

**REPORT**  
**OF THE**  
**KARNATAKA PAY COMMISSION**  
**1976**

**PAY COMMISSION**

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## CONSTITUTION OF THE PAY COMMISSION AND A BRIEF SURVEY OF ITS PROCEEDINGS

1.1 The Government of Karnataka by Order No. FD 4 SRP (3) 74, dated 13th August, 1974 constituted a One Man Pay Commission and appointed Shri A. Narayana Pai, Retired Chief Justice of the High Court of Karnataka as the One Man Pay Commission. The terms of reference to the Commission are as follows :

- A. To review the existing pay structure of the employees of State Government, Local Bodies and Aided Institutions, taking into account :
  - (i) the present economic conditions and financial capacity of the State ; and
  - (ii) the need to implement the Fifth Five Year Plan, and maintain an adequate tempo of development, including social services, so as to benefit all sections of the society to the maximum extent possible ;
- B. To suggest rationalisation of the Pay structure among the different Departments of Government ;
- C. To suggest the criteria for fixation of pay, if new scales of pay are evolved ;
- D. To study the existing structure of the Dearness Allowance, City Compensatory Allowance, House Rent Allowance, Special Pay, Deputation Allowance, Project Allowance, Foreign Service Allowance and Medical Attendance Benefits and recommend suitable changes ;
- E. To study the existing pattern of pensionary benefits and recommend suitable changes ;
- F. To suggest incentives for improvement of productivity and efficiency of work of Government employees, including provision of amenities ; and
- G. Such other matters as the Commission may deem appropriate."

1.2 The Commission was requested to make its recommendations as expeditiously as possible.

1.3 Subsequently, by G.O. No. FD 4 SRP (3) 74, dated the 21st December, 1974, questions relating to the pay structure, etc., of the officers and the staff of the Karnataka Public Service Commission were also brought within the purview of the Commission.

1.4 Shri A. Narayana Pai assumed charge as the One Man Pay Commission on the fore-noon of 19th August 1974. The Government appointed Shri T. S. Narayan Rao, IAS, Director, Bureau of Economics and Statistics as the Secretary to the Pay Commission in Order No. FD 4 SRP (3) 74 (i), dated 13th August, 1974. Shri T. S. Narayan Rao took over as the Secretary to the Commission also on 19th August, 1974.

### *Staff :*

1.5 By Order No. FD 4 SRP (3) 74 (1), dated 16th August, 1974, a skeleton staff was sanctioned for the Office of the Pay Commission. The Pay Research Cell which had been functioning under the Finance Department was transferred to the Pay Commission under Order No. FD 52 SRP (3) 74, dated 24th August, 1974 and it started functioning as a part of the Secretariat of the Pay Commission. The other necessary staff was provided under Order No. FD 4 SRP (3) 74, dated 31st August, 1974. Subsequently, when the Commission decided upon evaluation of posts (jobs) a separate cell was set up in the office of the Commission with a small additional staff sanctioned by the Government under G. O. No. FD 4 SRP (3) 74, dated 31st March 1975. The particulars of the officers and the staff of the Commission with their dates of functioning are indicated in Annex-XXIV.

### *Accommodation :*

1.6 Under Order No. PWD 101 BOQ 74, dated 30th August, 1974, Government allotted to the Pay Commission 4000 sq. ft. of carpet area in the ground floor of the multi-storeyed building opposite to the Maharani's College on Seshadri Road, Bangalore-1. The office of the Commission could move into the premises only by the end of November 1974 after the necessary partitions and other facilities required for the officers and staff of the Commission were got completed through the Public Works Department. Till then, however, the office was functioning from Vidhana Soudha and the Commission had to function at his residence.

### *Issue of Questionnaires :*

1.7 The practice usually or commonly followed by Commissions is to invite Memoranda from various Service Associations on the terms of reference and then issue a questionnaire after studying the Memoranda thus received. This procedure was not adopted. Instead, the Commission decided in favour of issuing the Questionnaires straightaway. This procedure, while not depriving the Commission of the full benefit of all the views of persons interested, turned out to be less time-consuming and more conducive to tabulation of the replies speedily. Accordingly, the following Questionnaires (Annex-II) were issued on 19th October, 1974 :

- (1) Questionnaire (General).
- (2) Questionnaire for Local Bodies and Aided Institutions.
- (3) Questionnaire to the Heads of Departments.
- (4) Special Questionnaire to Secretaries to Government.

1.8 Copies of the general questionnaire were sent to various Officers of the Government, Retired Officers, Leading Members of the Public, as also to the various Associations of Public Servants. They were also sent to all interested individuals on request. While forwarding copies of the relevant questionnaires to the persons or associations concerned it was particularly mentioned that while their personal reactions to questions or purely personal views would undoubtedly constitute good material for moulding the ultimate recommendations of the Commission, the application by them of a higher impersonal standard of approach to the consideration of the questions from the point of view of the general good of the entire body of government servants and the public they serve would add value to their answers.

1.9 In view of the very large number of Local Bodies and Aided Institutions, it was felt by the Commission that it may not be practicable to send copies of the Special Questionnaire to all the Local Bodies and Aided Institutions. The Commission decided to send the copies of the Questionnaire to the Deputy Commissioners of the Districts, who were requested (Annex-VII) to send the questionnaires in turn to representative Local Bodies to be selected by them. It was also decided that in each district the Deputy Commissioner should send the Questionnaire to :—

- (1) Two Taluk Development Boards.
- (2) Two Municipalities.
- (3) Two Village Panchayats.
- (4) Two Aided Educational Institutions.
- (5) Two Medical Institutions.

1.10 The Commission also felt that it would be desirable to have the replies of the Deputy Commissioners on the various issues raised in the Questionnaire to Local Bodies and Aided Institutions. The Deputy Commissioners were, therefore, requested to formulate their views after discussing the questions at a meeting of the Chief Executive Officers of the Municipalities and Taluk Development Boards. Thereafter, they were requested to forward their replies to the Commission through the concerned Divisional Commissioners.

1.11 With a view to having the benefit of different approaches to the matter, besides one Questionnaire (General) intended generally for all, one was addressed to the Departmental Heads and another specially to the Secretaries to Government. The Heads of Departments had to send one set of their answers to the Questionnaire sent to them to the Secretaries on which they had to offer their comments. This was done to have the considered views of the Secretaries and Heads of Departments both on the general issues and the ones specially relating to their Departments.

1.12 The questionnaires were also published in the *Karnataka Gazette* Part I at Pages 737-753 in its issue, dated 31st October 1974, and copies of the Questionnaire were sent to all Tahsildars in the State for giving wide publicity. A Press Note was also issued on 2nd November, 1974 (Annex-X) notifying the publication of the Questionnaires in the *Karnataka Gazette*, dated 31st October, 1974. All the individuals, Associations, Heads of Departments, Secretaries to Government etc., to whom the Questionnaires were sent were requested to send their replies on the various issues raised in the Questionnaire by the 30th November, 1974. The representatives of the Karnataka State Government Employees' Association, who met the Commission on 28th November, 1974, sought an extension of time limit by another month. Similar representations were made to the Commission by some other Associations and Individuals also, seeking extension of time for sending in their replies. Therefore, the Commission granted an extension of time limit upto 31st December, 1974, in the case of Local Bodies and Aided Institutions, Associations and Individuals only. The time limit prescribed for furnishing the replies by the Government Departments, however, remained unchanged. A Press Note extending the time limit was accordingly issued on 29th November, 1974 for the information of the general public (Annex-XI). Replies, however, continued to be received even subsequent to that date.

#### *Procedure for furnishing the replies :*

1.13 In the conduct of its business, the Pay Commission had to call for information and documents from Departments of Government and also invite official Witnesses to tender evidence before it. The Commission wanted to obtain views of the Secretaries to Government, Heads of Departments and other Officers of the Government in regard to the various aspects of its terms of reference. The Government in the Finance Department, at the instance of the Commission, prescribed a procedure for furnishing replies by the Heads of Departments with a view to enabling the Departments to supply factual information, etc., to the Commission and also with a view to providing individual Government Employees the fullest scope to express their personal views on the items placed before the Commission, in O.M. No. FD 4 SRP (3) 74, dated 19th October, 1974, as follows:—

“The departments may furnish to the Commission factual information and other documents that may be required by the Commission.

The Secretaries to Government may express to the Commission their personal views formed in the light of their knowledge and experience.

Other Secretariat Officers, i.e. Additional Secretaries/Special Secretaries/Joint/Deputy or Under Secretaries as well as Heads of Departments may also give evidence orally or in writing to the Commission on matters coming within their spheres of work.

Individual Government servants may submit Memoranda, etc., to the Commission in their individual capacity, provided that individual grievances are not submitted to the Commission.

Government servants may appear before the Commission on behalf of Service Associations with which they are connected.

The procedure to be followed for furnishing replies to the questionnaire will be as follows :

The Heads of Departments may send in their official capacity their replies/remarks to the Questionnaire to the concerned Secretaries to Government who will arrange to forward such replies along with their comments to the Secretary of the Pay Commission.

The Secretaries to Government and Heads of Departments may send their replies to the Questionnaire in their personal capacity directly to the Secretary of the Pay Commission.

The Subordinate Officers of various Departments will no doubt have an opportunity of making their representations through their Service Associations. However, such of them as are desirous of sending their replies to the Pay Commission may do so directly to the Secretary to the Pay Commission.

The Secretaries to Government and Heads of Departments are also requested to extend their co-operation to the Pay Commission in its work."

1.14 Replies to Questionnaires received from various Heads of Departments, Associations, etc., were as given below :

(1) Heads of Departments and Associations . . .	430
(2) Local Bodies and Aided Institutions . . .	109
(3) Leading Members of the Public and other Individuals . . .	310
Total . . .	849

In addition, more than 1,700 representations containing suggestions for the consideration of the Commission were also received from interested persons. The replies to Questionnaires as well as the representations were perused by the Commission.

#### *Nomination of Liaison Officers :*

1.15 The Secretariat of the Pay Commission had compiled certain information relating to scales of pay, etc., in respect of several categories of posts in various Departments of Government on the basis of available records. This had to be verified and up-dated and further factual information as required by the Commission had to be collected from the Departments of Government. The Chief Secretary to the Government of Karnataka, at the instance of the Commission, therefore directed all Heads of Departments demi-officially in letter No.GAD 57 MAR 74, dated 22nd October, 1974 to place one or two knowledgeable officials in their departments on special duty for this purpose. The Secretary to the Commission also addressed the Heads of Departments on 8th November, 1974, to nominate an official conversant with these matters, so that the office of the Commission could be in continuous touch with the nominee of each department. Thereby, the office of the Commission was able to collect all relevant information connected with the Commission speedily from the Liaison Officers directly avoiding unnecessary correspondence.

#### *Survey on Consumer expenditure of Government Employees :*

1.16 The Pay Commission soon after entering upon its duties found it necessary to have up-to-date data about the normal consumption pattern, economic status, family consumption, dependency ratio and the average income and expenditure under various categories of Government employees working at the State and district level offices. Accordingly, an *ad hoc* survey on household consumer expenditure was conducted in all the 19 district headquarters of the State. The field work of the survey was carried out during the period of one month commencing from 15th January, 1975. A brief report prepared in the Statistical Cell of the Pay Commission is presented in Annex-XIV.

#### *Job Evaluation :*

1.17 In order to review the existing pay structure of the employees of the State Government and to suggest rationalisation of pay structure among different Departments of Government, the Pay Commission desired to have straight from the employees correct and complete factual information regarding the educational qualifications prescribed in the Cadre and Recruitment Rules, the duties and

responsibilities laid down, the working conditions, etc., in respect of each job (post) in different cadres in the Departments. For this purpose, a "Job Description Form" was devised and issued to various departments. The information on job description was collected from one employee in each category of posts including the field posts in the departments upto and inclusive of supervisory level (Class II posts). The last date prescribed for submitting these Forms was 31st March, 1975. They were also received even subsequent to this date. 2,993 Forms were received from different cadres. The processing of the data thus collected continued up to the end of September, 1975.

#### *Sittings of the Commission :*

1.18 In order to save time, the Commission decided not to undertake tours either within the State or outside for collection of material through evidence. Moreover, most of the Associations and Unions of employees being located in the State headquarters, it was convenient for them to appear before the Commission at Bangalore, after consulting their Regional Branches, if necessary. The hearings were all accordingly conducted by the Commission in his chambers at Bangalore only. The hearings with the Individuals, Associations, Unions etc., of the State Government Employees were started on 17th February, 1975 and completed on 21st May, 1975. On the basis of the material collected during these hearings, short notes on the points on which the Commission desired to have the views and suggestions of Heads of Departments were sent to them well in advance in order to apprise them of all the matters on which they were called for discussions with the Commission. They were also requested to tabulate in the forms suggested and to furnish latest cadrewise strength position and other relevant data. The programme of discussions drawn up for different Departments was also sent to the Secretaries to the Government as the Commission desired to have the presence of the Secretaries also along with the concerned Heads of Departments during these discussions so as to have the benefit of their views and comments on the various suggestions and other points emerging during such discussions. These discussions commenced on 20th June, 1975, and ended on 31st July, 1975. Thus, the Commission devoted in all 61 working days for taking oral evidences of Service Associations and Individuals, and 47 working days for discussions with Secretaries and Heads of Departments and 12 working days for taking evidence from non-official witnesses. A list of witnesses who tendered evidence before the Commission is given in Annex-XXIII.

1.19 Besides recording evidence, as aforesaid, of the Individuals, Associations, Unions, Heads of Departments and Secretaries to Government, the Commission invited a number of prominent Individuals in the field of Education, Industry, Science, Economics, Administration, etc., and had the benefit of their enlightened and expert views on various issues relevant to its work.

#### *Subsequent steps :*

1.20 Though the processing of data collected on job valuation forms went on till the end of September 1975, the reports of economic surveys and material relating to syllabi of educational qualifications and training schemes and their analysis had been completed by the time the sittings of the Commission were concluded. Hence the Commission engaged itself in the study of the same and in devising formulae, principles and procedure for grading and classifying the posts, for the fixation of minimum and maximum remuneration and for constructing new scales of pay.

1.21 From about the second week of October 1975, time was almost entirely devoted to a detailed study of all details relating to every cadre of service in all departments of the government from the point of view of the factors determined for job valuation with a view to assigning them to their proper categories and allocating appropriate scales of pay to them.



### *Repatriation of the Staff of the Pay Commission :*

1.22 When the items of work relating to collection of basic information and statistics from various Departments of Government and to the tendering of oral evidences by the representatives of the Associations, and other individuals as also the discussions with the Secretaries to Government and Heads of Departments were completed, it was felt that the office no longer required the services of all the staff working in the office of the Pay Commission. It was therefore, decided to repatriate some of the staff retaining only the minimum number necessary. Accordingly, the excess members of the staff in the office of the Pay Commission were repatriated in a phased manner.

## **Chapter Two**

### **TERMS OF REFERENCE**

2.1 The salient features of the proceedings and functioning of the Commission and its Secretariat have been recorded in the first Chapter by my Secretary Shri T. S. Narayan Rao. I now proceed to deal with the merits of the Reference, and record the consideration of the material and the line of reasoning leading to my ultimate recommendations.

2.2 When analysed, the terms of reference to the Commission involve or call for consideration and satisfactory resolution of three major questions :

- (1) rationalisation of the structure of pay scales and allowances of employees of the State Government and also those of Aided Institutions and Local Bodies ;
- (2) a rational revision of the existing pattern of pensionary benefits ; and
- (3) Suggesting measures for improving efficiency in the working of government employees.

2.3 Rationalisation means furnishing a rational basis or an infrastructure of sound reason to the scales of pay, allowances and pensionary benefits. Reason or reasoning is the process whereby one moves from established facts by steps which are mutually related by logic and relevancy to an inference which to the extent humanly possible is free from error and is fair to the persons likely to be affected by the action or decision taken thereon.

2.4 The Government is an integrated organisation expected to function in such a way as to assist the general public to progress in an orderly manner to a better and more comfortable life. To discharge those functions the Government employs some members of the public and remunerates them by pay and allowances from out of the funds collected from the general public by way of taxes or otherwise. Government servants therefore are in reality servants of the public. Hence nothing that is done either by the Government or by its servants can be good or valid unless it is done in furtherance of public interest.

2.5 In relation to public service, two fundamental factors essential for serving and furthering public interest are— (1) Employment in public service of only such persons as are suitable for the jobs to which they are appointed. (2) That remuneration for a job in Government Service is suited to the value of the job from the point of view of the service rendered thereby to the public.

2.6 Suitability of an appointee to the job depends upon or should be measured by the competence which he has for performing the functions and discharging the duties of the job. The first step for securing it is to prescribe educational or other qualifications appropriate to the job in question. But the mere possession of such qualification is not sufficient because real competence for performance of a job depends not merely upon information or knowledge but also upon the capacity to apply such information and knowledge to the performance of the job. The way

of ensuring such application is to take the employee through a prescribed basic course of training which in its content and direction is oriented to the functions and objectives of the job and generally of the Department of the Government to which the said job appertains.

2.7 The first factor abovementioned is necessary to ensure competent and efficient discharge of his duties by an employee of the Government. The second factor is necessary not only to keep the employee contented but also to enable him to maintain a level of satisfaction and standard of efficiency adequate for such efficient functioning by him. That lack of competence on the part of a government servant is injurious to public interest is perfectly obvious. A pay structure with scales which are either grossly inadequate to the job or disparate in relation to comparable jobs will breed smouldering dissatisfaction among government servants which in the long run can cause serious injury to public interest. At the same time, a pay which is disproportionately high in relation to the value of the job is demonstrably injurious to public interest.

2.8 Hence, pay should be related to levels of proficiency required for different jobs in government service and of difficulty attendant on their performance. Performance of the job may also involve some expenditure which may rightly be regarded as necessarily incidental to or consequential upon government service either because it is directly related to the performance itself or because it is reasonably necessary to maintain the required level of efficiency. Some of them, particularly those in the latter category, are common to all government servants; the best examples are house rent, transport, petty medical expenses, etc. Some are special or peculiar to particular jobs or classes of government servants for example uniforms, camping, travelling, living away from home or outside the State. All such expenses should in fairness be compensated by allowances.

2.9 Pay may therefore be understood as the value in terms of money of the contribution which a government servant makes to administration by devoting his whole time to a particular category of governmental work with defined or ascertainable duties and responsibilities attached to it. An allowance is in the nature of compensation for expenditure necessarily incidental to or consequential upon government work.

2.10 The retirement benefits or benefits extended to a government servant on retirement from service are normally of two types: a lumpsum payment in the nature of gratuity for long and loyal service and a pension paid monthly so long as the retired government servant is alive. In certain circumstances a smaller amount is also paid to the family of a retired government servant after his death, called family pension.

2.11 Rationalisation of the pattern of pensionary benefits will involve consideration and satisfactory solution of such questions as (1) what should be the reasonable relationship between the quantum of pay in service and the quantum of pension after retirement; (2) 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; and (3) whether any of the benefits other than pay received by a government servant while in service by way of allowances or otherwise should be extended with or without modifications to a pensioner.

2.12 Measures for improving efficiency in working are partly implicit in the reasonableness of pay scales, their structure and operation which assist in removing dissatisfaction and nurturing contentment, and relate partly to organisational methods and what may be called man-management, and partly to schemes for the welfare of employees.

2.13 I shall first deal with pay and allowances, then with pensionary benefits and finally with training and other measures for improving efficiency in working.

## EVALUATION OF JOBS OR POSITIONS— PRINCIPLES AND PROCEDURE

3.1. As stated in the last preceding Chapter, pay of a job in Government service has to be related to the value of the service rendered thereby to the public, and having regard to the factors considered essential for serving and furthering public interests, the suitability of pay to a job has to be secured by relating pay to the level of proficiency and difficulty necessary for and attendant upon the due and proper discharge of the functions and duties of the job. In other words, the process whereby such a result could be achieved is an evaluation of the job.

3.2. All valuation is in the nature of things an estimate. As an estimate it necessarily involves a certain amount of guess work. Whatever may be stated in almost absolute terms by way of pure theory or ideology, it should be recognised as a proposition of practical experience that a minimum of subjective element in valuation is incapable of total elimination. For that reason, however one cannot reject the necessity of having to make a valuation, nor the possibility of reducing the subjective element to the minimum and obviating the possible mischief consequent upon the intrusion of the subjective element. By long experience man has evolved clearly workable controls intended to secure or ensure the elimination of such mischief and for achieving a reasonably fair and just valuation. It being assumed that prudence will determine the selection of a person who has reasonable competence to make the valuation and is free from personal or ideological bias, such control is effectively exercised by the doctrine of relevancy. Briefly stated, the said doctrine requires that a valuation should be based exclusively on factors which are relevant to the valuation and a total exclusion of all irrelevant considerations. Even after selecting the relevant factors the doctrine further requires that attention should be paid to all such factors because attention paid to one or some only of those factors to the exclusion of the other or others will itself amount to importing irrelevancy ; it will be noticed that factors would be relevant not only because they have a reasonable relationship with the matter to be evaluated and the process of evaluation but would also be connected by a mutual relevancy which invests them with a common quality which contributes to the totality of the relevancy necessary for a proper evaluation. The imperative need to exclude totally all irrelevant considerations flows from the fact that irrelevancy is really the external manifestation of an internal bias and contemplation of irrelevancies generates bias.

3.3 As levels of proficiency and difficulty postulate and lead to a hierarchical classification of posts and positions in government service, which would ultimately form the basis for fixing the relative values, guidance may also be had in this regard from the principles for classification formulated and developed by judicial decisions for the purposes of giving effect to the doctrine of equality enshrined in Article 14 of the Constitution of India. Those principles lay down that a classification must be based on intelligible criterion or criteria having a reasonable relationship or nexus with the object of the classification. The criterion or criteria selected therefore must be clear and intelligible. Secondly, there should be a clear reasonable relationship between the criterion or criteria on the one hand and the object of the classification on the other. Now, the object of classification of posts and positions in Government service is to secure suitability between the level of proficiency and difficulty represented by a job and the pay scale determined for it. What is valued is the work and not the man. The criteria selected therefore must be those which are relevant for determining the value of work. If such a selection of the criteria is made, then simultaneously the second principle of reasonable relationship between them and the object of the valuation will also have been achieved.

3.4. The first step therefore is to determine and clearly define factors which are relevant to the valuation of a job in government service.

3.5. As mentioned earlier, public interest requires that a person employed to perform a particular job in government service should possess the competence for its performance, which means that the government as the recruiting authority should prescribe educational or other qualifications which it considers appropriate to the job. Once such a determination has been made and a particular qualification is prescribed for a particular job, such prescription necessarily involves a judgment that the mental competence required to acquire the said qualification is necessary and sufficient to pick up the details of and perform the job satisfactorily. In addition, as I have stated, to ensure proper application of such theoretical competence acquired by securing the qualification, a certain basic course of training would also be necessary. Hence the qualification and the basic course of training prescribed would be the first of the factors relevant for evaluation of a job.

3.6. Once such a stage is reached, the next element would be the mental skill and effort necessary for performing the functions and discharging the duties of the job. It will be noticed that the acquisition of the competence and the training as to the manner of its application represented by the last preceding factor will confer upon the employee the skill to select the knowledge and information possessed by him to deal with particular items of work or situations or problems as they arise and to determine the manner of applying such skill to the performance of the job. That constitutes his effort. Hence the second factor relevant to valuation would be mental skill and effort.

3.7. Thirdly, every job carries with it a responsibility which may be either non-supervisory or supervisory. Non-supervisory responsibility is the responsibility to perform a job satisfactorily. Supervisory responsibility is the responsibility of directing and controlling the work of one's subordinates. Responsibility therefore is the third relevant factor.

3.8 The three factors stated above are fully descriptive of the different aspects of governmental work contributing to its satisfactory performance and may therefore be taken as exhaustive of the factors necessary for making a valuation of the work performed in the job.

3.9 But one should also take into account the conditions in which a government servant performs his job. That working conditions have an effect upon the efficiency of the worker and the quality of the work turned out by him is almost an axiomatic proposition and does not require much argument or persuasion for its acceptance. Another way of looking at the same matter would be to recognise that adverse conditions or difficult conditions involving risk or hazard call for a slightly larger effort than would be otherwise necessary to reach and maintain the level of efficiency necessary for performing the job. I therefore consider it necessary to include working conditions also as a fourth factor relevant to the valuation of work in any job or position in government service.

3.10 The factors relevant for such valuation therefore may be formulated as follows:

- (1) Educational qualification and basic training prescribed for the job;
- (2) Mental skill and effort necessary for performing the functions and duties of the job;
- (3) Responsibility whether non-supervisory or supervisory attaching to the job; and
- (4) Working conditions including risks and hazards.

3.11 Whenever one speaks of job valuation, the idea almost at once arises of what is known as the point rating method of job valuation which has become very popular with industrial establishments. In the said method, after an expert

committee or knowledgeable persons who have close acquaintance with the jobs or class of jobs being evaluated have determined the factors descriptive of the different aspects of the work in the job or class of jobs, the relative importance of the factors is adjudged or determined and appropriate weights attached to the different factors. Points are then allotted according to the weights making up a total of 100 points. Thereafter, degrees of difficulty or importance from the point of view of productivity are expressed in respect of each factor by increasing the points allotted to the said factor in a certain progression, generally arithmetic. The expert committee then considers each job and after discussion allots to it points under each factor at one or the other stage in the progression; the total points so allotted to the job are said to be its point rating. Jobs falling within a certain range of points are regarded as substantially similar jobs and are therefore allotted the same pay scale.

3.12 Another method called the bench mark method is used either independently or in conjunction with the point rating method. When used in conjunction with the point rating method, the bench mark method consists in selecting what are called bench mark jobs or jobs which are considered as representative of the class taken up for evaluation and in respect of which a certain definite valuation or importance is easily ascertainable and the rating of other jobs is related to the points allotted to the bench mark job so as to ensure a certain stability in the rating.

3.13 The popularity of the point rating method is due to the fact that an arithmetical or mathematical representation of the value of a job gives the impression of a total elimination of the subjective element in valuation. Actually, however, such an assumption appears to be exaggerated. Even the selection of a bench mark job and the determination of weights by discussion and compromise are matters in which the subjective element is undoubtedly and indisputably involved. What really happens is that a compromise arrived at after discussion among experts or a discussion as between experts and the workers or their representatives interested in the job invests the points and particularly the weights with a certain finality carrying with it an assurance that disputes will not be raised in respect thereof. The real reason for the popularity therefore is not the elimination of the subjective element but can only be described as an elimination of disputes likely to be raised on the basis of or on account of the operation of the subjective element.

3.14 The point rating method therefore has no such outstanding virtues as to render less valuable or less reliable a method of valuation based upon the doctrine of relevancy and the judicial principles of classification described above. Moreover, governmental work involved in public administration is not capable of quantitative assessment; even the quality of work cannot be rightly or completely judged by taking the work of any one person in isolation because the ultimate decision or action of the government in any particular matter is contributed to by the work of several persons in different situations and the totality of the image is made up of a harmonious blending or mixing of the work of such several persons.

3.15 It is therefore necessary to evolve a better and more reliable method of assessing the relative value of the work as the basis for a hierarchical classification of government service. While doing so, excessive reliance on beautifully worded theoretical or ideological concepts is likely to be misleading if not positively dangerous. Safety lies in keeping close to the facts and realities of actual working in government offices and departments, bearing in mind the value and importance of co-operative effort or team work in the satisfactory performance of government work as a whole. It is also necessary to recognise and as a working rule act upon the impossibility of establishing absolute equations. What is possible and practicable is to demarcate clearly recognisable broad bands of equations placing in each band jobs which are substantially similar in their levels of proficiency and difficulty.

3.16 It will be noticed that even in respect of the same job, the effort necessary for its satisfactory completion will never be the same even in the case of persons who have the same educational qualification and have undergone the same course of basic training. Man differs from man. One man can do a job a little faster than another man, a little better than another man. One person may dispose of within the same period a larger number of cases or files or matters than another. Salary for government work is paid by the month and not on piece-rate basis. It will be totally unworkable if not positively unjust to try to pay more to a man who turns out work faster and in larger quantities than another in the same category and less to another who works slower and turns out lesser quantity of work. So both in the matter of qualifications and in the matter of amount and nature of work turned out, it is never possible to have or prescribe or dole out remuneration absolutely equated to work. There is no escape therefore from the necessity of having to take each band and strike an average for the purpose of fixing a remuneration which is fair to all persons included within the category doing the same or substantially the same type of work.

3.17 This situation does not, however, eliminate the necessity of having to determine grades or degrees of difficulty or of importance in respect of each of the four relevant factors formulated by me in para 3.10 mentioned above. Nor will it be difficult to do so if one keeps close to the facts and realities of actual working and does not deny himself the valuable guidance available therein.

3.18 The qualifications prescribed or which may be regarded as necessary and sufficient for different jobs are clearly capable of being graded into groups by studying the syllabi, the content, duration and difficulty of the several courses of study leading to the acquisition of the qualification and by placing in each group qualifications which are substantially of similar weight or difficulty.

3.19 The degrees in the factor of mental skill and effort can also be determined by examining the essential nature of the work appertaining to a particular job, the typical items of work turned out therein, the most difficult of the items among them and by identifying them as either mere routine or repetitive or as requiring greater mental effort and thought.

3.20 Responsibility is more easy in the matter of grading. If it is non-supervisory responsibility it can be graded by the extent of control and supervision exercised over the worker, the greater and the more detailed it is, the smaller being the responsibility of the worker ; if the worker is merely given an assignment and asked to perform it and is subjected to general supervision or occasional correction and direction, his responsibility is obviously larger. In the case of supervisory responsibility, it is clearly capable of being graded on the basis of the number of subordinates controlled by the worker, the size of the institution or territory administered by him, the extent of jurisdiction or the range of power exercised by him and such like considerations. The latitude given to a person to take decisions and act on his own independent judgment is also an element available for assessing degrees in both types of responsibility non-supervisory as well as supervisory.

3.21 The last factor of working conditions will involve a consideration of such matters as pleasant or unpleasant surroundings, whether work is done exclusively indoors or exclusively outdoors or partly indoors and partly outdoors and also whether the work involves any hazard or risk to health or life and if so whether an employee is continuously exposed to such hazards or risks or only a possibility of meeting such risk or hazard with varying degrees of probability. The entire question is a matter for actual assessment in each case, the circumstances stated being the salient features influencing the assessment.

3.22 These are the broad lines on which grading can and should be made. I shall discuss the details of such grading in the next three Chapters, indicating to what extent an analysis of qualifications and of actual items of work contributes to the grading and to what extent the general pattern of governmental organisation and distribution of powers and functions contributes to it.

3.23 By grading posts and positions on a consideration of the relevant factors by following the procedure briefly indicated above, it will be possible to establish broad bands of horizontal equations and vertical differentials. The determination of the pay scales has necessarily to be preceded by the fixation of a minimum remuneration reasonable in the existing economic conditions of the State and a maximum remuneration consistent with accepted principles of social justice. If the horizontal grades are placed between the said two terminal points of minimum and maximum remuneration, the ranges of remuneration appropriate to the different horizontal bands would become apparent. The actual pay scales will then have to be determined in such a way as to secure public interest by establishing the best possible suitability between the job and the remuneration. Each band will have a scale of remuneration fixed at a point higher than the mean or average (nearabouts the mid point between the mean and the top), so that it will be substantially and broadly fair to all persons included in the said band. The application of such a procedure and the combined operation of the hierarchical grading and determination of pay scales reasonably appropriate to each horizontal band within the frontiers of the minimum and the maximum remuneration is most likely to lead to the nearest possible approach to the objective of suiting the pay scale to the job.

3.24 I have put this formula for grading and valuation to the representatives of every one of about 200 cadre associations of government servants as well as to individuals and Heads of Departments and Secretaries to Government whom I had invited for discussion during the sittings of the Commission. In the course of discussion it was invariably found that whatever was stated as special or peculiar to any job could be brought under one or the other of the four factors stated in para 3.10 above. All of them have accepted the logic and fairness of the formula and the procedure proposed and have expressed the hope that such an objective valuation with all subjective elements strictly controlled in the manner aforesaid is most likely to lead to satisfactory results.

3.25 For the purpose of collecting adequate data for proceeding on the lines mentioned above, the following steps were taken.

3.26 Full information about the syllabi, the nature and length of the courses of study relating to all the qualifications and training courses which are found prescribed in the several Rules of Recruitment prevalent in the State was collected, studied and analysed. At all the discussions held by me either with the representatives of cadre associations or individual government servants or Heads of Departments or Secretaries to Government, opportunity was taken to ascertain as accurately as possible the nature of work of and distribution of functions and powers as between government servants and different departments and cadres. Wherever I felt the need for further information or elucidation, I requested the representatives in question to put down in writing briefly the nature of work done by any particular category of government servants.

3.27 A Job Description Form set out in Annex-XVII was devised and issued to all departments with a request to get the same entered by one person in each of the cadres upto Class II level and returned to me with a certificate of his immediate supervisor about the correctness and completeness of the facts set out therein and the opinion of the Head of the Department about his satisfaction with the factual accuracy of the statements of the employee and the comments or remarks of the immediate supervisor. The form calls for detailed information under several heads such as qualifications, physical requirements, description of the job, extent of jurisdiction, seasonal peculiarities of the job, machines and equipment, if any, handled by the employee, a statement of the most difficult part of the work, the nature of the guidance received by him from the supervisor or manuals or established procedures, the extent of supervision exercised by him or exercised over him, his contacts with other departments and the general public, working conditions including type of indoor or outdoor work, environmental

conditions, risks or hazards to health or life, etc. The information so collected was further checked and cross checked with reference to office manuals wherever available, replies to Questionnaires from Heads of Departments and the written descriptions received from representatives during or in consequence of the discussions I had with them and analysed and tabulated under relevant headings for purpose of determining the level of proficiency and difficulty appropriate to each of the jobs.

3.28 What is discussed in the Chapters that follow and the results and conclusions ultimately arrived at are all based on the study of the material so collected in the light of the principles discussed in this Chapter. Such discussion covers the three major steps called for by the procedure mentioned above, which are :—

- (1) Classification and grading of posts and positions in government service;
- (2) Fixing the minimum remuneration in the light of the existing economic conditions prevalent in the State, and the maximum remuneration in accordance with ideas of social justice ; and
- (3) Determination of the ranges of remuneration for the different broad bands of posts and constructing pay scales with increments and span or spread appropriate to the bands.

#### Chapter Four

### GROUPING AND GRADING OF QUALIFICATIONS

4.1 Having determined the relevant factors for making a valuation of jobs and positions in Government service, and indicated the broad lines of the procedure for making such a valuation on the basis of those factors, the next step will be to examine the aspects and features of each of those factors for the purpose of identifying and establishing grades or levels. In this Chapter, I shall take up for such analysis the first of the relevant factors, namely, qualifications.

4.2 At the lowest level, that of a Peon, Dalayat or other worker of a similar character, there is practically no educational qualification required or prescribed because by the very nature of the work, emphasis naturally is on mere physical help rendered by such worker, and hence on a reasonable level of physical health, and such intelligence or mental calibre as is sufficient to understand the nature of the help sought and the simple operation whereby the same may be satisfactorily rendered. However, it may be desirable to require at least some rudimentary literacy to enable the worker to read at least names and addresses or to identify and understand figures and symbols in common use.

4.3 Though no educational qualification as such is necessary or prescribed for this class of employees, the physical and mental competence necessary to function as a helper should itself be regarded as constituting the qualification for recruitment at this level. So, it is placed in Group I and may be described as follows :—

#### GROUP I

Physical and mental competence considered sufficient to function efficiently as a helper by understanding the nature of the help sought and the simple operation whereby the same may be satisfactorily rendered. Rudimentary literacy is desirable.

4.4 The next higher level also to some extent partakes of the character of a helper, but the nature of the help sought or expected calls for the possession of some simple skill. Ordinarily though not invariably the acquisition of such a skill may necessitate some literacy or some elementary general education of about



or slightly below but not exceeding middle school level, but the emphasis is largely if not entirely on the skill. Such skill may have been picked up in some cases by mere experience or actually engaging in work requiring such skill, and in other cases by taking some short course of training either before entering service or after. Some examples are cooking; winding or dyeing yarn; simple handicrafts like basket making, mat-weaving, carpentry; driving motor vehicle; operating simple machines; performing some simple mechanical operation; or some broad acquaintance with one or more parts of an integrated process involved in any handicraft or manufacture; or the capacity to function as a mutchi, packer attender in an office, library or laboratory etc.

4.5 The qualification appropriate to this category of employees may be placed in Group II and briefly described as follows:—

## GROUP II

Possession of a simple manual or mechanical skill either picked up by experience or actual working or acquired by undergoing a short course of training before or after entering service, and may wherever necessary be accompanied by literacy or elementary schooling not exceeding middle school level.

4.6 For all levels above these two, the rules for recruitment prescribe specific educational or other qualifications. In addition, departmental tests in such subjects as accounts, law or other topics related to administrative work of the different departments are required to be passed by the recruits within a specified period, generally the period of probation. In certain departments, there are also specialised courses of training directly oriented to the work of the department expected to be done or attended to by the recruit. It is also my opinion that in all departments there should be provision for a basic or foundation course of training oriented to the work expected to be turned out in the job in question and generally to the functioning and objectives of the department to which the job appertains. As pointed out earlier, such a training is necessary in public interest to provide the recruit with necessary capacity to adapt and apply the knowledge and competence acquired by him by securing the prescribed educational qualification to carry out the work for which he is recruited. Logically, therefore, not only the initially prescribed educational qualification but also such basic training must be taken as together constituting what is expressed by the broad term qualifications for recruitment. I should also point out that the scales of pay which I shall ultimately come to recommend are linked, among other factors to both qualification and training.

4.7 According to the procedure indicated in the last preceding Chapter, the various qualifications prescribed for different jobs at different levels in Government service have to be assessed from the point of view of the general mental competence represented by them into different groups, each group taking in a certain range of qualifications, the idea being to avoid possible inaccuracies and injustice likely to flow inevitably from any attempt to make a very close or sharp distinction between one qualification and another. For the reasons already discussed in the last preceding Chapter namely, the natural differences between man and man and the nature of the work turned out in Government departments and the varying contribution made by different Government servants to a particular action of the Government, safety lies in dividing or grouping the various qualifications into broad groups or ranges of qualifications and by evaluating the mental competence represented by each such range at a point higher than the mean or average nearabouts the mid point between the mean and the top, because such a method or procedure is calculated to eliminate inaccuracies as far as possible, level off minor differences and lead one to an assessment which is fair to all persons included within the range or group.

4.8 The first circumstance of which we should avail ourselves or from which we should try to receive guidance is the general pattern of the system of education to which recourse is had for acquiring the different qualifications.

4.9 Broadly speaking, after various changes and reforms effected from time to time, general or liberal education now proceeds in certain definite recognisable stages. We have, to begin with, the first four primary classes or standards and thereafter three standards or classes which are respectively called junior primary level and senior primary level or both together called the lower secondary level. It will be remembered that there was a time when this stage comprised eight standards and the same was called either lower secondary or middle school. For our purposes, I think it is reasonable to regard both the old eight standards and the present seven standards as equivalent. For uniformity of reference, I would refer to them as constituting the Middle School level.

4.10 Above that we have three more standards by going through which a person becomes eligible to take what is called the Secondary School Leaving Certificate (S.S.L.C.) Examination. This level will hereafter be referred to as the High School level.

4.11 After completing High School, if one wishes to proceed further with general education and enter the university courses of study, one has to pass through a course of study occupying two years going by the name of Pre - University Course (P.U.C.). As its very name implies, it is only a stepping stone to university education.

4.12 Having completed P.U.C. one may either take to courses of study, normally of three years, leading to the acquisition of degrees in humanities or sciences like B.A., B.Sc., etc., or take up a professional or technical course like engineering, medicine and surgery, etc.

4.13 It is common experience that a very large number of persons drop off at or before reaching the Primary or Middle School level. Some branch off at this level and take up occupational or trade or craft courses of varying duration upto about two years. These are generally referred to as junior certificate courses or trade courses. Some proceed upto High School, then branch off into occupational, trade or craft courses of varying duration upto about two years. These are generally referred to as senior certificate, trade or craft courses. Some others take up a longer course after High School generally of three years duration, commonly called diploma course in various subjects to qualify themselves to follow any occupation or technical profession or a trade.

4.14 From what is stated above it becomes clear that there are two broad groups of qualifications which may be recognised as lower occupational courses and higher university courses whether professional or technical. The lower group stops with what may be called the diploma level. The higher group starts from what may be called the degree level (like B.A., B.Sc., etc.) and extends to longer professional courses or higher studies in professional, scientific or technical subjects.

4.15 If one studies the various qualifications prescribed in the different rules for recruitment to Government service in this State, one can notice that the qualifications falling within the lower occupational level are prescribed for subordinate posts, degree level courses are prescribed for middle levels of service and post-degree or professional courses are prescribed for superior posts. That represents the general content of the judgment of the recruiting authority about the various levels of mental competence necessary for jobs at different levels in Government service.

4.16 For dividing or further grouping down these broad levels, the relevant circumstances are not merely the length of the course of study leading to a particular qualification but also the minimum basic qualification prescribed for

admission into that course of study and the content and intensity of the syllabus prescribed therefor. The basic qualification for admission or for acquiring eligibility for admission into a course of study represents in the opinion of the educational authorities conducting the course the level of mental competence necessary or adequate for going through the course of study. It is obvious that the competence will vary according to the level of the basic qualification prescribed for admission. One consequence which follows is that although the subjects for study included in the syllabi for two different courses may be the same, the content and intensity of the syllabi necessarily vary the higher course carrying a larger content and deeper intensity than the lower course. I have also noticed in the course of my study of the syllabi prescribed for various courses that in some cases, the syllabi in their content and intensity are more or less equal in two or more courses even though the lengths of such courses may vary, with the result that a fair working rule would be to regard the content and intensity of the syllabus as an element of greater importance or value than mere length of the course in assessing the level of competence represented by different courses of study. This is another reason why it is safer and fairer to group qualifications into broad ranges.

4.17 Another feature which must be borne in mind is that in the courses represented by the level described as lower occupational level, greater emphasis is on the subjects related to the occupation, trade or craft in question than on the basic general educational qualification prescribed for admission into such a course of study.

4.18 These are among the principal considerations which assist the grouping of educational qualifications.

4.19 Taking up first the qualifications falling within the lower occupational level, the considerations relevant to them show that they naturally fall into three groups, *viz.*, the post-Middle School certificate courses or junior certificate courses, post-High School certificate courses or senior certificate courses, and post-High School diploma courses or their equivalents. The stages in the system of general education and the features of the courses themselves represent three definite stages related to three distinct levels of competence.

4.20 The certificate courses are of a duration up to two years but a few are of one year (those described as of 10 months really representing one academic year) or 6 to 9 months. The range, however, to be taken for reasons stated in para 4.7 above should, in my opinion, be two years because the essential nature of work appropriate to the competence is almost or nearly the same and the differences soon get levelled out by on-the-job-experience and individual capabilities. Specialised in-service training courses, it need hardly be said, are clear equivalents, especially in view of the additional benefit of the orientation towards actual work in service.

4.21 One other matter for special consideration in this connection is whether S.S.L.C. by itself or bare High School level should constitute a separate group. One possible view may be it represents a definite stage in education and hence a distinct group by itself. As, however, we are grouping courses of study not on academic considerations but as qualifications for recruitment into Government service and as one of the factors for job valuation, along with other factors, the actual state of affairs in Government service and the operation of other factors for valuation become relevant. Wherever S.S.L.C. is prescribed for posts or positions calling for some specialised work or work involving higher skill and effort an in-service training course is prescribed already or is being recommended by me. In such cases it would fall into the group of senior certificates. Otherwise, a bare S.S.L.C. with little or no training and related to jobs requiring lesser skill and effort will fall into the group of junior certificates.

4.22 So, the three Groups viz., III, IV and V of lower occupational courses will be :—

#### GROUP III

Middle School level or standard plus a certificate, craft or trade course or an in-service specialised training course up to about two years' duration. Bare S.S.L.C.

#### GROUP IV

High School level or standard plus a certificate, craft or trade course or an in-service specialised training course up to about two years' duration.

#### GROUP V

High School level or standard plus a diploma course of about three years' duration.

4.23 I should here mention that recently education or educational methods is/are included among the optional subjects for the P.U.C. Course and I have been informed that a person passing such a P.U.C. Course with that special subject may if he chooses to be a Primary School teacher be exempted from going through the training course prescribed therefor in the case of those who enter service on passing S.S.L.C. examination. If such is the situation, the said course will fall within Group IV.

4.24 For the majority of the diploma courses the basic qualification for admission is S. S. L. C. There are very few courses which are called either certificate courses or diploma courses for which the basic qualification for admission is passing the P.U.C. examination. If such courses are of a duration of about an year or so, they will naturally fall within Group V but if they are of a duration of two years or more they may fall into the next higher group.

4.25 The higher university courses or professional or technical courses can also be divided into three groups namely :

#### GROUP VI

Degree courses *i.e.* degrees in humanities or sciences like B.A., B.Sc., etc., with departmental training course of not more than about 6 months' duration; post-High School courses, — either continuous ones or topically connected ones — of a total duration of 4 to 5 years; post-P. U. C. courses of 2 to 3 years.

#### GROUP VII

A degree of the type mentioned in the last group plus one year post-graduate diploma or degree like B.Ed. or post-graduate one year course in special subjects like library science, physical education, etc.

#### GROUP VIII

All the higher qualifications such as post-graduate two-year degree courses like M.A., M.Sc., etc., professional courses of 4 or 5 years' duration after P.U.C. like B.Sc. in Agriculture, Horticulture, Fisheries or the like; Bachelor of Engineering (B.E.); Bachelor of Medicine and Surgery (M.B.B.S.); Bachelor of Pharmacy; Bachelor of Textiles; LL.B. in Law, Bachelor of Suddha Ayurvedic Medicine (B.S.A.M.). This group will also take in post-degree competitive examinations like Karnataka Administrative Service, Munsiffs' Examination, etc., which are followed by an intensive in-service course of training. Post-graduate qualifications after securing professional degrees will also fall into this group.

4.26 In distributing the higher qualifications in this way into Groups VI, VII and VIII, the actual state of affairs in services and the operation of other factors for job valuation have been kept in view. Groups VI and VII relate directly to certain well known positions in service as I shall have occasion to point out later. All post-graduate and professional qualifications are placed in one Group VIII, because they are qualifications prescribed for superior services where levels of responsibility and rules for promotion and for lateral entry effect changes or variations in the value of qualifications at different levels, as I shall presently point out. In later Chapters, the consequences of combined operation of all the factors for valuation will be indicated as occasions arise.

4.27 The general background of the above grouping of qualifications, as is evident from the discussion itself, has reference to prescription of qualifications for direct recruitment. In the scheme of administrative structure, a promotional post if exclusively promotional does not generally and need not necessarily require a higher qualification. Such a higher qualification is prescribed if a part of the promotional cadre is required to be filled by direct recruitment. The position naturally involves an administrative judgment on the part of the rule making authority that in respect of a higher or promotional post, the qualification prescribed for the lower post from which promotion is made together with the inservice experience of the person promoted represents a level of competence which is equivalent to the competence represented by a higher qualification if any prescribed for direct recruitment to such a post. In certain cases, two qualifications one lower and another higher are found prescribed together with a longer professional, teaching or other service experience in conjunction with the lower qualification and a shorter period of such experience in connection with higher qualification ; in such a situation, the administrative judgment implicit is that a lower qualification with a longer experience is considered equivalent to a higher qualification with a shorter experience. In a few cases where rules were made at a time when there was no particular specialised course of study leading to acquisition of qualification completely appropriate to the nature of the service, an ordinary general educational qualification is found prescribed together with a certain period of experience in some other service or occupation of a nature same as or similar to the nature of work appertaining to the job in Government service in question. These peculiarities I shall refer to as occasion arises in the course of further discussion in the following chapters.

4.28 To the extent it has been possible to collect information about the various qualifications prescribed for which courses of study are conducted either by a university or the Department of Public Instruction, Technical Education or Employment and Training, the syllabi of all of them have been examined for placing them in one or another of the above groups. The full details of such grouping are given in the supplement to this chapter.

## SUPPLEMENT TO CHAPTER FOUR

(para 4.28)

### GROUP III

Middle School level or standard plus a certificate, craft or trade course or an  
In-service specialised training course upto about two years duration—Bare  
S.S.L.C. . . . .

Sl. No.	Basic qualification	Name of the course	Length of the course
1	2	3	4
1	Pass in VII Standard ...	Junior Certificate course—Tailoring ...	2 years
2	Pass in VII Standard ...	Junior Certificate course—Plumber ...	2 years
3	Pass in VII Standard ...	Junior Certificate course—Carpenter ...	2 years
4	Pass in VII Standard ...	Junior Certificate course—Welder ...	2 years
5	Pass in VII Standard ...	Junior Certificate course—Fitter ...	2 years
6	Pass in VII Standard ...	Junior Certificate course—Turner ...	2 years
7	Pass in VII Standard ...	Junior Certificate course—Moulder ...	2 years
8	Middle School Standard ...	Craft course—Cane work ...	2 years
9	Middle School Standard ...	Craft course—Smithy ...	1 year
10	Middle School Standard ...	Craft course—Wireman ...	1 year
11	Middle School Standard ...	Craft course—Auto Driver ...	1 year
12	Middle School Standard ...	Craft course—Cinema Operator ...	1 year
13	Middle School Standard ...	Craft course—Power Loom Weaving ...	1 year
14	Middle School Standard ...	Craft course—Hosiery Manufacture ...	1 year
15	Middle School Standard ...	Craft course—Hand Loom Weaving ...	1 year
16	Middle School Standard ...	Craft course—Dyeing and Printing ...	1 year
17	Two Standards below S.S.L.C.	National Trade Certificate course under Craftsmen Training Scheme—Cutting and Tailoring	2 years
18	Two Standards below S.S.L.C.	National Trade Certificate course under Craftsmen Training Scheme—Welder (Gas and Electric)	2 years
19	Two Standards below S.S.L.C.	National Trade Certificate course under Craftsmen Training Scheme—Sheet Metal Worker	2 years
20	Two Standards below S.S.L.C.	National Trade Certificate course under Craftsmen Training Scheme—Mechanic (Tractor)	2 years
21	Two Standards below S.S.L.C.	National Trade Certificate course under Craftsmen Training Scheme—Mechanic (Diesel)	2 years
22	Two Standards below S.S.L.C.	National Trade Certificate course under Craftsmen Training Scheme—Mechanic (Motor Vehicles)	2 years
23	Two Standards below S.S.L.C.	National Trade Certificate course under Craftsmen Training Scheme—Machinist (Composite)	2 years
24	Two Standards below S.S.L.C.	National Trade Certificate course under Craftsmen Training Scheme—Turner	1 year
25	Two Standards below S.S.L.C.	National Trade Certificate course under Craftsmen Training Scheme—Carpenter	1 year

1	2	3	4
26	Two Standards below S.S.L.C. ...	National Trade Certificate course under Craftsmen Training Scheme—Blacksmith ...	1 year
27	Two Standards below S.S.L.C. ...	National Trade Certificate course under Craftsmen Training Scheme—Fitter ...	1 year
28	Two Standards below S.S.L.C. ...	National Trade Certificate course under Craftsmen Training Scheme—Wireman ...	2 years
29	Two Standards below S.S.L.C. ...	National Trade Certificate course under Craftsmen Training Scheme—Machinist (Grinder) ...	2 years
30	V Standard ...	Craft course in Tailoring (Technical Examination Board) ...	1 year
31	Pass in VII Standard or studied upto IX Standard.	Teachers Certificate (Lower Grade) ...	2 years
32	Only candidates working in Government Press are allowed for the Examination. No qualifications have been fixed ...	Book Binding (Junior) ...	10 months
		Proof Reading (Junior) ...	10 months
		Machine work (Junior) ...	10 months
		Compositor (Junior) ...	10 months
33		do ...	Book Binding (Senior) ...
		Proof Reading (Senior) ...	10 months
		Machine work (Senior) ...	10 months
		Compositor (Senior) ...	10 months
34	IV Standard ...	Karnataka Music (Junior) ...	1 year
35	IV Standard ...	Hindustani Music (Junior) ...	1 year
36	IV Standard ...	Karnataka Tala Vadya Examination Junior ...	1 year
37	IV Standard ...	Hindustani Tala Vadya Examination (Junior) ...	1 year
38	IV Standard ...	Bharatha Natya (Junior) ...	1 year
39	VII Standard ...	(Chamarajendra Technical Institute, Mysore) ...	
		TRADES :	
	Middle School Standard ...	Polishing and Upholstring ...	... 2 years Basic ... 1 year Advance
		Rattan ...	... 2 years Basic ... 1 year Advance
40	No minimum Examination is fixed ...	Elementary Examination in Modelling ...	1 year
41	Elementary Examination in Modelling ...	Intermediate Examination in Modelling ...	1 year
42	Intermediate Examination in Modelling ...	Advanced Examination in Modelling ...	1 year
43	VII Standard ...	Industrial Arts— Basic course in Sandal Wood and Ivory carving ...	3 years
44	VII Standard ...	Industrial Arts— Basic course in Inlay work ...	3 years
45	VII Standard ...	Industrial Arts— Engraving and Enamelling ...	3 years
46	VII Standard ...	Industrial Arts—Wood Carving ...	3 years
47	VII Standard ...	Industrial Arts—Modelling ...	3 years
48	VII Standard ...	Industrial Arts—Metal work ...	3 years
49	VII Standard ...	Industrial Arts—Sculpture ...	3 years

## GROUP IV

High School level or Standard plus a Certificate, Craft or Trade Course or an In-service specialised Training Course upto about two years' duration.

Sl. No.	Basic Qualification	Name of the Course	Length of the Course
1	2	3	4
1	S.S.L.C.	... Senior Certificate Course in Draughtsman (Civil) ...	2 Years
2	S.S.L.C.	... do Electrician ...	2 Years
3	S.S.L.C.	... do Mechanic ...	2 Years
4	S.S.L.C.	... do Radio Mechanic ...	2 Years
5	S.S.L.C.	... do Machinist ...	2 Years
6	S.S.L.C.	... do Auto Mechanic ...	2 Years
7	S.S.L.C.	... National Trade Certificates Courses under Craftsmen Training Scheme Mechanic (Air Conditioning and Refrigeration) ...	2 Years
8	S.S.L.C.	... do Pattern Maker ...	2 Years
9	S.S.L.C.	... do Tool and Die-Maker (Basic) ...	2 Years
10	S.S.L.C.	... do Stenography in English (including correspondences, Office routine and Secretarial work) ...	2 Years
11	S.S.L.C.	... do Draughtsman (Civil) ...	18 Months
12	S.S.L.C.	... do Mechanic (Radio and Television) ...	2 Years
13	S.S.L.C.	... do Instrument Mechanic ...	2 Years
14	S.S.L.C.	... do Electrician ...	2 Years
15	S.S.L.C.	... do Draughtsman (Mechanical) ...	2 Years
16	S.S.L.C.	... do Mechanic (General Electronics) ...	2 Years
17	S.S.L.C.	... do Electroplater ...	2 Years
18	S.S.L.C.	... Diploma in Commerce of the Board of Technical Examination ...	2 Years
19	S.S.L.C.	... Health Visitors (T.B.) ...	1 Year
20	S.S.L.C.	... Health Inspectors ...	1 Year
21	S.S.L.C.	... Junior Medical Laboratory Technicians ...	1 Year
22	S.S.L.C.	... X-Ray Technicians ...	1 Year
23	S.S.L.C.	... Dental Mechanics ...	2 Years
24	S.S.L.C.	... Dental Hygienist ...	2 Years
25	S.S.L.C.	... Para Medical Workers (Leprosy Training) ...	6 Months
26	S.S.L.C.	... Pre-Service Training of Gramasevaks ...	2 Years
27	S.S.L.C.	... Training of Village Accountants-cum-Panchayat Secretaries ...	3 Months
28	S.S.L.C.	... Auxiliary Nurse Midwife (Karnataka Nursing Council) ...	2 Years
29	S.S.L.C.	... Certificate Course in Library Science (Government Library Training School, Bangalore) ...	3 Months
30	S.S.L.C.	... C. P. Ed., (Certificate in Physical Education) ...	10 Months
31	S.S.L.C.	... English Typewriting (Junior) ...	10 Months



1	2	3	4
32	S. S. L. (plus Junior Typewriting) ...	English Typewriting (Senior) ...	10 Months
33	S. S. L. C. ...	Kannada Typewriting (Junior) ...	10 Months
34	S. S. L. C. (plus Junior Typewriting) ...	Kannada Typewriting (Senior) ...	10 Months
35	S. S. L. C. ...	English Shorthand (Junior) ...	10 Months
36	S. S. L. C. (plus Junior shorthand) ...	English Shorthand (Senior) ...	10 Months
37	S. S. L. C. ...	Kannada Shorthand (Junior) ...	10 Months
38	S. S. L. C. (plus Junior Scorthand) ...	Kannada Shorthand (Senior) ...	10 Months
39	S. S. L. C. ...	Book Keeping and Accountancy (Junior) ...	10 Months
40	S. S. L. C. ...	Elements of Commerce (Junior) ...	10 Months
41	S. S. L. C. ...	Salesmanship and Marketing (Junior) ...	10 Months
42	S. S. L. C. ...	Banking Practice (Junior) ...	10 Months
43	S. S. L. C. (plus Junior Book Keeping and Accountancy) ...	Book Keeping and Accountancy (Senior) ...	10 Months
44	S. S. L. C. (plus Elements of Commerce—Junior) ...	Elements of Commerce (Senior) ...	10 Months
45	S. S. L. C. (plus Salesmanship and Marketing) ...	Salesmanship and Marketing (Senior) ...	10 Months
46	S. S. L. C. (plus Banking Practice—Junior) ...	Banking Practice (Senior) ...	10 Months
47	S. S. L. C. ...	Elementary Drawing and Painting Examination (Kala Prathama) ...	10 Months
48	S. S. L. C. (plus Kala Prathama) ...	Intermediate Drawing and Painting Examination (Kala Madhyama) ...	10 Months
49	S. S. L. C. ...	Drawing Teachers Certificate Examination. ...	1 Year
50	S. S. L. C. ...	Tailoring and Embroidery ...	10 Months
51	Pass in Junior Music Examination with an interval of 2 years. ...	Karnataka Music (Senior) ...	1 Year
52	Pass in Junior Music Examination with an interval of 2 years. ...	Hindusthani Music (Senior) ...	1 Year
53	Pass in Junior Music Examination with an interval of 2 years. ...	Karnataka Talavadya Examination (Senior) ...	1 Year
54	Pass in Junior Music Examination with an interval of 2 years ...	Kathakkali (Senior) ...	1 Year
55	S. S. L. C. ...	Certificate Course in Printing Technology. ...	1 Year
56	S. S. L. C. ...	Certificate Course in Kannada ...	2 Years
57	VII Standard (Industrial Art) plus Sandalwood and Ivory Carving Basic Course of 3 years. ...	Industrial Arts—(Advance course) Sandalwood and Ivory Carving	2 years
58	VII Standard plus Industrial Arts (Inlay work—Basic course of 3 years) ...	Industrial Arts—(Advance course) Inlay work	2 years
59	VII Standard plus Industrial Arts (Engraving and Enamelling) Basic course of 3 years ...	Industrial Arts—(Advance course) Engraving and Enamelling	2 years

## GROUP IV—(concl'd.)

1	2	3	4
60	VII Standard plus Industrial Arts (Wood Carving) Basic course of 3 years ...	Industrial Arts—(Advance course) Wood Carving ...	2 years
61	VII Standard plus Industrial Arts (Modelling) Basic course of 3 years ...	Industrial Arts—(Advance course) Modelling ...	2 years
62	VII Standard plus Industrial Arts (Metal Work) Basic Course of 3 years ...	Industrial Arts — (Advance Coure) Metal Work ...	2 Years
63	VII Standard plus Industrial Arts (Sculpture) Basic Course of 3 years ...	Industrial Arts — (Advance Course) Sculpture ...	2 Years
64	Middle School Standard (plus Basic Course of 3 years in the Trade) ...	Trades : (i) Carpentry and Cabinet Making ... (ii) Machine Shop —Fitter and Smithy ...	2 Years 1 Year
65	Advanced Examination in Modelling ...	Diploma in Modelling ...	1 Year
66	S.S.L.C. ...	Certificate Course in Sericulture for Sericulture Demonstrators Sericulture Inspectors and Sericulture Operatives ...	9 Months
67	S.S.L.C. ...	Teachers' Certificate (Higher) ...	2 Years
68	S.S.L.C. ...	Pre-Primary Teachers' Training (Certificate) ...	6 Months
69	S.S.L.C. ...	Diploma in Pharmacy ...	2 Years
70	S.S.L.C. ...	Diploma Course in Fine Arts — (1) Karnataka Music (2) Bharatha Natyam (3) Mridangam (4) Drawing and Painting	2 Years
71	S.S.L.C. plus (2 Years' Training in Dramatics) ...	Diploma in Dramatics ...	2 Years
72	S.S.L.C. with Hindi qualification (Visharada or equivalent)	Hindi Shikshak Training ...	10 Months
73	— ...	Sanskrit Examination in (i) Shastras (ii) Sahitya (conducted by Karnataka Secondary Education Examination Board)	3 Years
74	— ...	Sanskrit Examination in (i) Vedas (ii) Moola (conducted by Karnataka Secondary Education Examination Board)	3 Years

## GROUP V

High School Level Plus a Diploma Course of about Three years duration

Sl. No.	Basic qualification	Name of the course	Length of the course
1	2	3	4
1	S.S.L.C. ...	Diploma in Civil Engineering (General)...	3 years
2	S.S.L.C. ...	Diploma in Mechanical Engineering (General) ...	3 years
3	S.S.L.C. ...	Diploma in Electrical Engineering ...	3 years
4	S.S.L.C. ...	Diploma in Mining ...	3 years
5	S.S.L.C. ...	Diploma in Civil Engineering (Construction and Draughtsmanship) ...	3 years
6	S.S.L.C. ...	Diploma in Civil Engineering (Sanitary Engineering) ...	3 years
7	S.S.L.C. ...	Diploma in Radio Engineering ...	3 years
8	S.S.L.C. ...	Diploma in Sound Engineering ...	3 years
9	S.S.L.C. ...	Diploma in Ceramics ...	3 years
10	S.S.L.C. ...	Diploma in Cinematography ...	3 years
11	S.S.L.C. ...	Diploma in Mechanical Engineering (Machinist) ...	3 years
12	S.S.L.C. ...	Diploma in Mechanical Engineering (Automobiles) ...	3 years
13	S.S.L.C. ...	Diploma in Mechanical Engineering (Boilers and Engines) ...	3 years
14	S.S.L.C. ...	Diploma in Mechanical Engineering (Welding and Sheet Metal Technology) ...	3 years
15	S.S.L.C. ...	Diploma in Mechanical Engineering (Instrument Mechanics) ...	3 years
16	S.S.L.C. ...	Diploma in Printing Technology ...	3 years, followed by 6 months practical training
17	S.S.L.C. ...	Diploma in Costume Design and Dress Making ...	3 years
18	S.S.L.C. ...	Diploma in Metallurgy ...	3 years
19	S.S.L.C. ...	Diploma in Secretarial Practice ...	3 years
20	S.S.L.C. ...	Diploma in Mining and Mine Surveying ...	3 years
21	S.S.L.C. ...	Integrated course in Midwifery and Health Visiting ...	2½ years
22	S.S.L.C. ...	General Nursing (Indian Nursing Council) ...	3 years
23	S.S.L.C. ...	Course in General Nursing and Midwifery... (Karnataka Nursing Council)	3 years
24	S.S.L.C. (Plus Kala Madhyama) ...	Advance course in Drawing and Painting... (Kala Proudha)	10 months
25	S.S.L.C. ...	D. A. E., (Diploma in Agricultural Engineering) ...	3 years
26	S.S.L.C. ...	Diploma in Textile Technology ...	3 years
27	S.S.L.C. (Plus Senior Typewriting) ...	English/Kannada Typewriting (Proficiency grade) ...	10 months
28	Intermediate in Science ...	Senior Medical Laboratory Technician ...	1 year

IV GROUP VI

Degree courses i.e., Degrees in humanities or Sciences like B.A., B.Sc., etc., with Departmental Training Course of not more than about 6 months' duration; Post—High School Courses - either continuous ones or topically connected ones—of a total duration of 4 to 5 years; Post—P. U. C. Courses of 2—3 years.

Sl. No.	Basic qualification	Name of the course	Length of the course
1	2	3	4
1	Intermediate in Science ... (Preference given to Diploma Holders in Electrical Engineering)	Certified Radiological Assistants Training	18 months
2	S.S.L.C. (Plus Diploma in Radio or Telecommunication Engineering)	Diploma in Computer Engineering	1 year
3	S.S.L.C. (Plus Diploma in Mechanical (General) or allied Mechanical Engineering Course)	Post Diploma Course in Machine Tool Technology	1 year
4	S.S.L.C. (Plus Diploma in Mining and Mechanical Engineering)	Post Diploma Course in Boring and Drilling	1 year
5	S.S.L.C. (Plus Civil Diploma in Mining Engineering)	Post Diploma Course in Mine Surveying	1 year (Sandwich)
6	S.S.L.C.	Kannada Pandits Examination (Certificate)	4 years
7	S.S.L.C.	Hindi Vidwan (Certificate)	4 years
8	S.S.L.C.	Urdu Munshi (Certificate)	4 years
9	S.S.L.C.	Drawing Master's Examination	4 years
10	S.S.L.C.	Art Master's Examination	5 years
11	S.S.L.C. (Plus Kala Prathama + Kala Madhyama + Kala Proudha)	Diploma in Drawing and Painting (Kala Nipuna)	10 months
12	P.U.C.	B.H.Sc., (Bachelor's Degree in Home Science) B.Sc., (Home Science)	3 years
13	P.U.C.	B.Com., (Bachelor of Commerce)	3 years
14	P.U.C.	B.Mus., (Degree in Music)	3 years
15	P.U.C.	B.A.,	3 years
16	P.U.C.	B.Sc.,	3 years
17	P.U.C.	Diploma Course Library Science	2 years
18	S.S.L.C.	Fine Arts (Drawing and Painting)	5 years (Basic)
19	S.S.L.C.	Courses of study in Painting Sculpture, Commercial/Applied Arts	5 years
20	—	Sanskrit Examination (i) Shastras (ii) Madhyama	3 years
21	—	Sanskrit Examination (i) Vedas (ii) Madhyama	3 years
22	S.S.L.C. (Plus Senior Shorthand)	English/Kannada Shorthand (Proficiency Grade)	10 months

## GROUP VII

A Degree of the type mentioned in Group VI plus one year Post Graduate Diploma or Degree like B.Ed., or Post Graduate one year course in special subjects like Library Science, Physical Education, etc.

Sl. No.	Basic qualification	Name of the course	Length of the course
1	2	3	4
1	Degree (in addition to Proficiency in Sports) ...	B.P.Ed., (Bachelor's degree in Physical Education) ...	10 months
2	Degree ...	B.Ed., (Bachelor's degree in Education) ...	10 months
3	Degree ...	D.B.Ed., (Diploma in Basic Education) ...	10 months
4	Degree ...	D.P.Ed., (Diploma in Physical Education)...	10 months
5	Degree ...	B.Lib.Sc., (Degree course in Library Science)	1 year
6	Degree (Language Pandits of Secondary Schools who have passed S. S. L. C., Moulvis of the same category; Art Teachers who have passed S.S.L.C. and 5 years course in drawing and Painting are also eligible)	B.Ed., (Degree in Education) ...	1 year
7	Degree ...	Post Graduate Diploma in English ...	1 year
8	Degree ...	Diploma in Translation ...	1 year
9	Degree ...	Diploma course in Linguistics ...	1 year
10	Degree ...	Diploma in Comparative Religion ...	1 year
11	Pass in Senior Music Examination and 3 years' gap ...	Karnataka Music (Proficiency)..	1 year
12	Pass in Senior Music Examination and 3 years' gap ...	Hindustani Music (Proficiency).	1 year
13	Pass in Senior Music Examination and 3 years' gap ...	Karnataka Talavadya (Proficiency)	1 year
14	Pass in Senior Music Examination and 3 years' gap ...	Hindustani Talavadya (Proficiency)	1 year
15	Pass in Senior Music Examination and 3 years' gap ...	Kathakkali (Proficiency)	1 year

## GROUP VIII

Will comprise all the higher qualifications such as Post-Graduates two-year degree courses like M.A., M.Sc., etc., Professional courses of four or five years duration after P.U.C. like B.Sc., in Agriculture, Horticulture, Fisheries or the like, Bachelor of Engineering (B.E.), Bachelor of Medicine and Surgery; Bachelor of Pharmacy, Bachelor of Textiles; LL.B. in law; Bachelor of Ayurveda Medicine; Post-Degree competitive examination like K. A. S. and Munsiffs' Examination; Post-Graduate qualifications after securing Professional degrees.

Sl. No.	Basic qualification	Name of the course	Length of the course
1	2	3	4
1	Bachelor's Degree ...	M.A. / M.Sc. / M.Com. ...	2 years
2	B.Mus. or 3 years B.A. with Music as Major subject of study ...	M.Mus. (Vocal and Instrumental-Veena) ... (Master's degree in Music)	2 years
3	S.S.L.C. plus (Diploma in Engineering) ...	B.E. (Bachelor of Engineering) (part-time evening course for employed Diploma holders)	4 years
4	Pre-University Course ...	B.Sc. (Agriculture) ...	4 years
5	Pre-University Course ...	B.Sc. (Horticulture) ...	4 years
6	Pre-University Course ...	B.V.Sc. (Bachelor's degree in Veterinary Science)	5 years
7	Pre-University Course ...	B.F.Sc., ...	4 years
8	Pre-University Course ...	B.E., (Bachelor's degree in Engineering)...	5 years
9	Pre-University Course ...	B.D.S. (Bachelor's Degree in Dental Surgery)	4 years plus 6 months Housemanship
10	Pre-University Course ...	M.B.B.S.	4½ years plus compulsory rotating Housemanship of 12 months
11	Pre-University Course ...	B. Pharma (Bachelor's degree in Pharmacy)	4 years
12	Pre-University Course ...	B.S.A.M. (Bachelor in the system of Ayurvedic Medicine)	5 years
13	Pre-University Course ...	B. Tech. (Textile)	5 years
14	B.V.Sc. degree (Degree in Veterinary Sciences)	Post Graduate Diploma in Poultry Production	1 year
15	B.V.Sc. degree (Degree in Veterinary Sciences)	M.V.Sc. (Master's Degree in Veterinary Sciences)	2 years
16	B.Sc. (Agri.) (Degree in Agriculture)	Post-Graduate Diploma Course in Intensive Crop Production	1 year
17	B.Sc., (Agri.) (Degree in Agriculture)	M.Sc., (Agri.)	2 years
18	M.Sc., (Agri.) or M.V.Sc. in II Class	Ph.D.	3 years
19	Degree	B.L./LL.B.	2 years/3 years
20	Degree	B.G.L. (Bachelor of General Law) LL.B. (Degree in Law)	2 years 3 years

1	2	3	4
21	B.D.S. (Bachelor of Dental Surgery)	M.D.S. (Master of Dental Surgery)	2 years
22	General Degree plus Degree in Law	M.L./LL.M.	2 years
23	B. L. Degree (Old Scheme) or LL.B. Degree (New Scheme)	LL.M. (Post-Graduate Degree in Law)	2 years
24	B.Sc.,	M.Sc. (Non-Medical Scheme)	3 years
25	Degree in Arts, Science or Commerce and B. Ed., or Diploma in Education	M.Ed. (Master of Education)	1 year for full time students and 2 years for part time students
26	Degree or Diploma in Physical Education secured after graduation added with Proficiency in Sports	M.P.Ed. (Master's degree in Physical Education)	10 months
27	Degree in Arts, Science or Commerce or 4 years Degree Course in Education of Regional College of Education, Mysore	M.A. (Ed.) Master of Arts in Education	2 years
28	B.Lib.Sc.	M.Lib. Sc.	1 year
29	B.E. (Bachelor's Degree in Engineering)	Post-Graduate Diploma Course in Industrial Engineering	2 years
30	B.E.	M.E. (Master's degree in Engineering)	2 years
31	Graduates or Post-Graduates	M.B.A. (Master of Business Administration)	2 years
32	M.Sc. in Geology	M. Tech. (Master's Degree in Hydro Geology)	1 year
33	Pass in final M.B.B.S. plus one year of compulsory rotating housemanship plus one year's Senior housemanship on the subject of the specialisation.	M.S./M.D. (Faculty of Medicine-Post-graduate degree course)	3 years (for those selected after the internship period)
34	Pass in final M.B.B.S. plus one year of compulsory rotating housemanship plus one year's Senior housemanship on the subject of the specialisation.	Diploma course in the following subjects :— (1) Tuberculosis and chest diseases (TDCD) (TDD will be replaced by DTCD). (2) Dermatology including Venereal diseases and Leprosy. (DVD) (3) Anaesthesiology (DA) (4) Oto-Rhine-Laryngology DLO (5) Paediatrics (DCH) (6) Ophthalmology (DOMS) (7) Orthopaedics (D. Ortho) (8) Clinical Pathology (DCP) (9) Public Health (DPH)... (10) Diploma in Bacteriology (D. Bac.) (11) Obstetrics and Gynaecology (DGO) (12) Radiology—Diagnosis (DMRD) (13) Radiology—Therapy (DMRT) (14) Forensic Medicine (DFM)	1 year 2 years (for those selected after the internship period)

1	2	3	4
35.	(A) M.S., FRCS in ... General Surgery	M.S./M.D.—Post-Graduate in higher ... specialities in 11 subjects as under : (1) Neuro—Surgery (2) Thorac Surgery (3) Plastic Surgery (4) Genito Urinary Surgery (5) Castro-Enteriology (6) Endocrinology (7) Neurology (8) Cardiology (9) Tuberculosis and Chest Diseases (10) Clinical Haemotology (11) Forensic Medicine	2 years
	(B) M.D. MRCP., In ... General Medicine.		
	(C) M.D., MRCP in ... Pathology or General Medicine.		
36.	Master's degree and ... Diploma in Translation.	M. Phil (Master of Philosophy in ... Translation)	1 year
37.	...	Sanskrit Examination— Shastras Uttama	2 years
38.	...	Sanskrit Examination— Uttama	2 years



## Chapter Five

### ASSESSMENT OF MENTAL SKILL AND EFFORT AND LEVELS OF RESPONSIBILITY

5.1 Both these factors, skill and effort and responsibility are taken up together for discussion in this Chapter because the considerations bearing on them are interrelated and very often dovetail with each other.

5.2 Now all these concepts of mental skill, effort and responsibility are not tangible matters or things which can be seen or physically felt for purposes of comparison. They are recognised as intangible factors. If for the reason that they are intangible, one proceeds to analyse them by applying merely theoretical concepts or ideological opinions or dogma, they will soon become imponderables. An attempt to present the imponderables as capable of assessment and accurate statement invariably attracts the temptation to resort to extreme refinements which, apart from being difficult of comprehension, may also open the way for unfairness and injustice to creep in. Whenever any such attempt is made and an extremely refined statement or description is given, the method by which the difficulty of comprehension is sought to be mitigated is to give examples from practical life or known things or factors. That very inevitability of having to give examples within the range of knowledge, experience or comprehension points out the way to escape from such a result. That way is to relate the intangible factor either to something tangible or to something that is known and easily understood.

5.3 In regard to skill, the best guidance and the safest anchor which we have is what I have already stated in paragraph 3.5 namely, that the prescription or determination by the recruiting authority of a particular qualification for a particular job involves and represents its judgment that the mental competence required to acquire the said qualification is necessary and sufficient to pick up the details of the job and to perform it satisfactorily. As such a prescription is made by rules for recruitment which have the status of legislation, we have to take the said judgment as correct. I use the word 'skill' in the simple sense of practical ability to do something or facility in doing something. The above judgment of the recruiting authority amounts to saying that a person who has the prescribed qualification has the competence of acquiring the practical ability to do the work in the job or post concerned. It follows therefore that several persons recruited for a particular job on the footing of their possessing the same qualification as is prescribed for the job are all treated as having the normal or average competence represented by the qualification which is sufficient to enable them to acquire this practical ability of performing the work. Such a decision is one taken for practical purposes and from the point of view of getting the work in the job satisfactorily performed. No difference can be made between one person and another on the basis of the difference in their individual personal capacities. This circumstance, as may be remembered, is one of the reasons why the qualifications have been grouped by me in ranges and their value is proposed to be determined nearabouts the mid point between the mean and the top.

5.4 I have taken skill and effort as a single factor for the obvious reason that effort in real sense is the application of one's competence to the actual performance of a job which is determined or conditioned by one's skill. It is also a known circumstance that skill in doing a piece of work or an operation improves by the repeated performance of such work or operation. The natural quality of the human mind is to reduce the effort by repetitive habit and to achieve the result quicker and with greater ease. That is how skill develops or improves by experience which is really additional knowledge secured by actual observation and practical acquaintance with facts or events. By such experience

a person learns or picks up methods of simplifying the manipulations, reducing the number of steps or readjusting the sequences,—all with a view to reduce the effort. What is achieved by ordinary or moderate skill with greater effort is later by experience achieved with the help of improved or sharper skill with lesser effort. Hence an experienced person with his skill improved does more work and achieves better results earlier and quicker than a person with less experience.

5.5 As mental skill and effort are therefore so closely related to each other and the skill is made possible of acquisition by reason of the competence represented by the qualification prescribed, it will be safe and fair to assess the relative levels of skill and effort as the same as the relative levels of the Groups of qualifications formulated in the last preceding Chapter.

5.6 It should, however, be added that the length of experience which improves or sharpens the skill as aforesaid, operates to take it to the higher or next higher level making the person suitable for promotion, which reason is the real underlying basis for the common rule that at any rate in lower levels suitability for promotion should be assessed on seniority-cum-merit basis. That is also the reason why a lower qualification prescribed for a lower position together with experience gained by service in the said position is regarded as equivalent for purposes of promotion to the higher qualification, if any, prescribed for the promotional position.

5.7 The close correspondence between the levels of the Groups of qualifications and the levels of skill and effort postulated in paragraph 5.5 above is confirmed by an examination of the nature of work appropriate to posts to which recruitment is made from persons possessing the qualifications set out in the different Groups.

5.8 So far as Groups I and II are concerned, we have seen how the very description of the qualification necessarily involves or takes in a description of the nature of work appertaining to the posts for which the said qualifications are prescribed or required. The feature which distinguishes Group II from Group I is the possession of a simple manual or mechanical skill, which is quite unnecessary for the help expected from the latter as the same is peripheral to the main stream of Government work. Hence it is obvious that the level of the nature of work appropriate to Group II is higher than that of Group I. Nevertheless, Group II is still in the category of a helper because though the help sought requires the possession of some skill, the actual work is simple routine repetitive work or elementary work of a subordinate technical character; its performance rarely, if at all, occasions the exercise of independent judgment; and ordinarily, if not invariably, it is done under direct or immediate supervision.

5.9 The posts for which qualifications in Group III are prescribed or required are also in a sense those carrying work generally of a routine repetitive nature but the performance of the work or the skill necessary therefor has the background of a higher educational qualification. That qualification is of the level of a junior certificate and in a large number of cases related to mechanical processes or handicrafts. The work in this group is ordinarily if not invariably done under direct or immediate supervision.

5.10 The qualifications in Group IV have a higher background of educational qualifications namely High School standard. The importance of this Group and its superiority over the last Group consists more in the wider range and higher quality of the work expected of the various posts for which this range of qualifications is prescribed. The range of posts coming within the scope of this Group of qualifications is fairly wide and the number of persons occupying those posts is very large. They comprise both posts in Government offices as well as

those deployed for field work particularly at village level. In offices, the best example is that of a second division clerk. At the village level, it includes such posts as those of a primary school teacher, a village accountant, a gramsevak, various types of para-medical staff of the department of health and family planning etc. In the offices, it is a level at which the flow of information is first channelised and several operations performed to assist in the process of collection and collation of facts necessary for taking ultimate decisions thereon. At the field level they represent ultimate effective implementation of policies and decisions of the Government and involve direct contact with the public in almost every important department of life. These posts are subject to either immediate supervision or slightly generalised supervision, yet of a fairly detailed type, leaving nevertheless some latitude for independent judgment as situations may arise. Such being the general features of the work appropriate to this Group, there can be little doubt that the same is superior to the III Group.

5.11 The V Group comprises the class of diploma holders. The bulk of these diplomas so far as the actual state of affairs in Government service is concerned, are in engineering or mechanical subjects, the holders of which work either at the actual operational or the last implementational level or as guides and coordinators of lower level workers or in some cases as instructors in training centres like those run by the departments of industry and commerce employment and training etc. There are, however, cases of employees who have secured diplomas in such topics as physical education, handicrafts or fine arts who generally function as teachers or instructors or directly engage themselves in the handicraft or art itself as the case may be. The educational qualification acquired by them gives them not merely practical instruction in the craft, trade or art, but also furnishes them with the theoretical or scientific background of the same. The nature of the work performed by them involves a slightly wider latitude for independent judgment than in the case of the immediately preceding Group and they are mostly subject to general supervision. They may also on occasions exercise a lower level of supervision over the subordinate workers to which I shall make a reference again later. From these reasons it follows that the level of posts represented by the V Group of qualifications is higher than that of Group IV.

5.12 In the VI Group we have reached the degree level. The degree, not merely by virtue of the time required to secure the same but also by the wider and more intense theoretical and informational content of its syllabus, is undoubtedly superior to a diploma. The minimum qualification for admission is also superior. The mental skill acquired is also superior. From the fact that a large number of diploma holders deal with machines or mechanical gadgets whose operation is visible to the eye, it is not reasonable or correct to infer that the competence represented by a diploma is higher than that represented by a degree. Now the outstanding category of posts belonging to this Group is the post of first division clerk or a senior assistant or a senior first division clerk as found designated in some offices. There are, of course, other comparable posts who do some field or executive work. The work of a first division clerk is somewhat difficult and responsible work in office. His homologue *viz.*, an accounts clerk or an audit clerk or a clerk at a treasury attends to fiscal and financial operations also. In offices he is the first level at which the actual processing of facts or data commences for preparing the material for and indicating the possible approaches to a consideration of the data with a view to taking a decision thereon. A first division clerk, an accounts clerk or an audit clerk etc., is required to have a good working knowledge of at least one subject matter appropriate to the office where he works and a general background of other related matters. The posts in this Group are subjected to general supervision and carry a wider latitude for exercising independent judgment than those in Group V. It will be clear therefore that Group VI is superior to group V and other earlier groups.

5.13 In Group VII, the outstanding position is that of the graduate teacher in High Schools. In addition to a degree in humanities or sciences, the qualification that is required is a post-graduate degree or other course of about one year's

duration in a topic or subject directly related to teaching. Apart from this additional educational qualification, the work requires ability to communicate ideas in a manner appropriate to the mental calibre of the students at high school level and the possession of necessary background in the area of the subject taught to be able to answer students' questions and resolve their difficulties in understanding or picking up the details of the subject. The teacher has also to plan a programme of instruction and keep abreast of contemporary developments in the subjects he teaches, study the prescribed text books as well as other relevant material, for all of which he has to devote time and attention outside working hours. They work under general supervision. Therefore, both on the ground of higher skill acquired by virtue of the prescribed educational qualification and on the ground of the superior nature of the work and responsibility, I place this group above the VI and the earlier Groups.

5.14 Now, looking back on the analysis so far made, the resultant position may be summarised thus: The classes of posts related to the first seven Groups of qualifications naturally and logically fall into seven Grades in ascending order of importance and value from the point of view of the mental skill and effort. The responsibility attaching to them is primarily non-supervisory, the degrees in which have to be assessed on the extent of supervision to which they are subjected and the latitude they have for exercise of independent judgment. Those in Groups I, II and III are subjected to immediate supervision, whereas IV, V, VI and VII to general supervision. There is no scope or scarcely any for exercise of independent judgment in Groups I, II and III; in Group IV there is a limited latitude; and in V, VI and VII progressively widening latitude.

5.15 Before proceeding further, this appears to be the proper context to advert to certain special considerations relating to the common categories of clerical posts, viz., the second division clerks, first division clerks, senior assistants and typists.

5.16 At present, typists are equated to second division clerks, as both are S.S.L.C. and placed on same pay scale, but the typist is given an allowance in addition to pay apparently because he is required to have the additional qualification of having passed the senior typing examination.

5.17 This, in my opinion, is an unsatisfactory position. Typing is purely a mechanical type of work, by exclusively engaging in which whatever general competence had been acquired by taking the full High School course of general education will surely be lost both to the person and to the public. A second division clerk's work, though mostly of a routine nature, does involve or occasion the utilisation of the competence acquired from the High School course, and on an overall view it cannot be said to compare unfavourably with typing so as to justify the paying of an additional allowance to the typist. And a typist who is also an S.S.L.C. can, and should from the point of view of the public, do the work of second division clerk. Further though typist gets an allowance, he is totally denied normal avenues of promotion open to his compeer the second division clerk.

5.18 This position should be remedied. The best solution which would eliminate these anomalies and serve public interest is to amalgamate both into a single cadre with like opportunities or channels of promotion and to require all the recruits to the cadre to pass the senior typing examination before recruitment or do so after recruitment within the period of probation or otherwise learn typing within the same period and acquire a speed of at least 30 words per minute in English or 20 words of Kannada. Those now in service below the age of 40 years at the end of 1975 may be required to acquire the said competence within a reasonable period. I am constructing the relevant pay scale on this footing.

5.19 Direct recruits to the cadre of first division clerks including those already in service below the age of 40 as at end of 1975 may be required to acquire the competence of typing 30 words per minute in English or 20 words of Kannada within a reasonable period. The intention is not that they should type always, but that for occasions or emergencies or for reasons of secrecy, knowledge of typing will be immensely useful.

5.20 The category designated senior assistants exists only at the secretariat and couple of other offices. It appears to have been created to provide promotional opportunities. Almost similar if not the same consideration appears to have prompted the creation of a category called senior clerks and another of II grade superintendent in other offices. The nature of work done by any of these categories is in no sense different from or more onerous than that done by a first division clerk, nor do they represent a higher level of responsibility, and improved skill, if any, is wholly attributable to longer experience by virtue of seniority. Hence, regarding these as different categories militates against the process of rationalisation. On assessment made for the said purpose on the factors determined as relevant therefor, all these categories fall into Grade VI. I am therefore placing them in the said Grade. Of course, the pay scale to be allocated to them will be constructed so as to provide for the progressive improvement in skill by experience.

5.21 The first seven grades so far dealt with are primarily direct recruitment or entry grades respectively for persons with the qualifications included in the seven Groups. But a higher grade may, in accordance with recruitment rules applicable to the department in question, be also promotional to one or other of the lower Grades.

5.22 Before taking up the VIII Group of qualifications, it is necessary to advert to levels of responsibility and varying degrees of supervision. The first matter to be examined in this connection is the general structure of the administrative machinery of the Government manned by different categories of services and the distribution of powers, responsibilities, jurisdictions etc., because they are backed by generations of administrative experience closely related to the management of the affairs of the State.

5.23. The commonest and generally accepted way of describing the structure of Government is to regard it as composed of four levels descriptive of the character or features of the work turned out in each of them.

5.24 At the top, there is what is called the top governmental or management level where policy making or the taking of policy decisions, settling of broad features of programmes, organisation or co-ordination are considered and settled and final decisions are taken or directorial powers exercised.

5.25 Below it is what is called the middle management level where the interpretation of policy and the allocation of different tasks to subordinate levels and either co-ordination or instructions for co-ordination for the purpose of implementation of the policy take place. This level also exercises general supervision over subordinate levels by way of directions and control and takes decisions of fairly wide amplitude. Within the frontiers of the policy set or indicated by the top most level, the powers, functions and responsibilities of this level may be regarded as plenary.

5.26 The third level is referred to as either the ministerial or operational level or the level of assistants. The persons in this level assist or minister to the administration represented by the first two levels and start the process of implementation. In the field of administration which partakes of the nature of technical or professional work, the level comprises assistants qualified to render the same by virtue of their educational qualifications and departmental training.

5.27 Finally at the bottom there is the level of subordinate helpers.

5.28 Although the above description is expressive of the general functioning of administration and exercise of the powers of governance of the State, the frontiers between the levels need not be regarded as absolutely fixed or rigid but may be flexible.

5.29 There is no difficulty so far as the lowest level of helpers is concerned. Those represented by Groups I and II of the qualifications constitute this level.

5.30 Group III—VII may broadly be regarded as constituting the ministerial or operational level of assistants. Although they may be broadly called assistants, certain amount of subordinate or subsidiary type of supervision can be recognised in some of these levels. In the lower regions, of the two consecutive levels represented by the Groups of qualifications, the next higher Group may be regarded as invested with some duties of guidance, instruction, resolution of difficulties or correcting errors in the working of the next lower level. In the higher regions, the higher of the two consecutive levels may exercise the type of supervision represented by such acts as allocation of items of work among the members in the lower level, review of progress of work with a view to observe time limits or achieve the immediate object of a programme of work etc.

5.31 The supervision above referred to is clearly of a subordinate type. Supervision in the real sense, which for better clarity may be called administrative supervision, consists in actual direction and control of the subordinate staff. It is an attribute of the posts in middle management and top management levels. The former level may be partly filled by promotion from the ministerial level and partly by direct recruitment of persons possessing qualifications grouped in Group VIII. The top management level is filled to some extent by promotion from the middle management level and for the rest by direct recruitment of persons possessing qualifications in Group VIII or by promotion from among them.

5.32 These are vertical levels. Looking at the administrative structure horizontally, it is seen that government functions in departments each dealing with a single subject or a group of co-ordinated subjects. But not all the departments are of the same size or importance nor can it be said that the work in each department is as heavy or its activities as extensive as in every other department. From the point of view, therefore, of the weight of responsibility and the extent of supervision and ramification of details, departments themselves will have to be graded before the top management personnel of the departments can be graded. After a detailed examination of various aspects or details relating to the different departments like the nature of the objectives, the extent of activities, the amount of budget allotment, the strength of the staff, etc., it will be possible to divide the departments into three main categories—very heavy department, heavy department and medium sized department. Anything below that will only be a unit or an institution or a small establishment.

5.33 There are certain objectives of the State which must be regarded as permanent objectives. The first among them are stability and law and order. Law and order would include administration of justice. On par with them are revenue and taxes, agriculture, animal husbandry, health, public works, communications, education etc. As the State exists for the benefit and welfare of its citizens, with stability and law and order assured, the permanent needs of the citizens are food, health and education and related public works. Agriculture and connected subjects play a very important part in our economy. Hence, when India emerged as an independent nation, the purely law and order and revenue collecting functions of the State got enlarged and the new State born out of the old law and order, State has necessarily

extended its activities so as to subserve the permanent needs of the social and political life of the citizens. The departments dealing with these related matters necessarily grew in size and in the extent of their activities. There is little difficulty therefore, if at all, in recognising the departments dealing with these subjects as very heavy departments. They are the following :

Judiciary, and the Departments of Revenue, Police, Health, Public Instruction, Agriculture, Animal Husbandry, Forests, Commercial Taxes, Excise, Public Works.

5.34 Then there are certain other departments which, though not of a nature or character which would take them to the level of very heavy departments mentioned in the last preceding paragraph, are nevertheless of considerable importance either from the point of view of their value to the administration or their utility to the public. On the assessment made of the departments from the point of view of considerations set out in paragraphs 5.32 and 5.33, I classify the following departments as heavy :

Collegiate Education ; Co-operation ; Drugs Control ; Bureau of Economics and Statistics ; Industries and Commerce ; Employment and Training ; Fisheries ; Horticulture ; Food and Civil Supplies ; Marketing ; Mines and Geology ; Motor Vehicles ; Ports ; Printing and Stationery ; Prisons ; Social Welfare ; State Accounts ; Treasuries ; Survey, Settlement and Land Records ; Women and Children's Welfare ; Technical Education ; Text Books.

5.35 On similar considerations, I classify the following departments as medium sized departments :

Archaeology and Museums ; Archives ; Electrical Inspectorate ; Endowments ; Factories and Boilers ; Indian Medicine ; Indo Danish Project ; Information and Publicity ; Insurance ; Labour ; Languages and Development of Kannada ; Pre-University Education ; Sericulture ; Stores Purchase ; Tourism ; Town Planning ; Youth Services.

5.36 There are certain departments or establishments the top posts in which are filled either by deputation of officers of the Indian Administrative Service, Indian Police Service, Karnataka Administrative Service, Judiciary, etc., or by employing men in Defence Services whether in service or retired. The examples of departments whose top posts are filled by deputation from other departments are : The Command Area Development Projects in the Basins of Kaveri, Malaprabha and Ghataprabha, Tungabhadra and Upper Krishna, the Quasi Judicial Tribunals like Industrial Tribunals, Labour Courts, Appellate Tribunals of Revenue, Co-operation, Motor Vehicles, etc., special departments like the Directorate of Prosecutions, Sugar, etc. Example of the latter is the National Cadet Corps. Then there are certain other departments, the top position in which is held *ex-officio* by the top man or Director of another department. For example, the Director of Survey, Settlement and Land Records is *ex-officio* head of the Department of Registration and Stamps ; the head of the Marketing Department *viz.*, the Chief Marketing Officer also functions *ex-officio* as the head of the Department of Weights and Measures. There are certain other departments like the Department of Community Development ; Small Savings and State Lottery in which the peculiar position is that the posts appropriate to the Secretariat establishment like Secretary and Deputy Secretary get combined with posts appropriate to the organisation of a department like Director, Joint Director, Deputy Director etc. As I shall point out later in this chapter, the classification of departments becomes necessary for determining the Grade into which the top man should be fitted. Where, however, as in the cases mentioned, the top positions filled by deputation or other type of employment, the actual classification is not necessary for my purposes because the Grade of the person who heads that department is separately determined by me while dealing with the department from which the deputation is made. Excluding departments

of this nature, there are various units, institutions, establishments in the State the top men in which are declared heads of departments. Examples are Flying Training School, Computer Centre, Law College, Mining Education, Public Libraries, Soldiers', Sailors and Airmen's Boards, Silk Industries, Sandalwood Oil Factories, etc. It is unnecessary to make a separate categorisation of these units, establishments or institutions because it will be simpler to refer to them as occasions arise, for purposes of allocation of new scales based on special considerations attaching to each such individual unit, which will be done in Chapter Twelve.

5.37 Government no doubt has the power and liberty to reorganise departments, amalgamate two or more departments or split up one department into several departments according to the exigencies of administration. Normally one could visualise that having regard to the permanent nature of the objectives and observed tendency for activities to get enlarged, departments listed as very heavy will continue to be very heavy as far as one can look into the future. It may be that some of the heavy departments may become very heavy or more probably exigencies of administration may suggest their splitting up into medium sized departments for better and more effective work. Likewise, two or more medium sized departments may having regard to the interrelation or interdependence of the subjects dealt with by them be conveniently grouped into one heavy department. But whatever may be the position obtaining at any particular point of time, it should not be difficult for the government or its superior administrators to compare the new departments whether freshly created or brought about by amalgamation or splitting up of existing departments with the very heavy, heavy and medium sized departments as now listed by me and decide into which category they should be placed for purposes of deciding upon the pay scales of top management and/or middle management personnel.

5.38 If we survey the pattern both at the Secretariat as well as in the departments we find one common feature namely, two levels in top management and two levels in middle management or no more than four management levels.

5.39 At the Secretariat, below the Chief Secretary who represents the top most level, we have three levels of Secretary, Deputy Secretary and Under Secretary. The first two participate in formulation of policy and making high level decisions. The second two are in the middle level; from one point of view they attend to data processing as an aid to decision-making and from another point of view start the implementation of policies and decisions and direct them to the lower levels. In certain circumstances a Deputy Secretary may also be regarded as part of the top level also. I do not regard the designations of Special Secretary, Additional Secretary or Joint Secretary as representing any distinct levels; I am told that an I.A.S. officer of 13-16 years service and an officer of any other service of 15-18 years of service is designated as Joint Secretary and officers with longer service are generally designated Additional Secretaries, each working on his own pay scale, personal to him. Special Secretary is a post from time to time Created by the government according to the needs of the moment. This circumstance does not alter the position that there are really four effective levels as stated above.

5.40 In the departments also we have four levels determined either on the basis of extent of territory administered or attended to or on a functional basis.

5.41 In the revenue department we have the Divisional Commissioner and below him the Deputy Commissioner, Assistant Commissioner and Tahsildar. In the police department we have the Inspector General, Deputy Inspector General, Superintendent, Deputy Superintendent. In the judiciary below the High Court (which is the top most level) we have the district courts, civil judge's courts and munsiff's courts, the officers in the second and the third while exercising criminal jurisdiction being called magistrates.



5.42 In other departments, the most common nomenclature is one which describes the levels as Director, Joint Director, Deputy Director and Assistant Director. In the Forest Department the word used is Conservator, in the State Accounts Department Controller, in Sales Tax Department it is Commissioner, in Co-Operation it is Registrar but in substance there is no difference, the essential position being that there are four levels.

5.43 If we analyse the nature of the functions we can see a connection between two officers in each group. At the top, although both of them may participate in decisions and in formulation of policy for the department or assist in the formulation of the policy by the government, the higher authority may be looked upon as having the functions of co-ordination in addition to decision making. Same is the position in the middle level. Of course from one point of view the duties of every higher authority or functions of every higher level may comprise co-ordination in addition to decision making.

5.44 Although there should thus be a difference in Grades and consequently Pay Scales of the heads of these three categories of departments, the level of responsibility of a Joint Director need not and does not vary or be different whether the department is very heavy or merely heavy. The activities of a medium sized department may not require a Joint Director at all. The Deputy Director and Assistant Director who are at the commencement of implementation level below the top management can also be regarded as of the same level in all three categories of departments. The basis for this view is that the weight of administration involving policy making, the taking of high level decisions, conceiving plans, programmes, organisation of work etc., is undoubtedly the exclusive responsibility of the top man, the head of the department. Whatever may be the assistance available to him of the hierarchy of officers under him, he cannot absolve himself of the core of administrative responsibility represented by the functions enumerated by me. Hence the difference between department and department on the basis of the categories can reflect itself only at the top. The three levels below the top man are the levels which either render assistance to the top man at various levels or participate in the implementation of the objectives and policies of the department. Such responsibility at a certain level in one department cannot therefore be different in weight from the responsibility attaching to the same level in another department. The extent of the territory administered or attended to by him, the strength of the staff controlled by him or subordinate to him or such other considerations cannot be pointed out or depended upon for making a difference because the essential and prudent administrative procedure from the point of view of achieving best results is to increase or decrease the number of officers in the hierarchy below the top man in such a way as to divide the responsibilities and functions equitably and enable officers to give of their best without permitting their efficiency to suffer by placing on them a burden beyond the normal optimum.

5.45 From what is stated above it would be apparent that for the management or administrative part of the Government, four Grades should normally be sufficient. But to provide for the situation arising out of the grading of departments one more grade is necessary. The top most three grades will be respectively the head of a very heavy department, the head of a heavy department and the head of a medium sized department in that order.

5.46 There is a practice in the State of creating the position of an authority designated Additional Director for a very heavy department. It appears to me to be superfluous, because as stated above the ultimate undivided responsibility for the whole department should be of a single authority the Director, and he can always be given the assistance of a sufficient number of Joint Directors. If however, the practice is continued for any reason, the Grade of such Additional Director should only be the Grade of the head of a heavy department and not equal to that of the head of the very heavy department.

5.47 The Grade of the Joint Director of both very heavy and heavy department should be the same - equivalent to the Grade of the head of a medium sized department. The deputy directors of all departments should have the same Grade, and likewise the assistant directors of all departments should have the same Grade. The said Grades will be below the first named three Grades.

5.48 Of the five Grades referred to above relating to the management or administrative part of the government, the top three Grades are largely promotional only. The lower two Grades which I described as middle level Grades are filled by direct recruitment of persons holding qualifications grouped within Group VIII in Chapter Four.

5.49 The four sources of direct recruitment are :

- (1) Holders of post-graduate degrees in humanities or sciences.
- (2) Holders of professional degrees.
- (3) Competitive examinations for recruitment to administrative services and
- (4) Competitive examinations for recruitment to judicial services.

5.50 For a clear and easy understanding of the distribution of the levels it will be convenient to start the examination of the position with respect to the revenue or general administration department and the judicial department which have a traditionally well set frame and levels of responsibilities well understood by all administrators as well as the public.

5.51 The competitive examinations for recruitment to administrative services are now held in the State in two levels known as Gazetted Probationers Class II and Class I. By the examination related to Class II, the outstanding posts to which such recruitment is made are those of a Tahsildar, a Block Development Officer and a headmaster of a High School. The outstanding post to which recruitment is made by the Class I examination is that of an Assistant Commissioner on what is known as the Class I junior scale of the Karnataka Administrative Service. The said two levels fully and clearly describe the two middle levels of direct recruitment referred to above. The Tahsildar's position corresponds to that of an Assistant Director of a department and the Assistant Commissioner's position corresponds to that of the Deputy Director of a department.

5.52 The level of responsibility and the heavy and extensive nature of the work attaching to the post of a Tahsildar is so well known that the same has almost been referred to as a bench mark position by many of the cadre associations who appeared before me. There was a time when though primarily concerned with revenue and land records work, the position of the Tahsildar was utilised by the administration for dealing with several other matters normally connected with co-ordination work in connection with any programmes or projects or other similar items of work in which the government was for the time being specially interested. The question whether the creation of additional departments or streams of cadres in connection with plan schemes included in one or other of the Five Year Plans has made any difference was discussed by me with the Secretary and Commissioner for Revenue and the Divisional Commissioners. They were unanimously of the opinion that far from the new departments or cadres connected with plan work reducing or depleting the extent of work of the Tahsildar or reducing his importance as one of the co-ordinating authorities at taluk level, his activities and responsibilities in that connection have got enlarged and diversified. There can be no doubt therefore that not merely from the point of view of skill and effort but also from the point of view of responsibility, non-supervisory as well as supervisory, the position of a Tahsildar must be regarded as appropriate to a grade superior to that of a Ministerial Superintendent.

5.53 By Ministerial Superintendent, I mean the Superintendent at the top of the operational or ministerial level, represented by the first seven Grades already discussed by me. Such Superintendent is referred to by various designations in different departments—as Superintendent Grade I, Manager, Supervisor and at some places occasionally as Registrar, etc. Such persons are found to exercise administrative supervision in respect of a compliment of clerks or assistants ranging from 5 to about 20 depending upon the nature of the work in each section or distribution of the work in an office with intermediate minor or subordinate supervisory levels. There is scarcely any office in which any number noticeably above 20 is put in charge of such a superintendent. It would therefore be reasonable norm to suggest that depending upon the nature of the work and its allocation and distribution among the assistants in an office, there may be a superintendent in charge of clerks not being less than 5 or more than 20. In cases where upon such allocation a larger or a smaller number of superintendents will be necessary or be sufficient for an office, such adjustments should be made administratively. For the purpose of determining a Grade, I am keeping in view the said norm. Now, such a superintendent does principally office work. The co-ordination that he would exercise is also in respect of office work and occasionally in respect of any executive work or field work done by any one or more of his assistants. I am clearly of the opinion that it does not bear any substantial comparison with the work and responsibility attributable to the position of a Tahsildar. In one sense, the supervision exercised by such a ministerial superintendent may perhaps be described also as ministerial in nature because the entire ministerial establishment complete with the supervision at the level of the superintendent is together rendering assistance to the administration in the higher levels.

5.54 Therefore, there should be a Grade for such a superintendent above Grade No. VII but below the Grade appropriate to the Tahsildar.

5.55 According to the scheme already discussed, the said level must be the same in all departments but it has been strongly urged by the cadre associations of the Karnataka Government Secretariat that there is some noticeable superiority in the work and responsibility attaching to the position of a section officer as well as of a first division clerk called assistant at the secretariat which justifies the allocation of a higher scale to the section officer than that of superintendent in other offices and a higher scale to the assistant in the secretariat than to his homologue in other departments. Barring the fact that it has been somehow the practice or habit of considering the secretariat as superior to the departments, the State level offices as superior to district level offices and district level offices as superior to those at taluk or lower levels and to regard even the ministerial and subordinate staff at those offices as belonging to different levels, the principal argument is that the section officer and the first division clerk at the secretariat contribute greatly to the formulation of policy decisions and for the purpose of processing data they can call for information from the departments and correct and edit them and test them in the light of precedents and other policy considerations and that for all these reasons there is a certain distinct superiority attributable to their work. As I have already explained, the weight of responsibility or variations in it from office to office or department to department can rightly be regarded as reflected only at the top level, that of the head of the department or office, and that so far as the levels below the said position are concerned, such an inference would be inaccurate. Indeed even at such high level as that of a Joint Director and the middle administrative levels represented by a deputy and an assistant director, the level of responsibility is the same whichever be the department. The fact that a person is close to the seats of power does not necessarily mean that there is or there should be any difference in the nature of the work which he turns out from that of a person of a similar position in a subordinate office where a lesser range of power is being exercised. Though it may be human to feel and entertain a certain higher sense of importance by reason of one's proximity to a person of high or superior position or

power,—basking in reflected glory, as the common saying goes, it is obvious that such a feeling adds nothing to the stature of the person. From an analysis of the work turned out or expected to be turned out from a superintendent and a first division clerk in offices other than the secretariat and that turned out by similar posts at the secretariat, I am unable to discover any feature or circumstance relating to the work to persuade me to accept the contention that there is any shade of superiority at the secretariat level. I am therefore clearly of the opinion that the section officer at the secretariat should be on the same Grade as the superintendent in other offices on the norms already stated in paragraph 5.53 above and that a first division clerk and a senior assistant should be on the same Grade as that of a first division or senior clerk or superintendent grade II of any of the other departments.

5.56 The competitive examination for recruitment to the lowest position in the judiciary, *viz.*, that of a munsiff is clearly above the level of the tahsildar. One thing, the initial qualification for eligibility to take the competitive examination is not merely a professional degree in law but a certain minimum period of practice at the bar. Secondly, in addition to administration of his own office, the essential and principal work of a munsiff is judicial work. Besides, knowledge of the basic principles of law and of procedure and evidence and experience of human nature, the weight of responsibility in coming to a judicial decision is undoubtedly superior to responsibility attaching to administrative orders. No doubt, where rights of public are involved or affected, administrative orders are also tested as those made in exercise of a quasi judicial function. The regular judicial officer, however, is by his position required to take a decision on his own judgment and without the assistance of any subordinate or other person which the administrative officer may, his sole assistance being the arguments that the lawyers advance before him. The munsiff therefore must be allocated to the grade equivalent to the grade represented by Class I Gazetted Probationers' Examination, *viz.*, that of assistant commissioner.

5.57 The civil judge, the position next above the munsiff is a promotional position. His jurisdiction is wider. The territory in respect of which he exercises jurisdiction may be a whole district. There is no limit for monetary jurisdiction as under the present Civil Courts Act prevalent in the State. The proper Grade to be allocated to him should therefore be not less than the promotional grade, now called the Senior Class I K.A.S. scale. That is the grade which according to the foregoing discussions should be the Grade appropriate to a Joint Director.

5.58 The district judge is either promoted from the cadre of civil judge or a direct recruit from the bar. He is in charge of the judicial administration of the entire district and is responsible to the High Court for the due administration both in judicial matters as well as administrative matters of all subordinate courts in the district. He exercises appellate jurisdiction over those courts and also original jurisdiction under certain important statutes. His judicial functions are of a wider and heavier character than those of any subordinate courts. The question is which is the Grade appropriate to him. Although as I have already indicated the judicial department is a very heavy department, the top most authority thereof is the High Court consisting of the Chief Justice and Judges and the district judge's position is clearly subordinate to them. He can neither be given the Grade of a Director of a very heavy department nor can he be brought down to the position of a Joint Director. The most appropriate Grade therefore to be given to him would be that of the head of a heavy department.

5.59 We can now take up the case of direct recruitment of professional graduates in Medicine and Surgery, Ayurveda, Pharmacy, Engineering, Agriculture, Horticulture, Fisheries, Textiles etc. In regard to these several qualifications, persons holding them coming from several cadres in government service who appeared before me have urged two contradictory cases—one contending that they

are equal or that they must be regarded as equal and the other trying to show on the basis of short differences between the length of the courses or on the basis of what in university parlance is called credits one qualification is superior to another qualification. I have carefully considered the reasons and arguments stated in support of these rival contentions. It seems to me that against the background of the general scheme of graduation evolved upon the principles set out and the line of reasoning pursued in the foregoing Chapters, the weight of principle or reason is in favour of placing all these qualifications in one broad band rather than trying to make sharp distinction between them on the basis of considerations which appear on the surface but may not touch the core of the matter. It will be seen that each one of these different professions serve or supply a certain need of mankind. None of those needs can be said to be greater or smaller than another. Every one of them is necessary; food, health, agricultural development, cattle wealth are all necessary for human welfare. The fact that during illness a doctor appears to be more important than anybody else or when one is faced with litigation a lawyer appears to be more important than another, each one of which feelings is conditioned by the circumstance and intensity of the sense of need at the moment, does not constitute a reason or valid ground for saying from an objective point of view that one is greater than the other or more important than the other. The general calibre of the competence conferred by these qualifications and the nature of the skill which can be developed by and through it when related to the actualities of life from the point of view of needs met by these different professions can only be regarded as falling into the same level rather than in different levels. Further, by placing them in the same level, a very healthy and desirable consequence which will flow is the removal of unnecessary yet almost inevitable feeling of frustration and inferiority on the part of some and of superiority on the part of some others. Social good, political wisdom as well as general human welfare all require and will stand enhanced and enlarged if by placing all of them in the same grade they develop a feeling of mutual respect and a sense of common purpose in public service.

5.60 The recruitment of these professional men in government service is not confined to the top level alone but extends into the middle level also. The latter level is the entry level. The question is where this entry level should be located. Now from the point of view of the educational qualifications and the skill and effort attributable to the work expected from such professional graduates, there can be no doubt that the same is at least to some appreciable degree superior to the position of a ministerial superintendent. At the same time the administrative or supervisory responsibility attaching thereto is not so high as that of a tahsildar. Hence, this entry grade of professional graduates of the category described above should be placed above the Grade of the ministerial superintendent and below the Grade of the tahsildar.

5.61 So the four Grades immediately above the first seven Grades would be Grade No. VIII appropriate to ministerial superintendent, Grade No. IX attributable to the entry level of professional graduates, Grade No. X attributable to a tahsildar and assistant director of departments and Grade No. XI attributable to assistant commissioner, deputy director of a department and a munsiff.

5.62 It may be pointed out here itself that Grade No. X will be appropriate to the headmaster of a High School also. He is a promotee from the position of a graduate trained teacher at the High School who is at Grade No. VII. Having regard to his functions as a teacher and the additional skill he acquires by service experience before promotion, he is certainly superior to an office superintendent. From the point of view of his administrative responsibilities in relation not merely to the staff and students of the school but also as the Secretary of the Board of Management of the School in aided institutions, his position is superior to that of the professional graduates at the entry Grade.

5.63 The remaining source of direct recruitment included within Group VIII of the qualifications is that of post-graduates in humanities and sciences. The best examples are those of lecturers in junior colleges *i.e.* colleges which run the P.U.C. course and senior colleges which run post P.U.C. degree courses. The latter may perhaps be also promotional to the former. Taking the lecturer at the Junior College, his superiority over a teacher in the High School and the entry Grade professional degree holders is the principal nature of his work *viz.* teaching students of a calibre higher than those at High School level. But he has no supervisory responsibilities as those of a headmaster. Taking both these positive and negative aspects together into consideration, the proper placement for him would be the headmaster's Grade No. X. The Principal of the Junior College naturally therefore must be placed in the next higher Grade No. XI.

5.64 With regard to the lecturer at the Senior College, the points for comparison are similar as between a lecturer at the Junior College and a teacher and headmaster of a High School. The result is that his logical placement must be in the same Grade as that of a Principal of the Junior College *viz.* Grade No. XI. Now there is another category called readers. They are also post-graduates and they also do teaching work. Although it has been regarded as a sort of a continuous tradition in university circles to see a distinction between a lecturer and a reader, on the analysis made by me for job valuation, I have not been able to see any reason to make a difference or distinction between them from the point of view of any of the four factors determined as relevant for making such a job valuation. I have specifically discussed this matter with the representatives of cadre associations college lecturers and educational authorities and they have not been able to persuade me that there is any such difference. I would therefore place both a lecturer and a reader at Senior College in the same Grade No. XI.

5.65 Above them there are the professors and principals of Senior Colleges. At lower levels, in the hierarchy of educational institutions, there is a higher administrative position like head master above teachers, a principal above lecturers, but in Senior Colleges the principal and professor are placed in the same scale. Actually there is no separate cadre of principals. Representations have been made to me that a similar differentiation is necessary for Senior Colleges also because the principals in addition to teaching work have to attend to considerable administrative work also. There are of course two views. One is that with the increase of administrative responsibility, there is a corresponding diminution in respect of teaching work, and that it might perhaps be a healthy practice to give the position of a principal to all professors in rotation as is done in some western universities. The other view is that administrative responsibilities must in the nature of things and in the actual circumstances prevalent in colleges be regarded as a distinct addition to the extent of responsibility and that it may be too early in our conditions to embark on the experiment of rotating the post of principal among the professors because it has been frankly admitted that one cannot ignore the existence of personal vanities, whether pardonably mild or objectionably obtrusive, which might lead to a clash of personalities and consequent adverse effect on the administration and academic atmosphere at colleges. Having considered the matter carefully, I think it will be advisable to have two grades.

5.66 Accordingly, the principal of a Senior College may be placed on the same Grade as that of a joint director of a department and the professor on a Grade below it but above that of lecturer of such college which is the same as that of a principal of junior college or deputy director of a department.

5.67 So the Grade appropriate to the professor will be Grade No. XII and the Grade appropriate to the principal and the joint director of a department will be Grade No. XIII. Naturally, the Grade of the director of a heavy department or additional director of a very heavy department will be Grade No. XIV and the Grade of the director of a very heavy department the number next above it, No. XV.

5.68 We have next professional colleges viz. Medical Colleges and Engineering Colleges. From the subjects in which instruction is imparted in those colleges, the amplitude and intensity of the syllabi of such subjects and other relevant factors, these colleges have to be placed in the hierarchy of educational institutions at a higher point. The work of these colleges require four levels namely those of lecturer, assistant professor, professor and principal. The lecturer in my opinion should have a post graduate professional degree i.e. a degree secured after the Bachelor's Degree course in these professions. Now the entry Grade for such bachelor's degree holders has been determined as No. IX. From the said Grade there may be promotions in the professional line to Grades X and XI and upwards according to the rules of the department. The additional level of responsibility represented by the essential nature of work namely teaching justifies in my opinion the placing of the lecturers in Grade No. XI. He can be given that Grade only if he has such a post graduate qualification, if the recruitment to the post is direct. If there is any proposal to promote the professional graduates holding only bachelor's degree on the ground of acquisition of additional skill by in-service experience, my suggestion is that the length of such service should not be less than six years. Once the lecturer is placed in Grade No. XI, the natural consequence or logical sequence would be to place the assistant professor on Grade No. XII, professor on Grade No. XIII and the principal on Grade No. XIV.

5.69 The sequence mentioned above is in my opinion correct, in the light of the analysis made by me for job valuation. Only one matter should be referred to as requiring some explanation. In a very heavy department like the department of health and family planning to which Medical Colleges are attached, the director who is in overall charge will be as already stated in Grade No. XV but the additional director who is said to be specially in charge of Medical Education has to be placed on Grade No. XIV which is the same as that determined for the principal above. In the department of technical education which I have classified as only a heavy and not very heavy department, the director is put on Grade No. XIV which is the same as the one determined for the principal of Engineering Colleges. As thus the purely administrative position of the director or additional director as the case may be and of the head of an educational institution get equated, it may be suggested that such equality may to some extent result in embarrassment in the course of administration. If, however, one reflects objectively on this matter, no such embarrassment should arise. Though the administrative position is undoubtedly high, the position of the head of an educational institution is not only one of a teacher but also one of an administrator. As both are administrators and one has the additional responsibility of teaching or guiding research in some cases and the other the additional responsibility of co-ordination, the two posts really level of to the same level. At such superior levels, the interest of administration and the interest of the public invoke the principle of *primus inter pares* which is the soul of team work necessary and expected at such levels. Similar situation may be seen in such positions as those of a deputy secretary and deputy commissioner and a special deputy commissioner, of revenue commissioner and revenue divisional commissioner, of a district judge and an additional district judge in the same court, etc.

5.70 The discussion so far made in this Chapter leads to the ultimate conclusion that all classes or cadres of Government Servants can be logically and clearly grouped into no more than 15 Grades. In the course of the discussion it would have been noticed that both the analysis of qualifications, skill and effort and responsibility and the guidance received from the existing pattern for distribution of powers and responsibility, have contributed to the ultimate result. For a clear understanding and appreciation of the position, I have referred to well known posts or positions in the administration. After discussing the factor of working conditions in the next Chapter, I shall summarise the result by giving the final frame of Grades in the Chapter next after that. The said Chapter read along with the further discussion of particular posts in Chapter Twelve dealing with

allocation of Pay Scales, will give a complete picture of the ultimate result of all this analysis.

5.71 There are, however, a few matters to which I should refer in this Chapter because I will have no occasion to do so in the subsequent Chapters.

5.72 At present, at the Elementary School level we have a large number manned by a single teacher but there are some which have a complement of 6 or more teachers but there are no headmasters. The only headmasters are in what are called Model Schools which cadre is now filled by transfer of trained graduate teachers from High Schools. There has been a complaint pressed before me as leading to serious incongruities against this practice of transferring trained graduate teachers as headmasters to Model Schools. It is said that the experience necessary for running a Primary School is quite different from what may be expected from such a graduate teacher from a High School. It has also been pointed out that in certain cases his length of service is less than the service put in by the Primary School teachers over whom he presides as the headmaster. My discussions with departmental authorities have also confirmed the view so pressed before me by cadre associations, I also gather therefrom that there is an administrative necessity of creating a cadre of Elementary School headmasters with a pay scale higher than the one allocated to the Primary School teacher. Such a post will be necessary only in cases where the strength of the teaching staff is six or more.

5.73 I therefore suggest the creation of the post of Elementary School headmaster in respect of Elementary Schools, strength of the teaching staff at which inclusive of such headmaster is 6 or more. The appropriate Grade for him is Grade No. VI. As already indicated by me the Primary School teacher will be on Grade No. IV.

5.74 There is then the case of stenographers. Their importance in superior administrative offices and courts is undoubted and well recognised by all administrators. At present, the old cadre of junior or second grade stenographers has been abolished and all stenographers are required even at the lowest level to have passed at least S.S.L.C. with senior typewriting and senior shorthand courses. They are now placed on a grade equivalent to that of a first division clerk. The next higher position open to them is what is called selection grade stenographer. Whether it is a promotion or merely the selection of some out of the same cadre for a higher salary on the grounds personal to them is not quite clear to me. They have frequently made a grievance which has been repeated before me by their associations that they have no promotional opportunities normally open to other ministerial staff. Apparently, in partial mitigation of the same, provision has been made in recruitment rules of some departments giving them some limited opportunities of promotion to higher ministerial posts or executive posts. The solution does not appear to have brought either satisfaction to the stenographers or any appreciable benefit to the administration. The interest of administration requires that the competence which they have acquired should be utilised for the purpose for which it is intended. The interest of the stenographers requires that the pay scales determined for them should reflect the competence and skill represented by their qualification and its utility to the administration.

5.75 The best solution from the point of view of both appears to me to give them a three tier hierarchical cadre logically related to the nature of their work. In higher situations they work as personal assistants of superior administrators. Such a position requires or calls for not merely competence in stenography but also other qualities appropriate to the position of a personal secretary, which is a position of confidence.

5.76 My suggestion is that the initial entry cadre may be merely designated as stenographer and on the present prescribed minimum qualification which would fall within Group VI of the qualifications, the appropriate Grade will be Grade No. VI.



5.77 The next two promotional stages may be designated personal assistant (junior) and personal assistant (senior). The recruitment to the former may be partly by promotion and partly by direct recruitment. But in either case the recruit must be required to have already passed the proficiency examination in stenography or acquired a general bachelor's degree or taken and successfully completed a secretarial course and in all cases he must be given a short foundation training course on secretarial work. Both the promotion and direct recruitment may also be preceded by a test not only in speed and spelling but also in letter writing, precis writing or descriptive composition. Those in service at present in the selection grade may be placed in this position and those in the entry cadre of stenographers may be promoted to this if they have put in at least 10 years of service and both should be taken through the training course without insisting upon their acquiring a degree or a pass in the secretarial course run by the department of technical education.

5.78 The next higher position of personal assistant (Senior) should be only by promotion by selection. The government may fix the relative strength of the cadres.

5.79 On this basis and on the above conditions, I place the stenographer in Grade VI, personal assistant (junior) in Grade VIII and the personal assistant (senior) on Grade X.

5.80 My idea is that a junior personal assistant should be attached to a junior or middle level officer and a senior personal assistant to a senior or top level officer,—the level of officers being determined either by the government or by the departmental head. As, however, the position of a personal assistant is one of confidence, if a senior officer entitled to have a personal assistant in the senior grade desires on considerations of special personal confidence that his junior personal assistant may continue with him or selects a junior personal assistant on such grounds in preference to senior personal assistant, there should be no objection; but the personal assistant will draw pay appropriate to his Grade and no additional emoluments.

5.81 The associations of librarians have stressed the necessity of creating a separate cadre of librarians, in view of the growing importance of libraries and advances made in library science. Though in existing circumstances, it may not be quite essential to act on this suggestion in all its details, the matter is of sufficient importance. At present in most offices clerks are put in charge of libraries. In some schools a teacher is detailed for this work. In such an event I see no reason to place them in Grades other than those appropriate to them as clerks or as teachers as the case may be. However, at least in the case of larger libraries in bigger offices or courts or in educational institutions, it will be advantageous and conducive to better and more efficient handling of library work, if persons qualified in library science are recruited for such work.

5.82 At present there are the following courses of study in library science :

- (1) A three month's certificate course after S.S.L.C.
- (2) A post P.U.C. diploma course whose duration which used to be 18 months has recently been enhanced to 2 years.
- (3) A degree course (Bachelor of Library Science: B. Lib. Sc.) of one year's duration, the eligibility for admission into which is the possession of a general degree.
- (4) A Master's degree course of one year after taking B. Lib. Sc.

5.83 I do not think the possession of Master's degree will be necessary for any post under the Government or in local bodies or aided institutions.

5.84 The appropriate Grades for persons possessing the other qualifications when prescribed would be as follows :

- (1) The certificate course if taken by a person in Grade IV or Grade VI will not take him out of his Grade because it would get included in the qualification for the post as in the case of other posts in those Grades.
- (2) A Diploma holder will get into Grade VI.
- (3) A B. Lib. Sc. will get into Grade VII.

## WORKING CONDITIONS

6.1 As indicated in paragraph 3.9, working conditions become relevant from two points of view, *viz.*, the effect they may have on efficient working and the additional effort they may entail on the part of the worker. The several considerations bearing on the same have also been related in paragraph 3.21. Before proceeding to discuss the matter, it is, however, necessary to point out that this factor of working conditions does not loom so large in Government Services as it does in the case of industrial workers. From the point of view of grading of posts on the basis of broad bands of horizontal equations, some of the less important considerations get smoothened out or fully provided for in the pay scale determined for the band which as already pointed out would be at a point above the average and nearabouts the mid point between the mean and the top. Actually as I shall point out later in this chapter the positions of high physical strain and/or risk or hazard to health in Government Service are very few.

6.2. While pleading for what normally goes by the name of risk allowance or for a higher remuneration on account of risk, the normal tendency is to mistake the difficulty or the need for close attention attendant upon work as strain and the possibility of the employee being made responsible under the rules for any loss caused to the government as a risk. It is necessary to point out that such an approach to the problem is misconceived.

6.3 By and large, government work is done in fairly pleasant and comfortable surroundings or circumstances. Within offices the surroundings are generally not unpleasant nor are contacts with either colleagues or superiors or the public necessarily unpleasant. There are cases where either the condition of the building or not quite adequate provision for ventilation or occasional overcrowding of staff within small areas operate to slightly vitiate the surroundings or working conditions. Those, however, are matters for corrective action in the way of improving the nature of the accommodation, ventilation and distribution of staff and seating arrangements and not for additional remuneration on account of difficult working conditions.

6.4 Outdoor work in the case of some executive posts especially in higher grades is certainly not a factor which may be regarded as making working conditions more difficult. On the contrary, they may help to relieve the tedium of routine office work.

6.5 The overall picture, therefore, excluding the few cases to which I shall make a reference later, is that the normal working conditions in government service are not different from nor more difficult or unpleasant than in private professions, occupations or trades. The normal inconveniences of life in the matter of securing accommodation, prompt and speedy transport services or reasonably comfortable travelling conditions are universally true and apply both to government service as well as private professions or occupations. In existing conditions, all these will have to be regarded as difficulties having a very marginal effect and not worthy of being elevated to the position of a specific factor operating to enhanced remuneration.

6.6 Clerks handling cash, particularly those working in Treasuries have strongly pressed that they are obliged to work under great strain both because they deal with or handle cash and also because there is periodical and seasonal enlargement or accentuation of their work. Store Keepers and Godown Keepers have also similarly pressed that their positions are fraught with grave risk. If, however, one looks at the matter objectively, the so called strain and risk are

mistaken expressions of an impression which in reality is created by a short of fear complex. It is not as if that attention and alertness is necessary only when one deals with cash or fiscal matters and that it is open to be little less alert or attentive while doing other type of work. The essence of the matter is that all work in government service is intended to subserve and enhance public interest and all attention and alertness is necessary to avoid loss or harm to the public. Cash Clerks are afraid or more afraid than other Clerks because should they by their negligence or the exercise of less than expected standard of care and prudence incur loss, the matter can be easily proved and they will be held responsible. But it is not as if that mistakes on the part of clerks in offices who write inaccurate notes or the clerks who prepare maps or road alignments in offices of town improvement organisations are less costly or less dangerous from the point of view of their consequences on public. Seasonal increase in work is not a matter which is peculiar to one or two or a few departments or offices. Almost every department faces these situations on account of such circumstances as the dates fixed by law for payment of taxes, renewal of licences, permits etc., monthly or quarterly or annual closing of accounts, excessive filing in courts after a long vacation like the summer vacation, the occurrence and spread of ailments or diseases at changes in seasons, movement of large sections of population during religious festivals or fairs and exhibitions etc. These are matters for administrative adjustment of work within each office or unit which could and should be made because these are not unforeseen circumstances but factors clearly foreseen and within the administrative reach of the department or unit or office.

6.7 Hospital staff and health workers detailed for domiciliary treatment of certain diseases like tuberculosis have pressed that they are greatly exposed to infection and consequent deterioration in their health. The exaggerated picture painted by the staff is not supported by the departmental authorities nor could any great support be found for it because the cases of contraction of any virulent infections are few and far between and when they do occur it cannot be clearly asserted that the negligence or lack of care on the part of the individual concerned did not contribute to the result. Further, in medical institutions, special care is taken to disinfect wards where sick persons are accommodated and maintain perfect aseptic conditions in surgical theaters and other places of similar nature in hospitals. The staff are trained to avoid exposure to infection and are also given the benefit of prophylactic or immunisation treatment.

6.8 In the case of Government servants in higher grades particularly from Grade IX or even Grade VII upwards, there is scarcely any need to consider any addition to the remuneration on account of any specific or difficult working conditions or risks. For one thing, the higher qualifications secured by them will not only bring them a higher pay scale consistent with the standard or level of competence represented by them but also provide them with sufficient knowledge or scientific information or instruction to enable them to take appropriate precautions to avoid risks. The competence and the skill which are taken into account for placing them in higher grades necessarily include the instruction and skill provided by the qualification in the matter of avoiding risks which therefore necessarily get valued. The real cases where difficult working conditions or physical strain or existence of risks and hazards wherever they occur are found only in the lower operational grades of I to V and probably VI. Even there, the individual is not continuously exposed to risk or hazard. There is only a possibility with a probability which is not very high and which can be greatly reduced by training and precaution in the matter of meeting with risks or hazardous situations. Even in regard to those grades, some considerable amount of neutralisation will be provided for in constructing the pay scales for Grades IV, V and VI.

6.9 The best and the outstanding examples of posts where high physical strain or possibility of fatigue and of risk and hazard exist are in the lower operational

grades in the departments like Forests, Ports, Printing Press, Fire Force and Mines. In such cases, I propose to take the posts to a Grade next above the Grade which would have been appropriate to them on considerations limited to qualifications and nature of work exclusive of the existence of strain or risk. The proper or convenient place to discuss those posts and to indicate the manner of dealing with them would be Chapter Twelve. In the next Chapter giving the General Frame of Grades or Levels, I shall also indicate these posts while listing illustrative posts in each Grade.

## Chapter Seven

### GENERAL FRAME OF GRADES OR LEVELS

7.1 The manner of identifying grades or horizontal levels of equivalency on the basis of qualifications, skill and effort and the levels of responsibility has been discussed fully in Chapter Five. The ultimate position reached is that all posts or positions in government service can be placed in fifteen hierarchical grades. It was also noticed that the grading in the first seven grades closely follows upon the qualifications and that the related factors of skill and effort are closely related to or nearly commensurate with the competence represented by the qualifications. In one sense, the qualifications may be regarded as the outstanding guiding factor in recognising the Grade and may operate as more or less decisive in the absence of special circumstances. Such special circumstance may be something special or peculiar about the work or the existence of high physical or mental strain or some risk or hazard. Although I must postpone till Chapter Twelve any detailed discussions about how these special factors operate to lift certain posts to a higher Grade, I may point out here itself that the safest way in identifying the appropriate Grade for a post in the first seven Grades would be to start with the qualification.

7.2 In the higher Grades the guiding factor is the existing pattern of distribution of responsibility particularly supervisory responsibility. As pointed out earlier, supervision of a subordinate type may be recognised as existing even in the lower Grades IV to VI. The VIII Grade is the top of the ministerial Grade to which is to be attributed what may rightly be described as ministerial supervision with, however, the possibility of its including a shade of administrative supervision also in the shape of direction and control over the subordinates. The common pattern is of four levels in very heavy and heavy departments represented by the posts of Director, Joint Director, Deputy Director and Assistant Director. In medium sized departments, three levels are sufficient *viz.*, those of a Director, a Deputy Director and an Assistant Director.

7.3 It would also have been noticed that Grade IV represents posts equivalent to those of a Second Division Clerk and Grade VI posts equivalent to those of a First Division Clerk. The VII Grade is outstandingly appropriate to the position of a graduate trained teacher of a high school. The bulk of the men in that Grade are such teachers. There may be a few other posts equivalent thereto. Grade XII is exclusively a Grade appropriate to teaching posts in higher colleges. The administrative Grades, therefore, are X, XI, XIII, XIV and XV.

7.4 Specific and individual consideration in sufficient detail of the various positions in different departments of the government and allocating them to the different Grades will be done in Chapter XII. In this Chapter I propose to summarise the result arrived at in the foregoing chapters and give a description of each of the fifteen Grades mentioning the qualification or range of qualifications appropriate thereto and the essential nature of the work turned out in the

different posts placed within that Grade. The description of the nature of the work has necessarily to be such as to take in the essential feature of the work in every one of the posts included within a Grade. Absolute mathematical equation being impossible in the nature of things as already explained, posts placed within a Grade should be those which are substantially similar from the point of view of proficiency and difficulty. So the particular nature of the work will make no difference. What will make a difference is the weight of the work, its difficulty and the level of proficiency necessary to carry out the same.

7.5 All work in government services can be described as falling within one or the other of the following fields namely; judicial, administrative, executive, professional, scientific, technical, instructional or teaching. I have therefore used these terms wherever necessary in describing the nature of the work. I have also added in each Grade a list of a few illustrative posts coming within the same. The posts so selected by me are well known to administrators and observant members of the public. The result would be that a study of the description of the nature of the work bearing in mind the illustrative posts will indicate how the description takes in all those posts and a consideration of the work in different posts in the light of the description of the nature of the work will indicate why all those posts get included within the same Grade.

7.6 I have scrupulously avoided unnecessary refinement in terms and have tried to choose simple well understood words in summarising the essential features of posts placed in each Grade. There is a certain amount of repetition of words or expressions. I have not tried to avoid such repetition, with a view to see that the description of each Grade is complete in itself and that the difference between one Grade and the neighbouring Grade can be easily located or identified. The association of well known posts with the description is also intended to assist and lead to clear understanding of the basic principles of gradation.

7.7 I now proceed to describe the Grades one by one.

#### Grade I

##### 7.8 Qualifications :

*For direct recruitment :*

##### GROUP I

Physical and mental competence considered sufficient to function efficiently as a helper by understanding the nature of the help sought and the simple operation whereby the same may be satisfactorily rendered. Rudimentary literacy is desirable.

*Nature of work :—*Performing under immediate directions or supervision, with little or no latitude for the exercise of any independent judgment, simple subordinate work as helper, involving primarily or principally manual or physical labour, like carrying or moving or arranging things, dusting, cleaning, washing, sweeping, running errands, keeping watch, gardening etc.

*Illustrative posts :—*Peon; Dalayat; Bearer; Watchman; Orderly; Sweeper; Cleaner; Gardener.

##### 7.9 Qualifications :—

##### Grade II

*For direct recruitment and promotion :*

##### GROUP II

Possession of a simple manual or mechanical skill which is either picked up by experience or actual working or acquired by undergoing a short course of training before or after entering service, and which may, wherever necessary, be accompanied by literacy or elementary schooling not exceeding middle school level.

*Nature of work* :—Performing under direct or immediate supervision simple routine repetitive work or elementary work of a subordinate technical character, requiring some simple manual or mechanical skill but rarely, if ever, giving scope for the exercise of any independent judgment except in the application or the mode or manner of application of the skill to the job on hand. The overall value of the work is as that of a helper possessing a simple skill.

*Examples* :—Cooking; winding or dyeing yarn; simple handicrafts like basket making, mat weaving, carpentry; driving motor vehicles; operating simple machines; performing some simple mechanical operation; attending to one or more parts of an integrated process involved in any handicraft or manufacture; the work of a mutchi, packer, attender in an office, library or laboratory.

*Illustrative posts* :—Office Attender; Jamedar; Mutchi; Packer; Driver; Cook; Plumber; Lift Operater.

*Illustrative Posts of lower Grade brought to this Grade on considerations of difficult or hazardous working conditions* :—Followers in Karnataka State Reserve Police; Khalasis in Police Launch; Insect Collector; X-Ray Attender in the Department of Health and Family Planning; Fisheries Watcher and Fisherman; Forest Guards; Game Watchers; Apiary man and Bee Mazdoor in Industries Department; Seamen and Wharfinen in the Department of Ports; Excise Guards.

#### 7.10 *Range of Qualifications* : **Grade III**

*For direct recruitment and promotion* :

##### **GROUP III**

Middle School level or standard plus a certificate, craft or trade course or an in-service specialised training course up to about two years duration. Bare S.S.L.C.

*Nature of work* : Performing under direct or immediate supervision routine repetitive work or subordinate technical work requiring skill which is supported by theoretical information or knowledge conferred by the qualification and therefore superior to that of Grade II, but rarely, if ever, giving scope for the exercise of independent judgment except in the application or the mode or manner of application of the skill to the job on hand. In workshops or in teaching or training or vocational institutes or centres, the work may involve imparting instructions to students or trainees or inmates in any craft, trade or the like.

*Illustrative posts* : Skilled workers of junior certificate standard in workshops; Junior level Craft Instructors; Meter Readers.

*Illustrative posts of lower Grade brought to this Grade on considerations of difficult or hazardous working conditions* : Helmsman and Dingy Drivers in Police Launch; X-ray Dark Room Assistant in the Department of Health and Family Planning; Assistant Type Caster; Assistant Mono Caster; Junior Compositor; Assistant Plate Maker; Assistant Machine Minder in the Printing Press; Driller's Helper in Mines.

##### **Grade IV**

#### 7.11 *Range of Qualifications* :

*For direct recruitment* :

##### **GROUP IV**

High School level or standard plus a certificate, craft or trade course or an in-service specialised training course up to about two year's duration.

(*Note* :—In the case of Primary School Teachers, P.U.C. with education/ educational methods as a special subject may be equated to S.S.L.C. plus in-service Primary School Teachers' training course).

*For promotion :*

### GROUP III

*Nature of work :* Performing under direct or fairly detailed general supervision, and with a limited latitude for the exercise of independent judgment—(1) routine work of a subordinate nature in connection with office transactions, fiscal operations, revenue, survey, policing or the like, involving the gathering, scrutinising, classifying, sorting, filing, maintaining etc., information, facts, figures, papers, records, forms, statements, books, accounts, registers etc., in relation thereto. (2) comparable subordinate professional or technical work of a limited scope in specified professional, instructional, teaching, scientific, technical field or handicrafts or fine art.

The work requires some training in and working knowledge of the subject or topic relevant to the position and acquaintance with the rules, practice or procedure governing the same and the handling of tools or appliances used for the same.

There is always the duty to render assistance to superiors in higher grade or grades, and as one advances in service and experience, one may have to guide, instruct or supervise the work of subordinates in lower grade or grades, and may be called upon to do some items of work appropriate to the next higher grade.

*Illustrative posts*—Second Division Clerk ; Primary School Teacher ; Senior Certificate Craft Instructors ; Village Accountant ; Gramsevak and other Village Level Workers of the Agricultural Department ; Veterinary and Livestock Inspector and other Village Level Workers of the Animal Husbandry Department ; Pharmacist ; Auxiliary Nurse Midwives ; and Basic Health Workers of the Health and Family Planning Department ; Police Constable.

*Illustrative posts of lower Grade brought to this Grade on considerations of difficult or hazardous working conditions*—Constable of Armed Reserve Police and Lance Naik of Karnataka State Reserve Police ; Launch Driver and Sarang in Police Launch ; Fireman and Fireman Driver, Driver Mechanic in Fire Fighting Force ; Foresters, Game Supervisors, Elephant Jamedars in the Forest Department.

### Grade V

#### 7.12 Range of Qualifications :

*For direct recruitment :*

### GROUP V

High School level or standard plus a diploma course of about three years' duration. Post—P.U.C. courses of a duration of about one year.

*For promotion :*

### GROUP IV

*Nature of work* :—Performing under general supervision and with wider latitude for the exercise of independent judgment than in Grade IV, somewhat difficult and responsible work of operational, technical or professional nature in a specified technical, scientific, instructional or teaching field or in a specified field or area of law-enforcement or in specified subject/s, handicraft/s or fine arts, requiring training in and possession of an organised body of knowledge of the principles, materials, tools or appliances associated with the particular type of work and other work of comparable nature or difficulty.

The work may either be at the operational or implementational level or may also involve the duty to guide, instruct or co-ordinate or supervise the work of subordinates in the lower Grades.

*Illustrative posts* —Diploma holder Junior Engineers of the Public Works Department and equivalents ; diploma holder Craft Instructors or Teachers or

Demonstrators in any craft, trade or fine art ; Draughtsman ; Staff Nurse ; Police Head Constable.

*Illustrative posts of lower Grade brought to this Grade on considerations of difficult or hazardous working conditions* :—Leading Fireman and Assistant Sub-Officer in the Fire Force ; X-Ray Technician in the Department of Health and Family Planning ; Forest Surveyor ; Assistant Driller in the Mines.

## Grade VI

### 7.13 Range of Qualifications :

*For direct recruitment :*

#### GROUP VI

Degree courses *i.e.*, degrees in humanities or sciences like B.A., B.Sc., etc., with departmental training course of not more than about six month's duration. Post-high school courses—either continuous or topically connected ones—of a total duration of about four to five years. Post-P.U.C. courses of two to three years.

*For promotion.*—This Grade is promotional generally to Grade IV and may occasionally be promotional to Grade V.

*Nature of work.*—Performing under general supervision and with a wider latitude for the exercise of independent judgement than in Grade IV, somewhat difficult and responsible work of ministerial or executive nature in connection with office transactions, fiscal operations, revenue, survey, policing or the like involving study, scrutiny and collection of facts, data processing, investigation, picking up or collecting or identifying rules, regulations or legal provisions or precedents applicable to or governing the case on hand, preparation of notes or drafts and generally rendering assistance in the disposal or decisions of matters or questions, requiring good working knowledge of the subject or topic appropriate to the particular work and of the rules of practice or procedure governing the same and other work of comparable nature or difficulty.

The work may involve the duty to guide, instruct, co-ordinate or supervise the work of subordinates in lower grades.

*Illustrative posts.*—First Division Clerk, entry level Stenographer, Stenographer Reporter of the Police Department; Revenue Inspector; Commercial Tax Inspector; Copyist Examiner of Judicial Department; Assistant Sub-Inspector of Police; Health Visitors and Health Supervisors and Senior Pharmacist of the Department of Health and Family Planning; Headmaster of Primary School (cadre to be created); Artists of degree level competence.

*Illustrative posts of lower Grade brought to this Grade on considerations of difficult or hazardous working conditions.*—Radiographer in the Department of Health and Family Planning; Mining Assistant; Mines Foreman and Driller in the Mines Department.

## Grade VII

### 7.14 Range of Qualifications :—

*For direct recruitment :—*

#### GROUP VII

A degree of the type mentioned in Group VI plus one year post-graduate diploma or degree like B. Ed., or post-graduate one year course in special subjects like Library Science, Physical Education, etc.

Not ordinarily a promotional grade. If necessary promotion may be made from subordinate or junior teaching grades.

*Nature of work.*—As this is primarily or almost exclusively a grade appropriate to graduate trained teachers at high school and other teachers of the said level the essential nature of the work is teaching students of the calibre of high



school level. It would therefore require the qualification and training mentioned above and the ability to communicate ideas to students of said mental calibre and the necessary background knowledge in the area of the subject taught to be able to answer students' questions and solve their difficulties; the work would involve planning programme of instructions as well as the need to keep abreast of contemporary developments in the subject taught. Teaching necessarily involves administering of periodical tests or examinations, setting questions, correcting answer papers and also guiding students in extra curricular activities.

*Illustrative posts.*—High School trained graduate teachers; Language Teachers, Physical Education Teachers, Librarians etc., with comparable qualifications; Teachers whether called Instructors, Lecturers or Assistant Lecturers with comparable qualifications in Polytechnics or training institutions or similar institutions who teach subjects like Secretarial Practice, Library Science, Costume Designing, Dress Making, Nursing etc.

### Grade VIII

#### 7.15 *Range of qualifications :*

This is primarily a promotional Grade in relation to either Grade VI or Grade V (or may rarely be to Grade VII). Hence the qualifications would be those of one of the said Groups plus prescribed in-service experience according to rules applicable. If direct recruitment by way of lateral entry is to be resorted to, the qualification should not be less than those in one of the said groups together with experience, tests or examination of a type sufficient to measure up to the in-service experience for promotion and to reach an overall competence beyond and above Group VI.

*Nature of work.*— Performing under general administrative supervision with a wider latitude for exercise of independent judgment than in Grades IV, V or VI work primarily of a ministerial supervisory nature, involving distribution of work among subordinates, providing or furnishing guidance, correction, co-ordination to their work, ensuring due observance of time limits, targets or the like for expeditious disposal of the said work, ensuring accuracy of notes or drafts prepared by the subordinates; suggesting appropriate or alternative possible solutions or answers or disposal of the matters on hand. In certain respects, the work may partake of the nature of administrative supervision involving direction and control of subordinates or taking of final decisions in routine matters of a specified character and ambit. In offices the number of subordinates may vary from 5 to 20 clerks depending upon the nature of the work or a larger number of workers of lower Grades I, II or III. The number may be slightly different in the field depending upon situations. On an overall assessment, the work is more difficult and responsible than in Grade V or VI and requires training, experience and close acquaintance with the details of the work supervised, the rules of practice or procedure or provisions of law governing such work and the principles, materials, tools and appliances used in the work, and other work of comparable difficulty and responsibility.

*Illustrative posts:*— Section Officer at the Secretariat; Ministerial Superintendents in other offices whether called Manager, Superintendent, Registrar, Lay Secretary or the like; Sheristedars; Head Munshis; Head Clerks in Courts; Deputy Tahsildar and Taluk Sheristedar of Revenue Department; Sub-Inspector of Police; Promotional cadre of Stenographers (promoted from Grade VI).

### Grade IX

#### 7.16 *Range of Qualifications.*— GROUP VIII

Post graduate or Master's degree courses of two years like M. A., M. Sc. etc. Post P. U. C. professional degree courses of about four to five years like

B. Sc. in Agriculture, Horticulture, Animal Husbandry, Fisheries or the like; Bachelor of Medicine and Surgery (M.B.B.S.); Bachelor of Engineering (B. E.); Bachelor of Pharmacy; Bachelor of Textiles; Bachelor of Law (B. L. or LL. B.); Bachelor in Indian Medicine or Ayurveda (B. S. A. M.); competitive examinations like Karnataka Administrative Service Examination, Munsiffs Examination etc. Post-graduate professional qualifications after securing professional degrees mentioned above.

This is primarily direct recruitment or entry grade for holders of Masters' degrees in humanities or sciences and post P. U. C. bachelors' degrees in professions detailed above. May ordinarily be promotional to Grade V or very rarely or occasionally to other higher Grades VI or VII.

*Nature of work.*—Performing under general administrative supervision and with a wider latitude for the exercise of independent judgment than in Grades V and VI, difficult and responsible work in a professional, scientific, technical field of defined scope or ambit, requiring special knowledge and training in a professional, scientific or technical subject conferred by the Master's or professional degree mentioned above. The work may involve in addition to actual application of the competence or skill acquired by the qualification, the duty of providing guidance, correction, co-ordination and supervision of the work of subordinates and when put in charge of a unit or small institution functions appropriate to official or fiscal administration of the same.

*Illustrative posts.*—Assistant Surgeon in the Department of Health and Family Planning; Physician in Indian Medicine; entry level Agricultural Officer; Assistant Agricultural Officer or Agricultural Extension Officer; Veterinary Assistant Surgeon/Extension Officer, Animal Husbandry; entry level Graduate Officers in Horticulture, and Fisheries Departments; Graduate Junior Engineer in Public Works Department; Assistant Geologist or Assistant Geo Physicist in the Mines Department.

## Grade X

### 7.17 Range of Qualifications :

*For direct recruitment :* GROUP VIII

Master's or professional degree in the case of professional, scientific, technical or teaching streams and competitive examinations after general educational qualification not below the standard of Group VI followed by in-service training. Promotion may be from Grades VII, VIII or IX with in-service experience according to the rules applicable.

*Nature of work.*—Performing under general administrative supervision and with a latitude for the exercise of independent judgment wider than in Grades VII, VIII or IX difficult and responsible work in an administrative, executive, professional, scientific, technical or teaching field of an area or ambit wider than in Grades VII, VIII or IX requiring special training and knowledge in the subject or topic appropriate to the work in the position and the rules of practice or procedure or legal provisions governing such work and involving the exercise of administrative supervision over the staff, office, institution, area, territory, scheme, programme or project allotted to the position. Power to take decisions in accordance with the policy and within the limit of authority attaching to the position.

*Illustrative posts.*—Assistant Director of a Department (Fourth level administrative officer in a very heavy or heavy department and third level administrative officer in a medium sized department); Tahsildar; Block Development Officer; Chief Administrative Officer of a District Court; Inspector of Police; Headmaster of a High School; Lecturer of a Junior College; Assistant Surgeon at the head of a Taluk level hospital (promotional post to be created); Nursing Superintendent Grade I; Principal of Nursing School.

## Grade XI

### 7.18 Range of Qualifications :

*For direct recruitment.*—In the case of Judicial, administrative and executive positions—competitive examinations higher than the one in Grade X with general educational qualification not below the standard of a bachelor's degree in law in the case of judicial posts and not below the standard of a Bachelor's or Master's degree as may be determined in the case of administrative or executive posts. In the case of Lecturer of a professional college, post-graduate professional degree is necessary. If direct recruitment to this Grade is proposed in the case of professional or technical posts also, the general educational qualification should not be below the standard of a post P.U.C. Bachelor's degree in the particular professional or technical subject. In all cases of recruitment after competitive examination, there should be an intensive in-service training course.

Promotion may be from Grade X; in the case of lecturers of professional colleges if promotion is made from Grade IX or X of persons holding a Bachelor's Degree, they must have put in at least six years of service.

*Nature of work.*—Performing under general administrative supervision and with a latitude for the exercise of independent judgment wider than in Grade X, difficult and responsible work in a judicial, administrative, executive, professional, scientific or technical field of an area or amplitude wider than in Grade X, requiring special training and knowledge in the subject or topic appropriate to the work in the position, and the rules of practice or procedure or legal provisions governing such work and involving administrative supervision over the staff, office, institution, area, territory, scheme, programme or project allotted to the position. Power to take decisions within the ambit of policy, authority or jurisdiction as the case may be attaching to the position.

*Illustrative posts.*—Munsiff; Under Secretary at the Secretariat; Assistant Commissioner of Revenue; Deputy Superintendent of Police; Deputy Director of a Department (Third level administrative officer in a very heavy or heavy department and second level administrative officer in a medium sized department); Principal of a Junior College; Lecturer/Reader of a Senior College; Lecturer of a Professional College; Head of Section or Principal of a smaller Polytechnic; Head of District Level Hospital; Principal of the Nursing College.

## Grade XII

### 7.19 Range of Qualifications :

This Grade is restricted to a few teaching positions in higher colleges and is promotional to Grade XI.

*Nature of work.*—Middle level teaching position in senior and professional colleges above the Lecturer and below the Principal in Senior Colleges and below the Professor in Professional Colleges may involve the duty of guiding research, comparable teaching positions in large sized teaching institutions.

*Illustrative posts.*—Professor of Senior College; Assistant Professors of Medical and Engineering Colleges; Principals of larger Polytechnics.

## Grade XIII

### 7.20 Range of Qualifications :

This Grade is promotional to Grade XII in the teaching stream and Grade XI in other streams.

Direct recruitment to this Grade if proposed should be by special selection on rigorous assessment with qualifications and experience of a standard higher than required for Grade XI and not below doctorate standard in teaching streams or specialist standard in professional streams.

*Nature of work.*—Performing under general administrative direction, with a latitude for the exercise of independent judgement much wider than in Grade XI, very difficult and responsible superior work in a judicial, administrative, executive, professional, scientific, technical or teaching field of an area or amplitude wider than in Grade XI, requiring special knowledge and wide experience in the subject or topic of the work appropriate to the position, rules of practice or procedure or legal provisions governing such work and involving participating in or contributing to the formulation of policies, planning and programming of organisational details and procedures for implementation of policies, and administrative control over the staff, office, institution, department, area, territory, scheme, programme or project allotted to the position. Power to take decisions within the ambit of the policy, authority or jurisdiction as the case may be attaching to the position.

*Illustrative posts.*—Deputy Secretary at the Secretariat; Civil Judge, Chief Judicial Magistrate or Chief Metropolitan Magistrate; Deputy Commissioner of Revenue; Superintendent of Police of a District; Deputy Commissioner of Police at Bangalore; Joint Director or second level Administrative Officer of a very heavy or heavy department; Director or Head of a Medium Sized Department; Principals of Senior Colleges, S.K.S.J. Technological Institute, S. J. Polytechnic, College of Pharmacy, College of Indian Medicine; Professor of Medical or Engineering College; Head of a Teaching Hospital.

#### Grade XIV

##### 7.21 Range of Qualifications :

*Promotional to Grade XIII.*—Direct recruitment to this Grade, if proposed, should be by special selection on rigorous assessment with qualifications and experience of a standard above those required for Grade XIII and very much above those required for Grade XI.

*Nature of work.*—Performing under general administrative direction, with a very wide latitude for the exercise of independent judgment, superior work of unusual difficulty and responsibility in a judicial, administrative, executive, professional, scientific, technical or teaching field of an area or amplitude wider than in Grade XIII, requiring special knowledge and wide experience in the subject or topic of the work appropriate to the position, rules of practice or procedure or legal provisions governing such work and involving participating in or contributing to the formulation of policies, planning and programming of organisational details and procedures for implementation of policies and administrative control, over the staff, office, Institution, department, area, territory, scheme, programme or project allotted to the position. Power to take decisions within the ambit of the policy, authority or jurisdiction as the case may be attaching to the position.

*Illustrative posts.*—Additional Secretary at the Secretariat; District Judge; Deputy Inspector General of Police; Additional Director of a very heavy department (a position sometimes created below the Director or Head of the department but above the second level administrative officer the Joint Director); Director or Head of a heavy department; Principals of Medical or Engineering Colleges.

#### Grade XV

##### 7.22 Range of Qualifications :

This Grade is promotional to Grade XIV or may occasionally be promotional to Grade XIII.

*Nature of work.*—Performing under general administrative direction, with a very wide latitude for the exercise of independent judgment, superior work of unusual difficulty and responsibility in administrative, executive, professional,

scientific or technical field of an area or amplitude wider than in Grade XIV, requiring special knowledge and wide experience in the subject or topic of the work appropriate to the position, rules of practice or procedure or legal provisions governing such work and involving participating in or contributing to the formulation of policies, planning and programming of organisational details and procedures for implementation of policies and administrative control over the staff, office, institution, department, area, territory, scheme, programme or project allotted to the position. Power to take decisions within the ambit of the policy, authority or jurisdiction as the case may be attaching to the position.

*Illustrative posts* :—Secretary at the Secretariat; Divisional Commissioners of Revenue Department; Inspector General of Police; Head of a very heavy department.

## Chapter Eight

### HIGH COURT

8.1 The rationalisation or revision of pay scales of the High Court staff is beyond the purview of the terms of reference made to me. It is necessarily so because Art. 229 of the Constitution of India makes it inappropriate for Government themselves to make a direct reference to the Pay Commission in respect of the pay scales of the High Court staff.

8.2 As the scheme for rationalisation by grading posts on the basis of the relevant factors of qualifications, skill and effort, responsibility and working conditions is a new or fresh approach, on which I was anxious to have the benefit of the views of as many persons of experience and learning as possible, I discussed the matter with the Chief Justice also. I told him that I propose to proceed on the lines stated above for grading posts and that the result of such gradation would be on the basis of my recommendations regarding pay scales. In the course of discussions, the topic arose that if any action is taken by Government to rationalise the pay scales on the basis of the report that I may make, it is not unlikely that the Chief Justice may feel the necessity of making similar or corresponding revision in the pay scales of the High Court staff and that in such an event it might facilitate matters if he is provided with relevant material for making the readjustment appropriate. The Chief Justice then suggested to me that because in addition to my study of the general structure of the services and pay scales in the State, I have had the added advantage of experience as Chief Justice, it would be of great assistance to him if I could indicate in my report separately in an appropriate chapter or supplement the grades and equations in respect of the High Court staff also.

8.3 The Registrar of the High Court under the directions of the Chief Justice has furnished me with the relevant rules, manuals and other material and also got the job description forms completed by the different categories of staff at the High Court and forwarded the same to me.

8.4 I am therefore proceeding to indicate briefly such Grades.

8.5 The structure of the High Court staff follows more or less the general pattern. It is mostly administrative and ministerial staff of the common type. Hence, even in the absence of my writing this Chapter, the discussions in the foregoing Chapters would be sufficient to indicate the Grades into which the different categories of the High Court staff may be fitted.

8.6 The Registrar, Joint Registrar and Special Officer of the Vigilance Cell are all District Judges. So they will be in Grade XIV. The appropriate Grade for the Deputy Registrar would be Grade XIII. In the case of the Assistant

Registrar, my opinion is that he is of the level of an Assistant Director of a Department and should therefore be placed on Grade X, and not in the higher grade appropriate to a Munsiff. The work of a Munsiff is superior to that of the Assistant Registrar of the High Court. It may also be not administratively convenient or desirable to get a Munsiff to do the work of an Assistant Registrar although when the post was first created a Munsiff was brought on deputation from the Subordinate Judiciary. The Accounts Officer who is deputed from the State Accounts Department is of the level of an Assistant Controller of State Accounts *i.e.* an Assistant Director of a Department; the appropriate Grade for him is Grade X.

8.7 Court Officers, Court Fee Examiners, Indexers are law graduates which qualification comes within the scope of Group VIII of the qualification. The Grade therefore will be Grade IX. Section Officers, Audit Superintendent and the Senior Copyist Examiner who is the supervisory head of the Copyists Section are all of the level of a ministerial Superintendent, the appropriate Grade for whom is Grade VIII. Senior Assistants, Accountants and First Division Clerks and Copyist Examiners are all of Grade VI. Second Division Clerks, Typists and Copyists of every description are all of Grade IV.

8.8 Among Stenographers there are three grades in the High Court, *viz.*, the entry grade, selection grade to which is equated the grade of Judgment Writers and above them the grade of Senior Judgment Writers. The entry level Stenographers are of Grade VI and the next higher level Grade VIII. The Senior Judgment Writers who function as Personal Assistants to Judges may be appropriately placed in Grade X.

8.9 The Private Secretary to the Chief Justice used to be a Munsiff. At present the post is held by a Senior Judgment Writer. Apparently in the opinion of the Chief Justice, with which I agree, a Munsiff need not be brought in for the said post because he can do much superior work while functioning as a judicial officer. Hence, the post of the Private Secretary may be placed in Grade X.

8.10 The police personnel of the Vigilance Cell is deputed from the Police Department. They will be in the grades which they occupy in the parent department.

8.11 Muchis, Lift Attenders, Daftar Bunds, Van or Motor Vehicle Drivers, Jamedars and Wiremen are of Grade II. The rest of the staff namely, Peons, Cycle Orderlies, Care Takers, Watchmen, Sweepers and Scavengers are all of Grade I.

8.12 Before closing this Chapter, I invite the attention of the Chief Justice to my discussion about the First and Second Division Clerks contained in paragraphs 5.15 to 5.20; about Stenographers in paragraphs 5.74 to 5.80; and about librarians in Paragraphs 5.81 to 5.84 and request him to consider the desirability of making appropriate changes or modifications in the rules for recruitment to these categories of staff.

## Chapter Nine

### MINIMUM AND MAXIMUM REMUNERATION

9.1 The first step in devising a salary structure is the determination of the minimum remuneration to be paid to the lowest class of employees. Having regard for the importance of the matter, one question set out in the general questionnaire was what according to the opinion of the person answering the questionnaire would be reasonable minimum remuneration. Varying estimates have been stated in the answers ranging from Rs. 150/- per month to Rs. 400/- per month, a few of them stating a higher figure. Large number of the estimates

fall between Rs. 250-300. In the nature of things, the answers constitute personal estimates of the persons furnishing the answers and do not contain any clear guidance for choosing one figure in preference to another. The general trend noticeable, however, was that the remuneration must be adequate to meet the cost of what may be regarded as the minimum needs of a family.

9.2 The Karnataka State Government Employees' Association in their first memorandum dated the 29th December 1974 in answer to the questionnaire discussed the matter at some length giving reference to the discussion of the topic in the report of the third Central Pay Commission as well as the last Pay Commission of this State. When their representatives appeared before me for general discussion on the 19th of May 1975, they stated that their opinion then may be taken as having crystallised into what is stated in their memorandum dated the 9th May 1975 presented to me. In the said memorandum, while referring to the fact that they had originally submitted Rs. 266.50 as the minimum as on 1st September 1974, set out the basis therefor to be that the sum represents the pay determined by the Third Central Pay Commission for the lowest employee of the Central Government Rs. 196.00 as on 1st November 1972 with dearness allowance thereon calculated upto 1st September 1974. Rounding off that figure at Rs. 270.00 the memorandum suggested that the lowest pay scale may be fixed at Rs. 270-3-300-4-320. In the course of oral discussions they said that the said amount must be regarded as the lowest subsistence level but that what they called the need based minimum wage (which they explained to mean subsistence level plus reasonable comfort) should be somewhat higher. By way of guidance in that regard they drew my attention to the table of calculations set out at page 55 of the First Volume of the Third Central Pay Commission's Report which is a Calculation based on the norms suggested by the 15th International Labour Conference. That calculation gives the total expenditure equated to need based minimum wage at Rs. 343.69 if Dr. Akroyd's balanced diet sheet of 3000 calories is adopted and Rs. 313.10 if Dr. Akroyd's balanced diet sheet of 2700 calories is adopted. They said that for Indian conditions 2700 calories may be regarded as sufficient and that therefore Rs. 314.00 in round figures may be regarded as the need based minimum wage as on 1st November 1972 which as at 1st September 1974 would be Rs. 427.00. Their ultimate position was that as on 1st September 1974 when the cost of living index figure stood at 311 corresponding to 12 monthly average figure of 272, Rs. 270.00 should be regarded as the subsistence level and Rs. 427.00 as the need based minimum wage and that therefore the basic minimum for the lowest pay Scale should not be less than Rs. 270.00 and that attempt should be made to reach the need based minimum atleast at the end of 15 years.

9.3 They saw me again in September 1975 to tell me that with further instalments of dearness allowance granted by the Central Government up to the twelve monthly average index figure of 312, the basic minimum pay of the lowest employee works up to Rs. 301 per month.

9.4 These calculations and final submissions were intended not only as a statement of their case but also if possible to help me come to a conclusion on the question of minimum wage without myself undertaking any detailed independent investigations. While a clear statement of the case is undoubtedly commendable, I cannot of course absolve myself of the duty of making such independent investigations as may be necessary for the purpose of arriving at a reasonable conclusion on the question.

9.5 As a minimum wage is undoubtedly related to level of prices, a statement thereof is not complete unless one also indicates the date with reference to which the same is to be fixed or determined.

9.6 This Commission was constituted about the middle of August 1974. Though the questionnaire was issued about mid-October 1974, the time fixed for receiving replies had to be extended from the end of November to the end of December 1974 at the request of parties interested. For the said reason and because the initial work in connection with the setting up of the Commission's office and completing its allotment of staff took some little time, active investigations could not be started before January 1975. 1st January was also the date from which the pay scales recommended by the previous Pay Commission were given effect to. From about November 1974 the cost of living index started showing a tendency to come down slowly and it appeared that at any rate any steep rise of the index figures may not occur in the near future. Having regard to all these considerations, I selected 1st January 1975 as the date with reference to which investigations for the purpose of determining the minimum wage may be made.

9.7 Because the minimum wage which I have to determine is for an employee of the Government of the State of Karnataka, the correct field for investigation would be the State of Karnataka itself, -the levels or trends of prices prevalent therein and the living conditions of the families of its employees for whom the pay structure is to be devised.

9.8 In order to have as broad a picture as possible, in addition to calculations normally made on the basis of minimum nutritional standards in respect of food and the minimum clothing needs, a separate investigation was also made on a survey of about 5,000 families of government servants in different ranges of pay to ascertain the total expenditure, and the pattern of expenditure, and salient features of living conditions.

9.9 For the first calculation, the balanced diet tables given in the special Report No. 6 of the Indian Council of Medical Research entitled "Dietary Allowances for Indians" published in 1974 were used. 2700 calories were taken, as the standard minimum for one adult who is engaged in moderately active work which is regarded as the correct description of a government employee. For a non-working or sedentary adult 2,350 calories were taken as the standard minimum. In the calculation commonly made, a normal family for purposes of such calculation is taken to be composed of 3 adult consumption units. It is also, however, the known statistical position that the average strength of a normal family in India is 5 members. In this State it is said to be slightly higher *viz.*, 6. In the survey made of the 5,000 households of government employees mentioned above, it was actually found that the average strength is 6.3. Now, all the members of a family need not be adults. In a family of 6, there may be 2 to 4 children of ages ranging from infancy to adolescence. According to the balanced diet tables given in the above mentioned special report of the Indian Council of Medical Research, the average food requirements of children between the ages of infancy and adolescence may be taken at around half the requirements of an adult. In the light of these considerations, it was considered desirable and useful to construct data in respect of a family of 4 or 5 members representing approximately 3 adult consumption units one moderately active and 2 sedentary and of a family of 5 or 6 members representing approximately 4 adult consumption units 2 moderately active and 2 sedentary. Prices prevalent at the end of December 1974 at four representative centres in the State, *viz.*, Bangalore, Gulbarga, Mangalore and Davanagere were taken for purposes of calculation. In addition to the cost of food at the standard minimum nutritional level and clothing requirements at the rate of 18 yards *per capita* per year for 4 and 5 members respectively was calculated and to the same was added on account of house rent and miscellaneous expenses 10% and 20% of the total respectively.



9.10 On this basis, the expenditure was found to be as follows :

Sl. No.	Item	Expenditure in Rupees per month in different centres : 1 Moderate Unit and 2 Sedentary Units.				
		Bangalore	Mangalore	Gulbarga	Davan-gere	Average of all the four centres
1	Food	216.47	230.67	215.59	196.92	214.91
2	* Clothing @ Rs. 5.77/ Rs. 3.99/ Rs. 4.19/ Rs. 5.27	31.74	21.95	23.05	28.99	26.43
3	House Rent @ 10% of the total	35.46	36.09	34.09	32.27	34.18
4	Miscellaneous expenditure @ 20% of the total	70.92	72.18	68.18	64.54	68.96
	Total	354.59	360.89	340.91	322.72	344.78
	<b>RUPEES IN ROUND FIGURES</b>	355.00	361.00	341.00	323.00	345.00

\* Cost of clothing is for four persons.

Sl. No.	Item	Expenditure in Rupees per month in different centres : 2 Moderate Units and 2 Sedentary Units.				
		Bangalore	Mangalore	Gulbarga	Davan-gere	Average of all the four centres
1	Food	295.03	314.88	294.45	268.84	293.30
2	* Clothing @ Rs. 5.77/ Rs. 3.99/ Rs. 4.19/ Rs. 5.27	39.67	27.43	28.81	36.23	33.04
3	House Rent @ 10% of the total	47.81	48.90	46.18	43.58	46.62
4	Miscellaneous expenditure @ 20% of the total	95.62	97.80	92.36	87.16	93.24
	Total	478.13	489.01	461.80	435.81	466.20
	<b>RUPEES IN ROUND FIGURES</b>	478.00	489.00	462.00	436.00	466.00

\*Cost of clothing is for five persons.

9.11 The average of the expenditure of a family of 3 adult consumption units one active and two sedentary comes to about Rs. 345 and that of the family of 4 adult consumption units 2 active and 2 sedentary comes to Rs. 466.

9.12 For the second survey of 5,000 families for ascertaining the total expenditure and the pattern of expenditure, information was collected under the following heads of expenditure: (1) food (2) fuel and lighting (3) clothing and footwear (4) house rent (5) education (6) medical expenses (7) expenses on entertainments and festivals (8) expenses on transport (9) miscellaneous expenses and the percentage of each to the total was worked out. The four groups of employees in different ranges of pay taken up for investigation were the following :

- Group I** .... Basic pay Rs. 65-109 (with D.A. as on 1-10-1974 Rs. 200-267)
- Group II** .... Basic pay Rs. 110-149 (with D.A. as on 1-10-1974 Rs. 299-346)
- Group III** ... Basic pay Rs. 150-720 (with D.A. as on 1-10-1974 Rs. 373-1035)
- Group IV** .... Basic pay from Rs. 721-1800 (with D. A. as on 1-10-1974 Rs. 1036-1981).

The survey was made at Bangalore and at all district headquarters in the State. The full report of the survey with various tables relating to each of the groups as well as all the groups put together, is given in Annex XIV.

9.13 The consolidated average figures stand as follows :

Sl. No.	Item	Percentage to total expenditure				
		Group I (Rs. 65- 109)	Group II (Rs. 110- 149)	Group III (Rs. 150- 720)	Group IV (Rs. 721- 1800)	All Groups
1	Food	61.14	56.53	53.15	43.16	56.00
2	Fuel and lighting	7.22	7.01	6.73	5.72	6.92
3	Clothing and footwear	7.80	8.23	8.39	9.93	8.24
4	House Rent	8.52	10.02	11.80	14.27	10.44
5	Education	1.81	3.13	4.22	6.26	3.30
6	Medical expenses	1.65	1.82	1.75	1.69	1.75
7	Expenses on entertainment and festivals	3.80	4.24	4.36	4.24	4.18
8	Transport	2.18	2.96	3.69	8.22	3.20
9	Miscellaneous	5.88	6.06	5.91	6.51	5.97
	<b>Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
	Total consumer expenditure in Rupees	454.79	600.44	753.36	1251.17	608.23

9.14 Taking the first group which comprises employees at the lowest level, it is seen that the total expenditure comes to as much as Rs. 454.79 which discloses an expenditure of 42.60% over the average income per household inclusive of other incomes disclosed, if any, which comes to Rs. 318.92 and may be more if we take only the salary income. They spend 61.14% on food which works out to about Rs. 275.00 which is slightly less than the cost worked out in the first calculation of food at the standard minimum nutritional level for a family of 4 adult consumption units 2 active and 2 sedentary. They spend 8.52% on house rent whereas for the first calculation we have taken the figure of 10% for total expenditure. They spend 7.80% on clothing and footwear which is very nearly the cost of clothing arrived at for our first calculation.

9.15 From these figures one remarkable inference which follows is that the total expenditure of a family in Group I viz., Rs. 454.79 is much above the total expenditure of a family with 3 adult consumption units one active and 2 sedentary and comes close to the expenditure of a family of 4 adult consumption units 2 active and 2 sedentary. At the same time we find from the second survey that whereas the consumption of cereals agrees with the quantity calculated for the nutritional minimum, consumption of milk and milk products, fats and oils is below the standard. It is also not unlikely, but on the other hand highly likely, that figures for expenditure are slightly exaggerated and those for income stepped down, regard being had for the normal human tendency and the well known fact that this survey was being made by the Pay Commission engaged in revising the pay scales. It is also a highly probable if not almost irresistible inference that at the current level of prices a family of the type or class under reference cannot meet even its minimum needs with the salary received by a single member thereof from the Government. Either it has some other source of income not disclosed in the course of the survey or either the government servant or some other member of the family does some other work in order to supplement the income of the family. The total expenditure disclosed even though it might have been exaggerated also comes close to the calculated expenditure under the first calculation of a family with two active adult members. It is a reasonable inference, therefore, in my opinion, that it is common or usual for a family in this class to look to some other source or the work or labour of another member to supplement the income brought by one of its members as a government servant. Not to draw such an inference would be to make it inevitable to infer that a government servant or some member of his family resorts to sources or methods of making money which are not lawful. It is uncharitable to draw such an inference.

9.16 There is of course a school of thought which insists that in fixing a minimum wage for any person, no notice should be taken of any source of income for the family other than his wage. Though such a proposition may be expedient to make from the point of view of the wage earner, it may not be quite proper to act upon it in cases where the wage in question comes not from a profit making concern but from public funds collected by levying taxes on the general public.

9.17 Hence, not only on the basis of observed facts or the state of affairs in actual life and the inferences available therefrom and from the point of view of being fair both to the public and the public servant, I think it is fair and reasonable in the circumstances detailed above to infer that in addition to salary received from government by one of the members of the family, the family has some other income either arising out of a source other than such salary or earned by one or the other member of the family otherwise than by government service. The averages disclose that the excess is about or over 40% of the total and may even approach 50%. In Bangalore it is very much higher,—apparently because opportunities for gainful employment are larger there. It may not be unfair therefore to think that such other income may be of the order of not less than about 1/3 of the total income. If the total income is taken as equal to the total expenditure of Rs. 454.00 the reasonable minimum remuneration for the Government servant may be Rs. 300 per month, which together with the other income is adequate to keep the family above subsistence level and free from discomfort if not with some little comfort.

9.18 This inference can be tested by an inference available from *per capita* income determined for the State. According to quick estimates made on the figures available for the year 1973-74, the *per capita* income in the State at current prices was Rs. 703.00 per year. Subsequent estimates are not available. But if regard be had for the steep rise in prices during the months of April to September/October 1974, we may not be far from the correct figure if we estimate the *per capita* income as at the beginning of 1975 at Rs. 800 per year\*. As the denominator for determining *per capita* income includes both employed and unemployed persons, if a family receives income or remuneration not exceeding the amount arrived at by multiplying the *per capita* income by the number of its members, it does no more than take its own share of the total income of the State. If the average strength of the family is 5, such amount would be Rs. 4,000 per year and if the strength is 6, it would be Rs. 4,800 per year—working out a monthly income of Rs. 333 and Rs. 400 respectively. If the same is regarded as made up of salary received by one of the members as a Government servant and other income in the manner and proportion aforesaid, the reasonable minimum remuneration for the Government servant member of that family would be below Rs. 300 per month, which lends support to the inference that Rs. 300 per month would be at least the subsistence level if not a little higher than that.

9.19 Another circumstance which must be borne in mind is that a person in the lowest rank of Government service enters service at an age below 20 or even 18. He would not be married at that age. It is also not unlikely that his parents might be still living and at least one of them would be still capable of working and earning. Hence, parents instead of being dependents of the Government servant might themselves be a source of assistance to the Government servant himself. Hence a total remuneration of Rs. 300 to begin with cannot be regarded as either low or unreasonable.

9.20 On a careful consideration of all these circumstances, I determine the total emoluments amounting to Rs. 300 per month as a fair and reasonable minimum remuneration for the lowest category of Government servants of this State.

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\*According to the quick estimate of State income for 1974-75 prepared by the Bureau of Economics & Statistics the *per capita* income for the State is estimated at Rs. 783-96.

9.21 Now it has been pointed in Chapter II above, that remuneration given to a Government servant is made up of two items — a pay being the value of his work and an allowance or allowances intended to be compensation to him for such of his expenses as may be reasonably regarded as necessarily incidental to or consequential upon Government service. It has also been pointed out that there are certain items of expenditure such as house rent, transport and petty medical expenses which are common to all Government servants; this is so whatever may be the class to which the Government servant belongs and whichever may be the place where he is working.

9.22 It is a common feature of all pay structures for Government servants in this country to provide for additional allowances going by the name of house rent allowance, city compensatory allowance etc., when they are working in what are called costlier places, intended to compensate them for additional expenditure on certain items necessitated by higher prices or costlier services at those places. The selection of such costlier places is based on considerations which are admittedly the subject of much controversy. Population of the places has been invariably regarded as one of the tests for determining whether the place may be regarded as costlier than another place, but it has also been invariably pointed out that it is not a sufficiently reliable test and that a place with a smaller population may perhaps be as costly as the one with a larger population. So far as house rent is concerned and perhaps also transport, it has been frequently and constantly pressed that tendency for rents and transport charges to rise is not limited to so called costlier places but extends to several other towns, small or big. Indeed the most frequent complaint or grievance voiced before me by representatives of several cadre associations as well as individual Government servants coming from mofussil places was that it is an unreasonable and unsupportable proposition to state that difficulties of finding accommodation, the necessity of having to pay high rents and high transport charges are limited to a place like Bangalore and few others selected for payment of house rent allowance or city compensatory allowance. Village level workers particularly complained that quite apart from the difficulty of finding accommodation in villages and the necessity of their having to find accommodation in towns at some distance from the villages where they work, they are exposed to other items of expenditure arising out of the necessity of having to place their children with relatives or hostels for purposes of education or to transport necessities, to carry food or to purchase food outside etc. It is also pointed out that whereas in cities like Bangalore, most amenities and necessities of life are available within a short walking distance from residences, in smaller places in the mofussil and villages they have to wait for weekly markets or shandies or walk or travel by some transport to another place for making their purchases and prices of food articles and other necessaries are liable to uncertain inexplicable rises.

9.23 On the whole, the position appears to be that in the matter of level of expenses broadly relatable to house rent and transport, together with other trends or uncertainties in the supply and movement of articles of food and other necessaries, the predicament of Government servants at all places in the State seems broadly to level out, making it unreasonable or illogical to make a definite categorical statement that life in one or more of selected places in the State is necessarily costlier than life in the rest of the places.

9.24 Regarding petty medical expenses, the universal complaint made before me is that the procedure prevalent for securing reimbursement of medical expenses is so cumbersome and subject to such delays and difficulties arising out of the unhelpful attitude of those whose certification of particulars is necessary, that the bulk of Government employees are virtually denied the benefit of this relief. The complaint receives strong support from the figures and particulars obtained from the various departments of Government which go to show that less than 30 or 25% of the staff seek reimbursement of medical expenses.

9.25 Having regard to all these considerations, it occurred to me that it would be a fair, reasonable and equitable arrangement to provide for one consolidated general allowance for every Government servant every where called the General Purposes Allowances (hereinafter referred to as G.P.A.) made up of a subsidy on account of house rent, expenses on transport and medical expenses. I put this proposition to the several representatives of cadre associations and others who appeared before me, and the same was welcomed with general approval and satisfaction.

9.26 For determining the quantum of G. P. A. the tabulation of the results of the survey of 5,000 families of Government servants is of considerable assistance. The consolidated average figures given in para 9.13 above show that average percentage which house rent bears to total income is 10.44, transport is 3.20, medical expenses 1.75. Before accepting and acting upon these averages it should be borne in mind that the survey was an *ad-hoc* survey and though made with a certain logic behind it, was not made with any defined or definite sample frame. One should therefore be careful before making any large inferences therefrom. It would be useful as indicative of certain general tendencies, but the firmness and accuracy of an inference drawn therefrom must depend upon the extent to which the inference receives support from general experience of what is really the true state of affairs in actual life.

9.27 Now, two tendencies are clearly noticeable. As one goes from Group No. I up to Group No. IV, the percentage of the expenditure of food to total expenditure slowly gets reduced. It is respectively 61.14, 56.53, 53.13 and 43.16. From this one should not jump to the conclusion that persons in higher brackets of salary income eat less or less nutritious food. Though the percentage may be smaller, total income and total expenditure are larger, which means that the persons in higher brackets of income actually spend and are in a position to spend more money on food, which being a smaller percentage of their total income than the percentage spent by those in lower income groups, they are in a position to spend larger sums on other items of expenditure like house rent, transport, entertainment, etc. The same or similar is the tendency if we see the percentages of expenditure under several heads in a place like Bangalore or Dharwar or Gulbarga or Mangalore or Mysore and compare the same with the relative percentages in other places. Taking the figures for Bangalore, the percentage of expenditure on food of 52.55 is smaller than the average for all centres. The total expenditure of Rs. 673.78 is also higher than the average. Correspondingly, the expenditure on house rent and transport is higher than the average of all the centres for these items. The inference, therefore, is similar.

9.28 So, the determination of one uniform percentage for computing the G.P.A. applicable to all places will not work any injustice or unfairness. To the person in a higher bracket or so called costlier place it will be in the nature of a subsidy; to a person in lower brackets or in other places it will be in the nature of a cushion which, besides meeting rent, transport and medical expenses, will help him make good deficiencies if any in the matter of food and other necessaries, which for reasons already stated may be a little more difficult to secure and may have their cost enhanced either by uncertain trends or by the travel or effort necessary to secure the same.

9.29 So far as house rent is concerned, the survey discloses that a good number of the households surveyed either have their own houses or occupy rent-free quarters provided by the Government or rented quarters provided by the Government for which rent is charged at 10% of the salary. It is likely therefore that the consolidated average of 10.44 may be a little low and the lower averages between 7 and 8% in certain places may be deceptively low. It is seen, however, that the percentage which house rent bears to total expenditure rises with the rise in income which may be accounted for by the reason already

stated that a smaller percentage required for food which is good and well above the minimum nutritional standard places, Government servants in that class in a position to spare larger amount for larger and more comfortable accommodation.

9.30 Another aspect of house rent which should not be lost sight of is that the necessity for accommodation is not wholly dependant upon or exclusively relatable to Government service. Everybody requires a house or a place to stay whether owned or rented. To the extent the nature of the house or distance of the house from place of work or the higher rates of rent prevalent in towns where the Government servant works may necessitate a larger outlay on house rent, the same may be said to be reasonably incidental to Government service. An allowance therefore for rent is largely in the nature of a subsidy.

9.31 For these reasons, I consider that a round figure of 10% may be a fair and reasonable subsidy on account of house rent.

9.32 Coming now to transport, the survey discloses that about 28% of Government servants live within 1 kilometre of their place of work, 34% between 1 to 3 kilometres from their place of work, 17% from 3 to 5 kilometres and the rest more than 5 kilometres away. It also shows that 41% of Government servants walk to their place of work, about 30% use bicycles and 25% use public transport like a bus. Those who use cars are less than half a per cent and those using motor cycles or scooters and the like are 3%. It should also be remembered that though the persons in higher brackets of salary spend a larger percentage of their total expenditure on transport, much of it might be for personal use only and not necessarily for travelling to the place of work or exclusively on Government work. The percentage which is between 2 and 3 in Groups I and II rises to the level of 3 to 8 per cent in Groups III and IV. The reasonable inference is, the expenditure on transport incurred by the Groups I and II is probably wholly incidental to Government service and that in the case of Group III, bulk of it may be related to Government service, whereas the proportion of the expenditure between Government service and private use in the case of the IV Group may not be more than 50-50.

9.33 I therefore determine 4% as a fair percentage for transport charges in computing the G. P. A.

9.34 The average expenditure on health (petty medical expenses) is only 1.75. The figures received from departments regarding reimbursement of medical charges also work out a drawing of about or around 2% of the total emoluments. The question is whether the said worked out percentage represents the true state of affairs or atleast approximates thereto. Two clear circumstances may be taken into account. One is that in lower income groups, some of the minor illnesses or physical discomforts may go unattended to either on account of lethargy or difficulty in the matter of securing medical attention or medication or for sheer lack of ready money at the time. The other circumstance is that the general feeling that minor ailments are not a matter of great moment makes a man get rid of them quickly and think no more of them, and when asked about percentage of expenditure incurred for them, he may give an offhand estimate slightly coloured by a desire to give the impression that he is generally in good health and takes no great notice of minor ailments.

9.35 Considering these matters and possibilities, I think a reasonably adequate attention to minor ailments with a view to maintain a fair level of good health and thus of efficiency for work would require an expenditure of about 3%.

9.36 Apart from these three broad categories of expenditure, which may be regarded as reasonably incidental to Government service, there may be other unforeseen or unexpected items of expenditure as for example occasional food

outside home, occasional necessity to hire a costlier mode of transport to save time etc., which are not capable of exact statement. On account of these, I would add another 3%.

9.37 Hence, the G. P. A. should be composed of 10 % of the basic pay as a subsidy for house rent, 4% of the basic pay on account of expenses on transport, 3% of the basic pay for petty medical expenses and 3% of the basic pay for other types of expenditure. The total percentage of the G. P. A. will therefore be 20% of the basic pay.

9.38 Now, in determining Rs. 300 as the minimum remuneration or total emoluments at the commencement of service at the lowest level, all these expenses have been taken into account. Hence the correct way in my opinion in which the said total remuneration should be split up or expressed is that the basic pay is Rs. 250.00 and G. P. A. Rs. 50.00 making a total of Rs. 300.00.

9.39 The said 20% as G. P. A. should of course be made available at every incremental stage of every scale to be constructed and to every Government servant whichever class he may belong to or whichever place he may work at but will be subject to a maximum of Rs. 500.

9.40 Regarding the maximum remuneration, the same is expressed by every body as a multiple of the minimum remuneration. Though some persons in reply to the general questionnaire have gone to the extent of saying that the maximum should not exceed 4 or 5 times the minimum, the general trend of opinion is that in existing circumstances with a view to narrow down the gap between the lowest and the highest level of salary income as a measure of social justice the maximum remuneration may be limited to 10 times the minimum.

9.41 The Karnataka Government Employees' Association has stated that the proportion may be 1:10 post-tax. They have in mind, of course, the salary of the Chief Secretary which is Rs. 3,500 per month. The Chief Secretary being a member of an All-India Service his salary is not within my purview. However, even if the same is taken for the said limited purpose of comparison and even if inclusive of whatever allowances he may get his total monthly emoluments are estimated at Rs. 4,000 at the optimum, under the prevailing rates of income-tax the same at post-tax level would amount to Rs. 2,654 per month which is 8.84 times the minimum of Rs. 300 determined by me.

9.42 There is another school of thought which prefers to make a pre-tax comparison between the minimum and the maximum, taking the view that the structure of income-tax in our country is so framed as to narrow down disparities in personal incomes and to assist in establishing an egalitarian society and that therefore a pay structure constructed on a pre-tax comparison will automatically get adjusted to changes in taxation policy.

9.43 I should, however make mention of a couple of considerations which are generally forgotten or are not adverted to in this connection. To say that the objective or intended operation of the income-tax structure is limited to what is stated in the last preceding paragraph would be to take a truncated view of the formulation and working out of State policies. A system of taxation rationally conceived should be related not only to prevailing economic conditions but also to general national objectives of securing the welfare of all classes of citizens. Government servants who are also citizens will as such citizens receive the impact and the benefit of such policies. Hence, in relation to a pay structure limited to them and determined with reference to a particular date or period of time, a post-tax comparison would present a clearer and fairer picture because it thus takes into account existing taxation as

an essential element in the prevailing economic situation in the same way as price trends which are considered in determining the pay structure reflect the total impact of indirect taxes like excise, sales tax, taxes on transport. Secondly, as the pay is determined in the shape of time scales, better points for a fair comparison would be the mean points of the scales rather than the bottom of one and the top of another.

9.44 Having considered these several points of view as well as the prevailing economic conditions in all their aspects and keeping in mind the principal objective of securing reasonable suitability between the levels of proficiency and difficulty with respect to different jobs in Government service and the scales of pay to be respectively determined for them, I have reached the conclusion that a maximum remuneration inclusive of G. P. A. of Rs. 3,250 per month is necessary to achieve the said objective with respect to the pay structure which I am to construct.

9.45 Hence, I determine the minimum remuneration or total emoluments at Rs. 300 per month made up of a basic pay of Rs. 250 and G. P. A. of Rs. 50 and the maximum remuneration or total emoluments at Rs. 3,250 per month composed of a basic pay of Rs. 2,750 and G. P. A. of Rs. 500.

## Chapter Ten

### PAY SCALES GENERAL PRINCIPLES

10.1 Except in respect of some very superior posts for which an invariable lumpsum is determined as pay, the general or universal practice is to express pay for posts in Government service as a time scale, the initial pay rising in stages called increments every year, and running for a specified number of years. Various reasons are stated for adopting such a procedure. All of them, however, are related to or inferred from the essential fact that pay is value of work. One theory is that in a time scale the mean of the scale must be regarded as representing the full or correct value of the work and that in the earlier periods when the employee is picking up work, he is given a pay which is lesser than the real value of the work and that he is compensated for this lower payment by getting more than the value during the second period of the time scale. In another theory, the reason stated for giving increments is that as a person advances in life his domestic expenses are likely to go up and that therefore it is necessary to provide him with larger funds to meet those expenses so that he may be free from worries which might adversely affect his efficiency in turning out work. It appears to me, however, that neither of these theories correctly or completely explains the real position. As mentioned in Chapter Two itself, pay exclusively represents value of work; and expenses of the employee which are to be compensated by allowances should be expenses which are incidental to or consequential upon Government service. Hence a more acceptable and more logical explanation would be that the entire time scale taken as a whole represents the value of work and that the increments reflect the development or improvement of skill by experience.

10.2 As, however, total remuneration should satisfy both the elements namely value of work and expenses incidental to it, the scheme for expressing the total remuneration as made up of a basic pay and General Purpose Allowance has been evolved in the last preceding Chapter. The purpose underlying the payment of G.P.A. is to see that the value of work represented by the basic pay



is not depleted by the employee having to incur expenses which he would not have to except as incidental to his work and that he should be assisted in maintaining a standard of health and efficiency necessary to enable him to perform his functions and duties satisfactorily. As the G. P. A. is so closely related to work and is intended to maintain parity between the value of work and basic pay, G.P.A. should be regarded as an adjunct to the time scale of basic pay. That is the idea underlying my proposal that G. P. A. should be paid at every incremental stage in the time scale of basic pay as a percentage of the basic pay from time to time increased by addition of increments. The total result of such a scheme is, throughout the period covered by the time scale the employee gets not only progressively increasing pay corresponding to progressive acquisition of better skill and a similarly enlarging G.P.A. to meet incidental expenses in such a way as to avoid the contingency of basic pay falling short of real value of work. The overall idea is that basic pay together with G. P. A. should ensure the original principle with which we started that pay must be suited to the level of proficiency and difficulty appropriate to the post or position in question. Once that position is achieved, there can no longer be any justification for continuing the practice now prevalent of adding further payments by way of special pay or selecting a few persons of the same grade or cadre and giving them higher pay scales called selection grades.

10.3 The reason ordinarily stated for payment of special pay is that it is intended to cover what are described as specially arduous nature of the work and added responsibilities of a particular post. It assumes that the pay which the person appointed to such a post carrying the special pay is at that time inadequate payment for the weight of work and responsibility of the said post. Where, however, in the scheme we are now evolving, pay and G. P. A. are exhaustive of the value of work and a provision for saving it against erosion by expenses incidental to the work, the reason stated disappears. The historic reason for this system of special pay appears to be that in superior services like the Indian Civil Service in former days and the Indian Administrative Service at present, a pay scale is regarded as personal to persons recruited to these services and the administrative practice was and continues to be to require those persons to work in different posts of varying quantum and nature of work and of varying responsibilities. Even there, by the determination of different scales called the junior scale, senior scale, selection grades and super-time scales and trying to maintain a certain appropriateness between these different scales and the levels of posts by dividing posts into junior duty posts and senior duty posts, a correspondence between the particular scale on which a person is placed and the level of the post to which he is posted is maintained. So what little historic basis there may be or may have been possible of being pointed out in justification of the system of special pay must now be taken to have disappeared or become unrelated to actual state of affairs. In the pay scales that I am proposing to construct, acting on the principle of suiting pay to the levels of proficiency and difficulty, it is not possible to provide for special pay nor is it necessary to do so. Indeed, having fixed scales appropriate to the value of work in the manner aforesaid, to pay anything more would be injurious to public interest because such payment would be in excess of the real value of the work.

10.4 It has been suggested in the course of discussions that on certain occasions there is in certain departments a sudden increase in work load and pressure for time, especially in connection with such matters as the preparation of the budget or certain more than usual expedition found necessary in executing any particular programme or project, when it becomes necessary to place the employees on special duty obliging them to work longer hours than ordinarily and that therefore at least in such circumstances there may be justification in paying special pay. I find it difficult to accept this position. When a person is placed on special duty, he is relieved of his ordinary duties. If more work than usual is expected to be turned out during particular periods

or for certain special reasons, there is no difficulty in drafting more men to deal with it transferred from other sections of the office, the nature and volume of work in which permits of sparing some men allotted to the section or the work itself being postponed for some time without causing either inconvenience to administration or injury to the interest of any member of the public.

10.5 The idea of giving special Selection Grades to a few persons selected out of a cadre is not supported by a large number of persons, but where some support is expressed it is sought to be justified on the ground that certain persons selected specially for their outstanding abilities deserve a higher payment than others in the same cadre and that the prospect of getting a selection grade is a necessary incentive to all persons to put forth their best in Government work. Apart from the fact that the selection of such persons is a matter of extreme difficulty and capable of much difference of opinion, honest or otherwise, in the matter of making such selection, there can be no doubt that human nature being what it is, the possibility of such doubts and the tendency of a person not selected to question its propriety will operate as disincentives to a greater extent than the granting of grades is expected to operate as an incentive. Further, the scheme of job valuation as a basis for constructing pay scales necessarily excludes the possibility of giving higher Selection Grades to persons in the same cadre and working in the same posts or in posts of same level.

10.6 There is a practice now prevalent in cases of some cadres or some departments which also necessarily gets excluded for the same reason and that is the practice of giving additional increments or advance increments to persons who acquire qualifications higher than those prescribed for the post. The theoretical basis for this is that his efficiency improves by taking a higher qualification appropriate to the nature of the work. Firstly, the prescription of a lower qualification by the rule making authority means that competence represented by it is enough and that therefore any higher competence represented by a higher qualification is not necessary. Secondly, the basic assumption that efficiency improves by taking a higher qualification is open to doubt. Very often if not invariably, efficiency is personal to an individual in the same way as a spirit of dedication to work and deep interest in it is personal. Thirdly, if a person actually acquires a higher qualification by passing an examination, one should necessarily assume that he has the capacity to acquire that qualification even in the absence of his doing so. Unless therefore one is deliberately dishonest, it is humanly impossible for him to withhold his capacity or efficiency from his work and the normal rule in all public services, indeed in all work of any type, is that a person should put forth his best.

10.7 There is another practice which is more unjustifiable if one may use such an expression and that is of giving advance increments for passing prescribed departmental tests. Now, departmental tests are really in the nature of necessary qualification to enable a person to do the work of the department efficiently. It is indeed a part of basic training. It is difficult to understand how a test which is prescribed as a condition of recruitment and continuance in service can entitle a person for larger payment when every one of the persons is expected to pass the same test. This also is described as an incentive. But when a qualification is prescribed for recruitment which means that the possession of such qualification is absolutely necessary for recruitment into and continuance in service, it is impossible to agree that anything more than the prospect of entering and continuing in service is necessary or can be expected as an incentive.

10.8 In respect of both the matters referred to in the last two preceding paragraphs, one common feature which must be remembered is that in the scheme of job valuation here followed, the initial qualification prescribed for

recruitment, training and tests intended to help in acquisition of the necessary skill as well as the skill and effort are all taken into account as factors relevant to valuation. Hence the practice of giving advance increments in these circumstances necessarily gets excluded.

10.9 As a mitigation for delayed promotion, there is now a provision made for extending the benefit of a higher pay scale either without upgrading the post, or by upgrading a specified number of posts in a cadre, attaching a higher pay scale to them and promoting persons to the same on seniority basis. In either event there is no change in the nature or weight of work or duties. Logically in the scheme now pursued where a pay scale is directly related to the levels of proficiency and difficulty represented by the post, it is not possible to give a person while continuing in the same Grade a scale higher than the one determined for it. It suffers from the same legal and ethical defect as the Selection Grades do. According to the norms followed for giving such selection time scales, no person becomes eligible for such higher scale unless he has remained in a cadre or post for at least ten years without promotion. Apparently, it proceeds on the footing that a person may reasonably expect to be promoted within 10 years and that on the footing that the total service is about 30 years, a person may reasonably expect at least two promotions and to occupy three levels before he retires. It has also been suggested to me that a person in service must have what is called a jump at least once in ten years if not in shorter periods. It has also been stated before me by some officers of the Government that this system of giving selection time scales where promotion is difficult or delayed has by and large brought about satisfaction. But the clear impression amounting to an actual finding of fact which I gathered from the discussions with representatives of nearly 200 Cadre Associations is that the system has led to extensive dissatisfaction. The universal complaint was firstly, that norms have not been or are not capable of being fully and effectively applied and that therefore there have been considerable delays in certain departments in the matter of granting the scales and secondly, that even if the next higher time scale is given as selection time scale a considerable portion of the same would have already been traversed by the person concerned in the lower time scale itself with the result that it makes no appreciable difference to him whether he gets the scale or not. The only norm stated *viz.*, ten years' service in a cadre without promotion is a norm expected to apply to every one. If so, the result could and should be achieved by so constructing the scale that everyone beyond ten years gets a uniform increase in pay. The process by which such increase is given is the system of increments. The so called jumps which are expected in ten years or in shorter periods can also be provided by prescribing reasonably short periods for incremental stages and giving increments on a rising scale. Secondly, in cadres or posts in respect of which promotional opportunities are meagre, the time scale prescribed for them can itself be extended beyond the maximum be 4 or 5 years so that the loss of promotion does not mean great loss financially and the difference between the maximum of the lower scale and the maximum of the higher scale is narrowed down progressively.

10.10 This brings me to a consideration of what should be the proper length of a time scale and what should be the ranges for and rates of increments.

10.11 On the first question, assuming that in existing conditions of cadre strength in different departments, all that one could expect is one certain promotion and another reasonably probable and the length of service may be taken at about 30 years, the proper length for time scale appears to be not more than 15 years after completing probation. Hence the longest period within which the maximum determined for a scale should be reached should not exceed 17 years. In higher cadres, the length may be shorter; because those are reached by promotion by which time some considerable period of service would have been already put in, there must be reasonable prospect of the promotee to a higher scale reaching the maximum before retirement.

10.12 As to increments, there has been a complaint, in my opinion fully justified in existing conditions, in respect of such small increments as Rs. 2, Rs. 3, Rs. 4 or odd figures like 6, 7, 8 etc. The suggestion is that the minimum increment should be Rs. 5, that subsequent increments should be multiples of 5 and that increments must be rising in quantum as a person progresses in service. I think the suggestion is good and should be accepted. Selection of 5 as the minimum and multiples of 5 subsequently will also greatly assist in reducing time for calculations because we are following the decimal system of currency. To provide for what are called jumps, it is better to provide shorter ranges for incremental stages.

10.13 On these considerations, I propose to provide for increments as indicated in the following table :

Range		No. of years	Rate of increment
Rs.	Rs.		
250—	300	10	5
300—	340	4	10
340—	400	4	15
400—	500	5	20
500—	600	4	25
600—	750	5	30
750—	1000	5	50
1000—	1300	5	60
1300—	1900	8	75
1900—	2500	6	100
2500—	2750	4	125/2

10.14 Excepting the lowest range which runs for 10 years and the range between 1300—1900 which runs for 8 years, the rest of the ranges are of 4, 5 or 6 years only. At the bottom such a length becomes necessary for reasons which I shall explain fully in the next Chapter dealing with construction of pay scales. Regarding the higher range of 1300—1900, the annual jump of Rs. 75+ G. P. A. is itself large. In the first three ranges comprising 250—400, the increments work out to a percentage of 2—4 if the increment alone is taken into account and  $2\frac{1}{2}$ —5 if the G.P.A. is also taken into account. In the other ranges the percentages are:  $4\frac{1}{2}$ —5 if increment alone is taken into account and about  $5\frac{1}{2}$ —6 if G.P.A. is also taken into account.

10.15 The next important matter which should now be considered is whether the scales may be telescopic or should every higher scale start from the top of the next below scale. I have decided in favour of telescopic scales for two reasons. The first reason is that experience in a lower cadre increases skill and makes the person suitable for promotion to the next higher cadre. The promotional policy implicit in the recruitment rules also is that the lower qualification prescribed for a lower cadre together with some experience in that cadre confers upon a person a competence which is equivalent to the competence represented by a higher qualification prescribed for direct recruitment to the promotional cadre. Promotions, however, are not always certain. They depend upon various circumstances such as relative strength of cadres and the relative age group of persons in different cadres. Hence there must be an attempt to give a person after some time in a lower cadre a pay which may be appropriate to at least the lower reaches of the scale prescribed for the promotional cadre. Secondly, it is a known fact in Government offices that a person who has put in some length of service in a lower cadre is generally entrusted with heavier or more difficult work which is in more respects than one appropriate to the work of the higher cadre. Hence the acquisition of better skill by experience and the actual practice normally followed in offices and the principle of suiting pay to levels

of proficiency and difficulty all point to the necessity of constructing scales of pay which are telescopic. Such a procedure will itself go a long way in removing frustration by reason of delayed promotion. A further step to be taken in the same direction as already pointed out is to extend the scales beyond the maximum by a period of 4 or 5 years in the case of cadres in which it is seen from experience that promotional opportunities are meagre.

10.16 The last point or matter is the question whether there should be or should not be efficiency bars provided in time scales of pay. The weight of opinion expressed by the representatives of almost all the cadre associations is that efficiency bars in actual practice do not serve the purpose for which they are theoretically intended and may succeed in operating as irritants if not actual occasions for harassment on personal or individual predilections and prejudices. Even among the officers of the Government, those in lower age groups are inclined to take the same view. A few senior officers have, however, strongly pressed that the automatic movement on a time scale of pay in the event of there being no efficiency bars provided therein at appropriate stages is most likely to lead to a certain amount of complacency on the part of the employees and indifference if not distaste for discipline. They cannot and do not however deny that in actual practice in majority of cases well exceeding 90% if not 95, the granting of sanction or permission to cross the efficiency bar is dealt with as a routine matter with little or no active or effective consideration of the objective which such bars are supposed to subserve. Realising this position, they amplify their suggestion for continuance of the bars by making a further suggestion that along with the provision for efficiency bars, there should be simultaneous provision for some procedure by way of tests or interviews or the like for an objective consideration of the question whether the person is fit to cross the bar. Taken as a whole, this opinion must be regarded as a confession that experience discloses that efficiency bars have never actually served their purpose. The remedy suggested by way of the above additional suggestion is in my opinion open to the same infirmities and undesirable features as those which I have briefly expressed in connection with Selection Grades in paragraph 10.5 above. Having considered the matter carefully and in all its aspects, I am firmly of the opinion that no good purpose will be served by providing for efficiency bars in time scales of pay but that on the contrary in all probability, they may occasion mischief which is destructive of the original good purpose. I am therefore not providing any efficiency bars in the scales I propose to construct in the next Chapter.

10.17 Though it is quite obvious and requires no specific mention, I record for purposes of completing the statement of the subject that increments are annual, except in the top most range where biennial increments are necessary to maintain the spread without exceeding the limit of the maximum remuneration fixed in the last preceding Chapter.

## Chapter Eleven

### CONSTRUCTION OF PAY SCALES

11.1 Having fixed the minimum and maximum remuneration and settled the general principles to govern the structure of the pay scales the next step is to proceed to actual construction of the pay scales. In accordance with the basic principle implicit in our scheme, all posts included within each horizontal Grade are to get the same pay scale. As the posts have been graded into 15 horizontal Grades, 15 scales included within the terminal points of minimum and maximum remuneration have to be constructed.

11.2 The result of the discussion in Chapter Five is that there are four broad hierarchical levels in the structure of the administrative machinery and the levels of responsibility in each of those broad levels in any given stream of cadres need not exceed four. Of course, the lowest level of helpers or subordinates contain only two levels depending upon the possession or otherwise of a simple skill. In each of the remaining three levels the said feature or there being no more than four levels is evident. In the operational or ministerial level of Assistants, it is not necessary in any stream to have more than two operational levels and two supervisory levels. The proliferation of such levels occasioned in some departments or streams of cadres for providing or giving the impression of enlarging promotional opportunities, necessarily gets rationalised in the scheme of job valuation discussed earlier. To give effect to the principles already discussed and to achieve the objective of suiting pay to levels of proficiency and difficulty and devising a scheme of increments in such a way as to reflect the improvement in skill on account of service experience, the pay scales should accordingly get improved and widened in their scope.

11.3 As the relative value of work in different hierarchical levels is fixed by the process of grading, the economic value is to be achieved by arranging them in the said order between the minimum and maximum remuneration as fixed in Chapter Nine. Excluding the two lowest grades of helpers, where the emphasis should be more on the employee moving quickly or rapidly from subsistence level to the level of a need based minimum wage, in the remaining three levels, the emphasis is more on the competence or level of responsibility represented by the different Grades. The logic of the grading will be broadly met if the pay scales determined for each of the three said levels cover a range of about or near-about one-third of the entire range of 3,000 between the minimum and the maximum remuneration. As we have preferred to have telescopic scales for reasons set out in the last preceding Chapter, the bottom of the lowest scale of any level will naturally dip into a part of the range of the immediately next below level, may be to a point around the mean of the range of the lower level although it need not necessarily be the exact mean.

11.4 Now taking up the lowest scale for Grade I it has already been pointed out that it has to start with a basic pay of Rs. 250/- and G. P. A. of Rs. 50/- It represents in my opinion, for reasons discussed in Chapter Nine, not merely the subsistence level but a step above it as including some level of comfort. The need based minimum wage suggested by the Karnataka Government Employees' Association is in the region of Rs. 420-430. The result of the surveys conducted by me is that the expenditure on the basis of minimum nutritional standards of a family of 4-5 members is Rs. 345/- per month and that of a family of 5-6 members is Rs. 466/- We have also seen in Chapter Nine that the survey of 5,000 families disclosed a monthly expenditure of about Rs. 454/- which indicated that the average membership of the family is nearer six with atleast one person in addition to the Government servant contributing to family expenditure. So, if we take the average of 345 on one hand and either 466 or 454 on the other, the need based wage may be located somewhere around 400-410. To provide against deficiencies possible in acting upon averages, we might take 420 to be a reasonable estimate of the need based minimum at the beginning of the year 1975. So the total remuneration at the top of the scale can be reasonably taken at Rs. 420/- which would mean a basic pay of Rs 350/- and a G. P. A. of Rs. 70/-. The length of the scale may be 15 years. Although the average membership of the family may be taken as 6, at the time recruitment takes place the recruit may be of the age of 20 or less and unmarried ; a period of 10 years may be regarded as reasonable for the membership of the family to reach the optimum and another 5 years is a reasonable addition to reach the point when the level of expenditure reaches the need based minimum of Rs. 420/-. So the scale would be the following :

(1) Rs. 250—5—300—10—350

The last increment of Rs. 10/- is Rs.5/- less than the increment indicated by me for the range between 340 and 400. But on the considerations adverted to above, this small departure from the general scheme for increments does not affect the total result. By the time the employee reaches the age of 35, he will have reached the need based minimum wage and may, therefore, be expected to live in reasonable comfort for the rest of his life.

11.5 For the next higher Grade No. II, the possession of a simple skill calls for a shorter period within which the need based minimum wage should be reached; it is also reasonable that the top of the scale should be little above the need based minimum. So I propose to start the scale six stages above the minimum of the first scale at Rs. 280/- and take it to the basic level of Rs. 420/-. With the G. P. A. it will run from a total remuneration of Rs. 336/- to Rs. 504/-. The scale will be :

(2) Rs. 280—5—300—10—340—15—400—20—420

The length of the scale is 13 years. In this scale the employee will reach or cross the need based minimum wage in about 8 or 9 years when he is less than 28 years old and cross the total of Rs. 500/- when he is less than 33 years of age. There is a limited scope for one in the first Grade to get promoted to this Grade by acquiring some skill which will make him eligible to get into the second Grade. Even if he takes six years or more to acquire that skill, he will, if he is promoted, skip two years by earning two increments by the operation of Rule 42B of the Karnataka Civil Service Rules with the result that he will cross the level of need based wage in about 12 or 13 years and reach and cross Rs. 500 in about 17 years.

11.6 For the next two Grades III and IV, I propose the following scales :

(3) Rs. 300—10—340—15—400—20—500—Extension—10—550.

(4) Rs. 300—10—340—15—400—20—500—25—600—Extension—20—700.

Now these two scales relate to Grades III and IV for recruitment to which the educational qualifications are respectively of the standard of Junior Certificate courses and Senior Certificate courses. Although the minimum general educational qualification for these is Middle School and High School respectively, in the case of holders of certificates in craft or trade, the emphasis generally is more on the craft or trade subject than on general education. But Grade IV also includes categories like Second Division Clerk, Primary School Teacher, Gram Sevak, Village Accountant, para medical staff etc., where undoubtedly the emphasis is largely on general education and in-service training courses. So far as the certificate courses are concerned they are of varying duration and the better skill acquired by experience in service and better personal capabilities of individuals may operate to reduce the differences or eliminate them altogether. There is also the likelihood of new courses being devised by educational authorities or the courses being condensed with a view to improve employment opportunities. All these circumstances may in course of time present some difficulties in deciding which of these two Grades may be appropriate to a particular qualification. In the case of certificates related to mechanical operation or operating machinery or gadgets, it is not unlikely that the course of circumstances might invest the third scale with the character of being itself a sort of training ground and the 4th scale with the character of the real basic scale. For all these reasons after anxious consideration I have thought it best to begin both the scales at Rs. 300/- and make the higher scale longer taking it to a higher maximum. The 4th scale will serve both the purpose of meeting the above contingency in the case of some craft or trade certificates and have the necessary amplitude to take in the more important posts appropriate to general educational qualifications of which the posts enumerated above are illustrative. As already indicated, these scales will apply to a very large number of government employees and experience

discloses that the cadres represented by them have meagre promotional opportunities. I have therefore extended both the scales. It should be added that in both the scales the need based wage is reached within 4 or 5 years and the subsequent movement of the scales is more rapid. The third scale has a length of 13 years and an extension of further 5 years. The fourth scale has a spread of 17 years and an extension of further five years. The reason for adopting the maximum length considered to be reasonable in the last preceding Chapter is once again the paucity of promotional opportunities in the cadres represented by this scale; with a view to seeing that maximum provision is made in mitigation of the same, I thought it best to lengthen the scale itself to the limit and also extend it. The last point to be mentioned in this case is that the increments in the extended portion of the scale are smaller than those prescribed for the same ranges in the regular scales, the reason being that the increments in the extended portion of the scale are in the nature of stagnation increments or increments as a relief against stagnation.

11.7 The subsequent or higher scales will naturally be much above the need based minimum wage. Considerations relevant to them will therefore be exclusively those related to the factors for job valuation.

11.8 The next two scales No. 5 and 6 related respectively to Grades V and VI will be the following :

(5) Rs. 400—20—500—25—600—30—750—Extension—25—850.

(6) Rs. 440—20—500—25—600—30—750—50—900.

It will be remembered that the persons in Vth Grade are diploma holders and those in Grade VI are graduates. I have already detailed the reasons for placing the graduates in a higher Grade. Assessing the relative positions and the circumstance that length of experience in service has the effect of reducing or eliminating differences in levels of competence, I have provided a difference of only two steps at the bottom and reduced the difference at the top by extending the 5th scale. The extension, of course, also serves the purpose of providing against delay in securing promotion.

11.9 I am not proposing any extension from scale No. 6 upwards because at the top of the 6th scale, the remuneration together with G. P. A. goes beyond Rs. 1,000. A grievance of stagnation is reasonable only in lower regions. Once a person crosses the level of Rs. 1,000 per month by way of remuneration, any justification for complaint of stagnation must be taken to have disappeared. It is a fairly comfortable level and commensurate with the level of skill, effort and responsibility attaching to the post. There are also reasonable chances of further promotion. Although the reason for not extending the first two scales is apparent from what I have stated in paras 11.3, 11.4 and 11.5 above, it will be worthwhile repeating it in this context. At the lowest level, the dominant if not the sole consideration is that the employee should be placed above subsistence level and should be enabled to reach the need based minimum wage in as short a time as is reasonably possible, and that when the same is reached the purpose is fully achieved.

11.10 Before proceeding to deal with the other scales, I wish to add a few words about scales 4 and 6. I regard them as very important if not the most important scales in the ministerial level or the level of assistants. The 4th scale particularly covers a large number of village level workers also who are all of great importance from the point of view of effective implementation of government's policies. In the offices, both First Division and Second Division Clerks occupy positions of great value and properly handled they may be regarded as constituting almost the backbone of administration. Bulk of the work relating to collection and collation of facts, data processing and assisting the administration in coming to proper decisions is attended to by them. I have



therefore devoted much thought to the construction of both these scales. The spread of the 4th scale has been specially taken to the optimum of 17 years and also extended so that maximum provision may be made against possible frustration at that level. The 6th scale has been taken right beyond Rs. 1,000 together with G. P. A. because the imperatives of rationalisation brought within this Grade the entire class of First Division Clerks now split up into various cadres going by the name of First Division Clerk, Assistant, Senior Clerk, Senior Assistant, Superintendent Grade II etc., all of whom on job valuation appear to represent one single level. The 6th scale, therefore, has necessarily to be so constructed as to provide for the competence and the progressive growth of skill by length of experience of all these differently designated Clerks within a range of 15 years.

11.11 The 7th Grade as I have already indicated relates primarily to trained graduate teachers of High Schools. By reason of their having a higher qualification than the one related to the previous lower Grade, the scale has to start at least one step above the previous scale. As the only promotional position open to them is that of Head Master and a large number of them may not reach that position, it is also necessary to take the spread of that scale to such a length as to take it beyond the stagnation level and also see that in the event of a teacher getting promoted as a Head Master, he may have a reasonable chance of reaching the maximum of the Head Master's scale. The scale constructed on these considerations is the following:

(7) Rs. 460—20—500—25—600—30—750—50—1,000

11.12 The next scales 8, 9, 10 and 11 appropriate to Grades of same number falling within the middle management level do not stand in need of much explanation. As two of these scales Nos. 8 and 10 will under the rules be promotional to 6 and 7 respectively and scales 9, 10 and 11 in the case of direct recruitment are intended for persons joining service after a long course of education about or around the age of 25, those scales have to be of shorter lengths. Those scales would be:

(8) Rs. 600—30—750—50—1000—60—1240

(9) Rs. 660—30—750—50—1000—60—1300

(10) Rs. 750—50—1000—60—1300—75—1450

(11) Rs. 900—50—1000—60—1300—75—1750

As 8 is promotional to 6, it begins at about the mid point of 6. As 9 and 11 may be entry scales, their spread is limited to 13 years. As promotion is possible from 10 to 11, within about 10 years, their common spread is made fairly wide.

11.13 The remaining four scales 12, 13, 14 and 15 are shorter. They are:

(12) Rs. 1300—75—1900

(13) Rs. 1450—75—1900—100—2000

(14) Rs. 2000—100—2500

(15) Rs. 2500—125/2—2750

Scale No. 12, it may be remembered, is primarily intended for a Professor of a Senior College and Assistant Professor of a professional college. It is short because it may be promotional to 11, and the difference between its maximum and the maximum of the next scale No. 13 is small because in the case of Professors and Principals of senior colleges to whom these two may apply, the chances of promotion of a Professor to the position of a Principal may not always be certain and on an overall view the difference between the weight of responsibility attaching to the two posts is not of any large amplitude. The last two scales 14 and 15 are particularly short and are not made telescopic with each other for the reason that very few persons will reach the top Grades of XIV and XV to which these scales apply and when they do reach them, they may be at the very fag end of their service.

11.14 For convenient reference, all the 15 scales are listed at the end of this Chapter.

11.15 Although pay scales are sometimes referred to as grades and sometimes as scales, for sake of clarity I have adopted throughout this Report a uniform nomenclature namely "Group" for the groups into which qualifications are classified and grouped, "Grade" for the hierarchical categories of Government servants graded upon job valuation and "Scales" or "Pay Scales" for the time scales constructed by me. As each of these scales is intended according to the scheme to apply generally to cadres of posts or positions falling within one horizontal Grade, I propose to call them General Scales and for short they will be referred as GS. 1, GS. 2, GS. 3 and so forth.

11.16 The scheme of job valuation adopted for the purpose of determining appropriate scales has necessarily led to a definite correspondence between the Grade into which a post falls and the scale determined for it. In other words, each General Scale applies to all posts falling within one Grade. We have, however, in the State the Karnataka Administrative Service in which on the pattern of the Indian Administrative Service the scales are primarily personal to the officer and within the service promotions are from one scale to the next higher scale. It is necessary, therefore, to indicate my allocation of the scales to the Karnataka Administrative Service. In connection with the said service my idea is that GS. 10 and GS. 11 should be called Karnataka Administrative Service Junior Administrative Scales (1) and (2) respectively; GS. 13 should be called Karnataka Administrative Service Senior Administrative Scale and GS. 14 and GS. 15 should be called Karnataka Administrative Service super time scales (1) and (2) respectively. I need hardly add that the allocation of scales to Karnataka Administrative Service as aforesaid is not conceived by me and should not be construed by any one as a departure from the basic feature of the pay structure devised by me of establishing correspondence between a post and the scale determined for the said post and not for any man. Hence the allocation as aforesaid involves the qualifying suggestion that personnel for the time being placed on one or other of the said scales can be properly deployed only in posts belonging to the corresponding Grade. In other words, a person on GS. 10 can be appointed only to posts in Grade X, one on GS. 11 to posts in Grade XI, one on GS. 13 to posts in Grade XIII, one on GS. 14 to posts in Grade XIV and one on GS. 15 to posts in Grade XV.

#### **List of General Scales**

##### **GS. 1**

**Rs. 250-5-300-10-350**

(spread 15 years ; with the G. P. A. the scale runs from 300 to 420)

##### **GS. 2**

**Rs. 280-5-300-10-340-15-400-20-420**

(spread 13 years ; with the G. P. A. the scale runs from 336 to 504)

##### **GS. 3**

**Rs. 300-10-340-15-400-20-500-Extension-10-550**

(spread 13 years plus extension 5 years ; with the G. P. A. the scale runs from 360 to 600 and thence to 660)

##### **GS. 4**

**Rs. 300-10-340-15-400-20-500-25-600-Extension-20-700**

(spread 17 years plus extension 5 years ; with the G. P. A. the scale runs from 360 to 720 and thence to 840)

GS. 5

Rs. 400-20-500-25-600-30-750-Extension-25-850

(spread 14 years plus extension 4 years ; with the G. P. A. the scale runs from 480 to 900 and thence to 1020)

GS. 6

Rs. 440-20-500-25-600-30-750-50-900

(spread 15 years ; with the G. P. A. the scale runs from 528 to 1080)

GS. 7

Rs. 460-20-500-25-600-30-750-50-1000

(spread 16 years ; with the G. P. A. the scale runs from 552 to 1200)

GS. 8

Rs. 600-30-750-50-1000-60-1240

(spread 14 years ; with the G. P. A. the scale runs from 720 to 1488)

GS. 9

Rs. 660-30-750-50-1000-60-1300

(spread 13 years ; with the G. P. A. the scale runs from 792 to 1560)

GS. 10

Rs. 750-50-1000-60-1300-75-1450

(spread 12 years ; with the G. P. A. the scale runs from 900 to 1740)

GS. 11

Rs. 900-50-1000-60-1300-75-1750

(spread 13 years ; with the G. P. A. the scale runs from 1080 to 2100)

GS. 12

Rs. 1300-75-1900

(spread 8 years ; with the G. P. A. the scale runs from 1560 to 2280)

GS. 13

Rs. 1450-75-1900-100-2000

(spread 7 years ; with the G. P. A. the scale runs from 1740 to 2400)

GS. 14

Rs. 2000-100-2500

(spread 5 years ; with the G. P. A. the scale runs from 2400 to 3000)

GS. 15

Rs. 2500-125/2-2750

(spread 4 years ; with the G. P. A. the scale runs from 3000 to 3250)

## Chapter Twelve

### ALLOCATION OF SCALES

12.1 The development of the subject in the foregoing chapters and the elaboration of the scheme of rationalisation therein have, as already indicated, resulted in the first or basic allocation of the scales to posts. That basic allocation is that posts in Grade I will have GS.1 allocated to them, posts in Grade II will have GS.2 allocated to them and so on until Grade XV will have GS.15 allocated to it. For the process of allocation to get completed and ultimately reach every employee of the government, three further steps have to be taken.

They are: (1) Allocation of the posts in different departments to appropriate Grades; when the posts are so allocated to the Grades, the appropriate scale of pay will simultaneously get allocated to the post (2) Allocation of the person to the post and (3) Placement of the person at the appropriate stage in the new scale.

12.2 This chapter will deal exclusively and fully with the first step. The third step will be dealt with exclusively in the next succeeding chapter.

12.3 The reasons for taking the second step mentioned above, are that on the date this report is recommended to be given effect to, a person may be occupying a post in circumstances which are purely fortuitous which do not confer upon him any indefeasible right to hold the post or, a person may be officiating in a higher post while his substantive post is another lower post or, as a result of the process of rationalisation certain cadres may get split up or, two or more cadres may get amalgamated into a single cadre or, for the purposes of rationalisation I might suggest the creation of a new cadre indicating the manner in which existing personnel should be placed on it. The considerations bearing upon these matters which are all relevant for determining the real incumbent of a post for purposes of allocation of pay scale have necessarily to be discussed partly in this chapter and partly in the next succeeding chapter. I shall, however, formulate a principle or guide lines in that regard finally in the next chapter itself.

12.4 In relation to the first step, I have examined the particulars relating to every cadre or post in every department of government and allocated the different posts to the appropriate Grades as determined already in the previous chapters. For ready reference, and with a view to assist and expedite the process of implementation, I have tabulated the result in the supplement annexed to this chapter. The posts in different departments are separately tabulated department by department. Each of the Tables contains the designation of the different posts in the department to which it relates, the existing pay scale applicable to each and the new scale recommended to be applied to it.

12.5 The discussion in this chapter, therefore, is in effect an explanation of how the grading of posts and allocation of scales have been done, and how far the said purpose, the principles of valuation and rationalisation fully discussed in the previous chapters operate. There are, as is well known, some common categories of posts which occur in all departments. There are some others which, though not found in all departments, do occur in more than 2 or 3 departments and have common features. It is also well known that the personnel in different departments is to some extent made up of persons deputed from other department or departments. I propose therefore first to discuss these common categories and deputation posts before proceeding to discuss the posts department by department. In the course of such departmentwise discussion, the order in which the departments are taken up for consideration has been determined by me on the following considerations. Departments in which the structure is traditionally well established and the levels of posts in which, in one sense, operate as guide posts for understanding the levels in other or newer departments are taken up first. These are followed by departments in which the proliferation of staff and multiplicity of cadres are such that the discussion of the process of rationalisation in regard to them will assist in the acquisition of a clear and sound grasp of the background of principle and the manner in which the principles can be accurately applied. Once this stage is reached, subsequent discussion will become simpler and briefer. Even in the earlier portions, the elaborate discussion of the principles already made in the previous chapters makes it possible to deal with matters in this chapter briefly. I shall go into some detail only where it is quite necessary. In each department particular attention will be paid to posts or categories which are engaged in work which is specially appropriate to the department. Apart from the top

managerial levels which as mentioned earlier conform to a known pattern, it is possible in each department to identify and follow different hierarchical streams, or units or institutions with a pattern of staff either common to all such units or institutions or groups of the same. Such factors naturally determine the line of discussion.

#### COMMON CATEGORIES

12.6 Starting from the bottom the commonest categories which are met with in all the departments are those now placed on the existing scales of Rs. 65—95 and Rs. 80—145. By and large, in the absence of special or particular considerations to which I shall refer presently, the placement of these categories on the new scales also conforms more or less to the same pattern, viz., that those on the present scale of Rs. 65-95 will have to be placed on GS.1 and those on the present scale of Rs. 80-145 have to be placed on GS.2.

12.7 There are, however, a few posts now on Rs. 65-95 which having regard to the possession of a skill coming within the scope of Group II of the qualifications have to be lifted to GS.2. On an examination of necessity for such a skill and on being satisfied as to such necessity, I have placed certain selected categories on GS.2. Likewise the existence of risk may take one from GS.1 to GS. 2 or from GS. 2 to GS. 3

12.8 The next well known common category is the group of posts which now goes by the name of and is well understood by the description of ministerial posts. They are the Second Division Clerk, the First Division Clerk and the Ministerial Superintendent. As to these posts, I have made a specific suggestion in chapter Five for combining the Second Division Clerks and Typists into a single cadre and insisting upon the knowledge of typing, whether acquired by going through a course of instructions or otherwise, as a necessary qualification for the said cadre, and a similar suggestion in regard to direct recruitment to the next higher cadre of First Division Clerks. As this matter has been fully discussed in paragraphs 5.15 to 5.20, it is not necessary to repeat the same here. From the point of view of allocation of scales it is sufficient to say that the first named category which has been placed in Grade IV in the said chapter will be placed on GS.4 and the second category which has been placed in Grade VI has to be allocated GS.6.

12.9 The considerations relevant to the post of Ministerial Superintendent have been fully discussed in paragraphs 5.53 to 5.55. These Superintendents who are graded as coming within Grade VIII will naturally be placed on GS.8.

12.10 In this connection one matter for special mention is the grading of a class of posts which are designated either as Gazetted Assistants or Headquarters Assistants or other designations conveying the same meaning or impression as the said designations. The question for consideration in that regard is whether these posts are not in substance and in reality posts of the same level as of an administrative superintendent. As I have already pointed out in Chapter Five, in assessing the levels of responsibility a distinction has to be made between real or administrative supervision and supervision which is in essence of a ministerial nature only. It has also been pointed out that administrative supervision is an attribute of superior post, i. e., posts in the top management and middle management levels. The lowest grade of posts to which such administrative supervision can be attributed are posts of Grade X. A close examination of the nature of the work expected from posts designated as Gazetted Assistants or Headquarters Assistants, etc., leads to the conclusion that in essence the supervision which can be attributed to them is ministerial supervision. In the case of a handful of such posts it may perhaps be possible to discover some administrative supervision also as appertaining to the post. For the first

implementation of the report therefore, I consider it fair and in the circumstances necessary to grade all these posts as posts falling within Grade VIII and I am therefore allocating to all such posts GS.8. I would, however, add that if in larger departments or larger offices exigencies of administration require the creation of a post for administrative control of the department of the level of an Assistant Director, the department or office concerned may refer to the government for consideration proposals for creation of a post of the level of an Assistant Director and should the government on an examination of the position accept the proposal, such a post when created may be placed on GS.10

12.11 The next well known common category is that of Stenographers. Their case as well as my suggestion for creating a separate three-tier cadre for them has been discussed in paragraphs 5.74 to 5.80. The result of that discussion is Stenographers at the entry level (inclusive of the few who are still on the abolished category of Junior Stenographers) will be placed on GS.6. The present Selection Grade Stenographers will be placed on GS.8 and to the said category promotions may be made from the entry level of Stenographers, on the lines suggested in the said paragraphs. That said promotional category it will be remembered has been suggested to be designated Personal Assistant (Junior). The next higher category to be newly created as suggested in the said paragraphs is to be designated Personal Assistant (Senior) and to be placed on GS.10.

12.12 The case of the Librarians has also been fully discussed in paragraphs 5.81 to 5.84. So far as the allocation of scales to them is concerned, Second Division Clerks or First Division Clerks or Teachers who are now entrusted with library work and are called either Librarians or by some other name will as already indicated therein continue to remain in the grades appropriate to them namely Grades IV, VI and VII and will be allocated new scales GS. 4, 6 and 7 respectively notwithstanding the fact that they might have been required to go through a few weeks' course at the Documentation Centre at Bangalore or the Department of Public Libraries. But the holders of diploma in Library Science who in the said paragraphs have been included in Grade VI will be placed on GS. 6 and the holders of Degree in Library Science who have been included in Grade VII will be placed on GS. 7, when necessary rules are made. In some Rules the qualification prescribed is a general degree and a degree or diploma in Library Science. In effect it means B.Lib.Sc. and is treated as such.

12.13 There are then a few categories of posts which though not common categories in the sense they occur in all departments exist in more departments than one. It will be convenient to deal with them in the present context itself instead of my having to repeat the same on two or more occasions hereafter.

12.14 The general approach to all these categories has already been indicated in sufficient detail in the previous chapters particularly Chapter Four dealing with Classification and Grading of Qualifications and Chapter Eleven dealing with Construction of Pay Scales. The one outstanding feature which should be recognised is that the examination of all relevant factors relating to the first six or seven Grades has taken us to the clear position that in the said Grades, qualifications operate more or less as a decisive factor in ascertaining the Grade to which any post should be allocated ; the factors of skill and effort as well as responsibility whether non-supervisory or supervisory also stand closely related to or nearly commensurate with qualifications, not merely on considerations relevant to the qualification but also on account of the recognisable features of the existing pattern itself. A detailed examination of the nature of the work and working conditions, however, occasionally leads to the identification of certain special features and consequently to the necessity of having to allocate to a post a scale next above the scale which would have been appropriate in the absence of those special considerations. Another special feature to be borne in

mind,—which arises for consideration specially in regard to Grades III and IV or sometimes in regard to Grades II, III and IV,—is that where the qualification consists of not merely the passing of certain standards or classes in general education upto high school level but also what are called certificate courses, specially related to any trade, craft or mechanical or industrial operation, emphasis should be on such special competence than on the level of general education. In certain cases it is seen that even without passing through a certificate course in those subjects, greater value is attached to experience gained by actually engaging in such type of work (the best example being the Printing Press); in such cases, regard being had for the background of general education, the experience will have to be equated to the additional competence attributable to a certificate and the post in question placed in one or other of the Grades II, III or IV.

12.15 In the region of Grades II, III and IV, I find in the recruitment rules of different departments prescription of a certificate and a diploma as alternative qualifications. Certificates as already stated are of upto two years' duration and admission into courses of study leading to the same may be open either to a middle school level person or a high school level person. Diplomas are generally granted after a three years' course subsequent to completing high school. *Prima facie* there is a difference in the competence represented by a certificate and a diploma. The prescription of these two differing qualifications as alternatives therefore causes some difficulty in interpretation if it does not in particular cases lead to actual incongruity. With a view to resolve the difficulty, I have examined in such cases the nature of the work and the level of responsibility, if any, expected in respect of the job in question and wherever I could fairly come to the conclusion that the level of competence represented by the certificate is sufficient for the satisfactory discharge of the duties and responsibilities of the job, I have graded the job on that footing and allocated the scale appropriate thereto.

12.16 Subject to the above special considerations the normal position would be as originally indicated that the qualification makes the greatest contribution to the decision.

12.17 I shall now refer to a few of such categories.

12.18 The first of them falls within the general description of Laboratory Men. There is no difficulty so far as persons required by the rules to possess either a degree qualification or a post graduate qualification are concerned. They can be easily placed either on GS. 6 or GS. 9 according to the situation. At the bottom of this category there are posts going by various names like Laboratory Attender, Laboratory Attendant, Laboratory Men etc., on qualifications varying from mere literacy upto about Middle School level, together with, in some cases, some specification of experience. They are found on the present scales of Rs. 65—95 and Rs. 80—145. Having regard to the necessity of placing greater emphasis on actual experience in functioning as such Attender and the possibility of risk on account of total lack of theoretical knowledge in the matter of handling either chemicals or laboratory equipment, I have placed them on GS. 2.

12.19 The next higher group is commonly or generally referred to as Laboratory Assistants or Technicians with qualifications ranging between Middle School right upto P.U.C. in some cases together with either training or a specified length of experience. These are now placed on different scales of Rs. 80—145; Rs. 90—200, Rs. 100—220. All these I have placed on GS. 4.

12.20 The grade promotional to the last preceding grade is generally a grade to which direct recruitment is of graduates; that grade would naturally be Grade VI. They are at present either on Rs. 130—290 or Rs. 160—350. I place them on GS. 6.

12.21 The next category consists of such categories as Tracers, Cartographers, Draughtsman. Where the qualification is clearly a post S.S.L.C. diploma, there is no difficulty in placing them on GS. 5. The need for rationalisation is at the lower levels of qualifications; having regard for the course of events and multiplicity in the matter of prescribing qualifications, the group of persons with qualifications or experience approximating to or capable of being regarded as equivalent to S.S.L.C. standard plus training or a certificate course have been together placed in GS. 4,—taking into account length of service as operating to neutralise the difference if any capable of being suggested on the basis of a lower qualification.

#### DEPUTATION POSTS

12.22 In several departments there are some posts which are filled by deputation of persons from other departments. The administrative necessity for the same arises where a department feels the need for such posts not in connection with the regular work of the department but for certain types of work which are auxiliary to its main work. If posts of similar nature are available in larger number in another department, as the work attaching to those posts is appropriate to the general work in that department, deputation is sought of persons from such other department. The principle, however, is that deputation is generally to equivalent posts carrying the same pay. Though the matter is generally referred to as deputation from one department to another department, the actual legal position is that the deputation is from one post to another post. Hence the department feeling the need for such posts and deputation of personnel from another department must first create the necessary posts in its cadre strength which are equivalent to the posts in other departments from which deputation is sought. Acting on this principle and notwithstanding the fact that in some cases designations different from the one available in the deputing department is given (I suggest that this practice may be discarded and the identity of designation continued) I have assessed the level of the post and the grade into which it could be appropriately fitted on the basis of the nature of the work appertaining to the post and the existing scale now applied to it and have allocated to such post pay scale which would have been allotted to it if the post had formed part of the equivalent cadre in the deputing department. There are, however, a few situations which make a difference to the application of this general principle. As stated earlier in paragraph 12.3, the process of rationalisation has resulted in splitting up of existing cadres in some cases, amalgamation of two or more cadres in some other cases and has also led me to suggest the creation of new cadres indicating the manner in which the existing personnel have to be fitted into such new cadre. In such cases of deputational posts, I have allocated either the common scale applicable to the combined cadre or the lowest of the scales in the event of splitting up of cadres and in cases where new higher cadre is proposed to be created. In such cases the department in consultation with the government will after the implementation of the report either upgrade the post if deemed necessary and seek deputation of a person belonging to that grade or repatriate the incumbent to the parent department if he happens to be placed on a higher scale in his parent department and seek deputation of another person on the scale appropriate to the deputational post.

12.23 There are a few posts in certain departments like Sisters of Charity in Health and Family Planning Department and Skilled Workmen, Mechanics, Engineers, etc., in Public Works Department and Electrical Inspectorate, which are filled by taking persons on deputation from outside Government Department, i.e., from private philanthropic organisations or statutory Boards like Karnataka State Electricity Board. There are also certain posts in the Governor's Secretariat which are filled by persons of Governor's choice from outside Government Departments at the discretion of the Governor. Further, there are certain posts in the Accounts establishment of certain departments like the Commercial Taxes Department, Divisional Commissioner, Bangalore, Karnataka



Government Secretariat which are filled up by deputation of officers of the Accountant General. For all such posts, I have not allocated any scales for lack of adequate information to assess the jobs on the criteria adopted by me for the purpose, as also for the obvious reason that such deputationists are to be paid their own pay drawn by them in their parent departments or organisations. However, the government may if thought fit allocate appropriate scales out of the 15 General Scales to these posts on a valuation made on the principles enunciated by me in this Report to be given to officers of the government if deputed to those posts or to persons directly recruited thereto by prescribing suitable recruitment rules for filling up the posts.

#### SECRETARIAT

12.24 The bulk of the top posts are occupied by officers of the Indian Administrative Service. But there are some posts including the high post of a Secretary which are occupied by officers of the State Services. It is therefore necessary to make an allocation of pay scales in respect of such posts. As indicated by me in Chapter Five, the clearly distinguishable levels of responsibility are three represented by the positions of Secretary, Deputy Secretary and Under Secretary. The appropriate scales for them are GS. 15 for the Secretary, GS. 13 for the Deputy Secretary, and GS. 11 for the Under Secretary. But there are two other designations also in common use *viz.*, Joint Secretary and Additional Secretary. So far as the Joint Secretary is concerned, there appears little difference between his position and that of the Deputy Secretary. I would therefore place the Joint Secretary also on GS. 13. Regarding the Additional Secretary my view is the same as the one expressed by me about the position of an Additional Director in a very heavy department and for the reasons stated in that connection I place the Additional Secretary on GS. 14. There is now a practice probably representing a trend in government policy of taking senior men from the departments to the secretariat to occupy positions designated as Special Secretary. From the use of the word Secretary, one has to infer that the position is intended to be equivalent to that of a Secretary. When such a position is created and a person in State Services is inducted into it, my view is that he should be placed on GS. 15. It is also possible that such induction may take place in posts equivalent to either Additional Secretary or a Joint Secretary or Deputy Secretary or an Under Secretary. In such an event the person will, of course, be placed on the appropriate scale, *i.e.*, the scale appropriate to the equivalent position in the regular set up.

12.25 The structure of the Law Department at the Secretariat, however calls for special consideration. A District Judge is now deputed from the Judicial Department for appointment as the Law Secretary the full designation being Secretary for Law and Parliamentary Affairs. On such appointment he will move from the District Judge's scale of GS. 14 to a Secretary's scale of GS. 15. I suggest for consideration by the Government and the High Court that a healthy convention may be adopted of selecting for the position a District Judge who has worked as such at least for five years. The District Judge brought in as an Additional Secretary may continue on scale GS 14. At present, a District Judge is also brought in to the Secretariat and designated Joint Secretary. I suggest that if a District Judge is to be brought to such a position, that position must be redesignated Additional Secretary because according to the opinion already expressed a Joint Secretary and a Deputy Secretary are of the same level next below the Additional Secretary. The position of Solicitor is one to which a Civil Judge may be brought on deputation and the position of an Assistant Solicitor is one to which a Munsiff may be brought on deputation; to these positions I allocate GS. 13 and GS. 11 respectively. So far as the Under Secretaries are concerned, they will of course be on GS 11. A separate section called Drafting Section has been recently organised in the Law Department. The two top posts of Draftsman and Joint Draftsman are both placed on the same scale now applicable to a District Judge. I place both of them on GS. 14 and suggest that a single nomenclature may be adopted. The Assistant Draftsmen

are of two grades one on a senior scale and the other on a junior scale with a provision that after six years he will automatically get into the Senior scale. I am clearly of the opinion that these positions should be held only by a person of the status of senior Civil Judge and if directly recruited by a person who is recruited from the bar with qualification appropriate to the position of a Civil Judge. I therefore allocate a single pay scale GS. 13 to this position. Similarly, it is not necessary to have two levels of a Section Officer Drafting and a Drafting Assistant. Both of them whether transferred from other departments of the Secretariat or directly recruited are required to be law graduates. I therefore suggest a single pay scale GS. 9 to these two positions with the recommendation that a common designation may be adopted. The Rules may be amended accordingly.

12.26 The staff of the establishment of Ministers is drawn either from the Secretariat or from other departments of the government. They will, of course carry the salary allocated to their respective positions in the Secretariat or the departments as the case may be.

12.27 Attached to the Secretariat is what is commonly referred to as the Hospitality Organisation which includes the Guest Houses run by the government at Bangalore and Ootacamand. At the head of the organisation there is a Superintendent now on Rs. 300-700. He is placed on GS. 10. Managers Grade I and II are both placed on GS. 8. In this establishment there are Cooks of three grades and Butlers on two grades and below them Waiters and Caretakers. The lowest category of Waiters and Caretakers is placed on GS. 1. Butlers in both the grades are placed on GS. 2. Among the Cooks, those on Grades II and III are placed on GS. 2 and those in Grade I are placed on GS. 3. The Drivers will be on GS. 2.

12.28 The rest are common posts.

#### GOVERNOR'S SECRETARIAT

12.29 As stated earlier I am not allocating any pay scales to the posts in this Secretariat which are filled by persons appointed on personal selection made by the Governor himself.

12.30 One post of Under Secretary and another of Deputy Controller of the Governor's household are both of the level of an Under Secretary of the Secretariat. They will be on GS. 11.

12.31 Following the pattern applied to the Hospitality Organisation, the Head Cook is placed on GS. 3, the other Cooks as well as the Head Butler and Butlers are all placed on GS. 2. There is, however, an additional post of Steward which is placed on GS. 4.

12.32 There is a post designated Head Driver who is said to be in charge of the management of the vehicles in the Governor's establishment. In view of this supervisory function he is placed on GS. 3. The other Drivers will, of course, be on GS. 2.

12.33 The rest are common posts.

#### REVENUE DEPARTMENT

12.34 The top levels of this department have already figured in the detailed discussion in Chapter Five while determining the Grades into which posts and positions should be graded.

12.35 The posts of the Divisional Commissioners are now occupied by members of the Indian Administrative Service on super time scale (corresponding to our Grade GS. 15). The next levels of Deputy Commissioner, Assistant Commissioner

and Tahsildar and other equivalent posts held by them as Gazetted Assistants, Special Deputy Commissioners or Special Assistant Commissioners etc., will be allocated the following scales, viz., Deputy Commissioner and equivalent posts GS. 13, Assistant Commissioner and equivalent posts GS 11, Tahsildar and equivalent positions GS. 10.

12.36 Deputy Tahsildar and Taluk Sheristedar are posts equivalent to that of a ministerial superintendent and they will go on GS. 8.

12.37 Below them we have (1) First Division Clerk and First Grade Revenue Inspector, (2) Second Division Clerk and Second Grade Revenue Inspector and (3) Village Accountants.

12.38 So far as the Village Accountants are concerned, the general position now is that they should be S.S.L.Cs and must undergo the prescribed training course for Village Accountants. They naturally get into Grade IV to which is to be allocated GS. 4. There are a few non- S.S.L.Cs now. But taking into account the length of service already put in by them I consider it unfair to place them on a separate scale. So I place them also on GS. 4.

12.39 The First Division Clerk and Second Division Clerk will, of course, go on GS. 6 and GS. 4 respectively. So far as the Revenue Inspectors are concerned, I am unable to see any difference between the nature of the work performed and duties and responsibilities discharged by the Revenue Inspector Grade I and those performed and discharged by the Revenue Inspector Grade II. There is therefore no justification to place them on two different scales. The principles and logic underlying the grading of positions necessarily lead to the conclusion that both of them be placed on a single scale. Before doing so, however, one important circumstance which has to be taken into account is that at present the position of First Grade Revenue Inspector and that of the First Division Clerk are interchangeable and likewise the position of the Second Division Clerk and second Grade Revenue Inspector are interchangeable. As the posts are interchangeable, whether one functions as second Grade Revenue Inspector or not depends upon exigencies of posting. It may be therefore that in the combined cadre of second Division Clerks and Second Grade Revenue Inspectors a person of lesser seniority might have functioned as a Revenue Inspector. If therefore Revenue Inspectors of both the grades are at once placed on a single scale, a junior in the second division cadre may get a lift in the nature of promotion in circumstances which must be regarded as purely fortuitous. To avoid such a situation, I make the following suggestion. There should be a single cadre of Revenue Inspectors to which GS. 6 the scale appropriate to First Division Clerks should be allocated. All Revenue Inspectors in Grade I shall get into that scale. The seniority of these categories is counted districtwise. The number of posts in each district designated Revenue Inspector Grade II should be added to the cadre strength of the single cadre of Revenue Inspectors suggested by me and to these posts promotions should be made from the combined cadre of Second Grade Revenue Inspectors and Second Division Clerks on the basis of seniority. Upon such promotion he will, of course, be placed on GS. 6.

12.40. Other categories do not require any particular mention or discussion.

#### JUDICIAL DEPARTMENT

12.41 The top posts in this department have already been the subject of detailed discussion in Chapter Five. The District Judge will be on GS. 14, Civil Judge on GS. 13 and the Munsiff on GS. 11.

12.42 Recently, a cadre of Chief Judicial Magistrate inclusive of the Chief Metropolitan Magistrate was created on a new pay scale of Rs. 1100-1200 to which promotions were made from the cadre of Civil Judges. Except that the

Magistrates do criminal work, there is no apparent or storable reason why they should be placed on a level different from or higher than that of Civil Judges. In fact the work of a Civil Judge's court is likely to be and in majority of cases actually is heavier than the work of a Chief Judicial Magistrate or a Chief Metropolitan Magistrate. Even from the point of view of more efficient working of the Judicial Department, the maintenance of a single cadre comprising both Civil Judges as well as the Chief Judicial Magistrates and Chief Metropolitan Magistrates is conducive to better out turn of work. A combined court exercising both civil and criminal jurisdiction with more officers than one in larger districts will be a better arrangement from the point of view of the distribution of work and attaining targets for disposal of work without waste of judicial time. I therefore place the Chief Judicial Magistrate and the Chief Metropolitan Magistrate on the same scale as that of the Civil Judge, *viz.*, GS. 13. The lower rank of Judicial Magistrate and Metropolitan Magistrate will be placed on the same scale as that of the Munsiff GS. 11.

12.43 For the Chief Administrative Officer at the District Court the appropriate scale is GS. 10 and I allocate the same to that post. Sheristedars, Head Munshis and Head Clerks whether working at the District Court or the Civil Judge's Court or Munsiff's Court are all persons performing duties of the level of a ministerial superintendent. I place all of them on GS. 8.

12.44 As in other departments, the Selection Grade Stenographer will be on GS. 8 and Stenographer Grade I and Grade II will be on GS. 6. First Division Clerks inclusive of Cash Clerks will be on GS.6. Copyist Examiners Grade I and II are both placed on GS.6. All Copyists whether Typists or not whether classified as Grade I or II will be placed on the same scale GS. 4.

12.45 From the point of view of exercising better control over execution staff and process staff, there appears to be no good ground to have two categories of them called Bailiffs and Process Servers. The entry cadre is the latter, the qualification for which is eighth standard and the former is promotional thereto. The nature of the work done by them and its importance to judicial administration justify the placement of both these on a single scale GS. 3.

12.46 Jamedar, Record Attender, Book Binder, Mutchis, Dafter Bund will all be placed on GS. 2. Attenders are in two grades I and II the former said to be promotional to the latter. Two grades do the same type of work. Both are therefore placed on GS. 2. The cadres may be merged.

#### ADVOCATE GENERAL

12.47 The office of the Advocate General though called a department is only a single office with a small staff. The status of the Administrative Officer need not be higher than Grade X. I allocate to the said post GS. 10. The Assistant Administrative Officer is really in the position of a ministerial superintendent. He as well as the ministerial superintendent will both go on GS. 8.

12.48 The rest of the staff belong to common categories.

#### DIRECTORATE OF PROSECUTION

12.49 As at present constituted, the Directorate is headed by two District Judges deputed from the Judicial Department. Their designations are Directors of Prosecution. Deputy Directors are Civil Judges of the Judicial Department deputed to this department. The rest of the staff is ministerial or subordinate staff belonging to common categories. Hence no discussion is necessary so far as the allocation to the staff is concerned.

12.50 It is now proposed to reconstitute the Directorate by providing for direct recruitment to both the posts of Director and Deputy Directors. The government order specifically provides that the Director shall be on the pay

scale of a District Judge and the Deputy Directors on the pay scale of a Civil Judge. So the scales fixed for these respective posts in the Judicial Department will automatically apply to them. Their staff for the most part is made up of common categories to be drawn from other departments and therefore does not call for discussion.

12.51 The Assistant Public Prosecutors who are controlled by this department are directly recruited from practising members of the bar. The said Assistant Public Prosecutors will be working at Magistrate's courts. Considering their qualification and the fact that they are going to be selected by a competitive examination and the nature of the work appertaining to the post of a Prosecutor in Magistrate's court, I consider the appropriate scale for them to be GS. 10. I allocate the same to them. The Senior Assistant Public Prosecutor which is expected to be a promotional post will be placed on GS. 11.

#### POLICE DEPARTMENT

12.52 This is a very heavy department. It is headed by the Inspector General of Police who is a member of the Indian Police Service on the pay scale of Rs. 2500—2750 (which corresponds to our GS. 15). The next level of Deputy Inspectors General of Police is also filled by members of the Indian Police Service on the pay scale of Rs. 2000—2250 (which corresponds roughly to GS. 14).

12.53 The next two levels, Superintendent of Police/Deputy Commissioner of Police and Assistant Superintendent of Police/Deputy Superintendent of Police, are filled partly by members of the Indian Police Service and partly by member of the State Service. So far as the State Service men are concerned, following the pattern in respect of superior managerial levels, I allot GS. 13 to the Superintendent of Police/Deputy Commissioner of Police and GS. 11 to Assistant Superintendent of Police/Deputy Superintendent of Police.

12.54 For the lower levels taking into account the qualifications prescribed for direct recruitment, the nature and length of departmental training as well as the nature of work and responsibilities attaching to the different posts, I allot G.S. 10 to the Police Inspector, GS. 8 to the Sub Inspector, GS.6 to the Assistant Sub Inspector, GS. 5 to the Head Constable and GS. 4 to the Police Constable.

12.55 The above hierarchy has reference to the categories generally referred to as the civil police. There are two other categories namely the Armed Reserve Police and the State Reserve Police which do regular police work and the Wireless men who do technical work. Considering the nature of the duties besides the qualification and training and also taking into account the equations suggested by the Inspector General of Police, on the basis of his administrative experience, I make the following allocation of scales.

12.56 The Commandant of the Armed Reserve Police will go on GS. 13 and the Deputy Superintendent of Police on GS. 11. The other ranks correspond to those in the civil branch and will get the following scales : Inspector GS. 10, Sub Inspector GS. 8 ; Assistant Sub Inspector GS. 6 ; Head Constable GS. 5 ; Police Constable GS. 4.

12.57 The State Reserve Police which contains similar ranks but with different designations will get the following scales :

Commandant GS.13 ; Assistant Commandant GS.11; Subedar Major and Subedar GS.10; Jamedar GS.8; Havildar Major GS.6; Havildar and Nayak GS.5; Lance Nayak GS.4. The Reserve Police Constable which rank is said to include P.C. Wireless, P.C. Cleaner and P.C. Bandsman are all placed on GS.4 as Constables.

12.58 In both classes of Reserve Police the educational qualification for Constable is less than that for Constable in Civil Branch. But as these are used more as riot police the difference may be said to have been made good by the more strenuous nature of their work.

12.59 In the State Reserve Police there are what are called Followers. There was a suggestion made to me that they should also be equated with the lowest rank in the regular police namely Constable. But I am not satisfied that the nature of their duties can with any logic be regarded as equal to or substantially equal to those of the regular police. A Follower is defined in clause (c) of section 144 of the Karnataka Police Act, 1963 as "a person appointed to do the work of a cook, mess servant, washerman, cobbler, barber, tailor, sweeper or an orderly in connection with the State Reserve Police Force". This description of the work which a follower is expected to do places it completely outside the range of the normal work and statutory duties of a police constable. The appointment is to a post in connection with the Force and not into the Force itself. According to Section 2(9) a Constable means a Police Officer of the lowest rank. A follower is clearly below him. Conceding, however, that their work may involve little more exertion and strain than in the case of corresponding categories in non-police civil departments, I allocate to them GS.2; there is a Jamedar Follower who exercises supervision and control over the Followers and has some additional duties. I place him on GS. 3.

12.60 The Wireless Establishment requires staff which has had education or training in tele-communication. Taking the same into account as well as the working conditions, I allocate the following scales to the staff in the Wireless Establishment:

Superintendent of Police Wireless will go on GS.13; Deputy Superintendent of Police Wireless as well as Cryptography will both go on GS.11; Inspector GS.10; Sub Inspector on GS.8; Senior Radio Mechanic, Assistant Sub Inspector-Radio Mechanic, Wireless as well as Electrician,—will all go on GS.6; Head Constable and the Constable will go on GS 5 and 4 respectively.

12.61 Attached to the Police Department and closely related to investigation there are two other sections or establishments namely the Forensic Science Laboratory and the Finger Print Bureau.

12.62 In the Forensic Laboratory, Serologist, Experts in questioned documents and ballistics, as well as physicist and toxicologist are all required to have post graduate qualification in science with a provision made for alternative qualification of M.B.B.S. for the Serologist. All these posts will naturally get into the appropriate entry scale for post graduates and professional graduates namely GS.9, except Serologist who being in charge of a section is placed on GS.10. Assistant Director which is a promotional post will go on GS.10.

12.63 Regarding the Director, there is a special case stated by the Inspector General of Police that regard being had for the growth in scientific methods of criminal investigation and the proposed or contemplated scheme for expansion in the direction of greater sophisticated methods of investigation involving scientific analytical work, I place the Director on GS.13, a scale which is equivalent to that of the Superintendent of Police on the one hand and the Principal of a Senior College on the other.

12.64 In the Finger Print Bureau the Director and the Inspector are promotional posts. The Sub Inspector (Finger Print Bureau) is a graduate like the Sub Inspector in the civil police with aptitude for and training in the subject of examining finger prints but he is not called upon to do the usual or normal type of police work required of a Sub Inspector in actual field work.

Hence GS.8 appears to be the appropriate scale for him and the same is allocated to him. But the Sub Inspector who is a Photographer is only an S.S.L.C. with a Diploma in Cinematography and therefore he can be allocated only GS.5. The promotional posts of Inspector and Director will naturally go to GS.10 and GS.11 respectively.

12.65 In the Police Band establishment, the lowest position of Musician is one for which the qualification prescribed is of the standard of a Senior Certificate. The appropriate scale for that post there would be GS. 4. The Assistant Band Master's qualifications are equivalent to proficiency standard of Music Masters. So he is placed on GS. 7. The promotional position of the Band Master will go on GS. 8. There is attached to this establishment a Daffedar I am told that it is proposed to abolish this post but that the present incumbent is a Head Constable of Police. On that footing, I allot to him GS. 5.

12.66 The Police Department has a fleet of at least 800 motor vehicles. For repairs and maintenance of these vehicles, the department is maintaining two Workshops one at Belgaum and the other at Bangalore. The staff at these workshops are of the type commonly met with in automobile workshops, the bulk of them having little or no literacy or education and are in a position to do subordinate types of mechanical assistance on the strength of the experience picked up by them. A few of them have some skill like Fitters, Carpenters, Upholsterers, Painters etc. In the cadrewise statement given to me the short descriptive designations of these workmen called tradesmen and divided into four classes is given with respect to the workshop at Belgaum. As to the corresponding posts at the Bangalore workshop, there was no specification of cadres but in the course of the memorandum given to me by way of reply to the questionnaire, there is an observation that the workmen at Bangalore are absorbed into different police ranks like Constable, Head Constable, Assistant Sub Inspector and Inspector and therefore there is no separate mention made of them with details as in the case of Belgaum workshop. Whatever may be the administrative convenience from the point of view of the department of appropriating the description of these personnel with the common well accepted nomenclature used in the case of regular police ranks, it was not possible for me to proceed on the basis of said nomenclature for purpose of allocating appropriate scales which according to the scheme of rationalisation I am pursuing have to be related to relevant factors determined for the purpose. Hence further detailed information was called for from the department and has since been furnished.

12.67 From the detailed information now furnished it appears that the actual subordinate personnel working in these workshops has little or no educational qualification, their utility to the workshop being determined entirely upon experience gained by actual working. I am told that it is proposed to reorganise these workshops by prescribing regular qualifications for different categories of workers. On the basis of the information now furnished, as well as the qualifications proposed to be prescribed, I proceed to allocate pay scales as follows :

12.68 As the pattern in Belgaum as well as Bangalore is the same, both can be dealt with together. At the top there is a Foreman called Police Inspector which post is promotional to that of the Technician called Police Sub Inspector. There is a Store Keeper and then there are four categories of tradesman. Tradesman Class I includes Blacksmith, Electrician, Carpenter, Motor Vehicles Fitter, Painter and Turner. Class II includes Upholsterer, Motor Vehicles Fitter, Bench Fitter, Electrician, Tin Smith, Vulcaniser, Turner, Carpenter, Blacksmith. Class III includes the same categories of workmen plus a Greaser and a Cleaner and Class IV an Assistant Greaser. (There is another category generally described as Tradesman Class IV payment to which is shown as being made out of contingency. I do not deal with them).

12.69 The lowest category of Assistant Greaser as well as the Greaser and Cleaner included in Class III are clearly the lowest category, the level of whose work cannot take them beyond or above the lowest scale GS. 1. To them therefore I allot the said GS. 1. The remaining persons in Class III as well as Class II of the Tradesman have as I said a skill which supports the case for bringing them within Grade II. They are therefore placed on GS. 2. I should add that from the point of view of the nature of work done by them it is not possible to place them in two categories, one promotional to the other and that is why only one scale GS. 2 is allocated to them. But the next higher categories of Tradesman Class I may be allotted the higher scale GS. 3 as the promotion depends upon length of service and experience. The Store Keeper is an S. S. L. C. with experience in writing accounts etc. He is equated to a Second Division Clerk and placed on GS. 4.

-12.70 For the next two posts Technician (Sub-Inspector) and Foreman (Inspector) the qualification proposed is a pass in P.U.C. and a diploma in Automobile Engineering and certain experience. Now for admission into the automobile diploma course the educational qualification prescribed is only an S. S. L. C. and the value of the qualification from the point of view of the work expected from the recruit is relatable exclusively to the diploma. The reference to P. U. C. therefore is unnecessary and superfluous. Accepting the position that the proposed qualification is a diploma in automobile engineering may be regarded as the department's opinion of the level of competence of the incumbent, I allot to the Technician (Sub-Inspector) GS. 5. Not only because the Foreman's post is a promotional post but also because the Foreman is in overall charge of the workshop and exercises supervision, I place him on GS. 8.

12.71 There is a Launch establishment run by this department which operates as a sea patrol for prevention and detection of smuggling. The lowest position there is that of a Khalasi who is expected to have passed the fourth standard. Though the nature of the work may not make it obligatory to prescribe any educational qualification, regard being had for the working conditions he is placed on GS. 2. The next promotional positions of Helmsman and Dingi Driver are placed on GS. 3. The next higher positions of Launch Driver and Sarang are filled by promotion and the latter also by direct recruitment for which the qualification prescribed is of the level of a junior certificate. Taking into account the working conditions, the Launch Driver and Sarang are placed on GS. 4.

12.72 There are a few Women Police about 80 Constables, 13 Head Constables and one Sub Inspector (which is expected to be increased to 5); there are no Assistant Sub Inspectors. So far as the Constables and Head Constables are concerned, as their educational qualification prescribed is S. S. L. C. and they go through the regular training courses prescribed for them, they can be placed on the same scales as have been allotted to men Constables and Head Constables namely GS. 4 for the Constable and GS.5 for the Head Constable. The qualification for the Sub Inspector, however, is only a P. U. C. whereas the men Sub Inspectors are required to be graduates. I am informed that it is proposed to raise this to the level of a degree in the case of women police also and that a necessary amendment to the rules is being proposed. It is also stated that at present there is no dearth of graduates nor any necessity to prescribe a lower qualification to attract persons and that even if it may take some time to put through the amendment only graduates will be recruited. There is, of course, not going to be any difference between the nature of duties as between men and women. Considering all these, I allot to women Sub Inspector the same scale as I have to men Sub Inspector namely GS. 8.

12.73 In the ministerial establishment, most of the posts are common posts and do not require any special mention. I would refer only to Reporters and Chief Reporters. Reporters on their qualifications are homologues of Stenographers and are therefore to be placed on GS.6. The Chief Reporters are in



the position of Selection Grade Stenographers in other civil offices and will therefore go on GS.8. I would only add that in the event of the Police Department taking steps to reorganise or strengthen this section, they may follow the three tier cadre suggested by me generally in the case of Stenographers subject to the same specifications as to qualifications with such special departmental training as the police work may require.

#### FIRE FORCE

12.74 The Director and Deputy Directors are officers of the Indian Police Service on the super time scale and senior scale respectively. There was a temporary post of Deputy Director (Technical) which I am informed lapsed on 5th October 1974.

12.75 Three streams can be recognised in this establishment, the operational stream, the training or instructional stream and the maintenance stream or workshop.

12.76 The hierarchy in the operational stream is made up of the Chief Fire Officer at the State level, Divisional Fire Officers at divisional level, Station Officer who is in charge of three fire stations, Sub Officer in charge of a fire station with an Assistant Sub Officer under him, Leading Fireman, Fireman Drivers and Fireman. Of these, the first three the Chief Fire Officer, the Divisional Fire Officer and Station Officer represent the supervisory level. The actual operational level is the fire fighting party headed by the Leading Fireman.

12.77 In respect of the first two, the nature of the qualification prescribed, training and experience required taken along with the supervisory responsibility justify their placement on GS.11 and GS.10 respectively. The Station Officer considering his area of supervision is placed on GS.8.

12.78 As to members of the actual fire fighting party, the most important factor to be borne in mind is the element of risk which outweighs considerations arising out of rather low educational qualifications. Physical standards and continuous alertness or state of readiness expected of them while on duty is also a matter to be taken into account. Giving due value to these factors, the lowest cadre of Fireman should in my opinion be placed on GS.4. Driver Mechanics though primarily required to attend to maintenance and repair of vehicles, are also required in an emergency to work as drivers in the actual fire fighting party. So they are also placed on GS.4 along with Fireman Drivers. The Leading Fireman is therefore placed on the next higher scale of GS.5. The post of Assistant Sub Officer although now shown as promotional to that of Leading Fireman, is in my opinion of the same level and therefore placed on GS.5. The Sub Officer who is above him will be on GS.6.

12.79 The training stream imparts training not only to the men in this force but to others also particularly persons deputed by industrial establishments besides the members of the police force. At the head of the stream is the Commandant which post is interchangeable with that of Chief Fire Officer apparently because some considerable experience of actual operations is also necessary before one could impart instructions. He is therefore placed on GS.11. Under him are the Chief Instructor, Instructors and Demonstrators. Demonstrator is an S.S.L.C. with 10 years experience in a fire brigade. He is placed on GS.5. The Instructor above him is placed on GS.8. The Chief Instructor who is required to be a graduate with 10 years experience is placed on GS.10.

12.80 In the workshop at Bangalore which is the third stream, the Engineering Sub Officer who is at the head and virtually functions as the Foreman is the holder of a diploma in automobile engineering. He is placed on GS.5. Driver-cum-Mechanic should ordinarily have been placed on GS.3 but in an

emergency he like the Driver Mechanics already referred to may be required to work as driver in an actual fire fighting party. I therefore place him on GS.4. Among Fitters there are three classes. However, excepting Fitter Class I which may be regarded as capable of being placed in a higher position, in respect of Fitters Class II and III there does not appear to be any difference in the nature of the work. Therefore, while placing Fitter Class I in GS.3, I place Fitters in Class II and III on GS.2. The Cleaner is a mere helper and is therefore placed on GS.1.

12.81 Other staff does not call for discussion.

#### HOME GUARDS AND CIVIL DEFENCE

12.82 The posts of Commandant General, Deputy Commandant General and Commandant at the Combined Central Home Guards and Civil Defence Training Institute are posts filled by officers of the Indian Police Service. If an officer from State service is posted to the third of the positions, he should be on GS. 13. The provision for direct recruitment in respect of the last mentioned post is for such recruitment on contract basis.

12.83 On the Civil Defence side the staff Officer-cum-Personal Assistant to the Commandant General and *Ex-officio* Assistant Director of Civil Defence is a post filled by an officer of the Karnataka Administrative Service of the rank of an Assistant Commissioner (equivalent to our GS. 11).

12.84 The staff which requires consideration is the staff at the combined Home Guards and Civil Defence Training Institute. We have a Chief Instructor at the top and under him Instructors in different subjects like rescue, fire fighting, use of weapons, tele-communications etc. There are demonstrators to assist the instructors at Bangalore. In the districts there are Assistant Instructors to assist the Instructors. Some of these posts can either be filled by deputation of personnel from the Police Department or from the Fire Force. The general structure is more or less analogous to the training wing of the Fire Force. The Chief Instructor is a post which can be filled by deputation of a Police Inspector. If filled by direct recruitment, the qualification prescribed is a general degree plus 5 years teaching experience. As the Chief Instructor is the head of this Training Institute, the direct recruit may be regarded as equivalent to a Headmaster. From either point of view GS. 10 appears to be the appropriate scale which it may be pointed out is the same scale which has been allocated to the Chief Instructor in the Fire Force. The Deputy Chief Instructor though so designated is of the same rank as other Instructors and is now placed on the same scale as the one applied to Instructors. For the post of Instructor in Fire Fighting, a Station Officer from Fire Force can be got down by deputation. Having regard to the nature of the subjects in which instruction is imparted and their close association with fire fighting work, I place all the Instructors including the Instructors at districts on GS. 8. Demonstrators at Bangalore institute and the Assistant Instructors in the districts are now placed on two different scales, the former position being regarded as promotional to the latter; I think, however, there is no real difference between the two. They are therefore both placed on GS. 5. Fire Engine Driver is placed on GS. 4. The Chief Armourer is Head Constable of Police. So he will be placed on the same scale already allotted to Head Constable GS. 5. Sainiks and Assistant Armourers are of the level of Police Constable. They will therefore be placed on GS. 4. Rest of the categories are common categories.

#### PRISONS

12.85 This is a heavy department. Therefore, the Inspector General and Deputy Inspector General are placed on GS. 14 and GS. 13 respectively.

12.86 The next two levels are of Senior Superintendents who are in charge of the Central Prisons at Bangalore and Belgaum now placed on the present scale

of Rs. 700-1100 and Superintendents of the other three Central Prisons at Gulbarga, Bellary and Dharwar who are persons on the present scale of Rs. 400-950. The reason for the difference is said to be that the prisons in Bangalore and Belgaum are larger. However, from the point of view of the normal categorisation of prisons, all central prisons should in my opinion be regarded as of the same level; in larger prisons the Superintendent may be assisted by a larger number of next level officers. I therefore place both the Senior Superintendents of Belgaum and Bangalore prisons as well as the Superintendents of the Bellary, Gulbarga and Dharwar Central Prisons on GS. 11.

12.87 The Assistant Superintendent who figures as the second in command in larger jails (excepting in the case of Koramangala Open Air Jail and District Prison, Shimoga at which he is now said to be in overall charge) and the Superintendent of the District Prisons who are substantially of the same level are placed on GS. 10.

12.88 Below them there are the Chief Jailers and Jailers. Jailers when placed in charge of District headquarters Sub Jails or Special Sub Jails or some time Taluk Sub Jails are called Jailer-cum-Superintendents. The Chief Jailer is ordinarily not placed in independent charge but is a second ranker in larger jails and is now treated as promotional to a Jailer. Only in one place namely District Prison at Karwar a Chief Jailer is now reported to have been placed in charge as Superintendent. From the point of view of weight of work or responsibility there is scarcely any noticeable difference between the Chief Jailer and a Jailer. I would therefore place both of them on the same scale GS. 8.

12.89 I should add that in view of the fact that all district prisons must be regarded as of the same level, the district prison at Karwar also should be headed by an officer of Grade X namely, either a Superintendent or an Assistant Superintendent.

12.90 The ranks next below these are Chief Warder, Head Warder and Warder. The Warder may be regarded as the entry level for which from the year 1970 the educational qualification has been raised to S.S.L.C. Having regard to the nature of his work he should be regarded as on par with a Police Constable. He is placed on GS. 4. The other two positions are promotional. There appears to be no particular administrative reason why there should be two supervisory levels in this class of Warders. I therefore place both the Head Warder as well as the Chief Warder on the same scale GS. 5.

12.91 This completes the special staff appropriate to this department. There are, however, a few other posts which may be briefly referred to.

12.92 The post of Technical Assistant at Bangalore and that of the Factory Manager in Belgaum are of the same level of responsibility. The latter is part of the cadre of Assistant Superintendents of Jails and the former a holder of a degree in engineering or a diploma in engineering with additional experience prescribed of the length considered sufficient by the rule making authority to equate the diploma to the degree. They also exercise supervisory functions. Both of them are therefore placed on the same GS. 10.

12.93 There is a post designated Research-cum-Statistical Officer at Bangalore. It is said to be promotional to District Jail Superintendent. The actual work is related more to research and analysis of statistical data than to actual administration of jails. I find it difficult to place it on par with the duties and responsibilities of a Superintendent of Central Prisons. I therefore place this post on GS. 10.

12.94 There is a Drill Instructor at Bangalore. His qualifications appear to be very low, viz., eighth standard. It is, however, stated that besides attending to physical training of prisoners, he is also expected to give rifle and musketry training to the guarding staff of the prison. In these circumstances, the fairest way of assessing this post is to treat it as equivalent to that of a Police Constable and Warder. He is therefore placed on GS. 4.

12.95 The other categories do not require any special mention.

#### DEPARTMENT OF HEALTH AND FAMILY PLANNING

12.96 The work of this department is primarily directed towards providing medical relief to the public by treatment either as in-patients or out-patients in the several hospitals and medical institutions. At the same time, it is in charge of medical education also. The practical part of such education is closely connected with treatment of patients at the hospitals or medical institutions. The top levels of both medical relief as well as medical education are manned by professional graduates. Hence, though two clear streams one related to medical service and other related to medical education can be recognised, the two streams coalesce at different points.

12.97 As a first step in identifying the levels of responsibility at these top levels, it will be convenient to deal with the case of professional graduates in service. As the meeting point of both the streams are hospitals or medical institutions, the most logical and also the safest line of approach would be to first settle the levels of such institutions from the point of view of not only the quantum of work but also the nature and extent of activities related to both the streams at these various institutions.

12.98 At the top we have institutions which are recognised as teaching hospitals and are regarded as more or less attached to teaching institutions called colleges. At present there are the following teaching hospitals :

Victoria Hospital, Vani Vilas Hospital, Bowring & Lady Curzon Hospitals, S.D.S. Sanatorium at Bangalore, Cheluvambha Hospital and P.K.C. Sanatorium at Mysore, Karnataka Medical College Hospital at Hubli and Headquarters Hospital also called Medical College Hospital at Bellary. At all these hospitals the bed strength is more than 500.

12.99 The next lower level is the level of District Hospitals, also sometimes called major hospitals with a bed strength exceeding 250 but not expected to go beyond 500 in the near future. The same category will take in hospitals which are called Civil Hospitals particularly in Coorg and old Bombay Area which are really District Hospitals with a bed strength averaging 250 or a little more, except that in taluk headquarters in Coorg, the strength may be around 150 or at any rate may not exceed 150. To the same category may be added special hospitals like Mental Hospital, Tuberculosis Hospital, Infectious Diseases Hospital and Leprosy Hospital, in which the bed strength may vary with the incidence of the special diseases treated at them. The Mental Hospital at Bangalore is now taken over by the Centre. The Mental Hospital at Dharwar with a sanctioned bed strength of 379 is now regarded as a teaching hospital and in a sense attached to the medical college as well as the general medical college hospital attached to it. So the Mental Hospital at Dharwar will have to be taken to the first category of teaching hospitals.

12.100 The third level comprises hospitals called General Hospitals in old Mysore Area, which function below the district level with a bed strength of 50-100 and Cottage Hospitals in Bombay Karnataka Area with an average bed strength of 50.

12.101 Last comes the category of hospitals below the taluk level and mostly at village level. The said institutions are called by various names like Combined Hospitals, Local Fund Hospitals, Primary Health Centres, Health Unit Type Dispensaries etc. Wherever there is lying-in arrangement in these institutions, the bed strength varies between 10 and 30 and is never known to exceed 50; but there are also some institutions in this category where there are no lying-in arrangements, but only out-patient or field work is done.

12.102 In the first category of hospitals namely teaching hospitals, professional men do both teaching as well as the rendering of medical service. Hence

it has been suggested that the top men in those institutions should be of the status of teaching professors. In the second category of hospitals which may briefly be called District Hospitals, the top man is of the status of a District Surgeon sometimes also called a Superintendent. In the third and the fourth categories, the top man is an Assistans Surgeon.

12.103 At the top of the department, there used to be a single Head of the Department called the Director of Health and Family Planning Services. The work relating to the supervision and control of medical education used to be allotted to an officer called the Joint Director (Medical Education). The post was later redesignated as Additional Director and placed on the same pay scale as of the Director (Rs. 1300-1800). As this is a very heavy department, the Director has to be placed and I place him on GS. 15, but for reasons stated in paragraph 5.46 the post of the Additional Director could be allotted only GS. 14.

12.104 There are five Joint Directors at headquarters dealing with the subjects of Health, Family Planning, Malaria and Filariasis, Medical and Employees State Insurance Scheme. They are at present on the scale of Rs. 1000-1500. They will be allotted GS. 13.

12.105 Out of the eight Deputy Directors functioning in the department, two are deputed from other departments and the remaining six are regular departmental men. Out of the latter, four designated Regional Deputy Directors are in charge of four regions of the State coterminous with Revenue divisions. On the general administrative principle that the distribution of work among the Joint Directors whether territorially or on functional basis is or should be equal in weight and responsibility, these four Regional Deputy Directors should be redesignated as Joint Directors and placed on the Joint Director's scale GS. 13. Of the remaining two Deputy Directors at headquarters, one is at the head of the Public Health Institute and the Laboratories, and the other is in charge of Medical Stores. Though the nature of the work is different, the level of responsibility of both is substantially equal and can reasonably be equated to the level of responsibility of a Joint Director. These two posts also must be redesignated as Joint Directors and allotted GS. 13.

12.106 All the Assistant Directors in charge of various subjects or categories of work and all the District Level Officers whether called District Surgeons or District Officers of Health and Family Planning are in my opinion of the level of Deputy Directors. They should be placed on the Deputy Director's scale GS. 11. Dental Surgeons who are now on Rs. 700-1100 should also be placed on the same scale GS. 11.

12.107 All the posts going by the name of Assistant Surgeons whether Class II or Class III as they are now called and whether they are graduates or licentiates, actually fall into one large category which in actual event is the entry level of professional men whether graduates or licentiates. The licentiate qualifications were discontinued from about 1964-65 and the last recruitment of such licentiates was sometime in 1966. As these licentiates have therefore now put in nearly ten years' of service, for the purpose of this revision of pay, I do not find sufficient grounds to treat them separately or place them in a separate lower category. I therefore regard the entire class of Assistant Surgeons as one class representing the entry level of professional graduates. The scale appropriate to them is GS. 9.

12.108 The said category of Assistant Surgeons are deployed at almost all levels working under the top man of the institution concerned. The departmental authorities have suggested that both from the point of view of administrative convenience and better distribution of supervisory responsibilities as well as from the point of view of mitigating stagnation consequent upon the paucity of promotional opportunities, it is advisable and highly desirable

to create an intermediate level between the Deputy Director's level and this level. I accept the suggestion backed as it is by administrative experience of departmental officers and recommend the creation of an intermediate level equivalent to that of an Assistant Director of a department on GS. 10 but subject to the following conditions.

12.109 It must be a promotional level to be filled by promotion on seniority-*cum*-merit basis ; and it should be made compulsory that the position of the top man at taluk level hospitals is occupied only by such promotees on GS. 10. The Assistant Surgeons, I am told, as at present are deployed as assistants in medical institutions or hospitals at all levels ; when such an intermediate promotional level is created and promotions are made thereto, such promotees on GS. 10 alone should be posted as Assistants in teaching hospitals, though at district level assistants on both the scales GS. 10 and GS. 9 may be appointed. Another suggestion I wish to make in this connection is that having regard to the prevalent policies of the Government to improve the standard of medical services at village level, rules should provide for a certain minimum period of service at village level as necessary for acquiring eligibility for promotion to GS. 10.

12.110 The suggestions and recommendations in the last preceding paragraph, it will be evident, can be given effect to only when steps are taken to frame rules and make promotions to the intermediate position on GS. 10 on the considerations set out in the said paragraph. Pending such action and in the course of the initial implementation of these recommendations all Assistant Surgeons of all descriptions referred in paragraphs 12.107 to 12.109 above, should be placed only on the entry scale for professional graduates *viz.* GS. 9.

12.111 Regarding Assistant Dental Surgeons, no suggestion like the one made in the case of other Assistant Surgeons for creation of an intermediate promotional grade has been made to me by the representatives of the department, obviously because the total number of such Assistant Dental Surgeons is at present small and the extension of dental service is just reaching the taluk level in a small measure and also because there is not at present the possibility of an Assistant Dental Surgeon being the head of an institution like a hospital at taluk level where a general Assistant Surgeon on GS. 10 is expected to work. If, however, the cadre should be developed or expanded further, the matter may then be considered by the Government whether the creation of an intermediate cadre on GS. 10 is called for. At present I do not make any suggestions in that regard.

12.112 Before going to the teaching stream there is another suggestion I wish to make. There is a position called Resident Medical Officer at some hospitals generally bigger hospitals. I suggest that the Resident Medical Officer at teaching hospitals should be of the level of a Deputy Director or District Officer on GS. 11. In other hospitals, he may be an Assistant Surgeon but when the intermediate position on GS. 10 is created, it would be desirable to post only men on GS. 10 as Resident Medical Officers at District hospitals.

12.113 So far as the superior teaching posts are concerned, the position has been discussed in fair detail in Chapter Five dealing with grading. To summarise what has been stated there, the Principal of the Medical College will be placed on GS. 14, the Professor and Associate Professor will together be placed on GS. 13, Assistant Professor and Assistant Associate Professor will together be placed on GS. 12. The Lecturer will be placed on GS. 11 subject to the condition that a direct recruit Lecturer should possess a post graduate degree and a promotee from service who enters on GS. 9 should have at least 6 years service before promotion. I use the word Lecturer as including both the designation of Registrar used in connection with clinical subjects and of Tutor in non-clinical or para clinical subjects.

12.114 There are at Medical Colleges certain other categories going by the name of Resident Pathologist, Museum Curators, Epidemiologist-*cum*-bio

Statistician, Pathologist for P. G. Course who are now treated on par with Lecturer but from the description or designations it would appear that their work is not of the level of a Lecturer; they are also holders of ordinary Bachelor's Degree in Medicine and Surgery. The appropriate scale for them is GS. 10.

12.115 *Administrative and Accounts Staff* : The Administrative Officer who is now a person on Senior Karnataka Administrative Service scale of Rs. 1000-1500 will be placed on GS. 13. The Assistant Administrative Officer which is a promotional post to a Lay Secretary and a Gazetted Assistant (the former name used in Medical wing and the latter in the Health wing) at present on Rs. 400-950 will be placed on GS. 11. The lower level of Lay Secretary on Rs. 275-550 will be placed on GS. 10. in the case of teaching hospitals; the corresponding post of Lay Secretary at District Level hospitals will, however, be placed on GS. 8. The post by the name Food Supervisor will be placed on GS.6, and the Assistant Food Supervisor on GS. 4. Medical Record Clerk-cum-Typist will go to GS. 4.

12.116 *Para Medical Staff*. (Nursing Cadres) : There are no clear Cadre and Recruitment Rules applicable to these cadres and most of them according to the departmental practice are filled by promotion or transfer from other cadres. It will be safe to start with the entry level of a Staff Nurse.

12.117 The qualifications for a Staff Nurse are S. S. L. C. plus three years' course of specialised training which may be equated to a diploma. The present scale is Rs. 175-450. The post can be placed on GS. 5.

12.118 The next promotional post is that of Nursing Superintendent Grade II for which the rules seem to require at least 8 years experience as a staff Nurse. The existing scale is Rs. 275-550. Lecturers and Nursing Tutors are also posts promotional to a Staff Nurse and are placed on the same scale Rs. 275-550. There is another category called Assistant Superintendent/Sister Tutor on the same scale. All these can be placed on GS. 7.

12.119 The next higher promotional post is basically that of a Nursing Superintendent Grade I on the present scale of Rs. 350-900. The other posts on the same scale are — Principal of the School of Nursing, Assistant Professor in the College of Nursing, Senior Clinical Nursing Tutor, Superintendent of Health Visitors School, Public Health Nurse Instructors, District Nursing Supervisor, all of which posts are filled either by promotion from a Nursing Superintendent Grade II or by transfer of a nursing Superintendent Grade I. For the Principal of the Nursing School there is also a proposal to prescribe a post P.U.C. degree in Nursing. All these posts can reasonably be placed on GS.10.

12.120 At the top, there are two posts one of the Principal of the Nursing College and the other designated Assistant Director (Nursing) which is a new name given to the old designation Superintendent of Nursing Services. Both of these are at present on the scale of Rs. 500-1000. The Assistant Director is a position which I have suggested should be redesignated as Deputy Director and placed on GS.11. The Nursing College though called a College is for all practical purposes an in-service training section of the department. It is stated that a few outsiders are also admitted to a four years' course run there leading to the university degree of Bachelor in Nursing. Having regard to the main purpose of the institution and its size and the very small amplitude of supervision that may be attributed to the Principal who may be regarded as the head of it, the proper scale for the position of the Principal also will be the same GS.11.

12.121 Lady Health Visitors were formerly required to undergo a specialised training course of 2½ years' duration after passing High School. In the course of recent review of the position for strengthening the medical services at village

level, the qualification for admission into the training course has been enhanced to P.U.C. The Lady Health Visitors already in service must have put in at least two years of service. It therefore appears to me fair to treat all of them also on par and allot a single scale which should cover both previous qualifications for persons already in service and the higher qualifications now prescribed for new entrants. That scale will be GS.6. In the case of Auxiliary Nurse Midwife also the original minimum educational qualification of Middle School has since been raised to High School. They have to undergo a specialised departmental training course of a duration of two years. On considerations same as set out in the last case, this category will also be allotted a single scale applicable to both those in service as well as to the new entrants. That scale will be GS.4.

12.122 *Basic Health Workers and Field Workers*: There is considerable diversity in the pay scales and the qualifications and training prescribed for recruitment to the various categories of workers coming under this group, and for a few cadres thereof there are no recruitment rules. It is seen, however, that bulk of them are either of high school level or a slightly lower level and are given a certain departmental training. The representatives of the department told me recently that after reviewing the position, a decision more or less at all India Level has been taken to train all Basic Health Workers as multi-purpose workers and prescribe a uniform educational qualification of high school standard and give them a multi-purpose training of a duration of about 18 months. The persons now at this level which may be regarded as the lowest field level are placed in various pay scales ranging from Rs. 90-200 up to Rs. 160-350. In view of the uniformity in qualification and training now proposed, and taking into account the in-service experience of persons already in service, the proper course consistent with the scheme of rationalisation now pursued, will be to place all these workers on GS.4.

12.123 The next higher level workers are either graduates or exercise subordinate supervisory functions over the field workers, as well as persons whose qualification for recruitment is P.U.C. plus a diploma or other course of two years duration. Most of these persons are at present on the scale of Rs. 200-450 and some are designated non-gazetted Health Supervisors. A few of them amounting to about 20% of the above are designated gazetted and are placed on the scale of Rs. 275-550. The exact content of the administrative decision for making this distinction between gazetted and non-gazetted is difficult to ascertain. From the information which can be gathered from the individual job charts originally sent by the department with their replies to the Questionnaire and the job description forms subsequently received, it is seen that only non-gazetted officials exercise supervision over the field workers, but those designated gazetted do not exercise such functions. The gazetted personnel do some work which may be regarded as specialised work in a limited field like making surveys, building statistics upon various matters relating to public health and prevalence and control of diseases in which they take the assistance of the field workers. From one point of view the actual or technical nature of the work done by the gazetted personnel may be described as slightly superior to the work of the non-gazetted personnel, but the latter have the additional function of supervision. This is all that can be gathered from the material which could be collected from the department or otherwise. On this material, the only fair and reasonable inference which can be drawn on a consideration of the skill and effort and responsibility appropriate to the two positions is that they must be regarded as substantially of the same level. Both of them are therefore placed on GS.6.

12.124 Under the Leprosy scheme, there are two posts designated Senior Non-Medical Supervisor and Junior Non-Medical Supervisor. The latter appears to be a direct entry level with P.U.C. as qualification. The former is said to be promotional and also open to direct recruitment to persons holding a degree plus a diploma in Social Science. These are said to be vanishing cadres



with only two plus three persons now in service. On the basis of the qualification, the Senior Supervisor may be placed on GS.7 and the Junior Supervisor on GS.4.

12.125 *Entomologists*: Among Entomologists, it is seen that direct recruitment qualification is only a degree in zoology and as many as three superior cadres are devised as promotional cadres. The entry levels are Junior Entomologist/Entomological Assistant and Research Assistant at the Virus Diagnostic Laboratory at Shimoga, both of whom are graduates in Zoology. Whereas the Junior Entomologist is given the scale of Rs. 130-290, the Research Assistant is given the scale of Rs. 200-450. Both of them in my opinion should be placed on the same scale viz. GS.6. Among the promotional cadres in Entomologists there are two—Assistant Entomologist/Biologist on Rs. 275-550 and an Entomologist on Rs. 300-700. There is no difference between the nature of their work, functions and responsibilities noticeable from the description and information received. Both of them should therefore be placed on the same scale and that will be GS.8.

12.126 The Senior Entomologist who is attached to the Communicable Diseases Investigation-cum-Training Centre, Mandya, presided over by an Assistant Director should therefore be naturally placed on scale GS.10.

12.127 The Insect Collector in this establishment who is now on Rs. 65-95 will be placed on GS.2 which is appropriate to his work.

12.128 *Family Planning and Health Education*:—This section also is not completely covered by Cadre & Recruitment Rules. Here also for no clear reason except a desire to create several promotional ladders without clearly noticeable difference between the nature of work or responsibility, there are several levels which have to be reduced upon rationalisation. At the bottom there is a Family Planning Health Assistant who is an S.S.L.C. and placed on the scale of Rs. 100-200. The proper scale among the new scales for him is GS.4.

12.129 Above them there are graduates, Social Workers (V.D.) Social Workers (Health Education) placed on two different scales Rs. 160-350 and Rs. 200-450. Both of them will have to go to the appropriate new scale GS. 6. So also Block Extension Educators who are graduates and now on the scale of Rs. 160-350 will be placed on the new GS. 6.

12.130 Then there are District Extension Educators who are either promotees or if direct recruits postgraduates in Social Sciences as well as the District Mass Education and Information Officer now said to be promotional to the former. Both these having regard to the qualification for direct recruitment will be placed on GS. 9.

12.131 Then there are a large number of posts designated Lecturer in Health Education and Family Planning, Lecturer in Demography and Statistics; Health Education Officer; Social Science Instructor; Health Education Instructor; Technical Officer (Students Health Education Unit); Technical Officer (Field Study and Demonstration Centre) (Social Scientist); Assistant to the Assistant Director (HE & SH) (Social Scientist); Planning Officer (Social Scientist) in Planning and Education Cell; Social Scientist (Family Planning); All these except the Lecturers are on Rs. 350-900 but the Lecturers are on Rs. 400-950. There is no noticeable difference between the nature of work or the skill and effort necessary for it or the responsibility attaching thereto in these various posts. Some of these posts are governed by recruitment rules but the rest not. The reason for giving a higher scale to the Lecturer is noted in the papers given to me by the department to be that the Lecturer's post is promotional to the Health Education Officers etc. If the provision for direct recruitment for some of these posts is for the said reason regarded as a case of lateral entry, the prescription of some experience in addition to a post graduate degree would get

neutralised by actual in-service experience of a person in the lower cadre. Considering all these circumstances, the only fair allocation to be made in respect of all these posts would be to regard them as appropriately falling within Grade IX. I therefore allocate to all these posts GS. 9.

12.132 *Other Para Medical Staff: Pharmacist:* In this category of para medical staff there is at present at the bottom the post of a Compounder now called Pharmacist who is an S.S.L.C. with one years' training as Compounder on Rs. 100-220. A Senior Pharmacist said to be working at Dispensaries is described as a selection grade post in respect of the first one and is placed on Rs. 130-290. At the hospitals, Junior Pharmacist is equated to the Senior Pharmacist of Dispensaries and there is a promotional post called Senior Pharmacist on Rs. 160-350. Above them there is a Graduate Pharmacist. In the draft amendments now proposed to the rules, the scheme is to have a Pharmacist at the bottom with the qualification of S.S.L.C. and a Diploma in Pharmacy, a Senior Pharmacist Grade II who is required to have 10 years' service as a Pharmacist and a Senior Pharmacist Grade I who is required to have two years' experience as a Senior Pharmacist Grade II and above them is the Graduate Pharmacist who is required to have a degree in Pharmacy.

12.133 From the point of view of qualification and nature of work, I see no reason to make a distinction between Pharmacists working in hospitals and Pharmacists working in dispensaries. So the entry cadre at the bottom would be that of a holder of a post S.S.L.C. diploma in pharmacy. That diploma has a course of study extending for 2 years. Under the relevant statutory provisions those in service are permitted to acquire the diploma on a one year's condensed course now being conducted by the Government College of Pharmacy run by the Drugs Control Department. Though called a diploma and the subjects listed for study are more or less the same as those listed for the post P.U.C. degree course of B. Pharma, the lower standard for eligibility for admission and the shorter course suggest an equation in competence with a two years' certificate course after S.S.L.C. commonly called the Senior Certificate. So I would place the Pharmacist on GS. 4. So far as the next higher post of Senior Pharmacist is concerned, the proposal to have that cadre split into two-Grade I and II has no basis other than length of service the difference between the periods being only two years. I would place therefore both of them on the same Grade which having regard to the minimum length of 10 years' service proposed to be prescribed should be GS. 6. The Degree in B. Pharma is a qualification falling within Group VIII of the qualifications and therefore the appropriate scale for the Graduate Pharmacist would be GS. 9. The two higher posts of Chief Pharmacist and Deputy Director (Pharmacy) are respectively of the status of an Assistant Drugs Controller and Deputy Drugs Controller and hence the appropriate scales for these two categories are GS. 10 and GS. 11 respectively.

12.134 In X-Ray Technicians there are two levels one at the bottom with S.S.L.C. and one year's training on Rs. 100-220 and a Radiographer which is promotional to the former with also direct recruitment of P.U.C.'s with 18 months' training. They are at present on Rs. 130-290 with a selection grade of Rs. 160--350. Below the Technician there are two posts now classified as Class IV one of an X-ray Attender on Rs. 65--95 and the other of a Dark Room Assistant (who is also said to work as an Attender) on Rs. 80--145. If qualifications alone is taken into account, the Attendar will have to be placed on GS. 1, the Dark Room Assistant on GS. 2, X-Ray Technician on GS. 4 and the Radiographer GS. 5. But having regard to the fact that they are at the actual operation level in an X-Ray Plant fraught with known risk to the health, they will have to be placed and I place them on higher scales as follows: The Attendar will be placed on GS. 2, Dark Room Assistant on GS. 3, X-Ray Technician on GS. 5 and the Radiographer on GS. 6.

12.135 General Physio Therapist who is a P.U.C. with two years diploma in Physio Therapy has to be placed on GS. 6. Leprosy Physio Therapist who is only an S.S.L.C. with 9 months' to one year's training has to be placed on GS. 4.

12.136 Psychologist, Teacher in Child Psychiatry and Psychiatric Social Worker who are post-graduates with a diploma in medical psychology or social science get into the entry scale GS. 9.

12.137 The post of Speech Pathologist and Audiologist who is also a post graduate would for the same reason get into the same scale GS. 9.

12.138 Dietician and Home Science Assistant who are both required to possess a degree but now placed on two different scales Rs. 250--500 and Rs. 200--450 should both be placed on the same grade appropriate to them viz., GS. 6.

12.139 Dental Mechanics and Dental Hygienist who are both S.S.L.C. with 2 years training will be placed on the same scale GS. 4.

12.140 In Optics, only the Optical Mechanic who is an S.S.L.C. with only some practical experience in an optical workshop will be allotted GS. 3. The others namely Senior Refractionist on Rs. 160--350, Refractionist on Rs. 130--290, Ortho Optist and Optician on Rs. 130--290 will all be placed on a single scale GS. 6.

12.141 There are two posts of Engineers intended to be filled by recruitment of holders of Engineering Degree which are treated as direct recruitment posts though perhaps administrative convenience would well have been met by deputation from the Public Works Department. One of them is to be filled by recruitment of a holder of a Bachelor's degree with Electrical Engineering as a Special subject to attend to the maintenance and repairs of X-Ray equipment. The recruitment rules specially intended for these were issued only in September 1975. In addition to the degree the rule requires that the recruit should have 2 years' experience in maintenance and repairs of X-Ray equipment. The other position intended to be filled by an engineering graduate for similar work in connection with Refrigeration plant is not covered by any rules. These are both direct recruitment posts, the qualifications for which fall within Group VIII. Hence, logically and naturally they fall into Grade IX which is appropriate to professional graduates to which is allocated entry scale of GS. 9. The specification of experience appears to me to be inoperative for the purposes of valuation because the description in the rule clearly indicates the acquisition of a skill for which the educational qualification of an Engineering degree is sufficient. When the degree therefore is taken for purposes of valuation, the skill meaning thereby the ability to do the functions appropriate to the post is also valued. Hence to both these posts I allocate GS. 9.

12.142 *Medical Records Section*: This section is more recent and steps are being initiated or have just been initiated to expand its activities from the point of view of compilation of medical statistics which might assist both in the formulation of any policy or contain indications or ideas for commencing research.

12.143 At the top of the section, there is a post designated Medical Records Officer which is promotional to the post of Assistant Medical Records Officer. It was mentioned to me that it was proposed to prescribe at least a general degree in arts or science for these. It is seen that rules have actually been issued prescribing that the Medical Records Officer should be promoted from among Assistant Medical Records Officers and if no suitable person is available for promotion, direct recruitment must be resorted to from among those holding a Bachelor's Degree in arts, science or commerce and also possessing a certificate in training for Medical Records Technician's job granted by the Christian Medical College Hospital, Vellore or equivalent qualification as also

five years' experience either as an Assistant Medical Records Officer or Medical Records Technician. Having regard to the qualification as also the fact that he has to exercise supervision over a section consisting of about 10 or more persons working under him, I consider that the appropriate scale to be allotted to this post is GS. 8.

12.144 The Assistant Medical Records Officer and the Medical Records Technician who are now placed respectively on the scale of Rs. 200-450 and Rs. 160-350 may conveniently be combined into a single cadre from the point of view of substantial equality in the nature of work and allotted GS. 5, because the qualification proposed is P.U.C. plus a special training in documentation of medical records meaning apparently the training course conducted at Vellore and referred to above.

12.145 *Department of Experimental Medicine*: This department was quite recently created as a section of the Bangalore Medical College. The department is to be manned by one Professor, one Assistant Professor and one Lecturer in the Medical College with the supporting staff of Lecturers in pre-professional courses redesignated as Technical Assistants in such subjects as Bio-Chemistry, Botany, Veterinary Science, Physics, Pharmacy and Statistics.

12.146 The Professor, Assistant Professor and Lecturer who are obviously expected to take active part in research specially related to the indigenous drugs have to be naturally accorded the status of the superior teaching staff because such posts as those of Professor and Assistant Professor are also expected to function as guides for research students. So the post of the Professor is allocated GS. 13, that of the Assistant Professor GS. 12 and that of the Lecturer GS. 11. All the post of the Technical Assistants merely assist the top personnel and do not do any teaching work which may be regarded as equivalent to teaching in a medical college. The qualifications in the case of all of them is the possession of a post graduate degree in the relevant science. So they will go into the entry scale for persons possessing those qualification; viz. GS. 9.

12.147 Special mention has now to be made of 3 posts or groups of posts. Sometime ago 40 posts to be designated Medical Officer of Health (Family Planning and Maternity and Child Health) to be on the present scale of Rs. 500-1000 were sanctioned but, in the absence of rules which do not appear to have been framed so far and for whatever administrative difficulties the department might have had, have not yet been filled up. More recently about October-November 1975 one post of a District Leprosy Officer on the same scale was also sanctioned. From the information available to me from the departmental authorities it would appear that all these 41 posts are to be under the administrative supervision and control of the District Health Officer. Probably, if not certainly, the posts are capable of being filled by promotion from the cadre of Assistant Surgeons. My suggestion is that these posts may be added to the proposed intermediate promotional cadre for Assistant Surgeons to be placed on GS. 10.

12.148 There are five posts designated 'Sisters of Charity' and placed on the present scale of Rs. 90-200. No job description form filled by any one of the persons working as such has been sent to me. It is not possible to ascertain where they work and what type of work they do. The only piece of information furnished in the papers is that these posts are filled by deputation from philanthropic organisations. There is a well known philanthropic or charitable organisation called the Sisters of Charity who among their activities also render service to the sick and infirm. In the absence of clear and full information, I am unable to allocate any scale to these posts. All that I can suggest is that the proper procedure for the Department of Health to take advantage of the philanthropic activities of this organisation would be either to remunerate them

on a contract basis or directly pay the estimated value of the services to the organisation itself.

12.149 Most of the remaining posts are filled by deputation from other departments with an alternative provision for direct recruitment in a few cases. The rest are clearly recognisable general categories. Neither of these groups calls for any special mention.

#### DRUGS CONTROL DEPARTMENT

12.150 Having regard to the importance of the department and its growing activities, the department is classified as a heavy department.

12.151 At the top there is a Drugs Controller and there is also a Director of Drugs Testing Laboratory both on the present scale of Rs. 1000—1500. The Drugs Controller is undoubtedly in overall charge of the department including the Drugs Testing Laboratory. I therefore place the Drugs Controller on GS. 14 and the Director, Drugs Testing Laboratory on GS. 13. The Deputy Controller will go to GS. 11 and the Assistant Controller to GS. 10.

12.152 There are three clearly distinguishable streams in this department viz. the enforcement stream, the drugs testing laboratory and the Government College of Pharmacy.

12.153 In the enforcement stream, the only cadre is that of Inspectors some of whom are at Bangalore and others in district headquarters. They are all holders of the Bachelor's Degree in Pharmacy and are now on the scale of Rs. 300—700. As the qualification falls within Group VIII of the qualifications and the cadre is the entry cadre, the Inspectors will be placed on GS. 9.

12.154 At the Drugs Testing Laboratory below the Director there is first a Superintendent the qualification for direct recruitment to which is a Master's degree in Pharmacy and the post is promotional to several cadres recruitment to which is from holders of Bachelor's degree in Pharmacy. I therefore place him on GS. 11. The lower cadres of technical staff are of posts designated Senior Chemist, Bio Chemist, Pharmacologist, Bacteriologist, Pharmacognosist and Research Chemist. They are all as already stated holders of bachelor's degree in pharmacy or connected subjects. They are now on the scale of Rs. 350—900. They will also be placed on GS. 10.

12.155 The post called Veterinarian is a deputation post from the Department of Animal Husbandry. Instructor and Assistant Instructor are new posts which are proposed to be filled by transfer of Lecturer and Demonstrator respectively working at the College. The Junior Chemist is the holder of a post graduate degree in Chemistry. As the qualification falls within Group VIII and the level is entry level, he is placed on GS. 9.

12.156 Supervisors is a diploma holder now on Rs. 175—450. He is placed on GS. 5. Air Conditioning Mechanic is also now on Rs. 175—450; it appears there is a proposal to prescribe a degree in Engineering for this post which appears to me to be disproportionate to the work of a mechanic. Therefore, I place him on the scale appropriate to diploma holders namely GS. 5.

12.157 The College of Pharmacy imparts instruction in both degree and diploma courses in pharmacy of a duration of four and two years respectively. In the hierarchy of educational institutions it cannot be equated with Medical Colleges or Engineering Colleges. The Principal is placed on GS. 13. Reader and Assistant Professor are both persons having post graduate qualification, the former being treated as promotional to the latter (this is a departure from the normal university practice of placing the Reader below the Professor). It appears to me that both the cadres can be combined into one and designated Professor; to such a combined cadre I allot GS. 12. All the Lecturers in Pharmacy and the Demonstrator are both required to have a degree in

Pharmacy. The Lecturers in other subjects are post graduates in the subjects they teach. As in other similar institutions, Lecturers in Pharmacy should be holders of a post graduate degree in the subject; GS. 11 could be allocated only to holders of such post graduate qualification. Those that are in service but hold only a bachelor's degree in Pharmacy can, however be placed on that scale if they have completed at least 6 years of service and the department will take steps to fill the posts with only post graduate's or bachelor's degree holders with 6 years' experience. Lecturers in other science subjects who hold post graduate degrees in their particular subjects will, of course, be placed on GS. 11; for the present I am treating honours degree as equal to a Master's degree, but suggest that in future, recruitment should be limited to holders of master's degree only. The Demonstrator, however, who is only a holder of a bachelor's degree in Pharmacy and not required to possess post graduate qualification will be placed on the entry scale GS. 9.

12.158 The Supervisor at the College who is a diploma holder will be placed on GS. 5 on a par with Supervisor at the laboratory.

12.159. There is a post called Special Officer at the College. It is stated that it is intended to have a unified effective control in respect of the training scheme of a condensed diploma course for persons in service and expected to be completed within the Fifth Plan period. As it is said he does teaching work also, he is placed on the Lecturer's scale GS. 11.

12.160 The rest of the posts in all the streams are common cadres and do not require any special mention.

#### DEPARTMENT OF INDIAN SYSTEMS OF MEDICINE AND HOMOEOPATHY

12.161 This department which formerly formed part of the Department of Health and Family Planning Services was separated from it with the object of strengthening the services in Ayurvedic and other Indian systems of medicine and Homoeopathy, and expanding the reach of these systems to a larger section of the public pursuant to or in the light of the recommendations of the Melkote Committee. There is also a body called the State Level Advisory Board for Indian Medicine and Homoeopathy constituted for this purpose with the Minister for Health as Chairman and the Director of the Department of Indian Medicine as its Member-Secretary. At present the important institutions attached to the department and run by it are the Government Colleges of Indian Medicine at Mysore and Bangalore, the Ayurvedic Hospital attached to the Mysore College and the Shri Jayachamarajendra Institute of Indian Medicine at Bangalore with a bed strength of 160 and 250 respectively. Another hospital where homeopathic treatment is to be given is being started at Bangalore with a bed strength of 25. A 25 bedded hospital of Indian Medicine is expected to be started at Bijapur shortly. There are several ayurvedic dispensaries in the mofussil particularly in rural areas, the work of which is controlled through the District Health Officer of the Health and Family Planning Department by the Director of the Department of Indian Medicine. There are private colleges conducting courses of study in Indian Medicine at Bellary, Belgaum, Udipi, Bijapur, Hubli which are aided institutions.

12.162 The old licentiate courses in ayurvedic and unani medicine (L.A.M.S. and L.U.M.S.) were discontinued in or about 1958 but a slightly expanded diploma course called G.C.I.M. continued till about 1967. At present the emphasis is on conducting degree courses of a duration of 5½ years,—Bachelor in the System of Ayurvedic Medicine and Bachelor of Unani Medicine & Surgery (B.S.A.M. and B.U.M.S.). There are also post graduate courses in Ayurveda; at present those courses are confined only to two subjects namely pharmacology and general medicine.

12.163 Although the policy or expectation is that this department should be enlarged and greater encouragement extended to Indian systems of medicine,

the size and operation of this department at present are not very large. The number and sizes of the teaching institutions as well as the number and sizes of the hospitals are small. So for the present, this department will have to be classified as a medium sized department and the pay scales determined on that basis. When the department grows it will be for the government to decide whether, and if so, at what stage it may be reclassified as a heavy department or a very heavy department and upgrade the pay scales accordingly.

12.164 I therefore place the Director on GS. 13. The Assistant Director should for uniformity in nomenclature be redesignated as Deputy Director and placed on GS. No. 11.

12.165 The rest of the staff can be looked upon as made up two broad groups, those relating to the hospitals or dispensaries and those to the teaching institutions.

12.166 The first group now consists principally of physicians. Junior physicians who are diploma holders on the present scale of Rs. 200-450 with the exception of Junior Unani Physician or Tabib who is on Rs. 250-500. The Senior Physicians are also diploma holders but with more than 10 year's service and are therefore regarded as equivalent to degree holders and are placed on the scale of Rs. 300-700. Out of 55 Junior Physicians, I am told at least or about 10 have put in more than 10 years' service and 14 are graduates. There was an arrangement started with the concurrence of the University of Bangalore for a condensed two years course to assist the diploma holders to acquire degrees conducted at the college at Mysore. Admissions into this course have since been discontinued.

12.167 The suggestion of the department is that diploma holders must be designated Junior Physicians on a lower scale of pay and degree holders designated as Senior Physicians on a higher scale of pay. But I am also informed that so far as the actual nature of the work or the place where they might be working are concerned, there is no difference. As a working arrangement it would appear that the category of Senior Physicians is regarded as promotional to the category of Junior Physicians. The arrangement appears to me to be unsatisfactory. There is no point in making a distinction in the same cadre of public servants doing the same type of work. There is no doubt a clear distinction between a degree and a diploma. If a degree and a diploma in spite of such difference are prescribed as alternative qualifications for recruitment, it leads to incongruous situations or difficulties. In the peculiar circumstances of this department and the radical changes made, not very long ago, in the courses of study, the best solution would be to prescribe only a degree as minimum qualification for recruitment (specially in view of the present policy of strengthening the position of the systems of Indian medicine) and to treat the diploma holders in service as equivalent to degree holders if they have put in 10 years of service and to take steps to continue for the benefit of those with lesser service the arrangement of the condensed course mentioned above. Upon enquiry with the departmental authorities, I understand that it may not be difficult to secure the concurrence of the university for such a course; even otherwise as such a course has been conducted at the Mysore College within the control of the department, the diploma holders by rule may be required in batches to go through that course. On that basis, both the Junior and Senior Physicians may be combined into a single cadre of Physicians and placed on the same scale of pay. I would place them on GS. 9.

12.168 Various other posts designated Resident Medical Officer, Research Officer, Assistant Research Officer, Assistant Supervisor, Superintendent are all physicians senior or junior. Those posts also will be placed on GS.9.

12.169 Nursing Staff till quite recently was entirely composed of those deputed from the Department of Health and Family Planning but now there

is a fair percentage of direct recruits of this department itself and the department has also started a training course of 3 years for Nurses who for recruitment must have passed S.S.L.C. examination with an additional six months' course in Midwifery.

12.170 There is at present above the Nurse or Staff Nurse, only one cadre designated Nursing Superintendent Grade II. I am told that with the expansion of the strength in nursing staff, need is felt for a Grade I Superintendent also. These three categories are equivalent to categories of same designation in the Department of Health and Family Planning. Hence, I place the Nurse or the Staff Nurse on GS.5, Nursing Superintendent Grade II on GS.7 and Nursing Superintendent Grade I (if and when created) on GS.10.

12.171 Among Pharmacists there are two cadres; Grade II on Rs. 100-220 and a promotional Grade I on Rs. 130-290. As in the case of the Department of Health and Family Planning, Grade II will be placed on GS.4 and Grade I on GS.6.

12.172 In the teaching staff there is first the Principal and after him the Professor, Assistant Professor (which now includes the post formerly called Reader now redesignated Assistant Professor) and Lecturer. The sizes of the colleges, the student strength, subjects taught (it may be noted that there is no major surgery) do not justify placing these colleges on a par with medical colleges. The Principal and Professors are required to have post graduate qualifications but the Lecturer only a bachelor's degree. As the course of study is a long and specialised one, the Lecturers also should in my opinion be post graduates as in the case of medical colleges. On the above basis, I place the Principal on GS.13, Professor on GS.12, Assistant Professor and Lecturer together on GS.11.

12.173 There is a Government Central Pharmacy at Bangalore. The officer in charge of it is equated to the position of a Deputy Director and placed on GS.11.

12.174 Other posts are common posts and do not require any special mention. Very recently an Under Secretary appears to have been deputed to this department to function as its Administrative Officer. The appropriate scale for him would be GS.11.

#### DEPARTMENT OF PUBLIC INSTRUCTION

12.175 In the educational field there are now four departments, *viz.* Public Instruction, Pre University Education, Collegiate Education and Technical Education. One more is going to be created out of these to which I shall make a reference presently. To some extent, matters for discussion are common. As far as possible those will be dealt with in connection with the Department of Public Instruction.

12.176 The Department of Public Instruction is a very heavy department. Hence, the Director who is at the top of it is placed on GS.15. There are two Additional Directors; one deals with Primary Education and the other function as the Chairman of the Secondary School Leaving Examination Board. They are both placed on GS.14. There are eight Joint Directors, four of whom are at four divisional headquarters,—the divisions corresponding to the revenue divisions. They will all be placed on GS.13.

12.177 Another post, Director, State Institute of Education has been till quite recently of the same status as that of a Joint Director of this Department. By Government Order No. ED 5 MTI 75, dated 2-12-1975, the Government have upgraded this post of the status of Additional Director and ordered that he be the head of a separate department which will deal with all academic units going by the name of (1) The State Institute of Education, (2) The State



Institute of Science, (3) The Educational Vocational Guidance Bureau, (4) The State Evaluation Unit, (5) The State Survey Unit, (6) The Audio Visual Section, (7) The Educational Technology Cell, (8) Teachers' Training Institutes and (9) B.Ed. Colleges, with which he has been dealing so far as one of the officers of the main department of public instruction. Till he takes charge of the post of the head of the new department, his pay should be on GS. 13. From the time he starts functioning as the head of the new department, he should be placed on GS. 14 as I consider the new department placed under his charge as a heavy department. The pay scales of the staff of the various institutions which is till now part of the department of public instruction will be dealt with in this part itself.

12.178 Deputy Director's is the next level. There is another level designated Senior Assistant Director which in my opinion is equivalent to the level of the Deputy Director. Hence both these posts are placed on GS. 11. Assistant Directors will go on GS. 10.

12.179 Administration at the district level is headed by a Deputy Director. Other officers at the level are Education Officers each of whom is expected to inspect 50 high schools and Subject Inspectors who conduct inspection in respect of particular subject taught in high schools. At taluk level there is the Assistant Educational Officer who inspects primary schools. So far as the Subject Inspector and the Assistant Educational Officer are concerned, there is no difficulty as their level is the same as that of an Assistant Director and I therefore place them on GS. 10. At present the Educational Officer is at a higher level to which promotions can be made from the other two levels which are filled at present by headmasters of schools of selection grade and the ordinary grade. The question therefore is whether the Educational Officer should be placed on GS. 10 or GS. 11. One view may be that because his work is subject to general review and control by the Deputy Director of Public Instruction, he should be below him in the matter of pay scale. Another approach would be that because he inspects the high schools inclusive of administration for which the headmaster is responsible, he should be higher than the headmaster. As the first view, there is the further circumstance that in inspecting schools he functions almost as an independent authority and the Deputy Director himself is expected to inspect at least 15 schools. Having thought over the matter, it appears to me that the balance of considerations is in favour of placing the Educational Officer on GS. 11. I therefore place him on GS. 11.

12.180 With reference to the remaining staff in the department, it will be convenient to discuss them in streams which disclose a definite hierarchy.

12.181 The most important stream is undoubtedly the general stream of teaching. In Chapter Five while dealing with the question of grading posts in government service, my discussion has covered in fair detail the hierarchy of teaching institutions and the teaching staff working at those institutions. As a result of the discussion I have placed the Primary School Teacher in Grade IV, the proposed new cadre of Headmaster of Primary Schools whose teaching strength inclusive of such headmaster is six or more in Grade VI, graduate trained teacher in high school in grade VII, the headmaster of a high school and the lecturer of a Junior College in Grade X, the Principal of a Junior College and Lecturer and Reader of a Senior College in Grade XI, Professor of a Senior College in Grade XII and the Principal of a Senior College in Grade XIII. The consequence would be that these posts will have to be allocated GS. Nos. 4, 6, 7, 10, 11, 12 and 13 respectively.

12.182 At the Primary Schools the teachers are now split up into four different categories *viz.* S.S.L.C. trained, non-S.S.L.C. trained, S.S.L.C.-untrained, non-S.S.L.C.-untrained and placed on four different scales with a very small difference between one scale and another. On information gathered from

the department it is found that by the end of June 1975, 87% of Primary School Teachers have got themselves trained and the training facilities available in the department are sufficient to complete the training of the remaining in less than two years. The recruitment of non-S.S.L.C's was stopped in the year 1964. The department authorities assure me that the training is necessary and that there is no difficulty in recruiting trained personnel. Considering all these circumstances, including the length of service which the few remaining untrained teachers have already put in, I am firmly of the opinion that the only fair course to follow is to place all these Primary School Teachers on a single scale and that scale, as already stated will be GS.4.

12.183 At the high school also, the trained teacher means a teacher who is a graduate and has also after graduation gone through the B.Ed. course. Here again the educational authorities are clear in their mind that the passing of B.Ed. is essential and that there is no administrative difficulty in requiring teachers in service who have not yet passed the said course to do so within a reasonable time say 4-5 years. The facilities for going through that course are also widened now because in addition to the regular course available at the B.Ed. College run by the government there is also provision now made for what is called Summer-cum-Correspondence Course. So on the same principle as I have applied in the case of Primary School Teachers, I place all the graduate teachers at the high school on GS.7 with the suggestion that those that have not yet passed the B.Ed. should be required to do so within a reasonable time.

12.184 Then there are other categories of teachers in arts, crafts and physical culture.

12.185 So far as the craft teachers or instructors are concerned, they would be holders of either a junior certificate or a senior certificate or a three year diploma. They may be placed respectively on GS.3, GS.4 and GS.5.

12.186 In the arts of dance, drama and music, there is at State headquarters of the department two posts of Music Advisers who are now of the same status as that of a Deputy Director. It seems to be the opinion of the department and perhaps the government also that these posts should be manned by men of scholarship and repute in those fine arts. If so, it is open to the government to appoint such outstanding men on contract basis. If such men are not available, the posts in my opinion should continue to be of the status of Deputy Director and placed on GS.11.

12.187 Superintendent of Dance, Drama and Music may also be placed on the same scale GS.11. The Divisional Superintendent who are required to be Vidwans with three years' teaching experience should be placed on GS.10.

12.188 Then there are the teachers in these subjects. The qualifying courses are a junior course of one year, a senior course of one year and a proficiency course of one year with the stipulation that there should be a gap of two years between two consecutive courses during which the student is expected to improve his knowledge and proficiency of the art in question by practice. Although eligibility for admission into these courses or for taking the examination without going through any course is not any high general educational standard, for recruitment as teachers the rule requires that they must have passed at least S.S.L.C. So in the place of the different scales either described as Grade II or I or selection grades prevalent at present, I allocate GS.4 to a teacher in music, dance or drama who has passed the higher examination and GS.7 to such a teacher who has passed the proficiency examination.

12.189 Instructors or Teachers in Physical Education or Physical Culture are the next category. The qualifications for doing such teaching work or course of study leading to the acquisition of such qualification have had a long history but the ultimate position now reached is that we have either a 10

months' or one academic year's course open to S. S. L. C.s' or a post-graduate diploma or degree course of 10 months or one academic year's duration admission into which is restricted to holders of general bachelor's degrees. It would appear that the said post graduate degree. (B. P. Ed.) is the old post graduate diploma renamed a degree. There is, however, the Jhansi Lakshmi Bai College at Gwalior which conducts a post P. U. C. degree course of three years' duration in Physical Education. The said course may be equated to the above B.P.Ed. Although for the certificate course S. S. L. C. is sufficient, the departmental rules for recruitment of Physical Instructors in Colleges require that they should have passed P. U. C. also. Although normally one should pay attention to the special subject, it is possible to suggest that the education authorities consider that for physical instructors at college level it is desirable to require of them a higher general educational standard. So we have three categories: (1) S. S. L. C. plus certificate. (2) P. U. C. plus certificate. (3) Degree. On 1-4-1975 government issued an order directing that all graduates in physical education in under-graduate colleges and colleges under the control of the department of technical education should be placed on a uniform scale and simultaneously directed that rules should be amended by prescribing the degree course of physical education as a minimum qualification for Physical Education Teachers in such colleges. According to the staffing pattern for schools prescribed by the Department of Public Instruction, there is a provision for recruitment of both certificate holders and degree holders.

12.190 As the position has therefore now got fairly crystallised, in the place of the varying scales now prescribed for teachers of this category, I allocate GS. 7 to persons holding a degree in physical education, GS. 5 to certificate holders with P.U.C. and GS. 4 to the other certificate holders. In the last category, I include all persons now in service in schools who had acquired varying qualifications or undergone varying courses of training conducted in earlier days either by the government or a university or the Y. M. C. A. taking into account the experience undoubtedly gained by them by putting in long years of service so far.

12.191 There is a separate Inspecting Section with reference to Physical Education. There is a Superintendent at State level and there are Superintendents at district level. So far as the latter are concerned, they must be placed on a par with Subject Inspectors. I therefore allocate to them GS. 10. At present, all Superintendents whether at district level or State level are on the same pay scale. A representation has been made to me that the State level superintendent must be placed on a higher level. I think the suggestion is reasonable and should be accepted. The State level superintendent is therefore placed on GS. 11.

12.192 I will next deal with Drawing Masters. There are three qualifications prescribed for them in addition to S. S. L. C. namely Drawing Teacher's course of one year, Drawing Master's course of 4 years and Art Master's course of 5 years and persons recruited with those qualifications are placed on three different scales. Having regard to the competence represented by the qualifications, I place the persons who have gone through the Drawing Teacher's course on GS. 4 and those who have gone through the other two courses on GS. 7, the scale equivalent to that of graduate teachers.

12.193 The inspection in respect of this subject of instruction is entrusted to a Senior Inspector of Drawing who functions at divisional level. He should be placed on the same scale as that of a Subject Inspector namely GS. 10. The Assistant Director and the Senior Assistant Director (to be redesignated Deputy Director) will, of course, be on their respective scales already indicated.

12.194 Language Teachers are either those that teach Sanskrit or one of the modern languages, Kannada, Hindi or Urdu. These teachers function in

high schools and the qualification required of them is either a general degree with the particular language as an optional subject or such examinations as Vidwan, Madhyama in Sanskrit, Pandit in Kannada, Moulvi in Urdu and Vidwan in Hindi. The syllabi of all these courses I find are clearly of the standard of general bachelor's degree. There can be no difference therefore between these Language Teachers and ordinary trained graduate teachers. A training course for them is now being devised. All these Language Teachers are therefore placed on GS. 7.

12.195 Apart from schools there are certain other institutions controlled by this department. The general hierarchy of educational institutions as already indicated is the Primary School at the bottom with the High School, Junior College and Senior College in ascending degrees of importance. Among the institutions, the Sanskrit College is undoubtedly of the status of a senior college because the courses of study conducted there are of graduate and post-graduate standards. The opinion of educational authorities and scholars in Sanskrit is clear on the point that Sahitya course is equivalent to P. U. C., Vidwan Madhyama is equivalent to B.A. and Vidwat Uttama is equivalent to M.A. So, there is no doubt that the Sanskrit College must be treated as a senior college. Its principal, therefore, will be placed on GS. 13. Below him there are four levels, Senior Professor, Junior Professor, Assistant Professor and Literature Assistant. All the Professors are persons who have taken the Vidwat Uttama examination in at least two special subjects. The Literature Assistant is an M.A. in Sanskrit. Therefore, it appears to me that there is neither logic nor any administrative reason for having four such levels. In conformity with the pattern in other senior colleges, it is enough to have two levels Professor and Lecturer. The present posts of Senior Professors may be retained as those of Professor and the rest may be designated as those of Lecturers. In accordance with the gradation already indicated, I allocate GS. 12 to the Professor and GS. 11 to the Lecturer.

12.196 The College of Physical Education is also a senior college. It has a Principal, a Vice-Principal, a Lecturer and an Assistant Lecturer. The Principal is placed on GS. 13 and the Vice-Principal on GS. 12. The Lecturer and Assistant Lecturer are both B. P. Eds. It appears to me, however, that the normal educational standard required of teachers in senior colleges must also be a post graduate qualification, and according to the pattern suggested for other senior colleges there need not be more than three levels. We already have here two levels a Principal and a Vice-Principal. The third level of Lecturer is placed on GS. 11 subject to their acquiring the higher qualification of M.P. Ed. unless they have already put in 10 years' service.

12.197 The B.Ed. College, the State Institute of Education and the State Institute of Science must be treated as senior colleges and the Training Centres for Primary School Teachers must be treated as junior colleges and therefore the qualification and pay scales for the members of the teaching staff at these institutions are determined accordingly.

12.198 In posting teaching staff to these institutions, care should be taken to send only persons possessing post-graduate qualifications. Regarding those imparting education in physical culture (sometimes called Physical Directors) the general pattern regarding such Instructors in Schools and colleges already discussed may be followed.

12.199 In case there are at present any persons who do not possess the necessary qualifications at these institutions, the department will no doubt take steps to withdraw them to the other sections of the department and post only qualified persons.

12.200 Pre-Vocational Training Centres are treated on par with high schools and the salary of the teaching staff or craft instructors are determined accordingly on the lines already indicated.

12.201 There is an institution called the State Bureau of Education and Vocational Guidance. It is in charge of a Senior Assistant Director (to be redesignated Deputy Director). The staff consists of Counselling Instructors, Psychologist, Technical Assistant and Research Assistant. From the qualifications prescribed for all these posts, it is clear that every one of them has to have qualifications of post-graduate level. It is seen from the job description forms that the work of the Counselling Instructor and Psychologist is of a superior character involving planning, some research and also imparting instruction and assisting in orientation programmes. So they are placed on GS. 10. The other two posts of Technical Assistant and Research Assistant are placed on the entry scale for post-graduate GS. 9.

12.202 There are in some schools and training institutions some Agricultural Licentiates who are functioning as Teachers or Instructors. But I understand from the departmental authorities that with the present modifications in syllabi agriculture has ceased to be one of the subjects of instruction and that there is a proposal to transfer them to the Department of Agriculture. I suggest that this may be done and their pay scales determined as for agricultural graduates at entry level GS. 9.

12.203 There is a post of Inspector (Storage) which is purely a post of a ministerial superintendent. It will go on GS. 8. The present practice of posting a school teacher to this post may be discontinued.

12.204 There are 35 Deputy Inspectors of Schools who are promotees from the cadre of Primary School Teachers with a specified length of service. I am told that this cadre is being abolished and no further recruitment is being made thereto. To those in service I allocate GS. 6. They may perhaps be absorbed in the new cadre of Primary School Headmasters suggested by me.

#### PRE-UNIVERSITY EDUCATION DEPARTMENT

12.205 As this department deals with only one Government Junior College and 63 such aided colleges, I think the proper classification for this department is to treat it as a medium sized department. So, the Director will be placed on GS. 13.

12.206 In the cadrewise statement given to me by the department, there are one post of Joint Director described as "post of Assistant Director upgraded to that of Joint Director and permitted to continue till the present incumbent continues", one post of a Deputy Director, one post of a Senior Assistant Director and two posts of Assistant Directors,—the last mentioned 1 plus 2 being on the same pay scale. In the draft recruitment rules, there is no post of Joint Director shown, but provision is made for posts of Deputy Director, Senior Assistant Director and Assistant Director. The mode of recruitment and qualification for both the posts of Senior Assistant Director and Assistant Director are the same.

12.207 It therefore follows that the administrative needs of the department would be met by providing only three levels at the top namely, those of Director, Deputy Director and Assistant Director, increasing or decreasing the number of posts in each of the second and third levels according to exigencies.

12.208 Following the usual pattern, I allocate GS. 11 to the post of Deputy Director and GS. 10 to the posts of Senior Assistant Director and Assistant Director.

12.209 So far as the teaching staff at junior colleges are concerned, as I have already indicated, the Principal will be on GS. 11 and Lecturer on GS. 10.

12.210 So far as the Instructors in Physical Education are concerned, the appropriate scale as already indicated would be GS. 7 for a holder of a degree in physical education.

12.211 The rest of the posts are all common categories.

## DEPARTMENT OF COLLEGIATE EDUCATION

12.212 This department controls or deals with 22 Government Colleges and about 200 Aided Colleges. It is classified by me as a heavy department.

12.213 The Director will go on GS. 14. The Deputy Director will go on GS. 11 and the Assistant Director on GS. 10.

12.214 Regarding teaching staff in colleges, as already indicated, Lecturers and Readers will form one cadre and go into GS. 11. Professors on selection grade as well as ordinary Professors will form one cadre and go into GS. 12. GS. 13 will be allocated to the cadre of Principals when it is created as suggested by me in Chapter Five.

12.215 Regarding Demonstrators, government have taken a decision that the cadre should stand abolished and that there will be no further recruitment to it. At the same time it has been decided that those who acquire the degree of M.Sc. will be added to the cadre of Lecturers but those who do not acquire such a degree will remain as Demonstrators till they retire. When a Demonstrator becomes a Lecturer he will, of course, go on GS. 11 but if he remains a Demonstrator he will be placed on GS. 7.

12.216 The pay scales for the posts of Physical Instructors and Librarians have been allocated on the lines already suggested i.e., on the basis of qualification.

12.217 I am not allocating any scales to the part-time lecturers and readers, leaving it to be fixed by the government on contract basis.

12.218 The rest are common posts.

## DEPARTMENT OF TECHNICAL EDUCATION

12.219 This is a heavy department. So the Director will go on GS. 14, Joint Director on GS. 13, Deputy Director on GS. 11 and Assistant Director on GS. 10.

12.220 So far as the rest of the administrative staff is concerned, it is made up of common categories which do not require any special mention.

12.221 The technical or specialised staff is in the several institutions maintained and controlled by the department. For the purposes of discussion the institutions can be conveniently grouped and taken up for consideration in the following order :

1. B. D. T. College of Engineering, Davanagere.
2. Sri Krishnarajendra Silver Jubilee Technological Institute, Bangalore (S.K.S.J.T.I.)
3. Sri Jayachamarajendra Polytechnic, Bangalore (S.J.P.)
4. Men's Polytechnics at Mysore, Mangalore, Bellary and Gulbarga and
5. Women's Polytechnics at Mangalore, Bangalore and Hubli.
6. Other Polytechnics.
7. Junior Technical Schools
8. G. R. Institute of Secretarial Practice, Bangalore.
9. School of Arts and Crafts, Davanagere.

12.222 At these institutions, the main and more important staff is the teaching staff. But at the institutions in the first six groups there are certain subordinate cadres assisting the teaching staff in practical tuition consisting of Foremen, Instructors and Assistant Instructors. The entry level is the last mentioned cadre of Assistant Instructors, the qualification for recruitment to which is a senior certificate and the present pay scale for which is Rs. 120-240.

The other two cadres are promotional with a specification of certain length of experience for promotion. Instructors in all institutions are on Rs. 175-450 but the Foremen are on three different scales; those in Junior Technical Schools are on Rs. 175-450, those in B. D. T. College on Rs. 200-450 and those in the Polytechnics on Rs. 225-450. It will be seen that the maximum of the scales for both the promotional cadres is Rs. 450 and having regard to the single qualification of a senior certificate prescribed for only the entry level, it appears to be more logical and administratively convenient and sufficient to have only one entry cadre and one promotional cadre. I therefore allot GS. 4 to the Assistant Instructor and GS. 5 to both the Instructor and the Foreman.

12.223 I shall now proceed to discuss the teaching staff at the different institutions.

12.224 B.D.T. College having regard to the nature of the courses and several disciplines in which instruction is imparted should be placed on par with medical colleges. The Principal will go on GS. 14. The Professors and Assistant Professors are either M. Es or Master's degree holders in Sciences and the post of Professor is promotional to that of the Assistant Professor. The Professors will be placed on GS. 13 and the Assistant Professors on GS. 12. The Lecturers are required to have at least a Master's degree in non-engineering subjects but in the case of engineering subjects the bachelor's degree of B. E. is prescribed. As in the case of Medical Colleges, my opinion and suggestion is that Lecturers in professional colleges of this stature must possess a master's degree in the professional subjects before they can be regarded as competent to lecture in those subjects. If, however, the administrative exigencies require that these posts may be partly made open for promotion to professional men in the regular service a minimum service of 6 years must be prescribed as necessary for promotion. On this basis, I allot GS. 11 to the cadre of Lecturers.

12.225 There are two posts in this college which fall outside the normal line of recruitment. One is of a Junior Lecturer in Mathematics. It appears that this appointment was as a local candidate in respect of a vacancy in the post of a lecturer in Geology. Subsequently, however, on 7-1-1974, the government passed an order regularising the appointment; as the appointment has been so regularised and the incumbent is said to be an M. Sc., he is allocated GS. 11. The other post is that of a Demonstrator which is also an appointment of a local candidate in respect of a vacancy in the post of a Lecturer in Chemistry. This appointment also subsequently was regularised by government by an order dated 5-4-1972. As the incumbent, however, is only a bachelor's degree holder in science, he is allocated GS. 7

12.226 There is a post of a Junior Lecturer in Civil Engineering which is said to be one filled by deputation of a Junior Engineer from the Public Works Department. It is however, a matter for consideration whether it is at all necessary to have a Junior Engineer deputed to this college for purposes of teaching when there is a regular and fully qualified teaching staff. Actually the present incumbent in this post does not appear to be a deputationist but a regular recruit to the staff of this institution and is only a holder of a diploma in Civil Engineering. To him I allocate the appropriate scale GS. 5.

12.227 S.K.S.J.T. Institute now conducts only courses in textiles for the qualifications of diploma and degree and also a post-graduate qualification. The courses in other crafts which the institute was running at one time have since been abolished and instruction is confined to courses of study in textiles as stated above. The intake of students is 40 for diploma course, 40 for degree course and 10 for post-graduate course. The teaching staff is about 15 strong with 8 Demonstrators. Because the degree course in textiles is a 10 semester course and regarded on par with bachelor's degree in other engineering subjects, it has been suggested that this institute must be treated on par with the engineering college for the purposes of determining pay scales.

The opinion that the bachelor's degree in textiles may be of the same standard and value as a bachelor's degree in other engineering subjects, may not be open to objection or controversy. But the size of the institute, the student strength and the fact that engineering college imparts instruction in more disciplines than one are considerations which weigh against the claim for parity with an engineering college.

12.228 To the Principal, I allocate GS. 13. The Professors as well as the post-graduate professor are all holders of master's degree in the subject in which they teach. The appropriate scale for them is therefore GS. 12. As Assistant Professors are in the lower cadre from which promotions are made to that of the Professor, I place them on the next scale GS. 11. There is a post of a Research Assistant who is expected to assist directly the post-graduate professor. He is also a holder of a master's degree. I therefore allocate to that post the same scale GS. 11. Lecturers are holders of bachelor's degrees. They will go on GS. 10. Demonstrators who are diploma holders will go on GS. 5.

12.229 S.J. Polytechnic at Bangalore is the largest Polytechnic in the State and conducts several courses of study. It has a Principal and a Vice Principal which are both promotional posts. Having regard to the size of the institute I place the Principal on GS.13 and the Vice Principal on GS.12. Next in order are Heads of Sections who are either holders of bachelor's degrees in engineering or diplomas in engineering with the specification of a longer experience as qualification in the latter event ; as I have already pointed out earlier, the specification of a shorter experience in connection with a higher qualification and longer experience in connection with a lower qualification is expressive of administrative opinion or judgment that the two qualifications with the respective periods of experience specified in connection with them are treated as equivalent. To the Heads of Sections I allocate GS.11. Lecturers in Engineering Subjects are holders of bachelor's degree in engineering and in other subjects master's degree holders in arts and sciences. They will be placed on GS.10. The Assistant Lecturers who are holders of diplomas will go on GS.5.

12.230 In the next category of the four larger polytechnics at Mysore, Mangalore, Gulbarga and Bellary for Men the pattern is more or less common. The Principal is placed on GS.12 and the Heads of Sections on GS.11. The position in the case of Lecturers varies with the subjects. In engineering subjects degree holders are appointed as Lecturers and diploma holders as Assistant Lecturers. In non engineering subjects there are only Lecturers but no Assistant Lecturers. The Lecturers are either M.As. or M.Sc.s. In Secretarial Practice, Senior Lecturers are required to be holders of a Master's degree in Commerce (M.Com) but both the Lecturer and Assistant Lecturer are required to have the bachelor's degree B.Com only. In typewriting and shorthand, there are only Assistant Lecturers who either have a Diploma in Secretarial Practice which includes these subjects in its syllabi or higher certificates or proficiency certificates in typewriting and shorthand. Having regard to these various qualifications, I place the Lecturers in engineering subjects and non-engineering subjects and the Senior Lecturer in Secretarial Practice on GS.10. Both the Lecturer and Assistant Lecturer in Secretarial Practice will be allotted GS.7. The Assistant Lecturers in engineering subjects as well as typewriting and shorthand will be allocated GS.5.

12.231 In Women's Polytechnics also the pattern is similar. The Principal will go on GS.12, Head of the Section on GS.11 and the Lecturer and Assistant Lecturer according to the pattern suggested in the previous paragraph, with the following differences : The Lecturer in Library Science is only a B.P.Ed. or the holder of a post-graduate degree or diploma in Library Science. The proper scale for him is GS.7. The Lecturer in Costume Designs and Dress Making who is also a holder of a degree and a short post-graduate diploma is placed on GS.7.



12.232 In other Polytechnics there is no Principal. The seniormost Head of the Section functions as Principal. He as well as the other heads of sections are placed on GS.11. Lecturers and Assistant Lecturers will be allocated scales in the same way as in the case of the polytechnics dealt with above. The only point to be noted is that in one or two polytechnics, the Assistant Lecturer in Kannada typewriting is also said to be a degree holder in Kannada but as the ruling qualification is typewriting and shorthand which is in more senses than one is of the same level as or more or less equivalent to English typewriting and shorthand, he should also be placed on the same scale viz.GS.5

12.233 Junior Technical Schools are small institutions and cannot be placed at a level higher than that of a high school. The Principal therefore will have to be and is placed on GS.10. Among Lecturers, the only person who has a post-P.U.C. professional degree is a Lecturer in Mechanical Engineering. Having regard to his qualifications and the fact that he is engaged in teaching work, the appropriate scale for him also would be GS. 10 and he should be placed on that scale. It appears to me possible, - and the government may examine this position, - that the position of the Principal and Lecturer in Mechanical Engineering can be combined in a single person without any difficulty. In the unlikely event of necessity being felt for two such positions one of the Principal and the other of Lecturer in Engineering, the allocation of the same scale GS.10 to both of them is inevitable.

12.234 Lecturers in subjects other than engineering are holders of general degrees with a preference stated in favour of those possessing the B.Ed. degree also. Likewise, the Assistant Lecturer in Hindi is a holder of a general degree with Hindi as optional subject or one who possesses qualifications in Hindi which are equivalent to a degree. Hence the said Lecturers in non-engineering subjects as well as the Assistant Lecturer in Hindi are placed on GS. 7. The Assistant Lecturers in engineering subjects who are all holders of diplomas are placed on GS. 5.

12.235 G. R. Institute of Secretarial Practice has a Principal who is also Head of a Section holding a Masters degree in Commerce. I place him on GS. 11. Lecturers in Commerce, English and Secretarial Practice who have qualifications of Master's degree level are placed on GS. 10. The Assistant Lecturers in Secretarial Practice as well as Typewriting and Shorthand who are diploma holders are placed on GS. 5.

12.236 The School of Arts and Crafts at Davanagere imparts instruction in various fine arts. Although the general qualification prescribed appears to be small, greater value is attached to qualification in fine arts or commercial arts and the competence and experience of the person concerned. Keeping this special circumstance in view, I allocate to the Principal GS. 11 and to the Head of the Section GS. 10 and to the Lecturers GS. 7.

12.237 This completes the discussion of the special superior technical staff in the various institutions.

12.238 The other cadres in the department which are common need not be discussed.

#### LAW COLLEGE

12.239 Though law course is a professional course, the Law College itself in its present size and with its existing educational activities cannot be placed on par with Medical or Engineering Colleges. The Principal is therefore placed on GS. 13 and the full time Professors on GS. 12. I do not allocate any pay scale for part time Professors and Lecturers, but leave it to the Government to fix their remuneration on contract basis.

12.240 The rest of the staff calls for no discussion.

## DEPARTMENT OF AGRICULTURE

12.241 This is a very heavy department. Hence the top positions of Director, Joint Director, Deputy Director, and Assistant Director are placed on GS. 15, GS. 13, GS. 11 and GS. 10 respectively. An Accounts Assistant who is a person belonging to this department and not a deputationist from Accounts Department and who is now treated as of the same status as Assistant Director will also be placed on GS. 10.

12.242 The next grade of professional men in this department is that of Agricultural Officers who are all at present on the existing scale of Rs. 300-700. These Agricultural Officers are deployed in various sections and at various levels of the department. Principally they fall into five groups: (1) those who function as Specialists or Technical Assistants at district level offices, (2) those who function as Sub-Division Soil Conservation Officers, (3) those who are in charge of Soil Testing Laboratories, (4) those in charge of Training Schools or Training Farms or other similar training centres and (5) those who are in charge of Crop Development Schemes. Out of these, those in group (1) who constitute the largest number do not exercise any administrative supervision over subordinates. The responsibility of those in other groups is undoubtedly larger and they also exercise administrative supervision. The description of their functions given by the department and gatherable from job description forms also leads to the conclusion that those in groups (2) to (5) should be regarded as of a grade higher than those in the first group. It is not, however, possible for me to determine whether in posting men to these groups of the higher grade any particular attention has been paid to seniority or other considerations sufficient to justify the allocation of such superior work to them. So the only decision that I could take in the matter for purposes of making appropriate recommendations is that all these agricultural officers should at the time of first implementation of this report be placed on GS. 9 which is the scale appropriate to the professional graduates at entry level and that the government in consultation with the department should take steps to create a promotional cadre next above them to receive the four groups of superior posts mentioned above and then proceed to make promotions on the basis of seniority-cum-merit or selection such as may be decided upon as desirable or expedient. After such promotional cadre has been created, GS. 10 may be allocated to it and the promotees thereto placed on the said scale.

12.243 Next below them is the entry level of agricultural graduates *viz.* the cadre of Assistant Agricultural Officers/Agricultural Extension Officers. Some of the men now in service are old licentiates. As the course of study leading to such a license was discontinued long ago, those in service have put in more than 10 years' service. On the same principle as I have applied to the entry level in the department of Health and Family Planning, I am placing both the old licentiate as well as the graduate on the same entry scale of GS.9. I am told that even in the case of promotees from the lower level of Gram-sevaks, a distinction is made on the basis whether they had already acquired a degree in agriculture or only diploma in agriculture. This distinction also disappears and the whole cadre of Assistant Agricultural Officers/Agricultural Extension Officers will have the single scale GS.9.

12.244 Below them at the field level or village level are three categories of posts. The first is the Field Assistant who is an S.S.L.C. with 6 months' training on Soil Conservation now placed on the scale of Rs. 100-220, with the cadre of Agricultural Assistants on Rs. 130-290 as promotional thereto. The third is the cadre of Gram Sevaks on Rs. 120-240 who are S.S.L.C. with two years special departmental training. The ultimate objective to be served by the combined efforts of these three cadres and the level at which they function indicate that the interests of administration as well as the public will be best served by combining all these into a single cadre. The detailed discussions

which I had with the departmental as well as educational authorities who have had much experience in administration as well as the progress made in agricultural research have also led me to the same conclusion. They are of the opinion that these categories really belong to a single implementational cadre and function more or less as conduit pipes or contact men between the professional men with knowledge and training of latest progress made in research and the actual farmers for whose benefit the research had been conducted. The amalgamation, however, must be accompanied by the imparting of further training to Field Assistants and Agricultural Assistants to bring it on level with the higher and longer training imparted to Gram Sevaks. According to the opinion and estimate of the departmental authorities, the existing training facilities available at the department would be sufficient to meet this need in a reasonably short period. When the cadres are so combined and converted into a single implementational cadre of village level workers, the further suggestion made by the departmental authorities is that promotional opportunities for this cadre may be provided to the extent of 25% of the next higher cadre of Agricultural Extension Officer/Assistant Agricultural Officers upon the condition of their taking the one year higher technical training course conducted by the departmental training centres. I accept all these suggestions backed as they are by experience of actual working and place all these three cadres on GS.4 and suggest that steps be taken for providing further training as indicated above.

12.245 The post called Chief Artist-*cum*-Audio Visual Specialist is one which carries supervisory functions as the incumbent is the head of a section; he is therefore placed on GS.8. Senior Artist-*cum*-Photographer which is a promotional post to an Artist as also the Artist are both placed on GS.6. The Audio Visual Operator whose certificate is a post Middle School one is placed on GS.3.

12.246 Assistant Draughtsman and Tracer are both placed on GS.4. The post of Cartographer is clubbed with that of Draughtsman and both are placed on GS.5.

12.247 There is a Librarian who is placed on Rs. 250-500 and a Library Assistant who is now on Rs. 130-290. The Librarian's post is said to be promotional to that of the Library Assistant and the Library Assistant's post is said to be filled by promotion from ministerial cadres; the department also says that the qualifications proposed for direct recruitment to the posts of Library Assistant would be S.S.L.C. plus a diploma in Library Science. As I have already stated, diploma in Library Science is a post-P.U.C. course of two years' duration. When steps are taken to prescribe qualifications for this category of posts on the lines suggested by me in paragraph 5.84, scales may be allocated as suggested by me. At present, all that can be done is that if the Library Assistant is of the grade of a First Division Clerk he may be placed on GS.6 and the post of the Librarian which is said to be promotional to it on GS.7.

12.248 The rest of the posts are common posts and do not require any special reference.

#### DEPARTMENT OF ANIMAL HUSBANDRY

12.249 This is a very heavy department. The Director will be placed on GS. 15 and the Joint Director on GS. 13. There are four Deputy Directors called Regional Deputy Directors each in charge of a division co-terminous with a revenue division. They have to be equated with and redesignated Joint Directors and placed on GS. 13. The persons to be placed in these posts should, of course, be first selected on basis of seniority.

12.250 The next post logically should have been designated Deputy Director but the department uses the nomenclature Senior Assistant Director.

I suggest that the designation be changed to Deputy Director. This will have to be placed on GS. 11. In this category will also be included certain special posts designated :

- (1) Development Officer (Key Village Scheme),
- (2) Development Officer (Sheep),
- (3) Project Officer (Intensive Cattle Development Scheme, Bangalore and Dharwar),
- (4) Deputy Director, Administration (Drought Prone Area Programme),
- (5) Deputy Director (Rinderpest Eradication Scheme, Bangalore),
- (6) Superintendent, Large Scale Sheep Breeding Farm, Challakere.

The Department informs me that the Senior Assistant Directors (to be designated Deputy Directors) are district level officers in charge of districts. Altogether there are 26 such officers. Of these, 18 are in charge of districts other than Bijapur. At Bijapur, there are two such officers one equivalent to the position of district head in other districts and the other designated Senior Assistant Director, Spearhead Team working under the Deputy Director, D. P. A. P. ; the remaining 6 are in charge of 6 institutions, viz., (1) Civil Station Hospital, Bangalore, (2) District Livestock Farm, Koila, South Kanara District, (3) Cattle Breeding Station, Ajjampur, Chikkamagalur District, (4) Combined Sheep and Cattle Farm, Kurikuppi, Bellary District, (5) Central Poultry Farm at Hessarghatta, Bangalore District and (6) Composite Livestock Farm and Research Station, Hessarghatta, Bangalore District. On the footing that they are district level officers according to the understanding of the department, all these must be placed on GS. 11, the weight of work and responsibility in respect of the institutions being regarded as equated to the responsibilities of a district level officer. Special mention, however, has to be made with respect to the Senior Assistant Director, Spearhead Team who is working under the Deputy Director, D. P. A. P. at Bijapur because both of them will be on the same scale GS. 11. Should the department feel that this may lead to some embarrassment in administration, it will be open to the department to post an Assistant Director there and withdraw the Deputy Director on GS. 11 either to the head office or to some other D. P. A. P. if introduced in some other district.

12.251 The other three officers working under the Deputy Director, D. P. A. P. at Bijapur are the Officer-in-charge of the Bull Centre, Project Manager of the Service Centre and the Farm Superintendent, Ram Multiplication Centre who are all on the present scale of Rs. 400-950. They should be equated to Assistant Directors and placed on GS. 10.

12.252 There are several officers variously designated who are of the status of Assistant Directors now placed on the present scale of Rs. 300-700. All of them will be placed on the scale appropriate to the Assistant Directors namely GS. 10.

12.253 Special mention, however, should be made of two posts also placed on the present scale of Rs. 300-700 namely those of Bio-Chemist and Nutrition Chemist. Both these are entry level posts for post-graduates in Chemistry. They must be placed and I place them on GS. 9.

12.254 The professional graduates at entry level occupy various posts variously designated (but who may be referred to by the common name Veterinary Assistant Surgeons or Extension Officer, Animal Husbandry) are all, now on the present scale of Rs. 275-550. They will go on GS. 9. If there are any old diploma holders in Veterinary Science, no discrimination will be made against them but they will also be placed on GS. 9 on the same principle as I have applied in the case of licentiates in the departments of Health and Family Planning, Indian Medicine and Agriculture.

12.255 Next below these, the field staff consists of Veterinary and Livestock Inspectors, Grade II Junior and Senior and Grade I with a promotional cadre called Veterinary and Livestock Supervisors. The Inspectors are on three different scales Rs. 100-220, Rs. 130-290 and Rs. 160-350. The qualification for direct recruitment at the bottom is S. S. L. C. plus one year's training. There is no reason to have these three different categories in them and the department also agrees to amalgamating these three into one cadre. So I suggest the combination of all these cadres into one cadre called Veterinary and Livestock Inspectors and place them on GS. 4. The promotional cadre of Supervisors will be placed on GS. 5.

12.256 Then there are some cadres relating to Dairy Farms. At the top there is the Superintendent of Government Dairies now on Rs. 300-700 (it appears that a recent change in the nomenclature has resulted in the expression 'Government Dairies' being substituted by the expression 'Government Milk Supply Scheme'). He is of the level of Assistant Director and will be placed on GS. 10. Below him there are two cadres one on Rs. 200-450 which is promotional to the entry cadre which is on Rs. 150-350. The former is placed on GS. 8 and the latter on GS. 6. I only wish to point out that the designations applied to the promotional cadre namely Dairy Supervisor, Dairy Extension Officer, Dairy Extension Assistant Officer, Dairy Extension Assistant, Manager (Dairy) and Dairy Assistant should all be discarded and one single nomenclature expressive of the work should be attached to this cadre. On the reasons last set out, the post of Dairy Extension Officer, Rural Dairy Extension Scheme now on Rs. 300-700 will be placed on GS. 10 and Dairy Supervisor under the said scheme now on Rs. 200-450 will be placed on GS. 8. Likewise, the lower cadre is given two names Dairy Assistant and Milk Collection Supervisor; I make a similar suggestion in this regard also.

12.257 Compounders who are now on Grades I and II of Rs. 80-145 and Rs. 90-200 will both be placed on the same scale GS. 4.

12.258 The other cadres or posts in this department do not call for any special mention.

#### INDO DANISH PROJECT

12.259 This project though originally started with Danish collaboration has since been taken over by the government and is proposed to be worked as a separate department. Its headquarters are at Hessarghatta and it also operates three sub-stations. The range of operational activity and the strength of its staff lead to the conclusion that as a department it can be classified as a medium sized department. The Director of the department therefore has to be and is placed on GS. 13. The next important post in the department is of a Superintendent in charge of Progeny Testing. Having regard to the object of the department of improving the breeds of cattle from the point of view of their milk yielding capacity, this post appears to be the key post on the proper qualifications and functioning of the incumbent of which the success of the scheme depends. The departmental information furnished to me regarding this post is that in the first instance it is proposed to be filled up by direct recruitment (the post has been vacant for over a year now) of a graduate in Veterinary Science with special training in progeny testing and experience of three years. It is also stated that a post graduate qualification is preferred. I therefore assess the level of this post at that of a Deputy Director and allocate to it GS. 11.

12.260 Of the remaining posts, a good number are filled by deputation from the departments of Animal Husbandry and Agriculture. As to the other posts, appointments to them were all made by the Danish Collaborators without there being any recruitment rules promulgated by the Government. Hence in determining the pay scales appropriate to them, the normal qualifications prescribed for recruitment to corresponding posts in other departments of the government have been kept in view.

## DEPARTMENT OF HORTICULTURE

12.261 In my assessment this department is a heavy department. The top levels therefore will be two of top management comprising the Director and the Joint Director and two of middle management comprising the Deputy Director and the Assistant Director and the next level below them should be the entry level.

12.262 There is in this department considerable proliferation of staff, — partly because of the stage by stage expansion of the department which originally started as a small section in charge of ornamental gardens in Bangalore and Mysore and was later entrusted with development of seed farms or model farms at different centres in the State, and partly because while entrusting to this department the several schemes for development the allocation of staff was done sometimes schemewise and sometimes even cropwise. I have gathered from discussions with the departmental authorities as well as those at secretariat level and persons with both scientific and administrative experience that not only is there a necessity to establish better organisational co-ordination but also that there has been continuous thinking at secretariat level for a reorganisation of the department. The rationalisation of pay scales that I am proposing based upon job valuation and levels of responsibility takes note of all these lines of thinking and will also assist the process of simplifying and strengthening the structure.

12.263 The Director at the top level, of course, will be placed on GS. 14 and the two Joint Directors functioning at headquarters will go on GS. 13. There are six permanent and five temporary posts of Deputy Directors; four of them are at headquarters, four in regions roughly corresponding to revenue divisions and the remaining in charge of special schemes or large sized farms. These posts will go on GS. 11.

12.264 The next level corresponding to that of the Assistant Director is made up of differently designated posts like District Horticultural Officer, Senior Assistant Director of Horticulture, Seed Testing and Seed Certification Officer, Special Officer etc. Their total number is 25 permanent and 11 temporary. My considered view is that 19 District Horticultural Officers in charge of the 19 Districts of the State and 3 other officers namely Special Officer dealing with Grapes, Special Officer dealing with Horticultural Societies and the Seed Testing and Certification Officer could alone be properly placed in the Grade of Assistant Director. I, of course expect that in accordance with normal administrative practice, the District Officers will be required to control and co-ordinate all departmental work and schemes in their respective districts. They will be placed on GS. 10. Before assigning the same, the government should first select 22 out of this total group of 36 officers on the basis of seniority-cum-merit or selection for occupying the 22 posts of Assistant Directors. The remaining 13 posts by whatever designation called will get into the entry scale GS. 9.

13.265 Along with the last mentioned 13, all officers whether called Assistant Directors of Horticulture or Assistant Horticultural Officers and now on the present scales of either Rs. 300-700 or Rs. 275-550 or Rs. 250-500 will be placed on GS. 9. The post of Special Officer at Nandi Hills also comes within this level and is, therefore, placed on the same scale, GS. 9.

12.266 There is a post designated Assistant Director of Horticulture, Landscape. This is placed on the present scale of Rs. 350-900 which is promotional to the post of Assistant Landscape Officer who is on Rs. 175-450. The latter is a diploma holder and will therefore go on GS. 5. For the promotional post the appropriate scale would be GS. 9. Recently another post has been sanctioned designated Assistant Director of Horticulture (Engineering and Cold Storage) on Rs. 350-900. No definite rules appear to have been framed in that regard. But the department informs me that the qualification

for the post is a degree in Engineering. The appropriate scale for this post is also GS. 9.

12.267 In the field staff, the only cadres which may be regarded as coming within the direct line of horticulture are; (1) Horticultural Assistants Grades III and II (originally the Assistant Horticultural Officer was Grade I in relation to these cadres) and (2) Head Gardener and Gardener. The Horticultural Assistant Grade III, - also sometimes called the Field Assistant - is an S.S.L.C. who is required to undergo the Mali training course of about one year. He is now on Rs. 100-220. The Horticultural Assistant Grade I is placed on Rs. 130-290 and he is also required to undergo the same Mali training course with however one difference that the general educational qualification in his case is said to be P.U.C. There is no difference between the work turned out by either of them; the emphasis being on the training oriented to the object of the department, anything more than the general educational level of high school standard appears to be unnecessary. I therefore suggest the amalgamation of these cadres into one and allocate to the combined cadre the new scale GS. 4. The Gardener will go on GS. 1 and the Head Gardener on GS. 2.

12.268 Then there are various men with mechanical qualifications who are also described as Horticultural Assistants with the nature of their work indicated or described in brackets. So far as these posts are concerned, the allocation of scales will be on the basis whether the qualification is of the standard of a Junior Certificate or a Senior Certificate or a Diploma.

12.269 The remaining cadres are ministerial or common cadres.

#### DEPARTMENT OF FISHERIES

12.270 This is a heavy department. The scale of the Director which was originally Rs. 1000--1500 has recently been upgraded to Rs. 1300--1800 with effect from 22-3-1975. According to the principles already stated by me, this post is placed on GS. 14. The Joint Director will go on GS. 13. Quite recently in the month of July 1975, the government have sanctioned the creation of a new posts called Project Co-ordinator, Malpe and Honavar with headquarters at Udipi in the scale of a Joint Director. Naturally this new post will also be allocated GS. 13. There are 7 Deputy Directors, 2 at headquarters, one in North Kanara District in charge of the Indo-Norwegian project, one in South Kanara District, one in charge of the Bangalore Zone, one in charge of the Bellary Zone and another in charge of the Bhadra Project. All of them will be placed on GS. 11. Of the Assistant Directors, 14 were recently upgraded as Senior Assistant Directors in charge of 14 districts (excluding South Kanara, North Kanara, Coorg, Bidar and Chikmagalur); it appears to me the remaining, five should also be brought up to this level because all of them are officers in charge of districts. Hence, the 14 posts of Senior Assistant Directors and 5 posts of Assistant Directors at the head of the districts making a total of 19 posts at the head of the districts will all be placed on the scale appropriate to Assistant Directors *viz.* GS. 10; I suggest that they may be called by a single designation Assistant Directors. The remaining 26 Assistant Directors of Fisheries together with the post of Assistant Superintendents of Fisheries, Fisheries Extension Officers, Research Assistants, Inspectors of Fisheries, Hydrologist and Soil Chemist will all be placed on GS. 9. One circumstance which must be noted in this connection is that at present the qualification of all these officers is an ordinary degree in Zoology. The higher professional degree of B.F.Sc. (Bachelor of Fisheries Science) was started only in 1969--70 and the first batch came out last year, out of whom five are said to have been recruited into this department as local candidates. But the government in the year 1974 on the advice of the Official Pay Committee enhanced the original scale of Rs. 175--450 applied to them to the higher scale of Rs. 275-550, one of the reasons for it being that in future only B.F.Sc's will

be recruited. I have taken this matter into consideration in assigning GS. 9 to these cadres and treating them as equivalents of cadres filled by professional graduates.

12.271 Marine Diesel Engineer, Mechanical Driver, Tindal Senior and Tindal Junior who are all diploma holders are placed on GS. 5. Farm Supervisors and Senior Field Assistants which are posts promotional to that of Assistant Inspector are placed on GS. 5; the Assistant Inspector of Fisheries, Sub Inspector of Fisheries and Yard Officer who are all S.S.L.C.'s with an in-service training course of about 9 months are placed on GS. 4.

12.272 Refrigeration Mechanic is also a diploma holder and he is therefore placed on GS. 5. So also the Mechanical Instructor who is a diploma holder is placed on GS. 5.

12.273. Master Fisherman who has to undergo a training course of 6 months to one year is placed on GS. 4. The Coracle Maker who is only a person with experience is placed on GS 3.

12.274 Manure Operatives, Petty Yard Officer,—who are the actual operational level carrying higher responsibility—are placed on GS. 3. The Statistical Surveyor who does both field work and clerical work is placed on GS. 3.

12.275. Fieldman, Laboratory Attender, Attender, Demonstration Maistry, Daffadar, Muslin Curer are all placed on GS. 2. Fisheries Watcher and Fisherman who should ordinarily have got into GS. 1 are placed on GS. 2 in view of the strain and risk involved.

12.276 The Government Fisheries Schools have since been transferred to the Department of Public Instruction. The allocation of scales to the teaching staff has been made on the same pattern as in the case of teaching institutions controlled by the department of Public Instruction.

#### FOREST DEPARTMENT

12.277 This is a very heavy department. There are three posts of Chief Conservators at the top, two of which are encadred in the Indian Forest Service. In the next three levels *viz.* Conservator, Deputy Conservator and Assistant Conservator, there are officers belonging to the said all India Service as well as to the State Services.

12.278 In the course of rationalisation, grading of the posts and the allocation of pay scales to them has been done with reference to the situation in the State and the nature of the work and responsibility attaching thereto and the pay scales are of course intended to apply to State Services.

12.279. Having regard to the fact that the department is a very heavy one, the first four posts are graded respectively into Grade XV, Grade XIII, Grade XI and Grade X. Hence, the Chief Conservator will get into GS. 15, Conservator into GS. 13, Deputy Conservator into GS. 11 and the Assistant Conservator into GS. 10.

12.280 The next category of staff is that of Rangers. They are at present on two grades I and II carrying the present scales of Rs. 275-550 and Rs. 160-350 respectively. Grade I is promotional to Grade II and the qualification for direct recruitment to Grade II is P.U.C. followed by a two years' course of departmental training. The nature of the work done by Rangers in both the grades is the same. Both the representatives of the cadre associations as well as the departmental authorities are agreed that there is a case for merging these two grades into a single cadre. I accept the suggestion. Taking into account not merely the qualification but also the risk involved in working in forest areas, I allocate to the combined cadre GS. 8.



12.281. Foresters who are now on Rs. 100-220 and Game Supervisors and Elephant Jamedars who are now on Rs. 90-200 do work which is substantially of the same level. Here also taking into account the risk factor, I allocate to these three GS. 4. Forest Surveyors who are also on two grades Grade I and II are similarly combined into a single cadre and allocated GS. 5. Forest Guards and Game Watchers are, on similar considerations, placed on GS. 2.

12.282 Twenty-one Draughtsmen are classified as Grade II and there is a single post of Draughtsman Grade I. Though the latter is described as promotional, the job description forms disclose that the work done by him is no different from the work done by Draughtsman in Grade II. In fact the actual work done by Draughtsman Grade II is described as the same as that done by Draughtsman Grade I. I therefore allocate to both of them a single scale GS. 4.

12.283 There are certain posts like Overseer (Mechanical, Civil), Foreman, Carpentry Instructor and Carpentry Foreman etc., the incumbents in which have been transferred to the Forest Industries Corporation from 1-4-1975 together with the plant and other equipment. Both for the reason that the proposals in this report are recommended to be given effect to from 1-1-1975 and also for the reason that the department has requested that scales may be allotted to these posts also on the ground that though the personnel has been transferred the posts have been retained in the cadre strength to accommodate the personnel in the event of their coming back to the department, scales have been allotted to them as shown in the supplement in accordance with the considerations relevant to qualification, nature of work etc.

12.284 There is an isolated post of Forest Chemist. He is a B.Sc. in Agriculture. He is allocated GS. 9.

12.285 The other posts are common posts.

#### SERICULTURE

12.286 Though the silk industry which this department serves is of importance, the extent of its present activities does not permit of its being classified above the level of a medium sized department. I therefore classify it as a medium sized department. The Director will therefore be placed on GS. 13 and the Deputy Director on GS. 11 and the Assistant Director on GS. 10. There is a post designated Joint Director placed on a scale different from the existing 21 scales *viz.* Rs. 740-1150; the incumbent is said to be in charge of what is described as a Crash programme. But as I have already stated, the second level officer in a medium sized department could only be of the status of a Deputy Director in accordance with the general pattern evolved by me. Hence the Joint Director is also placed on GS. 11 with the suggestion that the post may be redesignated Deputy Director.

12.287 The Sericultural Assistant who exercises some supervisory functions is placed on GS. 8. The Senior Sericultural Inspector as well as the Sericultural Inspector though placed on two different scales at present are engaged in work which is more or less of the same weight or level. The incumbents are science graduates. So I place both the Senior Sericultural Inspector as well as the Sericultural Inspector on GS. 6. Likewise, the Sericultural Demonstrators and Sericultural Operatives whose qualification, training and nature of work are more or less of the same level or weight are together placed on the same scale *viz.* GS. 4.

12.288 The other categories do not call for any special mention.

#### PUBLIC WORKS DEPARTMENT

12.289 Two senior officers of this department are now working on posts which cannot clearly be regarded as posts falling within the regular cadres of this department. One such post is that of Special Secretary also

called Engineer-in-Chief, the full designation of which is Engineer-in-Chief and Special Secretary, Public Works and Electricity Departments. The said post is included within the cadre strength of the Secretariat. The other is that of Administrator, Malaprabha and Ghataprabha Projects which originally was being looked after by an officer of the revenue department of the status of Divisional Commissioner. Both the posts are on the scale of Rs. 2500-2750 which corresponds to our Grade XV. They will continue on the said scale.

12.290 The department is undoubtedly a very heavy department. There are several posts of Chief Engineers but the Chief Engineer (Communications & Buildings), besides matters relating to the said subjects, looks after staff matters, co-ordination and other questions incidental to general administration of the entire department. I have been informed that a proposal to separate the work of this department into three distinct units namely (1) Communications and Buildings (2) Irrigation and (3) Public Health Engineering is under active consideration of government and is likely to be given effect to in the very near future.

12.291 I therefore allot GS.15 for the present only to the Chief Engineer (Communications & Buildings) and suggest that when the three units as afore-said are brought into being the Chief Engineer in charge of each one of those should be placed on GS. 15.

12.292 The rest of the Chief Engineers will be on GS.14.

12.293 The next two levels below these are those of Superintending Engineers and Executive Engineers. I place them on GS.13 and GS.11 respectively.

12.294 The next level is that of Assistant Engineers. Because there is a large number of Assistant Engineers, proposals appear to have been made to the government by the department to upgrade some posts out of this cadre and give them a higher salary redesignating the same as Deputy Engineers. The government accepting the proposal made an order on 12-8-1975 upgrading 108 posts out of Assistant Engineers in Division I to the cadre of Deputy Engineers. There is, however, no noticeable deference or any difference at all, between the weight of work or nature of responsibility in the two cadres. I therefore allocate a single scale GS.10 to all posts of Assistant Engineers inclusive of the 108 posts proposed to be upgraded.

12.295 Below them are Junior Engineers who are graduates in Engineering. Here again, 680 posts were separated for purposes of granting a higher scale called selection grade. For the same reason as stated above, I allocate to Junior Engineers (graduates) who are in Division No. 1 whether on ordinary grade or selection grade the same scale GS.9 which is the appropriate entry scale for professional graduates.

12.296 Junior Engineers who are diploma holders will naturally go on GS.5 (Junior Engineers in Division No. 2). Junior Engineers in both the divisions are deployed at various places in the department. Although during the course of discussions with cadre associations the diploma holders asserted that the nature of their work is the same as that turned out by graduate Junior Engineers or at any rate there is no noticeable difference between the two, the contention of the graduates that their services are utilised for superior type of work for which they have acquired competence by their higher qualifications appears to be more acceptable. The said position is also borne out by the information furnished to me by the department to the effect that the graduates are invariably engaged in intricate designs, R.C.C. works and preparation of plans and estimates in large projects and their execution.

12.297 It will be seen that the existing hierarchy necessitates the allocation of three scales for what may be regarded as top management level and three scales for the middle management level and in my opinion this is the maximum limit

consistent with administrative efficiency and effectiveness of supervision into which the number of levels could be split up.

12.298 Next below them are Draughtsmen, Tracers, Blue Printers. Draughtsmen being diploma holders will naturally go on GS.5. Then there are the promotional posts of Head Draughtsman now divided into grades I and II. It appears to me that two grades are unnecessary. Having regard to the additional supervisory functions allotted to the Head Draughtsman, I allot to both the Grade I and II the same scale GS.8.

12.299 The cadre of Tracers is made up of both S.S.L.Cs. and non-S.S.L.Cs. But it is now proposed no longer to recruit non-S.S.L.Cs. The emphasis naturally must be on the nature of the work and the skill acquired therefor by going through the prescribed departmental training course. There is also the circumstance that having been in the department for a number of years, whatever difference in competence attributable to different levels in general education would get neutralised or eliminated. It would therefore be fair to allocate a single scale to all of them. That scale will be GS.4.

12.300 The work of the Blue Printers is clearly of a lower order and mostly mere routine work. The proposal which I am told is under consideration for prescribing the general qualification of S.S.L.C. as a minimum for this cadre appears to me to be disproportionate and unnecessary. I allocate to the said Blue Printers GS.2.

12.301 There is a post called Daroga. Upon enquiry I understand it is equivalent to the post of a First Division Clerk and recruitment thereto used to be from graduates. I am further informed that the only post of that name in this department has been vacant for some time and it is proposed to be abolished.

12.302 There was till recently a separate section of Architects. There was also a proposal to prepare a separate set of recruitment rules for them. I have been informed that the said proposal is dropped and that the work done by the section will be integrated with the work of the office of the Chief Engineer (Communications and Buildings) and that in the event of any necessity for superior architectural advice, government may resort to private consultants. At, however, the Chief Architect retired subsequent to the 1st of January 1975, from which date this Report is recommended to be given effect to, I allocate to the post of Chief Architect GS.14. Deputy Chief Architect and Deputy Architect are posts respectively equivalent to those of Superintending Engineer and Executive Engineer; they will therefore be placed on GS.13 and GS.11 respectively. The Senior Assistant Architect and Junior Assistant Architect will be together placed on GS.10. Architectural Draughtsman who have degree qualification of more or less the same level as that of a bachelor of engineering will be placed on GS.9.

12.303 At the Krishnaraja Sagar there is an Engineering Research Station which is run and controlled by this department. The Director is of the status of Superintending Engineer and will therefore go on GS. 13. The Research Officer is of the status of Executive Engineer and will go on GS. 11. The Assitant Research Officer as well as the Chemical Engineer will be placed on GS. 10. At the Station there is also a Mathematical and Statistical Assistant who is a post graduate. He will be placed on GS. 9.

12.304 The post of Chemical Engineer is promotional to the post of Assistant Chemical Engineer. The Assistant Chemical Engineer is a new cadre so designated from February 1974 assimilating therein the posts of graduate Assistant Chemist, Research Assistant and Laboratory Assistant; recruitment rules simultaneously issued prescribe that they should be either B.Es. in Chemical Engineering or M. Sc. with Chemistry as a major subject or a bachelor's degree holders in science, with provision for specified periods of experience of working in an engineering laboratory in the case of M. Scs. and B. Scs. Taking into account the content of

the qualification now prescribed and length of service of those already in service, I allocate to the post of Assistant Chemical Engineer GS. 9. Junior Chemist who is a holder of a bachelor's degree in science will be placed on GS. 6.

12.305 The rest of the categories do not require any special mention.

#### DEPARTMENT OF INDUSTRIES AND COMMERCE

12.306 This is a heavy department. At the top we have two posts of a Director and Additional Director both encadred in I.A.S. They are persons on I.A.S. Selection Grade Rs. 2000—2250. If a person in State service is posted then he should go on GS. 14.

12.307 The Joint Directors who are now on the scale of Rs. 1000—1500 will be placed on GS. 13. Deputy Directors together with equivalent positions of Chief Planning Officer, Fruit Preservation Expert and Metallurgist who are now on the scale of Rs. 700—1100 will be placed on GS. 11.

12.308 Assistant Directors together with the equivalent posts of Information Officer and Research Assistant who are now in the scale of Rs. 350—900 will be placed on GS. 10.

12.309 Then we have several units working in different parts of the State. In regard to them we can recognise certain hierarchical streams.

12.310 So far as the Units or Centres are concerned, the main operational staff consists of technical men who are either holders of post S. S. L. C. diplomas, or junior or senior certificates. The other staff is either ministerial consisting of mostly Accounts Clerks or First Division Clerks and Class IV Servants like Peons, Watchmen and in some cases Guards.

12.311 In the scheme of the new scales, a literate person inclusive of a person who has read upto middle school standard with a particular skill whether acquired by experience before or after service or by taking a small course of training before or after service are to be placed in GS. 2. Junior Certificate level would include those who have undergone a training after Middle School which may be regarded as conferring competence which is almost equivalent to competence acquired by securing a Junior Certificate and all persons in the said level will be placed on GS. 3. Holders of Senior Certificates *i.e.* post S. S. L. C. certificates which are of a duration of about 2 years or so are to be placed on GS. 4. Diploma holders are to be placed on GS. 5.

12.312 A general principle which can be applied to a majority of cases is that in units or centres of this nature GS. 3 and GS. 4 may be regarded as those appropriate to operational or subordinate posts and GS. 5 may be regarded as appropriate to a supervisory post from which a certain amount of subordinate supervision is exercised over or in respect of those in operational posts. But unless one is eligible to GS. 5 on the basis of his qualification *viz.* a diploma, the said scale can be assigned as for or on account of supervisory responsibility attaching to the post only if he exercises supervision over or in respect of 5 or more persons including therein not merely technical staff but also ministerial and subordinate staff. Where, however, the strength of a unit or centre is less than 6 inclusive of the head of the unit and the head of the unit does not become eligible to GS. 5 by reason of his educational qualification, even the supervisory functions if exercised will not entitle him to a scale higher than GS. 4. Another exception to this would be where the head of the centre is a person promoted from diploma holders and now placed on a scale higher than Rs. 175—450. In the case of such a person the supervisory responsibility will entitle him to the higher scale GS. 8.

12.313 It is on the basis of these general principles that scales have to be allocated to the posts in the various Units or Centres of this department.

12.314 The first institution to be taken up will be the Chamarajendra Technical Institute, Mysore. There is a Principal who is equivalent to a Deputy Director on the scale of Rs. 700—1100, and a Vice Principal equivalent to an Assistant Director on the scale of Rs. 350—900; these posts will be assigned respectively new scales GS. 11 and GS. 10. Then there are two cadres—one of Instructors who are promotees from diploma holders on scale of Rs. 175—450. This cadre will be assigned the GS. 5. The next cadre of Assistant Instructors is made up of persons who are holding junior certificates and are now placed on the scale of Rs. 100—220; they will be assigned GS. 3.

12.315 Then there are what are called Artisan Training Institutes (A.T.I.'s). The Superintendents of these Institutes are persons promoted from diploma holders now on the scale of Rs. 275—550. They will be placed on GS.8. Under him we have an Assistant Superintendent or Instructor which post is promotional to a Junior Instructor. A Junior Instructor is a Junior Certificate holder now on the scale of Rs. 100-220 and he will be placed on GS.3. The promotional posts of Instructor or Assistant Superintendent who is now on Rs. 175-450 will be placed on GS.5. Another post called Mechanic is only National Trade Certificate holder. He will be placed on GS 4.

12.316 In Model Carpentry and Smithy Centres the Superintendent is a promotee from diploma holders and is now on the scale of Rs. 275-550; he has to be placed on GS.8. The Supervisor or Instructor who is a diploma holder on the scale of Rs. 175-450 will be placed on GS.5. The skilled Carpenter and Blacksmith who are on Rs. 100-220, Fitter-cum-Welder and Helper who are on Rs.90-200 and Carpenter, Helper who is on Rs. 80-145 and who are all Junior Certificate holders will have to be placed on GS. 3. The next post of a Fitter who is only an eighth standard man with experience and now on Rs. 80-145 will be placed on GS. 2.

12.317 The Common Facility Centres and Precision Instruments and General Purpose Workshops have a common pattern. The head is a Foreman promoted from diploma holders and is now on the scale of Rs 275-550; he will have to be placed on GS.8. Among Shop Assistants diploma holders are on Rs. 175—450 and Junior Certificate holders on Rs. 120-240. They will be placed on GS.5 and GS.3 respectively; on principle the cadre should be split up into two or the rules should be amended by prescribing any one of these qualifications. The next post of a Helper who is an eighth standard person with experience and on the scale Rs.80-145 will be placed on GS. 2.

12.318 The common Facility Centre for Leather at Bangalore has a Foreman who is an S.S.L.C. with 1½ years training at Madras and is now on the scale of Rs. 175-450 and Machine Operator who is said to have read upto S.S.L.C. with 9 months' training at Madras on the scale of Rs. 90-200. The latter has to be placed on GS.3. The former because he exercises supervision over a staff of 5 will have to be placed on GS.5.

12.319 The Small Scale Industries Centres have a Foreman who is a diploma holder on Rs. 175-450; he will be placed on GS.5. Under him are Instructors and Mechanics who if diploma holders now get the scale Rs. 175-450 and if junior certificate holders get Rs. 120-240; they will be placed respectively on GS. 5 and 3. The cadre should be split up into two.

12.320 Coir Mechanised Units have an official by the name Manager who is an S.S.L.C. with advanced training in Coir work and who is now on scale Rs.175-450. According to particulars in the job description form he has to impart training to the trainees and undertake tours to collect the cocoanut husk and do propaganda work, he is responsible for the smooth and efficient working of the unit. So he will be placed on GS.5. The rest of the staff is ministerial.

12.321 There is a Dolls and Toys Centre at Belgaum and it is headed by an Instructor who is an S.S.L.C. with one year's course in preparing dolls and toys and is a promotee now on Rs. 160—350; having regard for the supervisory functions attaching to the post he will be placed on GS.5. So also the Artist attached

to this centre who is an S.S.L.C. and has undergone 5 years course at the C. T. I. Mysore but now placed on the lower scale of Rs. 120-240 will have to be placed on GS.5. The Assistant Instructor who is only of middle school level and has undergone one year's course in Handicrafts now on the scale of Rs. 90-200. He will be placed on GS.3. A Lady Assistant who is placed on Rs. 90-200 scale who has read upto eighth standard and the recruitment is described as direct recruitment by the head of the institute. She can be placed only on GS.2 assuming that she might have picked up some experience in the line.

12.322 There is a Pineapple Fibre Centre at Muddidri. Formerly it was a Central Government Institution. It has since been taken over by the State Government and its management made over to the State Handicraft Development Corporation. There appear to be no cadre and recruitment rules applicable to it prescribing any particular qualifications. Hence, I have to proceed only on the basis of the information given by the members of the staff in the job description forms completed by them and on the assumption that the level of educational qualification and competence now possessed by them will in all probability be adhered to if and when recruitment rules are framed for this Centre. The head of the Centre is called a Supervisor and is now on Rs. 175-450. He holds a post-graduate degree and has an extensive experience and exercises supervision over the staff being a person in overall charge of the centre. He will have to be placed on GS.8. The Artist (Technical) is an S.S.L.C. and has taken 3 higher Art Certificates and is now on Rs. 175-450. I assess the competence represented by it as falling within Grade VI. I therefore place him on GS.6. The posts going by the name of Master Weaver, Master Dyer, Skilled Weaver, Dyers and Weavers who are all Junior certificate holders but the first two of them are placed on Rs. 100-220 and the next two on Rs. 90-200 deserve in my opinion GS.3 because they are all Junior certificate holders. The Jobber on Rs. 80-145 and Spinner on Rs. 65-95 are both eighth standard persons with experience. They will be placed on GS.2.

12.323 The Handloom Designing and Training Centre at Bangalore is headed by a Superintendent on scale Rs. 275-550; it is seen that he is a promotee from a District Weaving Supervisor with 5 years experience; the District Weaving Supervisor is a holder of a B.Sc. Textile Degree; as the said degree is regarded by me as a professional degree and the Superintendent is a promotee with at least 5 years experience in the cadre of District Weaving Supervisors and if he is directly recruited the qualification is B.Sc. textiles, I place the Superintendent on GS. 10. The Designer and Supervisor which are both promotional posts and the Printing Assistant who is a diploma holder all of whom are now on Rs. 175-450 will be placed on GS. 5. The Mechanic who is on Rs. 175-450 but is only a holder of a senior certificate will be placed on GS. 4. So also the Weaving Demonstrator who is a senior certificate holder but now on Rs. 90-200 will get into GS. 4. Expert Weaver is promoted from a Weaver. The Weaver as well as Carpenter are eighth standard persons with experience who are on Rs. 80-145. These two will be placed on GS. 2 and the promotional post of Expert Weaver who is now on Rs. 90-200 will be placed on GS. 3. The winder is only a literate with experience and now on scale of Rs. 65-95. He should be placed on GS. 2.

12.324 The Wool Spinning Centre at Kolar is looked after by an official called a Manager on Rs. 175-450. It is a promotional post from persons holding senior certificates; he will be placed on GS. 5. Likewise, Weaving Supervisor who is also called Technical Assistant, (Production) is promotional to a Demonstrator who is a senior certificate holder. The Weaving Supervisor who is now on Rs. 175-450 will therefore be placed on GS. 5. The Yarn Inspector redesignated Instructor is an S.S.L.C. with certificate or diploma but placed on the scale of Rs. 120-240; I equate him to a Senior certificate holder and place him on GS.4. The Wool Clipper redesignated Weaving Assistant and the Spinning Assistant are both on Rs. 65-95, but having regard for their technical experience will be placed on GS. 2. There is then a Gardener who is looking after the garden attached to the Centre and is now on Rs. 65-95; he will be placed on GS. 1.

12.325 The Wool Processing Plant at Ranibennur is managed by an official called Technical Organiser on Rs. 275-550. This post may be filled either by promotion from Demonstrators who are senior certificate holders or by directly recruited persons who are graduates in Textile Technology. Having regard to the qualification prescribed for direct recruitment and to the fact that he exercises supervisory functions, he will have to be placed on GS. 9 which is the entry scale for a professional graduate. Technical Assistant as well as Mechanical Assistant who are promoted from Demonstrators who are holders of senior certificates but now placed on the lower scale of Rs. 120-240 will be placed on GS. 5.

12.326 The Pile Carpeting Centre at Gulbarga has only two persons working--one is an Instructor who is either promoted from an Assistant Instructor and if directly recruited should be an S.S.L.C. with 5 years experience and is now on the scale of Rs. 175-450. He will be placed on GS. 4. The Assistant Instructor who is an eighth standard person with five years experience and now on Rs. 100-220 will be placed on GS. 3.

12.327 The Artistic Glass Ware Centre at Nagamangala has been abolished.

12.328 We have then certain streams with their own respective hierarchy.

12.329 In the first stream there is a Lady Weaving Supervisor on Rs. 120-240. She is an S.S.L.C. with a Diploma in Tailoring which is a two years course. She will be placed on GS. 4. Lady Weaving Demonstrator and Lady Mat Weaving Demonstrator who are both eighth standard persons with experience and now on the scale Rs. 80-145 will be placed on GS. 2. So also the Cloth Printing Demonstrator who is an eighth standard person with experience and now on Rs. 80-145 will be placed on the same GS. 2. There is then a single post called Superintendent, Sthree Samaja who is a holder of a degree in Home Science and is now on the scale of Rs. 275-550. There is a suggestion by the department that this post should be equated to that of an Assistant Director. But having regard to the extent of the activity and nature of functions attaching to this post and to the fact that in the mofussil areas much of the work is attended to either by the posts described above or by the officers and officials of the Development Department, I consider that the proper scale for this post is GS. 8 and allot the same to it.

12.330 The Bee Keeping stream has at its head two persons called the Apiarist at Bangalore and the Apiculture Development Officer at Mercara. They are said to attend to two zones into which the State is divided. They are promotional to the posts of bee keeping organizers or Technical Assistant-cum-Instructor who are graduates with training. As the posts are promotional to graduate cadres and carry what may be described as more or less state level supervisory functions and charged with the responsibility of developing or improving bee culture in the State, I accept the suggestion of the department that they should be equated to the post of Assistant Directors and place both the posts on GS. 10. The other two posts mentioned above namely Bee Keeping Organisers and Technical Assistant-cum-Instructor will be placed on the scale appropriate to graduates viz. GS. 6. Senior Demonstrators as well as Bee Keeping Demonstrators and Bee Men who are both S.S.L.Cs with training will be placed on GS. 4 although under the existing scheme the former is said to be promotional to the latter, because besides the qualification the nature of work also appears to be the same. The Attender who is on Rs. 80-145 and the Apiary Man and Bee Mazdur who are literate persons with training and are exposed to some risk and now on Rs. 65-95 will all be placed on GS. 2.

12.331 In the stream of Quality Marking Scheme, the Senior Inspector which is promotional to the Inspector (who is a degree holder with training) and is now on the scale of Rs. 275-550 will be placed on GS. 8. The Inspector who as already stated is a degree holder with training in Wood Seasoning and now placed on Rs. 200-450 will be placed on the scale appropriate to graduates viz. GS.6. The Technical Assistant who is on Rs. 175-450 is a promotee from the cadre of Junior

Instructors of particular crafts in the C.T.I. The said Junior Instructors who are on Rs. 100-220 will be placed on GS. 3. The Technical Assistant who is now on Rs. 175-450 will be placed on GS. 5. The Compiling Assistant who if directly recruited should be a degree holder and who may also be promoted from the cadre of II Division Clerks is really a First Division Clerk and is now on the scale of Rs. 130-290. He will be placed on GS. 6.

12.332 The Rural Industries Project has an Industries Promotional Officer on Rs. 275-550. There are no rules relating to this but the department says that the post is equivalent to that of a Superintendent, A.T.I. Accepting this statement, I place this post on GS. 8. The Extension Officer is a direct recruit. The qualification prescribed is a diploma in engineering or a general degree in Science (P.C.M.) or a degree in Commerce. He is now on the scale Rs. 175-450. I interpret the prescription of qualification as indicative of the fact that the competence required is that of a diploma standard. I therefore place the post on GS. 5.

12.333 Finally in the general line we have at the top the District Weaving Supervisor who if he is a textile graduate is placed on Rs. 275-550 and if a promotee non-graduate placed on Rs. 175-450. The promotion is from Demonstrators who are senior certificate holders and the promotees are required to have at least 5 years experience in that cadre before promotion. As the qualification for direct recruitment is a Textiles degree, the prescription of a minimum experience for promotion from a cadre directly recruited with a smaller qualification, the normal inference should be that the rule equates the lower qualification with the experience with the competence represented by the higher qualification prescribed for direct recruitment. I do not see therefore any justification for giving two scales. I place both of them on GS. 9 which is the appropriate entry scale for professional graduates. Demonstrators who as already stated are senior certificate holders now on Rs. 90-200 will be placed on GS. 4. The Industrial Supervisors and Extension Officers who are directly recruited with a diploma in Mechanical Engineering or a general degree will for the reasons already stated be placed on GS. 5.

12.334 The other posts which are either ministerial or purely helpers are Class IV persons and no specific mention is necessary.

12.335 There are two posts one of Chageman including Turner of the Common facilities Centre at Bidar and a helper at the same centre; according to the cadre statement furnished by the department, these are being remunerated by the consolidated payment of Rs. 150 and Rs. 75 per month respectively. The position is not quite clear. They may either be persons in the position of part-time workers or daily wage earners. So, I do not allocate any scale to them.

#### EMPLOYMENT AND TRAINING

12.336 The department having regard to its extent of operation will have to be treated as a heavy department. Hence, though at present an I.A.S. Officer on the senior scale is usually posted as the head of the department, in the event of a State Service officer being posted, he must be allocated GS.14. Joint Directors will be on GS.13. The Deputy Directors will be on GS. 11 and Assistant Directors on GS. 10.

12.337 There are in this department Employment Officers who are now placed on Rs. 275-550 which is much below the scale now allotted to Assistant Directors which is Rs. 400-950. Actually they are graduates who are recruited by competitive examination conducted by the Public Service Commission which is the same as the one prescribed for recruitment to the posts of Tahsildars and Headmasters. The Employment Officers are in charge of District Employment Exchanges and have fairly extensive duties and responsibilities including inspection of establishments, study of occupational trends, preparation and publication of periodical reports and statistics relating to trends in the employment market. He is also the Secretary on the District Committee of Employment. In my opinion therefore he should be treated on par with Assistant Directors



who are placed on the Tahsildar's scale and I allocate to him GS. 10. An officer under him called the Assistant Employment Officer is only a graduate now or the scale of Rs. 160-350 will be allocated GS. 6.

12.338 The department runs two categories of training institutions called the Industrial Training Institutes and Industrial Training Centres. There is one Industrial Training Institute at Bangalore which is larger than the others and has been always treated as an institution of higher level than institutions of the same name in the mofussil. The I. T. I. in Bangalore has at its top two officers a Principal who is on par with Deputy Director and a Vice Principal who is on par with Assistant Director. They will be allocated respectively GS. 11 and GS. 10. The principals of other I.T.I's and I.T.C's who are now equated to Vice Principal of the Bangalore I.T.I. will be placed on GS.10.

12.339 The teaching staff is of three categories designated Foreman Instructors Supervisory Instructors and Craft Instructors. Craft Instructors are persons either holding a diploma or a post S.S.L.C. National Trade Certificate. They are both now on the scale of Rs. 175-450. This appears to be the result of a decision of the High Court which took the view that because the two qualifications have been for purposes of recruitment treated as equivalent by reason of opinion of the Central Government accepted by the State Government that National Trade Certificate is equivalent to a Diploma issued by institutions in the State ; prior to the said decision, the certificate holders had been placed on the scale of Rs. 120-240. The said declaration of equivalence has since been withdrawn, in my opinion rightly. Although both diploma holders and certificate holders in this case have the minimum general educational qualification of S.S.L.C., diploma course is a longer course of 3 years as against the certificate course of two years. Having regard to the principles formulated for purposes of grading of posts in government service, there is no alternative but to place the diploma holders on GS.5 and certificate holders on GS.4. But steps should be taken by government to split the cadre and designate certificate holders as Assistant Craft Instructors and Diploma holders as Craft Instructors and allocate to the certificate holders work of lesser responsibility. It has also been stated before me that the position is already such because whereas a diploma holder is generally required to impart instruction in 2 to 3 subjects, very often 3 subjects, the certificate holders generally do so in respect of only one subject. However, the matter may be investigated and the department may make a clear allocation of responsibilities between the two. The Supervisory Instructors now on Rs. 200-450 is a post promotional to Craft Instructors. In addition to imparting instruction he is required to supervise the work of Craft Instructors upto four in number. He will be allocated therefore GS.7. The next higher post of Foreman Instructor which is promotional and now on the scale of Rs. 275-550 will be placed on GS. 8. The others are common cadres and no separate explanatory notes are necessary.

#### DEPARTMENT OF PRINTING AND STATIONERY

12.340 Before deciding upon the allocation of scales to the staff in this department, it is necessary to make certain general observations. The bulk of the staff is technical staff attending to various processes anterior or preparatory to printing and then actual printing. In printing, there are two main modes or methods commonly called letter printing process and offset printing process. In the former, the two categories are mono and lino. For both types have to be first cast, blocks etc., have to be prepared and then they are composed before the actual printing process can start. The composing in letter printing is done either manually or mechanically. In offset printing, photography is used.

12.341 In the case of most of the operational technical staff particularly at the entry level, emphasis so far as qualifications are concerned is more on technical experience than on general education. Hence the general educational qualification expected of almost all of them is no higher than Middle School standard. The additional and more important qualification expected of them

is actual experience generally in private printing presses and actual recruitment is preceded by a test administered by the department which is referred to in the rules and all papers sent to me as a trade test.

12.342 The technical staff is grouped into and works in different sections each section attending to a particular process; the designations allotted are generally descriptive of the process. The general pattern noticed is that the staff is divided into five levels; if 'X' is taken to be a designation descriptive of the process, we have at the bottom a worker called Assistant 'X' and above him in the order stated are 'X', Senior 'X', Overseer 'X' (inclusive of sometimes a designation of Foreman or Senior Foreman) and a Supervisor 'X'. Actually it is seen that the first three levels are operational levels and the other two levels may be regarded as supervisory levels.

12.343 The idea behind the practice of having these several levels appears to be to give the impression involving obviously some measure of psychological satisfaction of increasing or enlarging opportunities for promotion. I use the words 'impression' and 'psychological satisfaction' advisedly because in actual event it is seen that the difference between the scales is so small and very often what is described as promotion is merely transfer from one category to another category both carrying the same scale. If the nature of the work turned out at the operational level is scrutinised, there appears to be little or no difference whatever between the work turned out by an Assistant 'X', 'X' and Senior 'X'; nevertheless Senior 'X' may be credited with a better or improved skill acquired by virtue of longer experience on the job, which also appears to be the reason for treating the senior position as promotional to the lower position. Likewise in the supervisory levels, the positions going by the designation of Foreman, Senior Foreman and Overseer disclose little or no difference either in the extent or weight of supervisory responsibility or in the case of qualifications prescribed for direct recruitment to that level.

12.344 Hence it would appear that there need be only two operational levels and two supervisory levels which would meet all the exigencies of administration as well as the principle underlying the construction of the scales by me of suiting the pay scales to the levels of proficiency and difficulty attaching to jobs or positions, as a part of the process of meeting which the scales themselves have been enlarged, expanded or extended.

12.345 There is another matter which should be borne in mind while dealing with this staff. As already observed, at the lowest operational level, the general educational qualification is no higher than Middle School and the emphasis is all on the competence acquired by actual experience in the same type of work tested and accepted as sufficient by the administration of what is called a trade test. If normal considerations applied in other departments are applied here also, the scale properly allottable to the lowest operational level could only be GS. 2. But the special considerations that arise in the case of the Printing Press is the difference made by the working conditions. Apart from the fact that working hours for a week are more than those prescribed in other departments, the nature of the work itself is such that it involves greater physical strain, perhaps some mental fatigue also and hazards to health, the last of which is to some extent capable of being mitigated by taking precautions prescribed under the relevant provisions of the law.

12.346 Having regard to these special considerations, I am of the opinion that the proper scale which should, in fairness be applied to the lowest operational level is GS. 3. In certain cases which I shall point out as I go on, the lowest operational level which is the entry level may itself, having regard to the nature of the work and skill and effort required, deserve the allocation of GS.4.

12.347 For the next higher operational level the scale would be GS.4. The supervisory levels can comfortably and without unfairness be allotted GS.5 and

s depending upon the level and the extent of supervisory responsibility. Where the extent and weight of such supervision is not of such level as to deserve GS.5 such level may be properly allocated GS.4.

12.348 I shall now proceed to specific allocation of scales to different cadres or posts in this department.

12.349 As this department has been classified by me as a heavy department the Director will be allotted GS.14. The Senior Deputy Director (who may be re-designated as Joint Director) will be allotted GS 13 and the Deputy Directors GS.11. Among the Assistant Directors, one is separately designated as Stock Verification Officer. Perhaps it may be better to stick to one designation and leave it to the department to allocate different items of work to the several Assistant Directors. The Assistant Directors will be allotted GS.10.

12.350 Type casting is the first Process anterior to manual composing for letter printing process. The Assistant Type Caster on the present scale of Rs. 80-145 and the Type Caster on the present scale of Rs. 90-200 must both be given the same scale GS.3. A worker by name Stereo Type Caster, I am informed, is now working as an ordinary Caster because the use of the stereo equipment has been discontinued. He too will be placed on GS.3. There is also a Furnace Attender in this section who is on Rs. 80-145 and he will be placed on GS.2. The Head Type Caster who is now on the scale of Rs. 120-240 will be allotted GS.4.

12.351 In Mechanical composition of mono type letter printing, an operation called the mono operation is the first in order of time, in which by mechanical process paper spools are punched; these spools are later utilised in the mechanical process of mono casting, which is also simultaneously mechanical composing. The Mono Operator who is on the present scale of Rs. 175-450 will be placed in the higher operational scale GS.4. The Supervisor of the section who is now on Rs. 200-450 will be placed on GS.5. The Assistant Mono Caster who is on Rs.80-145 and the Mono Caster on Rs. 90-200 will both be placed on GS.3. The Head Mono Caster who is on Rs. 120-240 will be placed on the operational scale GS.4.

12.352 Lino operation is a complete process of both casting and composing. Here also we have an Operator and a Mechanic, both on the present scale of Rs. 175-450; both of them will be placed on GS. 4. The Supervisor of the Section will be placed on new GS. 5.

12.353 The Composing Section so called is the section which does manual composing for letter press. The Junior Compositor now on Rs. 80-145 and the Compositor who is now on Rs. 90-200 will both be placed on GS. 3. The Senior Compositor who is now on Rs. 160-350 will be placed on GS. 4. The Foreman now on Rs. 175-450 and the Senior Foreman and Overseer both on the present scale of Rs. 200-450, will all be placed on the same GS. 5. The next higher post of Supervisor who is on Rs. 225-450 will be placed on GS. 8.

12.354 Assistant Process Plate Maker who is on Rs. 80-145, Process Plate Maker who is on Rs. 90-200 and Assistants Offset Plate Maker who is on Rs. 90-200 and the Offset Plate Maker who is on Rs. 100-220, will all be placed on GS. 3. There is also a Senior Offset Plate maker who is on Rs. 160-350. He will be placed on GS. 4. Assistant Plate Grainer on Rs. 80-145 and the Plate Grainer who is on Rs. 90-200 will both be placed on GS. 3. The Plate Engraver on Rs. 100-220 will also be placed on GS. 3. The Engraver and Moulder which is a promotional post now on Rs. 175-450 will be placed on GS. 4. But the Artist and the Artist and Fine Etcher who are both on Rs.175-450 will be placed on GS. 6 because the qualification of S.S.L.C. plus a diploma from the School of Arts is higher.

12.355 The process mentioned in the last preceding paragraph is really block making. It is preceded by a processing of the plate in which the categories of

workers are: Assistant Process Operator who is on Rs. 120—240 and a Process Operator who is on Rs. 175—450. Both of them will be placed on GS. 4. There is also a Dark Room Assistant who is on Rs. 90—200. He will be placed on GS. 3.

12.356 We now come to the actual printing process. In letter printing, the categories of workers are the Assistant Machine Minder, Machine Minder, Senior Machine Minder, Foreman, Overseer and Supervisor. In offset printing the categories are Assistant Offset Printer, Assistant Offset Machine Minder, Offset Printer and Offset Machine Minder, Senior Offset Printer. The Assistant Machine Minder who is on Rs. 80—145, Machine Minder, Assistant Offset Printer and Assistant Offset Machine Minder who are all on Rs. 90—200 and the Offset Printer and Offset Machine Minder who are on Rs. 100—220 will all be placed on GS. 3. The Senior Machine Minder who is on Rs. 160—350 and the Senior Offset Printer who is on Rs. 175—450 will both be placed on GS. 4. Foreman who is on Rs. 175—450 and Overseer who is on Rs. 200—450 will both be placed on GS. 5. The Supervisor on Rs. 225—450 will be placed on GS. 8.

12.357 Sections which do work which is mostly subsequent to printing or sometimes ancillary thereto are the sections of Proof Readers, Binders, Packers and Counters.

12.358 The entry cadre in Proof Reading Section is that of Junior Proof Examiner whose qualification for recruitment is S.S L.C. and passing of a proof reading examination and the trade test applied by the department. He is now on Rs. 90-200 and he will be placed on GS. 4. For the next higher post of Senior Proof Examiner, the qualification for direct recruitment is a degree and passing the higher proof reading examination and getting through the departmental trade test. He is now on Rs. 130—290. He will be placed on GS. 6. Above them there are two Deputy Chief Examiners and above them two Chief Examiners. So far as the Deputy Chief Examiners are concerned, who are on Rs. 175—450, their work does not seem to be different in nature, content or difficulty from that of the Senior Proof Examiners. They are also, therefore, placed on GS. 6. The Chief Proof Examiners who exercise supervision will be placed on GS. 8.

12.359 For Binders, Packers and Counters, the recruiting ground seems to be the cadre of Class IV employees. A Junior Packer and Junior Counter who are on Rs. 65—95, Senior Packer and Senior Counter who are on Rs. 80—145 are all persons who do practically the same type of work, although the curious position prevails whereby a Counter is said to be promotional to Packer though both are on the same pay scale and a Senior Counter is said to be promotional both to a Counter as well as a Senior Packer, the second of whom is on the same scale. I think they should all be placed on GS. 2, and I do so. The process of binding, however, appears to require not only some training and experience but also skill. But there is no difference between the work or the skill of either the Assistant Binder or the Binder. Hence both the Assistant Binder who is now on Rs. 80—145 and Binder who is on Rs. 90—200 will be placed on GS. 3. The Senior Binder who is on Rs. 160—350 which is a promotional post will be placed on GS. 4. The Foreman of the Binding Section who is now on Rs. 175-450 will be placed on GS. 5.

12.360 Then there are positions which partake of ministerial character with Second Division Clerk and Second Division Computer who are both on Rs. 90—200, First Division Clerk and First Division Computer who are on Rs. 130—290, Works Clerk on Rs. 160—350 and Head Computer on Rs. 175—450. The Second Division Clerk and Second Division Computer should be placed on GS. 4. The First Division Clerk and the First Division Computer as well as the Works Clerk should all be placed on GS. 6. The Head Computer, however, who is now on Rs. 175-450 does not from the description of his work in the Departmental Manual appear to do what may be clearly regarded as work superior to that of the work turned out by the First Division Computer. The fact that he is

required sometimes to scrutinise or check registers or statements does not mean that he is doing any supervisory work because such items of work are clearly not supervisory. Hence, he also should be placed on GS. 6.

12.361 There is in this department a separate section of Rubber Stamp Makers. The employees there are of two categories — Assistant Rubber Stamp Casters on Rs. 80-145 and Rubber Stamp Casters on Rs. 90-200. The nature of work, qualification etc., are the same for both and they will be placed on GS.3.

12.362 For the maintenance of machines and effecting necessary periodical repairs, there is a section of Mechanics. In this section there are an Assistant Mechanic on Rs. 90-200 and a Mechanic on Rs. 100-220, Fitter and Turner on Rs. 80-145 and a higher grade Fitter and Turner on Rs. 90-200. They should all be placed on GS.3.

12.363 In the Dharwar Branch Press there is a solitary post called Mechanic Upgraded on the present scale of Rs. 175-450. There is no one under him called Mechanic or Assistant Mechanic but he is said to be in charge of the general workshop attached to the Branch Press. From the description of his regular work as a Mechanic it does not appear to be any different from the work done by Mechanics either in the Main Press at Bangalore or other Branch Presses at Gulbarga or Mercara. I found some difficulty in reconciling this situation with the fact that he alone among the Mechanics is placed on the higher scale of Rs. 175-450. Upon further discussion with and a clarification received from the departmental authorities, the reason for making this difference would appear to be the fact that he is exercising some manner of supervision in or over the workshop and that he has larger responsibility of maintenance of all the machines in the Branch Press without the benefit of any guidance or direction from a higher supervising authority. In the proposed amendments to the recruitment rules, there is a proposal to treat this as a post promotional to that of Mechanics. In consideration of all these, I place him on GS.4.

12.364 There is an Electrician in the main press who is a holder of a diploma in electrical engineering and now on the scale of Rs. 175-450. He should be placed on GS.5. At the same press there are also two higher posts of Mechanical Overseer on Rs. 200-450 and a Mechanical Supervisor on Rs. 225-450. The former will be placed on GS. 5 and the latter on GS. 8.

12.365 The miscellaneous categories are Assistant Gate Keeper who is a direct recruit from ex-servicemen on Rs. 65-95, and a Gate Keeper which is a promotional post now on Rs. 80-145. They will be placed respectively on GS. 1 and GS. 2. A Time Keeper, the qualification for direct recruitment to which is S.S.L.C. and who is now on Rs. 90-200 will be placed on GS. 3. The Chief Time Keeper who is a promotee and who is now on Rs. 160-350 will be placed on GS. 5. The Assistant Carpenter who is on Rs. 80-145 and who works in the Stationery Department preparing boxes for despatch will be placed on GS. 2. The Carpenter now on Rs. 90-200, however, does superior items of work such as preparing designs, mounts, repairing furniture, preparing new furniture etc. He will be placed on GS. 3. The Progress Recorder who is a person transferred from second division cadre and a Machine Reviser who is treated as equivalent to a Junior Proof Examiner who are both on Rs. 90-200 will be placed on GS. 4.

#### FACTORIES AND BOILERS

12.366 I classify this as a medium sized department. Hence the Chief Inspector of Factories and Boilers will be placed on GS. 13. The Deputy Chief Inspector of Boilers and Deputy Chief Inspector of Factories are both placed on GS. 11. The Senior Inspector of Factories and Senior Inspector of Boilers are of the status of Assistant Directors of Departments and as such are placed on GS. 10. The Inspector of Boilers and Inspector of Factories are both engineering graduates and will therefore go on the scale appropriate to them *viz.* GS. 9. The Assistant Inspector of Factories and Assistant Inspector of Boilers are diploma

holders and will go on the scale appropriate to them *viz.* GS. 5. There is a Senior Inspectress of Factories who occupies a position equivalent to that of an Assistant Director. Hence, she is placed on GS. 10. That officer specially looks after the welfare of women labourers in factories and is assisted by two other women officers designated Inspectress of Factories and Assistant Inspectress of Factories. The qualification prescribed by the recruitment rules for the Inspectress is a degree plus a post graduate diploma in Social Welfare. There are no rules in respect of the position of the Assistant Inspectress. Although in the annexure to the original replies to the questionnaire the department mentioned degree in law in addition to a general degree in connection with this post, in the statements later furnished, at the time I interviewed the heads of departments, no mention of any such law qualification is made. It would also be incongruous with the existing prescription in the recruitment rules regarding the position of the Inspectress of Factories. Having regard to the nature of the work and the qualification considered sufficient by the rules, I consider the fairest allocation to be to place both the Inspectress as well as the Assistant Inspectress on the same scale GS. 7. I therefore allocate the said scale to both of them.

12.367 The rest of the posts do not call for any special mention.

#### LABOUR DEPARTMENT

12.368 I classify this department as a medium sized department. The Commissioner of Labour who is the head of the department is now an I.A.S. officer on senior scale or selection grade. Having regard for the size of the department, the post which for some time was designated Joint Labour Commissioner and later Additional Labour Commissioner should be regarded as of the level of a Deputy Labour Commissioner and allocated GS.11. I place the Deputy Labour Commissioners, three of whom are in charge of the three regions, Bangalore, Hassan and Belgaum on GS.11 and the Assistant Labour Commissioners who are in charge of divisions under them on GS.10. Labour Officer who is in charge of a sub division roughly equal to a revenue district will be placed on GS.8. There is not much difference between the work done by a Senior Labour Inspector and a Labour Inspector. The qualification for direct recruitment for Senior Inspector being a degree, I place both the Senior and the ordinary Labour Inspector on GS. 6. There is a Sub Editor of a Labour Journal who is also a graduate. The type of editing work he does not seem to be different from or more onerous than that of an ordinary First Division Clerk and he is therefore placed on GS. 6. The qualification of the Welfare Organiser is S.S.L.C. He is called upon to do some field work also. He is therefore placed on GS.4.

12.369 Other categories do not call for any special mention.

#### DEPARTMENT OF MINES AND GEOLOGY

12.370 I classify this as a heavy department. The Director will, therefore, be placed on GS.14.

12.371 At present there is no post of a Joint Director. But in the proposal for re-organisation of the department, there is a suggestion to create two posts of Joint Directors, one to be in charge of the Northern Circle of the State and the other of the Southern Circle. If and when such posts are created, they may be placed on GS.13.

12.372 There are three Deputy Directors, all working at headquarters, one in charge of administration, another with plan schemes and the third with ground water survey. They may all be placed on GS.11.

12.373 In the field, the stream of Geologists is headed by five Senior Geologists in charge of five Divisions, the extent of which according to the mineral wealth of the area varies from 3 to 4 districts. It appears to me from

the point of view of the nature of work and weight of responsibility these posts must be equated with those of Deputy directors. I, therefore, place these posts of five Senior Geologists on GS.11.

12.374 The post of Geologist is partly filled by direct recruitment of holders of Master's degree and partly by promotion from the cadre of Assistant Geologists. The Assistant Geologist is also required to hold a Master's degree. I, therefore, place the Assistant Geologists on GS.9 and the promotional posts of Geologists on GS.10.

12.375 The next stream is that of Geo-Physicists in which we have a Geo-Physicist and Assistant Geo-Physicists, the former being promotional to the latter. The qualification for the entry cadre is Master's degree. Hence Assistant Geo-Physicists are placed on GS.9 and the Geo-Physicists on GS.10.

12.376 In the mining stream, three posts are shown in the cadrewise statement, viz. those of Mining Engineer, Mining Assistant and a Mining Foreman. The Mining Assistant does exploration work and the Foreman attends to actual mining process. The qualification for recruitment to both the cadres is a diploma. Normally the appropriate scale would be GS.5, but having regard for a certain degree of risk involved in the work, I place them on GS.6. The position of Mining Engineer is a little peculiar. From the information furnished by the department it appears that on suggestion made by the department with respect to the incumbent of the post of Mining Assistant proceeding largely if not solely upon the considerations peculiar to the incumbent including his having put in 10 years of service, the government passed an order on 6th December 1974 upgrading the post of Mining Assistant, describing the same as the post of Mining Assistant held by the incumbent by name, to that of a Mining Engineer. The legal effect of this order would be that the post of Mining Assistant (there was only one post by that name) got converted into what is described as the upgraded post of Mining Engineer with the result the old post of Mining Assistant must be deemed to have disappeared in the eye of the law. However, the department reports that the incumbent of that post was placed in independent charge of the upgraded post of Mining Engineer on 9th May 1975. In view of the legal position as aforesaid, I regard the present incumbent as having occupied the upgraded post even from the 1st of January 1975, the date on which this Report is recommended to be given effect to and place him on GS.8 as from that date. The re-organisation proposals indicate that there will be a position designated Mining Assistant in the future also. If the proposals are given effect to, the only legal way to do the same would be to create afresh necessary number of posts designated Mining Assistants; if and when the same is done the said posts as already indicated will be placed on GS. 6.

12.377 There is a single isolated post of a Mineral Technologist. The qualifications and experience prescribed and the importance of the work expected to be done viz. dressing of ore etc., justifies the placement of the post on GS.10 and I place it on the said scale.

12.378 In the drilling stream, the top man is Chief Drilling Engineer, which is promotional to the next post of Drilling Engineer. It is equal to another post designated Technical Assistant to the Chief Drilling Engineer; both the said last mentioned posts are promotional to the post of Assistant Drilling Engineer which is also promotional to two other cadres designated Junior Engineer and Driller. The Driller is required to hold a Diploma in Mechanical Engineering. The Junior Engineer may be either promotional to Driller or if directly recruited should be a holder of a degree in Mechanical Engineering. So far as the Driller is concerned, his qualification and nature of his work indicate his appropriate scale to be GS.6. But the qualification prescribed for direct recruitment to the post of Junior Engineer being an Engineering degree the appropriate scale should be GS.9. It is seen that the nature of the work done both by the Junior Engineer as well as Assistant Drilling Engineer is the same viz., supervision of drilling operations. The only proper way, therefore, in which allocation of scales may be fairly made

is that while a Driller should be placed on GS.6, both the Junior Engineer as well as Assistant Drilling Engineer should be placed on GS.9. This might disturb the present channel of promotion but that is one of the imperatives of rationalisation. On this footing, the next higher post of Drilling Engineer as well as Technical Assistant will be placed on GS.10. The highest post of Chief Drilling Engineer will be on GS.11.

12.379 The Driller is assisted by an Assistant Driller; 50 per cent of the cadre is filled by direct recruitment from among S.S.L.C's who have had experience of 900 metres of actual drilling; though on the basis of qualification and skill and effort the proper scale would be GS.4, the considerations relating to risk involved justify the placement of this post on GS.5 and I place it accordingly. The Helper below him who is a literate with one year's experience normally entitled to be placed on GS.2 will on consideration of the risk involved be placed on GS.3.

12.380 The next stream is of Chemists. There are at headquarters a Chief Chemist, two Chemists and some Assistant Chemists; the rest of the Assistant Chemists are working in the field. The entry level is that of the Assistant Chemist who is a holder of a Master's degree in Chemistry. There are 10 such posts. Two posts of Chemists at headquarters are promotional to the cadre of Assistant Chemists. There is, however, no difference noticeable between the nature of the work of the Assistant Chemist and the Chemist. I, therefore, place both the Assistant Chemist and the Chemist on the scale appropriate to Master's degree holder in GS.9. The promotional post of Chief Chemist will be placed on GS.10.

12.381 The last stream which requires consideration is that of survey staff. At the bottom we have a Supervisor and an Assistant Draughtsman both of whom are diploma holders. Both of them are, therefore, placed on GS.5. The promotional posts of Head Draughtsman and Survey Officer who exercise supervisory functions also are placed on GS.8.

12.382 At the Stores there are two posts apparently exercising supervisory functions, one called Stores Officer (Gazetted) and the other called as Stores Superintendent. According to my assessment both positions are equivalent to that of ministerial superintendent, the appropriate scale for whom is GS.8. I am, therefore, placing both of them on the said scale. If the administration considers that two such posts are unnecessary in the Stores, the work may be got done by a single officer and the other deployed elsewhere for such supervisory functions of equivalent nature as may be found necessary.

12.383 The rest of the categories do not call for special mention or discussion.

#### DEPARTMENT OF MINING EDUCATION

12.384 Though called a department, this is only a teaching institution on par with a Polytechnic. Though there is a post of Director and another post of Deputy Director-cum-Principal, the order of the government creating this department provides that only one of the two posts will be filled but not both. The status of the post is that of a Principal of the Polytechnic. So whether there is a Director or a Deputy Director-cum-Principal, the post has to be assessed as on par with Principal of a Polytechnic. It is, therefore, placed on GS.12. To the other posts on the teaching staff, scales have been allocated on the same pattern as is done in the case of Polytechnics according to the qualifications prescribed. Non-teaching posts are common posts which do not call for any discussion. Only the error in the Recruitment Rules should be pointed out. For the post of a Librarian, the qualification prescribed is S.S.L.C. plus a Diploma in Library Science. For the Diploma in Library Science, the minimum educational qualification for admission is P.U.C. and not S.S.L.C. In allocating, therefore, GS.6 to this post, I presume that a Diploma in Library Science will be insisted upon for recruitment which would mean that the recruit would have first passed P.U.C. examination and then gone through the Diploma Course in Library Science.



## DEPARTMENT OF PORTS

12.385 The State Port Officer who is the head of this department has recently been re-designated Director of Ports and Inland Water Transport. The Secretary to the Government dealing with this department has also told me about the expansion of the activities of this department now under contemplation particularly in the matter of exploiting or profitable working of inland waterways. There are 19 minor ports which this department controls of which Karwar, Honavar, Ankola and Coondapur are the most important. The head of the department is stationed at Karwar. From the nature and extent of the activities and the expansion under contemplation, this department has to be classified as a heavy department. Hence, the head of the department is placed on GS. 14.

12.386 The next line of officers in the administration are Port Officers one of whom is at Karwar and the other at Coondapur; the latter looks after the Honavar port also. They are of the level of Deputy Directors and are, therefore, placed on GS. 11.

12.387 There are five Port Conservators, one at the headquarters office of the department and one at each of the four important ports mentioned above. These posts are promotional to the next cadre of Deputy Conservators who are graduates with certain special experience. They are assisted by Assistant Port Conservators whose qualification is S. S. L. C. Considering the qualifications and the nature of work, I place the Assistant Port Conservators on GS. 4, Deputy Port Conservators on GS. 6 and the Port Conservators on GS. 8.

12.388 The subordinate staff in the main administrative stream consists of (1) Light Keeper and Signaller (2) Light Keepers (3) Assistant Light Keeper (4) Seamen and Wharfmen. Seamen and Wharfmen are at present on the the lowest scale of Rs. 65-95. Unlike others on the same scale, the Seamen and Wharfmen are expected to engage in more difficult and sometimes hazardous items of work like swimming, climbing ropes and masts. I, therefore, place them on GS. 2. The Light Keeper and Assistant Light Keeper are both expected to have passed the seventh standard and to undergo a trade test administered by the department on matters pertaining to the nature of their work. Of the two, the work of the Light Keeper is superior and the Assistant works under his guidance. Hence, while placing the Assistant Light Keeper on GS. 2, I place the Light Keeper on GS. 3. The Light Keeper-cum-signaller has to undergo in addition a course of study in Morse Code Signalling and acquire proficiency therein. I therefore place him on GS. 4. These higher scales than would have been normally appropriate to these posts are allocated taking into consideration the arduous nature of the work and a certain amount of risk involved in it.

12.389 The Marine Engineering stream of this department is headed by the Marine Engineer. His qualifications, considering the length of the course of study involved and the nature of the subjects learnt, as well as his practical experience justify his placement on GS. 13, which it would be noticed is the scale appropriate to the position of a Joint Director of a heavy department with which this post may reasonably be equated. The Junior Engineer under him will be placed on GS. 9 which is the appropriate scale for the corresponding position in the Public Works Department. The Mechanical Supervisor, Marine Mechanic and Operator Grade I as well as the Operator Front End (Pay Loader) hold a diploma or an equivalent qualification. They will be placed on GS. 5. The Assistant Operator Front End (Pay Loader) as well as the Electrician who are senior certificate holders will be placed on GS. 4. On the floating craft there are Drivers and Sarangs. Drivers are described as Grade II and Grade III apparently because to the designation of the Operator is annexed the expression Grade I. They are junior certificate holders for which the appropriate scale in normal circumstances would be GS. 3 but taking into account the nature of

the work and the element of risk, I place Driver Grade II on GS. 4 and Driver Grade III who assists him on GS. 3. Sarangs are also junior certificate holders. They work on the deck. On the same considerations as above, I place the Sarang Grade II on GS. 4 and Sarang Grade III on GS. 3.

12.390 In the Civil Engineering stream we have the Port Engineer who is of the same status as an Executive Engineer in the Public Works Department. I therefore place him on GS. 11 (I should, however, point out that the provision in the recruitment rules for deputation of an Assistant Engineer from the Public Works Department to this post appears to be inaccurate). The Junior Engineer, Supervisor, Draughtsman and Tracer are placed respectively on GS. 9, GS. 5, GS. 5. and GS. 4. according to their qualifications on the same lines as I have done in the Public Works Department.

12.391 There is a stream of cadres working on Ferries. For this entire stream there are no recruitment rules. Hence, I am proceeding to allocate scales on the nature of the work and the qualifications suggested by the department as necessary or required. The official who actually plies a ferry and attends to all details of its working is called Assistant Ferries Inspector. At only one ferry namely that of Dhannur Thangadagi in Gulbarga District the official is called a Deputy Ferries Inspector. There is no difference between the work turned out by the two, and certain items of work like survey of other ferries in the villages mentioned in the job description form of this official appear to be items of work more appropriate to the next higher post of Ferries Inspector. The Ferries Inspector is a degree holder whereas an Assistant and the Deputy are holders of S.S.L.C. I therefore place the Assistant Ferries Inspector as well as the Deputy Ferries Inspector on GS.4 and the Inspector on GS.6. The Ferries Officer who exercises supervision and also functions as the gazetted assistant to the head of the department in regard to inland water transport is placed on GS.8.

12.392 The Technical Cell dealing with or expected to deal with inland water transport functioning directly under the head of the department has an officer called Economist in charge of it. There are no recruitment rules concerning the said post. It appears, however, that for sometime a Deputy Director of the Bureau of Economics and Statistics had been deputed to work as an Economist but he has since returned to the parent department. At present the post is vacant. My suggestion is that the best course would be to resort to deputation from the Bureau of Economics and Statistics of an officer preferably of the status of Deputy Director.

12.393 There is a section of Hydrographic Survey of Inland Waterways also functioning directly under the head of the department. Two special posts are mentioned in that connection. They are Assistant Hydrographic Surveyor and a Junior Hydrographic Surveyor. The rules prescribe the qualifications for the first post but make no mention of the second post. Both the posts are now vacant. Among the various alternative qualifications prescribed for the first post one is a degree in Civil Engineering with five years experience as a Junior Engineer and three years experience in hydrographic survey. On this basis and on the basis of the nature of the work involved and considering that he is expected to work under the Port Engineer, I place the Assistant Hydrographic Surveyor on GS.10. Consequently, the Junior Hydrographic Surveyor (who, I expect, would be an engineering graduate) may be placed on GS.9 on par with the Junior Engineer in the Civil Engineering Section.

12.394 Finally, there is the Pilot Project relating to Tungabhadra Left Bank Canal Navigation. No rules have been promulgated nor is the information furnished by the department sufficient or clear for ascertaining the qualifications considered appropriate and sufficient for the posts in this section. Apparently because the project was started as a pilot project, the posts have been sanctioned as temporary posts and are perhaps renewable and actually

renewed. In the absence of rules, the various posts in this section are filled by men drawn from other sections of the department. In these circumstances, I am unable to assess the posts and allocate pay scales to them. When recruitment rules prescribing the appropriate qualifications are framed, the government may proceed to allocate scales to them out of the 15 General Scales on the principles of grading and valuation elaborated in this Report. So far as the departmental men now manning these posts are concerned, it is enough to say that they will carry the salaries respectively allocated to them in the preceding paragraphs dealing with this department.

12.395 As in the case of other departments, I am not dealing specially with the common categories of posts.

#### ELECTRICAL INSPECTORATE

12.396 This department is obviously intended to assist the government in the exercise of its statutory control in respect of generation, distribution and supply of electrical energy. The Karnataka Electricity Board is really in the position of a licensee subject to the statutory control exercisable over it by the government. It appears to me therefore incongruous that post in this department should be filled by deputation from the staff of the Electricity Board. The practice has also led to some confusion or mixing up of ideas, probably quite inadvertent, in the matter of pay scales also. At one time, in the course of collection of information, the department sent me a paper containing details of the staff position and the pay scales in which the scales mentioned were all State scales. But at the time of the discussions on 29-7-1975, the information furnished in *Pro forma* I made mention of some scales which are not State scales. Further, the copy of the cadre and recruitment rules of 1959 furnished to me contained some State scales of 1970 and some scales of the Electricity Board. As I have already mentioned in paragraph 12.23 above, I am not making any allocation of pay scales in respect of personnel received on deputation from other than government departments like the Electricity Board, Accountant General's office etc.

12.397 For the purpose of this report, I am proceeding on the basis of the particulars relating to this department given on page 136 of the Mysore Civil Services (Revised Pay) Rules, 1970; the pay scales mentioned on that page are all State scales and it must be taken that by force of the said order the scales which got allotted to different cadres in this department are the State scales and no other. The table relating to this department set out in the supplement to this Chapter will set out therefore the existing pay scales given on the said page of the Pay Revision Rules and the corresponding general scales allocated by me on job valuation. It will be seen that so far as the technical staff is concerned, the pattern is the one followed in Public Works Department. Accordingly, the Electrical Inspector to the government is of the level of a Superintending Engineer of Public Works Department. The Deputy Electrical Inspector to Government (who is described as Executive Engineer in the Pay Revision Order) is of the level of an Executive Engineer. The Assistant Electrical Inspector is of the level of an Assistant Engineer. The Junior Electrical Inspector is allocated the scale of a graduate Junior engineer by me because in an Inspectorate only degree holders should be appointed even to the lowest position of an Inspector and not a diploma holder which is suggested as an alternative qualification for direct recruitment in the rules. There are three grades of Mechanics. I place all the three of them on the same scale GS. 3. Among the cadres now placed on the lowest scale there is a cadre called Helper which according to my assessment is a cadre which is entitled to the next higher scale *viz.* GS. 2 and I allot the same to him.

12.398 Other categories are common categories.

12.399 Before leaving this department, I repeat that in respect of the personnel deputed from the Karnataka Electricity Board, I am not making any

allocation of pay scales for the reasons already stated. I should also add that the mention of pay scales other than the regular State scales in the recruitment rules should in propriety be omitted.

#### TOWN PLANNING

12.400 At present this is a medium sized department. I therefore place the Director on GS. 13, Deputy Director on GS. 11 and the Assistant Director on GS. 10. For the same reason the post of Joint Director created on 11th January 1976 will also be treated as of the level of Deputy Director and placed on GS. 11.

12.401 The next cadre in the main stream is that of Junior Town Planners (they are apparently called juniors because the Deputy Director is also sometimes designated as Town Planning Officer). That is the entry grade. Among the alternative qualifications prescribed, the clearly identifiable qualification is that of a degree in Civil Engineering. On that footing this position is equivalent to that of a Junior Engineer in the Public Works Department. Hence, this cadre is placed on GS. 9. The Geographer is a post for which there are no specific rules for recruitment. Recruitment, however, has been made of a holder of a master's degree in Geography. The appropriate scale for him, therefore, would be GS. 9 and I allocate the same to him. The Statistician is said to be a person deputed from the Bureau of Economics and Statistics. Though the present scale as set out in the cadrewise statement is not clearly equivalent to the scale of any specific cadre in the stream of Statisticians in the Bureau, considering the nature of the work expected, I think that the correct level for deputation is that of a Senior Statistical Assistant on GS. 8.

12.402 The Town Planning Supervisor and Draughtsman are diploma holders and are therefore placed on GS. 5. The post of Instructor in Drawing and Model Making is filled by transfer of a Draughtsman. Hence that post also will be placed on GS. 5.

12.403 Investigator is a position equivalent to that of a First Division Clerk. That post will therefore be placed on GS. 6.

12.404 Assistant Draughtsman and Tracer are persons with a qualification of the standard of senior certificate. They are placed on GS. 4. Blue Printer will go on GS. 2.

12.405 Recently a separate section called Traffic Cell has been sanctioned for creation to study the flow of traffic in Bangalore from the point of view of town planning. That is to be manned by a Senior Research Officer, an Assistant Engineer and a Research Assistant. The first and the third are to be got down by deputation from the Bureau of Economics and Statistics and the second from the Public Works Department. At present all these posts are said to be vacant. The Senior Research Officer appears to be a post, the deputation to which may be from the level of Assistant Director of the Bureau and the Research Assistant from the level of Senior Statistical Assistant of the Bureau which means they will be placed respectively on GS. 10 and GS. 8. The proper scale for the Assistant Engineer will, of course, be GS. 10. Another post in this Cell is that of a Model Maker which from the information supplied appears to be equivalent to that of a Draughtsman with a diploma. That post will be placed on GS. 5.

12.406 Rest of the posts are common categories.

#### EXCISE DEPARTMENT

12.407 This is very heavy department. It is headed by the Excise Commissioner who is an I.A.S. officer on super time scale. The Deputy Commissioner of Excise (Enforcement) is also an I.A.S. officer on senior scale. The said officer as well as the Deputy Commissioners of the Revenue Department who at district level exercise powers appropriate to Excise Department are both according to my assessment officers in the level of Joint Director of a very heavy

department (the senior I.A.S. scale on which they receive salary corresponds roughly to our GS. 13). Next below them are Superintendents of Excise who must be regarded as occupying positions equivalent to that of Deputy Director of a department. They will be placed on GS. 11. The next level of Deputy Superintendents of Excise naturally get equated to the level of Assistant Directors of Departments and will therefore be placed on GS. 10. The Inspector of Excise (Senior) is promotional to the next post of Inspector of Excise (Junior) the direct recruitment to which is from graduates; both are in charge of ranges corresponding roughly to one or two revenue taluks; there is scarcely any noticeable difference between the nature of work done by the Senior Inspector and the Junior. I therefore place both of them on GS. 8. The Sub Inspector whose qualification is S.S.L.C. and who is now on the scale of Rs. 90-200 will be placed on GS. 4.

12.408 Excise Guards though now placed on the lowest scale of Rs. 65-95 should in my opinion be placed on GS. 2 taking into account certain amount of risk involved in their work.

12.409 Other categories designated Tree Marker, Laskers, Grogging Coolies will, however, remain on GS. 1.

12.410 Ten posts of Prosecuting Inspectors are sanctioned for this department and according to rules these posts are to be filled by direct recruitment of Legal Practitioners of at least five years standing. For the said ten posts, on a consideration of the qualifications prescribed for recruitment and the nature of the work expected of them, I consider GS. 10 to be the appropriate scale and allocate the same to the said posts. For the obvious reason that these ten posts are inadequate for attending to all prosecutions launched, I understand prosecution work is also very often entrusted to persons holding the post of Excise Inspectors in the department. I want to make it clear that GS. 10 is allocated by me only to the ten posts of Prosecuting Inspectors recruited as aforesaid. Where, however, the Excise Inspector is required to attend to prosecution work, he will carry his own salary as Excise Inspector *i.e.* GS. 8.

12.411 Rest of the categories do not require any special mention :

#### COMMERCIAL TAXES DEPARTMENT

12.412 This is a very heavy department. The post of the Commissioner of Commercial Taxes who is the head of the department is now occupied by an officer of the Indian Administrative Service on super time scale (which corresponds to our Grade XV). The Deputy Commissioner of Commercial Taxes will be placed on GS. 13.

12.413 The Assistant Commissioner of Commercial Taxes is placed on GS. 11. The Assistant Commissioners of Commercial Taxes are also functioning as appellate authorities.

12.414 Below them are the assessing authorities namely the Commercial Tax Officer and the Assistant Commercial Tax Officer. The latter deals with cases involving a turnover between Rs. 75,000 and Rs. 1,00,000. The Commercial Tax Officer I am told generally deals with the cases of about 500 dealers. The claims made before me by the cadre associations which to some extent receive the support from the thinking of the departmental officers also is that the Assistant Commercial Tax Officer must be placed on par with a Tahsildar and the Commercial Tax Officer on par with the Assistant Commissioner *i.e.* they should be placed respectively on K.A.S. Class II Scale and the K.A.S. Class I Junior Scale. Except for the fact that direct recruitment to the posts of Assistant Commercial Tax Officers and Commercial Tax Officers is through competitive examinations which are the same as those held for Class II K.A.S. posts and Class I K.A.S. Junior posts, I do not see any substance in the claim. If the nature of the work and responsibility are taken into account, the work

of the Assistant Commercial Tax Officer bears no comparison with the diversified and heavy work of a Tahsildar, nor can the Commercial Tax Officer's work bear comparison with that of either an Assistant Commissioner or a Munsiff or Magistrate. The work of Assessment though described as quasi judicial because the assessing officers are empowered to take decisions which affect the rights of citizens, the number of statutes they deal with, the type of questions that normally arise, though important from the point of view of the exchequer which receives the taxes, do not in my opinion justify the equations claimed as aforesaid.

12.415 I therefore place the Commercial Tax Officer on GS. 10 and the Assistant Commercial Tax Officer on GS. 8.

12.416 Commercial Tax Inspectors if directly recruited are graduates. They are therefore placed on GS. 6. There is a post of a Receptionist which is now equated to that of the Inspector. That post is also allocated GS. 6 but with the observation that it would apply only if it is filled by transfer of either a Commercial Tax Inspector or a First Division Clerk.

12.417 In the course of the representations made by the Cadre Associations reference was made to a post designated Sub Inspector of Commercial Taxes. Both the recruitment rules as well as the cadrewise statement indicate that it is a post included in the cadre of Second Division Clerks and that a Second Division Clerk is generally so called when he functions as an assistant to the Inspector during raids particularly at check posts. His scale therefore will be the same as that of a Second Division Clerk which is GS. 4.

12.418 The rest of the categories do not call for any special mention.

#### MOTOR VEHICLES DEPARTMENT

12.419 This is a heavy department and its head the Transport Commissioner is an I. A. S. officer on senior scale. The Deputy Transport Commissioner as well as the Secretary of the State Transport Authority (which post has recently been upgraded) are both placed on GS. 11. The Planning Officer, who also functions as the Headquarters Assistant to the Transport Commissioner, is a post which can be filled by transfer of Regional Transport Officer. Both of them who occupy a position equivalent to that of an Assistant Director are therefore placed on GS. 10. The Regional Transport Officers function at district level. In heavier districts like Bangalore, Dharwar, South Kanara, Shimoga, Belgaum and Mysore they are assisted by Assistant Regional Transport Officers. They are required to possess at least a diploma in Mechanical or Automobile Engineering. Having regard to the qualification as well as the nature of the work expected of them, they are placed on GS. 8. The Assistant Transport Commissioner is a member of the same cadre as that of Assistant Regional Transport Officer and will therefore be placed on the same GS. 8. The next cadre in the main stream is that of Motor Vehicles Inspectors who are required to be holders of a diploma in Automobile Engineering. They are placed on GS. 5.

12.420 This department like the Excise Department being an Enforcement Department has to attend to prosecution for contraventions of the statutes which the department enforces. The prosecutions used to be conducted by departmental men of the level of Motor Vehicles Inspectors. In 1969 the government, accepting the proposal of the department, sanctioned the creation of a separate cadre of 19 posts of Prosecuting Inspectors and pending the promulgation of necessary rules for recruitment thereto permitted the newly created posts to be held either by Motor Vehicles Inspectors or First Division Clerks with a minimum service of 5 years with the stipulation that the arrangement would be purely temporary without conferring any rights on the persons so temporarily appointed to put forward any claim to hold or continue in the posts. In the draft rules for recruitment still pending finalisation, provision is made for direct recruitment to a certain extent from among legal practitioners with at least two years standing at the bar and for

promotion to the rest of the cadre from First Division Clerks. On the question whether for such promotion possession of a degree in law should or should not be insisted upon, the opinion of persons and authorities concerned does not, as far as I have been able to gather, appear to be unanimous or finally crystallised. From the point of view of efficient working especially in the matter of prosecution which is a very vital link in the process of enforcement of the law, there could be little doubt that competence acquired not only by legal education but actual practice at the bar is an essential requirement. Both from the point of view of departmental working as well as general administrative convenience, a very satisfactory arrangement would be to fill the posts of the prosecuting staff in this department by deputation from the regular professional department *viz.* Directorate of Public Prosecution. Even if specialised information of the department or departmental experience is regarded as essential for effective functioning, I am clearly of the opinion that the proper and the correct recruitment source should be practising members of the legal profession. From the point of view of allocation of scales also, qualification for recruitment is one of the relevant factors. Taking into account all these considerations, I make the following allocation of pay scales:— If the post of Prosecuting Inspector is to be filled by recruitment from practising members of the bar, the recruit may be placed on GS. 10; in the case of promotion to the cadre from any of the other appropriate cadres of the department, the promotee also may be placed on GS. 10 provided that the rules prescribe the possession of a law degree and a certain minimum period of experience in the department of not less than 5 years; if, however, a member of any other cadre of the department is drafted for prosecution work, he should not be regarded as part of the regular cadre of Prosecuting Inspectors of the qualifications aforesaid and he will carry the same salary as he does as a member of the cadre from which he is drafted for such work.

12.421 There is one post of Law Officer and another of Assistant Law Officer who function at the Commissioner's office. According to the previous practice of the department, these were filled by either lawyers or retired judicial officers. In the proposed rules for recruitment provision is made for direct recruitment from practising lawyers. If such recruitment is resorted to, the Assistant Law Officer may be placed on GS. 10 and the Law Officer on GS. 11. I need hardly add that these scales will be applicable in the case of promotion or transfer from other cadres only if it is subject to the condition that the person so transferred or promoted possesses a degree in law and has had a minimum experience in his original cadre of not less than 5 years.

12.422 The rest of the categories are either filled by deputation from other departments or are of such nature as to require no special mention or discussion excepting the so called Treasury Guard. From the information available in the papers sent by the department as well as the job description forms, the said Guards do not appear to be either armed or have had training in using fire arms or capable of doing, or called upon to do any special type of work which an ordinary Peon or Dalayat cannot do. So, I place these men called Treasury Guards on GS. 1. If, however, regular Guard Duty men or armed escorts are found necessary, the department may indent upon temporary deputation of Armed Police Constables.

#### CO-OPERATION DEPARTMENT

12.423 This is a heavy department. The head of the department designated Registrar of Co-operative Societies is now an officer of the Indian Administrative Service on selection grade (corresponding roughly to our Grade XIV). Of the 11 Joint Registrars, one is an officer of the Indian Administrative Service on senior scale. The other ten are departmental men. They are placed on GS. 13. Deputy Registrar and the Deputy Chief Auditor who is also of the status of the Deputy Registrar are both placed on GS. 11. The Assistant Registrar will be on GS. 10.

12.424 There are two streams of inspecting or controlling officers, namely, the audit stream and the inspection stream. At the head of each there are first a Joint Registrar and a Deputy Registrar. Corresponding to the Assistant Registrar on the inspection side there is a District Co-operative Audit Officer. As his status is the same as that of the Assistant Registrar, he is placed on GS. 10. Under the said officer there is the District Auditor which is a promotional post in respect of the lower cadres. He is placed on GS. 8. There is no corresponding post on the inspection side.

12.425 In both the streams at the bottom there is a Junior Auditor and a Junior Inspector who are holders of S.S.L.C. This cadre is abolished and recruitment thereto was stopped somewhere about 1969. There are at present only 30 such Junior Auditors or Inspectors in the department. Above them, on the inspection side, there is an Inspector and a Senior Inspector, the latter being promotional to the former; on the audit side there is a Senior Auditor and a Senior Grade Auditor, the latter being promotional to the former. At the entry stage they are graduates. There is no essential difference in the nature of their work; the only thing that can be pointed out is that as a person grows in seniority he is entrusted with larger responsibilities like auditing or inspecting larger societies etc. On the same principle as I have applied to First Division Clerks and Senior Assistants, these cadres must be merged and placed on the same scale. So, the Senior Auditor and Senior Grade Auditor on the audit side and the Inspector and the Senior Inspector on the inspection side are together placed on GS.6. So far as the Junior Auditor and Junior Inspector are concerned, in the ordinary course, the proper placement for them would be GS. 4. But as the cadre has been abolished and recruitment stopped in 1969, taking into account the service experience of the few that still remain and following the same principle as I have applied in the case of Second Grade Stenographers, I think these 30 men should also be placed on GS. 6.

12.426 Then there are a few isolated posts.

12.427 In the erstwhile Madras State, for work in connection with Dairy Co-operatives, there was a post called Dairy Assistant who is a diploma holder. With a view to provide a promotional post for him, a higher post designated Dairy Officer was created in this State. At present there is only one person holding the position of Dairy Assistant and pending regular promotion he is reported to have been placed in independent charge of the promotional position of Dairy Officer. The department has informed me that with the retirement of this person, the cadre will come to an end. So, as a Dairy Assistant I allocate to him GS. 5 but in respect of the promotional post, GS. 8.

12.428. There are two posts designated Lady Organisers which came from erstwhile Coorg State. The information furnished by the department discloses that they were doing the same work as that of Co-operative Inspectors. It is reported that the posts are now vacant and they are proposed to be abolished. If, however, the vacancies occurred subsequent to 1st January 1975, an allocation has to be made in respect of the same. I therefore allocate to these posts the same scale as the one allocated to Inspectors namely, GS. 6.

12.429 There are 12 posts designated R. B. I. Supervisors. They originally formed part of the staff of the Industries Department which was dealing with Co-operatives of Weavers. When the said Co-operatives were transferred to the control of the Co-operation Department, the incumbents in the posts also got transferred to the same department. At the time they were so transferred, they were promoted as R.B.I. Supervisors in the Industries Department from the cadre of Weaving Demonstrators. In the Co-operation Department, however, they are doing work which is similar to that of Co-operative Inspectors. In the Industries Department, District Weaving Supervisor's post which is promotional to Weaving Demonstrators is a post to which direct recruitment is required to be made from textile graduates. The situation therefore is that



these 12 persons who are now functioning as R. B. I. Supervisors in the Co-operation Department hold a position to which there is no corresponding position in the Industries Department. In this view, the most suitable action to be taken would be not to treat these persons as deputationists from the Industries Department but as regularly inducted in the service of the Co-operation Department by one of the known modes of recruitment viz. transfer and allocate to them a pay scale which is appropriate to the work they are doing in the Co-operation Department. That work as already indicated is of the same nature as that of a Co-operative Inspector. I therefore allocate to them GS. 6.

12.430 The other posts are common posts.

#### MARKETING DEPARTMENT

12.431 Till quite recently, this department was also administered by the Registrar of Co-operative Societies functioning *ex-officio* as the Chief Marketing Officer. It has now been separated and constituted into an independent department. I am also informed that simultaneously with the extensive development activities undertaken in the field of agriculture and food production, the activities of this department also are expected to be expanded.

12.432 In view of the above, I classify this department as a heavy department. The Chief Marketing Officer is now an officer of the Indian Administrative Service on senior scale which may if exigencies of administration so require include I.A.S. selection grade also.

12.433 The Joint Marketing Officer is in the position of a Joint Director of a heavy department. Hence, according to the general pattern I place him on GS. 13. There is a post designated Economist which under existing hierarchical pattern is treated as on par with a Joint Director. Hence the said post also is placed GS. 13.

12.434 The next level corresponding to the level of a Deputy Director comprises the posts of Deputy Chief Marketing Officer, Key Marketing Superintendents and Chief Auditors. All these will go on GS. 11.

12.435 Posts of the level of Assistant Director are Senior Marketing Officer Marketing Officer (Betelnut Grading), District Marketing Officers, Key Marketing Superintendents, Senior Market Superintendents and Special Auditors. All these will be placed on GS. 10.

12.436 The next level corresponding to the position of a Ministerial Superintendents takes in the posts of District Auditor and Supervisory Officer. They will be placed on GS. 8. The departmental posts in the main stream corresponding to the position of a First Division Clerk are : Grading Assistants, Senior Marketing Inspectors, Senior Marketing Superintendents, Assistant Marketing Superintendent, Junior Marketing Superintendent, Marketing Inspectors. They will all be placed on GS. 6.

12.437 The Secretaries of Agricultural Produce Marketing Committees are departmental men appointed as such for effective exercise of statutory control. The position of the Secretary is placed by the department at four levels according to the level of responsibility related to the turnover and income of the different Marketing Committees. For the said purpose the department has indicated to me that the Marketing Committees are divided into four categories ; (1) Those with an income of more than Rs. 6 lakhs per year ; there are, it is said, 21 such Committees ; (2) Those with an income between Rs. 3-6 lakhs per year ; there are, it is stated, 13 such Committees ; (3) Those with an income between Rs. 1-3 lakhs ; there are, it is said, 43 such Committees and (4) Those with an income below Rs. 1/- lakh per year ; there are, it is said, 26 such Committees. Considering the weight of work and level of responsibility, I place the Secretary of the first category of Committees on GS. 11 ; the Secretary of the second category of

Committees on GS. 10; the Secretary of the third category of Committees on GS. 8; and the Secretary of the fourth category of Committees on GS. 6. In larger of the Committees, there is also a practice of appointing an Assistant Secretary. I suggest a Secretary on GS. 11 may be given the assistance of an Assistant Secretary on either GS. 10 or GS. 8, a Secretary on GS. 10 may be given the assistance of an Assistant Secretary on either GS. 8 or GS. 6 and a Secretary on GS. 8, should any such assistance at all be necessary for him, may be given the assistance of an Assistant Secretary on GS. 6.

12.438 In the case of other categories, scales are allotted according to the general pattern.

12.439 I would only add a few words about the situation likely to arise when the contemplated extension of the activities of this department takes place. As mentioned in the course of the discussion in previous Chapters particularly Chapter Five, Ten and also the earlier portions of this Chapter, the largest possible expansion will not require more than four administrative levels at the top. If the work of the department should require the posting of an Administrative Officer at divisional level (corresponding roughly to the revenue divisions) all that need be done is to increase the number of Joint Directors on GS. 13: the increase in work will justify in that event the placing of officers on GS. 11 at district level and those on GS. 10 at either sub-division level or taluk level. So far as the ministerial or subordinate staff is concerned, there is no difficulty in increasing the number without increasing the levels or cadres. With the increase in the number of Marketing Committees, there would naturally be an increase in the number of Secretaries of appropriate level. Such a situation exists even at present because the number of Secretaries shown in the cadre strength is lower than the number of Marketing Committees of different categories furnished to me by the department. For the purpose of my present allocation, I am proceeding upon the basis of the existing pay scales applied to them. The additional number of posts that may be necessary in each level of Marketing Committees will have to be hereafter created and placed on appropriate pay scales. For example the number of Secretaries now placed on GS. 11 are only 7 as shown in the cadrewise statement but the number of Marketing Committees with an income of more than Rs. 6 lakhs per year is said to be 21. I am allocating GS. 11 only to the existing 7 posts. The additional posts necessary *viz.* 14 will have to be hereafter created and GS. 11 can be applied only to such persons as are posted to the additional posts after the said posts have been created.

#### DEPARTMENT OF WEIGHTS AND MEASURES

12.440 The head of this department *viz.* The Controller of Weights and Measures was a position held *ex-officio* by the Registrar of Co-operative Societies in his capacity as the Chief Marketing Officer. Now that Marketing has been separated into an independent department, I take it that the head of that department, the Chief Marketing Officer now functions as the *ex-officio* Controller of Weights and Measures.

12.441 The Joint Controller of this department is therefore placed on GS 13. The Deputy Controller is placed on GS. 11. Both the Senior Assistant Controller and the Assistant Controller are together placed on GS. 10. So far as the Senior Inspector and Inspectors are concerned, there is little or no difference between the nature of their work or extent of their activities or responsibilities. Regard being had for the qualifications prescribed for recruitment as Inspector, I consider that the fairest and most logical placement would be to allocate the same scale GS. 6 to both the Senior Inspector and Inspectors.

12.442 There is a Maistry on Rs. 120-240 which cadre I am told is going to be abolished when the incumbent retires. There are 82 Manual Assistants of whom those who have passed S.S.L.C. examination are placed on Rs. 90-200 and those who have not done so on Rs. 80-145. The work done by all these is of the same nature. Those who have not passed S.S.L.C. are said to have put in a service of

up to 17 years. Considering these circumstances, I place the Maistry as well as all the S2 Manual Assistants on GS. 4.

12.443 The rest are common posts.

#### INFORMATION AND PUBLICITY

12.444 Having regard to the present extent of its activities and strength of staff, this department has to be classified as a medium sized department. Hence the Director has to be placed and is placed on GS. 13. There are at present two Joint Directors on the same salary scale as is applied to the Director but in the cadrewise statement these posts are shown as temporary posts. As I have already observed, the second level in a medium sized department could only be a Deputy Director. I therefore place both these posts of Joint Directors and the three posts of Deputy Directors on the same scale appropriate to the said position namely, GS. 11.

12.445 There are certain special features of this department which distinguish it from other regular administrative departments of the Government. In the first place, except perhaps at the very top levels of Director and Deputy Director, there is scarcely any such function as may be clearly and logically looked upon as administrative supervision. The activities of the department are mostly either journalistic or artistic or cultural in their character, in respect of which the several categories of functionaries function almost as independent functionaries within their field of activity; at the highest it may be said that in a group one or two persons may operate as co-ordinators more on account of personal qualities or capabilities than on the basis of any superiority attributable to the relative position of cadres. The second feature is that more than half the levels counting from the top are filled by promotion and at the entry level the educational qualifications prescribed are not very high. It is perhaps inherent in the nature of the work that the competence to perform it efficiently is attributable more to personal talent than to any degree or diploma secured by the individual concerned. It is perhaps for the same reason that almost every prescription of qualification includes stipulation of a certain period of experience in the type of work expected of the recruit in the cadre to which he is being recruited. These circumstances, make it difficult to fit the different levels of cadres in this department into the regular levels based on weight of responsibility, nature of work and qualifications as in the case of other regular administrative departments. The safest course, therefore, would be to start at the bottom of each stream, examine the qualifications and nature of work and then proceed upwards along the promotional ladders.

12.446 In the main stream which may be broadly described as general administrative stream headed by the Director and Deputy Directors already referred to, the bottom or entry levels are District Publicity Officer/Publicity Assistant/Information Assistant with the next promotional cadre of District Information and Publicity Officer. Although one is described as promotional to the other, the qualification for direct recruitment in both the cases is a degree in journalism plus some experience, the length of which is two years for the lower cadre and three years for the higher cadre. Considering in addition to the degree the experience and special nature of the work, I consider the most appropriate scale for the lowest cadre of District Publicity Officer to be GS 7 and allocate the same to it. The next higher cadre of District Information and Publicity Officer, is therefore placed on GS.8. Out of the 19 such District Information and Publicity Officers, four at divisional headquarters of Bangalore, Mysore, Belgaum and Gulbarga are placed at a step higher than the other district Officers. From the general nature of the work turned out by them or expected of them I am unable to find any difference between the two. It is, however, stated in the job description forms that the four officers at divisional headquarters are expected to co-ordinate the work of the department in the districts forming part of the division and also attend certain meetings held at divisional headquarters. The cadre equated to that of District Information and Publicity Officers is that of Assistant Directors and the cadre

equated to such officers at divisional headquarters is designated Senior Assistant Director. Having regard to the existing relativities in the department which, I take it, are backed by the departmental experience and a certain degree of superiority at the divisional headquarters, I place the Senior Assistant Director and the four District Information and Publicity Officers at divisional headquarters on GS-10 and the Assistant Director together with the District Information and Publicity Officers at other district headquarters on GS.8.

12.447 I have already referred to the fact that the position of Information Assistant is the same as that of the District Publicity Officer/Publicity Assistant. Some of such Information Assistants work at the State Information Centres at Mangalore, Hubli and Mysore and certain others at New Delhi. They are placed on GS.7 on par with the District Publicity Assistant. Corresponding to the next higher post of District Information and Publicity Officer/Assistant Director, we have a post called Assistant Director at the State Information Centres at Mangalore, Hubli and Mysore and a post designated Assistant Information Officer at the State Information Centre at New Delhi. Both these I place on GS.8 which is the scale allocated to the Assistant Director and District Information and Publicity Officer. Corresponding to the Senior Assistant Director there is an officer designated Information Officer. He will be placed on the scale already allotted to Senior Assistant Director namely GS. 10.

12.448 The next stream for consideration is the one dealing with publications. At the bottom we have the Translator-cum-Proof Reader, Assistant Editor and a Kannada Reporter-cum-Sub Editor (which post I am told is being abolished). They are all Graduates with some experience and there is no noticeable difference in their work nor is it possible to place it on par with the work of the Sub Editor and Editor who are above them. I therefore place the Translator-cum-Proof Reader, Assistant Editor, Kannada Reporter-cum-Sub Editor on GS.6, the Sub Editor on GS.8 and the Editor (of Janapada; Panchayat Raj) on GS.10.

12.449 In the Commercial publicity stream, we have an Artist at the bottom whose qualification is a diploma in fine arts which is a five years' course after S.S.L.C. I place him as well as another Artist designated as Artist Senior on GS.6. The Commercial Publicity Officer who is now placed on par with Senior Assistant Director is placed on GS.10:

12.450 In the Song and Drama stream, the Drama Artist is an S. S. L. C. with 3 years' experience and he is placed on GS.5, the Assistant Producer and Script Writer who are both graduates with experience on GS.8 and the Song and Drama Officer (who is on par with the Senior Assistant Director) on GS. 10.

12.451 In the Rural Broadcasting stream, the Radio Engineer is placed on GS.10, Assistant Radio Engineer, Chief Organiser Radio Rural Forum and the Technical Assistant on GS.8, Radio Supervisor on GS.5, Radio Mechanic on GS.4, Mechanical Assistant on GS.3 and the Battery Peon on GS.1.

12.452 In the Audio Visual stream, the Assistant Director (A.V.) is placed on GS.8, Projectionist-cum-Technician on GS.5, Projectionist and Cine Operator on GS.3. With reference to the last post, it should be mentioned that the Operator's certificate course is a post-middle school course and not a post-S.S.L.C. course as the rules seem to suggest.

12.453 While dealing with the Photo and Films stream, it must be pointed out that there is no separate educational course for still photography but only a post-S. S. L. C. three years' diploma in Cinematography. So, in the case of still Photographers, the competence is measured by their technical proficiency plus whatever educational qualification might have been prescribed as necessary. Bearing this in mind and considering the nature of the work, the Photo and Films Officer and Assistant Producer (Photo and Films) are both placed on GS-10, Photographer and Technical Store Keeper on GS. 5, Process-cum-Retouching Assistant on GS. 4 and the Process Attender on GS.2.

12.454 There is a Chief Reporter which is a post promotional to a Stenographer. There is another post designated Research Assistant which is promotional to Publicity Assistant. Considering the Promotional level, I place both of them on GS. 8.

12.455 Other common or ministerial posts do not call for any special mention.

#### FILM UNIT

12.456 The separate existence of this unit was recommended against by the previous Pay Commission. I was also given to understand during discussions with the Home Secretary dealing with this department that in all probability the unit will be merged with the Information and Publicity Department. Even otherwise, the only post that requires mention is that of the Director, the rest of the posts being mere ministerial posts. I am placing that post on par with the Deputy Director of the Information and Publicity Department and allocate GS.11 to it.

#### DEPARTMENT OF TOURISM

12.457 This is a medium sized department. Hence, the Director is placed on GS. 13 and the Deputy Director on GS. 11. Of the remaining two cadres peculiar to this department, the lower cadre of Assistant Tourist Officer/Tourist Assistant is to be filled by direct recruitment of graduates in history with certain special knowledge, although there are no regular rules for recruitment. I allocate GS. 6 to it. The next higher cadre is the promotional cadre of Tourist Development Officer /Tourist Officer. I Place it on GS. 8.

12.458 The rest of the posts do not call for any special mention except one namely that of Projectionist. This post is on par with a similar post in the department of Information and Publicity. It is therefore placed on the same scale namely, GS. 3.

#### SOCIAL WELFARE

12.459 This is a heavy department. The Director is an I. A. S. officer on senior scale. Two posts of Joint Directors were created on 13th August 1975, one to be in charge of Economic Schemes and the other to be in charge of other Social Welfare Schemes. They will be placed on GS. 13. The Deputy Directors and Administrator of Landless People Project who is of the level of a Deputy Director will be placed on GS. 11. The Assistant Directors and the following posts which are of the same level viz., Special Officer for Scheduled and other Tribes, Deputy Administrator of Landless People Project District Social Welfare Officer will be placed on GS. 10. The Assistant Administrator, Landless People Project who is of the level of a ministerial superintendent will be placed on GS. 8. The Inspecting Assistant is a post interchangeable with a ministerial superintendent and is thus placed on GS. 8. The Tribal Welfare Inspector as well as Social Welfare Inspectors are posts interchangeable with that of a first division clerk. So they are placed on GS. 6.

12.460 Then there are certain Institutions or Centres run by the department. The first among them are two occupational Institutes for Women, one at Gauribidanur and the other at Bijapur. The Principal of each of these is a post-graduate in Home Science and also looks after the attached hostel. The appropriate scale for them is GS. 10 and I allocate the same to them. Under the Principal there is a Chief Instructor/Instructress in Stenography, Instructor/Instructress in tailoring and Assistant Instructor/Instructress in Stenography. The last mentioned two are post S. S. L. C. diploma holders. They are placed on GS. 5. The Chief Instructor/Instructress will be placed on GS. 7.

12.461 The next set of Institutions are Women Welfare Centres. The staff pattern here consists of a Senior Women Welfare Organiser at district level, Women Welfare Organiser in mofussil centres and a conductress. So far as the first two

are concerned, the department has made it clear that the job responsibilities of both are the same and that 20 posts of Senior Women Organisers are created 'just to create promotional avenue to the Woman Welfare Organisers'. The qualifications also are the same viz., S. S. L. C. plus a Diploma in tailoring which is a 10 months' course. So both of them are placed on GS. 4, and the Conductress will go on GS.1.

12.462 The Tailoring Training Centres also have an Instructress with the same qualifications as above. She will also be placed on GS. 4.

12.463 At the Tailoring Production Centres, besides an Instructress with the same qualification as above, there is a Chief Cutter and an Assistant Cutter. The Instructress will of course go on GS. 4 for the reasons already stated. The qualification for both Chief Cutter and Assistant Cutter is a Junior Certificate but the Chief Cutter's position is either promotional and in the event of direct recruitment a longer period of experience viz., five years is prescribed. Hence the Assistant Cutter will be placed on GS.3 and Chief Cutter on GS. 4.

12.464 There are 141 Ashram Schools at each of which there are a Teacher, a Cook and a Servant. The Teacher is of the standard of Primary School Teachers and is therefore placed on GS.4, Cook will go on GS.2 and Servant on GS.1.

12.465 There are two types of Craft Centres, one dealing with Coir work and the other with Lacquer work. The Instructors at those Centres are S.S.L.C. with Diploma in their respective Crafts. They are placed on GS.5.

12.466 The Instructor in Bamboo and Rattan Craft is not a post S.S.L.C. diploma holder and appears to be only a junior certificate holder. It is, not, therefore, possible to act upon the suggestions of the department that he should be placed on par with other Instructors. I place this Instructor on GS.3 which is appropriate to his qualification and work. The Instructor in Carpentry is now on a fixed salary of Rs. 80/-. As I have done in the case of similar posts in other departments, I make no allocation regarding this post.

12.467 Then there are the Hostels. Apart from the ministerial subordinate staff which do not require any discussion, we have a Junior Hostel Superintendent and a Senior Hostel Superintendent also called Senior Warden. The rules, however, provide only for the Junior Hostel Superintendent whose qualifications are VII standard or experience or S.S.L.C. with a Teacher's certificate. The Department informs me that because these Superintendents are expected to impart some instructions also, the Policy has been to recruit only S.S.L.C. with Teacher's Certificate. The so called Senior Wardens is a position not known to the Recruitment Rules. But it has been vaguely mentioned that the same is promotional to the cadre of Hostel Superintendents. In view of the fact that there is no difference in the nature of work turned out by them I place both of them on GS.4. There are, however, 39 posts of Senior Wardens of Hostels who are trained graduates (BA., BEd.) and are expected to coach the inmates of the Hostels for taking the S.S.L.C. examination. Those 39 will be placed on GS.7.

12.468 Other posts do not require any special mention or discussion except two posts of Bee-men. According to the information furnished, one of them is clearly an S.S.L.C. with training in Bee Keeping; as to the other answers are conflicting but it is clear that he also has had training in Bee-Keeping. They are both expected to work in tribal areas and guide the tribals in adopting more modern methods of Bee-Keeping and honey collection. The department says that it is proposed to amend the rules by prescribing minimum qualification of S.S.L.C. and training in Bee-Keeping to be taken at the Industries Department. Considering these circumstances, I place these two Bee-men on GS.4 as done in the Industries Department.

## WOMEN AND CHILDREN'S WELFARE

12.469 This is a new name given to the previously existing department called Probation and Aftercare Services. Before the setting up of this department, the old department was directed by the Director of Social Welfare Department functioning as *ex-officio* Chief Inspector of Certified Schools also. At present, a separate Director is appointed to the new department. The said Director is an I.A.S. officer on senior scale. The department both from the point of view of its objectives and the extent of its activities must be regarded as a heavy department. So in the event of an officer of the State Services being appointed as Director, he will be placed on GS.14. There are two Deputy Directors, one in charge of Women's Welfare and the other in charge of what is called Social Defence. Both of them will be placed on GS.11. The Assistant Directors as well as the Special Officer, Special Nutrition Programme will be placed on GS.10.

12.470 As already stated, the work of this department is of great value to the society because it is specially required to look after the welfare of juvenile offenders and victims of social evils like prostitution. Recently, the teaching institutions specially set up for the benefit of physically handicapped run by the Department of Public Instruction have been made over to this department.

12.471 In relation to the principal work of this department, the key positions are those of Probation Officers. According to the Recruitment Rules promulgated in 1966 there are only two grades of Probation Officers, Grade I and Grade II. But an additional intermediate grade not governed by the rules now exists in this department. The First Grade Probation Officers (both men and women) are now on the present scale of Rs. 275-550. Those of the second grade are on the present scale of Rs. 175-450. The Intermediate Grade or position is given the present scale of Rs. 200-450. From the disposition of staff in the department, I find that Grade I Probation Officers are placed in charge of larger institutions like Certified Schools in places like Bellary, Shimoga etc., and State Homes at places like Mysore, Bellary, Hubli, Gulbarga and Mangalore. Grade II Probation Officers are generally in charge of Remand Homes, District Shelters, Reception Centres etc., and also function as second line men in larger Institutions in which case they are some times called Case Workers. The officers in the Intermediate Grade are found to be placed in charge of 8 Certified Schools, those at Bangalore, Mysore, Davanagere, Gulbarga, Bagalkot, Hassan, Khanapur and Hubli. They also work as Assistant Inspectors of Certified Schools and Inspector of Special Nutrition Programme.

12.472 For the Probation Officer in First Grade qualifications prescribed for direct recruitment are a degree plus a two years' post-graduate Diploma Course (since called a Degree Course in some places) in Social Sciences, Criminology or Social Correctional Administration. But for the direct recruitment to the Second Grade, only a degree is prescribed, with preference expressed in favour of the said post-graduate course. I am informed, however, that even the Second Grade Officers are required to take these courses after entry into service and may be sent to Institutions outside the State. At present, however, these courses of study are available at both Bangalore and Karnatak Universities. I have no doubt that the department will take advantage of the same.

12.473 In my opinion, the nature of the work of this class of officers is such that it cannot be satisfactorily or efficiently carried out by the holder of an ordinary general degree. The above mentioned post-graduate course in subjects specially relevant to the work of this department *viz.*, Criminology, Special Correctional Administration, Psychology etc., is quite essential. Hence it is my suggestion that even at the entry level of Second Grade Probation Officers, these post-graduate qualifications must be prescribed and those in service who do not possess this qualification must be required to acquire the same within a reasonable period as there is already a programme of sending persons in service for such special courses. I do not think it will be difficult to comply with this suggestion.

I would also add that the department itself should institute a special training course directly oriented to the special problems met with in this State even after the Probation Officers acquire the post-graduate course or in addition to the same.

12.474 It is against this background of special nature of the work and difficulty attendant on it and the suggestion of specially strengthening the qualifications and courses of training that I proceed to allocate scales of pay to these posts.

12.475 It appears to me that from the point of view of administrative convenience no advantage is gained by creating the intermediate grade which in the absence of regular rules is now said to be filled by promotion from Grade II Officers. I, therefore, amalgamate the regular Grade II Cadre and this Intermediate Cadre into a single cadre and allocate to it GS. 9, which in my opinion, is the appropriate scale for the same. The promotional post of Grade I Probation Officer will, therefore, carry GS. 10.

12.476 In the next cadres of this stream we have Deputy Superintendents who are equivalent to First Division Clerks and below them a category comprising the positions of House Father, House Mother, Matrons and Assistant Matrons. Recruitment to the latter category is from holders of S.S.L.C. with knowledge of such subject as nursing, tailoring, embroidery etc. They are also responsible for looking after the inmates of these institutions. Considering the qualifications and the nature of their work, I place them on GS. 4. The Deputy Superintendents which is promotional to the said category will be placed on GS. 6.

12.477 At the Industrial and Agricultural Settlement at Bijapur and at the Certified School at Bellary there is a post of Jamedar or Chief Guard. These posts came to the department from the erstwhile States of Bombay and Madras. But I am informed that the department, far from entertaining any idea of abolishing the same, has an intention of having these posts or posts similar to the same in larger institutions. There are in this State posts of Havaldar and Supervisors which from the point of view of work they perform are scarcely distinguishable from that of Jamedar or Chief Guard. I therefore place all these on GS. 3. The lowest category of Guards, Caretakers, Gateman and Attenders will be placed on GS. 2.

12.478 Another stream of cadres in this department is found in the teaching institutions run by it. Instruction is imparted in these teaching institutions both general up to Primary School standard as well as in Crafts. These institutions are attached to Certified Schools and State Homes. In the academic or general branch we have Teachers and Head Masters. Teachers are now placed on the same scales as those applied to Primary School Teachers. I place all of them on the same scale as I have applied to other Primary School Teachers *viz.* GS. 4. The Head Masters in my opinion cannot be of a level higher than that of Head Masters of Primary Schools, a new cadre the creation of which I have already recommended. Without any rules specially applicable to the position of Head Master the department has been recruiting persons with B.A., and B.Ed. degrees and in one of the Job Description Forms an opinion is expressed that rules when framed should prescribe these qualifications as compulsory. I am unable to appreciate the necessity for any such qualification which is appropriate only to a High School. The schools run by the Department are clearly and admittedly schools of Primary School standard. Hence, the positions of the Head Master should be equated to that of a Head Master of a Primary School. I, therefore, allocate to this post the scale I have suggested for such Head Master *viz.*, GS. 6.

12.479 In the Craft Section, we have an Assistant Instructor who is a Junior Certificate holder and Instructor who is a Senior Certificate holder and a Chief instructor placed in charge of an Institution without there being any rules in regard to it. On the basis of the qualifications I allocate GS. 3 to the Assistant Instructor and GS. 4 to the Instructor. Though there are no specific



rules in regard to the position of the Chief Instructor, taking into account that he exercises some supervision in respect of the institution at which he works, I place him on GS. 5.

12.480 There is an isolated post designated as Psychiatric and Social Worker in the staff of the Certified School at Bangalore. At present the post is vacant. In the proposed Recruitment Rules, the suggestion is that the said post is either promotional to the Probation Officer Grade II with a post-graduate qualification mentioned above or that in the event of direct recruitment the recruit must have a general degree plus the said post graduate qualification. If these qualifications are insisted upon and prescribed as I expect, the appropriate scale for this post would be GS. 9.

12.481 The Institutions transferred from the Department of Public Instruction to this department on 1-4-1974 are the schools for the blind and the deaf at Mysore, Gulbarga and Hubli. The schools in Mysore and Gulbarga impart general instruction also and have a teaching staff on the pattern of High Schools. But the School at Hubli is only a Craft School. The Superintendent of the Hubli School is, therefore, placed on GS. 6 and the Superintendent of other schools is placed on par with Head Masters of a High School and therefore allocated GS. 10. The scales to the other teaching staff are allocated on the pattern adopted in the Department of Public Instruction. Special mention has, however, to be made of three posts *viz.* Braille Teachers, Braille Compositors, and Braille Proof Reader and Transcriber. In the case of Braille Teachers a post Middle School Certificate in Braille is required. But for a Compositor such a certificate even with a lower general education is considered sufficient. I, therefore, place the Compositor on GS. 3 and Teacher on GS. 4. Regarding the Proof Reader and Transcriber, they are interchangeable with the graduate assistants and therefore placed on GS. 7.

12.482 Another special post to be mentioned is that of a Speech Pathologist and Audiologist. There are no rules regarding this post. But the recruitment has been of a M.Sc. in Speech and Hearing. Considering the qualification, I place him on GS. 9.

#### SURVEY AND SETTLEMENT

12.483 This is a heavy department and the post of Director is filled by an I.A.S. Officer on senior scale. The staff pattern is well set. The Joint Director will go on GS. 13. The Technical Assistants to the Director, Survey Officer, C.T.S. Bangalore and Principal of the Survey and Settlement Training Institute at Mysore are all posts of the level of the Deputy Director. They are, therefore, placed on GS. 11. The Superintendent of Land Records is in charge of at least two districts excepting in Bangalore where he controls three districts. Considering his work and the extent of the territory he controls, I think he should also be regarded as of the same level as a Deputy Director. I therefore place him also on GS. 11. The Headquarters Assistant is a post filled by deputation from K.A.S. Class I Junior Scale Officer. Accordingly, it will be placed on GS. 11. The Assistant Superintendent of Land Records is in charge of a revenue sub-division. He is of the level of Assistant Director and therefore will be placed on GS. 10. The Sub-Assistant Superintendent is the seniormost ministerial officer in the office of the Assistant Superintendent and deputises for him during his absence and controls and supervises the work of the entire staff. At offices in higher level he functions as the head of a section. He is therefore placed on GS. 8. The Head Supervisors who work in City Survey are of the same level and will therefore be placed on GS. 8. Supervisors and Mapping Supervisors are also placed on GS. 8. The former controls the work of ten Surveyors in the field. There are three Mapping Supervisors who among themselves control the work of 40 Mappers and Assistant Mappers. The fact that the Sub Assistant Superintendent also reviews the work of a Supervisor need not in my opinion make any difference to the allocation because such supervision must be regarded as on behalf of the Assistant Superintendent himself.

12.484 First Division Surveyors, First Division Mappers are all equivalents of First Division Clerks and will therefore be placed on GS. 6. Second Division Surveyors and Second Division Mappers are equivalents of Second Division Clerks and will therefore be placed on GS. 4.

12.485 In the Litho Press there are two Head Pressmen and under them 12 Wheelers and Stone Polishers. The latter post is said to be promotional to that of a Peon but is now on the same scale as that of a Peon. I place the Wheelers and Stone Polishers on GS. 2 and the Head Pressman on GS. 3.

12.486 At the Training Institute at Mysore the Principal as already stated will be on GS. 11. There is an Instructor and an Assistant Instructor which posts are now filled by deputation of a Superintendent of Land Records and an Assistant Superintendent respectively. I have already placed the Superintendent on GS. 11. From the point of view of imparting instructions to the Second Division Surveyors who are the principal class required to undergo training at this institute, it appears to me one level of Instructors manned by Assistant Superintendents on deputation might be sufficient. In that event there will be only two levels at the Institute viz. the Principal on GS. 11 and the Instructors on GS. 10.

12.487 Bandh Peons who are now on the lowest scale represented before me that there is something about their work which is superior to that of a Peon and that they should be placed on the next higher scale. The information gathered by me during discussions with the departmental officers does not justify this claim. I therefore place the Bandh Peons on GS.1.

12.488 The rest of the posts are common.

#### REGISTRATION AND STAMPS

12.489 The post of the head of this department designated Inspector General of Registration and Commissioner of Stamps is filled *ex-officio* by the Director of Survey, Settlement and Land Records. The functions of the Registrars at the District are discharged by the Deputy Commissioners of the district. The Inspector of Stamps is a post filled by deputation of Assistant Commissioners. It is therefore placed on GS.11. Two Headquarters Assistants to the Head of the Department (one of them called Additional) are promotional to the Headquarters Assistants at district level. At the district level there are at present two grades, five persons of higher grade functioning at 5 districts regarded as heavy districts and 14 in the second grade in the remaining 14 districts. On an examination of the work at the districts, I am unable to see any ground for making this distinction. I therefore place the Headquarters Assistants at district level on GS.10 and the Headquarters Assistants to the Head of the Department on GS.11.

12.490 As in the case of the Headquarters Assistants, so in the case of the Sub Registrars who are now divided into three categories, the first functioning at district headquarters, the second and the third in other offices, an examination and assessment of the work and responsibility furnishes no ground for making this distinction. I therefore place all of them on GS.8.

12.491 The rest are common posts.

#### ENDOWMENTS

12.492 This is a medium sized department. The head of the department is designated Commissioner for Religious and Charitable Endowments. Though the post is now occupied by an officer of the Indian Administrative Service on senior scale, the post is not encadred in the I.A.S. quota. I therefore allocate GS.13 to the post of the head of the department. The Headquarters Assistant to the Commissioner, the Assistant Commissioner, Hindu Religious and Charitable Endowments at Mangalore, Kollegal and Bellary and the Secretary of the Sri Yediyur Siddalingeshwara Swamy Temple are posts of the level of a Deputy Director.

They are placed on GS.11. The following posts which are of the level of Assistant Director are placed on GS.10. viz., (1) Special Tahsildar for Muzrai Work, Corporation Area, Bangalore, (2) Gazetted Manager, Karnataka State Charities, Tirumala, (3) Muzrai Assistant to the Deputy Commissioner, Bangalore and Mysore, (4) Executive Officer of the Malai Mahadeshwara Temple at Kollegal, (5) Executive Officer of Sri Srikanteshwara Temple at Nanjangud.

12.493 The First Grade Inspector, Travelling Auditor, Receptionist and Peshkar are equivalents of First Division Clerk and are therefore placed on GS.6. The same designations in Grade II are equivalents of Second Division Clerks and are therefore placed on GS.4.

12.494 The posts of Charity Commissioner and Assistant Charity Commissioner are filled by deputation of a District Judge and Civil Judge respectively. They will, of course, carry their salaries.

12.495 At Mysore there is the Maharaja's Sanskrit College, the Agama Section of which is under the control of this department. Having regard for the qualifications and the subjects in which instruction is imparted, the Professor is placed on GS.12 and the Assistant Professor on GS.11.

12.496 At Melkote there is a Sanskrit College where there are four grades of teachers—Senior Pandits, other Pandits, Prabhandha Teachers and English Teachers. Although there are four categories, the qualification prescribed for them are all equivalents of an M.A. degree. I see therefore no reason to make any distinction between one category of teachers and another category of teachers. The status or level of the College, however, does not appear to be higher than that of a Junior College. I therefore place all these categories of teachers whose qualifications, are of the standard of an M.A. degree on GS.10. There is no post of a Principal at present, but the seniormost Pandit is asked to function as the Principal and is being paid some additional pay or allowance. The correct thing in my opinion is to have a separate cadre of Principal. When the same is done, the Principal should be placed on GS.11. If, however, only a Pandit is asked to work as Principal, there cannot be any change in the scale.

12.497 At the office of the Commissioner, there is a Senior Agama Pandit and a Junior Agama Pandit who are expected to tender advice on matters governed by Agama Shastras. The entry level is that of the Junior Pandit, the senior being promotional to the same. As these do not do any teaching work, the Junior Pandit will be placed on the appropriate entry scale of GS.9. The promotional post will carry GS.10.

12.498 The rest of the posts are common categories.

#### ARCHAEOLOGY AND MUSEUMS

12.499 This is a medium sized department. The Director is therefore placed on GS.13. The Assistant to the Director and Assistant Engineer are placed on GS.10. The Registration Officer functions under the Antiquities and Art Treasures Act of 1972 and is in charge of two districts. He is therefore placed on GS.10.

12.500 There are the following posts which are either not covered by existing rules or the recruitment to which under the existing rules is from graduates with certain specified experience. In the draft rules now proposed, a Master's degree with Ancient Indian History, Indology etc., as special subjects are proposed to be prescribed. I have no doubt that the proposal for prescribing such higher qualifications of a master's degree standard and special information in Ancient Indian History, Indology etc., is quite essential for efficient working in these posts. On that basis, the proper scale for these posts would be GS.9. The question then arises what should be done with respect to the existing incumbents in these posts. On examining their job description forms, I find that excepting the Epigraphist who has put in seven years service, rest of them have put in service of ten years or much more. One post of Research Assistant is vacant and also one post of Technical

Assistant is vacant. The other posts which are now occupied are: Conservation Assistant, Archaeological Assistant, two categories of Curators and Surveyor. Considering the length of service, I am of opinion that though the qualifications on which they had been originally recruited were lower than Master's degree standard, they may also be fairly placed on GS.9. I therefore place all these posts on GS.9 with the specific suggestion that recruitment to vacant posts should be only of post graduates.

12.501 The Artist as well as the Draughtsman are required to have a post S.S.L.C. diploma in Fine Arts or diploma in Drawing and Painting which could be fairly placed within Group VI of the qualifications. I therefore place them on GS.6.

12.502 The Film Operator, the Film Photographers Grade I and II are placed on GS.5. The Assistant Photographer as well as the Carpenter will go on GS.3.

12.503 The Chemical Assistant, Guide Instructor, Gallery Assistant, Guide Lecturer, Assistant Curator who are all graduates will go on GS.6. Explorer and Mechanic who are S.S.L.C.'s with some period of experience are placed on GS.4.

12.504 Butler is placed on GS.2.

12.505 The other posts are common posts.

#### ARCHIVES

12.506 This is a new department and when started the head of it was designated Special Officer and was appointed on contract basis on a consolidated pay. The various posts in the department were filled by deputation either from the Secretariat or from the Karnataka Administrative Service or from the Department of Collegiate Education. The Special Officer has made several proposals which have ultimately taken the shape of draft rules of recruitment. On a study of those rules and the detailed information prepared and furnished by the Special Officer, the following allocation of scales is made:

12.507 I classify the department as a medium sized department. The head of the department will therefore be placed on GS.13. His deputy designated the Deputy Director will be placed on GS.11.

12.508 Five streams of cadres can be identified in this department viz., (1) Archivist (2) Reprographist (3) Library (4) Bindery and (5) Records.

12.509 According to the proposals, the post now called the Deputy Director will be the Head of the Archivists' stream under the Director. The post now designated Assistant Special Officer as well as another post designated Archivist will be the next level. Thereafter there is to be an Assistant Archivist Grade I and II. It appears to me, however, that two levels of Archivists are sufficient for the work of the department, the two grades of Assistant Archivists (together with the posts of Section Officers which is proposed to be converted into a post of Assistant Archivist) being combined into one grade of Assistant Archivists which will be the entry level and the two posts of Archivists mentioned above constituting the next higher level. The qualifications proposed for the entry level which I think are appropriate are of the level of a Master's degree. Hence the entry level should be placed on GS. 9 and the promotional on GS.10. If direct recruitment for the higher level is also proposed, I suggest that the qualification should not be the same as prescribed for the entry level but must be of a higher standard whether by way of knowledge or special study or a special course in Archives after taking the master's degree.

12.510 The stream of Reprographists is really the stream of photographers with particular knowledge of photography of records including micro filming. The lowest category of Photo Laboratory Assistant is required to have passed S.S.L.C. and had experience of at least 3 years in photography. He will be placed on GS.4. The next higher post of Assistant Reprographist is one the

recruit to which is required to have special knowledge in micro filming besides photography and general educational qualification of S.S.L.C. I therefore place him on GS.5. Then there are two promotional posts proposed called Assistant Reprographist Class II and Reprographist, the latter being the head of the section. For these posts I allocate GS.8 and GS.10 respectively.

12.511 In the Library stream, there is a Library Assistant who is required to have a post graduate diploma in Library Science and the next promotional post of Librarian who is the head of the section who, unlike in libraries containing books only, is also required to have a special knowledge of records and documentation. I place the Library Assistant on GS.7 and the Librarian on GS.10.

12.512 In the Bindery there is a Binder Grade I and Binder Grade II. As in the case of the Printing Press, I place them on GS.4. and GS.3 respectively. A Foreman is proposed to be appointed in this section. At present there is none. If and when that post is created, the same may be placed on GS.5.

12.513 In the Records Section, there is an Assistant and a Senior Assistant who are equivalents of the posts of same designation in the Secretariat. They will both be placed on GS.6.

12.514 As the department is at present manned by persons taken on deputation from other departments which admittedly and professedly is a temporary arrangement pending the creation of regular cadres as aforesaid, I recommend that so long as the arrangement continues, the deputationists will carry the pay allocated to them in their respective parent departments.

12.515 The other posts do not call for any discussion.

#### DIRECTORATE OF LANGUAGES AND DEVELOPMENT OF KANNADA

12.516 This is a medium sized department. Hence, the Director will be placed on GS. 13 and the Deputy Director on GS. 11 and the Assistant Director on GS. 10. Research Officer, in my opinion, is of the same level as that of an Assistant Director. So he also will be placed on GS. 10.

12.517 The next level of special cadres of this department consists of Senior Translators and Junior Translators. The Senior Translator in Kannada is required to be the holder of a master's degree with Kannada as special subject. But a single post of a Senior Translator in other languages, Hindi, Marathi, Tamil, Urdu and Telugu is only a promotional post. Junior Translators are ordinary degree holders. In the course of the discussions with the head of the department and the Secretary, the opinion expressed to me was that for efficient working of the department all Translators should be holders of master's degrees and that the cadre of Junior Translators manned by holders of ordinary bachelor's degrees may be abolished. As a first step it was suggested that Junior Translators can be transferred to other departments to posts equivalent to those of First Division Clerks where they will have promotional chances, retaining only the experienced graduates in the single cadre of Translators to be continued in the department. I therefore place the Senior Translators on GS. 9 and Junior Translators with 10 years service also on G.S. 9 and suggest that the remaining Junior Translators be placed on GS. 6 and transferred to other departments.

12.518 In the Government Printing Press there are two categories of Translators—Assistant Translators and Translators. Although in his answers to the questionnaire the Director of the Printing Press was averse to amalgamating the Translators at the Press with the main stream of Translators in the Directorate of Languages, he withdrew his objection in the course of the discussion and agreed that adding the Translators in the Press to the main stream of Translators in the Directorate of Languages would be to the advantage of the Translators. I therefore place the Translators at the Press and Assistant Translators of 10 years experience on GS. 9 and the remaining Assistant Translators on GS. 6 with the recommendation that they may be absorbed in equivalent cadres in the same or other departments.

12.519 Others are common categories.

#### GAZETTEER

12.520 This must be regarded as a unit. Hence the appropriate scale for the Chief Editor would be GS. 11. The Editor and Senior Editor may be together placed on GS. 10. The Investigator is a graduate who does plenty of spade work in the matter of collecting information. He is therefore placed on GS. 8.

12.521 The others are common categories.

#### TEXT BOOKS

12.522 The Director of this department also deals with the State Education Research Bureau in addition to work in connection with the preparation and publication of text books. I therefore classify this department as a heavy department. The Director will be placed on GS. 14, the Joint Director on GS. 13 and the Deputy Directors on GS. 11. Text Books Officer, Senior Assistant Director (Art Section), Accounts Officer, Assistant Director, Assistant Superintendent (Technical) are all of the level of Assistant Directors. So, all these posts are placed on GS. 10. The Assistant Accounts Officer (Printers Costing) and Administrative Assistants are posts of the level of ministerial superintendent. They are placed on GS. 8. Academic Assistant is a post which can be filled by transfer of a graduate trained teacher from high school and the Librarian is a B. Lib. Sc. They are both placed on GS. 7. The Chief Cost Accountant and Senior Cost Accountant I find on an examination of their qualification and work are posts equivalent to those of a First Division Clerk. They are therefore placed on GS. 6.

12.523 Other posts in the administrative branch do not call for any discussion.

12.524 In the Industrial Branch, the staff is of the pattern of the Government Printing Press. Therefore, in allocating pay scales to them I have followed the same pattern as has been applied to the Government Press. Only one post requires special mention. There is one Proof Reader now on Rs. 80-145 whereas the remaining 12 Proof Readers as in the case of the Government Press are on Rs. 90-200. The reason for making this distinction is not clearly ascertainable from the papers furnished to me. The job description form signed by this individual makes no mention of his educational qualifications nor the length of his service. Indeed practically the entire form is left blank; the only portion filled is a brief description of his duties; his immediate supervisor has not signed the form and the head of the department has simply affixed his signature without making any comment. I am unable therefore to place him on par with the other Proof Readers. There is therefore no alternative for me but to infer that he does not possess the minimum qualification necessary to occupy the post as a Proof Reader and that it is in recognition of this fact that the department itself has placed him on a lower scale. I therefore allocate to him GS. 2.

#### PUBLIC LIBRARIES

12.525 Excluding the ministerial and common posts, the main stream of this department consists of the State Librarian, Deputy Librarian or Chief Librarian, Head of a Technical Section/Lecturer, Technical Assistant, Librarian and Library Assistant. The qualification for direct recruitment to the post of Library Assistant is a post P.U.C. certificate in Library Science. For other posts a general degree and a post graduate library qualification is prescribed with different periods of experience stated with respect to different posts.

12.526 I placed the Library Assistant on GS.6, the Librarian and Technical Assistant on GS.7, Head of the Technical Section/Lecturer on GS.8, Deputy Librarian/Chief Librarian on GS.10. and the State Librarian on GS.11.

12.527 The posts of Librarian taken over from the Public Library, Hassan which the department equates to that of the Librarian of the department is placed

on GS.7; and Library Assistant similarly taken over who is equated to the post of the same name in the department is placed on GS.6.

12.528 The other posts do not call for any specific mention.

#### STATE ACCOUNTS DEPARTMENT

12.529 This is a heavy department. Hence, the Controller of State Accounts who is the head of the department will be placed on GS.14.

12.530 One special feature of this department is that most of the senior posts are utilised for deputation to other departments. Thus, all the six Senior Deputy Controllers are on deputation to other departments like Public Instruction, Public Works, Health and Family Planning, Agriculture and also to other than Government departments (described as foreign service); out of the 21 Deputy Controllers, only one works at the office and the rest are on deputation. Out of 84 Assistant Controllers, only 17 are in the department.

12.531 From what is stated above, it becomes clear that for the actual top administration of this department, one post of a Deputy Controller at headquarters is considered adequate. I find it therefore difficult to accept either the suggestion that it is necessary to have two categories of Deputy Controllers, few of them on a higher scale and the rest on a lower scale or the suggestion that Senior Deputy Controllers may be regarded as of the same level as Joint Directors of a heavy department.

12.532 On an examination of the work and responsibilities it appears to me that both the Senior Deputy Controller as well as the Deputy Controller are of the same level as Deputy Directors of Departments. I therefore place them on GS.11.

12.533 Assistant Controllers on the pattern of other departments are placed on GS.10 and the Accounts Superintendents will go on GS.8.

12.534 The rest of the posts in this department are common categories and do not call for discussion. There is, however, one matter on which I wish to record my views for the benefit of the government because of the proposal now under active contemplation both of the Central Government and the State Governments of relieving the Accountant General of the work of accounts and transferring the same to the State Accounts Department.

12.535 Among the Assistant Controllers, 9 are in charge of 9 circles of the State each circle comprising about two districts. Each of these such Assistant Controllers in charge of a circle is in charge of local funds audit and has under him 4-6 Superintendents and 20-30 ministerial staff. Considering the fact that the operations conducted by this officer are in one sense key operations of the department and also considering the importance of this level, the government may examine the desirability of upgrading these 9 posts to the level of Deputy Controllers and in the course of restructuring and expansion of the department in the wake of the further responsibilities sought to be transferred to it as stated above, there will be scope for expanding the cadre of Deputy Controllers and also for deploying Assistant Controllers not only at office level but also at field level to be in charge of portions of circles like a district, which will be good training ground before deputing them to other departments.

#### TREASURIES

12.536 This is also a heavy department. Hence, the Director of Treasuries will be placed on GS.14. The Deputy Director of Treasuries as well as the Treasury Officer at the State Huzur Treasury are now regarded as of the level of Deputy Directors. I place them on GS.11. I am also of the opinion that the District Treasury Officers who are now placed at a step below the last mentioned officers should also having regard for their work and responsibility be placed on par with the Deputy Directors. Hence, I place the District Treasury Officers also on GS.11.

12.537 Assistant Director of Treasuries and Superintendent of Stamps will be placed on GS.10. GS.10 will also be allocated to the following posts: Assistant Treasury Officer, Gazetted Superintendent at the office of the Divisional Commissioner, Bangalore and Special Officer at the Treasury Training Institute.

12.538 Senior Head Accountants, Head Accountants (including Treasurer at the office of the Superintendent of Stamps) and the Deputy Accountants/Treasury Sheristedars, Stamp Head Clerks, Assistant Treasuries at the office of the Superintendent of Stamps will all be placed on GS.8 because the nature of the work and responsibility attaching to these various posts is in my opinion of the same level.

12.539 Gollars assist cashiers. They are in the position of Attenders. I place them on GS.2.

12.540 There is a separate section of Pressman in this department. The lowest category is that of a Pressman who is an eighth standard person with experience. I place him on GS. 2. The next promotional category of Counters will be placed on GS. 3 and their Foreman on GS. 5.

12.541 The rest of the categories are common categories.

#### BUREAU OF ECONOMICS AND STATISTICS

12.542 This is also a heavy department. Hence, the Director will be on GS.14, Joint Director on GS. 13, Deputy Director on GS. 11 and the Assistant Director on GS. 10.

12.543 Of the Statistical Assistants, Junior Statistical Assistants are directly recruited from graduates and are therefore placed on GS. 6. Senior Statistical Assistants which is the next higher post is filled both by promotion as well as by direct recruitment. They are placed on GS. 8 because each one of them supervises 5 or more men. Enumerators are of the level of second division clerks and are placed on GS. 4.

12.544 There are two posts of Artist-cum-Draughtsman junior and senior. There is no difference between the nature of the work of these two categories. Taking their qualifications into consideration, I place both of them on the same scale GS. 6.

12.545 Other posts do not call for discussion.

#### COMPUTER CENTRE

12.546 Although the Centre functions only at Bangalore with one compact office, having regard to the sophisticated nature of the work and its utility as a service organisation to all departments, I place the Manager who is in the position of the Director on GS. 14. (At present he is on deputation from Railways and is on fixed pay). The Deputy Director will be placed on GS. 11.

14.547 Apart from office administration, there are two principal streams, the second being sub-divided into smaller streams. The first and the most important stream is headed by the System Manager and below him there are the System Analyst, Senior Programmer and Junior Programmer. The most important part of the work is done by this stream. The entry position is that of the Junior Programmer. Although in the proposed recruitment rules various alternative educational qualifications are prescribed like a degree in Physics or Mathematics or Statistics or a bachelor's degree in engineering or technology, the essential feature of this post is that programming work requires a certain personal aptitude and talent. The educational qualification will furnish only a background of mental training or skill which can be developed by training and special aptitude and talent. The essential part of the work consists in identifying and determining the components of the work taken up for computerisation and determining the mutual relationship or sequence of steps to be taken for



effective operation. Having looked into the nature of the work myself with the assistance of the Manager of the Centre, I assess the post at the level of Grade IX and allocate GS. 9 to it. The Senior Programmer which is a promotional post will be placed on GS. 10, System Analyst on GS. 11 and System Manager (who is in effect in the position of a Joint Director) on GS. 13.

12.548 The other stream called the Operation stream is headed by the Operational Manager who is of the level of Deputy Director. He is placed on GS. 11. He controls three subsidiary streams of Console Operators, Input Operators and Controls. The Console Operators are in two cadres, the entry cadre being the Junior Console Operator and the actual operator of the machine being the Senior Console Operator. The junior, though a holder of S. S. L. C., has to undergo training and is required to have at least two years' experience. I place him therefore on GS. 6 and the Senior Console Operator on GS. 9. In the other two streams, the lowest cadres are the Punch Operators and Verifiers and Input Clerks. There is no difference noticeable between the work of these persons; I do not see therefore any reason to have two categories of Operators Senior Punch Operators and Verifiers and Junior Punch Operators and Verifiers. Their work is equivalent to that of the work of Typists with the further advantage of considerable reduction in strain by the use of electrical energy for working the machines. I place all these on GS. 4. The Supervisor (Inputs) and the Assistant Manager (Controls) notwithstanding the impression given by their names do not exercise any superior type of supervision but in actual effect work at a lower level than the Assistant Manager (Inputs). I therefore place the Supervisor (Inputs) and the Assistant Manager (Controls) on GS. 6 and the Assistant Manager (Inputs) on GS. 8.

12.549 Regarding other categories, no special mention is necessary except in one respect. This department also like the Archives when it was first started was worked with the staff deputed principally from the Bureau of Economics and Statistics. The special cadres which I have discussed above are the cadres the creation of which has been sanctioned by the government and the rules for recruitment are under consideration. So far as the deputation posts are concerned, I make the same suggestion as I did in the case of Archives namely, because the arrangement is temporary and will come to an end when the regular cadres of the department are set to work, the deputationists will carry the salary I have allocated to them in the parent departments.

#### FOOD AND CIVIL SUPPLIES

12.550 This is a heavy department. Its Director and one of its Joint Directors are officers of the Indian Administrative Service. The Joint Director from the State Services is placed on GS. 13. The Chief Accounts Officer is a person deputed from the State Accounts Department of the level of Deputy Controller. He is placed on GS. 11. The following posts which are now filled by officers of the Karnataka Administrative Service on Class I junior scale are also placed on GS. 11:— (1) Assistant Directors (2) Assistant Commissioners (Food Depots) (3) Food Assistants to the Deputy Commissioners (4) Range officers of Informal Rationing Areas and (5) Headquarters Assistants to the Joint Directors.

12.551 Accounts Officer is an Assistant Controller of the State Accounts Department deputed to this department. He will be on GS. 10. Similarly, Paddy Specialist is deputed from the Department of Agriculture and is of the level of an Assistant Director and is therefore placed on GS. 10. Tahsildar, Special Tahsildar, Godown Superintendent, Supply Officers/Manager Grade I are all posts which can be filled by the transfer of a Tahsildar. They are also therefore placed on GS. 10. The Senior Marketing Officer is a person deputed from the Marketing Department of the level of an Assistant Director. He is therefore placed on GS. 10.

12.552 The post of the Public Relations Officer which is filled by deputation from the Department of Information and Publicity was till 10th July 1975 occupied by a person whose equivalent position in the Department of Information and

Publicity has been allocated GS. 8. With effect from 11th July 1975 because the incumbent got promoted in the parent department, the post has been upgraded to the level of GS. 10. In the relevant Government Order it is also found stated that the activities and responsibilities of the post have expanded, which may also be one of the reasons for upgradation. In these circumstances, the post will carry salary on GS. 8 from 1st January 1975 to 10th July 1975 and GS. 10 from 11th July 1975 onwards; I should, however, add that the department should come to a definite opinion as to the level of the officer from the Department of Information and Publicity which they consider to be proper and necessary and decide accordingly which of the general scales would be appropriate to the same.

12.553 The following posts are of the level of Ministerial Superintendent or Deputy Tahsildar and are therefore placed on GS. 8. Managers at Joint Directors' Offices, Junior Managers, Managers and Deputy Managers, Paddy Purchase Assistants, Senior Godown Keeper, Sheristedar, Accounts Superintendent, Deputy Tahsildar.

12.554 Food Inspectors, Junior Godown Keepers are equivalents of First Division Clerks and are therefore placed on GS. 6. Assistant Food Inspectors are of the level of Second Division Clerks and are therefore placed on GS. 4.

12.555 There are seven posts of Fumigators which are now said to be vacant. There are also no recruitment rules pertaining to the same. From the designation it appears that they are persons of the level of Helpers. But because the process of fumigation may involve some risk or hazard to health, I place them on GS. 2.

12.556 In the Civil Supplies wing of this department, the post of the Deputy Director was downgraded to that of an Assistant Director with effect from 21st July 1975. But in either event the post is one capable of being occupied by an officer of the Karnataka Administrative Service on Class I junior scale. So, irrespective of the apparent downgrading, the post will be placed on GS. 11 consistent with the pattern evolved by me.

12.557 There is no need to have three grades of Inspectors in Civil Supplies called First Grade Inspector, Second Grade Inspector and Assistant Inspector. All of them do the same type of work and the minimum qualification is a general degree. So all these are placed on GS. 6.

12.558 The rest of the posts are common posts.

#### COMMUNITY OR RURAL DEVELOPMENT DEPARTMENT

12.559 The ultimate direction of this department is in the hands of the Commissioner for Development functioning at the Secretariat. The Revenue Divisional Commissioners function as Joint Development Commissioners and Revenue Deputy Commissioners function as Deputy Development Commissioners in the districts. At headquarters, there are two posts of Deputy Development Commissioners and one post of Co-ordinator which must be placed on GS. 13. Among District Development Assistants, four of them are designated as Senior District Development Assistants and function at divisional level as the assistants of the Divisional Development Commissioners. I place them also on GS. 13. District Development Assistants who assist the Deputy Development Commissioner in the districts, Assistant Development Commissioners functioning at headquarters and Special Officer, Nutrition are all placed on GS. 11. District Panchayat and Youth Services Officers who are now on two different scales are all placed on GS. 10. The Block Development Officer is placed on GS. 10. Extension Officers in Agriculture, Rural Engineering and Animal Husbandry are persons deputed from the departments of Agriculture, Public Works and Animal Husbandry. They will bring with them their scale GS. 9. Co-operative Extension Officer who is the equivalent of a Co-operative Inspector is placed on GS. 6. Extension Officer, Panchayat and Mukhya Sevikas are promotional posts to Gram Sevaks and Grama Sevikas. They are placed on GS. 6 and the Grama Sevaks and Gram Sevikas on GS. 4.

12.560 The other posts are common posts.

12.561 At the Administrative Training Institute, Mysore, the Director is an I.A.S. Officer on Senior scale. I place the Joint Director on GS. 13. Out of the 5 Assistant Directors functioning at the Institute, two are filled by deputation of District Development Assistants one by deputation of K.A.S. Class I Junior Scale Officer, one is an Assistant Controller of State Accounts and the other is an Assistant Registrar of Co-operative Societies. The first three will carry their scale GS.11. The last mentioned two will carry their scale of GS.10.

12.562 There is a Cine Operator at the Institute who, besides his work as such also attends to audio visual aids and the vehicles of the Institute. He is therefore placed on GS.4.

12.563 Rural Development Training Centres for training Grama Sevakas must be taken to be of the level of a junior college. The Principal therefore is placed on GS.11. The Chief Instructress in Home Science wing is a post promotional to Assistant Instructress. The latter is promotional to Mukhya Sevikas. I, therefore, place the Assistant Instructress on GS.7 and the Chief Instructress on GS 10.

12.564 In the Drought Prone Area Programme Authority at Bijapur the Director is placed on GS.13, Credit Planning Officer and Progress Evaluation Officer on GS 11. Accounts Officer is a Deputy Controller of Accounts on deputation and he will be placed on G.S.11.

12.565 In the Drought Prone Area Programme Authority at Chitradurga, Bellary, Kolar and Belgaum the top man is a Project Officer. I place him on GS.11.

12.566 In the Pilot Intensive Rural Employment Project in Harihar the Director is placed on GS.13.

#### COMMAND AREA DEVELOPMENT

12.567 In the Command Area Development Scheme, there are three units (i) Kaveri Basin Projects (ii) Malaprabha and Ghataprabha Projects and (iii) Tungabhadra and Upper Krishna Projects. The post of the Administrator in Kaveri Basin Projects and in Tungabhadra and Upper Krishna Projects are encadred in the quota of the I.A.S. and officers on super time scale are posted. The Administrator of the Malaprabha and Ghataprabha Projects as already stated by me is a Chief Engineer of the Public Works Department promoted by selection and placed on the scale of Rs. 2,500-2,750. I repeat what I have already stated that he will continue on GS.15.

12.568 Deputy Administrator in Kaveri Basin Projects and Tungabhadra and Upper Krishna Project carry the same scale Rs. 400—950 but the Deputy Administrator in the Malaprabha and Ghataprabha Project is placed on the higher scale of Rs. 700—1,100. In my opinion, these three posts are of the same status and should be on the same scale. On an assessment made by me, I consider that the proper scale for them is GS.11 and allocate the same to them.

12.569 There is a Statistical Officer in Malaprabha and Ghataprabha Projects who is a Joint Director of the Bureau of Economics and Statistics on deputation. He naturally carries his scale GS.13. The Government may consider whether the deputation to this post of a Deputy Director of the Bureau of Economics and Statistics on GS.11 will not serve the purpose.

12.570 The rest of the posts belong to common categories.

#### PLANNING DEPARTMENT AT THE SECRETARIAT

12.571 For more effective monitoring and implementation of schemes under the five Year Plans, the Planning Department has been restructured. The Development Commissioner is to be given the assistance of five Directors, one Economic Advisor; besides, one of his Joint Secretaries will assist him in the matter of plan

co-ordination. The five Directors are to be in-charge of the subjects of (1) Perspective Planning (2) Manpower and Employment (3) Plan Monitoring and Information (4) Project Formulation (5) Evaluation. As under the proposals each of the Director is to be on the scale of Rs. 1,300-1,600. The Economic Adviser who is to be in direct charge of District Regional Planning is also required to associate himself with all the other five units in a consultative capacity. The scale sanctioned for that position is Rs. 1600-1800 but the present incumbent is on a fixed pay of Rs. 2,000 on contract basis.

12.572 Having regard for the high qualifications prescribed for these posts and the nature of the work expected of them, I place the Directors on GS.13 and the Economic Adviser on GS.14. The Economic Adviser is also to be assisted by a Research Officer who I have been informed is to be of the level of a Lecturer of a Senior College. He will therefore be placed on GS.11.

12.573 The supporting staff for all these units will be common Secretariat staff. Therefore, the allocation of pay scales to them requires no special discussion.

12.574 Although the order setting up the above scheme was made by the government in January 1974, recruitment to the posts appears to be still pending and the cadrewise position as on 1st March 1975 furnished to me reflects the existing position. The Joint Secretary to Government in the Planning Department is designated *Ex-officio* Director of Project Formulation, Evaluation and Manpower. He is an Officer of the Indian Administrative Service on senior scale. The Deputy Director, Administration is an Under Secretary functioning as such *Ex-officio*. The Joint Director who is shown on the existing pay scale of Rs. 700-1,100 is placed on GS.13. Deputy Directors and Assistant Directors, Senior Investigators and Investigator are persons deputed from the Bureau of Economics and Statistics of the level of Deputy Director, Assistant Director, Senior Statistical Assistant and Junior Statistical Assistant respectively. They will therefore carry their respective scales allotted to them namely, GS.11, GS.10, GS.8 and GS.6.

12.575 The other posts are common posts.

#### SMALL SAVINGS AND STATE LOTTERY

12.576 Though this is now separately designated as Directorate, it virtually functions as a unit of the Finance Department.

12.577 At present, according to the cadrewise statement, Joint Secretary of the Finance Department, an officer on the senior I.A.S. scale is the Director and an officer on the senior K.A.S. scale is called the Joint Director. The Finance Secretary to the Government has informed me that in actual event the Joint Director functions effectively as the Director and that it is also proposed to redesignate the Joint Director as the Director of this Department and *Ex-officio* Deputy Secretary to Government on senior K.A.S. Class I senior scale. At present the same officer functions as the *Ex-officio* Director of State Lottery. I therefore treat the post now designated Joint Director of the Directorate of Small Savings as the Director of the said Directorate and *Ex-officio* Director of State Lottery and allot to it GS. 13. Regarding the Small Savings Officer, I accept the Finance Secretary's opinion that the responsibilities place him on the level of a Deputy Director of a department. I place him on GS. 11 and suggest that the post may be redesignated Deputy Director of this combined department of Small Savings and Lottery. The Assistant Small Savings Officers, four of whom function at divisional headquarters and one at Bangalore are all equated to the level of Assistant Directors and placed on GS. 10. The Publicity Assistant is placed on GS. 8.

12.578 At the field level there is a Development Officer Grade I and Development Officer Grade II, both of whom function under the control of the Deputy Commissioner of the district. There are no recruitment rules but recruits are all from among graduates. I see no reason for having two grades. So Development Officers of both the grades will be placed on GS. 6.

12.579 In the Lottery Section there is an Accounts Officer which is proposed to be filled by deputation from the State Accounts Department ; assessing the level of this post, I allocate to it GS. 8 which I have allocated to an Accounts Superintendent in the State Accounts Department.

12.580 The rest are common posts.

#### INSURANCE

12.581 The post of the Director is now occupied by an officer of the Karnataka Administrative Service on Class I senior scale. The department is a medium sized department. For both the reasons the post of the Director is placed on GS. 13. The Deputy Director will be on GS. 11 and Assistant Director on GS. 10.

12.582 The only special post to be considered in this department is that of the Actuary. At present, though the scale indicated in the cadrewise statement is the same as that of the Director, the post is filled by a person appointed on contract on a fixed pay equivalent to the starting pay of the scale. The opinion within the department, apparently not shared by the government, is that the Actuary and the Director should not be placed on par and in the draft amendments to recruitment rules proposed by the department the post of the Actuary is sought to be placed within the pool from which promotion can be made to the post of the Director. From one point of view the Actuary may be regarded as an Adviser to the Director and therefore of equivalent status and from another point of view he may be regarded as one of the superior officers of the department but not of the same status as that of the director. In all the circumstances of the case, the latter appears to me to be preferable. I therefore place the Actuary on GS. 11.

12.583 The rest of the posts belong to common categories and do not call for any discussion. The claim of the representatives of the employees of this department that the department must be placed on par with the Life Insurance Corporation of India and that consequently a separate set of pay scales as in vogue in the said Corporation should be applied cannot, of course, be accepted for the simple reason that the department is undoubtedly a department of the State Government and the essential nature of the work turned out by the ministerial staff cannot be regarded as to any extent different from or more onerous than the work done by similar staff in other departments.

#### STORES PURCHASE DEPARTMENT

12.584 The post of the Director is encadred in the quota of the Indian Administrative Service and is to be occupied by an officer on the senior scale. The Assistant Director (Administration) is an officer of the Karnataka Administrative Service on Class I junior scale. He will be placed on GS. 11. The Assistant Director (Technical) is an Assistant Engineer deputed from the Public Works Department. He will carry the scale GS. 10. The rest are common categories.

#### SANDALWOOD OIL FACTORIES

12.585 The Director whose position is that of a Joint Director of Industries and Commerce or of an officer of the Karnataka Administrative Service Senior Scale is placed on GS. 13. The Assistant Director (Finance) is a post which can be filled by deputation of an Assistant Controller of the State Accounts Department and is therefore placed on GS. 10. The Assistant Director (Sales) will also be placed on GS. 10. The Sales Manager and Office Manager are placed on GS. 8. The rest are common posts.

#### SILK INDUSTRIES

12.586 The post of the Director is equivalent to that of the Director of Sericulture. I place him on GS. 13. The rest are common posts.

## YOUTH SERVICES

12.587 This is a medium sized department and therefore the Director is placed on GS. 13. The Special Officer, Karnataka Development Corps and Deputy Director of Training are placed on GS. 11. The Assistant Director, Special Officer, National Service Scheme and Editor, Youth Journal are all placed on GS. 10. The Sub Editor will be on GS. 8. So also the Manager, Ravindra Kalakshetra will be placed on GS. 8. The Electrician is now a person got by deputation from the Karnataka Electricity Board. So I do not allocate any scale to him. It is proposed that direct recruitment to this post should be of a holder of a bachelor's degree in engineering with electricity as special subject. If such a recruitment is made, the post will be placed on GS. 9.

12.588 A post designated Sound Supervisor is classified as a Class IV post and placed on the present lowest scale of Rs. 65-95. But the name indicates that the work in the post requires some simple skill. On that assumption I place this post on GS. 2.

12.589 The rest of the posts are common posts.

## NATIONAL CADET CORPS

12.590 The top officers in this organisation are Defence Service Personnel and I need not say anything about their salary. The Administrative Officer is a post filled by the transfer of an Under Secretary. His scale will, of course, be GS. 11. The Accounts Officer is a person deputed from the State Accounts Department and is of the status of an Assistant Controller. His scale will therefore be GS. 10.

12.591 There are two posts of Instructors one in aeromodelling and the other in ship modelling. Apart from the general educational level of high school standard, these are required to have had special experience in such modelling and ability to impart instructions as to the details of the same. I therefore assess them as falling within Grade V and allocate to them GS. 5.

12.592 Rest of the staff is ministerial staff and will therefore have allocated to them the pay scales allocated to similar categories in other departments of the government. The representatives of the staff when they appeared before me stressed that unlike the ministerial staff in ordinary departments of the government, they have to acquaint themselves with the rules and regulations of the different defence units and that therefore there is sufficient reason to allocate to them higher scales. It is also stated that all clerks are on the lines of the practice in the Central Secretariat required to know typing also.

12.593 The second argument becomes unavailable in view of the recommendation I have already made in that regard. The clear answer to the first argument is that every clerk or other ministerial official in different departments is expected to acquaint himself with the statutory provisions and rules and regulations specially applicable to the said department, the extent of the knowledge or acquaintance with the details expected being commensurate with the level occupied by him. I do not therefore find sufficient justification to allocate higher pay scales to the ministerial staff of this organisation.

## FLYING TRAINING SCHOOL

12.594 The top posts are those of the Chief Flying Instructor and Chief Aircraft Maintenance Engineer which may be filled either by direct recruitment or promotion from the next level of Assistant Flying Instructor and Assistant Aircraft Maintenance Engineer. In the case of the second level, under the existing pattern, two scales with a small difference are prescribed depending upon the number of hours of flying experience and the number of certificates secured by the appointee. The continuance of such difference appears to be unnecessary because in either of the two cases now in vogue there is always the higher authority who takes the responsibility. On the basis of the qualification and experience required, I allocate

GS. 13 to the Chief Flying Instructor and Chief Aircraft Maintenance Engineer and GS. 11 to the Assistant Flying Instructor and Assistant Aircraft Maintenance Engineer. At present, the post of the Principal is held by either the Chief Flying Instructor or the Chief Aircraft Maintenance Engineer upon selection for appointment as Principal. But no separate pay scale is allocated to the post of the Principal which under the existing arrangement carries a special pay. Once it is seen that the post of the Principal is a superior post, the holder of which exercises overall control over the entire establishment in addition to his work as an instructor or Engineer as the case may be, it is necessary to allocate a separate higher scale to the same. The appropriate scale in my opinion is GS. 14.

12.595 The Skilled Mechanic whose qualifications are of the standard of a diploma in engineering is placed on GS. 5 and the semi-skilled mechanic whose qualifications are of the standard of a senior certificate is placed on GS. 4.

12.596 The Aircraft Hands have to possess qualifications of the standard of a junior certificate and are therefore placed on GS. 3. The Aircraft Helper who is now placed on the lowest scale has to be and regard being had for the experience and skill expected of him, is placed on GS. 2.

12.597 For the posts of the Time Keeper as well as Assistant Time Keeper which are now on two different scales, the qualifications are of the level of those required of a Second Division Clerk. There is also not much difference or any noticeable difference between their duties. I therefore consider that they should both be placed on GS. 4.

12.598 The rest are ordinary posts.

#### SOLDIERS', SAILORS' AND AIRMENS' BOARD

12.599 The principal task of this Board is to assist in the re-employment and rehabilitation of ex-servicemen and generally to look after their welfare. There is a Board at the State level and others in district level each with a Secretary of its own. At both places the Boards are assisted by a small ministerial staff. Besides, there are Welfare Organisers who work in the field.

12.600 The post of the Secretaries are expected ordinarily to be filled by employing retired officers of the Defence Services in which case the maximum salary (inclusive of pension) payable to them is determined by Rule 313 (b) of the Karnataka Civil Services Rules at the substantive pay drawn by the appointee before his retirement. Though the maximum is so fixed, a valuation or grading of the post by me is necessary to assist the government to determine the same subject to the said maximum limit. Considering the nature of the duties and extent of activities, I am of opinion that the position of the Secretary of the State Board is of the level of Grade XI and that of the Secretaries of a District Board is of the level of Grade X. The appropriate scales therefore would be GS. 11 and GS. 10 respectively.

12.601 On similar considerations, I place the position of Welfare Organiser at Grade V with the corresponding pay scale GS. 5.

12.602 The rest are ordinary ministerial posts.

#### PUBLIC SERVICE COMMISSION

12.603 The post of Secretary is encadred in the quota of the Indian Administrative Service and is held by an officer on senior scale. The Deputy Secretary is on par with the Deputy Secretary at the Secretariate and is therefore placed on GS. 13. The Assistant Secretary is on par with the Under Secretary at the Secretariat and is therefore placed on GS. 11.

12.604 The rest of the posts are common ministerial posts.

## VIGILANCE COMMISSION

12.605 The Vigilance Commissioner is a tenure post. The rest of the posts are filled by deputation from other departments and are of the kind and character already discussed.

## QUASI JUDICIAL TRIBUNALS

12.606 Until the Karnataka Appellate Tribunal Ordinance 1975 (Ordinance 22 of 1975) was promulgated on the eighth of December 1975 which came into force on 1st of January 1976 by a Notification, there were six Tribunals functioning in the State viz., (1) the Revenue Appellate Tribunal (2) Co-operative Appellate Tribunal (3) Sales Tax Appellate Tribunal (4) Transport Appellate Tribunal (5) Industrial Tribunals and (6) Labour Courts. Under the Ordinance the first three have been amalgamated into a single Tribunal to be called 'The Karnataka Appellate Tribunal'.

12.607 The Transport Appellate Tribunal, the Industrial Tribunal and the Labour Courts continue their separate existence. The presiding officer of each one of these is a District Judge whose pay scale has already been fixed by me. The other staff is ministerial staff of common categories.

12.608 Regarding the first three Tribunals before the Ordinance, the position was as follows :

12.609 The Revenue Appellate Tribunal was presided over by a Revenue Divisional Commissioner functioning as its Chairman and the Members were officers of the Indian Administrative Service of the rank of the Deputy Commissioners of Districts and District Judges. All of them carried their own salary. The secretary of the Tribunal was an officer of the Karnataka Administrative Service of class I Junior Scale (the corresponding new scale is GS. 11). Assistant Secretaries are Tahsildars deputed to function as such (the corresponding new scale would be GS. 10). The rest is ministerial staff.

12.610 The Co-operative Appellate Tribunal was presided over by a District Judge as its Chairman and the members were a Joint Registrar of Co-operative Societies and a non-official Member on a fixed salary on contract. The Secretary was an Assistant Registrar of Co-operative Societies deputed to function as such. The other staff is ministerial.

12.611 The Sales Tax Appellate Tribunal was presided over by a District Judge as a Chairman and its Members were a Deputy Commissioner of Commercial Taxes and a Chartered Accountant (non-official) on a fixed pay. A Commercial Tax Officer was deputed to work as State Representative before the Tribunal and an Assistant Commercial Tax Officer functioned as its Secretary. The other staff is ministerial.

12.612 The new Tribunal, the Karnataka Appellate Tribunal now constituted will be presided over by a Revenue Divisional Commissioner deputed to function as its Chairman and is to consist of five other Members nearly half of whom are to be District Judges and the others Deputy Commissioners. Matters are to be heard by Benches. A Bench hearing a matter relating to Department of Co-operation is to consist of a District Judge and an officer of the rank of Joint Registrar of Co-operative Societies. The matters relating to the Department of Commercial Taxes are to be heard by a Bench consisting of a District Judge, a Deputy Commissioner of Commercial Taxes and a Chartered Accountant (apparently a non-official). There is no specific reference in the Ordinance to the constitution of a Bench specially for Revenue matters; the position is apparently governed by the general provision of Sub-section (1) of Section 6 to the effect that a Bench should consist of at least two Members of which one shall be a District Judge.

12.613 As the salary of the non-official Member Chartered Accountant has necessarily to be fixed either by contract or by rules yet to be made, all that I can say on that matter is that regard may be had for the level of salaries



of other Members of the Tribunal. So far as the Chairman and Deputy Commissioners are concerned, the posts are encadred in the State quota of Indian Administrative Service. The District Judges will be on GS.14. The Joint Registrar of the Co-operation Department and the Deputy Commissioner of the Commercial Taxes Department both have already been allocated GS.13. Naturally they will carry their salaries when they are deputed to function as Members of the Tribunal. The position of the Chairman is a superior one and the indication or inference available in the Ordinance particularly, Section 6, Sub-Section (1) and (3), is that in Benches of which the Chairman is not a Member the District Judge would naturally be the senior or presiding member. In this view, each of the Members carrying his own salary allocated to him in his parent department will not result in any incongruity.

12.614 So far as the administrative or ministerial staff is concerned, the allocation of pay scales calls for no specific discussion. It is enough to say that the Secretary of the Tribunal should be on GS. 11 and the Assistant Secretary whether a promotee from ministerial ranks or a Tahsildar deputed from the Revenue Department should be on GS. 10.

#### KARNATAKA BHAVAN, NEW DELHI

12.615 There are two sections in this establishment. One Special Commissioner and the other called Special Cell.

12.616 The Special Commissioner is an officer of the Indian Administrative Service. The Assistant Special Commissioner (Liaison) who is in the Special Cell and the Assistant Special Commissioner-cum-Manager in the main section are officers of the Karnataka Administrative Service of Class I Junior scale. They will both be placed on GS. 11. Engineer-cum-Assistant Manager is an Assistant Engineer of the Public Works Department or of equal status and therefore will be placed on GS. 10.

12.17 To the rest of the ministerial and subordinate staff salaries are paid on Central Government scales as revised pursuant to the recommendation of the Third Central Pay Commission. They have also been given the benefit of subsequent revisions of dearness allowance by the Central Government. It appears to me that consistent with the prestige of the State, the staff who are really servants of the State Government should also be remunerated on pay scales prevalent in the State for equivalents or comparable cadres. I am, therefore, allocating the pay scales to the staff at the Karnataka Bhavan on the same lines as I have done in the case of government servants in this State.

12.618 Stenographers Grade I and Grade II, Accountant, House Keepers, First Division Clerk-cum-Typist, Junior Stenographers and Steward will all be placed on GS. 6. Typists, Lower Division Clerk-cum-Typist, Receptionist, Cashier and Store Keeper will be placed on GS. 4. Electrician and Plumber will be placed on GS. 3. Scooter Messenger, Drivers, Cooks and Lift Attender will be placed on GS.2. Peons, Home Orderly, Messenger, Bearers, Attenders, Room Boys Grade I and Grade II, Kitchen Mates, Gardeners Senion and Junior, Sweepers and Watchman will be placed on GS. 1.

SUPPLEMENT TO CHAPTER TWELVE

(Para 12.4)

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50	Public Libraries	254
51	Public Service Commission	255
52	Public Works	256
53	Registration and Stamps	260
54	Revenue	261
55	Sandal Wood Oil Factories	262
56	Secretariat	262
57	Sericulture	268
58	Silk Industries	269
59	Small Savings and State Lottery	269
60	Social Welfare	270
61	Soldiers', Sailors, and Airmens' Board	271
62	State Accounts	272
63	Stores Purchase	273
64	Sugar	273
65	Survey, Settlement and Land Records	274
66	Technical Education	275
67	Text Books	277
68	Tourism	279
69	Town Planning	280
70	Treasuries	281
71	Tribunals	282
72	Vigilance Commission	284
73	Weights and Measures	285
74	Women and Children's Welfare	285
75	Youth Services	287

**1. OFFICE OF THE ADVOCATE GENERAL**  
(para 12.47)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.	Rs.	
1.	Administrative Officer	400— 950	10	750—1450
2.	Assistant Administrative Officer	300— 700	8	600—1240
3.	Superintendent	250— 500	8	600—1240
4.	Selection Grade Stenographer	250— 500	8	600—1240
5.	First Division Clerk	160— 350	6	440— 900
6.	Indexer	160— 350	6	440— 900
7.	Stenographer	160— 350	6	440— 900
8.	Librarian	160— 350	7	460—1000
9.	Accountant	130— 290	6	440— 900
10.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
11.	Typist	90— 200	4	300— 600—Extn.—700
12.	Kannada Typist	90— 200	4	300— 600—Extn.—700
13.	Assistant Librarian	90— 200	4	300— 600—Extn.—700
14.	Duplicator Operator	80— 145	2	280— 420
15.	Library Assistant	80— 145	2	280— 420
16.	Attender	80— 145	2	280— 420
17.	Daffedar	80— 145	2	280— 420
18.	Peon	65— 95	1	250— 350
19.	Cycle Orderly	65— 95	1	250— 350
20.	Watchman	65— 95	1	250— 350
21.	Sweeper	65— 95	1	250— 350

**2. DEPARTMENT OF AGRICULTURE**

(para 12.241)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.	Rs.	
1.	Director	1300—1800	15	2500—2750
2.	Joint Director	1000—1500	13	1450—2000
3.	Chief Accounts Officer	800—1250	11	900—1750
4.	Deputy Conservator of Forests and Forestry Specialist	700—1100	11	900—1750
5.	Deputy Conservator of Forests	700—1100	11	900—1750
6.	Deputy Director	700—1100	11	900—1750
7.	Principals, Rural Development Training Centres	700—1100 400— 950	} 11	900—1750
8.	Assistant Director	400— 950		

1	2	3	4	5
		Rs.		Rs.
9.	Assistant Director of Agriculture (Engineering)	400— 950	10	750—1450
10.	Lady Training Officers at the Farmers' Training and Educa- tion Centre.	400— 950	10	750—1450
11.	Accounts Assistant	400— 950	10	750—1450
12.	Deputy Director of Statistics	400— 950	11	900—1750
13.	Agricultural Officer	300— 700	9	660—1300
14.	Instructors in Co-operation and Panchayat.	300— 700	10	750—1450
15.	Chief Artist-cum-Audio Visual Specialist	300— 700	8	600—1240
16.	Assistant Statistician (Farm Management Scheme)	300— 700	10	750—1450
17.	Instructor, Animal Husbandry and Veterinary Services	300— 700	10	750—1450
18.	Administrative Assistant	275— 550	8	600—1240
19.	Assistant Accounts Officer (Soil Conservation)/Assistant Accounts Officer	275— 550	8	600—1240
20.	Personal Assistant to Director	275— 550	8	600—1240
21.	Assistant Agricultural Officer/ Agricultural Extension Officer	275— 550 250— 500 (for others)	9	660—1300
22.	Manager	250— 500	8	600—1240
23.	Librarian	250— 500	7	460—1000
24.	Selection Grade Stenographer	250— 500	8	600—1240
25.	Chief Instructress of Rural Deve- lopment Training Centre (1961 Scale)	250— 450	10	750—1450
26.	Superintendent Grade I	200— 450	8	600—1240
27.	Instructor in Social Education	175— 450	7	460—1000
28.	Senior Statistical Assistant	175— 450	8	600—1240
29.	Senior Artist-cum-Photographer	175— 450	6	440— 900
30.	Agricultural Meteorological Asst.	175— 450	8	600—1240
31.	Superintendent Grade II	175— 450	6	440— 900
32.	Operator in Audio Visual Aids	175— 450	4	300— 600—Extn.—700
33.	Draughtsman	175— 450	5	400— 750—Extn.—850
34.	Assistant Instructress at Rural Development Training Centre.	175— 450	7	460—1000
35.	Instructor in Public Health	160— 350	4	300— 600—Extn.—700
36.	Off-set Press Operator	160— 350	4	300— 600—Extn.—700
37.	Junior Statistical Assistant	130— 290	6	440— 900
38.	Senior Computer	130— 290	6	440— 900
39.	Artist	130— 290	6	440— 900
40.	First Division Clerk	130— 290	6	440— 900
41.	Cartographer	130— 290	5	400— 750—Extn.—850
42.	Library Assistant	130— 290	6	440— 900
43.	Stenographer Grade I	130— 290	6	440— 900
44.	Agricultural Assistant	130— 290	4	300— 600—Extn.—700
45.	Mechanic	120— 240	4	300— 600—Extn.—700
46.	Audio Visual Operator (Project Operator).	120— 240	3	300— 500—Extn.—550
47.	Assistant Draughtsman	120— 240	4	300— 600—Extn.—700

1	2	3	4	5
		Rs.		Rs.
48.	Gramasevak Gramasevak (For Graduates working at present as personal to them).	120— 240 130— 290	} 4	300— 600—Extn.—700
49.	Drill-cum-camp Officer	100— 220	4	300— 600—Extn.—700
50.	Veterinary Livestock Inspector	100— 220	4	300— 600—Extn.—700
51.	Assistant Offset Press Operator	100— 220	4	300— 600—Extn.—700
52.	Tracer	100— 220	4	300— 600—Extn.—700
53.	Field Assistant	100— 220	4	300— 600—Extn.—700
54.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
55.	Junior Computer	90— 200	4	300— 600—Extn.—700
56.	Stenographer Grade II	90— 200	6	440— 900
57.	Typist	90— 200	4	300— 600—Extn.—700
58.	Language Typist	90— 200	4	300— 600—Extn.—700
59.	Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
60.	Laboratory Assistant	90— 200	4	300— 600—Extn.—700
61.	Carpenter-cum-Smith	80— 145	2	280— 420
62.	Attender	80— 145	2	280— 420
63.	Mutchi	80— 145	2	280— 420
64.	Jamedar	80— 145	2	280— 420
65.	Daffedar	80— 145	2	280— 420
66.	Van, Jeep, Motor Truck Driver	80— 145	2	280— 420
67.	Laboratory Attender	80— 145	2	280— 420
68.	Peon	65— 95	1	250— 350
69.	Mukadam	65— 95	1	250— 350
70.	Malies (Gardener)	65— 95	1	250— 350
71.	Survey Lasker	65— 95	1	250— 350
72.	Kamdar	65— 95	1	250— 350
73.	Bullockman	65— 95	1	250— 350
74.	Cook and Assistant Cook	65— 95	2	280— 420
75.	Scavenger	65— 95	1	250— 350
76.	Watchman	65— 95	1	250— 350
77.	Cumber	65— 95	1	250— 350
78.	Spraying Attender	65— 95	1	250— 350
79.	Mechanic Attender	65— 95	1	250— 350
80.	Maistry	65— 95	1	250— 350
81.	Demonstration Maistry	65— 95	1	250— 350
82.	Lorry and Jeep Cleaner	65— 95	1	250— 350

### 3. DEPARTMENT OF ANIMAL HUSBANDRY AND VETERINARY SERVICES

(para 12.249)

Sl. No.	Designation	Existing	Recommended	4	5
		Scales of Pay	Scales of Pay		
		(Min.-Max.)	GS. (Min.-Max.)		
			No.		
1	2	3	4	5	
		Rs.		Rs.	
1.	Director	1300—1800	15	2500—2750	
2.	Joint Director	1000—1500	13	1450—2000	

1	2	3	4	5
		Rs.		Rs.
3.	Development Officer (Key Village Scheme).	700—1100	11	900—1750
4.	Development Officer (Sheep)	700—1100	11	900—1750
5.	Regional Deputy Director	700—1100	13	1450—2000
6.	Project Officer, Intensive Cattle Development Scheme, Bangalore Dharwar.	700—1100	11	900—1750
7.	Deputy Director, Rinderpest Eradication Scheme, Bangalore.	700—1100	11	900—1750
8.	Deputy Director (Administration) Drought Prone Area Project, Bijapur.	700—1100	11	900—1750
9.	Superintendent, Large Scale Sheep Breeding Farm, Challakere.	700—1100	11	900—1750
10.	Agricultural Officer (Forage), Large Scale Sheep Breeding Farm, Challakere.	400— 950	10	750—1450
11.	Officer-in-charge, Bull Centre, Bijapur.	400— 950	10	750—1450
12.	Financial Assistant, Head Quarters.	400— 950	10	750—1450
13.	Deputy Director (Statistics)	400— 950	11	900—1750
14.	Project Manager, Service Centre, Bijapur.	400— 950	10	750—1450
15.	Technical Assistant to the Joint Director (Dairy) Head Office.	400— 950	10	750—1450
16.	Farm Superintendent, Ram Multiplication Centre, Bijapur.	400— 950	10	750—1450
17.	Senior Assistant Director	400— 950	11	900—1750
18.	Assistant Director	300— 700	10	750—1450
19.	Technical Assistant to the Director	}	300— 700	10 750—1450
20.	Technical Assistant to the Deputy Director, Drought Prone Area Project.			
21.	Project Officer (I.P.D.P.)			
22.	Project Officer (W.F.P. Poultry Feeds).			
23.	Project Officer (A.N.P.)			
24.	Assistant Poultry Nutritionist			
25.	Assistant Poultry Geneticist			
26.	Geneticist, Sire Evaluation Cell			
27.	Cattle Development Officer (I.C.D.S.).			
28.	Fodder Development Officer (I.C.D.S.).			
29.	Fodder Development Officer (Head Office).			
30.	Propaganda-cum-Exhibition Officer (I.C.D.S.)			
31.	Officer-in-charge (C.S.C.C.)			
32.	Officer-in-charge (Training of Personnel in A.I. Technique).			
33.	Regional Research Officer			
34.	Piggery Development Officer (Head Office).			
35.	Disease Investigation Officer			

1	2	3	4	5	
		Rs.		Rs.	
36.	Assistant Disease Investigation Officer.	}			
37.	Bacteriological Assistant		300—700	10	750—1450
38.	Parasitologist				
39.	Officer-in-charge (Medical Stores).				
40.	Dairy Extension Officer (R.D.E.S.)				
41.	Superintendent (S. and W.D.S.).				
42.	Superintendent, Deoni Cattle Farm, Bidar.				
43.	Superintendent, (S.B.F.)				
44.	Unit Manager, Village Producers Co-operative Society.				
45.	Farm Manager, R.M.C., Bijapur				
46.	Assistant Director, Wool Centre				
47.	Assistant Director, Calf Rearing Centre.				
48.	Assistant Director, Spear Head Team.				
49.	Sheep Breeding Officer				
50.	Veterinary Officer				
51.	Assistant Rinderpest Officer				
52.	Senior Instructors (Animal Husbandry), R.D.T.Cs.				
53.	Bio Chemist		300—700	9	660—1300
54.	Nutrition Chemist		300—700	9	660—1300
55.	Superintendents (Government Dairies).		300—700	10	750—1450
56.	Field Officer (Statistics)		300—700	10	750—1450
57.	Assistant Director, Mobile Veterinary Clinic.		300—700	10	750—1450
58.	Assistant Director (Statistics)		300—700	10	750—1450
59.	Headquarters Assistant to the Director.		275—550	8	600—1240
60.	Veterinary Assistant Surgeon	}			
61.	Additional Veterinary Assistant Surgeon.				
62.	Reserve Additional Veterinary Assistant Surgeon.				
63.	Meat Inspector				
64.	Assistant Manager				
65.	Assistant Project Officer				
66.	Technical Assistant				
67.	Manager-cum-Extension Officer				
68.	Pig Production Officer				
69.	Manager, Calf Rearing Centre				
70.	Instructor (Junior)		275—550	9	660—1300
71.	Veterinary Assistant Surgeon, Service Centre.				
72.	Veterinarian				
73.	Agricultural Officer, Ram Multiplication Centre.				
74.	Extension Officer, (Animal Husbandry).				
75.	Junior Engineer (Dairy)				
76.	Technical Assistant				
77.	Farm Manager				
78.	Agricultural Officer				



1	2	3	4	5			
		Rs.		Rs.			
79.	Manager	250—500	8	600—1240			
80.	Accounts Superintendent	250—500	8	600—1240			
81.	Office Manager	250—500	8	600—1240			
82.	Audit Superintendent	250—500	8	600—1240			
83.	Selection Grade Stenographer	250—500	8	600—1240			
84.	Accountant	250—500	8	600—1240			
85.	Administrative Officer	250—500	8	600—1240			
86.	Superintendent Grade I	}					
87.	Office Manager						
88.	Accountant				200—450	8	600—1240
89.	Office Superintendent						
90.	Head Clerk						
91.	Veterinary and Livestock Supervisor						
92.	Assistant to the Superintendent						
93.	Manager, Bull Calf Rearing Centre, Birur.				200—450	5	400—750—Extn.—850
94.	Poultry Supervisor						
95.	Assistant Superintendent						
96.	Sheep Inspector	}					
97.	Incubation Supervisor						
98.	Dairy Supervisor						
99.	Dairy Extension Officer						
100.	Dairy Extension Assistant Officer						
101.	Dairy Extension Assistant				200—450	8	600—1240
102.	Manager (Dairy)						
103.	Dairy Assistant						
104.	Superintendent Grade II				175—450	6	440—900
105.	Planning Assistant						
106.	Personal Assistant	}					
107.	Office Assistant						
108.	Head Accountant				175—450	6	440—900
109.	Accountant						
110.	Senior Statistical Assistant	175—450	8	600—1240			
111.	Mechanical Assistant (Boiler)	}					
112.	Mechanical Assistant (Electrical).						
113.	Mechanical Assistant (General)				175—450	5	400—750—Extn.—850
114.	Dairy Mechanic (Senior)						
115.	Supervisor (P.W.D.)						
116.	Artist						
117.	Artist-cum-Photographer				175—450	6	440—900
118.	Graduate Assistant (Wool Analysis Laboratory).						
119.	Projectionist				175—450	5	400—750—Extn.—850
120.	Veterinary and Livestock Inspector Grade I.				}		
121.	Laboratory Assistant						
122.	Manager, Cattle Breeding Station, Tegur.						
123.	Manager, Economic Cattle Farm, Birur/Hebbanaghatta.	160—350	4	300—600—Extn.—700			
124.	Manager, Basur Sub-Station						
125.	Assistant Manager, Cattle Breeding Station, Ajjampur.						
126.	Sheep Supervisor						
127.	Laboratory Technician						

1	2	3	4	5			
		Rs.		Rs.			
128. Dairy Assistant		160— 350	6	440— 900			
129. Milk Collection Supervisor							
130. Mechanic (Higher Grade)		160— 350	4	300— 600—Extn.—700			
131. Electrician-cum-Mechanic		160— 350	5	400— 750—Extn.—850			
132. Technical Supervisor (Wool Analysis Laboratory)		160— 350	4	300— 600—Extn.—700			
133. Projectionist-cum-Mechanic		160— 350	5	400— 750—Extn.—850			
134. Senior Veterinary and Live-stock Inspector (Grade II)		130— 290	4	300— 600—Extn.—700			
135. First Division Clerk	}	130— 290	6	440— 900			
136. Accountant							
137. Store Keeper							
138. Audit Clerk							
139. Accounts Clerk							
140. Head Clerk							
141. Head Accountant							
142. Cashier							
143. Junior Statistical Assistant		130— 290	6	440— 900			
144. Stenographers		130— 290	6	440— 900			
145. Skilled Attendant (Boiler)		130— 290	4	300— 600—Extn.—700			
146. Skilled Attendant (Electrical)		130— 290	4	300— 600—Extn.—700			
147. Agricultural Assistant Grade I		130— 290	4	300— 600—Extn.—700			
148. Technical Assistant (Wool Analysis Laboratory)		120— 240	4	300— 600—Extn.—700			
149. Veterinary and Livestock Inspector Grade II	}						
150. Laboratory Assistant							
151. Inseminator							
152. Kaval Ranger							
153. Veterinary and Livestock Inspector-cum-Milk Recorder.							
154. Dairy Assistant and Demonstrator.							
155. Insemination Assistant							
156. Veterinary and Livestock Inspector-cum-Sheep Demonstrator					100— 220	4	300— 600—Extn.—700
157. Poultry Assistant							
158. Attender-cum-Veterinary Livestock Inspector.							
159. Field Assistant							
160. Agricultural Overseer							
161. Fieldman							
162. Agricultural Fieldman							
163. Agricultural Assistant Grade II.							
164. Agricultural Assistant Grade III							
165. Carpenter Higher Grade		100— 220	2	280— 420			
166. Compounder Grade I	}	90— 200	4	300— 600—Extn.—700			
167. Senior Compounder							
168. Stockman-cum-Compounder							
169. Laboratory Attendant							

1	2	3	4	5	
		Rs.		Rs.	
170. Second Division Clerk	}				
171. Store Keeper					
172. Second Division Clerk-cum-Laboratory Assistant					
173. Clerk-cum-Store Keeper					
174. Accountant		90— 200	4	300— 600—Extn.—700	
175. Store Keeper-cum-Clerk					
176. Second Division Clerk-cum-Store Keeper					
177. Typist-cum-Clerk					
178. Clerk-cum-Typist					
179. Typist		90— 200	4	300— 600—Extn.—700	
180. Skilled Attendant (Mechanical)		}	90— 200	4	300— 600—Extn.—700
181. Mechanic—Lower Grade					
182. Propagandist-cum-Artist			90— 200	4	300— 600—Extn.—700
183. Spinner		}	90— 200	2	280— 420
184. Weaver					
185. Compounder Grade II			80— 145	4	300— 600—Extn.—700
186. Laboratory Attendant		}	80— 145	2	280— 420
187. Dresser					
188. Milk Recorder			80— 145	2	280— 420
189. Salesman			80— 145	2	280— 420
190. Mechanic			80— 145	2	280— 420
191. Smith		}			
192. Blacksmith					
193. Carpenter Lower Grade					
194. Carpenter-cum-Smith					
195. Sergeant					
196. Riding Boy	80— 145		2	280— 420	
197. Driver					
198. Tractor Driver					
199. Jeep Driver					
200. Truck Driver					
201. Mutchi					
202. Jamedar					
203. Laboratory Attender		65— 95	2	280— 420	
204. Packer		65— 95	2	280— 420	
205. Peon		65— 95	1	250— 350	
206. Attendant		65— 95	1	250— 350	
207. Laboratory Attendant		65— 95	2	280— 420	
208. Dairyman	}				
209. Flockman					
210. Mukadam					
211. Grazier					
212. Gowli					
213. Shepherd					
214. Cleaner					
215. Syce		65— 95	1	250— 350	
216. Cleaning Boy or Saddler					
217. Gurkha Watchman					
218. Watchman					
219. Cattleman					
220. Chowkidar					
221. Thoti					
222. Sweeper					
223. Calf Boy					

1	2	3	4	5
		Rs.		Rs.
224. Bull Care Taker	}			
225. Bull Attendant				
226. Poultry Attendant				
227. Poultry Labourer				
228. Messenger				
229. Plyer		65—95	1	250—350
230. Mali				
231. Cycle Orderly				
232. Dog Boy				
233. Helper				
234. Laboratory Peon				
235. Poultry Fieldman				
236. Master Flayer				
237. Mukadam Dairy Man				
238. Fitter-cum-Welder		65— 95	2	280— 420
239. Milker	}	65— 95	1	250— 350
240. Cleaner-cum-Saddler				
241. Cook		65— 95	2	280— 420
242. Jamedar Gowli	}			
243. Van Attendant				
244. Labourer				
245. Field Assistant				
246. Boiler Attendant				
247. Dairy Boy				
248. Dairy Attendant				
249. Peon-cum-Watchman				
250. Shepherd-cum-Grazier				
251. Store Attendant				
252. Kamadar				
253. Woman Labourer				
254. Laskar				
255. Delivery Boy				
256. Care Taker/Apiary Man		65— 95	1	250— 350
257. Garden Cooly				
258. Assistant Head Cooly				
259. Garden Head Cooly				
260. Sheep Grazier				
261. Cultivation Cooly				
262. Bullock Cartman				
263. Washerman/Milk Man				
264. Workshop Boy/Scavenger				
265. Bullockman-cum-Cowing Mate				
266. Office Peon/Farrier				
267. Office Night Watchman				
268. Breeding Bull Care Taker				
269. Stall Cleaner/Worker				
270. Attendant-cum-Messenger				
271. Blacksmith		65— 95	2	280— 420
272. Shearing Maistry	}	65— 95	1	250— 350
273. Maistry				

#### 4. DEPARTMENT OF ARCHAEOLOGY AND MUSEUMS

(para 12.499)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	No.
1	2	3	4	5
		Rs.		Rs.
1.	Director of Archaeology and Museum.	1000—1500	13	1450—2000
2.	Assistant Engineer	350— 900	10	750—1450
3.	Registration Officer	350— 900	10	750—1450
4.	Assistant to the Director of Archaeology.	300— 700	10	750—1450
5.	Conservation Assistant	275— 550	9	660—1300
6.	Conservation Assistant (Chemical)	275— 550	9	660—1300
7.	Technical Assistant	275— 550	9	660—1300
8.	Archaeological Assistant	250— 500	9	660—1300
9.	Epigraphist	250— 500	9	660—1300
10.	Curator	250— 500	9	660—1300
11.	Curator	225— 450	9	660—1300
12.	Surveyor	175— 450	9	660—1300
13.	Artist	175— 450	6	440— 900
14.	Film Operator	175— 450	5	400— 750—Extn.—850
15.	Foreman	175— 450	5	400— 750—Extn.—850
16.	Photographer Grade—I	175— 450	5	400— 750—Extn.—850
17.	Architectural Assistant	160— 350	6	440— 900
18.	Photographer Grade—II	160— 350	5	400— 750—Extn.—850
19.	Draughtsman	160— 350	6	440— 900
20.	Research Assistant	160— 350	9	660—1300
21.	First Division Clerk	130— 290	6	440— 900
22.	Clerk-cum-Stenographer	130— 290	6	440— 900
23.	Chemical Assistant	130— 290	6	440— 900
24.	Guide Instructor	130— 290	6	440— 900
25.	Gallery Assistant	130— 290	6	440— 900
26.	Guide Lecturer	130— 290	6	440— 900
27.	Assistant Curator	130— 290	6	440— 900
28.	Carpenter	100— 220	3	300— 500—Extn.—550
29.	Assistant Photographer	90— 200	3	300— 500—Extn.—550
30.	Typist	90— 200	4	300— 600—Extn.—700
31.	Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
32.	Explorer	90— 200	4	300— 600—Extn.—700
33.	Mechanic	90— 200	4	300— 600—Extn.—700
34.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
35.	Attender	80— 145	2	280— 420
36.	Daffedar	80— 145	2	280— 420
37.	Jeep Driver	80— 145	2	280— 420
38.	Butler	65— 95	2	280— 420
39.	Class IV Employee	65— 95	1	250— 350

\*See para 12.500.

**5. DEPARTMENT OF STATE ARCHIVES**

(para 12.506)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	GS. (Min.-Max.) No.
		(Min.-Max.)		
1	2	3	4	5
		Rs.		Rs.
1.	Special Officer (redesignated as Director).	1500 p.m. Consolidated pay	13	1450—2000
2.	Deputy Director of Archives	800—1250	11	900—1750
3.	Assistant Special Officer	400— 950	10	750—1450
4.	Librarian	400— 950	10	750—1450
5.	Archivist (Category A)	400— 950	10	750—1450
6.	Reprographist and Scientific Officer.	400— 950	10	750—1450
7.	Section Officer	300— 700	9	660—1300
8.	Assistant Archivist Grade-I	300— 700	9	660—1300
9.	Assistant Reprographist Grade-I	300— 700	8	600—1240
10.	Assistant Archivist Grade-II	250— 500	9	660—1300
11.	Senior Assistant	250— 500	6	440— 900
12.	Assistant Reprographist (Grade-II)	200— 450	5	400— 750 —Extn.—850
13.	Library Assistant	200— 450	7	460—1000
14.	Assistant	160— 350	6	440— 900
15.	First Division Clerk	130— 290	6	440— 900
16.	Stenographer	130— 290	6	440— 900
17.	Photo Laboratory Assistant	120— 240	4	300— 600—Extn.—700
18.	Junior Assistant	90— 200	4	300— 600—Extn.—700
19.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
20.	Typist	90— 200	4	300— 600—Extn.—700
21.	Binder Grade-I	90— 200	4	300— 600—Extn.—700
22.	Binder Grade-II	80— 145	3	300— 500—Extn.—550
23.	Attender	80— 145	2	280— 420
24.	Peon-cum-Dustry Bearer	65— 95	1	250— 350

\* See para 12.514.

**6. DEPARTMENT OF COLLEGIATE EDUCATION**

(para 12.212)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	GS. (Min.-Max.) No.
		(Min.-Max.)		
1	2	3	4	5
		Rs.		Rs.
1.	Director	1300—1800	14	2000—2500
2.	Professor (Selection Grade)	1000—1500	12	1300—1900
3.	Chief Accounts Officer	700—1100	11	900—1750
4.	Professor	500—1000	12	1300—1900
5.	Deputy Director	400— 950	11	900—1750

1	2	3	4	5
		Rs.		Rs.
6.	Accounts Assistant	400—950	10	750—1450
7.	Accounts Officer (Triple Benefit Scheme).	400— 950	10	750—1450
8.	Reader	400— 950	11	900—1750
9.	Part time Reader	400 (Fixed)	}	No recommen- dation *
		200 (Fixed)		
10.	Lecturers (including Lecturers in Hindi and Music).	300— 700	11	900—1750
11.	Assistant Director	300— 700	10	750—1450
12.	Demonstrator/Tutor	250— 500	11	900—1750
		(for M. Scs.)		
		200— 450	7	460—1000
		(for others)		
13.	Senior Librarian	250— 500	7	460—1000
14.	Manager	250— 500	8	600—1240
15.	Accounts Superintendent	250— 500	8	600—1240
16.	Selection Grade Stenographer	250— 500	8	600—1240
17.	Physical Culture Instructor—			
	Selection Grade	250— 500	}	460—1000
	Grade I	225— 450		
	Grade II	175— 450		
	Grade III	120— 240		
18.	Superintendent	200— 450	8	600—1240
19.	Librarian	175— 450	7	460—1000
20.	Stenographer Grade-I	175— 450	6	440— 900
		(Non-clerical scale)		
21.	Part time Lecturer in Mercantile Law	150 (Fixed)		No recommen- dation *
22.	Laboratory Assistant	130— 290	6	440— 900
23.	First Division Clerk	130— 290	6	440— 900
24.	Library Technical Assistant	90— 200	4	300— 600—Extn.—700
25.	Mechanic	90— 200	3	300— 500—Extn.—550
26.	Pharmacist/Compounder	90— 200	4	300— 600—Extn.—700
27.	Carpenter	90— 200	2	280— 420
28.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
29.	Typist	90— 200	4	300— 600—Extn.—700
30.	Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
31.	Attender/Jamedar/Mutchi/Daffedar	80— 145	2	280— 420
32.	Driver	80— 145	2	280— 420
33.	Fieldman	65— 95	1	250— 350
34.	Peons and other Class-IV	65— 95	1	250— 350

\*See para 12.217.

## 7. COMMAND AREA DEVELOPMENT PROJECTS

(para 12.567)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	No.
1	2	(Min.-Max.)	GS, (Min.-Max.)	5
<b>(i) KAVERI BASIN PROJECTS</b>				
		Rs.	Rs.	
		Encadred in I.A.S.		
1.	Administrator			
2.	Deputy Administrator	400— 950	11	900—1750
3.	Gazetted Manager	300— 700	10	750—1450
4.	First Division Clerk	130— 290	6	440— 900
5.	Stenographer	130— 290	6	440— 900
6.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
7.	Typist	90— 200	4	300— 600—Extn.—700
8.	Driver	80— 145	2	280— 420
9.	Peon	65— 95	1	250— 350
<b>(ii) MALAPRABHA AND GHATAPRABHA PROJECTS</b>				
1.	Administrator	2500—2750	15	2500—2750
2.	Deputy Administrator	700—1100	11	900—1750
3.	Joint Director (Statistics)	700—1100	13	1450—2000
4.	Gazetted Manager	300— 700	10	750—1450
5.	Planning Officer	300— 700	10	750—1450
6.	Deputy Tahsildar	225— 450	8	600—1240
7.	Accountant	225— 450	8	600—1240
8.	First Division Clerk	130— 290	6	440— 900
9.	First Grade Stenographer	130— 290	6	440— 900
10.	Forest Guards	100— 220	4	300— 600—Extn.—700
11.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
12.	Second Grade Typist	90— 200	4	300— 600—Extn.—700
13.	Driver	80— 145	2	280— 420
14.	Peon	65— 95	1	250— 350
15.	Watchman	65— 95	1	250— 350
<b>(iii) TUNGABHADRA AND UPPER KRISHNA PROJECTS</b>				
		Encadred in I.A.S.		
1.	Administrator			
2.	Deputy Administrator	400— 950	11	900—1750
3.	Gazetted Manager	300— 700	10	750—1450
4.	Assistant Project Manager II	300— 700	10	750—1450
5.	District Auditors	275— 550	8	600—1240
6.	Inspection Accountant	250— 500	8	600—1240
7.	Deputy Tahsildar	225— 450	8	600—1240
8.	Sheristedar	225— 450	8	600—1240
9.	Auditors	130— 290	6	440— 900
10.	Stenographer	130— 290	6	440— 900
11.	First Division Clerk	130— 290	6	440— 900
12.	Co-operative Inspector	120— 240	6	440— 900
13.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
14.	Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
15.	Typist	90— 200	4	300— 600—Extn.—700
16.	Mechanic	90— 200	3	300— 500—Extn.—550
17.	Driver	80— 145	2	280— 420
18.	Daffedar	80— 145	2	280— 420
19.	Peon	65— 95	1	250— 350
20.	Watchman	65— 95	1	250— 350
21.	Cleaner	65— 95	1	250— 350



## 8. DEPARTMENT OF COMMERCIAL TAXES

(para 12.412)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	(Min.-Max.)
1	2	3	4	5
		Rs.		Rs.
1.	Commissioner of Commercial Taxes.			Encadred in I.A.S.
2.	Deputy Commissioner of Commercial Taxes.	1000—1500	13	1450—2000
3.	Assistant Commissioner of Commercial Taxes.	700—1100	11	900—1750
4.	Commercial Tax Officer	400— 950	10	750—1450
5.	Deputy Director of Statistics	400— 950	11	900—1750
6.	Assistant Commercial Tax Officer	275— 550	8	600—1240
7.	Manager Grade I	275— 550	8	600—1240
8.	Gazetted Manager	275— 550	8	600—1240
9.	Accounts Superintendent	250— 500	8	600—1240
10.	Commercial Tax Inspector	175— 450	6	440— 900
11.	Manager Grade II	175— 450	6	440— 900
12.	Receptionist	175— 450	6	440— 900
13.	First Division Clerk	130— 290	6	440— 900
14.	Stenographer	130— 290	6	440— 900
15.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
16.	Commercial Tax Sub-Inspector	90— 200	4	300— 600—Extn.—700
17.	Junior Stenographer	90— 200	6	440— 900
18.	Typist	90— 200	4	300— 600—Extn.—700
19.	Telephone Operator	90— 200	4	300— 600—Extn.—700
20.	Bill Collector	80— 145	2	280— 420
21.	Attender	80— 145	2	280— 420
22.	Daffedar	80— 145	2	280— 420
23.	Driver	80— 145	2	280— 420
24.	Lift Attender	80— 145	2	280— 420
25.	Constable	80— 145	4	300— 600—Extn.—700
26.	Peon	65— 95	1	250— 350
27.	Watchman	65— 95	1	250— 350
28.	Sweeper-cum-Scavenger	65— 95	1	250— 350
29.	Accounts Officer	590— 900		
		(Central Scale)		
30.	Section Officer	590— 900		
		(Central Scale)		
31.	Selection Grade Auditor	590— 900		
		(Central Scale)		

} No Recommendation\*

\*See para 12.23.

## 9. COMMUNITY DEVELOPMENT DEPARTMENT

(para 12. 559)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
<b>(i) COMMUNITY DEVELOPMENT</b>				
		Rs.		Rs.
	1. Development Commissioner and Commissioner for Agricultural Production and Special Secretary for Agricultural Production and Secretary Planning.		Encadred in I. A. S.	
	2. Deputy Development Commissioner and Ex-Officio Deputy Secretary to Government (Administration and Programme).	1000—1500	13	1450—2000
	3. Deputy Development Commissioner and Ex-Officio Deputy Secretary to Government (Special Schemes).	1000—1500	13	1450—2000
	4. Co-ordinator	1000—1500	13	1450—2000
	5. Senior Accounts Officer	800—1250	11	900—1750
	6. Senior District Development Assistant	700—1100	11	900—1750
	7. Gazetted Assistant to the Divisional Commissioners (Development).	700—1100	13	1450—2000
	8. Assistant Development Commissioner.	400— 950	11	900—1750
	9. Special Officer (Nutrition)	400— 950	11	900—1750
	10. District Development Assistant	400— 950	11	900—1750
	11. District Panchayat and Youth Services Officer	400— 950	10	750—1450
	12. Accounts Officer	400— 950	10	750—1450
	13. Section Officer	300— 700	8	600—1240
	14. District Panchayat and Youth Services Officer.	300— 700	10	750—1450
	15. Block Development Officer	300— 700	10	750—1450
	16. Extension Officer (Agriculture)	275— 550 250— 500	9	660—1300
	17. Extension Officer (Rural Engineering) (Engineering Graduates)	275— 550	9	660—1300
	18. Extension Officer (Rural Engineering) (Engineering Diploma Holders).	175— 450	5	400— 750—Extn.—850
	19. Extension Officer (Animal Husbandry).	275— 550	9	660—1300
	20. Accounts Superintendent	250— 500	8	600—1240
	21. Superintendent	225— 450	8	600—1240
	22. Taluk Sheristedar	225— 450	8	600—1240
	23. Manager	175— 450	6	440— 900

1	2	3	4	5
		Rs.		Rs.
24.	Stenographer	160—350	6	440—900
25.	First Division Clerk	130—290	6	440—900
26.	Auditor	130—290	6	440—900
27.	Extension Officer (Co-operation)	130—290	6	440—900
28.	Extension Officer (Panchayat)	130—290	6	440—900
29.	Social Education Organiser	130—290	6	440—900
30.	Mukhya Sevikas	130—290	6	440—900
31.	Gramasevak	130—290 120—240	} 4	300—600—Extn.—700
32.	Progress Assistant	130—290		
33.	Gramasevika	120—240	4	300—600—Extn.—700
34.	Second Division Clerk	90—200	4	300—600—Extn.—700
35.	Typist	90—200	4	300—600—Extn.—700
36.	Driver	80—145	2	280—420
37.	Class IV	65—95	1	250—350

(ii) ADMINISTRATIVE TRAINING INSTITUTE, MYSORE

38.	Director	Encadred in I.A.S.		
39.	Joint Director	1000—1500	13	1450—2000
40.	Assistant Director	700—1100	11	900—1750
41.	Assistant Director (Community Development and Panchayati Raj ; Revenue and General Administration).	400—950	11	900—1750
42.	Assistant Director (Accounts)	400—950	10	750—1450
43.	Assistant Director (Co-operation)	300—700	10	750—1450
44.	Manager	225—450	8	600—1240
45.	Artist	225—450	6	440—900
46.	Librarian	175—450	7	460—1000
47.	Reporter	160—350	6	440—900
48.	Stenographer	130—290	6	440—900
49.	First Division Clerk	130—290	6	440—900
50.	Accountant	130—290	6	440—900
51.	Junior Statistical Assistant	130—290	6	440—900
52.	Cine Operator	120—240	4	300—600—Extn.—700
53.	Second Division Clerk	90—200	4	300—600—Extn.—700
54.	Junior Stenographer	90—200	6	440—900
55.	Jamedar	80—145	2	280—420
56.	Roneo Operator	80—145	2	280—420
57.	Driver	80—145	2	280—420
58.	Mali	80—145	1	250—350
59.	Peon	65—95	1	250—350
60.	Part time Professor	Rs. 100 p.m. No Recommendation		

(iii) RURAL DEVELOPMENT TRAINING CENTRES

61.	Principal	700—1100	} 11	900—1750
62.	Principal	400—950		

(iv) HOME SCIENCE WING

63.	Chief Instructress	250—450	10	750—1450
		(Old Scale)		
64.	Assistant Instructress	140—320	7	460—1000
		(Old Scale)		

(v) DROUGHT PRONE AREA PROJECT, BIJAPUR

65.	Director	1000—1500	13	1450—2000
66.	Accounts Officer	700—1100	11	900—1750
67.	Credit Planning Officer	700—1100	11	900—1750

1	2	3	4	5
		Rs.		Rs.
68.	Progress Evaluation Officer	700—1100	11	900—1750
69.	Office Manager	175— 450	6	440— 900
70.	First Division Clerk	130— 290	6	440— 900
71.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
72.	Typist	90— 200	4	300— 600—Extn.—700
73.	Driver	80— 145	2	280— 420
74.	Peon	65— 95	1	250— 350
(vi) DROUGHT PRONE AREA PROGRAMME, CHITRADURGA, BELGAUM, KOLAR AND DHARWAR				
75.	Project Officer	700—1100	11	900—1750
76.	First Division Clerk	130— 290	6	440— 900
77.	Typist	90— 200	4	300— 600—Extn.—700
78.	Driver	80— 145	2	280— 420
(vii) PILOT INTENSIVE RURAL EMPLOYMENT PROJECT, HARIHAR.				
79.	Director	1000—1500	13	1450—2000
80.	Assistant Engineer	350— 900	10	750—1450
81.	Junior Engineer	275— 550	9	660—1300
82.	First Division Clerk	130— 290	6	440— 900
83.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
84.	Typist	90— 200	4	300— 600—Extn.—700

## 10. GOVERNMENT COMPUTER CENTRE

(para 12.546)

Sl. No.	Designation	Existing	Recommended
		Scales of Pay (Min.-Max.)	Scales of Pay GS. (Min.-Max.) No.
1	2	3	4
		Rs.	Rs.
1.	Manager	1800 Fixed	14 2000—2500
2.	Senior Programmer	700—1100	10 750—1450 *
3.	Deputy Director	400— 950	11 900—1750
4.	Junior Programmer	300— 700	9 660—1300 *
5.	Accounts Superintendent	250— 500	8 600—1240
6.	Senior Statistical Assistant	175— 450	8 600—1240
7.	Senior Supervisor	175— 450	8 600—1240
8.	Junior Statistical Assistant	130— 290	6 440— 900
9.	Stenographer	130— 290	6 440— 900
10.	First Division Clerk	130— 290	6 440— 900
11.	Junior Supervisor	130— 290	6 440— 900
12.	Punch Operator (Senior)	130— 290	4 300— 600—Extn.—700
13.	Punch Operator (Junior)	90— 200	4 300— 600—Extn.—700
14.	Typist	90— 200	4 300— 600—Extn.—700
15.	Second Division Clerk	90— 200	4 300— 600—Extn.—700
16.	Enumerator	90— 200	4 300— 600—Extn.—700
17.	Class IV	65— 95	1 250— 350

1	2	3	4	5
		Rs.		Rs.
<b>NEW POSTS (NOT YET OPERATED)</b>				
1. Systems Manager		1000—1500	13	1450—2000
2. Systems Analyst/Operation Manager		700—1100	11	900—1750
3. Senior Programmer		400— 950	10	750—1450
4. Assistant Manager (Input)		400— 950	8	600—1240
5. Junior Programmer/Senior Console Operator		300— 700	9	660—1300
6. Assistant Manager (Control)/ Supervisor (Input)		275— 550	6	440— 900
7. Junior Console Operator		275— 550	6	440— 900
8. Electrician-cum-Airconditioning Operator		120— 240	4	300— 600—Extn.—700

\* see para 12.549

## 11. DEPARTMENT OF CO-OPERATION

(para 12.423)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	Registrar of Co-operative Societies		Encadred in I.A.S.	
2.	Joint Registrar of Co-operative Societies (Head Quarters)		Encadred in I.A.S.	
3.	Joint Registrars of Co-operative Societies	1000—1500	13	1450—2000
4.	Deputy Registrar of Co-operative Societies	700—1100	11	900—1750
5.	Deputy Chief Auditor	700—1100	11	900—1750
6.	Executive Engineer	700—1100	11	900—1750
7.	Deputy Controller of State Accounts	700—1100	11	900—1750
8.	Assistant Engineer	350— 900	10	750—1450
9.	Assistant Registrars/Special Audi- tors/District Co-operative Audit Officers/Instructor	300— 700	10	750—1450
10.	Statistician	300— 700	10	750—1450
11.	Dairy Officer	300— 700	8	600—1240
12.	Assistant Director	300— 700	10	750—1450
13.	Junior Engineer	275— 550	9	660—1300
14.	District Auditor of Co-operative Societies	275— 550	8	600—1240
15.	Technical Assistant	275— 550	9	660—1300
16.	Accounts Superintendent	250— 500	8	600—1240
17.	Senior Inspector/Senior Grade Auditor	200— 450	6	440— 900

1	2	3	4	5
		Rs.		Rs.
18.	Superintendent	200— 450	8	600—1240
19.	Head Clerk	175— 450	6	440— 900
20.	Dairy Assistant	175— 450	5	400— 750—Extn.—850
21.	Cine Operator	175— 450	5	400— 750—Extn.—850
22.	Draughtsman	175— 450	5	400— 750—Extn.—850
23.	Jobber	175— 450	5	400— 750—Extn.—850
24.	Inspector of Co-operative Societies/ Senior Auditor/Assistant District Co-operative Officer	130— 290	6	440— 900
25.	Reserve Bank of India Supervisor	130— 290	6	440— 900 *
26.	First Division Clerk	130— 290	6	440— 900
27.	Stenographer	130— 290	6	440— 900
28.	Mechanical Supervisor	130— 290	4	300— 600—Extn.—700
29.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
30.	Junior Inspector/Junior Auditor	90— 200	6	440— 900
31.	Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
32.	Typist	90— 200	4	300— 600—Extn.—700
33.	Lady Organiser	90— 200	6	440— 900
34.	Jamedar	90— 200	2	280— 420
35.	Daffedar	80— 145	2	280— 420
36.	Attender/Process Server/Amins/ Naiks/Mutchi.	80— 145	2	280— 420
37.	Driver	80— 145	2	280— 420
38.	Peon	65— 95	1	250— 350

\* see para 12.429

## 12. DEPARTMENT OF DRUGS CONTROL

(para 12.150)

Sl. No.	Designation	Existing		Recommended
		Scales of Pay		Scales of Pay
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	Drugs Controller	1000—1500	14	2000—2500
2.	Director, Drugs Testing Laboratory.	1000—1500	13	1450—2000
3.	Deputy Drugs Controller	800—1250	11	900—1750
4.	Principal, Government College of Pharmacy.	800—1250	13	1450—2000
5.	Superintendent (Drugs Testing Laboratory).	700—1100	11	900—1750
6.	Reader	700—1100	12	1300—1900
7.	Assistant Professor	500—1000	12	1300—1900
8.	Special Officer	500—1000	11	900—1750
9.	Assistant Drugs Controller	400— 950	10	750—1450
10.	Pharmacologist	350— 900	10	750—1450
11.	Pharmacognosist	350— 900	10	750—1450
12.	Bacteriologist	350— 900	10	750—1450

1	2	3	4	5
		Rs.		Rs.
13.	Senior Chemist	350— 900	10	750—1450
14.	Bio-Chemist	350— 900	10	750—1450
15.	Research Chemist	350— 900	10	750—1450
16.	Drugs Inspector	300— 700	9	660—1300
17.	Lecturer (Pharmacy)	275— 550	11	900—1750
18.	Lecturer (Non-Pharmacy) (Physics/English/Chemistry/ Mathematics/Biology).	275— 550	11	900—1750
19.	Instructor	275— 550	11	900—1750
20.	Veterinarian	275— 550	9	660—1300
21.	Lay Secretary	275— 550	8	600—1240
22.	Administrative Assistant	275— 550	8	600—1240
23.	Manager	250— 500	8	600—1240
24.	Accounts Superintendent	250— 500	8	600—1240
25.	Junior Chemist	175— 450	9	660—1300
26.	Demonstrator	175— 450	9	660—1300
27.	Supervisor	175— 450	5	400— 750—Extn.—850
28.	Air Conditioning Mechanic	175— 450	5	400— 750—Extn.—850
29.	Draughtsman-cum-Artist	175— 450	5	400— 750—Extn.—850
30.	Assistant Instructor	175— 450	9	660—1300
31.	Superintendent Grade II	175— 450	6	440— 900
32.	Statistician	175— 450	8	600—1240
33.	Laboratory Technician (Drugs)	130— 290	6	440— 900
34.	Accountant	130— 290	6	440— 900
35.	Cashier	130— 290	6	440— 900
36.	Record Clerk	130— 290	6	440— 900
37.	Store Keeper	130— 290	6	440— 900
38.	First Division Clerk	130— 290	6	440— 900
39.	Examiner (Advertisements)	130— 290	5	400— 750—Extn.—850
40.	Library Assistant	130— 290	6	440— 900
41.	Stenographer	130— 290	6	440— 900
42.	Laboratory Technician (Senior)	100— 220	4	300— 600—Extn.—700
43.	Technician	100— 220	4	300— 600—Extn.—700
44.	Animal Supervisor	100— 220	4	300— 600—Extn.—700
45.	Glass Blower	100— 220	4	300— 600—Extn.—700
46.	Junior Stenographer	90— 200	6	440— 900
47.	Typist	90— 200	4	300— 600—Extn.—700
48.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
49.	Driver	80— 145	2	280— 420
50.	Laboratory Attendant	80— 145	2	280— 420
51.	Attender	80— 145	2	280— 420
52.	Animal Attendant	80— 145	2	280— 420
53.	Animal House Keeper	65— 95	1	250— 350
54.	Store Attendant	65— 95	1	250— 350
55.	Plumber	65— 95	2	280— 420
56.	Carpenter	65— 95	2	280— 420
57.	Gardener	65— 95	1	250— 350
58.	Mali	65— 95	1	250— 350
59.	Cycle Orderly	65— 95	1	250— 350
60.	Home Orderly	65— 95	1	250— 350
61.	Peon	65— 95	1	250— 350
62.	Servant	65— 95	1	250— 350
63.	Watchman-cum-Sweeper	65— 95	1	250— 350
64.	Watchman	65— 95	1	250— 350
65.	Sweeper	65— 95	1	250— 350

\* see para 12.157

### 13. BUREAU OF ECONOMICS AND STATISTICS

(para 12.542)

Sl. No.	Designation	Existing Scales of Pay	GS. (Min.-Max.) No.	Recommended Scales of Pay
		(Min.-Max.)		(Min.-Max.)
1	2	3	4	5
		Rs.		Rs.
1.	Director	1000—1500	14	2000—2500
2.	Joint Director	700—1100	13	1450—2000
3.	Deputy Directors (including District Planning Officers).	400— 950	11	900—1750
4.	Assistant Director	300— 700	10	750—1450
5.	Artist-cum-Draughtsman (Senior)	250— 500	6	440— 900
6.	Superintendent Grade I	200— 450	8	600—1240
7.	Senior Statistical Assistant	175— 450	8	600—1240
8.	Superintendent Grade II	175— 450	6	440— 900
9.	Artist-cum-Draughtsman (Junior)	175— 450	6	440— 900
10.	Junior Statistical Assistant	130— 290	6	440— 900
11.	First Division Clerk	130— 290	6	440— 900
12.	Stenographer	130— 290	6	440— 900
13.	Enumerator	90— 200	4	300— 600—Extn.—700
14.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
15.	Typist	90— 200	4	300— 600—Extn.—700
16.	Punch Operator	90— 200	4	300— 600—Extn.—700
17.	Operator	90— 200	3	300— 500—Extn.—550
18.	Binder	90— 200	3	300— 500—Extn.—550
19.	Attender	80— 145	2	280— 420
20.	Daffedar	80— 145	2	280— 420
21.	Driver	80— 145	2	280— 420
22.	Class IV Servant	65— 95	1	250— 350
23.	Watchman	65— 95	1	250— 350

### 14. GOVERNMENT ELECTRICAL INSPECTORATE

(para 12.396)

Sl. No.	Designation	Existing Scales of Pay	GS. (Min.-Max.) No.	Recommended Scales of Pay
		(Min.-Max.)		(Min.-Max.)
1	2	3	4	5
		Rs.		Rs.
1.	Electrical Inspector to Govern- ment.	1000—1500	13	1450—2000
2.	Deputy Electrical Inspector to Government.	700—1100	11	900—1750
3.	Accounts Officer	400— 950	10	750—1450
4.	Assistant Electrical Inspector	350— 900	10	750—1450
5.	Junior Electrical Inspector	275— 550	9	660—1300



1	2	3	4	5
		Rs.		Rs.
6.	Accounts Superintendents (Assistant Accounts Officer).	250— 500	8	600—1240
7.	Draughtsman	175— 450	5	400— 750—Extn.—850
8.	Stenographer	130— 290	6	440— 900
9.	First Division Clerk	130— 290	6	440— 900
10.	Assistant Draughtsman	120— 240	4	300— 600—Extn.—700
11.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
12.	Typist	90— 200	4	300— 600—Extn.—700
13.	Mechanic Grade II-cum-Driver	90— 200	3	300— 500—Extn.—550
14.	Mechanic Grade III-cum-Driver	80— 145	3	300— 500—Extn.—550
15.	Daffedar	80— 145	2	280— 420
16.	Sweeper	65— 95	1	250— 350
17.	Peon	65— 95	1	250— 350
18.	Watchman	65— 95	1	250— 350
19.	Helper	65— 95	2	280— 420

## 15. DEPARTMENT OF EMPLOYMENT AND TRAINING

(para 12.336)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	Director of Employment and Training and State Apprenticeship Adviser.	Encadred in I. A. S.		
2.	Joint Director of Training	1000—1500	13	1450—2000
3.	Joint Director of Employment	1000—1500	13	1450—2000
4.	Deputy Apprenticeship Adviser including Principal Grade-1 and Deputy Director of Training.	700—1100	11	900—1750
5.	Deputy Director of Employment	700—1100	11	900—1750
6.	Asst. Director (Administration)	400— 950	10	750—1450
7.	Asst. Director (including Deputy Chief, University Employment Information and Guidance Bureau).	400— 950	10	750—1450
8.	Asst. Director (Accounts)	400— 950	10	750—1450
9.	Principal Grade II/Vice-Principal/Asst. Director (Training)/Asst. Apprenticeship Adviser.	350— 900	10	750—1450
10.	Administrative Assistant	300— 700	8	600—1240
11.	Employment Officer (including Editor, Career Study Centres).	275— 550	10	750—1450

1	2	3	4	5
		Rs.		Rs.
12.	Foreman Instructor, including Mill Wright and Junior Apprenticeship Advisers.	275— 550	8	600—1240
13.	Craft Instructor, Business Management.	275— 550	7	460—1000
14.	Accounts Supdt./Accounts-cum-Office Superintendent.	250— 500	8	600—1240
15.	Accounts Superintendent	250— 500	8	600—1240
16.	Stenographer Selection Grade (Training).	250— 500	8	600—1240
17.	Supervisory Instructors, including Senior Technical Asst. and Mill Wright.	200— 450	7	460—1000
18.	Superintendent Grade-I	200— 450	8	600—1240
19.	Craft Instructor, including Junior Technical Asst. Allied Trade Instructor, Drawing and Mathematics Instructor and Cinema Projector Operator-cum-Mechanic.	175— 450	5	400— 750—Extn.—850 (for Diploma holders) *
			4	300— 600—Extn.—700 (for others)
20.	Craft Instructor for stenography	175— 450	7	460—1000
21.	Supdt. Grade-II including Store Superintendent.	175— 450	6	440— 900
22.	Asst. Employment Officer (Technical).	175— 450	6	440— 900
23.	Asst. Employment Officer/Asst. Chief University Employment Information and Guidance Bureau.	160— 350	6	440— 900
24.	Stenographer	130— 290	6	440— 900
25.	First Division Clerk	130— 290	6	440— 900
26.	First Division Clerk (Training)	130— 290	6	440— 900
27.	Stenographer (Training)	130— 290	6	440— 900
28.	Second Division Clerk (Training)	90— 200	4	300— 600—Extn.—700
29.	Typist (Training)	90— 200	4	300— 600—Extn.—700
30.	Junior Stenographer	90— 200	6	440— 900
31.	Typist	90— 200	4	300— 600—Extn.—700
32.	Second Division Clerk (including Proof Reader).	90— 200	4	300— 600—Extn.—700
33.	Attender	80— 145	2	280— 420
34.	Jamedar	80— 145	2	280— 420
35.	Daffedar	80— 145	2	280— 420
36.	Jamedar (Training)	80— 145	2	280— 420
37.	Driver	80— 145	2	280— 420
38.	Workshop Attender	65— 95	2	280— 420
39.	Peon/Watchman/Sweeper (Training).	65— 95	1	250— 350
40.	Peon	65— 95	1	250— 350

\* see para 12.339

## 16. DEPARTMENT OF ENDOWMENTS

(para 12.492)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay		
		(Min.-Max.)	GS. (Min.-Max.)	No.	
1	2	3	4	5	
		Rs.		Rs.	
1.	Commissioner for Religious and Charitable Endowments.	IAS/KAS Senior Scale	13	1450—2000	
2.	Charity Commissioner	1300—1800	14	2000—2500	
3.	Assistant Charity (Executive) Commissioner, Bombay area.	700—1100	13	1450—2000	
4.	Assistant Commissioner, Hindu Religious and Charitable Endowments Mangalore, Kollegal, Bellary.	400— 950	11	900—1750	
5.	Secretary, Sri Yediur Sidda-Lingeswaraswamy Temple.	400— 950	11	900—1750	
6.	Headquarters Assistant to the Commissioner.	400— 950	11	900—1750	
7.	Assistant Engineer	350— 900	10	750—1450	
8.	Gazetted Manager, Karnataka State Charities, Thirumala.	275— 550	10	750—1450	
9.	Muzarai Asst. to the Deputy Commissioner, Bangalore and Mysore.	275— 550	10	750—1450	
10.	Executive Officer, Malai Mahadeswara Temple, Kollegal.	275— 550	10	750—1450	
11.	Gazetted Manager	275— 550	8	600—1240	
12.	Executive Officer, Sri Srikanteswaraswamy Temple, Nanjangud.	275— 550	10	750—1450	
13.	Special Tahsildar for Muzrai Works, Corporation area, Bangalore.	275— 550	10	750—1450	
14.	Junior Engineer (Head Office).	275— 550	9	660—1300	
15.	Professor, Maharaja's Sanskrit College, Mysore.	275—550	12	1300—1900	
16.	Senior Pandit (Melkote)	275— 550	10	750—1450	
17.	Manager (Non-Gazetted)	250— 500	8	600—1240	
18.	Accounts Superintendent	250— 500	8	600—1240	
19.	Superintendent Grade-II	200— 450	8	600—1240	
20.	Agama Pandit (Senior)	175— 450	10	750—1450	
21.	Junior Engineer, Office of the Special Tahsildar for Muzrai Works, Bangalore.	175— 450	5	400— 750—Extn.—850	
22.	Draughtsman	175— 450	5	400— 750—Extn.—850	
23.	First Division Grades : (First Division Clerk/Accountant/First Grade Inspector/Travelling Auditor/Receptionist/Peshkar).	130— 290	6	440— 900	
24.	Stenographer	130— 290	6	440— 900	

1	2	3	4	5
		Rs.		Rs.
25.	Assistant Professor	130— 290	11	900—1750
26.	Agama Pandit (Junior)	130— 290	9	660—1300
27.	Other Pandits (Melkote)	130— 290	10	750—1450
28.	Prabandha Teacher	130— 290	10	750—1450
29.	English Teacher	130— 290	10	750—1450
30.	Second Division Grades : (Second Division Clerk/Second Grade Inspector/Second Grade Auditor/Revenue Inspector/Peshkar).	90— 200	4	300— 600—Extn.—700
31.	Second Grade Typist	90— 200	4	300— 600—Extn.—700
32.	Driver	80— 145	2	280— 420
33.	Attender, Daffedar, Mutchi	80— 145	2	280— 420
34.	Peon	65— 95	1	250— 350

### 17. EXCISE DEPARTMENT

(para 12.407)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	No.
1	2	(Min.-Max.)	GS. (Min.-Max.)	5
		Rs.		Rs.
1.	Excise Commissioner	Encadred in I.A.S.		
2.	Deputy Commissioner (Enforcement).	Encadred in I.A.S.		
3.	Headquarters Assistant to Excise Commissioner.	400— 950	11	900—1750
4.	Superintendent of Excise/Special Officer.	400— 950	11	900—1750
5.	Deputy Superintendent of Excise	275— 550	10	750—1450
6.	Office Assistant/Manager	275— 550	8	600—1240
7.	Inspector of Excise (Senior)	250— 500	8	600—1240
8.	Prosecution Inspector	225— 450	10	750—1450*
9.	Senior Clerk	175— 450	6	440— 900
10.	Inspector of Excise (Junior)	160— 350	8	600—1240
11.	First Division Clerk	130— 290	6	440— 900
12.	Stenographer (Senior)	130— 290	6	440— 900
13.	Sub-Inspector of Excise	90— 200	4	300— 600—Extn.—700
14.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
15.	Typist	90— 200	4	300— 600—Extn.—700
16.	Mutchi	80— 145	2	280— 420
17.	Cask Maistry	80— 145	2	280— 420
18.	Cooper	80— 145	2	280— 420
19.	Jamedar	80— 145	2	280— 420
20.	Daffedar	80— 145	2	280— 420
21.	Driver	80— 145	2	280— 420
22.	Guard	65— 95	2	280— 420
23.	Other Class IV Servants (Peon, Treemarkar, Lascar and Grogging Cooly).	65— 95	1	250— 350

\* see para 12.410

## 18. DEPARTMENT OF FACTORIES AND BOILERS

(para 12.366)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	Chief Inspector of Factories and Boilers.	1000—1500	13	1450—2000
2.	Medical Inspector of Factories	800—1250	11	900—1750
3.	Deputy Chief Inspector of Boilers	700—1100	11	900—1750
4.	Deputy Chief Inspector of Factories.	700—1100	11	900—1750
5.	Senior Inspector of Factories	400— 950	10	750—1450
6.	Senior Inspector of Boilers	400— 950	10	750—1450
7.	Senior Inspectress of Factories	400— 950	10	750—1450
8.	Inspector of Boilers	275— 550	9	660—1300
9.	Inspector of Factories	275— 550	9	660—1300
10.	Inspectress of Factories	275— 550	7	460—1000
11.	Superintendent Grade I	200— 450	8	600—1240
12.	Assistant Inspectress of Factories	175— 450	7	460—1000
13.	Assistant Inspector of Factories	175— 450	5	400— 750—Extn.—850
14.	Assistant Inspector of Boilers	175— 450	5	400— 750—Extn.—850
15.	Superintendent Grade II	175— 450	6	440— 900
16.	Senior Statistical Assistant	175— 450	8	600—1240
17.	First Division Clerk	130— 290	6	440— 900
18.	Stenographer Grade I	130— 290	6	440— 900
19.	Stenographer Grade II	90— 200	6	440— 900
20.	Typist	90— 200	4	300— 600—Extn.—700
21.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
22.	Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
23.	Peon	65— 95	1	250— 350

## 19. FILM UNIT

(para 12.456)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	Director	1000—1500	11	900—1750
2.	Section Officer	275— 550	8	600—1240
3.	Stenographer	130— 290	6	440— 900
4.	First Division Clerk	130— 290	6	440— 900
5.	Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
6.	Driver	80— 145	2	280— 420
7.	Dalayat	65— 95	1	250— 350
8.	Peon-cum-Cycle Orderly	65— 95	1	250— 350
9.	Watchman-cum-Sweeper	65— 95	1	250— 350

## 20. DEPARTMENT OF FIRE FORCE

(para 12.74)

Sl. No	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	Director			Encadred in I.P.S.
2.	Deputy Director (Administration)			Encadred in I.P.S.
3.	Chief Fire Officer	400— 950	11	900—1750
4.	Commandant	400— 950	11	900—1750
5.	Divisional Fire Officer	275— 550	10	750—1450
6.	Chief Instructor	275— 550	10	750—1450
7.	Station Officer	175— 450	8	600—1240
8.	Instructor	175— 450	8	600—1240
9.	Engineering Sub Officer	175— 450	5	400— 750—Extn.—850
10.	Manager	175— 450	6	440— 900
11.	Sub Officer	130— 290	6	440— 900
12.	First Division Clerk	130— 290	6	440— 900
13.	Assistant Sub Officer	120— 240	5	400— 750—Extn.—850
14.	Demonstrators	120— 240	5	400— 750—Extn.—850
15.	Fitter Class I	120— 240	3	300— 500—Extn.—550
16.	Leading Fireman	100— 220	5	400— 750—Extn.—850
17.	Fireman Driver	90— 200	4	300— 600—Extn.—700
18.	Fitter Class II	90— 200	2	280— 420
19.	Electrician	90— 200	2	280— 420
20.	Welder-cum-Tinsmith	90— 200	2	280— 420
21.	Driver Mechanic	90— 200	4	300— 600—Extn.—700
22.	Driver-cum-Mechanic	90— 200	4	300— 600—Extn.—700
23.	Painter	90— 200	2	280— 420
24.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
25.	Junior Stenographer	90— 200	6	440— 900
26.	Typist	90— 200	4	300— 600—Extn.—700
27.	Second Division Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
28.	Telephone Operator	90— 200	4	300— 600—Extn.—700
29.	Fireman	80— 145	4	300— 600—Extn.—700
30.	Fitter Class III	80— 145	2	280— 420
31.	Carpenter Class III	80— 145	2	280— 420
32.	Cleaner	80— 145	1	250— 350
33.	Dalayyat	65— 95	1	250— 350
34.	Sweeper	65— 95	1	250— 350

## 21. DEPARTMENT OF FISHERIES

(para 12.270)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
1.	Director of Fisheries	1000—1500	14	2000—2500
2.	Joint Director of Fisheries	1000—1500	13	1450—2000
3.	Project Co-ordinator for Malpe and Honnavar.	1000—1500	13	1450—2000
4.	Deputy Director of Fisheries	700—1100	11	900—1750
5.	Special Officer, Fish Seed Production, Bhadra Reservoir Project.	700—1100	11	900—1750
6.	Special Officer, Projects	700—1100	11	900—1750
7.	Senior Assistant Director	400—950	10	750—1450
8.	Assistant Director of Fisheries (in charge of Districts).	300—700	10	750—1450
9.	Assistant Directors of Fisheries (All other Posts).	300—700	9	660—1300
10.	Headmaster, Government Fisheries High School.	275—550	10	750—1450
11.	Assistant Superintendent of Fisheries/Fisheries Extension Officer / Research Assistant/ Inspector of Fisheries/Fishery Inspector/Hydrologist/Soil Chemist.	275—550	9	660—1300
12.	Manager Grade I	250—500	8	600—1240
13.	B. T. Assistant (Selection)	250—500	7	460—1000
14.	Superintendent (Grade I)	200—450	8	600—1240
15.	Marine Diesel Engineer	200—450	5	400—750—Extn.—850
16.	Mechanical Driver	200—450	5	400—750—Extn.—850
17.	Tindal (Senior)	200—450	5	400—750—Extn.—850
18.	Farm Supervisor	175—450	5	400—750—Extn.—850
19.	Superintendent (Grade II)	175—450	6	440—900
20.	Statistical Assistant (Senior)	175—450	8	600—1240
21.	Graduate Assistant/B. T. Assistant.	175—450	7	460—1000
22.	Tindal (Junior)	175—450	5	400—750—Extn.—850
23.	Senior Field Assistant	160—350	5	400—750—Extn.—850
24.	Physical Training Instructors (Diplomas).	160—350	7	460—1000
25.	Refrigeration Mechanic	160—350	5	400—750—Extn.—850
26.	First Division Clerk	130—290	6	440—900
27.	Senior Co-operative Inspector	130—290	6	440—900
28.	Stenographer	130—290	6	440—900
29.	Pandit	130—290	7	460—1000
30.	Music Teacher	130—290	7	460—1000
31.	Artist	120—240	6	440—900
32.	Workshop Superintendent	120—240	4	300—600—Extn.—700
33.	Sewing Mistress Grade I	120—240	4	300—600—Extn.—700
34.	Mechanical Instructor	120—240	5	400—750—Extn.—850

1	2	3	4	5
		Rs.		Rs.
35.	Master Fisherman	120—240	4	300—600—Extn.—700
36.	Coracle Maker	120—240	3	300—500—Extn.—550
37.	Craft Teacher Grade I	120—240	4	300—600—Extn.—700
38.	Secondary Grade Teachers/ Assistant Teachers.	100—220 90—200 (Non SSLC Trained)	4	300—600—Extn.—700
39.	Physical Training Instructors	100—220	4	300—600—Extn.—700
40.	Assistant Inspector of Fisheries/ Sub-Inspector of Fisheries/ Yard Officer.	90—200	4	300—600—Extn.—700
41.	Second Division Clerk	90—200	4	300—600—Extn.—700
42.	Typist	90—200	4	300—600—Extn.—700
43.	Craft Teacher Grade II	90—200	3	300—500—Extn.—550
44.	Manual Training Instructor	90—200	4	300—600—Extn.—700
45.	Drawing Master	90—200	4	300—600—Extn.—700
46.	Sewing Mistress Grade II	90—200	3	300—500—Extn.—550
47.	Manure Operatives/Petty Yard Officer/Statistical Surveyor.	80—145	3	300—500—Extn.—550
48.	Fieldman/Laboratory Attender/ Attender / Demonstration Maistry / Daffedar / Muslin Curer.	80—145	2	280—420
49.	Driver	80—145	2	280—420
50.	Fisherman/Fishery Watcher	65—95	2	280—420
51.	Peon/Watchman	65—95	1	250—350

## 22. GOVERNMENT FLYING TRAINING SCHOOL

(para 12.594)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	Principal	No scale	14	2000—2500 *
2.	Chief Flying Instructor	1300—1800	13	1450—2000
3.	Chief Aircraft Maintenance Engineer.	1300—1800	13	1450—2000
4.	Assistant Flying Instructor	800—1250 700—1100	} 11	900—1750
5.	Assistant Aircraft Maintenance Engineer	800—1250 700—1100		
6.	Secretary	300—700	10	750—1450
7.	Accounts Superintendent	250—500	8	600—1240
8.	Skilled Mechanic	225—450	5	400—750—Extn.—850
9.	Stenographer	175—450	6	440—900
10.	First Division Clerk	130—290	6	440—900



1	2	3	4	5
		Rs.		Rs.
11. Store Keeper		130— 290	6	440— 900
12. Semi Skilled Mechanic		120— 240	4	300— 600—Extn.—700
13. Second Division Clerk		90— 200	4	300— 600—Extn.—700
14. Time Keeper		90— 200	4	300— 600—Extn.—700
15. Assistant Store Keeper		90— 200	4	300— 600—Extn.—700
16. Assistant Time Keeper		80— 145	4	300— 600—Extn.—700
17. Driver		80— 145	2	280— 420
18. Air Craft Hand		80— 145	3	300— 500—Extn.—550
19. Attender		80— 145	2	280— 420
20. Daffedar		80— 145	2	280— 420
21. Cycle Orderly		65— 95	1	250— 350
22. Peon		65— 95	1	250— 350
23. Air Craft Helper		65— 95	2	280— 420
24. Watchman		65— 95	1	250— 350

\* See para 12.594.

### 23. DEPARTMENT OF FOOD AND CIVIL SUPPLIES

(para 12.550)

Sl. No.	Designation	Existing	Recommended	5
		Scales of Pay	Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	
			No.	
1	2	3	4	5
		Rs.		Rs.
1. Director		Encadred in I. A. S.		
2. Joint Director		1000—1500	13	1450—2000
3. Chief Accounts Officer		700—1100	11	900—1750
4. Asst. Director/Asst. Commr. (Depots)/Food Assts. to Dy. Commrs./Range Officer of Informal Rationing Area/ Headquarters Asst. to the Joint Director.		400— 950	11	900—1750
5. Accounts Officer		400— 950	10	750—1450
6. Paddy Specialist		400— 950	10	750—1450
7. Tahsildar/Special Tahsildar/ Godown Superintendent.		300— 700	10	750—1450
8. Senior Marketing Officer		300— 700	10	750—1450
9. Assistant Statistician		300— 700	10	750—1450
10. Public Relations Officer		275— 550	8	600—1240 *
11. Supply Officer		275— 550	10	750—1450
12. Manager Grade I		275— 550	10	750—1450
13. Accounts Superintendent		250— 500	8	600—1240
14. Manager of Joint Directors' Office		225— 450	8	600—1240
15. Junior Manager/Manager/Deputy Manager.		225— 450	8	600—1240
16. Paddy Purchase Asst./Senior Godown Keeper.		225— 450	8	600—1240
17. Sheristedar		225— 450	8	600—1240
18. Deputy Tahsildar		225— 450	8	600—1240

\* See para 12.552

1	2	3	4	5
		Rs.		Rs.
19.	Food Inspector/Junior Godown Keeper.	130— 290	6	440— 900
20.	First Division Clerk	130— 290	6	440— 900
21.	First Division Clerk (State Accounts Department).	130— 290	6	440— 900
22.	Stenographer Grade I	130— 290	6	440— 900
23.	Stenographer (State Accounts Department).	130— 290	6	440— 900
24.	Assistant Food Inspector	90— 200	4	300— 600—Extn.—700
25.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
26.	Typist	90— 200	4	300— 600—Extn.—700
27.	Fumigator	90— 200	2	280— 420
28.	Head Constable	90— 200	5	400— 750—Extn.—850
29.	Constable	80— 145	4	300— 600—Extn.—700
30.	Third Division Clerk	80— 145	4	300— 600—Extn.—700
31.	Attender/Jamedar/Daffedar/ Dafterband.	80— 145	2	280— 420
32.	Driver	80— 145	2	280— 420
33.	Class IV Servant (inclusive of Cycle Orderly, Watchman, Stitcher, Shifter, Peon and Sweeper).	65— 95	1	250— 350

#### CIVIL SUPPLIES

1.	Deputy Director	700—1100	11	900—1750
2.	First Grade Inspector	250— 500	6	440— 900
3.	Second Grade Inspector	200— 450	6	440— 900
4.	Superintendent Grade I	200— 450	8	600—1240
5.	Superintendent Grade II	175— 450	6	440— 900
6.	Assistant Inspector	130— 290	6	440— 900
7.	First Division Clerk	130— 290	6	440— 900
8.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
9.	Junior Stenographer	90— 200	6	440— 900
10.	Typist	90— 200	4	300— 600—Extn.—700
11.	Attender	80— 145	2	280— 420
12.	Mutchi	80— 145	2	280— 420
13.	Class IV Servant (inclusive of Cycle Orderly/Watchman/ Peon and Sweeper).	65— 95	1	250 —350

#### 24. FOREST DEPARTMENT

(para 12.277)

Sl. No.	Designation	Existing	Recommended	No.
		Scales of Pay	Scales of Pay	
1	2	(Min.-Max.)	GS. (Min.-Max.)	5
		Rs.	Rs.	
		Encadred in I.F.S.		
1.	Chief Conservator	1300—1800	15	2500—2750
2.	Chief Conservator (Non-IFS)	1000—1500	13	1450—2000
3.	Conservator (Non-IFS)	500—1000	11	900—1750
4.	Deputy Conservator (Non-IFS)			

1	2	3	4	5
		Rs.		Rs.
5.	Financial Assistant to the Chief Conservator of Forests.	400— 950	10	750—1450
6.	Asst. Conservator (Non-IFS)	300— 700	10	750—1450
7.	Gazetted Manager	275— 550	8	600—1240
8.	Forest Ranger Grade-I	275— 550	8	600—1240
9.	Veterinary Asst. Surgeon (Elephant Establishment).	275— 550	9	660—1300
10.	Forest Chemist	275— 550	9	660—1300
11.	Stenographer (Selection Grade)	250— 500	8	600—1240
12.	Superintendent Grade-I	200— 450	8	600—1240
13.	Superintendent Grade-II	175— 450	6	440— 900
14.	Forest Surveyor Grade-I	175— 450	5	400— 750—Extn.—850
15.	Draughtsman Grade-I	175— 450	4	300— 600—Extn.—700
16.	Photographer-cum-Artist	175— 450	6	440— 900
17.	Stenographer	175— 450	6	440— 900
18.	Operator or Foreman	175— 450	5	400— 750—Extn.—850
19.	Mechanical Overseer	175— 450	5	400— 750—Extn.—850
20.	Civil Overseer	175— 450	5	400— 750—Extn.—850
21.	Skidding Overseer	175— 450	5	400— 750—Extn.—850
22.	Supervisor	175— 450	5	400— 750—Extn.—850
23.	Carpentry Instructor	175— 450	5	400— 750—Extn.—850
24.	Carpentry Foreman	175— 450	5	400— 750—Extn.—850
25.	Forest Ranger Grade-II	160— 350	8	600—1240
26.	First Division Clerk	130— 290	6	440— 900
27.	Steno-Typist Grade-I	130— 290	6	440— 900
28.	Tractor Driver	120— 240	2	280— 420
29.	Forest Surveyor Grade-II	120— 240	5	400— 750—Extn.—850
30.	Draughtsman Grade-II	120— 240	4	300— 600—Extn.—700
31.	Forester	100— 220	4	300— 600—Extn.—700
32.	Game Supervisor	90— 200	4	300— 600—Extn.—700
33.	Elephant Jamedar	90— 200	4	300— 600—Extn.—700
34.	Typist	90— 200	4	300— 600—Extn.—700
35.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
36.	Assistant Mechanic	90— 200	3	300— 500—Extn.—550
37.	Elephant Mahout	80— 145	2	280— 420
38.	Driver of Motor Vans, Cars, Jeeps and Lorries.	80— 145	2	280— 420
39.	Attender and Dafterband	80— 145	2	280— 420
40.	Jamedar	80— 145	2	280— 420
41.	Naik	80— 145	2	280— 420
42.	Daffedar	80— 145	2	280— 420
43.	Depot Supervisor	80— 145	4	300— 600—Extn.—700
44.	Fireman	65— 95	1	250— 350
45.	Watcher; Plantation/Depot/Beat or Revenue Game/Bungalow/Nurseries/Fire. Malies; Coupe/Plantation/Depot/Nursery/Water.	65— 95	1	250— 350
46.	Forest Guard	65— 95	2	280— 420
47.	Game Watcher	65— 95	2	280— 420
48.	Elephant Kothal and Kavad	65— 95	1	250— 350
49.	Cleaner	65— 95	1	250— 350
50.	Peon	65— 95	1	250— 350
51.	Caretaker of Forest Lodge	65— 95	1	250— 350

1	2	3	4	5
		Rs.		Rs.
52.	Asst. Supervisor/Bamboo Supervisor.	55— 75 (Old Scale)	2	280— 420
53.	Sweeper	50— 60 (Old Scale)	1	250— 350
54.	Butler	50— 60 (Old Scale)	2	280— 420

## 25. KARNATAKA GAZETTEER DEPARTMENT

(para 12.520)

Sl. No.	Designation	Existing Scales of Pay		Recommended Scales of Pay
		(Min.-Max.)		GS. (Min.-Max.) No.
1	2	3	4	5
		Rs.		Rs.
1.	Chief Editor	900—1300	11	900—1750
2.	Editor	300— 700	10	750—1450
3.	Senior Editor	275— 550	10	750—1450
4.	Superintendent	250— 500	8	600—1240
5.	Investigators	225— 450	8	600—1240
6.	Proof Reader-cum-Assistant	160— 350	6	440— 900
7.	Assistant	160— 350	6	440— 900
8.	Stenographer	160— 350	6	440— 900
9.	Junior Assistant	90— 200	4	300— 600—Extn.—700
10.	Typist	90— 200	4	300— 600—Extn.—700
11.	Daffedar	80— 145	2	280— 420
12.	Peons	65— 95	1	250— 350
13.	Cycle Orderly	65— 95	1	250— 350
14.	Night Watchman	65— 95	1	250— 350

## 26. DEPARTMENT OF HEALTH AND FAMILY PLANNING SERVICES

(para 12.96)

Sl. No.	Designation	Existing Scales of Pay		Recommended Scales of Pay
		(Min.-Max.)		GS. (Min.-Max.) No.
1	2	3	4	5
		Rs.		Rs.
1.	Director of Health and Family Planning Services.	1300—1800	15	2500—2750
2.	Additional Director of Health and Family Planning Services.	1300—1800	14	2000—2500
3.	Joint Director	1000—1500	13	1450—2000
4.	Deputy Director	1000—1500	13	1450—2000
5.	Deputy Director (Transport)	1000—1500	13	1450—2000

1	2	3	4	5
		Rs.		Rs.
6.	Administrative Officer	1000—1500	13	1450—2000
7.	Joint Director (Information)	1000—1500	11	900—1750
8.	Principal, Medical College	1000—1500	14	2000—2500
9.	Deputy Director, Pharmacy	800—1250	11	900—1750
10.	Professor	800—1500	13	1450—2000
11.	Assistant Director (Medical Education).	800—1500	11	900—1750
12.	Surgeon/Superintendent	800—1250	11	900—1750
13.	Chemical Examiner	800—1250	11	900—1750
14.	Assistant Director (Bacteriology)	800—1250	11	900—1750
15.	Financial Assistant (Deputy Controller).	800—1250	11	900—1750
16.	Assistant Director/Technical Assistant to the Director.	800—1250	11	900—1750
17.	Health Officer Class I	800—1250	11	900—1750
18.	Superintendent of Tuberculosis Sanatorium.	800—1250	11	900—1750
19.	Superintendent of Mental Hospital	800—1250	13	1450—2000
20.	Dental Surgeon	700—1100	11	900—1750
21.	Demographer	700—1100	13	1450—2000
22.	Executive Engineer (Family Planning).	700—1100	11	900—1750
23.	Deputy Transport Officer	700—1100	11	900—1750
24.	Assistant Director (Transport)	700—1100	11	900—1750
25.	Superintendent of Nursing Services (Assistant Director, Nursing).	500—1000	11	900—1750
26.	Assistant Professor	500—1000	12	1300—1900
27.	Assistant Associate Professor	500—1000	12	1300—1900
28.	Medical Officer of Health (FP & MCH) and Medical Lecturer-cum-Demonstrator, HFPTCs.	500—1000	10	750—1450
29.	District Leprosy Officer	500—1000	10	750—1450
30.	Vehicle Administration Controller	500—1000	10	750—1450
31.	Materials Manager (Transport)	500—1000	10	750—1450
32.	Principal, College of Nursing	500—1000	11	900—1750
33.	Field Publicity Officer	400— 950	10	750—1450
34.	Statistical Officer (Family Planning)	400— 950	11	900—1750
35.	Accounts Officer (Transport)	400— 950	10	750—1450
36.	Accounts Officer (Family Planning)	400— 950	10	750—1450
37.	Training Officer (Training Unit)	400— 950	9	660—1300
38.	Editor	400— 950	10	750—1450
39.	Lecturer-cum-Registrar	400— 950	11	900—1750
40.	Museum Curator-Epidemiologist-cum-Bio-Statistician, Resident Pathologist	400— 950	10	750—1450
41.	Lecturer in Health Education and Family Planning	400— 950	9	660—1300
42.	Lecturer (Demography and Statistics), PPC	400— 950	9	660—1300
43.	Assistant Administrative Officer	400— 950	11	900—1750
44.	Health Officer Class II-cum-Assistant Surgeon Class II	400— 950	9	660—1300
45.	Assistant Dental Surgeon	400— 950	9	660—1300
46.	Blood Bank Officer	400— 950	9	660—1300

\* see para 12.113

1	2	3	4	5
		Rs.		Rs.
47.	Filaria Officer	400— 950	9	660—1300
48.	Pathologist for Post Graduate Course	400— 950	10	750—1450
49.	Assistant Malarialogist	400— 950	9	660—1300
50.	Bio-Chemist	400— 950	9	660—1300
51.	Epidemiologist	400— 950	9	660—1300
52.	Anaesthetist (SDS Sanatorium)	400— 950	9	660—1300
53.	Chief Pharmacist	400— 950	10	750—1450
54.	Senior Chemist and Public Analyst	400— 950	10	750—1450
55.	Assistant Bacteriologist	400— 950	9	660—1300
56.	Senior Entomologist	400— 950	10	750—1450
57.	Physicist	400— 950	9	660—1300
58.	Administrative Officer (Transport)	350— 900	10	750—1450
59.	Technical Officer (Field Studies Demonstration Centre)	350— 900	9	660—1300
60.	Assistant to the Assistant Director, Health Education and Social Scientist	350— 900	9	660—1300
61.	Social Scientist (Family Planning)	350— 900	9	660—1300
62.	Technical Officer, Student Health Education	350— 900	9	660—1300
63.	Technical Officer (Audio Visual)	350— 900	8	600—1240
64.	District Nursing Supervisor/Public Health Nurse Instructor/Superintendent of Health Visitors' School	350— 900	10	750—1450
65.	Assistant Chemical Examiner	350— 900	8	600—1240
66.	Food Analysis	350— 900	8	600—1240
67.	Nursing Superintendent Grade I	350— 900	10	750—1450
68.	Health Education Officer (Family Planning).	350— 900	9	660—1300
69.	Social Science Instructor	350— 900	9	660—1300
70.	Health Education Instructor	350— 900	9	660—1300
71.	Planning Officer	350— 900	9	660—1300
72.	Principal, School of Nursing/Asst. Professor, College of Nursing/Senior Clinical Nursing Tutor.	350— 900	10	750—1450
73.	Assistant Nutrition Officer	350— 900	9	660—1300
74.	Store Officer (Transport)	350— 900	10	750—1450
75.	X-Ray Engineer/Refrigerator Engineer.	350— 900	9	660—1300
76.	Works Manager (Transport)	350— 900	10	750—1450
77.	Speech Pathologist and Audiologist	350— 900	9	660—1300
78.	Medical Record Officer	350— 900	8	600—1240
79.	Purchase Officer (Transport)	350— 900	10	750—1450
80.	Assistant Engineer, Vaccine Institute, Belgaum	350— 900	10	750—1450
81.	Statistical Officer (Transport)	300— 700	10	750—1450
82.	Technical Assistant	300— 700	9	660—1300
83.	Graduate Pharmacist	300— 700	9	660—1300
84.	Psychiatric Social Worker	300— 700	9	660—1300
85.	Entomologist	300— 700	8	600—1240
86.	Teacher in Child Psychiatry	300— 700	9	660—1300
87.	Psychologist	300— 700	9	660—1300
88.	Assistant Entomologist	275— 550	8	600—1240

1	2	3	4	5
		Rs.		Rs.
89.	Assistant Director (Technical) Offset Press.	275— 550	10	750—1450
90.	Lay Secretaries of Teaching Hospitals and other Hospitals.	275— 550	10	750—1450
91.	Lay Secretary/Gazetted Assistant	275— 550	8	600—1240
92.	Junior Engineer/Surveyor	275— 550	9	660—1300
93.	Statistical Officer	275— 550	8	600—1240
94.	Scientific Assistant	275— 550	8	600—1240
95.	Assistant Instructor (Health Supervisor) (Gazetted).	275— 550	6	440— 900
96.	Field Assistant (NCP) (Health Supervisor (Gazetted).	275— 550	6	440— 900
97.	Technical Assistant (NSP) (Health Supervisor) (Gazetted)	275— 550	6	440— 900
98.	Field Investigator (Communicable Diseases).	275— 550	6	440— 900
99.	Health Supervisor (Gazetted) Health Education, Malaria and Communicable Diseases).	275— 550	6	440— 900
100.	District Mass Education and Information Officer.	275— 550	9	660—1300
101.	Nursing Tutor/Lecturer, College of Nursing/Assistant Superin- tendent and Sisters).	275— 550	7	460—1000
102.	Nursing Superintendent—Grade II	275— 550	7	460—1000
103.	Assistant Superintendent, Health Visitors' Training School.	275— 550	7	460—1000
104.	Assistant Superintendent (Veteri- nary).	275— 550	9	660—1300
105.	Vehicle Administrative Controller	275— 550	9	660—1300
106.	Programme Assistant	275— 550	8	600—1240
107.	Service Engineer	275— 550	9	660—1300
108.	Assistant Editor (Health Educa- tion).	275— 550	8	600—1240
109.	Senior Projectionist	250— 500	5	400— 750—Extn.—850
110.	Chief Technician (Vaccine Institute).	250— 500	8	600—1240
111.	Manager/Accounts Superinten- dent.	250— 500	8	600—1240
112.	Superintendent (State Accounts Department).	250— 500	8	600—1240
113.	Stenographer (Selection Grade)	250— 500	8	600—1240
114.	Dietician	250— 500	6	440— 900
115.	Junior Chemist	225— 450	6	440— 900
116.	Health Officer Class III-cum- Asst. Surgeon Class III.	200— 450	9	660—1300
117.	Non-Medical Assistant	200— 450	6	440— 900
118.	Steward, Central Leprosarium, Bangalore.	200— 450	8	600—1240
119.	Superintendent (Technical)	200— 450	8	600—1240
120.	Social Worker (Health Education)	200— 450	6	440— 900
121.	Senior Librarian	200— 450	7	460—1000
122.	Home Science Assistant	200— 450	6	440— 900
123.	Health Supervisor (Malaria Supervisor).	200— 450	6	440— 900

1	2	3	4	5
		Rs.		Rs.
124.	Health Supervisor (Leprosy Centre).	200— 450	6	440— 900
125.	Assistant Medical Record Officer	200— 450	5	400— 750—Extn.—850
126.	Health Supervisor (Para Medical Assistant).	200— 450	6	440— 900
127.	Health Supervisor (Health Education).	200— 450	6	440— 900
128.	Health Supervisor (Assistant Unit Officer).	200— 450	6	440— 900
129.	Teacher (Health Education)	200— 450	7	460—1000
130.	District Extension Educator	200— 450	9	660—1300
131.	District Health Educator/District Family Planning Extension Educator.	200— 450	9	660—1300
132.	Health Educator (State Family Planning Bureau).	200— 450	9	660—1300
133.	District Family Planning Extension Educator (Female)/Health Education Educator.	200— 450	9	660—1300
134.	Health Supervisor (N.S.E.P.)	200— 450	6	440— 900
135.	Superintendent Grade I	200— 450	8	600—1240
136.	Scientific Assistant	200— 450	6	440— 900
137.	Research Assistant	200— 450	6	440— 900
138.	Overseer	200— 450	5	400— 750—Extn.—850
139.	Editor	200— 450	6	440— 900
140.	Sub-Editor	175— 450	6	440— 900
141.	Weaving Instructor	175— 450	5	400— 750—Extn.—850
142.	Artist-cum-Photographer	175— 450	6	440— 900
143.	Physical Cultural Instructor	175— 450	7	460—1000
144.	Draughtsman	175— 450	5	400— 750—Extn.—850
145.	Senior non-Medical Supervisor	175— 450	7	460—1000
146.	Staff Nurse	175— 450	5	400— 750—Extn.—850
147.	Electrician	175— 450	4	300— 600—Extn.—700
	(for Diploma Holders)	120— 240		
	(for others)			
148.	Superintendent Grade II	175— 450	6	440— 900
149.	Statistical Assistant	175— 450	8	600—1240
150.	Projectionist/Projectionist-cum-Mechanic.	175— 450	5	400— 750—Extn.—850
151.	Artist-cum-Retoucher	175— 450	6	440— 900
152.	Lady Health Visitor	175— 450	6	440— 900
153.	Librarian	175— 450	7	460—1000
154.	Cameraman	175— 450	5	400— 750—Extn.—850
155.	Supervisor (Electric Laundry)	175— 450	5	400— 750—Extn.—850
156.	Mechanic Class I	175— 450	5	400— 750—Extn.—850
157.	Inventory Control Superintendent	175— 450	5	400— 750—Extn.—850
158.	Auto-Clave Mechanic	175— 450	5	400— 750—Extn.—850
159.	Electrical Supervisor	175— 450	5	400— 750—Extn.—850
160.	Electronic Mechanic	175— 450	5	400— 750—Extn.—850
161.	Process Operator	175— 450	4	300— 600—Extn.—700
162.	Senior Mechanic	175— 450	4	300— 600—Extn.—700
163.	Social Worker (for VD and College).	160— 350	6	440— 900
164.	Health Visitor (T.B.)	160— 350	4	300— 600—Extn.—700



1	2	3	4	5
		Rs.		Rs.
165.	Block Extension Educator (male) (Urban/Rural F.W. Centres).	160— 350	6	440— 900
166.	Dental Mechanic	160— 350	4	300— 600—Extn.—700
167.	Junior Non-Medical Supervisor	160— 350	4	300— 600—Extn.—700
168.	Senior Health Inspector	160— 350	4	300— 600—Extn.—700
169.	Physio Therapist (Leprosy)	160— 350	4	300— 600—Extn.—700
170.	Senior Technical Assistant	160— 350	4	300— 600—Extn.—700
171.	Master Artisan (Mechanical)	160— 350	4	300— 600—Extn.—700
172.	Senior Hospital Pharmacist	160— 350	6	440— 900
173.	Master Artisan (Electrical)	160— 350	4	300— 600—Extn.—700
174.	B.C.G. Team Leader	160— 350	4	300— 600—Extn.—700
175.	Senior Refractionist	160— 350	6	440— 900
176.	Medical Record Technician	160— 350	5	400— 750—Extn.—850
177.	Senior Laboratory Technician	130— 290	6	440— 900
178.	Physiotherapist (General)	130— 290	6	440— 900
179.	Radiographer	130— 290	6	440— 900
180.	Junior Hospital Pharmacist	130— 290	6	440— 900
181.	Junior Entomologist (Entomological Assistant).	130— 290	6	440— 900
182.	Food Supervisor	130— 290	6	440— 900
183.	Refractionist	130— 290	6	440— 900
184.	Proof Examiner	130— 290	6	440— 900
185.	Stenographer Grade I	130— 290	6	440— 900
186.	Steward (Mental Hospital, Dharwar).	130— 290	6	440— 900
187.	First Division Clerk	130— 290	6	440— 900
188.	Internal Auditor	130— 290	6	440— 900
189.	Assistant Librarian	130— 290	6	440— 900
190.	Ortho-optist	130— 290	6	440— 900
191.	Optician	130— 290	6	440— 900
192.	Skilled Mechanic	130— 290	4	300— 600—Extn.—700
193.	Electrician (Transport)	130— 290	4	300— 600—Extn.—700
194.	Partsman	130— 290	4	300— 600—Extn.—700
195.	Skilled Tradesman	130— 290	4	300— 600—Extn.—700
196.	Senior Pharmacist	130— 290	6	440— 900
197.	Modellers	120— 240	4	300— 600—Extn.—700
198.	Assistant Process Operator	120— 240	4	300— 600—Extn.—700
199.	Dental Hygienist	120— 240	4	300— 600—Extn.—700
200.	Weaving Instructor	120— 240	4	300— 600—Extn.—700
201.	Driver-cum-Mechanic	120— 240	3	300— 500—Extn.—550
202.	Weaving Assistant	120— 240	4	300— 600—Extn.—700
203.	Craftsman (Health Education)	120— 240	3	300— 500—Extn.—550
204.	Senior Microscopist	120— 240	4	300— 600—Extn.—700
205.	Supervisor (Stationery)	100— 220	4	300— 600—Extn.—700
206.	X-Ray Technician	100— 220	5	400— 750—Extn.—850
207.	Junior Laboratory Technician/ Junior Microscopist (Medical and Public Health).	100— 220	4	300— 600—Extn.—700
208.	Junior Health Inspector	100— 220	4	300— 600—Extn.—700
209.	Offset Printer	100— 220	3	300— 500—Extn.—550
210.	Family Planning Health Assistant.	100— 220	4	300— 600—Extn.—700
211.	Basic Health Worker	100— 220	4	300— 600—Extn.—700
212.	Blood Bank Technician	100— 220	4	300— 600—Extn.—700
213.	Malaria Surveillance Inspector	100— 220	4	300— 600—Extn.—700

1	2	3	4	5
		Rs.		Rs.
214.	Pharmacist	100— 220	4	300— 600—Extn.—700
215.	Offset Plate Maker	100— 220	3	300— 500—Extn.—550
216.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
217.	Medical Record Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
218.	Typist	90— 200	4	300— 600—Extn.—700
219.	Sisters of Charity/Nuns	90— 200		No Recommen- dation. *
220.	Typist-cum-Clerk	90— 200	4	300— 600—Extn.—700
221.	Revenue Inspector	90— 200	4	300— 600—Extn.—700
222.	Stenographer Grade II	90— 200	6	440— 900
223.	Store Keeper-cum-Clerk-cum- Typist.	90— 200	4	300— 600—Extn.—700
224.	Plumber	90— 200	3	300— 500—Extn.—550
225.	Lady House Keeper	90— 200	3	300— 500—Extn.—550
226.	Needle Work Teacher	90— 200	3	300— 500—Extn.—550
227.	Assistant Food Supervisor	90— 200	4	300— 600—Extn.—700
228.	Para Medical Worker	90— 200	4	300— 600—Extn.—700
229.	B.C.G. Technician	90— 200	4	300— 600—Extn.—700
230.	Craft Assistant	90— 200	3	300— 500—Extn.—550
231.	Machine Minder	90— 200	3	300— 500—Extn.—550
232.	Binder	90— 200	3	300— 500—Extn.—550
233.	Compositor	90— 200	3	300— 500—Extn.—550
234.	Silk Screen Technician	90— 200	3	300— 500—Extn.—550
235.	Artist	90— 200	4	300— 600—Extn.—700
236.	ANM/Midwife	90— 200	4	300— 600—Extn.—700
237.	Malaria Surveillance Worker	90— 200	4	300— 600—Extn.—700
238.	Assistant Offset Printer	90— 200	3	300— 500—Extn.—550
239.	Junior Proof Examiner	90— 200	4	300— 600—Extn.—700
240.	Vaccinator	90— 200	4	300— 600—Extn.—700
241.	Cholera Worker/Auxiliary Health Worker.	90— 200	4	300— 600—Extn.—700
242.	Boiler Attendant	90— 200	4	300— 600—Extn.—700
243.	Optical Mechanic	90— 200	3	300— 500—Extn.—550
244.	Junior Technical Assistant/ Skilled Artisan.	90— 200	3	300— 500—Extn.—550
245.	Junior Mechanic/Semi-Skilled Artisan.	90— 200	3	300— 500—Extn.—550
246.	Mechanic-cum-driver	90— 200	3	300— 500—Extn.—550
247.	Assistant Plate Grainer	80— 145	3	300— 550—Extn.—550
248.	Junior Compositor	80— 145	3	300— 500—Extn.—550
249.	Assistant Binder	80— 145	3	300— 500—Extn.—550
250.	Class Room Attender	80— 145	2	280— 420
251.	Surgical Attender	80— 145	2	280— 420
252.	Laboratory Assistant	80— 145	2	280— 420
253.	Animal Attender	80— 145	2	280— 420
254.	Head Stableman	80— 145	2	280— 420
255.	Daffedar/Jamedar	80— 145	2	280— 420
256.	Conservancy Overseer	80— 145	2	280— 420
257.	Attender	80— 145	2	280— 420
258.	Mutchi	80— 145	2	280— 420
259.	Warper	80— 145	2	280— 420
260.	Instructor (Printing Section)	80— 145	3	300— 500—Extn.—550
261.	Driver	80— 145	2	280— 420
262.	Electrician Grade II	80— 145	2	280— 420
263.	Mechanic	80— 145	2	280— 420

\* see para 12.148

1	2	3	4	5
		Rs.		Rs.
264.	Pump Mechanic	80— 145	2	280— 420
265.	Wireman	80— 145	2	280— 420
266.	Electric Mechanic	80— 145	2	280— 420
267.	Record Attendant	80— 145	2	280— 420
268.	Semi-Skilled Artisan/Helper-cum-Cook.	80— 145	2	280— 420
269.	Dark Room Assistant	80— 145	3	300— 500—Extn.—550
270.	Peon and other Class IV Staff	65— 95	1	250— 350
271.	O.T. Attender	65— 95	1	250— 350
272.	Nursing Orderly	65— 95	1	250— 350
273.	Ward Attendant	65— 95	1	250— 350
274.	Cleaner	65— 95	1	250— 350
275.	Laboratory Attender	65— 95	2	280— 420
276.	Watch and Ward	65— 95	1	250— 350
277.	Field Worker	65— 95	1	250— 350
278.	Cook	65— 95	2	280— 420
279.	Calf Attender	65— 95	1	250— 350
280.	Dhoby	65— 95	1	250— 350
281.	Gardener	65— 95	1	250— 350
282.	Mazdoor	65— 95	1	250— 350
283.	Bhisty/Water Carrier	65— 95	1	250— 350
284.	Sweeper/Scavenger	65— 95	1	250— 350
285.	Weaver	65— 95	2	280— 420
286.	Lady Visitor	65— 95	1	250— 350
287.	Lift Attender	65— 95	2	280— 420
288.	Barber	65— 95	1	250— 350
289.	Carpenter	65— 95	2	280— 420
290.	Coir Attender	65— 95	1	250— 350
291.	Packer	65— 95	2	280— 420
292.	Tailor	65— 95	2	280— 420
293.	Tinker	65— 95	1	250— 350
294.	Steriliser Operator	65— 95	1	250— 350
295.	Boiler Attender	65— 95	2	280— 420
296.	Gas Plant Operator	65— 95	2	280— 420
297.	Hydro Electric Operator	65— 95	2	280— 420
298.	Plumber	65— 95	2	280— 420
299.	X-Ray Attender Grade II	65— 95	2	280— 420
300.	Insect Collector	65— 95	2	280— 420

## 27. DEPARTMENT OF HOME GUARDS AND CIVIL DEFENCE

(para 12.82)

Sl. No.	Designation	Existing	Recommended
		Scales of Pay	Scales of Pay
		(Min.-Max.)	GS. (Min.-Max.) No.
1	2	3	4
		Rs.	Rs.
1.	Commandant General, Home Guards and Ex-Officio Director of Civil Defence.	Encadred in I.P.S.	
2.	Senior Staff Officer-cum-Deputy Commandant General, Home Guards and Ex-Officio Deputy Director of Civil Defence.	Encadred in I.P.S.	

1	2	3	4	5
		Rs.		Rs.
3.	Commandant, Combined Central Home Guards and Civil Defence Training Institute, Bangalore.	740—1300	13	1450—2000
4.	Accounts Officer, Headquarters Office.	400— 950	10	750—1450
5.	Manager	250— 500	8	600—1240
6.	Superintendent Grade II	175— 450	6	440— 900
7.	First Division Clerk	130— 290	6	440— 900
8.	Stenographer	130— 290	6	440— 900
9.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
10.	Second Division Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
11.	Junior Stenographer	90— 200	6	440— 900
12.	Typist	90— 200	4	300— 600—Extn.—700
13.	Personal Orderlies to Commandant General, Home Guards :			
	(1) Head Constable	90— 200	5	400— 750—Extn.—850
	(2) Police Constable	80— 145	4	300— 600—Extn.—700
<b>COMBINED HOME GUARDS AND CIVIL DEFENCE TRAINING INSTITUTE</b>				
14.	Chief Instructor	250— 500	10	750—1450
15.	Deputy Chief Instructor	175— 450	8	600—1240
16.	Rescue Instructor	175— 450	8	600—1240
17.	Fire Fighting Instructor	175— 450	8	600—1240
18.	Weapon Training Instructor	175— 450	8	600—1240
19.	Instructor (Districts)	175— 450	8	600—1240
20.	Demonstrator	120— 240	5	400— 750—Extn.—850
21.	Assistant Instructor	90— 200	5	400— 750—Extn.—850
22.	Chief Armourer	90— 200	5	400— 750—Extn.—850
23.	Fire Engine Driver	90— 200	4	300— 600—Extn.—700
24.	Sainik	80— 145	4	300— 600—Extn.—700
25.	Assistant Armourer	80— 145	4	300— 600—Extn.—700
26.	Carpenter	80— 145	2	280— 420
27.	Truck/Van Driver	80— 145	2	280— 420
28.	Jeep Driver	80— 145	2	280— 420
29.	Motor Cycle Despatch Driver	80— 145	2	280— 420
30.	Dalayat	65— 95	1	250— 350
31.	Watchman	65— 95	1	250— 350
32.	Peon	65— 95	1	250— 350
33.	Motor Cleaner	65— 95	1	250— 350
34.	Sweeper	65— 95	1	250— 350
<b>CIVIL DEFENCE</b>				
35.	Staff Officer-cum-Personal Assistant to Commandant General and Ex-Officio Assistant Director of Civil Defence.	400— 950	11	900—1750
36.	Instructor (Communication Service).	175— 450	8	600—1240
37.	Draughtsman	175— 450	5	400— 750—Extn.—850
38.	Accounts-cum-Establishment Clerk.	130— 290	6	440— 900
39.	Junior Stenographer	90— 200	6	440— 900
40.	Rescue Vehicle/Staff Car/Ambulance Driver.	80— 145	2	280— 420
41.	Motor Cycle Despatch Rider	80— 145	2	280— 420
<b>GUARDS STAFF</b>				
42.	(1) Head Constable	90— 200	5	400— 750—Extn.—850
	(2) Police Constable	80— 145	4	300— 600—Extn.—700
43.	Motor Cleaner	65— 95	1	250— 350

## 28. DEPARTMENT OF HORTICULTURE

(para 12.261)

Sl. No.	Designation	<i>Existing</i> Scales of Pay	<i>Recommended</i> Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	No.
1	2	3	4	5
		Rs.		Rs.
1.	Director	1300—1800	14	2000—2500
2.	Joint Director	1000—1500	13	1450—2000
3.	Deputy Director	700—1100	11	900—1750
4.	District Horticultural Officer	400— 950	10	750—1450
5.	Senior Assistant Director/ Special Officer, Nandi Hills	400— 950	9	660—1300
6.	Seed Testing and Seed Certification Officer.	400— 950	10	750—1450
7.	Special Officer, Grapes and Special Officer, Horticultural Societies.	400— 950	10	750—1450
8.	Accounts Officer	400— 950	10	750—1450
9.	Assistant Director (Landscape)	350— 900	9	660—1300
10.	Assistant Director (Engineering Cold Storage).	350— 900	9	660—1300
11.	Assistant Director and Other Class II Officers.	300— 700	9	660—1300
12.	Headquarters Assistant to Director.	275— 550	8	600—1240
13.	Assistant Horticultural Officer (Graduates).	275— 550	} 9	660—1300
	Assistant Horticultural Officer (Others).	250— 500		
14.	Selection Grade Stenographer	250— 500	8	600—1240
15.	Superintendent	200— 550	8	600—1240
16.	Superintendent Grade I	200— 450	8	600—1240
17.	Superintendent Grade II	175— 450	6	440— 900
18.	Artist, Lalbagh	175— 450	6	440— 900
19.	Assistant Landscape Officer	175— 450	5	400— 750—Extn.—850
<b>HORTICULTURAL ASSISTANT, GRADE II</b>				
20.	Operator, Lalbagh, Bellara and Cold Storage.	175— 450	5	400— 750—Extn.—850
21.	Refrigeration Supervisors	175— 450	5	400— 750—Extn.—850
<b>HORTICULTURAL ASSISTANT GRADE II (OTHER POSTS)</b>				
22.	Pump Operator	160— 350	4	300— 600—Extn.—700
23.	Overseer	130— 290	} 4	300— 600—Extn.—700
24.	Seed Collector	130— 290		
25.	Plant Disease Inspector	130— 290		
26.	Herbalist	130— 290		
27.	Plant Propagator	130— 290		
28.	Foreman	130— 290		
29.	First Division Clerk	130— 290	6	440— 900
30.	Stenographer	130— 290	6	440— 900
<b>HORTICULTURAL ASSISTANT, GRADE III (FIELD STAFF)</b>				
31.	Field Assistant			
32.	Village Level Worker	} 100—220	4	300—600—Extn.—700
33.	Spraying Attender			

1	2	3	4	5
		Rs.		Rs.
34. Daroga	}	100— 220	4	300— 600—Extn.—700
35. Agricultural Assistant				
36. Deputy Crop Weather Observer				
37. Kamdar				
38. Label Writer				
HORTICULTURAL ASSISTANT, GRADE III (MECHANICAL SIDE)				
39. Electrician		120— 240	4	300— 600—Extn.—700
40. Pump House Mechanic	}	90— 200	3	300— 500—Extn.—550
41. Mechanic				
42. Field Mechanic-cum-Blacksmith				
43. Blacksmith				
44. Oil Engine Driver				
45. Pump Driver and Pump House Driver.		90— 200	2	280— 420
46. Second Division Clerk		90— 200	4	300— 600—Extn.—700
47. Clerk-cum-Typist or Typist-cum-Clerk.		90— 200	4	300— 600—Extn.—700
48. Typist		90— 200	4	300— 600—Extn.—700
49. Driver		80— 145	2	280— 420
50. Carpenter		80— 145	2	280— 420
51. Carpenter-cum-Gardener		80— 145	2	280— 420
52. Mason		80— 145	2	280— 420
53. Blue Printer		80— 145	2	280— 420
54. Laboratory Attender		80— 145	2	280— 420
55. Head Gardener		80— 145	2	280— 420
56. Maistry		80— 145	2	280— 420
57. Jamedar		80— 145	2	280— 420
58. Attender		80— 145	2	280— 420
59. Butler		65— 95	2	280— 420
60. Peon		65— 95	1	250— 350
61. Gardener / Mali / Cartman Bullockman/Watchman/ Beldar/Hotel Attender/Watch and Ward/Cleaner/Grape Pruner/Scavenger/Sweeper/ Helper/Pump House Attender/ Head Watchman and All other Class IV Posts.		65— 95	1	250— 350

## 29. DEPARTMENT OF INDIAN SYSTEMS OF MEDICINE AND HOMOEOPATHY

(para 12.161)

Sl. No.	Designation	Existing	Recommended
		Scales of Pay	Scales of Pay
		(Min.-Max.)	GS. (Min.-Max.) No.
1	2	3	4
		Rs.	Rs.
1.	Director of Indian Systems of Medicine and Homoeopathy.	1300—1800	13 1450—2000
2.	Assistant Director of Indian Medicine.	800—1250	11 900—1750

1	2	3	4	5
		Rs.		Rs.
3.	Principal	700—1100	13	1450—2000
4.	Officer-in-charge, Government Central Pharmacy, Bangalore.	700—1100	11	900—1750
5.	Professor	500—1000	12	1300—1900
6.	Administrative Officer	400— 950	11	900—1750
7.	Senior Physician	400— 950	9	660—1300
8.	Assistant Professor	350— 900	11	900—1750
9.	Reader (since redesignated as Assistant Professor).	350— 900	11	900—1750
10.	Lecturer	300— 700	11	900—1750 *
11.	Resident Medical Officer	300— 700	9	660—1300
12.	Research Officer	300— 700	9	660—1300
13.	Senior Physician	300— 700	9	660—1300
14.	Senior Unani Physician	300— 700	9	660—1300
15.	Senior Physician (Lady)	300— 700	9	660—1300
16.	Junior Physician (Male and Female).	300— 700	9	660—1300
17.	Superintendent	300— 700	9	660—1300
18.	Nursing Superintendent Grade II	275— 550	7	460—1000
19.	Lay Secretary	275— 550	8	600—1240
20.	Junior Unani Physician Tabeebs	250— 500	9	660—1300
21.	Audit Superintendent/Accounts Superintendent.	250— 500	8	600—1240
22.	Junior Unani Physician Tabeebs	200— 450	9	660—1300
23.	Junior Ayurvedic Physician/Vaid/ Assistant Supervisor.	200— 450	9	660—1300
24.	Assistant Surgeon Grade III	200— 450	9	660—1300
25.	Assistant Research Officer	200— 450	9	660—1300
26.	Superintendent Grade I	200— 450	8	600—1240
27.	Junior Lady Physician	200— 450	9	660—1300
28.	Nurse	175— 450	5	400— 750—Extn.—850
29.	Superintendent Grade II	175— 450	6	440— 900
30.	Artist-cum-Photographer	175— 450	6	440— 900
31.	Statistical Assistant	175— 450	8	600—1240
32.	Library Assistant	130— 290	6	440— 900
33.	Pharmacist Grade I	130— 290	6	440— 900
34.	Internal Auditor	130— 290	6	440— 900
35.	First Division Clerk	130— 290	6	440— 900
36.	Stenographer Grade I	130— 290	6	440— 900
37.	Pharmacist Grade II (Compounder).	100— 220	4	300— 600—Extn.—700
38.	Laboratory Technician	100— 220	4	300— 600—Extn.—700
39.	X-Ray Technician	100— 220	5	400— 750—Extn.—850
40.	Midwife	90— 200	4	300— 600—Extn.—700
41.	Typist-cum-Clerk	90— 200	4	300— 600—Extn.—700
42.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
43.	Stenographer Grade II	90— 200	6	440— 900
44.	Typist Grade II	90— 200	4	300— 600—Extn.—700
45.	Wound Expert	90— 200	3	300— 500—Extn.—550
46.	Bone Setter	90— 200	3	300— 500—Extn.—550
47.	Surgical Attender	80— 145	2	280— 420
48.	Attender	80— 145	2	280— 420
49.	Museum Keeper	80— 145	2	280— 420
50.	Anatomy Attender	80— 145	2	280— 420

\* see para 12.172

1	2	3	4	5
		Rs.		Rs.
51.	Literate Attender	80— 145	2	280— 420
52.	Daffedar	80— 145	2	280— 420
53.	Driver	80— 145	2	280— 420
54.	Animal Keeper	65— 95	1	250— 350
55.	Cook	65— 95	2	280— 420
56.	Peon	65— 95	1	250— 350
57.	Ward Boy/Ward Attender	65— 95	1	250— 350
58.	Diet Distributor	65— 95	1	250— 350
59.	Massagist	65— 95	1	250— 350
60.	Ward Ayah	65— 95	1	250— 350
61.	Thoty	65— 95	1	250— 350
62.	Dhoby	65— 95	1	250— 350
63.	Ward Assistant	65— 95	1	250— 350
64.	Cycle Orderly	65— 95	1	250— 350
65.	Gurkha/Watchman	65— 95	1	250— 350
66.	Sweeper	65— 95	1	250— 350
67.	Animal House Attender	65— 95	1	250— 350

### 30. INDO DANISH PROJECT

(para 12.259)

Sl. No.	Designation	Existing	Recommended
		Scales of Pay	Scales of Pay
		(Min.-Max.)	GS. (Min.-Max.) No.
1	2	3	4
		Rs.	Rs.
1.	Director	1300—1800	13 1450—2000
2.	Superintendent (progeny testing)	700—1100	11 900—1750
3.	Veterinary Surgeon/Veterinary Officer/Superintendent/District Officer/Officer-in-charge.	300— 700	10 750—1450
4.	Agricultural Officer.	300— 700	9 660—1300
5.	Veterinary Assistant Surgeon	275— 550	9 660—1300
6.	Assistant Agricultural Officer/Agricultural Demonstrator.	275— 550	9 660—1300
7.	Junior Engineer	275— 550	9 660—1300
8.	Office Manager	250— 500	8 600—1240
9.	Dairy Supervisor	200— 450	8 600—1240
10.	Head Clerk-cum-Accountant	175— 450	6 440— 900
11.	Senior Veterinary and Livestock Inspector.	160— 350	4 300— 600—Extn.—700
12.	Head Clerk-cum-Accountant/Head Clerk.	160— 350	6 440— 900
13.	Laboratory Technician	130— 290	6 440— 900
14.	First Division Clerk/Accountant	130— 290	6 440— 900
15.	Stenographer	130— 290	6 440— 900
16.	Data Compiler	130— 290	6 440— 900
17.	Dairy Assistant/Veterinary Livestock Inspector/Field Assistant (Extension)/Laboratory Assistant.	100— 220	4 300— 600—Extn.—700



1	2	3	4	5
		Rs.		Rs.
18.	Milk Recording Assistant	100— 220	4	300— 600—Extn.—700
19.	Agricultural Fieldman/Field Assistant (Fodder/Fieldman.)	100— 220	4	300— 600—Extn.—700
20.	Mechanic	90— 200	4	300— 600—Extn.—700
21.	Fitter	90— 200	4	300— 600—Extn.—700
22.	Second Division Clerk/Store Keeper-cum-Clerk/Clerk-cum-Typist.	90— 200	4	300— 600—Extn.—700
23.	Typist	90— 200	4	300— 600—Extn.—700
24.	Driver/Tractor Driver/Jeep Driver.	80— 145	2	280— 420
25.	Assistant Mechanic	80— 145	2	280— 420
26.	Assistant Fitter	80— 145	2	280— 420
27.	Smith	80— 145	2	280— 420
28.	Jamedar	80— 145	2	280— 420
29.	Carpenter	80— 145	2	280— 420
30.	Guest House Caretaker	80— 145	2	280— 420
31.	Fieldman	80— 145	2	280— 420
32.	Tractor Driver (for Ploughing Harvesting etc.).	80— 145	2	280— 420
33.	Cook	65— 95	2	280— 420
34.	Milk Recorder	65— 95	2	280— 420
35.	Laboratory Attendant	65— 95	2	280— 420
36.	Black Smith	65— 95	2	280— 420
37.	Peon/Maistry/Cleaner/Watchman/ Field Labourer/Dairyman/Milkman/ Attendant/Bullockman/Bull Attendant/Gowli/Sweeper/ Laker/Calf Boy/Bull Caretaker/ Ploughman/Permanent Labourer/ Van Attendant/Cattle Attendant.	65— 95	1	250— 350

### 31. DEPARTMENT OF INDUSTRIES AND COMMERCE

(para 12.306)

Sl. No.	Designation	Existing	Recommended		
		Scales of Pay	Scales of Pay	No.	
1	2	(Min.-Max.)	3	4	5
		Rs.		Rs.	
1.	Director	Encadred in I. A. S.			
2.	Additional Director	Encadred in I. A. S.			
3.	Joint Director of Industries and Commerce including Secretary, Board of Management for Government Industrial concerns.	1000—1500	13	1450—2000	
4.	Joint Director of Industries and Commerce and <b>Ex-Officio</b> Joint Registrar of Industrial Co-operatives.	1000—1500	13	1450—2000	

1	2	3	4	5
		Rs.		Rs.
5.	Deputy Director of Industries and Commerce including Principal and Superintendent, Chamarajendra Technical Institute, Mysore and Deputy Director of Industries and Commerce and Project Officer, Rural Industries Project.	700—1100	11	900—1750
6.	Chief Planning Officer	700—1100	11	900—1750
7.	Fruit Preservation Expert (Food Technology)	700—1100	11	900—1750
8.	Metallurgist	700—1100	11	900—1750
9.	Joint Director (Statistics)	700—1100	13	1450—2000
10.	Deputy Director (Chemical Engineering and Plastics)	700—1100	11	900—1750
11.	Deputy Director (Electrical and Electronics).	700—1100	11	900—1750
12.	Accounts Officer	400— 950	10	750—1450
13.	Deputy Director (Statistics)	400— 950	11	900—1750
14.	Assistant Director of Industries and Commerce including Assistant Director (Planning and Survey), Assistant Director (Technical), Rural Industries Projects, Assistant Director (Coir), Assistant Director (Industrial Raw Materials), Coir Development Officer and Assistant Director (Rural Industries Project).	350— 900	10	750—1450
15.	Information Officer	350— 900	10	750—1450
16.	Research Assistant	350— 900	10	750—1450
17.	Vice Principal and Assistant Superintendent (Crafts) Chamarajendra Technical Institute, Mysore.	350— 900	10	750—1450
18.	Vice Principal and Assistant Superintendent (Arts) Chamarajendra Technical Institute, Mysore.	350— 900	10	750—1450
19.	Assistant Director (Statistics)	300— 700	10	750—1450
20.	Apicultural Development Officer, Mercara.	300— 700	10	750—1450
21.	Apiarist, Head Office, Bangalore.	300— 700	10	750—1450
22.	Personal Assistant to the Director.	275— 550	8	600— 1240
23.	Technical Organiser, Wool Processing Plant, Ranibennur.	275— 550	9	660—1300
24.	Superintendent, Stree Samajas	275— 550	8	600—1240
25.	Superintendent, Handloom Designing and Training Centre.	275— 550	10	750—1450
26.	Superintendent, Artisan Training Institute.	275— 550	8	600—1240
27.	Superintendent, Model Carpentry and Smithy Centre.	275— 550	8	600—1240

1	2	3	4	5
		Rs.		Rs.
28.	Cotton Printing Demonstrator.	275— 550	9	660—1300
29.	First Grade Inspector (Civil Supplies).	275— 550	6	440— 900
30.	Senior Inspector, Quality Marketing Scheme.	275— 550	8	600—1240
31.	Industrial Promotional Officer of Rural Industries Project.	275— 550	8	600—1240
32.	Foreman Common facility Centre and General Purpose Workshop.	275— 550	8	600—1240
33.	Superintendent (Audit)	250— 500	8	600—1240
34.	Economic Investigator, Rural Industries Projects.	250— 500	8	600—1240
35.	Bee Keeping Organiser	250— 500	6	440— 900
36.	Technical Assistant-cum-Instructor	250— 500	6	440— 900
37.	Superintendent (Ministerial), including Accountant, Rural Industries Projects and Sales Manager, Chamarajendra Technical Institute, Mysore.	200— 450	8	600—1240
38.	Manager, Dasara Exhibition Committee, Mysore.	200— 450	8	600—1240
39.	Second Grade Inspector, Civil Supplies.	200— 450	6	440— 900
40.	Inspector, Quality Marking Scheme	200— 450	6	440— 900
41.	Senior Instructor, Chamarajendra Technical Institute, Mysore (since Re-designated as Instructor) (Sandal Wood Carving).	175— 450	5	400— 750—Extn.—850
42.	Instructor of Artisan Training Institute.	175— 450	5	400— 750—Extn.—850
43.	Industrial Supervisor and Asst. Superintendent, Branch Artisan Training Institute, Nelamangala.	175— 450	5	400— 750—Extn.—850
44.	Extension Officer (Industries)	175— 450	5	400— 750—Extn.—850
45.	District Weaving Supervisor	175— 450 275— 550 (Textile Graduates)	9	660—1300
46.	Supervisor, Handloom Designing and Training Centre.	175— 450	5	400— 750—Extn.—850
47.	Designer, Handloom Designing and Training Centre.	175—450	5	400— 750—Extn.—850
48.	Investigator	175— 450	8	600—1240
49.	Supervisor (Smithy), Model Carpentry and Smithy Centre.	175— 450	5	400— 750—Extn.—850
50.	Supervisor (Carpentry), Model Carpentry and Smithy Centre.	175— 450	5	400— 750—Extn.—850
51.	Mechanic, Artisan Training Institute, Channapatna (Redesignated as Instructor).	175— 450	4	300— 600—Extn.—700
52.	Printing Assistant, Handloom, Designing and Training Centre, Bangalore.	175— 450	5	400— 750—Extn.—850
53.	Mechanic, Handloom Designing and Training Centre, Bangalore.	175— 450	4	300— 600—Extn.—700

1	2	3	4	5
		Rs.		Rs.
54.	Weaving Supervisor, Govt. Wool Spinning Centre, Kolar (Redesignated as Technical Assistant, Production).	175— 450	5	400— 750—Extn.—850
55.	Instructor, Hand Printing Training Centre, Basavakalyana.	175— 450	5	400— 750—Extn.—850
56.	Technical Assistant, Quality Marking Scheme.	175— 450	5	400— 750—Extn.—850
57.	Instructor, Pile Carpet Centre, Gulbarga.	175— 450	4	300— 600—Extn.—700
58.	Foreman, Leather, Common Facility Centre.	175— 450	5	400— 750—Extn.—850
59.	Manager, Govt. Wool Spinning Centre, Kolar.	175— 450	5	400— 750—Extn.—850
60.	Manager, Coir Mechanised Unit	175— 450	5	400— 750—Extn.—850
61.	Supdt. (Ministerial) Grade II	175— 450	6	440— 900
62.	Internal Auditor, Chamarajendra Technical Institute, Mysore.	175— 450	6	440— 900
63.	Librarian	175— 450	7	460—1000
64.	Civil Overseer	175— 450	5	400— 750—Extn.—850
65.	Shop Assistant, Common Facility Centre and General Purpose (For Diploma Workshop.	175—450	5	400— 750—Extn.—850
	holders).	120—240	3	300—500—Extn.—550
	(for others)			
66.	Foreman, Mechanical Workshop Practice Centre, Agricultural Machinery Centre/Sheet Metal and Electro-plating Centres/Repairs to Agricultural Pump-sets, Oil Engine Centres.	175— 450	5	400—750—Extn.—850
67.	Instructor and Mechanic, Mechanical Workshop Practice (For Diploma holders) Centres/Agricultural Machinery Centres/Sheet Metal and Electro Plating Centres/Repairs to Agricultural Pump-sets and Oil Engine Centres.	175— 450	5	400— 750—Extn.—850
		120— 240	3	300— 500—Extn.—550
	(for others)			
68.	Supervisor, Pineapple Fibre Centre, Moodabidri.	175— 450	8	600—1240
69.	Artist, Pineapple Centre	175— 450	6	440— 900
70.	Instructor, Dolls and Toys making Centre, Belgaum.	160— 350	5	400— 750—Extn.—850
71.	Stenographer	130— 290	6	440— 900
72.	First Division Clerk/Accountant-cum-Store Keeper/Accountant-cum-Cashier/Compiling Asst.	130— 290	6	440— 900
73.	Junior Auditor (State Accounts Department).	130— 290	6	440— 900
74.	Senior Bee Keeping Demonstrator.	130— 290	4	300— 600—Extn.—700
75.	Boiler Mechanic, Chamarajendra Technical Institute, Mysore.	120— 240	3	300— 500—Extn.—550

\* see para 12.317

\*\* see para 12.319

1	2	3	4	5
		Rs.		Rs.
76.	Draughtsman, Chamarajendra Technical Institute, Mysore.	120— 240	4	300— 600—Extn.—700
77.	Lady Weaving Supervisor for Samajas.	120— 240	4	300— 600—Extn.—700
78.	Mechanical Assistant, Wool Processing Plant, Ranibennur.	120— 240	5	400— 750—Extn.—850
79.	Technical Assistant, Wool Processing Plant, Ranibennur.	120— 240	5	400— 750—Extn.—850
80.	Yarn Inspector (Redesignated as Instructor).	120— 240	4	300— 600—Extn.—700
81.	Artist, Dolls and Toys Making Centre, Belgaum.	120— 240	5	400— 750—Extn.—850
82.	Coir Supervisor	120— 240	4	300— 600—Extn.—700
83.	Master Craftsman in Soapstone Carving.	120— 240	3	300— 500—Extn.—550
84.	Assistant Instructor of Artisan Training Institute.	100— 220	3	300— 500—Extn.550
85.	Assistant Instructor, Chamarajendra Technical Institute, Mysore.	100— 220	3	300— 500—Extn.—550
86.	Skilled Carpenter, Model Carpentry and Smithy Centre.	100— 220	3	300— 500—Extn.—550
87.	Blacksmith, Model Carpentry and Smithy Centre.	100— 220	3	300— 500—Extn.—550
88.	Assistant Instructor, Hand Printing Training Centre, Basavakalyana.	100— 220	3	300— 500—Extn.—550
89.	Assistant Instructor in Pile Carpet Centre.	100— 220	3	300— 500—Extn.—550
90.	Lady Sales Assistant	100— 220	4	300— 600—Extn.—700
91.	Operator, Seasoning Kiln Channapatna (redesignated as Assistant Instructor).	100— 220	3	300— 500—Extn.—550
92.	Bee Keeping Demonstrator and Beeman.	100— 220	4	300— 600—Extn.—700
93.	Master Dyer (Technical) Pineapple Centre.	100— 220	3	300— 500—Extn.—550
94.	Master Weaver (Technical) Pineapple Fibre Centre.	100— 220	3	300— 500—Extn.—550
95.	Weaving Demonstrator	90— 200	4	300— 600—Extn.—700
96.	Assistant Instructor, Dolls and Toys Making Centre, Belgaum.	90— 200	3	300— 500—Extn.—550
97.	Lady Assistant, Dolls and Toys Making Centre, Belgaum.	90— 200	2	280— 420
98.	Machine Operator, Leather Common Facility Centre.	90— 200	3	300— 500—Extn.—550
99.	Second Division Clerk/Second Division Clerk-cum-Store Keeper/Second Division Clerk-cum-Typist/Guide Second Division Clerk-cum-Salesman.	90— 200	4	300— 600—Extn.—700
100.	Typist	90— 200	4	300— 600—Extn.—700
101.	Fitter-cum-Welder, Model Carpentry and Smithy Centre.	90— 200	3	300— 500—Extn.—550
102.	Dyers and Weavers (Technical) Pine Apple Fibre Centre.	90— 200	3	300— 500—Extn.—550

1	2	3	4	5
		Rs.		Rs.
103.	Skilled Weaver (Technical), Pineapple Fibre Centre, Moodabidri.	90— 200	3	300— 500—Extn.—550
104.	Expert Weaver, Handloom Designing and Training Centre.	90— 200	3	300— 500—Extn.—550
105.	Carpentry Helper, Model Carpentry and Smithy Centres.	80— 145	3	300— 500—Extn.—550
106.	Weaving Demonstrator for Samajas.	80— 145	2	280— 420
107.	Cloth Printing Demonstrator.	80— 145	2	280— 420
108.	Lady Mat Weaving Demon- strator for Samajas.	80— 145	2	280— 420
109.	Carpenter, Handloom Design- ing and Training Centre.	80— 145	2	280— 420
110.	Driver	80— 145	2	280— 420
111.	Attender	80— 145	2	280— 420
112.	Jamedar	80— 145	2	280— 420
113.	Helper, Common Facility Centre and General Purpose Workshop.	80— 145	2	280— 420
114.	Fitter	80— 145	2	280— 420
115.	Bee Keeping Attender	80— 145	2	280— 420
116.	Jobber (Technical), Pineapple Fibre Centre.	80— 145	2	280— 420
117.	Weaver, Handloom Designing and Training Centre.	80— 145	2	280— 420
118.	Wool Clipper, Government Wool Spinning Centre, Kolar (re- designated as Weaving Assis- tant and Spinning Assistant).	65— 95	2	280— 420
119.	Gardener, Wool Spinning Centre, Kolar.	65— 95	1	250— 350
120.	Cycle Orderly and Scavenger	65— 95	1	250— 350
121.	Hammerman	65— 95	1	250— 350
122.	Apiaryman and Bee Mazdoor	65— 95	2	280— 420
123.	Spinner (Technical), Moodabidri.	65— 95	2	280— 420
124.	Peon, Pineapple Centre	65— 95	1	250— 350
125.	Winder, Handloom Designing and Training Centre.	65— 95	2	280— 420
126.	Chargeman including Turner of Common Facility Centre, Bidar.	150 (consolidated)		} No Recommendation
127.	Helper, Common Facility Centre for Bidriware, Bidar.	75 (consolidated)		

## 32. DEPARTMENT OF INFORMATION AND PUBLICITY

(para 12.444)

Sl. No.	Designation	Existing Scales of Pay (Min.-Max.)	Recommended Scales of Pay GS. (Min.-Max.) No.
1	2	3	4
		Rs.	Rs.
1.	Director	1000—1500	13 1450—2000
2.	Joint Director	1000—1500	11 900—1750
3.	Deputy Director	700—1100	11 900—1750
4.	Radio Engineer	700—1100	10 750—1450
5.	Senior Assistant Director	400— 950	10 750—1450
6.	Administrative Officer	400— 950	11 900—1750
7.	Accounts Officer	400— 950	10 750—1450
8.	Song and Drama Officer	400— 950	10 750—1450
9.	Editor, Panchayat Raj	400— 950	10 750—1450
10.	Editor, Janapada	400— 950	10 750—1450
11.	Editor, Karnataka Vikas	400— 950	10 750—1450
12.	Editor, Publications	400— 950	10 750—1450
13.	Information Officer	400— 950	10 750—1450
14.	District Information and Publicity Officer	400— 950	10 750—1450
15.	Commercial Publicity Officer	400— 950	10 750—1450
16.	Photo and Films Officer	400— 950	10 750—1450
17.	Assistant Producer (Photo and Films).	400— 950	10 750—1450
18.	Assistant Radio Engineers	300— 700	8 600—1240
19.	Assistant Director (Audio Visual).	275— 550	8 600—1240
20.	Assistant Director (Publications)	275— 550	8 600—1240
21.	Assistant Director (State Information Centre)	275— 550	8 600—1240
22.	Assistant Director, Mysore	275— 550	8 600—1240
23.	Chief Organiser, Radio Rural Forums	275— 550	8 600—1240
24.	District Information and Publicity Officer	275— 550	8 600—1240
25.	Sub-Editor	275— 550	8 600—1240
26.	Research Assistant	275— 550	8 600—1240
27.	Assistant Information Officer	275— 550	8 600—1240
28.	Assistant Producer, Script Writer (Song and Drama)	275— 550	8 600—1240
29.	Librarian-cum-Enquiry Officer	250— 500	6 440— 900
30.	Chief Reporter	275— 550	8 600—1240
31.	Technical Assistant	275— 550	8 600—1240
32.	Chief Photographer	250— 500	8 600—1240
33.	Manager and Superintendent	250— 500	8 600—1240
34.	Manager-cum-Accounts Supdt./ Accounts Superintendent	250— 500	8 600—1240
35.	Selection Grade Stenographer	250— 500	8 600—1240
36.	Song and Drama Artist	225— 450	5 400— 750—Extn.—850
37.	Artist (Senior)	225— 450	6 440— 900
38.	Senior Assistant	225— 450	6 440— 900

1	2	3	4	5
		Rs.		Rs.
39.	Sub-Editor-cum-Kannada Reporter	200— 450	6	440— 900
40.	Projectionist-cum-Technician	200— 450	5	400— 750—Extn.—850
41.	Superintendent Grade-I	200— 450	8	600—1240
42.	Junior Artist	200 fixed	No	Recommendation
43.	Folk Musician (Song and Drama)	200 fixed	No	Recommendation
44.	Publicity Asst./Information Asst./ District Publicity Officer	175— 450	7	460—1000
45.	Asst. Editor, Panchayat Raj	175— 450	6	440— 900
46.	Translator-cum-Proof Reader	175— 450	6	440— 900
47.	Librarian	175— 450	6	440— 900
48.	Photographer	175— 450	5	400— 750—Extn.—850
49.	Technical Store Keeper	175— 450	5	400— 750—Extn.—850
50.	Artist	175— 450	6	440— 900
51.	Auto Supervisor	175— 450	5	400— 750—Extn.—850
52.	Superintendent Grade-II	175— 450	6	440— 900
53.	Radio Supervisor	175— 450	5	400— 750—Extn.—850
54.	Sales Assistant	160— 350	6	440— 900
55.	Process-cum-Retouching Asst.	160— 350	4	300— 600—Extn.—700
56.	First Division Clerk and Store Keeper	130— 290	6	440— 900
57.	Receptionist	130— 290	6	440— 900
58.	Librarian-cum-Clerk	130— 290	6	440— 900
59.	English Stenographer	130— 290	6	440— 900
60.	Kannada Stenographer	130— 290	6	440— 900
61.	Projectionist	120— 240	3	300— 500—Extn.—550
62.	Radio Mechanic	120— 240	4	300— 600—Extn.—700
63.	Carpenter	100— 220	3	300— 500—Extn.—550
64.	Cine Operator	100— 220	3	300— 500—Extn.—550
65.	Assistant Kannada Reader	90— 200	4	300— 600—Extn.—700
66.	Kannada Typist (Journalistic cadre).	90— 200	4	300— 600—Extn.—700
67.	Art Helper	90— 200	4	300— 600—Extn.—700
68.	Carpenter Grade I	90— 200	3	300— 500—Extn.—550
69.	Auto Mechanic	90— 200	3	300— 500—Extn.—550
70.	Teleprinter Operator	90— 200	4	300— 600—Extn.—700
71.	Mechanics	90— 200	3	300— 500—Extn.—550
72.	Second Division Clerk/Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
73.	Kannada Typist	90— 200	4	300— 600—Extn.—700
74.	English Typist	90— 200	4	300— 600—Extn.—700
75.	Mechanical Assistant	90— 200	3	300— 500—Extn.—550
76.	Carpenter Grade II and Helper	80— 145	2	280— 420
77.	Driver	80— 145	2	280— 420
78.	Attender/Daffedar/Roneo Operator	80— 145	2	280— 420
79.	Battery Peon	65— 95	1	250— 350
80.	Attender	65— 95	1	250— 350
81.	Process Attender	65— 95	2	280— 420
82.	Packer	65— 95	2	280— 420
83.	Cleaner	65— 95	1	250— 350
84.	Peon	65— 95	1	250— 350
85.	Watchman	65— 95	1	250— 350
86.	Cycle Orderly	65— 95	1	250— 350



### 33. KARNATAKA GOVERNMENT INSURANCE DEPARTMENT

(para 12.581)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.	Rs.	
1.	Director	1000—1500	13	1450—2000
2.	Actuary	1000—1500	11	900—1750
3.	Deputy Director	700—1100	11	900—1750
4.	Assistant Director	350— 900	10	750—1450
5.	Superintendent	250— 500	8	600—1240
6.	Selection Grade Stenographer	250— 500	8	600—1240
7.	Senior Clerk	160— 350	6	440— 900
8.	First Division Clerk	130— 290	6	440— 900
9.	Stenographer	130— 290	6	440— 900
10.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
11.	Typist	90— 200	4	300— 600—Extn.—700
12.	Telephone Operator	90— 200	4	300— 600—Extn.—700
13.	Attender	80— 145	2	280— 420
14.	Driver	80— 145	2	280— 420
15.	Book Binder	80— 145	2	280— 420
16.	Lift Attender	80— 145	2	280— 420
17.	Jamedar	80— 145	2	280— 420
18.	Class IV	65— 95	1	250— 350

### 34. SUBORDINATE JUDICIARY

(para 12.41)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.	Rs.	
1.	District Judge (District and Sessions Judge).	1300—1800	14	2000—2500
2.	Chief Judicial Magistrate (including Chief Metropolitan Magistrate).	1100—1200	13	1450—2000
3.	Civil Judge	700—1100	13	1450—2000
4.	Munsiff (including Judicial Magistrate, First Class Metropolitan Magistrate and Munsiff and Judicial Magistrate First Class).	400— 950	11	900—1750

1	2	3	4	5
		Rs.		Rs.
5.	Chief Administrative Officer	275— 550	10	750—1450
6.	Selection Grade Stenographer	250— 500	8	600—1240
7.	Sheristedar	200— 450	8	600—1240
8.	Head Munshi	175— 450	8	600—1240
9.	Cash Clerk	160— 350	6	440— 900
10.	Stenographer Grade I	130— 290	6	440— 900
11.	First Division Clerk	130— 290	6	440— 900
12.	Copyist Examiner Grade I	130— 290	6	440— 900
13.	Copyist Examiner Grade II	100— 220	6	440— 900
14.	Stenographer Grade II	90— 200	6	440— 900
15.	Typist	90— 200	4	300— 600—Extn.—700
16.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
17.	Typist—Copyist	90— 200	4	300— 600—Extn.—700
18.	Copyist Grade I	90— 200	4	300— 600—Extn.—700
19.	Bailiffs	90— 200	3	300— 500—Extn.—550
20.	Attender Grade I	90— 200	2	280— 420
21.	Copyist Grade II	80— 145	4	300— 600—Extn.—700
22.	Attender Grade II/Jamedar/ Record Attender Grade II/ Book Binder/Daffedar/ Dafterband/Mutchi.	80— 145	2	280— 420
23.	Process Server	80— 145	3	300— 500—Extn.—550
24.	Peon (including Sweeper-cum- Watchman).	65— 95	1	250— 350

### 35. DEPARTMENT OF LABOUR

(para 12.368)

Sl. No.	Designation	Existing	Recommended	GS. (Min.-Max.) No.
		Scales of Pay (Min.-Max.)	Scales of Pay	
1	2	3	4	5
		Rs.		Rs.
1.	Commissioner for Labour	Encadred in I.A.S.		
2.	Additional Labour Commissioner	1000—1500	11	900—1750
3.	Deputy Labour Commissioner	700—1100	11	900—1750
4.	Assistant Labour Commissioner	400— 950	10	750—1450
5.	Labour Officer	275— 550	8	600—1240
6.	Head Quarters Assistant	275— 550	8	600—1240
7.	Superintendent	200— 450	8	600—1240
8.	Senior Labour Inspector	175— 450	6	440— 900
9.	Statistician	175— 450	8	600—1240
10.	Statistical Assistant	175— 450	8	600—1240
11.	Cine-Operator	175— 450	5	400— 750—Extn.—850
12.	Stenographer	175— 450	6	440— 900
13.	Labour Inspector	160— 350	6	440— 900
14.	Sub-Editor	160— 350	6	440— 900
15.	Accountant	130— 290	6	440— 900
16.	First Division Clerk	130— 290	6	440— 900

1	2	3	4	5
		Rs.		Rs.
17.	Stenographer	130— 290	6	440— 900
18.	Co-operative Officer	130— 290	6	440— 900
19.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
20.	Second Grade Typist	90— 200	4	300— 600—Extn.—700
21.	Welfare Organiser	90— 200	4	300— 600—Extn.—700
22.	Supervisor	90— 200	4	300— 600—Extn.—700
23.	Junior Field Assistant	90— 200	4	300— 600—Extn.—700
24.	Literate Attender	80— 145	2	280— 420
25.	Jamedar	80— 145	2	280— 420
26.	Mutchi	80— 145	2	280— 420
27.	Car Driver and Van Driver	80— 145	2	280— 420
28.	Stencil Operator	80— 145	2	280— 420
29.	Gardener and Lady Gardener	65— 95	1	250— 350
30.	Peon	65— 95	1	250— 350
31.	Cleaner	65— 95	1	250— 350
32.	Tailoring Instructor	40/- fixed		No Recommendation
33.	Part-time male worker	40/- fixed		No Recommendation

**36. DEPARTMENT OF LANGUAGES AND DEVELOPMENT OF  
KANNADA  
(para 12.516)**

Sl. No.	Designation	Existing	Recommended	No.
		Scales of Pay	Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	
1	2	3	4	5
		Rs.		Rs.
1.	Director of Languages and Development of Kannada	1000—1500	13	1450—2000
2.	Deputy Director of Languages	700—1100	11	900—1750
3.	Assistant Director of Languages	400— 950	10	750—1450
4.	Administrative Assistant	300— 700	8	600—1240
5.	Research Officers	300— 700	10	750—1450
6.	Senior Translator (Kannada)	250— 500	9	660—1300
7.	Senior Translator (Hindi-Marathi- Urdu-Tamil-Telugu)	250— 500	9	660—1300
8.	Personal Assistant to the Director	250— 500	8	600—1240
9.	Personal Assistant to the Chairman	130— 290	6	440— 900
10.	Kannada Stenographer	130— 290	6	440— 900
11.	English Stenographer	130— 290	6	440— 900
12.	Junior Translators (Kannada)	130— 290	9	660—1300*
13.	Junior Translators (Hindi-Marathi- Urdu-Tamil-Telugu)	130— 290		
14.	First Division Clerk	130— 290	6	440— 900
15.	Kannada Typists	90— 200	4	300— 600—Extn.—700
16.	English Typists	90— 200	4	300— 600—Extn.—700
17.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
18.	Roneo Operator	80— 145	2	280— 420
19.	Attender	80— 145	2	280— 420
20.	Sweeper/Scavenger	65— 95	1	250— 350
21.	Dalayyat/Watchman	65— 95	1	250— 350
22.	Cycle Orderly	65— 95	1	250— 350

\*See para 12.517.

### 37. GOVERNMENT LAW COLLEGE

(para 12.239)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.	Rs.	
1.	Principal	1300—1800	13	1450—2000
2.	Professor (For Law of Contracts)	700—1100	12	1300—1900
3.	Part-time Professor	600—fixed	No	Recommendation
4.	Professor	500—1000	12	1300—1900
5.	Part-time Assistant Professor	400—fixed	No	Recommendation
6.	Manager	275— 550	8	600—1240
7.	Accounts Superintendent	200— 450	8	600—1240
8.	Librarian	175— 450	7	460—1000
9.	Physical Culture Instructor	160— 350	7	460—1000
10.	Stenographer	130— 290	6	440— 900
11.	First Division Clerk	130— 290	6	440— 900
12.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
13.	Typist	90— 200	4	300— 600—Extn.—700
14.	Attender	80— 145	2	280— 420
15.	Daffedar	80— 145	2	280— 420
16.	Peons	65— 95	1	250— 350
17.	Watchman	65— 95	1	250— 350
18.	Maid servant	65— 95	1	250— 350
19.	Sweeper	65— 95	1	250— 350
20.	Scavenger	65— 95	1	250— 350

### 38. MARKETING DEPARTMENT

(para 12.431)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.	Rs.	
1.	Chief Marketing Officer		Ex-Officio Post	
2.	Additional Chief Marketing Officer		Encadred in I. A. S.	
3.	Joint Chief Marketing Officer	1000—1500	13	1450—2000
4.	Economist	1000—1500	13	1450—2000
5.	Deputy Chief Marketing Officer	700—1100	11	900—1750
6.	Key Market Superintendent	700—1100	11	900—1750
7.	Secretary	700—1100	11	900—1750
8.	Chief Auditor	700—1100	11	900—1750
9.	Headquarters Gazetted Assistant	300— 700	8	600—1240
10.	Senior Marketing Officer	300— 700	10	750—1450

1	2	3	4	5
		Rs.		Rs.
11. Marketing Officer (Betelnut Grading).		300— 700	10	750—1450
12. District Marketing Officer		300— 700	10	750—1450
13. Key Market Superintendent		300— 700	10	750—1450
14. Senior Market Superintendent		300— 700	10	750—1450
15. Secretary		300— 700	10	750—1450
16. Special Auditor		300— 700	10	750—1450
17. Research Assistant		300— 700	10	750—1450
18. Secretary		275— 550	8	600—1240
19. Assistant Secretary		275— 550	8	600—1240
20. District Auditor		275— 550	8	600—1240
21. Supervisory Officer		275— 550	8	600—1240
22. Selection Grade Stenographer		250— 500	8	600—1240
23. Superintendent		200— 450	8	600—1240
24. Grading Assistant		175— 450	6	440— 900
25. Senior Marketing Inspector		175— 450	6	440— 900
26. Secretary		175— 450	6	440— 900
27. Assistant Secretary		175— 450	6	440— 900
28. Senior Market Superintendent		175— 450	6	440— 900
29. Grading Inspector		175— 450	6	440— 900
30. Chemist		175— 450	6	440— 900
31. Statistician		175— 450	8	600—1240
32. Head Clerk		175— 450	6	440— 900
33. Senior Auditor		175— 450	6	440— 900
34. Accountant		130— 290	6	440— 900
35. Secretary		130— 290	6	440— 900
36. Assistant Secretary		130— 290	6	440— 900
37. Assistant Market Superintendent		130— 290	6	440— 900
38. Junior Market Superintendent		130— 290	6	440— 900
39. Grader (Betelnut Grading)		130— 290	6	440— 900
40. Marketing Inspector		130— 290	6	440— 900
41. First Division Clerk		130— 290	6	440— 900
42. Accountant		130— 290	6	440— 900
43. Senior Auditor		130— 290	6	440— 900
44. Auditor		130— 290	6	440— 900
45. Internal Auditor		130— 290	6	440— 900
46. Compiler		130— 290	6	440— 900
47. Stenographer		130— 290	6	440— 900
48. Grader		90— 200	4	300— 600—Extn.—700
49. Laboratory Assistant		90— 200	4	300— 600—Extn.—700
50. Price Reporting Agent		90— 200	4	300— 600—Extn.—700
51. Assistant Compiler		90— 200	4	300— 600—Extn.—700
52. Grading Demonstrator		90— 200	4	300— 600—Extn.—700
53. Second Division Clerk		90— 200	4	300— 600—Extn.—700
54. Typist		90— 200	4	300— 600—Extn.—700
55. Clerk-cum-Typist		90— 200	4	300— 600—Extn.—700
56. Accounts Clerk		90— 200	4	300— 600—Extn.—700
57. Assistant Secretary		90— 200	4	300— 600—Extn.—700
58. Driver		80— 145	2	280— 420
59. Duplicating Attender		80— 145	2	280— 420
60. Attender		80— 145	2	280— 420
61. Daffedar		80— 145	2	280— 420
62. Peon and Farash		65— 95	1	250— 350

1	2	3	4	5
		Rs.		Rs.
<b>ENGINEERING CELL</b>				
63. Executive Engineer		700—1100	11	900—1750
64. Assistant Engineer		350— 900	10	750—1450
65. Architect		350— 900	10	750—1450
66. Junior Engineer		275— 550	9	660—1300
67. Accounts Superintendent		250— 500	8	600—1240
68. Manager Grade II		200— 450	8	600—1240
69. Supervisor		175— 450	5	400— 750—Extn.—850
70. Draughtsman		175— 450	5	400— 750—Extn.—850
71. First Division Store-keeper		160— 350	6	440— 900
72. First Division Clerk		130— 290	6	440— 900
73. Stenographer		130— 290	6	440— 900
74. Tracer		100— 220	4	300— 600—Extn.—700
75. Second Division Clerk		90— 200	4	300— 600—Extn.—700
76. Second Division Clerk-cum-Typist		90— 200	4	300— 600—Extn.—700
77. Typist		90— 200	4	300— 600—Extn.—700
78. Second Division Store-keeper		90— 200	4	300— 600—Extn.—700
79. Peon		65— 95	1	250— 350

### 39. DEPARTMENT OF MINES AND GEOLOGY

(para 12.370)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	Director	1300—1800	14	2000—2500
2.	Deputy Director	700—1100	11	900—1750
3.	Chief Drilling Engineer	700—1100	11	900—1750
4.	Chief Chemist	400— 950	10	750—1450
5.	Senior Geologist	400— 950	11	900—1750
6.	Accounts Officer	400— 950	10	750—1450
7.	Geologist	350— 900	10	750—1450
8.	Mineral Technologist	350— 900	10	750—1450
9.	Chemist	350— 900	9	660—1300
10.	Geophysicist	350— 900	10	750—1450
11.	Drilling Engineer	350— 900	10	750—1450
12.	Technical Assistant to the Chief Drilling Engineer	350— 900	10	750—1450
13.	Mining Engineer	350— 900	8	600—1240
14.	Assistant Drilling Engineer	300— 700	9	660—1300
15.	Gazetted Assistant (Head Quarters)	275— 550	8	600—1240
16.	Stores Officer	275— 550	8	600—1240
17.	Survey Officer	275— 550	8	600—1240
18.	Junior Engineer (Civil)	275— 550	9	660—1300
19.	Junior Engineer (Mechanical)	275— 550	9	660—1300

1	2	3	4	5
		Rs.		Rs.
20.	Assistant Geologist	275— 550	9	660—1300
21.	Head Draughtsman	275— 550	8	600—1240
22.	Driller	250— 500	6	440— 900
23.	Manager	250— 500	8	600—1240
24.	Accounts Superintendent-cum- Manager	250— 500	8	600—1240
25.	Accounts Superintendent	250— 500	8	600—1240
26.	Audit Superintendent	250— 500	8	600—1240
27.	Assistant Chemist	225— 450	9	660—1300
28.	Assistant Geophysicist	225— 450	9	660—1300
29.	Mines Foreman	225— 450	6	440— 900
30.	Superintendent Grade-II/Manager Grade-II/Stores Superintendent	200— 450	8	600—1240
31.	Assistant Draughtsman	175— 450	5	400— 750—Extn.—850
32.	Supervisor	175— 450	5	400— 750—Extn.—850
33.	Instrument Reader	175— 450	5	400— 750—Extn.—850
34.	Mechanic	175— 450	5	400— 750—Extn.—850
35.	Stenographer Grade-I	130— 290	6	440— 900
36.	Accountant	130— 290	6	440— 900
37.	Accounts Clerk	130— 290	6	440— 900
38.	Auditor	130— 290	6	440— 900
39.	First Division Clerk	130— 290	6	440— 900
40.	Assistant Driller	130— 290	5	400— 750—Extn.—850
41.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
42.	Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
43.	Junior Stenographer	90— 200	6	440— 900
44.	Kannada Typist	90— 200	4	300— 600—Extn.—700
45.	Typist	90— 200	4	300— 600—Extn.—700
46.	Driver	80— 145	2	280— 420
47.	Welder	80— 145	3	300— 500—Extn.—550
48.	Turner	80— 145	3	300— 500—Extn.—550
49.	Helper	80— 145	3	300— 500—Extn.—550
50.	Compressor-Operator	80— 145	3	300— 500—Extn.—550
51.	Stores Assistant	80— 145	2	280— 420
52.	Jamedar	80— 145	2	280— 420
53.	Attender	80— 145	2	280— 420
54.	Daffedar	80— 145	2	280— 420
55.	Section Cutter	80— 145	2	280— 420
56.	Mutchi	80— 145	2	280— 420
57.	Peon/Lasker/Watchman/Office Orderly/Cycle Orderly/Cleaner Gardener	65— 95	1	250— 350

## 40. DEPARTMENT OF MINING EDUCATION

(para 12.384)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	Rs.
1	2	3	4	5
		Rs.		Rs.
1.	Director of Mining Education	1300—1800	} 12	1300—1900 *
2.	Deputy Director of Mining Education-cum-Principal	700—1100		
3.	Head of Section in Mining	350— 900	11	900—1750
4.	Head of Section in Geology	350— 900	11	900—1750
5.	Senior Lecturer in Boring and Drilling	300— 700	10	750—1450
6.	Senior Lecturer in Mine Surveying	300— 700	10	750—1450
7.	Lecturer in Mining	275— 550	10	750—1450
8.	Lecturer in Boring and Drilling	275— 550	7	460—1000
9.	Lecturer in Geology	275— 550	7	460—1000
10.	Lecturer in Mine Surveying	275— 550	10	750—1450
11.	Lecturer in Mechanical Engi- neering.	275— 550	10	750—1450
12.	Lecturer in Electrical Engineering	275— 550	10	750—1450
13.	Lecturer in Civil Engineering	275— 550	10	750—1450
14.	Lecturer in Science and Mathematics	275— 550	10	750—1450
15.	Assistant Lecturer in Mechanical Engineering.	200— 450	5	400— 750—Extn.—850
16.	Office Superintendent	200— 450	8	600—1240
17.	First Division Clerk/Store-keeper	130— 290	6	440— 900
18.	Librarian	130— 290	6	440— 900
19.	Stenographer	130— 290	6	440— 900
20.	Assistant Workshop Inspector	120— 240	4	300— 600—Extn.—700
21.	Mechanic	90— 200	3	300— 500—Extn.—550
22.	Laboratory Assistant (Boring and Drilling)	90— 200	3	300— 500—Extn.—550
23.	Skilled Workman	90— 200	3	300— 500—Extn.—550
24.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
25.	Typist	90— 200	4	300— 600—Extn.—700
26.	Attender/Helper	80— 145	2	280— 420
27.	Driver	80— 145	2	280— 420
28.	Peon/Watchman/Sweeper Scavenger	65— 95	1	250— 350
29.	Cleaner	55— 75 (Old Scale)	1	250— 350

\* See para 12.384.



## 41. MOTOR VEHICLES DEPARTMENT

(para 12.419)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	No.
1	2	3	4	5
		Rs.	Rs.	
		Encadred in I. A. S.		
1.	Transport Commissioner			
2.	Deputy Transport Commissioner	700—1100	11	900—1750
3.	Secretary, State Transport Authority.	700—1100	11	900—1750
4.	Planning and Development Officer and Headquarters Assistant to the Transport Commissioner.	400— 950	10	750—1450
5.	Financial Assistant to the Commissioner of Transport.	400— 950	10	750—1450
6.	Accounts Officer, Regional Transport Office, Bangalore.	400— 950	10	750—1450
7.	Regional Transport Officer	400— 950	10	750—1450
8.	Law Officer	400— 950	11	900—1750
9.	Assistant Regional Transport Officer.	300— 700	8	600—1240
10.	Assistant Transport Commissioner	300— 700	8	600—1240
11.	Assistant Director of Statistics	300— 700	10	750—1450
12.	Assistant Law Officer	300— 700	10	750—1450
13.	Assistant Secretary	275— 550	8	600—1240
14.	Headquarters Assistant to Regional Transport Officer, Bangalore.	275— 550	8	600—1240
15.	Treasury Officer	275— 550	8	600—1240
16.	Tax Officer	275— 550	8	600—1240
17.	Superintendent	250— 500	8	600—1240
18.	Accounts Superintendent	250— 500	8	600—1240
19.	Head Clerk	175— 450	8	600—1240
20.	Treasury Sheristedar (Chief Cashier).	175— 450	6	440— 900
21.	Motor Vehicles Inspector	175— 450	5	400— 175—Extn.—850
22.	Prosecuting Inspector	175— 450	10	750—1450*
23.	Senior Statistical Assistant	175— 450	8	600—1240
24.	Accountant	130— 290	6	440— 900
25.	Auditor	130— 290	6	440— 900
26.	First Division Clerk	130— 290	6	440— 900
27.	Senior Computer	130— 290	6	440— 900
28.	Senior Stenographer	130— 290	6	440— 900
29.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
30.	Shroff	90— 200	4	300— 600—Extn.—700
31.	Record Keeper	90— 200	4	300— 600—Extn.—700
32.	Junior Computer	90— 200	4	300— 600—Extn.—700
33.	Second Grade Typist	90— 200	4	300— 600—Extn.—700
34.	Junior Stenographer	90— 200	6	440— 900

\* See para 12.420.

1	2	3	4	5
		Rs.		Rs.
35. Attender		80—145	2	280—420
36. Daffedar		80—145	2	280—420
37. Driver		80—145	2	280—420
38. Gollar		80—145	2	280—420
39. Treasury Guard		80—145	1	250—350
40. Peon		65—95	1	250—350
41. Watchman		65—95	1	250—350
42. Process Server		65—95	1	250—350
43. Sweeper		65—95	1	250—350
44. Cycle Orderly		65—95	1	250—350

## 42. NATIONAL CADET CORPS

(para 12.590)

Sl. No.	Designation	Existing Scales of Pay	GS. (Min.-Max.) No.	Recommended Scales of Pay
		(Min.-Max.)		
1	2	3	4	5
		Rs.		Rs.
1. Administrative Officer		400—950	11	900—1750
2. Accounts Officer		400—950	10	750—1450
3. Accounts Superintendent		250—500	8	600—1240
4. Manager Grade I		200—450	8	600—1240
5. Head Clerk Grade II		175—450	6	440—900
6. Aero-Modelling Instructor-cum-Store Keeper.		175—450	5	400—750—Extn.—850
7. Ship Modelling Mechanic/Instructor.		175—450	5	400—750—Extn.—850
8. Accountant/First Division Clerk		130—290	6	440—900
9. Auditor (First Division Clerk)		130—290	6	440—900
10. Stenographer		130—290	6	440—900
11. Second Division Clerk/Store Keeper.		90—200	4	300—600—Extn.—700
12. Typist		90—200	4	300—600—Extn.—700
13. Attender		80—145	2	280—420
14. Driver		80—145	2	280—420
15. Peon		65—95	1	250—350
16. Lascar		65—95	1	250—350
17. Chowkidar		65—95	1	250—350
18. Boat-keeper		65—95	1	250—350
19. Sweeper		65—95	1	250—350

### 43. POLICE DEPARTMENT

(para 12.52)

Sl. No.	Designation	Existing Scales of Pay (Min.-Max.)	Recommended Scales of Pay GS. (Min.-Max.) No.
1	2	3	4
		Rs.	Rs.

#### EXECUTIVE CIVIL

1.	Inspector General of Police	Encadred in I.P.S.	
2.	Deputy Inspector General of Police	Encadred in I.P.S.	
3.	Superintendent of Police/Deputy Commissioner of Police (Non-I.P.S.).	500—1000	13 1450—2000
4.	Deputy Superintendent of Police	400— 950	11 900—1750
5.	Police Inspector	275— 550	10 750—1450
6.	Sub-Inspector of Police	175— 450	8 600—1240
7.	Assistant Sub-Inspector of Police	130— 290	6 440— 900
8.	Head Constable	90— 200	5 400— 750—Extn.—850
9.	Police Constable	80— 145	4 300— 600—Extn -700

#### EXECUTIVE RESERVE

10.	Commandant, Mounted/ Dismounted Company Palace Guards, Karnataka Armed Reserve Police, Mysore (Superintendent of Police).	500—1000	13 1450—2000
11.	Deputy Superintendent of Police, Reserve Class II Assistant Commissioner of Police (Reserve).	400— 950	11 900—1750
12.	Reserve Inspector of Police	275— 550	10 750—1450
13.	Reserve Sub-Inspector of Police	175— 450	8 600—1240
14.	Assistant Reserve Sub-Inspector of Police.	130— 290	6 440— 900
15.	Reserve Head Constable	90— 200	5 400— 750—Extn.—850
16.	Reserve Police Constable	80— 145	4 300— 600—Extn.—700
17.	Follower in Mounted/Dismounted coys/Police Training College, Mysore and Police Training School, Channapàtna.	65— 95	1 250— 350

#### POLICE CENTRAL MOTOR TRANSPORT WORKSHOP, BANGALORE

18.	Reserve Police Inspector, Motor Transport Organisation.	275— 550	8 600—1240
19.	Reserve Sub-Inspector, Motor Transport.	175— 450	5 400— 750—Extn.—850
20.	Assistant Reserve Sub-Inspector, Motor Transport—		
	(a) Store Keeper	130— 290	4 300— 600—Extn.—700
	(b) Electrician	130— 290	3 300— 500—Extn.—550
	(c) Motor Vehicle Fitter	130— 290	3 300— 500—Extn.—550
	(d) Store Keeper (P.O.L.)	130— 290	4 300— 600—Extn.—700

1	2	3	4	5
		Rs.		Rs.
21.	Head Constable Mechanics—			
	(a) Electrician	90— 200	2	280— 420
	(b) Motor Vehicle Fitter	90— 200	2	280— 420
	(c) Vulcaniser	90— 200	2	280— 420
	(d) Painter	90— 200	2	280— 420
22.	Police Constable Mechanic—			
	(a) Electrician	80— 145	2	280— 420
	(b) Motor Vehicle Fitter, Turner, Vulcaniser and Welder.	80— 145	2	280— 420
	(c) Blacksmith	80— 145	2	280— 420
	(d) Carpenter	80— 145	2	280— 420
	(e) Upholster	80— 145	2	280— 420
	(f) Painter	80— 145	2	280— 420
	(g) Greaser	80— 145	1	250— 350
	(h) Assistant Store Keeper	80— 145	2	280— 420
<b>POLICE CENTRAL MOTOR TRANSPORT WORKSHOP, BELGAUM</b>				
23.	Police Inspector Foreman	275— 550	8	600—1240
24.	Police Sub-Inspector (Technician)	175— 450	5	400— 750—Extn.—850
25.	Store Keeper	130— 290	4	300— 600—Extn.—700
26.	Tradesman Class I—			
	(a) Blacksmith Class I	130— 290	3	300— 500—Extn.—550
	(b) Carpenter Class I	130— 290	3	300— 500—Extn.—550
	(c) Electrician Class I	130— 290	3	300— 500—Extn.—550
	(d) Motor Vehicle Fitter Class I	130— 290	3	300— 500—Extn.—550
	(e) Painter Class I	130— 290	3	300— 500—Extn.—550
	(f) Turner Class I	130— 290	3	300— 500—Extn.—550
27.	Tradesman Class II—			
	(a) Upholster Class II	90— 200	2	280— 420
	(b) Motor Vehicle Fitter Class II.	90— 200	2	280— 420
	(c) Bench Fitter Class II	90— 200	2	280— 420
	(d) Electrician Class II	90— 200	2	280— 420
	(e) Tinsmith Class II	90— 200	2	280— 420
	(f) Vulcaniser Class II	90— 200	2	280— 420
	(g) Assistant Turner Class II	90— 200	2	280— 420
	(h) Carpenter Class II	90— 200	2	280— 420
	(i) Blacksmith Class II	90— 200	2	280— 420
28.	Tradesman Class III—			
	(a) Upholster Class III	80— 145	2	280— 420
	(b) Electrician Class III	80— 145	2	280— 420
	(c) Tinsmith Class III	80— 145	2	280— 420
	(d) Painter Class III	80— 145	2	280— 420
	(e) Carpenter Class III	80— 145	2	280— 420
	(f) Motor Vehicle Fitter Class III.	80— 145	2	280— 420
	(g) Greaser Class III	80— 145	1	250— 350
	(h) Cleaner Class III	80— 145	1	250— 350
29.	Class IV—			
	Assistant Greaser	65— 95	1	250— 350
<b>POLICE LAUNCH ESTABLISHMENT</b>				
30.	Sarang	130— 290	4	300— 600—Extn.—700
31.	Launch Driver	120— 240	4	300— 600—Extn.—700

1	2	3	4	5
		Rs.		Rs.
32. Dingi Driver		90— 200	3	300— 500—Extn.—550
33. Helmsman		90— 200	3	300— 500—Extn.—550
34. Khalasi		80— 145	2	280— 420

#### POLICE BAND ESTABLISHMENT

35. Band Master/English Karnatic Band.	275— 550	8	600—1240
36. Assistant Band Master/English Karnatic Band.	175— 450	7	460—1000
37. Musician	100— 220	4	300— 600—Extn.—700
38. Daffedar	90— 200	5	400— 750—Extn.—850

#### KARNATAKA STATE RESERVE POLICE

39. Commandant	500—1000	13	1450—2000
40. Assistant Commandant	400— 950	11	900—1750
41. Subedar Major	275—550	10	750—1450
42. Subedar	275— 550	10	750—1450
43. Jamedar	175— 450	8	600—1240
44. Havildar Major	130— 290	6	440— 900
45. Havildar	90— 200	5	400— 750—Extn.—850
46. Naik	90— 200	5	400— 750—Extn.—850
47. Lance Naik	80— 145	4	300— 600—Extn.—700
48. Reserve Police Constable (including Police Constable Wireless, Police Constable Cleaner and Police Constable Bandsman).	80— 145	4	300— 600—Extn.—700
49. Jamedar Follower	90— 200	3	300— 500—Extn.—550
50. Follower (Dhobi, Cook, Barber, Sweeper, etc.).	80— 145	2	280— 420

#### POLICE WIRELESS ESTABLISHMENT

51. Superintendent of Police (Wireless)	700—1100	13	1450—2000
52. Deputy Superintendent of Police (Wireless)	400— 950	11	900—1750
53. Deputy Superintendent of Police (Cryptography)	400— 950	11	900—1750
54. Police Inspector (Wireless)	300— 700	10	750—1450
55. Sub-Inspector (Wireless)	225— 450	8	600—1240
56. Senior Radio Mechanic	200— 450	6	440— 900
57. Assistant Sub-Inspector Radio Mechanic.	175— 450	6	440— 900
58. Assistant Sub-Inspector of Police (Wireless)	175— 450	6	440— 900
59. Assistant Sub-Inspector-Electrician	175— 450	6	440— 900
60. Head Constable—Wireless	120— 240	5	400— 750—Extn.—850
61. Police Constable—Wireless	90— 200	4	300— 600—Extn.—700

#### FORENSIC SCIENCE LABORATORY

62. Director	800—1250	13	1450—2000
63. Assistant Director	400— 950	10	750—1450
64. Sereologist (Since redesignated as Assistant Director)	400— 950	10	750—1450

1	2	3	4	5
		Rs.		Rs.
65. Questioned Documents Expert		300— 700	9	660—1300
66. Ballistic Expert		300— 700	9	660—1300
67. Physicist		300— 700	9	660—1300
68. Toxicologist		300— 700	9	660—1300
69. Photographer		175— 450	5	400— 750—Extn.—850
70. Photographer (Photographic Section CID)		175— 450	5	400— 750—Extn.—850
71. Scientific Assistant		160— 350	6	440— 900
72. Librarian		130— 290	6	440— 900
73. Assistant Photographer		90— 200	3	300— 500—Extn.—550
74. Laboratory Attender		80— 145	2	280— 420

#### MINISTERIAL ESTABLISHMENT

75. Public Relations Officer		400— 950	10	750—1450
76. Financial Assistant to the Inspector General of Police		400— 950	10	750—1450
77. Gazetted Headquarters Assistant		275— 550	8	600—1240
78. Chief Reporter (English, Kannada and Marathi)		250— 500	8	600—1240
79. Manager		250— 500	8	600—1240
80. Selection Grade Stenographer		250— 500	8	600—1240
81. Superintendent Grade I		200— 450	8	600—1240
82. Superintendent Grade II/Manager of Range Deputy Inspector Gene- ral of Police Office/Managers of District Police Offices.		175— 450	6	440— 900
83. Reporter, (English, Kannada, Marathi, Tamil, Urdu-cum- Hindi, Telugu)		175— 450	6	440— 900
84. Senior Stenographer		175— 450 130— 290	} 6	440— 900
85. First Division Clerk		130— 290		
86. Second Division Clerk		90— 200	4	300— 600—Extn.—700
87. Junior Stenographer		90— 200	6	440— 900
88. Typist (English, Kannada)		90— 200	4	300— 600—Extn.—700
89. Third Division Clerk		80— 145	4	300— 600—Extn.—700
90. Jamedar/Daffedar		80— 145	2	280— 420
91. Attender		80— 145	2	280— 420
92. Dalayat/Class IV/Sweeper etc.		65— 95	1	250— 350

#### EXECUTIVE CIVIL

93. Director, Finger Print Bureau		400— 950	11	900—1750
94. Police Inspector, Finger Print Bureau		275— 550	10	750—1450
95. Woman Sub-Inspector of Police		175— 450	8	600—1240
96. Sub-Inspector Photographer		175— 450	5	400— 750—Extn.—850
97. Sub-Inspector of Police Finger Print Bureau		175— 450	8	600—1240
98. Woman Head Constable		90— 200	5	400— 750—Extn.—850
99. Woman Police Constable		80— 145	4	300— 600—Extn.—700

#### OTHERS IN C.I.D.

100. Legal Adviser		1500 (Fixed)		No Recommendation
101. Assistant Legal Adviser		600 (Fixed)		No Recommendation
102. Senior Auditor		250— 500	8	600—1240
103. Junior Auditor		130— 290	6	440— 900

OTHERS IN RESEARCH CENTRE

104. Senior Statistical Assistant	175— 450	8	600—1240
105. Librarian	175— 450	7	460—1000

**44. KARNATAKA PORTS DEPARTMENT**  
(para 12.385)

Si. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	State Port Officer (since redesignated as Director of Ports and Inland Water Transport)	1000—1500	14	2000—2500
2.	Port Officer	800—1250	11	900—1750
3.	Marine Engineer	800—1250	13	1450—2000
4.	Port Engineer	700—1100	11	900—1750
5.	Economist	400— 950	11	900—1750
6.	Assistant Hydrographic Surveyor	350— 900	10	750—1450
7.	Traffic Executive	300— 700	No Recommendation*	
8.	Ferries Officer	275— 550	8	600—1240
9.	Junior Hydrographic Surveyor	275— 550	9	660—1300
10.	Junior Engineer	275— 550	9	660—1300
11.	Administrative Assistant	250— 500	8	600—1240
12.	Ferries Inspector	200— 450	6	440— 900
13.	Port Conservator	200— 450	8	600—1240
14.	Project Manager	200— 450	No Recommendation*	
15.	Superintendent Grade-II	175— 450	6	440— 900
16.	Draughtsman	175— 450	5	400— 750—Extn.—850
17.	Mechanical Supervisor	175— 450	5	400— 750—Extn.—850
18.	Supervisor	175— 450	5	400— 750—Extn.—850
19.	Marine Mechanic	175— 450	5	400— 750—Extn.—850
20.	Operator Grade-I	175— 450	5	400— 750—Extn.—850
21.	Operator (Front End Pay Loader)	175— 450	5	400— 750—Extn.—850
22.	Deputy Ferries Inspector	160— 350	4	300— 600—Extn.—700
23.	Deputy Port Conservator	130— 290	6	440— 900
24.	Stenographer Grade-I	130— 290	6	440— 900
25.	First Division Clerk	130— 290	6	440— 900
26.	First Division Accounts Clerk	130— 290	6	440— 900
27.	First Division Store Keeper	130— 290	6	440— 900
28.	Driver Grade-II	120— 240	4	300— 600—Extn.—700
29.	Sarang Grade-II	120— 240	4	300— 600—Extn.—700
30.	Electrician	120— 240	4	300— 600—Extn.—700
31.	Tracer	100— 220	4	300— 600—Extn.—700
32.	Junior Stenographer	90— 200	6	440— 900
33.	Typist	90— 200	4	300— 600—Extn.—700
34.	Assistant Port Conservator	90— 200	4	300— 600—Extn.—700
35.	Second Division Accounts Clerk	90— 200	4	300— 600—Extn.—700
36.	Second Division Store Keeper	90— 200	4	300— 600—Extn.—700
37.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
38.	Assistant Ferries Inspector	90— 200	4	300— 600—Extn.—700

\* See para 12.394.

1	2	3	4	5
		Rs.		Rs.
39.	Traffic Assistant	90— 200	No	Recommendation*
40.	Light Keeper and Signaller	80— 145	4	300— 600—Extn.—700
41.	Light Keeper	80— 145	3	300— 500—Extn.—550
42.	Car Driver	80— 145	2	280— 420
43.	Jeep Driver	80— 145	2	280— 420
44.	Driver Grade-III (Floating Crafts)	80— 145	3	300— 500—Extn.—550
45.	Driver of Light Vehicle	80— 145	2	280— 420
46.	Attender	80— 145	2	280— 420
47.	Daffedar	80— 145	2	280— 420
48.	Sarang Grade-III	80— 145	3	300— 500—Extn.—550
49.	Assistant Operator (Front End Pay Loader)	80— 145	4	300— 600—Extn.—700
50.	Truck Driver	80— 145	2	280— 420
51.	Assistant Light Keeper	65— 95	2	280— 420
52.	Seaman	65— 95	2	280— 420
53.	Wharfman	65— 95	2	280— 420
54.	Survey Seaman	65— 95	2	280— 420
55.	Class-IV (Peon)	65— 95	1	250— 350
56.	Helper	65— 95	1	250— 350
57.	Laskar	65— 95	1	250— 350

\* See para 12.394.

**45. DEPARTMENT OF PRE-UNIVERSITY EDUCATION**  
(para 12.205)

Sl. No.	Designation	Existing	No.	Recommended
		Scales of Pay		Scales of Pay
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
1.	Director	1300—1800	13	1450—2000
2.	Deputy Director	800—1250	11	900—1750
3.	Senior Assistant Director	400— 950	10	750—1450
4.	Assistant Director	400— 950	10	750—1450
5.	Accounts Assistant	400— 950	10	750—1450
6.	Section Officer	300— 700 275— 550	} 8	600—1240
7.	Accounts Superintendent	250— 500		
8.	Senior Assistant	250— 500 225— 450	} 6	440— 900
9.	Selection Grade Stenographer	250— 500		
10.	Superintendent	175— 450	6	440— 900
11.	Assistant	160— 350	6	440— 900
12.	Stenographer	160— 350	6	440— 900
13.	First Division Clerk	130— 290	6	440— 900
14.	Junior Assistant/Second Division Clerk	90— 200	4	300— 600—Extn.—700
15.	Typist	90— 200	4	300— 600—Extn.—700



1	2	3	4	5
		Rs.		Rs.
16. Driver		80— 145	2	280— 420
17. Attender		80— 145	2	280— 420
18. Peon/Cycle Orderly/ Watchman		65— 95	1	250— 350
<b>GOVERNMENT JUNIOR COLLEGE</b>				
19. Principal		400— 950	11	900—1750
20. Lecturer		300— 700	10	750—1450
21. Instructor in Physical Education		200— 450	7	460—1000
22. Librarian		175— 450	7	460—1000
23. Second Division Clerk		90— 200	4	300— 600—Extn.—700
24. Clerk-cum-Typist		90— 200	4	300— 600—Extn.—700
25. Attender		80— 145	2	280— 420
26. Peon/Watchman		65— 95	1	250— 350

**46. DEPARTMENT OF PRINTING, STATIONERY AND PUBLICATIONS**  
(para 12. 340)

Sl. No.	Designation	Existing Scales of Pay	No.	Recommended Scales of Pay
		(Min.-Max.)		GS. (Min.-Max.)
1	2	3	4	5
		Rs.		Rs.
1.	Director	1300—1800	14	2000—2500
2.	Senior Deputy Director	700—1100	13	1450—2000
3.	Deputy Director	400— 950	11	900—1750
4.	Assistant Surgeon Grade-II (Medical Officer)	400— 950	9	660—1300
5.	Assistant Director	275— 550	10	750—1450
6.	Stock Verification Officer	275— 550	10	750—1450
7.	Labour Welfare Officer	275— 550	8	600—1240
8.	Selection Grade Stenographer	250— 500	8	600—1240
9.	Audit Superintendent (Internal Audit Section).	250— 500	8	600—1240
10.	Chief Examiner	225— 450	8	600—1240
11.	Supervisor/Manager	225— 450	8	600—1240
12.	Mechanical Supervisor	225— 450	8	600—1240
13.	Superintendent Grade I	200— 450	8	600—1240
14.	Chief Cost Accountant	200— 450	8	600—1240
15.	Senior Foreman	200— 450	5	400— 750—Extn.— 850
16.	Translator	200— 450	9	660—1300*
17.	Lino Supervisor	200— 450	5	400— 750—Extn.— 850
18.	Mechanical Overseer	200— 450	5	400— 750—Extn.— 850
19.	Overseer	200— 450	5	400— 750—Extn.— 850
20.	Superintendent Grade-II	175— 450	6	440— 900
21.	Deputy Chief Examiner	175— 450	6	440— 900
22.	Foreman	175— 450	5	400— 750—Extn.— 850
23.	Head Computer	175— 450	6	440— 900
24.	Process Operator	175— 450	4	300— 600—Extn.—700
25.	Artist and Fine Etcher	175— 450	6	440— 900
26.	Artist	175— 450	6	440— 900

1	2	3	4	5
		Rs.		Rs.
27.	Engraver and Mounter	175— 450	4	300— 600—Extn.—700
28.	Senior Offset Printer	175— 450	4	300— 600—Extn.—700
29.	Lino Mechanic	175— 450	4	300— 600—Extn.—700
30.	Lino Operator	175— 450	4	300— 600—Extn.—700
31.	Mono Operator	175— 450	4	300— 600—Extn.—700
32.	Electrician	175— 450	5	400— 750—Extn.—850
33.	Mechanic (Upgraded)	175— 450	4	300— 600—Extn.—700
34.	Supervisor	175— 450	5	400— 750—Extn.—850
35.	Staff Nurse	175— 450	5	400— 750—Extn.—850
36.	Senior Offset Plate Maker	160— 350	4	300— 600—Extn.—700
37.	Chief Time Keeper	160— 350	5	400— 750—Extn.—850
38.	Senior Compositor	160— 350	4	300— 600—Extn.—700
39.	Senior Machine Minder	160— 350	4	300— 600—Extn.—700
40.	Senior Binder	160— 350	4	300— 600—Extn.—700
41.	Works Clerk	160— 350	6	440— 900
42.	First Division Clerk	130— 290	6	440— 900
43.	First Division Clerk (Internal Auditor)	130— 290	6	440— 900
44.	Stenographer Grade-I	130— 290	6	440— 900
45.	Cost Accountant	130— 290	6	440— 900
46.	Senior Proof Examiner	130— 290	6	440— 900
47.	Assistant Transloter	130— 290	9	660—1300*
48.	First Division Computer	130— 290	6	440— 900
49.	Assistant Process Operator	120— 240	4	300— 600—Ex'n.—700
50.	Head Mono Caster	120— 240	4	300— 600—Extn.—700
51.	Head Type Caster	120— 240	4	300— 600—Extn.—700
52.	Typewriter Mechanic	120— 240	4	300— 600—Extn.—700
53.	Offset Printer/Offset Machine Minder	100— 220	3	300— 500—Extn.—550
54.	Engraver	100— 220	3	300— 500—Extn.—550
55.	Offset Plate Maker	100— 220	3	300— 500—Extn.—550
56.	Mechanic	100— 220	3	300— 500—Extn.—550
57.	Stereo Type Caster	100— 220	3	300— 500—Extn.—550
58.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
59.	Fall Back Pay Clerk	90— 200	4	300— 600—Extn.—700
60.	Typist	90— 200	4	300— 600—Extn.—700
61.	Junior Proof Examiner	90— 200	4	300— 600—Extn.—700
62.	Second Division Computer	90— 200	4	300— 600—Extn.—700
63.	Assistant Offset Printer/Assistant Offset Machine Minder	90— 200	3	300— 500—Extn.—550
64.	Assistant Offset Plate Maker	90— 200	3	300— 500—Extn.—550
65.	Process Plate Maker	90— 200	3	300— 500—Extn.—550
66.	Assistant Mechanic	90— 200	3	300— 500—Extn.—550
67.	Plate Grainer	90— 200	3	300— 500—Extn.—550
68.	Dark Room Assistant	90— 200	3	300— 500—Extn.—550
69.	Type Caster	90— 200	3	300— 500—Extn.—550
70.	Mono Caster	90— 200	3	300— 500—Extn.—550
71.	Machine Reviser	90— 200	4	300— 600—Extn.—700
72.	Progress Recorder	90— 200	4	300— 600—Extn.—700
73.	Rubber Stamp Caster	90— 200	3	300— 500—Extn.—550
74.	Carpenter	90— 200	3	300— 500—Extn.—550
75.	Turner (Higher Grade)	90— 200	3	300— 500—Extn.—550
76.	Fitter (Higher Grade)	90— 200	3	300— 500—Ex'n.—550
77.	Time Keeper	90— 200	3	300— 500—Extn.—550

\* See para 12.518.

1	2	3	4	5
		Rs.		Rs.
78.	Compositor	90—200	3	300—500—Extn.—550
79.	Machine Minder	90—200	3	300—500—Extn.—550
80.	Binder	90—200	3	300—500—Extn.—550
81.	Second Division Time Keeper	90—200	3	300—500—Extn.—550
82.	Compounder	90—200	4	300—600—Extn.—700
83.	Packer (Senior)	80—145	2	280—420
84.	Counter (Senior)	80—145	2	280—420
85.	Assistant Carpenter	80—145	2	280—420
86.	Assistant Plate Maker	80—145	3	300—500—Extn.—550
87.	Assistant Plate Grainer	80—145	3	300—500—Extn.—550
88.	Assistant Type Caster	80—145	3	300—500—Extn.—550
89.	Assistant Mono Caster	80—145	3	300—500—Extn.—550
90.	Furnace Attender	80—145	2	280—420
91.	Assistant Rubber Stamp Caster	80—145	3	300—500—Extn.—550
92.	Turner (Lower Grade)	80—145	3	300—500—Extn.—550
93.	Fitter (Lower Grade)	80—145	3	300—500—Extn.—550
94.	Gate Keeper	80—145	2	280—420
95.	Junior Compositor (including Standing Room Care Taker)	80—145	3	300—500—Extn.—550
96.	Assistant Machine Minder	80—145	3	300—500—Extn.—550
97.	Assistant Binder	80—145	3	300—500—Extn.—550
98.	Driver (Jeep)	80—145	2	280—420
99.	Attender	80—145	2	280—420
100.	Daffedar	80—145	2	280—420
101.	Jamedar	80—145	2	280—420
102.	Budget Attender	80—145	2	280—420
103.	Lorry Driver	80—145	2	280—420
104.	Packer/Packer and Carrier	65—95	2	280—420
105.	Counter	65—95	2	280—420
106.	Assistant Gate Keeper	65—95	1	250—350
107.	Lorry Cleaner	65—95	1	250—350
108.	Night Watchman/Watchman	65—95	1	250—350
109.	Cycle Stand Watchman	65—95	1	250—350
110.	Gardener	65—95	1	250—350
111.	Peon	65—95	1	250—350
112.	Sweeper	65—95	1	250—350
113.	Scavenger	65—95	1	250—350

\* See para 12.518.

#### 47. DEPARTMENT OF PRISONS

(para 12.85)

Sl. No.	Designation	Existing	Recommended
		Scales of Pay	Scales of Pay
		(Min.-Max.)	GS. (Min.-Max.) No.
1	2	3	4
		Rs.	Rs.
1.	Inspector General	1300—1800	14 2000—2500
2.	Deputy Inspector General	800—1250	13 1450—2000

1	2	3	4	5
		Rs.		Rs.
3.	Senior Superintendent of Central Jail	700—1100	11	900—1750
4.	Superintendent of Central Prisons	400— 950	11	900—1750
5.	Research-cum-Statistical Officer	400— 950	10	750—1450
6.	Assistant Surgeon	400— 950	9	660—1300
7.	Superintendent of Jails	300— 700	10	750—1450
8.	Assistant Superintendent of Jails and Factory Manager	275— 550	10	750—1450
9.	Technical Assistant	275— 550	10	750—1450
10.	Assistant Agricultural Officer	275— 550	9	660—1300
11.	Audit Superintendent	250— 500	8	600—1240
12.	Accounts Superintendent	250— 500	8	600—1240
13.	Selection Grade Stenographer	250— 500	8	600—1240
14.	Manager Grade-I	200— 450	8	600—1240
15.	Stock Verifier	200— 450	8	600—1240
16.	Research Assistant	200— 450	8	600—1240
17.	Chief Jailor	200— 450	8	600—1240
18.	Manager/Superintendent Grade II (including Auditor)	175— 450	6	440— 900
19.	Jailor	175— 450	8	600—1240
20.	Instructor Grade-I	175— 450	5	400— 750—Extn.—850
21.	Press Foreman	175— 450	5	400— 750—Extn.—850
22.	Matron and Male Nurse	175— 450	5	400— 750—Extn.—850
23.	Assistant Foreman (Senior Compositor, Machine Minder).	160— 350	4	300— 600—Extn.—700
24.	Drawing Teacher	160— 350	6	440— 900
25.	First Division Clerk/Auditor Grade-II	130— 290	6	440— 900
26.	Chief Warder	120— 240	5	400— 750—Extn.—850
27.	Instructor Grade-II	100— 220	4	300— 600—Extn.—700
28.	Agricultural Instructor	100— 220	4	300— 600—Extn.—700
29.	Teacher	100— 220	4	300— 600—Extn.—700
30.	Stenographer Grade-II	90— 200	6	440— 900
31.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
32.	Typist	90— 200	4	300— 600—Extn.—700
33.	Press Clerk	90— 200	4	300— 600—Extn.—700
34.	Head Warder	90— 200	5	400— 750—Extn.—850
35.	Compositor	90— 200	3	300— 500—Extn.—550
36.	Binder	90— 200	3	300— 500—Extn.—550
37.	Compounder	90— 200	4	300— 600—Extn.—700
38.	Drill Instructor	80— 145	4	300— 600—Extn.—700
39.	Lorry Driver	80— 145	2	280— 420
40.	Staff Car Driver	80— 145	2	280— 420
41.	Tractor Driver-cum-Mechanic	80— 145	2	280— 420
42.	Attender and Mutchi	80— 145	2	280— 420
43.	Warder	80— 145	4	300— 600—Extn.—700
44.	Nursing Orderly	80— 145	2	280— 420
45.	Electric Wireman	65— 95	2	280— 420
46.	Pump Attender	65— 95	1	250— 350
47.	Mali	65— 95	1	250— 350
48.	Packer Clerk	65— 95	2	280— 420
49.	Ward Boy	65— 95	1	250— 350
50.	Peon/Orderly/Watchman	65— 95	1	250— 350
51.	Cartman	65— 95	1	250— 350
52.	Barber and Sweeper	65— 95	1	250— 350

**48. DIRECTORATE OF PROSECUTIONS**  
(para 12.49)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
<b>(i) BANGALORE</b>				
1.	Director of Prosecutions	1300—1800	14	2000—2500
2.	Deputy Director	700—1100	13	1450—2000
3.	Senior Assistant Public Prosecutor.	400— 950	11	900—1750
4.	Assistant Public Prosecutor	300— 700	10	750—1450
5.	Superintendent	250— 500	8	600—1240
6.	Stenographer	160— 350	6	440— 900
7.	First Division Clerk	130— 290	6	440— 900
8.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
9.	Typist	90— 200	4	300— 600—Extn.—700
10.	Attender	80— 145	2	280— 420
11.	Class IV (Peon)	65— 95	1	250— 350
<b>(ii) DHARWAR</b>				
1.	Director of Prosecutions	1300—1800	14	2000—2500
2.	Deputy Director of Prosecutions	700—1100	13	1450—2000
3.	Senior Assistant Public Prosecutor	400— 950	11	900—1750
4.	Assistant Public Prosecutor	300— 700	10	750—1450
5.	Public Prosecutor and Additional Public Prosecutor.	Fixed Fees	No	Recommendation
6.	Superintendent	200— 450	8	600—1240
7.	Stenographer	160— 350	6	440— 900
8.	First Division Clerk	130— 290	6	440— 900
9.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
10.	Typist	90— 200	4	300— 600—Extn.—700
11.	Attender	80— 145	2	280— 420
12.	Cycle Orderly-cum-Peon/ Watchman	65— 95	1	250— 350
13.	Dalayat (Peon)	65— 95	1	250— 350

**49. DEPARTMENT OF PUBLIC INSTRUCTION**  
(para 12.175)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
1.	Director	1300—1800	15	2500—2750
2.	Additional Director	1300—1800	14	2000—2500

1	2	3	4	5
		Rs.		Rs.
3.	Joint Director/ Secretary, Examination Board	1000—1500	13	1450—2000
4.	Director, State Institute of Education	1000—1500	13	1450—2000 *
5.	Chief Accounts Officer	800—1250	11	900—1750
6.	Deputy Director	700—1100	11	900—1750
7.	Music Adviser	700—1100	11	900—1750
8.	Principal, Government College of Education/Physical Edu- cation	700—1100	13	1450—2000
9.	Superintendent, Dance, Drama and Music	400— 950	11	900—1750
10.	Senior Assistant Director of Public Instruction	400— 950	11	900—1750
11.	Educational Officer	400— 950	11	900—1750
12.	Accounts Officer/Assistant Controller	400— 950	10	750—1450
13.	Vice-Principal, College of Physical Education	400— 950	12	1300—1900
14.	Principal, Post Graduate Basic Education College	400— 950	13	1450—2000
15.	Associate Director, State Institute of Education	400— 950	12	1300—1900
16.	Professors, B.Ed. Colleges	400— 950	12	1300—1900
17.	Reader, State Institute of Education	400— 950	11	900—1750 †
18.	Principal, Junior College	400— 950	11	900—1750
19.	Deputy Project Officer	400— 950	11	900—1750
20.	Chief Medical Inspector of Schools	400— 950	9	660—1300
21.	Assistant Nutrition Officer	400— 950	9	660—1300
22.	Assistant Director of Public Instruction (Technical)	350— 900	10	750—1450
23.	Lecturer, Government College of Physical Education	350— 900	11	900—1750 ‡
24.	Principal, Sanskrit College	300— 700	13	1450—2000
25.	Senior Professor, Sanskrit College	300— 700	12	1300—1900
26.	Lecturer, Junior College	300— 700	10	750—1450
27.	State Superintendent of Physical Education	300— 700	11	900—1750
28.	District Superintendent of Physical Education	300— 700	10	750—1450
29.	Subject Inspector	300— 700	10	750—1450
30.	Statistical Officer	300— 700	10	750—1450
31.	Counselling Instructor	275— 550	10	750—1450
32.	Inspector (Storage)	275— 550	8	600—1240
33.	Assistant Director of Public Instruction (Commerce)	275— 550	10	750—1450
34.	Gazetted Assistant	275— 550	8	600—1240
35.	Senior Inspector of Drawing	275— 550	10	750—1450
36.	Lecturer, Government Basic Training College	275— 550	11	900—1750 *

\* See para 12.177.

† See para 12.198.

‡ See para 12.196.

I	2	3	4	5
		Rs.		Rs.
37.	Head Master/Head Mistress/ Superintendent/Principal of Teachers Training Institute	275— 550	10	750—1450
38.	Superintendent, Orientation Training Centre	275— 550	11	900—1750
39.	Lecturer, Government College of Education	275— 550	11	900—1750
40.	Lecturer, State Institute of Education	275— 550	11	900—1750
41.	Librarian, State Institute of Education	275— 550	7	460—1000
42.	Assistant Director of Public Instruction.	275— 550	7	460—1000
43.	Assistant Educational Officer	275— 550	10	750—1450
44.	Divisional Superintendent, Dance, Drama and Music	275— 550	10	750—1450
45.	District Social Education Officer	275— 550	10	750—1450
46.	Junior Research Officer	275— 550	8	600—1240
47.	Junior Professor of Sanskrit	275— 550	11	900—1750
48.	Head Quarters Assistant	275— 550	8	600—1240
49.	Agricultural Instructor, Teachers' Training Institute	275— 550	9	660—1300
50.	Chief Agricultural Instructor, High School	275— 550	9	660—1300
51.	Secondary School Assistant Grade-I.	250— 500	7	460—1000
52.	Secondary School Language Assistant Grade-I	250— 500	7	460—1000
53.	Literature Assistant, Sanskrit College	250— 500	11	900—1750
54.	Assistant Lecturer, Government College of Physical Education	250— 550	11	900—1750 †
55.	Inspector of Sanskrit Schools	250— 500	10	750—1450
56.	Assistant Lecturer, Graduate Basic Training College	250— 500	11	900—1750 †
57.	Assistant Superintendent of Physical Education	250— 500	7	460—1000
58.	Inspection Superintendent/Manager	250— 500	8	600—1240
59.	Selection Grade Stenographer	250— 500	8	600—1240
60.	Artist	250— 500	7	460—1000
61.	Physical Education Director, Government College of Education.	250— 500 175— 450	} 7	460—1000
62.	Assistant Agricultural Instructor, High School.	250— 500		
63.	Physical Education Teacher Grade I.	250— 500 (Selection Grade) 175— 450	} 7	460—1000
64.	Physical Education Teacher Grade II	120— 240 (Selection Grade) 100— 220		
65.	Sr. Agricultural Inspector	250— 500	9	660—1300
66.	Technical Assistant	250— 500	9	660—1300

\* See Para 12.198.

† See para 12.196.

1	2	3	4	5		
		Rs.		Rs.		
67.	Psychologist	275— 550	10	750—1450		
68.	Medical Inspector of Schools	200— 450	9	660—1300		
69.	Superintendent Grade-I	200— 450	8	600—1240		
70.	Graduate Inspector	250—500 175— 450 130— 290	} 7	460—1000 *		
71.	Librarian, Teachers' Training College/Educational Research Bureau.	175— 450			7	460—1000
72.	Secondary School Asst. Grade-II	175— 450 130— 290			} 7	460—1000*
73.	Secondary School Language Asst. Grade-II	175— 450 130— 290	} 7	460—1000 **		
74.	Inspector of Social Education	175— 450			7	460—1000
75.	Visual Education Technician/ Film Mechanic.	175— 450	5	400— 750—Extn.—850		
76.	Craft Organiser	175— 450	5	400— 750—Extn.—850		
77.	Workshop Mechanic	175— 450	5	400— 750—Extn.—850		
78.	Planning-cum-Statistical Asst.	175— 450	8	600—1240		
79.	Superintendent Grade-II	175— 450	6	440— 900		
80.	Craft Teacher Grade-I	175— 450	5	400— 750—Extn.—850		
		(Diploma-holders)				
		120— 240	4	300— 600—Extn.—700		
		(Certificate-holders)				
81.	Craft Teacher Grade-II	90— 200	3	300— 500—Extn.—550		
82.	Dance/Drama Teachers Grade-I	160— 350	} 7	460—1000		
	Grade-II	130— 290				
83.	Drawing/Art Master					
	(i) SSLCs. with Art Masters' Certificate.	160— 350	} 7	460—1000		
	(ii) SSLCs. with Drawing Masters' Certificate.	130— 290				
84.	Drawing/Art Master (SSLCs. with Drawing Teachers' Certi- ficate).	100— 220	4	300— 600—Extn.—700		
85.	Music Teacher, High School					
	Grade-I	160— 350	} 7	460—1000		
	Grade-II	130— 290				
86.	Music Teacher, Primary School	100— 220	4	300— 600—Extn.—700		
87.	Asst. Professor of Sanskrit	130— 290	} 11	900—1750		
	(Untrained)	175— 450				
	(Trained)					
88.	Computer	130— 290	6	440— 900		
89.	Deputy Inspector of Schools	130— 290	6	440— 900		
90.	Yogasana Instructor	130— 290	4	300— 600—Extn.—700		
91.	First Division Clerk	130— 290	6	440— 900		
92.	Stenographer Grade-I	130— 290	6	440— 900		

† See para 12.198.

\* See para 12.183.

\*\*See para 12.194.



1	2	3	4	5
		Rs.		Rs.
93. Primary School Assistant				
(i) SSLC Trained		100— 220	}	4 300— 600—Extn.—700
(ii) SSLC Untrained and Non- SSLC Trained		90— 200		
(iii) Non-SSLC Untrained		80— 145		
(iv) SSLC Trained (Selection Grade).		120— 240		
94. Bharatha Reader		100— 220	4	300— 600—Extn.—700
95. Mechanic		100— 220	4	300— 600—Extn.—700
96. Fieldman and Farm Assistant		100— 220	4	300— 600—Extn.—700
97. Manual Labour Instructor		90— 200	4	300— 600—Extn.—700
98. Film Operator		90— 200	3	300— 500—Extn.—550
99. Second Division Clerk		90— 200	4	300— 600—Extn.—700
100. Typist		90— 200	4	300— 600—Extn.—700
101. Clerk-cum-Typist		90— 200	4	300— 600—Extn.—700
102. Driver/Driver -cum -Operator		80— 145	2	280— 420
103. Jamedar/Daffedar/Laboratory Attender/Attender.		80— 145	2	280— 420
104. Cook		65— 95	2	280— 420
105. Peon/Gardener/Scavenger		65— 95	1	250— 350

**50. DEPARTMENT OF PUBLIC LIBRARIES**  
(para 12.525)

Sl. No.	Designation	Existing		Recommended
		Scales of Pay		Scales of Pay
		(Min.-Max.)		GS. (Min.-Max.) No.
1	2	3	4	5
		Rs.		Rs.
1. State Librarian		500—1000	11	900—1750
2. Deputy Librarian/Chief Librarian		275— 550	10	750—1450
3. Accounts Superintendent		250— 500	8	600—1240
4. Heads of Technical Sections/ Lecturer.		225— 450	8	600—1240
5. Technical Assistant		200— 450	7	460—1000
6. Manager		200— 450	8	600—1240
7. Librarian		175— 450	7	460—1000
8. Superintendent Grade-II		175— 450	6	440— 900
9. Library Assistant		130— 290	6	440— 900
10. Assistant Librarian		130— 290	7	460—1000
11. Library Assistant		110— 150	6	440— 900
12. First Division Clerk		130— 290	6	440— 900
13. Stenographer Grade-I		130— 290	6	440— 900
14. Second Division Clerk		90— 200	4	300— 600—Extn.—700
15. Clerk-cum-Typist		90— 200	4	300— 600—Extn.—700
16. Typist		90— 200	4	300— 600—Extn.—700
17. Binder		80— 145	2	280— 420
18. Driver		80— 145	2	280— 420
19. Attender/Daffedar		80— 145	2	280— 420
20. Assistant Binder		65— 95	1	250— 350

1	2	3	4	5
		Rs.	.	Rs.
21. Van Clearner		65— 95	1	250— 350 -
22. Cycle Orderly		65— 95	1	250— 350
23. Peon/Watchman		65— 95	1	250— 350
24. Part Time Posts—				
(a) Conductress 2 posts		35/-	}	(Fixed) No recommendation
(b) Care-taker 35 posts		25/-		
(c) Watchman 15 posts		25/-		
(d) Sweeper 1 post		10/-		

\*Posts of taken over private Libraries.

### 51. KARNATAKA PUBLIC SERVICE COMMISSION

(para 12.603)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
1.	Secretary & Controller of Departmental Examinations.		Encadred in I. A. S.	
2.	Deputy Secretary	1000—1500	13	1450—2000
3.	Assistant Secretaries (including Assistant Secretary, Departmental Examinations).	400— 950	11	900—1750
4.	Section Officer (including Private Secretary to Chairman).	300— 700	8	600—1240
5.	Senior Assistant	250— 500	6	440— 900
6.	Selection Grade Stenographer	250— 500	8	600—1240
7.	Accountant	160— 350	6	440— 900
8.	Assistant	160— 350	6	440— 900
9.	Stenographer	160— 350	6	440— 900
10.	Junior Assistant	90— 200	4	300— 600—Extn.—700
11.	Typist	90— 200	4	300— 600—Extn.—700
12.	Attender	80— 145	2	280— 420
13.	Jamedar	80— 145	2	280— 420
14.	Daffedar	80— 145	2	280— 420
15.	Mutchi	80— 145	2	280— 420
16.	Dalayyat	65— 95	1	250— 350
17.	Watchman	65— 95	1	250— 350
18.	Sweeper	65— 95	1	250— 350

## 52. DEPARTMENT OF PUBLIC WORKS

(para 12.289)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
1.	Senior Chief Engineer	2500—2750	15	2500—2750
2.	Chief Engineer (Communication and Buildings).	1300—1800	15	2500—2750
3.	Other Chief Engineers	1300—1800	14	2000—2500
4.	Chief Architect to Government	1300—1800	14	2000—2500
5.	Superintending Engineer	1000—1500	13	1450—2000
6.	Deputy Chief Architect	1000—1500	13	1450—2000
7.	Director, Karnataka Engineering Research Station.	1000—1500	13	1450—2000
8.	Chief Accounts Officer	700—1100	11	900—1750
9.	Executive Engineer	700—1100	11	900—1750
10.	Research Officer	700—1100	11	900—1750
11.	Deputy Architect	700—1100	11	900—1750
12.	Joint Director of Statistics	700—1100	13	1450—2000
13.	Special Officer for Hydrology	700—1100	11	900—1750
14.	Senior Assistant Architect	500—1000	10	750—1450
15.	Deputy Engineer	500—1000	10	750—1450
16.	Accounts Officer	400— 950	10	750—1450
17.	Asst. Director of Agriculture	400— 950	10	750—1450
18.	Agricultural Officer	400— 950	10	750—1450
19.	Statistical Officer	400— 950	11	900—1750
20.	Senior Geologist	400— 950	11	900—1750
21.	Deputy Director of Statistics	400— 950	11	900—1750
22.	Health Officer	400— 950	9	660—1300
23.	Sub-Divisional Soil Conservation Officer.	400— 950	10	750—1450
24.	Medical Officer	400— 950	9	660—1300
25.	Assistant Engineer	350— 900	10	750—1450
26.	Geologist	350— 900	10	750—1450
27.	Junior Assistant Architect	350— 900	10	750—1450
28.	Assistant Research Officer	350— 900	10	750—1450
29.	Assistant Director of Statistics	300— 700	10	750—1450
30.	Entomologist	300— 700	8	600—1240
31.	Selection Grade Junior Engineer Division-I.	300— 700	9	660—1300
32.	Registrar	275— 550	8	600—1240
33.	Junior Engineer Division-I	275— 550	9	660—1300
34.	Assistant Geologist	275— 550	9	660—1300
35.	Head Draughtsman Grade-I	275— 550	8	600—1240
36.	Chemical Engineer	275— 550	10	750—1450
37.	Assistant Agricultural Officer	275— 550	} 9	660—1300
	(Non-graduate)	250— 500		
38.	Statistical Draughtsman	275— 550	8	600—1240
39.	Mathematical and Statistical Asst.	275— 550	9	660—1300
40.	Agricultural Overseer	275— 550	9	660—1300

1	2	3	4	5
		Rs.		Rs.
41. Senior Operator		275— 550	5	400— 750—Extn.—850
42. Fast Driller		275— 550	5	400— 750—Extn.—850
43. Architectural Draughtsman		275— 550	9	660—1300
44. Head Draughtsman Grade-II		250— 500	8	600—1240
45. Manager Grade-I		250— 500	8	600—1240
46. Store Manager		250— 500	8	600—1240
47. Accounts Superintendent		250— 500	8	600—1240
48. Stenographer (Selection Grade)		250— 500	8	600—1240
49. Superintendent Grade-I		200— 450	8	600—1240
50. Stores Superintendent		200— 450	8	600—1240
51. Medical Officer Class-III		200— 450	9	660—1300
52. Assistant Unit Officer		200— 450	9	660—1300
53. Junior Engineer Division-II		175— 450	5	400— 750—Extn.—850
54. Assistant Chemical Engineer		175— 450	9	660—1300
55. Draughtsman		175— 450	5	400— 750—Extn.—850
56. Mechanical Foreman		175— 450	5	400— 750—Extn.—850
57. Shift Engineer		175— 450	5	400— 750—Extn.—850
58. Skilled Cable Jointer		175— 450	No	Recommendation *
59. Well Boring Inspector		175— 450	5	400— 750—Extn.—850
60. Electrician		175— 450	5	400— 750—Extn.—850
61. Pump Operator		175— 450	5	400— 750—Extn.—850
62. Senior Statistical Assistant		175— 450	8	600—1240
63. Heavy Machine Operator		175— 450	4	300— 600—Extn.—700
64. Electrical Supervisor		175— 450	No	Recommendation *
65. Mechanical Engineer		175— 450	5	400— 750—Extn.—850
66. Assistant Fast Driller		175— 450	5	400— 750—Extn.—850
67. Operator		175— 450	4	300— 600—Extn.—700
68. Nurse Grade-I		175— 450	5	400— 750—Extn.—850
69. Well Boring Operator		175— 450	4	300— 600—Extn.—700
70. Section Officer		175— 450	5	400— 750—Extn.—850
71. Assistant Driller		175— 450	5	400— 750—Extn.—850
72. First Division Store Keeper		160— 350	6	440— 900
73. Foreman		160— 350	5	400— 750—Extn.—850
74. Photographer		160— 350	5	400— 750—Extn.—850
75. Filter Inspector		160— 350	6	440— 900
76. Senior Health Inspector		160— 350	4	300— 600—Extn.—700
77. Water Analyst		160— 350	6	440— 900
78. Model Making Artist		160— 350	5	400— 750—Extn.—850
79. First Division P.W.D. Clerk		130— 290	6	440— 900
80. Stenographer		130— 290	6	440— 900
		(Optees )		
		175— 450		
		(Non-Optees )		
81. Revenue Surveyor		130— 290	6	440— 900
82. Daroga		130— 290	6	440— 900
83. Junior Statistical Assistant		130— 290	6	440— 900
84. First Division Accounts Clerk		130— 290	6	440— 900
85. Revenue Inspector		130— 290	6	440— 900
86. Assistant Statistician		130— 290	6	440— 900
87. Junior Chemist/Chemist		130— 290	6	440— 900
88. First Class Wireman and Mechanic (Lower Grade)		120— 240	No	Recommendation *
89. Electrical Operator		120— 240	5	400— 750—Extn.—850
90. Senior Microscopist		120— 240	4	300— 600—Extn.—700

\* See para 12.23.

1	2	3	4	5
		Rs.		Rs.
91. Meter Inspector/Water Inspector		120— 240	4	300— 600—Extn.—700
92. Tracer		100— 220	4	300— 600—Extn.—700
		(SSLCs.)		
		90— 200		
		(Non-SSLCs.)		
93. Tracer Karkoon		100— 220	4	300— 600—Extn.—700
94. Junior Health Inspector		100— 220	4	300— 600—Extn.—700
95. Basic Health Worker		100— 220	4	300— 600—Extn.—700
96. Malaria Surveillance Inspector		100— 220	4	300— 600—Extn.—700
97. Junior Microscopist		100— 220	4	300— 600—Extn.—700
98. Second Division P.W.D. Clerks		90— 200	4	300— 600—Extn.—700
99. Second Division Store Keeper		90— 200	4	300— 600—Extn.—700
100. Shroff		90— 200	2	280— 420
101. Blue Printer		90— 200	2	280— 420
102. Mechanic		90— 200	3	300— 500—Extn.—550
103. Work Inspector		90— 200	3	300— 500—Extn.—550
104. Augur Measurer		90— 200	3	300— 500—Extn.—550
105. Lift Mechanic-cum-Attender		90— 200	2	280— 420
106. Computer		90— 200	4	300— 600—Extn.—700
107. Time Keeper		90— 200	4	300— 600—Extn.—700
108. Naiks		90— 200	2	280— 420
109. Transport Superintendent		90— 200	4	300— 600—Extn.—700
110. Godown Clerk		90— 200	4	300— 600—Extn.—700
111. Measurer		90— 200	3	300— 500—Extn.—550
112. Karkoon-cum-Measurer		90— 200	3	300— 500—Extn.—550
113. Second Division Clerks (Accounts)		90— 200	4	300— 600—Extn.—700
114. Assistant Photographer		90— 200	4	300— 600—Extn.—700
115. Canal Karkoon/Gauge Karkoon/ Sectional Irrigation Karkoon/ Canal Inspector.		90— 200	3	300— 500—Extn.—550
116. Compounder		90— 200	4	300— 600—Extn.—700
117. Malaria Surveillance Worker		90— 200	4	300— 600—Extn.—700
118. Midwife		90— 200	4	300— 600—Extn.—700
119. A.N.M.-cum-Midwife		90— 200	4	300— 600—Extn.—700
120. Revenue Surveyor Grade II		90— 200	4	300— 600—Extn.—700
121. Meter Reader		90— 200	3	300— 500—Extn.—550
122. First Class Wiremen & Mechanic		90— 200		No Recommendation*
123. Photostat Operator		90— 200	2	280— 420
124. Godown Keeper		90— 200	4	300— 600—Extn.—700
125. Typist		90— 200	4	300— 600—Extn.—700
126. Telephone Operator		90— 200	4	300— 600—Extn.—700
127. Attender/Daftari/Mutchi		80— 145	2	280— 420
128. Driver/Lorry Driver/Truck Driver/ Engine Driver/Van Driver/ Driller Truck Driver.		80— 145	2	280— 420
129. Blue Print Operator Grade-II		80— 145	2	280— 420
130. Fitter		80— 145	2	280— 420
131. Jamedar		80— 145	2	280— 420
132. Daffedar		80— 145	2	280— 420
133. Driver-cum-Mechanic		80— 145	2	280— 420
134. S.R.R. Driver		80— 145	2	280— 420
135. Mechanical Driver		80— 145	2	280— 420

\* See para 12.23.

1	2	3	4	5
		Rs.		Rs.
136.	Ex-D.L.B. Maistries	80— 145	2	280— 420
137.	Pump Driver	80— 145	2	280— 420
138.	Road Inspector Grade-I	80— 145	2	280— 420
139.	Welder and Turner/Welder-cum-Skilled Mechanic.	80— 145	2	280— 420
140.	Shift Mechanic	80— 145	2	280— 420
141.	Artisans	80— 145	2	280— 420
142.	Sarang	65— 95	2	280— 420
143.	Gardener/Assistant Gardener	65— 95	1	250— 350
144.	Carpenter	65— 95	2	280— 420
145.	Cleaner/Lorry Cleaner	65— 95	1	250— 350
146.	Maity-cum-Cook/Maity-cum-English Cook	65— 95	2	280— 420
147.	Peon/Khalasi/Sectional Peon	65— 95	1	250— 350
148.	Watchman	65— 95	1	250— 350
149.	Road Inspector Grade-II	65— 95	1	250— 350
150.	Attender	65— 95	1	250— 350
151.	Gauge Reader	65— 95	1	250— 350
152.	Cook	65— 95	2	280— 420
153.	Waterman	65— 95	1	250— 350
154.	Scavenger	65— 95	1	250— 350
155.	Sweeper	65— 95	1	250— 350
156.	Thoty	65— 95	1	250— 350
157.	Nalamanegar	65— 95	1	250— 350
158.	Blacksmith	65— 95	2	280— 420
159.	Laskar	65— 95	1	250— 350
160.	Messman Khansama	65— 95	2	280— 420
161.	Khalasi	65— 95	1	250— 350
162.	Cycle Orderly	65— 95	1	250— 350
163.	Chowkidar/Bungalow Chowkidar	65— 95	1	250— 350
164.	Plumber	65— 95	2	280— 420
165.	Sowdies	65— 95	1	250— 350
166.	Nalasowdi	65— 95	1	250— 350
167.	Naladaffedar	65— 95	1	250— 350
168.	Telephone Lineman/Lineman	65— 95	1	250— 350
169.	Wireman-cum-Helper	65— 95	1	250— 350
170.	Fireman/S.R.R. Fireman	65— 95	1	250— 350
171.	Oilman/Oil Gangman	65— 95	1	250— 350
172.	Patkaries	65— 95	1	250— 350
173.	Store Mazdoor	65— 95	1	250— 350
174.	T. B. Maity/Maity	65— 95	1	250— 350
175.	Karkoon	65— 95	1	250— 350
176.	Tindal	65— 95	1	250— 350
177.	Telephone Attender	65— 95	1	250— 350
178.	Time Keeper	65— 95	1	250— 350
179.	Helper/Shift Helper	65— 95	1	250— 350
180.	Augur Measurer	65— 95	1	250— 350
181.	Augur Mukhadum	65— 95	1	250— 350
182.	Rubbish Cartman	65— 95	1	250— 350
183.	Fieldman	65— 95	1	250— 350
184.	Superior Field Worker	65— 95	1	250— 350
185.	Insect Collector	65— 95	2	280— 420
186.	Sanitary Maistry	65— 95	1	250— 350
187.	Fitter Mate	65— 95	1	250— 350
188.	Valveman	65— 95	1	250— 350
189.	Electrical Wireman	65— 95	1	250— 350

1	2	3	4	5
		Rs.		Rs.
190. Mason		65— 95	2	280— 420
191. Surgery Cooly		65— 95	1	250— 350
192. Tank Chowkidar		65— 95	1	250— 350
193. Chowkidar-cum-Cook		65— 95	2	280— 420
194. Well Boring Watchman		65— 95	1	250— 350
195. Attendant		65— 95	1	250— 350
196. Laboratory Attender/Assistant		65— 95	2	280— 420
197. Vegetarian and Non-Vegetarian Cook		65— 95	2	280— 420
198. Vegetarian Cook-cum-Attender		65— 95	2	280— 420
199. Pump Cleaner		65— 95	1	250— 350
200. Butler		65— 95	2	280— 420

**53. DEPARTMENT OF REGISTRATION AND STAMPS**  
(para 12.489)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
1.	Inspector General of Registration and Commissioner of Stamps		Ex-Officio Post.	
2.	Registrars of Districts		Ex-Officio Posts	
3.	Inspector of Stamps	400— 950	11	900—1750
4.	Headquarters Assistant to Inspector General of Registration and Commissioner of Stamps	400— 950	11	900—1750
5.	Additional Headquarters Assistant to Inspector General of Registration and Commissioner of Stamps	400— 950	11	900—1750
6.	Headquarters Assistant to District Registrars (Senior Grade).	400— 950	10	750—1450
7.	Headquarters Assistant to District Registrars (Junior Grade)	300— 700	10	750—1450
8.	Headquarters Sub-Registrar (Gazetted)	250— 500	8	600—1240
9.	First Grade Sub-Registrar	250— 500	8	600—1240
10.	Manager of Head Office	250— 500	8	600—1240
11.	Second Grade Sub-Registrar	160— 350	8	600—1240
12.	First Division Clerk	130— 290	6	440— 900
13.	Stenographer	130— 290	6	440— 900
14.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
15.	Typist	90— 200	4	300— 600—Extn.—700
16.	Second Division Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
17.	Daffedar	80— 145	2	280— 420
18.	Attender and Mutchi	80— 145	2	280— 420
19.	Peon and Watchman	65— 95	1	250— 350

## 54. REVENUE DEPARTMENT

(para 12.34)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.	Rs.	
1.	Divisional Commissioner	Encadred in I. A. S.		
2.	Deputy Commissioner	Encadred in I. A. S.		
3.	Special Deputy Commissioner and Gazetted Asst. to Divisional Commissioners (Revenue).	1000—1500	13	1450—2000
4.	Gazetted Asst. to Divisional Commissioners (Development).	700—1100	13	1450—2000
5.	Accounts Officer	800—1200	No recommendation *	
6.	Section Officer	500— 900	No recommendation *	
7.	Assistant Commissioner, Special Assistant Commissioner, Head Quarters Assistant to Deputy Commissioners, Special Land Acquisition Officer.	400— 950	11	900—1750
8.	Auditor (Upper Division Clerk)	330— 560 425— 640 (Selection Grade) (Central Scales)	} No recommendation *	
9.	Tahsildar, Special Tahsildar, Gazetted Superintendent, Gazeted Manager/Office Assistant	300— 700	10	750—1450
10.	Accounts Superintendent	250— 500	8	600—1240
11.	Deputy Tahsildar/Revenue Superintendent/Revenue Auditor/Bradma Superintendent.	225— 450	8	600—1240
12.	Taluk Sheristedar	225— 450	8	600—1240
13.	Head Accountant	225— 450	8	600—1240
14.	Deputy Accountant	225— 450	8	600—1240
15.	Deputy Accountant/Accountant	175— 450	8	600—1240
16.	Stenographer Grade I	175— 450	6	440— 900
17.	First Division Clerk/Revenue Inspector Grade I	130— 290	6	440— 900
18.	Auditor's (Internal Audit Party)	130— 290	6	440— 900
19.	Surveyor	130— 290	6	440— 900
20.	Second Division Clerk/Revenue Inspector Grade II.	90— 200	4	300— 600—Extn.—700**
21.	Stenographer Grade II	90— 200	6	440— 900
22.	Typist	90— 200	4	300— 600—Extn.—700

\* see para 12.23

\*\* see para 12.39.



1	2	3	4	5
		Rs.		Rs.
23. Village Accountant		90— 200 (SSLCs)	4	300— 600—Extn.—700
		80— 145 (Non-SSLCs)		
24. Copyist		90— 200	4	300— 600—Extn.—700
25. Driver		80— 145	2	280— 420
26. Daffedar/Jamedar/Dafterband/ Mutchi/Attender/Daftaris/ Book Binder/Havaldars.		80— 145	2	280— 420
27. Peon/Process Server/Cycle Orderly/Watchman/Sweeper/ Scavenger/Chowkidar/Farash		65— 95	1	250— 350

**55. DIRECTORATE OF GOVERNMENT SANDALWOOD OIL FACTORIES**  
(para 12.585)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	No.
		(Min.-Max.)	GS. (Min.-Max.)	
1	2	3	4	5
		Rs.		Rs.
1. Director of Government Sandal Wood Oil Factories and Government Soap Factory.		1000—1500	13	1450—2000
2. Assistant Director (Finance)		400— 950	10	750—1450
3. Assistant Director (Sales)		350— 900	10	750—1450
4. Sales Manager		250— 500	8	600—1240
5. Office Manager		200— 450	8	600—1240
6. First Division Clerk		130— 290	6	440— 900
7. Stenographer		130— 290	6	440— 900
8. Junior Stenographer		90— 200	6	440— 900
9. Daffedar		80— 145	2	280— 420
10. Peon		65— 95	1	250— 350
11. Watchman		65— 95	1	250— 350

**56. KARNATAKA GOVERNMENT SECRETARIAT INCLUDING  
GOVERNOR'S SECRETARIAT AND KARNATAKA BHAVAN**  
(paras 12.24 ; 12.29 ; 12.615)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	No.
		(Min.-Max.)	GS. (Min.-Max.)	
1	2	3	4	5
		Rs.		Rs.

(i) GOVERNMENT SECRETARIAT

1. Chief Secretary to Government	Encadred in I.A.S.
2. Development Commissioner	Encadred in I.A.S.

1	2	3	4	5
		Rs.		Rs.
3.	Revenue Commissioner			Encadred in I.A.S.
4.	Commissioner and Secretary to Government			Encadred in I.A.S.
5.	Engineer-in-Chief and Special Secretary to Government, Public Works and Electricity Department	2500—2750	12	2500—2750
6.	Special Secretary, Department of Law and Parliamentary Affairs and Chief Electoral Officer			Encadred in I.A.S.
7.	Project Co-ordinator India population Project and Ex-Officio Special Secretary to Government, Health and Municipal Administration Department	2500—2750	15	2500—2750
8.	Secretaries to Government (except Secretary, Law and Parliamentary Affairs).			Encadred in I.A.S.
9.	Additional Secretary to Government (except Additional Secretary, Home Department).			Encadred in I.A.S.
10.	Additional Secretary to Government, Home Department.	1600—2000	14	2000—2500
11.	Special Officer and Ex-Officio Joint Secretary to Government, Food and Forest Department.	1300—1800	13	1450—2000
12.	Secretary to Government Department of Law and Parliamentary Affairs	1300—1800	15	2500—2750
13.	Additional Secretary to Government, Department of Law and Parliamentary Affairs	1300—1800	14	2000—2500
14.	Draftsman and Ex-Officio Joint Secretary to Government, Department of Law and Parliamentary Affairs	1300—1800	14	2000—2500
15.	Joint Draftsman and Ex-Officio Joint Secretary to Government, Department of Law and Parliamentary Affairs	1300—1800	14	2000—2500
16.	Joint Secretary to Government, Department of Law and Parliamentary Affairs.	1300—1800	14	2000—2500
17.	Joint Secretary to Government, Planning Department (Command Area Development).	1300—1800	13	1450—2000
18.	Joint Secretaries to Government			Encadred in I.A.S.
19.	Secretary to Chief Minister			Encadred in I.A.S.
20.	Deputy Secretaries to Government.	1000—1500	13	1450—2000
21.	Deputy Secretary to Chief Minister.	1200—2000	13	1450—2000

1	2	3	4	5	
		Rs.		Rs.	
22.	Special Officer (Planning) and Ex-Officio Deputy Secretary to Government, Planning Department	1000—1500	13	1450—2000	
23.	Special Officer for Land Reforms and Ex-Officio Deputy Secretary to Government, Revenue Department	Encadred in I. A. S.			
24.	Officer on Special Duty and Ex-Officio Deputy Secretary to Government, Commerce and Industries Department	1000—1500	No recommendation *		
25.	Director, Special Employment Programme, Social Welfare and Labour Department	1000—1500	13	1450—2000	
26.	Solicitor and Ex-Officio Deputy Secretary to Government, Department of Law and Parliamentary Affairs	800—1250	13	1450—2000	
27.	Assistant Draftsman and Ex-Officio Under Secretary to Government, Department of Law and Parliamentary Affairs	500—1000 (Junior Scale) 1000—1500 (Senior Scale)	13	1450—2000	**
28.	Under Secretary to Government	400— 950			
29.	Under Secretary to Government, (Opinion)/(Publications)/(Administration), Department of Law and Parliamentary Affairs	400— 950 6	11	900—1750	
30.	Under Secretary to Chief Minister	400— 950	11	900—1750	
31.	Personal Secretary to Chief Secretary	400— 950	11	900—1750	
32.	Assistant Solicitor and Ex-Officio Under Secretary to Government, Department of Law and Parliamentary Affairs	400— 950	11	900—1750	
33.	Deputy Project Co-ordinator and Ex-Officio Under Secretary to Government, Health and Municipal Administration Department.	400— 950	11	900—1750	
34.	Assistant State Representative, Karnataka Revenue Appellate Tribunal	300— 700	10	750—1450	
35.	Section Officers	300— 700	8	600—1240	
36.	Section Officer (Drafting), Department of Law and Parliamentary Affairs	300— 700	9	660—1300	
37.	Council Assistant	275— 550	6	440— 990	

\* see para 12.23

\*\* see para 12.25

1	2	3	4	5
		Rs.		Rs.
38.	Cipher Assistant	275— 550	6	440— 900
39.	Senior Assistant	250— 500	6	440— 900
40.	Drafting Assistant	250— 500	9	660—1300
41.	Selection Grade Stenographer	250— 500	8	600—1240
42.	Senior Statistical Assistant	175— 450	8	600—1240
43.	Security Officer	175— 450	8	600—1240
44.	Setter, Multigraph Section	175— 450	5	400— 750—Extn.—850
45.	Assistant	160— 350	6	440— 900
46.	Stenographer	160— 350	6	440— 900
47.	Lift Mechanic	130— 290	3	300— 500—Extn.—550
48.	Accountant-cum-I Division Clerk	130— 290	6	440— 900
49.	Revenue Inspector Grade I	130— 290	6	440— 900
50.	Typewriter Mechanic	120— 240	4	300— 600—Extn.—700
51.	Clock Mechanic	120— 240	3	300— 500—Extn.—550
52.	Junior Health Inspector	100— 220	4	300— 600—Extn.—700
53.	Junior Assistant	90— 200	4	300— 600—Extn.—700
54.	Typist	90— 200	4	300— 600—Extn.—700
55.	Duty Officer	90— 200	5	400— 750—Extn.—850
56.	Supervisor	90— 200	4	300— 600—Extn.—700
57.	Telephone operator	90— 200	4	300— 600—Extn.—700
58.	Assistant Typewriter Mechanic	90— 200	3	300— 500—Extn.—550
59.	Daffedar/Attender/Jamedar	80— 145	2	280— 420
60.	Lift Attender	80— 145	2	280— 420
61.	Driver/Despatch Rider	80— 145	2	280— 420
62.	Assistant Binder	80— 145	2	280— 420
63.	Dalayyat/Watchman/Sweeper/ Scavenger	65— 95	1	250— 350

### (ii) MINISTERS' ESTABLISHMENTS

1. Private Secretaries and other staff on the establishment of Ministers
- Scales to be allocated as indicated in para 12.26

### (iii) HOSPITALITY ORGANISATION

		Rs.		Rs.
1.	Superintendent	300— 700	10	750—1450
2.	Manager, Grade I	250— 500	8	600—1240
3.	Manager, Grade II	200— 450	8	600—1240
4.	First Division Clerk	130— 290	6	440— 900
5.	Second Division Clerk/Typist/ Telephone Operator	90— 200	4	300— 600—Extn.—700
6.	Cook Grade I	90— 200	3	300— 500—Extn.—550
7.	Butler Grade I	90— 200	2	280— 420
8.	Cook Grade II/Butler Grade II	80— 145	2	280— 420
9.	Fitter	80— 145	2	280— 420
10.	Driver	80— 145	2	280— 420
11.	Cook Grade III	65— 95	2	280— 420
12.	Turnkey	65— 95	1	250— 350
13.	Waiter/Caretaker/Matey/ Masalchy.	65— 95	1	250— 350
14.	Dhoby/Cleaner (Vehicle)/ Dalayat/Peon/Farash/ Watchman/Sweeper/Scavenger	65— 95	1	250— 350

1	2	3	4	5
		Rs.		Rs.
<b>(iv) PROJECT FORMULATION, EVALUATION AND MANPOWER WING</b>				
Encadred in I.A.S.				
1. Additional Secretary, Planning and Ex-Officio Director, Project Formulation, Evaluation and Manpower Units.				
2. Joint Director Project-Formulation Unit.	700—1100	13	1450—2000	
3. Deputy Director, Evaluation and Manpower.	400— 950	11	900—1750	
4. Under Secretary to Government and Ex-Officio Deputy Director (Administration)	400— 950	11	900—1750	
5. Assistant Director of Evaluation and Manpower	300— 700	10	750—1450	
6. Section Officer	300— 700	8	600—1240	
7. Librarian	250— 500	6	440— 900	
8. Senior Investigator	175— 450	8	600—1240	
9. Stenographer	160— 350	6	440— 900	
10. Investigator	130— 290	6	440— 900	
11. Computer	90— 200	4	300— 600—Extn.—700	
12. Typist	90— 200	4	300— 600—Extn.—700	
13. Driver	80— 145	2	280— 420	
14. Dalayat	65— 95	1	250— 350	

**(v) PLANNING WING**

1. Economic Adviser	1600—1800	14	2000—2500
2. Director, Perspective Planning	1300—1600	13	1450—2000
3. Director, Manpower and Employment.	1300—1600	13	1450—2000
4. Director, Plan Monitoring and Information Unit.	1300—1600	13	1450—2000
5. Director, Project Formulation	1300—1600	13	1450—2000
6. Director, Evaluation	1300—1600	13	1450—2000
7. Research Officer	400— 950	11	900—1750

**(vi) GOVERNOR'S SECRETARIAT**

Encadred in I.A.S.				
1. Secretary to Governor				
2. ADC to Governor	1000—1500	No recommendation		*
3. Private Secretary to Governor	900—1250	No recommendation		**
(Personal Scale)				
4. Under Secretary/Under Secretary and Deputy Controller, Governor's Household.	400— 950	11	900—1750	
5. Public Relation Officer	400— 950	No recommendation		**
6. Surgeon to Governor	400— 950	9	660—1300	
7. Section Officer	300— 700	8	600—1240	
8. Personal Assistant	300— 700	8	600—1240	
9. Personal Officer	275— 650	No recommendation		**
(Personal Scale)				
10. Senior Assistant/Accountant	250— 500	6	440— 900	
11. House Superintendent	250— 500	6	440— 900	
12. Staff Nurse	175— 450	5	400— 750—Extn.— 850	
13. Stenographer	160— 350	6	440— 900	
14. Assistant	160— 350	6	440— 900	

1	2	3	4	5
		Rs.		Rs.
15. Steward		130— 290	4	300— 600—Extn.—700
16. Compounder		100— 220	4	300— 600—Extn.—700
17. Horticultural Assistant		100— 220	4	300— 600—Extn.—700
18. Typist		90— 200	4	300— 600—Extn.—700
19. Junior Assistant/Telephone Operator		90— 200	4	300— 600—Extn.—700
20. Head Driver		90— 200	3	300— 500—Extn.—550
21. Jamedar/Daffedar		80— 145	2	280— 420
22. Personal Attendant to Governor		80— 145	2	280— 420
23. Head Cook		80— 145	3	300— 500—Extn.—550
24. Head Butler/Butler		80— 145	2	280— 420
25. Carpenter		80— 145	2	280— 420
26. Painter-cum-Polisher		80— 145	2	280— 420
27. Tailor		80— 145	2	280— 420
28. Nursing Orderly (Male/Female)		65— 95	1	250— 350
29. Driver/Motor Cyclist		80— 145	2	280— 420
30. Cook		65— 95	2	280— 420
31. Bearer/Masalchy		65— 95	1	250— 350
32. Dalayat/Dhobi/Khalasi/Head Sweeper/Sweeper/Ayah/Barber/Cleaner/Malies.		65— 95	1	250— 350

\* See para 1223.

\*\* See para 12.29.

(vii) KARNATAKA BHAVAN, NEW DELHI

1. Special Commissioner for Karnataka, New Delhi.				Encadred in I.A.S.
2. Assistant Special Commissioner (Liaison)	400— 950	11	900	—1750
3. Assistant Special Commissioner-cum-Manager	400— 950	11	900	—1750
4. Engineer-cum-Assistant Manager	350— 900	10	750	—1450
5. Stenographer Grade I	425— 800	6	440	— 900
6. House Keeper/Accountant	425— 700	6	440	— 900
7. Upper Division Clerk-cum-Typist	330— 560	6	440	— 900
8. Junior Stenographer/Stenographer Grade II	330— 560	6	440	— 900
9. Steward	330— 560	6	440	— 900
10. Cashier	260— 400	4	300— 600—Extn.—700	
11. Typist/Lower Division Clerk-cum-Typist/Receptionist/Store Keeper	260— 400	4	300— 600—Extn.—700	
12. Electrician	260— 400	3	300— 500—Extn.—550	
13. Plumber	260— 400	3	300— 500—Extn.—550	
14. Driver	260— 400	2	280— 420	
15. Cook	260— 400	2	280— 420	
16. Scooter Messenger	260— 350	2	280— 420	
17. Lift Attender	200— 250	2	280— 420	
18. Bearer/Attender/Room Boy Grade I/Kitchen Mate	200— 250	1	250— 350	
19. Gardener Senior/Sweeper	200— 250	1	250— 350	
20. Room Boy Grade II/Watchman/Peon/Gardener Junior/Home Orderly/Telex Messenger	196— 232	1	250— 350	

## 57. DEPARTMENT OF SERICULTURE

(para 12.286)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	GS. (Min.-Max.) No.
1	2	3	4	5
		Rs.		Rs.
1.	Director	1000—1500	13	1450—2000
2.	Joint Director	740—1150	11	900—1750
3.	Deputy Director	700—1100	11	900—1750
4.	Special Officer	400— 950	10	750—1450
5.	Accounts Officer	400— 950	10	750—1450
6.	Assistant Director	300— 700	10	750—1450
7.	Assistant Registrar of Co-operative Societies.	300— 700	10	750—1450
8.	Sericulture Assistant	275— 550	8	600—1240
9.	Junior Engineer	275— 550	9	660—1300
10.	Administrative Assistant	250— 500	8	600—1240
11.	Audit Superintendent	250— 500	8	600—1240
12.	Office Superintendent	175— 450	6	440— 900
13.	Senior Statistical Assistant	175— 450	8	600—1240
14.	Senior Sericulture Inspector	175— 450	6	440— 900
15.	Mechanic Grade I	175— 450	5	400— 750—Extn.—850
16.	Senior Inspector of Co-operative Societies	175— 450	6	440— 900
17.	Supervisor	175— 450	5	400— 750—Extn.—850
18.	Audit Clerk	130— 290	6	440— 900
19.	First Division Clerk	130— 290	6	440— 900
20.	Stenographer	130— 290	6	440— 900
21.	Sericulture Inspector	130— 290	6	440— 900
22.	Sericulture Demonstrator	120— 240	4	300— 600—Extn.—700
23.	Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
24.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
25.	Second Grade Typist	90— 200	4	300— 600—Extn.—700
26.	Compiler	90— 200	4	300— 600—Extn.—700
27.	Sericulture Operative	90— 200	4	300— 600—Extn.—700
28.	Mechanic Grade II	80— 145	3	300— 500—Extn.—550
29.	Van Driver	80— 145	2	280— 420
30.	Daffedar	80— 145	2	280— 420
31.	Attender	80— 145	2	280— 420
32.	Peon/Watchman/Sweeper	65— 95	1	250— 350
33.	Van Cleaner	65— 95	1	250— 350

**58. DIRECTORATE OF GOVERNMENT SILK INDUSTRIES**  
(para 12.586)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
1.	Director	1000—1500	13	1450—2000
2.	Head Quarters Assistant	300— 700	10	750—1450
3.	Stenographer	175— 450	6	440— 900
4.	First Division Clerk	130— 290	6	440— 900
5.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
6.	Typist	90— 200	4	300— 600—Extn.—700
7.	Peons	65— 95	1	250— 350

**59. DIRECTORATE OF SMALL SAVINGS AND STATE LOTTERY**  
(para 12.576)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
1.	Director of Small Savings			Ex-officio post
2.	Joint Director of Small Savings and Director, Karnataka State Lottery	1000—1500	13	1450—2000
3.	Small Savings Officer and Deputy Director, Karnataka State Lottery	400— 950	11	900—1750
4.	Assistant Small Savings Officer	300— 700	10	750—1450
5.	Accounts Officer, State Lottery	300— 700	8	600—1240
6.	Publicity Assistant	300— 700	8	600—1240
7.	Superintendent	300— 700	8	600—1240
8.	Senior Assistant	250— 500	6	440— 900
9.	Development Officer Grade-I	250— 500	6	440— 900
10.	Accountant, State Lottery	175— 450	6	440— 900
11.	Assistant	160— 350	6	440— 900
12.	Stenographer	160— 350	6	440— 900
13.	Development Officer Grade-II	130— 290	6	440— 900
14.	Film Operator	100— 220	3	300— 500—Extn.—550
15.	Junior Assistant	90— 200	4	300— 600—Extn.—700
16.	Typist	90— 200	4	300— 600—Extn.—700
17.	Driver	120— 240	2	280— 420
	(Selection Grade)	80— 145		
18.	Driver, State Lottery	80— 145	2	280— 420
19.	Attender	80— 145	2	280— 420
20.	Dalayat	65— 95	1	250— 350



## 60. DEPARTMENT OF SOCIAL WELFARE

(para 12.459)

Sl. No.	Designation	Existing Scales of Pay (Min.-Max.)	Recommended Scales of Pay GS. (Min.-Max.) No.	5
1	2	3	4	5
		Rs.		Rs.
	1. Director	Encadred in I.A.S.		
	2. Joint Director of Social Welfare	1000—1500	13	1450—2000
	3. Deputy Director (including Administrator, Landless Peoples' Project).	700—1100	11	900—1750
	4. Assistant Director	400—950	10	750—1450
	5. Special Officer for Scheduled and other Tribes	400—950	10	750—1450
	6. Deputy Administrator Landless Peoples' Project	400—950	10	750—1450
	7. Accounts Officer	400—950	10	750—1450
	8. District Social Welfare Officer	300—700	10	750—1450
	9. Assistant Director of Social Welfare (Research and Statistical Unit)	300—700	10	750—1450
	10. Assistant Administrator, Landless Peoples' Project	275—550	8	600—1240
	11. Assistant Agricultural Officer	275—550	9	660—1300
	12. Principal, Occupational Institute for Women	275—550	10	750—1450
	13. Accounts Superintendent	250—500	8	600—1240
	14. Chief Instructor/Instructress in Stenography	200—450	7	460—1000
	15. Project Supervisor	200—450	6	440—900
	16. Superintendent Grade I (including Inspecting Assistants and Manager)	200—450	8	600—1240
	17. Instructor/Instructress in Tailoring	175—450	5	400—750—Extn.—850
	18. Assistant Instructor/Instructress in Stenography	175—450	5	400—750—Extn.—850
	19. Senior Statistical Assistant	175—450	8	600—1240
	20. Instructor/Instructress in Coir Units	175—450	5	400—750—Extn.—850
	21. Instructor/Instructress in Lacquerware Units	175—450	5	400—750—Extn.—850
	22. Superintendent Grade-II (including Inspecting Assistants)	175—450	6	440—900
	23. Senior Wardens of Hostels (Graduates with B.Ed.)	175—450	7	460—1000
	24. Senior Wardens of Hostels	130—290	4	300—600—Extn.—700
	25. Health Inspector (Senior)	160—350	4	300—600—Extn.—700
	26. Secretary, Tribal Forest Co-operative Society	130—290	6	440—900
	27. Women Welfare Organiser (Senior)	130—290	4	300—600—Extn.—700
	28. First Division Clerk/Social Welfare Inspector/Tribal Welfare Inspector/Accountant.	130—290	6	440—900

1	2	3	4	5
		Rs.		Rs.
29.	Accounts Clerk	130— 290	6	440— 900
30.	Stenographer	130— 290	6	440— 900
31.	Agricultural Inspector	130— 290	4	300— 600—Extn.—700
32.	Assistant Instructor/Assistant Instructress in Tailoring.	120— 240	4	300— 600—Extn.—700
33.	Health Inspector (Junior)	100— 220	4	300— 600—Extn.—700
34.	Chief Cutter, Tailoring Production Unit.	90— 200	4	300— 600—Extn.—700
35.	Women Welfare Organiser (Junior)	90— 200	4	300— 600—Extn.—700
36.	Teacher	S.S.L.C. 90— 200	} 4	300— 600—Extn.—700
	S.S.L.C. (Trained)	100— 200		
	Selection Grade	120— 240		
37.	Hostel Superintendent (Junior)	90— 200	4	300— 600—Extn.—700
38.	Tailoring Instructor	90— 200	4	300— 600—Extn.—700
39.	Fieldman	90— 200	4	300— 600—Extn.—700
40.	Second Division Clerk/Clerk-cum- Typist	90— 200	4	300— 600—Extn.—700
41.	Typist	90— 200	4	300— 600—Extn.—700
42.	Forester	90— 200	4	300— 600—Extn.—700
43.	Midwife/Maternity Health Assistant	90— 200	4	300— 600—Extn.—700
44.	Compounder	90— 200	4	300— 600—Extn.—700
45.	Craft Instructor (Bamboo and Ratan Craft)	80— 145	3	300— 500—Extn.—550
46.	Craft Instructor (Carpentry)	80 Fixed		No Recommendation
47.	Bee-Man	80— 145	4	300— 600—Extn.—700
48.	Assistant Cutter	80— 145	3	300— 500—Extn.—550
49.	Mutchi	80— 145	2	280— 420
50.	Driver	80— 145	2	280— 420
51.	Helper (Coir Unit)	65— 95	1	250— 350
52.	Cleaner (Vehicles)	65— 95	1	250— 350
53.	Dalayati/Masalchi/Watchman/ Cycle Orderly	65— 95	1	250— 350
54.	Class IV Servants (Kitchen Servants).	65— 95	1	250— 350
55.	Cooks	65— 95	2	280— 420
56.	Conductress	65— 95	1	250— 350
57.	Watchman	Rs. 60		No Recommendation

Consolidated

### 61. KARNATAKA STATE SOLDIERS', SAILORS' AND AIRMEN'S BOARD

(para 12.599)

Sl. No.	De-ignation	Existing	Recommended
		Scales of Pay	Scales of Pay
		(Min.-Max.)	GS. (Min.-Max.)
		No.	
1	2	3	4

#### (i) STATE BOARD

	Rs.		Rs.
1. Secretary	500—1000	11	900—1750
2. Manager	250— 500	8	600—1240

1	2	3	4	5
		Rs.		Rs.
3. Assistant-cum-Accountant		160— 350	6	440— 900
4. First Division Clerk		130— 290	6	440— 900
5. Accountant		130— 290	6	440— 900
6. Stenographer		130— 290	6	440— 900
7. Typist		90— 200	4	300— 600—Extn.—700
8. Second Division Clerk		90— 200	4	300— 600—Extn.—700
9. Dalayat		65— 95	1	250— 350

(ii) DISTRICT BOARDS

1. Secretary		400— 950	10	750—1450
2. First Division Clerk		130— 290	6	440— 900
3. Second Division Clerk		90— 200	4	300— 600—Extn.—700
4. Welfare Organiser		90— 200	5	400— 750—Extn.—850
5. Dalayat/Watchman/Maity		65— 95	1	250— 350

**62. STATE ACCOUNTS DEPARTMENT**

(para 12.529)

Sl. No.	Designation	Existing		Recommended
		Scales of Pay		Scales of Pay
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
1. Controller		1300—1800	14	2000—2500
2. Senior Deputy Controller		800—1250	11	900—1750
3. Deputy Controller		700—1100	11	900—1750
4. Assistant Controller		400—950	10	750—1450
5. Superintendent		250— 500	8	600—1240
6. Selection Grade Stenographer		250— 500	8	600—1240
7. Senior First Division Clerk		160— 350	6	440— 900
8. First Division Clerk		130— 290	6	440— 900
9. Senior Stenographer		130— 290	6	440— 900
10. Second Division Clerk		90— 200	4	300— 600—Extn.—700
11. Junior Stenographer		90— 200	6	440— 900
12. Second Grade Typist		90— 200	4	300— 600—Extn.—700
13. Attender/Mutchi/Jamedar/ Daffedar.		80— 145	2	280— 420
14. Peon/Watchman/Sweeper/Cycle Orderly.		65— 95	1	250— 350

### 63. STORES PURCHASE DEPARTMENT

(para 12.584)

Sl. No.	Designation	<i>Existing</i> Scales of Pay	<i>Recommended</i> Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.	Rs.	
		Encadred in I. A. S.		
1.	Director			
2.	Assistant Director (Administration).	400— 950	11	900—1750
3.	Assistant Director (Technical)	350— 900	10	750—1450
4.	Accounts Superintendent	250— 500	8	600—1240
5.	Superintendent	200— 450	8	600—1240
6.	First Division Clerk	130— 290	6	440— 900
7.	Stenographers	130— 290	6	440— 900
8.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
9.	Typist	90— 200	4	300— 600—Extn.—700
10.	Attender	80— 145	2	280— 420
11.	Daffedar	80— 145	2	280— 420
12.	Driver	80— 145	2	280— 420
13.	Peon	65— 95	1	250— 350

### 64. DIRECTORATE OF SUGAR

Sl. No.	Designation	<i>Existing</i> Scales of Pay	<i>Recommended</i> Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.	Rs.	
		Encadred in I.A.S.		
1.	Director			
2.	Assistant Registrar	300— 700	10	750—1450
3.	Superintendent	200— 450	8	600—1240
4.	Stenographer	130— 290	6	440— 900
5.	First Division Clerk	130— 290	6	440— 900
6.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
7.	Second Grade Typist	90— 200	4	300— 600—Extn.—700
8.	Driver	80— 145	2	280— 420
9.	Peon	65— 95	1	250— 350

65. DEPARTMENT OF SURVEY, SETTLEMENT AND LAND RECORDS

(para 12.483)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
1.	Director of Survey, Settlement and Land Records		Encadred in	I.A.S.
2.	Joint Director of Land Records	1000—1500	13	1450—2000
3.	Technical Assistant to Director	700—1100	11	900—1750
4.	Survey Officer, City Survey, Bangalore	700—1100	11	900—1750
5.	Principal Survey and Settlement Training Institute, Mysore	700—1100	11	900—1750
6.	Superintendent of Land Records including Enquiry Officer	400— 950	11	900—1750
7.	Headquarters Assistant	400— 950	11	900—1750
8.	Assistant Superintendent of Land Records.	275— 550	10	750—1450
9.	Sub-Assistant Superintendent	250— 500	8	600—1240
10.	Head Supervisor	250— 500	8	600—1240
11.	Head Clerk	175— 450	6	440— 900
12.	Supervisor	175— 450	8	600—1240
13.	Mapping Supervisor	175— 450	8	600—1240
14.	First Division Clerk	130— 290	6	440— 900
15.	First Division Surveyor	130— 290	6	440— 900
16.	First Division Mapper	130— 290	6	440— 900
17.	First Grade Stenographer	130— 290	6	440— 900
18.	Senior Second Division Surveyor	120— 240	4	300— 600—Extn.—700
19.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
20.	Second Division Surveyor	90— 200	4	300— 600—Extn.—700
21.	Second Division Mapper	90— 200	4	300— 600—Extn.—700
22.	Typist	90— 200	4	300— 600—Extn.—700
23.	Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
24.	Dafterband	80— 145	2	280— 420
25.	Jamedar	80— 145	2	280— 420
26.	Process Server	80— 145	2	280— 420
27.	Driver	80— 145	2	280— 420
28.	Daffedar	80— 145	2	280— 420
29.	Head Pressman	80— 145	3	300— 500—Extn.—550
30.	Peon	65— 95	1	250— 350
31.	Bandh Peon	65— 95	1	250— 350
32.	Wheeler and Baller	65— 95	2	280— 420
33.	Scavenger	65— 95	1	250— 350
34.	Watchman	65— 95	1	250— 350
35.	Watchman-cum-Sweeper	65— 95	1	250— 350
36.	Laskar	65— 95	1	250— 350
37.	Gardener	65— 95	1	250— 350
38.	Sweeper	65— 95	1	250— 350

**66. DEPARTMENT OF TECHNICAL EDUCATION**

(para 12.219)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	Director	1300—1800	14	2000—2500
2.	Joint Director	1000—1500	13	1450—2000
3.	Principal, S.J. Polytechnic	1000—1500	13	1450—2000
4.	Professor, Textile Technology, S.K.S.J.T. Institute	900—1300 (AICTE Scale)	12	1300—1900
5.	Principal, B.D.T. Engineering College	800—1250	14	2000—2500
6.	Professor-Principal S.K.S.J.T. Institute	800—1250	13	1450—2000
7.	Deputy Director	800—1250 700—1100	11	900—1750
8.	Professor in Engineering Subjects, B.D.T. Engineering College	500—1000	13	1450—2000
9.	Professor in Engineering Subjects S.K.S.J.T., Institute	500—1000	12	1300—1900
10.	Accounts Officer	400— 950	10	750—1450
11.	Principal, Polytechnics, Bellary, Gulbarga, Mysore, Mangalore and Vice Principal, S.J. Polytechnic, Bangalore	400— 950	12	1300—1900
12.	Assistant Professors in different branches S.K.S.J.T. Institute	400— 950	11	900—1750
13.	Assistant Professors in different subjects, B.D.T. Engineering College	400— 950	12	1300—1900
14.	Principal, Polytechnic for women, Bangalore/Mangalore/Hubli	400— 950	12	1300—1900
15.	Principal, School of Arts and Crafts, Davangere	400— 950	11	900—1750
16.	Heads of Sections in different Branches in Polytechnics	350— 900	11	900—1750
17.	Heads of Sections, School of Arts and Crafts, Davangere	350— 900	10	750—1450
18.	Secretary, Board of Technical Examinations	350— 900	10	750—1450
19.	Assistant Director (Technical)	350— 900	10	750—1450
20.	Administration Assistant (Technical) S.J. Polytechnic	350— 900	10	750—1450
21.	Principal, Junior Technical Schools	350— 900	10	750—1450
22.	Assistant Director (Administration).	300— 700	10	750—1450
23.	Statistician	300— 700	10	750—1450
24.	Lecturers in different branches, S.K.S.J.T. Institute.	300— 700	10	750—1450

1	2	3	4	5
		Rs.		Rs.
25.	Lecturer in different branches, B.D.T. Engineering College.	300— 700	11	900—1750 *
26.	Research Assistant	350— 850	11	900—1750
		(AICTE Scale)		
27.	Registrar	275— 550	8	600—1240
28.	Lecturer in Library Science in Women's Polytechnics.	275— 550	7	460—1000
29.	Lecturers in Polytechnics	275— 550	10	750—1450
30.	Lecturer in Engineering subject in Junior Technical Schools.	275— 550	10	750—1450
31.	Lecturers in other subjects in Junior Technical Schools.	275— 550	7	460—1000
32.	Junior Lecturer in Civil Engineer- ing, B.D.T. Engineering College.	275— 550	5	400— 750—Extn.—850
33.	Senior Lecturer in Secretarial Practice in Polytechnics	275— 550	10	750—1450
34.	Physical Culture Instructor, B.D.T. College	250— 400	7	460—1000
		(UGC Scale)		
35.	Accounts Superintendent	250— 500	8	600—1240
36.	Workshop Foreman	225— 450	5	400— 750—Extn.—850
37.	Lecturer in Costume Design and Dress making.	200— 450	7	460—1000
38.	Lecturer in Secretarial Practice in Polytechnics.	200— 450	7	460—1000
39.	Demonstrator, S.K.S.J.T. Institute.	200— 450	5	400— 750—Extn.—850
40.	Junior Lecturer, Mathematics, B.D.T. Engineering College.	200— 375	11	900—1750
		(1961 Scale)		
41.	Workshop Foreman, B.D.T. Engineering College.	200— 450	5	400— 750—Extn.—850
42.	Assistant Lecturers, Polytechnics	200— 450	5	400— 750—Extn.—850
43.	Superintendent Grade-I	200— 450	8	600—1240
44.	Workshop Foreman, Junior Technical School.	175— 450	5	400— 750—Extn.—850
45.	Assistant Lecturers, Women's Polytechnics.	175— 450	5	400— 750—Extn.—850
46.	Lecturer, School of Arts and Crafts.	175— 450	7	460—1000
47.	Instructors, Polytechnics	175— 450	5	400— 750—Extn.—850
48.	Assistant Lecturers in Secretarial Practice at Polytechnics.	175— 450	7	460—1000
49.	Assistant Lecturers in Typewriting and Shorthand, Polytechnics.	175— 450	5	400— 750—Extn.—850
50.	Survey Instructor (B.D.T. Engi- neering College).	175— 450	5	400— 750—Extn.—850
51.	Workshop Instructor (B.D.T. Engineering College).	175— 450	5	400— 750—Extn.—850
52.	Instructor in Electrical Engineering	175— 450	5	400— 750—Extn.—850
53.	Draughtsman, Mechanical Engi- neering and Electrical Engineering, B.D.T. Engineering College.	175— 450	5	400— 750—Extn.—850
54.	Assistant Lecturers in Junior Technical Schools.	175— 450	5	400— 750—Extn.—850
55.	Assistant Lecturer in Hindi	175— 450	7	460—1000

\*See para 12.224.

1	2	3	4	5
		Rs.		Rs.
56.	Superintendent Grade II	175— 450	6	440— 900
57.	Physical Culture Instructor S.K.S.J.T. Institute.	160— 350	7	460—1000
58.	Demonstrator in Chemistry, B.D.T. College.	150— 300 (1961 Scale)	7	460—1000
59.	First Division Clerk	130— 290	6	440— 900
60.	Stenographer	130— 290	6	440— 900
61.	Assistant Instructor	120— 240	4	300— 600—Extn.—700
62.	Physical Culture Instructor	100— 220	4	300— 600—Extn.—700
63.	Mechanic/Dark Room Assistant	90— 200	3	300— 500—Extn.—550
64.	Carpenter	90— 200	2	280— 420
65.	Boiler Attendant	90— 200	2	280— 420
66.	Electrician (S.K.S.J.T. Institute)	90— 200	2	280— 420
67.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
68.	Typist	90— 200	4	300— 600—Extn.—700
69.	Helper	80— 145	2	280— 420
70.	Driver/Auto Driver	80— 145	2	280— 420
71.	Attender/Jamedar/Daffedar	80— 145	2	280— 420
72.	Peon/Watchman/Sweeper/Cycle Orderly	65— 95	1	250— 350

### 67. DEPARTMENT OF TEXT BOOKS

(para 12.522)

Sl. No.	Designation	Existing		Recommended
		Scales of Pay		Scales of Pay
		(Min.-Max.)	GS. (Min.-Max.)	No.
1	2	3	4	5
		Rs.		Rs.
1.	Director	1300—1800	14	2000—2500
2.	Joint Director	1000—1500	13	1450—2000
3.	Deputy Director, State Educa- tional Research Bureau, Bangalore	700—1100	11	900—1750
4.	Deputy Director, Literary and Cultural Development, Bangalore	700—1100	11	900—1750
5.	Text Book Officer	400— 950	10	750—1450
6.	Senior Assistant Director (Art Section)	400— 950	10	750—1450
7.	Accounts Officer	400— 950	10	750—1450
8.	Assistant Director	275— 550	10	750—1450
9.	Assistant Superintendent (Technical)	275— 550	10	750—1450
10.	Assistant Accounts Officer (Printers' Costing)	275— 550	8	600—1240
11.	Administrative Assistant	275— 550	8	600—1240
12.	Academic Assistant	250— 500	7	460—1000



1	2	3	4	5
		Rs.		Rs.
13.	Manager Grade I	250— 500	8	600—1240
14.	Superintendent (Accounts)/(Audit)	250— 500	8	600—1240
15.	Selection Grade Stenographer	250— 500	8	600—1240
16.	Artist, State Educational Re- search Bureau	225— 450	6	440— 900
17.	Superintendent Grade I/ Manager Grade II	200— 450	8	600—1240
18.	Chief Cost Accountant	200— 450	6	440— 900
19.	Librarian	175— 450	7	460—1000
20.	Senior Cost Accountant	175— 450	6	440— 900
21.	Cost Accountant	130— 290	6	440— 900
22.	Stenographer Grade I	130— 290	6	440— 900
23.	First Division Clerk	130— 290	6	440— 900
24.	Audit Clerk	130— 290	6	440— 900
25.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
26.	Stenographer Grade II	90— 200	6	440— 900
27.	Typist	90— 200	4	300— 600—Extn.—700
28.	Driver	80— 145	2	280— 420
29.	Attender/Daffedar	80— 145	2	280— 420
30.	Peon and other Class IV staff	65— 95	1	250— 350

#### INDUSTRIAL STAFF

31.	Supervisor	225— 450	8	600—1240
32.	Mechanical Supervisor	225— 450	8	600—1240
33.	Senior Foreman	200— 450	5	400— 750—Extn.—850
34.	Foreman	175— 450	5	400— 750—Extn.—850
35.	Deputy Chief Examiner	175— 450	6	440— 900
36.	Mechanical Overseer	175— 450	5	400— 750—Extn.—850
37.	Electrician (Selection Grade)	175— 450	5	400— 750—Extn.—850
38.	Process Camera Operator	175— 450	4	300— 600—Extn.—700
39.	Etcher/Artist	175— 450	6	440— 900
40.	Lino Type Operator	175— 450	4	300— 600—Extn.—700
41.	Artist	160— 350	6	440— 900
42.	Senior Offset Machine Minder	160— 350	4	300— 600—Extn.—700
43.	Folding Machine Operator	160— 350	4	300— 600—Extn.—700
44.	Senior Compositor	160— 350	4	300— 600—Extn.—700
45.	Senior Machine Minder	160— 350	4	300— 600—Extn.—700
46.	Senior Binder	160— 350	4	300— 600—Extn.—700
47.	Chief Time Keeper	130— 290	5	400— 750—Extn.—850
48.	First Division Clerk	130— 290	6	440— 900
49.	Despatcher (First Division)	130— 290	6	440— 900
50.	Computer (First Division)	130— 290	6	440— 900
51.	Senior Proof Examiner/ Graduate Proof Reader	130— 290	6	400— 900
52.	Sanskrit Proof Examiner	130— 290	6	440— 900
53.	Electrician	120— 240	5	400— 750—Extn.—850
54.	Assistant Process Camera Operator.	120— 240	4	300— 600—Extn.—700
55.	Assistant Artist	120— 240	4	300— 600—Extn.—700
56.	Engraver and Mounter	120— 240	4	300— 600—Extn.—700
57.	Super-type Caster	120— 240	4	300— 600—Extn.—700
58.	Senior Mechanic	100— 220	3	300— 500—Extn.—550
59.	Second Division (Industrial) Works Clerk.	90— 200	4	300— 600—Extn.—700

1	2	3	4	5
		Rs.		Rs.
60. Despatcher (II Division)		90—200	4	300—600—Extn.—700
61. Computer (II Division)		90—200	4	300—600—Extn.—700
62. Proof Examiner		90—200	4	300—600—Extn.—700
63. Progress Recorder		90—200	4	300—600—Extn.—700
64. Mechanic		90—200	3	300—500—Extn.—550
65. Lathe Attendant		90—200	4	300—600—Extn.—700
66. Knife Grinder		90—200	3	300—500—Extn.—550
67. Process Plate Maker		90—200	3	300—500—Extn.—550
68. Dark Room Assistant		80—145	3	300—500—Extn.—550
69. Offset Machine Minder		90—200	3	300—500—Extn.—550
70. Offset Plate Grainer		90—200	3	300—500—Extn.—550
71. Wire Stitching Operator		90—200	3	300—500—Extn.—550
72. Assistant Machine Operator		90—200	3	300—500—Extn.—550
73. Cutting Machine Operator		90—200	3	300—500—Extn.—550
74. Carpenter		90—200	3	300—500—Extn.—550
75. Type Caster		90—200	3	300—500—Extn.—550
76. Compositor		90—200	3	300—500—Extn.—550
77. Machine Minder		90—200	3	300—500—Extn.—550
78. Binder		90—200	3	300—500—Extn.—550
79. Time Keeper		90—200	3	300—500—Extn.—550
80. Assistant Folding Machine Operator		90—200	3	300—500—Extn.—550
81. Sewing Machine Operator		90—200	3	300—500—Extn.—550
82. Proof Reader		80—145	2	280—420
83. Welder		80—145	3	300—500—Extn.—550
84. Assistant Lathe Attendant		80—145	3	300—500—Extn.—550
85. Fitter		80—145	3	300—500—Extn.—550
86. Turner		80—145	3	300—500—Extn.—550
87. Assistant Etcher		80—145	3	300—500—Extn.—550
88. Assistant Offset Machine Minder		80—145	3	300—500—Extn.—550
89. Assistant Offset Plate Grainer		80—145	3	300—500—Extn.—550
90. Furnace Attendant		80—145	2	280—420
91. Junior Compositor		80—145	3	300—500—Extn.—550
92. Assistant Machine Minder		80—145	3	300—500—Extn.—550
93. Assistant Binder		80—145	3	300—500—Extn.—550
94. Gate Keeper		80—145	2	280—420
95. Counter/Packer		65—95	2	280—420
96. Watchman/Sweeper/Scavenger and Other Class IV		65—95	1	250—350
97. Supervisor		65—95	2	280—420
98. Cook		65—95	2	280—420
99. Vendor		65—95	1	250—350

**68. DEPARTMENT OF TOURISM**  
(para 12.457)

Sl. No.	Designation	Existing	Recommended	4	5
		Scales of Pay	Scales of Pay		
		(Min.-Max.)	GS. (Min.-Max.)		
			No.		
1	2	3	4	5	
		Rs.		Rs.	
1.	Director	1300—1800	13	1450—2000	
2.	Deputy Director	700—1100	11	900—1750	

1	2	3	4	5
		Rs.		Rs.
3.	Tourist Development Officer/ Tourist Officer	275— 550	8	600—1240
4.	Assistant Tourist Development Officer/Tourist Assistant	175— 450	6	440— 900
5.	Superintendent Grade II	175— 450	6	440— 900
6.	Photographer	175— 450	5	400— 750—Extn.—850
7.	First Division Clerk	130— 290	6	440— 900
8.	Receptionist	130— 290	6	440— 900
9.	Stenographer	130— 290	6	440— 900
10.	Projectionist	120— 240	3	300— 500—Extn.—550
11.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
12.	Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700
13.	Attender	80— 145	2	280— 420
14.	Driver	80— 145	2	280— 420
15.	Cleaner	65— 95	1	250— 350
16.	Cycle Orderly	65— 95	1	250— 350
17.	Cook	65— 95	2	280— 420
18.	Watchman	65— 95	1	250— 350
19.	Peon	65— 95	1	250— 350

### 69. DEPARTMENT OF TOWN PLANNING

(para 12.400)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	Director	1300—1800	13	1450—2000
2.	Joint Director	1000—1500	11	900—1750
3.	Deputy Director	700—1100	11	900—1750
4.	Assistant Director	350— 900	10	750—1450
5.	Senior Research Officer	350— 900	10	750—1450
6.	Assistant Engineer	350— 900	10	750—1450
7.	Headquarters Asst. to the Director	275— 550	8	600—1240
8.	Junior Town Planner	275— 550	9	660—1300
9.	Geographer	275— 550	9	660—1300
10.	Statistician	275— 550	8	600—1240
11.	Accounts Superintendent	250— 500	8	600—1240
12.	Head Draughtsman	250— 500	8	600—1240
13.	Office Superintendent	200— 450	8	600—1240
14.	Town Planning Supervisor	175— 450	5	400— 750—Extn.—850
15.	Research Assistant	175— 450	8	600—1240
16.	Draughtsman	175— 450	5	400— 750—Extn.—850
17.	Model Maker	175— 450	5	400— 750—Extn.—850
18.	Instructor in Drawing and Model Making.	175— 450	5	400— 750—Extn.—850
19.	Investigator	160— 350	6	440— 900

1	2	3	4	5
		Rs.		Rs.
20.	First Division Clerk	130— 290	6	440— 900
21.	Stenographer	130— 290	6	440— 900
22.	Assistant Draughtsman	120— 240	4	300— 600—Extn.—700
23.	Tracer	100— 220	4	300— 600—Extn.—700
24.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
25.	Typist	90— 200	4	300— 600—Extn.—700
26.	Blue Printer	90— 200	2	280— 420
27.	Attender	80— 145	2	280— 420
28.	Driver	80— 145	2	280— 420
29.	Peon	65— 95	1	250— 350
30.	Cycle Orderly	65— 95	1	250— 350
31.	Survey Helper	65— 95	1	250— 350
32.	Gardener	65— 95	1	250— 350
33.	Sweeper	65— 95	1	250— 350

## 70. DEPARTMENT OF TREASURIES

(para 12.536)

Sl. No.	Designation	Existing	Recommended	
		Scales of Pay	Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	
1	2	3	4	5
		Rs.		Rs.
1.	Director of Treasuries	1000—1500	14	2000—2500
2.	Deputy Director of Treasuries including Treasury Officer, State Huzur Treasury	700—1100	11	900—1750
3.	District Treasury Officer	400— 950	11	900—1750
4.	Asst. Director of Treasuries/ Superintendent of Stamps/ Special Officer, Compulsory Deposit Scheme	400— 950	10	750—1450
5.	Asst. Treasury Officer, including Gazetted Superintendent, Office of the Divisional Commissioner, Bangalore and Special Officer and Chief Instructor, Treasury Training	300— 700	10	750—1450
6.	Senior Head Accountant	250— 500	8	600—1240
7.	Head Accountant/Treasurer, Office of the Superintendent of Stamps	225— 450	8	600—1240
8.	Dy. Accountant/Treasury Sheristadar/Stamp Head Clerk/Asst. Treasurer, Office of the Superintendent of Stamps/	225— 450	8	600—1240
9.	Senior Clerk	160— 350	6	440— 900
10.	First Division Clerk	130— 290	6	440— 900
11.	Stenographer	130— 290	6	440— 900

1	2	3	4	5
		Rs.		Rs.
12. Foreman		130— 290	5	400— 750—Extn.—850
13. Second Division Clerk/Clerk-cum-Typist/Cashier		90— 200	4	300— 600—Extn.—700
14. Typist		90— 200	4	300— 600—Extn.—700
15. Shroff		90— 200	4	300— 600—Extn.—700
16. Gollar		80— 145	2	280— 420
17. Attender including Mutchi and Daffedar		80— 145	2	280— 420
18. Counter		80— 145	3	300— 500—Extn.—550
19. Pressman		80— 145	2	280— 420
20. Peon and Watchman		65— 95	1	250— 350

### 71. OFFICES OF THE TRIBUNALS

(para 12.606)

Sl. No.	Designation	Existing	Recommended
		Scales of Pay	Scales of Pay
		(Min.-Max.)	GS. (Min.-Max.)
		No.	
1	2	3	4

#### (i) KARNATAKA REVENUE APPELLATE TRIBUNAL

	Rs.		Rs.
1. Secretary	400— 950	11	900—1750
2. Assistant Secretary	275— 550	10	750—1450
3. Superintendent	200— 450	8	600—1240
4. Selection Grade Stenographer	250— 500	8	600—1240
5. Court Superintendent	200— 450	8	600—1240
6. First Division Clerk	130— 290	6	440— 900
7. Stenographer	130— 290	6	440— 900
8. Second Division Clerk	90— 200	4	300— 600—Extn.—700
9. Typist	90— 200	4	300— 600—Extn.—700
10. Attender	80— 145	2	280— 420
11. Jamedar	80— 145	2	280— 420
12. Daffedar	80— 145	2	280— 420
13. Process Server	80— 145	2	280— 420
14. Peon	65— 95	1	250— 350
15. Cycle Orderly	65— 95	1	250— 350
16. Watchman	65— 95	1	250— 350
17. Sweeper	65— 95	1	250— 350

#### (ii) KARNATAKA CO-OPERATIVE APPELLATE TRIBUNAL

1. Secretary	300— 700	10	750—1450
2. Superintendent	200— 450	8	600—1240
3. Bench Clerk	200— 450	8	600—1240
4. First Division Clerk	130— 290	6	440— 900
5. Stenographer	130— 290	6	440— 900
6. Second Division Clerk	90— 200	4	300— 600—Extn.—700
7. Process Server	90— 200	2	280— 420
8. Daffedar	80— 145	2	280— 420
9. Peon	65— 95	1	250— 350
10. Night Watchman	65— 95	1	250— 350



## 72. STATE VIGILANCE COMMISSION

(para 12.695)

Sl. No.	Designation	Existing Scales of Pay	Recommended Scales of Pay	
		(Min.-Max.)	GS. (Min.-Max.) No.	No.
1	2	3	4	5
		Rs.		Rs.
1.	Vigilance Commissioner	3500	(Tenure Post)	
2.	Director of Vigilance		Encadred in I.A.S.	
3.	Spl. Inspector-General of Police		Encadred in I.P.S.	
4.	Dy. Director of Vigilance (Judicial).	1300—1800	14	2000—2500
5.	Chief Engineer	1300—1800	14	2000—2500
6.	Superintendent of Police	1000—1500	13	1450—2000
7.	Superintending Engineer	1000—1500	13	1450—2000
8.	Dy. Director of Vigilance (Administration)			Encadred in I.A.S.
9.	Superintendent of Police			Encadred in I.P.S.
10.	Asst. Director of Vigilance	700—1100	13	1450—2000
11.	Executive Engineer	700—1100	11	900—1750
12.	Deputy Controller	700—1100	11	900—1750
13.	Headquarters Asst. to Director of Vigilance	400— 950	11	900—1750
14.	Dy. Superintendent of Police	400— 950	11	900—1750
15.	Assistant Engineer	350— 900	10	750—1450
16.	Personal Assistant to the Vigilance Commissioner.	300— 700	8	600—1240
17.	Legal Asst. to the Vigilance Commissioner.	300— 700	8	600—1240
18.	Police Inspector	275— 550	10	750—1450
19.	Office Superintendent	275— 550	8	600—1240
20.	Junior Engineer	275— 550	9	660—1300
21.	Auditor Grade-I	250— 500	8	600—1240
22.	Accounts Superintendent	250— 500	8	600—1240
23.	Stenographer (Selection Grade)	250— 500	8	600—1240
24.	Auditor Grade-II	225— 450	8	600—1240
25.	Sub-Inspector of Police	175— 450	8	600—1240
26.	Asst. Sub-Inspector of Police	130— 290	6	440— 900
27.	First Division Clerk	130— 290	6	440— 900
28.	Stenographer Grade-I	130— 290	6	440— 900
29.	Head Constable	90— 200	5	400— 750—Extn.—850
30.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
31.	Second Grade Typist	90— 200	4	300— 600—Extn.—700
32.	Police Constable	80— 145	4	300— 600—Extn.—700
33.	Jamedar	80— 145	2	280— 420
34.	Attender	80— 145	2	280— 420
35.	Driver	80— 145	2	280— 420
36.	Dalayat	65— 95	1	250— 350
37.	Cycle Orderly	65— 95	1	250— 350
38.	Van Cleaner	65— 95	1	250— 350
39.	Watchman	65— 95	1	250— 350
40.	Sweeper	65— 95	1	250— 350

### 73. DEPARTMENT OF WEIGHTS AND MEASURES

(para 12.440)

Sl. No.	Designation	Existing Scales of Pay  (Min.-Max.)	Recommended Scales of Pay  GS. (Min.-Max.) No.	4	5	
1	2	3	4	5	6	
		Rs.	Rs.			
	1. Controller of Weights and Measures.	<b>Ex-Officio post</b>				
	2. Joint Controller	1000—1500	13	1450—2000		
	3. Deputy Controller	700—1100	11	900—1750		
	4. Senior Assistant Controller	300— 700	10	750—1450		
	5. Assistant Controller	275— 550	10	750—1450		
	6. Senior Inspector	175— 450	6	440— 900		
	7. Inspector	175— 450	}	6	440— 900	
	(For Diploma Holders and Graduates)	160— 350				
	(For others)					
	8. First Division Clerk	130— 290	6	440— 900		
	9. Stenographer	130— 290	6	440— 900		
	10. Maistry	120— 240	4	300— 600—Extn.—700		
	11. Second Division Clerk	90— 200	4	300— 600—Extn.—700		
	12. Second Grade Typist	90— 200	4	300— 600—Extn.—700		
	13. Clerk-cum-Typist	90— 200	4	300— 600—Extn.—700		
	14. Manual Assistant	90— 200	}	4	300—600—Extn.—700	
	(For SSLCs)	80— 145				
	(For Non-SSLCs)					
	15. Driver	80— 145	2	280— 420		
	16. Attender	80— 145	2	280— 420		
	17. Watchman	65— 95	1	250— 350		
	18. Peon	65— 95	1	250— 350		

### 74. DEPARTMENT OF WOMEN AND CHILDREN'S WELFARE

(para 12.469)

Sl. No.	Designation	Existing Scales of Pay  (Min.-Max.)	Recommended Scales of Pay  GS. (Min.-Max.) No.	4	5
1	2	3	4	5	6
		Rs.	Rs.		
	1. Director of Women and Children's Welfare and Ex-Officio Chief Inspector of Certified Schools.	I.A.S./K.A.S. Senior Scale	14	2000—2500	
	2. Deputy Director	700—1100	11	900—1750	
	3. Assistant Director	400— 950	10	750—1450	



1	2	3	4	5
		Rs.		Rs.
4.	Senior Inspector	400— 950	10	750—1450
5.	Special Officer, Special Nutrition Programme	400— 950	10	750—1450
6.	Speech Pathologist-cum-Audiologist	350— 900	9	660—1300
7.	Office Manager	275— 550	8	600—1240
8.	Psychiatric Social Worker	275— 550	9	660—1300
9.	Probation Officer Grade I	275— 550	10	750—1450
10.	Superintendent, Blind, Deaf and Dumb Institutions	275— 550	10	750—1450
11.	Accounts Superintendent	250— 500	8	600—1240
12.	Selection Grade Stenographer	250— 500	8	600—1240
13.	Assistant Inspector of Certified Schools	200— 450	9	660—1300
14.	Superintendent, Certified Schools	200— 450	9	660—1300
15.	Inspector (Special Nutrition Programme)	200— 450	9	660—1300
16.	Superintendent Grade II	175— 450	6	440— 900
17.	Auditor	175— 450	6	440— 900
18.	Probation Officer Grade II	175— 450	9	660—1300
19.	Head Master	175— 450	6	440— 900
20.	Chief Instructor	175— 450	5	400— 750—Extn.—850
21.	Staff Nurse	175— 450	5	400— 750—Extn.—850
22.	Proof Reader/Language Teacher/Graduate Assistant/Craft Instructor	175— 450	7	460—1000
23.	Music Teacher	160— 350	7	460—1000
24.	First Division Clerk/Accountant/Deputy Superintendent.	130— 290	6	440— 900
25.	Stenographer Grade I	130— 290	6	440— 900
26.	Superintendent, School for Blind	130— 290	6	440— 900
27.	Workshop Manager/Head Clerk/Office Superintendent/Domestic Assistant.	130— 290	6	440— 900
28.	Hindi Teacher/Under Graduate Assistant/Music Teacher	130— 290	7	460—1000
29.	Instructor/Teacher	100— 220	4	300— 600—Extn.—700
30.	Physical Training Instructor/Special Teacher for Braille/Craft Instructor/Music Teacher/Under Graduate Assistant	100— 220	4	300— 600—Extn.—700
31.	Typist	90— 200	4	300— 600—Extn.—700
32.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
33.	House Father/Mother/Matron	90— 200	4	300— 600—Extn.—700
34.	Assistant Instructor	90— 200	3	300— 500—Extn.—550
35.	Assistant Matron	90— 200	4	300— 600—Extn.—700
36.	Nurse/Compounder	90— 200	4	300— 600—Extn.—700
37.	Jamedar/Chief Guard	90— 200	3	300— 500—Extn.—550
38.	Braille Compositor	90— 200	4	300— 600—Extn.—700
39.	Store Keeper/Warden	90— 200	4	300— 600—Extn.—700
40.	Craft Teacher/Special Teacher, Knitting, Spinning, Craft Weaving, Cane and Bamboo	90— 200	3	300— 500—Extn.—550
41.	Driver	80— 145	2	280— 420

1	2	3	4	5
		Rs.		Rs.
42.	Attender	80— 145	2	280— 420
43.	Havildar/Supervisor	80— 145	3	300— 500—Extn.—550
44.	Mutchi	80— 145	2	280—420
45.	Braille Compositor/Tabala Instructor	80— 145	3	300— 500—Extn.—550
46.	Guard/Care Taker/Gateman	65— 95	2	280— 420
47.	Cook	65— 95	2	280— 420
48.	Peon/Female Attender/Sweeper/ Watchman/Cycle Orderly	65— 95	1	250— 350

### 75. DEPARTMENT OF YOUTH SERVICES

(para 12.587)

Sl. No.	Designation	Existing		Recommended
		Scales of Pay		Scales of Pay
		(Min.-Max.)		GS. (Min.-Max.) No.
1	2	3	4	5
		Rs.		Rs.
1.	Director of Youth Services and Ex-Officio Deputy Secretary to Government	1000—1500	13	1450—2000
2.	Special Officer, Karnataka Development Corps	700—1100	11	900—1750
3.	Deputy Director (Training)	400— 950	11	900—1750
4.	Deputy Director	400— 950	11	900—1750
5.	Assistant Director	300— 700	10	750—1450
6.	Special Officer, National Service Scheme	300— 700	10	750—1450
7.	Editor, Youth Journal	300— 700	10	750—1450
8.	Manager, Ravindra Kalakshetra	300— 700	8	600—1240
9.	Electrician	275— 550	9	660—1300
10.	Accounts Superintendent	250— 500	8	600—1240
11.	Sub-Editor	175— 450	8	600—1240
12.	Librarian	175— 450	7	460—1000
13.	Stenographer	160— 350 130— 290	6	440— 900
14.	First Division Clerk/Accountant/ Store Keeper	130— 290	6	440— 900

1	2	3	4	5
		Rs.		Rs.
15.	Assistant Librarian	130— 290	6	440— 900
16.	Warden	130— 290	4	300— 600—Extn.—700
17.	Second Division Clerk	90— 200	4	300— 600—Extn.—700
18.	Typist	90— 200	4	300— 600—Extn.—700
19.	Second Division Clerk/Typist, Ravindra Kalakshetra	90— 200	4	300— 600—Extn.—700
20.	Warden	90— 200	4	300— 600—Extn.—700
21.	Driver	80— 145	2	280— 420
22.	Cook	65— 95	2	280— 420
23.	Dalayat/Caretaker/Helper/ Gardener/Watchman	65— 95	1	250— 350
24.	Peon/Maid Servant	65— 95	1	250— 350
25.	Part-time Instructor	150 (Fixed)	No	Recommendation
26.	Part-time Cameraman	100 (Fixed)	No	Recommendation
27.	Sound Supervisor, Ravindra Kalakshetra	65— 95	2	280— 420
28.	Watchman, Ravindra Kalakshetra	65— 95	1	250— 350
29.	Gate Keeper, Ravindra Kalakshetra	180 (Consolidated)	No	Recommendation
30.	Gardener	180 (Consolidated)	No	Recommendation
31.	Sweeper	180 (Consolidated)	No	Recommendation
32.	Scavenger	180 (Consolidated)	No	Recommendation

## FITMENT INTO NEW SCALES

13.1 One of the essential features of a revision of pay scales like that of any change is that it has necessarily to be related to a particular date from which the same has to be given effect to. Apart from the essentiality of the feature, one important reason why such a date is fixed in the case of revision of Pay Scales is that such revision is generally made to bring the pay scales in line with the real purchasing power of the currency. In adjusting the old scales to the new or in fitting existing incumbents in the new scale, the basic consideration generally would be the re-adjustment of economic value. If the matter stood only at that, such re-adjustment could easily be done by a mere addition of a sum of money to the existing pay or by multiplying it by a co-efficient so as to bring the new pay to a point at which it represents a real purchasing power of the currency which the old scale represented when the same was brought into force. Such is the background of the practice of granting dearness allowance from time to time without revision of pay and also of the suggestion sometimes made to revise pay scales by a simple process of merging dearness allowance into the basic pay. An additional element, however, is generally put forward and considered namely that of giving weightage for length of service put in by the incumbents. The reason therefor may be either that they should have some compensation for the longer period of service during which their pay might have suffered erosion on account of rising prices over a longer period than in the case of others or that during the balance of service left to them they may not be able to secure the full benefit of the new scales. The process whereby the same is achieved is either to give them an additional increment for a certain specified block period of service after placing them in the new scale at a Point corresponding to the total emoluments drawn by them or by generally adding a percentage to the total emoluments before placing the employees on the new scale.

13.2 In proceeding in the manner aforesaid, it would appear that attention is confined to economic considerations only, the assumption implicit being that the unrevised pay scales originally determined represented the economic value of work at that time. At any rate, there is neither any indication nor any attempt to demonstrate that the revision of pay takes place on the basis of a valuation of the work or a fresh valuation thereof at the time of revision.

13.3 In the present case, however, while rationalising the pay structure the basic principle on which I have proceeded is one of job valuation, the details of the process whereof I have already explained in the foregoing Chapters. Such rationalisation has resulted in the establishment of fifteen Grades into which the various posts and positions in government service have been graded and the pay scales appropriate to these Grades have been determined by placing the Grades between the minimum and maximum remuneration fixed on economic considerations. In this process, the relative position of posts as to the existing pay structure has been slightly modified or varied. Posts carrying different pay scales under the existing structure have got included in one or the other of the Grades and allocated one single Scale under the new structure. The ranges and rates of increments have been varied, ranges being shortened and rates being enlarged considerably. Any formula therefore for fitment into the new scales has necessarily to take into account all these factors or considerations.

13.4 In doing so, the first question would be what is the object or purpose sought to be served by such a formula. Such an object or purpose, as I understand it, could only be to see that the placement of existing incumbents in the new scale reflects as accurately as may be possible the principles applied in revising the pay structure and the result of the application of those principles.

13.5 Now the basic principle of the present rationalisation is job valuation. The same has been done by pursuing two processes, the first of fixing the relative value of the work in connection with various posts in government service by grading them on the basis of qualifications, mental skill and effort, responsibility

and working conditions and the second of determining their real economic value by placing the Grades arrived at by the first process between the minimum and maximum remuneration determined on economic considerations and ascertaining the pay scales appropriate to the Grades. By this entire process what must be taken to have come about is that the existing pay scale of every post gets moulded into the new scale determined for it.

13.6 With a view to evolve a formula to reach this result, I analysed the existing scales and their relationship with the new scales by taking the following steps :

13.7 An existing scale was taken up and the principal post or group of posts to which it now applies was ascertained and listed. I next saw into which of the new Grade or Grades the said post or group of posts would fall and thereafter all the posts which are included in the new Grade and the existing pay scale/s which apply to those posts.

13.8 On repeating this process in relation to some more of the existing scales, it was noticed that a relationship between the existing scales and the new scales capable of being put into a common pattern was evident. The reason for this is not far to seek.

13.9 The previous Pay Commission had done one signal service to the State and the public by reducing the number of pay scales to 27, which the Government reduced to 21, which 21 are the existing scales. In these scales, the difference between the bottom of one scale and of the next after it especially in the lower ranges is not much but very small, and likewise the difference at the top is not very large. Consecutive scales taken in groups of 2, 3 or 4 could also be looked upon as more or less one continuous scale with a little difference in rates and ranges of increment. The new scales now constructed are in effect selected portions of one long scale starting with 250 and going up to 2750 with definite incremental ranges and rates, the rates in each range being the same, with the sole exception of the last increment of Rs. 10/- in GS. 1 which makes no real difference to the matter (Please see paragraph 10.13).

13.10 It has also been mentioned in Chapter Eleven that particular care and thought have been devoted in constructing the GS numbers 2, 3, 4 and 6 and specially lengthening and extending GS. 4 and taking the total remuneration in GS. 6 beyond Rs. 1,000/-, all with a view to see that the competence and the growth of skill attributable to the work of the posts falling within the scope of these four scales are fully provided for in the construction of the scales. In grading posts also, the existing pattern of the distribution of powers and levels of responsibility has been closely followed and the disturbance if any is limited to a few equations which got corrected in the process of rationalisation.

13.11 The result of all this is the emerging of a pattern of relationship between the old and the new scales mentioned in paragraph 13.8 above which came to my notice on making the analysis for purposes of evolving a formula for fitment as stated above. I noticed that an existing scale or a group of existing scales now applicable to posts included within one Grade in their overall spread did stand closely related to the new General Scale applicable to that Group in such a way that one could see that the existing scales in relation to the economic conditions of 1970 if re-made in relation to economic conditions as in January 1975 would with minor modifications come close to the new scales now framed.

13.12 The principal steps now taken in consideration of the economic conditions in January 1975 are firstly the lifting of the minimum from Rs. 65/- to Rs. 250/- per month and of enlarging the increments to keep pace with possible rise in prices within reasonable limits. So, I equated Rs. 65/- in the existing scale with Rs. 250/- and worked my way up comparing the various incremental stages in the existing scales and the incremental stages as now settled in paragraph 10.13. It was seen that the basic pay at various incremental stages in existing scales could be so adjusted into the incremental stages now settled and an adjusted

basic pay determined for every one of the incremental stages in the existing scales in such a way as to clearly and fully reflect the principles followed and applied in framing the new pay structure. The incremental stages in the existing scales either singly or in groups of 2 or 3, and at a very few stages in groups of 4, get merged into the consecutive incremental stages now settled. The grouping becomes necessary because the rates of increment now settled are very large when compared to the existing rates.

13.13 As all these above steps or stages in determining the adjusted basic pay are not easily capable of being stated in one terse formula and as any attempt to frame such a formula is fraught with the danger of its being variously interpreted or leading to unintended consequences, I decided that it would be best for myself to examine every one of the existing scales stage by stage and determine the corresponding adjusted basic pay. The Tables so prepared by me are set out in the supplement to this Chapter. In placing the different stages of the existing scales on the definite incremental stages settled for purposes of new scales, I have tried to place them on a consideration of the relative proximity of the existing stage to the one or the next above or next below stage in the new range of increments in such a way that there is some advantage accruing to the employee while getting into the new scale and such minor disadvantage as may be apparent is wiped out when he moves in the normal course to the next higher stage. The process inevitably gives weight to the length of service of the employee also because the stage which he occupies in the existing scale reflects the length of his service.

13.14 Besides the 21 scales of 1970 referred to above, the State Government have allocated certain new scales recently outside the purview of these 21 scales either by combining portions of the existing scales or otherwise. For these I have prepared separate Tables and set them out in the supplement to this Chapter.

13.15 At the Karnataka Bhavan at Delhi, as already stated, the State Government have applied to the staff in Class III and IV Central Government scales as recommended by the Third Central Pay Commission and have also extended to them the benefit of Dearness Allowance from time to time given by the Central Government to its employees subsequent to the report of the said Commission. Naturally therefore, the figures for adjusted basic pay determined by me in respect of the State scales cannot be applied to them. So far as those pay scales are concerned also, I have prepared separate Tables and set them out in the supplement.

13.16 With reference to the Tables of adjusted basic pay given in the supplement to this Chapter, the formula for placement will be the following:

- (1) with reference to a post, first ascertain the existing scale applicable to it and the new General Scale allocated to it.
- (2) With reference to each incumbent in the said post (a) ascertain the stage he occupies in the existing scale and the basic pay he draws at that stage as on 1-1-1975. Basic pay as on 1-1-1975 includes increment, if any, accruing on the said date; (b) ascertain the adjusted basic pay corresponding to the basic pay so drawn by the incumbent as aforesaid by referring to the Tables set out in the Supplement to this Chapter; and (c) place him in the General Scale at the stage equal to the adjusted basic pay so ascertained.
- (3) If the adjusted basic pay is below the bottom of the General Scale, he should be placed at the bottom of the General Scale.
- (4) If the adjusted basic pay is beyond or more than the maximum of the General Scale, place him at the said maximum of the General Scale; the excess should be adjusted to G.P.A. and if there is still an excess after such adjustment, the excess will be treated as additional G.P.A. and may get adjusted when and if he gets promoted to the next higher scale. If the General Scale is either GS.3, or GS.4 or GS.5 whose maximum is Rs. 500, 600 or 750 respectively, then he should be placed at a stage in the extension of the scale equal to or next above the adjusted basic pay, and if there is still an excess after reaching the last point of the extension, the same shall be dealt with as indicated above.

- (5) If the existing total emoluments as defined below exceed the total of the adjusted basic pay and general purposes allowances in the case of Government servants on State scales, or the total of the adjusted basic pay, general purposes allowances and out of State allowances in the case of the staff working outside the State, the excess will be continued to be paid to the employee concerned as Additional G.P.A. and will get adjusted towards or be absorbed by the next increment or increments as the case may be. Existing total emoluments means the total of the existing basic pay, special pay or allowances and risk allowance, if any, dearness allowance, house rent allowance and city compensatory allowance, rural allowance, hill allowance and other special locality allowances, if any
- (6) In the case of persons now placed on UGC scales or AICTE scales, the "existing scale" for purposes of clauses (1) and (2) means the 1970 State scale applicable to the post, had the UGC or AICTE scale not been applied, and the adjusted basic pay is the adjusted basic pay corresponding to the basic pay on the said State scale which the incumbent would have drawn on 1-1-1975 had he continued to draw pay on the said State scale. For the calculation of the "existing total emoluments" under clause (5), however, the "existing basic pay" should be the same as the basic pay drawn on the UGC or AICTE scale as the case may be. The provisions of this clause should also be applied *mutatis mutandis* to cases where the old pay scales of 1961 still remain unrevised to the 1970 State scales

13.17 In regard to the considerations adverted to in paragraph 12.3 in identifying the real incumbent in a post, the guide lines would be the following :

13.18 Where two or more cadres are recommended to be combined, no difficulty would arise because whatever be the General Scale on which a person gets placed he will be placed as on 1-1-1975 at the point represented by the adjusted basic pay corresponding to the basic pay on the existing scale which he was drawing on 1-1-1975. Where a cadre is split up or more specifically posts now placed on a single existing scale are divided into two groups placed on two different new General Scales, where the grouping is relatable to qualifications or other clearly identifiable factors, I have myself indicated the General Scales on which the two Groups have to be placed at appropriate places in Chapter Twelve. Where a new promotional cadre is proposed to which promotions are recommended to be made from an existing cadre, for the first implementation I have placed all posts in that cadre in the lower scale appropriate to the cadre and promotions when made after the creation of the proposed promotional cadre will make the promotees eligible to the General Scale proposed for the promotional cadre with the benefit of Rule 42B of the Karnataka Civil Services Rules. Where, however, the splitting up of cadres is not accompanied by a specific proposal for creation of promotional cadre but has the effect of placing some of the posts in the existing cadre in a higher grade, all persons in the existing cadre whether occupying posts of the lower or the higher grade shall for the first implementation be placed on the General Scale applicable to the lower grade and the higher grade is to be given to persons, who after being selected by the government as suitable for occupying the higher grade on the basis of seniority or selection as the case may be, are formally appointed to such posts; every such person shall be placed on the General Scale applicable to the higher grade on the date of such formal appointment at a point in the higher General Scale equivalent to the position occupied by him in the lower General Scale already allotted to him and if no such correspondence is available, at a stage in the higher General Scale next above the stage occupied by him on that date in the lower General Scale already allotted to him. The particular cases coming within the ambit of this paragraph have already been discussed in sufficient detail in the previous Chapter Twelve.

SUPPLEMENT TO CHAPTER THIRTEEN  
TABLES OF ADJUSTED BASIC PAY

PART I

STATE SCALES

The number of scale given at the head of each table is of existing State Scales of 1970. The first column gives the basic pay in existing scale and the second column the adjusted basic pay as on 1st January 1975.

<i>Scale (1)</i>		<i>Scale (2)</i>	
<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
65	.... 250	80	.... 280
67 } 69 } 71 } 73 }	... 255	83 } 86 } 89 } 92 }	... 285 ... 290 .... 295 .... 300
75	.... 260	95 } 98 }	... 310
77	... 265	101 } 104 }	.... 320
79	... 270	107	.... 330
81	.... 275	110	... 340
83	.... 280	114	.... 355
85	... 285	118	.... 370
87 } 89 } 91 } 93 }	... 295	122 } 126 }	.... 385
95	... 300	130 } 135 }	.... 400
	.... 310	140 } 145 }	.... 420
<i>Scale (3)</i>		<i>Scale (4)</i>	
<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
90 } 94 }	... 300	100	.... 310
98	.... 310	105	.... 320
102	.... 320	110	.... 340
106	.... 330	115	... 355
110	.... 340	120	.... 370
115	.... 355	125	.... 385
120	.... 370	130 } 135 }	.... 400
125	... 385	140 } 145 }	.... 420
130 } 135 }	... 400	150	.... 440
140 } 145 }	.... 420	156 } 162 }	... 460
150	.... 440	168 }	
155 } 160 }	.... 460	174 } 180 }	.... 480
165 } 170 }		190 } 200 }	.... 500
176 } 182 }	... 480	210	.... 525
188 } 194 }	.... 500	220	.... 550
200 }			



*Scale (5)*

<i>Column 1</i>		<i>Column 2</i>
120	....	370
125	...	385
130	}	400
135		
140	}	420
145		
150	...	440
158	}	460
166		
174	}	480
182		
190	}	500
200		
210	....	525
220	....	550
230	}	575
240		

*Scale (6)*

<i>Column 1</i>		<i>Column 2</i>
130	}	400
135		
140	}	420
148		
156	}	460
164		
172	}	480
180		
190	}	500
200		
210	....	525
220	....	550
230	}	575
240		
250	}	600
260		
275	....	630
290	....	660

*Scale (7)*

<i>Column 1</i>		<i>Column 2</i>
160	...	460
170	}	480
180		
190	}	500
200		
210	..	525
220	...	550
230	}	575
240		
250	}	600
260		
275	....	630
290	}	660
305		
320	....	690
335	}	720
350		

*Scale (8)*

<i>Column 1</i>		<i>Column 2</i>
175	....	480
185	}	500
195		
205	}	525
215		
225	}	575
235		
245	}	600
255		
265	}	630
275		
290	}	660
305		
320	...	690
335	}	720
350		
370	....	750
390	....	800
410	}	850
430		
450	....	900

<i>Scale (9)</i>		
<i>Column 1</i>		<i>Column 2</i>
200	....	500
210	....	525
220	....	550
230	....	575
245	}	600
260		
275	....	630
290	}	660
305		
320	....	690
335	}	720
350		
375	....	750
400	...	800
425	....	850
450	}	900
475		
500	....	950
525	}	1000
550		

<i>Scale (10)</i>		
<i>Column 1</i>		<i>Column 2</i>
200	...	500
210	....	525
220	....	550
230	...	575
245	}	600
260		
275	....	630
290	}	660
305		
320	....	690
335	}	720
350		
370	....	750
390	....	800
410	}	850
430		
450	...	900

<i>Scale (11)</i>		
<i>Column 1</i>		<i>Column 2</i>
225	}	575
235		
245	}	600
260		
275	....	630
290	}	660
305		
320	....	690
340	....	720
360	}	750
380		
400	...	800
425	...	850
450	....	900

<i>(Scale 12)</i>		
<i>Column 1</i>		<i>Column 2</i>
250	....	600
265	}	630
280		
295	....	660
310	...	690
330	}	720
350		
375	....	750
400	....	800
425	...	850
450	}	900
475		
500	....	950

<i>(Scale 13)</i>		
<i>Column 1</i>		<i>Column 2</i>
275	....	630
300	....	660
325	...	690
350	....	720
375	...	750
400	....	800
425	...	850
450	}	900
475		
500	....	950
525	}	1000
550		

<i>Scale (14)</i>		
<i>Column 1</i>		<i>Column 2</i>
300	....	660
325	....	690
350	....	720
375	....	750
400	....	800
425	....	850
450	}	900
475		
500	....	950
525	}	1000
550		
580	}	1060
610		
640	}	1120
670		
700	....	1180

*Scale (15)*

<i>Column 1</i>		<i>Column 2</i>
350	....	720
375	....	750
400	....	800
425	....	850
450	}	900
475		
500	....	950
525	}	1000
550		
575	}	1060
600		
630	}	1120
660		
690	}	1180
720		
750	}	1240
780		
820	....	1300
860	}	1375
900		

*Scale (16)*

<i>Column 1</i>		<i>Column 2</i>
400	....	800
430	....	850
460	....	900
490	...	950
520	}	1000
550		
580	}	1060
610		
640	....	1120
680	}	1180
720		
760	....	1240
800	}	1300
850		
900	...	1375
950	....	1450

*Scale (17)*

<i>Column 1</i>		<i>Column 2</i>
500	...	950
530	}	1000
560		
620	....	1060
650	...	1120
690	}	1180
730		
770	...	1240
810	}	1300
850		
900	....	1375
950	}	1450
1000		

*Scale (18)*

<i>Column 1</i>		<i>Column 2</i>
700	...	1180
740	}	1240
780		
820	....	1300
860	}	1375
900		
950	}	1450
1000		
1050	}	1525
1100		

*Scale (19)*

<i>Column 1</i>		<i>Column 2</i>
800	}	1300
840		
880	}	1375
920		
960	}	1450
1000		
1050	}	1525
1100		
1150	...	1600
1200	}	1675
1250		

*Scale (20)*

<i>Column 1</i>		<i>Column 2</i>
1000	....	1450
1050	}	1525
1100		
1150	....	1600
1200	}	1675
1260		
1320	}	1750
1380		
1440	....	1825
1500	...	1900

<i>Scale (21)</i>		<i>Additional Scale</i>	
<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
1300 } ...	1750	740 } ...	1240
1360 } ...	1825	780 } ...	1300
1420 } ...	1900	820 } ...	1375
1480 } ...	2000	860 } ...	1450
1540 } ...	2100	900 } ...	1525
1600 } ...	2200	950 } ...	1600
1650 } ...		1000 } ...	
1700 } ...		1050 } ...	
1750 } ...		1100 } ...	
1800 } ...		1150 } ...	

<i>Additional Scale</i>		<i>Additional Scale</i>	
<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
800 } ...	1300	1100 } ...	1525
840 } ...	1375	1150 } ...	1600
880 } ...	1450	1200 } ...	1675
920 } ...	1525		
960 } ...	1600		
1000 } ...	1675		
1050 } ...	1750		
1100 } ...	1825		
1150 } ...	1900		
1200 } ...			
1260 } ...			
1320 } ...			
1380 } ...			
1440 } ...			
1500 } ...			

## PART II

### CENTRAL SCALES APPLIED AT KARNATAKA BHAVAN, NEW DELHI

Tables are set out separately for each scale. Column 1 gives the basic pay in existing Central scale and Column 2 the adjusted basic pay as on 1st January 1975.

<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
196 } ...	250	200 } ...	250
199 } ...	255	203 } ...	255
202 } ...	260	206 } ...	260
205 } ...	265	210 } ...	265
208 } ...	270	214 } ...	275
211 } ...	275	218 } ...	280
214 } ...	280	222 } ...	285
217 } ...	285	226 } ...	290
220 } ...	290	230 } ...	295
223 } ...	295	234 } ...	300
226 } ...	300	238 } ...	310
229 } ...		242 } ...	320
232 } ...		246 } ...	330
		250 } ...	

<i>Column 1</i>		<i>Column 2</i>		<i>Column 1</i>		<i>Column 2</i>
260	....	340		260	...	340
266 } 272 }	....	355		266 } 272 }	....	355
278 } 284 }	....	370		278 } 284 }	....	370
290 } 296 }	....	385		290 } 296 }	....	385
302 } 308 }	....	400		302 } 308 }	...	400
314 } 320 } 326 }	...	420		314 } 320 } 326 }	...	420
334 } 342 }	....	440		334 } 342 }	....	440
350	....	460		350 } 358 } 366 }	....	460
				374 } 382 }	....	480
				390 } 400 }	....	500

<i>Column 1</i>		<i>Column 2</i>		<i>Column 1</i>		<i>Column 2</i>
330 } 340 }	....	440		425	...	525
350 } 360 }	....	460		440	....	550
370 } 380 }	....	480		455	....	575
392 } 404 }	....	500		470 } 485 }	....	600
416	...	525		500	...	630
428 } 440 }	...	550		515 } 530 }	...	660
452 } 464 }	....	575		545 } 560 }	...	690
476	....	600		580	....	720
488 } 500 }	...	630		600	....	750
515 } 530 }	....	660		620 } 640 }	....	800
545 } 560 }	....	690		660 } 680 }	....	850
				700	....	900

<i>Column 1</i>		<i>Column 2</i>
425	....	525
440	....	550
455	...	575
470	}	600
485		
500	....	630
515	}	660
530		
545	}	690
560		
580	....	720
600	....	750
620	}	800
640		
660	}	850
680		
700	}	900
725		
750	}	950
775		
800	...	1000

## Chapter Fourteen

### OFFICIATING PAY

14.1 There is a payment made which goes by the name of charge allowance. Though called an allowance, it is actually in the nature of pay and it is so understood in the Karnataka Civil Services Rules also. Please see Note 1 to the definition of pay given in Rule 8(32). I am therefore taking up this matter for consideration in connection with the topic of pay itself in this Chapter. I suggest that for clarity and uniformity of nomenclature, the practice of calling this payment by the name of charge allowance may be dropped and that the same may be hereafter called officiating pay which correctly expresses its real nature.

14.2 According to Rule 8(31) of Karnataka Civil Services Rules, a government servant is said to officiate in a post when he performs the duties of a post on which another person holds a lien. Hence whether a person performs the duties of such post either in addition to performing the duties of his own post or by being put in complete charge of such other post, what he does in respect of the other post is clearly officiation. Nevertheless, Rule 32 appears to suggest that the position is slightly different but actually in my opinion such an inference may not be correct to draw because the expression 'to be in charge of the current duties of a vacant post' is more in the nature of a definition for understanding the application of the connected Rules 66-68 than otherwise. The said 32nd Rule reads as follows :

"Instead of appointing a government servant to officiate, it is also permissible to appoint him to be in charge of the current duties of a vacant post. In such a case a 'charge allowance' (additional pay) is payable as specified in Rule 68.

*Note* :—The provisions of this Rule apply also to cases where a government servant being relieved of his own appointment is appointed to be in independent charge of a higher appointment as a temporary measure."

14.3 That the said Rule operates as a defining provision giving certain special definitions for particular purposes is quite clear from the addition of the note because the situation contemplated by the note is undoubtedly complete officiation in respect of all the duties of a higher post which in the eye of the law must be regarded as officiating promotion. The expression promotion apparently is not used for the reason that promotion is a process which must be preceded by an

application of the mind by the Promoting Authority to the suitability of the person for such promotion whether the basis for such consideration is seniority-cum-merit or selection. The substance of the matter however cannot be lost sight of.

14.4 The payment for such additional work and also in respect of the entire work of a higher post are both by the operation of Rule 32 made subject to Rule 68 which must be read in connection with Rule 66 also both coming within Chapter V entitled 'Combination of Appointments'. According to Rule 66, when a government servant is appointed to hold substantively as a temporary measure or to officiate in two or more independent posts at the same time, his pay is regulated as follows :

- (a) the highest pay, to which he would be entitled if his appointment to one of the posts stood alone, may be drawn on account of his tenure of that post ;
- (b) for each other post he draws such reasonable pay in no case exceeding half the presumptive pay of the post, as government may fix.

14.5 It is clear therefore that the Rule can apply only to what is now described as additional charge and never to an independent charge which however is sought to be brought in by adding a note to Rule 32.

14.6 Rule 68 which actually fixes the quantum of payment in respect of being in-charge of current duties reads as follows :

“When a government servant is appointed to be in charge of the current duties of an office in addition to his own duties and the charge entails a substantial increase of responsibility and some additional work, he is entitled to additional pay (charge allowance) to be fixed by the authority competent to appoint him as such, not exceeding one-tenth of the pay of the office (minimum pay of the post)

Sanction of government should be obtained where the in-charge arrangement is proposed to be continued beyond six months.”

14.7 Now when a person who is actually holding one post substantively is required during the absence of a person in his office holding another position of the same or higher level to be in additional charge of the current duties of the said vacant post, the extent of the additional work and the increase in his responsibilities may vary from case to case. It may be in certain cases the head of the office requires him to attend to only particular matters or urgent matters relating to the vacant post or it may be that having regard to administrative exigencies a larger part of the work relating to the vacant post is required to be attended to. That is the reason why Rule 66 enables the government to remunerate such work by a reasonable pay meaning thereby pay reasonably adequate for the additional work subject to a maximum of half the presumptive pay of the post *i.e.* pay which the person would have got had he been appointed to the post. But the discretion of the head of the office in the matter of determining the quantum of officiating pay is limited to 10% of the minimum pay appropriate to the vacant post.

14.8 Having regard to the intention of Rule 66 and the actual situation in government offices, it appears to me that the above provision in Rule 68 does not fully or accurately give effect to the purpose of Rule 66. According to Rule 66, the quantum of additional pay is a portion of the actual presumptive pay of the post *i.e.* the pay which the person would have got had he been appointed to that post. In cases of posts of the same level such appointment would be in the nature of transfer. When a person is transferred from post A to post B, it is illogical to say that he should start at the bottom of the time scale; he has to and does carry with him according to the real effect of the rules the pay he is actually drawing on his time scale, which as already indicated must be regarded as the presumptive pay. If the additional duties are of a higher post the appointment to it is by promotion which takes him to a higher pay than his, which higher pay is the presumptive pay of that higher post. Hence the percentage which is permitted and directed to be given by Rule 66 as additional pay must be of the basic pay which the person asked to do additional

work actually draws at the time when he is so directed. I also think that Rule 66 contemplates a contingency where the additional payment may, if circumstances justify it, be as much as 50% of the presumptive pay. The discretion given to the head of the office should in fairness be enhanced. My opinion is that a fair percentage would be 20 and if the head of the office thinks a higher percentage will be justified in particular cases, he may move the government.

14.9 As to the minimum period entitling a person to such additional payment of officiating pay, the requirement of the rule that it must be one month operates in many cases to deprive a person of all remuneration for additional work done by him because with a view to save as much credit as possible in his leave account, a government servant rarely takes a full month's leave but would generally take leave in the region of 15-19 days taking advantage of the rule for prefixing and suffixing the general holidays. That such a situation is not outside the contemplation of the rules is clear from exceptions 1 and 2 to Rule 68 where in the case of Taluk Sheristedars and officials of the Treasury Department the period is reduced to 14 days. In my opinion the same minimum period should be applied to all government servants.

14.10 Coming now to the case of independent charge or situations where a person is actually asked to perform all the duties of a higher post (as a temporary measure as the note to Rule 32 says) the provision equating it to what is now called additional charge is not in my opinion quite fair. In spite of the fact that the second paragraph of Rule 68 contemplates that ordinarily the currency of an in-charge arrangement should not exceed 6 months, in a large number of cases on account of doubts or difficulties or other situations commonly comprehended by the expression of service, such in-charge arrangements and particularly arrangements of putting a person in independent charge of a higher post has been continued inordinately, which is undoubtedly unfair to the persons affected.

14.11 Having regard to the substance of the matter and the contemplation of the law, I have no doubt in my mind that placing a person in independent charge of a post higher than the one which he occupies should for the purposes of remuneration be regarded as on a par with an actual officiating promotion. Justice therefore requires that the person so put in independent charge of a higher post must be paid pay of such higher post as if he had been promoted to the said post on the date on which he is put in independent charge thereof.

## Chapter Fifteen

### RECOMMENDATIONS ON PAY SCALES

15.1 I have now completed my discussion regarding pay scales. The conclusions arrived at as a result of the discussion have also been stated in appropriate places in the foregoing chapters. Those conclusions express my recommendations regarding the pay scales. But for the purpose of certainty and facility of reference, I summarise them in this chapter in the shape of formal recommendations in that regard.

15.2 For the purpose of rationalising the pay structure applicable to employees of the State Government, all posts in government service should be graded into 15 Grades in the manner and on the principles discussed in Chapters Three, Four, Five and Six and summarised in Chapter Seven. The rationalised pay scales to be applied to the said scales are listed at the end of Chapter Eleven as 15 General Scales each applying generally to the posts in the Grade bearing the same number. With reference to the Grades, the allocation of pay scales should be as follows :

- General Scale No. 1 should be allocated to Grade I
- General Scale No. 2 should be allocated to Grade II.
- General Scale No. 3 should be allocated to Grade III.
- General Scale No. 4 should be allocated to Grade IV.
- General Scale No. 5 should be allocated to Grade V.



General Scale No. 6 should be allocated to Grade VI.  
General Scale No. 7 should be allocated to Grade VII.  
General Scale No. 8 should be allocated to Grade VIII.  
General Scale No. 9 should be allocated to Grade IX.  
General Scale No. 10 should be allocated to Grade X.  
General Scale No. 11 should be allocated to Grade XI.  
General Scale No. 12 should be allocated to Grade XII.  
General Scale No. 13 should be allocated to Grade XIII.  
General Scale No. 14 should be allocated to Grade XIV.  
General Scale No. 15 should be allocated to Grade XV.

15.3 For the reasons and on the principles discussed in Chapter Ten, I am not recommending any selection grades whether in respect of special or outstanding merit or as a device for mitigating the frustration or disappointment caused or likely to be caused by delay in promotion or paucity of promotional opportunities. I recommend that the practice of granting any such scales be discontinued. I also recommend that the practice of granting advance increments or special pay either on account of acquiring a higher qualification than the one prescribed for the post or for passing departmental tests or for any other reason be discontinued.

15.4 In Chapter Twelve, I have after an examination of all the cadres or posts in all the departments of the government graded all the posts by placing them in Grades appropriate to them and also indicated the general pay scale to be applied to each of them. The result is set out in the Supplement to the said Chapter Twelve. I recommend that the general pay scales constructed by me be allocated to the different posts as set out in the said supplement to Chapter Twelve. Regarding fitment of individual incumbents in the new general scales, I recommend that the procedure described in paragraph 13.16 be followed and the incumbent placed at the appropriate stage in the new general scale allocated to his post. In selecting the incumbent regard should be had for considerations set out in the connected paragraph 13.18.

15.5 Regarding officiating pay (now called charge allowance) discussed in Chapter XIV, I make the following recommendations :

- (1) When a government servant is appointed to be in charge of current duties of an office in addition to his own duties entailing a substantial increase of his responsibilities or some additional work, the quantum of officiating pay to be paid to him should be fixed by the authority competent to appoint him as such at a reasonable sum which may extend to 20% of the basic pay he is actually drawing at the time he is so appointed. If the authority considers a higher sum should be paid as officiating pay, he may move the government to increase it to such sum as may be adequate subject to the maximum of 50% of the presumptive pay fixed by Rule 66(b) of the Karnataka Civil Services Rules
- (2) If a government servant is relieved of his own appointment and appointed to be in independent charge of a post higher than the one he is then occupying whether as a temporary measure or otherwise and works therein for 14 days or more, his pay for the purposes of such officiation should be determined as if he has been promoted to the said higher post.

15.6 For reasons which are apparent from the discussions relating to fixation of the minimum and the G.P.A., recommendations contained in paragraphs 15.1 to 15.4 should be given effect to as from the 1st day of January 1975. So far as the recommendations in paragraph 15.5 regarding officiating pay are concerned, it will be inappropriate to bring them into force from the same date because the relative position of the posts might have got varied as a result of rationalisation. I therefore recommend that the recommendations in the said paragraph 15.5 may be brought into force with effect from such future date as the government might decide at the time it takes steps to implement this report.

15.7 The application of the scales and G.P.A. from 1-1-1975 will involve payment of amounts in excess of what have already been drawn by the staff during the period. It is therefore necessary to mention the correct manner of calculating the said excess. For arriving at the same, the total of the basic pay and G.P.A. on the new general scale becoming payable should be first ascertained. From the said total amount should be deducted the total emoluments drawn

under the existing structure of pay scales and allowances made up of the following items : (1) Basic pay (2) Special pay (3) Special Allowance (4) Dearness Allowance and Additional Dearness Allowance (5) Risk Allowance or special pay on account of risk (6) House Rent Allowance (7) City Compensatory Allowance (8) Rural Allowance (9) Hill Allowance (10) Water and boat Allowance paid to the Light House Keepers in the Departments of Ports and Inland Waterways. The balance will be the excess. The aforesaid allowances are also taken into account for the obvious reason that they get absorbed in and substituted by the total of the basic pay and G.P.A. becoming payable under the new structure.

## Chapter Sixteen

### DEARNESS ALLOWANCE

16.1 Two points about dearness allowance which have been the subject of discussion, controversy and claim and still continue to be so are whether the payment of dearness allowance must be automatic on any increase in the cost of living of government servants and whether the dearness allowance should be linked to cost of living index numbers and if so which category of them.

16.2 The view or opinion that payment of dearness allowance should be automatic can only be a political opinion. It cannot be correct from the point of view of law or constitutional law. It is well established that although government service may originate in a contract, the rights and obligations of a government servant after recruitment are governed by law and not by contract. That law is either legislation under Article 309 of the Constitution or pending legislation, rules made by the Governor under the proviso to the said Article. That the powers of a legislature with respect to topics within its legislative competence are plenary and may also be exercised in such a way as to give the law made by it retrospective or retroactive operation is undoubted. That the amplitude of the power of the Governor in making the rules under the proviso must also be regarded as the same as of the legislature is the view taken by the Supreme Court. Hence any claim by government servants that there is something automatic in the matter of payment of dearness allowance or that it is a regular enforceable entitlement or condition of service cannot be correct. Of course, political considerations arising out of expediency or exigencies of administration may persuade a government as they commonly do to pay dearness allowance in suitable circumstances.

16.3 At present dearness allowance is linked, by a formula which is different in different cases, to the All India Consumer Price Index Numbers for the working class. There was a time when the idea was mooted and perhaps also put in practice in some cases that more appropriate index numbers would be those related to the State in question. However, apparently for purposes of some uniformity, it has now become almost a universal practice to regard the All India Consumer Price Index Numbers for working class as the proper basis for calculation of dearness allowance. I would only add that because the survey of family budgets and the determination of the articles to go into the basket were made or decided upon long ago, it is open to doubt whether the said index numbers correctly represent the real situation. With reference to government servants who are quite different from industrial workers and who live in conditions quite different from those of such workers, it might perhaps be advisable if the government causes a survey to be made of families of government servants for constructing family budgets with a basket of articles appropriate to their mode of living and makes arrangements for constructing the cost of living index numbers in their case separately because it is likely to be more satisfactory.

16.4 After the Report of the Third Central Pay Commission, the procedure of acting upon a sliding 12 monthly average holds a strong appeal. If I may say so

with respect, such a sliding average is likely to lead to unsatisfactory or unintended consequences. When the prices are continuously rising, taking into account for purposes of average, 11 or 12 months' old lower prices may depress the average. When the prices and with them the index numbers fall continuously, the 12 monthly average might increase in spite of the fact that the actual index number is falling, which was the position from January to August 1975.

16.5 One important circumstance which must not be lost sight of is that barring extraordinary circumstances which we witnessed in 1974, there is a seasonal trend to prices especially of food articles which is related to the behaviour of the monsoon and the movement of the periods for sowing and harvesting. Although we generally have two crops khariff and rabi, the conditions relating to khariff crop have a more extensive and dominating influence. Their influence on the price trends in the case of articles of food is generally noticeable during the period from about June up to about November/December.

16.6 Having regard to these observed facts, it appears to me that for a reasonably fair assessment of price trends, one should take one whole calendar year as the basis. If, however, the question whether and if so how much dearness allowance should be paid is to be taken up after the entire year has elapsed, it might be late or it might cause avoidable suffering.

16.7 Hence a proper and more satisfactory way would be to regard one whole calendar year as a base period for assessment of price trends and review them once in half year for purposes of deciding the question of the payment or otherwise of dearness allowance. Now the All India Consumer Price Index Numbers are computed as at the end of a calendar month and it takes about 4-5 weeks for their publication. So, there is no alternative but to take the number as on the 1st of January of any year to be the same as the number published for the immediately preceding 31st December. We may take that figure as the base figure. I shall hereafter refer to the said index number of 31st December regarded as the figure for the immediately succeeding 1st January also as the Annual Base. For the first half year January to June, index numbers which will be available in July would be the said Annual Base and index numbers as on the last days of the months of January, February, March, April and May. The average of these figures *i.e.* the total of the said figures divided by six may be taken as the basis for deciding whether dearness allowance should be paid during the months of July-December. Such an average we shall call Half Yearly Average. The percentage rise or fall of this Half Yearly Average over the Annual Base may be made the basis for calculation of dearness allowance to be paid in the second Half Year. In the same way, the Half Yearly Average for the second half of the year would be the average similarly arrived at of the index numbers as at the end of the months of June, July, August, September, October and November. The percentage rise or fall of this average over the Annual Base will be the basis for deciding whether or not dearness allowance should be paid during the first half year of the succeeding year January-June.

16.8 The next question is what relationship the said percentage rise or fall of Half Yearly Average should bear to the actual dearness allowance to be paid.

16.9 Now a rise of 4-5 percent in price levels is considered to be evidence of prosperity rather than an unhealthy trend called inflation. Indeed the objective of all our plans is to achieve at least a 5% growth annually. Prosperity does not certainly justify any claim for payment of dearness allowance because the benefit of prosperity will be available to all citizens including the government servants. Further, except in the lowest two incremental ranges, I have seen to it that the annual increments on basic pay together with the G.P.A. work out to 5-6 per cent of the basic pay. G.P.A. itself as may be remembered contains a small cushion of about 3% for unspecified expenses which may or may not arise. In the lowest two levels the cushion is bound to be much larger because whereas provision has been made in the G.P.A. of 10% of the basic pay for house rent, 4% for transport

and 3% for medical expenses, the survey of families of Government servants discloses that the lowest group spends 8.5% of the total income on house rent, 2.15% for transport and 1.65% for medical expenses. Hence both the cushion in the G.P.A. as well as the rate of increments are independently or together large enough to neutralise an increase of 5% in the cost of living.

16.10 A further rise of prices as it approaches 10% may be regarded as incipient inflation which becomes severe when we reach 15%. Once we have reached 15%, we approach a crisis position. That is a position not for payment of dearness allowance but for taking immediate and effective measures for preventing further inflation and stabilising prices and any inevitable suffering caused by the time lag in such measures taken by the Government becoming fully effective must be regarded as a national suffering which must be shared by all citizens including the Government servants who are also citizens.

16.11 So the range of rise or inflation which deserves payment of dearness allowance would be one above 5% going up to the limit of 15%. For this range my suggestion is that for every 2% rise in the Half Yearly Average over the Annual Base, one per cent of the basic pay should be paid as dearness allowance.

16.12 The process of determining the Annual Base and percentage rise or fall of Half Yearly Average described above must be repeated independently in respect of every calendar year. The Annual Base for 1975 will be the index figure as on 31st December 1974 (which was 326 with 1960 = 100). The Annual Base for 1976 will be the All India Consumer Price Index Number as on 31st December 1975. Though the basic salary has been determined by me as on 1st January 1975, I am not suggesting the index figure as on that date to be the permanent base for calculating dearness allowance because the basic salary is subject to rise annually by the addition of increments and G.P.A. Hence the Annual Base also must move with it.

16.13 According to the schedule given above, the maximum dearness allowance which might become payable any time during a year would be 5% of the basic pay. I suggest an overall ceiling limit of 25% of the basic pay as the maximum dearness allowance payable. If the price situation results in the calculation of dearness allowance as per the above schedule going beyond 25% of the basic pay it will then be for the Government to consider what action would be appropriate in those circumstances.

16.14 Another ceiling limit I would suggest is that the total of basic pay and dearness allowance should not at any time exceed Rs, 2,000 per month.

16.15 For these reasons, I recommend the following formula for calculation and payment of dearness allowance:

- (1) (a) Annual Base means the All India Consumer Price Index Number for working class on the 1st of January of the year which will be taken to be the same as such number on the immediately preceding 31st December.
  - (b) Half yearly average means in the case of the first half of a year one sixth of the total of the said index numbers as on 1st January (Annual Base) and on the last days of the months of January, February, March, April and May, and in the case of the second half of a year one sixth of the total of the said Index Numbers as on the last days of the months of June, July, August, September, October and November.
  - (c) Percentage rise or fall of the half yearly average means respectively the excess of the said average over the Annual Base or the short-fall of the said average below the Annual Base, expressed in terms of a percentage of the Annual Base.
- (2) Dearness Allowance is to be paid or deduction made from the dearness allowance already being paid during every month of a half year in accordance with the percentage rise or fall as the case may be of the half yearly average of the immediately preceding half year as indicated in the following table;

Percentage rise or fall of half yearly average number of a half year	Dearness Allowance to be paid or deducted during every month of the immediately succeeding half year
5%	Nil
7%	1% of Basic Pay
9%	2% of Basic Pay
11%	3% of Basic Pay
13%	4% of Basic Pay
15% and above	5% of Basic Pay

- (3) Deduction mentioned above is to be made only from Dearness Allowance if any already paid and not from the Basic Pay or G.P.A.
- (4) The quantum of dearness allowance shall be subject to two ceiling limits, viz. the total dearness allowance shall not exceed 25% of the basic pay and the total of the dearness allowance and basic pay shall not exceed Rs. 2,000/ per month.

16.16 As stated above, in the event of a fall in the half yearly average, deduction to be made should be made only from dearness allowance already paid and not from either basic pay or G.P.A. As both these have been determined or fixed with reference to 1st January 1975 when the annual base as defined above i.e. the all India Consumer Price Index Number of Working Class was 326 with 1960=100, the basic pay should continue without reduction except in the event (which as at present appears to be very unlikely) of the index figure with 1960 as base going below 250. If that event occurs, the government will no doubt examine the position in the light of the circumstances then prevailing and take appropriate action. The G.P.A., however, may be reduced in stages as per paragraph 16.15 if the index figure with 1960 as base starts falling below 300.

16.17 I have expressed the formula in terms of the All India Consumer Price Index Numbers with 1960 as base because the same is now in vogue for calculating dearness allowance. Even if the base year should be altered as is expected, or the government acts on the suggestion of constructing separate index numbers for government servants, the formula can be worked without any modification, because the Annual Base as well as the half yearly average and percentage rise can be expressed with reference to the new index figures.

## Chapter Seventeen

### OTHER ALLOWANCES

17.1 As indicated in the Second Chapter itself while formulating the broad points for consideration, I have throughout proceeded upon the fundamental basis that payments by way of allowances are in the nature of compensation for expenditure necessarily incidental to or consequential upon government work whereas pay is value of the work. It is, in my opinion, the correct and proper way to identify the nature of the payments to government servants and to decide the need or otherwise for making such payments and should therefore be considered as a necessary element in administrative discipline. It is upon the application of this test that I propose in this chapter to recommend the payment of certain allowances in addition to pay and to discontinue the payment of certain other allowances.

17.2 The nature of the General Purposes Allowance and the purposes which it is intended to serve have already been fully and extensively discussed in the foregoing chapters. The construction of the scales of basic pay on a valuation of jobs on the basis of factors relevant therefor inclusive of working conditions, hazards and risks and the scheme for adding G.P.A. thereto as an adjunct to

cover certain expenses necessarily incidental to government service common to all government servants, cover a field which is now occupied partly by different allowances paid in respect of one or other of the purposes fully covered by the said scheme. The system of job valuation for constructing the scales of basic pay has necessarily resulted in a payment for risk if any being built into the scale itself. Hence separate additional payment by way of risk allowance ceases to be necessary. Likewise, G.P.A. would absorb House Rent Allowance, City Compensatory Allowance, Rural Allowance, Hill Allowance and certain specific allowances like Water Allowance and Boat Allowance to Light House Keepers in the Department of Ports. All the said allowances will therefore cease to be separately payable with effect from the 1st of January 1975 on which date the scales of pay together with G.P.A. are recommended to be given effect to. That is the reason why these allowances are taken into account for computing the existing total emoluments while calculating the excess to be paid for the period subsequent to 1st January 1975 in paragraph 15.7.

17.3 As G.P.A. contains a subsidy for house rent, the said subsidy cannot naturally co-exist with the allotment of free quarters by the government. In cases where therefore free quarters are now being allotted, a deduction will have to be made from the G.P.A. Where government allots quarters and collects rent therefor by way of deduction from salary, such deduction for the same reason will have to be adjusted against the above subsidy for rent included in the G.P.A., the proper procedure for which also will be a deduction in lieu of rent from the above subsidy for rent included in the G.P.A. In both the cases I recommend that the deduction should be of a sum calculated at the rate of 6% of the first Rs. 1,000/- of the basic pay and 10% of the basic pay above Rs. 1,000/-. I, of course, proceed upon the assumption that the plinth area and other amenities of quarters bear reasonable relationship to the level or grade of the post occupied by the employee.

17.4 The allowances which as stated above get merged in the G.P.A. will virtually cease to have a separate existence with effect from 1st January 1975. But the recommendations which I shall hereafter make regarding certain other allowances need not necessarily be given effect to from the same day. To do so might entail unnecessary recalculation in several cases and clear possibility of injustice in some cases. The position regarding the deduction from G.P.A. recommended in paragraph 17.3 is also similar. I therefore recommend that the deduction from G.P.A. as recommended in paragraph 17.3 and the recommendations regarding the other allowances hereinafter dealt with in this chapter may be given effect to from such future date as the government may decide at the time it takes steps to implement this report.

17.5 I shall now proceed to deal with the other Allowances.

17.6 *Deputation Allowance* : This is one of the allowances which clearly falls outside the purview of the principle enunciated above. Deputation normally if not invariably is to equivalent posts which means that the work in the post originally occupied by a person and the work in the post to which he is deputed is of the same weight and responsibility. Hence, on account of the nature of the work no addition to the pay is called for by way of value of work. If the deputation does not involve any change of residence, it will not entail any expenditure to obey the order of deputation. If the deputation involves a change of residence and consequently travelling, such expenditure incidental to travel is necessarily compensated by travelling allowance rules or connected rules. Hence there is no basis whatever for claiming deputation allowance on the ground that by reason of or in consequence of the deputation the person deputed incurs any expenditure which could be reasonably regarded as necessarily incidental to or consequential upon government work. Further, government service necessarily involves the obligation to serve in any department of the government or in any part of the territory of the State. So, no person can claim compensation for doing something which it is by law obligatory upon him to do. From any point

of view therefore, the payment of deputation allowance is without support of any principle.

17.7 Where the deputation is to a non-governmental organisation like a public sector undertaking or to serve under another government, the pay and emoluments of the person so deputed are settled by accepted norms or agreements or conventions. Hence, in such cases also, no question arises of the deputing government being obliged to provide for a payment to the person deputed in the nature of deputation allowance.

17.8 I therefore recommend that the payment of deputation allowance be discontinued.

17.9 *Home Orderly Allowance.*—This allowance appears to be paid now to a few departmental heads in lieu of their being provided with orderlies from Government staff to attend upon such office work as they may be expected to do at home. As the officers to whom such allowance is now being paid will be in the superior scales GS. Nos. 13, 14 or 15 carrying a substantially large G. P. A., I am of opinion that the reason if any existing for payment of such allowance disappears with the implementation of this report. The payment of home orderly allowance may therefore be discontinued. It is also perhaps desirable to abolish the system of providing government officers with home orderlies.

17.10 *Overtime Allowance.*—In a few departments like Registration and Stamps Revenue and Subordinate Judiciary, Copyists or typist copyists are paid a small monthly sum of Rs. 15/- by way of overtime allowance if they do outside office hours throughout the month copying work in addition to the quota prescribed for them. I recommend that this system may be abolished and the payment of such overtime allowance discontinued.

17.11 *Non-practising Allowance.*—This allowance is now paid to some categories of professional staff in the Department of Health and Family Planning who on account of their work as Teachers or Resident Medical Officers are not in a position to engage in private practice. Other professional staff, I understand, are permitted to engage in private practice subject to certain conditions and restrictions.

17.12 The system of paying non-practising allowance appears to have had its origin many years ago during the British regime when on account of the paucity of men educated in allopathic system of medicine it appears to have been considered desirable to permit private practice by Government doctors so that the public may have the benefit of treatment in the allopathic system. Although the object or reason so stated has long ceased to exist, the system has continued and has been the subject of much discussion and controversy. If, however, one disabuses oneself of all suggestions and counter suggestions thrown up in the course of controversy and examines the situation objectively and dispassionately on principle, it will be difficult to find any support for this system.

17.13 For one thing, when a person who has had the benefit of advanced university education and who has the choice of engaging in private practice or taking up public service makes a choice in favour of public service, he can no longer say he still retains the liberty of engaging in private practice notwithstanding the fact he has taken up public service on remuneration paid out of public funds. In other similar learned professions like the legal profession or the profession of Chartered Accountants both of which are governed by autonomous professional bodies representative of the general profession, private practice can never co-exist with paid full time employment or service. A lawyer or a Chartered Accountant taking up such service under the government or a private institution is prevented by the rules of the disciplinary body from continuing in practice and is required to suspend practice. All government servants in all departments are prohibited by the rules of conduct from engaging in any work other than government work without express previous permission of the government, which permission is granted in rare circumstances and never granted for engaging in trade or

other occupation which militates against continuance in government service. If a lawyer or a doctor in private practice agrees to work as a standing counsel or doctor on receipt of a retainer, he cannot by the understanding charge separately for items of work or opinion covered by the retainer. Taking up service under the public on pay cannot on principle be regarded as different from being retained by the public for rendering service appropriate to the position according to the general pattern followed for rendering such service.

17.14 Whichever way one looks at the position, it is impossible to escape the conclusion that taking up public service puts an end to the liberty of engaging in private practice. Consequently, the basis for claiming or asking for payment in the nature of non-practising allowance necessarily disappears. Further, by the definition of allowance already stated, it cannot in any sense be regarded as compensation for any expenditure incurred which can be reasonably regarded as necessarily incidental to or consequential upon government service.

17.15 I therefore recommend that the payment of non-practising allowance be discontinued.

17.16 *Conveyance Allowance.*—Conveyance Allowance is now being paid to touring officers who maintain conveyances and to officers working within the Corporation or city limits who have a large amount of travelling to do within 5 miles (8 kilometers) from headquarters in connection with their work and also to those in charge of two or more institutions located far apart. The payment is conditional upon their maintaining a conveyance whether a motor car, motor cycle or a bicycle and is related to the nature or type of the vehicle maintained. No such allowance, however, is paid to a person who though similarly situated as in the case of the last mentioned two cases does not maintain a vehicle; such a person may perhaps be either using the public transport or may be hiring a transport. It is not clear from the rules whether and if so in what circumstances he can get paid at least the actual expenses incurred by him for the travel made exclusively for government work. It is necessary in my opinion to make provision for such cases also, besides slightly enhancing the existing allowances in connection with vehicles having regard to the increase in the cost of maintenance and running the vehicles.

17.17 On these considerations I recommend that conveyance allowance may be paid to officers or officials of the category described above at the following rates :

- |  |     |                 |
|--|-----|-----------------|
| (1) To those who maintain a motor car  | ... | Rs. 200-00 p.m. |
| (2) To those who maintain a motor cycle or scooter   | ... | Rs. 100-00 ..   |
| (3) To those who maintain a bicycle  | ... | Rs. 20-00 p.m., |
| (4) To those who do not maintain any vehicle<br>but nevertheless belong to one or other<br>of the categories mentioned above | ... | Rs. 20-00 ..    |

17.18 *Project Allowance.*—This allowance is given to staff attached to projects from time to time taken up during the currency of the project until its completion, apparently on the ground that they are obliged to stay in places where amenities are meagre or difficult of availment involving or necessitating maintenance of two establishments and incurring other type of expenditure in addition to their normal expenditure. Among other conditions, it is subject to the condition that it should not be paid to staff residing in a city or a taluk or district headquarters or within a radius of 3 miles thereof. It is also denied to persons in receipt of special pay or such allowance as rural allowance or other local allowances.

17.19 The reasons for payment of such allowances justify in my opinion their continuance. Among the conditions I do not think that receipt of G.P.A. should disentitle anyone from receiving the allowance because G.P.A. serves purposes which are not necessarily covered by the special circumstances attendant upon working in a project. Regarding the place of residence operating as a disentitling factor, the condition in my opinion should be modified into residence in a city, district headquarters or taluk headquarters or town with a municipality or a



population of not less than 10,000 or within a radius of 10 kilo meters of the same. On these conditions I recommend that Project Allowance may be paid at the rate of 10% of the basic pay with a maximum of Rs. 100/- per month. If quarters are allotted, the recommendation in paragraph 17.3 should apply.

17.20 *Camp Allowance*—Geologists who by the nature of their work are required to be out of station and moving from place to place and camping at different places in difficult terrain, forest areas or out of the way places have pressed that they should be paid what is called camp allowance made up of a sum for preparation called the preparatory field allowance and a monthly allowance to meet the additional expenses of having to move from camp to camp with cooking and other establishments following. At present they are given only Daily Allowance under the Travelling Allowance rules which is limited to a certain number of days and then gets tapered down whereas the period of a camp may extend to six months.

17.21 I think the claim is justified and recommend that Geologists going out on camp work should be paid Rs. 75/- as a preparatory allowance for the tours exceeding 5 months at a stretch and a camp allowance of Rs. 75/- p.m. in addition to normal Daily Allowance under the Travelling Allowance Rules for the entire period of the camp without reduction or tapering down.

17.22 Claims for payment of allowance partaking of the nature of project allowance or camp allowance have also been made on behalf of the Forest Department in the case of persons working in what are called Working Plan Divisions, Silvicultural Units, Forest Utilisation Unit, Kalinadi Project on the ground that though they might be in a position to return to headquarters once in or about 3-4 weeks, they are required to be on tour for at least 3 weeks in a month continuously and that on certain occasions continuous absence may be for longer periods depending upon work load. Though the position is not the same as in the said four cases, additional payment by way of allowance is also claimed in respect of persons working in cocoa plantation division, Project Tiger (Wild Life Unit) and Rubber Plantation Division. I have carefully considered their claim but find it a little difficult to place these cases on par with cases where project allowance or camp allowance may be reasonably regarded as admissible. Further, these are cases in which payment of daily allowance and travelling allowance will meet the situation fairly satisfactorily. I do not therefore make any recommendation in this regard.

17.23 *Out of State Allowance*.—This is a new allowance which I am proposing. This has to be paid to State government servants working outside the State. Examples are those working in the Karnatak Bhavan at Delhi, the personnel of the Information and Publicity Department working at Delhi as well as Goa, the personnel of the Endowments Department working in Tirumalai, Srisailam and Varanasi. Except in the Karnataka Bhavan the staff in other places is the staff of the State Government recruited in the State but sent out to work at those places. In Karnatak Bhavan, some staff is locally recruited, may be because the staff of this State did not find it sufficiently attractive to go and work there or more probably because provision for residential quarters for them has not yet been made and Delhi is a place where it is difficult to secure quarters. I understand that steps are now being taken to put up such quarters so that the staff may be taken from the State to the said establishment.

17.24 Considering that working in localities outside the State may occasion the necessity of maintaining two establishments or meeting additional expenditure or difficulty in connection with education of children etc., and the places also may be costlier, I think the proper quantum for the allowance would be 10% of the basic pay which will be in addition to the G.P.A.

17.25 I recommend that in the case of all staff working outside the State in connection with work of the State government, an out of State allowance amounting to 10% of the basic pay be paid with a minimum of Rs. 50/- and a maximum of Rs. 100/- per month.

17.26 *Uniform and Dress Allowance* :— Free Uniforms are now normally provided to certain categories of subordinate staff and to the personnel in such departments as Police, Fire Force, Prisons, Excise and Forest and also to the nursing staff in the Department of Health. The nursing staff have pressed that the present provision is unsatisfactory. Physical Instructors have pressed that they should be provided with an allowance for dress suited for their work whether called kit allowance or dress allowance. I think both the claims are justified. I also think that a certain uniformity must be brought about in this matter and some reasonable norms and rates be settled.

17.27 A reasonable and satisfactory way of dealing with this matter would be to provide for supply of free uniforms with a washing allowance to categories falling within Grades I to VII and to extend to personnel in higher Grades *i.e.* from Grade VIII upwards the benefit of an initial grant of a reasonable amount, repeated every five years. In the case of the latter any further addition by way of washing allowance or maintenance of kit allowance need not be given because the portion of the G.P.A. intended for meeting unspecified expenses which in their case is likely to be a sizable amount should in my opinion be sufficient to meet the purpose.

17.28 I therefore make the following recommendations :

- (1) In the case of staff in the Grades of I to VII wherever uniforms are found necessary and prescribed, they should be supplied free and each such person should be given a washing allowance of Rs. 10/- per month. The nature of the cloth to be used, the pattern of the uniform, number of sets to be supplied at a time and the periodicity of the supply should be settled by government. I suggest, however, that the Government should prescribe certain norms as for example similarity of pattern and quality of cloth in all enforcement departments, the desirability of using good strong durable handloom or other cloth and prescribe a uniform periodicity for repetition of supplies not being shorter than two to three years.
- (2) Personnel in Grades VIII upwards in the departments of Police, Fire Force, Prisons, Excise and Forest should be given an initial grant of Rs. 1,000/- and a repeat grant of the same amount of Rs. 1,000/- at the end of every five years. They need not be given any washing allowance or maintenance allowance.
- (3) In the case of nursing staff in the Grade of VIII upwards in the department of Health, each person should be given an initial grant of Rs. 500/- with a repeat grant of the same amount of Rs. 500/- at the end of every five years. They need not be given any washing or maintenance allowance.
- (4) In the case of Physical Instructors/Teachers irrespective of the Grade which they may occupy, they should be given an initial grant of Rs. 500/- with a repeat grant of the same amount of Rs. 500/- at the end of every five years. No washing or maintenance allowance need be paid.
- (5) In the case of staff in the Printing Press, all staff working in the Press in connection with printing and whose work takes them to printing sections should be provided with free aprons and footwear, the nature and periodicity being settled by the department.

17.29 For clarification I add that wherever necessary or unless it is found to be unnecessary, a uniform should include footwear. I am not enumerating the categories of staff to which this benefit is to be extended because they are well known categories and it is open to the government from time to time to review the position by adding to the categories or deleting the categories.

17.30 *Medical benefits* :—So far as petty medical expenses are concerned, they are already provided for in the G.P.A. but the said provision is inadequate to meet cases of serious illnesses requiring hospitalisation and chronic illnesses requiring domiciliary treatment for long periods ; or physical handicaps.

17.31 As mentioned earlier in Chapter Nine, the present system of medical reimbursement has come in for much criticism and complaint at the hands of every section of the staff and the same is one of the reasons which have contributed to the decision of providing for petty medical expenses in the G.P.A. itself. One other suggestion to which I should now make a reference is that the rule which insists upon taking treatment at government hospitals for eligibility to

receive the benefit of reimbursement may work hardship in certain cases and that it is reasonable that some liberty should be extended to government servants to get themselves treated in private hospitals or nursing homes also. It is of course conceded that in such cases where the government servant is given the choice of going to a private hospital, he cannot reasonably ask for full reimbursement. It is also not denied that both serious illnesses as well as chronic ailments are in the nature of personal misfortunes, at least a portion of the burden in respect of which must be borne by the individual himself.

17.32 On these considerations, I make the following recommendations for payment of certain medical charges in addition to the G. P. A. in the specified cases :

- (1) Where the illness is such as to require actual hospitalisation, if the government servant gets himself admitted into any government hospital or medical institution run by the government, the treatment should be free of all costs to him inclusive of diet or the use or supply of drugs or blood transfusion that may be necessary for such treatment which should be supplied by the government. If, however, a government servant is obliged by circumstances to have recourse to private hospitals or nursing homes or if he chooses to get himself treated at such private institutions, he should be paid a sum of Rs. 25/- for every day of actual hospitalisation.
- (2) In the case of long term domiciliary treatment of tuberculosis, a payment of Rs. 50/- p.m. should be made for a period of 12 months.
- (3) In the case of chronic illnesses of diabetes, hypertension including after care consequent upon heart attacks, and bronchial asthma, a sum of Rs. 25/- p.m. should be paid.
- (4) For full dentures, a sum of Rs. 250/- might be paid once in the course of service. Minor dental attention may be had free of cost either at the Dental Hospital of the government or dental section of any of the hospitals run by the government.
- (5) For hearing aid a sum of Rs. 300/- should be paid once in the course of service.
- (6) For spectacles, a sum of Rs. 75/- per spectacle (*i.e.* a pair of lenses prescribed at one occasion) for not more than four times during the course of service.
- (7) In the case of government servants on any of the Grades I to VII, actual expenditure incurred for procuring artificial appliances including travelling expenses and hospitalisation charges, if any, should be paid. In the case of government servants in higher Grades VIII-XV, half of such total expenditure may be paid.

Artificial appliances mean :

- (i) prosthetic appliances of all kinds for the upper and lower limbs ;
  - (ii) spinal braces or spinal supports including spinal belts ;
  - (iii) cervical collars of all kinds, such as of plastic, leather or stainless steel with leather coverings ;
  - (iv) leather and metallic splints devised for correction of deformities and providing support for upper limbs ;
  - (v) bracerage of all kinds including callipers, knee cage, knock knee and bow legs splints made of metal and leather ; and
  - (vi) orthopaedic shoes, boots and splints used for correction of deformities of feet and legs.
- (8) Where government ambulance is utilised, no charges should be levied in respect of such use. Travelling if any, involved in reaching government hospitals or institutions for treatment as in-patient should be paid for as if it were travelling on duty.

17.33 I need not add, but say so far clarification, that the benefit of the above recommendations will continue to be extended to members of the family of the government servants as now defined as is being done.

17.34 For making payments above recommended, certification by any specified officer need not be insisted upon. But the head of the department should be satisfied about the fact of illness or ailment or handicap and the genuineness of the claim, for which purpose he may make such enquiry as he considers expedient or necessary in the circumstances of the case and no payment should be made

unless he upon being so satisfied sanctions the payment. He may take the assistance of any one of his subordinates or unit heads working under him or take recourse to such machinery of investigation as he may consider necessary or sufficient.

17.35 The existing rules for granting medical benefits to the government servants may be modified or amended to the extent necessary to give effect to the recommendations in paragraphs 17.32, 17.33 and 17.34. In matters not covered by the same, such consequential amendments as may be necessary in the light thereof may also be made.

17.36 *Driving licence fee for drivers :* Although the possession of an initial licence is necessary as part of the qualification for recruitment as Driver, subsequent renewal of licence is necessary for government work; hence payment of renewal fee may reasonably be regarded as incidental to government work. I therefore recommend that all drivers in government service may be paid the renewal fee in respect of the driving licence during the period of their service.

*Residuary :*

17.37 I have so far dealt with allowances which have been either specified in the terms of reference or which I consider are of such a nature as to make it appropriate for me to deal with them in connection with pay structure.

17.38 I am not dealing with travelling allowance or allowance paid for travel not only for the reason that it is not specifically mentioned in the terms of reference but also for the reason that it has a well set pattern and the rates for different items of allowance are liable to change from time to time.

17.39 Against the contingency of the government finding it necessary to prescribe any other allowance, I recommend that such prescription must be preceded by a factual examination of the need for such payment and a satisfaction that what is sought to be compensated for by payment of allowance is in reality an expenditure which could be reasonably regarded as necessarily incidental to or consequential upon government work.

*All India Services :*

17.40 Although the pay scales of the personnel in Indian Administrative Service, Indian Police Service, Indian Forest Service working in this State are fixed by the Central Government and special pay if any paid to them is determined upon principles settled by the Central Government, other allowances are extended to them by the State Government. Hence if the conditions for payment of the allowances recommended above exist in their case the government may grant those allowances to personnel in such services. In extending the G.P.A. to them, however, following further conditions should be observed namely that G.P.A. should be calculated only on the basic pay and not on special pay and that the receipt of G.P.A. will remove the necessity of paying House Rent Allowance, City Compensatory Allowance, Rural Allowance, Hill Allowance or other types of special locality allowance. Risk allowance, of course, cannot be paid for the reasons already discussed.

*Certain allowances to be scrutinised :*

17.41 At the ports in the Department of Ports, I find certain allowances being allowed which in my opinion require to be scrutinised. As such further scrutiny appears to be necessary, I am not making any specific recommendations about the same but only the following suggestion in that regard. During shipping season the port duty officials are required to attend to duties relating to landing and shipping activities outside their normal working hours for the benefit of the public who take advantage of water traffic for transporting their goods. The department informs me that in respect of such work what is called overtime allowance is recovered from the private parties requisitioning the services of such officials and paid over to the officials. An allowance called the pilotage allowance is given to certain officers said to be for service they are required to render in piloting

the ocean going streamers in different hours of the day. This again is *prima facie* a service rendered to the ship owners rather than to the government. Thirdly what are called surveys are permitted to be conducted generally by the State Port Officer apparently in connection with insurance claims or the like. For such services he gets a certain fee. This again is *prima facie* a service rendered to a member or members of the public and not to the government. I suggest that the government may examine the position taking legal advice if necessary and decide whether and if so on what conditions or what restrictions the same may be permitted and whether and if so what part of it may be retained by the government servant and what part credited to the government.

17.42 I also understand that for issuing a post-mortem certificate a certain fee is charged on behalf of the government, a portion of which is taken by the doctor conducting the post-mortem examination and only the balance credited to the government. There may be similar other cases of fees chargeable on behalf of the government for services rendered in particular instances to the members of the public in which a portion may be retained by the official or officer of the government rendering the service. I have not been able to collect full information about these matters. I suggest that a similar scrutiny and examination of the position may be made in regard to all these fees on the lines indicated in the preceding paragraph and appropriate action taken.

## Chapter Eighteen

### RETIREMENT BENEFITS

18.1 Of the three questions formulated in Chapter II for consideration in connection with retirement benefits, the first question as to the reasonable relationship between the quantum of pay in service and the quantum of pension after retirement relates exclusively to persons who are in service on the date on which this report is recommended to be given effect to namely, 1st January 1975 and who retire on or subsequent to the said date. The second question as to whether the changes in pay structure of persons in service should get reflected in the pensions of those who have already retired relates primarily to those who have already retired before the said date. The third question whether any benefits other than pay extended to those in service should also be extended to pensioners relates to both, *i.e.*, all pensioners.

18.2 It has also been indicated in the same Chapter that retirement benefits or benefits extended to Government servants at retirement are pension, gratuity and family pension. In respect of each of these, various contentions and suggestions have been put forward both by persons who are still in government service and those who have already retired. There is, however, little or no difference in the nature and content of the suggestions made by the said two classes of persons.

18.3 It will be convenient to deal with the three questions formulated in the order in which they are stated. But before actually taking up the questions for detailed discussion, it is necessary to have a clear idea of the real or substantial background of principle or policy on the basis of which retirement benefits are extended to persons retiring from government service. It is all the more necessary to do so at the present juncture because the difficulties and sufferings brought about by the unprecedented rise in prices of essential commodities in recent times have persuaded or obliged persons from whom one would normally expect a sedate and balanced approach to problems of life, to formulate and resort to arguments and theories not really founded on any principle and to present them as high principles, with a view to support their claims for a higher pension which would mitigate their difficulties and sufferings.

18.4 One of the theories so put forward as a principle is that pension is, in actual effect, in the nature of a deferred wage. With great respect to the gentlemen

who have strenuously put forward this theory, I find it difficult to accept the same. The description of pension as a deferred wage necessarily involves the assumption that a Government servant is not paid his full wage or salary while in service but that a portion of it is retained by the Government, to be paid to him in the shape of pension after his retirement. That it is so regarded is obvious from the fact that it has been suggested that pension is an immutable entitlement of a retired government servant and that by receiving pension he is doing no more than drawing upon a notional deposit of his lying with the government which is in the nature of property protected by fundamental right. Such assumption of a notional withholding of a portion of salary actually amounts to suggesting that the government having fixed a certain sum of money as adequate salary for a particular work or category of work did not pay the government servant concerned the said amount in full but extracted work from him for inadequate consideration. This theory totally destroys or rejects the basis for fixation of salaries of government servants propounded and acted upon throughout living memory. Notwithstanding the suggestions made in more recent times that salary of government servants is very often, if not invariably, a result of the operation of demand and supply in the same way as prices of commodities are determined by demand and supply, the underlying or fundamental idea has throughout been that the salary paid to a government servant represents adequate payment for real value of the work or service in economic conditions prevalent at the time the salary was fixed. Even the theory of demand and supply merely indicates the factors which go into the calculation or fixation of real economic value. It may be that opinions may differ on the question whether the value fixed in a given case is adequate or not as they do differ even in the case of prices of commodities. But when a person in need of a commodity does pay a particular price demanded by the vendor, the price must be regarded as the adequate economic price so far as that transaction is concerned.

18.5 On principle, therefore, it is not possible to accept the suggestion that the salary paid to a government servant at any time is inadequate or that any portion of it is withheld.

18.6 Two arguments have, however, been advanced in support of the theory. The first is that it has very often been stated that private employers may pay higher salaries but that the government pays less because government service is pensionable and that the prospect of pension makes government service more attractive. Apart from the fact that the manner in which the factors of demand and supply operate in the case of a private employer may be quite different from the way they may, if at all, be said to do where government is the employer; the argument is virtually thrown overboard by several answers given to the first question in my General Questionnaire in which among factors said to contribute to contentment and satisfaction in Government service pensionary or retirement benefits are one, with respect to which the said answers pointed out that pensions have ceased to be or can no longer be regarded as a source of satisfaction peculiar to government service because in recent times, both as a result of special legislation as well as of the operation of the social forces, several private employers particularly companies or corporations also extend pensionary benefits to their servants; it is not suggested that because of the existence of such pensionary benefits workers are paid or are willing to work for inadequate wages.

18.7 The second argument is that when the services of a government servant are lent either to another government or to an organisation quasi-governmental or other, the lending government collects from the other a certain sum of money expressed as a percentage or fraction of the salary of the Government servant so lent as a contribution towards his pension, the suggestion being that the percentage or proportion so mentioned represents the portion of the salary withheld. The argument fails to take note of or ignores the fundamental fact that one of the factors to which pension is invariably related is the length of service; therefore when a portion of the service in respect of which government is later to pay

pension is rendered not to the government but someone else, it is legitimate that the said other person who takes the service should be required to contribute to the proportionate pension relatable to the service rendered to him.

18.8 Shorn of these or such other considerations which have no real foundation either in principle or in any economic doctrine, the real or substantial basis of principle for payment of pension appears to be briefly as follows :

18.9 An independent person who is not in service either of a government or of any one else and who therefore is free to make use of his ability, capacity and capabilities for earning money has a wide choice of engaging himself in different trades or occupations at different times without being accountable to anyone. He can reject one source of earning money in favour of another if he considers that the latter is more lucrative than the former and can also engage himself in more than one activity within the ambit of his capabilities and adjust them in relation to the needs, necessities or demands of other individuals or to seasonal variations and general economic conditions in such a way as to increase his earnings and put by or save as much as possible for his use either during sickness or during old age.

18.10 Where, however, he takes up service he loses much of this liberty. He is obliged to devote his time primarily to the work of his employer which may take up most of his time leaving very little time if at all for supplementing his earnings otherwise. He is therefore deprived to some considerable extent of the opportunities or possibilities of earning more or much more than what is needed by him and of saving for old age. In the case of government servants the position is more acute. By rule a government servant is required and expected to devote his whole time to government service. He cannot without special permission of the government engage himself in any other occupation. Even when permission is granted, it is granted under strict conditions subject always to the invariable condition that it does not in any way affect his service under the government adversely. Such permission is never granted to engage in any trade. He is also prohibited from making certain types of investments.

18.11 The result of all these inhibitions is that when a person is in service of another and particularly in government service, his capacity to make provision for old age so as to be able to live comfortably late in his life without being obliged to continue to work or engage in any hard work for his livelihood is greatly reduced if not in the case of certain persons totally eliminated. It is this reason which in my opinion furnishes the real foundation for the system of paying pensions. The person in public service not only spends the best part of his life in such service but also finds himself at the end of such service not possessed of sufficient funds or savings to see him through his old age without much discomfort, which he would have been otherwise able to acquire and possess had he not entered public service and devoted all his time to it. In fairness therefore the public must be taken to owe him a duty, which the government as its representative discharges, of keeping him in decent and reasonable comfort during his old age without his having to face severe deprivation or starvation. It is the progressive recognition of the same ethical principle which has taken or extended the scheme of pension or retirement benefits to the field of private or non-governmental service also in recent times.

18.12 Once this principle is accepted and acted upon as the correct one, it follows that the very first matter to be considered under the first question formulated above would be the minimum amount of pension which would be necessary in existing economic conditions to keep a pensioner in reasonable comfort and to see that he is not below subsistence level. It will be recalled that for determining the pay structure for persons in service, the first step taken by me was to determine the minimum remuneration for the person entering government service at the lowest level. Though the principle thus is the same in both the cases, we should not overlook the essential difference in approach necessitated by the obvious fact that the position, prospects and responsibilities of a young person entering government service are quite different from the position, prospects and

remaining responsibilities of a retiring government servant who is at the end of his active life. It is the combined operation of these relative positions and the general principle stated above that leads to the accepted position that at all times pension has been and continues to be a portion or percentage of the average emoluments drawn at retirement and is related to the length of service put in by the retired person. The former stems from the relatively smaller ambit of the needs and responsibilities of a retired person when compared to those of one entering service, and the latter from the extent of deprivation of the opportunities of expanding or supplementing one's income brought about by the time spent on government service.

18.13 In fixing minimum remuneration for a person entering government service at the lowest level and in determining the rate of increments and the spread and rapidity of the scale, attention has been paid to minimum requirements of a family which starting with a single person may grow in number to 5 or 6 persons. While doing so, departing from the common pattern of approach usually followed, I have examined the position from the point of view of two standard families, one consisting of 4 or 5 members representing approximately 3 adult consumption units— one moderately active and two sedentary and of a family of 5 or 6 members representing 4 adult consumption units, 2 moderately active and 2 sedentary. The lowest scale No. 1 ultimately determined is Rs. 250-5-300-10-350. It will be reasonable to proceed on the footing that it will take at least 10 years for the family to reach the full complement of 5 to 6 persons. By that time the mean of the scale would have been reached at which the basic pay is Rs. 300/- and the G.P.A. Rs. 60/- making a total remuneration of Rs. 360/- per month. If this amount is divided by  $5\frac{1}{2}$  being the average of 5 and 6 members, the average expenditure necessary for a single individual comes to Rs. 65.50 per month; as the pensioner may be expected to retain the responsibility of maintaining at least his spouse, though the children might be regarded as standing on their own legs, the expenditure which the pensioner will have to meet for himself and his spouse will be Rs. 131.00 per month. At present if a person in the lowest existing scale of Rs. 60-95 retires having reached the top of the scale, he gets a pension of Rs. 78 + Dearness Allowance of Rs. 32.50 making a total of Rs. 110.50. The adjusted basic pay on the new scale No. 1 framed by me corresponding to the existing basic of Rs. 95/- is Rs. 310/-. If pension is calculated thereon at the present rate of 30/80 for full pension, it comes to Rs. 116.25. The average of these three figures 131.00, 110.50 and 116.25 is just over Rs. 119.00.

18.14 According to calorie requirements recommended by the Nutrition Advisory Committee (1958) India, for different age groups the requirements of a male between 50 to 59 years are 2,450 calories per day and of a female 1,800. According to the Food and Agricultural Organisation of United Nations Organisation the calories per day for a male and a female in the same age group are 2300 and 1650 respectively. For a couple, therefore, the average is around 4000 calories i.e. 40% of the total calories taken into account by us for a family of 5 to 6 members while determining the minimum monthly remuneration for pay scales at Rs. 300/-.

18.15 To complete the picture one should add that the retired person would have received some amount by way of retirement gratuity, and that in the class of persons who are at the lowest level in government service, at least one if not two of the children might have already started out on independent employment, and that therefore, in normal circumstances a retired person belonging to the said class will not be without some assistance from his children. It is also not beyond the pale of probability that barring of course cases of particular misfortunes not fully capable of human remedy, a person retiring at the age of 55 may not be wholly incapable of supplementing his pension by engaging himself in some light occupation.

18.16 It would appear therefore that Rs. 120/- per month may be a fair minimum for pension.



18.17 Regarding maximum also, we might apply the principle analogous to the one already applied while fixing maximum remuneration for a person in service. Minimum total remuneration determined is Rs. 300/- per month and the maximum is 3,250/-. The former does not attract income-tax liability. The latter after deducting income-tax and surcharge at the present rates gets reduced to Rs. 2,316/- per month which is 7.72 times the minimum. Now Rs. 120 multiplied by 7.72 comes to Rs. 926.40. If that is taken as the post tax figure, the corresponding pretax figure comes to about Rs. 990/- or slightly less.

18.18 It may therefore be reasonable to fix Rs. 1,000/- per month in round figure as the maximum for pension.

18.19 Now the minimum pension of Rs. 120/- is 40% of the minimum starting remuneration of Rs. 300/- which is the basic pay at the end of 10 years of service in the lowest scale at which stage it will be remembered we have taken the full complement of an average family.

18.20 The reasonable proportion therefore which pension should bear to retiring pay would be 40%. That should be the percentage for full pension.

18.21 The next question is what should be the length of service necessary to entitle a person to earn full pension.

18.22 One of the various suggestions made to me in the course of answers to my General Questionnaire was that it might perhaps be unnecessary to have a separate provision for length of service and that a simple rule which will simplify the procedure and reduce delays in computation of pension would be to provide that pension be a certain prescribed percentage of the retiring pay. Such pay, it is pointed out, would automatically reflect the length of service rendered by a person less any time suffered by break of service or suspensions or disciplinary proceedings etc., and that therefore if we take the last retiring pay we would have simultaneously taken into account the length of service also.

18.23 *Prima facie*, the suggestion appears very attractive because it will result in saving of considerable time in the matter of computation of pension. Upon deeper reflection, however, it appears that it may defeat the essential doctrine that length of service is a very relevant factor in determining pension. The suggestion that the last pay will automatically reflect the length of service or the difference in length of service between two persons may not always be accurate because it is not invariably true that even two persons who join service at the same time will always get the same pay at different stages in their service. One person who is working in a department where the promotional opportunities are less than in the department where the other is working, may have his promotion greatly delayed whereas the second person may get it earlier. Even in the same department, the prospects of promotion will vary from time to time depending not only upon the relative strength of two cadres but also upon the relative age groups of the persons serving in the two cadres. Secondly, a person who joins service at a later stage in life beyond the age of 40 in cases where either the Rules of Recruitment in respect of a higher post or the needs of the prevalent policy of the State Government permit such recruitment at such higher age, may get the benefit of a higher pension than another person who has spent practically the whole of his active life in government service, notwithstanding the fact that the former might have had the liberty and capacity of putting by some money before he enters government service and the latter has been totally deprived of such opportunity by having entered service at an early age. I do not therefore consider it desirable to depart from the normal principle that the amount of pension must be related to the length of service.

18.24 Under the existing rules, length of service for earning full pension is 30 years. This apparently proceeds upon the basis that though in the lowest grades a person may enter government service before the age of 20, recruitment to all superior services is of persons in the age group of 20-30 or at an average of 25 years of age which will give that person a full service of 30 years when he

reaches the superannuation age of 55 years. It has been suggested by several persons before me that there is a strong case for reducing the length of service necessary for full pension for various reasons.

18.25 It is said for example that in the case of certain posts in government service the age of recruitment may get postponed to 30 years or more because the rules require either post-graduate, research or specialist qualification, or experience in scientific, technological or professional field and that in certain cases like for example District Judges recruited directly from the bar or Navigators, Marine Engineers etc., who come into government service after having worked in the Mercantile Navy, till after the age of 40 years or even 45.

18.26 Another aspect that has been emphasised is that whereas the Government under Note 1 to Rule 285 of the Karnataka Civil Services Rules (K.C.S.R.) may by an order retire a government servant after he has completed 25 years of qualifying service or after he has attained the age of 50, a government servant cannot retire voluntarily by giving notice unless he completes 30 years of such service. This it is said leads to unfairness or unequal treatment; not only is a person with 30 years of service enabled to earn full pension but a person who enters service at the age of 25 or later is totally deprived of the liberty of voluntary retirement. It is therefore suggested that both the government and the government servant should in fairness be governed by the same rule and that if the government is to have the power to retire a government servant on completion of 25 years or 50 years of age, a government servant should also have the liberty of voluntarily retiring by notice after completing the same period of 25 years of service or 50 years of age. While this argument is valid and acceptable from the point of view of establishing equality in treatment, the question would still remain whether voluntary retirement by a government servant in his personal interest or compulsory retirement of a government servant by government in public interest should entitle the person so retiring to full pension; when the government retires a person it does so on grounds of inefficiency and when a government servant voluntarily retires he retires with a view to enhance his advantage; neither of the circumstances would justify the payment of full pension. At present, when the government retires a person after 25 years of service, he would get only  $\frac{5}{6}$  of the full pension which is slightly above  $\frac{3}{4}$ . That perhaps indicates the measure of pension for premature retirement whether compulsorily at the instance of government or voluntarily at the instance of the government servant.

18.27 In the case of persons who join service in consonance with rules of recruitment or government policy at ages beyond 30, the matter for consideration is the extent of the deprivation of opportunities for earning more and saving for old age by the length of period spent on government service. Persons who join service at or after the age of 40 are normally selected for such recruitment because of their experience in professions or industries or scientific research in respect of all of which they would have already earned and put by some money. It is only persons who have spent their time on education or in acquiring qualifications till they are very nearly 30 years old and who enter service between the age of 30 and 40, some weightage might be given by way of addition to their service for purposes of pension because they may or may not have been able to put by any considerable amount of money.

18.28 It is also necessary in public interest, that experience and maturity gained by a person in service in middle life up to the age of about 50 should be available to the public during the rest of his period of normal service *i.e.* between the ages of 50 and 55. To deprive the public of the benefit of such experience and permit a government servant to retire earlier and make use of his experience and the background of reputation furnished by government service for his own benefit and nevertheless permit him to earn full pension would undoubtedly be highly injurious to public interest.

18.29 Hence the formula for relating quantum of pension to length of service must take into account all the considerations set out above and should be so framed as to persuade persons to continue in service for the full period up to the age of superannuation *i.e.* 55 years so that the public may get the benefit of their experience and maturity and to disable prematurely retired or retiring persons from securing full pension. Such a formula must permit the earning of full pension of 40% of the retiring pay only by working till the age of superannuation, limit the pension relatable to premature retirement to only 30% of the retiring pay and must provide for reasonable weightage for the age group of 30-40 years. A formula so conceived and constructed is the following :

18.30 Every completed year of qualifying service (ignoring and leaving out of account portion of a year) should earn a pension of  $1\frac{1}{4}\%$  of the retiring pay subject to a maximum of 30% thereof and every year of service after completing 50 years of age should earn an additional 2% of the retiring pay subject to a maximum of 10% thereof, making a total of 40% of the retiring pay which is the full pension. In the case of persons joining after the age of 30, weightage may be given by adding to the length of their actual service the difference between their age at the date of birth immediately preceding the date of recruitment and 30 years subject to a maximum of 8 years each year entitling them to add  $1\frac{1}{4}\%$  of the retiring pay to pension. The said weightage may be given where the recruitment or entry into government service takes place by reason of the provisions of the rules for recruitment or the prevalent policy of the government or by reason of the government taking over an institution or organisation in circumstances where the employees of such an institution or organisation are deemed to have entered into government service under the law enabling or empowering such taking over.

18.31 It will be seen from the above formula that at the rate of  $1\frac{1}{4}\%$  the maximum of 30% provided by it is earned in 24 years, and it is only  $\frac{3}{4}$  of the full pension. Taking the average age at entry into government service at 25, a person would have reached the said 30% by the time he reaches the age of 50 years or put in 25 years of service; hence if the rule is made uniform for both the government and the government servant enabling the former to retire compulsorily and the latter to retire voluntarily after putting in 25 years of service or reaching the age of 50 years, the person so retiring will get only  $\frac{3}{4}$  of the full pension. If there is no such premature retirement and the person continues to serve beyond the age of 50 and upto the age of 55, he will earn the balance 10% by reason of the provision for additional 2% in respect of those years by the formula. Excluding cases of premature retirement and considering cases of complete normalcy, a person who joins service before he completes the age of 31 will be enabled to earn full pension at the superannuation age of 55. In the case of a person joining government service thereafter but before he completes 39 years of age, he too will, by virtue of the rule of weightage which enables him to add upto 8 years to his actual service, be enabled to earn full pension if he works till the age of superannuation. In the case of persons who joins service at the age of 40 or subsequently, though they may not be able to earn full pension, the extent of the short fall will depend upon the length of service put in and the lengthening of such short fall by the later entry into government service cannot be regarded as unfair to them because before they joined government service they may be expected to have earned and put by some money for old age out of their earnings before entering government service. From all points of view, therefore, this formula appears to me to be one which will be fair and reasonable both from the point of the public servant as well as the public whom he serves.

18.32 What I have referred to above as the retiring pay is now described as the average emoluments in the Chapter of Karnataka Civil Services Rules (K.C.S.R.S.) dealing with computation of pensions. I use the word 'Pay' because, in my opinion, the basis for calculating pension should be only pay and not any allowances because as I have already pointed out allowances are not

payment for work but are in the nature of compensation of additional expenditure incurred by the government servant which may be regarded as reasonably incidental to or consequential upon government service. So what counts for pension should only be pay and officiating pay if any which the retiring government servant might have earned. At present under the K.C.S.R.S. the average of the pay of the last 12 months of service is taken for computation of pension. As we are following the decimal currency, it would save much time if we resort to only figures which are multiples of 5 or 10 for all purposes of calculation. That is one of the reasons why I have provided for increments of 5 and multiples of 5 and also suggested a percentage for calculation of pension and certain allowances. In this view, I think it will be better if the retiring pay for purposes of calculation is fixed at the average of the pay and officiating pay if any earned by the retiring person during the last 10 months of his service. I also suggest that if a person reaches the age of superannuation on a day other than the last day of the month in which it falls his services should stand extended to and he should be deemed to have retired on the last day of the said month.

18.33 As Rs. 120/- per month has been determined as the minimum pension necessary to keep the pensioner above the subsistence level, I am of the opinion that residual pension remaining after commutation if any allowed should not be permitted to go below the said sum of Rs. 120/-. I have also noticed from what has been stated by pensioners who appeared before me that the commutation to the extent of 33 $\frac{1}{3}$ % now permissible under the existing rules has resulted in much distress no doubt due to the unprecedented inflationary conditions in recent times. I therefore think that hereafter commutation should not be permitted beyond 20% of the computed pension. As the basic pay as well as the rate of pension recommended by me are higher than the levels so far prevailing, I do not think that the lower percentage recommended by me for commutation would be found inadequate for meeting such demands as a pensioner may find himself faced with at the time of his retirement.

18.34 Two ancillary matters connected with pension are Death-cum-Retirement Gratuity and Family Pension. Under the existing pattern gratuity works out at the rate of about half the retiring pay for every completed year of service subject to a maximum of 15 times the retiring pay but not exceeding Rs. 24,000/-. Out of this, an amount equal to twice the retiring pay is deducted subject to a maximum of Rs. 3,600/- as against which family pension is given for a specified period after the death of the pensioner subject to a maximum of Rs. 150/- per month. The minimum gratuity at present is twice the retiring pay. The minimum family pension which was Rs. 30/- has since been enhanced to Rs. 40/-. From 1.4.1974 onwards *ad hoc* increases given to pensioners in lieu of Dearness Allowance were also extended to family pension with the result at present the total of the minimum family pension comes to Rs. 60/- and the total of the maximum family pension comes to Rs. 175/-.

18.35 The general pattern does not in my opinion call for any modifications except that the scale for calculating gratuity should in my opinion be related to completed years of service and not shorter periods and the practice of applying a higher rate to shorter periods early in service and tapering it down later should be discarded as illogical. As gratuity in essence is a payment in recognition of long loyal service, the rate must be uniform so that the increase in the quantum is directly related to length of service. The quantum, however, will have to be enhanced on the lines similar to those applied to pensions above.

18.36 the first inevitable basis for enhancement is naturally the enhancement in basic pay itself which brings about an enhancement in the retiring pay. Re. 24,000/- now mentioned as maximum is 15 times Rs. 1,600/-. The adjusted basic corresponding to it is Rs. 2,000/-. So the maximum will have to be increased to Rs. 30,000/-. The minimum may be twice the retiring pay.

18.37 The maximum deduction now made from gratuity on account of family pension is Rs. 3,600/- which is twice Rs. 1,800/-. The adjusted basic corresponding to Rs. 1,800/- is Rs. 2,200/-. The maximum family pension which is Rs. 150/- is a 24th part of the maximum deduction on account of it from gratuity which is Rs. 3,600/-. The appropriate enhancements therefore should be Rs. 5,000/- for the deduction and Rs. 200/- per month for family pension. The minimum family pension may remain at the present total of Rs. 60/- per month which it will be noticed is one half of the minimum pension recommended above.

18.38 For all these reasons, on the first question, I make the following recommendations :

- (1) Pension should be calculated on Retiring Pay and Length of Service in the manner hereinafter indicated.
- (2) Retiring pay means 1/10 of the total basic pay and officiating pay, if any (exclusive of all allowances of any type), earned by a retiring person during or in respect of the last 10 months of his service.
- (3) If the date on which a government servant retires whether on superannuation or otherwise falls on a day of a month other than the last day of the said month, his service should stand extended till and he should retire or be deemed to retire on the afternoon of the last day of the said month.
- (4) Just as the government may compulsorily retire a government servant by 3 months' notice or payment of 3 months' salary in lieu of notice after he has completed 25 years of service or 50 years of age, a government servant should also be permitted to retire from service voluntarily after completing 25 years of service or 50 years of age by giving three months' notice to government. The date fixed or proposed for retirement should be the last day of a month.
- (5) Pension shall be computed at the total of two sums, one calculated at the rate of  $1\frac{1}{2}$  per cent of the retiring pay for every completed year of service (portions of a year being ignored and left out of account) subject to a maximum of 30 per cent of the retiring pay, and the other calculated at the rate of an additional 2 per cent of the retiring pay for every completed year of service (portions of a year being ignored and left out of account) subsequent to his completing 50 years of age subject to a maximum of 10 per cent of retiring pay, both together making a total not exceeding 40 per cent of the retiring pay. The minimum pension shall be Rs. 120/- per month and the maximum Rs. 1000/- per month.
- (6) In the case of persons recruited after completing the age of 30 years in consonance with or pursuant to the rules of recruitment or policy or order of government applicable to such recruitment, there should be added to their length of actual service a period equal to the difference between the age on their date of birth immediately preceding the date of recruitment and 30 years subject to a maximum of 8 years, and an amount calculated at the rate of  $1\frac{1}{2}$  per cent for every completed year so added shall be included in the computation of their pension. This provision should apply also to cases of persons who become government servants or enter government service consequent upon the government taking over any institution or organisation when such persons become government servants by reason of any provision under the law enabling or empowering such taking over.
- (7) No more than 20 per cent of the pension should be permitted to be commuted subject to the further condition that the residual pension remaining payable after commutation shall in no case be less than Rs. 120/- per month.
- (8) Death-cum-Retirement Gratuity should be calculated at the rate of half the retiring pay for every completed year of service (portions of a year being ignored and left out of account), subject to a maximum of 15 times the retiring pay or Rs. 30,000/- whichever is less. The minimum gratuity should be twice the retiring pay.
- (9) On account of Family pension there should be a deduction from gratuity of a sum equal to twice the retiring pay subject to a maximum of Rs. 5,000/-, as against which family pension should be paid after the death of the pensioner equal to half the pension determined for the deceased pensioner subject to a minimum of Rs. 60/- per month and a maximum of Rs. 200/- per month.
- (10) Subject to the above recommendations as to the quantum of gratuity and family pension, both these matters will continue to be governed by the existing rules applicable to them without prejudice, of course, to the State's power to amend rules.
- (11) Suitable amendments should be made to the relevant rules of Karnataka Civil Services Rules to give effect to these recommendations.

18.39 As already stated, the first question relates exclusively to persons in service on 1st January 1975 and retiring on or subsequent to the said date. The benefit of the recommendations made in the last preceding paragraph will be extended to all of them, and pension and gratuity if already determined should be recalculated according to these recommendations and additional amounts payable to them should be paid.

18.40 The second question as to whether and if so in what manner changes in the pay structure of persons in service should get reflected in the pension received by pensioners who have already retired, arises out of the deep grievance made by the pensioners before me about what they call vast and unfair disparities between the amounts of pension received by persons who have retired at different dates.

18.41 Their complaint is that after the Re-organisation of States in 1956, the pay scales of persons in government service have been revised in 1957, 1961 and 1970 and pursuant to the recommendations of the last Pay Commission certain specified amounts out of the Dearness Allowance have been added to the basic pay for purposes of calculating the pension which addition was first made as from 1st November 1968 and increased once as from 1st April 1971 and once again as from 1st April 1974. These changes or alterations, they complain, have resulted in the persons who had retired earlier getting less and those who retired subsequently getting a progressively larger amount of pension. They say that this is an unfair situation, and that the only equitable way of rectifying the position is to increase the pensions by a larger percentage in the case of those who had retired earlier and a progressively smaller percentage in the case of those who have retired later so as to bring about some equality.

18.42 When I enquired whether the percentages actually set out by them in their memoranda presented to me were based on any particular formula or relatable to any principle of keeping pace with the movement of pay scales, they frankly told me that they had not thought of any such formula or principle and that their suggestions may be regarded as those for some type of *ad hoc* increases which will reduce or narrow down the differences. Later, at my suggestion, the Association of Pensioners of South Kanara District sent me a tabulated statement indicating how the pension of persons who retired on different dates compare with each other. It is seen therefrom that at the highest level the pension received by a person retiring on or after 1st April 1974 is about 20% above the pension received by a person who retired before 1st November 1968, but only 3% above the pension received by one who had retired after 1st April 1971 but before 1st April 1974; at the lowest level, the increase is as much as 240% over the pension of a person who had retired before 1st November 1968 and about 25% above the pension received by a person retiring after 1st April 1971 but before 1st April 1974.

18.43 The above percentages are worked out only on the basic pension. In cases of persons in receipt of a pension less than Rs. 300/- per month there have been from time to time *ad hoc* increases by varying amounts, those in respect of pensions of persons who had retired earlier being a little higher than those in respect of persons who had retired later. There has been therefore narrowing down of the difference to some considerable extent in the case of persons in receipt of pension less than Rs. 300/- per month. The benefit of an uniform addition of Rs. 10/- as on 1st April 1974 and 10% of the pension from 1st April 1975 has however been extended to all pensioners whether they receive less than Rs. 300/- or more than Rs. 300/- per month as pension. I have not been able to discover however any particular or clear principle underlying these *ad hoc* increases. The only thing that can be said is that the government recognising the existence of disparities have tried to reduce the gap as far as possible by adjusting the figures for *ad hoc* increases, greater attention, however, having been paid to the case of persons in receipt of smaller amounts of pension.

18.44 It is, of course, common human nature to get affected by differences or disparities. If I may say so without offending any sensibilities, there is considerable truth in the observation commonly made that those who have not wish to

have something and those who have something always desire to have something more. Added to this there is the great distress caused by unprecedented rise in prices of essential commodities in recent times which has given point to a dissatisfaction which may even in ordinary circumstances be expected to arise out of disparities. But when it comes to a question of deciding upon what may be regarded as a fair solution, one should not permit oneself to be unduly affected by the mere fact of the existence of distress or omit to take note of the inevitability of inequalities arising out of circumstances and situations or depart from the underlying principle which furnishes the foundation for the structure of pension.

18.45 As already stated, pension at all times has been related to retiring pay and length of service. The operation of this principle need not necessarily bring about equality because even in the case of persons joining service on the same date, their pay may vary as they progress in service and in the case of persons working in the same cadre at the time of retirement, they need not retire with the same pay. The differences in the quantum of pension arising out of the differences in the retiring pay whether the persons retire at the same time or at different times is a difference which must be taken as natural and inevitable and cannot be made the ground for any grievance. If the same logic is applied to differences in retiring pay arising out of the fact that the pay scales have been revised upwards after the retirement of a person, then there should be no complaint in such a case also. The question whether there should be any difference in the application of logic that way is not capable of an answer by way of a mere assertion that every difference is evidence of unfairness or injustice and should therefore be eliminated. The touch-stone in my opinion is once again the principle which furnishes the basis for the scheme of pension.

18.46 Once a person retires from service, he comes out of the class of persons constituted by those in service and gets into quite a different class altogether. The duty of the government towards persons in service is to see that they are provided with pay which is adequate value for the work or service rendered by them and allowances to compensate them for expenses necessarily incidental to or consequential upon such service. The duty of the government towards pensioners is to save them against the consequences of their inability while in service of either supplementing their income or increasing their income with the same freedom and facility as they would have had if they had not entered government service and to see that they are provided with funds in the shape of pension which in existing economic conditions is sufficient to place them above the subsistence level and in reasonable comfort.

18.47 One feature which can be recognised as common to both a pay structure and a scheme of pensions is the necessity of fixing a minimum relatable to a particular state of economic conditions and level of prices. That is what I have done while dealing with the first question above. If, in addition, it is remembered that though the pensioners are a class different from persons in service all pensioners should be regarded as one class, then it follows that when a minimum pension is fixed, the said minimum should be applied to the whole class of pensioners. In the last analysis, a satisfactory discharge of Government's duty to persons who have served the public and have retired at a late stage in their life is closely related to the changes in economic conditions governing the life of the pensioners. That duty will in my opinion be fully and satisfactorily discharged if the minimum pension necessary for remaining above subsistence level and in reasonable comfort is fixed and enhancements on a reasonable scale are made in higher levels of pension subject to a maximum or ceiling dictated by ideas of Social Justice.

18.48 Such minimum, after a discussion of the relevant circumstances leading to its determination, has already been fixed by me at Rs. 120/-per month as from 1st January 1975. The doctrine of equality of treatment as between those in service of the Government and those who have retired to the extent considerations of relevant principles may invoke it and as between one pensioner and

another on the footing that all pensioners belong to the same class will, in my opinion, be satisfied if in the case of existing pensioners *i.e.*, those who have retired on or before 31st December 1974, the minimum pension per month is fixed at Rs. 120/- and all persons receiving pension below that figure have their pensions enhanced to the said figure. In the case of those in receipt of pension in excess of Rs. 120/- per month, a reasonable formula for enhancement consistent with the maximum pension of Rs. 1,000/- per month fixed by me in relation to the new scales is to enhance the same at the rate of Re. 1/- for every block of Rs. 5/- above Rs. 120/- I should make it clear that by pension in these cases I mean the total pension received by a pensioner inclusive of *ad hoc* increases made up-to-date. I have set out in the first supplement to this Chapter a table showing the total pension received as from 1st April 1975 in the first column and the enhanced pension to be given as from 1st January 1975 in the second column.

18.49 Regarding gratuity which has already been paid, I do not find any good ground to interfere with it or recommend any enhancement. That must be taken as a closed matter.

18.50 In the case of family pension, the same principle discussed above makes it necessary to apply the same minimum as I have determined in the case of persons retiring on and after 1st January 1975 while answering the first question. So in the case of heirs or legal representatives of persons who had retired on or before 31st December 1974, whether the death of pensioner occurs before or after the said date, those in receipt of family pension of less than Rs. 60/- per month will have the same enhanced to Rs. 60/- per month and in the case of those in receipt of family pension of more than Rs. 60/- per month, their pension will be enhanced at the rate of Re. 1/- for every block of Rs. 5/- above Rs. 60/-. I have set out in the second supplement to this Chapter, a table showing the total family pension inclusive of the enhancement made as from 1st April 1975 in the first column and the enhanced family pension to be paid as from 1st January 1975 in the second column.

18.51 On the second question therefore I make the following recommendations relating to government servants who had retired on or before 31st December 1974.

- (1) The pension of all such persons up to Rs. 120/- per month should stand enhanced by such sum as to bring the monthly pension to a total sum of Rs. 120/-. Pensions in excess of Rs. 120/- per month should be enhanced at the rate of Re. 1/- for every block of Rs. 5/- above Rs. 120/-. (Please see Table in Supplement 1).
- (2) Family pensions up to Rs. 60/- per month should be enhanced by such sum as would bring the total to Rs. 60/- per month. Family pensions in excess of Rs. 60/- per month should be enhanced at the rate of Re. 1/- for every block of Rs. 5/- (Please see Table in Supplement 2).

18.52 On the third question as to whether any benefits other than pay extended to those in service whether by way of allowances or otherwise should also be extended to the pensioners, the discussion of principle already made would clearly indicate that payment of dearness allowance is inevitable in the case of pensioners also as in the case of persons in service.

18.53 Now the amount of both pension and the family pension as recommended to be enhanced as aforesaid are determined as on 1st January 1975. The pay scales also for persons in service have likewise been determined as on 1st January 1975. Hence both relate to the price levels as at that period. It follows therefore that the formula for payment of Dearness Allowance in the case of pensioners should also be the same as the formula recommended by me in the case of persons in service. There should, however, be a difference in the ceiling limit. In the case of pensioners it will be 25% of the basic pension subject to the condition that the basic pension plus Dearness Allowance shall not in any case exceed Rs. 1,000 per month. By basic pension I mean in the case of persons who had retired on or before 31st December 1974 the enhanced pension recommended by me in paragraph 18.51 to be given to them as from 1st January



1975. In the case of persons who were in service on 1st January 1975 and who retire on or subsequent to the said date, the basic pension will be the pension determined for them in the manner recommended in paragraph 18.38 above.

18.54 As to other allowances given to persons in service they are all allowances intended to compensate them in respect of expenses incurred by them which may reasonably be regarded as incidental to or consequential upon government service, no such consideration exists in the case of pensioners who are not rendering any service to the Government and cannot, therefore, be said to incur any expenditure in respect thereof. But there is one matter in which they are entitled to attention and that is their health. There has been a suggestion that pensioners should be given a small medical allowance like those in active service. There is, however, one difference. In the case of those in service the reason for payment of medical expenses is that they have to maintain a certain level of health for retaining the necessary level of efficiency to perform their duties. In the case of pensioners, however, such consideration does not exist. The relevant consideration is once again the Government's duty of seeing that they are enabled to live in reasonable comfort. This I think will be met if the present amenity of free treatment in all Government medical institutions is continued.

18.55 Various other suggestions have been made by pensioners such as provision for building schemes like houses or flats for pensioners at low rents or loans for this purpose on easy terms etc. It appears to me however, that all these claims go beyond the ambit of the principle stated by me. Further, the provision for house building loans or house purchase loans now existing in favour of persons in service is a benefit which survives retirement.

18.56 On the third question therefore I make the following recommendations :

- (1) All pensioners and all persons in receipt of family pension should be given the benefit of the formula for Dearness Allowance recommended for persons in service in paragraph 16.15 above subject to the ceiling limit that Dearness Allowance shall not exceed 25% of the basic pension or basic family pension and that the basic pension together with Dearness Allowance does not in any case exceed Rs. 1000/- per month. Basic pension or basic family pension means in the case of persons who retired on or before 31st December 1974 and their legal representatives enhanced pension or family pension recommended to be paid to them as from 1st January 1975 in paragraph 18.51 above, and in the case of persons who were in service on 1st January 1975 and retired on or after the said date and their legal representatives means their pension or family pension determined in accordance with the recommendations contained in paragraph 18.38 above.
- (2) All pensioners shall have the benefit of free medical treatment in all medical institutions of the Government.

18.57 I have postponed to the last the consideration of the special case put forward by retired pensioners who have commuted a portion of their pension in accordance with the rules from time to time prevalent, because it is a separate case by itself and its consideration earlier would interrupt the discussions of the main points involved in the three principal questions already considered and disposed off.

18.58 This special case is that the basis for determining the lumpsum payable on commutation is suggestive of the fact that the said lumpsum represents the present value of the commuted portion of the pension for a period of about only 11 years and once the said period has elapsed, both the government and the pensioner must be regarded as having been put back to the original position and that therefore there must be there after a restoration of the commuted portion of the pension also. It would also appear that the suggestion is not different from stating that the commuted amount received is more or less in the nature of a loan recoverable by deduction of a certain portion of the pension and that the loan gets fully discharged at the end of about 11 years. Although various arguments, theories and principles have been put forward in support of the restoration of the commuted portion of the pension, the crux of the matter or the core of the case is no more than what has been summarised.

18.59 A consideration of the case necessarily involves a search for a principle, if any, which may be regarded as the real foundation for the case. By way of principle, however, I have not been able to discover anything in all the arguments which the pensioners addressed before me. To say that the commuted amount is the present value of only 11 years of pension and that the same gets worked out within the said period of 11 years would necessarily imply that it does not get worked out in any period less than 11 years and if it is permissible to say that that 1/11 of it gets worked every year, then, those who put forward this case must necessarily admit that in the event of death of a pensioner in a shorter period, his legal representatives should be asked to reimburse to the government to the extent of the balance not worked out before the death of the pensioner. This, however, is not easily admitted or conceded.

18.60 It may be pointed out that the determination of the present value of any annuity is generally or invariably expressed as a certain number of years' purchase, the multiple being determined on some actuarial calculations or may be upon an estimate which the person liable to pay the annuity and the person entitled to receive the same mutually agree upon. Actually it is purchasing from the annuity holder his right to receive the annuity and if the purchaser is the person liable to pay the annuity, the legal result is a discharge of his liability to pay. If so, there can be no question of the revival of the annuity after the number of years agreed upon as the reasonable multiple for purchase expire.

18.61 There is another more fundamental objection to this claim. The pensioner has the choice of either commuting a portion of his pension or not doing so. He can exercise that choice only once and once he makes the choice in favour of commutation, he cannot either in law or in ethics go back upon it. It will be seen that he is free to examine which choice will be to his advantage. Whatever that advantage may be, it is an advantage personal to him and once he makes a choice and secures that advantage, he cannot hand back that advantage to the government because the said advantage was personal and peculiar to him as for example the need to spend for education of a son or marriage of a daughter or repay a loan which had become due etc. The situation is governed by what is called the doctrine of election which operates not only in the field of law but in the field of ethics also. It has, however, been said that the doctrine of election should not be held against pensioners because every time pay scales are revised in the case of persons in service, the government invariably gives them a choice either to retain the old scales or opt for the new scales and the fact that they have done so at one revision is not said to disentitle them for having the same choice at another revision. But it is not an answer because at any revision the option can be exercised only once and a person who has made a choice in favour of one scale is not permitted to go back upon it. When another revision takes place, the choice that he is asked to make is quite a new choice. In the case of a pensioner there can in the nature of things be only one occasion to make a choice.

18.62 The suggestion that it is a contract is not, in my opinion, correct or accurate. As already pointed out by me, although government service might originate in contract, the conditions of service, the rights and obligations etc., of a government servant are no longer a matter of contract but of law. It is well known that conditions of service are within the legislative competence of the State under Article 309 of the Constitution and such legislation may be even retrospective or retroactive in its nature. Even if for purposes of argument one should regard the payment of pension and the process of commutation as contracts, commutation in actual effect is in the nature of novation which discharges the previous contract by substitution.

18.63 On any principle, therefore, I find it difficult to accept the case for restoration of the commuted portion of the pension by those who have done so. I must say in fairness to the members of the Pensioners' Association who appeared before me, that when all these principles were discussed with them, they told me frankly that the real and substantial position is one of acute economic distress

now caused by the recent inflationary trends in prices of essential commodities. If so, the distress is answered to the extent it is reasonably possible by the fixation of a reasonable minimum.

18.64 I may also point out in passing that in the case of persons drawing pensions below Rs. 300/- per month the *ad hoc* increases from time to time given by the government have more or less restored the commuted portion of the pension. In the case of persons who retired between 1-4-58 and 1-1-61, it is seen that a pensioner whose pension was Rs. 150/- and who commuted Rs. 50/- out of it, his residual pension of Rs. 100/- per month got enhanced to Rs. 122.50 as on 1-11-1968 and 1-1-1970, to Rs. 142.70 as on 1-4-1971, to Rs. 157.50 as on 1-4-1974 and to Rs. 172.50 as on 1-4-1975. In the case of a person retiring between the same dates with a pension of Rs. 240/- of which he commuted Rs. 80/-, the enhancements took the residual pension to Rs. 182.50, 202.50, 217.50 and 241.50; the position in the case of a person retiring between those dates with a pension of Rs. 300/- of which he commuted Rs. 100/-, the enhancements have reached a total of Rs. 287.50. The position is more or less the same in the case of persons who retired between 1-11-1968 and 1-1-1970. In the case of those who retired after 1-4-1971 the increases are not so large but a substantial portion of the commuted pension has got restored. In the case of persons in receipt of more than Rs. 300/- as pension per month, the enhancements are not so large as to make the restoration complete or substantial but they are all above the minimum level. With the enhancement now recommended both in the minimum (which covers about 50,000 out of the present total of 71,000 pensioners) and on a progressive scale in higher levels, the position would improve and the said position to the best of my judgment represents a satisfactory discharge of the duty which the public owe to retired pensioners.

18.65 The claim for restoration of the commuted portion of pension cannot therefore be accepted.

18.66 Before concluding this Chapter, I shall briefly refer to two matters.

18.67 In the course of discussions before me as well as in the answers to the General Questionnaire there has been almost an unanimous suggestion that the age of superannuation must be enhanced beyond 55 years, some suggesting 58 years and some others 60. This may be because in that part of the questionnaire relating to retirement benefits, I included a question on the age of superannuation. On further consideration I doubt whether the said question may be regarded as within the scope of the reference made to me. Even if it should be so, the said question is at present influenced or complicated by considerations of State policy, some or most of which may not be concerned exclusively with services under the State. I therefore refrain from expressing any opinion thereon. The formula for calculating pension recommended by me will operate without any modification even if the superannuation age is enhanced.

18.68 On the matter of computing service which ranks for pension which it is well known is one of the reasons for delays in finalising sanctions for payment of pension, it has been suggested to me by some responsible persons that it would be desirable to have a simple rule that all service inclusive of authorised leave paid for out of the Consolidated Fund of the State, excluding only unauthorised absences and breaks in service, may be regarded as service for pension.

The simplicity of the suggestion persuaded me to study the rules in K.C.S.Rs for computation of service for pension with a view to see whether I could accept the suggestion and recommend it to the Government. I find that several contingencies may arise which would make the application of the said simple rule either difficult or its ambit inadequate to answer all questions arising out of such contingencies. I am therefore not making any specific recommendation in that regard but suggest to the government that a committee of senior experienced officers may be appointed to examine the position and see whether the matter cannot be expressed in just two or three rules with clear definitions, providing for exceptions in specific circumstances, also clearly defined, the amplitude of the former being reasonably wide so as to reduce the number of exceptions.

FIRST SUPPLEMENT TO CHAPTER EIGHTEEN

PENSION

The first column gives the total pension received by a Pensioner as from 1-4-1975 and the Second column the enhanced pension recommended to be given as from 1-1-1975. (Figures in Rupees)

	<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
Upto	120	120	169	178
	121	121	170	180
	122	122	171	181
	123	123	172	182
	124	124	173	183
	125	126	174	184
	126	127	175	186
	127	128	176	187
	128	129	177	188
	129	130	178	189
	130	132	179	190
	131	133	180	192
	132	134	181	193
	133	135	182	194
	134	136	183	195
	135	138	184	196
	136	139	185	198
	137	140	186	199
	138	141	187	200
	139	142	188	201
	140	144	189	202
	141	145	190	204
	142	146	191	205
	143	147	192	206
	144	148	193	207
	145	150	194	208
	146	151	195	210
	147	152	196	211
	148	153	197	212
	149	154	198	213
	150	156	199	214
	151	157	200	216
	152	158	201	217
	153	159	202	218
	154	160	203	219
	155	162	204	220
	156	163	205	222
	157	164	206	223
	158	165	207	224
	159	166	208	225
	160	168	209	226
	161	169	210	228
	162	170	211	229
	163	171	212	230
	164	172	213	231
	165	174	214	232
	166	175	215	234
	167	176	216	235
	168	177	217	236

<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
218	237	276	307
219	238	277	308
220	240	278	309
221	241	279	310
222	242	280	312
223	243	281	313
224	244	282	314
225	246	283	315
226	247	284	316
227	248	285	318
228	249	286	319
229	250	287	320
230	252	288	321
231	253	289	322
232	254	290	324
233	255	291	325
234	256	292	326
235	258	293	327
236	259	294	328
237	260	295	330
238	261	296	331
239	262	297	332
240	264	298	333
241	265	299	334
242	266	300	336
243	267	301	337
244	268	302	338
245	270	303	339
246	271	304	340
247	272	305	342
248	273	306	343
249	274	307	344
250	276	308	345
251	277	309	346
252	278	310	348
253	279	311	349
254	280	312	350
255	282	313	351
256	283	314	352
257	284	315	354
258	285	316	355
259	286	317	356
260	288	318	357
261	289	319	358
262	290	320	360
263	291	321	361
264	292	322	362
265	294	323	363
266	295	324	364
267	296	325	366
268	297	326	367
269	298	327	368
270	300	328	369
271	301	329	370
272	302	330	372
273	303	331	373
274	304	332	374
275	306	333	375

<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
334	376	392	446
335	378	393	447
336	379	394	448
337	380	395	450
338	381	396	451
339	382	397	452
340	384	398	453
341	385	399	454
342	386	400	456
343	387	401	457
344	388	402	458
345	390	403	459
346	391	404	460
347	392	405	462
348	393	406	463
349	394	407	464
350	396	408	465
351	397	409	466
352	398	410	468
353	399	411	469
354	400	412	470
355	402	413	471
356	403	414	472
357	404	415	474
358	405	416	475
359	406	417	476
360	408	418	477
361	409	419	478
362	410	420	480
363	411	421	481
364	412	422	482
365	414	423	483
366	415	424	484
367	416	425	486
368	417	426	487
369	418	427	488
370	420	428	489
371	421	429	490
372	422	430	492
373	423	431	493
374	424	432	494
375	426	433	495
376	427	434	496
377	428	435	498
378	429	436	499
379	430	437	500
380	432	438	501
381	433	439	502
382	434	440	504
383	435	441	505
384	436	442	506
385	438	443	507
386	439	444	508
387	440	445	510
388	441	446	511
389	442	447	512
390	444	448	513
391	445	449	514

<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
450	516	508	585
451	517	509	586
452	518	510	588
453	519	511	589
454	520	512	590
455	522	513	591
456	523	514	592
457	524	515	594
458	525	516	595
459	526	517	596
460	528	518	597
461	529	519	598
462	530	520	600
463	531	521	601
464	532	522	602
465	534	523	603
466	535	524	604
467	536	525	606
468	537	526	607
469	538	527	608
470	540	528	609
471	541	529	610
472	542	530	612
473	543	531	613
474	544	532	614
475	546	533	615
476	547	534	616
477	548	535	618
478	549	536	619
479	550	537	620
480	552	538	621
481	553	539	622
482	554	540	624
483	555	541	625
484	556	542	626
485	558	543	627
486	559	544	628
487	560	545	630
488	561	546	631
489	562	547	632
490	564	548	633
491	565	549	634
492	566	550	636
493	567	551	637
494	568	552	638
495	570	553	639
496	571	554	640
497	572	555	642
498	573	556	643
499	574	557	644
500	576	558	645
501	577	559	646
502	578	560	648
503	579	561	649
504	580	562	650
505	582	563	651
506	583	564	652
507	584	565	654

<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
566	655	624	724
567	656	625	726
568	657	626	727
569	658	627	728
570	660	628	729
571	661	629	730
572	662	630	732
573	663	631	733
574	664	632	734
575	666	633	735
576	667	634	736
577	668	635	738
578	669	636	739
579	670	637	740
580	672	638	741
581	673	639	742
582	674	640	744
583	675	641	745
584	676	642	746
585	678	643	747
586	679	644	748
587	680	645	750
588	681	646	751
589	682	647	752
590	684	648	753
591	685	649	754
592	686	650	756
593	687	651	757
594	688	652	758
595	690	653	759
596	691	654	760
597	692	655	762
598	693	656	763
599	694	657	764
600	696	658	765
601	697	659	766
602	698	660	768
603	699	661	769
604	700	662	770
605	702	663	771
606	703	664	772
607	704	665	774
608	705	666	775
609	706	667	776
610	708	668	777
611	709	669	778
612	710	670	780
613	711	671	781
614	712	672	782
615	714	673	783
616	715	674	784
617	716	675	786
618	717	676	787
619	718	677	788
620	720	678	789
621	721	679	790
622	722	680	792
623	723	681	793



<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
682	794	709	826
683	795	710	828
684	796	711	829
685	798	712	830
686	799	713	831
687	800	714	832
688	801	715	834
689	802	716	835
690	804	717	836
691	805	718	837
692	806	719	838
693	807	720	840
694	808	721	841
695	810	722	842
696	811	723	843
697	812	724	844
698	813	725	846
699	814	726	847
700	816	727	848
701	817	728	849
702	818	729	850
703	819	730	852
704	820	731	853
705	822	732	854
706	823	733	855
707	824	734	856
708	825	735	858

## SECOND SUPPLEMENT TO CHAPTER EIGHTEEN

### FAMILY PENSION

The first column gives the total Family Pension received as from 1-4-1975 and the second column the enhanced Family Pension recommended to be paid as from 1-1-1975. (Figures in Rupees)

	<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
Upto	60	60	79	82
	61	61	80	84
	62	62	81	85
	63	63	82	86
	64	64	83	87
	65	66	84	88
	66	67	85	90
	67	68	86	91
	68	69	87	92
	69	70	88	93
	70	72	89	94
	71	73	90	96
	72	74	91	97
	73	75	92	98
	74	76	93	99
	75	78	94	100
	76	79	95	102
	77	80	96	103
	78	81	97	104

<i>Column 1</i>	<i>Column 2</i>	<i>Column 1</i>	<i>Column 2</i>
98	105	137	152
99	106	138	153
100	108	139	154
101	109	140	156
102	110	141	157
103	111	142	158
104	112	143	159
105	114	144	160
106	115	145	162
107	116	146	163
108	117	147	164
109	118	148	165
110	120	149	166
111	121	150	168
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## Chapter Nineteen

### MEASURES FOR IMPROVING EFFICIENCY AND FOR THE WELFARE OF STAFF

19.1 As already indicated towards the end of Chapter two, factors which contribute to efficiency in the working of government staff are a certain measure of contentment and satisfaction brought about by a reasonably adequate scale of remuneration, organisational methods and training and schemes for the welfare of the staff. The first factor has already been elaborately dealt with in the foregoing chapters. I shall deal with the remaining factors in this chapter. This, however, is a field already covered by a large body of literature and fairly within the knowledge and experience of all senior administrators. It will not be necessary, therefore, to discuss the matter at any great length. I shall confine myself to a brief restatement of what may be rightly called ancient wisdom which has stood the test of generations and new ideas thrown up and developed by the expanding horizon of governmental activity and the complexity of the problems which modern governments are called upon to handle. I may also add that the few ideas

which I shall record and suggestions I may make in this chapter in brief outline are certainly capable of being improved upon by further study and experience.

19.2 It may be well to have a clear idea of what we mean by efficiency before we try to devise measures for its attainment. Government work as already indicated depends not merely upon the competence of individuals but upon co-operative effort and team spirit contributing harmoniously to a satisfying image of the totality of the activity for the benefit of the public. Efficiency therefore may be regarded as composed of at least two elements. The first or the personal element is the technical or professional efficiency of the individual to perform a task with accuracy and speed. The second element which is of a little higher importance but not always fully recognised is the efficiency of the organisation itself as a corporate body derived from a collective spirit or outlook of the individuals composing the body properly geared towards the attainment of the type of image mentioned above. In connection with the second element, one should also mention the value or importance of not only the conduct but also the mental attitude of public servants in relation to the public, the examples of which are courtesy, consideration, concern for public welfare and a constant undiminished remembrance of the fact that public servants are indeed and in truth servants of the public.

19.3 Any scheme of training therefore with the object of achieving efficiency should endeavour not only to produce a public servant whose ability to perform his work with clarity and precision may be taken for granted but also to attune the public servant to the tasks which he may be called upon to perform in a changing society with a capacity to continuously adapt himself and adjust his outlook and methods to the new and changing needs, moods and outlook of the society he serves and also to help him successfully to resist the danger of becoming a routine mechanically perfect civil servant or the temptation of losing interest in his work and marking time awaiting the day of retirement.

19.4 When a person with necessary qualifications and the competence represented by the same is appointed to a particular position, the first step is to train him how to adapt his competence to the work he would be called upon to do because the mere knowledge or information acquired by qualification is in itself insufficient. For further progress in service and for acquiring the adaptability or adjustment of the type described above, further instalments of active training besides continuous training and treatment on the job would be necessary. Hence a scheme for training should be made up of a foundation course necessary for all departments, a professional course appropriate to individual departments, refresher or updating courses at not very long intervals and a provision for guidance and correction during actual working. Having regard for the normal structure of administration, a foundation course may be necessary at three different levels : at the entry level of the ministerial and operational cadres around Grades III or IV, supervisory level around Grade VIII and superior administrative levels around Grades-X and XI.

19.5 The foundation course must deal with the general features of life in the State which a public servant is expected to serve, including geographical, climatic and socio-economic features of the State, and its history and culture. A servant of the State must be acquainted with the general flow or stream of life in the State before he can work successfully as a public servant. A general broad acquaintance with the outstanding features of the Constitution and the legal system, the structure of the government and distribution of powers, organisation of work in departments and such like features must also figure in the foundation course.

19.6 The professional course must be oriented to the nature of work and objectives of the department concerned. It must be such as to enable an individual to perform his current work efficiently in the first instance ; it should also try to fit him for higher duties and responsibilities in his department by pointing out the ways of developing his capacity for shouldering the same. The question whether the said course should be a continuous course to follow immediately upon the

foundation course or may be started some time later after actual working or be itself split up into different periods interspersed with actual working are details to be worked out in relation to each department.

19.7 Refresher or updating courses may be organised at intervals of about five years. They may be in the shape of seminars or discussions or a scheme of lectures or a combination of these. The topics or matters to be dealt with in the said course should be changes in legislation, regulations and policies, currents of social change and thinking, exchange of departmental experience, inter-disciplinary lectures *i.e.*, an officer of one department lecturing on his speciality to the extent it is necessary for the working of another department and lectures by or discussions with representative members of the public drawn from professions, trades, industry etc., on matters relating to their contact with the department and the defects and deficiencies if any observed by them.

19.8 It is common knowledge that a scheme however well prepared and however good it may be on paper will not succeed unless there are proper men specially charged with the duty of implementing them. The necessity of such persons may be recognised at two different points,—one at the departments themselves and the other at the training centres. One officer at the department must be placed in charge of and made responsible for the entire training programme pertaining to the department. He must not only attend to the selection and deputation of persons for training to the centres but also to the process of on-the-job training within the department and its offices. The other point is the selection of proper persons to function as trainers. Mere academicians and theoreticians however well informed they may be do not always turn out to be successful trainers or teachers. A successful executive or an officer who has already made a mark as a successful administrator or an officer in his field often commands better respect. Care should be taken in selecting proper persons to function as trainers.

19.9 Literature relating to training schemes should in my opinion be in three different parts. The first part should contain the necessary information and instruction to the trainees on points such as the place of training, accommodation available there, facilities that will be provided by the government, the books and other materials with which they should equip themselves, the length of the course etc. The second part should be the actual syllabus opening with a brief statement of the object of the course and followed by a list of topics to be covered by the course and the time allotted for each. The third part must be a brief set of instructions to the trainer indicating the level of competence of the trainees to be placed under him, the department to which they belong and such other matters as may be of assistance to him in devising his techniques or methods of teaching.

19.10 The next question is whether there should be a single training institute for the State or different centres attached to different departments. Experience has shown that there is an optimum size consistent with successful working and that any expansion of the institute beyond such size is likely to result in laxity of control and ineffectiveness of the course of training. I am therefore of the opinion that it will be desirable to have a central institute on the lines of the existing Administrative Training Institute of the State which will deal with only foundation courses for superior staff in Grades X and XI and possibly VIII also. It may also take up responsibility for inter-disciplinary courses and may if organisational convenience can be achieved that way be invested with the general duty of supervision and co-ordination of all training centres. Professional courses in my opinion should be the responsibility of training centres organised in each department. The Central Institute should have a skeleton staff and the rest of the staff should be found by deputation of competent persons from different departments. The teaching staff at the departmental centres must be manned by men selected from the department; for inter-disciplinary courses men may be deputed from the Central Institute or may be secured by invitation issued to other departments. Refresher courses regarding general changes in

legislation, policy etc., of a very brief duration may be conducted at the Central Institute but refresher courses with particular reference to the individual departments must be conducted at the training centres of such departments alone. In departments like Agriculture, Animal Husbandry, Horticulture, Fisheries and Forest, the training centres may be located in model farms or selected forest areas which furnish a model for the departments. In these departments the need for taking research to the field level for implementation is of greatest importance. The process may be assisted either by sending departmental men to the university for a very brief period of updating courses to acquire information of more recent researches or by inviting professors of the university to conduct such courses in the model farms or areas.

19.11 This, in brief, is the outline of the scheme of training that I have in mind and which I consider is of the utmost importance from the point of view of increasing efficiency and working of government departments.

19.12 There are already some training courses organised in the State in some of the departments to which I shall now make a brief reference.

19.13 The Administrative Training Institute for example deals with foundation courses for all departments as well as the professional courses for the Karnataka Administrative Services. It is also looking after the District Training Institutes for ministerial staff which are now only four in number located at divisional headquarters. I have been informed that the government have in mind a programme to extend these centres to all other district headquarters for better and more effective training of the ministerial staff. I think it is a good idea and recommend that the same may be implemented as expeditiously as possible. The Institute also looks after the Village Accountants and Panchayat Secretaries training courses at four centres Kolar, Gajanur, Raichur and Sirsi and Rural Development Training Centres at Kudige, Mandya, Gangavathi, Dharwar and Bagalkot intended mainly for Gram Sevaks. It has also taken up the general as well as refresher courses for Extension Officers, Block Development Officers and personnel working in Applied Nutrition and Water Utilisation Projects.

19.14 The existing training courses in the departments are not many and those which exist will in my opinion bear a second look or further examination from the point of view of improving them and giving them a better orientation towards the present day needs of the departments and the growing objectives they are called upon to serve.

19.15 Fairly well organised courses are found in the departments of Public Instruction, Health and Family Planning and the Police. The department of Public Instruction runs staff training centres for primary school teachers, a postal-cum-summer course for B. Ed. degree and also a research institute devoted to study and improvement of teaching methods. The department of Health has fairly well organised courses for imparting training to the nursing staff and other short term courses for other types of para medical staff. The courses for training Basic Health Workers at village level seem to require improvement and better attention. As I have already mentioned, there appears to be a proposal for devising a multi-purpose course for such personnel and I expect that early steps will be taken in that direction. The Police Department conducts fairly good courses of training both for the subordinate staff as well as for the officers modelled largely upon the recommendations of the Central Committee for training of police personnel. I suggest, however, that the question of orienting the courses to the needs and problems peculiar to this State may be examined and that greater attention may be paid to the training of police personnel in the matter of their relation with the public and in handling different situations which may arise in such a way that the public may come to regard a police officer or a police man as a friend to be depended upon and not a person to be feared. The training courses in the departments of State Accounts, Treasuries, Survey and Settlement, Labour, Factories and Boilers, Social Welfare, Commercial Taxes etc., are good so far as they go but

are capable of considerable improvement if special attention and study is devoted to the same.

19.16 Several of the other departments have not developed any special courses. The lack of such courses particularly in departments like Forest and those dealing with agricultural sciences and departments which may be called law enforcement departments is in my opinion a serious deficiency which must be made good. What is of importance in my opinion is the imparting of appropriate training to departmental personnel by devising courses which are specially oriented to the objectives of the department and to the special situations and problems met with in this State and not mere theoretical or post graduate information. There is an extensive system now prevalent in the State of deputing personnel to institutions outside the State or even abroad and financing education in long drawn post graduate courses in universities. On the information which I was in a position to collect, it appears that in 1973-74 the total number of persons so deputed exceeded 200 including about a dozen persons sent abroad; in 1974-75 the figure exceeded 300 including more than 20 persons sent abroad; in 1975-76, however, the figure has come down to 200 including about 10 or 11 sent abroad. The courses for which they are sent out are post graduate courses of 2 or more years duration and also include long term training courses abroad. While the organisation of specialised departmental training courses, as well as in-service guidance, correction and training is the responsibility of the State with a view to raise and maintain a high level of efficiency in its working, financing regular educational or university courses whether within or outside the State is in my opinion a burden which the public cannot in fairness be called upon to bear. Apart from the fact that utility of the information so gained from the point of view of improving service to the people is a matter for some doubt and certainly not capable of a positive assertion of benefit to the public, what is of vital importance is organising and conducting training courses oriented to the needs and problems of this State. Training in respect of the same can effectively be imparted in this State by persons who have experience of situations and problems in this State. We have in the State sufficient resources both of men and materials to organise training courses in this State itself which will be of greater value to the State.

19.17 There is considerable scope for improving the training courses in the various departments and the departments dealing with agricultural sciences. In regard to the latter I have already suggested the setting up of model farms where training could be imparted. The Forest Department runs only a small course for Rangers and feels content by deputing men to the Institute at Dehradun. The forest wealth of this State is of great value and its seasonal and regional peculiarities are matters which can be learnt only here and not by deputing men elsewhere. From the point of view of economic regeneration and improving the resources of the State the proper profitable exploitation of forest wealth is one of the vital factors. For example, research for developing improved plantation techniques particularly with reference to such timber trees as teak, rosewood, sandalwood, eucalyptus and soft wood, is a field which I think should receive special attention. Rosewood and teakwood are almost as valuable as gold to-day. Eucalyptus and soft wood are used extensively for pulp and fibre. So, research in improving these plantations, effecting economies therein, discovery of proper chemical manure which will eliminate defects and improve girth and volume are all matters to which special attention should be paid. Even in the matter of felling trees, the old method of leaving stumps of small length above the ground leads to considerable loss of valuable timber. Simple device of digging down into the ground and carefully sawing out the stumps is sure to increase the return by sale of timber. The use of devices like cranes, winches, pulleys for purposes of cutting down trees will save the waste now caused by destruction of surrounding trees and vegetation by the felling down of a huge tree which has to be cut down.

19.18 In departments like Excise, Weights and Measures, Motor Vehicles and Commercial Taxes, specially devised courses of training related not merely to information on the statutes but also the manner of dealing with situations where

the personnel of the department come in contact with the public or with the courts is in my opinion an absolute necessity. With reference to the contacts with the public, such information as the manner of conducting oneself, legal provisions regarding searches, arrests, preparation of mahazars etc., should be imparted through specially devised training courses. Likewise, with reference to contacts with the courts, the importance of preparation of pleadings, difference between evidence and information, the difference between investigation and selecting materials for prosecution are matters on which special training is necessary.

19.19 In such departments as Probation and Aftercare now renamed Department of Women and Childrens' Welfare, the need for training in sociology and psychological methods is very great. Merely deputing persons to take post graduate courses is not sufficient. Here again the need to relate the learning to the problems and situations which are met with within the State is of utmost importance.

19.20 In the Judicial Department, there is as yet no scheme for training raw recruits to judicial posts particularly the Munsiffs. The necessity and importance thereof having been realised, provision is now made for training of freshly recruited Munsiffs in the Rules for Recruitment recently promulgated. The Chief Justice informs me that the details of the training scheme will be worked out by him and his colleagues on the High Court Bench. I need not therefore make any detailed suggestions in that regard. I would only emphasise one point. judicial officers as presiding officers of courts also function as administrators of those courts and the staff manning them. I think it is important that a scheme of training for Munsiffs and Magistrates should lay stress on the importance of judicial officers fully acquainting themselves with details of administration and the necessity of their conducting themselves as judges even while functioning as administrators and to take administrative decisions with the same detachment and impartiality as is necessary in taking judicial decisions. Material is available in the several subsidiary rules issued by the High Court as well as the Handbook of Administration and Inspection of Subordinate Courts. Practical instruction in that direction may be ensured by requiring recruits to spend specified periods in the administrative sections of different courts including the High Court besides watching judicial proceedings in all the courts. From the point of view of administrative training, it appears to me that even the direct recruits as District Judges should be required to go through a short course of training with emphasis on the practical aspect of it.

19.21 There may be other instances also where improvement is called for but I have listed only a few outstanding positions to focus attention on the great need for organisation of training schemes in this State. A fully organised scheme in my estimate may cost the State about Rs. 5 crores a year which is just about 1% of our total revenues. It would be an investment worth making and the returns would be of immense value to the administration and the public.

19.22 I now come to the second element in efficiency *viz.* the collective spirit of a body of persons working in a department or office. The ultimate ideal is to ensure that every person who joins public service feels that he is joining an organisation meant for serving the public and that in the course of his service he has a personal contribution to make. Hence training in the real sense must extend to the fostering of such an attitude of mind in every entrant into government service. To a raw recruit there is something awful or forbidding about a government office even of a small dimension and he is likely to feel uncomfortable for some time. It will be a very good idea if in each office there is one person specially charged with duty of receiving a new entrant and putting him at ease as quickly and as comfortably as possible. The value of personal communication by the head of a department even to a small man in his department is very often forgotten if not actually ignored. It will go a long way to ensure loyalty and sincerity of purpose on the part of every entrant into government service if a

letter in the nature of a personal communication to him signed by the head of the department welcoming him to the department, briefly describing the traditions of the service which he is joining and the high standard of conduct expected of each of the members joining the service is delivered to him on the day he enters service. A brief pamphlet setting out the history and objectives of the department and the manner of its functioning, a brief organisational chart thereof and a glossary of technical terms normally used in the department may also be handed over to him by the person receiving him at the department. For some days he may not be able to actually pick up any item of work in the department until he is put through the paces by the receiving person or officer mentioned above and by his immediate superiors and colleagues in the section. During the course of these days he may be given every opportunity to get himself acquainted with the instructional manuals of the department, the forms and registers used therein and the dimensions and details of the particular items of work from time to time assigned to him. Instead of keeping a person for long periods in the same section, it will expand his horizon of knowledge and also add to the efficiency of the working of the department if a person is moved from section to section giving him sufficient time in each section to pick up work peculiar to it. In departments which have considerable field work, a well defined programme of moving personnel from headquarters to field and field to headquarters is also of considerable value because first hand knowledge of how records in the office are related to the actual facts of working will ensure better understanding by the headquarters of the position in the field and tone down or eliminate ill-informed criticism which might chill enthusiasm and hamper work in the field.

19.23 What I have called the tradition of a department in the last preceding paragraph is not a mere theoretical concept. Although the department is made up of men, apart from individual sense of prestige and reputation, there is a clearly discernible collective idea of a prestige and reputation of a department. It is common experience to hear that a particular department has a reputation for quick and accurate work whereas another is slow, sluggish or is incapable of doing justice to its work. Public opinion of this character is not an empty matter but a correct judgment or assessment of the type of work turned out in government offices. Just as an individual, however mediocre or common place may be his capacities, does aspire to earn a good name, the collective spirit of the department also has a similar collective desire for a good name. It is in the last analysis the duty and responsibility and the privilege of the head of the department to nurture this spirit by proper distribution of work so as to get the best out of each person under him and a sympathetic yet firm handling of the staff. The head of the department should not be like a God sitting above the clouds with a club in his hand who descends to the earth only when he wishes to use the club against any one. He must consider himself one among the workers of the department and by his example of probity, punctuality and hard work foster the growth of similar qualities in his subordinates. Excessive praise or unduly harsh condemnation are both evils which should be avoided like poison. Uniform courtesy, a simple word of commendation where it is deserved and an occasional enquiry about the welfare and health of the subordinates are pieces of conduct whose immense value has to be seen and experienced by actually following that course of conduct.

19.24 This is about all I need say on the question of efficiency and training for the purpose of efficiency. The rest must be left to be improved upon and developed by study and experience on the part of the senior administrators of the government.

#### WELFARE MEASURES

19.25 *Insurance.*—There are two excellent welfare measures now prevalent in the State *viz.*, compulsory insurance and the family benefit fund. I recommend that both of them may be continued for the benefit of the employees. The



compulsory insurance scheme, however, does not appear to be fully and effectively enforced because even now there appears to be a considerable number of employees who ought to be but are not yet covered by the scheme. I have been informed that steps have been taken to remedy the defect and that for the said purpose some offices of the Insurance Department are contemplated to be opened in mofussil centres. I expect therefore that the scheme in the near future will fully cover all the employees coming within its purview. The only additional suggestion I wish to make is that because average expectancy of life which now stands around 50 is expected to go up in the present decade, and the percentage of deaths in service is only 0.29 the insurable age may be raised from 45 years to 50 years.

19.26 The family benefit fund entails a payment of Rs. 10/- by each employee which is proposed to be collected by deduction from his salary at the time of payment. I think the provision for such contribution is both socially and psychologically good and beneficial because apart from the protective hand of the government in working the scheme, a sense of participation by the employees themselves in what from their point of view may be rightly regarded as a co-operative effort is of value in building up a healthy atmosphere and tradition in services.

19.27 *Leave and Travel*.—Two other schemes in connection with leave which are prevalent are the encashment by surrender of portions of earned leave and leave travel concessions.

19.28 The provision for encashment of leave must in my opinion be so worked as not to defeat the purpose of the provision for earned leave which is intended to provide the employee with a sufficiently long period of rest and recuperation after hard work. If, as is now commonly if not extensively the practice, encashment of leave is permitted in conjunction with refusal of leave, the basic purpose of the system of leave will be defeated. I therefore recommend that encashment should not be permitted in conjunction with refusal of leave. A better system would be the following and I recommend the same: Encashment of leave should be permitted only in cases where an employee goes on earned leave for a minimum period of fifteen days and the period of leave permitted to be encashed may be as much as the leave actually availed of subject to a maximum of one month; the interval between two occasions of such encashment should be at least one year counted from the last day of the leave actually availed of and the commencement of the leave taken on the next succeeding occasion.

19.29 Leave Travel concession is now limited to journeys to an employee's home town. The request by several persons that this limitation in respect of the home town may be removed and the concession may be extended to travel to any place in India appears to be reasonable. Although in majority of cases the concession is likely to be availed of either for journey to the home town itself or for sight seeing within short distances, it would be fair to make provision for at least one long distance journey to places of interest or pilgrimage. Considering all these matters, I recommend that leave Travel Concession may be extended in respect of any place in India subject to the following conditions: The concession will be limited to the employee, his/her spouse, children and step children wholly dependant on him/her; the maximum number of such concessions during the entire period of service should be five and the interval between two successive concessions should be not less than four years; the total distance in respect of which fare may be claimed and paid should not exceed 2,000 Kms. for each occasion provided that in respect of one of them and only once during the period of service the maximum may be raised to 5,000 Kms.

19.30 Two further matters which I would like to touch upon in connection with leave are the simplification of the formula for calculation of leave and encashment of leave at credit at the time of retirement or death in service.

I think the recent modification in the system of procedure for calculation of earned leave by the Central Government may with benefit be copied by the State Government. I recommend therefore that earned leave may be calculated at the rate of 31 days for an even year and 30 days for an odd year and that credits in the leave account may be made to the extent of 7½ days at the end of each quarter of an year and an additional credit of one day at the end of the last quarter of an even year. I also recommend that in respect of earned leave at the credit of the leave account of an employee at the time of retirement, cash payment may be made at the rate of retiring pay as defined in Chapter Eighteen for every 30 days subject to a maximum of 120 days and that in the case of death of an employee while in service a similar amount similarly calculated and subject to the same maximum be paid to the person entitled to receive family pension on his/her death.

19.31 *Loans and Advances on concessional terms.*—Loans or advances are now being granted for such purposes as house construction and repairs, purchase of houses or house sites, purchase of motor cars, motor cycles, scooters or bicycles. I do not have any special idea to suggest in regard to these except only two. There is a complaint that the budget allotment for these advances or the bulk of it is utilised for advances made within the city of Bangalore and that those working in the mofussil are scarcely able to secure the benefit. The suggestion that the allotment may be divided district-wise so that there is an equitable distribution of the benefit appears to me to be just and fair and I recommend the same for acceptance by the Government. The concessional rate of interest may be retained at or around 6% and any enhancement thereof either in respect of the whole loan or on a sliding scale related to slabs need not be made.

19.32 *Other matters.*—Several other activities like assisting in the formation of Co-operative Societies, subsidising cultural activities, sports etc., are matters on which no particular suggestion is either necessary or called for from me. These matters must be left to sympathetic consideration by the government depending upon situations and occasions.

19.33 The teachers have claimed that a concession of free education of their children not only at high school level but also at college or university level should be extended to them. I do not think the claim is reasonable. Educational assistance is an obligation which government owes not merely to its servants but to the entire public. To accept the suggestion and to virtually convert government servants into a privileged class in respect of a matter which is an absolute necessity of civilised living by the entire population appears to me to be out of character with the ideas of social justice. Though it may be slightly beyond the purview of a Pay Commission to say that, I venture to suggest that in addition to free education up to high school which is now available to all classes of citizens, the level of parents' income for eligibility to receive freeships or merit-cum-means scholarships for higher education may be raised to Rs. 10,000 if not Rs. 12,000 per year in the case of all citizens, which would of course include government servants who are also citizens.

19.34 Regarding the provision of residential quarters for government servants, the problem is a large one and financial implications are extensive. A phased programme, however, based on certain priorities may be undertaken. In the case of judicial officers or other superior officers who it is not desirable should be beholden to any private house owner may be provided with quarters subject to deductions from G.P.A. as already indicated in Chapter Seventeen and for the said purpose the government may examine the desirability of an organisation like the Housing Board putting up such buildings on a scheme of long term purchase by the government involving only annual instalments by way of payment which will be milder in its impact on public finances and will result in the acquisition of valuable assets by the government. Such quarters when put up may be placed in charge of different departments for allotment to officers of such departments

by the departmental heads themselves instead of concentrating the responsibility for allocation in one officer at the districts in respect of all the departments. The desirability of putting up hostels at which officers in transit or coming to a place on transfer awaiting allotment of quarters or searching for residential houses may be permitted to stay at concessional rent for short periods not exceeding 2 or 3 months may be examined. This is an activity which the Employees' Association may also undertake either on its own finances or with a small subsidy from the government.

19.35 Finally I will say a few words about the mode of according recognition to good work. I must confess that I find some difficulty in accepting the proposition that a public servant stands in need of what is commonly called incentive to perform good work in his position when the elementary obligation of every public servant is that he should put forth his best. It is stated, however, that human nature being what it is, some incentive by way of an award or a reward is almost a natural thing to expect. Assuming that this weakness in human nature may be recognised as existing, a cash award to government servants paid by the government appears to me to be as out of place as a similar award coming from a member of the public. This may appear to be puritanical but if one looks at the matter on principle, there is no escape from the real ethical content of the matter. I would rather prefer the grant of commendatory certificates with a citation in the case of outstanding work on such occasions as Rajyothsava.

## Chapter Twenty

### LOCAL BODIES AND AIDED INSTITUTIONS

20.1 There are five categories of local bodies, viz., (1) Corporations of Bangalore, Mysore and Hubli-Dharwar, (2) City Municipalities, (3) Town Municipalities, (4) Taluk Development Boards and (5) Village Panchayats. The usual policy of the government with respect to the pay scales of the staff of these bodies has been to prescribe a certain minimum and a maximum of the scale to be applied to each of the categories of staff. But the prescription has been of such a nature as to permit of the application of the pay scales normally applied to government servants of comparable category. It appears to me that because these bodies really represent local government and exercise governmental functions of a particular description in respect of defined local areas, it is proper and necessary to maintain parity of pay scales between regular government servants and employees of these bodies.

20.2 The top administrative positions which in effect represent the arm of the controlling government are now included in a branch or class of State service called Karnataka Municipal Administrative Service (*vide* Section 365 of the Karnataka Municipalities Act, 1964). To meet the salaries, allowances, pensions, provident fund, gratuity and other expenses in connection with the said service, provision is made under Section 367 of the Act for the constitution by the government of a fund called the Municipal Administration Establishment Fund, to which contributions have to be made by the different local authorities of a percentage of their revenues in the manner to be prescribed by the government. The principal categories of officers in this class of service are: Municipal Commissioners of two grades and Chief Officers of four grades. Municipal Commissioners are normally appointed in respect of local authorities with a normal income of Rs. 15 lakhs or above. Municipal Commissioners of the second grade and the Chief Officers of the first grade are appointed for local authorities whose normal income is between Rs. 10 and 15 lakhs; the latter may also be appointed to local authorities whose normal income is between Rs. 5 and 10 lakhs. Chief Officers of the second grade are appointed to local authorities whose normal income is between Rs. 2½ and 5 lakhs, those of the third

grade to local authorities whose normal income is between 1 and 2½ lakhs and those of the fourth grade to local authorities whose normal income is one lakh or less. From the point of view of weight of work and responsibility for determining which one of the yardsticks adopted by the government in these cases is the revenue income of the local authorities. It appears to me that the general pattern so evolved may be taken as proper subject to the modification that the Chief Officers of the third and the fourth grade may be regarded as of the same level. I allocate the following Grades and scales to these officers :— Municipal Commissioner of first grade—Grade XIII GS. 13; Municipal Commissioner of second grade—Grade XI—GS. 11; Chief Officer of first grade—Grade X—GS. 10; Chief Officer of the second grade—Grade VIII—GS. 8; Chief Officers of third and fourth grade—Grade VI—GS. 6.

20.3 Of the rest of the staff the bulk is represented by the staff in health services and the staff in educational institutions maintained by the local authorities. In respect of the former government makes a grant of half the salary of the Medical Officer and 1/3 of the salary of the rest of the health staff. In respect of the latter, government makes a cent per cent grant in respect of the salary of teaching staff. In addition the government makes 50% or 60% of the cost of granting Dearness Allowance to all the staff.

20.4 As already stated, my opinion is that the staff of local authorities also must be placed on the same scales as those recommended by me in respect of comparable categories of government staff. From the point of view of financial burden, it appears to me that Corporations and larger municipalities would be in a position to bear the same with the assistance of such grant-in-aid as the government may make as aforesaid. Smaller municipalities may experience some difficulty but the mitigating circumstances are that the strength of the purely ministerial or subordinate staff not covered by the grants is likely to be small. I also suggest that the government may consider the advisability of relating the percentage grant that they make in respect of payment of dearness allowance to the additional expenditure consequent upon the adoption of the pay scales as recommended by me.

20.5 So far as the grading of the staff for the purpose of implementing the new pay structure is concerned, there is such close similarity between the pattern of staff of the local bodies and the structure of the State services that in the case of bulk of them of the order of 90-95% there should be no difficulty whatever in identifying the equations and placing the staff in appropriate grades. In a few cases where deeper investigation may be necessary, the job description form set out in Annexe XVII may be got filled by such staff before taking a final decision. I suggest that this work may be got done by a small committee in the Municipal Administration Section at the Secretariat.

20.6 My recommendations in regard to Taluk Board staff is also the same and a similar procedure may be adopted in their case also. It may be noticed that bulk of their extension work is attended to by Extension Officers in government service and what little staff they have will be of the ministerial or subordinate levels.

20.7 Regarding Village Panchayats, the Village Accountant functions as the *Ex-officio* Secretary in respect of smaller panchayats, whose salary is borne by the government and has already been settled by me. In the case of the other staff of such panchayats and the entire staff including the Secretary of larger panchayats, I recommend that government may suggest the minimum and maximum for their remuneration, consistent with their resources without obliging them necessarily to adopt the scales recommended for State Services.

20.8 Aided Institutions are largely teaching institutions like Schools and Colleges and at village or taluk level, a medical institution like a Primary Health Centre, Dispensary etc. In the teaching institutions, the main stream is the teaching staff. Other staff is either ministerial or subordinate. The staff of the

medical institutions is of a common pattern. In respect of all of them after a detailed consideration of the position I have already indicated the Grades and the pay scales. I recommend that the same may be applied to them.

20.9 The Triple Benefit Scheme applicable to the school teachers which has been in force for some time may be continued. I understand that steps are being taken if not already implemented to extend the scheme to college level teachers also. The scheme being one of considerable value to teachers, it will, of course, be continued.

20.10 The only matter which requires mention is the counting of service of teachers in aided teaching institutions whether schools or colleges for purposes of pay fixation as well as pension. In respect of Secondary Schools, there is a provision made in Rule 59 of the Grant-in-aid Code which reads as follows :

“ Transfer of teachers from One Aided Institution to another Aided Institution :  
When teachers already in employment in one Aided Institution are transferred to some other Aided Institution under the same Management, their previous service may be taken into consideration and their salary that was admitted for grant in the previous Institution may also be given to the teachers. When Teachers of one Aided Institution are transferred to another Aided Institution under different Managements, in the State or outside, their previous service may be taken into consideration and the salary admitted in the previous institution may also be given provided, previous permission of the Director is obtained. The Director shall give such permission after examining the certificates, as regards the service and the salary paid in the previous institution, issued by the Inspecting Officers of the District or Division concerned. ”

There is a similar parallel provision in respect of Primary Schools.

20.11 College teachers have requested me to suggest that the lack of such a provision in their case may be made good by the government promulgating a similar rule in their case also. I recommend that steps may be taken in that regard.

20.12 Some of the teachers who appeared before me stated that much delay is caused by the interpretation of Rule 59 as requiring some sanction or permission by the Director in the case of Secondary Schools and the Deputy Director in the case of Primary Schools. But as I read the rule it does not seem to require or entitle the Director or the Deputy Director as the case may be to decide whether in any case sanction should be accorded or not. Once the fact of service in an aided institution is ascertained to be true, the rule obliges the Director or Deputy Director to grant the sanction. Hence the operation of the rule is only intended for clarification or certification of the fact of a teacher having worked for a certain length of time in a certain institution.

20.13 Another aspect in this matter which occurs to me is that the procedure in this regard is capable of being greatly simplified. The salary of teachers is now paid directly by the department itself. The paying officer is generally the Deputy Director of Public Instruction at district level for the Secondary Schools and the Assistant Education Officer for Primary Schools. Salary bills are prepared by the institutions or schools and sent to the district office whereupon the necessary amount is credited to the bank accounts of various teachers. The department generally countersigns these salary bills whereupon they are honoured by the Treasury. My suggestion is that when a teacher leaves one institution, the management of the institution may be required to issue to him a Last Pay Certificate as done in the case of government servants together with a service certificate giving the dates of entry into service and of ceasing from service, the designation of the post held and the nature of work done by him, and that both may be countersigned by the Deputy Director or the Assistant Education Officer as the case may be and handed over to the teacher concerned to be honoured by the next institution whose service he may enter.

20.14 A similar procedure may also be adopted *mutatis mutandis* in the case of colleges.

20.15 Regarding counting service for pension, the matter has already been clarified by a Corrigendum issued by the government in May 1974 and published in the official Gazette, dated 9th May 1974, which for facility of reference I copy in entirety below :

**“Education and Youth Services Secretariat”**

*Corrigendum*

Grant of *ad hoc* pension to the aided school employees who have retired from 1st November, 1956 to 31st March 1963.

**GOVERNMENT ORDER No. ED 19 SBS 73**

Please substitute the following for sub para (ii) *i.e.* condition Number (ii) in para 3 of the Government Order No. FD 48 SBS 70, dated 15th July 1971.

“(ii) They should have put in not less than ten years aggregate service in any one of the aided institutions or in more than one of the aided institutions.”

2. This issues with the concurrence of Finance Department *vide* their U.O. No. FD (Spl.)170/74, dated 21st January 1974.”

The operation of the same will be further facilitated by the issue of service certificates as suggested by me in the last preceding paragraph.

**Chapter Twenty-one**

**FINANCIAL IMPLICATIONS OF THE PROPOSALS**

21.1 The salient features of this question which require consideration or elucidation are normally an estimated calculation of the additional expenditure likely to be incurred by the revision of pay scales and allowances, the reasonableness of the percentage or portion of the total revenues and receipts of the State which would be absorbed by such expenditure, the relative pace of growth year by year of such expenditure and such total of revenue and receipts and the desirability of eliminating diminution of resources available for developmental activities to the extent it is avoidable consistent with considerations of social imperatives and equities implicit in maintaining reasonably contented staff of necessary strength.

21.2 The routine or normally accepted method of assessing the financial implications consequent upon a revision of pay scales is to work out the difference of expenditure calculated at the mid points or the mean points of the existing scales and the revised scales. Such a calculation is possible only when the revision is of such a character as to be capable of being given effect to by the substitution of a single existing scale by a single revised scale. Such a position need not always be available. Especially in the present revision following upon a fresh valuation of work in different posts in government service and a grading of such posts, the inevitable result already noticed is that it is not possible always to point out an absolute correspondence between one existing scale and one new scale. But the procedure for fitment into new scales evolved by me is such that whichever may be the new General Scale into which a person gets fitted, the particular stage which he will occupy in the new General Scale would be the same namely, the adjusted basic pay corresponding to the basic pay which he was drawing in the existing scale applicable to him as on the 1st day of January 1975. Hence, the following method was adopted for calculating the financial implications of the proposals.

21.3 With respect to each of the existing scales, the mid point or the mean stage thereof was taken as the average pay drawn by all the persons on that scale and the total expenditure by way of pay of persons on that scale was arrived at by multiplying the said mean by the total number of persons drawing salary on that scale. To this was added the additional amounts paid by way of Dearness Allowance and Additional Dearness Allowance. Correspondingly, the

expenditure by way of payment of basic pay on the new scale was calculated by multiplying the adjusted basic corresponding to the mean stage of the existing scale by the total number of employees in the existing scale. Thereafter, the G.P.A. becoming payable in connection with the adjusted basic was separately calculated.

21.4 On this calculation, the figures arrived at were the following : The total expenditure on average pay in all the existing scales together with Dearness Allowance and Additional Dearness Allowance came to Rs. 168.06 crores. Additional payment by way of payment of basic pay on the new scales (i.e. the excess of adjusted basic over the present basic) came to Rs. 16.30 crores and the G.P.A. Rs. 36.87 crores. Hence the total additional expenditure would be Rs. 53.17 crores.

21.5 It is seen, however, that though on the calculation made as above the present level of expenditure arrived at is Rs. 168.06 crores, according to the budget estimates for 1975-76 the said expenditure was Rs. 144.79 crores. Obviously, the calculation on the basis of mean points of the scales inevitably leads to an exaggerated figure for the reason that the distribution of age groups can never be such as to approximate to such an average. Necessarily therefore, we have to make a reasonable abatement in the figure for the present level of expenditure arrived at by us. Proceeding on the proportion suggested between our calculated figure and the budget estimates, the reasonable abatement from the total of Rs. 53.17 crores would be Rs. 7.43 crores. On such abatement the total additional expenditure comes to Rs. 45.74 crores or Rs. 46 crores in round figures.

21.6 There are certain further deductions to be made from the said figure for arriving at the actual net impact. Firstly under the proposals in this report, special pay and allowances of every kind gets abolished and allowances like house rent allowance, city compensatory allowance and rural allowance or other local allowances as well as the amount spent by way of medical reimbursement get merged in the G.P.A. On this account, on a calculation made at the Secretariat of the Pay Commission, a total deduction of Rs. 5 crores has to be made. The next deduction is the contribution to be made by each employee at the rate of Rs. 10/- per month in respect of the Government Employees' Family Benefit Fund; that accounts for Rs. 4.32 crores or Rs. 4 Crores in round figures. There is then the scheme of compulsory insurance prevalent in the State, the premia collected for which is 10% of the average basic pay. On account of the enlargement of the basic pay under the proposals, the receipts on account of premium necessarily get enhanced. Although on a calculation made for the purpose, the additional premia receipts are likely to be of the order of Rs. 10 crores, considering the possibility of some of the employees being outside the purview of the scheme and inadequate enforcement of the scheme, I would reduce the estimate to Rs. 6 crores, which, in my opinion, is quite reasonable in the circumstances. Hence the overall deductions to be made on account of the factors related in this paragraph is Rs. 15 crores.

21.7 The net addition, therefore, on account of pay and G.P.A. is Rs. 31 crores. The additional expenditure consequent upon the enhancement of rates of pension is Rs. 1.87 crores on account of pensions and Rs. 0.07 crores on account of family pensions making a total of nearly Rs. 2 crores. On account of miscellaneous items like special purpose allowances, the amenities like encashment of leave, leave travel concession etc., (of which, of course, only a very rough estimate is possible) another Rs. 2 crores may be added.

21.8 Hence a reasonable estimate of the overall or total impact of the proposals is an addition of Rs. 35 crores to expenditure.

21.9 Now, on the norms and principles ordinarily followed and applied in constructing the pay scales, the economic value of work which is the correct description of salary has necessarily to be related to the purchasing power of the

currency at the time or on the date with reference to which the pay scales are constructed, subject to the overall consideration that the employee of the lowest grade secures at least what is commonly called a subsistence wage moving up to a minimum wage. If the scales are pegged to a particular date and the object of a revision as so formulated is sought to be achieved by making further *ad hoc* payments by way of or in the nature of dearness allowance, the result sought to be achieved thereby is not different from or cannot be different from achieving some reasonable relationship between salary and the purchasing power of the currency. In the absence of the rationalised pay structure recommended in this report, such would have been the alternative before the State Government. The government, therefore, acting upon or in the light of social imperatives and the equities suggested by the economic conditions would have to decide upon meeting the situation by payments in the nature of dearness allowance. In such an event, there could be little doubt that a pattern approximating to what is commonly called the Central Government Dearness Allowance formula would have been followed. Taking into account only the government servants, such payments would have cost the exchequer Rs. 16.48 crores at 12 monthly average index figure of 296 points, an additional Rs. 7.90 crores at the average figure of 312 points and an additional Rs. 3.98 crores at the average figure of 320 points making a total of Rs. 28.36 crores.

21.10 It will be seen therefore that the additional expenditure consequent upon giving effect to the scheme of rationalised pay scales propounded in this report is not far above the additional expenditure which would have been otherwise inevitable in the circumstances. The same result achieved by the said rationalisation of the pay structure has the additional advantage in at least two particulars. Firstly, it removes the existing disparities and differences generally complained of by government servants and evolves a pattern of horizontal equations which in addition to removing the said dissatisfaction will not only simplify salary administration but also impart a stability to the structure of services in the State. Secondly, because the pay scales together with G.P.A. are so constructed as to represent the real economic value of the work and the rate and ranges of increments are such as will along with G.P.A. absorb all reasonable increases in price levels consistent with our objectives of planning, the formula for payment of Dearness Allowance after placing the employees on the rationalised scales could be so constructed as to avoid all unexpected shocks or surprises to the public finances and be capable of being worked out on clearly foreseeable commitments.

21.11 The increments as I have already stated work out to a gross increase of 4-6 per cent or averaging 5% annually. As against the same there is the normal retirement ratio a round 5% of the total strength of the staff which will reduce the expenditure from the level of salaries to the level of pensions. Hence, the overall increase per year may not be beyond the range of 3-4 per cent of the expenditure on establishment. As against that there is the expected buoyancy in revenues and other receipts of the State. The Sixth Finance Commission has worked out forecasts for the buoyancy of the revenues of this State for 1974-79. The estimates and actuals for the years 1972-73, 1973-74, 1974-75 and 1975-76 justify the said estimate by actually exceeding the same. According to the budget estimates for the year 1975-76 total receipts were :

(1) State taxes	...	Rs. 208.05 crores
(2) State's share of central taxes	...	Rs. 72.18 ..
(3) Grant-in-aid from the centre	...	Rs. 32.61 ..
(4) Other receipts	...	Rs. 128.31 ..
		<hr/>
Total	...	Rs. 441.15 ..
		<hr/>

The net increase in establishment expenditure as already stated above is estimated at Rs. 35 crores for a whole year. The last budgetted estimate of Rs. 145



crores is the gross figure before deducting the receipts on account of family benefit fund and compulsory insurance premia. It may therefore be reasonable to state that the actual net expenditure on account of establishment will be and may reasonably be expected to continue to be in the region of 30-33% of the total receipts.

21.12 Coming now to the topic of eliminating avoidable diminution of resources available for developmental activities, the first question which necessarily arises is whether the expenditure on establishment estimated as above can at all be regarded as to any extent avoidable. From one point of view, it may be said that it is quite unavoidable. Another point of view would be to assess the priorities. Ideas or opinions about priorities may and very often do vary from time to time. But the absolute priority amounting to actual necessity of maintaining a reasonably contented staff in sufficient number cannot at any time change or be varied. All special schemes of development are necessarily matters which are considerably beyond the scope of what may be called normal maintenance expenditure. A necessary concomitant of taking up such schemes is the inevitability of mobilising resources not yet tapped. Apart from the scheme of assistance extended by the Central Government for developmental purposes, there is according to economists and expert financiers a clear possibility of tapping such additional resources in the sector of agricultural taxation, irrigation rates, exploitation of forest wealth, increasing fees for certain services and efficient profitable working of public sector undertakings. Recent events have also disclosed the magnitude of resources available even in the existing tax structure by taking vigorous steps for collection of outstanding dues and arrears, preventing evasion of taxation and eliminating inefficiency and unhealthy trends in the administration.

21.13 Another matter which should now be dealt with flows from the well accepted proposition that the public who contribute to the administration by paying taxes are entitled to not only the efficient functioning and discipline on the part of public servants but also financial discipline on the part of the administration. The former depends upon training, better organisation and handling of staff already discussed in Chapter Nineteen and the latter in observing discipline and circumspection in maintaining only so much staff as is consistent with efficiency sufficient for the work and eliminating all occasions of unnecessary proliferation of staff. There is already considerable scope for effecting economy in strength and a fairly appreciable surplus of staff in different departments. On a rough estimate made on the strength of figures furnished by the department in answer to the questionnaire issued to the departmental heads, it is seen that as many as 9946 posts, have remained vacant for more than one year. The bulk of this number is covered by the first six of the existing scales which account for more than 80% of the vacant posts. Although the departmental representatives in the course of the discussions pleaded that this was due to delays in administration or recruitment etc., and restrictions imposed on recruitment recently and tried to make out that the filling up of these posts was necessary for the working of the departments, it is a little difficult to reconcile this claim with the claim made while pleading for higher scales that the departments are working efficiently and the staff has contributed greatly to the reaching of targets etc., set for their work. The overall impression that I gather is that at any rate in the lower levels there is considerable scope for economy and that reducing the strength of those levels by large percentages will not, to any extent, hamper the efficient working of the departments. In all probability, a smaller better paid staff, suitably trained and properly handled is far more likely to help in more efficient working of the departments than a large proliferated, uncontrolled and untrained staff most of it not knowing what is expected of them... I have also noticed specially in connection with plan schemes or special projects for which special assistance or grants are available from the centre or international organisation, recruitment of staff is made without examining the question whether the existing trained staff

cannot itself be deployed for working those schemes or projects. It may be noticed that although in the first instance or for the period of the assistance the additional staff recruited may be paid for from out of the assistance received, at the end of the period, the staff necessarily becomes an unnecessary additional commitment on the finances of the State itself. For almost every type of work, we have in the State qualified men in different departments, professional, technical or administrative. I, therefore, strongly recommend that the State Government may appoint a high level committee to locate surplus staff in different departments and screen all proposals for special staff in connection with new plan schemes or projects and permit recruitment only when existing personnel drawn from different departments is inadequate. The question whether recruitment may not be stopped or suspended for a period of 1-3 years in certain of the cadres may be seriously examined and steps taken to see that all departments and offices are properly and adequately staffed by moving surplus from one department to another which is understaffed and stopping recruitment and reducing cadre strength wherever necessary.

21.14 The discussion in this chapter so far is limited to State Services. So far as the assignments of portions or items of revenue and grants-in-aid to local bodies and aided institutions are concerned, they are not normally regarded as forming part of the expenditure on establishment but expenditure on account of development or welfare activities obligatory on the part of the State. But as the bulk of the same is utilised for payment of salaries to staff of local bodies and aided institutions and a reference to them is also necessary to complete the idea of the total financial implications of the proposals made in this report, I shall mention the figures in that regard also. They have been calculated by following the same procedure as followed in the case of State Services. The total additional expenditure on account of basic pay comes to Rs. 4.73 crores and the total additional expenditure on account of G. P. A. thereon comes to Rs. 11.35 crores making a total of Rs. 16.08 crores for a whole year. The factors which go in abatement of the same are the following. The estimated number of employees furnished to the Sixth Finance Commission was about 72,000. In the absence of full and accurate information, I have for the purpose of my calculation taken the figure at 80,500 which is the estimate now adopted by the government while calculating the cost of granting dearness allowance to this category of staff. Secondly, as in the case of State Services so in the case of staff of these bodies or institutions, calculation of expenditure on pay based on the mean point of the scales involves an element of exaggeration. Thirdly, grant-in-aid in respect of salaries of staff is cent per cent in the case of some institutions based upon a prescribed or stipulated teacher-student ratio and only 80-85% in the case of certain other institutions. Taking all these factors into consideration, an overall abatement of Rs. 4 crores may be made. The additional expenditure on account of enhanced pension is marginal. So, Rs. 12 crores per year is a reasonable estimate of the additional expenditure consequent upon the implementation of this report. As against this, the cost of making *ad hoc* payments in the nature of Dearness Allowance to this category of staff as at 12 monthly average figures of 320 comes to Rs. 6.5 crores.

## Chapter Twenty-two

### GENERAL OBSERVATIONS AND SUGGESTIONS

22.1 As I have dealt with all matters in fair detail in the foregoing chapters, there is indeed very little else to say by way of general observations. I shall relate briefly in this chapter a few observations which had to be postponed to this stage either because they depend upon a full conspectus of the entire structure discussed so far or because their insertion in one or other of the previous chapters would have interrupted the line of discussion.

### *Scheme of Gradation :*

22.2 On the principal scheme of job valuation and gradation of posts followed by me I wish to say that though the approach is new, there is nothing novel in the scheme itself. The actual or substantial result stated in the previous chapters is really the result of a process of identifying the outstanding features of the existing pattern and presenting them in a definite shape within defined frontiers, eliminating only deviations or departures from the real characteristics of the existing pattern. The yardsticks of qualifications and the levels of responsibility are not new but collected from the existing pattern. What is sought to be achieved is to impart a definiteness to all that is good in the existing scheme and to bid good bye to whatever may be out of alignment or opposed to the logic of the situation. It is my expectation that what is good and beneficial in the existing system must be retained and observed and followed as a permanent basis for a strong and efficient structure of the services in the State. To achieve the said object, all new posts created in future should be fitted into one or the other of the 15 Grades and allocated the pay scale appropriate to them. It is with this end in view that I have throughout this Report made an attempt to formulate principles, devise appropriate procedures and explain every important step taken by me in building up the structure. The statement of the principles in Chapters Two to Six, the description of the Grades in Chapter Seven and the departmentwise cadrewise discussion in Chapter Twelve do, I believe, give a complete picture of the scheme and a study of the same would provide any intelligent administrator with sufficient instruction to evaluate and allocate to appropriate Grade any new post hereafter created. One matter of which special mention should be made in this connection is that the practice sometimes followed of creating new posts without first deciding the nature of weight of the work expected in it and the qualifications which would be necessary to acquire the competence to perform such work but merely indicating that the post may be not below or not above the rank of some existing post will have the effect of defeating the above object or at any rate making its achievement extremely difficult. I would therefore lay special emphasis on the desirability and necessity of first deciding upon the grade requisite for a post before sanctioning the creation of such a post.

22.3 With its source in the basic principles with which we started and with the configuration of its features determined by the stream of logic flowing therefrom, the pattern which as ultimately emerged is, it will be readily recognised, an integrated scheme, every material feature of which is closely related to every other with links of logic and mutual relationship. It follows therefore that any displacement or disfigurement of any one of the details may lead to distortions and may even defeat one or more of its purposes, more important among which are the elimination to the utmost extent possible of irritants like disparities and disproportions and the fostering of a measure of satisfaction, a sense of equal participation and unity of purpose in service personnel. Incidentally, it facilitates mobility of staff as between headquarters and field or from one department to another department and the smooth working of programmes or projects in which two or more departments may have to work together. It may also help the implementation of any policy decision to do away with the present mode of categorisation of services either as Class I to IV or as gazetted and non-gazetted, which has of late come in for much adverse criticism.

### *Pay Structure and option :*

22.4 The pay structure, the rules as to fitment and the scheme of allowances evolved and recommended in this Report are such that every one of the employees stands to receive thereunder a fairly substantial monetary benefit. The fact that the benefit accruing to those in some posts may be smaller than the benefit accruing to those in other posts actually indicates that the existing pay and emoluments of persons in the first named posts were nearer what was legitimately the level of remuneration for those posts whereas the existing emoluments attaching to the second mentioned posts were much below the legitimate remuneration for them. Apart from the said benefit, there is the

additional benefit of a higher percentage for calculation of pension in respect of enhanced basic pay which is of more permanent value. In this view, it appears doubtful whether any one would choose to retain the existing pay scale and emoluments rather than take the benefit of the new structure. However, the Government if so advised may, as is commonly done, give the employees an option to choose between the old and new scales. I would, however, emphasise that the option must be limited to retaining the existing pay scale and allowances with the accepted liberty to the Government to vary the allowances and no promise of a grant of dearness allowance otherwise than in accordance with the formula recommended in Chapter Sixteen and should not extend to the liberty of choosing the date on which an employee would prefer to come on the new scales. Further, the operation of the option would naturally come to an end when a person who has made a choice in favour of the existing scale gets promoted to a higher post. At the promotional stage, he can only get into the new scale applicable to the promotional position and not oblige the government to embark upon an investigation as to what the promotional scale would have been had the new pay structure not been brought into force.

#### *Recruitment Rules :*

22.5 The importance of being clear and definite about qualifications for the purpose of working the scheme of gradation need not be specially emphasised by me. As mentioned more than once in the previous chapters, qualifications are a very important contributing factor in deciding the Grade into which a post should be fitted. I therefore suggest that great care should hereafter be taken to see that qualifications appropriate to the nature of the work in a post and the level of competence considered necessary for it are prescribed in clear unambiguous terms. I make special mention of this matter because there are instances as already mentioned in appropriate places, where alternative qualifications are prescribed which represent two different distinct levels of competence and are not of substantially of the same level of competence. This leads to considerable difficulties. Care may therefore be taken to see that wherever alternative qualifications are prescribed, such qualifications are substantially of the same nature or represent the same level of competence. In some places qualifications which do not exist are prescribed, as for example a diploma in carpentry. In some other rules, in conjunction with a technical qualification, a level of general education is prescribed which is higher than what is necessary for admission into the said technical course which very often leads to an incongruity, or unnecessary complication. In certain other rules, experience is prescribed in terms which are either vague or equivocal and difficult of actual application. I therefore suggest that wherever experience is considered necessary and is prescribed, the same should be described in clear specific understandable terms. In the Fire Force, one of the prescription is actual experience of working in a Fire Force. There are very few Fire Forces in the country and the prescription virtually reduces a person to acquire experience in the Fire Force working in this State which could only be either by way of joining the training course or by way of some position as that of an apprentice. This is a matter for consideration by government. One suggestion I would make is that the resources of the Training Section of the Fire Force and the Combined Training Centre for Home Guards and Civil Defence may be pooled together to run a course of instruction and training followed by the grant of a certificate prescribing a certain minimum general educational standard of about middle school level for lower cadres and a higher certificate course for science graduates in respect of higher cadres in the Fire Force.

22.6 Another matter worthy of consideration in respect of the recruitment rules is that in the place of the present system of different departments of the secretariat dealing with the recruitment rules relating to the departments under their control, it is better and clearly advisable to centralise the finalisation of recruitment rules at one point in the Secretariat. I suggest that the work may be assigned to a separate cell the staff to which is contributed by the General

Administration Department, the Law Department and if necessary the Finance Department. In the process of finalisation of the rules of any particular department, much correspondence and discussion will be reduced if the head of the department or a fully instructed representative of the department is required to sit with the cell at the time of finalisation. This system will eliminate glaring disparities and assist in the formulation and implementation of uniform policies regarding the prescription of qualifications, conditions for promotion and the stipulation of percentages for lateral entry by way of direct recruitment at higher levels in the services on a rational basis consistent with efficiency in working and the relative strength of cadres.

22.7 The implementation of this Report will entail in its wake fairly extensive amendments to the recruitment rules of different departments. For a satisfactory completion of this work, I suggest that the same may be referred to the cell mentioned above or to a committee of senior officials specially appointed for the purpose and the procedure may be on the lines suggested above. As I have indicated at different places in Chapter Twelve, there are several posts which are not yet covered by any recruitment rules. In grading those posts and allocating scales to them I have placed reliance upon the information furnished by the departmental authorities about the qualifications they consider necessary for those posts, qualifications possessed by the present incumbents and the nature of the work appertaining to them. Though it will be obvious therefrom, I wish to make a clear recommendation that while supplying the deficiency of the absence of rules in that regard by framing fresh rules, care may be taken to prescribe qualifications appropriate to or falling within the range of qualifications listed by me as appropriate to the Grade respectively assigned to such posts.

#### *Training Syllabi :*

22.8 At one time I had an idea of preparing and setting out in one of the annexes to this Report a few model syllabi for training. With this end in view, I not only collected as much information as possible about the training courses now prevalent in the different departments of the government and also requested the heads of departments or senior officers of different departments to prepare and send me whatever they considered to be a reasonably good syllabus for any particular training courses which they considered appropriate for their department. On a study of all these material, however, I found that any syllabus that I may construct may not rightly be regarded as a model because mere theoretical perfection will not serve the purpose, the real necessity being the actual utilisation of departmental experience for constructing the syllabus which will impart training directly oriented to the work and objectives of the department. I therefore thought that the matter must be left to the government to get the syllabi prepared by the different departments on the lines suggested by me with such improvements as they may be in a position to suggest. The material collected by me which is tabulated and placed in classified files may be consulted for the purpose and each department may prepare its own training manuals.

#### *Office Manuals and Job Charts :*

22.9 Very few departments have full fledged office manuals. Such manuals as do exist have not been fully or completely brought up to date. The importance of office manuals is well known to administrators. I therefore suggest that an attempt should now be made to see that every department constructs a departmental manual containing not merely a history and objectives and organisation of the department but also detailed instructions regarding the nature of work to be carried out at different levels and in different posts, the distribution of supervisory functions and the exercise of administrative control with either chapters or appendices giving information about the statutes and regulations governing the work of the department, forms and registers used therein and a glossary of technical terms. The information collected for the purpose of job valuation, job charts furnished by the departments in reply to the

questionnaire and the job description forms got entered by different cadres may all be of some use in preparing at least parts of the office manuals.

*Residuary :*

22.10 It must be obvious from the principles and procedure relating to grading discussed in all aspects in the different chapters that every Grade is related to a certain range of qualifications and the General Scale relative to it is related to a certain point of average consistent with fair play to all persons coming within that Grade. One of the consequences of this, which though obvious I consider desirable to state specifically, is that recruitment of a person with a qualification above the range or above the qualification within the range prescribed for any post coming within that Grade at a point in the scale higher than its commencement would be inappropriate and should not be done. If as already recommended, special and particular attention is paid to the prescription of qualifications for all posts, whenever a post is considered to be of such a level as to require a specified higher qualification the post will naturally go into the higher Grade relatable to the higher qualification.

22.11 There is only one more matter which I would like to mention. Every attempt has been made to secure a complete list of cadres and posts in different departments and to deal with them in Chapter Twelve for purposes of allocating scales to them. A vigilant attempt has also been made to keep track of orders made by the government after the constitution of this Commission creating new posts or upgrading or downgrading some posts and the information so collected has been utilised in Chapter Twelve. Nevertheless, it is not impossible that some post or cadre somewhere might have escaped my attention. In such an event, my recommendation is that the government may on the principles fully elaborated in this Report assess the level of the same and place it in the Grade and General Scale appropriate to it.

**Chapter Twenty-three**

**ACKNOWLEDGMENTS**

23.1 What now remains is to render my thanks to all those who have helped me to complete this work.

23.2 I thank the government for providing me with good office accommodation with a quiet undisturbed atmosphere without much delay after the constitution of the Commission, and providing me with excellent staff. My first vote of thanks is naturally to the staff. Under the leadership of the Secretary Sri T.S. Narayan Rao and his deputies Sri. A.V. Mirza, Sri G.S. Kanekal and Sri G.H. Shankara Rao, the work at the Secretariat of the Pay Commission has been so distributed that the course of events in one section did not hold up or hamper the work of another section and even the inevitable delays or time lags in the matter of collecting information from the various departments of the government did not operate to add any avoidable delay to the actual time for the completion of the work. Special mention must be made of the section dealing with job valuation and gradation of posts presided over by Sri G.S. Kanekal and the section dealing with economic surveys and statistical studies presided over by Sri G.H. Shankara Rao. The classified information and statistical data available with the Pay Research Cell of the Secretariat which was made over to me for the work of the Commission has also been of considerable value to me. Every one of the members of the staff has worked hard and for long hours, with the result that effective functioning of the Commission which may be regarded as having commenced in or about January 1975 continued smoothly and without interruption and the entire work could be completed within a period of no more than 14 or 15 months. To all of them I render my sincere thanks.

23.3 Heads of Departments were good enough to appoint at my request Liaison Officers in their respective departments charged with the duty of furnishing all information to me and assisting me in every detail pertaining to the staff of their departments. Such liaison officers have extended full co-operation and rendered considerable assistance to me. In certain instances, Heads of Departments or some one or other of the senior officers of the department have willingly come over to my office to discuss particular problems and given me whatever assistance I stood in need of. I thank all of them.

23.4 In the course of the discussions they had with me, the Heads of Departments and their aides and assistants have been good enough to furnish me with information classified and tabulated in the way requested by me and also to amplify it by personal discussions. Secretaries to Government participated in discussions relating to departments under their respective control, and offered valuable comments. I am grateful to them.

23.5 Learned and experienced gentlemen in different fields of work like education, administration, economics, science, industry, etc., whose names are given in Annex - XXII were good enough to respond to my invitation and find time to come to me and give me the benefit of their mature experience and learning which imparted clarity and confidence to my line of thinking. I am very deeply grateful to them. I must also acknowledge my indebtedness to the learning and study of the authors of the reports and publications listed in Annex XXV.

23.6 I have deferred to the last reference to the discussions I have had with representatives of nearly 200 cadre associations and pensioners because I have a special word to say about them. They have not only scrupulously observed the time schedule prepared for the discussions but also exhibited a commendable sense of logic, understanding and accommodation while discussing or offering their comments on the different ideas I had put to them in connection with the principles for gradation and the construction of the pay structure, pensions, etc. They have also maintained a very pleasant atmosphere of friendliness and have been free and frank in the expression of their views and in placing before me their problems and difficulties, all of which have helped me acquire a clear insight into the real problems affecting their positions. To say that I am grateful to them would be an under-statement. I count these discussions among the major compensations in this tedious and laborious task of constructing the pay scales for the State Services.

23.7 In conclusion, I offer my compliments and good wishes to all my brethren in public service and record the hope that by extending courtesy and consideration to the public, by maintaining a healthy concern for their welfare and by devotion to their work, they will earn the good will of the public which, I can say with complete conviction, is a species of wealth more enduring and far more valuable than any pay scale or scheme of emoluments could ever be.

Bangalore,

Dated: 8th March 1976

Sd.

A. NARAYANA PAI

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**ANNEX—I**  
**GOVERNMENT OF KARNATAKA**  
**FINANCE DEPARTMENT**

G. O. No. FD 4 SRP (3) 74, dated 13th August 1974.

*Subject.*—Karnataka Pay Commission—Appointment of—

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**PREAMBLE :**

The last general pay revision of State Government employees was effected in 1970. Since then, Government have increased the Dearness Allowance on several occasions, with a view to mitigate the hardship caused to employees by the rising prices. There have also been a number of representations from service associations as well as individual Government servants, relating to pay and allowance and other conditions of service. It has, therefore become necessary to rationalise the pay structure. The setting up of a Pay Commission with this objective in view, had been indicated in the Finance Minister's Budget Speech, while presenting the Budget Estimates for 1974-75.

**ORDER No. FD 4 SRP (3) 74, BANGALORE, DATED 13TH AUGUST 1974**

Government are pleased to constitute a One-man Pay Commission, and to appoint Shri A. Narayana Pai, Retired Chief Justice of the High Court of Karnataka, as the One-man Pay Commission.

2. The terms of reference of the Pay Commission will be as follows:

A To review the existing pay structure of the employees of State Government, Local Bodies and Aided Institutions, taking into account.

(i) The present economic conditions and financial capacity of the State; and

(ii) The need to implement the Fifth Five-Year Plan, and maintain an adequate tempo of development, including social services, so as to benefit all sections of society to the maximum extent possible;

B. To suggest rationalisation of the pay structure among the different Departments of Government.

C. To suggest the criteria for fixation of pay, if new scales of pay are evolved;

D. To study the existing structure of the Dearness Allowance, City Compensatory Allowance, House Rent Allowance, Special Pay, Deputation Allowance, Project Allowance, Foreign Service Allowance and Medical Attendance Benefits, and recommend suitable changes;

E. To study the existing pattern of pensionary benefits and recommend suitable changes;

F. To suggest incentives for improvement of productivity and efficiency of work of Government employees, including provision of amenities; and

G. Such other matters as the Commission may deem appropriate.

3. The Commission may make its recommendations as expeditiously as possible.

By Order and in the Name of the Governor of Karnataka.

**T. R. SATISH CHANDRAN,**  
*Financial Commissioner and Secretary to*  
*Government, Finance Department.*

To

The Accountant General, Karnataka, Bangalore.  
The Secretaries to Government.  
The Deputy Secretaries/Under Secretaries to Government.  
The Divisional Commissioners/Deputy Commissioners.  
The Heads of Departments  
The Compiler, *Karnataka Gazette*  
The Weekly Gazette.  
Press Table.

ANNEX-II (i)

KARNATAKA PAY COMMISSION  
ಕರ್ನಾಟಕ ವೇತನ ಆಯೋಗ

Please furnish the following particulars along with each  
copy of your reply to the questionnaire

ಪ್ರಶ್ನಾವಳಿಗೆ ನೀಡಿದ ನಿಮ್ಮ ಉತ್ತರದ ಪ್ರತಿಯೊಂದು ಪ್ರತಿಯ ಜೊತೆಗೆ ಈ ಮುಂದಿನ ವಿವರಗಳನ್ನು  
ದಯೆಯಿಟ್ಟು ಒದಗಿಸಿರಿ

1. Name and address (person/union/service association/organisation)  
೧. ಹೆಸರು ಮತ್ತು ವಿಳಾಸ (ವ್ಯಕ್ತಿ/ಸಂಘ/ಸೇವಾಸಂಘ/ಸಂಸ್ಥೆ)
2. If union/association, kindly give the strength of membership and date of formation.  
೨. ಸಂಘ/ಸಂಸ್ಥೆ ಅಗಿದ್ದರೆ ಸದಸ್ಯರ ಸಂಖ್ಯೆ ಮತ್ತು ಅದರ ರಚನೆಯ ದಿನಾಂಕ.
3. The name of the central organisation—federation, if any, to which your union/association is affiliated.  
೩. ನಿಮ್ಮ ಸಂಘ/ಸಂಸ್ಥೆಯು ಸಂಯೋಜಿತವಾಗಿರುವ ಕೇಂದ್ರ ಸಂಘಟನೆ/ಫೆಡರೇಷನ್ ಯಾವುದಾದರೂ ಇದ್ದರೆ, ಅದರ ಹೆಸರು.
4. If person, please give occupation or profession.  
೪. ವ್ಯಕ್ತಿಯಾಗಿದ್ದರೆ, ಉದ್ಯೋಗ ಅಥವಾ ವೃತ್ತಿ.

QUESTIONNAIRE

ಪ್ರಶ್ನಾವಳಿ

PART A

ಭಾಗ 'ಕ'

General Considerations

ಸಾಮಾನ್ಯ ವಿಚಾರಗಳು

(For the terms of reference of the Pay Commission please see Annex A).  
(ವೇತನ ಆಯೋಗದ ಪರಿಶೀಲನಾಶರ್ಟಿಗಳ ಬಗ್ಗೆ 'ಕ' ಅನುಬಂಧವನ್ನು ನೋಡಿ)

Regard being had for the vast literature in the shape of reports of several Pay Commissions, please state briefly your considered views on the following matters or questions:-

I. The following are among the factors said to contribute to satisfaction or contentment in Government service. Place arrange them according to your personal idea as to their relative importance in the order of such importance:

- (1) Sense of status or importance as Government servant;
- (2) Security of tenure ;
- (3) Confidence of regular payment of a known remuneration;
- (4) Pensionary or retirement benefits;
- (5) Appropriateness of remuneration to the nature and importance of work;
- (6) Appropriateness of remuneration to educational qualifications;
- (7) Reasonable parity of remuneration with comparable positions in the same or other departments of the State Government;
- (8) Reasonable parity of remuneration with comparable positions in other employment occupations or professions;
- (9) Adequacy of total emoluments from the point of a reasonably comfortable living of a normal family;
- (10) Promotional opportunities or prospects,

ಅನೇಕ ವೇತನ ಆಯೋಗಗಳ ವರದಿರೂಪವಾದ ಅಪಾರ ಸಾಹಿತ್ಯವನ್ನು ಗಮನಿಸಿ, ಈ ಮುಂದೆ ಹೇಳಿದ ವಿಷಯಗಳ ಅಥವಾ ಪ್ರಶ್ನೆಗಳ ಕುರಿತು ನಿಮ್ಮ ವಿಚಾರಪೂರಿತ ಅಭಿಪ್ರಾಯವನ್ನು ಸಂಕ್ಷೇಪವಾಗಿ ತಿಳಿಸಬೇಕಾಗಿ ವಿನಂತಿ:—

I. ಸರ್ಕಾರಿ ಸೇವೆಯಲ್ಲಿರುವವರಿಗೆ ತೃಪ್ತಿಯನ್ನು ಅಥವಾ ಸಮಾಧಾನವನ್ನು ನೀಡಬಹುದೆಂದು ಹೇಳಲಾದ ಅಂಶಗಳಲ್ಲಿ ಈ ಮುಂದಿನ ಅಂಶಗಳು ಸೇರಿವೆ. ನಿಮ್ಮ ದೃಷ್ಟಿಯಲ್ಲಿ ಈ ವಿಷಯಗಳಿಗೆ ಎಷ್ಟರ ಮಟ್ಟಿಗೆ ಮಹತ್ವ ನೀಡುತ್ತೀರಿ ಎಂಬುದನ್ನು ಆನುಕ್ರಮವಾಗಿ ಸೂಚಿಸಿ.

- (೧) ಸರ್ಕಾರಿ ನೌಕರನ ಸ್ಥಾನಮಾನದ ಅಥವಾ ಮಹತ್ವದ ಪರಿಚ್ಛಾನ;
- (೨) ಸೇವಾವಧಿಯ ಭದ್ರತೆ;
- (೩) ನಿರ್ದಿಷ್ಟ ಸಂಭಾವನೆಯ ನಿಯಮಿತ ಸಂದಾಯದ ಬಗ್ಗೆ ಭರವಸೆ;
- (೪) ವಿಶ್ರಾಂತಿ ಅಥವಾ ನಿವೃತ್ತಿ ಸೌಲಭ್ಯಗಳು;
- (೫) ಕಾರ್ಯದ ಸ್ವರೂಪ ಮತ್ತು ಮಹತ್ವಕ್ಕನುಗುಣವಾಗಿ ತಕ್ಕ ಸಂಭಾವನೆ;
- (೬) ವಿದ್ಯಾರ್ಹತೆಗಳಿಗೆ ತಕ್ಕ ಸಂಭಾವನೆ;
- (೭) ರಾಜ್ಯ ಸರ್ಕಾರದ ಒಂದೇ ಅಥವಾ ಬೇರೆ ಬೇರೆ ಇಲಾಖೆಗಳಲ್ಲಿ ಸಮಾನ ಸ್ಥಾನಗಳ ಸಂಭಾವನೆಯಲ್ಲಿ ಯುಕ್ತ ಸಾಮ್ಯತೆ;
- (೮) ಇತರ ನೌಕರಿ, ಉದ್ಯೋಗ ಅಥವಾ ವೃತ್ತಿಗಳಲ್ಲಿಯ ಸಮಾನ ಸ್ಥಾನಗಳ ಸಂಭಾವನೆಯಲ್ಲಿ ಯುಕ್ತ ಸಾಮ್ಯತೆ;
- (೯) ಒಂದು ಸಾಮಾನ್ಯ ಕುಟುಂಬಕ್ಕೆ ಸಾಧಾರಣವಾಗಿ ನೆಮ್ಮದಿಯಿಂದ ಜೀವನ ನಡೆಸಲು ಬೇಕಾಗುವ ಒಟ್ಟು ಉಪಲಬ್ಧಿಗಳ ಪರ्याಪ್ತತೆ;
- (೧೦) ಪದೋನ್ನತಿಯ ಅವಕಾಶಗಳು ಅಥವಾ ಸಂಭಾವ್ಯತೆಗಳು.

II. What, in your opinion, would, be a reasonable minimum wage for the lowest category of servants of the State Government, taking into account the prevailing economic conditions in the State, general level of incomes and Per Capita income in the State and the financial resources of the State Government and its commitments in the Fifth Five Year Plan and other social services? Please indicate briefly reasons in support of your opinion.

II. ರಾಜ್ಯದ ಸದ್ಯದ ಅರ್ಥಿಕ ಸ್ಥಿತಿಗತಿ, ಜನಸಾಮಾನ್ಯರ ಆದಾಯದ ಸಾಮಾನ್ಯ ಮಟ್ಟ ಮತ್ತು ರಾಜ್ಯದ ತಲಾ ಆದಾಯ ಮತ್ತು ರಾಜ್ಯ ಸರ್ಕಾರದ ಅರ್ಥಿಕ ಸಂಪನ್ಮೂಲಗಳು ಮತ್ತು ಐದನೆಯ ಪಂಚವಾರ್ಷಿಕ ಯೋಜನೆ ಮತ್ತು ಇತರ ಸಾಮಾಜಿಕ ಸೇವೆಗಳ ಬಗ್ಗೆ ಸರ್ಕಾರವು ವಹಿಸಬೇಕಾದ ವೆಚ್ಚ—ಇವುಗಳನ್ನು ಗಮನಿಸಿ ರಾಜ್ಯ ಸರ್ಕಾರದ ಕನಿಷ್ಠ ವರ್ಗದ ನೌಕರರ ಕನಿಷ್ಠ ವೇತನವು ನಿಮ್ಮ ಅಭಿಪ್ರಾಯದಲ್ಲಿ ನ್ಯಾಯವಾಗಿ ಎಷ್ಟಿರಬೇಕು? ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವನ್ನು ಸಮರ್ಥಿಸುವ ಕಾರಣವನ್ನೂ ಸಂಕ್ಷೇಪವಾಗಿ ತಿಳಿಸಿ.

III. What, according to your ideas of social justice and socio-economic conditions in the State, should be the maximum remuneration for State Government employees?

III. ಸಮಾಜದಲ್ಲಿ ವ್ಯಕ್ತಿ ಸಾಮಾನ್ಯತೆಯ ಬಗ್ಗೆ ನೀವಿಟ್ಟುಕೊಂಡಿರುವ ಧೈಯದೃಷ್ಟಿಯಿಂದ ಮತ್ತು ರಾಜ್ಯದ ಪ್ರಸಕ್ತ ಸಾಮಾಜಿಕ ಮತ್ತು ಅರ್ಥಿಕ ಸ್ಥಿತಿಯನ್ನು ಗಮನಿಸಿ, ರಾಜ್ಯದ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ದೊರೆಯಬೇಕಾದ ಅತ್ಯಧಿಕ ಸಂಭಾವನೆ ಎಷ್ಟಿರಬೇಕು?

IV. What are your views on "Equal pay for equal work"? Can it be worked out in practice? If so, how or how best?

IV. "ಸಮಾನ ಕೆಲಸಕ್ಕೆ ಸಮಾನ ವೇತನ" ಎಂಬುದರ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು? ಇದು ಕಾರ್ಯಸಾಧ್ಯವೇ? ಸಾಧ್ಯವಿದ್ದರೆ ಹೇಗೆ ಮತ್ತು ಎಷ್ಟು ಮಟ್ಟಿಗೆ?

## PART B

ಭಾಗ 'ಬಿ'

### Pay Scales

ವೇತನ ಶ್ರೇಣಿ

V. Do you consider the existing scales of pay (please see Annex B) for different categories of posts under the State Government reasonable or adequate? Have you noticed any defects deficiencies, disparities or anomalies which require to be rectified? Please suggest broad lines on which the scales of pay may be rationalised or improved. If you have any specific suggestions to make as to any particular category or categories of State Government employees and their pay scales, please do so in clear terms.

V. ರಾಜ್ಯ ಸರ್ಕಾರದಲ್ಲಿನ ವಿವಿಧ ವರ್ಗಗಳ ಹುದ್ದೆಗಳಿಗೆ ಈಗಿರುವ ವೇತನ ಶ್ರೇಣಿಗಳು ಸೂಕ್ತವೆಂದು ಅಥವಾ ಪರ್ಯಾಪ್ತವೆಂದು ನೀವು ಭಾವಿಸುವಿರಾ? ("ಬಿ" ಅನುಬಂಧವನ್ನು ನೋಡಿ) ಅದರಲ್ಲಿ ಸರಿಪಡಿಸಬಹುದಾದಂಥ ಯಾವುದೇ ದೋಷಗಳು, ನ್ಯೂನತೆಗಳು, ಅಸಮತೆಗಳು ಕಂಡುಕೊರತೆಗಳು ಇರುವುದು ನಿಮಗೆ ಕಂಡುಬಂದಿದೆಯೇ? ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಸಮರ್ಪಕಗೊಳಿಸುವ ಅಥವಾ ಸುಧಾರಿಸುವ ಬಗ್ಗೆ ನಿಮ್ಮ ಸೂಚನೆಗಳನ್ನು ಸ್ಕೂಲವಾಗಿ ವಿವರಿಸಿ. ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರ ಯಾವುದೇ ನಿರ್ದಿಷ್ಟ ವರ್ಗದ ಅಥವಾ ವರ್ಗಗಳ ಬಗ್ಗೆ ಮತ್ತು ಅವರ ವೇತನ ಶ್ರೇಣಿಯ ಬಗ್ಗೆ ನೀವು ಕೊಡಬಯಸುವ ನಿರ್ದಿಷ್ಟ ಸೂಚನೆಗಳೇನಾದರೂ ಇದ್ದರೆ ಅವುಗಳನ್ನು ದಯವಿಟ್ಟು ಸ್ಪಷ್ಟವಾಗಿ ತಿಳಿಸಿ.

VI (1) Do you think it is desirable and if so, it is possible or practicable to categorise or grade the several posts or positions in different departments of the State Government on the basis of nature of work, its value to administration or utility to the public, levels of responsibility, educational qualifications or training required, with a view to reduce the number of pay scales? If so, please suggest a practical method of grading.

VI. (1) ವೇತನ ಶ್ರೇಣಿಗಳ ಸಂಖ್ಯೆಯನ್ನು ಕಡಿಮೆ ಮಾಡುವ ದೃಷ್ಟಿಯಿಂದ ಕೆಲಸದ ಸ್ವರೂಪ, ಆಡಳಿತದ ದೃಷ್ಟಿಯಿಂದ ಅದು ಮಹತ್ವ ಅಥವಾ ಸಾರ್ವಜನಿಕರಿಗೆ ಅದರ ಉಪಯುಕ್ತತೆ, ಜವಾಬ್ದಾರಿಯ ಮಟ್ಟ ವಿದ್ಯಾರ್ಹತೆ ಅಥವಾ ಅವಶ್ಯಕ ತರಬೇತಿ-ಇವುಗಳನ್ನು ಗಮನಿಸಿ ರಾಜ್ಯ ಸರ್ಕಾರದ ವಿವಿಧ ಇಲಾಖೆಗಳಲ್ಲಿನ ಅನೇಕ ಹುದ್ದೆಗಳನ್ನು ಅಥವಾ ಸ್ಥಾನಗಳನ್ನು ವರ್ಗೀಕರಿಸುವುದು ಅಥವಾ ಶ್ರೇಣೀಕರಿಸುವುದು ಅಪೇಕ್ಷಣೀಯವೆಂದು ಭಾವಿಸುವಿರಾ? ಹಾಗಿದ್ದರೆ, ಅದು ಕಾರ್ಯಸಾಧ್ಯವೇ? ಹಾಗಿದ್ದಲ್ಲಿ ಶ್ರೇಣೀಕರಿಸುವ ಬಗ್ಗೆ ಕಾರ್ಯತಃ ಸಾಧ್ಯವಾದ ಪದ್ಧತಿಯೊಂದನ್ನು ಸೂಚಿಸಿ.

In particular :

(a) Can Class IV employees be divided into two broad categories: skilled and unskilled? If so, who could be said to be skilled? If not, how otherwise?

(b) Can all clerical grades be regarded as substantially one routine grade? Is there any appreciable or demonstrable difference between the nature of work or normal duties of Second Division Clerks (Junior Assistants), First Division Clerks (Assistants) and Senior Assistants in different departments of Government or as between the Secretariat and other offices?

(c) Can the officers be divided into 3 or 4 categories and if so on what basis or what considerations?

ವಿಶೇಷವಾಗಿ :

(ಕ) ಏನೇ ವರ್ಗದ ನೌಕರರನ್ನು ಕುಶಲ ಮತ್ತು ಅಕುಶಲ ಎಂಬ ಎರಡು ಸ್ಕೂಲ ವರ್ಗಗಳಲ್ಲಿ ವಿಂಗಡಿಸಬಹುದು? ಹಾಗಿದ್ದರೆ ಯಾರನ್ನು ಕುಶಲರೆಂದು ಕರೆಯಬಹುದು? ಇಲ್ಲವೆ, ಅನ್ಯ ಮಾರ್ಗವೇನು?

(ಖ) ಎಲ್ಲ ಕಾರಕೂನ ವರ್ಗಗಳನ್ನು ಬಹುಮಟ್ಟಿಗೆ ಒಂದೇ ಸಾಮಾನ್ಯ ವರ್ಗವಾಗಿ ಪರಿಗಣಿಸಬಹುದು? ಸರ್ಕಾರದ ವಿವಿಧ ಕಚೇರಿಗಳಲ್ಲಿ ಏನೆಯ ವರ್ಗದ ಗುಮಾಸ್ತರ (ಅಥವಾ ಕನೀಯ ಸಹಾಯಕರ) ಮೊದಲನೆಯ ವರ್ಗದ ಗುಮಾಸ್ತರ (ಸಹಾಯಕರು) ಮತ್ತು ಗೌರಿಯ ಸಹಾಯಕರ ಕೆಲಸದ ಸ್ವರೂಪದಲ್ಲಿ ಅಥವಾ ಮಾಮೂಲಿ ಕರ್ತವ್ಯಗಳಲ್ಲಿ ಯಾವುದೇ ಗಮನಾರ್ಹವಾದ ಅಥವಾ ನಿರ್ದಿಷ್ಟವಾದ ವ್ಯತ್ಯಾಸವಿದೆಯೇ? ಹಾಗೂ ಸಚಿವಾಲಯದಲ್ಲಿ ಮತ್ತು ಇತರ ಯಾವುದೇ ಸರ್ಕಾರಿ ಇಲಾಖೆಗಳಲ್ಲಿ ಕೆಲಸಮಾಡುವ ಗುಮಾಸ್ತರ ಕೆಲಸದ ಸ್ವರೂಪದಲ್ಲಿ ಅಥವಾ ಮಾಮೂಲಿ ಕರ್ತವ್ಯಗಳಲ್ಲಿ ಅದೇ ಪ್ರಕಾರವಾದ ವ್ಯತ್ಯಾಸವಿದೆಯೇ?

(ಗ) ಅಧಿಕಾರಿಗಳನ್ನು 3 ಅಥವಾ 4 ವರ್ಗಗಳಲ್ಲಿ ವಿಭಾಗಿಸಬಹುದು? ಹಾಗೆ ವಿಭಾಗಿಸುವುದಾದರೆ ಯಾವ ಆಧಾರದ ಮೇಲೆ ಅಥವಾ ಕಾರಣಗಳ ಮೇಲೆ ವಿಭಾಗಿಸಬಹುದು?

(2) If pay scales should broadly conform to the principle of uniformity in the scales of pay for posts with comparable duties and responsibilities, could variations be made on any special considerations? If so, on what considerations and in what manner,—different scales or additional pay?

(೨) ಸಮಾನ ಕರ್ತವ್ಯಗಳನ್ನು ಮತ್ತು ಜವಾಬ್ದಾರಿಗಳನ್ನು ಹೊಂದಿರುವ ಹುದ್ದೆಗಳಿಗೆ ಸಮಾನ ವೇತನ ಶ್ರೇಣಿಗಳಿರಬೇಕು ಎಂಬ ತತ್ವವನ್ನು ಒಪ್ಪಬಹುದಾದರೆ, ಯಾವುದೇ ವಿಶಿಷ್ಟ ಕಾರಣದಿಂದ ಅವುಗಳಲ್ಲಿ ವ್ಯತ್ಯಾಸ ಮಾಡಬಹುದೇ? ಹಾಗೆ ಮಾಡುವುದಾದರೆ ಯಾವ ಕಾರಣಗಳಿಗಾಗಿ—ವಿವಿಧ ಶ್ರೇಣಿಗಳ ರೂಪದಲ್ಲಿಯೇ ಅಥವಾ ಹೆಚ್ಚಿನ ವೇತನದ ರೂಪದಲ್ಲಿಯೇ—ಯಾವ ರೀತಿಯಲ್ಲಿ ವ್ಯತ್ಯಾಸ ಮಾಡಬಹುದು.

In particular :

(a) Should there be a difference between purely administrative or executive posts and posts requiring technical or professional qualifications?

(b) Should the acquisition of a higher educational qualification by itself or in itself justify a higher scale or advance increment without there being a noticeable improvement in quality or quantum of work turned out by the employee?

ವಿಶೇಷವಾಗಿ :

(ಕ) ಕೇವಲ ಆಡಳಿತ ಅಥವಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಹುದ್ದೆಗಳಲ್ಲಿ ಮತ್ತು ತಾಂತ್ರಿಕ ಅಥವಾ ವೃತ್ತಿ ಸಂಬಂಧವಾದ ಅರ್ಹತೆಗಳು ಬೇಕಾಗುವ ಹುದ್ದೆಗಳಲ್ಲಿ ವ್ಯತ್ಯಾಸವಿರಬೇಕೆ?

(ಖ) ನೌಕರನು ಮಾಡುವ ಕೆಲಸದ ಗುಣಮಟ್ಟದಲ್ಲಿ ಅಥವಾ ಪ್ರಮಾಣದಲ್ಲಿ ಯಾವುದೇ ಗಮನಾರ್ಹ ಸುಧಾರಣೆ ಇರದಿದ್ದರೂ ಹೆಚ್ಚಿನ ವಿದ್ಯಾರ್ಹತೆಯನ್ನು ಹೊಂದಿರುವನು ಎಂಬ ಕಾರಣ ಮಾತ್ರದಿಂದ ಹೆಚ್ಚಿನ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಅಥವಾ ಮುಂಗಡ ಬಡತಿ ಯನ್ನು ಹೊಂದುವುದು ನ್ಯಾಯಸಮ್ಮತವೇ?

VII. What are your views on the following matters?—

(1) Should the time scales of pay be reasonably long or should there be telescoping scales (a reasonable portion at the top of the lower scale being equated to a like length at the bottom of the next higher scale) OR could both be employed in different situations and if so in which situations?

(2) Should the rate of increments be same, rising or falling?

(3) Should there be efficiency bars or no?

(4) Should there be intermediate selection scales in cases of long delay in promotions due to lack of vacancies? OR could the situations be met by one or more of the methods indicated in (1) to (3) above?

(5) Which is the better way of rewarding particularly or specially good work—advance increment or lump sum award?

(6) If an advance increment may be given for good work, can an increment be stopped for slackness?

(7) Should there be special selection grade/grades for outstanding merit?

VII. ಈ ಮುಂದೆ ಹೇಳಿದ ವಿಷಯಗಳ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು?

(೧) ಕಾಲಿಕ ವೇತನ ಶ್ರೇಣಿಗಳು ಸಾಕಷ್ಟು ದೀರ್ಘವಾಗಿರಬೇಕೇ? ಅಥವಾ ಪರಸ್ಪರ ಭಾಗಶಃ ಸಾಂಕ್ರಾಮಿಕ ಶ್ರೇಣಿಗಳಿರಬೇಕೇ? (ಕೆಳಗಿನ ಶ್ರೇಣಿಯ ಕೊನೆಯ ಸ್ಥಳ ಭಾಗವನ್ನು ಮುಂದಿನ ಹೆಚ್ಚಿನ ಶ್ರೇಣಿಯ ಪ್ರಾರಂಭದ ಅಷ್ಟೇ ಭಾಗಕ್ಕೆ ಸಮೀಕರಿಸುವಂತಿರಬೇಕೇ) ಅಥವಾ ಅವುಗಳನ್ನು ಬೇರೆ ಬೇರೆ ಸನ್ನಿವೇಶಗಳಲ್ಲಿ ಬಳಸಬೇಕೆ? ಮತ್ತು ಹಾಗಿದ್ದರೆ ಆ ಸನ್ನಿವೇಶಗಳಾವುವು?

(೨) ವೇತನ ಬಡತಿ ದರವು ಒಂದೇ ರೀತಿಯದಾಗಿರಬೇಕೇ, ಹೆಚ್ಚುತ್ತಿರಬೇಕೇ ಅಥವಾ ಕಡಿಮೆಯಾಗುತ್ತಿರಬೇಕೇ?

(೩) ಅವುಗಳಲ್ಲಿ ದಕ್ಷತಾವರೋಧವು ಇರಬೇಕೇ ಬೇಡವೇ?

(೪) ಖಾಲಿ ಸ್ಥಾನದ ಅಭಾವದ ಮೂಲಕ ಪದೋನ್ನತಿಗೆ ಹೆಚ್ಚುಕಾಲ ಹಿಡಿಯುವ ಸಂದರ್ಭಗಳಲ್ಲಿ ಮಧ್ಯಕಾಲೀನ ಸೆಲೆಕ್ಷನ್ ಸ್ಕೇಲು (ಶ್ರೇಣಿ) ಇರಬೇಕೇ? ಅಥವಾ ಸದರಿ ಸನ್ನಿವೇಶವನ್ನು ಮೇಲೆ ಕಾಣಿಸಿದ (೧) ರಿಂದ (೩)ರ ವರೆಗಿನ ಬಾಬುಗಳಲ್ಲಿ ಸೂಚಿಸಿದ ಯಾವುದೇ ರೂಪದಲ್ಲಿ ಪರಿಹರಿಸಬಹುದೇ?

(೫) ಉತ್ತಮ ಕೆಲಸದ ಬಗ್ಗೆ ವಿಶಿಷ್ಟವಾಗಿ ಅಥವಾ ವಿಶೇಷವಾಗಿ ಬಹುಮಾನ ನೀಡುವ ಉತ್ತಮ ವಿಧಾನ ಯಾವುದು— ಮುಂಚಿತವಾದ ವೇತನ ಬಡತಿ ನೀಡುವುದೋ ಅಥವಾ ಏಕಗಂಟಿನ ಮೊತ್ತದ ಬಹುಮಾನವೋ?

(೬) ಉತ್ತಮ ಕೆಲಸದ ಬಗ್ಗೆ ಮುಂಚಿತ ವೇತನ ಬಡತಿ ಕೊಡಬಹುದಾದರೆ ಕೆಲಸ ನಿಧಾನ ಮಾಡಿದರೆ ಒಂದು ವೇತನ ಬಡತಿ ಯನ್ನು ನಿಲ್ಲಿಸಬಹುದೇ?

(೭) ಅಸಾಧಾರಣ ಯೋಗ್ಯತೆಗಾಗಿ ವಿಶೇಷ ರೀತಿಯ ಸೆಲೆಕ್ಷನ್ ಗ್ರೇಡ್ ಅಥವಾ ಗ್ರೇಡುಗಳು ಇರಬೇಕೇ?

### Special Pay

ವಿಶೇಷ ವೇತನ

VIII. If posts are to be or can be graded and scales of pay fixed accordingly, will there be any justification for continuing the practice of attaching Special Pay to any post?

VIII. ಹುದ್ದೆಗಳನ್ನು ವರ್ಗಗಳಾಗಿ ವಿಂಗಡಿಸಬೇಕು ಅಥವಾ ವಿಂಗಡಿಸಬಹುದು ಮತ್ತು ಅದಕ್ಕನುಗುಣವಾಗಿ ವೇತನ ಶ್ರೇಣಿಗಳನ್ನು ನಿಗದಿಮಾಡಬೇಕು ಅಥವಾ ನಿಗದಿ ಮಾಡಬಹುದು ಎಂದಾದರೆ ಯಾವುದೇ ಹುದ್ದೆಗೆ ವಿಶೇಷ ವೇತನವನ್ನು ಸೇರಿಸಿ ಅದನ್ನು ಮುಂದುವರಿಸಿಕೊಂಡು ಬರುವ ಪದ್ಧತಿಯು ಔಚಿತ್ಯವೇನು?

If it is to be continued, (a) What are the considerations for determining the posts to which special pay may be attached?

(b) Should it be a fixed sum or on a time scale?

ಅದನ್ನು ಮುಂದುವರಿಸಿಕೊಂಡು ಬರಬೇಕಾದರೆ (ಕ) ವಿಶೇಷ ವೇತನವನ್ನು ಹೊಂದಿರಬೇಕಾದ ಹುದ್ದೆಗಳು ಯಾವುವು ಎಂಬುದನ್ನು ನಿಶ್ಚಯಿಸುವಾಗ ಪರಿಶೀಲಿಸತಕ್ಕ ವಿಷಯಗಳಾವುವು?

(ಖ) ಅದು ಒಂದು ನಿಶ್ಚಿತ ಮೊತ್ತವಾಗಿರಬೇಕೇ ಅಥವಾ ಕಾಲಿಕ ಶ್ರೇಣಿಯಲ್ಲಿರಬೇಕೇ?

PART C  
ಭಾಗ "ಗ"

**Dearness Allowance**

ತುಟ್ಟಿ ಭತ್ಯೆ

IX. What are your views on dearness allowance as an effective device for protection of real income of salaried employees against rise in prices? Does the present structure in the State afford such protection adequately or effectively? Is it reasonable to claim complete neutralisation of rise in cost of living? (For the existing rates of Dearness Allowance please see Annex-C).

IX. ಬೆಲೆಗಳ ಏರಿಕೆಗೆ ಅನುಗುಣವಾಗಿ, ನೌಕರರ ವಾಸ್ತವಿಕ ವರಮಾನವನ್ನು ರಕ್ಷಿಸಲು ತುಟ್ಟಿ ಭತ್ಯೆ ಪರಿಣಾಮಕಾರಿ ಉಪಾಯ ಎಂಬ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು? ರಾಜ್ಯದ ಪ್ರಸ್ತುತ ತುಟ್ಟಿ ಭತ್ಯೆಯು ಸಮರ್ಪಕವೂ ಪರಿಣಾಮಕಾರಿಯೂ ಆಗಿದೆಯೇ? ಜೀವನ ವೆಚ್ಚದಲ್ಲಿ ತಲೆದೋರುವ ಹೆಚ್ಚಳಕ್ಕೆ ತಕ್ಕಂತೆ ಪೂರ್ಣ ಪರಿಹಾರ ಒದಗಿಸಬೇಕೆಂದು ಕೇಳುವುದು ಯುಕ್ತವೇ? (ಈಗ ಇರುವ ತುಟ್ಟಿ ಭತ್ಯೆ ದರಗಳ ಬಗ್ಗೆ "ಗ" ಅನುಬಂಧವನ್ನು ನೋಡಿ).

X. What are your views on merging dearness allowance with basic pay?

X. ತುಟ್ಟಿ ಭತ್ಯೆವನ್ನು ಮೂಲ ವೇತನದೊಂದಿಗೆ ವಿಲೀನಗೊಳಿಸುವ ವಿಷಯದಲ್ಲಿ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯಗಳೇನು?

XI. Some persons take the view that enhancement in dearness allowance activates further rise in prices and defeats its purpose. Do you agree? Can you suggest any alternative system reasonably free from such defects?

XI. ತುಟ್ಟಿ ಭತ್ಯೆವನ್ನು ಹೆಚ್ಚಿಸಿದಂತೆ ಬೆಲೆಗಳೂ ಹೆಚ್ಚುವುವು ಮತ್ತು ಇದರಿಂದ ಉದ್ದೇಶವೆ ವಿಫಲವಾಗುವುದು ಎಂದು ಕೆಲವರು ಅಭಿಪ್ರಾಯ ಪಡುತ್ತಾರೆ. ನೀವು ಅದನ್ನು ಒಪ್ಪುವಿರಾ? ಅಂಥ ದೋಷಗಳಿಂದ ಮುಕ್ತವಾದ ಬೇರೆ ರೂಪದ ಪರಿಹಾರೋಪಾಯವನ್ನೇನಾದರೂ ನೀವು ಸೂಚಿಸಬಲ್ಲೀರಾ?

XII. Can you suggest a reasonable forecast as to whether the level of prices of essential commodities may be expected to be stabilised and if so the level at which they are likely to be stabilised taking a specific level of price as datum line?

XII. ಅಗತ್ಯ ವಸ್ತುಗಳ ಬೆಲೆಗಳ ಮಟ್ಟವು ಒಂದು ನಿರ್ದಿಷ್ಟ ದರದ ಮಟ್ಟದಲ್ಲಿ ಸ್ಥಾಯಿಯಾಗಿ ನಿಲ್ಲಬಹುದಾದ ಬಗ್ಗೆ ಯುಕ್ತ ಮುನ್ಸೂಚನೆ ಕೊಡಬಹುದೇ? ಕೊಡಬಹುದಾದರೆ, ಯಾವುದಾದರೊಂದು ಬೆಲೆಯ ನಿರ್ದಿಷ್ಟ ಮಟ್ಟವನ್ನು ಆಧಾರವಾಗಿಟ್ಟುಕೊಂಡು ಬೆಲೆಯು ಯಾವ ಮಟ್ಟದಲ್ಲಿ ಸ್ಥಿರವಾಗಿ ನಿಲ್ಲಬಹುದು ಎಂದು ಹೇಳಬಲ್ಲೀರಾ?

**Other Allowances**

ಇತರ ಭತ್ಯೆಗಳು

XIII. Do you consider that the existing rates of House Rent Allowance and City Compensatory Allowance are realistic or reasonable? If not, please suggest what you consider would be reasonable basis for fixation? Can they be merged in dearness allowance, and if so how and on what basis? (The existing rates of these allowances are shown in Annex-D).

XIII. ಈಗ ಕೊಡುತ್ತಿರುವ ಮನೆ ಬಾಡಿಗೆ ಭತ್ಯೆ ಮತ್ತು ನಗರ ಪರಿಹಾರ ಭತ್ಯೆಗಳು ವಾಸ್ತವಿಕ ಅಥವಾ ಯಥೋಚಿತವಾಗಿವೆ ಯೆಂದು ಭಾವಿಸುತ್ತೀರಾ? ಹಾಗಿದ್ದಿದ್ದರೆ ಅವುಗಳನ್ನು ನಿರ್ಧರಿಸುವಲ್ಲಿ ನೀವು ಯುಕ್ತವೆಂದು ಭಾವಿಸುವ ಆಧಾರವನ್ನು ತಿಳಿಸುವಿರಾ? ಅವುಗಳನ್ನು ತುಟ್ಟಿ ಭತ್ಯೆದೊಂದಿಗೆ ವಿಲೀನಗೊಳಿಸಬಹುದೇ? ವಿಲೀನಗೊಳಿಸಬಹುದಾದರೆ, ಎಷ್ಟು ಮಟ್ಟಿಗೆ ಮತ್ತು ಯಾವರೂಪದಲ್ಲಿ ವಿಲೀನಗೊಳಿಸಬಹುದು? (ಈಗ ಕೊಡುತ್ತಿರುವ ಭತ್ಯೆಗಳ ದರಗಳನ್ನು "ಘ" ಅನುಬಂಧದಲ್ಲಿ ಕೊಡಲಾಗಿದೆ).

XIV. What are your suggestions regarding the conditions of eligibility for and quantum of the following allowances?

- (1) Conveyance allowance
- (2) Project allowance
- (3) Non-practising allowance
- (4) Uniform allowance
- (5) Locality (Hill) allowance
- (6) Risk allowance
- (7) Charge allowance

XIV. ಈ ಮುಂದಿನ ಭತ್ಯೆಗಳಿಗೆ ಅರ್ಹತೆ ಮತ್ತು ಭತ್ಯೆಗಳ ಪ್ರಮಾಣಗಳ ವಿಷಯದಲ್ಲಿ ಯಾವ ಪರತ್ತುಗಳನ್ನು ಹಾಕಬೇಕೆಂದು ನೀವು ಸೂಚಿಸುತ್ತೀರಿ?

- (೧) ವಾಹನ ಭತ್ಯೆ
- (೨) ಪ್ರಾಜೆಕ್ಟ್ ಭತ್ಯೆ
- (೩) ಖಾಸಗಿ ವೃತ್ತಿ ನಡೆಸದ ಬಗ್ಗೆ ಭತ್ಯೆ
- (೪) ಸಮವಸ್ತ್ರ ಭತ್ಯೆ
- (೫) ಸ್ಥಳ (ಗಿರಿ) ಭತ್ಯೆ
- (೬) ಅಪಾಯ ಭತ್ಯೆ
- (೭) ಪ್ರಭಾರ ಭತ್ಯೆ

PART D  
ಭಾಗ "ಘ"

**Amenities and Incentives**

ಸೌಕರ್ಯಗಳು ಮತ್ತು ಪ್ರಚೋದಕಗಳು

XV. (a) What, in your view, are the incentives, amenities and other welfare measures, conducive to efficiency and productivity of work in Government service? In particular what is your opinion about the effectiveness of the existing incentives such as:

- (i) reimbursement of medical expenses;
- (ii) leave entitlements and leave travel concessions;

- (iii) canteen facilities;
- (iv) Government employees' Welfare Fund;
- (v) encashment of earned leave;
- (vi) advances for purchase of house, vehicles, etc.;
- (vii) encouragement to form co-operative societies.

(b) Do you consider that the Government employees as a class are afforded better amenities and incentives as compared with the employees of private and public sector undertakings?

(c) Have you any further suggestions ?

XV. (ಕ) ಸರ್ಕಾರಿ ಸೇವೆಯಲ್ಲಿ ದಕ್ಷತೆ ಮತ್ತು ಕಾರ್ಯವೈಶಿಷ್ಟ್ಯವನ್ನು ಹೆಚ್ಚಿಸಲು ಒದಗಿಸಿ ಕೊಡುವ ಸೌಕರ್ಯಗಳು, ಪ್ರಚೋದಕಗಳು ಮತ್ತು ಇತರ ಕಲ್ಯಾಣ ಕಾರ್ಯಕ್ರಮಗಳು ಸಹಕಾರಿಯಾಗುವುದೆಂದು ನೀವು ಭಾವಿಸುವಿರಾ ? ವಿಶೇಷವಾಗಿ ಈಗ ಅಸ್ತಿತ್ವದಲ್ಲಿರುವ ಈ ಮುಂದಿನ ಪ್ರಚೋದಕಗಳ ಸಾರ್ಥಕತೆಯ ಸಂಬಂಧದಲ್ಲಿ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು ?

- (೧) ವೈದ್ಯಕೀಯ ವೆಚ್ಚವನ್ನು ತುಂಬಿ ಕೊಡುವುದು;
- (೨) ರಜಾ ಹಕ್ಕುಗಳು ಮತ್ತು ರಜಾ ಪ್ರವಾಸ ಸೌಲಭ್ಯ;
- (೩) ಉಪಹಾರ ಗೃಹ ಸೌಲಭ್ಯ;
- (೪) ಸರ್ಕಾರಿ ನೌಕರರ ಕಲ್ಯಾಣ ನಿಧಿ;
- (೫) ಗಳಿಸಿದ ರಜೆಯನ್ನು ನಗದು ಹಣಕ್ಕೆ ಪರಿವರ್ತಿಸಿಕೊಳ್ಳುವುದು;
- (೬) ಮನೆ, ವಾಹನ, ಮುಂತಾದುವುಗಳ ಖರೀದಿಗಾಗಿ ಸಾಲಗಳು;
- (೭) ಸಹಕಾರ ಸಂಘಗಳನ್ನು ರಚಿಸಲು ಪ್ರೋತ್ಸಾಹ;

(ಖ) ಖಾಸಗಿ ಮತ್ತು ಸರ್ಕಾರಿ ಉದ್ಯಮ ಸಮಸ್ಯೆಗಳ ನೌಕರರೊಂದಿಗೆ ಹೋಲಿಸಲಾಗಿ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಹೆಚ್ಚಿನ ಸೌಕರ್ಯಗಳನ್ನು ಮತ್ತು ಪ್ರಚೋದಕಗಳನ್ನು ಒದಗಿಸಲಾಗಿದೆಯೆಂದು ಭಾವಿಸುವಿರಾ ?

(ಗ) ಇನ್ನೇನಾದರೂ ಹೆಚ್ಚಿಗೆ ಸೂಚಿಸಬಯಸುವಿರಾ ?

### PART E ಭಾಗ 'ಜ'

#### Terminal Benefits ನಿವೃತ್ತಿ ಸೌಲಭ್ಯಗಳು

XVI. (a) What are your considered views on the following matters connected with terminal benefits:

- (i) age limit for superannuation;
- (ii) scale of pension and gratuity;
- (iii) quantum of maximum and minimum pension and gratuity;
- (iv) qualifying service;
- (v) material benefits after superannuation;
- (vi) adequacy of family pension.

(b) Would you suggest liberalisation pension rules so as to ensure early finalisation of pension cases?

(c) Do you consider that pensioners should be compensated for increase in cost of living? If so, what are your suggestions?

XVI. (ಕ) ನಿವೃತ್ತಿ ಸೌಲಭ್ಯಗಳಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಈ ಮುಂದಿನ ವಿಷಯಗಳ ಬಗ್ಗೆ ನಿಮ್ಮ ವಿಚಾರಪೂರಿತ ಅಭಿಪ್ರಾಯವೇನು?

- (೧) ನಿವೃತ್ತಿಯ ವಯೋಮಿತಿ;
- (೨) ನಿವೃತ್ತಿವೇತನ ಮತ್ತು ಉಪದಾನದ ದರ;
- (೩) ನಿವೃತ್ತಿವೇತನ ಮತ್ತು ಉಪದಾನದ ಕನಿಷ್ಠ ಮತ್ತು ಗರಿಷ್ಠ ಪ್ರಮಾಣ;
- (೪) ಅರ್ಹತಾದಾಯಕ ಸೇವೆ;
- (೫) ನಿವೃತ್ತಿಯ ಅನಂತರ ವೈದ್ಯಕೀಯ ಸೌಲಭ್ಯಗಳು;
- (೬) ಕುಟುಂಬ ವೇತನದ ಪರ್ಯಾಯತೆ;

(ಖ) ನಿವೃತ್ತಿ ವೇತನವು ಅದಷ್ಟು ಬೇಗನೆ ಇತ್ಯರ್ಥವಾಗುವಂತೆ ನೋಡಿಕೊಳ್ಳಲು ನಿವೃತ್ತಿ ನಿಯಮಗಳನ್ನು ಇನ್ನಷ್ಟು ಸರಳಗೊಳಿಸಬೇಕೆಂದು ಭಾವಿಸುವಿರಾ?

(ಗ) ನಿವೃತ್ತಿ ವೇತನಗಳಿಗೂ ಜೀವನ ವೆಚ್ಚದಲ್ಲಿ ಉಂಟಾದ ಹೆಚ್ಚಳವನ್ನು ತುಂಬಿ ಕೊಡಬೇಕೆಂದು ನೀವು ಭಾವಿಸುವಿರಾ? ಹಾಗಿದ್ದರೆ ಆ ಬಗ್ಗೆ ನಿಮ್ಮ ಸೂಚನೆಗಳೇನು?

### PART F ಭಾಗ 'ಚ'

#### Residuary ಅವಿಶಿಷ್ಟ

XVII. If there is any other matter you consider relevant to the terms of reference to the Commission, kindly state it and your views thereon as also any suggestions you may have for simplification and expedition such as, rounding off of percentages, computation of periods of service for pension, etc., fixing definite dates such as the first and the last date of a calendar month for incremental stages in pay scales, termination of probation, placements in new scales or promotional scales, superannuation, etc.

XVII. ಸಮಿತಿಯ ಪರಿಶೀಲನಾಂಶಗಳಿಗೆ ಸುಸಂಗತವಾದುದೆಂದು ನೀವು ಭಾವಿಸುವ ಇತರ ವಿಷಯವೇನಾದರೂ ಇದ್ದರೆ ಅದನ್ನು ಮತ್ತು ಆ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವನ್ನು ಸೂಚಿಸಿರಿ. ಅಲ್ಲದೆ ಸೇಕಡಾವಾರನ್ನು ಪೂರ್ಣಾಂಕಕ್ಕೆ ಪರಿವರ್ತಿಸುವುದು, ನಿವೃತ್ತಿ ವೇತನ ಮುಂತಾದುವುಗಳ ಸಂಬಂಧದಲ್ಲಿ ಸೇವಾವಧಿಯನ್ನು ಅಕ್ಕಹಾಕುವುದು, ವೇತನಶ್ರೇಣಿಗಳಲ್ಲಿ ಬಡತಿಯ ಹಂತಗಳ ಬಗ್ಗೆ ಕ್ಯಾಲೆಂಡರ್ ತಿಂಗಳಲ್ಲಿ ಮೊದಲನೆಯ ಮತ್ತು ಕಡೆಯ ಯಾವುದಾದರೊಂದು ನಿಶ್ಚಿತ ದಿನವನ್ನು ನಿರ್ಧರಿಸುವುದು, ಪ್ರೊಬೇಷನಿನ ಮುಕ್ತಾಯ, ಹೊಸ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಅಥವಾ ಬಡತಿಯ ವೇತನ ಶ್ರೇಣಿಗಳನ್ನು ಕೊಡುವ ಮತ್ತು ನಿವೃತ್ತಿ ವೇತನದ ಮಂಜೂರಾತಿಯನ್ನು ಇನ್ನೂ ಸರಳಗೊಳಿಸುವ ಮತ್ತು ಶೀಘ್ರಗೊಳಿಸುವ ಸಂಬಂಧದಲ್ಲಿ ಇನ್ನೇನಾದರೂ ಸೂಚನೆಗಳಿದ್ದರೆ ಅವುಗಳನ್ನೂ ದಯವಿಟ್ಟು ತಿಳಿಸಿರಿ.

ANNEX—A  
GOVERNMENT OF KARNATAKA  
FINANCE DEPARTMENT

G.O. No. FD 4 SRP(3) 74, dated 13th August 1974

Subject: Karnataka Pay Commission—Appointment of—

**PREAMBLE :**

The last general pay revision of State Government employees was effected in 1970. Since then Government have increased the Dearness Allowance on several occasions with a view to mitigate the hardship caused to employees by rising prices. There have also been a number of representations from service associations as well as individual Government servants, relating to pay and allowance and other conditions of service. It has, therefore, become necessary to rationalise the pay structure. The setting up of a Pay Commission with this objective in view, had been indicated in the Finance Minister's Budget Speech, while presenting the Budget Estimates for 1974-75.

ORDER No. FD 4 SRP (3) 74, BANGALORE, DATED 13TH AUGUST 1974.

Government are pleased to constitute a One-man Pay Commission, and to appoint Shri A. Narayana Pai, Retired Chief Justice of the High Court of Karnataka, as the One-man Pay Commission.

2. The terms of reference of the Pay Commission will be as follows :

A. To review the existing pay structure of the employees of State Government, Local Bodies and Aided Institutions, taking into account :

- (i) the present economic conditions and financial capacity of the State; and
- (ii) the need to implement the Fifth Five-Year Plan, and maintain an adequate tempo of development, including social services, so as to benefit all sections of society to the maximum extent possible ;

B. To suggest the rationalisation of the pay structure among the different Departments of Government;

C. To suggest the criteria for fixation of pay, if new scales of pay are evolved ;

D. To study the existing structure of the Dearness Allowance, City Compensatory Allowance, House Rent Allowance, Special Pay, Deputation Allowance, Project Allowance, Foreign Service Allowance and Medical Attendance Benefits, and recommend suitable changes ;

E. To study the existing pattern of pensionary benefits and recommend suitable changes ;

F. To suggest incentives for improvement of productivity and efficiency of work of Government employees, including provision of amenities ; and

G. Such other matters as the Commission may deem appropriate.

3. The Commission may make its recommendations as expeditiously as possible.

By Order and in the name of the Governor of Karnataka,  
T. R. SATISH CHANDRAN,  
*Financial Commissioner and Secretary to Government,*  
*Finance Department.*



ಅನುಬಂಧ 'ಕ'

ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಅರ್ಥ ಇಲಾಖೆ

ಸರ್ಕಾರಿ ಆದೇಶ ಕ್ರಮಾಂಕ ಎಫ್.ಡಿ. ೪ ಎಸ್‌ಆರ್‌ಪಿ (೩) ೭೪, ದಿನಾಂಕ ೧೩ನೇ ಆಗಸ್ಟ್, ೧೯೭೪.  
ವಿಷಯ :- ಕರ್ನಾಟಕ ವೇತನ ಆಯೋಗ- ನೇಮಕ.

ಪೀಠಿಕೆ :-

ರಾಜ್ಯ ಸರ್ಕಾರೀ ನೌಕರರ ಈ ಹಿಂದಿನ ಸಾಮಾನ್ಯ ವೇತನ ಪರಿಷ್ಕರಣವು ೧೯೭೦ರಲ್ಲಿ ನಡೆಯಿತು. ಅಲ್ಲಿಂದೀಚೆಗೆ ಬೆಲೆಯೇರಿಕೆಯಿಂದ ನೌಕರವರ್ಗಕ್ಕೆ ಉಂಟಾಗುತ್ತಿರುವ ಕಷ್ಟಕಾರ್ಪಣ್ಯಗಳನ್ನು ನಿವಾರಿಸುವ ಉದ್ದೇಶದಿಂದ ಸರ್ಕಾರದವರು ಹಲವಾರು ಸಂದರ್ಭಗಳಲ್ಲಿ ತುಟ್ಟಿಭತ್ಯೆಗಳನ್ನು ಹೆಚ್ಚಿಸಿದ್ದಾರೆ. ಸೇವಾ ಸಂಘಗಳಿಂದ ಹಾಗೂ ಸರ್ಕಾರಿ ನೌಕರರಿಂದ ವೇತನ ಭತ್ಯೆ ಮತ್ತು ಇತರ ಸೇವಾ ನಿಯಮಗಳಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಕೆಲವು ಮನವಿಗಳು ಬಂದಿವೆ. ಆದ್ದರಿಂದ ವೇತನ ವ್ಯವಸ್ಥೆಯನ್ನು ಪುನರ್ವಿಮರ್ಶಿಸುವುದು ಅನಿವಾರ್ಯವಾಗಿದೆ. ಈ ಅಂಶವನ್ನು ಗಮನದಲ್ಲಿರಿಸಿಕೊಂಡು ವೇತನ ಆಯೋಗವೊಂದನ್ನು ರಚಿಸುವ ಸೂಚನೆಯನ್ನು ಮಾನ್ಯ ಅರ್ಥ ಮಂತ್ರಿಗಳು ೧೯೭೪-೭೫ರ ತಮ್ಮ ಬಜೆಟ್ ಘಾಷಣೆಯಲ್ಲಿ ವ್ಯಕ್ತಪಡಿಸಿದರು.

ಆದೇಶ ಕ್ರಮಾಂಕ ಎಫ್.ಡಿ. ೪ ಎಸ್‌ಆರ್‌ಪಿ (೩) ೭೪, ಬೆಂಗಳೂರು, ದಿನಾಂಕ ೧೩ನೇ ಆಗಸ್ಟ್, ೧೯೭೪

ರಾಜ್ಯ ಸರ್ಕಾರದವರು ಏಕಸದಸ್ಯ ಆಯೋಗವೊಂದನ್ನು ರಚಿಸಿದ್ದಾರೆ ಮತ್ತು ಕರ್ನಾಟಕ ಉಚ್ಚನ್ಯಾಯಾಲಯದ ನಿವೃತ್ತ ಮುಖ್ಯ ನ್ಯಾಯಾಧೀಶರಾದ ಶ್ರೀ ಎ. ನಾರಾಯಣ ಪೈ ಅವರನ್ನು ಏಕಸದಸ್ಯ ವೇತನ ಆಯೋಗವಾಗಿ ನೇಮಕ ಮಾಡಿದ್ದಾರೆ.

೧. ವೇತನ ಆಯೋಗದ ಪರಿಶೀಲನಾಂಶಗಳು ಈ ಮುಂದಿನಂತಿವೆ :

(ಕ) (೧) ರಾಜ್ಯದ ಪ್ರಸಕ್ತ ಅರ್ಥಿಕ ಸ್ಥಿತಿಗತಿಗಳು ಹಾಗೂ ಹಣಕಾಸಿಗೆ ಸಂಬಂಧಪಟ್ಟಂತೆ ಅದರ ಸಾಮರ್ಥ್ಯವನ್ನು, ಮತ್ತು

(೨) ಐದನೆಯ ಪಂಚವಾರ್ಷಿಕ ಯೋಜನೆಯನ್ನು ಕಾರ್ಯಗತಗೊಳಿಸುವ ಮತ್ತು ಸಾಧ್ಯವಾದಷ್ಟು ಮಟ್ಟಿಗೆ ಸಮಾಜದ ಎಲ್ಲ ವರ್ಗಗಳಿಗೆ ಅತ್ಯಧಿಕ ಪ್ರಯೋಜನ ದೊರೆಯುವಂತೆ, ಸಮಾಜ ಸೇವೆಗಳೂ ಸೇರಿ ಅಭಿವೃದ್ಧಿಯ ಗತಿಯನ್ನು ಕಾಯ್ದು ಕೊಂಡು ಬರುವ ಅವಶ್ಯಕತೆಯನ್ನು

ಗಮನಕ್ಕೆ ತೆಗೆದುಕೊಂಡು ರಾಜ್ಯ ಸರ್ಕಾರದ, ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳ ಮತ್ತು ಸಹಾಯ ಪೋಷಿತ ಸಂಸ್ಥೆಗಳ ನೌಕರರ ಪ್ರಸಕ್ತ ವೇತನ ವ್ಯವಸ್ಥೆಯನ್ನು ಪುನರ್ವಿಮರ್ಶಿಸುವುದು.

(ಖ) ಸರ್ಕಾರದ ವಿವಿಧ ಇಲಾಖೆಗಳಲ್ಲಿ ವೇತನ ವ್ಯವಸ್ಥೆಯ ಪುನರ್ವಿಮರ್ಶೆಗೆ ಸಲಹೆ ನೀಡುವುದು;

(ಗ) ಹೊಸ ವೇತನ ಶ್ರೇಣಿಗಳನ್ನು ರಚಿಸುವುದಾದರೆ, ವೇತನವನ್ನು ನಿಗದಿ ಮಾಡುವ ನಿರ್ಣಾಯಕ ಸೂತ್ರಗಳನ್ನು ಸೂಚಿಸುವುದು;

(ಘ) ತುಟ್ಟಿಭತ್ಯೆ, ನಗರ ಪರಿಹಾರ ಭತ್ಯೆ, ಮನೆ ಬಾಡಿಗೆ ಭತ್ಯೆ, ವಿಶೇಷ ವೇತನ, ಪ್ರತಿ ನಿಯೋಜನ ಭತ್ಯೆ ಪ್ರಾಜೆಕ್ಟ್ ಭತ್ಯೆ, ಅನ್ಯಸೇವಾ ಭತ್ಯೆ ಮತ್ತು ವೈದ್ಯೋಪಚಾರ ಸೌಲಭ್ಯಗಳ ಪ್ರಸಕ್ತ ವ್ಯವಸ್ಥೆಯನ್ನು ಅಧ್ಯಯನ ಮಾಡುವುದು ಮತ್ತು ಸೂಕ್ತ ಮಾರ್ಪಾಟುಗಳನ್ನು ಶಿಫಾರಸು ಮಾಡುವುದು ;

(ಙ) ನಿವೃತ್ತಿ ಸೌಲಭ್ಯಗಳ ಪ್ರಸಕ್ತ ವ್ಯವಸ್ಥೆಯ ಅಧ್ಯಯನ ಮಾಡಿ ಸೂಕ್ತ ಮಾರ್ಪಾಟುಗಳನ್ನು ಶಿಫಾರಸು ಮಾಡುವುದು;

(ಚ) ಸೌಕರ್ಯಗಳನ್ನು ಒದಗಿಸುವುದೂ ಸೇರಿ ಸರ್ಕಾರಿ ನೌಕರರ ಕಾರ್ಯ ವೈಶಿಷ್ಟ್ಯ ಮತ್ತು ಕಾರ್ಯದಕ್ಷತೆಯ ಸುಧಾರಣೆಗೆ ಪ್ರಚೋದಕಗಳ ಬಗ್ಗೆ ಸಲಹೆ ಮಾಡುವುದು; ಮತ್ತು

(ಛ) ಆಯೋಗವು ಸೂಕ್ತವೆಂದು ಭಾವಿಸಬಹುದಾದಂಥ ಇತರ ವಿಷಯಗಳು.

೩. ಆಯೋಗವು ತನ್ನ ಶಿಫಾರಸುಗಳನ್ನು ಅದಷ್ಟು ಬೇಗನೆ ನೀಡಬಹುದು,

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆದೇಶಾನುಸಾರ ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ,

ಟಿ. ಆರ್. ಸತೀಶ್‌ಚಂದ್ರನ್,

ಅರ್ಥಿಕ ಕಮಿಷನರು ಮತ್ತು ಸರ್ಕಾರದ ಕಾರ್ಯದರ್ಶಿ,

ಅರ್ಥ ಇಲಾಖೆ.

ANNEX—B

[See Question v]

Existing Scales of Pay (Excluding Dearness and other allowances)

1.	Rs. 65—2—95		
2.	Rs. 80—3—110—4—130—5—145		
3.	Rs. 90—4—110—5—170—EB—6—200		
4.	Rs. 100—5—150—6—180—EB—10—220		
5.	Rs. 120—5—150—8—190—EB—10—240		
6.	Rs. 130—5—140—8—180—EB—10—260—15—290	...	
7.	Rs. 160—10—260—EB—15—350		...
8.	Rs. 175—10—275—15—350—EB—20—450	...	...
9.	Rs. 200—10—230—15—350—25—450—EB—25—550		
10.	Rs. 200—10—230—15—350—EB—20—450		
11.	Rs. 225—10—245—15—320—EB—20—400—25—450	...	...
12.	Rs. 250—15—310—20—350—EB—25—500	...	...
13.	Rs. 275—25—375—EB—25—550	...	...
14.	Rs. 300—25—550—EB—30—700	...	...
15.	Rs. 350—25—600—30—780—EB—40—900		...
16.	Rs. 400—30—640—EB—40—800—50—950		...
17.	Rs. 500—30—650—40—850—EB—50—1000	...	...
18.	Rs. 700—40—900—50—1100	...	...
19.	Rs. 800—40—1000—50—1250	...	...
20.	Rs. 1000—50—1200—60—1500	...	...
21.	Rs. 1300—60—1600—50—1800	...	...

ಅನುಬಂಧ "ವಿ"

(V ಪ್ರಶ್ನೆ ನೋಡಿ)

ಪ್ರಸಕ್ತ ವೇತನ ಶ್ರೇಣಿಗಳು (ತುಟ್ಟಿ ಭತ್ಯೆ ಮತ್ತು ಇತರ ಭತ್ಯೆಗಳ ಹೊರತು)	...	...
೧. ರೂ. ೬೫—೨—೯೫		
೨. ರೂ. ೮೦—೩—೧೧೦—೪—೧೩೦—೫—೧೪೫	...	...
೩. ರೂ. ೯೦—೪—೧೧೦—೫—೧೭೦—ಇಬಿ—೬—೨೦೦		
೪. ರೂ. ೧೦೦—೫—೧೫೦—೬—೧೮೦—ಇಬಿ—೧೦—೨೨೦		
೫. ರೂ. ೧೨೦—೫—೧೫೦—೮—೧೯೦—ಇಬಿ—೧೦—೨೪೦		
೬. ರೂ. ೧೩೦—೫—೧೮೦—೮—೧೮೦—ಇಬಿ—೧೦—೨೬೦—೧೫—೨೯೦		
೭. ರೂ. ೧೬೦—೧೦—೨೬೦—ಇಬಿ—೧೫—೩೫೦		
೮. ರೂ. ೧೭೫—೧೦—೨೭೫—೧೫—೩೫೦—ಇಬಿ—೨೦—೪೫೦		
೯. ರೂ. ೨೦೦—೧೦—೨೩೦—೧೫—೩೫೦—೨೫—೪೫೦—ಇಬಿ—೨೫—೫೫೦		
೧೦. ರೂ. ೨೦೦—೧೦—೨೩೦—೧೫—೩೫೦—ಇಬಿ—೨೦—೪೫೦		
೧೧. ರೂ. ೨೨೫—೧೦—೨೪೫—೧೫—೩೫೦—ಇಬಿ—೨೦—೪೦೦—೨೫—೫೦೦		
೧೨. ರೂ. ೨೫೦—೧೫—೩೧೦—೨೦—೩೫೦—ಇಬಿ—೨೫—೫೦೦		
೧೩. ರೂ. ೨೭೫—೨೫—೩೭೫—ಇಬಿ—೨೫—೫೦೦		
೧೪. ರೂ. ೩೦೦—೨೫—೫೦೦—ಇಬಿ—೩೦—೬೦೦		
೧೫. ರೂ. ೩೫೦—೨೫—೬೦೦—೩೦—೬೮೦—ಇಬಿ—೪೦—೯೦೦		
೧೬. ರೂ. ೪೦೦—೩೦—೬೪೦—ಇಬಿ—೪೦—೮೦೦—೫೦—೯೫೦		
೧೭. ರೂ. ೫೦೦—೩೦—೬೫೦—೪೦—೮೫೦—ಇಬಿ—೫೦—೧,೦೦೦		
೧೮. ರೂ. ೬೦೦—೪೦—೯೦೦—೫೦—೧,೧೦೦		
೧೯. ರೂ. ೮೦೦—೪೦—೧,೦೦೦—೫೦—೧,೨೫೦		
೨೦. ರೂ. ೧,೦೦೦—೫೦—೧,೨೦೦—೬೦—೧,೫೦೦		
೨೧. ರೂ. ೧,೩೦೦—೬೦—೧,೬೦೦—೫೦—೧,೮೦೦		

ANNEX—C

[See QUESTION IX]

Existing rates of Dearness allowance (Cols 3 + 5) admissible to State Government employees

Sl. No.	Pay Range	Total D.A. as on 1-4-1973	Total addl. D.A. sanctioned during the period from 2-4-1973 to 31-3-1974	Additional D.A. in Col. 4 refiged on percentage basis with effect from 1-4-1974
1	2	3	4	5
	Rs.	Rs.	Rs.	
1.	Below 85	100	21	12 per cent of pay and D.A. (i.e., Columns 2 & 3) subject to a minimum of Rs. 21 P.M.
2.	85 to 89	112	24	
3.	90 to 109	113	23	
4.	110 to 149	139	24	
5.	150 to 209	163	24	9% of pay and DA (i.e., Colms. 2 & 3) subject to a minimum of Rs. 36 P.M. and maximum Rs. 81 P.M.
6.	210 to 399	196	30	
7.	400 to 449	210	30	
8.	450 to 499	214	30	
9.	500 to 542	233 to 191	30	
10.	543 to 575	190	30	
11.	576 to 584	189 to 181	27 to 3	
12.	585 to 999	180		
13.	1000 to 1019	179 to 160		
14.	1020 to 1090	160		
15.	1091 to 1249*	160		*Subject to marginal adjustment so that pay, DA, in column 3 and additional DA on percentage basis does not exceed Rs. 1310 P.M. (157, 155, 153, 151 etc.)
16.	1250 to 1272	159 to 115		
17.	1272.50	114		
18.	1273 to 1286	113.50 to 100		
19.	1286.50 to 2249	100		

Note: 1—D.A. as shown in column No. 3 counts for calculation of pension and gratuity in cases arising on or after 1st April 1974.

2—A portion of the DA in Col. No. 3 counts for purposes of calculating HRA, CCA, TA, as shown below:—

Sl. No.	Pay Range	Portion of D.A. counting for HRA, CCA, TA
1	2	3
	Rs.	Rs.
1.	Below 90	47
2.	90 and above but below 110	60
3.	110 and above but below 150	70
4.	150 and above but below 210	90
5.	210 and above but below 400	110
6.	400 and above but below 1000	120
7.	1,000 and above but below 1,100	100
8.	1,100 and above but upto 1,800	60

ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ದೊರೆಯುವ ತುಟ್ಟಭತ್ಯೆಗಳ (ಅಂಕಣ 3+5) ಪ್ರಸಕ್ತ ದರಗಳು.

ಕ್ರಮ ಸಂಖ್ಯೆ	ವೇತನ ವ್ಯಾಪ್ತಿ	೧-೪-೭೩ ರಂದು		೨-೪-೭೩ ರಿಂದ		ನಾಲ್ಕನೇ ಅಂಕಣದಲ್ಲಿನ ಹೆಚ್ಚಿನ ತುಟ್ಟಭತ್ಯೆವನ್ನು ೧-೪-೧೯೭೪ ರಿಂದ ಶೇಕಡಾವಾರು ಆಧಾರದ ಮೇಲೆ ಪುನಃ ಗೊತ್ತುಪಡಿಸಿದೆ
		ಇದ್ದ ಒಟ್ಟು ತುಟ್ಟಭತ್ಯೆ	೨೧-೩-೭೪ರ ಅವಧಿಯಲ್ಲಿ ಮಂಜೂರಾದ ಒಟ್ಟು ಹೆಚ್ಚಿನ ತುಟ್ಟಭತ್ಯೆ	೨೧-೩-೭೪ರ ಅವಧಿಯಲ್ಲಿ ಮಂಜೂರಾದ ಒಟ್ಟು ಹೆಚ್ಚಿನ ತುಟ್ಟಭತ್ಯೆ	೨೧-೩-೭೪ರ ಅವಧಿಯಲ್ಲಿ ಮಂಜೂರಾದ ಒಟ್ಟು ಹೆಚ್ಚಿನ ತುಟ್ಟಭತ್ಯೆ	
೧	೨	೩	೪	೫	೬	೭
	ರೂ.	ರೂ.	ರೂ.	ರೂ.	ರೂ.	
೧.	೮೫೫ ಕಡಿಮೆ	೧೦೦	೨೧			ತಿಂಗಳಿಗೆ ೨೧ ರೂ. ಗಳ ಕನಿಷ್ಠ ಮಿತಿಗೆ ಒಳಪಟ್ಟು ವೇತನ ಮತ್ತು ತುಟ್ಟಭತ್ಯೆ ಶೇಕಡಾ ೧೨ (ಅಂದರೆ ಅಂಕಣ ೨ ಮತ್ತು ೩).
೨.	೮೫ ರಿಂದ ೮೯೯ ವರೆಗೆ	೧೦೨	೨೪			
೩.	೯೦ ರಿಂದ ೧೦೯ ವರೆಗೆ	೧೦೩	೨೩			
೪.	೧೧೦ ರಿಂದ ೧೪೯ ವರೆಗೆ	೧೩೯	೨೪			
೫.	೧೫೦ ರಿಂದ ೨೦೯ ವರೆಗೆ	೧೬೩	೨೪			ತಿಂಗಳಿಗೆ ೩೬ ರೂ. ಗಳ ಕನಿಷ್ಠ ಮಿತಿಗೆ ಮತ್ತು ತಿಂಗಳಿಗೆ ೮೧ ರೂ. ಗಳ ಗರಿಷ್ಠ ಮಿತಿಗೊಳಪಟ್ಟು, ವೇತನ ಮತ್ತು ತುಟ್ಟಭತ್ಯೆ ಶೇಕಡಾ ೯ (ಅಂದರೆ ಅಂಕಣ ೨ ಮತ್ತು ೩).
೬.	೨೧೦ ರಿಂದ ೩೯೯ ವರೆಗೆ	೧೯೬	೩೦			
೭.	೪೦೦ ರಿಂದ ೪೯೯ ವರೆಗೆ	೨೧೦	೩೦			
೮.	೪೫೦ ರಿಂದ ೪೯೯ ವರೆಗೆ	೨೧೪	೩೦			
೯.	೫೦೦ ರಿಂದ ೫೪೯ ವರೆಗೆ	೨೩೩ ರಿಂದ	೧೯೧	೩೦		
೧೦.	೫೪೩ ರಿಂದ ೫೯೯ ವರೆಗೆ	೧೯೦	೩೦			
೧೧.	೫೬೬ ರಿಂದ ೫೯೯ ವರೆಗೆ	೧೮೯ ರಿಂದ	೧೮೧	೨೭ ರಿಂದ	೩	
೧೨.	೫೮೫ ರಿಂದ ೯೯೯ ವರೆಗೆ	೧೮೯ ರಿಂದ	೧೮೦	...		
೧೩.	೧,೦೦೦ ರಿಂದ ೧,೦೯೯ ವರೆಗೆ	೧೭೯ ರಿಂದ	೧೬೦	...		
೧೪.	೧,೦೨೦ ರಿಂದ ೧,೦೯೯ ವರೆಗೆ	೧೬೦	...			
೧೫.	೧,೦೯೧ ರಿಂದ ೧,೨೪೯*	೧೬೦	...			* ಮಿತಿ ಹೊಂದಾಣಿಕೆಗೆ ಒಳಪಟ್ಟು ಅಂದರೆ ಅಂಕಣ ೨ರಲ್ಲಿನ ತುಟ್ಟಭತ್ಯೆ ಮತ್ತು ಶೇಕಡಾವಾರು ಆಧಾರದ ಮೇಲೆ ಗೊತ್ತುಪಡಿಸಿದ ತುಟ್ಟಭತ್ಯೆ ತಿಂಗಳಿಗೆ ೧,೩೧೦ ರೂ. ಗಳನ್ನು ಮೀರಕೂಡದು.
೧೬.	೧,೨೫೦ ರಿಂದ ೧,೨೬೨ ವರೆಗೆ	೧೫೯ ರಿಂದ	೧೧೫			(೧೫೭, ೧೫೫, ೧೫೩, ೧೫೧, ಇತ್ಯಾದಿ)
೧೭.	೧,೨೬೨,೫೦	...	೧೧೪			
೧೮.	೧,೨೬೩ ರಿಂದ ೧,೨೮೬ ವರೆಗೆ	೧೧೩,೫೦ ರಿಂದ	೧೦೦			(೧೧೩,೫೦, ೧೧೨,೫೦, ೧೧೧,೫೦ ಇತ್ಯಾದಿ).
೧೯.	೧,೨೮೯,೫೦ ರಿಂದ ೨,೨೪೯ ವರೆಗೆ	೧೦೦				

- ಟಿಪ್ಪಣಿ : ೧. ೧-೪-೧೯೭೪ ರಂದು ಅಥವಾ ಆ ತರುವಾಯ ನಿವೃತ್ತರಾಗುವವರ ನಿವೃತ್ತಿ ವೇತನ ಮತ್ತು ಉಪದಾನಗಳನ್ನು ಲೆಕ್ಕ ಹಾಕುವಾಗ ಅಂಕಣ ೩ರಲ್ಲಿ ತೋರಿಸಿರುವ ತುಟ್ಟಭತ್ಯೆವನ್ನು ಪರಿಗಣಿಸಲಾಗುವುದು.
೨. ಅಂಕಣ ೩ರಲ್ಲಿನ ತುಟ್ಟಭತ್ಯೆ ದ ಒಂದಂಶವನ್ನು ಈ ಕೆಳಗೆ ತೋರಿಸಿದಂತೆ ವಂಶ ಬಾಡಿಗೆ ಭತ್ಯೆ, ನಗರ ಪರಿಹಾರ ಭತ್ಯೆ ಮತ್ತು ಪ್ರಯಾಣ ಭತ್ಯೆಗಳನ್ನು ಲೆಕ್ಕ ಮಾಡುವಾಗ ಪರಿಗಣಿಸಲಾಗುವುದು.

ಕ್ರಮ ಸಂಖ್ಯೆ	ವೇತನ ವ್ಯಾಪ್ತಿ	ಮನೆ ಬಾಡಿಗೆ ಭತ್ಯೆ ನಗರ ಪರಿಹಾರ ಭತ್ಯೆ ಮತ್ತು ಪ್ರಯಾಣ ಭತ್ಯೆಗಳನ್ನು ಲೆಕ್ಕ ಹಾಕುವಲ್ಲಿ ನೆರವಾಗುವ ತುಟ್ಟಭತ್ಯೆ ಅಂಶ
	ರೂ.	ರೂ.
೧.	೯೦ ಕ್ಕೂ ಕಡಿಮೆ	...
೨.	೯೦ ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚಿನ ಅಂದರೆ	೧೦೦ಕ್ಕೆ ಕಡಿಮೆ
೩.	೧೦೦ ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚಿನ ಅಂದರೆ	೧೫೦ಕ್ಕೆ ಕಡಿಮೆ
೪.	೧೫೦ ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚಿನ ಅಂದರೆ	೨೦೦ಕ್ಕೆ ಕಡಿಮೆ
೫.	೨೦೦ ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚಿನ ಅಂದರೆ	೪೦೦ಕ್ಕೆ ಕಡಿಮೆ
೬.	೪೦೦ ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚಿನ ಅಂದರೆ	೧,೦೦೦ಕ್ಕೆ ಕಡಿಮೆ
೭.	೧,೦೦೦ ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚಿನ ಅಂದರೆ	೧,೦೦೦ಕ್ಕೆ ಕಡಿಮೆ
೮.	೧,೧೦೦ ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚಿನ ಅಂದರೆ	೧,೮೦೦ರ ವರೆಗೆ

ANNEX--D

(See QUESTION XIII)

Existing rates of H.R.A. and C.C.A. admissible to State Government Employees

HOUSE RENT ALLOWANCE

Area	Pay Range	Rate
A. Bangalore ...	Below Rs. 100	Rs. 15 P.M.
Urban Agglomeration ...	Rs. 100—619	15 per cent of pay subject to a minimum of Rs. 20 P.M. and maximum of Rs. 90 P.M.
	Rs. 620 and above	10 per cent of pay subject to a minimum of Rs. 90 and maximum of Rs. 250 P.M.
B. Bagalkot, Belgaum-Urban Agglomeration, Bellary, Bhadravati-Urban Agglomeration, Bidar, Bijapur, Chitradurga, Davanagere, Gadag-Betgeri, Gulbarga, Hassan, Hospet, Hubli-Dharwar, K.G.F.-Urban Agglomeration; Mandya, Mangalore-Urban Agglomeration, Mysore, Raichur, Shimoga, Tumkur.	Below Rs. 620	7 per cent of pay subject to a minimum of Rs. 10.
	Rs. 620 and above	5 per cent of pay subject to a minimum of Rs. 46.45 and maximum of Rs. 100 P.M.
C. Places with a population of 25,000 and above.	Below Rs. 620	3 per cent of pay subject to a minimum of Rs. 3 P.M.
Basavakalyan, Chintamani, Chickballapur, Chamarajanagar, Channapatna, Chickmagalur, D a u d e l i, Doddaballapur, Gangavati, Gokak, Guledgud, Haveri, Harihar, Ilkal, Jamkhandi, Kolar, Kollegal, Karwar, Koppal, Nippani, Ranibennur, Rabkavi-Banhatti, Ramanagar, Sagar, Sirsi, Udipi, Yadgir,	Rs. 620 and above but below Rs. 635.	Rs. 635 pay

CITY COMPENSATORY ALLOWANCE

I Bangalore Urban Agglomeration	Below Rs. 250	7½ per cent of pay subject to minimum of Rs. 6 and maximum of Rs. 15 P.M.
	Rs. 250 and above but not exceeding Rs. 700	6 per cent of pay subject to minimum of Rs. 15 and maximum of Rs. 30 P.M.
	Above Rs. 700 but below Rs. 730	Rs. 730 pay
II Bellary, Belgaum-Urban Agglomeration, Bhadravathi Urban Agglomeration, Bijapur, Davanagere, Gulbarga, Hubli-Dharwar, K.G.F.-Urban Agglomeration, Mangalore-Urban Agglomeration, Mysore, Shimoga.	Upto Rs. 700	4 per cent of pay subject to minimum of Rs. 5 and maximum of Rs. 20.
	Above Rs. 700 but below Rs. 720.	Rs. 720 pay.

ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ದೊರೆಯುವ ಮನೆಬಾಡಿಗೆ ಭತ್ಯೆ ಮತ್ತು ನಗರ ಪರಿಹಾರ ಭತ್ಯೆ ಪ್ರಸಕ್ತ ದರಗಳು  
ಮನೆ ಬಾಡಿಗೆ ಭತ್ಯೆ

ಪ್ರದೇಶ	ವೇತನ ವ್ಯಾಪ್ತಿ	ದರ
ಕ. ಬೆಂಗಳೂರು ನಗರ ಪ್ರದೇಶ	೧೦೦ ರೂ. ಗಳಿಗೂ ಕಡಿಮೆ ೧೦೦—೬೧೯	ತಿಂಗಳಿಗೆ ೧೫ ರೂ. ಗಳು ತಿಂಗಳಿಗೆ ೨೦ ರೂ. ಗಳ ಕನಿಷ್ಠ ಮಿತಿಗೆ ಮತ್ತು ೯೦ ರೂ. ಗಳ ಗರಿಷ್ಠ ಮಿತಿಗೆ ಒಳಪಟ್ಟು ವೇತನದ ಶೇಕಡ ೧೫.
ಖ. ಬಾಗಲಕೋಟೆ, ಬೆಳಗಾವಿ ನಗರ ಪ್ರದೇಶ, ಬಳ್ಳಾರಿ, ಭದ್ರಾವತಿ, ನಗರ ಪ್ರದೇಶ, ಬೀದರ, ವಿಜಾಪುರ, ಚಿತ್ರದುರ್ಗ, ದಾವಣಗೆರೆ, ಗದಗ-ಬೆಟಗೆರಿ, ಕಲ್ಬುರ್ಗಿ, ಹಾಸನ, ಹೊಸಪೇಟೆ, ಹುಬ್ಬಳ್ಳಿ-ಧಾರವಾಡ, ಕೆ.ಜಿ.ಎಫ್.-ನಗರ ಪ್ರದೇಶ, ಮಂಡ್ಯ, ಮಂಗಳೂರು-ನಗರ ಪ್ರದೇಶ, ಮೈಸೂರು, ರಾಯಚೂರು, ಶಿವಮೊಗ್ಗ, ತುಮಕೂರು.	೬೨೦ ಮತ್ತು ಹೆಚ್ಚಿಗೆ	ತಿಂಗಳಿಗೆ ೯೦ ರೂ. ಗಳ ಕನಿಷ್ಠ ಮಿತಿಗೆ ಮತ್ತು ೨೫೦ ರೂ. ಗಳ ಗರಿಷ್ಠ ಮಿತಿಗೆ ಒಳಪಟ್ಟು ಶೇಕಡ ೧೦.
ಗ. ೨೫೦೦ ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚಿನ ಜನಸಂಖ್ಯೆಯ ಸ್ಥಳಗಳು	೬೨೦ಕ್ಕೂ ಕಡಿಮೆ	೧೦ ರೂ. ಗಳ ಕನಿಷ್ಠ ಮಿತಿಗೊಳಪಟ್ಟು ವೇತನದ ಶೇಕಡ ೨೧/೨
ಬಸವಕಲ್ಯಾಣ, ಚಿಂತಾಮಣಿ, ಚಿಕ್ಕಬಳ್ಳಾಪುರ, ಚಾಮರಾಜನಗರ, ಚನ್ನಪಟ್ಟಣ, ಚಿಕ್ಕಮಗಳೂರು, ದಾಂಡೇಲಿ, ದೊಡ್ಡ ಬಳ್ಳಾಪುರ, ಗಂಗಾವತಿ, ಗೋಕಾಕ, ಗುಲೇದಗುಡ್ಡ, ಹಾವೇರಿ, ಹರಿಹರ, ಇಳಕಲ್ಲ, ಜಮಖಂಡಿ, ಕೋಲಾರ, ಕೊಳ್ಳೇಗಾಲ, ಕಾರವಾರ, ಕೊಪ್ಪಳ, ನಿಪ್ಪಾಣಿ, ರಾಣಬೆನ್ನೂರು, ರಬಕವಿ-ಬನಹಟ್ಟಿ, ರಾಮನಗರ, ಸಾಗರ, ಸಿರ್ಸಿ, ಉಡುಪಿ, ಯಾದಗಿರೆ.	೬೨೦ ಮತ್ತು ಹೆಚ್ಚಿಗೆ ಆದರೆ ೬೨೫ಕ್ಕೂ ಕಡಿಮೆ.	ತಿಂಗಳಿಗೆ ೩ ರೂ. ಗಳ ಕನಿಷ್ಠ ಮಿತಿಗೊಳಪಟ್ಟು ವೇತನದ ಶೇಕಡಾ ೩.
	ನಗರ ಪರಿಹಾರ ಭತ್ಯೆ	೬೨೫ ರೂ. ವೇತನ
I. ಬೆಂಗಳೂರು ನಗರ ಪ್ರದೇಶ	೨೫೦ ರೂ. ಗಳಿಗೂ ಕಡಿಮೆ	ತಿಂಗಳಿಗೆ ೬ ರೂ. ಗಳ ಕನಿಷ್ಠ ಮಿತಿ ಮತ್ತು ೧೫ ರೂ. ಗಳ ಗರಿಷ್ಠ ಮಿತಿಗೆ ಒಳಪಟ್ಟು ವೇತನದ ಶೇಕಡಾ ೨೧/೨.
	೨೫೦ ರೂ. ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚಿಗೆ ಆದರೆ ೨೦೦ ರೂ. ಗಳನ್ನು ಮೀರದಿದ್ದರೆ.	ತಿಂಗಳಿಗೆ ೧೫ ರೂ. ಗಳ ಕನಿಷ್ಠ ಮಿತಿ ಮತ್ತು ೩೦ ರೂ. ಗಳ ಗರಿಷ್ಠ ಮಿತಿಗಳಿಗೆ ಒಳಪಟ್ಟು ವೇತನದ ಶೇಕಡಾ ೬.
	೨೦೦ ರೂ. ಗಳಿಗೂ ಹೆಚ್ಚಿನ ಆದರೆ ೨೩೦ ರೂ. ಗಳಿಗೆ ಕಡಿಮೆ.	೨೩೦ ರೂ. ವೇತನ
II. ಬಳ್ಳಾರಿ, ಬೆಳಗಾವಿ ನಗರ ಪ್ರದೇಶ, ಭದ್ರಾವತಿ ನಗರ ಪ್ರದೇಶ, ವಿಜಾಪುರ, ದಾವಣಗೆರೆ, ಕಲ್ಬುರ್ಗಿ, ಹುಬ್ಬಳ್ಳಿ-ಧಾರವಾಡ, ಕೆ.ಜಿ.ಎಫ್.-ನಗರ ಪ್ರದೇಶ, ಮಂಗಳೂರು ನಗರ ಪ್ರದೇಶ ಮೈಸೂರು, ಶಿವಮೊಗ್ಗ.	೨೦೦ ರೂ. ಗಳ ವರೆಗೆ	೫ ರೂ. ಕನಿಷ್ಠ ಮಿತಿಗೆ ಮತ್ತು ೨೦ ರೂ. ಗಳ ಗರಿಷ್ಠ ಮಿತಿಗೆ ಒಳಪಟ್ಟು ವೇತನದ ಶೇಕಡಾ ೪.
	೨೦೦ ರೂ. ಗಳಿಗೂ ಮೀರದ ಆದರೆ ೨೨೦ ರೂ. ಗಳಿಗೂ ಕಡಿಮೆ	೨೨೦ ರೂ. ವೇತನ

ANNEX-II (ii)

KARNATAKA PAY COMMISSION

ಕರ್ನಾಟಕ ವೇತನ ಆಯೋಗ

QUESTIONNAIRE TO LOCAL BODIES AND AIDED INSTITUTIONS

ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳ ಮತ್ತು ಸಹಾಯ ಪೋಷಿತ ಸಂಸ್ಥೆಗಳ ಬಗ್ಗೆ ಪ್ರಶ್ನಾನವಳಿ

1. (a) Please give the following particulars relating to each category of post in your Organisation :—

- (i) Designation of the post ;
- (ii) Number of posts—permanent and temporary ;
- (iii) Scale of Pay ;
- (iv) Special Pay/Allowance, if any ;
- (v) Brief description of duties and responsibilities of the post ;
- (vi) Mode of appointment and qualifications.

(b) What are the retirement benefits admissible to the Employees in your Organisation ?

೦. (ಕ) ದಯೆಯಿಟ್ಟು ನಿಮ್ಮ ಸಂಸ್ಥೆಯಲ್ಲಿನ ಪ್ರತಿಯೊಂದು ವರ್ಗದ ಹುದ್ದೆಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಈ ಕೆಳಗಿನ ವಿವರಗಳನ್ನು ಕೊಡಿ :—
- (೦) ಹುದ್ದೆಯ ಹೆಸರು ;
  - (೧) ಹುದ್ದೆಯ ಸಂಖ್ಯೆ—ಖಾಯಂ ಮತ್ತು ತಾತ್ಕಾಲಿಕ ;
  - (೨) ವೇತನ ಶ್ರೇಣಿ ;
  - (೩) ವಿಶೇಷವೇತನ/ಭತ್ಯೆ, ಯಾವುದೇ ಇದ್ದರೆ ;
  - (೪) ಹುದ್ದೆಯ ಕರ್ತವ್ಯಗಳ ಮತ್ತು ಜವಾಬ್ದಾರಿಗಳ ಸಂಕ್ಷಿಪ್ತ ವಿವರಣೆ ;
  - (೫) ನೇಮಕದ ವಿಧಾನ ಮತ್ತು ಅರ್ಹತೆಗಳು ;

(ಐ) ನಿಮ್ಮ ಸಂಸ್ಥೆಯಲ್ಲಿ ನೌಕರರಿಗೆ ದೊರೆಯುವ ನಿವೃತ್ತಿ ಸೌಲಭ್ಯಗಳು ಯಾವುವು ?

2. Please indicate for each of the last three years :

- (a) The total expenditure incurred on account of salary and allowances for the employees ;
- (b) The total amount of grant that is being received from Government in respect of the existing staff ;
- (c) The total expenditure incurred in excess of the grant received from Government and the sources from which it is now being met.

೨. ಈ ಕೆಳಗಿನ ಪ್ರತಿಯೊಂದಕ್ಕೂ ಹಿಂದಿನ ಮೂರು ವರ್ಷಗಳಿಗೆ ಅನ್ವಯಿಸುವಂತೆ ವಿವರಗಳನ್ನು ಕೊಡಿ :

- (ಕ) ನೌಕರರ ವೇತನ ಮತ್ತು ಭತ್ಯೆಗಳ ನಿಮಿತ್ತವಾಗಿ ವಹಿಸಿದ ಒಟ್ಟು ವೆಚ್ಚ ;
- (ಐ) ಈಗಿರುವ ಸಿಬ್ಬಂದಿಗಾಗಿ ಸರ್ಕಾರದಿಂದ ಪಡೆಯುತ್ತಿರುವ ಅನುದಾನದ ಒಟ್ಟು ಮೊಬಲಗು ;
- (ಊ) ಸರ್ಕಾರದಿಂದ ಪಡೆಯುತ್ತಿರುವ ಅನುದಾನಕ್ಕಿಂತ ಹೆಚ್ಚಿಗೆಯಾಗಿ ವಹಿಸಿದ ಒಟ್ಟು ವೆಚ್ಚ ಮತ್ತು ಹಾಗೆ ವಹಿಸಿದ ಹೆಚ್ಚಿನ ವೆಚ್ಚವು ಯಾವ ಮೂಲದಿಂದ ದೊರೆಯುವುದು ?

3. (a) Do you think that the pay structure applicable to employees in government departments should be extended to the employees of your Organisation also ? Alternatively, do you favour having a separate pay structure for your employees ? If so, please suggest suitable pay structure.

(b) If you think that an upward revision of the scales of pay for your employees is justifiable, please suggest the posts or categories of posts for which such revision is necessary and the basis on which it can be effected.

(c) How do you propose to raise the resources necessary to meet the additional expenditure if your suggestions for upward revision of scales of pay are accepted ?

೩. (ಕ) ಸರ್ಕಾರಿ ಇಲಾಖೆಗಳಲ್ಲಿನ ನೌಕರರಿಗೆ ಅನ್ವಯವಾಗುವ ವೇತನ ವ್ಯವಸ್ಥೆಯನ್ನು ನಿಮ್ಮ ಸಂಸ್ಥೆಯ ನೌಕರರಿಗೂ ಅನ್ವಯಿಸಬೇಕೆಂದು ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇ ? ಹಾಗಲ್ಲಿದ್ದರೆ, ನಿಮ್ಮ ನೌಕರರಿಗೆ ಪ್ರತ್ಯೇಕವಾದ ವೇತನ ವ್ಯವಸ್ಥೆಯಿರಬೇಕೇ ? ಹಾಗಾದರೆ, ಸೂಕ್ತ ವೇತನ ವ್ಯವಸ್ಥೆಯನ್ನು ಸೂಚಿಸಿ.

(ಐ) ನಿಮ್ಮ ನೌಕರರ ವೇತನ ಶ್ರೇಣಿಗಳನ್ನು ಇನ್ನೂ ಹೆಚ್ಚಿಸುವಂತೆ ಪರಿಷ್ಕರಿಸುವುದು ನ್ಯಾಯಸಮ್ಮತವೆಂದು ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವಾಗಿದ್ದರೆ ಪರಿಷ್ಕರಣೆ ಅವಶ್ಯವಿರುವ ಹುದ್ದೆಗಳನ್ನು ಮತ್ತು ಹುದ್ದೆಗಳ ವರ್ಗಗಳನ್ನು ಮತ್ತು ಯಾವ ರೂಪದಲ್ಲಿ ಅವುಗಳನ್ನು ಪರಿಷ್ಕರಿಸಬಹುದೆಂಬುದನ್ನು ಸೂಚಿಸಿ.

(ಊ) ವೇತನ ಶ್ರೇಣಿಗಳನ್ನು ಉತ್ತಮಗೊಳಿಸುವಂತೆ ಪರಿಷ್ಕರಿಸಬೇಕೆಂಬ ನಿಮ್ಮ ಸಲಹೆಗಳನ್ನು ಅಂಗೀಕರಿಸುವುದಾದರೆ, ಆ ಹೆಚ್ಚಿನ ವೆಚ್ಚವನ್ನು ವಹಿಸಲು ಅಗತ್ಯವಾದ ಸಂಪನ್ಮೂಲಗಳನ್ನು ಹೇಗೆ ಪಡೆಯುವಿರಿ ?

4. What are your views on the system of grant-in-aid extended by Government to your Organisation ?

೪. ನಿಮ್ಮ ಸಂಸ್ಥೆಗೆ ಸರ್ಕಾರವು ಕೊಡುತ್ತಿರುವ ಸಹಾಯಾನುದಾನದ ಪದ್ಧತಿಯ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು ?

5. What are the incentives and amenities, if any, provided to the employees of your Organisation ? Have you any suggestions to make in this behalf ?

೫. ನಿಮ್ಮ ಸಂಸ್ಥೆಯ ನೌಕರರಿಗೆ ಒದಗಿಸಿದ ಪ್ರಚೋದಕಗಳು ಮತ್ತು ಸೌಕರ್ಯಗಳು ಯಾವುವು ? ಈ ಸಂಬಂಧದಲ್ಲಿ ನಿಮ್ಮ ಸಲಹೆಗಳೇನಾದರೂ ಇವೆಯೇ ?

ANNEX-II (iii)

KARNATAKA PAY COMMISSION

QUESTIONNAIRE TO HEADS OF DEPARTMENTS

Please furnish your views on the Questionnaire annexed and on the following additional matters or questions :

PART A

General

I. Please furnish :

(a) in the form enclosed details relating to each category of posts borne on the establishment of your Department as on 1st April 1974 ; and

(b) an organisational chart of the Department indicating the levels of responsibilities, prepared with reference to the orders in force.

II. (a) Trace the growth of staff in each category of posts in your Department with effect from 1st April 1961 by giving the scales of pay and the number of posts under each category from 1961 to 1974 both under Plan and Non-Plan expenditure. While explaining the growth under Plan expenditure, give also the details under individual schemes.

(b) To what extent do you attribute the increase in the number of posts (i) to normal growth and (ii) to appointment of additional staff due to new duties and responsibilities assigned to your Department ? Indicate the norms adopted by you for fixing normal annual growth of work in your Department.

(c) Try to correlate the growth of developmental activities and expenditure in your Department and the growth of staff.

III. (a) Is there any scope for curtailment of Non-Plan expenditure in your Department without substantially affecting the efficiency and execution of schemes in your Department ?

(b) Do you think that there is scope for having fewer but better paid staff in your Department without affecting the efficiency and execution of works in your Department ?

(c) Are there any yardsticks in your Department for calculating the requirements of staff in various categories ? If so, do you consider that these yardsticks are realistic and practicable ? Have you any alternative suggestions for assessing the workload in your Department and for fixing the number of employees required ?

IV. Are there any overlapping schemes or functions of your Department *vis-a-vis* those of other Departments ? If so, furnish the details of such schemes functions as also the Departments to which they pertain. Are these inevitable ? If so, what principles are adopted for appointing staff in the Departments for such schemes ?

V. Indicate the number of posts in each category which have remained vacant for a period of over one year and reasons therefor. Explain why these posts could not be abolished without affecting the efficiency of the Department.

PART B

Pay Scales

VI. While answering Question No. V in Part—B of the annexed Questionnaire, furnish further information with special reference to your Department on the following :

(i) Have you noticed any inadequacies/anomalies in the existing pay scales of any category or class of posts in your Department ? If so,

(a) please list out the reasons why you consider them to be inadequate/anomalous and offer your suggestions to set them right ; and

(b) what principles would you suggest for applying the scales recommended by you to the existing personnel ?

(ii) The pay scales of Government employees were last revised in 1970 on the recommendation of the Mysore Pay Commission, 1966-68 (Tukol Commission). Since then—

(a) has there been any further revision of the scales of pay of any category of posts ?

(b) If so, indicate the categories of such posts and the circumstances which led to the subsequent revision.

Furnish copies of relevant Government Orders.

(iii) Are there any scales of pay attached to any of the posts in your Department which are personal to any individual holding posts in common with others with different scales of pay ? Does existence of such scales create any disparity ? If so, what are your suggestions to remedy the same ?



(iv) Do you think that the scales of pay of any category of posts in your Department are inadequate compared to those in other Departments although the qualifications, duties and responsibilities are similar? If so, give your views on how to rationalise them.

VII. Indicate with reference to the existing levels of responsibilities in your Department the promotional opportunities in each separate promotional unit of your Department. Furnish the following data in this behalf:—

(i) Categories of staff and the ratio of lower to higher grade for which promotions are made;

(ii) Levels and extent of direct recruitment in relation to each category;

(iii) Average time taken for promotion from lower to higher category;

(iv) Selection grades or Selection time scale provided as an alternative to regular promotion;

(v) Ratio of ministerial to Gazetted/Executive posts for purposes of promotion to Gazetted/Executive posts.

VIII. Do you consider that the promotional opportunities available to various lower categories in your Department are adequate? If not, what are the reasons therefor? Has lack of promotional opportunities resulted in marked discontent among lower staff? In particular, examine whether the following are some of the reasons for lack of such opportunities:—

(a) greater proportion of direct recruitment at higher levels;

(b) frequent modifications of staffing pattern at higher levels.

IX. Indicate the number of employees in your Department stagnating at the maximum of their scales for more than four years giving reasons for such stagnation and your suggestions to remedy the same.

X. Has there been any noticeable or appreciable migration of any category categories of staff from your Department to other employment or any such migration or attempts at such migration to other Departments of the State Government? If so, what may be in your opinion the motivating cause for it?

#### **Special Pay**

XI. Please give a list of posts in your Department to which Special Pay is attached the Special pay attached to each such post and the time scale of pay of the incumbent.

#### **PART C**

##### **Allowances**

XII. Have you noticed any unnecessary or excessive travelling by the Officers or other staff members of your Department? Please give in tabular form year-wise for three years 1971—72, 1972—73 and 1973—74 under the categories of Officers and others, the total number of such personnel, total number of them who have travelled, total amount drawn by them by way of T.A., D.A., etc., for travelling, other total emoluments (Pay+Allowances) drawn by them and the percentage which the former is of the latter.

XIII. Regarding medical reimbursement paid out in your Department please furnish in tabular form year-wise for three years 1971—72, 1972—1973 and 1973—1974 the following particulars separately for officers and others:

(i) Total number of personnel

(ii) Total number who have drawn medical reimbursement.

(iii) Total amount so drawn

(iv) Total emoluments (Pay+Allowances)

(v) Percentage which (iii) is of (iv)

#### **PART D**

##### **Amenities and Incentives**

XIV. What are the existing incentives for improvement of productivity and efficiency of the work of the employees in your Department? Indicate the extent to which such incentive have contributed to the improvement, What changes do you suggest in the scale of such incentives? Would you also suggest additional incentives, if any?

#### **PART E**

##### **Terminal Benefits**

XV. Have there been any cases in your Department of inordinate delays in settlement and payment of pension and other terminal benefits? What is the normal time taken? Have you any suggestions for reducing the time and avoiding delays?

FORM

(See QUESTION I)

- |   |                          |
|---|--------------------------|
| 1. Designation of the post and class .....                                    |                          |
| 2. Number of posts :  |                          |
| 3. Number of posts vacant over one year in this category .....                | Permanent      Temporary |
| 4. Scale of pay .....   |                          |
| 5. Special allowance (Conveyance Allowance, Fixed Travelling Allowance, etc). |                          |
| 6. Reasons for grant of Special pay, etc., and authority .....                |                          |
| 7. Mode of recruitment—   |                          |
| (1) Direct Recruitment :—   |                          |
| (a) Percentage .....  |                          |
| (b) Minimum qualification .....   |                          |
| (c) Other qualifications/experience .....                                     |                          |
| (d) Period of probation .....   |                          |
| (2) By promotion :—   |                          |
| (a) Percentage .....  |                          |
| (b) Qualifications .....  |                          |
| 8. Promotional opportunities to higher posts .....                            |                          |
| 9. Job responsibilities .....   |                          |

ANNEX-II (iv)

KARNATAKA PAY COMMISSION

SPECIAL QUESTIONNAIRE TO SECRETARIES TO GOVERNMENT

I. In the light of or against the background of the principles or postulates underlying the General Questionnaire, particularly Question No. VI therein, please suggest a rational classification or grouping of the several departments of the Government, their relative importance from the point of view of their value to the administration and utility to the public and a categorisation of the posts of officers in each department on the basis of levels of responsibility, territorial or functional jurisdiction or range of power and financial powers.

In particular—

- (1) Could the grouping of departments be on such criteria as;
  - (a) basic governmental functions like administration, executive and judicial, law and order, taxation and revenue;
  - (b) basic human needs of food, clothing, housing and health;
  - (c) superior human needs of education, culture, art, recreation and entertainment;
  - (d) public works, communications, transport;
  - (e) industries and power;
  - (f) agriculture and connected matters, irrigation, forests, flood control and weather forecasting, etc.,;
  - (g) purely social and developmental activities ?
- (2) While determining the relative importance of departments, which element is more determinative—value to the administration as contributing to the strength and efficiency of the general structure of governance or utility to the public as contributing to convenience and /or comfort in the life of the public ?
- (3) Is it not possible to grade the officers in each department (irrespective of designations or nomenclature) into not more than 3 or 4 grades on the basis of levels of responsibility etc., so as to furnish a broad but just and reasonable basis for equation of grades as between the several departments ? If so, please indicate the grades in each department and list the posts in each grade,

(In answering this question, you will please indicate briefly but clearly your main line of reasoning).

II. Is it possible in your view to establish a broad parity in the pay scales for technical and non-technical services under Government ? If your answer is in the negative, please indicate the principles on which different pay scales for technical and non-technical services should be determined.

III. A pay structure should have a certain measure of permanance and it seems necessary that it should be related to a reasonably stable level of prices likely to be reached in the not distant future. Please indicate with reasons the price level or the base-year which should govern the revision of pay scales.

IV. Do you think that it is possible to lay down rational yardsticks for fixing the staff pattern in the departments of Government? If so, please attempt to correlate the growth of normal and developmental activities with the growth of staff in departments. Is there any scope, in your view, for reduction of the existing staff in the departments at various levels without affecting adversely the efficiency and the execution of the programmes?

V. (a) Having regard to the need for maintaining adequate tempo of development and provision for social services for the benefit of all sections of society what percentage of the total expenditure of Government can reasonably be set apart for payment of emoluments to Government employees? Please give reasons.

(b) Against the background of the present financial position of the State and its likely trends in the near future do you think that—

(i) it will be possible to meet the increase in expenditure on account of revision of emoluments of Government employees without having to curtail the developmental expenditure of the State?

(ii) there is scope for curtailment of non-plan expenditure on a scale which will be commensurate with the increase in expenditure on account of revision of pay scales?

(c) If neither (i) nor (ii) is feasible, can you indicate the sources from which the extra cost involved in the revision of pay scales, dearness allowance, etc., could be met?

#### ANNEX—III

Letter No, KPC/G-1-F/74 dated the 19th October 1974 from the Secretary, Pay Commission to the Associations of the employees.

*Subject* : Questionnaire issued by the Karnataka Pay Commission.

The Government of Karnataka have constituted a Pay Commission and have appointed Shri A. Narayana Pai, Retired Chief Justice of High Court of Karnataka as the Pay Commission.

2. According to the terms of reference, among other things, the Commission is required to review the existing pay structure of the employees of State Government, Local Bodies and Aided Institutions and also suggest rationalisation of the pay structure among different Departments of Government. In this task, the Commission is anxious to avail itself of the views of as many interested persons as possible. With this object in view, the Commission has drawn up a Questionnaire covering most of the items included in the terms of reference of the Commission. A copy of the Questionnaire is appended.

3. While your personal reactions to the matter and what may be described as purely personal views will undoubtedly constitute good material for moulding the ultimate recommendations of the Commission, I am desired by the Commission to add that the application by you of a higher impersonal standard of approach to the consideration of the questions from the point of view of the general good of the entire body of the Government servants and the Public they serve will add value to your answers.

4. I am to request you to be so good as to furnish your valuable replies to the various points raised in the questionnaire by 30th November 1974 or earlier if possible.

#### ANNEX - IV

Letter No. KPC/G-1-E/74 dated the 19th October 1974 from Shri A. Narayana Pai, Pay Commission to individual members of the Public.

Being desirous of having the benefit of your mature experience, I have taken the liberty of sending you herewith a Questionnaire in connection with the proposal to rationalise the pay-structure of State services, with a request to let me have your views on the same. I realise, you may not perhaps interest yourself in the smaller details. Nevertheless, your opinion on the larger issues or principles and the broad approach to be made to the matter will be of great value to my work.

I shall be grateful if you could kindly send me your replies by about the end of November 1974.

## ANNEX - V

Letter No. KPC/G-1/74 dated the 19th October 1974 from Shri A. Narayana Pai, Pay Commission to the Secretaries to Government.

In inviting your co-operation and assistance for evolving the best possible pay structure for State services, I offer you my compliments and a couple of observations on the Questionnaire.

With a view to have the benefit of different approaches to the matter, besides one General Questionnaire intended generally for all, one is addressed to departmental heads and another specially to you, the Secretaries to Government. The heads of departments will send you one set of their answers to the Questionnaire sent to them, on which you will please offer your comments.

From each of you Secretaries, I request considered views both on the General Questionnaire and the one specially meant for you inviting what may be regarded as an overall picture.

It appears to me that your answers to the first two questions in the Special Questionnaire and Question No. VI in the General Questionnaire will receive clarity, firmness and added value if all the Secretaries could, after individual study and consideration, meet and hold a general discussion. I commend this idea for your consideration.

Your answers may please be made available to me before 15th December, 1974 or earlier if possible.

## ANNEX-VI

Official Memorandum No. FD 4 SRP (3) 74 dated the 19th October, 1974 from Government in the Finance Department to the Secretaries to Government and Heads of Departments.

*Subject :* Procedure to be followed for submitting Memorandum/Representations/Replies to the questionnaire to the Pay Commission.

Government have appointed a One-Man Pay Commission under G.O. No. FD 4 SRP (3) 74, dated 13th August, 1974 to review the pay structure etc., of the State employees. In the conduct of its business the Pay Commission may have to call for information and documents from the departments of Government and also invite official witnesses to tender evidence before it. The Commission may also like to obtain views of the Secretaries to Government, Heads of Departments and other officers of Government in regard to the various aspects of its terms of reference. It is also considered necessary to prescribe a procedure for furnishing replies by the Heads of Departments to the Commission. With a view to enabling the Departments to supply factual information etc., to the Commission and also with a view to providing individual Government employees the fullest scope to express their personal views on the items placed before the commission, the following instructions are issued for guidance :

1.1 The Departments may furnish to the Commission factual information and other documents that may be required by the Commission.

1.2 The Secretaries to Government may express to the Commission their personal views formed in the light of their knowledge and experience.

1.3 Other Secretariat Officers ie., Additional Secretaries/Special Secretaries/Joint Deputy or Under Secretaries as well as Heads of Departments may also give evidence orally or in writing to the Commission on matters coming within their spheres of work.

1.4 Individual Government servants may submit Memoranda etc., to the Commission in their individual capacity, provided that individual grievances are not submitted to the Commission.

1.5 Government servants may appear before the Commission on behalf of Service Associations with which they are connected.

2. The procedure to be followed for furnishing replies to the questionnaire will be as follows :

2.1 The Heads of Departments may send in their official capacity their replies/remarks to the Questionnaire to the concerned Secretaries to Government who will arrange to forward such replies along with their comments to the Secretary of the Pay Commission.

2.2 The Secretaries to Government and Heads of Departments may send their replies to the Questionnaire in their personal capacity directly to the Secretary of the Pay Commission.

23. The Subordinate Officers of various Departments will no doubt have an opportunity of making their representations through their Service Associations. However, such of them as are desirous of sending their replies to the Pay Commission may do so directly to the Secretary to the Pay Commission.

3. The Secretaries to Government and Heads of Departments are also requested to extend their co-operation to the Pay Commission in its work.

#### ANNEX—VII

Letter No. KPC/G1—G/74 dated the 19th October 1974 from the Secretary, Pay Commission to the Deputy Commissioners of all Districts.

*Subject* : Questionnaire to Local Bodies and Aided Institutions issued by the Karnataka Pay Commission.

One of the items in the terms of reference to the Pay Commission relates to the review of the existing pay structure not only of the employees of State Government but also of the employees of local Bodies and Aided Institutions. Certain particulars as also the views of the Local Bodies and Aided Institutions in respect of their employees would be required by the Commission to enable it to examine their cases. A special Questionnaire dealing with these matters has been prepared and 12 copies of the Questionnaire are sent herewith. One copy each of the Questionnaire with the covering letter signed by me may please be sent to—

Two Taluk Development Boards  
Two Municipalities  
Two Village Panchayats  
Two Aided Educational Institutions and  
Two Aided Medical Institutions

which in your opinion, are representative Local Bodies/Aided Institutions. The correct address of the concerned Local Bodies/Aided Institutions may kindly be filled in the letter before despatch.

Kindly send me a list of the Local Bodies/Aided Institutions to which you have sent the letter so that we can correspond directly in future.

Copies of the letter may please be arranged to be despatched by 25th October 1974, as these Institutions are expected to send their replies to the Secretary to the Pay Commission by 30th November 1974.

#### ANNEX—VIII

Letter No. KPC/G—1—G/74 dated the 19th October 1974 from the Secretary, Pay Commission to the Divisional Commissioners.

*Subject* : Questionnaire to Local Bodies and Aided Institutions issued by the Karnataka Pay Commission.

I am directed to enclose herewith a copy of the letter addressed to the Deputy Commissioners, on the above subject, and to request you kindly to forward the replies received from the Deputy Commissioners of your Division with your comments to the Pay Commission by 15th December, 1974.

#### ENCLOSURE TO ANNEX—VIII

Letter No. KPC/G-1/74 dated the 19th October 1974 from the Secretary, Pay Commission to the Deputy Commissioners.

*Subject* : Questionnaire to local Bodies and Aided Institutions issued by the Karnataka Pay Commission.

The Government of Karnataka have constituted a Pay Commission and appointed Sri A. Narayana Pai, Retired Chief Justice of the High Court of Karnataka as the Pay Commission.

Under the terms of reference to the Pay Commission, the Commission is required to review the existing pay structure not only of the employees of State Government but also of the employees of Local Bodies and Aided Institutions and make suitable recommendations. Some

factual particulars about the number of posts, salary, scale etc., of the employees working in your Institution are required by the Commission to examine their cases. Besides, the Commission desires to have the benefit of your views on certain aspects of the question of revision of pay scales of the employees of Local Bodies and Aided Institutions. For this purpose, the Commission has designed a Questionnaire to the Local bodies and Aided Institutions. I am enclosing herewith a copy of the Questionnaire as also a copy of the terms of reference of the Commission.

I am desired by the Commission to request you to be so good as to furnish your replies to the Questionnaire so as to reach the Secretary to the Pay Commission by 30th November 1974 or earlier if possible.

Your kind co-operation in this regard will be very much valued.

#### ANNEX—IX

Letter No. KPC/G-1/74 dated the 19th October 1974 from the Secretary, Pay Commission to the Tahsildars.

*Subject* : Questionnaires issued by the Karnataka Pay Commission—Publication of

The Karnataka Pay Commission has issued a general questionnaire as well as a questionnaire to Local Bodies and Aided Institutions for eliciting views of interested persons. While these questionnaires will be published in the Karnataka Gazette for general information in due course, the Commission desires that copies of the questionnaires should also be kept in the Tahsil Offices for reference. Accordingly two copies of each of the general questionnaire and the questionnaire to Local Bodies and Aided Institutions are enclosed. They may please be made available to general public for reference.

2. The receipt of this letter may please be acknowledged and action taken intimated.

#### ANNEX—X

Press Note No. KPC/G-1/74 dated the 2nd November 1974 issued by the Pay Commission.

The Karnataka Pay Commission has issued Questionnaires which have been published in the Karnataka Gazette dated 31st October 1974 for general information. Copies of the Questionnaires have also been kept in all the Offices of Tahsildars in the State for reference.

Correspondence intended for the Pay Commission may be addressed to the Secretary, Karnataka Pay Commission, Seshadri Road, Bangalore-560001.

#### ANNEX—XI

Press Note No. KPC/G1-F/74 dated the 29th November 1974 issued by the Pay Commission.

The present time limit prescribed for furnishing replies to the questionnaire issued by the Karnataka Pay Commission, expires on 30th November 1974. The representatives of the Karnataka State Government Employees Association, who met the Commission on 28th November 1974 have sought an extension of the time limit by another month. Similar representations have also been made to the Commission by some other Associations and Individuals seeking extension of the time for sending in their replies. In consideration of the above, therefore, the Commission is pleased to grant an extension of the said time limit upto 31st December 1974 in the case of Local Bodies and Aided Institutions, Associations and Individuals only. The time limit prescribed for furnishing replies by the Government Departments however remains unchanged. The Commission further hopes that all those interested will send in their replies well within this extended time limit.

#### ANNEX—XII

Letter No. KPC/G1-D/74 dated the 29th November 1974 from the Secretary, Pay Commission to the Heads of Departments.

*Subject* : Discussions with regard to information required by the Commission.

*Ref* : (i) This office letter No, KPC/G1/D/74 dated 19-10-1974 regarding replies and questionnaires issued by the Commission.

(ii) This office letter No. KPC/G1/D/74 dated 8-11-1974 regarding nomination of liaison officers.

I am sure you have by now taken action to finalise your replies to the Commission's Questionnaire to Heads of Departments and also to nominate an officer of your department for work connected with the Commission as requested in this office letter cited (ii) above.

I request you to kindly intimate immediately the name, designation and telephone number etc., of the officer nominated if not already done.

2. Pending receipt of replies to the above questionnaire in response to this office letter cited (i) above, the Commission has desired this office to undertake detailed studies relating to the conditions of service and the job responsibilities of the various categories of posts in all the Departments. For this purpose, information on the following specific items, among others is urgently required—

- (i) An Organisational chart of your department showing separately the organisation in the Headquarters's office and the other Subordinate offices under your control,
- (ii) Cadre & Recruitment Rules for the various posts in your department, up-to-date, incorporating all amendments, if any, notified as on this date.
- (iii) Nature of duties attached to the posts.
- (iv) Powers exercised by and responsibilities entrusted to the different levels of officers.
- (v) Territorial jurisdiction or nature and extent of other charge of the officers.

With a view, therefore, to collect and collate all information required for the above study, it is now proposed to invite the liaison officers on specified dates which will be intimated separately, commencing from the first week of December 1974 for discussions with the concerned officers of the Commission.

3. Meanwhile, I shall be grateful if you could kindly ensure that your liaison officer gets himself ready for the above discussions with all information required for the purpose as above, together with all records relevant to the information required above in particular, and that indicated in the questionnaire to the Heads of Departments. The liaison officer may in particular be instructed that while going over for the above discussion, he may bring along with him, up-to-date copies of the Cadre & Recruitment Rules of your Department and the Manual or other orders laying down the duties and responsibilities of the various categories of posts in your department.

4. I would also request you to kindly ensure that all information, orders etc., to be made available during discussion as above, are duly vested by you in person to see that the same are accurate, up-to-date and complete in all respects.

### ANNEX XIII

Government Order No. FD 4 SRP (3) 74, Bangalore, dated the 21st December 1974.

Subject: Karnataka Pay Commission - Inclusion of the question relating to the pay - structure etc., of the staff of the Karnataka Public Service Commission within the purview of the -

ORDER NO. FD 4 SRP (3) 74, BANGALORE, DATED THE 21ST DECEMBER 1974.

#### READ :

1. G. O. No. FD 4 SRP (3) 74, dated 13th August 1974.
2. Letter No. Adm. 1011/74 - 75/ PSC, dated 27th November 1974, from the Secretary, Karnataka Public Service Commission, Bangalore.

#### PREAMBLE :

In Government Order cited at (1) above, One-Man Pay - Commission has been constituted with the terms of references as detailed thereunder. The Secretary, Karnataka Public Service Commission, Bangalore has now requested the Government to include the question relating to the pay - structure etc., of the Officers and the staff of the Karnataka Public Service Commission within the purview of the Pay Commission.

#### ORDER

Government are pleased to accept the proposal of the Secretary, Karnataka Public Service Commission, Bangalore. The Pay Commission is requested to include questions relating to the pay - structure etc., of the Officers and the Staff of the Karnataka Public Service Commission also within the purview of their recommendations.

**A N N E X — X I V**

**REPORT OF THE STATISTICAL CELL  
TO THE PAY COMMISSION  
ON THE  
SURVEY OF  
HOUSEHOLD CONSUMER EXPENDITURE  
OF  
KARNATAKA GOVERNMENT EMPLOYEES  
1975**



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## P R E F A C E

This is a brief report on Household Consumer Expenditure of Karnataka Government Employees which has been conducted in pursuance of the direction of the Karnataka Pay Commission. The report is published in full as directed by the Pay Commission because, in addition to information made use of by the Commission, the report gives a picture of the general socio-economic position of the Government employees which may be of interest to the general public. It has been planned and prepared in the Statistical Cell of the Pay Commission by Shri G.H. Shankara Rao, Deputy Director of Statistics. In its preparation Sriyuts : M.R. Rajagopal, R.A. Shankararadhya, H.J. Shivaramgowda and B.V. Rajagopal, Senior Statistical Assistants, assisted him.

2. The field work of the survey was conducted by the investigators of the Bureau of Economics and Statistics. The District Statistical Officers were also closely associated with the field work. The filled in schedules of the survey were processed in the Government Computer Centre.

3. We desire to express our grateful thanks to Shriyuts: P. P. Prabhu, Director, Bureau of Economics and Statistics and R. Parthasarathy, Manager, Government Computer Centre for the prompt and active assistance extended by them at various stages of this survey.

Bangalore,  
September 15, 1975.

T. S. NARAYAN RAO,  
*Secretary*  
*Karnataka Pay Commission*

**REPORT OF THE STATISTICAL CELL TO THE PAY COMMISSION  
ON THE SURVEY OF  
HOUSEHOLD CONSUMER EXPENDITURE  
OF  
KARNATAKA GOVERNMENT EMPLOYEES**

**INTRODUCTION**

1.1. An analysis of the family budget data provides valuable information on various socio-economic facets of life by throwing light on the standard of living of people, their spending pattern on necessities, comforts etc. To measure the impact of general economic conditions on the level of living of several sections of population, consumer price indices are being worked out at the State as well as Central levels. At present consumer price indices are being worked out for the following sections of population :

- (i) consumer price indices for working class (industrial workers);
- (ii) consumer price indices for urban non-manual employees ;
- (iii) consumer price indices for Agricultural labourers.

Data on consumption pattern of the above groups are collected through the family budget enquiries conducted long back and are being made use of for construction of index numbers. Consumer price indices for working class are being worked out for ten industrial centres namely : Bellary, Bhadravathi, Davangere, Hassan, Harihar, Mysore, Mandya in Karnataka based on the family budget enquiries conducted in the year 1935-36 ; the family budget enquiries were conducted in Gulbarga, Mangalore and Bangalore Centres in the year 1943-44, 1958-59 and 1960 respectively. Consumer price indices for urban non-manual employees are being worked out for 4 centres viz., Bangalore, Mangalore, Hubli-Dharwar and Gulbarga with 1960 as the base. Similarly, the consumer price indices for Agricultural Labourers in the State are being worked out with 1960-61 as the base.

1.2. No data on consumption pattern were available in respect of the employees of Government of Karnataka. The Karnataka Pay Commission, set up by the Government in 1974, soon after entering upon its duties found it necessary to have up-to-date data about the normal consumption pattern, economic status, family consumption, dependency ratio and the average income and expenditure under various categories of Government employees working at the State and the District level offices. Accordingly, an *ad hoc* survey was conducted in all the 19 district headquarters of the State—

- (i) to collect relevant information on consumption pattern of the Government employees belonging to different pay ranges to measure their standard of living ; and
- (ii) to ascertain the relationship of general nature between total consumer expenditure and its components.

**2. METHOD**

2.1. Altogether, there were about 2.84 lakh Government employees in the State at the end of June 1974, out of whom 5000 employees were selected for the survey. In order to bring within the purview of the survey a cross section of Government employees within different basic pay ranges it was decided to group them into the following four categories :

Group	Basic pay range	Basic pay and D.A. as on 1-12-1974	Employees selected
	Rs.	Rs.	
I	65—109	200—266	1624
II	110—149	299—346	1790
III	150—720	373—1035	1510
IV	721—1800	1036—1981	76

2.2. The number of employees in each group were allocated in proportion to the number of employees in that group. The survey was conducted in all the nineteen district headquarters of the State. The field work consisted of collecting the data in a schedule of enquiry (Appendix) in respect of selected Government employees, households of eleven major departments selected purposively as they covered more than 80 per cent of the total number of employees in the State. The departments selected were :

- 1. Agriculture
- 2. Commercial Taxes

3. Community Development
4. Co-operation
5. Education
6. Judicial
7. Police
8. Public Health and Family Planning
9. Public Works
10. Revenue
11. Government Secretariat

The number of employees to be covered in each district headquarters (Tables 1 and 2) was decided on the basis of number of employees working in the district/department/pay range group (in proportion to the total strength). This method had to be adopted since, with the available time, it was difficult to prepare a sampling frame in respect of each department at the district level. However, the ultimate selection of employees in different categories within the department was made by following the random sampling method. The details regarding the number of employees selected under the Survey and the number who responded were as follows :

Group	Number selected	Percentage	Number responded		
			Males	Females	Total
I	1624	32.6	1495	129	1624
II	1790	35.9	1355	433	1788
III	1510	30.1	1309	191	1500
IV	76	1.4	67	3	70
TOTAL : 5000			4246	756	4982

2.3 Out of 5000 employees selected information was collected from 4994 employees, 4982 schedules containing this information were accepted for analysis. Non-response was thus negligible and was mainly due to the difficulties encountered by the field staff in contacting the officers at the higher level.

2.4 Out of the total number of employees selected, 4226 (85%) were males and 756 (15% were females, and about 72 per cent held Class III posts and 24 per cent held Class IV posts.) About 5 per cent of the employees selected held Gazetted posts. Their distribution is given below:

Distribution of employees selected  
by Class of post held

Post held	No. of employees	Percentage
Class I	104	2.1
Class II	136	2.7
Class III	3560	71.5
Class IV	1182	23.7
Total:	4982	100.0

*Note:* Distribution of employees according to Class of post held and scales of pay is given in Tables 3 and 4.

### 3 ORGANISATION OF THE SURVEY

3.1 The success of any large scale sample survey depends on the quality and integrity of the interviewers, who collect basic data from selected households. Accuracy of the data collected and the co-operation of the households in obtaining the required information are greatly influenced by the ability and tact of the interviewer. Hence, the agency of Bureau of Economics and Statistics, Government of Karnataka, Bangalore was selected by the Commission for taking up this survey. The Director, Bureau of Economics and Statistics employed, for this study, candidates with a Bachelor's/Master's Degree in Economics or Statistics and possessing experience in the field work relating to the socio-economic surveys like the National Sample Survey. The total strength of the field staff employed for collection of data was 72, excluding the supervisors. The District Statistical Officers in the districts were made responsible for supervision of field work. All of them were given intensive training at two centres namely; Bangalore and Dharwar on different aspects of the survey work and on the schedule of enquiry to be used.

3.2 The design of the survey and the schedule of enquiry for collection of data on household income and expenditure were settled during the discussions between the Secretary to the Pay Commission and the Director, Bureau of Economics and Statistics. The schedule of enquiry and the instructions to field staff were printed in English.

3.3 The field staff were instructed to collect the data by approaching the officials in their offices. Sufficient time was allowed to the informants to go through the schedule of enquiry and furnish the information. The field staff were also instructed to do the primary editing in the field before the schedules were filled in. The scrutiny of the filled in schedules was carefully attended to by the staff of the Statistical Cell of the Pay Commission. It was felt that processing of the data would be quicker and more accurate, if it was done on the Computer and therefore, the scrutinised filled in schedules were passed on to the Government Computer Centre.

#### 4 CONCEPTS AND DEFINITIONS

4.1 The more important concepts employed and the definitions adopted in the survey are discussed in the following paragraphs:  
Household :

4.2 Household is the ultimate unit for the purpose of sampling. It is defined as the entire group of persons who commonly live together and take their meals from a common kitchen, unless the exigencies of work prevent them from doing so. A single person is treated as a household provided he/she maintains a kitchen. A household of a Government employee which has been residing in a district headquarter for less than six months is rejected. Similarly, an employee on medical leave, earned leave and on long leave is rejected.

Household size:

4.3 The size of the household is given by the number of persons who stayed in the household and participated in the common kitchen.

Reference period :

4.4 The reference period for the data collected was the calendar month and the year preceding the date of survey, and the rates of various commodities adopted were for the month, immediately preceding the month of survey. A fixed one year reference period has been adopted for collection of data relating to household income from other sources (other than salary - income from land, building etc.) and this relates to the agricultural year 1973-74. The data collected on consumer expenditure on selected items refer to the average household consumer expenditure per month for the calendar year 1974. The field work of the survey was carried out during the period of one month commencing from 15th January 1975.

Gross income :

4.5 The gross income of the employee's household is defined as the earnings of all the earning members in the household during the reference period of 12 months preceding the date of survey. Incomes from salary, income from land, building, agriculture, rents, interests, dividends etc., received by all the earning members of the household are included in this.

Household consumer expenditure :

4.6 Household consumer expenditure comprises all expenditure incurred by the household during the reference period exclusively towards its non-productive purposes. It includes expenditure on cereals, pulses, oils, milk and milk products, fruits, sugar, jaggery, meat, fish, egg, spices and condiments, beverages etc; fuel and light; clothing and footwear; house rent; house repairs and taxes; education; medicine; conveyance; entertainments, festivals and ceremonies; and miscellaneous current expenditures.

4.7 Expenditure data on the above items were collected for different reference periods, which seemed most appropriate some for a day, some for a week, some for a month and some for a year - preceding the date of enquiry. Generally, purchases of items like clothing and footwear will be made once or twice a year. Expenditure on house repairs, annual taxes and ceremonies will be incurred once a year. All these expenditures were later converted to a common reference period of one month preceding the month of enquiry.

*per capita* expenditure :

4.8 The *per capita* expenditure is arrived at by taking the household consumption expenditure during the 30 days of the reference month divided by the number of members in the household. The estimates given in this report are presented by broad groups of items of consumption in respect of four groups of employees' households with different basic pay ranges already stated.

## 5. HOUSEHOLD CHARACTERISTICS

5.1 As stated earlier, the purpose of this report is to analyse the pattern of consumer expenditure in the composition of Government employees in terms of the socio-economic characteristics, such as, the size of the household, income, etc. For a better understanding of the pattern of expenditure, the socio-economic characteristics of the household serve as the necessary background. An attempt is made in the following paragraphs to analyse the socio-economic characteristics and to study whether there are significant differences in them between the employees in different pay ranges.

Household size :

5.2 In 4982 households of Government employees selected the total number of persons enumerated were 31,238. The average size of the household, for all groups of employees taken together, is found to be 6.3. The average size of the household in respect of employees in the lowest pay group is also worked out to be 6.3 and that of employees in the highest pay group is 5.7. The average size of the household for the country as a whole based on the 1971 Census, is 5.3 and for the State of Karnataka it is 6.0.

Average number of persons per household by groups

Pay group	Number of households	Number of persons	Average size of the household
I	1624	10193	6.3
II	1788	11100	6.2
III	1500	9549	6.4
IV	70	396	5.7
All groups :	4982	31238	6.3

5.3 With a view to getting some information on the structure of the households, the distribution of households according to size is also presented below. It is found that as much as 59 per cent of the households in the sample have six or more persons, on an average, per household and 17 per cent had five members on an average. Nearly 24 per cent of the households had, on an average, four persons or less per household.

Distribution of households by size

Size of the household	Number of households	Percentage to total
1	135	2.7
2	144	2.9
3	342	6.8
4	568	11.4
5	846	17.0
6 and above	2947	59.2
Total :	4982	100.0

Number of dependents living away from the household :

5.4 Besides the above, information is collected on the number of dependents living away from the household, since it is possible that some dependents of the Government employee may be living away either because of prosecuting higher studies or due to old age or for some other reasons. Such households are 904 in number and the number of such dependents is 2225. The dependency ratio is 1 : 2.5. The average amount spent per dependent is Rs. 35.10. The details regarding the number of dependents living away and the average amount spent per dependent for different categories of employees are given in Table 7.

Number of Students in a Household :

5.5 Out of a total of 31238 persons enumerated, it is found that 9402 are students. On an average, there are about 25 students out of 100 persons in the lowest group of employees while this proportion is about 38 and 44 in the third and the fourth groups respectively. The proportion of students reported to be studying in schools/colleges shows a clear tendency to increase with the increase in income (Table 8).

Ownership of living house and plinth area :

5.6 With a view to studying the housing situation among Government employees information was collected on some important characteristics of the employee's family, such as the

ownership of the dwelling house and accommodation available. The plinth area of the dwelling house is all area required for dwelling and used for general purposes such as sleeping, sitting, dining. This also includes area under kitchens, store rooms, bath rooms, latrines, verandahs and corridors.

5.7 It may be seen that about 24 per cent of the employees are found to be living in own houses and 60 per cent are living in rented houses. The proportion of households in rented quarters and rent free quarters is about 16 per cent.

Ownership of dwelling house			Average plinth area per household		
Dwelling house	No. of households	Percentage	Pay groups	No. of households	Plinth area (sq.ft.)
Own	1176	23.6	I	1624	379.28
Rented	2995	60.2	II	1788	538.30
Rented quarters	322	6.4	III	1500	742.45
Rent free quarters	457	9.2	IV	70	1482.80
Others	32	0.6			
<b>Total:</b>	<b>4982</b>	<b>100.0</b>	<b>All Groups:</b>	<b>4982</b>	<b>561.20</b>

5.8 The average plinth area per household in respect of employees in all the groups put together is 561.20 sq.ft. The lowest paid employee has an area of 379.28 sq.ft. and the highest had 1482.80 sq.ft. The average plinth area of the employee's in the second and third groups is found to be 538.30 sq.ft. and 742.45 sq.ft. respectively.

#### Location of dwelling houses :

5.9 As an indicator of the location of the dwelling of the Government employees in relation to the general layout of the city or town, information was collected, on the distance of dwelling from places of direct concern to the family's life and living, such as, the place of work, educational institutions, markets, hospitals, railway station, bus stand and recreation centres. The places from which the distances are indicated are those, which are actually frequented by the family and not necessarily the nearest. The table given below shows, in respect of each centre, the percentage of families, whose dwellings are within one kilometre one to three kilometres, three to five kilometres and five or more kilometres from the places of concern.

#### Percentage number of households with distances to important places from the place of residence

Distance from	Less than 1 K.M.	1—3 K.Ms.	3—5 K.Ms.	More than 5 KMs
Place of work	28.4	34.0	17.0	20.6
School	65.3	28.7	3.9	2.1
College	18.2	46.4	24.3	11.1
Market	26.9	44.7	19.5	8.9
Hospital	25.3	40.0	23.4	11.3
Railway station	10.0	28.5	31.1	30.4
Bus stand	16.1	37.0	25.4	21.5
Recreation centres	35.1	44.6	12.9	7.4

5.10 As the Government employee is necessarily to make a daily visit to the place of earning livelihood, the most important place of concern is the place of work. It is seen, that a small proportion of employees' dwellings constituting only 28 per cent are located within one kilometre. 51 per cent of the employees' dwellings are located at a distance of 1 to 5 kilometres. About 21 per cent are located at a distance more than 5 kilometres.

5.11 Among the other places of interest, schools are of vital daily concern to the Government employees in urban area as most families have school going children. It is gratifying to note that mostly children do not have to go a long way for a school, the proportion of such households being 65.3 per cent. About 29 per cent of the households were found to be sending their children to schools at a distance of 1-3 kilometres. In contrast, it is seen that only 18 per cent of the dwellings of the employees have been located within a distance of less than a kilometre and a majority of employees live more than a kilometre away from the nearest college. The proportion of employees living at a distance of 1-3 kilometres was 46.4 per cent. 24 per cent of employees were living 3-5 kilometres away from the

nearest college. A majority of the employees' households have been located at a distance of 1-5 kilometres away from the nearest market, hospital, railway station, and other places of concern.

Vehicles owned and mode of journey to place of work :

5.12. Information is also collected on the type of vehicles owned by the Government employees and the mode of transport adopted by them for movement from their residence to place of work, as they indicate in a way the level of living of employees. The tables given below show the types of vehicles owned and the mode of transport to place of work.

Vehicles owned			Mode of journey to place of work		
Type of vehicle	No. of households	Percentage	Mode of journey by	No. of households	Percentage
Car	37	0.74	Walk	2052	41.19
Motor cycle and Scooter	213	4.28	Bicycle	1463	29.37
Bicycle	1712	34.36	Bus	1247	25.03
No vehicle	3020	60.62	Motor cycle. Scooter etc.	158	3.17
			Car	24	0.48
			Auto	11	0.22
			Others	27	0.54
<b>Total ...</b>	<b>4982</b>	<b>100.00</b>	<b>Total ...</b>	<b>4982</b>	<b>100.00</b>

5.13. It is observed that nearly 61 per cent of the employees do not own any vehicle. Of the vehicles indicated above, bicycles appear to be relatively more numerous, 34 per cent own bicycles and only 4 per cent own Motor cycles, Scooters etc.

5.14. More than 41 per cent of employees attend the office by walk; 29 per cent use bicycles; 25 per cent go by bus and others who attend the office using vehicles namely, Motor Cycle, Scooters, Auto, Car etc., constitute less than 5 per cent.

Income :

5.15. Income is the single most important quantifiable indicator of economic development of a household. Therefore, an attempt is made here to compare the composition of income among employees in different pay ranges. Besides the income from salaries, data on income from land, building and others were collected from every household selected. Other sources of income included income from rent, interest, dividends and income of other members of the household from wages, salaries, enterprises such as milk vending, maintenance of taxis etc.

5.16. From the income derived from salary of the selected employee, all contributions towards insurance, provident fund, income tax and other recoveries towards advances taken were all deducted and the net salary drawn during the month was arrived at. From the estimates of income of all other members of the family, the expenditure actually incurred during the reference year to derive the income from several sources was deducted. The net salary drawn plus the net income from all other sources viz.. land, building and others gives the aggregate net income of the household. It may be pointed out here that the income of the household of the selected employee related to the month preceding the month of enquiry, that is the salary for December 1974 drawn on 1st January 1975 and the income from other sources was first taken for the reference year 1973-74 and the average per month was worked out.

5.17. Before taking up the discussion of the incomes of employees of different categories, it is appropriate to discuss the composition of the sample number of households under study according to income from several sources. The distribution is as follows :

Households according to sources of income		
Income from	Households	Percentage
Salary only	2251	45.2
Other sources*	1246	25.0
Other earners	1485	29.8
<b>Total...</b>	<b>4982</b>	<b>100.0</b>

\* Other sources include income from land, building etc.

5.18. The income per household from different sources for households with different pay ranges is given below :



## Income by sources

(in Rupees)

Group	Income from		
	Salary	Other sources	All sources
I	221.83	175.63	318.92
II	303.77	265.88	472.72
III	478.92	250.70	640.68
IV	955.74	305.73	1195.54
All Groups...	338.95	235.38	483.93

## Expenditure:

5.19. Consumer expenditure depends upon a large number of factors, such as, income, occupations pursued by the households, education, etc. Household size is also an important factor which affects household consumption. The following table gives the *per capita* expenditure on all commodities for households with different sizes. The per household expenditure for the households of all groups of employees taken as a whole works out to Rs. 608.23 and the *per capita* expenditure is Rs. 97.05. The *per capita* expenditure increased from Rs. 111.44 for a household having more than six members to Rs. 273.51 for a household with a single member. Thus, the *per capita* expenditure shows a clear tendency to fall with the increasing size of the household and this trend is seen in all groups of employees with different incomes (Table 15).

## Monthly consumer expenditure by size of the household

Size of the household	Number of households	Expenditure per household	<i>Per capita</i> expenditure
		Rs.	Rs.
1	135	273.51	273.51
2	144	404.88	202.44
3	342	504.15	168.05
4	568	546.07	136.52
5	846	569.07	113.81
6 and above	2947	668.63	111.44
Total...	4982	608.23	97.05

## 6. PATTERN OF CONSUMER EXPENDITURE

6.1. The main object of this study is a comparison of the pattern of consumer expenditure in respect of Government employees in different pay ranges. The pattern and the value of consumer expenditure for a period of 30 days is divided into nine broad groups of items for the purpose of discussion. The broad groups of items of consumption are: (i) Food, (ii) Fuel and Lighting, (iii) Clothing and Footwear, (iv) House Rent, (v) Education, (vi) Medicine, (vii) Transport, (viii) Entertainments, Festivals and Ceremonies and (ix) Miscellaneous. It is proposed to analyse the average per household consumer expenditure per month on each of these nine groups using the important characteristics namely, the average *per capita* income per month after dealing with the expenditure on all groups of items taken together. Discussion is centred round this factor only because of the close interdependence of other factors with this.

## Expenditure on all items:

6.2 The estimates of average monthly household consumer expenditure on all items of consumption and average monthly *per capita* income in respect of employees in different pay ranges are presented below:

## Consumer expenditure and income per month

(in Rupees)

Group	Per household		Per capita		Excess expenditure over income in percentage
	Consumer expenditure	Income	Consumer expenditure	Income	
I	454.79	318.92	72.46	50.62	— 42.60
II	600.44	474.72	96.72	76.57	— 26.48
III	753.36	640.68	118.54	100.11	— 17.59
IV	1251.17	1195.54	221.17	209.74	— 4.65
All Groups :	608.23	483.93	97.05	76.81	— 25.69

6.3 The average per household expenditure per month on all goods and services is estimated to be Rs. 608.23 in respect of all groups of employees taken together. The average *per capita* expenditure per month is Rs. 97.05, which works out to Rs. 1161.60 per annum and Rs. 3.23 per day.

6.4 The average per household expenditure per month on all goods and services for the lowest paid employees, in Group I is estimated at Rs. 454.79. The average *per capita* expenditure per month is Rs. 72.46 which works out to Rs. 869.52 per annum and Rs. 2.42 per day. The average *per capita* expenditure per month in respect of employees in the second, third and fourth groups are respectively Rs. 96.72, Rs. 118.54 and Rs. 221.17.

6.5 The average expenditure per month per household on all goods and services is estimated at Rs. 608.23 for all groups of employees taken together as against the average income of about Rs. 484. The *per capita* expenditure is estimated to be Rs. 97, while the *per capita* income is about Rs. 77. Expenditure\* is found to exceed income by about 26 per cent for all the groups of employees. It is also seen that the magnitude of excess expenditure over income decreased as the income of the employees increased. The excess expenditure over income in respect of the lowest group of employees is about 43 per cent and that of employees in the highest group is only about 5 per cent. It is a well established fact observed in all household sample surveys that the reported consumer expenditure exceeds the family income. This bias may be due to various factors namely, errors in the answers given by the respondents in the survey and due to multipliers and divisors used to convert the expenditure to a common period of one month: There is always a tendency to report more expenditure and less income. In addition, the survey data of this nature are always subject to sampling errors. Having regard to all these factors, it is for the Commission to consider what inferences may fairly and reasonably be drawn from the general pattern disclosed by the survey.

6.6 The pattern of consumption in respect of employees by broad groups of items of expenditure are given in the following table :

Pattern of consumption expenditure on different items

Items	Percentage to total expenditure				
	Group	Group	Group	Group	All
	I	II	III	IV	groups
1. Food	61.14	56.53	53.15	43.16	56.00
2. Fuel and Lighting	7.22	7.01	6.73	5.72	6.92
3. Clothing and Foot-wear	7.80	8.23	8.39	9.93	8.24
4. House Rent	8.52	10.02	11.80	14.27	10.44
5. Education	1.81	3.13	4.22	6.26	3.30
6. Medicine	1.65	1.82	1.75	1.69	1.75
7. Entertainments; Festivals and Ceremonies	3.80	4.24	4.36	4.24	4.18
8. Transport	2.18	2.96	3.69	8.22	3.20
9. Miscellaneous	5.88	6.06	5.91	6.51	5.97
Total	100.00	100.00	100.00	100.00	100.00

Note : The pattern of consumption expenditure on different items by districts is given in tables No. 18.1 to 18.5.

\* This does not mean that for every sample household in every group of employee, the consumer expenditure is more than income ; it is so only at aggregate level, that is, for all the households taken together in each of these groups of employees. There are many households for which income is more than consumer expenditure and *vice-versa*. There are also a few households for which consumer expenditure is about the same as income.

#### Expenditure on Food :

6.7 Food is the most important need of a person. He spends on other items only when this basic need has been more or less provided for. He may spend more and more on food as his income rises. But the percentage has a decreasing trend. Level of expenditure on foods therefore, may be taken as a broad indicator of economic prosperity.

6.8. A study of the pattern of consumption reveals that a substantial portion of the total expenditure is spent on food items only. The proportion of expenditure on food constituted 56 per cent (Rs. 340.64 per household) of the total expenditure for all groups of employees put together. The lowest income group has spent Rs. 278 per household\* per month on food and the highest group has spent Rs. 540. The middle two groups spend Rs. 339 and Rs. 400 per month respectively. The *per capita*\* expenditure per month for the lowest and the highest

\* The per household and *per capita* expenditure per month are given in Tables 16 and 17.  
Expenditure on House Rent :

groups works out to Rs. 41.30 and Rs. 95.46 respectively. That is, the lowest paid employee spends only Rs. 1.47 per day on food, while the highest paid employee spends Rs. 3.18 per day. For the middle two groups the *per capita* expenditure per month is Rs. 54.68 and Rs. 63.00. Expressed as a percentage of total consumer expenditure, the expenditure on food has been the lowest, 43 per cent, for the highest income group and highest, 61 per cent, for the lowest group. For the second group it is 56.5 per cent and 53 per cent for the third group. That means, the proportion of expenditure on food declined as the income increased.

6.9. Housing is one of the basic needs of human life. It affords protection against the rigors of nature and ensures privacy for human life. The condition of housing greatly influences a man's health and well being. The way the people are housed may be regarded as the level of living of the community. The unsatisfactory condition under which an employee is housed will, therefore, have a telling effect on his comforts and efficiency.

6.10. The share of expenditure on house rent by the employees of all groups is of the order of 10.44 per cent, which is found next to food in the order of priorities. The average expenditure per month per household on house rent is Rs. 63.50 (*per capita* Rs. 10.13). The average expenditure per month per household on house rent in the lowest group is Rs. 38.75 and in the highest group it is Rs. 178.49. For the employees in the second and third groups the average expenditure is Rs. 60.14 and Rs. 88.88 respectively. The expenditure on house rent, as a proportion of total expenditure, increased with the rise in income. These figures are deceptively low since it is found that the imputed rent for the owner occupied houses, and rent free quarters is low. Added to this, the rent paid by the employees in the rented quarters is taken at the rate of 10 per cent of their salary. Quite a sizable number of employees are reported to be living in own houses, rent free quarters and in rented quarters, their number being 1955 or 39.2 per cent of the sample. Employees living in rent free quarters alone account to 9.2 per cent of the sample. The representation of these categories of employees is comparatively more since out of the three departments whose employees enjoy this benefit namely, Police, Prisons and Health and Family Planning, two have been selected in the sample. Hence, these aspects have brought down the proportion of expenditure on house rent.

#### Expenditure on Clothing and foot-wear :

6.11 Among the items of consumption in non-food group, clothing is also an important item of consumption. Like food, a minimum of clothing is an essential requirement of a person. While collecting information on clothing, it was felt desirable to include the expenditure on foot-wear also since every Government employee, whatever may be the class of post he holds, wears foot-wear during all the seasons of the year. The need for clothing and foot-wear depends upon the climatic conditions and the society in which he moves. Purchases of these two items will be made once or twice a year. All such purchases that were made during the reference year were taken into account and the average values per month of these purchases were struck during the course of the survey.

6.12. It may be seen from the table given earlier that, the share of expenditure on clothing and foot-wear in the total expenditure is of the order of 8.24 per cent. The average expenditure per household per month is Rs. 50.09 and the *per capita* expenditure per month is Rs. 7.99. The percentage expenditure on this item increased as the income increased. It was 7.80 per cent for the lowest paid employee and 9.93 per cent for the highest paid. For the middle two groups the percentages were 8.23 and 8.39. The lowest income group has spent Rs. 35.48 per household on an average per month, while the highest group has spent Rs. 124.27. That is, the lowest paid employee spends Rs. 67.52 per person in a year, while the highest paid employee spends Rs. 262.62.

#### Fuel and Lighting :

6.13. It is seen from the pattern of consumption the expenditure on Fuel and Lighting occupies the fourth place in the order of priorities, next to food, House rent and Clothing and Foot-wear. The percentage expenditure on Fuel and Lighting is 6.92 per cent of the total expenditure for all groups. The *per capita* expenditure per month is Rs. 6.72. The *per capita* expenditure generally increases with income, but the proportion of expenditure decreases with the increase in income. The *per capita* expenditure per month for the lowest group is Rs. 5.23, while it is for the highest group Rs. 12.65. From this, it may be said that as income increases the smaller is the relative per cent of the total expenditure spent on this item. Expenditure on fuel and lighting has followed the same pattern as that of food.

#### Expenditure on Transport :

6.14 The level of expenditure on transport indicates in a way the level of living of the employees. For long distance travel most people in urban areas, including the people of poorer class, use bus services. In the day-to-day movements within the city or town employees use different modes of transport depending upon their economic position and the availability of various types of transport facilities.

6.15 The share of expenditure on transport is 3.2 per cent of the total expenditure for all groups of employees in general. The average expenditure per household per month works out to Rs. 19.44 and the *per capita* expenditure is Rs. 3.10. The per capita expenditure on transport increases with income and in terms of percentages also the proportion of expenditure increases with income. The average monthly consumer expenditure increased from Rs. 9.90 (Rs. 1.58 per person) for a household in the lowest pay group to Rs. 102.87 (Rs. 18.18 per person) for a household in the highest pay group. Expressed as a percentage of the total expenditure, the expenditure on this item increased from 2.18 per cent to 8.22 per cent respectively,

Expenditure on education, medicine, entertainment, festivals, and ceremonies and miscellaneous items :

6.16 It is seen earlier that the proportion of expenditure on Food, Fuel and Lighting generally decreases as the total expenditure increases. It reveals that as income increases the smaller is the relative percentage to total expenditure spent on food, fuel and lighting. Contrary to this, the relative percentage expenditure on all other items (except medicine) clothing and foot-wear, house rent, education, entertainment, festivals and ceremonies and miscellaneous items increases as income rises. That is, the expenditure on non-food items shows a tendency opposite to food items.

Consumer expenditure on selected food items :

6.17 The pattern of consumer expenditure by broad groups of items has been dealt with in the earlier paragraphs. The consumer expenditure on some of the selected food items which are important is discussed here to illustrate the difference in the consumption patterns of food items between the employees with different incomes. The items selected for the purpose are : (1) Cereals, (2) Pulses, (3) Edible Oils and (4) Milk and Milk Products. Each item is studied in relation to the total expenditure on food. The aim is to study whether there exists any difference in the consumer expenditure pattern on each of these items between employees with different incomes.

6.18 In a study like this, an analysis of food consumption constitutes an essential part, as food is the most elementary human need and its qualitative and quantitative aspect affects the general health of an individual. An attempt is also, therefore, made to present an analysis of the quantitative data on food consumption. The data on food consumption have been collected by interview method, as in the case of expenditure, in respect of the preceding month of enquiry, that is, December 1974.

6.19 The table given below gives the proportion of expenditure on the above items in relation to the total expenditure on food.

*Per capita* expenditure on selected items of food

(in Rupees)

Group	Cereals	Pulses	Edible oils	Milk & Milk products	Others	Total
I	24.81 (56.0)	3.36 (7.6)	3.66 (8.2)	3.72 (8.4)	8.75 (19.8)	44.30 (100.0)
II	26.59 (48.6)	4.43 (8.1)	5.18 (9.5)	6.31 (11.5)	12.17 (22.3)	54.68 (100.0)
III	27.43 (43.5)	5.18 (8.2)	6.34 (10.1)	8.55 (13.6)	15.50 (24.6)	63.00 (100.0)
IV	30.78 (32.2)	8.03 (8.4)	10.64 (11.2)	16.49 (17.3)	29.52 (30.9)	95.46 (100.0)
All :	26.31 (48.4)	4.36 (8.0)	5.08 (9.4)	6.29 (11.6)	12.31 (22.6)	54.35 (100.0)

Note :—Figures in brackets denote the percentage of expenditure on individual items to total expenditure on food.

Cereals :

6.20 Among the various items of consumption, cereals form the most common and essential commodities of consumption. Cereals include Rice, Wheat, Jowar, Ragi and Small millet. They are rich in starch and are fairly concentrated sources of energy. Traditionally, cereals have formed the main stay of the diet for a majority of the households. It is, therefore, necessary to find out at any given level of income the consumption of cereals is higher or lower. From the above table it is seen that the *per capita* expenditure on cereals is Rs. 24.81 per month in the low income group and the *per capita* expenditure for the highest income group is Rs. 30.78. The consumption of cereals has increased as the income increased. But the proportion of expenditure on this item declined with increasing income. It is 56 per cent of the total expenditure on food in the lowest income group as against 32 per cent in the highest income group. The reason for this could be that there were relatively less opportunities for the employees in the low income group to spend on other items as they have more months to be fed with limited incomes.

6.21 A study of the composition of cereals forming food of the households of various categories of employees reveals that Rice is the staple food grain of consumption at all levels of income. Ragi ranks next in the order of its quantity consumed for the employees in the lowest income group and this is followed by Jowar. Wheat occupies the last place. In the higher income groups wheat occupies the second place, next to Rice. The *per capita* consumption of cereals per month for all groups of employees as a whole works out to 11.89 Kgs, costing Rs. 26.31 (i.e., Rs. 2.21 per Kg.). That means, on an average 393 grams of cereals are consumed by an individual (Tables 19 and 20).

#### Pulses :

6.22 Pulses provide proteins which serve as the building material for the human body. The *per capita* expenditure on pulses is Rs. 3.36 per month for the low income group and for the highest group it is Rs. 8.03. When expressed as percentage of total expenditure on food the *per capita* expenditure on pulses increases with the income.

6.23 Among pulses, Tur or Togari is the most popular item of consumption. The *per capita* consumption of pulses per month on all groups of employees is 1.24 Kgs. It has costed Rs. 4.36 per month (Rs. 3.52 per Kg.). The *per capita* consumption per day is 41 gms.

#### Edible Oils :

6.24 Consumption of oils is a concentrated source of energy. The *per capita* expenditure for this item is significantly higher in the high income groups than in the low income group. The *per capita* expenditure is Rs. 3.66 per month in the lower group while it is Rs. 10.64 in the highest income group. Groundnut oil is predominantly used by all categories of employees. The *per capita* consumption of edible oils is 0.54 Kgs., per month costing Rs. 5.08 per month (Rs. 9.22 per kilogram).

#### Milk and Milk Products :

6.25 Expenditure on this item tended to rise with the level of income. The average expenditure per month per member on this item is higher, as should be expected, in the high income levels than in the low income levels. The average *per capita* expenditure per month works out to Rs. 3.72 in the low income group and Rs. 16.49 in the highest income group. Nearly one sixth of the expenditure on food is spent on milk and milk products only by the highest income group, while it is one twelfth in the lowest income group. The consumption of milk and its products per person for a month is 3.70 Kgs., the cost of which is Rs. 6.29. The price of one kilogram of milk and its products works out to Rs. 1.70.

6.26 Of the food items taken here, milk and milk products are relatively more sensitive to income changes as seen in the higher income groups. A similar trend is noticed in the expenditure on other food items also. Thus, it is evident that preference of consumers shifts to better types of food with the rise in the income levels. The relative importance of items like cereals diminishes and more of substantial food items are consumed.

#### Comparison of the quantity of consumption of selected food items with the balanced diet schedule :

6.27 In the following table a comparison of the quantity of consumption of some of the selected food items is also made with that of the balanced diet schedule (vegetarian) recommended by the Indian Council of Medical Research in 1968. The average *per capita* recommendation is worked out by taking into account all the recommendations made by the Council in respect of adults and children (Table 20).

Quantity of consumption of selected food items per day

(in grams)

Items	ICMR recommendation*	As per the survey				
		Group I	Group II	Group III	Group IV	All Groups
Cereals	369	392	397	400	418	393
Pulses	68	30	42	49	70	41
Milk	231	70	123	168	330	123
Fats and Oils	35	13	18	20	34	18

\* Dietary Allowances for Indians: Table 23, Special report Series No. 60 (1968), Indian Council of Medical Research.

6.28 It is seen that the average *per capita* consumption of pulses, milk and oils is not adequate at all income levels except the highest income group, when compared to the recommendations of the I.C.M.R. But, consumption of cereals seems to be more in respect of employees at all income levels.

APPENDIX  
KARNATAKA PAY COMMISSION  
SURVEY OF HOUSEHOLD CONSUMER EXPENDITURE OF  
KARNATAKA GOVERNMENT EMPLOYEES

Group Code:

(Identification particulars and Basic information of the Household)

1. Serial No.	...
2. District	...
3. Name, Designation and Sex	...
4. Marital Status	...
5. Department	...
6. Class	...
7. Scale of pay	...
8. Net salary drawn (Rs.)	...
9. Gross salary drawn	...
(i) Basic Pay (Including Special Pay)	...
(ii) D. A.	...
(iii) A. D. A.	...
(iv) H. R. A.	...
(v) C. C. A.	...
(vi) Others	...
10. Deductions (Rs.)	...
(i) K. G. I. D.	...
(ii) L. I. C.	...
(iii) G. P. F.	...
(iv) H. B. A./H. P. A.	...
(v) Vehicle Advance.	...
(vi) Income Tax	...
(vii) Other recoveries	...
(viii) Total deductions	...
11. Other Sources of Income (Rs.)	...
(i) Land	Income
	Expenditure
	Net Income
(ii) Building	Income
	Expenditure
	Net Income
(iii) Others	Income
	Expenditure
	Net Income
(iv) TOTAL	Income
	Expenditure
	Net Income
12. Distance between the residence and	...
(i) The place of work	Kms. ...
(ii) School	...
(iii) College	...
(iv) Market	...
(v) Hospital	...
(vi) Railway Station	...
(vii) Bus Stand	...
(viii) Recreation Centre	...
13. Living House	...
14. Plinth area of the House (Sq, feet)	...
15. Maintaining any Vehicle	...

16. Mode of journey to place of work	...
17. No. of dependents :	...
(i) Male	...
(ii) Female	...
(iii) Children	...
(iv) TOTAL	...
18. No. of dependents living away	...
19. Amount sent to dependents living away	... Rs.
20. No. of earning members in the family	...
21. Total income of the family per month	... Rs.
22. Average monthly expenditure of the family	... Rs.
23. No. of children attending :	...
(i) School	...
(ii) College	...

*Signature of the Field Worker with Designation.*

### Identification particulars and Basic information of Household

#### CODE LIST

#### 2. Districts

Sl. No.	District	Code No.
1.	Bangalore	01
2.	Belgaum	02
3.	Bellary	03
4.	Bidar	04
5.	Bijapur	05
6.	Chickmagalur	06
7.	Chitradurga	07
8.	Coorg	08
9.	Dharwar	09
10.	Gulbarga	10
11.	Hassan	11
12.	Kolar	12
13.	Mandya	13
14.	Mysore	14
15.	North Kanara	15
16.	Raichur	16
17.	Shimoga	17
18.	South Kanara	18
19.	Tumkur	19

#### 4. Marital Status

Sl. No.	Marital Status	Code No.
1.	Married	01
2.	Un-married	02

#### 5. Departments

Sl. No.	Department	Code No.
1.	Agriculture	01
2.	Commercial Taxes	02
3.	Community Development	03
4.	Co-operation	04
5.	Education	05
6.	Judicial	06
7.	Police	07
8.	Public Health and Family Planning	08
9.	Public Works Department	09
10.	Revenue	10
11.	Secretariat	11

### 6. Class of Employees

Sl. No.	Class	Code No.
1.	Class I	01
2.	Class II	02
3.	Class III	03
4.	Class IV	04

### 7. Scale of Pay

Sl. No.	Scale of Pay	Code No.
	Rs.	
1.	65—95	01
2.	80—145	02
3.	90—200	03
4.	100—220	04
5.	120—240	05
6.	130—290	06
7.	160—350	07
8.	175—450	08
9.	200—450	09
10.	200—550	10
11.	225—450	11
12.	250—500	12
13.	275—550	13
14.	300—700	14
15.	350—900	15
16.	400—950	16
17.	500—1000	17
18.	700—1100	18
19.	800—1250	19
20.	1000—1500	20
21.	1300—1800	21

### 12. Distance between residence to other places

Sl. No.	Distance	Code No.
1.	Less than 1 Km.	01
2.	Between 1 and 3 Kms.	02
3.	Between 3 and 5 Kms.	03
4.	Between 5 and 8 Kms.	04
5.	Above 8 Kms.	05

### 13. Living house

Sl. No.	Type	Code No.
1.	Own	01
2.	Rented	02
3.	Rented quarters	03
4.	Rent free quarters	04
5.	Others	05

### 15. Vehicle

Sl. No.	Type	Code No.
1.	Car	01
2.	Motor Cycle/Scooter	02
3.	Cycle	03
4.	No Vehicle	04



16. Mode of Journey to place of work

Sl. No.	Type	Code No.
1.	Walk	01
2.	Cycle	02
3.	Bus	03
4.	Motor Cycle/Scooter	04
5.	Autoriksha	05
6.	Car	06
7.	Others (Specify)	07

HOUSEHOLD CONSUMPTION EXPENDITURE

1974

Household Schedule

Sl. No.	Item	Unit	Average expenditure per month	
			Quantity	Value in Rs
1	2	3	4	5

I. FOOD GROUP

(a) Cereals

1.	Rice	...	Kg	
2.	Wheat & its Products	...	"	
3.	Jowar	...	"	
4.	Ragi	...	"	
5.	Others	...	"	
6.	Total	...	"	

(b) Pulses

7.	Gram (split grain)	...	Kg	
8.	Tur	...	"	
9.	Green gram	...	"	
10.	Black gram	...	"	
11.	Others	...	"	
12.	Total	...	"	

(c) Oils

13.	Groundnut Oil	...	Kg	
14.	Coconut Oil	...	"	
15.	Vanaspathi	...	"	
16.	Others	...	"	
17.	Total	...	"	

(d) Other food articles

18.	Vegetables	...		x
19.	Coconut	...	No.	
20.	Sugar	...	Kg.	
21.	Jaggery	...	"	
22.	Milk & Milk products	...	Ltrs.	
23.	Ghee	...	Kg.	
24.	Meat and Fish	...	"	
25.	Egg	...	No.	
26.	Spices & Condiments	...	x	x
27.	Beverages	...	x	x
28.	Total	...	x	x
29.	Total (a + b + c + d)	...	x	x

II. FUEL AND LIGHTING GROUP

30.	Firewood and Charcoal	...	x	x
31.	Kerosene	...	x	x
32.	Electricity Charges	...	x	x
33.	Gas	...	x	x
34.	Total	...	x	x

III. CLOTHING AND FOOTWEAR GROUP

35.	Gents	...	x	x
36.	Ladies	...	x	x

1	2	3	4	5
37.	Children	...	x	x
38.	Others	...	x	x
39.	Footwear	...	x	x
40.	Total	...	x	x
IV. HOUSE RENT GROUP				
41.	House rent per month/monthly rental value	...	x	x
42.	House repairs	...	x	x
43.	Water Charges	...	x	x
44.	Total	...	x	x
V. EDUCATION GROUP				
45.	Books and Journals	...	x	x
46.	Newspaper and Periodicals	...	x	x
47.	Other Expenses (School/College fees, Stationery etc.,)	...	x	x
48.	Total	...	x	x
VI. MEDICAL EXPENSES GROUP				
49.	Amount reimbursed	...	x	x
50.	Amount spent over and above the reimbursement	...	x	x
51.	Total	...	x	x
VII. TRANSPORT GROUP				
52.	Bus Charges	...	x	x
53.	Auto charges	...	x	x
54.	Motor Cycle/Cycle charges.	...	x	x
55.	Car expenses	...	x	x
56.	Railway charges	...	x	x
57.	Total	...	x	x
VIII. EXPENSES ON ENTERTAINMENTS, FESTIVALS AND CEREMONIES				
58.	Cinema/Drama	...	x	x
59.	Sports	...	x	x
60.	Festivals	...	x	x
61.	Ceremonies (Birth, Death etc.,)	...	x	x
62.	Total	...	x	x
IX. MISCELLANEOUS GROUP				
63.	Toilet and cosmetics	...	x	x
64.	Postage and Stationery	...	x	x
65.	Personal expenditure excluding drinks	...	x	x
66.	Utility articles	...	x	x
67.	Total	...	x	x

SUMMARY TABLE

Group	Value in Rs.
I. Food	...
II. Fuel and Lighting	...
III. Clothing and Footwear	...
IV. House Rent	...
V. Education	...
VI. Medical expenses	...
VII. Transport	...
VIII. Expenses on entertainments, festivals and ceremonies.	...
IX. Miscellaneous	...
Total	...

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TABLE No. 1

Distribution of employees selected in various districts by groups

Sl. No.	District Headquarters	Group I (Rs. 65-109)	Group II (Rs. 110-149)	Group III (Rs. 150-720)	Group IV (Rs. 721-1800)	All Groups
1.	Bangalore	581	640	547	20	1788
2.	Belgaum	69	76	61	5	211
3.	Bellary	51	56	47	2	156
4.	Bidar	30	33	27	2	92
5.	Bijapur	52	57	49	3	161
6.	Chickmagalur	31	34	27	2	94
7.	Chitradurga	46	51	44	2	143
8.	Mercara	24	27	22	2	75
9.	Dharwar	155	171	144	8	478
10.	Gulbarga	72	79	68	2	221
11.	Hassan	37	41	35	2	115
12.	Kolar	50	55	47	2	154
13.	Mandya	44	49	40	2	135
14.	Mysore	157	173	144	8	482
15.	Karwar	29	32	27	2	90
16.	Raichur	43	47	40	2	132
17.	Shimoga	59	65	55	3	182
18.	Mangalore	64	71	58	5	198
19.	Tumkur	30	33	28	2	93
TOTAL		1624	1790	1510	76	5000

TABLE No. 2

Number of Employees selected in various departments in the State

Sl. No.	Basic pay range Group	No. of Employees selected	No. of Employees responded*	Name of the Department										
				Agriculture	Commercial Taxes	Community Development	Co-operation	Education	Judicial	Police	Public Health & Family Planning	Public Works	Revenue	Secretariat
1.	I	1624	1624	88	54	20	39	609	69	282	149	213	85	16
2.	II	1790	1790	99	57	24	42	689	76	306	154	231	98	14
3.	III	1510	1510	80	49	15	37	589	60	243	145	204	74	14
4.	IV	76	70	3	3	—	1	21	9	7	8	11	2	5
Total :		5000	4994	270	163	59	119	1908	214	838	456	659	259	49

\* Out of 4994 employees responded only 4982 are taken up for analysis.

**TABLE No. 3**  
**Distribution of sample employees according to class of post held**

Sl. No.	Group	Class of post held				Total
		I	II	III	IV	
1	I	...	...	524	1100	1624
2	II	...	...	1706	82	1788
3	III	34	136	1330	...	1500
4	IV	70	...	...	...	70
All Groups		104	136	3560	1182	4982

**TABLE No. 4**  
**Distribution of sample employees according to scales of pay**

Sl. No.	Scale of pay	Group	Group	Group	Group	Total
		I	II	III	IV	
1	Rs. 65— 95	689	...	...	...	687
2	Rs. 80— 145	619	123	...	...	742
3	Rs. 90— 200	309	1047	73	...	1429
4	Rs. 100— 220	9	279	40	...	328
5	Rs. 120— 240	...	156	194	...	350
6	Rs. 130— 290	...	183	373	...	556
7	Rs. 160— 350	...	...	26	...	26
8	Rs. 175— 450	...	...	340	...	340
9	Rs. 200— 450	...	...	91	...	91
10	Rs. 200— 550	...	...	2	...	2
11	Rs. 225— 450	...	...	30	...	30
12	Rs. 250— 500	...	...	55	...	55
13	Rs. 275— 550	...	...	158	...	158
14	Rs. 300— 700	...	...	51	...	51
15	Rs. 350— 900	...	...	19	6	25
16	Rs. 400— 950	...	...	33	12	45
17	Rs. 500—1000	...	...	11	5	16
18	Rs. 700—1100	...	...	4	20	24
19	Rs. 800—1250	...	...	...	8	8
20	Rs. 1000—1500	...	...	...	14	14
21	Rs. 1300—1800	...	...	...	5	5
Total		1624	1788	1500	70	4982

**TABLE No. 5**  
**Distribution of sample employees' households according to number of dependents**

Sl. No.	Group	No. of employees	No. of dependents	Total persons	Average size of the family
1.	I	1624	8569	10193	6.3
2.	II	1788	9312	11100	6.2
3.	III	1500	8049	9549	6.4
4.	IV	70	327	396	5.7
All Groups :		4982	26256	31238	6.3

**TABLE No. 6**  
**Distribution of sample employees' households according to size**

Sl. No.	Group	Size of the Household						Total
		1	2	3	4	5	6 and above	
1.	I	43	50	103	191	297	940	1624
2.	II	46	60	150	218	286	1028	1788
3.	III	45	34	84	145	247	945	1500
4.	IV	1	—	5	14	16	34	70
All Groups :		135	144	342	568	846	2947	4982

**TABLE No. 7**  
**Number of dependents living away and average amount sent to them per month per person**

Sl. No.	Group	Number of households	Number of dependents living away	Average amount (Rs.)
1.	I	182	470	20.27
2.	II	354	890	29.45
3.	III	352	832	47.00
4.	IV	16	33	98.48
All Groups :		904	2225	35.10

**TABLE No. 8**  
**Distribution of students attending School/College**

Sl. No.	Group	Students attending			Total No. of persons	Number of students for 100 persons
		School	College	Total		
1.	I	2313	203	2516	10193	25
2.	II	2579	523	3102	11100	28
3.	III	2797	810	3607	9549	38
4.	IV	106	71	177	396	44
All Groups :		7795	1607	9402	31238	30

**TABLE No. 9**  
**Distribution of sample employees' households according to ownership of living house**

Sl. No.	Group	Own	Rented	Rented quarters	Rent free quarters	Others	Total
1.	I	439	908	80	187	10	1624
2.	II	381	1134	32	180	11	1788
3.	III	347	912	140	90	11	1500
4.	IV	9	41	20	...	...	70
All Groups :		1176	2995	322	457	32	4982

**TABLE No. 10**  
**Plinth area according to size of household**

Sl. No.	Group	Size of the household						Average plinth area per household
		1	2	3	4	5	6 and above	
1.	I	350.53	316.12	329.79	365.92	351.14	400.99	379.28
2.	II	271.52	424.47	536.56	545.20	480.47	571.76	538.30
3.	III	393.93	581.32	702.96	715.97	762.84	767.08	742.45
4.	IV	2000.00	...	1240.00	1934.71	1479.75	1318.65	1482.80
All Groups :		350.30	423.88	525.44	562.76	536.41	588.54	561.20

**TABLE No. 11.1**  
**Distribution of sample employees according to distance between the residence and place of work**

Sl. No.	Group Number	Distance in Kilometres					Total
		Less than 1	1 to 3	3 to 5	5 to 8	Above 8	
1.	I	420	565	275	208	156	1624
2.	II	529	615	307	177	160	1788
3.	III	439	494	254	174	139	1500
4.	IV	29	16	9	6	10	70
All Groups:		1417	1690	845	565	465	4982

**TABLE No. 11.2**  
**Distribution of sample employees according to distance between the residence and school**

Sl. No.	Group Number	Distance in Kilometres					Total
		Less than 1	1 to 3	3 to 5	5 to 8	Above 8	
1.	I	1098	451	47	24	4	1624
2.	II	1190	492	69	27	10	1788
3.	III	915	465	78	31	11	1500
4.	IV	47	21	1	1	...	70
All Groups :		3250	1429	195	83	25	4982

**TABLE No. 11.3**  
**Distribution of sample employees according to distance between the residence and college**

Sl. No.	Group Number	Distance in Kilometres					Total
		Less than 1	1 to 3	3 to 5	5 to 8	above 8	
1.	I	255	744	430	134	61	1624
2.	II	345	820	436	128	59	1788
3.	III	289	708	334	124	45	1500
4.	IV	18	36	12	4	...	70
All Groups :		907	2308	1212	390	165	4982

**TABLE No. 11.4**  
**Distribution of sample employees according to distance between the residence and market**

Sl. No.	Group Number	Distance in Kilometres					Total
		Less than 1	1 to 3	3 to 5	5 to 8	Above 8	
1.	I	399	735	333	111	46	1624
2.	II	503	796	342	112	35	1788
3.	III	417	663	283	95	42	1500
4.	IV	19	31	15	5	...	70
All Groups :		1338	2275	973	323	123	4982

**TABLE No. 11.5**  
**Distribution of sample employees according to distance between the residence and hospital**

Sl. No.	Group Number	Distance in Kilometres					Total
		Less than 1	1 to 3	3 to 5	5 to 8	Above 8	
1.	I	386	651	384	144	59	1624
2.	II	472	710	416	152	38	1788
3.	III	382	603	346	126	43	1500
4.	IV	19	25	21	5	—	70
All Groups :		1259	1989	1167	427	140	4982

**TABLE No. 11.6**  
**Distribution of sample employees according to distance between the residence and railway station**

Sl. No.	Group Number	Distance in Kilometres					Total
		Less than 1	1 to 3	3 to 5	5 to 8	Above 8	
1.	I	154	454	508	290	218	1624
2.	II	189	527	557	300	215	1788
3.	III	146	417	464	286	187	1500
4.	IV	8	19	20	9	14	70
All Groups :		497	1417	1549	885	634	4982



TABLE No. 11.7

Distribution of sample employees according to distance between the residence and bus stand

Sl. No.	Group Number	Distance in Kilometres					Total
		Less than 1	1 to 3	3 to 5	5 to 8	Above 8	
1.	I	237	597	424	225	141	1624
2.	II	297	654	475	245	117	1788
3.	III	254	566	354	224	102	1500
4.	IV	14	27	15	7	7	70
All Groups :		802	1844	1268	701	367	4982

TABLE No. 11.8

Distribution of sample employees according to distance between the residence and recreation centre

Sl. No.	Group Number	Distance in Kilometres					Total
		Less than 1	1 to 3	3 to 5	5 to 8	Above 8	
1.	I	522	739	240	88	35	1624
2.	II	667	787	216	86	32	1788
3.	III	532	661	180	93	34	1500
4.	IV	27	32	10	1	—	70
All Groups :		1748	2219	646	268	101	4982

TABLE No. 12

Distribution of sample employees according to type of vehicle owned

Sl. No.	Group Number	Type of vehicles				Total
		Car	Motor Cycle/ Scooter	Bicycle	No Vehicle	
1.	I	—	—	617	1007	1624
2.	II	—	34	598	1156	1788
3.	III	14	168	491	827	1500
4.	IV	23	11	6	30	70
All Groups :		37	213	1712	3020	4982

TABLE No. 13

Distribution of sample employees according to mode of journey to place of work

Sl. No.	Group Number	Mode of journey							Total
		Walk	Bicycle	Bus	Motor Cycle/ Scooter	Auto	Car	Others	
1.	I	741	558	317	2	1	—	5	1624
2.	II	752	510	497	11	5	—	13	1788
3.	III	534	393	422	137	3	6	5	1500
4.	IV	25	2	11	8	2	18	4	70
All Groups :		2052	1463	1247	158	11	24	27	4982

TABLE No. 14

## Average income per person per month by sources

(in Rupees)

Sl. No.	Group	By salary		Other sources of income						Total average income from other sources	Total average income from all sources
		House-holds	Average income	By land		By building		Others			
				House-holds	Average income	House-holds	Average income	House-holds	Average income		
1.	I	1624	221.83	200	115.00	62	80.00	639	203.00	175.63	318.92
2.	II	1788	303.77	226	138.00	69	95.00	856	313.00	265.88	474.72
3.	III	1500	478.92	228	162.00	159	135.00	583	316.00	250.70	640.68
4.	IV	70	955.74	12	249.00	25	256.00	18	411.00	305.73	1195.54
All Groups:		4982	338.95	666	141.00	315	125.00	2096	281.00	235.38	483.93

TABLE No. 15

**Monthly consumer expenditure per household for households with different sizes**  
(in Rupees)

Sl. No.	Group Number	Average expenditure per month for households with different sizes						Expenditure per household
		1	2	3	4	5	6 and above	
1.	I	223.95	317.90	371.16	385.54	418.36	507.38	454.79
2.	II	280.59	365.97	494.63	538.28	557.22	669.08	600.44
3.	III	301.02	601.47	652.70	697.72	727.85	804.43	753.30
4.	IV	841.00	...	1034.20	1286.71	1127.38	1338.76	1251.17
All Groups :		273.51	404.88	504.15	546.07	569.07	668.63	608.23

TABLE No. 16

**Monthly consumer expenditure (value in Rs.) per household by broad groups of items**  
(in Rupees)

Sl. No.	Items	Group I	Group II	Group III	Group IV	All Groups
1.	Food	278.05	339.44	400.39	540.04	340.64
2.	Fuel and Lighting	32.83	42.09	50.71	71.57	42.09
3.	Clothing and Footwear	35.48	49.45	63.19	124.27	50.09
4.	House rent	38.75	60.14	88.88	178.49	63.50
5.	Education	8.22	18.77	31.77	78.37	20.09
6.	Medical expenses	7.48	10.94	13.17	21.20	10.63
7.	Expenses on Entertainments, Festivals and Ceremonies	17.30	25.45	32.88	53.07	25.42
8.	Transport	9.90	17.79	27.80	102.87	19.44
9.	Miscellaneous	26.78	36.37	44.57	81.29	36.33
Total :		454.79	600.44	753.36	1251.17	608.23

TABLE No. 17

**Monthly consumer expenditure (value in Rupees) per person by broad groups of items**  
(in Rupees)

Sl. No.	Items	Group I	Group II	Group III	Group IV	All Groups
1	Food	44.30	54.68	63.00	95.46	54.35
2.	Fuel and Lighting	5.23	6.78	7.98	12.65	6.72
3.	Clothing and Footwear	5.65	7.96	9.94	21.97	7.99
4.	House rent	6.17	9.69	13.98	31.55	10.13
5.	Education	1.31	3.02	5.00	13.85	3.21
6.	Medical expenses	1.19	1.76	2.07	3.75	1.70
7.	Expenses on Entertainments, Festivals and Ceremonies	2.76	4.10	5.17	9.38	4.06
8.	Transport	1.58	2.87	4.37	18.18	3.10
9.	Miscellaneous	4.27	5.86	7.03	14.38	5.79
Total :		72.46	96.72	118.54	221.17	97.05

**TABLE No. 18.1**  
**Percentage of monthly consumer expenditure to total consumer expenditure by**  
**broad groups of items**  
**GROUP I**

Sl. No.	Item	Name of the Centre*						
		Bangalore	Belgaum	Bellary	Bidar	Bijapur	Chickmagalur	Chitradurga
1.	Food	59.10	58.32	65.02	66.24	62.14	58.85	65.0
2.	Fuel and Lighting	7.92	6.80	5.37	5.65	5.25	6.79	9.06
3.	Clothing and Footwear	6.74	9.00	6.93	8.84	9.04	9.12	8.15
4.	House Rent	10.36	7.94	6.81	5.75	7.16	9.78	8.89
5.	Education	1.98	1.28	1.71	1.50	1.97	1.39	1.49
6.	Medical Expenses	1.56	1.74	0.96	1.93	1.54	3.48	1.27
7.	Expenses on Entertainments and Festivals	3.50	3.55	5.03	3.64	5.73	2.87	2.44
8.	Transport	2.80	2.41	2.01	1.90	1.55	1.46	0.22
9.	Miscellaneous	6.04	8.96	6.16	4.55	5.62	6.26	3.44
	Total :	100.00	100.00	100.00	100.00	100.00	100.00	100.00
	Total consumer expenditure in Rs.	486.70	350.89	438.42	476.77	418.06	414.77	393.06

\*Centres represent only the district headquarters

**TABLE No. 18.1 (Continued)**

Sl. No.	Item	Name of the Centre*						
		Mercara	Dharwar	Gulbarga	Hassan	Kolar	Mandya	Mysore
1.	Food	64.85	65.24	57.17	64.64	63.62	64.46	61.16
2.	Fuel and Lighting	5.46	6.22	6.22	7.02	8.65	8.39	7.49
3.	Clothing and Footwear	6.70	7.94	9.99	8.01	8.03	8.57	8.12
4.	House Rent	11.02	7.75	6.38	6.24	8.84	7.99	7.54
5.	Education	1.50	1.49	2.69	2.08	1.32	1.07	1.64
6.	Medical Expenses	0.33	1.74	2.16	1.86	0.81	1.32	1.98
7.	Expenses on Entertainments and Festivals	1.35	2.42	5.79	3.47	3.58	2.57	5.64
8.	Transport	1.88	1.62	2.14	1.63	0.84	0.00	1.73
9.	Miscellaneous	6.91	5.58	7.46	5.05	4.31	5.63	4.70
	Total :	100.00	100.00	100.00	100.00	100.00	100.00	100.00
	Total consumer expenditure in Rs.	299.75	419.72	493.56	382.68	373.62	402.66	492.34

\*Centres represent only the district headquarters

**TABLE No. 18.1 (Continued)**

Sl. No.	Item	Name of the Centre*					
		Karwar	Rai-chur	Shimoga	Mangalore	Tumkur	All the Centres
1.	Food	67.07	63.77	60.60	60.89	63.29	61.14
2.	Fuel and Lighting	4.48	5.78	7.91	5.97	9.44	7.22
3.	Clothing and Footwear	7.76	9.24	9.73	8.50	6.73	7.80
4.	House Rent	8.93	5.78	6.93	6.07	7.19	8.52
5.	Education	1.97	1.79	1.44	2.32	0.92	1.81
6.	Medical expenses	1.63	1.92	0.71	2.28	0.98	1.65
7.	Expenses on Entertainments and Festivals	2.37	4.16	4.63	3.21	2.97	3.80
8.	Transport	1.28	2.18	1.77	3.79	1.04	2.18
9.	Miscellaneous	4.51	5.38	6.28	6.97	7.44	5.88
	Total ...	100.00	100.00	100.00	100.00	100.00	100.00
	Total consumer expenditure in Rs.	370.59	444.37	488.58	604.05	315.80	454.79

\*Centres represent only the district headquarters

TABLE No. 18.2

**Percentage of monthly consumer expenditure to total consumer expenditure by  
broad groups of items**

## GROUP II

Sl. No.	Item	Name of the Centre*						
		Bangalore	Belgaum	Bellary	Bidar	Bijapur	Chickmagalur	Chitradurga
1.	Food	52.69	53.22	62.75	62.38	59.61	56.87	62.50
2.	Fuel and Lighting	7.29	7.12	5.65	5.88	5.28	6.70	9.50
3.	Clothing and Footwear	7.35	8.40	8.09	9.23	10.58	10.22	7.57
4.	House Rent	12.13	8.46	6.90	6.62	8.61	11.47	11.22
5.	Education	3.44	2.28	2.47	2.15	2.52	1.97	1.79
6.	Medical expenses	1.76	2.18	1.15	2.40	2.70	1.95	1.05
7.	Expenses on Entertainments and Festivals	4.80	3.65	4.87	4.47	2.70	3.23	2.63
8.	Transport	4.06	2.25	2.32	1.41	2.23	1.46	0.28
9.	Miscellaneous	6.48	7.44	5.80	5.46	5.77	6.13	3.46
	<b>Total ...</b>	100.00	100.00	100.00	100.00	100.00	100.00	100.00
	<b>Total consumer expenditure in Rs.</b>	683.96	467.28	651.89	570.71	500.96	524.97	394.82

\*Centres represent only the district headquarters

TABLE No. 18.2 (Continued)

Sl. No.	Item	Name of the Centre*						
		Mercara	Dharwar	Gulbarga	Hassan	Kolar	Mandya	Mysore
1.	Food	61.09	60.25	56.84	56.76	57.65	60.96	57.36
2.	Fuel and Lighting	5.21	6.42	6.04	7.53	8.38	8.65	7.33
3.	Clothing and Footwear	8.56	8.34	9.98	8.58	8.88	8.98	9.00
4.	House Rent	10.83	8.19	7.75	10.96	9.31	9.12	8.85
5.	Education	3.43	3.09	4.19	2.99	2.86	1.93	3.28
6.	Medical expenses	0.56	2.00	2.33	2.15	1.34	1.34	1.93
7.	Expenses on Entertainments and Festivals	2.20	3.05	3.12	4.12	3.67	2.92	5.61
8.	Transport	3.26	2.36	2.51	1.79	2.56	0.07	2.10
9.	Miscellaneous	4.86	6.30	7.24	5.12	5.35	6.03	4.54
	<b>Total</b>	100.00	100.00	100.00	100.00	100.00	100.00	100.00
	<b>Total consumer expenditure in Rs.</b>	415.63	530.65	665.87	508.21	459.95	459.88	661.73

\*Centres represent only the district headquarters

TABLE No. 18.2 (Continued)

Sl. No.	Item	Name of the Centre*					
		Karwar	Rai-chur	Shi-moga	Manga-lore	Tum-kur	All the Centres
1.	Food	65.53	59.20	60.11	58.44	57.40	56.53
2.	Fuel and Lighting	4.82	6.33	7.29	6.33	8.53	7.01
3.	Clothing and Footwear	8.00	8.73	8.71	8.75	7.75	8.23
4.	House Rent	9.43	8.05	8.17	6.96	9.88	10.02
5.	Education	2.85	2.79	2.68	3.09	2.69	3.13
6.	Medical expenses	1.58	2.39	0.84	2.48	1.12	1.82
7.	Expenses on Entertainments and Festivals	2.37	3.82	4.72	3.27	3.00	4.24
8.	Transport	1.41	2.94	2.15	3.92	1.83	2.96
9.	Miscellaneous	4.01	5.75	5.33	6.76	7.80	6.06
Total :		100.00	100.00	100.00	100.00	100.00	100.00
Total consumer expenditure in Rs.		442.38	557.40	631.45	656.76	432.27	600.44

\*Centres represent only the district headquarters

TABLE No. 18.3

Percentage of monthly consumer expenditure to total consumer expenditure by broad groups of items

## GROUP III

Sl. No.	Item	Name of the Centre*						
		Bangalore	Belgaum	Bel-lary	Bidar	Bijapur	Chick-magalur	Chitradurga
1.	Food	49.23	57.32	56.28	59.00	50.55	53.45	59.14
2.	Fuel and Lighting	6.89	6.22	6.60	6.84	5.64	6.62	8.58
3.	Clothing and Footwear	7.60	7.90	8.10	8.88	10.59	10.48	7.61
4.	House Rent	14.82	8.83	8.48	7.63	11.34	10.51	12.19
5.	Education	4.42	4.29	3.21	4.49	4.27	4.76	4.17
6.	Medical expenses	1.70	2.11	1.44	2.07	2.50	2.33	1.39
7.	Expenses on Entertainments and Festivals	4.21	3.73	7.37	3.62	3.61	3.24	2.42
8.	Transport	4.96	3.18	3.14	2.68	3.95	2.71	0.59
9.	Miscellaneous	6.17	6.42	5.38	4.79	7.55	5.90	3.91
Total :		100.00	100.00	100.00	100.00	100.00	100.00	100.00
Total consumer expenditure in Rs.		837.76	588.97	776.23	863.63	615.92	660.59	598.16

\* Centres represent only the district headquarters

TABLE No. 18.3 (Continued)

Sl. No.	Item	Name of the Centre*						
		Mer- cara	Dhar- war	Gul- barga	Hassan	Kolar	Man- dya	Mysore
1.	Food	54.71	58.45	56.52	55.87	53.55	55.94	53.20
2.	Fuel and Lighting	5.35	6.14	5.98	6.91	7.80	8.10	6.82
3.	Clothing and Footwear	9.99	7.99	9.97	9.58	10.05	9.93	9.17
4.	House Rent	12.15	9.60	7.76	9.30	10.26	10.71	10.33
5.	Education	3.55	3.99	4.51	4.85	3.86	3.72	4.19
6.	Medical expenses	1.01	2.13	1.98	1.88	1.19	1.40	1.63
7.	Expenses on entertain- ments and Festivals	2.25	3.38	3.51	4.80	4.53	3.57	6.05
8.	Transport	6.20	2.89	2.62	1.27	2.47	0.35	3.60
9.	Miscellaneous	4.79	5.43	7.05	5.54	6.29	6.28	5.01
Total :		100.00	100.00	100.00	100.00	100.00	100.00	100.00
Total consumer expenditure in Rs.		523.41	695.34	810.13	703.17	627.70	657.41	850.63

\* Centres represent only the district headquarters

TABLE No. 18.3 (Continued)

Sl. No.	Item	Name of the Centre*					
		Kar- war	Rai- chur	Shi- moga	Mang- lore	Tum- kur	All the Centres
1.	Food	57.49	54.05	55.93	57.52	56.08	53.15
2.	Fuel and Lighting	5.04	6.62	6.82	5.92	8.26	6.73
3.	Clothing and Footwear	8.71	9.40	9.39	7.10	7.79	8.39
4.	House Rent	9.47	9.00	8.87	10.83	11.04	11.80
5.	Education	5.28	3.63	3.83	3.23	4.14	4.22
6.	Medical expenses	2.60	2.38	1.01	1.62	1.01	1.75
7.	Expenses on Entertainments and Festivals	3.26	7.10	5.44	3.68	3.57	4.36
8.	Transport	2.89	2.46	2.67	3.57	1.61	3.69
9.	Miscellaneous	5.26	5.36	6.04	6.53	6.50	5.91
Total :		100.00	100.00	100.00	100.00	100.00	100.00
Total consumer expenditure in Rs.		587.67	703.23	755.30	646.24	595.50	753.36

\*Centres represent only the district headquarters

TABLE No. 18.4

## Percentage of monthly consumer expenditure to total consumer expenditure by broad groups of items

## GROUP IV

Sl. No.	Item	Name of the Centre*						
		Bangalore	Belgaum	Bellary	Bidar	Bijapur	Chickmagalur	Chitradurga
1.	Food	37.15	47.29	46.82	58.43	41.37	46.16	45.48
2.	Fuel and Lighting	5.85	5.56	4.43	6.56	4.97	6.23	7.50
3.	Clothing and Footwear	8.09	12.13	9.62	9.29	6.15	10.88	9.10
4.	House Rent	19.57	10.31	11.98	11.58	9.74	11.12	12.28
5.	Education	8.33	6.44	4.95	5.86	3.25	2.99	4.96
6.	Medical expenses	1.23	1.07	0.71	0.95	2.29	1.45	0.68
7.	Expenses on Entertainments and Festivals	3.74	5.73	3.49	0.64	5.54	4.36	4.32
8.	Transport	8.80	5.37	12.26	4.77	21.70	8.92	6.82
9.	Miscellaneous	7.24	6.10	5.74	1.92	4.99	7.89	8.86
	Total :	100.00	100.00	100.00	100.00	100.00	100.00	100.00
	Total consumer expenditure in Rs.	1299.70	1164.00	1060.50	785.50	1382.67	1204.50	1099.50

\*Centres represent only the district headquarters

TABLE No. 18.4 (Continued)

Sl. No.	Item	Name of the Centre*						
		Mercara	Dharwar	Gulbarga	Hassan	Kolar	Mandya	Mysore
1.	Food	49.97	44.86	48.96	51.98	46.03	57.31	38.48
2.	Fuel and Lighting	7.47	5.21	6.96	5.23	6.54	5.72	5.20
3.	Clothing and Footwear	11.93	13.31	11.24	14.76	11.59	6.06	12.95
4.	House Rent	17.26	13.35	9.04	12.28	11.17	12.88	12.31
5.	Education	5.73	3.99	7.85	5.23	10.57	6.97	7.16
6.	Medical expenses	0.81	5.57	1.27	1.16	1.06	1.20	1.55
7.	Expenses on Entertainments and Festivals	2.26	2.80	2.97	3.10	3.40	2.40	5.03
8.	Transport	1.97	5.66	6.07	1.36	2.97	2.40	10.56
9.	Miscellaneous	2.60	5.25	5.64	4.90	6.67	5.06	6.76
	Total :	100.00	100.00	100.00	100.00	100.00	100.00	100.00
	Total consumer expenditure in Rs.	863.50	1302.33	1178.50	1291.00	1177.50	1040.00	1491.50

\*Centres represent only the district headquarters



TABLE No. 18.4 (Continued)

Sl. No.	Item	Name of the Centre *					
		Karwar	Raichur	Shimoga	Mangalore	Tumkur	All the Centres
1.	Food	57.37	48.47	52.15	44.23	32.20	43.16
2.	Fuel and Lighting	7.22	4.36	5.76	4.62	7.39	5.72
3.	Clothing and Footwear	7.27	10.73	7.22	9.33	6.86	9.93
4.	House Rent	10.24	8.47	10.44	13.87	20.83	14.27
5.	Education	5.17	3.45	4.17	2.67	3.98	6.26
6.	Medical expenses	2.93	2.26	1.22	0.85	0.00	1.69
7.	Expenses on Entertainments and Festivals	1.71	12.26	6.47	5.00	2.43	4.24
8.	Transport	1.22	3.31	6.22	8.69	19.90	8.22
9.	Miscellaneous	6.87	6.69	6.35	10.74	6.41	6.51
TOTAL :		100.00	100.00	100.00	100.00	100.00	100.00
Total consumer expenditure in Rs.		1025.00	1435.00	1366.00	1179.00	1130.50	1251.17

\* Centres represent only the district headquarters

TABLE No. 18.5

Percentage of monthly consumer expenditure to total consumer expenditure by broad groups of items

## ALL GROUPS OF EMPLOYEES

Sl. No.	Item	Name of the Centre *						
		Bangalore	Belgaum	Belary	Bidar	Bijapur	Chickmagalur	Chitradurga
1.	Food	52.55	57.42	60.50	61.87	56.13	55.67	61.32
2.	Fuel and Lighting	7.26	6.65	5.92	6.23	5.39	6.67	8.95
3.	Clothing and Footwear	7.32	8.54	7.85	9.00	9.97	10.07	7.79
4.	House Rent	12.90	8.55	7.59	6.94	9.27	10.69	10.99
5.	Education	3.57	2.95	2.62	3.02	3.04	2.85	2.74
6.	Medical expenses	1.68	1.99	1.21	2.12	2.31	2.44	1.23
7.	Expenses on Entertainments and Festivals	4.25	3.75	5.82	3.83	3.94	3.20	2.55
8.	Transport	4.21	2.77	2.78	2.13	3.62	2.25	0.60
9.	Miscellaneous	6.26	7.38	5.71	4.86	6.33	6.16	3.83
Total:		100.00	100.00	100.00	100.00	100.00	100.00	100.00
Total consumer expenditure in Rs.		673.78	477.05	623.25	630.06	525.60	542.04	466.17

\* Centres represent only the district headquarters

TABLE No. 18.5 (Continued)

Sl. No.	Item	Name of the Centre *						
		Mercara	Dharwar	Gulbarga	Hassan	Kolar	Mandya	Mysore
1.	Food	59.02	60.34	56.67	57.99	57.16	59.87	56.02
2.	Fuel and Lighting	5.44	6.23	6.08	7.08	8.16	8.29	7.10
3.	Clothing and Footwear	8.84	8.26	10.00	9.10	9.21	9.14	9.00
4.	House Rent	11.70	8.77	7.44	9.30	9.62	9.54	9.22
5.	Education	3.16	3.06	4.04	3.61	3.11	2.53	3.37
6.	Medical expenses	0.69	2.09	2.14	1.94	1.14	1.35	1.81
7.	Expenses on Entertainments and Festivals	2.03	3.01	3.92	4.20	3.97	3.06	5.76
8.	Transport	3.95	2.48	2.52	1.53	2.12	0.23	2.88
9.	Miscellaneous	5.17	5.76	7.19	5.25	5.51	5.99	4.84
	Total:	100.00	100.00	100.00	100.00	100.00	100.00	100.00
	Total consumer expenditure in Rs.	422.11	554.08	658.73	540.49	492.44	507.24	676.07

\* Centres represent only the district headquarters

TABLE No. 18.5 (Continued)

Sl. No.	Item	Name of the Centre*					
		Karwar	Raichur	Shimoga	Mangalore	Tumkur	All the Centres
1.	Food	62.55	58.04	58.47	58.65	56.86	56.00
2.	Fuel and Lighting	4.93	6.23	7.23	6.06	8.57	6.92
3.	Clothing and Footwear	8.17	9.18	9.15	8.19	7.49	8.24
4.	House Rent	9.36	7.85	8.19	7.97	10.32	10.44
5.	Education	3.64	2.87	2.83	2.88	2.93	3.30
6.	Medical expenses	2.03	2.26	0.88	2.13	0.99	1.75
7.	Expenses on Entertainments and Festivals	2.67	5.43	5.02	3.41	3.18	4.18
8.	Transport	1.91	2.58	2.38	3.87	2.53	3.20
9.	Miscellaneous	4.74	5.56	5.85	6.84	7.13	5.97
	TOTAL :	100.00	100.00	100.00	100.00	100.00	100.00
	Total consumer expenditure in Rs.	475.78	578.07	634.00	641.69	458.86	608.23

\* Centres represent only the district headquarters

TABLE No. 19

Value and quantity of consumption of selected food items per person per month by groups

Sl. No.	Items	Group I (Rs. 65-109)		Group II (Rs. 110-149)		Group III (Rs. 150-720)		Group IV (721-1800)		All Groups	
		Quan- tity Kgs.	Value Rs.	Quan- tity Kgs.	Value Rs.	Quan- tity Kgs.	Value Rs.	Quan- tity Kgs.	Value Rs.	Quan- tity Kgs.	Value Rs.
1	2	3	4	5	6	7	8	9	10	11	12
1.	Rice	5.05	12.33	6.07	15.39	6.37	16.40	7.34	19.89	5.84	14.76
2.	Wheat	1.10	2.07	1.38	2.86	1.60	3.44	2.29	5.40	1.37	2.81
3.	Jowar	1.97	3.70	1.69	3.27	1.43	2.82	0.74	1.52	1.69	3.25
4.	Ragi	1.98	3.59	1.07	1.91	0.88	1.59	0.53	0.92	1.30	2.35
5.	Other Cereals	1.68	3.12	1.70	3.16	1.71	3.18	1.64	3.05	1.69	3.14
Total cereals :		11.78	24.81	11.91	26.59	11.99	27.43	12.54	30.78	11.89	26.31

TABLE No. 19 (Continued)

1	2	3	4	5	6	7	8	9	10	11	12
6.	Gram	0.13	0.43	0.17	0.54	0.22	0.76	0.37	1.18	0.17	0.58
7.	Tur	0.44	1.74	0.54	2.23	0.60	2.52	0.71	3.53	0.53	2.17
8.	Greengram	0.11	0.32	0.15	0.45	0.17	0.52	0.22	0.68	0.14	0.43
9.	Blackgram	0.09	0.28	0.14	0.45	0.16	0.51	0.29	0.87	0.13	0.42
10.	Other pulses	0.21	0.59	0.27	0.76	0.31	0.87	0.53	1.77	0.27	0.76
Total pulses :		0.98	3.36	1.27	4.43	1.46	5.18	2.12	8.03	1.24	4.36
11.	Groundnut oil	0.29	2.40	0.40	3.33	0.48	4.00	0.74	6.54	0.40	3.27
12.	Coconut oil	0.04	0.65	0.06	0.85	0.07	0.98	0.07	1.21	0.06	0.83
13.	Vanaspathi	0.02	0.25	0.05	0.64	0.08	0.93	0.18	2.42	0.05	0.63
14.	Other oils	0.03	0.36	0.03	0.36	0.04	0.43	0.04	0.47	0.03	0.35
Total oils :		0.38	3.66	0.51	5.18	0.67	6.34	1.03	10.64	0.54	5.08
15.	Milk and Milk products	2.23	3.72	3.69	6.31	5.03	8.55	9.91	16.49	3.70	6.29

TABLE No. 20

Balanced diet schedule (vegetarian) prescribed by the Indian Council of Medical Research,  
1968.

(A Comparison of some important food items with the survey results)  
(Grams per day)

Group	Cereals	Pulses	Edible oils	Milk and Milk-products
	1	2	3	4
<i>Adult Men:</i>				
Sedentary work	400	70	35	200
Moderate work	475	80	40	200
Heavy work	650	80	50	200
<i>Adult Women:</i>				
Sedentary work	300	60	30	200
Moderate work	350	70	35	200
Heavy work	475	70	40	200
<i>Boys:</i>				
13-15 years	430	70	35	250
16-18 years	450	70	45	250
<i>Girls:</i>				
13-12 years	350	70	35	250
<i>Pre-school children:</i>				
1-3 years	150	50	20	300
4-6 years	200	60	25	250
<i>School children:</i>				
7-9 years	250	70	30	250
10-12 years	320	70	35	250
Total:	4800	890	455	3000
Average requirement:	369	68	35	231
As per survey*	393	41	18	123

\*This refers to the *per capita* consumption per day in respect of all categories of employees viewed as a whole.

## REFERENCES

1. All India Consumer Expenditure Survey, National Council of Applied Economic Research, New Delhi, 1967.
2. Household Income, Saving and Consumer Expenditure, National Council of Applied Economic Research, New Delhi, 1972.
3. Consumption patterns in India. A study of Inter Regional Variations by Devendra B. Gupta.
4. Studies relating to planning for National Development, No. 2, Studies on Consumer Behaviour, Indian Statistical Institute, Calcutta.
5. Report on the Middle Class Family Living Survey, Volume—1, 1958-59, Central Statistical Organisation Department of Statistics, Government of India, New Delhi.
6. Dietary Allowances for Indians, by C. Gopalan and B. S. Narasinga Rao, Special Report Series No. 60 (1968), Indian Council of Medical Research, New Delhi.

ANNEX—XV

Letter No. KPC/A1/38/75, dated the 18th January 1975 from the Secretary, Pay Commission to the Associations of employees.

*Sub*: Personal hearing by the Karnataka Pay Commission.

*Ref*: G.O.No. FD 4 SRP (3) 74, dated the 13th August, 1974 of the Government of Karnataka.

Shri A. Narayana Pai, One-Man Pay Commission, appointed by Government in their order referred to above, proposes to start hearing the representatives of the various Associations and other individuals who have submitted their views in response to the questionnaire issued earlier by the Commission, with a view to giving them an opportunity as requested by them to explain their points of view in person to the Commission. For this purpose, the

Day :

Date :

Time :

1975

A.M./P.M.

Commission will sit at Bangalore and conduct the hearings in his chambers at the address indicated on top of this letter. The day, date and time fixed by the Commission for hearing you is indicated in the margin.

The Commission is of the view that it would assist and ensure fruitful discussion if the representatives of your Association to be deputed for the above hearing are fully posted with all relevant information and their number is restricted to the barest minimum (not more than three to four). I am accordingly directed to request you to depute the representatives of your Association for the hearing scheduled as above.

I also request you kindly to acknowledge receipt of this letter and intimate the names and other particulars of your members attending the above hearing so as to reach this office by the end of this month positively, for making necessary arrangements in advance.

ANNEX—XVI

Letter No. KPC/A1/38/75, dated the 18th January 1975 from the Secretary, Pay Commission to the Individuals.

*Sub*: Personal hearing by the Karnataka Pay Commission.

*Ref*: G.O. No. FD 4 SRP (3) 74, dated the 13th August 1974 of the Government of Karnataka.

Shri A. Narayana Pai, One-Man Pay Commission, appointed by Government in their order referred to above, proposes to start hearing the representatives of the various Associations and other individuals who have submitted their views in response to the questionnaire issued earlier by the Commission, with a view to giving them an opportunity as requested by them to

Day :

Date :

Time :

A.M./P.M.

explain their points of view in person to the Commission. For this purpose, the Commission will sit at Bangalore and conduct the hearings in his Chambers at the address indicated on top of this letter. The day, date and time fixed by the Commission for hearing you is indicated in the margin.

I am accordingly directed to request you to meet the Commission for the hearing scheduled as above.

I request you kindly to acknowledge receipt of this letter *by return* for making necessary arrangements in advance.

ANNEXURE—XVII

Letter No. KPC/A/65/75, dated the 10th March 1975 from the Secretary, Pay Commission to the Heads of Departments.

*Subject: Job Description Form—Filling up of—by the employees.*

In Government Order No. FD 4 SRP (3) 74, dated the 13th August 1974, the Pay Commission has been requested, among others, to review the existing pay structure of the employees of the State Government and to suggest rationalisation of the Pay structure among the different departments of government to enable the Pay Commission to make appropriate recommendations to Government in this regard, the Pay Commission desires to have straight from the employees correct and complete factual information regarding the educational qualifications prescribed in the C & R Rules, the duties and responsibilities laid down, the working conditions etc., in respect of each Job (post) in different cadres in your Department. To enable you to obtain this information from individual employees and to furnish the same to the Pay Commission a special Form known as 'Job Description Form' has been devised. Taking into account the number of posts in respect of which information is required so far as your Department is concerned, ——— Forms have been appended, Instructions for filling up this Form are given with the Form itself.

2. The Form has to be filled up very carefully and correctly by one employee in respect of each category of posts including the Field posts in your Department upto and inclusive of the supervisory level (Class II Posts). While selecting the individual employees holding posts in different cadre, care may please be taken to select persons who are performing duties which are typically representative of the nature of work normally attached to the posts in such cadres. If an employee in one category can be posted either to an office job, or a field job, or to a job involving touring or not involving touring, please get one form filled by one such employee in each of these two alternatives. After the Form has been filled up, the employee has to authenticate the same by his signature. He should hand over the filled in Form to his immediate supervisor who is required to verify the factual information given by the employee and submit the same to you with his remarks. Thereafter, you will have to satisfy yourself that the information given is correct to the best of your knowledge and forward the same with your remarks to the Secretary to the Pay Commission, *on or before 31st March 1975 positively.*

3. As the Commission desires to have this information within the prescribed time limit, I am directed to request you to pay your personal attention to this matter and see that the time schedule is strictly adhered to. *The individual employee may be allowed a week's time to complete the Form and the immediate Supervisor may be allowed three or four days' time to complete his portion of the work.* If this is followed, it should be possible to complete the whole process and send the information even before the end of this month.

4. Before filling up the Form, the individual employee in a particular cadre, say, II Division Clerk or a Stenographer, may like to consult a few of his colleagues. There should be no objection if he desires to do so. Government have constituted in their Order No. GAD 7 DSW 69 dated 19th October 1972, as amended by Government Order No. GAD 12 DSW 74, dated 15th November 1974, Departmental Staff Councils for the Departments of the Government. On these Councils there are representatives of the Staff. It is understood that these representatives represent the various cadres. It may, perhaps, be useful if the individual employee who is required to fill up this Form is permitted to take the assistance of one or two staff representatives borne on the Departmental Council. This is a suggestion for your consideration. The suggestion has been made with a view to ensuring that the employee in a particular cadre after taking such assistance as he may require, is in a position to furnish the information correctly, accurately and completely.

5. I request you kindly to accord high priority to this matter and see that the information required from your Department is furnished on Top-Priority basis, and in any case, not later than 31st March 1975.

While soliciting your kind co-operation in this matter, I am to request you kindly to acknowledge receipt of this letter.

ENCLOSURE TO ANNEX-XVII  
**KARNATAKA PAY COMMISSION**  
JOB DESCRIPTION FORM

*N. B. : Please read the attached instructions carefully before filling up this form.*

**I. General**

1. Designation/Title of the Job (Post) and the cadre ...
2. Scale of pay and special pay and allowances, if any ...
3. Department and Office in which the Job exists ...
4. Place of work or Headquarters ...

**II. Educational Qualification**

5. (i) Indicate the qualifications and training (basic and desirable) prescribed for the job under the Cadre and Recruitment Rules in force.  
(ii) Mention physical requirements/standards, if any, prescribed for the job.

**III. Duties and Responsibilities**

6. Description of the Job—
  - (a) In your own words list your duties.  
Indicate wherever possible the percentage of time spent on each duty.
  - (b) State the extent of your jurisdiction [*i. e.*, confined to one job or supervision over a group of jobs ; area of work (territorial) etc.]
  - (c) Has your work any seasonal peculiarities or is it uniform throughout the year ?
  - (d) List any machines, equipment, etc., which you are required to operate  
Indicate the percentage of time in operating each.
7. How long have you been doing your duties in this job ?
8. What parts of your work are the most difficult to do or the most complex ? Why ?  
Give specific reasons and examples.
9. State clearly the kind and amount of work guidance you receive from supervisors, manuals or established procedures,
10. How often and in what way is your work reviewed by your supervisor (s) ?
11. Do you have in the course of your work contacts with other Departments and with the general public ?

**IV. Working Conditions**

- 12 Give a brief and clear description of your working conditions specifically indicating
  - (a) the type and nature of indoor or outdoor work ;
  - (b) the environmental conditions at the place of work ; and
  - (c) the nature of risk or hazard to health and/or life, etc.

**Certificate of the Employee**

I hereby certify that the above answers are my own and to the best of my knowledge they are accurate and complete.

Date :

Signature of the Employee  
Name and Designation  
(In Block Letters)

**Certificate of Immediate Supervisor**

I hereby certify that the answers given above by this Employee are correct and complete as to the facts within my knowledge except as noted here (or in the attached memo),

Date :

Signature and Designation  
of Immediate Supervisor.

## Opinion of the Head of the Department

- 1 Are you satisfied with the factual accuracy of the statement of the employee ?
- 2 Do you agree with the comments/remarks made by the Immediate Supervisor of the employee ? If not, please indicate specifically, with examples if possible, the reasons for such disagreement. What in your considered opinion is the correct position ?

Date :

Signature of Head of Department.

### Instructions for filling up the Job Description Form

1. This form is used to obtain basic information about your Job (Post) which may be useful for evolving a rational pay scale for your cadre. Therefore, it is important that you should fill out the form as clearly, accurately and completely as possible.

2. As this form will be used by employees holding different types of posts, some of the questions may not apply to your Job. If so, skip them and say specifically that they do not apply to your Job. If the questions do apply, fill out completely, be specific and illustrate your statements with examples.

3. This form is to be completed by you in your own words. You may first prepare your answers in rough draft on a sheet of paper. When you are sure that your answers are complete and accurate, copy them on the form. If you need additional space, extra pages may be attached but each page should identify your name and department and bear your signature. It will be appreciated if the replies are typed. If this is not possible please write as legibly as you can. Your Supervisor and the Departmental Head will review your Job description to determine the completeness and accuracy of the statement and to clarify or give additional information concerning your duties and responsibilities. *It is not open under any circumstances to the Supervisor or the Head of the Department to change the answer as given and certified by you.* They will, however, make their statements which they think are necessary in the space provided.

4 *Item 1* : Specify clearly the cadre to which your post belongs as per relevant Cadre and Recruitment Rules in force.

*Item 2* : Indicate any amenities you receive such as rent-free housing, subsidised food, etc., any cash received in lieu of such amenities or the approximate cash value of such amenities if known to you.

*Item 5 (i)* : Give details of educational qualifications and training and experience prescribed in the Cadre and Recruitment Rules for direct recruitment as well as for promotion to the post.

*Item 6 (a)* : List in your own words and explain your duties in relation to the subjects assigned to you. Make your description detailed and clear so that persons unfamiliar with your work can understand exactly what you do. Do not be reluctant to give specific tasks merely because you believe that it is common knowledge that they are part of the duties of your post.

*Item 6 (b)* : If you are actually supervising or directing the work of others, indicate the number and category of employees whose work you direct and supervise. If you are supervising indirectly, include employees by number only whom you direct through subordinate supervisors, (Note that supervision does not mean mere inspection or checking or verifying work. Mere looking into some work or checking facts or verifying statements does not constitute supervision. Supervision is control and direction of the work of subordinates vested by authority.)

### Example of poor and good duty statements

<i>Poor statement</i>	<i>Good statement</i>
1 Assist in handling correspondence	Receive, open, stamp and route incoming mail
2 Maintain Claim Registers	Prepare Registers of all claims showing allocation of Budget expenditure and total expenditure per month in which claims are made.
3 Watching disposal of work	Preparation of weekly/monthly arrear list, showing the details of cases pending, cases received, cases closed and cases undisposed at the end of the week/month.

*Item 7* : Indicate completed years of work in the cadre.

*Item 8* : Indicate here parts of your Job which demand the greatest care and thought or the most skill or understanding. Which duties would be the most difficult for another person taking your place to learn ? State what makes these duties difficult and give one or two specific examples.



*Item 9 :* Explain the help given to you in your work, written or oral. For example, 'I follow a prescribed procedure set out in the accounting manual' or 'I am shown how to operate the equipment' or 'I am given a project with instructions as to the general methods but details are left to me' or 'I work according to the requirements of my professional field and I am guided only by general administrative policies set down by my supervisor'.

*Item 10 :* Explain whether your work is reviewed in detail or only on overall results. Is it reviewed for the way you do it as well as for what you achieve? Is it a personal review by observation of your work or a review of a written report? Is your work reviewed every day, once a week, at periodical intervals or only on completion of a task?

*Item 11 :* Is the contact with other Departments/Public day-to-day or occasional? State the frequency if possible of such contacts, Indicate the number of people on an average you meet daily.

*Item 12 (a) :* Give details of touring required to be done and the type of work to be attended during the tours, Indicate whether work to be done while on tour is required to be done indoor or outdoor,

*Item 12 (b) :* State whether the environmental conditions are adverse and disagreeable, and if so, in what way. Do such conditions persist throughout the year or during certain seasons only?

*Item 12 (c) :* Specify whether the risk/hazard is continuous or only occasional, Indicate if any safety standards have been laid down. State the safety measures taken in your organisation to protect you from such risks or hazards.

#### ENCLOSURE TO ANNEX--XVII

Letter No. KPC/A/20/75 dated the 22nd August 1975 from the Secretary, Pay Commission to the Heads of Departments.

*Subject :* Educational qualifications prescribed for the jobs.

From the proforma information furnished by the Heads of Departments in Proforma I at the time of discussions relating to their Departments with the Pay Commission, it has been observed that there are a few categories of posts in a number of departments for which there are no Recruitment Rules in force. In the absence of such rules it has not been possible for the Commission to know the qualifications and other requirements insisted upon by the Departments while filling up such posts. However, as you are aware, the educational qualifications and training (basic and desirable) and other requirements prescribed for recruitment to such posts, are among the important factors required to be considered for the purpose of the job evaluation undertaken by the commission for determining the appropriate pay scales for the posts. In the absence of C & R Rules, the department would have insisted upon some qualifications and other requirements as deemed fit, at the time of filling up of these posts. The Commission would like to know these details from the Departments in respect of all such cadres for which there are no prescribed C & R Rules. Even if all posts in any such cadre are vacant, the Commission would still like to know as to what should be the minimum qualifications and other requirements that are necessary, in the opinion of the Department, for the due performance of the jobs assigned to such posts.

I am accordingly enclosing herewith a format (Proforma IV) in which such information in respect of posts in your department for which there are no prescribed C & R Rules may be furnished to the Commission and request you to kindly furnish the required information in the above proforma in respect of all such categories of posts in your Department.

The work of the Commission is in a highly advanced stage, and the Commission is keen to complete its work with utmost expedition, I therefore request you to kindly treat this as **MOST IMMEDIATE**, and ensure that the information in the above Proforma is sent so as to reach this office *by the end of this month positively*.

#### PROFORMA—IV

Qualifications insisted upon/required for Cadres with no prescribed recruitment rules :  
Department

Sl.No.	Name of the Cadre	Class	Existing (1970) Pay scale (Min.-Max)	Total No. of posts		No. of posts lying Vacant	Method of recruitment followed or proposed for filling up the post viz., DR/PR/Depn./others	Educational qualifications and other requirements insisted upon/required for recruitment to the cadre	The lowest educational qualification possessed by any of the present incumbents of the post who is a direct recruit, and the number of years of service put in by him in the cadre	Remarks
				Per.	Tem.					
1	2	3	4	5	6	7	8	9	10	11

ANNEX—XVIII

Letter No. KPC/A1/8/75 dated 21st April 1975 from the Secretary, Pay Commission to the Representatives of selected Local Bodies regarding Personal hearing by the Commission.

*Sub:* Personal hearing by the Karnataka Pay Commission.

*Ref:* Government Order No. FD 4 SRP (3) 74 dated 13th August 1974.

Shri A. Narayana Pai, One-man Pay Commission, appointed by Government in their order referred to above, has been hearing the Representatives of the various Associations and other Individuals who have submitted their views in response to the questionnaire issued by the Commission, with a view to giving them an opportunity to explain their points of view in person to the Commission. According to the terms of reference, the Commission is required to review the existing pay structure of the employees, among others, of Local Bodies and Aided Institutions. For this purpose, the Commission had issued a special questionnaire to Local Bodies and Aided Institutions which was forwarded to certain selected organisations in consultation with the concerned Deputy Commissioners of the different districts and the replies of these bodies have since been received from quite a few such local bodies etc., of which yours is one.

The Commission now desires to hear a few well informed representatives of some of the Local Bodies and Aided Institutions from the different regions of the State with a view to acquaint himself with the problems of these bodies relating to staffing, resources, etc., as also have the benefit of the views expressed by them in their replies to the above questionnaire on some of these matters. It has, therefore, been decided to invite Representatives from each such selected Local Body and Aided Institution of different categories from the different regions in the State. I am accordingly directed to request you to make it convenient to attend the hearing before the Commission which has been fixed for your organisation on *Thursday the 8th May 1975* at A.M./P.M.

I wish to make it clear that there is no provision with the Commission for meeting the expenditure to be incurred by you on account of the journeys to be undertaken by you in connection with the above hearing. I presume there may be no difficulty to meet such expenditure if necessary, from the funds of your Organisation. In case sanction of Deputy Commissioner or Divisional Commissioner is required for your above journeys and meeting the above expenditure from your funds. I am forwarding a copy of this letter to the concerned Officers with a request to permit the same, in the circumstances explained above.

I shall be grateful if you could kindly acknowledge receipt of this letter and intimate your convenience for attending the hearing as above so as to reach this Office by the end of his month positively for making necessary arrangements in advance.

ANNEX—XIX

Letter No. KPC/AI/38/75 dated the 1st May 1975 from the Secretary, Pay Commission to the Karnataka Pensioners' Association, Bangalore regarding Personal hearing by the Commission.

*Sub:* Personal hearing by the Karnataka Pay Commission.

*Ref:* Government Order No. FD 4 SRP (3) 74, dated 13th August 1974 of the Government of Karnataka.

Shri A. Narayana Pai, One-man Pay Commission, appointed by Government in their order referred to above, has been hearing the representatives of the various Associations and other individuals who have submitted their views in response to the questionnaire issued earlier by

DAY:	Tuesday
DATE:	20th May 1975
TIME:	11.00 A.M.

the Commission, with a view to giving them an opportunity as requested by them to explain their points of view in person to the Commission. For this purpose, the Commission is sitting at Bangalore and conducting the hearings in his chambers at the address indicated on top of this letter. The day, date and time fixed by the Commission for hearing

you is indicated in the margin.

The Commission is of the view that it would assist and ensure fruitful discussion if the representatives of your Association to be deputed for the above hearing are fully posted with all relevant informations and the number is restricted to the barest minimum (not more than three to four). I am accordingly directed to request you to depute the representatives of your Association for the hearing scheduled as above.

I also request you kindly to acknowledge receipt of this letter and intimate the names and other particulars of your members attending the above hearing so as to reach this office on or before 12th May 1975 positively, for making necessary arrangements in advance.

I am to add that a number of District and Taluk level Pensioner's Associations which are presumably your branch Associations, have also submitted Memorandum/Replies to the questionnaire issued by the Commission earlier. It is felt that your Association being at the State level, may possibly be representing all these interests and the various views expressed by all or any of them. It may not, therefore, be necessary for any of the district and taluk level pensioner's Associations to appear before the Commission for hearing individually. However, if any of them want to attend and urge any points, they are welcome to do so. I am enclosing herewith for your kind information a copy of the letter which is being accordingly addressed to all these Associations. You may also like to issue suitable instructions to such of these Associations as are affiliated to your State Level organisation with a view to apprise them of the position in this behalf.

#### ANNEX—XX

Letter No. KPC/A/20/75 dated the 9th June 1975 from the Secretary, Pay Commission to the Secretaries to Government.

*Sub:* Discussions with the Pay Commission.

I enclose herewith a copy of my letter together with a copy of the note enclosed thereto addressed to all Heads of Departments on the above subject for your kind information. I also enclose an extract of the programme of discussions drawn up for the different departments under your control. The Commission requests your presence also along with the concerned Heads of Departments during these discussions so as to have the benefit of your views and comments on the various suggestions and other points emerging during these discussions.

It may kindly be noticed from the above programme that it may be necessary for you to make yourself available for these discussions on the afternoons of \_\_\_\_\_ and \_\_\_\_\_. I would, therefore, request you to kindly keep yourself free on these dates to participate in these discussions.

Since the programme of discussions is rather tight, I request your kind co-operation in ensuring with the concerned Heads of your Departments strict adherence to the same and for this purpose arranging your other work suitably.

I shall be extremely grateful if you will kindly acknowledge this letter and confirm your convenience for the above programme so as to enable me to make necessary arrangements.

#### ANNEX—XXI

Letter No. KPC/A/20/75 dated the 9th June 1975 from the Secretary, Pay Commission to the Heads of Departments.

*Sub:* Discussions with the Pay Commission.

*Ref:* Government Order No. FD 4 SRP (3) 74 dated 13th August 1974

Shri A. Narayana Pai, One-Man Pay Commission, appointed by Government in their order referred to above, having concluded the hearings of the Service Associations, Individuals, etc., has now proposed to take up discussions with the departmental officers. For this purpose he desires to meet both the Secretary to Government and the Head of the Department concerned at one and the same time so as to be able to get the benefit of the final views of the department on the various issues referred to him by Government for his consideration.

A programme of discussions has accordingly been drawn up starting from 20th June 1975. The meetings have been arranged only in the afternoons of each day so as to enable both the

Day :

Date :

Time :

Commission and the Departmental Officers to attend to their other items of work at other times. I am indicating in the margin the day, date and time fixed by the Commission for discussions with you relating to your Department. The meeting will take place in the Chambers of the Commission at the address

indicated on the top of this letter. I am also intimating the programme to the concerned Secretary to Government separately. I request you to kindly keep yourself free for the above discussions and make it convenient to go over to this office and meet the Commission at the time scheduled as above.

With a view to make the discussions purposeful, I enclose herewith a short note on the points on which the Commission desires to have your views and suggestions in particular. It would be extremely helpful if you could gather all the information and other particulars mentioned therein for furnishing, the same to the Commission at the time of discussion and also formulate your views and suggestions on the points raised therein.

Since the programme drawn up for these discussions is rather tight, I am to request your co-operation in ensuring strict adherence to the programme as fixed for your Department and for the said purpose arranging your other work suitably.

I request you to kindly acknowledge receipt of this letter and confirm your convenience for the above meeting so as to enable me to make necessary arrangements in advance.

## ENCLOSURE TO ANNEX—XXI

### POINTS FOR DISCUSSION WITH THE HEADS OF DEPARTMENTS AND SECRETARIES TO GOVERNMENT

#### I. *Replies to questionnaires and factual information*

(1) The Pay Commission had called for certain factual information from the different departments and also solicited replies to the General Questionnaire and the Special Questionnaires meant for Secretaries and Heads of Departments. While these have been received from a number of Officers, they are still due from some others. Those still due may please be sent in advance of the discussions as already requested.

(2) The information relating to the cadres, such as designations, scales of pay etc., was asked for as on 1-4-1974. One more year has since elapsed and it is felt necessary to have the latest information as on 1-3-1975 incorporating changes if any effected subsequent to 1-4-1974. Further, the Departments have generally furnished the Cadre and Recruitment Rules as originally notified, together with subsequent amendments which are in number. Since the amendments are not incorporated in the original Rules, great difficulty is being experienced in getting at the correct position in scrutinising the job description forms. The Heads of Departments may, therefore, kindly furnish the following in the annexed proforma to the Commission at the time of discussions :

- (i) A statement showing the cadre position as on 1-3-1975 in respect of all the cadres in their departments in Proforma I, *duly attested*.
- (ii) An updated copy of the Recruitment Rules prescribed for the various cadres in their departments incorporating all amendments issued upto 1-3-1975, *duly attested*.
- (iii) A statement showing the special pay, other allowances and any other benefits attached to the different posts in their departments in Proforma II, *duly attested*.

(3) Information about the training courses conducted by the department was called for in this office letter No. KPC/A/65/75 dated 30th April 1975. If the same has not already been furnished, it may kindly be furnished at the time of discussions.

#### II. *Job Evaluation :*

During their meetings with the Pay Commission the representatives of many Cadre Associations complained of and urged for the removal of what they regard as unfair disparities in pay scales, allowances etc., as between categories of employees discharging substantially the same kind of work and responsibility. The principal objective of the terms of reference to the Pay Commission is Rationalisation of the pay structure of State servicest. The basic idea of pay is the value in terms of money of the contribution which a Government servant makes to administration by devoting his whole time to a given category of work with definable duties and responsibilities attached to it. Such being the case the only way of dealing with this matter appears to be to formulate a single principle or formula for an objective valuation of all jobs and positions on the basis of considerations which are relevant for such valuation viz., the educational qualifications and training if any prescribed for the job, the mental skill and effort necessary for performing the duties and functions of the job, responsibility attaching thereto whether non-supervisory or Supervisory and working conditions including hazards and risks, and by assessing the degrees of difficulty in each one of these factors. The result of such a gradation operating along with the necessity of fixing a minimum and maximum for remuneration is most likely to lead to a fair picture of board bands of horizontal equation and vertical differentials, each band getting a scale appropriate to its work, ultimately resulting in removal of most if not all disparities and distortions now prevalent or complained of.

The Departments are aware that the Commission has obtained from them relevant information in the specially designed job Description Form for purposes of Valuation of jobs. The process of evaluation may result :

- (i) in the merger of two or more scales or levels of responsibility ;
- (ii) in certain posts in a grade being placed in a higher band of scale or *vice versa* ; and
- (iii) in the elimination of special pays and some kinds of allowances,

The Heads of Departments and Secretaries may kindly ensure that these job description forms are sent *in advance* in respect of *all* categories of posts in their Departments, and indicate their reaction to the above process of valuation of jobs with particular reference to the posts in different cadres including Class I and II posts in their departments. It would be of assistance to the Commission if they could indicate their considered views on the existing equation of posts with posts carrying comparable duties and responsibilities in other Departments. A list of such equations in Proforma III may please be handed over to the Pay Commission at the time of discussion.

### III Pay Scales :

Stagnation or lack of reasonable promotional opportunities are seen especially in the lower ranks. The present practice is to mitigate the hardships caused by them by providing selection time scales and selection grades. There is a suggestion to meet this situation in a different manner by extending the scale itself for a short period of 4 to 5 years, beyond the maximum which will have been reached within a period of 15 years after satisfactory completion of probation. The Heads of Departments may kindly consider this suggestion with particular reference to the cadres in their departments and point out during discussions the practical difficulties, if any, that may be encountered if the suggestions were to be adopted.

### IV Allowances :

(1) H.R.A. and C.C.A. are available at present to a section of Government employees stationed in urban area. It is stated that a large number of employees working in smaller towns and rural areas are deprived of these benefits. There is a suggestion that an equitable procedure in extending such benefits would be to evolve a suitable pattern of a consolidated allowance relatable to what may be regarded as expenses incidental to or consequential on Government service and make it available to every one irrespective of the place at which he is working. The feasibility of this suggestion may also kindly be considered by the Heads of Departments in the light of their own experience with particular reference to their departments and suggestions if any made during the discussion.

(2) There have also claims made by Associations and individuals for enhancement of the scales of certain allowances (like Kit allowance, Uniform allowance, Washing allowance etc.,) available to them at present and for grant of certain new allowances. The considered view of the Heads of Departments and Secretaries and their suggestions (which may be indicated in column 9 of *Proforma II*) will be of much assistance to the Commission.

### V Special Points :

A list of additional special points in respect of your Department proposed to be discussed is also appended/being sent separately.

## PROFORMA — I

Cadre position an on 1st March 1975

Sl. No.	Cadre.	Class.	No. of posts		Scales of pay (in full)	No. of posts remaining vacant for over 1 year as on 1.3.75	MODE OF RECRUITMENT
			Perma- nent.	Tempo- rary.			PR=by promotion only. DR=by direct recruit- ment only. PR=both by PR and DR. +DR O=by other means.
1	2	3	4	5	6	7	

**PROFORMA — II**

**Special Pay, Allowances and other benefits attached to the cadre as on 1st March 1975**

Sl. No.	Designation.	Scale (Min. - Max.)	Spl. Pay.	Other allowances		Other benefits such as rent free quarters, free Uniforms etc., with Scales periodicity etc., if any.	Reasons and/or conditions for grant of Spl. pay/allowances and other benefits.	Suggestions if any for revision in quantum, scale conditions, etc., of the Special allowances and other benefits
				Name of Allowance	Rate			
1	2	3	4	5	6	7	8	

**PROFORMA — III**

**Suggested Equation of Class I & II Posts**

**Departments :**

THIS DEPARTMENT					OTHER DEPARTMENTS				
Sl. No.	Cadre (Post)	Class	Scale (1970)		DEPARTMENT	Cadre (Post)	Class	Scale (1970)	
			Minimum	Maximum				Minimum	Maximum
1	2	3	4	5	6	7	8	9	10

## ANNEX-XXII

### LIST OF INVITEES WITH WHOM THE PAY COMMISSION HELD DISCUSSIONS

- Sriyuths :
1. Abraham Varghese,  
Deputy Superintendent of Police (Training),  
Bangalore.
  2. Dr. Arakeri, H. R.,  
Vice-Chancellor, Agricultural University,  
Bangalore.
  3. Asvathanarayan, G.,  
Additional Secretary to Government,  
Planning Department, Bangalore.
  4. Balasubramanyam, K.,  
Adviser to Government on Land Reforms and  
State Revenues, Government of Karnataka,  
Bangalore.
  5. Balasubramanian, V.,  
Deputy Commissioner, Bangalore District,  
Bangalore.
  6. Betkerur, B. N.,  
Administrative Officer,  
Health and Family Planning Services,  
Bangalore.
  7. Bharath, N. S.,  
Retired Joint Secretary to Government,  
Finance Department, Government of Karnataka,  
Bangalore.
  8. Bhat, P. S.,  
Registrar, High Court of Karnataka,  
Bangalore.
  9. Dayal,  
Administrative Staff College,  
Consulting and Applied Research Division,  
Government of India, Hyderabad.
  10. Desai, G. R.,  
District Judge, Bangalore.
  11. Deve Gowda, A. C.,  
Retired Director of Public Instruction,  
Government of Karnataka, Bangalore.
  12. Dwarakinath, R.,  
Director of Agriculture,  
Bangalore.
  13. Dr. Gopal, M. H.,  
Retired Professor of Economics  
University of Mysore, Mysore.
  14. Gopal, H. V.,  
Deputy Registrar,  
High Court of Karnataka, Bangalore.
  15. Janardhana Pai,  
Divisional Manager,  
Life Insurance Corporation of India,  
Bangalore.
  16. Lakshman Rau, N.,  
Administrator,  
Corporation of the City of Bangalore,  
Bangalore.
  17. Melkote, A. S.,  
Director,  
Administrative Training Institute,  
Mysore.

18. Murthy, K. S. N.,  
Commissioner for Industries and Commerce  
and Secretary to Government, Bangalore;
19. Nagarkatti, K. N.,  
Retired I. C. S. Officer,  
Bangalore.
20. Dr. Narasimhaiah, H.,  
Vice-Chancellor, Bangalore University,  
Bangalore.
21. Narasimha Rau, N.,  
Commissioner for Health and  
Municipal Administration and  
Secretary to Government, Bangalore.
22. Nayak, P. R.,  
Managing Director, Karnataka Power  
Corporation, Bangalore.
23. Prof. Pandurangi, K. T.,  
Head of the Department of Sanskrit,  
Bangalore University, Bangalore.
24. Parthasarathy, R.,  
Manager, Government Computer Centre,  
Bangalore.
25. Prabhu, P. P.,  
Director, Bureau of Economics and  
Statistics, Bangalore,
26. Ramaswamy, M. L.,  
Joint Draftsman and *Ex-Officio* Joint  
Secretary to Government, Department of  
Law and Parliamentary Affairs, Bangalore.
27. Ramamurthy, B. N.,  
Director, Printing, Stationery and  
Publications, Bangalore.
28. Vidwan Ranganatha Sharma, N.,  
Sanskrit College, Bangalore.
29. Rao, G. V. K.,  
Chief Secretary to Government of Karnataka,  
Bangalore.
30. Satishchandran, T. R.,  
Financial Commissioner and Secretary to  
Government, Bangalore.
31. Dr. Sharma, N. A.,  
Joint Director, Institute for Social and  
Economic Change, Bangalore.
32. Sri Rama, M. A.,  
Retired Director of Printing, Stationery  
and Publications, Bangalore,
33. Surendranath, K. P.,  
Joint Director of Public Instruction,  
Bangalore.
34. Varadan, S.,  
Commissioner for Public Works and Electricity  
and Secretary to Government, Bangalore.
35. Venkatesh, N. D.,  
Secretary to Government,  
Department of Law and Parliamentary Affairs,  
Bangalore.
36. Vasudeva Rao, M.,  
One-Man Commission for Reorganisation of  
Districts and Taluks in Karnataka,  
Bangalore.



**ANNEX—XXIII**

**LIST OF WITNESSES WHO GAVE ORAL EVIDENCE**

**ASSOCIATIONS OF EMPLOYEES OF GOVERNMENT**

Sl. No.	Name of the Association	Represented by
1	2	3
		Sriyuths :
1.	Afro - Asian Council of Unani Education, Krishnamurthypuram, Mysore.	Dr. Syed Mahmood (President) Dr. J. S. Raman (Secretary - General) Dr. Syed Khasim
2.	Assistant Agricultural Officers' Association, Bangalore.	Nazir Ahmed (President) Subhaschandra Bose (Secretary) Hayavadana Vasudeva Rao
3.	Assistant Agricultural Officers' Association, Belgaum.	C. B. Gudigari (President) M. V. Deshpande (Secretary) C. M. Hoolikantimath A. V. Naik
4.	Assistant Agricultural Officers' Association, Dharwar.	R. L. Sardesai (President) S. N. Tumbad
5.	Assistant Agricultural Officers' Association, Hassan.	S. V. Prakash (Member) T. Puttaswamy (Member)
6.	Assistant Agricultural Officers' Association, Mysore.	B. N. Dattatri (Secretary) M. B. Mallappa
7.	Assistant Agricultural Officers' Association, Shimoga.	A. M. Anantha Das (Secretary)
8.	All Mysore Laboratory Technicians Association, Bangalore-38.	G. Basavanna (President) K. Rama Rao Chandrachuda Sastry Krishnaswamy
9.	Association of Agricultural Graduates, Mangalore.	B. Prathapachandra Shetty (President) B. A. Srinivasan (President, Chikmagalore District) Sridhar Shenava (Secretary) Shamprakash
10.	Association of Agricultural Graduates, Mysore.	B. Kenchiah (President) K. G. Shivanagendra (Secretary) Gurushanthappa Jayaram
11.	Association of Probation Officers, Jayanagar, Bangalore.	T. V. Rajasekhar (Secretary) H. Chandrasekhar B. C. Patil S. B. Kalaverakkannavar

- |     |   |   |
|-----|---|---|
| 12. | Association of State Accounts Department,<br>Bangalore                                      | D. B. Ramaswamy<br>(Secretary)<br>V. S. Ramaiah<br>Venkataratnam Shetty   |
| 13. | Association of Surveyors, Survey, Settlement<br>& Land Records, Belgaum Region,<br>Belgaum. | B. M. Malali<br>(President)<br>K. A. Keshavamurthy<br>(President - KSGEA)<br>N. A. Deshpande<br>B. V. Kulkarni  |
| 14. | Association of Teachers of Technical Institutions<br>S. J. P. Building, Bangalore.          | B. G. Janardhan<br>(President)<br>N. S. Jathana<br>(Vice-President)<br>S. V. Somasekharan<br>(Secretary)<br>S. M. Gulam Mustafa                           |
| 15. | Bangalore City South District Primary School<br>Teachers' Association, Bangalore.           | V. Venkateshaiah<br>(President)<br>Jaishankara<br>(Vice-President)<br>C. N. Lakshminarayana<br>(General Secretary)<br>B. C. Rajasekhara                   |
| 16. | Bangalore District Vaccinators' Association,<br>Bangalore.                                  | B. Hanuman Singh<br>(President)<br>K. A. Keshava Murthy<br>(President - KSGEA)<br>R. Ramachandriah<br>(Vice-President)<br>M. T. Krishnappa<br>(Secretary) |
| 17. | B. M. S. College of Engineering Welfare<br>Employees' Association, Bangalore.               | Prof. Y. V. Ramadas<br>(President)<br>K. G. Chandrappa<br>(Vice-President)<br>B. C. Vasudeva Rao<br>(Secretary)<br>L. Aswathanarayana                     |
| 18. | Bangalore University College Teachers'<br>Association, Bangalore                            | K. Dwarakanath<br>(President)<br>B. A. Dayanath<br>(Vice-President)<br>T. G. Raghavan   |
| 19. | Belgaum District Bailiffs and Process Servers'<br>Association, Belgaum                      | A. N. Thasanga<br>(President)<br>V. B. Madival<br>(Secretary)   |
| 20. | Bijapur District Talathis' Association, Bijapur.  | V. S. Patil<br>(President)<br>C. M. Dodli<br>R.N. Walinjar  |
| 21. | Board of Head Masters, Belgaum.   | S. G. Hosmath<br>(Chairman)   |
| 22. | College Teachers' Association, Hassan.  | H. Puttaswamy<br>(Secretary)<br>G. Purushothaman<br>G. Venkateswara Sharma<br>N. Jayashankar  |

1	2	3
23. Co-operative Inspectors' Association, Ali Asker Road, Bangalore.		Y. Sreekanteswar (President) S. Allabaksh (Vice-President) Y.N. Shivananjaiah (Secretary) N. Ramachandra
24. Diploma Pharmacists' Association (Karnataka), Bangalore.		D.A. Gundu Rao (Vice-President) V.M. Bhat (General Secretary) R. Muralidhara
25. District Level Laboratory Technicians' Association, Mandya.		R. Srinivasa (President) R. Somashekara Sastry (Secretary) Ramasetty Shivalingegowda
26. District Veterinary Association, Chitradurga.		A. Bheemappa Reddy Dr. H. R. Madhava Rao Dr. T. K. Raju (Members)
27. Federation of University and College Teachers' Association, Bangalore.		M. Satyanarayana Rao (President) H. Puttaswamy N.G. Renuka Prasanna G. Purushothama
28. Field Assistants and Agricultural Assistants' Association, Keppal.		N.R. Ghorpade (President) R.K. Birasal (General Secretary) S. Krishnamurthachar R.L. Hulker K.D. Handi
29. Fisheries Assistant Superintendents' Association, Bangalore.		M.C. Krishna Prasad (President) Salajan (Secretary) S.M. Shivashankarappa B.S. Rajasekhar
30. Fisheries Ministerial Employees' Association, Bangalore.		K. Achutha V. Ramakrishna Yelachithya T.H. Puttashamaiah K. Krishnan (Members)
31. Forest Ministerial Service Association, Bangalore.		B.V. Venkataraya (Vice-President) T.N. Subhana (Secretary)
32. Gadag Taluk Secondary School Head Masters' Association, Gadag.		M.M. Dhalayat (Member)
33. Government Ayurvedic and Unani College Graduates' Association, Ashoka Road, Mysore.		Dr. M. Mahadeva Shastry (President) Dr. T. R. Ramaraju (Secretary)
34. Government Press Employees' Association, Bangalore.		B.K. Sriramaiah (President) S. Venkat Ram (Secretary) M. Muniram C. Rayappa

1	2	3
35	Graduate Teachers' Association, Jamkhandi.	Tatasahab Pawadappa Bangi (President) Murtujasaheb Husensab Kesaratti (General Secretary)
36.	Haveri Taluk Primary School Teachers' Association, Haveri.	S.C. Gokavi (Member)
37.	Higher Grade Physical Education Teachers' Association, National College, Barkur, S. Kauara.	K. Govinda Rao Narayana Rao (Members)
38.	Horticultural Association, Mysore.	N. Mahadevappa (Director) K. Sunder Rai (General Secretary) O.P. Kushalappa
39.	Indian Medical Association, Karnataka State Branch, Bangalore.	Dr. M. Rajasekharappa (First Vice-President) Dr. B.K. Jayaraj (Secretary) Dr. B.M. Narayan Dr. C.K. Renuka Dr. N.K. Srinivasa Murthy
40.	Indian Medicine Practitioners' Association, Krishnamurthypuram, Mysore.	Dr. J.S. Raman (President) Dr. M.G.R. Urs (Secretary)
41.	Karnataka Academic Librarians Association, Dharwar-3.	B.B. Hungund (Secretary) Stanley Madan Kumar V.G. Hiremath
42.	Karnataka Administrative Services Association, Bangalore.	N.B. Patil (Secretary) S.D. Nayak B.N. Betkerur N.K. Naik C.H. Govind Bhat M.G. Halappanavar Smt. R. Sathyarthini Sujatha
43.	Karnataka Assistant Geologists' Association, Bangalore.	Krishna'machari (President) R. Madhu (Secretary) V. Mahesh S. N. Ganachari
44.	Karnataka Association of Clinical Psychologists, Bangalore-2.	Dr. A. Ananda Rao (General Secretary) Dr. P. Madhu Rao Dr. Vinoda N. Murthy Dr. P. Kodandaram Dr. Padma Embar
45.	Karnataka B. C. G. Workers' Association, Kempegowda Road, Bangalore-9.	K. A. Keshava Murthy (President-KSGEA) T. R. Ambaji Rao (Secretary) Keshavappa G. P. Kyathappa

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46.	Karnataka Commercial Taxes Services' Association, Bangalore.	C. R. Srinivasa Murthy (President) G. Ramanna (Secretary) M. Ratnakar Prabhu N. Nagaraju B. G. Naik
47.	Karnataka Employment and Training Diploma Engineers' Association, Ashoka Road, Mysore.	Gangachannigaiah (President) Govindarajulu T. G. Shivaraj K. N. Nagabhushana Setty
48.	Karnataka Engineering Service Association, Bangalore and Mysore Diploma Engineers' Service Association, U.B. Hills, Dharwar.	K. A. Keshava Murthy (President-KSGEA) R. T. Kulkarni (President) M. Ramakrishna (General Secretary) S. N. Sampige Kenchaiiah S. Krishna Murthy
49.	Karnataka Geo-Technologists' Association, Bangalore.	G. S. Annaiah (President) G. Nanjundaiah (Secretary) S. P. Dharanendran G. S. Doreswamy
50.	Karnataka Government College Teachers' Association, Government Science College, Bangalore.	M. A. Sethu Rao (President) B. H. Hanumanthaiah (Secretary) T. Sivanna V. Siddaramappa
51.	Karnataka Government Secretariat Association, Bangalore.	M. N. Subramanyam (President) Basheer Ahmed (Secretary) Mohamed Mustafa
52.	Karnataka Government Insurance Department Employees' Union, Bangalore.	G. Jagadeesh Reddy (President) R. N. Deshpande (Secretary) G. Diwakar Reddy M. K. Jagadeesh
53.	Karnataka Government Motor Drivers' Central Association, Bangalore.	V. C. Krishnaswamy (President) A. B. Hanumanthaiah (Secretary) D. N. Ramaiah Jafar Sheriff
54.	Karnataka Government Secretariat Stenographers' Association, Bangalore.	S. Munikrishnan (President) Abdul Wajid Zuffari (Secretary) N. Subba Rao
55.	Karnataka Government Secretariat Junior Assistants' Association, Bangalore.	Rajanna (President) K. Karnakara Shetty (General Secretary) T. T. Maharudrappa B. Srinivasa Naik

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56.	Karnataka Government Secretariat Typists' Association, Bangalore.	H. S. Nagaraja Rao (President) Z. A. Khan (Secretary) W. Joseph
57.	Karnataka Government Typists and Stenographers' Association, Bangalore.	B. R. Jayasimha (General Secretary) M. Shivaji Rao M. Obala Reddy
58.	Karnataka Graduate Government Employees' Association, Udipi, South Kanara.	C. H. Kochanna Rai (President) U. N. Ahmed (General Secretary) B. L. N. Navada M. P. Appachhu
59.	Karnataka Health and Family Planning Services Auxiliary Nurse Midwives/Midwives Association, Bangalore.	D. Sarojini Margaret (President) K. A. Keshava Murthy (President-KSGEA) Mary Crastha M. Shanthappa
60.	Karnataka Health and Family Planning Services Ministerial Staff Association, Bangalore.	M. Shanthappa (President) K. A. Keshava Murthy (President-KSGEA) K. C. Cheluvraj (General Secretary)
61.	Karnataka Judicial Officers' Association, Gandhinagar, Bangalore-9.	R. G. Desai (President) K. Gopal Hegde (General Secretary) Y. M. C. Sharma
62.	Karnataka Labour Inspectors' Association, Bangalore.	A.S. Shivananda (President) L.S. Subbujayaram (General Secretary) M.N. Samartha Ramadas K. Shanthi Prakash
63.	Karnataka Motor Vehicles Department Employees' Association, Bangalore.	B. Siddappa (President) B.R. Krishnappa K. Nanjundaiah V. Ramachandra
64.	Karnataka N.C.C. Civilian Employees' Association, Palace Road, Bangalore.	T.V. Raghavan (President) K. Raghavendrachari (General Secretary) K.C. Ramaiah K.P.C. Pillai
65.	Karnataka Official Photographers' Association, Department of Information and Publicity, Bangalore.	N. Ramachandriah (Vice-President) N.H. Dasappa (Secretary) S.M. Eswarappa M.S. Shivakumar
66.	Karnataka Post-Graduate Medical Association, Chickmagalur.	Dr. N.B. Parvathaiiah (President) Dr. H.D. Chandrappa Gowda Dr. B.K. Shadaksharappa Dr. R. Lakshmana Rao

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67.	Karnataka Post- Graduate Teachers' Association, Bangalore.	B.N. Nanjundiah (President) N. Nanjaraj Urs (General Secretary) Anantharam P.S. Thotappa
68.	Karnataka Public Works Department Assistant Engineers' Association, Belgaum.	S.B. Dandgi (President) S.N. Khot B.G. Punekar V.S. Havannavar
69.	Karnataka Public Works Department Graduate Junior Engineers' Association, Post Office Road, Bangalore.	S.C. Somashekarappa (President) N. Channakeshavaiah G. Narayanaswamy B.H. Belaldavar
70.	Karnataka Radiographers' and X-Ray Technicians' Association, Bangalore.	P.R. Nataraj (President) Syed Wazeed (Secretary) Dr. C.K. Bangappa C.G. Srinivasa Murthy V. Babanna
71.	Karnataka Rajya Madhyamika Shikshana Sangha, Kumta	R.R. Sonde (President) M.M. Bhat (Secretary) N.S. Prabhu
72.	Karnataka Secretariat Gazetted Officers' Association, Bangalore.	Phim Rao (President) Mohamed Mustafa (Secretary) B.P. Patil K.H. Krishna Singh B.N. Venkat Rao
73.	Karnataka Sericultural Operatives' Association, Kolar.	K.A. Keshava Murthy (President-KSGEA) Y. Khalufulla Khan (Secretary) M. Ramachandrappa S.A. Majid
74.	Karnataka State Bailiffs and Process Servers' Association, Dharwar.	B.H. Muddi (President) N.D. Kenchallannavar S.F. Hugara
75.	Karnataka State Basic Health Workers' Association, Bangalore.	M. Shanthappa (President) K. A. Keshava Murthy (President - KSGEA) Dasthagir Sahib (Secretary) B. K. Krishnappa
76.	Karnataka State Chemists' Association, Bangalore-9.	M. S. Srinivasa Murthy (Vice-President) K. A. Keshava Murthy (President - KSGEA) U. N. Nagaraja Rao (General Secretary) Smt. Pramuda Knight

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| 77. Karnataka State College Teachers' Association, Bangalore-2.   | Prof. T. Ramesan<br>(President)<br>N. R. Jayaram<br>(Secretary)<br>B. R. Thandaveswara Rao<br>Dr. M. N. Gudi<br>Mallikarjuna Rao    |
| 78. Karnataka State Diploma Engineers' Association (3 years), Bangalore.                                  | H. S. Shivashankar<br>(President)<br>T. M. Prabhajiah<br>(Secretary)<br>Narasimha Murthy<br>B. M. Eswarappa                         |
| 79. Karnataka State Diploma Engineers' Association (3 years), Mangalore.                                  | G. R. Prabhu<br>(President)<br>K. N. Muchinnaya<br>(Secretary)<br>V. Ramesh Rao   |
| 80. Karnataka State Draughtsmen Association, Rajajinagar, Bangalore.                                      | D. Keshava Murthy<br>(General Secretary)  |
| 81. Karnataka State Education Federation, Government Boys' Middle School, Sulthanpet, Bangalore.          | K. Venkataramanappa<br>(Secretary)<br>D. R. Murugendrappa<br>K. R. Lingappa   |
| 82. Karnataka State Employment and Training Employees' Association, Hosur Road, Bangalore.                | S. Channabasavaiah<br>(President)<br>K. A. Keshava Murthy<br>(President - KSGEA)<br>P. S. Sripathy<br>A. Ramachandra                |
| 83. Karnataka State Excise Staff Association, Bangalore.  | K. B. Byre Gowda<br>(President)<br>C. M. Puttaswamy<br>(Secretary)<br>K. Narasimhaiah<br>M. Ahmed Shariff                           |
| 84. Karnataka State Field Assistants' and Agricultural Assistants' Association, Badami, Bijapur District. | K. A. Keshava Murthy<br>(President - KSGEA)<br>R. K. Birasal<br>(General Secretary)<br>R. K. Patil<br>S. R. Kulkarni                |
| 85. Karnataka State Range Forest Officers' Association, Malleswaram, Bangalore.                           | N. Nagavarma<br>(President)<br>S. Inayuthulla<br>(Secretary)<br>A. B. Appanna<br>N. Padmanabha                                      |
| 86. Karnataka State Forest Protective Staff Association, Bangalore.                                       | K. Katajah<br>(President)<br>D. Dyva Shetty<br>(Secretary)<br>C. Venkateshaiah  |
| 87. Karnataka State Government Commercial Tax Employees' Association, Shimoga.                            | T. D. Venkatappa Gowda<br>(President)<br>K. A. Keshavamurthy<br>(President - KSGEA)<br>K. S. Suryanarayana<br>L. S. Krishna Murthy. |



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88.	Karnataka State Government Employees' Association (Food & Civil Supplies), Bangalore-1.	Md. Ismail (President) B. N. Shetty M. Hussain Sheriff
89.	Karnataka State Government Employees' Association (Food & Civil Supplies) Mohan Mansion, Kasturba Road, Bangalore-1.	K. Muniswamy (President) H. S. Ananda Rao S. Ramaswamy Chikkarangaiah
90.	Karnataka State Government Employees' Association, Bangalore.	K. A. Keshava Murthy (President) Revanna Siddaiah (General Secretary) P. A. Sripathy Rachayya Sivani
91.	Karnataka State Government Medical College Teachers' Association, Mysore.	Dr. R. H. N. Shenoy (President) Dr. M. Rama Setty (Secretary) Dr. S. Krishna Haravey Dr. C. N. Singh Dr. S. T. Venkataiah
92.	Karnataka State Government Medical College and Dental College Teachers' Association, Bangalore.	Dr. B. K. Venkataraman (Chairman) Dr. M. Y. Rai Dr. Nanjappa Dr. N. T. Mohan
93.	Karnataka State Gramasevaks' and Gramasevikas Association, Bangalore.	Hanumaiah (General Secretary) B. K. Nagabushanaiah S. G. Beeranur B. D. Hunagund
94.	Karnataka State Health Inspectors' Association, Mandya.	C. Shivalinge Gowda (President) K. A. Keshava Murthy (President-KSGEA) K. Narasimha Murthy (Secretary) A. B. Krishnachar
95.	Karnataka State Health Inspectors' Association, District Branch, South Kanara, Mangalore.	K. Srinivasa Naik (President) B. Krishna (Secretary) Seetharama Shetty N. L. Vishakantaiah
96.	Karnataka State Hostel Workers' Union, Subedarchatram Road, Bangalore.	S. Venkataram (President) P. B. Narayana Rao (Secretary)
97.	Karnataka State Kannada Teachers' Council, Mysore.	S. Manchaiah (Vice-President) H. Nanje Gowda (Secretary) H. K. Siddagangaiah R. Anantharamu
98.	Karnataka State Motor Vehicles Inspectors' Association, Bangalore.	I. K. Devaiah (President) D. Venugopalaiah

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99.	Karnataka State Panchayat Raj and Community Development Officers' Association, Bangalore.	Guranna Vadi (President) M. R. Narayan M. Channaiah
100.	Karnataka State Pharmacists' Association, Bangalore.	H. N. Subbarayappa (President) H. Rama (Secretary) K. Jayaram Naik H. M. Raja Iyengar
101.	Karnataka State Primary School Teachers' Association, Bangalore.	K. A. Keshava Murthy (President-KSGEA) O. Umapathi (President) K. Bhojaraja Shetty (General Secretary) G. S. Neelakantaiah
102.	Karnataka State Printing Technologists' Association, Bangalore.	J. S. Venkatram (Vice-President) H. M. Anantharam (Secretary) B. Doreswamy Krishnoji Rao
103.	Karnataka State Public Works Department Officers' Association, Bangalore.	Parasiva Murthy (Vice-President) A. V. Shankar Rao (Jt. General Secretary) K. Sundar Naik H. G. Abdul Hameed K. Rudraiah
104.	Karnataka State Public Works Department Tracers' Association, K. R. Circle, Bangalore.	B. Rangabanumaiah (President) R. Prahalad Rao (Secretary) M. N. Shamprasad N. Seshagiri Rao K. A. Keshava Murthy (President KSGEA)
105.	Karnataka State Public Works Department Works Inspectors' Association, Belgaum.	V. R. Mutalik (Secretary) K. A. Keshava Murthy (President KSGEA) R. D. Hampiholli H. S. Rangaswamy
106.	Karnataka State Registration and Stamps Department Employees' Association, Bangalore-560010.	M. H. Macci (President) P. V. Rangaswamy Nayakar A. Somasundaram Rudrappa
107.	Karnataka State Secondary School Head Masters' Association, Dooravaninagar, Bangalore-16.	M. A. Srinivasa Iyengar (President) C. V. Srinivasa Murthy (Secretary) T. B. Suryanarayana C. Gundu Rao
108.	Karnataka State Secondary Teachers' Association, Nrupathunga Road, Bangalore.	Smt. B. Padmavathi Vithal Rao (President) Mallur Ananda Rao (General Secretary) G. K. Kulkarni H. V. Dinesh M. N. Sarwade H. A. Ramaswamy

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| 109. Karnataka State Social Welfare Department Employees' Association, Bangalore.                        | Chinnanarayanawamy<br>(President)<br>V. J. Venkataramana<br>(General Secretary)<br>S. D. Puranik  |
| 110. Karnataka State Statistical Assistants' Association, Bureau of Economics & Statistics, Bangalore.   | G. Basavanna<br>(Vice-President)<br>K. Feroz Ahmed<br>(General Secretary)<br>D. K. Parthasarathy<br>Alfred Samuel                         |
| 111. Karnataka State Survey, Settlement & Land Records, Executive Officers' Association, Bangalore.      | N. B. Ramaiah<br>(Secretary)<br>B. V. Patil<br>L. Siddaiah<br>K. Srirangarajan  |
| 112. Karnataka State Tuberculosis Health Visitors' Association, Kempegowda Road, Bangalore.              | K. H. Andanaiah<br>(President)<br>B. Dhasaratha<br>(Secretary)<br>K. A. Keshava Murthy<br>(President - KSGEA)<br>D. R. Prabhakar Rao Babu |
| 113. Karnataka State Universities & College Employees' Association, Bangalore.                           | B. Gangadhar<br>(Vice-President)<br>N. T. Dhananjaya Gowda<br>(Secretary General)<br>R. S. Rama Rao                                       |
| 114. Kolar District High School Language Teachers' Association, Kolar.                                   | Kasturirangachar<br>N.K. Laxman Rao<br>(Members)  |
| 115. Mappers' (L.R. Draughtsmen) Association, Survey, Settlement and Land Records Department, Bangalore. | Dasappa<br>(Director)<br>P. Doddaiiah<br>(Secretary)<br>G. N. Chalageri<br>K. V. Lakshminarasimha   |
| 116. Mass Communication Association, Department of Information and Publicity, Bangalore.                 | G. Rudraiah<br>(Vice-President)<br>K. N. Bengeri<br>S. H. Rajan<br>K.V. Guruprasad  |
| 117. Medical College Teachers' Association, Hubli Branch, K.M.C. Hospital, Hubli.                        | Dr. G.R. Chandrasekhar<br>Dr. D.V. Sampathkumaran   |
| 118. Mines & Geology Employees' Association, Bangalore.  | N. Gopalaiah<br>(Secretary)<br>Ramahanumaiah<br>A. Muniswamy  |
| 119. Ministerial Staff Association, Director of Technical Education, Bangalore.                          | Thirumala Roa<br>(President)<br>Bylananjanna<br>(General Secretary)<br>B.V. Kedilaya<br>S.M. Gurulingaswamy                               |
| 120. Ministerial Staff Association, Directorate of Health & Family Planning Services, Tumkur.            | M. Chandrappa<br>(President)<br>Shivagangachary<br>(Secretary)<br>A.F. Franklin   |

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121.	Mysore University Library Science Association, Mysore.	H.A Khan (President) N.B. Pangannayya Md. Khasim
122.	Mysore Veterinary Compounders' Association, Bangalore.	G.L. Ramaswamy Iyengar (President) C.K. Kempaiah (General Secretary) M. Shanthappa Kempaiah
123.	Mysore State Health Inspectors' Association, Seshadri Road, Bangalore.	P.M. Rudraradhya (President) B. Hanumansingh (Secretary) S.T. Narayan Rao N.G. Narayana Murthy
124.	Mysore State Association for Teachers of Health Physical Education and Recreation, Bangalore.	Dr. G.M. Sivasankar (Secretary) G.P. Channabasavanna S.N. Ramadass K. Narayana
125.	Mysore Dairy Technicians' Association, Davanagere.	B.K. Nagaraj (Secretary) S.N. Subba Rao Vijaya Kumar Maslekar D. V. Sathyanarayana
126.	Mysore G.C.I.M. Medical Practitioners' Association, Bangalore.	K.A. Keshava Murthy (President, KSGEA) Dr. C.H. Konthikal (Secretary) Dr. Y. Veerappa Dr. S. M. Shivashankarappa
127.	Mysore State Lady Health Visitors' Association, Hanumanthanagar, Bangalore.	K.A. Keshava Murthy (President—KSGEA) Smt. Chayalakshmi (Vice-President) Smt. H. Seethamma (Secretary) Smt. Thaharabi
128.	Mysore State Language Teachers' Association, Government Central Junior College, Bangalore.	G. S. Adisheshaiah (Vice-President) N. Ramaiah (Secretary) K. R. Subrahmanya P. R. Srinivasa Sastry
129.	Mysore State Polytechnic Craftsmen Association. S. J. P. Building, Bangalore.	G. S. Krishna Murthy (President) S. B. Krishna (Secretary) T. Muniyanna K. N. Anjaneyalu
130.	National Integrated Medical Association, Mysore-4.	Dr. M. Mahadeva Sastry Dr. T. R. Ramaraju (Members)
131.	North Kanara District Amins and Process Servers' Association, North Kanara District.	M. R. Setty (President)

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132.	North Kanara District Primary School Teachers' Association, Haliyal.	Jaleel Shaikh (Member)
133.	North Kanara Judicial Clerks' Association, Karwar.	H. B. Sejekar (Member)
134.	North Karnataka Homoeopathic Association, Koppikar Road, Hubli.	Dr. A. M. Bankapur Dr. V. Narasimha Murthy (Members)
135.	North Karnataka Subsidised Medical Practitioners' Association, Chabbi.	Dr. N. S. Rattihalli (Secretary) Revanna Siddaiah (General Secretary-KSGEA) Dr. K. H. Bandi
136.	Officers' Association, Bureau of Economics and Statistics, Bangalore.	M. G. Gondi (Secretary) B. V. S. Rao V. Shanthappa M. Mahadevaiah
137.	Panchayat Extension Officers' Association, Bangalore.	M. Satyanarayana Rao (General Secretary)
138.	Primary School Teachers' Association, Savanur.	S. C. Hiremath (Member)
139.	Public Works Department Ministerial Staff Association (State Unit) Bangalore.	A. M. Aziz Mirza (President) P. Shivakumar (Secretary) Kalaiah T. N. Munithepaiah
140.	Public Works Department Tracers' Association, North Zone, Belgaum.	V. L. Batakurki (President) Torvi
141.	Public Works Department Tracers' Association, Upper Krishna Project, Shorapur Taluk.	R. Prahlad Rao (Secretary, Karnataka State PWD Tracers' Association, Bangalore)
142.	Secondary School Physical Education Teachers' Association of Karnataka, Bangalore.	G. P. Chennabasavanna (Vice-President) J. Gopal Rao (Secretary) Revannasiddaiah (General Secretary, KSGEA) B. N. Gurumurthy (General Secretary)
143.	Sericultural Technical Employees' Association, Belgaum Region, Dharwar.	V. S. Luxelty (Vice-President) D. H. Durugappaiah (Secretary) C. N. Warlikar
144.	Shimoga District Secondary School Head Masters' Association, Shimoga.	M. Venkatakrishna Jois (Secretary) K. T. Narain S. Rama Rao K. Shivappa
145.	Shorthand Writers' Association, Bangalore.	M. A. Parthasarathy (President) E. Krishnamurthy (Secretary)

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146.	South Kanara Bhasha Pandith Sangha, Canara High School, Mangalore.	B. A. Pai (President) J. Srinivasa Bhat (Secretary) K. Dhamodar Aithal
147.	South Kanara District Fine Arts & Craft Teachers' Association, Karkala.	K. Srinivasa Rao (President) D. C. Marathe
148.	South Kanara Forest Guards' Association, Puttur, South Kanara District.	M. Ramesh Rao P. Krishnappa (Members)
149.	South Kanara District Physical Education Teachers' Association, Mangalore.	I. A. Kairanna (Secretary) T. N. Shathrugna N. Srikanthaiah
150.	State Level Village Accountants' Association, Bangalore.	N. G. Thippaiah Reddy (President)
151.	Staff Association, C.P.C. Polytechnic, Mysore.	B. S. Sridhararaja Urs (Secretary) K. Krishnappa
152.	Staff Association, Junior Technical School, Mangalore.	H. C. Nagaraju (Secretary) H. R. S. Setty
153.	Stores Purchase Department Employees' Association, Bangalore.	B. C. Chinnappa (President) G. M. Viswanathaswamy (Secretary) Smt. A. Premalatha Smt. B. N. Vathsala
154.	State Accounts Department Association, Hosayallapur, Dharwar.	A. R. Jadhav (General Secretary)
155.	Survey, Settlement and Land Records Ministerial Officers' Association, Bangalore.	C. K. Chandrashekara Dixit (President) Anjanappa (Secretary) K. G. Ramaiah L. Shankara Narayana Achar
156.	Sri Krishnarajendra Silver Jubilee Old Boys' Association, Bangalore.	V. S. Venkatram (President) B. V. Munilakshmaiah (Secretary) Prof. B. Basavaraj C. R. Chalapathi
157.	Teachers' Association, Sri Jayachamarajendra Government Sanskrit College, Bangalore.	T. R. Vilochana Sharma (President) N. B. Lingadevaru (Secretary) S. V. Beema Batta K. M. Basappa
158.	Teachers' Association, Junior College, Bangarpet, Kolar District.	K. S. Sathyanarayana S. Dattu Rao S. Shankaranarayan Bairy Ramaswamy (Members)
159.	Teachers' Association, B. V. S. Polytechnic, Bagalkot.	R. Subramanian (Secretary)
160.	Teachers' Association, Government Polytechnic for Women, Mangalore.	H. R. Shanthakumara Shetty (President) W. K. Sharma

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| 161. Teachers' Association, Sanskrit College, Melkote                                 | Jaggu Narasimhachar<br>M. I. Narasimha Iyengar<br>(Members)   |
| 162. Teachers' Association, Maharajas High School, Mysore.                            | C.G. Venkataramana Setty<br>(Member)<br>M. Narasimha Murthy<br>(Member)   |
| 163. Technical Staff Association, Department of Information and Publicity, Bangalore. | H. Yeshwant Rao<br>(President)<br>B.N. Mallanna<br>(Secretary)<br>N. Muniappa<br>N. Nirmalananda                                  |
| 164. The Mysore Physico Therapists(Physical Therapists) Association, Bangalore.       | D.S. Sabhapathy Naidu<br>(General Secretary)<br>H.R. Narasimhan<br>T.V. Sreenivasacharya<br>V. Vasudeva                           |
| 165. Trained Kannada Graduates Samithi, Bangalore.                                    | Basavaraju<br>(Secretary)<br>M.S.R. Marulasiddappa<br>N.B. Lingadevaru<br>H.G. Sadashiva Aradhya                                  |
| 166. Trained Nurses' Association of India, Victoria Hospital, Bangalore.              | Mother Colman<br>(President)<br>Smt. K.A. Saramma<br>(Secretary)<br>C.P.B. Kurup<br>B. Balakrishna                                |
| 167. Treasury Cadre Officials' Association, Bangalore.                                | R.N. Hallur<br>(President)<br>K.N. Kini<br>(Additional Joint Secretary)<br>C.V. Nagappa<br>Chandrasekhar Dixit                    |
| 168. Treasury Cadre Officials' Association, Bijapur.                                  | V.S. Katti<br>(President)<br>P. Govinda Rao   |
| 169. Treasury Cadre Officials' Association District Branch, Shimoga.                  | K.N. Kini<br>(President)<br>K.A. Keshava Murthy<br>(President-KSGEA)<br>T.L. Vasudeva Rao   |
| 170. Veterinary Graduates' Association, Dharwar,                                      | Dr. N.S. Dronavar<br>(President)<br>K.A. Keshava Murthy<br>(President-KSGEA)<br>Dr. B.S. Kulkarni<br>(Secretary)<br>Dr. K.R. Alur |
| 171. Veterinary Science Club, Haveri,   | Dr. A.G. Hiremath<br>Dr. M.M. Billali<br>Dr. S.K. Deshpande<br>Dr. T.N. Muttalli<br>(Members)                                     |
| 172. Veterinary and Live-stock Inspectors' Association, Hebbal, Bangalore.            | S.A. Swamidas<br>(President)<br>K.S. Himakaran<br>(General Secretary)<br>N. Annappa<br>A. Vasudev                                 |

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173.	Veterinary and Live-stock Inspectors' Association, Bijapur.	C.S. Meti (Secretary) S.V. Salimath
174.	Veterinary and Livestock Inspectors' Association, Dharwar.	M.V. Talavani (Secretary) M.T. Shetti N.V. Kulkarni
175.	Veterinary Association, Bangalore.	Dr. R.D. Nanjaiah (President) Dr. G.M. Srikantaiah (Secretary) Dr. B. Nagaraj

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2.	Association of Non-Teaching Staff of Taken Over Taluk Board High Schools, Srinivaspur, Kolar District.	M. Vemanna (Secretary)
3.	Corporation Revenue Executive Association Bangalore.	R.B. Nanjundappa (President) B.G. Venkataswamy (Secretary) B. Mahadevaiah L. Parthasarathy
4.	Karnataka State Private College Non-Teaching Staff Association, Bangalore.	R.S. Rama Rao (General Secretary) M.S. Madhava Murthy K. Raghunathachar
5.	Taluk Development Board Physicians Association, Vidyaranyapuram, Mysore.	Dr. T.R. Ramaraju (Secretary) Dr. K. Sathyanarayana Sastry Dr. T. Sathyanarayana Sastry (Members)
6.	University Private College Class IV Employees' Association, Bangalore.	A Thammaiah (President) V. Shamanna (Secretary)

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7.	Chairman, Village Panchayat, Kamalapur, Gulbarga District.	Rukmayya
8.	Chief Officer, City Municipal Council, Humnabad, Bidar District.	Iqbal Hussmi
9.	Head Master, Siddaganga High School, Tumkur.	B.N. Manjunath
10.	Physical Director and Convenor, Malnad Engineering College, Hassan.	I.K. Babu Shetty
11.	President, City Municipal Council, Gadag Betgeri, Gadag.	K.M. Kanvi
12.	Tahsildar and Administrator, Town Municipal Council, Virajpet.	B. Srinivasa Murthy



**ASSOCIATIONS OF PENSIONERS**

Sl. No.	Name of the Association	Represented by
1	2	3
1.	Bangalore District Pensioners' Association, Malleswaram, Bangalore.	T. R. V. Aradhya (President)
2.	Jayanagar Pensioners' Association, Bangalore.	G. Padmaji Rao (President) B. N. Purushotham (Secretary) C. R. Seshadri S. Venkatasubbaiya
3.	Karnataka State Pensioners' Association, Kumara Park West, Bangalore.	B. Suryanarayana Rao (President) B. Subba Rao (Secretary) H. S. Narayana Rao A. N. Anantharamaiah Hanumantha Rao, K.
4.	Mandya District Pensioners' Association, Mandya.	N. Ananthachar (President)
5.	Mysore South Pensioners' Association, Vidyaranyapuram, Mysore-8.	M. R. Venkatasubba Sastry (Secretary)
6.	Pensioners' Association, Chitradurga.	N. S. Ramanna (Vice-President) T. Seshacharya
7.	South Kanara District Pensioners' Association, Mangalore.	B. Lingappayya (Secretary)
8.	South Kanara Retired Teachers' Association, Coondapur.	U. Bhavani Shankar Rao (President) K. Janardhana Hebbar (Secretary) S. Mukund Rao

**OTHER WITNESSES**

Sl. No.	Name of the Witness
1	2

Sriyuths :

1. Aarons, L.C., Marine Engineer, Ports Department, Karwar.
2. Basavalingappa, B. and Viswanatha Raj Urs, Section Officers, Karnataka Government Secretariat, Bangalore.
3. Drs. Bangappa, C. K. and Shankar Raj, D. Department of Health and Family Planning Services, Bangalore.
4. Bhat, Geo-physicist, Mines and Geology Department, Bangalore
5. Chandrashekara Dambe, Speech Pathologist and Audiologist, Bangalore.
6. Chikkavenkappa, N. Senior Marketing Officer, Government Cocoon Market, Vijayapura, Bangalore District.
7. Ganapathy, S. and Annamalai, N. Typewriter Mechanics, Karnataka Government Secretariat, Bangalore.
8. Gopalaswamy, R. Clay Modelling Instructor, Basic Training Centre, Vidyanagar, Bangalore.

9. Jayadevappa, K. Craft Instructor, Pre-Vocational Training Centre, Koppal.
10. Jayaram and Srinivasaprasad, V. Photographers, Police Department, Bangalore.
11. Kodandarama Naidu, N. Babu Setty, K. Narasimha Murthy, N. Narasimha Gowda and Ashok Savanur, Architectural Draftsmen, Chief Architect's Office, Bangalore.
12. Lakke Gowda, H. S. Director, Forensic Science Laboratory, Bangalore.
13. Mohamed Mustafa and Rajappa, C. Section Officers, Karnataka Government Secretariat, Bangalore.
14. Muniswamy, D.V. Lecturer, Sri Krishnarajendra Silver Jubilee Technological Institute, Bangalore.
15. Nagabhushana, K. Mechanic, Handloom Designing and Training Centre, Department of Industries and Commerce, Bangalore.
16. Nagaraja Rao, D. N. Librarian, National Institute of Engineering, Mysore.
17. Nagaraja Rao, P.V. and Nagaraj, M. Receptionists, Karnataka Government Secretariat, Bangalore.
18. Nanlappa, K.R. Librarian, Medical College, Mysore.
19. Nair, P.N. Smt. Celine Misquith, Neela Pujari, Smt. Carmel Mary, Nursing Staff, Government Hospitals, Mangalore.
20. Rajagopala Rao, J. Second Division Clerk, Executive Engineer's Office, Mercara.
21. Raghuvir Rao, L. Biradar Patil, K. S. Shivaswamy, K. C. Entomologists, Communicable Diseases Investigation and Training Centre, Mandya.
22. Ramaswamy, S. Retired Range Forest Officer, Bangalore.
23. Ramachandra and Javaraiiah, B. Insect Collectors, Communicable Diseases Investigation-cum Training Centre, Mandya.
24. Ramayya Shetty, R.A. and Chikkegowda, K.B. Translator, Gazette Branch, Translation Cell, Printing, Stationery and Publications Department, Bangalore.
25. Ranganathachar, T. and Krishna Murthy C.R. Public Health Institute, Bangalore.
26. Rangaswamy, P.R. Rabindra Jetty, J.B. and Rajanna, Compositors, Department of Printing, Stationery and Publications, Bangalore.
27. Raidurg, Krishnamurthy R. Ramesh G V. and Lakshmana Singh. B.S., Senior Examiners, Nadakarni, B.M. Deputy Chief Examiner and Narayanaswamy, Junior Examiner, Proof Branch, Department of Printing, Stationery and Publications, Bangalore.
28. Rudrappa, N. Forest Chemist, Forest Department, Bangalore.
29. Dr. Sathyanarayana Setty, D. M. Surgeon, K.C. General Hospital, Bangalore.
30. Sawkar, R.H. Ali Khan, M.A. Gaekwad, R.L. Chandrasekhar, H. Geologists, Mines and Geology Department, Bangalore.
31. Shanakaranarayana Rao, S. and Ramakrishna, N. B.H.S Junior College, Bangalore.
32. Siddarama Setty, H. S. Sripadaraja, C. Duppiiah, V. N. Draughtsmen, Chief Engineer's Office (M I. & P.H.E.), Public Works Department, Bangalore.
33. Somannavar, S. V. and Palakshaiah, Junior Translators, Directorate of Languages and Development of Kannada, Bangalore.
34. Sorab, G.V. and Krishna Murthy, L.S. Police (Wireless) Department, Bangalore.
35. Srinivas, N.G. and Vasu, B.K. Senior Translators, Directorate of Languages and Development of Kannada, Bangalore.

36. Srinivasan, T. Charles Dorai, Gabriel, Shambulingaiah, Printing, Stationery and Publications Department, Bangalore.
37. Subbe Gowda, H.B. Assistant to the Assistant Director (Social Scientist), Bureau of Health Education and Social Health, Bangalore.
38. Smt. Sumangali, B.P. Principal, Occupational Institute for Women, Gauribidanur.
39. Smt. Sumithra, S., Smt. Sulabha H. Kulkarni and Smt. Suriyajan, Junior Translators, Minority Languages, Directorate of Languages and Development of Kannada, Bangalore.
40. Smt. Susheela, H. S., Planning Officer, Health and Family Planning Services, Bangalore.
41. Thimmappa Setty, A.G., Tavane, N. G. and Sathyaprakash, Junior Engineers, Public Works Department, Bangalore.
42. Dr. Umapathaiiah, H.S., Medical Officer, Primary Health Centre, Kyathsandra, Tumkur District.

**SECRETARIES TO GOVERNMENT, HEADS OF DEPARTMENTS AND  
OTHER OFFICERS**

**Sriyuths :**

*Agriculture and Animal Husbandry Department :*

1. Venkatesh, S., Secretary to Government, Agriculture and Animal Husbandry Department, Bangalore.
2. Krishnan, T., Director, Indo-Danish Project, Hesaraghatta, Bangalore.
3. Nanjaiah, R. D., Director, Animal Husbandry and Veterinary Services, Bangalore.
4. Venkataramaiah, B.P., Director of Agriculture (in-charge), Bangalore.
5. Yeshwanth Ail, Joint Director of Horticulture, Bangalore.

*Education and Youth Services Department :*

6. Srikantaiah, B. S., Commissioner for Education and Secretary to Government, Education and Youth Services Department, Bangalore.
7. Bagari, N.D., State Librarian, Bangalore.
8. Ballal, K.S., Director of Technical Education, Bangalore.
9. Basheer Hussain, M., Principal, Government Law College, Bangalore.
10. Dr. Desikachar, S.V., Director, Karnataka State Archives, Bangalore.
11. Halappa, S., Director, Pre-University Education, Bangalore.
12. Hameed, S.M.A., Director of Collegiate Education, Bangalore.
13. Iftekar Ismail, Principal, Flying Training School, Bangalore.
14. Joginder Singh, Director of Youth Services, Bangalore.
15. Air Cdre. Majumdar, S.K., Director, National Cadet Corps, Bangalore.
16. Mallappa, K., Additional Director of Public Instruction (Primary Education), Bangalore.
17. Manchaiah, S., Director of Text Books, Bangalore.
18. Dr. Nagaraja Rao, M.S., Director of Archaeology, Mysore.
19. Papanna, P., Director, School of Mines, Kolar Gold Fields.
20. Rama Murthy, B.N., Director, Printing, Stationery and Publications, Bangalore.

21. Srirangaraju, H.V., Director of Public Instruction, Bangalore.
22. Syed Basheer Ahmed, Additional Secretary to Government, Education and Youth Services Department, Bangalore.

*Finance Department :*

23. Satish Chandran, T.R., Financial Commissioner and Secretary to Government, Finance Department, Bangalore.
24. Bhat, P.M., Director of Small Savings, Bangalore.
25. Naik, R.A., Commissioner for Commercial Taxes, Bangalore.
26. Narasinga Rao Madarkal, Director, Karnataka Government Insurance Department, Bangalore,
27. Salagaonkar, A.L., Director of Treasuries, Bangalore.
28. Subramanyam, R.V., Controller, State Accounts Department, Bangalore.

*Food and Forest Department :*

29. Padmanabha, P., Secretary to Government, Food and Forest Department Bangalore.
30. Arora, J.K., Director, Food and Civil Supplies, Bangalore,
31. Mavinkurve, G.R., Chief Conservator of Forests, Bangalore.

*General Administration Department :*

32. Sankaranarayanan, M., Additional Secretary to Government, General Administration Department, Bangalore.
33. Viswanath, G.V., Secretary to Governor, Bangalore.
34. Santhi, S., Special Commissioner, Karnataka Bhavan, New Delhi.
35. Agarwal, A.K., Secretary, Karnataka Public Service Commission, Bangalore.
36. Abhishankar, K., Chief Editor, Karnataka Gazetteer, Bangalore.
37. Venugopal Naidu, V., Director of Vigilance, Bangalore.

*Health and Municipal Administration Department :*

38. D'Mello, C.B., Commissioner for Health and Secretary to Government, Health and Municipal Administration Department, Bangalore.
39. Lakshman Rao, N., Administrator, Bangalore City Corporation, Bangalore.
40. Dr. Puttaraju Urs, B.V., Director of Health and Family Planning Services, Bangalore.
41. Rame Gowda, K.S., Director, Town Planning Department, Bangalore.
42. Dr. Sadashiv Sharma, K. Director of Indian Medicine, Bangalore.
43. Dr. Saksena, J.S., Additional Director, Health and Family Planning Services, Bangalore.
44. Shanbhogue, K.N., Drugs Controller, Bangalore.

*Home Department :*

45. Hanuman, B. S., Commissioner for Home Affairs and Secretary to Government, Home Department, Bangalore,
46. Adirajaiya, G. H., Commissioner for Excise, Bangalore.
47. Kulkarni, B. G., Director of Information and Publicity, Bangalore,
48. Col. Kadkol, A. M., Secretary, Soldiers', Sailors, & Airmens, Board, Bangalore.
49. Mallaiah, C. S., Inspector-General of Prisons, Bangalore.
50. Mariputtanna, M. D., Director, Department of Tourism, Bangalore,
51. Rao, C.V.S., Inspector-General of Police, Bangalore.
52. Rajasekharaiah, T. G., Special Officer, Film Unit, Bangalore.
53. Ramanna, K. G., Director, Fire Force and Commandant General, Home Guards and Civil Defence, Bangalore.
54. Syed Habibuddin Ahmed, Commissioner for Transport, Bangalore.

*Industries and Commerce Department :*

55. Veeraraj Urs, M., Commissioner for Industries and Commerce and Secretary to Government, Industries and Commerce Department, Bangalore.
56. Annaiya, G. S., Director, Mines and Geology, Bangalore.
57. Lingaraj Urs, H. L., Director, Stores Purchase Department, Bangalore.

58. Mishra, K. K., Director of Sugar, Bangalore,
59. Thungappa, B. K., Director, Government Sandal Wood Oil Factories, Bangalore.
60. Venugopalan Nair, P. G., Director of Sericulture, Bangalore.
61. Zafar Saifullah, Director, Industries and Commerce Department, Bangalore,

*Law and Parliamentary Affairs :*

62. Venkatesh, N. D., Secretary to Government, Department of Law and Parliamentary Affairs, Bangalore.
63. Bhat, P. S., Registrar, High Court of Karnataka, Bangalore.
64. Byra Reddy, R. N., Advocate General, Bangalore.
65. Kanthi Rao, Deputy Director, Directorate of Languages and Development of Kannada, Bangalore.
66. Keshava Bhat, M., Director, Directorate of Languages and Development of Kannada, Bangalore.

*Planning Department :*

67. Dr. Nanjundappa, D. M., Economic Adviser to Government, Planning Department, Bangalore.
68. Asvathanarayana, G. Joint Secretary to Government, Planning Department, Bangalore.
69. Parthasarathy, R., Manager, Government Computer Centre, Bangalore.
70. Prabhu, P. P., Director, Bureau of Economics and Statistics, Bangalore.

*Public Works and Electricity Department :*

71. Varadan, S., Commissioner for Public Works and Secretary to Government, Public Works Department, Bangalore.
72. Magdum, I. M., Engineer-in-chief and Special Secretary to Government, Public Works Department, Bangalore,
73. Neelakantappa, S., Chief Engineer, M. I. and P.H.E. (South), Bangalore.
74. Sunder Naik, K., Chief Engineer (C & B), Bangalore.
75. Capt. Kumaran, K.K.S., State Port Officer, Karwar.
76. Veerabhadraiah, P. V., Electrical Inspector to Government, Bangalore.

*Revenue Department :*

77. Rajan, M. A. S., Revenue Commissioner and Secretary to Government, Revenue Department, Bangalore.
78. Dubashi, P. R., Divisional Commissioner, Belgaum.
79. Mirani, K. M., Divisional Commissioner, Gulbarga,
80. Parthasarthy, M. H., Divisional Commissioner, Bangalore.
81. Samuel Appaji, Divisional Commissioner, Mysore
82. Srinivasan, G. S., Chairman, Karnataka Revenue Appellate Tribunal, Bangalore.
83. Thippoji Rao, R., Director, Survey, Settlement and Land Records, Inspector-General of Registration and Commissioner for Stamps and Commissioner for Religious and Charitable Endowments, Bangalore.

*Rural Development and Co-operation Department :*

84. Rupla Naik, Y., Secretary to Government, Rural Development and Co-operation Department, Bangalore.
85. Jayakumar Anagol, Registrar of Co-operative Societies, Bangalore

*Social Welfare and Labour Department :*

86. Ramakrishnan, T. J., Secretary to Government, Social Welfare and Labour Department, Bangalore.
87. Balakrishnan, A. P., Chief Inspector of Factories and Boilers, Bangalore.
88. Jayaraj, M., Director of Fisheries, Bangalore.
89. Kelavadi, R. K., Director, Directorate of Social Welfare, Bangalore.
90. Markande Gowda, K. R., Joint Director, Employment and Training, Bangalore.
91. Siddayya Puranik, Commissioner for Labour, Bangalore.

ANNEX—XXIV

ESTABLISHMENT IN THE SECRETARIAT OF THE PAY COMMISSION

*Sriyuths :*

1.	T. S. Narayan Rao	...	Secretary
2.	G. S. Kanekal	...	Deputy Secretary
3.	A. V. Mirza	...	Deputy Secretary upto 20-12-1975
4.	G. H. Shankara Rao	...	Deputy Director of Statistics
5.	B. A. Kulkarni	...	Section Officer upto 30-9-1975
6.	V. K. Bandodekar	...	Section Officer upto 30-9-1975
7.	L. S. Jagirdar	...	Section Officer upto 30-9-1975
8.	R. A. Lodhi Khan	...	Section Officer upto 30-9-1975
9.	N. H. Chandramouli	...	Accounts Superintendent
10.	N. T. Mannur	...	Senior Assistant upto 31-12-1975
11.	B. Vardarajan	...	Senior Assistant upto 30-9-1975
12.	D. Puttaswamy	...	Senior Assistant from 21-10-1974 to 31-12-1975
13.	M. K. Thimmappaiah	...	Senior Assistant since 7-4-1975
14.	Sreenivasacharya	...	Senior Assistant from 16-11-1974 to 18-7-1975
15.	H. J. Shivaramgowda	...	Senior Statistical Assistant upto 30-9-1975
16.	M. R. Rajagopal	...	Senior Statistical Assistant
17.	R. A. Shankaradhyia	...	Senior Statistical Assistant upto 30-9-1975
18.	B. V. Rajagopal	...	Senior Statistical Assistant upto 30-9-1975
19.	A. V. Ramamurthy	...	Assistant upto 31-12-1975
20.	B. Kendaiah	...	Assistant upto 30-9-1975
21.	T. S. Venkatachalaiah	...	Assistant since 9-4-1975
22.	B. D. Narayan	...	Assistant since 9-4-1975
23.	G. Krishnaswamy Iyengar	...	Personal Assistant to the Commission upto 31-12-1975
24.	T. S. Raju	...	Personal Assistant to the Commission
25.	R. H. Ramachandra Rao	...	Personal Assistant to the Secretary
26.	R. Sathyanarayana Rao	...	Personal Assistant to the Secretary
27.	C. R. Sathyanarayana Rao	...	Stenographer since 12-12-1974
28.	V. Seshadri	...	Stenographer from 27-2-1975 to 31-12-1975
29.	S. Janarthanan	...	Typist
30.	B. R. Rangadhama	...	Typist upto 31-12-1975
31.	T. V. Subramhanya	...	Typist since 22-1-1975
32.	R. Ramachandra	...	Typist upto 12-12-1974
33.	B. R. Lingacharya	...	Junior Assistant
34.	G. Charles Wesley	...	Junior Assistant
35.	K. M. Channaveeraiah	...	Junior Assistant upto 9-1-1976
36.	Yusuff Khan	...	Driver
37.	R. Dandapani	...	Driver since 23-10-1974
38.	B. Basappa	...	Daffedar
39.	M. N. Naik	...	Dalayat upto 15-10-1975
40.	Ramu	...	Dalayat
41.	Syed Abdul Razaak	...	Dalayat
42.	Saggaiiah	...	Peon since 9-12-1974
43.	K. V. Veeraiah	...	Peon since 22-1-1975
44.	Swaminathan	...	Watchman from 1-10-1974 to 3-2-1975
45.	Ghouse Khan	...	Watchman from 1-10-1974 to 13-5-1975
46.	B. Rajappa	...	Watchman from 11-4-1975 to 1-9-1975
47.	Govindappa	...	Watchman since 5-9-1975

## ANNEX — XXV

### LIST OF BOOKS AND REPORTS CONSULTED

#### Books

1. Ghosh A.B. ... Price Trends and Policies in India
2. Gopal M.H. ... Basis of Public Salaries, 1946.
3. Gopal M.H. ... Studies in Indian Public Finance
4. Gopalan, C. and Narasinga Rao, B.S. ... Dietary Allowances for Indians, National Institute of Nutrition, Indian Council of Medical Research, Hyderabad-7.
5. Joshi, Y.D. ... Concept of Consumer Price Index and Dearness Allowance.
6. Maxine, E. Mc. Divitt and Sumathi Rajagopal, Mudambi. ... Human Nutrition — Principles and Applications in India, Prentice Hall of India (Pvt.) Ltd., New Delhi, 1973.
7. Mosher, W.E. Kingsley. J.D. and Glenn Stahl, O. ... Public Personnel Administration.
8. Pandurang V. Sukhatme. ... Feeding Indian's Growing Millions, 1965,
9. Rao, V. K. R. V., Khusro, A.M., Hanumantha Rao, C. H., Joshi, P. C., Krishnamoorthy, Ajit, K. and Dasgupta, K. ... Inflation and India's Economic Crisis Institute of Economic Growth, Delhi.
10. Simha, S.L.N. ... Inflation in India, Institute of Financial Management and Research, Madras—1974,
11. Tom Lupton and Bowey, A.M. ... Wages and Salaries, 1974.

#### Reports

1. Interim Report of the National Commission on Agriculture on some aspects of Agricultural Research, Extension and Training, Government of India, Ministry of Agriculture — November, 1971.
2. Report of the First (Central) Pay Commission, 1947
3. Report of the Second (Central) Pay Commission, 1959.
4. Report of the Dearness Allowance Commission on the question of the grant of Dearness Allowance to Central Government Employees in future (The Gajendragadkar Commission), 1967, Ministry of Finance, Government of India.
5. Report of the Third (Central) Pay Commission, 1973.
6. Report of the Lord Fulton Committee on the Civil Service — Volume I, 1966-68.
7. Report of the Administrative Reforms Commission on Personnel Administration, 1969.
8. Report of the Study Team of the Administrative Reforms Commission on Personnel Administration (Study Team headed by Sri R.K. Patil),
9. Report of the Study Team of the Administrative Reforms Commission on Personnel Administration (Study Team headed by Sri K.N. Nagarkatti).
10. Report of the Committee on Drugs Control, Ministry of Health and Family Planning Government of India, 1966.
11. Report of the Committee on the Training of Civil Services (The Assheton Committee), 1944 on the Training of Civil Servants, HMSO.

12. Report of the Finance Commission, 1973 (Manager, Government of India Press, New Delhi),
13. Report the Committee on Police Training constituted by the Government of India— Volume I.
14. Report of the Expert Committee on Hospital Pharmacies, 1961 under the Chairmanship of Dr. Shama Sastry.
15. Report of the Mysore Pay Commission, 1966—68.
16. Report of the Official (Pay) Committee, Government of Mysore, 1970.
17. Report of the Committee to recommend Measures for Improvement of Indian Systems of Medicine including Homoeopathi and Naturopathy in the State of Karnataka under the Chairmanship of Dr. G. S. Melkote.
18. Report on Re-organisation of Medical Education and Health Services in Mysore State - by Major General S. L. Bhatia.

*Other Publications*

1. All India Services Manual (Second Edition), Ministry of Home Affairs, Government of India.
2. Directory on Occupational Titles - Volumes I and II - Third Edition, United States. Department of Labour (with Supplements) - Volumes I and II.
3. Finances of the State Government, 1974 - 75, Reserve Bank of India Bulletin, September, 1974.
4. Handbook containing Clarifications etc., on Revised Pay Scales and Rationalization of Allowances, 1970, Government of Karnataka, Bangalore.
5. Labour Manual - Volume III, Department of Labour, Government of Karnataka, 1967.
6. National Classification of Occupations - Revised Edition, 1968 (Code Structure) - Directorate General of Employment and Training, Ministry of Labour, Employment and Rehabilitation, Government of India.
7. Organisation of the Government of Mysore, 1973 - Indian Institute of Public Administration, Mysore Regional Branch, Bangalore.
8. Picture of Mysore Budget-1971-72 to 1974-75, Government of Karnataka, Bangalore.
9. Picture of Karnataka Budget - 1975-76, Government of Karnataka, Bangalore.
10. Reserve Bank of India Bulletins - April 1967, June 1974 and June 1975 issues.
11. Services under the State - Indian Law Institute, Karnataka Unit, 1974.
12. Trends in Revenue and Expenditure of Karnataka, Government of Karnataka, 1957-58 to 1975-76 Economic Adviser's Division, Planning Department, Government of Karnataka.



**GOVERNMENT PRESS, BANGALORE**