



**GOVERNMENT OF GUJARAT**

**REPORT**  
**OF THE**  
**GUJARAT STATE SECOND PAY COMMISSION**  
**1975**

**Vol. I**



**Printed at the Government Central Press, Gandhinagar,  
Gujarat State.**



GOVERNMENT OF GUJARAT

**REPORT**  
**OF THE**  
**GUJARAT STATE SECOND PAY COMMISSION**  
**1975**

**Vol. I**

**Shri Justice D. A. DESAI,**  
Judge, Gujarat High Court,  
Pay Commission.

**Shri M. K. JOSHIPURA,**  
Secretary, Pay Commission.

**[Price : Rs. 1.35 Paise]**

# COMPLETE TABLE OF CONTENTS

## FOR VOLUMES I TO III

### CONTENTS

CHAPTER  
No.

#### VOLUME I

- 1 TERMS OF REFERENCE
- 2 PROCEDURE OF WORK
- 3 EMPLOYMENT IN STATE GOVERNMENT DEPARTMENTS AND PANCHAYATS
- 4 ECONOMIC SITUATION AND FINANCIAL RESOURCES
- 5 PRINCIPLES OF PAY DETERMINATION
- 6 SOME SALIENT FEATURES OF PAY STRUCTURE.
- 7 MINIMUM REMUNERATION

#### VOLUME II

##### (PART I)

- 8 SECRETARIAT ORGANISATION
- 9 HEADS OF DEPARTMENTS
- 10 COMMON CATEGORIES
- 11 AGRICULTURE, FOREST AND CO-OPERATION DEPARTMENT
  - Section I Directorate of Agriculture
  - Section II Directorate of Animal Husbandry
  - Section III Forest Department
  - Section IV Fisheries Department
  - Section V Co-operation Department
  - Section VI Directorate of Cottage Industries and Industrial Co-operatives
  - Section VII Gujarat State Co-operative Tribunal
- 12 EDUCATION AND LABOUR DEPARTMENT
  - Section I Directorate of Technical Education
  - Section II Board of Technical Examination
  - Section III Directorate of Education
  - Section IV S. S. C. Examination Board
  - Section V Office of the Commissioner of Labour
  - Section VI Directorate of Employment Manpower and Training
  - Section VII Industrial Court, Labour Court and Wage Board
  - Section VIII Directorate of Social Welfare
  - Section IX Directorate of Social Defence
  - Section X Prohibition and Excise Department
  - Section XI Directorate of Museums
  - Section XII Directorate of Archaeology
  - Section XIII Directorate of Youth Services and Cultural Activities
  - Section XIV Gujarat State Archives
  - Section XV Central Record Office, Rajkot

- 13 FINANCE DEPARTMENT**
- Section I Directorate of Accounts and Treasuries
  - Section II Sales Tax Department
  - Section III Gujarat Sales Tax Tribunal
  - Section IV Office of the Registrar of Firms
  - Section V Directorate of Small Savings
- 14 FOOD AND CIVIL SUPPLIES DEPARTMENT**
- Section I Directorate of Civil Supplies
  - Section II Directorate of Civil Supplies (Accounts)
  - Section III Directorate of Food
  - Section IV Office of the Food Controller
  - Section V District Level Organisation of Civil Supplies Department
- 15 GENERAL ADMINISTRATION DEPARTMENT**
- Section I Governor's Secretariat
  - Section II Office of the Comptroller of Governor's Household
  - Section III Bureau of Economics and Statistics
  - Section IV Gujarat Public Service Commission
  - Section V Office of the Chief Editor, Gujarat District Gazetteer
  - Section VI Directorate of Languages
  - Section VII Gujarat Institute of Training in Administration
  - Section VIII Offices of the Special Officers for Departmental Enquiries
  - Section IX Baroda Record Office
  - Section X Office of the Liaison Officer, New Delhi
  - Section XI Office of the Liaison Officer, Bombay
- 16 HOME DEPARTMENT**
- Section I Police Department
  - Section II Home Guards Organisation
  - Section III Jail Department
  - Section IV Directorate of Information
  - Section V Motor Vehicles Department
  - Section VI Vigilance Commission
  - Section VII Gujarat State Soldiers' Sailors' and Airmen's Board
  - Section VIII Civil Defence Organisation
  - Section IX Commissionerate of Tourism
- 17 INDUSTRIES, MINES AND POWER DEPARTMENT**
- Section I Commissionerate of Industries
  - Section II Directorate of Geology and Mining
  - Section III Office of the Chief Engineer (Electrical) and Collector of Electricity Duty
  - Section IV Directorate of Printing and Stationery

VOLUME II

(PART II)

18 LEGAL DEPARTMENT

- Section I Judicial Department
- Section II Offices of the Government Pleaders and the Public Prosecutor
- Section III Offices of the Inspecting Officers, Court Fees
- Section IV Charity Organisation
- Section V Gujarat Official Language (Legislative) Commission

19 PANCHAYAT AND HEALTH DEPARTMENT

- Section I Directorate of Health and Medical Services (Health)
- Section II Directorate of Health and Medical Services (Medical)
- Section III Directorate of Medical Services (E. S. I. Scheme)
- Section IV Directorate of Ayurved
- Section V Non-Private Practice Allowance
- Section VI Drugs Control Organisation
- Section VII Office of the Development Commissioner
- Section VIII Directorate of Municipalities
- Section IX Town Planning and Valuation Department
- Section X Public Health Engineering Circles
- Section XI Gujarat Panchayat Service Selection Board
- Section XII Orientation and Study Centre, Junagadh

20 PUBLIC WORKS DEPARTMENT

- Section I Offices of the Chief Engineers and Superintending Engineers
- Section II Engineering Research Institute
- Section III Office of the Chief Town Planner and Architectural Adviser
- Section IV Office of the Architect to Government
- Section V Office of the Chief Engineer (Electrical)
- Section VI Directorate of Parks and Gardens
- Section VII Ports Organisation
- Section VIII Office of the Controller of Accommodation
- Section IX Directorate of Ground Water Investigation
- Section X Staff Training College, Gandhinagar

21 REVENUE DEPARTMENT

- Section I District Organisation (Collectorates)
- Section II Gujarat Revenue Tribunal
- Section III Directorate of Relief
- Section IV Office of the Special Secretary (Appeals)
- Section V Registration Department
- Section VI Stamp Department
- Section VII Land Records Department

22 WORK—CHARGED STAFF

23 PART—TIME EMPLOYEES AND EMPLOYEES ON CONSOLIDATED PAY SYSTEM

**CHAPTER  
No.**

**CONTENTS**

- 24 TEACHERS AND NON-TEACHING STAFF  
25 PANCHAYAT SERVICES  
26 ANOMALIES

**VOLUME III**

- 27 DEARNESS ALLOWANCE  
28 SPECIAL PAY  
DEPUTATION ALLOWANCE  
CHARGE ALLOWANCE  
SCHEDULES  
29 COMPENSATORY LOCAL ALLOWANCE  
HOUSE RENT ALLOWANCE  
COMPENSATORY LOCAL ALLOWANCE AT GANDHINAGAR  
BAD CLIMATE ALLOWANCE  
DANGS ALLOWANCE  
TRIBAL ALLOWANCE  
RENT FREE ACCOMMODATION  
SPECIAL COMPENSATORY ALLOWANCE  
UNIFORMS AND UNIFORM ALLOWANCE  
OVERTIME ALLOWANCE  
RURAL ALLOWANCE  
CHILDREN'S ALLOWANCE  
SCHEDULES  
30 TRAVELLING ALLOWANCE  
PERMANENT TRAVELLING ALLOWANCE  
CONVEYANCE ALLOWANCE  
SCHEDULES  
31 LEAVE  
ENCASHMENT OF LEAVE  
32 DEATH-CUM-RETIREMENT BENEFITS  
PROVIDENT FUND  
33 MEDICAL BENEFITS  
34 WORKING HOURS  
CASUAL LEAVE  
HOLIDAYS  
35 OTHER MATTERS  
Date of Effect  
Method of Pay Fixation  
Cost of Recommendation  
Acknowledgements  
SUMMARY OF RECOMMENDATIONS  
ANNEXURES  
ANNEXURE I —Interim Report  
II —Report in respect of High Court Staff  
III —Questionnaire, Supplementary Questionnaire, Copies of Government Resolutions  
IV —List of Witnesses/Associations/Representatives of Staff, Heads of Departments/Non-official witnesses.

# TABLE OF CONTENTS

FOR

VOLUME I

CHAPTER No.	CONTENTS	PAGE No.
1	TERMS OF REFERENCE .. .. .	1
2	PROCEDURE OF WORK .. .. .	3
3	EMPLOYMENT IN STATE GOVERNMENT DEPARTMENTS AND PANCHAYATS .. .. .	6
4	ECONOMIC SITUATION AND FINANCIAL RESOURCES .. .. .	13
5	PRINCIPLES OF PAY DETERMINATION .. .. .	30
6	SOME SALIENT FEATURES OF PAY STRUCTURE .. .. .	39
7	MINIMUM REMUNERATION .. .. .	46