Section and Commissioners Office, General Branch, Hyderabad Division, Budget Branch, Hyderabad Division. 25
- 47. U. D. Caligrapher, Secretary Section 25
- 48. U. D. Typist 25
- 49. U. D. Steno, Secretary Section, Commissioner's Peshi, General Branch, Hyderabad Division, Secunderabad Division, S.E., General Office. 25
- 50. Senior Auditor, Examiner of Accounts Office, Assistant Examiner, Accounts Office. 25
- 51. U. D. Steno, T. P. Section General Branch, Secunderabad Division, Health Section. 20
- 52. Steno-typist, Public Relations, Hyderabad 20

The special pay is said to be paid to the staff who are required to attend office late. It is stated that the meetings of Special Committees, Standing Committees, General Bodies are said to be conducted even after Office hours and the staff members will sit late in the evening. It is also stated that after the supersession of the Corporation in 1970, Special pay to the staff of the Committee Section, except a few attending to the work of Advisory Committee has been discontinued. The grant of special pay for the above reasons does not fall within the purview of the definition of special pays. In the case of last grade employees the pay scale of Rs. 165-250 has also been improved. There is no justification for grant of special pay. Any allowance for such intermittant work beyond normal hours should be compensated by some conveyance and out of pocket expenses and not as special pay. In so far as Typists and Stenos are concerned, the general recommendations on special pays for possessing the technical qualifications would apply.

LIST OF CASES WHERE EXISTING SPECIAL PAYS RECOMMENDED FOR DISCONTINUANCE—(Contd.)

1	2	3	4
Local Bodies—(Contd.)		Rs.	
53.	L.D.C., Secretary Section	40+20	<p>The special pay is said to be paid to the staff who are required to attend office late. It is stated that the meetings of Special Committees, Standing Committees, General Bodies are said to be conducted even after office hours and the staff members will sit late in the evening. It is also stated that after the supersession of the Corporation in 1970, special pay to the staff of the committee section, except a few attending to the work of Advisory Committee has been discontinued. The grant of Special pay for the above reasons does not fall within the purview of the definition of special pays. In the case of last grade employees the pay scale of Rs. 165-250 has also been improved. There is no justification for grant of special pay. Any allowance for such intermittant work beyond normal hours should be compensated by some conveyance and out of pocket expenses and not as special pay. In so far as Typists and Stenos are concerned the general recommendations on special pays for possessing the technical qualifications would apply.</p>
54.	L. D. C. Secretary Section	15	
55.	L. D. C. General Branch, Hyderabad Division Budget Branch, Hyderabad Division, Accounts Branch, Secunderabad Division, General Branch, Secunderabad Division, Election, Secunderabad Division, Engineering Emergency Squad, Licence Section.	15	
56.	L. D. Typists, Secretary Section Tax Section, Commissioner Office, General Branch, Budget Section, Hyderabad Division, Assistant Examiner of Accounts Office, Legal Section, S.E. General Office, Engineering S.D. Workshop.	15	
57.	L. D. Typist, Drainage Division, Health Section, Secunderabad Division	25,10 15	
58.	Junior Auditor, Examiner of Accounts Office.	15	

59. L. D. Steno, Secretary Section, Engineering Section, Secunderabad Division.	20
60. L.D. Caligrapher, Secretary Section.	15
61. Projector Operator	12
62. Nazir, Municipal Court	25
63. Abstract Writer, Audit and Accounts	15
64. Blue Print Operator, Town Planning Section	15
65. Record Keeper, Secretary Section.	15
66. Kamati, Public Relations Section, Secretary Section	10
67. IV Grade Clerk, Secretary Office.	15
68. Attenders, General Branch, Legal Section & Secretary Section.	10
69. Attenders, Treasury Section	10
70. Lineman, Drainage Division	5
71. Mazdoors, Drainage Division	5
72. Mukhadams, Engineering Division	5

LIST OF CASES WHERE EXISTING SPECIAL PAYS RECOMMENDED FOR DISCONTINUANCE—(Contd.)

1	2	3	4
Local Bodies—(Contd.)		Rs.	
73.	Siddhi Walas, Engineering Division	5	The special pay is said to be paid to the staff who are require to attend office late. It is stated that the meetings of Special Committees, Standing Committees, General Bodies are said to be conducted even after Office hours and the staff members will sit late in the evening. It is also stated that after the supersession of the Corporation in 1970, Special Pay to the staff of the Committee Section, except a few attending to the work of Advisory Committee has been discontinued. The grant of special pay for the above reasons does not fall within the purview of the definition of special pays. In the case of last grade employees the pay scale of Rs. 165-250 has also been improved. There is no justification for grant of special pay. Any allowance for such intermittant work beyond normal hours should be compensated by some conveyance and out of pocket expenses and not a special pay. In so far as Typists and Stenos are concerned, the technical qualifications would apply.
74.	Head Coolies, Engineering Division	5	
75.	Educated Jawans, Engineering Division	5	
76.	Peon, Secretary Section	10	
77.	Jawans (CONS), Health Section	5	
78.	Jawans, Secretary Section	10	
Panchayat Raj Department:			
79.	Secretary, Zilla Parishad	50		Non-departmental Officers appointed against this post will continue to draw the special pay. There is no justification for special pay to the Departmental (Panchayat Raj) Officers appointed to the post by promotion from the feeder post.

Medical Department:

80. Director	..	250
81. Additional Director	..	250
82. Director, I.P.M.	..	250

This is said to be sanctioned in lieu of private practice. The observations on the recommendations on NPPA in main report may be referred to.

Pay and Accounts Office:

83. Deputy Pay and Accounts Officer	..	75
84. Assistant Pay and Accounts Officer	..	75
85. Superintendent	} 10% of pay for specific sections as laid down in G.O.Ms.No. 84 Fin. dt. 18-2-72 and G.O.Ms.No. 530, Fin. dt. 30-11-72.	}
86. U.D.C.s.		
87. L.D.Cs.		

In the circumstances stated in G.Os. special pay may continue till such time the recruitment rules for the posts in the organisation are approved and recruitment is made for service in P.A.O's Office, after which special pay would cease.

Police Department:

City Special Pay:

88. Inspector	..	15
89. Sub-Inspector	..	10
90. Head Constable	..	7

City Allowance (Compensatory Allowance) was sanctioned to the City Police at Hyderabad and Secunderabad in G.O.Ms.No. 1620, Home, dt. 11-10-57, when there was no City Allowance for other employees in the City. It has also been made clear in that Order that the City allowance will be non-pensionable and that it will not be treated as part of pay. But in the Manual of Special

LIST OF CASES WHERE EXISTING SPECIAL PAYS RECOMMENDED FOR DISCONTINUANCE—(Contd.)

1	2	3	4
Police Department—(Contd.)		Rs.	
91.	Police Constable	5	Pay and Allowance this is indicated as City Special Pay. Orders have subsequently been issued in G.O.Ms.No. 1191, Home, dt. 13-8-75 that the benefit of City Allowance granted to the Government employees in G.O.Ms. No. 205, Finance, dt. 23-6-71 should be extended to Police Constables and Head Constables only in lieu of the City Allowance or City Special Pay drawn by them with reference to the orders issued in 1957. When the City Allowance underwent a change as City Compensatory Allowance, the City Compensatory Allowance in terms of the G.O.Ms.No. 265, Finance, dt. 2-10-1974 and the G.O.Ms.No. 191, Finance, dt. 1-8-1975 has been extended to the Head Constables and Police Constables in G.O.Ms. No. 1066, Home (Police-C), dt. 9-9-1976. As the City Compensatory Allowance is admissible to Police Constables and Head Constables in lieu of City Special Pay in view of these orders, if any other category of Police personnel is in receipt of City Compensatory Allowance at the percentage rates and if they are also in receipt of City Special Pay, then there is no justification for the grant of City Special Pay in addition to the City Compensatory Allowance.
92.	Store Keeper, I.G.P. Office.	15	

93. Police Constables of all Branches in Muffasil ..

5 This is a manual item indicating it as City Special Pay. No clear information in respect of this has been made available. The Department was not able to furnish any details. The number of persons who are receiving it and when it was originally sanctioned, why and in what order have not been furnished by the Department. This was apparently sanctioned when there was no benefit of H. R. A. for persons working in muffasil towns. There is no need for continuance of City Special Pay.

Special Pay:

94. Accountant ..

10 It is said that special pay here is allowed quoting reference to item 169 Appendix I Class I of the Manual of Special Pays. This item refers to the UDCs who supervise the work of other clerks if number of clerks exceeds five. It does not apply to the Accountants. The duties of Accountant being normal and in view of the improved scale of the Accountant in the District Police Office, there is no justification for the continuance of special pay.

95. Pay Section Head and Fair Copying Section Head, Office of D.I.G. (Crimes) ..

5 This special pay is a manual item for supervisory work. If UDC in the Pay Section, F.C. Section supervise the work of other clerks general recommendations for such UDC who supervise the work of other clerks dealt in common category may be referred to.

LIST OF CASES WHERE EXISTING SPECIAL PAYS RECOMMENDED FOR DISCONTINUANCE—(Contd.)

1	2	3	4
Ports Department:			
96.	Wharf Superintendent- <i>cum</i> -Assistant Port Conservator.	..	} In view of the improved pay scale based on the nature of duties there is no justification for continuance of special pay.
		..	
97.	Port Conservator- <i>cum</i> -Head Clerk, Machilipatnam Port.	..	
98.	Port Conservator (Stores), Kakinada.	..	
99.	Assistant Port Conservator in Sub-Ports.	..	} 5
Printing and Stationery Department:			
100.	P.A. to Director.	..	50 Non-departmental officers posted as P.A. to Director may continue to draw the special pay. There is no justification for departmental officers promoted from the lower post.
Public Works Department:			
101.	Stenographer, Typist.	..	} 25 15 These special pays are said to be given for one Steno and 3 Typists in Drainage wing in addition to special pay for shorthand and typewriting. There is no justification for special pay other than Shorthand special pay/typewriting special pay.

102. L. D. Steno, Godavari Barrage (Designs Circle).

25

The Designs special pay of Rs. 25 is stated to be allowed in addition to special pay of Rs. 20 representing shorthand special pay. There is no justification for Designs special pay for Steno other than Shorthand special pay.

103. L. D. Steno, Special Cell, F.A.C.A.O's Office

25

104. Deputy Chief Accounts Officer (Nagarjunasagar Project)

200

The special pay was apparently envisaged at that time when Assistant Secretaries were sent as Deputy Chief Accounts Officer in addition to their pay scale. As revised pay scale of Rs. 1,100-1650 is applicable to this post and the pay scale takes into account the nature of responsibilities, there is no justification for payment of special pay in addition to the pay scale. However Assistant Secretaries to Government when posted as Deputy Chief Accounts Officer may continue to draw special pay provided they continue to draw pay in the scale of Assistant Secretary while working as Deputy Chief Accounts Officer.

Andhra Pradesh Public Service Commission:

105. U. D. Accountant

25

If the U. D. Accountant handles cash and if he has furnished cash security or Fidelity bond the general recommendation for the grant of special pay for handling cash would apply. If however the special pay has been given for reasons other than handling of cash, there is no justification for the payment of special pay.

LIST OF CASES WHERE EXISTING SPECIAL PAYS RECOMMENDED FOR DISCONTINUANCE—(Contd.)

1	2	3	4
Secretariat: Home Department <i>Civil Defence:</i>		Rs.	
06. Administrative Officer		50	Non-departmental personnel if appointed by transfer from other departments may continue to get the special pay. For Departmental promotees to these posts from the lower posts, there is no justification for special pay.
07. Superintendent		40	
Social Welfare Department:			
108. P. A. to Director.		50	Non-departmental officers appointed to this post will continue to get the special pay. There is no justification for the special pay for Departmental officers appointed to this post by promotion from the lower post.
Tourism Department:			
109. Director		150	Non-departmental officers appointed to this post will continue to get the special pay. For departmental officers promoted from the lower post there is no justification for the special pay.

Women and Child Welfare Department:

110. P. A. to Director

..

50

Non-departmental Officers appointed to this post will continue to draw the special pay. There is no justification for special pay for departmental officers appointed to this post by promotion from the lower post.

LIST OF CASES WHERE EXISTING SPECIAL PAYS ARE RECOMMENDED FOR REVISION

<i>Sl.No.</i>	<i>Name of the Category</i>	<i>Existing amount of Spl. Pay</i>	<i>Proposed amount of Spl. Pay</i>	<i>Remarks</i>
1	2	3	4	5
Agriculture Department:				
1.	Sub-Assistants in Soil Conservation Wing	Rs. 20% of pay	Rs. 25	Special pay at 20% of pay was sanctioned for Sub-Assistants in S.C. Wing during 1964 when the scales of pay were comparatively less and apparently due to the fact that Central assistance was being received then for this Wing. In view of the revision of pay scales in 1969 and 1974 as well as improved pay scales in the revised scales merging the Dearness Allowance on which the percentage was not admissible, it would not be appropriate to continue the existing percentage basis for the special pay. Special pay for the Sub-Assistants in Soil Conservation Wing may therefore be at a fixed rate of Rs. 25 p.m. subject to the condition that the existing incumbents drawing special pay at a higher rate may continue to draw the same amount of special pay, so long as they are working in Soil Conservation Wing. For future incumbents the special pay now proposed <i>i.e.</i> , Rs. 25 will only apply.

24

Sub-Assistants and Field Assistants ..
in the Extension Wing.

The Pay Revision Commission in 1974 recommended special pay of Rs. 25 p.m. to the Sub-Assistants and Rs. 15 to the Field Assistants in Extension Wing having regard to the intensive nature of the field work attended with an element of risk. This part of the recommendation of special pay has not been implemented. There is no justification for special pay as the duties are not of special nature nor there is such a risk as to warrant the grant of special pay.

2. Journal Assistant if held by an ..
Assistant Agricultural Officer

20%
of pay

50

It is said that Journal Assistant if held by an Assistant Agricultural Officer is drawing a special pay at 20% of his pay.

In view of the revision of pay scales in 1969 and 1974 as well as improved pay scales in the revised scales merging D.A., on which the percentage was not admissible, it would not be appropriate to continue the existing percentage basis for the special pay. Special pay for Journal Assistant if held by an Assistant Agricultural Officer may therefore be at a fixed rate of Rs. 50 p.m. subject to the condition that the existing incumbent drawing special pay at higher rate may continue to draw the same amount of special pay so long as he is working in that post. For future incumbents, the special pay of Rs. 50 now proposed will only apply.

~~LIST OF CASES WHERE EXISTING SPECIAL PAYS ARE RECOMMENDED FOR REVISION—(Contd.)~~

1	2	3	4	5
Anti-Corruption Bureau:		Rs.	Rs.	
3.	Director of Prosecutions	75	100	} These posts are stated to be manned by Judicial Officers of the cadre of Munsif Magistrate in the pay scale of Rs. 750-1300. However taking into consideration the arduous nature of duties and also the fact that the existing rate of special pay was sanctioned in 1963, the existing special pay may be enhanced to Rs. 100 p.m.
4.	Additional Director of Prosecutions	75	100	
5.	Legal Adviser-cum-Public Prosecutor.	75	100	
Common Categories:				
6.	UDCs who supervise the work of other clerks including Accountant	5	10	} Special pay for UDC will apply only if he supervises the work of other clerks, with reference to number of clerks he supervises as already provided under existing orders.
		if he supervises the work of more than one clerk up to 5 clerks		
		10	15	
		if the No. of clerks to be supervised exceeds five		

LIST OF CASES WHERE EXISTING SPECIAL PAYS ARE RECOMMENDED FOR REVISION—(Contd.)

1	2	3	4	<p>of Rs. 20 now proposed and only Rs. 10 in post for the entire incumbents the special pay the same amount of special pay so long as he is working discharging special pay at present rate may continue to draw subject to the condition that the existing incumbents Officer may therefore be at a fixed rate of Rs. 20 per month. These posts are stated to be manned by Judicial Officers of the cadre of Munsif Magistrate in the pay scale of Rs. 750-1300. However, taking into consideration the arduous nature of duties and also the fact that the existing rate of special pay was sanctioned in 1963, the existing special pay may be enhanced to Rs. 100 p.m.</p>
Anti-Corruption Bureau:			Rs.	Rs.
3.	Director of Prosecutions	75	100	
4.	Additional Director of Prosecutions ..	75	100	
5.	Legal Adviser-cum-Public Prosecutor.	75	100	
Common Categories:				
6.	UDCs who supervise the work of other clerks including Accountant ..	<p>of Rs. 5 if he supervises the work of more than one clerk up to 5 clerks 10 if the No. of clerks to be supervised exceeds five</p>	<p>10 20 15</p>	<p>of his pay. Special pay for UDC will apply only if he supervises the work of other clerks with reference to number of clerks he supervises as already provided under existing orders.</p> <p>the grant of special pay of special nature not there is such a risk as to warrant is no justification for special pay as the duties are not of special nature. This part of the recommendation with an element of risk. This part of the recommendation refers to the intensive nature of the field work attended by the Field Assistants in Extension Wing having special pay of Rs. 52 per month and the Sub-Assistant and the Pay Revision Commission recommended</p>
5	Sub-Assistant and Field Assistant in the Extension Wing ..			

7. Attenders who attend to Roneo work where there are no posts of Roneo Operator. .. 3

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10 This special pay would normally be admissible where there are no separate posts of Roneo Operators in the higher scale of Rs. 180-350. As the existing rate was fixed long back, the same may be enhanced to Rs. 10 p.m. for Attenders who attend to the Roneo work and where there are no posts of Roneo-Operators.

Education Department:

(School Education)

8. Head Masters of Training Schools irrespective of strength. ..	25	50
9. Head Master of High School with a strength of 500 pupils and below (Non-gazetted) ..	25	50
10. Head Master (Non-gazetted) of H.S. with a strength of over 500 pupils. ..	40	75
11. Head Master of Middle Schools and Upper Primary Schools. ..	15	25
12. Head Master and Head Mistress of Elementary Schools. ..	2 to 5	15
13. Non-gazetted Teachers working as Deputy Wardens. ..	15	25

The special pays were fixed long back. The same is recommended for enhancement.

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LIST OF CASES WHERE EXISTING SPECIAL PAYS ARE RECOMMENDED FOR REVISION—(Contd.)

1	2	3	4	5
Education Department—School Education—(Contd.)		Rs.	Rs.	
14.	Full time Superintendents of Women Hostels. ..	30	50	} The special pays were fixed long back. The same is recommended for enhancement.
15.	Deputy Wardens of Hostels attached to Government Training Schools for Masters. ..	15	25	
16.	Teachers in Government Secondary Schools, Government Training Schools who are fully qualified as Scout Masters or as A.C.C. Officers provided they are actually running at least a patrol of 24 scouts/ Guides, and an A.C.C. Officers has raised a minimum no. of 50 cadets. ..	5	15	
17.	Teachers employed in Government Schools for defective children. ..			
	(a) L. T. Assistants ..	15	30	
	(b) Secondary Grade Teachers. ..	10	20	

(c) Higher Elementary Grade Teachers and Specialist Teachers.	7-50	15	
18. Language Pandits Gr. II (for taking high school classes)	10	20	
Excise Department:			
19. Assistant Drill Instructors.	5	10	In view of the General Recommendation that the minimum rate of Special pay may be Rs. 10. The special pay for Assistant Drill Instructor is recommended for enhancement to Rs. 10.
20. Drill Instructor	10	15	The existing Special pay of Rs. 10 for the Drill Instructor is recommended for enhancement to Rs. 15 in view of the recommendation for Assistant Drill Instructor.
Fire Services:			
21. Leading Fireman	5	10	Keeping in view the general recommendation to keep the minimum rate of special pay as Rs. 10 the existing rate of special pay may be enhanced to Rs. 10.
Indian Medicine Department			
22. Lecturer in Modern Medicine	30	50/30	Civil Assistant Surgeons from the Allopathy Medicine posted as Lecturer in Modern Medicine may be made eligible for Special pay of Rs. 50 p.m. as this rate of special pay is recommended for Assistant Professors working in Medical Colleges. Senior Medical Officers/ Lecturers borne on the cadre of I.M.D. and posted as Lecturer in Modern Medicine may be allowed the special pay of Rs. 30 provided they have collateral duties in the hospitals.

LIST OF CASES WHERE EXISTING SPECIAL PAYS ARE RECOMMENDED FOR REVISION—(Contd.)

1	2	3	4	5
Indian Medicine Department—(Contd.)		Rs.	Rs.	
23.	Senior Lecturer (Ayurvedic & Unani)	20	30	} Since the existing rate of special pay was fixed long back, the special pay is recommended for enhancement.
24.	Junior Lecturers (Ayurvedic & Unani)..	15	30	
Municipalities:				
25.	Sanitary Maistries ..	2	10	} In view of the recommendation to have the minimum rate of special pay of Rs. 10 p.m., the existing rate of special pay may be enhanced to Rs. 10.
30.	Sanitary Maistries ..			
Medical Department:				
26.	Civil Assistant Surgeons employed as Tutor, Lecturer or Assistant Professors in Medical Colleges. ..	30	50	} Since the special pays were fixed long back, the same is recommended for enhancement
27.	Civil Surgeons holding the post of Anaesthetist in Teaching Hospitals. ..	50	75	
28.	Civil Assistant Surgeons (Anaesthetist) ..	30	50	
29.	Civil Assistant Surgeons (Blood Bank)..	30	50	

30.	Compounders working in the Leprosy Annexures of Central Jail.	5	15
31.	Compounders attached to Government Hospital, Machilipatnam (to attend to the work of depressed class hostel).	5	10
32.	Gas Mechanic, Pathological Institute AMC, Vizag.	7-50	10
33.	Head Dhobi Steam Laundry, Vizag.	5	10
34.	Thoty/Maistry in Mental Hospital	5	10
35.	Compounders in Medical Institutions where no separate clerk is employed or in the absence of clerks on leave exceeding 14 working days.	5	10
36.	X-Ray Attendants/Dark Room Attendants.	5	10
37.	Dark Room Assistants	10	15

In view of the general recommendation to fix minimum rate as Rs. 10 the existing rate of special pay may be enhanced to Rs. 10.

In view of the recommendation to enhance the special pay to the X-Ray Attendant, the special pay for Dark Room Assistants is recommended for enhancement to Rs. 15.

LIST OF CASES WHERE EXISTING SPECIAL PAYS ARE RECOMMENDED FOR REVISION—(Contd.)

1	2	3	4	5
Police Department:		Rs.	Rs.	
38.	Assistant Drill Instructor, PTC/PRS ..	5	10	In view of the general recommendation that the minimum rate of special pay should be Rs. 10, the existing rate of special pay may be enhanced to Rs. 10. All categories in Police Department who are in receipt of special pay less than Rs. 10 may be made eligible for minimum rate of Rs. 10 p.m.
39.	Havaldar, Major, Quarter Master ..	5	10	
40.	Company Clerk ..	5	10	
Police Communications:				
41.	Inspectors ..	45	60	The special pays were fixed long back. The existing rates of special pay are recommended for enhancement.
42.	Radio Supervisors. ..	35	50	
43.	Radio Technicians ..	25	40	
44.	Grade I Operator ..	24	30	
45.	Grade II Operator ..	16	20	
46.	Draughtsman ..	15	20	
Police Transport Organisation:				
47.	Inspector ..	45	60	
48.	Sub-Inspector ..	35	50	

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Ports Department:

- | | | | | | |
|-----|--|----|---|----|--|
| 49. | L.D.C. (Store Assistant/Time-Keeper), Machilipatnam. | .. | 5 | 10 | It is said that the L.D.C. attends to the duties of Store Keeper/Time Keeper besides general clerical duties. Keeping in view the general recommendation the existing rate of special pay may be enhanced to Rs. 10 so long as the extra work is attended to by L.D.C. |
| 50. | Fireman Gr. II (Kakinada Port) | .. | 5 | 10 | In view of the general recommendation, the special pay may be enhanced to Rs. 10. |

Prison Department:

- | | | | | | |
|-----|--|----|---|----|---|
| 51. | Teachers, Central Prison, Rajahmundry. | .. | 5 | 10 | Teachers in Central Prison, Warangal are said to be allowed special pay of Rs. 10. In view of this and general recommendation the special pay may be at Rs. 10. |
| 52. | UDCs/LDCs incharge of Stores who have furnished cash security. | .. | 5 | 10 | In view of the general recommendation, the special pay may be at Rs. 10. |

Publics Works Department:

(Srisailam Project) (Power Tunnel).
 Hazardous work allowance
 (Risk allowance) to the Work
 charged estt:

- | | | | | | |
|-----|-------------------|----|----|----|---|
| 53. | Supervisory Staff | .. | 5% | 35 | } Hazardous work allowance to the workcharged establishment actually working in the power tunnel of Srisailam project was sanctioned in G.O. 344, dt. 14-11-1974. It would not be appropriate to continue the risk allowance at the percentage rates especially in view of the D.A. merged pay scales. The risk allowance will have |
|-----|-------------------|----|----|----|---|

LIST OF CASES WHERE EXISTING SPECIAL PAYS ARE RECOMMENDED FOR REVISION—(Contd.)

1	2	3	4	5
Public Works Department—(Contd.)		Rs.	Rs.	
54.	Non-Supervisory Staff.	10%	25	to be at a fixed rate instead of percentage rate. Risk allowance to the workcharged establishment actually working in the power tunnel of project may be at a fixed rate of Rs. 25 p.m. for the non-supervisory staff and Rs. 35 for Supervisory staff, subject however to the condition that the existing incumbents working in the tunnel and drawing a special pay in excess of the above rates may continue to draw the existing amount of special pay.
Raj Bhavan:				
55.	P. A. to Governor	85	100	The existing rate of special pay is recommended for enhancement to Rs. 100.
Registration & Stamps Department:				
56.	Sub-Registrars working as Manager in the O/o. Inspector-General of Registration & Stamps	25	75 (for Sub-Registrars Gr. I)	In view of the recommendation for the payment of special pay of Rs. 50 p.m. to the Sub-Registrar Gr. I, those Sub-Registrars Gr. I working in the O/o. Inspector-General of Registration & Stamps as Manager may be given a special pay of Rs. 75 p.m. which is inclusive of special pay of Rs. 50 recommended for Sub-Registrar Gr. I.

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			Sub-Registrar Gr. II posted as Manager in the O/o. Inspector-General of Registration & Stamps will however continue to get the existing rate of special pay of Rs. 25.
57. Sub-Registrars working as Superintendent in the O/o. I.G. of Registration and Stamps or in the D.I.G. of Registration and Stamps.	20	70 (for Sub-Registrars Gr. I)	Sub-Registrars Gr. I posted as Superintendent in O/o. I. G. of Registration and Stamps or D.I.G. of Registration and Stamps may be given a special pay of Rs. 70 which is inclusive of special pay of Rs. 50 recommended for Sub-Registrar Gr. I.
			Sub-Registrar Gr. II posted as Superintendent in the O/o. I.G. of Registration & Stamps and D.I.G. of Registration & Stamps will however continue to get the existing rate of Special pay of Rs. 20.
58. Senior Clerk (LDC) in Sub-Registrar Office	5	10	This special pay of Rs. 5 is said to be given to the Senior Clerks for supervisory nature of duties. In view of the general recommendation that the minimum rate of special pay should be Rs. 10 this may be enhanced to Rs. 10.
Secretariat/Industries Department:			
59. Assistant (Claims) for the additional responsibilities as Caretaker	15	25	The Assistants are said to be performing the duties of Caretaker in addition to their duties as Assistant. As the existing rate of special pay was fixed long back, the same is recommended for enhancement.
Fin. & Plg. (FIN. WING) Department:			
60. Assistant (Caretaker)	15	25	

LIST OF CASES WHERE SPECIAL PAYS ARE RECOMMENDED AFRESH—FRESH CASES

<i>Sl.No.</i>	<i>Name of the Category</i>	<i>Amount of Special Pay requested</i>	<i>Amount of Special Pay recommended</i>	<i>Remarks.</i>
1	2	3	4	5
Advocate-General:		Rs.	Rs.	
1.	Record Assistant.	.. 30	10	On account of untimely hours of work etc. and in view of the general recommendation that the minimum rate of Special pay should be Rs. 10 Special pay is recommended at Rs. 10.
2.	L. D. C.	.. 50	15	On account of untimely hours of work etc., the Special pay is recommended at Rs. 15 keeping in view the recommendation for Record Assistant.
Common Categories:				
3.	Cycle Orderlies	.. 20	10	Due to strenuous duties.
Higher Education Department:				
4.	Principals (Junior Colleges) having High School Sections where the strength exceeds 750.	.. 75	75	It is said that the Principal of Junior College having High School Sections is Head of the Institution for High School Sections and for the Intermediate Sections and that he has to discharge dual functions <i>v/z.</i> , the functions of Head Master in respect of High School

Sections and Principal in respect of Intermediate Sections besides attending to teaching work. In view of the above and the recommendations for Head Masters of High Schools, Principals of Junior Colleges having High School Sections where the strength exceeds 750 are recommended the special pay.

5. Deputy Director 100 50

D.E.Os. when posted against this post are recommended the Special pay as in the case of School Education. No Special pay for those who have been promoted to this post from the feeder posts.

Forest Department:

6. Assistant Chief Conservator of Forest (Estt.) (Rs. 50)

7. Assistant Chief Conservator of Forest (Development) (Rs. 50)

8. Assistant Chief Conservator of Forest (General) (Rs. 50).

9. Forest Genetiscist (Rs. 200)

10. Divisional Forest Officer, Saw Mill Division, Rajahmundry (Rs. 40).

11. D. F. O., Saw Mill Division Jannaram (Rs. 40).

200 100

Forest and Rural Development Department have referred a proposal to allow a uniform rate of special pay to all these 18 posts borne on the I.F.S. Cadre. The first seven posts carry special pay noted against each and the rest do not carry special pay. The 18 posts for which special pay is proposed by the Department are

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LIST OF CASES WHERE SPECIAL PAYS ARE RECOMMENDED AFRESH—FRESH CASES—(Contd.)

1	2	3	4	5
Forest Department—(Concl.)			Rs.	
12.	D.F.O., Soil Conservation Division, Paderu (Rs. 150)	..		said to be within 50% of the senior duty posts. A uniform rate of special pay of Rs. 100 p.m. is recommended subject to the condition that the existing incumbents drawing more than this rate may continue to draw the special pay at those rates so long as they hold these posts.
13.	State Silviculturist, Hyderabad.	..		
14.	State Silviculturist, Tirupathi.	..		
15.	Forest Utilisation Officer, Hyderabad	..		
16.	Principal, A.P. School of Forestry, Yellandu.	..		
17.	Curator, Nehru Zoological Park, Hyderabad.	..		
18.	Working Plan Officer, Party No. 1	..		
19.	Working Plan Officer, Party No. 5	..		

- 20. Working Plan Officer, Party No.6. ---
- 21. D.F.O., Soil Conservation Division, Vizag. ..
- 22. D.F.O., State Trading Circle, Hyderabad. --
- 23. D.F.O., Anantapur for being incharge of D.P.A.P. Works in additon to regular division. --

Indian Medicine Department:

- 24. Principals, Colleges of Indian Medicine. 100 In pursuance of the observations against this category in the chapter relating to Indian Medicine Department special pay is recommended.
- 25. Gazetted Physicians/Vaids/Hakeems/Lecturers/Professors of Post-graduate Unit (Ayurvedic & Unani) .. 30 30 In the reorganised set up of the Department all the for Junior Medical Officers are called Junior or Senior Medical Lecturers, Officers or Junior/Senior Lecturers. If the Senior Lecturers/Junior Lecturers in these colleges attached to the Indian Medicine Department have collateral duties in the hospitals, they are recommended a special pay of Rs. 30 p.m.

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LIST OF CASES WHERE SPECIAL PAYS ARE RECOMMENDED AFRESH—FRESH CASES—(Contd.)

1	2	3	4	5
Medical Department:			Rs.	
26. Staff Nurses who are attached to the Operation Theatres and Intensive care units.		75	..	<p>The nature of duties in the Operation Theatres and in the Intensive care units in a hospital has to be construed as more arduous than those of Staff Nurses in the other wards of the Hospitals. Discussion with the Additional DMS however reveals that Staff Nurses are posted to the Units by rotation and that there is no separate selected list of Staff Nurses for these special units. Government may consider whether special training for the Staff Nurses for these two units may be given and those Staff Nurses selected after special training are only posted to these units having a separate cadre for these special units alone. If such course of action is feasible, then there is a case for grant of suitable special pay. Otherwise the attachment of special pay would lead to the senior being posted and not necessarily one who has had special training and aptitude.</p>
Public Works Department:				
Public Health Engineering:				
27. Executive Engineer				

OPB

28. Assistant Engineer	..		
29. Junior Engineer.	..		
30. Overseers	..		
<i>Panchayat Raj Engineering:</i>			
31. Deputy Chief Engineer (S.E. Cadre)	..		
32. Executive Engineer, Designs, Investigation & Survey.	..		
33. Assistant Engineer, Designs, Survey and Investigation	..		
34. Junior Engineer/Supervisors (Designs), Survey & Investigation.	..		
35. Attender (Investigation)	..	..	..
Registration & Stamps Department:			
36. Sub-Registrar Gr. I	..	..	50

The Special pay for these technical staff engaged in the Investigation as well as Design Cells may be allowed special pay at the rates admissible to the corresponding categories in the Irrigation Branch.

Special pay for Attenders actually engaged on the Investigation side may be allowed special pay at the rate admissible to the Attenders on the Investigation side in the Irrigation & Power Department.

Special pay for Sub-Registrar Gr. I is recommended in the light of the observations on the pay scales in the Chapter relating to Registration and Stamps Department.

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