



**REPORT OF THE
SECOND MAHARASHTRA
PAY COMMISSION
(1975-1977)**

PART—I

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PART—I

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CHAPTER 1

CONSTITUTION OF THE PAY COMMISSION AND PROCEDURE OF WORK

1.1. Under Government Resolution, Finance Department, No. PCR. 1075/S-1, dated the 24th February 1975, Government announced its decision to appoint a Pay Commission to revise the pay-scales of Government and Zilla Parishad employees. In pursuance of this decision Shri Justice R. R. Bhole was appointed as the Chairman of the Commission. Shri Justice Bhole took charge of his appointment with effect from the 9th May 1975 and other Members whose appointments were announced subsequently joined the Commission with effect from the dates as shown below:—

Name of the Member	Date of taking over as Member
Shri V. Prabhakar ..	.. 2nd August 1975 (Relinquished charge of the post on 9th October 1975 A.N.)
Shri P. D. Kasbekar ..	.. 25th October 1975.
Shri G. L. Sheth, I.C.S. (Retd.) (Honorary Member).	19th December 1975.

With the taking over of Shri G. L. Sheth, the Commission was fully constituted on 19th December 1975.

Terms of Reference

1.2. Our terms of reference as laid down in the above quoted Government Resolution were as follows:—

“(1) The Commission will review the existing pay-scales applicable to the various cadres and posts (other than those included in the I.A.S.) borne on regular permanent and temporary establishment under Government including the posts of which the existing pay-scales are based on the Bilgrami Award and also under the Zilla Parishads and suggest revised scales inclusive of such portion of dearness allowance which the Commission may consider appropriate to merge after taking into account—

- (i) duties and responsibilities attached to the posts and qualifications and experience prescribed for recruitment thereto, so as to resolve anomalies, if any, in the existing pay-scales;
- (ii) the need to reduce progressively the gap between highest and lowest salaries;
- (iii) the need to rationalise the pay-scales and to reduce their number wherever possible;
- (iv) the financial position of the State Government and the demands on its resources for purposes of development.

(2) The Commission will examine having due regard to the fact that city scales of pay have been discontinued since 1st April 1966 in the case of the staff stationed in Greater Bombay, except the technical and operative and other categories of staff in the Greater Bombay Milk Scheme, whether the city scales of pay should be discontinued for the staff in the Greater Bombay Milk Scheme.

(3) The Commission will also suggest the method to be adopted for fixation of pay of existing employees in the new scales recommended by it.

(4) The Commission will review special pays sanctioned in various offices and establishments under Government and Zilla Parishads and make recommendations for their abolition or further continuance at the existing, enhanced or reduced rates. The Commission will also examine the basis of the structure of the present scales of house rent allowance and compensatory local allowance and recommend a suitable structure and scales in relation to the new pay-scales to be recommended.

(5) The Commission will consider the impact of its recommendations on the emoluments of teachers in aided schools and will recommend a complementary structure of pay-scales and allowances for them.

(6) Government may also refer to the Commission any other items, if felt necessary.”

1.3. By subsequent Resolutions Government included in the Commission's terms of reference—

(1) revision of pay-scales of such of the posts in the Maharashtra Legislature Secretariat as have no corresponding posts in the State Secretariat (*vide* Government Resolution, Finance Department, No. PCR-1075/SER-1, dated the 14th August 1975);

(2) revision of pay-scales of posts both gazetted and non-gazetted, in the High Court, (*vide* Government Resolution, Finance Department, No. PCR-1075/SER-1, dated 6th September 1975); and

(3) revision of pay-scales of non-teaching staff in the six Universities in the State viz. (i) University of Bombay, (ii) Pune University, (iii) Nagpur University, (iv) Marathwada University, (v) Shivaji University, and (vi) Shreemati Nathibai Damodar Thackersey University, Bombay and non-teaching staff of non-Government Colleges affiliated to these Universities (*vide* Government Resolution, Finance Department, No. PCR-1075/SER-1, dated the 22nd December 1975).

Procedure of work

1.4. Soon after the Chairman took charge of his appointment a Press Note was issued on the 28th May 1975 indicating the Commission's intention to issue, a little later, a detailed Questionnaire for eliciting the views of Employees' Unions, Administrators, Economists etc. and requesting the Employees' Unions and others interested in the work of the Commission to forward to the Commission by the 30th June 1975 their views and suggestions, if any, on the subjects covered by the Commission's terms of reference so that these suggestions could be taken into account while drawing up the proposed Questionnaire. At the request of some Associations the time-limit set for receipt of suggestions was extended to 31st July 1975. In response to this Press Note, we received nearly 3,000 representations from the Associations of Government and Zilla Parishad employees, Teachers' Unions, individuals etc.

1.5. The Commission then issued a Circular (No. PCR-3075/PC-780, dated 2nd July 1975) to all Heads of Departments and Chief Executive Officers of Zilla Parishads requesting them to forward to the Commission through the concerned Administrative Departments of the Secretariat full particulars of all the establishments under them including the establishments in their subordinate offices as on the 1st July 1975 together with their proposals regarding revision and rationalisation of pay-scales. These particulars and proposals were required to reach the Departments of the Secretariat by the 30th July 1975 and the latter were expected to forward them to the Commission's office with their remarks by 20th August 1975.

1.6. With a view to ensuring that Police personnel got a fair opportunity to bring their points of view before the Commission, Government in the Home Department was requested to take steps to set up special cells in the Police Commissionerates and Districts for the purpose of ascertaining the views of the Police personnel regarding revision of pay-scales and allowances. That Department was required to collect and consolidate the suggestions made by the personnel either individually or in groups and forward them to the Commission together with its remarks. We have been informed that not only were the Cells set up as suggested by us, but the Range Deputy Inspector Generals of Police and Commissioners of Police were asked to call the Police personnel from the Districts of their respective jurisdictions and to ascertain and forward its views to the Inspector General of Police. We have been informed that 132 members of the Police Force have made suggestions relating to revision of pay-scales and allowances. These suggestions were consolidated and forwarded to us by the Department later.

1.7. On 20th September 1975 a Questionnaire was issued (Appendix I) eliciting views of the Heads of Departments, Associations of Government and Zilla Parishad employees, Members of the Legislature, Administrators, Economists etc. on various issues falling within the Commission's terms of reference. The addressees were required to send their replies by the 31st October 1975. We received about 251 replies to the Questionnaire of which 184 replies were from the Associations of Government and Zilla Parishad employees and Teachers.

1.8. After a preliminary study of the replies received by us we decided to record the oral evidence of the Associations of Government and Zilla Parishad employees and Teachers and other witnesses. The meetings with the representatives of the Associations etc. began only after the Commission was fully constituted. These commenced in the second week of January 1976 and continued till the end of June 1976 during which period about 150 Associations etc. were heard (Appendix II). These meetings were held in Bombay, Pune, Nagpur and Aurangabad.

1.9. The Commission also held detailed discussions with Secretaries of some of the Mantralaya Departments on various issues connected with the revision of pay-scales of employees in the Departments under their Administrative Control. Discussions were also held with the Heads of most of the Departments (*vide* Appendix III) to ascertain their views and suggestions on various subjects.

1.10. The Commission held in all 66 internal meetings for discussions and finalisations of its recommendations.

1.11. Our Report is in three parts. Part I deals with the general principles and explains our approach to the various problems connected with revision of pay-scales and allowances. Part II contains schedules of revised pay-scales and in Part III we have included tables showing fixation of pay of employees on various existing scales on their coming over to the revised scales.

CHAPTER 2

FINANCIAL RESOURCES OF THE STATE AND DEMANDS OF DEVELOPMENT

2.1. Our terms of reference require us to take into account "the financial position of the State Government and the demands on its resources for purposes of development" while suggesting revised scales of pay. We have therefore to see to what extent the State's resources can bear the additional cost of pay revision without seriously jeopardizing the financing of the Plan.

2.2. Since the impact of the cost of pay revision is mainly on the Revenue Account we considered whether we should go by the financial position of Government on Revenue Account only or whether the entire Government transactions including capital account and Debt Deposit Sections should be taken into account. We looked for guidance in the approach adopted by the Badkas Commission. That body had examined the position with regard to the Revenue Account only without giving any reasons why it did not take into account the position of Capital and Public Account Sections of the Government. That Commission relied on a provision of Rs. 8 crores per annum that was made for pay revision in the forecast submitted to the Fourth Finance Commission. Due to enhancement of the rates of dearness allowance in the meanwhile, that amount had already been fully utilised, and therefore no funds were available for meeting the burden of pay revision which that Commission estimated at Rs. 9 crores annually. It had therefore to content itself with observing that "our recommendations have been made with full awareness of the limited resources of the State and its other commitments. We had to propose what we considered to be just and fair under the circumstances and after taking account of all aspects of the problem". That Commission further added that in the circumstances the Government may have to find additional resources by adjusting priorities or aid from the Centre or by economy in expenditure, or as a last resort by way of additional taxation.

2.3. The Third Central Pay Commission did not specifically locate surplus for meeting the additional cost arising out of its recommendations. That body proceeded on the basis that the Centre was able to raise larger resources than originally contemplated for the Fourth Plan and that therefore the financial position of the Government of India was basically sound and could be expected to improve with time.

2.4. It will be seen from the above that neither the Badkas Commission nor the Third Central Pay Commission indicated any criteria for assessing the resources available for meeting the cost of their recommendations nor did they make any such assessment on their own. We are not convinced that the position on Revenue Account alone is relevant for this purpose. The development programme, the needs of which we are required to bear in mind, is financed not only from Revenue resources but also from funds raised by way of loans, recoveries of loans and advances, net accretion to the Provident Funds, etc. which are all outside the Revenue Account. Similarly, the development outlay includes investments on capital formation as well as loans given to third parties for this purpose. When we consider the needs of the development programme we have therefore necessarily to consider the entire transactions of Government and therefore the totality of resources available from whatever source they are obtained.

2.5. As stated above, we have been asked to take into account the demands on the resources of the State for purposes of development. If we go by the needs of the development alone, the leeway to be made up is so enormous that there cannot really be any scope for diversion of limited resources for any other purpose. On the other hand, the financial provisions for development would not have much meaning if the working efficiency of the Plan implementing machinery is not maintained at a sufficiently high level. This efficiency depends, to a considerable degree, on the health and morale of the employees concerned with the implementation of the Plan and from this point of view securing a modicum of contentment in the instruments of Plan implementation acquires a relevance even from the point of view of the developmental programme. This has also a bearing on the future recruitment of the right kind of personnel. A periodical revision of the pay scales with a view to establishing a new balance between the performance expected from the staff and the standard of living appropriate

for such performance, becomes an essential pre-condition for an intensified development effort. The cost involved in such revisions cannot be considered of lesser priority than the cost of other items of a non-Plan nature, which because of their crucial importance from various point of view including that of development, are required to be provided for before the resources available for the Plan are worked out.

2.6. There is, of course, no question of diverting for purposes of pay revision etc. any part of the resources that are deemed to be earmarked for financing the Plan outlay. These are—additional taxation, Central assistance for Plan schemes, open market borrowing, loans from R. B. I. and L. I. C. for specific purposes, small savings loan and the net accretions to the Provident Fund balance. The question of arriving at a mutual accommodation between the needs of development and the needs of the employees arises in respect of the non-earmarked resources only. Here also, the first charge is that of the standing charges, including debt charges and certain minimum provisions on account of draught and such other eventualities. The next claim is that of the inescapable items of new non-Plan expenditure which crop up every year. It is only in respect of surplus left thereafter that the rival claims of the Plan and the improvement in the emoluments of employees have to be considered.

2.7. We have examined how these two claimants fared during the last ten years, made up of—

- (i) The three Annual Plan Years 1966-69,
- (ii) The five years of the Fourth Plan, 1969-74, and
- (iii) The first two years of the Fifth Plan period, 1974-76.

The Finance Department has been good enough to make these calculations for us. The information furnished by them can be summarised as under :—

	(Rs. in crores)			
	1966-69	1969-74	1974-76	1966-76
	(3 years)	(5 years)	(2 years)	(10 years)
A-*Surplus from out of non-earmarked resources.	171·99	363·99	254·73	790·71
B-Utilisation of A on—				
(i) Augmentation of Plan	87·28	179·65	156·69	423·62
(ii) Improvement in emoluments etc. .. .	62·86	250·51	67·92	381·29
Balance ..	21·85	(—) 66·17	30·12	(—) 14·20

It will be seen from the above table that as against the total surplus of Rs. 791 crores generated during the ten years 1966-76, the expenditure on pay revision etc. was about Rs. 381 crores. Rs. 424 crores could be spared for the Plan. The expenditure on the improvement of emoluments etc. works out to about 48 % of the total surplus for the period as a whole. The corresponding percentages for the three constituent periods work out to 37 %, 69 % and 27 % respectively.

2.8. Government has announced that the pay revision to be based on our recommendations will be given effect to from 1st April 1976. We have therefore to focus our attention on the likely resources position in the 3rd to the 5th year of the Fifth Plan viz. 1976-1979. An estimate of the resources position was made for the Fifth Year Plan in discussions with the Planning Commission in July 1976 for the purpose of finalising the size of the Plan. Based on the details of these estimates we find a surplus of Rs. 770 crores from out of the non-earmarked resources in the three year period 1976-79 after allowing for standing charges. This was however without any additional provision on account of non-Plan New Items for 1977-78 and 1978-79. Allowing for Rs. 45 crores for these two years on this account, we are left with a surplus of about Rs. 725·00 crores. As is evident

*Surplus at A does not take into account—

- (i) Drawal/Repayment of ways and means advances drawn from the Reserve Bank of India.
- (ii) Transactions under C.B.I. Account.
- (iii) Investments/encashments of holdings in reserve funds.
- (iv) Temporary receipts not really available for current expenditure such as profit of Monopoly Cotton Procurement Scheme as these have to be eventually passed on to the cultivators.

from the discussion so far, there are no cut and dried principles on the basis of which one can decide what proportion of this surplus can legitimately go to the share of the employees. We can only seek guidance from past experience. As has been seen earlier, the proportion of the unearmarked surplus that came to be applied for pay revision etc. during the ten years 1966-76 was 48 % for the period as a whole and 27 % in the last two years of it which were the first two years of the current Plan period. Already Government has sanctioned three more instalments of Dearness Allowance with effect from 1st March 1976 whose cost during the third to the fifth years of the Fifth Plan has been estimated at Rs. 71 crores which comes to nearly 10 % of the surplus of Rs. 725 crores as estimated above. We shall be estimating the cost of our proposals in a subsequent chapter and then we shall see what proportion of the surplus will get committed for pay revision etc. as a result of our proposals together with the additional Dearness Allowance which Government has already sanctioned.

CHAPTER 3

GENERAL CONSIDERATIONS

Consumer price index base for the revised pay structure

3.1. In the Government Resolution appointing the Pay Commission, Government has clarified that the Commission's recommendations as accepted by Government would be implemented with effect from 1st April 1976. The reference to the date of effect does not mean that the pay structure to be recommended by us has necessarily to be related to the cost of living situation as on that date or on a date as close to it as possible. This is clear from the fact that according to the terms of reference, Government has left it entirely to us to "suggest revised scales inclusive of such portion of dearness allowance which the Commission may consider appropriate to merge". In other words, there is no limit to how far back or how near in time we can go for the purpose of adoption of a cost of living situation to serve as the basis of the pay structure to be recommended by us.

3.2. The new pay structure that the Government of India has adopted on the basis of the recommendations of the Third Pay Commission is related to a cost of living situation as it existed shortly before 1st January 1973. That cost of living situation is represented by the Index Number 200 which was the 12 monthly average of the All India Average Consumers Price Index Number for Industrial Workers as at the end of October 1972, the base being 100 in 1960. The same base has been adopted by the Government of Gujarat for the revised pay structure sanctioned to its employees with effect from 1st January 1973. Recently a Pay Commission appointed by the Government of Karnatak has submitted its report and the cost of living base it has adopted for its recommendations is around 300 which was the 12 monthly average price index as on 1st January 1975.

3.3. The Maharashtra Rajya Karmachari Samanwaya Mahasangh and the Maharashtra State Zilla Parishad Employees' Union assumed that the 12 monthly average of All India Consumers Price Index would reach the level of 350 by 1st April 1976 and they have recommended a pay structure based on this position. On the other hand, the Confederation of Maharashtra State Government Employees in its reply to the questionnaire issued by us, suggested that the revised pay structure should be related to the same base as has been adopted by the Government of India viz. the All India average price index of 200. During the oral interview later, the Confederation representatives at our instance clarified that they would have no objection to a more recent cost of living situation being adopted as the base. The same applies to most other Associations which originally made their proposals on the basis of the All India Price Index of 200, but who later during their oral interviews with us, indicated at our instance their agreement to a more recent date being adopted as the base line for the revised pay structure.

3.4. The Government of Maharashtra also has filed a reply to the relevant question in our questionnaire. It has indicated its preference for the adoption of the same base as that of the Government of India on the ground that for nearly three decades the pay structure of the State Government has remained aligned to that of the Central Government and that it would be desirable not to break this link.

3.5. Our first reaction was that with the tremendous change that has occurred in the cost of living situation during the 12 monthly period ending October 1972, it would be unrealistic to propose a revised pay structure based on the cost of living position during that period. The enormity of the change that has taken place in the cost of living position, is seen from the following particulars of the Price Index :—

12 months preceding		All India Consumers Price Index
1st January 1973	... ..	202
1st January 1974	... ..	236
1st January 1975	... ..	304

By the time we were in a position to commence our interviews with the representatives of the various Associations of employees in January 1976—the 12 monthly average index had reached the peak of 327 as at the end of August 1975 but it had thereafter gradually

started going down to 326 by end of September 1975 to 324 by end of October 1975, to 323 by end of November 1975 and to 321 by end of December 1975. Even at that time we felt tentatively that a base of 300 might be considered safe for adoption. That would have of course involved going back to the average cost of living position in the 12 months immediately preceding 1st January 1975. We felt that this would be a reasonable date to go back to, having regard to the fact that the new pay structure would come into effect from 1st April 1976. It is with this in mind that we wanted to know the reaction of the employees' Associations on the new base and we asked for it.

3.6. However, by this time the various monetary and fiscal measures initiated by the Centre for limiting aggregate demand and the administrative measures undertaken to curb hoarding and smuggling had already started showing their effect on prices. The monthly All India Consumer Price Index which had shot up to 335 in October 1974 declined to 315 in November 1975. It registered much faster declines in the subsequent months. This is seen from the followings :—

Months	All India Price Index
November 1975	315
December 1975	306
January 1976	298
February 1976	290
March 1976	286

Since then there has been again a gradual upward trend. The Price Index for October 1976 was 304. The 12 month average has however continued to remain on the decline even after October 1976. The fluctuations in the price index during the period from January 1972 to October 1976 are graphically presented on page 8A. With the 12 monthly price index going below 300, there was no question of our pursuing the earlier idea of relating our proposals to the Price Index No. 300.

3.7. The question that remained for consideration was whether there would be any advantage in selecting some other base, more recent than the one adopted by the Government of India with the Index Number 200, but lower than 300. We examined the various possibilities and we came to the conclusion that whatever base we adopt would have the effect of severing for ever the long existing link with the Central Government pay structure, thereby necessitating a new formula for the purposes of Dearness Allowance in place of the present one which is based on the Central formula, although not entirely identical with it. On the other hand, the advantage in terms of proximity to the date of effect was not going to be very significant.

3.8. We are, therefore, of the opinion that the balance of advantage lies in adopting the same base as that of the Government of India, viz. the position represented by the 12 monthly average of All India Consumer Price Index Number 200.

3.9. Having decided upon the cost of living conditions to serve as the basis of our recommendations, we now turn to the main parameters we propose to adopt for arriving at the new level of the pay structure to be aimed at. The relevant parameters in our opinion are :

- (i) What the minimum remuneration should be,
- (ii) What the maximum remuneration should be,
- (iii) The extent of erosion that has taken place in the real income of the employees at the different levels since 1st April 1966 when the last pay revision took place, and the approach to be adopted regarding the extent of neutralisation of such exrosion to be effected at different levels.
- (iv) The new relationship to be established with the pay structure of the Government of India.

Minimum Remuneration

3.10. Before dealing with the question of minimum remuneration, it is necessary to look into the connotations of certain terms which are currently in vogue in discussions regarding wage levels. The terms which have acquired currency are :

- (i) Statutory minimum wage,
- (ii) The basic minimum wage,
- (iii) The minimum wage,
- (iv) The fair wage,
- (v) The Living wage,
- (vi) The need-based minimum wage.

The term statutory minimum wage owes its origin to the provisions of the Minimum Wages Act. The term basic minimum wage is generally used in Awards and Judicial pronouncements. The next three terms have been introduced by the Committee on Fair Wages in their report. The last term namely the need-based minimum wage was used by the 15th Session of the Indian Labour Conference in July 1957 in one of their famous resolutions.

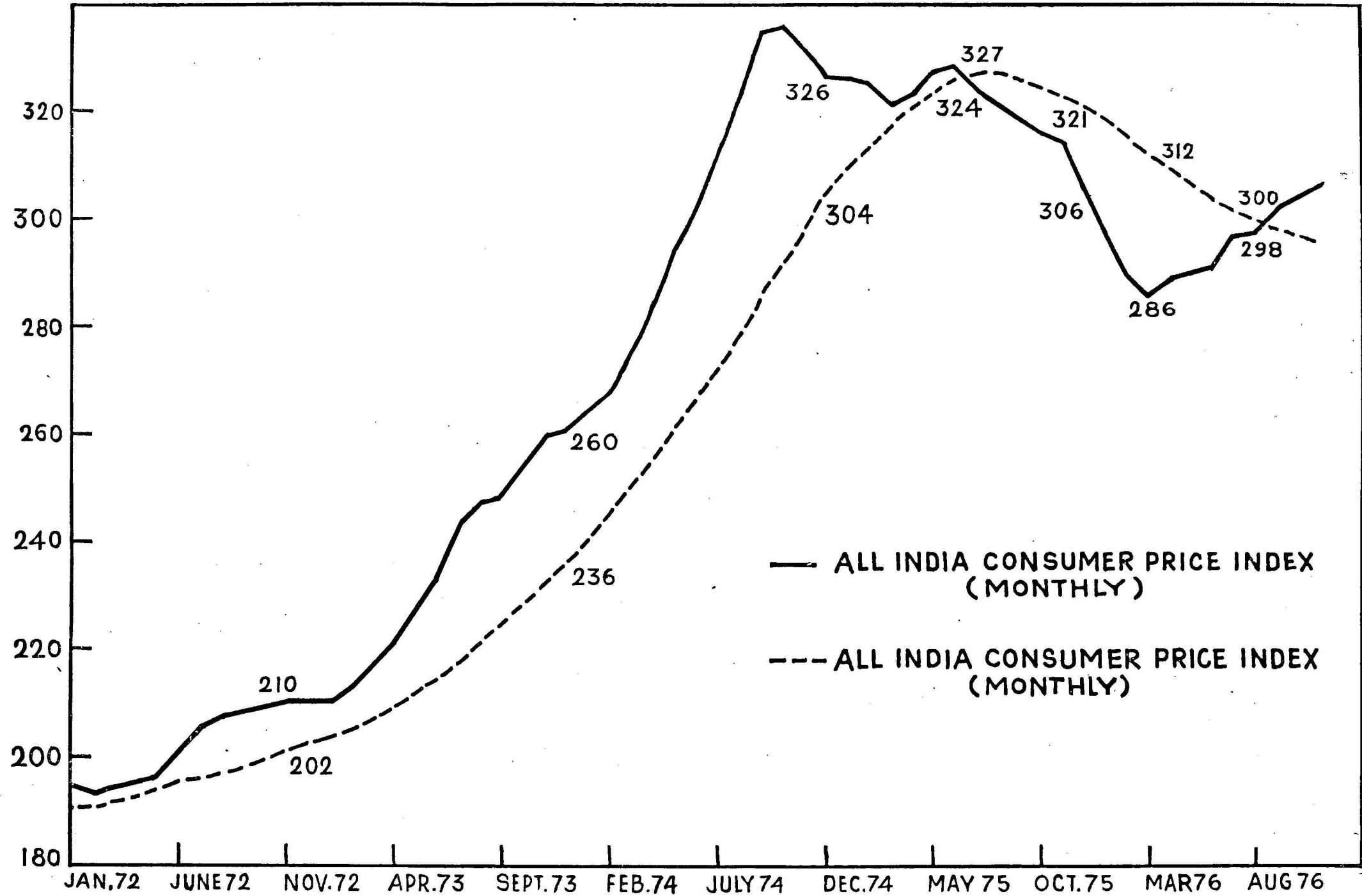
3.11. The concept of minimum wage began with the early struggle of workers against exploitation by unscrupulous employers. It was against the background of this struggle that a resolution was passed in the then Bengal Legislative Council of the Bengal Presidency in 1921, for the establishment of Industrial Boards to determine minimum wages for each industry. International influences also were at work and the International Labour Conference adopted a convention in 1928 that a minimum wage fixing machinery be created by the member-countries. The Whitley Commission also examined the question of minimum wage specifically in the light of the International Labour Conference convention and named a few trades on *prima-facie* considerations as fit for initiating enquiries for fixing the minimum wage. This question came up again for consideration in the Committees appointed by the popular ministries which came into power in 1937 in four of the then provinces. These Committees were generally in favour of minimum wage regulation. The Central Legislative Assembly also adopted a resolution in February 1938 urging payment of "sufficient wages" and fair treatment to workers employed in industries receiving protection or subsidy from the Government.

3.12. The term "minimum wage" was discussed in the 5th Session of the Indian Labour Conference held in September 1943 but that was in the context of social security. It was again discussed in the 4th Session of Standing Labour Committee in January 1944. A full debate took place in another session of the Indian Labour Conference and after scrutiny in a special sub-committee, the Minimum Wages Bill was introduced in the Central Legislative Assembly in 1946 and the Act was implemented in March 1948. This Act empowers the Central and State Government to fix minimum rates of wages for different employment listed in the Schedule to the Act. The Act also provides for review of rates of wages fixed at intervals not exceeding five years.

3.13. Let us now turn, to the other terms viz. the minimum wage, the fair wage and the living wage. These are three distinct levels of wages which were defined by the Committee on Fair Wages which had been appointed by the Government of India in 1948-49 to determine the principles for fixing fair wages in organised industries. According to this Committee the "minimum wages" must provide not merely for the bare sustenance of life but should also accommodate some measure of education, medical requirement and other amenities necessary for the preservation of the efficiency of the worker. The Committee felt that an industry which was not capable of paying this minimum wage to its employees had no right to exist and that if the continued existence of such an industry was imperative in the larger interest of the country, it was the responsibility of the State to take steps to enable that industry to pay at least the minimum wage. "Fair Wage" on the other hand represented a higher level of wage to be fixed taking into account the capacity of the industry to pay. The Committee recognised that the minimum wage as described by it formed part of the fair wage though at its lower level. In regard to the wage level above the minimum level which will fall under the category of "Fair Wage", the Committee made the capacity to pay a condition precedent for the prescription of such a wage. "Living wage" according to the Committee represented the highest level of the wage and it would include all amenities which an employee living in the modern civilised society was entitled to expect when the economy of the country was sufficiently advanced and the employer was able to meet the expanding aspirations of his workers.

3.14. The last term "the need-based wages" was introduced by the 15th Session of the Indian Labour Conference. It was this Conference which for the first time moved in the direction of formally quantifying the main components of the minimum wage. It considered the question of minimum wage and adopted a resolution, the relevant portions of which are as follows:—

"2. With regard to the minimum wage fixation it was agreed that the minimum wage was need based and should ensure the minimum human needs of the industrial worker irrespective of any other considerations. To calculate the minimum wage, the Committee



accepted the following norms and recommended that they should guide all wage fixation authorities including minimum wage Committees, wage boards, adjudicators etc. :—

- (i) In calculating the minimum wage, the standard working class family should be taken to consist of three consumption units for one earner ; the earnings of women, children and adolescents should be disregarded.
- (ii) Minimum food requirements should be calculated on the basis of a net intake of 2700 calories as recommended by Dr. Aykroyd for an average Indian adult of moderate activity.
- (iii) Clothing requirement should be estimated at a per capita consumption of 18 yards per annum which would give to the average worker's family of four a total, 72 yards.
- (iv) In respect of housing, the norm should be the minimum rent charged by Government in any area for houses provided under the subsidised industrial housing scheme for low income groups.
- (v) Fuel, lighting and other miscellaneous items of expenditure should constitute 20 per cent. of the total minimum wage.

3. While agreeing to these guidelines for fixing minimum wage for industrial workers throughout the country, the Committee recognised the existence of instances where difficulties might be experienced in implementing these recommendations. Wherever the minimum wage fixed was below the recommendation, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from adherence to the norms laid down.

4. The Committee took note of the steps taken by Government for conducting (a) a wage census and (b) family budget enquiries in various industrial centres.

5. As regards "fair wage", it was agreed that the Wage Board should go into the details in respect of each industry on the basis of the recommendations contained in the Report of the Committee on Fair Wages. These recommendations of the Fair Wages Committee should also be made applicable to employees in the public sector."

3.15. It would clearly be inappropriate for us to ignore the above concepts of minimum remuneration in formulating our views for fixing minimum salary for Government employee, but there are some other factors also which cannot be forgotten. In so far as the Government as an employer is concerned, it is not only a custodian of public funds but also a guardian of the interests of the community as a whole. If that is so, then in adopting measures for the betterment of Government employees, the interest of the community as a whole and the responsibility of Government as the custodian of public funds should not be overlooked. It is possible to raise the standards of living of sections of certain employees in the State by methods which would obviously involve the diminishing of the national income that is available for other sections of the community. The overall issues concerning the minimum remuneration are thus interrelated with the economic decisions on the one hand and on the other related to the goals set out for social policy. We have not only to take into consideration the requirements of social justice but also economic justice. Government has recently assumed responsibilities to implement the very useful 20-Point Programme of our Prime Minister. In these circumstances the fairness and adequacy of the salary of a State Government employee may have to be judged not only from the standpoint of the employee but also of the employer and of the community as a whole, specially in the context of our developing economy. At the same time, it would be unfair and undesirable to fix the salary of the State employees below the need-based level as defined in a realistic manner.

3.16. Having discussed the various concepts of a minimum wage which are in vogue, we will now proceed to examine the demand of employees which is also for a need based minimum wage.

3.17. In reply to the relevant question in our questionnaire the Maharashtra State Government employees' Confederation has suggested that a need based minimum remuneration should be fixed on the basis of the minimum needs of a working Class family of three units taking into account the norms laid down by the 15th Indian Labour Conference. On being requested to work out the minimum remuneration admissible on the basis of the norms suggested by the 15th Indian Labour Conference and also on the basis of the norms adopted by the Third Central Pay Commission for working out the minimum wage for the lowest

category of the Central Government employees, the confederation has furnished the following figures :—

Basic	Minimum remuneration for a Price Index 300
Norms suggested by the 15th Indian Labour Conference (Sedentary diet).	Rs. 515
Norms adopted by the Third Central Pay Commission (for a family of 3 consumption units).	Rs. 294

As we are adopting the Price Index of 200 as the base for our recommendations, the minimum remuneration calculated by the Confederation as adjusted to that price index would be Rs. 343 on the norms suggested by the 15th Indian Labour Conference and Rs. 196 on the norms adopted by the Third Central Pay Commission.

3.18. The Maharashtra Rajya Karmachari Samanvaya Mahasangh had suggested some modifications in the norms adopted by the Third Central Pay Commission (i) in regard to the size of the employee's family, (ii) prices of food and clothing and (iii) provision on account of House Rent. On being requested to work out a minimum remuneration according to its suggestions the Mahasangh has proposed that the minimum remuneration should be Rs. 350 for a Price Index of 300. Adjusted to the Price Index of 200 which would be the base for our recommendations, the minimum remuneration worked out by the Mahasangh comes to Rs. 245.

3.19. The Third Central Pay Commission which examined the implications of the demand for a need based minimum remuneration fixed on the basis of the norms suggested by the 15th Indian Labour Conference in all its aspects found that if the demand is accepted, it would be necessary to fix a minimum remuneration of Rs. 314 for the 12 monthly average Price Index of 300 and that the overall financial implications of fixing a minimum of this size would be colossal and that they would have a deleterious effect on the total budgetary resources of Government resulting in drastic curtailment of development expenditure. The Commission did not therefore, find it possible to recommend a minimum remuneration fixed on the basis of the norms suggested by the 15th Indian Labour Conference. We do not think that we would be justified in recommending to the State Government a minimum remuneration which the Third Central Pay Commission did not think to be within the reach of the Central Government.

3.20. As an alternative to fixing a need based minimum remuneration according to the norms suggested by the 15th Indian Labour Conference, the Third Central Pay Commission computed a need based remuneration according to its own concept on the following basis:—

(1) The employee's family has been taken to consist of three adult consumption units of which one is of moderate activity and the other two sedentary.

(2) The dietary and other needs of the employee and his family have been assumed to be the following:—

(i) The vegetarian diet as recommended by the Indian Council of Medical Research (1968).

(ii) Clothing at the rate of 16.5 metres per capita per year i.e. 66 metres for the family.

(iii) House rent at 7½ per cent of the total amount.

(iv) Miscellaneous expenditure at 20 per cent of the total amount.

(3) The cost of the vegetarian diet has been computed on the basis of the average prices prevailing in the Metropolitan cities of Bombay, Calcutta, Delhi and Madras during 12 months ending 31st October 1972.

3.21. The number of consumption units (viz. three) adopted by the Third Central Pay Commission is the same as the one recommended by the 15th Indian Labour Conference. We do not see any reason for adopting a different basis for working out the minimum remuneration for State Government employees.

3.22. The Third Central Pay Commission found that at the lowest level there are "sedentary" workers and also those who are doing work of "moderate" activity. That Commission felt that on practical considerations it would be difficult to differentiate between the two for the purpose of fixing their minimum dietary requirements. It therefore decided to treat the employee as a "moderate" worker and his dependents who do not

earn their livelihood, as sedentary. Under the State Government, a vast majority of employees at the lowest level are Peons who are essentially sedentary workers but since the minimum remuneration will also apply to categories like Sweepers and others who can be considered to be moderate workers and since, as pointed out by the Third Central Pay Commission, it would be difficult to make differentiation based on the type of duties performed at this level, we have decided to accept the conclusions reached by that Commission, to treat the employee as a moderate worker and his dependents as sedentary.

3.23. We have also considered the norms adopted by the Third Central Pay Commission for assessing the dietary and other needs of the employee and his family and feel that they are suitable for being adopted for fixing the minimum remuneration of State Government employees also. We have therefore decided to adopt the same for our recommendations.

3.24. On the basis of the average prices prevailing in the Metropolitan cities of Bombay, Calcutta, Delhi and Madras during 12 months ending 31st October 1972, the Third Central Pay Commission computed a minimum remuneration of Rs. 196.40. In this matter we had two alternatives available to us. We could straightway adopt the figure worked out by the Third Central Pay Commission on the basis of all India 12 monthly average prices for the period ending 31st October 1976 or could independently work out the amount on the basis of the average prices prevailing in Maharashtra during the same period. During our discussions with the representatives of some of the Associations of employees we had an occasion to ascertain their reaction to the idea of linking the State Government's pay structure to a price index compiled on the basis of average prices in the State. These Associations were emphatically opposed to the idea as they considered it to be against the current thinking in favour of evolving a national wage policy. Linking of the pay structure to a separate State Consumer Price Index would mean giving up of all the advantages of a link with the Government of India specially in regard to Dearness Allowance, which has been our main consideration in adopting the same time base as the Government of India although from other points of view it might look somewhat outdated. It was therefore clear that the alternative of computing a minimum remuneration on the basis of average prices prevailing in the State was not a feasible proposition.

3.25. Even so, for the purposes of comparison we requested the Director of Economics and Statistics to work out independently a need based minimum remuneration by following the norms adopted by the Third Central Pay Commission separately for Bombay City and for the rest of Maharashtra on the basis of the prices for the 12 months ending 31st October 1972. The minimum remuneration arrived at by the Director is Rs. 219.64 for Bombay and Rs. 190.40 for the rest of Maharashtra. The remuneration worked out for Maharashtra is based on average of prices in Sholapur, Nagpur, Aurangabad, Poona, Jalgaon and Nanded. As could be expected, the remuneration worked out for Bombay is a little higher than the one worked out for the rest of Maharashtra, because the cost of living in Bombay is somewhat higher than in other parts of the State. As the minimum remuneration is meant for employees working in the entire State and as the employees posted in the City of Bombay will be eligible for C.L.A. the figure worked out for Bombay City is not relevant. The remuneration worked out for the rest of Maharashtra is nearly the same as the one worked out by the Third Central Pay Commission. It is thus clear that there would not have been any material difference even if we were to fix the remuneration based on the average prices prevailing in the State. We have therefore decided to adopt the minimum remuneration of Rs. 196 fixed by the Third Central Pay Commission for an All India 12 monthly average Price Index of 200 for the State Government employees.

3.26. We have examined the suitability of the minimum remuneration recommended by us from another angle. The minimum of the lowest pay-scale sanctioned by Government on the basis of the Badkas Commission's recommendations was Rs. 75. This was with effect from 1st April 1966. In addition, there was a Dearness Allowance applicable for this level of pay at Rs. 30. This should have been really Rs. 41 according to the Central Government's D.A. scheme which the State Government then broadly followed albeit with occasional time-lags. In this case, the discrepancy was rectified with effect from 1st February 1967. For purposes of comparison, we might assume that the D.A. relating to the basic pay of Rs. 75 was Rs. 41 on 1st April 1966 itself. This would mean that the minimum remuneration on 1st April 1966 was Rs. 116. The All India 12 monthly Average Consumer Price Index then was 140 (1960 = 100). For maintaining the same real income when the Index Number was 200, the figure of Rs. 116 would need to be raised to Rs. 165.70. Our recommendation, viz. Rs. 196.00 is will be seen to be very much better.

Maximum salary

3.27. We do not have much of a choice in fixing the maximum salary in the State, that is the salary of the Chief Secretary as it is fixed by the Government of India in all the States. That salary happened to be Rs. 4,000 per month on 1st April 1976 because the incumbent of the Chief Secretary's post then was a member of the I.C.S. He has now retired and we understand that there is no likelihood of any Chief Secretary hereafter drawing anything more than Rs. 3,500 fixed by the Government of India for Chief Secretaries belonging to the I.A.S. cadre. This gives a ratio of nearly 1 : 18 between the minimum remuneration that we have recommended and the maximum that we have to accept as given.

3.28. It would be interesting to compare the ratio as emerged above with the ratios suggested by two of the largest organisations of the employees in the State. The Maharashtra State Government Employees Confederation, in its reply to the Questionnaire issued by the Commission, suggested that the highest salary should not be more than ten times the lowest salary. This originally, they meant was on a pre-tax basis. During the oral interview however they clarified that they had no objection to this ratio being achieved on a post-tax basis. The Maharashtra Rajya Karmachari Samanvaya Mahasangh also suggested the same ratio but they meant it from the beginning as on a post-tax basis. The post-tax equivalent of Rs. 3,500 on the basis of certain assumptions regarding the size of the rebates to be claimed and concessions to be availed of under the Income Tax provisions as applicable to the year 1976-77, is Rs. 2,911. Compared to this a minimum remuneration of Rs. 196 would yield a ratio of 1 : 10.9 which is very close to the ratio of 1 : 10.

3.29. The Chief Secretary's salary has really not much relevance from the point of view of the extent and orientation of the betterment, if any, to be made in the pay structure of the State through the recommendations to be made by us because as pointed out above, the Chief Secretary's salary is not fixed by the State Government. The highest scale within the purview of the State Government's powers is that of some of the Secretaries to Government who do not form part of the I.A.S. cadre. These are today the Secretaries to Government in the Law and Judiciary Department, Irrigation Department and Public Works and Housing Department. It has been customary, to fix the pay-scales of these posts on par with the other Secretaries to Government and for all practical purposes, therefore, the pay-scale fixed by the Government of India for the super-time scale in the I.A.S. cadre becomes applicable to these posts and the State Government does not have much choice about it.

3.30. The maximum remuneration relevant for our purposes would be, the maximum fixed for a Head of Department. At present this is Rs. 2,300 which is the maximum of the pay scale of a Chief Engineer viz. Rs. 1800—100—2000—150/2—2300. Together with the D.P. this works out to Rs. 2,350. After tax according to the tax provisions of 1976-77 this would work out to Rs. 2,166. The minimum remuneration on the same index basis was Rs. 175 = Rs. 75 basic pay + Rs. 100 D.P. The ratio works out to 1 : 9.4. We have now to consider what should be the maximum of the highest scale admissible to a Head of Department under the revised pay structure. Although there have been some demands from certain quarters that the Heads of the bigger departments should have the same pay scale as Secretaries to Government, we are not inclined to accept them because we think that there should necessarily be difference in status and also in pay between a Secretary to Government and a Head of a Department. The Government of India also has recognised such a difference between the two. In our opinion, no Head of the Department in the State should have a pay-scale the maximum of which exceeds the minimum of the pay scale of the Secretaries to Government. In other words, Rs. 2,500 could be the maximum of the pay scale to be given to the Heads of Departments. After tax under the 1976-77 tax provisions, this comes to Rs. 2,241. With the minimum remuneration of Rs. 196 recommended by us, the ratio will work out to 1 : 8.4.

3.31. It will thus be seen that the minimum of Rs. 196 and the maximum of Rs. 2,500 that we are recommending will (a) help to further bridge the gap between the highest and the lowest which existed till now and (b) be a remarkably significant step in the direction suggested by the two premier associations of employees in the State.

Erosion in the real incomes

3.32. The existing pay structure of the State Government employees is largely the one sanctioned by Government with effect from 1st April 1966 on the basis of the recommendations of the Badkas Commission. The emoluments drawn by the employees on 1st April 1966 consisted of pay as fixed in the revised pay scales and Dearness Allowance. During this period, the State Government was generally following the Dearness Allowance Scheme of the Central Government though on some occasions, there was some time-lag before the

revisions made by the Government of India were adopted by the State Government. The rates of Dearness Allowance drawn by the State Government employees on 1st April 1966 were, on account of this time-lag, slightly lower for some months than those admissible to the Central Government employees. As stated earlier this disparity was rectified with effect from 1st February 1967 when the State Government brought the rates on par with the Central Government rates. For our purposes therefore we shall assume as if Government employees on 1st April 1966 were in receipt of basic pay in the revised scales, and of Dearness Allowance at the same rates as in the Central Government.

3.33. The statement below gives the average emoluments of some of the important categories of employees broadly covering the whole spectrum from the lowest to the highest, (i) as on 1st April 1966, (ii) same emoluments adjusted for the increase in the cost of living between 1st April 1966 and 1st January 1973 and (iii) their actual average emoluments as on 1st January 1973. The last column represents the percentage ratio of the actual emoluments as on 1st January 1973 to 1st April 1966 emoluments as blown up to reflect the cost of living conditions as on 1st January 1973 i.e. column No. 3 below :—

Category	Average monthly emoluments inclusive of D.A. on 1-4-1966 (Index 140)	Figures of column No. 2 as adjusted for the Index 200 prevailing on 1-1-1973	Actual average monthly emoluments drawn on 1-1-1973	Percentage ratio of Column No. 4 to Column No. 3
(1)	(2)	(3)	(4)	(5)
Peon ..	130.29	186.05	196.71	105.73
Clerk ..	252.31	360.38	338.61	93.96
Head Clerk ..	395.65	565.09	495.00	87.60
Superintendent ..	469.47	670.53	571.84	85.28
Class II Officer ..	633.37	904.79	725.42	80.17
Class I Officer ..	829.59	1185.14	933.64	78.78
Superintending Engineer.	1487.50	2125.13	1588.75	74.76
Chief Engineer ..	1957.14	2795.14	2135.71	76.41

It will be seen from the above table that except for the category of Peon, all the others have suffered an erosion in their emoluments as compared to the position on 1st April 1966. The extent of erosion suffered by the various categories is graphically presented on page No. 14A.

3.34. The principle of progression seen in the extent of erosion suffered by the different categories, with the higher paid categories suffering erosion in a higher proportion than the lower paid ones is not altogether an unwelcome feature of this development, because it has helped to narrow the real income of the lowest and that of the highest categories. This is seen from the fact that whereas the ratio between the lowest and the highest as on 1st April 1966 was about 1:15, it had changed to about 1:11 on 1st January 1973. We propose therefore to take the assistance of this welcome circumstance while revising the salaries of all higher categories. In the result, therefore, we will propose to compensate the respective erosions of higher categories, gazetted and non-gazetted, in the reverse proportion and try to keep the disparity between the lowest and the highest as small as possible.

Comparison with Government of India pay-scales

3.35. A large number of the Associations of State Government employees which have submitted their representations to us have asked for parity with the pay-scales of the Central Government. This demand for parity is not confined to the pay-scales of lower categories of posts only. Several Heads of Departments and Associations of Gazetted Officers also want for the higher State services and even for Heads of Departments the same pay-scales as have been sanctioned by the Central Government for comparable posts.

3.36. The question of disparities between the pay-scales of State Government employees and those of Central Government employees has been fully examined by the previous Pay Commissions both at the Central and the State level. These Commissions came to the conclusion that in a federal country like India in which constituent States are at different levels of development, disparities in the emoluments as between employees of the Central Government and those of the State Governments, and also as between employees of one State Government and those of another, are both unavoidable and justified. The Second Central Pay Commission found that such disparities existed even in economically advanced countries like U.S.A. and Canada. The disparities have been held justifiable on the ground firstly that

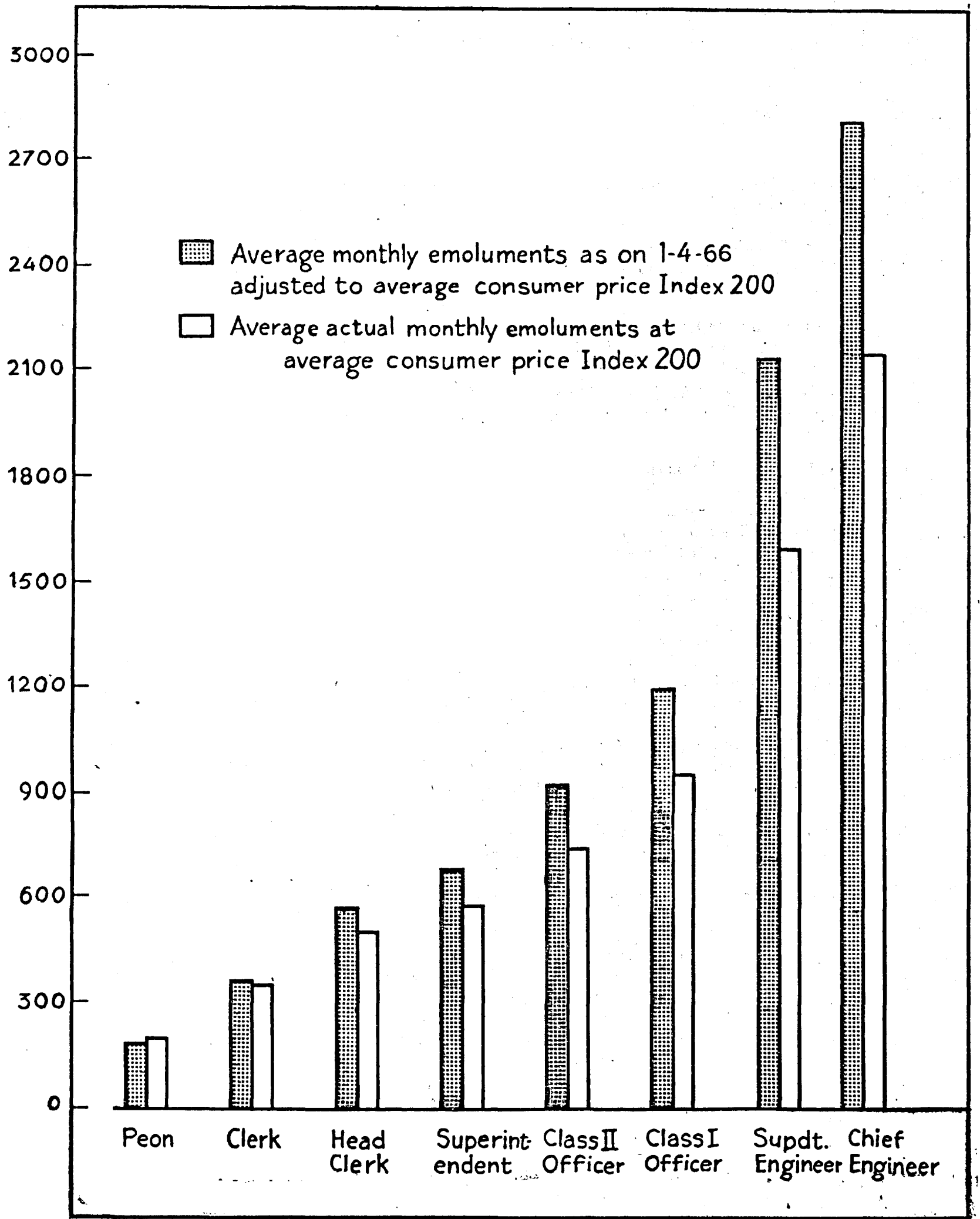
selection for the posts under the Central Government is made from a wider area and that higher scales than those available locally are required to be offered to attract recruits from far flung places. Secondly, it has been argued, the posts under the Central Government carry a disincentive in the form of all India transferability which again requires to be met by offering attractive pay-scales. Thirdly, it has been argued, the lesser flexibility available to the State Governments as compared to the Centre in the matter of matching resources to requirements, necessarily places a restraint on the ability of those Governments in adopting the Central Government pay-scales as a matter of course.

3.37. We are of the opinion, however, that considerations of all India selection and all India transferability can justify disparities in emoluments of Central Government employees and those of State Government employees only in the case of higher services. They cannot apply, in our view, in the case of Class III and Class IV employees who are generally recruited locally and also transferred within a limited jurisdiction. There is however, considerable force, in our opinion, in the argument that a State Government with its less flexible and less potential resources cannot be expected to pay to its employees the same pay-scales as the Central Government may choose to give to its own employees. We, therefore, accept the conclusions reached by other Commissions that the disparities are justifiable at any rate at the Gazetted level.

3.38. This seems to be the principle followed till now. In all the three general revisions which were sanctioned during the last three decades, the pay scales of Class III and Class IV employees of the State were kept as near as possible and in some cases even better than the pay-scales of corresponding categories of Central Government, while the pay-scales of Class II and Class I Officers were kept lower than those of the corresponding posts under the Central Government. This will be clear from the table given below:—

		1-4-1947	1-7-1962	1-4-1966
		Rs.	Rs.	Rs.
Peon	.. State Government	30—35	65—75	75—100
	.. Central Government	30—35	70—85	70—85
Clerk	.. State Government	55—130	100—170	115—215
	.. Central Government	55—130	110—180	110—180
Class II Officer	.. State Government	200—650	250—715	280—830
	.. Central Government	275—800	350—900	350—900
Class I Officer	.. State Government	300—1100	350—1100	380—1200
	.. Central Government	350—1150	400—1250	400—1250

3.39. We propose to adopt the same approach in formulating our recommendations in so far as higher and middle level categories are concerned. In the case of important lower categories like Peons, Police Constables, Clerks etc. we propose to recommend even better pay-scales than those of the Central Government. The pay-scales of Class I and Class II Officers, however, are proposed to be kept slightly lower as compared with the corresponding scales in the Centre. We shall revert to this comparative position after we have formulated the pay-scales.



CHAPTER 4

RATIONALISATION OF PAY-SCALES

4.1. We are required by our terms of reference to revise and rationalise pay-scales taking into account "duties and responsibilities attached to the post and qualifications and experience prescribed for recruitment thereto so as to resolve anomalies, if any, in the existing pay-scales" and in the process to reduce the number of pay scales wherever possible. In this Chapter we propose to discuss our approach to the problem of rationalisation of pay-scales and reduction of their number.

4.2. Rationalisation of pay-scales involves determination of relativities and differentials between services and posts for the purpose of application of the principle of "equal pay for equal work" to the pay structure. Relativities between different posts are determined taking into account their duties, responsibilities and jurisdiction and with due regard to the educational qualifications, training, experience and skills prescribed as necessary for the discharge of such duties and responsibilities. This is what is meant by job evaluation.

4.3. There are several methods of job evaluation. The one usually followed is known as the point rating method. In this method, an Expert body makes a detailed study of the nature of duties and responsibilities and requirements of each job from different aspects such as academic training, manual and mental skills necessary to perform duties of the posts, conditions in which the duties are performed and so on. Point values are then assigned to each of the aspects separately with due regard to its relative importance. The total number of points allotted to the job determines its relativity in relation to other jobs in the organisation.

4.4. A detailed job evaluation of this nature is possible in the case of establishments where the number of posts evaluated is small. Where thousands of categories of posts are involved and relativities are required to be fixed within a short time, job evaluation based on methods like the point rating method is an impracticable proposition. We are not aware of any Pay Commission appointed by the Central Government or a State Government which found it feasible to undertake a detailed job evaluation of the posts for the purpose of rationalisation of pay scales. We too have not considered it practicable to undertake such a detailed job evaluation for the purpose of rationalisation expected from us.

4.5. There are, however, two exceptions to this. Firstly, we have the benefit of a job evaluation in respect of the non-ministerial employees of the Government Presses made by a Committee appointed by the Government in 1975. The Committee consisted of some outside experts assisted by representatives of the Department and of the employees union. The task entrusted to the Committee was to determine relativities as between the different posts without recommending any specific pay-scale therefor. This Committee has also followed the point rating method and has evaluated most of the posts in the supervisory and operative categories in terms of points. We propose to make the fullest use of the Committee's recommendations in fitting the different categories of posts into the pattern of grades that we have evolved. We propose to abide broadly by the *inter se* relativities proposed by them in terms of the point ratings given by the Committee, except when we find that acceptance of their recommendations would go counter to the pattern that we propose for certain common categories.

4.6. The second exception relates to the Dairy Development Department. There the Government had appointed a Committee in 1964 headed by Shri S. T. Bilgrami and assisted by four members. That Committee also followed the point rating for every post. On the basis of such point rating they classified the posts into 10 levels and recommended suitable pay-scales for each of them. These are by and large the pay-scales now obtaining in the Dairy Development Department in respect of the posts covered by the Bilgrami Committee. Although the job evaluation made by the Bilgrami Committee is 10—12 years old now, we propose to abide by it for want of a more recent exercise of the same kind. Here also, however, we may have to depart from the relativities established by the Bilgrami Committee in certain cases if we find that they go counter to the relativities that we arrive at for certain common categories on other considerations. We also propose to telescope the present 10 tier classification by the Bilgrami Committee into a lesser number of levels to fit the rationalised pay-structure that we propose to evolve.

4.7. Our objective is to classify all posts into a minimum number of levels or grades, consistent with the need for maintenance of differential levels from an administrative point of view. For this purpose, we propose to focus attention first on the largest and, therefore, the most easily identifiable categories of posts. This will give us a *prima facie* basis for gradation. Once this basic frame-work takes shape, we shall turn our attention to other posts including certain common categories, and see whether the gradation worked out by us on a priori basis can provide a suitable frame-work for all such posts.

4.8. The information needed for such fitment has been supplied to us by the Heads of Departments at our request. They have furnished us detailed information regarding the duties and responsibilities of each post, qualifications prescribed for recruitment, and other, relevant data. The information received from the Heads of Departments has been supplemented with further data which we could collect through our discussion with the Heads of Departments and also the representatives of the Associations of employees representing different categories. After studying all this information carefully, we have come to two broad conclusions. The first is that so far as the gazetted posts are concerned, it would be better by and large to accept the place accorded to the posts by Government in the gazetted hierarchy rather than undertake an evaluation of their status on our own. The second is that so far as the non-gazetted categories are concerned, the recruitment qualifications prescribed by and large reflect most of the aspects that are relevant for job evaluation and, therefore, they provide the best basis for a rational classification of the existing jobs.

Non-Gazetted Posts—Classification in Ten Grades

4.9. We shall now turn to the question of the minimum number of grades and their scales that will have to be provided in a rationalised pattern of pay-scales as we envisage.

4.10. At the lowest, we shall have to have the grade typified by the Peon, Sweeper or Watchman where the requirement is only that the person need be barely literate and there is no question of any formal course of general or technical education having been completed. The job content also is more manual than intellectual and duties are to be rendered under supervision, with little scope for use of one's own judgment.

4.11. The next grade would be that of a semi-skilled worker, who although still working under supervision, has something to contribute of his own with the skill and experience that he has acquired on the job itself. This grade which we shall call Grade 2 can also include posts like the Forest Guard, Prohibition Sepoy and the Prison Guard where, although the academic qualifications prescribed are not very different from those expected among Grade 1 categories, certain physical standards have to be satisfied and the job also carried higher responsibilities and discipline than the categories we have in mind so far as Grade 1 is concerned.

4.12. The Police Constable even now occupies a higher position than the Prohibition Sepoy or the Prison Guard or Forest Guard and we are of the opinion that this relative position of the Police Constable should be maintained having regard to the greater stresses and strains attached to the Police Constable's job comparison with the other uniformed categories referred to earlier. Grade 3 will therefore be needed mainly for the category of Police Constable.

4.13. We shall deal with the technical categories a little later but on the non-technical side, one would ordinarily think of a S.S.C. holder Clerk as the next higher level but before we come to that level, we feel that there is need for one grade between that of the Clerk and that of the Police Constable, to take care of certain posts where although a full S.S.C. pass might not be necessary, a much higher familiarity with the three R's than in the lower categories is needed for the discharge of their functions. Such jobs generally entail some writing or recording or reporting and also some exercise of judgement and discretion. The typical examples of this category of posts are Bailiffs, Malaria Surveillance Workers, Vaccinators, Basic Health Worker etc. This will be Grade 4.

4.14. The next level is easily identifiable as that of a Clerk where the minimum requirement is an S.S.C. pass. This will be grade 5.

4.15. The post of a primary school teacher is the largest example of a post which requires in addition to a S.S.C. certificate, a diploma or certificate in a one or two year course in some specialised field. The other examples are Sanitary Inspector, Malaria Surveillance Inspector, P. T. Instructor, Livestock Supervisor etc. This will be Grade 6.

4.16. The next higher level is also readily identifiable as that of a Senior Clerk. This is in most cases a promotional post for the Junior Clerk but in some departments there is also a provision for nomination of graduates at this level. Thus, this becomes the lowest entry level for a graduate. The graduates joining as a Senior Clerk are not required to be graduates in any particular discipline and the majority of them would be graduates in Arts or Science and in some

cases Commerce, all of which can be said to be entailing courses of more or less the same duration and cost. But when we think of graduates, we have to take into account the graduates in other disciplines also and the question for consideration is whether one uniform scale could cover all graduates in all disciplines.

4.17. At our request, the Director of Economics and Statistics of the Government of Maharashtra has furnished the following estimate of the differential expenditure incurred in obtaining degree qualifications in different disciplines with reference to a common base viz. S.S.C.:—

Serial No.	Qualification	No. of years required for acquiring the qualification after S.S.C.	No. of years presumed to have been spent in Hostel	Total expenditure incurred on the course including expenditure on maintenance	Annuity per month on the basis of total expenditure incurred being recovered in 30 years
1	2	3	4	5	6
				Rs.	Rs.
1	B.A./B.Com.	5	....	10,102	85·30
2	B.Sc.	5	....	10,561	89·18
3	B.A. B.Ed.	6	1	14,157	119·54
4	B.Sc. (Agri.)	5	3	16,033	135·38
5	M.A./M.Com.	7	2	19,032	160·71
6	M.Sc.	7	2	20,948	176·88
7	B.E.	6	4	21,600	182·39
8	M.B.B.S.	6½	4½	27,544	232·58
9	B.V.Sc. & A.H.	6	4	28,344	239·34

The Director of Economics and Statistics has cautioned that the above estimates are based on a number of assumptions and are therefore subject to many limitations. We have taken note of his advice not to rely wholly on these estimates for purpose of our recommendations. There is no doubt, however, that the figures worked out by him pointedly bring out the need for more than one scale for Graduate entry posts.

4.18. On going through the recruitment qualifications prescribed for various posts carefully, we find that at least four grades are needed to cover the graduates in the different disciplines who enter service at the non-gazetted level. At the bottom, there has to be the grade of the Senior Clerk who when appointed by nomination would be a graduate in Arts, Science and Commerce. This would be Grade 7. Others who would fit into this grade will be the following:—

Designation	Recruitment qualifications
Statistical Assistant (Director of Economics and Statistics).	A degree in Mathematics, Statistics, Economics, etc.
Assistant Co-operative Officer	A degree.
Rationing Inspector	A degree.
Social Welfare Inspector	A degree.

4.19. A graduate in Agriculture will have to be provided with a slightly higher grade. This would be Grade 8. It will also take care of the following:—

Designation	Recruitment qualifications
Trained Graduate Teacher	A degree with a degree in Education.
Librarians	A degree with a degree or diploma in Library Science.
Probation Officer	A degree and diploma in Social work.

4.20. We have come across certain posts where, in addition to the graduate qualification, experience in some specialised field is required. The post of Assistant Deputy Educational Inspector in the Education Department is a case in point. Here in addition to a graduate plus B.Ed. qualification, a certain number of years' experience as a Secondary School Teacher is needed. Another example is that of Sub-Editors in the Directorate General of Information and Public Relations, who in addition to being graduates have to have a certain amount of experience in journalism. This grade will be Grade 9.

4.21. The highest investment in both time and money is seen to be needed in acquiring a graduate degree in Veterinary Science and Animal Husbandry. This is the degree prescribed for the post of Veterinary Officer. This grade, which will be Grade 10 will also cover Research Assistants in the Directorate of Economics and Statistics who are required to possess post-graduate qualifications. This grade can also serve as a promotional level for the other three grades indicated for graduates—Grades 7 to 9 wherever such a level exists between the entry level and Class II.

4.22. While on the subject of Graduates, we have also to take into account certain Diplomas, entailing post-S.S.C. studies of not less than three years. The most important among them are the Diplomas (a) in the different fields of Engineering, (b) in Dairy Science, (c) in Nursing and (d) Arts. Information regarding the duration of the course and cost on the same lines as for graduate courses has been furnished by the Director of Economics and Statistics in respect of (a) and (b) above. This is as under:—

Serial No.	Qualification	No. of years required for acquiring the qualifications after S.S.C. (i.e. 10th Std.)	No. of years presumed to have been spent in hostel	Total expenditure on the course including expenditure on maintenance	Annuity per month on the basis of total expenditure incurred
1	Diploma in Civil Engineering ..	3	3	11,111	93·82
2	Diploma in Dairy Science ..	4	2	11,226	94·79

Costwise, it would not have been unreasonable to assign to both these, Grade 7 i.e. the grade of the ordinary graduate, but in view of their restricted employability as a result of specialisation and also fewer avenues of promotion, we propose to give the benefit of Grade 8 to all these diploma-holders. An additional justification for recommending Grade 8 for the diploma-holders in Nursing i.e. Staff Nurses would be the loss of their present Messing Allowance which, we have recommended, should be considered as merged in the revised pay.

Special factors taken into account for gradation of certain posts

4.23. The framework that we have erected of grades and scales for the non-gazetted sector particularly from Grade 5 upwards is based, as we had occasion to point out earlier, mainly on the differences in the recruitment qualifications prescribed for the different levels as represented by certain well-known categories of posts. The reason why we have made the recruitment requirements the sole determinant of the gradation is that by and large we have found that they already take into account the degree of complexity of the duties to be discharged and the strains and risks attaching to them. We have, however, come across certain posts where we feel that the recruitment requirements cannot provide a complete basis for gradation, and that separate note has to be taken of certain other features of the job which warrant a gradation higher than would be justified on the basis of the recruitment qualifications only. The following table lists out the more important from among such posts, the gradation that would have been justified in their case on the basis of recruitment requirements alone and the special features of the job underlying the gradation we feel called up to propose for them:—

Department	Designation of the post	Recruitment requirements	Gradation justified on the basis of Col. 3	Special features	Gradation recommended
(1)	(2)	(3)	(4)	(5)	(6)
Mantralaya ..	Assistant	Degree	Gr. 7 }	Selection by State-wide competition.	Grade 8
Sales Tax ..	Inspector	Degree	Gr. 7 }		
Jail ..	Jailor (Gr. II)	Degree with prescribed physical standards.	Gr. 7	Strict disciplinary conditions.	Grade 8
Industries ..	Inspector	Degree	Gr. 7	Varied nature of duties.	Grade 8
Public Health ..	Laboratory Technician	Degree in Science.	Gr. 7 }	Work in a highly specialised and restricted field.	Grade 8
Public Health ..	X-ray Technician.	Degree in Science.	Gr. 7 }		
Fisheries ..	Assistant Superintendent.	Degree in Zoology.	Gr. 7 }		
Prohibition and Excise.	Sub-Inspector.	Intermediate with prescribed physical standards.	Gr. 6	Responsibility and discipline.	Grade 7
Forest ..	Forester	S.S.C.	Gr. 5	Work in difficult conditions.	Grade 6
Public Health ..	Social worker.	S.S.C.	Gr. 5	Lack of promotional opportunities.	Grade 6
Public Health ..	E.C.G. Technician.	S.S.C. with 6 months training.	Gr. 5	Specialised nature of work in a restricted field.	Grade 6
Police ..	Wireless Operator.	S.S.C.	Gr. 5	High responsibility	Grade 6

It will be seen that in the above cases we have recommended one grade higher than the grade which would have been justified on the basis of the educational qualifications prescribed for recruitment to the post. There are some cases in which we have considered it necessary to recommend even two grades higher than the grade to which the post would qualify on the basis of recruitment qualifications. Some instances where this has been done are shown in the table below:—

Department (1)	Designation of the post (2)	Recruitment requirements (3)	Gradation justified on Col. 3 (4)	Special features (5)	Gradation recommended (6)
Geology and Mining.	Geological Assistant.	M.Sc. or B.Sc. (Hons.) Degree in Geology.	Gr. 7 or Gr. 8	Work in difficult conditions.	Grade 10
Public Health	Physiotherapist/Occupational Therapist.	Degree in respective Branch.	Gr. 7	Specialisation in a restricted field and lack of promotional avenues.	Grade 9
Police	Sub-Inspector.	Intermediate with prescribed physical standards.	Gr. 6	High responsibility and strict disciplinary conditions.	Grade 8
Forest	Range Forest Officer.	Do.	Gr. 6	Work in difficult conditions.	Grade 8
Public Health	Leprosy Technician.	S.S.C. with 6 months' training.	Gr. 5	High risk of contracting the disease.	Grade 7

Gazetted Posts—Classification in Nineteen Grades

4.24. While we have accepted in a broad sense the status accorded by Government to the various gazetted posts and also their *inter se* relationships, we see considerable scope for rationalisation and reduction in the existing number of the gazetted scales. For example, as against a multiplicity of scales now current at the Class II level, one standard scale, together with its two parts, junior and senior, i.e. three scales in all, should suffice to cover all posts at the Class II level. At Class I proper, it is not so much a question of a number of different scales co-existing, as of different segments of the same scale having been used as separate scales. Here we feel that the requirements of rationalisation will be met if we get rid of this multiplicity of segments and lay down, as in the case of Class II posts, one standard Class I scale together with its junior and senior parts.

4.25. The number of scales needed above Class I proper will depend upon the minimum number of scales needed to cover the Heads of the Departments. Since some of the scales meant for Heads of Departments can also take care of the intermediate levels between Class I proper and the respective Heads of the Departments, it will be necessary to suggest appropriate pay-scales for left over levels only.

Heads of Departments

4.26. The following are some of the typical scales applicable to Heads of Departments at present:—

Scale	Applicable to
Rs. 1,800—100—2,000—125/2—2,300	.. Chief Engineer.
Rs. 1,800—100—2,000	.. Director of Agriculture, Director of Education, Director of Health Services etc.
Rs. 1,600—75—1,900—100—2,100	.. Administrator-General and Official Trustee.
Rs. 1,600—100—2,000	.. Chief Port Officer, Hydrographer.
Rs. 1,600—100—1,800	.. Director of Animal Husbandry, Director of Geology and Mining, Director of Arts, Director of Ground Water Survey.
Rs. 1,500—50—1,800—100—2,000	.. Charity Commissioner.

Scale	Applicable to
Rs. 1,300—60—1,600—100—1,800	.. Commissioner of Labour, Director of Insurance, Director of Forensic Science Laboratory, Director of Economics and Statistics etc.
Rs. 1,300—60—1,600	.. Director of Government Printing and Stationery, Director of Libraries, Marine Engineer, Coastal Engineer etc.
Rs. 1,100—50—1,300—60—1,600	.. Director of Fisheries.
Rs. 1,100—50—1,450	.. Director of Languages, Director of Sports, Director of Cultural Affairs etc.
Rs. 900—50—1,350	.. Director of Archives.

4.27. In our opinion there need not be more than four levels for Heads of Departments. We have accordingly classified the Heads of Departments into four groups taking into account the following:—

- (i) Size of the Department as can be judged from the number of employees working in the Departments and its annual budget.
- (ii) Qualifications and experience required to be possessed by the Head of Department personally.
- (iii) Responsibilities and vulnerability to public criticism, attaching personally to the Head of the Department.
- (iv) Dearth, if any, of officers possessing the requisite background and experience.

Applying the above criteria in each case, we have placed all the above mentioned officers in the four groups as shown below. The remarks column indicates the factor or factors from among (ii) to (iv) above which in our view warrants a higher grouping that would be justified on the basis of size alone i.e. (i) above:

Serial No.	Designation	Remarks
<i>Group I</i>		
1	Chief Engineer, I.D./P.W.D.	
2	Director of Agriculture.	
3	Director of Education.	
4	Director of Higher Education.	
5	Director of Technical Education.	
6	Director of Health Services.	
7	Director of Medical Education and Research.	
8	Dairy Development Commissioner.	
9	Chief Port Officer	.. Dearth of personnel.
<i>Group II</i>		
10	Additional Chief Engineer.	
11	Director of Accounts and Treasuries.	
12	Commissioner of Foods and Drugs	.. Personal responsibility and vulnerability to public criticism.
13	Inspector General of Prisons.	
14	Hydrographer	.. Dearth of personnel.
15	Director of Animal Husbandry.	
16	Charity Commissioner.	.. Personal responsibility and vulnerability to public criticism.
17	Director of Town Planning and Valuation	.. Personal expertise.
18	Architect to Government	.. Personal expertise.
19	Director of Economics and Statistics	.. Personal expertise.

Serial No.	Designation	Remarks
<i>Group III</i>		
20	Administrator General and Official Trustee ..	Personal responsibility and vulnerability to public criticism.
21	Director, Ground Water Survey ..	Personal expertise.
22	Chief Director, Information and Public Relation ..	Personal responsibility and vulnerability to public criticism.
23	Director of Art ..	Personal expertise.
24	Director of Geology and Mining ..	Personal expertise.
25	Director of Insurance ..	Personal expertise.
26	Director, Forensic Science Laboratory ..	Personal expertise.
27	Director, Printing and Stationery.	
28	Marine Engineer ..	Dearth of personnel.
29	Director of Inland Water Transport ..	Dearth of personnel.
30	Director of Fisheries.	
<i>Group IV</i>		
31	Director of Employment.	
32	Director of Libraries.	
33	Secretary, Maharashtra Public Service Commission.	
34	Coastal Engineer.	
35	Director of Languages.	
36	Director of Sports.	
37	Director of Cultural Affairs.	
38	Director of Archives.	

The above list does not include posts of Director of Ayurved and Heads of Smaller Departments and Officers like Registrar of Firms, Secretary, Board of Literature and Culture which we have evaluated separately.

Officers below Heads of Departments

4.28. Below the Heads of Departments at headquarters and also at the divisional level, and above the standard Class I scale, there are officers on different scales of pay as shown below:—

Scale	Applicable to
Rs. 1,600—100—2,000 (Rs. 1,700—2,100) ..	Additional Commissioner of Sales Tax.
Rs. 1,600—100—1,800 (Rs. 1,700—1,900) ..	General Manager, Greater Bombay Milk Scheme Joint Secretary to Government.
Rs. 1,300—60—1,600 (Rs. 1,410—1,700) ..	Superintending Engineer, Joint Director of Agriculture, Joint Director of Industries, Joint Director of Education, Joint Director of Technical Education, Joint Director of Accounts and Treasuries, Joint Director of Health Services, Deputy Dairy Development Commissioner.
Rs. 1,100—50—1,300—60—1,600 (Rs. 1,260—1,700) ..	Deputy Commissioner of Sales Tax, Additional Director, Economics and Statistics, Deputy Secretary to Government.
Rs. 1,100—50—1,450 (Rs. 1,260,—1,550) ..	Deputy Inspector General of Prisons.
Rs. 900—50—1,350 (Rs. 1,080—1,450) ..	Joint Registrar of Co-operative Societies, Superintending Agriculture Officers.
Rs. 700—50—1,300 (Rs. 880—1,410) ..	Joint Director of Economics and Statistics, Dairy Development Officer.

Following broadly the existing relativities as represented by the existing scales of pay we feel that all the above mentioned intermediate levels except the last two can be covered by the scales that we recommend for the Heads of Departments belonging to Groups II, III and IV. Only in respect of the present scales of Rs. 900—50—1,350 and Rs. 700—50—1,300, we shall need one more revised scale which will be in between the scale that we recommend for the Heads of Departments of Group IV, and the senior part of the standard Class I scale.

4.29. It will be seen from the above that eleven scales are sufficient to cover all the gazetted categories from Class II at the bottom to the Head of the Department at the top. In addition there will be the scale for the Secretaries to Government in Law and Judiciary Department, Irrigation Department and Public Works Department. To these twelve scales will have to be added three U.G.C. scales which we propose to adopt for certain teaching categories in the medical and engineering colleges. Since those scales also are based on the same consumer price index as has been adopted by us for our recommendations, we have no difficulty in incorporating these U.G.C. scales in our list.

4.30. We shall see when we deal with the Directorates of (1) Medical Education and Research, (2) Health Services and (3) Employees State Insurance Scheme, that four more scales will have to be constructed by combination of some of the scales discussed above for meeting the special requirements of these Departments thereby taking the required number of gazetted scales to nineteen.

CHAPTER 5

FORMULATION OF PAY-SCALES

Non-Gazetted—Ten scales

5.1. We have already indicated earlier our approach in regard to the non-gazetted scales from the point of view of restoration of the erosion, if any, in the real income as it existed on 1st April 1966 and also in regard to comparability with the Government of India pay-scales. Our endeavour will be broadly to ensure as far as possible that the revised scales do not leave uncovered the erosion in real income of non-gazetted categories since the pay-scales were revised with effect from 1st April 1966. Of course, this should not be taken to mean that every single existing scale will be so protected. It is possible that some of the posts were over-rated in the last revision or therefore, and as a matter of rationalisation they might have to be now equated with posts which at present carry somewhat lower scales of pay. It would not be reasonable in our view to contend that even in such cases the revised scale should fully restore the erosion in real income. Our other attempt will be to maintain the slight edge in terms of a better pay-scales our lower categories had over their counterparts in the Centre. With these two objectives at the back of our mind, we shall now proceed to the formulation of the thirty scales needed for the 10 non-gazetted and 19 gazetted grades that we have identified as the minimum necessary for a rationalised pay structure in the State.

Grade 1

5.2. The minimum remuneration that we have recommended viz. Rs. 196 already provides one end of the scale to be fixed for Grade 1. The existing scale for this category is Rs. 75—1—80—2—100 which together with dearness pay works out to Rs. 175 at the minimum and Rs. 212 at the maximum. This is a 15-year scale. Representatives of all the Unions of Class IV employees who appeared before us have pleaded for a longer scale on the ground that the promotional avenues available to this category of employees are very limited. An employee at this level normally enters service at a fairly young age and remains in service for nearly forty years, in several cases without any promotion. The demand for a relatively long scale is justified in our opinion and we recommend for this grade a 15-year scale followed by a 5-year extension as under:—

Rs. 196—3—235—5—245—Extn.—3—260

(The concept and significance of the extension will be explained when we discuss the question of Selection Grades later).

5.3. The corresponding scale in the Government of India is Rs. 196—3—232 which is a 12-year scale. It is needless to point out that the scale we have recommended is better than the Government of India scale. For purposes of comparison with other States, the figures have to be brought on to a common base date with the inclusion of whatever dearness allowance was admissible in the different States on that date. The information that we have been able to collect regarding the minimum and maximum emoluments inclusive of dearness allowance in the different States relates to as on 1st January 1976. We have therefore added the Dearness Allowance as admissible on 1st January 1976 in Maharashtra to the revised scale that we have proposed. On this basis, the minimum and maximum in Maharashtra work out to Rs. 250·00 and Rs. 319·70 respectively. The comparable position in some of the other States is indicated below:—

State	Minimum Rs.	Maximum Rs.
1. Punjab	166·20	200·20
2. Haryana	170·00	266·80
3. Jammu and Kashmir	200·00	265·00
4. Madhya Pradesh	203·40	249·20
5. Tamil Nadu	215·10	294·20
6. Karnataka	221·00	274·60
7. Uttar Pradesh	231·80	301·80
8. Orissa	249·00	311·25
9. Gujarat	275·20	325·20
10. Kerala	312·00	407·00

It will be seen from the above that the scale we are recommending for Grade 1 will compare favourably with the scales prevailing in other States.

Grade 2

5.4. As indicated earlier, the most representative categories of this grade will be that of the Forest and Prison Guards and the Prohibition Sepoys. The present pay-scale of these categories is Rs. 80—2—98—3—110 (Rs. 180—249). Here also we see a justification for a long enough scale in view of the paucity of promotional opportunities and, therefore, the possibility of stagnation. We, therefore, recommend a 15-year *plus* 5-year extension scale of

Rs. 200—5—250—7—285—10—295—Extn.—7—330
for this grade.

Grade 3

5.4A. As we have indicated earlier, this grade is mainly intended for the Police Constable whose present pay-scale is Rs. 90—2—96—3—120 (Rs. 202—259). In addition, all Police Constables get a Special Duty Allowance of Rs. 20 and the Police Constables in Greater Bombay get an additional Combined Cadre Special Pay of Rs. 10. For reasons to be specified later, we do not propose to merge the Special Duty Allowance in the revised pay-scale to be recommended for the Police Constable. On the other hand, we shall argue for treating the Combined Cadre Special Pay as having been merged in the revised pay-scale so far as the Greater Bombay Police Constable is concerned. Here also we see justification for a longer scale than is available at present. Taking all these aspects of the matter into the account, we propose a 15-year *plus* 5-year extension scale of

Rs. 220—5—250—7—285—10—325—Extn.—7—360
for this grade i.e. Grade 3.

Grade 4

5.5. This is the sub-clerical-*cum*-executive grade typified by Bailiffs, Malaria Surveillance Workers and Vaccinators all of whom are on the existing pay-scale of Rs. 95—3—125—E.B.—3—146—4—150 (Rs. 207—313). We propose for this grade, i.e. Grade 4, a 15-year *plus* 5-year extension scale of

Rs. 250—7—285—10—385—Extn.—7—420.

Grade 5

5.6. We now come to Grade 5 which is in the main grade of an S.S.C. holder i.e. a Clerk Like the Peon/Watchman/Sweeper, this is an important common category which exists in almost every office. The present pay-scale is Rs. 115—4—135—5—160—E.B.—5—185—6—215 (Rs. 254—411). Following the recommendations of the Third Central Pay Commission, the Government of India has prescribed a revised pay-scale of Rs. 260—6—290—E.B.—6—326—8—366—E.B.—8—390—10—400 for its Clerks. We have not come across any recognised norms for fixing the minimum remuneration of a white collar worker like a Clerk. However, having regard to relativities that we seek to establish with the pay-scales of Government of India, we are of the opinion that the minimum of the pay-scale of Grade 5 should be the same as that of the Clerk's pay-scale under the Government of India viz. Rs. 260. The existing pay-scale is fairly long—with a duration of 20 years and in addition there is a Selection Grade of Rs. 135—250 (Rs. 274—446) for 10 per cent of the posts in the offices where the number of higher grade posts available for promotion is less than 50 per cent of the posts of Clerks. We shall have occasion to clarify later our considered view that Selection grades are no solution to the problem of stagnation and that a 5-year extension beyond what could otherwise be considered a reasonable span is a better provision against stagnation than the Selection grades. We have, therefore, to bear in mind the fact that there will be no Selection grade for Clerk in our scheme, while determining the span of the scale to be recommended for Grade 5. We think a 15-year *plus* 5-year extension scale of

Rs. 260—10—390—15—420—Extn.—10—470
will be a suitable scale for Grade 5.

5.7. It is needless to underline the fact that this will be a better scale than what the Government of India has sanctioned to its Clerks. For a comparison with other States, the same exercise has been made as was done in the case of Peon, viz. to compare emoluments at both the minimum and the maximum in the different States as on 1st January 1976. Together with the dearness allowance admissible as on 1st January 1976, the revised scale that we have proposed will yield Rs. 319·70 at the minimum and Rs. 554·60 at the maximum. These will have to be compared with the minima and maxima in the different States as under:—

State	Minimum Rs.	Maximum Rs.
1. Jammu and Kashmir	232·00	365·00
2. Punjab	247·00	486·00
3. Haryana	249·00	421·00

State	Minimum Rs.	Maximum Rs.
4. Karnataka	268·00	459·00
5. Madhya Pradesh	272·80	438·00
6. Uttar Pradesh	278·00	434·00
7. Tamil Nadu	314·60	445·00
8. Orissa	317·50	423·00
9. Kerala	353·00	543·00
10. Gujarat	364·00	518·00

It will be seen that the scale that we have recommended will compare very favourably with the scales prevailing in the different States.

Grade 6

5.8. This, as we have indicated earlier, is the grade of those employees who have to undergo a 1 year or 2 years diploma or certificate course in some specialised field, after S.S.C. The most prominent examples are the Trained Primary School Teachers whose present pay-scale is Rs. 120—4—140—5—165—E.B.—5—190—6—220 (Rs. 259—416) and the Sanitary Inspectors whose scale is Rs. 145—5—185—E.B.—6—233—7—240 (Rs. 284—436). We have found that the promotional opportunities available for these posts also are meagre. We therefore feel that a 15-year *plus* 5-year extension scale of

* Rs. 290—10—390—15—465—Extn.—10—515

will meet the requirements of this grade—Grade 6.

Grades 7-10

5.9. These grades, as explained earlier, are needed to take care of the differential investments involved in acquiring graduate qualification in the different disciplines. In this connection, we have to go back to the information furnished by the Director, Economics and Statistics reproduced in para 4.17. While we accept the Director's caveat regarding using the data furnished by him with caution, there is no doubt that the figures furnished by him give very useful guidance regarding the fixing of the minima of the four scales for these four grades. Taking this cue and also taking into account the extent of stagnation noticed among these four categories of graduate entry level posts, we recommend the following pay-scales for them:—

Grade 7 : Rs. 335—15—500—20—580—Extn.—15—655
(A span of 15 years plus 5 year-extension).

Grade 8 : Rs. 365—15—500—20—660—Extn.—15—735
(A span of 17 years plus 5 year-extension).

Grade 9 : Rs. 395—15—500—20—700—Extn.—15—775
(A span of 17 years plus 5 year-extension).

Grade 10 : Rs. 500—20—700—25—900
(A span of 18 years).

It will be seen that we have not proposed any extension in the pay-scale for Grade 10. This is because although this grade will cover a few graduate entry levels like the Veterinary Officer, it will mainly serve as a promotional level for Grades 7, 8 and 9. In our opinion, a promotional level does not require the same protection against possibility of stagnation as an entry level.

5.10. Before we proceed to the question of the pay-scales for the gazetted grades, we must examine how the scales that we have recommended for the graduate entry levels compare with similar scales under the Government of India. Our Grade 7 will be predominantly the grade of the Senior Clerk here and, therefore, can be compared with the Senior Clerk's pay-scale under the Government of India's pay structure. Our Grade 8 lends itself for comparison with the pay-scales that the Government of India has fixed for Junior Engineers. We could not readily find comparable categories under the Government of India for our Grades 9 and 10. The comparison between the scales of Senior Clerk and Junior Engineer is given below:—

Category	Grade and scale of pay recommended by us	Scale of pay sanctioned by the Government of India
Senior Clerk ..	Gr. 7—Rs. 335—15—500—20—580—Extn.—15—655.	Rs. 330—10—380—E.B.—12—500—E.B.—15—560.
Junior Engineer	Gr. 8—Rs. 365—15—500—20—660—Extn.—15—735.	Rs. 425—15—500—E.B.—15—560—20—700.

It will be seen that the scale of pay recommended by us for Senior Clerk is substantially higher than that of the Government of India for the same category. This is in consonance with our approach to fix the pay scales of lower categories of posts somewhat higher than Government of India's scales for comparable categories. The scale of pay proposed by us for Junior Engineers has a higher maximum but a lower minimum than the Government of India's scale and can on the whole be said to be comparable with the latter.

5.11. To sum up, we have fixed following ten scales for the ten grades we have suggested to cover all non-gazetted posts:—

- Gr. 1—Rs. 196—3—235—5—245—Extn.—3—260.
- Gr. 2—Rs. 200—5—250—7—285—10—295—Extn.—7—330.
- Gr. 3—Rs. 220—5—250—7—285—10—325—Extn.—7—360.
- Gr. 4—Rs. 250—7—285—10—385—Extn.—7—420.
- Gr. 5—Rs. 260—10—390—15—420—Extn.—10—470.
- Gr. 6—Rs. 290—10—390—15—465—Extn.—10—515.
- Gr. 7—Rs. 335—15—500—20—580—Extn.—15—655.
- Gr. 8—Rs. 365—15—500—20—660—Extn.—15—735.
- Gr. 9—Rs. 395—15—500—20—700—Extn.—15—775.
- Gr. 10—Rs. 500—20—700—25—900.

It will be noted that out of the ten scales we have formulated, nine scales proposed for Grade 2 to Grade 10 are, in fact, segments of just three running scales each meant to cover posts falling broadly into three groups as shown below:—

Serial No.	Running scale	Coverage	Segments of the running scale	Grade
1	Rs. 200—5—250—7—285—10—385.	All Class IV posts above the lowest level and lower categories of Class III posts.	(i) Rs. 200—5—250—7—285—10—295 (with Extn.—7—330).	2
			(ii) Rs. 220—5—250—7—285—10—325 (with Extn.—7—360)	3
			(iii) Rs. 250—7—285—10—385—(with Extn.—7—420).	4
2	Rs. 260—10—390—15—465	All Class III posts for which entry qualification is S.S.C. or equivalent and other equivalent promotional posts.	(i) Rs. 260—10—290—15—420 (with Extn.—10—470).	5
			(ii) Rs. 290—10—390—15—465 (with Extn.—10—515).	6
3	Rs. 335—15—500—20—700—25—900.	All graduate entry level Class III posts and other equivalent promotional posts.	(i) Rs. 335—15—500—20—580 (with Extn.—15—655).	7
			(ii) Rs. 365—15—500—20—660 (with Extn.—15—735).	8
			(iii) Rs. 395—15—500—20—700 (with Extn.—15—775).	9
			(iv) Rs. 500—20—700—25—900	10

By following this method, we have been able to bring about uniformity in the incremental rates in different scales applicable to posts falling broadly in the same group.

5.12. In structuring the pay scales we have also tried to improve the incremental rates particularly at lower levels. This will be clear from a comparison of the incremental rates in the existing and the proposed scales of the two most important categories shown below:—

Category	Existing scale	Proposed scale
Peon	.. Rs. 75—1—80—2—100	.. Rs. 196—3—235—5—245—Extn.—3—260.
Clerk	.. Rs. 115—4—135—5—185—6—215.	Rs. 260—10—390—15—420—Extn.—10—470.

Gazetted—Twenty pay-scales

Class II (three scales)

5.13. The lowest of the gazetted levels is the one represented by Class II. The Badkas Commission had recommended two scales as standard Class II scales, one for posts to which Medical and Engineering Graduates are appointed and the second for all other posts. Based on the recommendation, the two scales prescribed for Class II Officers were (i) Rs. 325—25—

550—30—610—E.B.—30—880 and (ii) Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—830. In the latter scale the Commission had also suggested a higher minimum for Officers of some Departments. Since then there has been a proliferation in the number of pay-scales at this level. The important ones among these are shown below:—

Scale	Applicable to
Rs. 400—940 (Rs. 610—1120)	.. Lecturer in Engineering Colleges.
Rs. 325—940 (Rs. 521—1120)	.. Deputy Engineer, P.W.D./I.D.
Rs. 325—910 (Rs. 521—1090)	.. Sub-Divisional Engineer, P.W.D./I.D.
Rs. 325—880 (Rs. 521—1060)	.. Sub-Divisional Officer, P.W.D./I.D.
Rs. 325—880 (Rs. 521—1060)	.. Medical Officer, Class II.
Rs. 380—830 (Rs. 576—1010)	.. Chief Librarian, M.L.S., L. & J.D.
Rs. 340—830 (Rs. 536—1010)	.. Accounts Officer, Class II, Assistant Conservator of Forest.
Rs. 300—830 (Rs. 496—1010)	.. Class II Officers in most Departments.

We see no justification for so many scales at the Class II level. We therefore propose one uniform scale of Rs. 600—30—750—E.B.—40—1150 for Class II Officer of all Departments. An exception will have to be made in the case of the Medical Officers of Class II in the Directorates of (a) Medical Education and Research, (b) Health Services and (c) Employees State Insurance Services, where a higher scale has to be prescribed for certain special reasons which will be explained later.

5.14. The standard Class II scale under the Government of India is Rs. 650—30—740—35—810—E.B.—35—880—40—1000—E.B.—40—1200. This means that the scale we have recommended is lower than the Government of India Class II scales both at the minimum and the maximum. This is in consonance with the approach that we adumbrated earlier viz., that in the matter of parity with the Government of India scales, we are averse to suggesting full parity in the higher levels, while we would have no hesitation in recommending more than parity so far as the lower levels are concerned.

5.15. In spite of this disparity with reference to the Government of India scale for Class II, it should be noted that the scale we have recommended represents a substantial betterment in comparison with the eroded value of the existing scale + Dearness Pay. It surpasses even the 1966 value of the scale as adjusted for the price index of 200, constituting as it does 105·7% of the real income represented by the 1st April 1966 emoluments. The scale that we have recommended to the next below level e.g. Superintendent, can be represented as amounting to 102·8% of the 1st April 1966 level of emoluments as adjusted for the price-index change since then. The corresponding presentation of next higher level viz., Class I works out to 95·2% with reference to its worth in 1966. At the Class II level, therefore, which is in between, one would have expected the new scale to constitute a percentage figure in between 95·2 and 102·8 of its value in 1966. The betterment actually provided by the scale recommended by us goes beyond the trend we have liked to be maintained. The reason why we propose to let this pass is that the existing Class II scale in the State was unduly depressed in comparison with the Government of India Class II scale as it existed prior to the recent revision.

5.16. Class II officers in some Departments are on various segments of Class II scales, as will be seen from the following typical cases:—

Segments of Standard Class II scales	Illustrative posts to which the segment is applicable
Rs. 300—525	.. District Employment Officer.
Rs. 300—625	.. Government Labour Officer.
Rs. 300—750	.. District Inspector of Land Records.
Rs. 420—625	.. Personal Assistant to Inspector General of Prisons.
Rs. 400—830	.. Assistant Director, Social Welfare.
Rs. 460—830	.. Information Officer.

Here also wherever possible, we propose to recommend the full Class II scale for the posts which at present carry only a lower segment of Class II scale. Particularly, in the case of District Officers in Class II who are at present on lower segments of Class II scales, we want to recommend the Full Class II scale e.g. the District Class II to officers of the Labour, Employment, Social Welfare and Publicity Departments.

5.17. Where, however, on administrative grounds it becomes necessary to retain two levels for Class II Officers, e.g. Gazetted Matrons, we have divided the Standard Class II scale into two parts—the Junior and the Senior as under:—

Class II Junior .. Rs. 600—30—750—40—950.
Class II Senior .. Rs. 750—40—1150.

Thus, except in those cases where we have reason to recommend a change of the classification of the post, we propose to cover every existing Class II post in every Department by one or the other of the following three scales:—

Grade 11—Class II (Junior) .. Rs. 600—30—750—40—950.
Grade 12—Class II (Full) .. Rs. 600—30—750—E.B.—40—1150.
Grade 13—Class II (Senior) .. Rs. 750—40—1150.

Class I (three scales)

5.18. The next higher gazetted level is the Class I proper represented by what is known as the Standard Class I scale of pay, which is Rs. 410—30—650—E.B.—45—1100—50—1200 (Rs. 620—1360). Posts carrying this scale in all the Departments have been considered as equal although the nature of duties and the territorial jurisdiction of the posts and qualifications prescribed for recruitment thereto might differ from Department to Department. We propose to place all such posts on the revised Standard Class I scale of Rs. 680—40—1000—E.B.—50—1500 except where for special reasons which we have specified at the appropriate places, a different scale has been considered necessary.

The Government of India's Standard Class I scale is slightly higher being Rs. 700—40—900—E.B.—40—1100—50—1250—E.B.—50—1600. The difference as we have already indicated has a justification, and is in consonance with our approach in regard to the comparability of the State's scales with those of the Government of India.

In some Departments, segments of the Standard Class I scale are found to have been prescribed for certain posts. A few typical instances are shown below:—

Segment of Standard Class I scale	Illustrative posts to which the segment is now applicable
Rs. 410—30—650—45—1010 ..	.. Assistant Engineer, I.D./P.W.D.
Rs. 510—30—650—45—1100 ..	.. Superintendent of Land Records.
Rs. 560—30—650—45—920 ..	.. Registrar, Small Causes Court.
Rs. 560—30—650—45—1010 ..	.. Reader in Medical Colleges.
Rs. 650—45—1010 ..	.. Registrar, City Sessions Court.
Rs. 650—45—1100—50—1200 ..	.. Executive Engineer, I.D./P.W.D.
Rs. 740—45—1100—50—1200 ..	.. Deputy Director, Accounts and Treasuries.
Rs. 785—45—1100—50—1200 ..	.. Assistant Commissioner of Sales Tax.
Rs. 830—45—1100—50—1200 ..	.. Superintendent of Central Prisons.

Except where the lower and the higher segments of the Standard Class I scale represent two consecutive levels of responsibility in the same hierarchy e.g. Assistant Engineer (Class I) and Executive Engineer, we propose as a matter of rationalisation to recommend the full Class I scale for the posts which are now on the lower segment of the Class I scale. Where two district levels have to be provided for within the limits of the Standard Class I scale, we propose the division of the scale into two parts—the Junior and Senior as under:

Class I—Junior .. Rs. 680—40—1000—50—1250.
Class I—Senior .. Rs. 1000—50—1500.

Thus, barring some exceptions which have been explained at the appropriate places, we intend covering all posts at present on the standard Class I scale or its segments by the following three scales:—

Grade 14—Class I (Junior) .. Rs. 680—40—1000—50—1250.
Grade 15—Class I (Full) .. Rs. 680—40—1000—E.B.—50—1500.
Grade 16—Class I (Senior) .. Rs. 1000—50—1500.

Scales above standard Class I (thirteen scales)

Heads of Departments (four scales)

5.19. For grades beyond Grade 16, it would be convenient to approach the matter from the other end viz. the scale to be fixed for the top-most category of Head of Department. It will be recalled that we have already decided that the maximum of the scale of the highest level of Head of Department should be Rs. 2,500 and no more. The present pay-scales of the posts of Heads of Departments whom we have recommended for inclusion in Group I are:—

Rs. 1800—2300 (Rs. 1900—2350)

Rs. 1800—2000 (Rs. 1900—2100)

Rs. 1600—2000 (Rs. 1700—2100)

We feel that the following scale will be appropriate for the Heads of Departments of Group I:—

Rs. 2250—125/2—2500.

5.20. Before we go to the next below level, it would be worth while taking note of the fact that the Chief Engineer as a Head of Department belonging to Group I will be eligible for this scale, whereas a Chief Engineer in the Government of India gets the pay-scale of (i) Rs. 2250—125/2—2500 (for 50 per cent of posts) and (ii) Rs. 2500—125/2—2750 (for 50 per cent of posts). There is thus a disparity. But this, in our opinion, is as it should be. We have already explained earlier that in the matter of comparability with the Government of India scales, our approach will be to keep our scales slightly lower than the Government of India scales at the higher rungs of the ladder, while we would not mind even improving upon the Government of India scales so far as the lower categories are concerned.

5.21. The next below level is that of the Heads of Departments of Group II whose present pay-scales are:—

Rs. 1800—2000 (1900—2100)

Rs. 1600—2000 (1700—2100)

Rs. 1600—1800 (1700—1900)

Rs. 1500—2000 (1600—2100)

Rs. 1300—1800 (1410—1900)

Rs. 1300—1600 (1410—1700)

Our recommendation for this level is:

Rs. 2000—125/2—2250

5.22. The next below level is that of the Heads of Departments of Group III. Their present pay-scales are:—

Rs. 1600—2100 (1700—2200)

Rs. 1600—1800 (1700—1900)

Rs. 1600—2000 (1700—2100)

Rs. 1300—1800 (1410—1900)

Rs. 1300—1600 (1410—1700)

Rs. 1100—1600 (1260—1700)

We are of the opinion that the appropriate pay-scale for this level would be:—

Rs. 1700—75—2000.

5.23. The next below level is that of the Heads of Departments of Group IV, where the present pay-scales are:—

Rs. 1300—1800 (1410—1900)

Rs. 1300—1600 (1410—1700)

Rs. 1100—1450 (1260—1550)

Rs. 900—1350 (1080—1450)

The pay-scale that appears appropriate to us for this level is:

Rs. 1500—50—1550—75—1925.

Intermediate Levels (four scales including three of Heads of Departments)

5.24. In regard to the intermediate levels, our first task, from the point of view of avoiding a multiplicity of scales, would be to see how far these levels can be covered by the scales that we have formulated for the Heads of Departments. The scale that we have recommended for the Head of Department of Group II viz. Rs. 2000—125/2—2250 can conveniently apply to the post of Additional Commissioner of Sales Tax whose present pay-scale is Rs. 1600—2000 (Rs. 1700—2100). The scale we have proposed for Heads of Department of Group III viz. Rs. 1700—2000 will be found to be eminently suitable for the post of Additional Director of Marketing in the Co-operation Department whose present pay-scale is Rs. 1300—1600 plus Rs. 300 Special Pay (Rs. 1700—2000). Similarly, the scale that we have suggested for the Head of Department of Group IV viz. Rs. 1500—1925 would be most appropriate for posts like Superintending Engineer, Joint Director of Agriculture, Joint Director of Industries, Joint Director of Education, Joint Director of Technical Education, Joint Director of Accounts and Treasuries, Deputy Dairy Development Commissioner, Deputy Commissioner of Sales Tax, Additional Director, Economics and Statistics and Deputy Inspector-General of Prisons. The present pay-scales covered in this Group are:

Rs. 1300—1600 (1410—1700)

Rs. 1100—1600 (1260—1700)

Rs. 1100—1450 (1260—1550)

5.25. Before we turn to the remaining intermediate levels, note has to be taken of the fact that the scale to which a Superintending Engineer here will qualify under our recommendations, will be lower than that of a Superintending Engineer in the Government of India. The scale we are recommending for him here is Rs. 1500—1925 whereas the corresponding Government of India scale is Rs. 1500—60—1800—100—2000. It is needless to say that this disparity is consistent with our approach to which we have already made repeated reference in regard to the comparability of our scales with those of the Government of India.

5.26. There are certain intermediate level posts like the Joint Registrar of Co-operative Societies, Superintending Agricultural Officer, Joint Director of Economics and Statistics, Dairy Development Officer etc. who today occupy a level somewhere in between the senior part of standard Class I and the level just discussed viz. that of the Superintending Engineer, Joint Director of Agriculture etc. The present scales at this level now are:

Rs. 900—1350 (1080—1450)

Rs. 700—1300 (880—1410)

We feel that the following scale will be appropriate at this level:—

Rs. 1100—50—1500—75—1700.

U.G.C. Scales (Three)

5.27. We have thus already framed five pay-scales for five grades above Grade 16. As indicated earlier, we have to incorporate in this list the following U.G.C. scales which we shall have occasion to recommend for certain teaching categories in the Medical and Engineering Colleges:—

(i) Rs. 700—40—1100—50—1300—Assessment—50—1600

(ii) Rs. 1200—50—1300—60—1900

(iii) Rs. 1500—60—1800—100—2000—125/2—2500

Special Combination Scales (Four)

5.28. For the special requirements of the Directorates of (a) Medical Education and Research, (b) Health Services, and (c) Employees State Insurance Scheme we shall have to frame certain combination scales as under from out of the scales formulated above:—

Scales to be combined	Combined scale
Rs. 1000—1500 } 1100—1700 }	Rs. 1000—50—1550—75—1700
Rs. 1100—1700 } 1450—1850 }	Rs. 1100—50—1500—75—1925
Rs. 1700—2000 } 2000—125/2—2250 }	Rs. 1700—75—2000—125/2—2250
Rs. 2000—2250 } 2250—2500 }	Rs. 2000—125/2—2500

Pay-scale of Secretary to Government (One)

5.29. Reference has already been made to the need for adopting in our gradation the scale of the Secretary to Government which will be the same as the super-time scale in the IAS cadre viz. Rs. 2500—125/2—2750.

5.30. All the 19 grades and scales which we are proposing to cover all gazetted posts can be written down in an ascending order as under:—

- Gr. 11—Rs. 600—30—750—40—950.
- Gr. 12—Rs. 600—30—750—40—1150.
- Gr. 13—Rs. 750—40—1150.
- Gr. 14—Rs. 680—40—1000—50—1250.
- Gr. 15—Rs. 680—40—1000—50—1500.
- Gr. 16—Rs. 1000—50—1500.
- Gr. 17—Rs. 700—40—1100—50—1300—Assessment—50—1600.
- Gr. 18—Rs. 1000—50—1550—75—1700.
- Gr. 19—Rs. 1100—50—1550—75—1700.
- Gr. 20—Rs. 1200—50—1300—60—1900.
- Gr. 21—Rs. 1100—50—1550—75—1925.
- Gr. 22—Rs. 1500—50—1550—75—1925.
- Gr. 23—Rs. 1700—75—2000.
- Gr. 24—Rs. 1700—75—2000—125/2—2250.
- Gr. 25—Rs. 2000—125/2—2250.
- Gr. 26—Rs. 1500—60—1800—100—2000—125/2—2500.
- Gr. 27—Rs. 2000—125/2—2500.
- Gr. 28—Rs. 2250—125/2—2500.
- Gr. 29—Rs. 2500—125/2—2750.

5.31. As in the case of the ten pay-scales formulated for non-gazetted employees, the above scales (except the three U.G.C. scales Grades 17, 20 and 26, which we have adopted for certain teaching categories of posts) are segments of two running scales as shown below:—

Serial No.	Running scale	Coverage	Segments of running scale	Grade
1	Rs. 600—30—750—40—1150	Class II posts	(i) Rs. 600—30—750—40—950 (ii) Rs. 600—30—750—40—1150 (iii) Rs. 750—40—1150	11 12 13
2	Rs. 680—40—1000—50—1550 —75—2000—125/2—2750	Class I posts and above	(i) Rs. 680—40—1000—50—1250 (ii) Rs. 680—40—1000—50—1500 (iii) Rs. 1000—50—1500 (iv) Rs. 1000—50—1550—75—1700 (v) Rs. 1100—50—1550—75—1700 (vi) Rs. 1100—50—1550—75—1925 (vii) Rs. 1500—50—1550—75—1925 (viii) Rs. 1700—75—2000 (ix) Rs. 1700—75—2000—125/2— 2250. (x) Rs. 2000—125/2—2250 (xi) Rs. 2000—125/2—2500 (xii) Rs. 2250—125/2—2500 (xiii) Rs. 2500—125/2—2750	14 15 16 18 19 21 22 23 24 25 27 28 29

In this way we have been able to bring about a uniformity in the rates of increments in the case of these scales also.

5.32. In paragraph 3.33 we had referred to the erosion suffered on 1st January 1973 by employees at various levels in their real incomes in relation to the emoluments fixed on 1st April 1966 on the basis of the recommendations of the Badkas Commission. Now that we have formulated the revised pay-scales, we might examine how these levels will fare with their revised scales in comparison with their position as on 1st April 1966. The table below gives (i) the average emoluments as on 1st April 1966 adjusted for the increase in the cost of living between

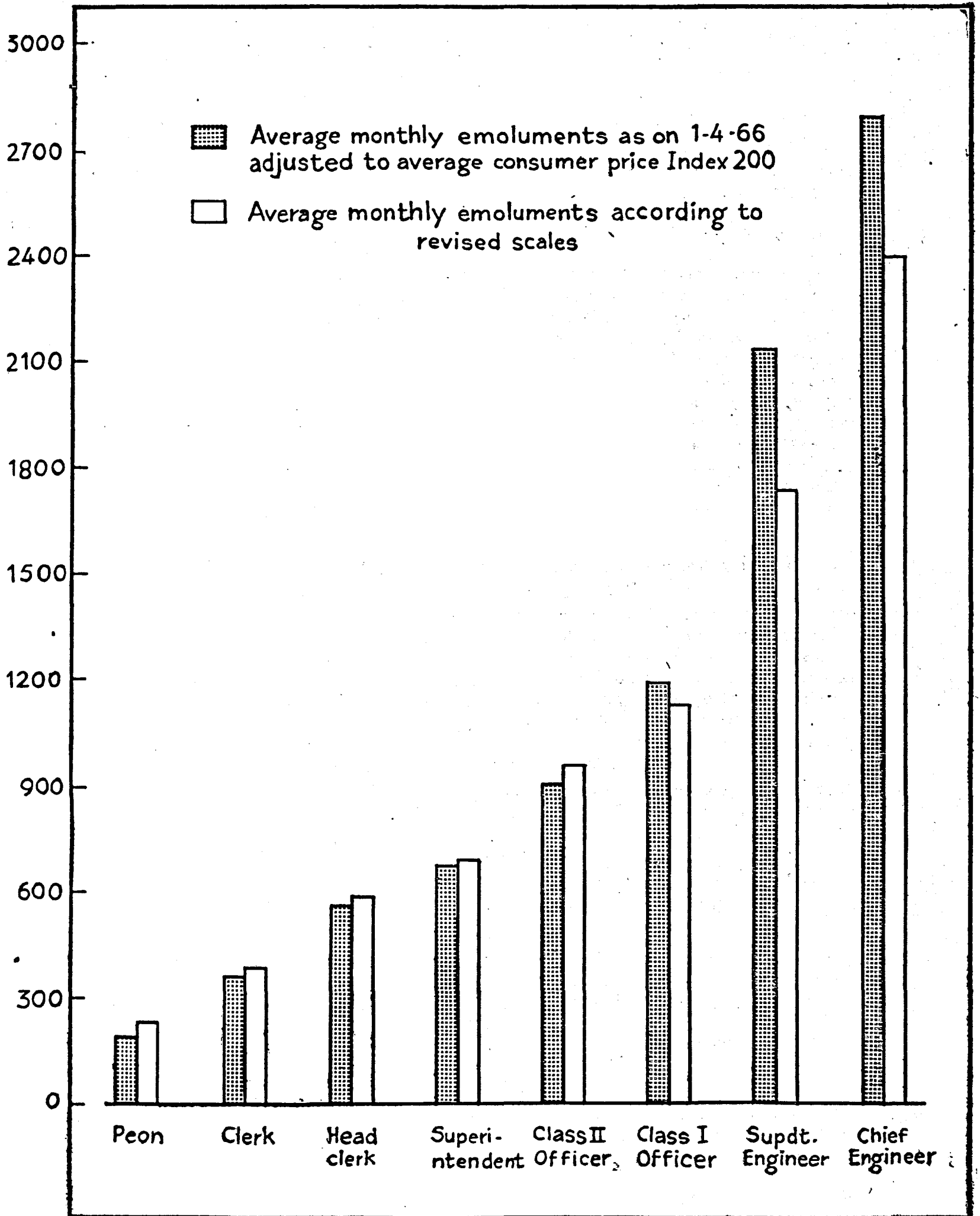
1st April 1966 and 1st January 1973, (ii) the average revised emoluments which would be admissible on 1st January 1973 according to our proposals and (iii) the percentage ratio of the revised emoluments to the adjusted emoluments:—

Category	Average monthly emoluments as on 1-4-1966 adjusted for Index 200 prevailing on 1-1-1973	Average monthly revised emoluments admissible in the revised scale	Percentage of Column 3 to Column 2)
(1)	(2)	(3)	(4)
Peon	186·05	227·24	122·13 (105·73)
Clerks	360·38	383·65	106·46 (93·96)
Head Clerk ..	565·09	582·83	103·14 (87·60)
Superintendent ..	670·53	689·47	102·82 (85·28)
Class II Officer ..	904·79	956·25	105·69 (80·17)
Class I Officer ..	1185·14	1127·73	95·15 (78·78)
Superintending Engineer	2125·13	1731·25	81·46 (74·76)
Chief Engineer ..	2795·14	2392·86	85·61 (76·41)

(The figures in brackets in Column 4 show the percentage ratio of the average monthly emoluments actually drawn on 1st January 1973 in relation to the emoluments shown in Column 2).

The above position is graphically represented on page No. 32A.

5.33. It will be seen that the revised scales suggested by us leave no part of the erosion uncovered in the case of the non-gazetted categories. Indeed our proposals result in a betterment in the real income which varies inversely with the levels, the betterment being the highest in the lowest category. One would have expected a lesser betterment for Class II as compared to Superintendent. The reason why this is not so is that in existing Class II scale was very much depressed in comparison with the Class II scale of the Central Government and we have deliberately stepped it up so as to bring it nearer to the Government of India's scale. The levels above Class II will be seen to have gained considerably in the revision, but in their case the erosion does not get fully restored. This, as has been clarified earlier, is in accordance with our general approach.



CHAPTER 6

STRUCTURE OF THE PAY-SCALES

6.1. In the preceding chapter we have explained the considerations which have gone into the formulation of various scales recommended by us. In this chapter we propose to deal with certain issues closely connected with structuring of the pay scales.

Efficiency Bars — Abolition in Non-Gazetted scales

6.2. Even after several Pay Commissions have pronounced their considered views about the necessity or otherwise of providing efficiency bars in pay scales, the subject matter has continued to remain as controversial as ever. While the employees' side has always been critical and even bitter against provision of efficiency bars in any pay scales, the administrative point of view has generally been in favour of providing one or two bars at least in long pay scales. The main argument against the efficiency bars is that whenever there is any need to take action against any employee on grounds of inefficiency, there are already provisions in the relevant B. C. S. (C. C. & A.) Rules for taking necessary action and there is, therefore, really no need to provide for efficiency bars in the pay scales, which are frequently used as instruments for harassing the employees on grounds not necessarily connected with their work. The argument in support of retention of bars in the pay scales, on the other hand, is that the removal of bars will take away the incentive for better performance and lead to a feeling of complacency.

6.3. The Third Central Pay Commission after considering arguments on both the sides came to the following conclusion :—

“ We feel that continued progression on long scales running from 15 to 20 years or more should depend on a periodic assessment of the employees' performance. It is true that as a result of disciplinary proceedings increments could be withheld on grounds of inefficiency but it has to be recognised that while an employee's performance may not warrant initiation of formal disciplinary proceedings, the quality of his work may still be well below the standard which would justify his being permitted to progress in the time scale. We have, therefore, provided one efficiency bar in the scales for 10-15 years and two efficiency bars in the still longer scales.”

While recommending retention of the bars, the Central Pay Commission has however made some suggestions for ensuring that the bars are applied equitably and in a manner which will inspire confidence in the staff. These suggestions relate to appointment of Committee consisting of 3 or more officers to examine cases of crossing efficiency bars, prescribing of examination for crossing the bar, periodical review of cases where the bar is applied and such other procedural matters.

6.4. We have tried to ascertain the position under other State Governments and found that there is no uniformity in the practice followed by them. While some State Governments like Gujarat have been following Government of India practices, some other States notably Tamil Nadu, Karnatak and Andhra Pradesh have abolished the efficiency bars. It seems that in Tamil Nadu steps to abolish the bars in all cases were taken as far back as in 1960 on the basis of the recommendations made by the then Madras Pay Commission (1959-60) which had observed as under :—

“ We feel that efficiency bars will in practice be inoperative and almost every employee will be allowed to cross it as a matter of course..... We are of the view that the withholding of increments and promotions will be adequate to keep the employees on their mettle and there is no need to have, in addition, efficiency bars.”

6.5. After carefully analysing the arguments advanced for and against efficiency bars, we have come to the conclusion that they served a limited if not a doubtful purpose. Apart from the fact that the bars are capable of being misused they entail avoidable hardship to the employees as a result of procedural delays which normally occur in obtaining orders of the competent authority before the bar is allowed to be crossed. We have, therefore, decided not to recommend any efficiency bars in the pay scales which we are proposing for non-gazetted employees. In the case of gazetted officers, however, there is a real need to keep them in a state of constant awareness of their responsibilities and we feel that efficiency bars

can be justifiably retained in their case. Out of the scales which we are recommending for gazetted officers only 2 scales viz. Rs. 680—40—1000—50—1500 and Rs. 600—30—750—40—1150 are fairly long scales with a span of 18 years and 15 years respectively. We are recommending these scales for officers on Standard Class-I and Class-II scales who are largely appointed by nomination. We have decided to provide for efficiency bars in these two scales only.

Pay during Probation—Abolition of fixed pay below the Minimum of Pay-scales

6.6. The existing scales of pay of some of the posts, particularly at the gazetted level carry a fixed pay lower than the minimum of the pay scale, meant to be drawn by the Officers appointed on probation. Till some years back the Officers appointed on probation had to remain on this fixed pay for the entire period of probation but under the present orders they remain on the lower pay only for one year and move on to the minimum of the pay scale at the commencement of the second year. This condition regarding the drawal of fixed pay lower than the minimum of the pay scale during the first year of probation does not, however, apply uniformly in all cases, as will be seen from a few typical cases given below:—

Category	Existing pay scale and pay during the period of probation
Officers appointed to standard Class-I scale in most Departments.	Rs. 410—30—650—E.B.—45—1100—50—1200. (Fixed pay of Rs. 380 during the period of probation).
Tahsildars in Revenue Department Class-II Officers in Co-operation Department, Fisheries Department, Education Department, etc.	Rs. 300—20—460—E.B.—20—500—25—650—30—830. (Fixed pay of Rs. 280 during the period of probation).
Assistant Conservators of Forests and Class-II Officers in Maharashtra Finance and Accounts Service.	Rs. 340—20—500—25—550—E.B.—25—650—30—830. (Fixed pay of Rs. 320 during the period of probation).
Class-II Officers in Agriculture and Animal Husbandry Department.	Rs. 300—20—460—E.B.—20—500—25—650—30—830. (Fixed pay of Rs. 300 during the period of probation).
Class-II Officers in the Medical Department.	Rs. 325—25—550—30—610—E.B.—30—880 (Fixed pay of Rs. 325 during the period of probation).

6.7. The rationale underlying the practice of keeping an officer appointed on probation on a pay below minimum of the pay scale, as it appears to us, is that such an Officer is essentially a trainee and as such cannot be expected to perform full duties of the post. However, as pointed out above, the practice is not being followed uniformly in all cases and whatever may be the theoretical explanation for following the practice only in some cases, we feel that the lower pay acts as a disincentive to the would be applicants for the post, when it is advertised. We consider this to be an unnecessary provision and in the revised scales which we are proposing we are, therefore, not providing any fixed pay below the minimum for probationers.

Selection Grades—Abolition of and institution of Extension scales

6.8. Selection Grades are meant as a device for moderating inequalities of promotional opportunities in different Departments. Each department, has certain entry levels, and the ratio of the total number of higher level posts to which the entry level personnel can look forward for promotion, differs from department to department. It has been customary to consider a ratio of 50 per cent. or more as a satisfactory indicator of promotional opportunities, and those entry levels which do not command promotional opportunities of this order are theoretically considered as deserving of a selection grade. A selection grade is in the nature of a higher pay scale provided for a certain percentage of the total posts at the entry levels—generally not more than 20 per cent. to which persons who have put in long years of service and are already stagnating or are likely to stagnate at the maximum, can be elevated, thus giving them a psychological feeling of promotion although they would be continuing to do the same jobs as they were doing before. The selection grade is, thus a device to tackle the problem of stagnation and is, therefore, intended as a relief for the stagnating seniors and not a reward for the relatively more able. In this sense the word “selection” is somewhat misleading.

6.9. If recruitment to a particular selection grade is made primarily on the basis of ability and not of seniority, that selection grade can be said to have been operated not in its conventional role as a relief against stagnation, but as a higher level of responsibility. Thus, of the 7 Selection Grades now obtaining in the State sector and one selection grade at the Extension Officers' level under the Zilla Parishads, we find that two viz. (a) selection grade provided to the cadre of Deputy Collectors, and (b) that provided to the cadre of Deputy Secretaries are being operated as if the selection grades constitute higher level of responsibilities.

6.10. The other five selection grades which are being operated in the sense of providing relief against stagnation pertain to the following cadres :—

- (1) Junior Clerk,
- (2) Sales Tax Inspector,
- (3) Industries Inspector,
- (4) Higher Grade Stenographer in Mantralaya,
- (5) Sales Tax Officer, and
- (6) Extension Officers under the Zilla Parishads.

6.11. When we found that there were only 8 selection grades in all, the question naturally arose whether these were the only cadres which suffered from a relative insufficiency of promotional opportunities. From the material furnished to us by the Associations of various categories of employees both in their written memoranda and oral evidence, we have reason to believe that the problem of stagnation is not confined to these 8 cadres only and that equity would demand similar provision of selection grades to a large number of other cadres in the various departments. The reason why a large number of cadres have remained without selection grades despite their problem of stagnation being no better than the 8 cadres mentioned above, is in our opinion, the fact that creation of a selection grade depends on the department concerned making out a good enough case and having it accepted by all the authorities concerned. Making out such a case and pursuing it through the whole gauntlet of scrutiny at various levels is no easy task and, therefore, we feel that the just case of many cadres has gone by default. We feel that if selection grades are to be used as a relief against stagnation, the relief should be available to all cadres as a matter of right, provided they satisfy the criteria that might be laid down for the eligibility. In our opinion, the criteria should be capable of being put down in the form of a simple formula which would indicate after a simple calculation, not only, whether a particular cadre qualifies for selection grade, but also what the strength of such selection grade should be having regard to the extent of promotional opportunities available. With such a formula, it should be possible to delegate to authorities below the level of Government powers to convert the appropriate number of posts from within the cadre into selection grade posts, higher level scrutiny, if any, being from the angle of actual accuracies only.

6.12. We would have ourselves worked out a suitable formula for this purpose, but we see certain difficulties. In the first place, however, much a formula might simplify the process of determining which cadre deserve a selection grade and of what strength, the factual basis on which the answer depends cannot be expected to remain unchanged over time. The strength of the cadre does not remain static, nor does the number of higher level posts remain unchanged. The ratio would, therefore, change from time to time and, therefore, the eligibility for the selection grade as well as the strength thereof would be subject to variation over time. Since it would be administratively unfeasible to have a fluctuating strength of the selection grade which would necessitate frequent promotions to or demotion from it, it would have to be provided that the strength of the selection grade emerging out of the application of the formula should remain stable for some length of time. Thus a periodical review would have to be provided, say, every five years to determine whether after the changes that might have taken place in the relevant numbers are taken into account, since the Selection Grade strength was last fixed, a continuation of the Selection Grade is warranted, and if so, in what strength. This would involve a fairly widespread operation every few years, entailing the expenditure of much time and energy. If the change in the position leads to a change in the strength of the selection, this would again mean new promotions or demotions. The effect of demotion would have a particularly deleterious effect on the morale of the persons concerned. We have, therefore, come to the conclusion that if the eligibility to selection grades is to be extended to all cadres on the basis of certain uniform criteria, we cannot avoid problems arising out of the periodical fluctuations in the strength of selection grades in the various cadres.

6.13. Another difficulty which we see in trying to tackle the problem of stagnation through the device of selection grades is that certain cadres might not qualify for selection grade on the basis of the prescribed criteria or formula and yet they might be actually suffering from the problem of stagnation because of the age composition of the persons occupying the promotional posts. It is not unusual in new establishments or establishments that have undergone a sudden expansion for all their levels being manned by persons of more or less of the same age group. In such cases, even though theoretically the number of higher level promotional posts might satisfy the customary norm of adequacy, stagnation might

still be rampant at the entry level for want of vacancies in the higher level posts. The selection grade would not come into the picture in such cases and, therefore, the problem of stagnation would remain unsolved.

6.14. A third difficulty arises in the cases of certain cadres where by the very nature of things, there cannot be any promotional level at all. All such cadres would qualify for selection grades under the formula, but in their cases the selection grade would have no significance except as a somewhat elevated extension of the basic pay-scale itself. Here also the selection grade would not be of much use if it gets occupied by persons of more or less the same age group as in the basic pay-scale.

6.15. We are, therefore, convinced that the device of the selection grade cannot always solve the problem of the persons actually suffering from stagnation. In many cases, there might be a theoretical relief for the cadre as such but no relief to those who are actually suffering from stagnation because of lack of vacancies in the higher level posts. We, therefore, feel that the relief should be conceived not for the cadres as such, but for the persons actually likely to undergo stagnation.

6.16. There is no better proof of stagnation than the fact that there are persons who have reached the maximum of the pay scale. Several Associations suggested to us that those who reach the maximum of the scale, should continue draw increments at the rate last drawn. They also desire that there should be no limit to the number of increments to be so drawn. According to them, the increments should continue so long as the person remains in service without a promotion. The merit of these suggestions, in our view, lies in the fact that they focus attention on the persons who actually need relief, rather than on the cadres to which they belong. We cannot accept them wholly because that would be tantamount to laying down open-ended pay scales with no maximum limits.

6.17. We feel that a reasonable solution would be to provide a limited extension to the basic pay-scale. It does not have to be and should not be for an indefinite period. Most of the pay-scales that we are proposing would have a span of about 15 years. A further extension of 5 years should suffice as a relief against stagnation at the maximum of the pay-scales.

6.18. As regards the increment during this period of extension, we feel that the highest but one rate of increment in the basic scale should apply for the period of extension. This is with a view to bringing out the ex-gratia character of the increment given during the extension period and also to underline the concept that the extension part of the scale does not reflect intrinsic value of the post.

6.19. We are of the opinion that the higher the pay-scale, the lower is need for relief against stagnation. We have, therefore, not proposed any extension in the pay-scales of gazetted posts. Even in regard to non-gazetted posts, we could have considered tapering this relief as we go up from the bottom to the top, but we feel that such an exercise would not be worth the trouble and the complexity that it would involve. We have, therefore, proposed a 5 years' extension at the highest but one rate of increment for all non-gazetted grades except Grade 10. The reason why we are excluding this grade is that this is predominantly a promotional level. Moreover non-provision of the extension component enables us to assign to this grade, the U.G.C. scale for Tutors/Demonstrators which we have adopted for some of the teaching categories in the Directorate of Medical Education and Research, Directorate of Ayurved and Directorate of Technical Education.

6.20. The new scale with extension that we have proposed for Junior Clerk will more than cover the maximum emoluments to which a Junior Clerk could have looked forward under the selection grade which under our recommendation would stand abolished. The same applies to the Industries Inspectors.

6.21. In the case of Sales Tax Inspectors, the revised pay-scales with extension that we are proposing might not fully cover the maximum emoluments now available under the selection grade, but we have been advised by the Commissioner of Sales Tax that existing selection grade is not a selection grade in the conventional sense of higher emoluments for the same level of responsibility, but it covers posts which have been identified as posts of higher responsibility. This being the case, we have proposed a suitable pay scale for this higher level on the understanding that the designation of that level will be suitably changed to make it clear that it is not a selection grade in the conventional sense.

6.22. So far as the selection grades at the Extension Officers level under the Zilla Parishads are concerned, the revised scale that we are proposing for the Extension Officer (Animal Husbandry) will more than cover the maximum emoluments now available under the selection grade. In all other cases, however, there will be a marginal short fall. This should not, however, matter in the case of the Extension Officer (Agriculture), Extension Officer (Health) and Extension Officer (Panchayat and Social Welfare), because we assume that these Extension Officers will not form a separate cadre unconnected with the other personnel under the Zilla Parishads in the same disciplines with equal or approximately equal responsibilities and pay-scales, and that together they will qualify for the next higher level of promotion available outside the extension pattern. Thus, we assume that the Extension Officer (Agri.) will qualify for promotion to the post of Agricultural Officer under the Zilla Parishads. Similarly, Extension Officer (Panchayat and Social Welfare) we presume will qualify for promotion to post of Assistant B.D.O. We also assume that the Extension Officer (Health) will qualify for promotion to post of Medical Officer for which he have proposed a higher pay scale. It is only in the case of Extension Officer (Works) that a promotional level will not be available to compensate for the slight loss in emoluments at the maximum. This has, however, to be acquiesced in as a matter of rationalisation.

6.23. In the case of Higher Grade Stenographers, we find that the designation ' Selection Grade Stenographer ' is a misnomer inasmuch as the persons promoted to selection grade are attached to officers not below the level of Secretary to Government, and can, therefore, be said to discharge a higher level of responsibility than the others. We have, therefore, recommended a suitable scale for this higher level, again on the understanding that the designation will be suitably changed to bring out the fact that this is not a selection grade in the conventional sense.

6.24. Reference has already been made earlier to the fact that the Selection Grades for Deputy Secretaries and Deputy Collectors are already being operated as if they represent higher levels of responsibilities. In the case of Deputy Secretaries, the persons promoted to the selection grade are called Joint Secretaries and the incumbents are expected to handle more difficult desks than are entrusted to Deputy Secretaries. In the case of Deputy Collectors also, we have been advised by the Secretary to Government, Revenue and Forests Department that the persons inducted into the selection grade will be manning posts, which have been identified as involving unmistakably higher responsibilities and, therefore, requiring a decidedly higher calibre. We have, therefore, proposed a suitable revised pay scale for this higher level and we would expect that the designation of that level will be suitably changed so as to reflect clearly this fact of higher responsibility.

6.25. In the case of Sales Tax Officers, who are Class II Officers, we understand that the selection grade posts (for which the Junior part of Class I scale has been prescribed) had, until recently, remained unfilled since their creation, having been considered as notionally occupied by the Assistant Commissioners who have with liens on those posts and that steps have been taken only recently to have them filled. The revised scale that we are proposing for Sales Tax Officers will fall marginally short of the maximum emoluments available under the existing selection grade, but we understand that the Sales Tax Enquiry Committee has proposed a higher cadre of Sales Tax Officers in the Class I and if this is accepted by Government, the marginal loss in emoluments on account of abolition of the selection grade will be more than made up by the promotional opportunities that would be available to the existing cadre of Class II Sales Tax Officer.

CHAPTER 7

COMMON CATEGORIES OF POSTS

7.1. In Chapter 5 we have dealt with the pay scales of two of the most important categories of posts viz. Peon and Clerk which are common to most of the Departments. In this Chapter we propose to deal with the pay scales of other common categories of posts.

Boy Peon

7.2. Though the normal age of entry into Government service is 18, occasions arise when it becomes necessary for Government to appoint under-age persons on compassionate grounds. Since such appointments do not normally continue beyond 5 years, we recommend a five year scale of Rs. 165—2—175 for this category, in place of the present pay scale of Rs. 60—1—65 (Rs. 160—165). The same scale is recommended for Boy Constables and Band Boys in the Police Department who are also under-age persons appointed in similar circumstances and whose present pay-scale is Rs. 45—55 (Rs. 145—155).

Supervisory Class IV Posts viz. Naik/Havildar/Chobdar/Jamadar

7.3. These are the four levels in Class IV above the Peon. Of these, Naik and Havildar are found in almost all Departments. Chobdars and Jamadar, however, are attached to high dignitaries like Ministers and High Court Judges. The present pay-scales are as under:—

Designation	Existing Pay-scale
Naik	Rs. 80—2—98—3—110 (Rs. 180—249).
Havildar	Rs. 90—2—96—3—120 (Rs. 202—259)
Chobdar	Rs. 100—3—121—4—125 (Rs. 212—264)
Jamadar	Rs. 135—5—150 (Rs. 274—313)

The five levels including the Peon appear to us to be excessive and unnecessary from the point of view of having an optimal hierarchy in Class IV. Both Naiks and Havildars are supposed to have supervisory duties over Peons. They can, therefore, together constitute one level which may be designated as Havildar. Likewise, no meaningful difference is discernible in the duties of the Chobdar and Jamadar. These two could be combined into one level with a common designation of Jamadar. Such a telescoping of levels will serve the objectives of rationalisation through avoidance of a multiplicity of levels and grades. We would recommend for these combined levels the following grades and scales:—

Designation	Grade	Scale
Naik/Havildar ..	2	Rs. 200—295—Extn.—330.
Chobdar/Jamadar ..	4	Rs. 250—385—Extn.—420.

Daftary

7.4. The post of Daftary is generally filled in by selection from among literate Peons. The present pay-scale is Rs. 85—2—105—E.B.—3—120 (Rs. 197—259). In our opinion Grade 2 with the pay-scale of Rs. 200—295—Extn.—330 will be suitable for this category.

Senior Clerks

7.5. We have already graded the common category of Senior Clerk into Grade 7 with the scale of Rs. 335—580—Extn.—655. This grade and scale will replace the two pay-scales now in force viz.

Rs. 150—8—190—10—220—E.B.—10—270 (Rs. 313—466).

Rs. 150—10—230—E.B.—10—270—15—300 (Rs. 313—496).

Head Clerks and Superintendents

7.6. Above Senior Clerks, there are two supervisory levels—Head Clerk (or Assistant Superintendent) and Superintendent. The pay-scale of the Head Clerk/Assistant Superintendent

is Rs. 200—10—290—15—350 (Rs. 363—546). At the Superintendents' level the majority of posts are in the pay-scale of Rs. 260—10—280—15—430 (Rs. 456—640), but a few posts are in the pay-scale of Rs. 300—15—375—20—475—25—500 (Rs. 496—733). The post of Superintendent in the Secretariat has hitherto been rated at still higher level, with gazetted status and a pay-scale of Rs. 350—20—450—25—525—E.B.—25—700.

7.7. The Badkas Commission had occasion to comment on the utter lack of uniformity then existing in the supervisory load of a Superintendent as between one Department and another. This had acted as an obstacle in the further rationalisation that that Commission would have liked to attempt. They expressed the hope that Government would undertake an early standardisation of the staffing pattern in the ministerial set-up of the different offices. However, not much progress seems to have been made in this direction, as can be seen from the following table which reflects the present position and which still shows considerable disparities in the ratio of the number of Superintendent to the number of the lower categories in different departments:—

Name of the Department	Total number of posts of				Percentage of posts of Superintendents to the total number of lower posts	Percentage of posts of Head Clerks to the total number of lower posts	Percentage of posts of Superintendents and Head Clerks to the total number of lower posts
	Superintendents	Head Clerk/ Assistant Superintendents	Senior Clerks	Clerks			
1	2	3	4	5	6	7	8
Agriculture ..	128	734	1,084	1,998	3.35	23.81	27.97
Dairy Development ..	19	40	203	922	1.63	3.55	5.24
Animal Husbandry ..	24	52	156	275	4.97	12.06	17.63
P. W. D. ..	27	93	817	2,277	0.85	3.00	3.88
Irrigation ..	40	212	1,994	4,306	0.61	3.37	4.00
Public Health ..	42	73	344	600	4.13	7.73	12.18
Prohibition and Excise ..	13	....	96	250	3.76	....	5.76
Labour Department ..	22	6	82	195	7.77	2.17	10.11
Jail Department ..	15	11	103	174	5.21	3.97	9.39
Police Department ..	19	133	332	1,282	1.09	8.24	9.42
Technical Education ..	70	54	776	616	4.84	3.88	8.91
Education ..	74	152	281	569	7.38	17.88	26.59

It will be seen from the above table that the proportion of the number of Superintendents to the total ministerial strength at the Head Clerks/Senior Clerk, and Junior Clerk levels varies from 0.61 per cent in the Irrigation Department to 7.77 per cent in the Labour Department. This disparity reflects the inequalities in the promotional opportunities available to the ministerial staff in different departments. Except in a few departments (e.g. Revenue and Co-operation) where there is integration between the ministerial and the executive posts, and therefore persons who join even as Clerks can hope to rise to gazetted positions, the highest post available to one who joins the ministerial cadre as a Clerk is generally not beyond Superintendent. The fact that these disparities extend to the gazetted levels also will be seen from the table below:—

Name of the Department	Total number of non-gazetted ministerial posts	Number of Class II posts on the Administrative side	Number of Class I posts on the administrative side	Number of posts above Class I on the Administrative side	Percentage of gazetted posts to lower posts
Agriculture ..	3,944	12	8	1	0.53
Dairy Development ..	1,184	9	3	1	1.10
Animal Husbandry ..	507	6	....	....	1.18
Public Works Department ..	3,217	4	....	....	0.12
Irrigation Department ..	6,552	4	....	....	0.07
Public Health ..	1,059	76	2	....	7.16
Prohibition and Excise ..	359	7	2	....	2.50
Jail Department ..	303	5	....	....	1.65
Police Department ..	1,766	7	....	....	0.39
Technical Education Department ..	1,516	4	....	....	0.26
Education Department ..	1,076	116	....	....	10.78

7.8. The disparity in the promotional opportunities is further accentuated by the fact that along side the disparity as between the different departments, there is a further inequality obtaining in certain departments by reason of the fact that the promotion to the post of Superintendent is available to only one part of the total ministerial strength of the Department, the other part being denied this privilege (e.g. Police Department, Prohibition and Excise Department).

7.9. There is the further complication engendered by the fact that while in a few departments, e.g., Prohibition and Excise, the post of Superintendent is the post of promotion for Senior Clerk, in most other departments they have to pass through an intermediate level of Head Clerk/Asstt. Superintendent. Here also there is a great disparity as between one department and another in the ratio of the post of Head Clerk/Asstt. Superintendent to the number of ministerial posts at the lower levels. These have been worked out column 7 of the above table. It will be seen that here also there is a great disparity, the ratio varying from 2.17 per cent in the Labour Department to 23.81 per cent in the Agriculture Department. In the case of promotional hierarchies in other Class III service (Agriculture, Revenue) there is only one intermediate level between the lowest graduate entry level in Class III and the gazetted Class II level. On the same principle, there should not have been more than one level between the Senior Clerk and the Class II on the ministerial side. This was the view expressed by the representatives of a few organisations of ministerial employees also. Our first reaction was therefore to recommend combination of the levels of Superintendent and Head Clerks with a common scale. We have refrained from doing so, because we found that the inequalities that we have referred to earlier would not be remedied by any such combination. This is seen from the column 8 of the above table, where ratios have been worked out between the total number of Superintendents and Head Clerks on the one hand and the total strength of Senior Clerks and Junior Clerks on the other. We thus find ourselves in the same position as the Badkas Commission in not being able to effect the rationalisation of levels which we think is overdue, because there has been no standardisation of the staffing pattern so far as the ministerial set up is concerned. Like the Badkas Commission therefore we too have to acquiesce in the *status quo* and content ourselves with the hope that the Government will as soon as possible undertake this exercise and thereafter upgrade such number of posts of Head Clerks to posts of Superintendents as would be warranted by a uniform staffing pattern to be evolved, so that the intermediate level of Head Clerk can be dispensed with and the level of Superintendent becomes the only level remaining between the level of Senior Clerk and the Class II level, if any. Pending this reform we recommend the following gradation and pay scales for these two levels:—

Head Clerks/Asstt. Superintendents	..	Grade 9—Rs. 395—700—Extn.—775.
Superintendent	..	Grade 10—Rs. 500—900.

The above gradation and scale of Superintendent should apply, in our view, to the posts of Superintendents in the Secretariat also. The basis for this recommendation will be explained in detail when we deal with the specific issues pertaining to the Secretariat hierarchy.

Typists

7.10. Typists are on the same scales as Clerks at present viz. Rs. 115—4—135—5—160—E.B.—5—185—6—215 (Rs. 254—411). They are borne on the ministerial cadre of the Department to which they belong and are eligible for promotion to higher ministerial posts according to their seniority in the cadre.

7.11. Typists in the Departments of the Secretariat are in receipt of a special pay of Rs. 15. This special pay was first granted in 1949 because of acute shortage of Typists in the City of Bombay and has been continued since then. The Badkas Commission felt that there was a case for continuance of the special pay on the ground that the work of Typists who are put exclusively on typing work is of a monotonous nature and deserves a special pay. Understandably there has been a demand for extension of similar special pay to Typists in the offices outside the Secretariat also. We understand however that in most offices outside the Secretariat, the typing work is of a part time nature, the concerned persons being engaged partly for clerical work and partly for typing work. The claim for parity with the Secretariat in such cases cannot be considered as strong. However, wherever centralised Typing Sections have been or can be organised on the lines of those in the Departments of the Secretariat, the demand for parity with this Secretariat so far as special pay is concerned cannot be ruled out of hand.

7.12. There is no doubt that whole-time typing work is of monotonous nature and because of the monotony and strain involved, there is a general dislike for taking to typing work. Some incentive in the form of special pay or a higher scale is therefore justified in the case of Typists who are doing wholetime typing work. Subject to the certain conditions which we are proposing in the paragraphs below, we recommend that the Typists who are put exclusively on typing work may be placed on Grade 6 with the scale of Rs. 290—465—Extn.—515 i.e. one grade higher than a Clerk.

7.13. As mentioned earlier, Typists at present form part of the ministerial cadres of the respective Departments and are eligible for promotion to the higher ministerial posts. Though in the past, such promotional avenues might have been considered necessary as an incentive for not shunning typing work we do not consider it to be a good arrangement from an administrative point of view to divert persons after they have acquired considerable proficiency in the typing field, to non-typing duties. We are also unable to see how Typists who have had no occasion to handle any kind of clerical work can fit themselves to occupy positions of higher responsibility in the ministerial hierarchy. In our opinion the Typists who are put exclusively on typing work, instead of being diverted into ministerial positions as a matter of promotion, should be encouraged to seek promotion in Stenographic field after acquiring the necessary competence there. We therefore recommend that the Typists who are put exclusively on typing work and are placed on the higher scale recommended by us should be delinked from the ministerial cadre. With the extension of Desk Officers' Scheme to more and more Offices, many more posts of Steno-typists and Stenographers will be available than hitherto and Typists who are delinked from the ministerial cadre, given necessary will and effort, will not have to suffer for want of promotional avenues.

7.14. To sum up our proposals regarding Typists are as under:—

(i) A new cadre of Typists may be created in Grade 6 with the scale of Rs. 290—465—Extn.—515 for Typists who will be working exclusively as Typists.

(ii) Future recruitment to the post of Typist may be made to the new scale on the understanding that they should work exclusively as Typists and will be eligible for promotion to the posts of Steno-typists and Stenographers only but not to the higher posts in the clerical cadre.

(iii) All existing Typists may be given an option to join the new cadre with the conditions attached thereto or to remain on the existing joint cadre of Clerk-Typists without any special pay.

7.15. Since the higher scale recommended by us for Typists is subject to the conditions mentioned above, we have shown in the Pay Schedules the scale of Rs. 260—420—Extn.—470 as the recommended scale for the post of Typist.

Head Typists

7.16. Head Typists who are in supervisory charge of the Centralised Typing Sections are in receipt of a special pay of Rs. 30 in addition to the scale of pay which they draw as Typists. Having regard to the proposals we have made for Typists, we recommend that Head Typists who are placed in supervisory charge of Centralised Typing Sections consisting of Typists who are doing wholly typing work may be placed on Grade 7 with the scale of Rs. 335—580—Extn.—655 inclusive of special pay.

Steno-typists

7.17. Steno-typists are at present appointed either by transfer of Clerk-Typists possessing necessary speed in typing and shorthand or by nomination of persons who have passed S.S.C. examination and possess the necessary speed in shorthand and typing. The following two scales of pay are applicable to the Steno-typists at present:—

- | | |
|--|---|
| (i) Those who are borne on the clerical establishment of the Department. | Rs. 115—215 (Rs. 254—411) i.e. the scale of Clerk-typist <i>plus</i> Shorthand allowance according to speed viz. Rs. 50, Rs. 40 and Rs. 25 for Shorthand speed of 130, 100 and 80 w.p.m. respectively.
(Steno-typists appointed by transfer of Typists in the Secretariat are also eligible for the Typing allowance of Rs. 15 admissible to them as Typists.) |
| (ii) Direct Recruits | Rs. 135—290 (Rs. 274—486) |

The intention in keeping the Steno-typists drawn from the electrical establishment of the Department on the scale of Clerk-Typists is to preserve their right of promotion in the clerical hierarchy. We have however proposed in the preceding paragraphs that Typists who are doing whole-time typing work should be delinked from the ministerial cadre, and encouraged to acquire qualification in Shorthand and seek promotion as Steno-typist and Stenographers. In view of these suggestions, there will be no need to continue the existing distinction as between the directly recruited Steno-typists and those drawn from the clerical cadre. We accordingly recommend one common grade viz. Grade 7 with the scale of Rs. 335—580—Extn.—655 for all Steno-typists which is the same as for Senior Clerks. We recommend this scale on the basis that the Steno-typists will have a shorthand speed of at least 80 words per minute.

Stenographers and Reporters

7.18. At present the following scales of pay are applicable to Stenographers/Reporters under the State Government, Maharashtra Legislature Secretariat and the High Court:—

Scale of Pay	Applicable to
(1) Rs. 180—6—210—8—250— E.B.—10—310—15—340—E.B. —15—400 (Rs. 343—610).	Lower Grade Stenographers in the Secretariat and Subordinate Offices and in the High Court appointed on a speed qualification of 100 w.p.m. in Shorthand and 40 w.p.m. in Typing.
(2) Rs. 240—10—280—15—370— E.B.—15—460—20—500 (Rs. 436—733).	Higher Grade Stenographers in the Secretariat and Subordinate Offices on a speed qualification of 120 w.p.m. in Shorthand and 40 w.p.m. in Typing.
(3) Rs. 280—20—460—E.B.—25— 660—30—750 (Rs. 476—930).	Reporters in the Maharashtra Legislature Secretariat who are appointed on a speed qualification of 160 w.p.m. in Shorthand and 50 w.p.m. in Typing.
(4) Rs. 350—20—450—25—525— E.B.—25—700 (Rs. 546—880).	(i) Selection Grade Stenographers in the Secretariat who are appointed by promotion of Stenographers in the Higher Grade (Rs. 240—500). (ii) Personal Assistants to the Hon'ble Judges of the High Court appointed on a speed qualification of 150 w.p.m. in Shorthand and 50 w.p.m. in Typing.

7.19. The educational qualification prescribed for Stenographers is S.S.C. and the investment required to be made for obtaining the Shorthand and Typing qualifications is comparatively small. However, Stenographers as a class are a scarce commodity and therefore even the present emoluments of the higher categories of Stenographers are comparable with those of posts requiring graduate qualifications. Even so, the scarcity persists particularly in the city of Bombay and other bigger cities where there is considerable demand for Stenographers from commercial and industrial establishments. Representatives of Stenographers and Reporters who appeared before us have drawn our attention to the wide disparity in the emoluments admissible to the Stenographers in the private sector and those drawn by them and have asked for improvement in the pay-scales particularly having regard to the fact that the promotional avenues admissible to them are limited. Taking into account all the facts before us we have decided to recommend following scales for the Stenographers/Reporters:—

Category	Existing scale	Revised Grade and scale proposed
1. Stenographers, Lower Grade ..	Rs. 180—400 (Rs. 343—610)	Grade 9 Rs. 395—700—Extn.—775.
2. Stenographers, Higher Grade/ Shorthand Writers in the High Court.	Rs. 240—500 (Rs. 436—733)	Grade 10 Rs. 500—900
3. Reporters, M.L.S. ..	Rs. 280—750 (Rs. 476—930)	Grade 12 Rs. 600—1150
4. Selection Grade Stenographers in the Secretariat / P. As. to Hon'ble Judges.	Rs. 350—700 (Rs. 546—880)	Grade 12 Rs. 600—1150.

Telephone Operators

7.20. Telephone Operators are mostly on the pay-scale of Clerk viz. Rs. 115—215 (Rs. 254—411) and are in most cases borne on the ministerial cadre of the respective Department. We have, however, come across a few instances where Telephone Operators do not form part of the ministerial cadre. Since such Telephone Operators are not eligible for any promotion, we have recommended for them one grade higher than for Clerks viz. Grade 6 with the scale of Rs. 290—465—Extn.—515. The Telephone Operators who are treated as part of the ministerial cadre would continue to be equated with Clerks.

Librarians

7.21. We have already recommended Grade 8 Rs. 365—660—Extn.—735 for the Graduate Librarians who are required to possess a degree with a diploma or degree in Library Science. Bigger Libraries like Central Library in the Secretariat, Library in the Maharashtra Legislature Secretariat and Library in the Legal Department of the Secretariat have Class II Officers as their Librarians while smaller one have Librarians (S.S.C. holders with a certificate in Library Science) on lower scales of pay e.g. Rs. 300—600 (Rs. 496—780), Rs. 160—325 (Rs. 323—521) and Rs. 135—290 (Rs. 274—486). We recommend for these smaller Librarians Grade 6 with the scale of Rs. 290—465—Extn.—515. For Librarians in charge of bigger Libraries who are required to possess, in addition to the degree qualifications mentioned above, some experience we recommend Grade 10 with the scale of Rs. 500—900 and for those who are at present in Class II and are in charge of very big Libraries we recommend the standard Class II scale viz. Rs. 600—1150 relating to Grade 12.

Artists

7.22. Pay-scales of Artists differ from Department to Department. Some typical scales are shown below:—

Post	Existing pay-scale
Head Artist, State Board of Literature and Culture.	Rs. 260—470
Head Artist, Government Printing and Stationery Department. }	(Rs. 456—684)
Artist (Grade I), Agriculture Department	Rs. 275—440 (Rs. 471—650)
Artist, Agriculture Department/Forest Department/Education Department/Technical Education Department/Directorate of Health Services.	Rs. 200—350 (Rs. 363—546)
Artist, Education Department/Directorate of Archaeology	Rs. 160—290 (Rs. 323—486)
Artist, Agriculture Department/Fisheries Department	Rs. 135—290 (Rs. 274—486)
Artists, Education Department	Rs. 125—350 (Rs. 264—446)

7.23. In most of the Departments Artists are appointed by nomination from among those possessing a post-S.S.C. five-year Diploma in Fine Art or Applied Art. We have already recommended for this qualification the Grade 8 with the scale of Rs. 365—660—Extn.—735. For the Artists recruited to posts for which lower recruitment qualifications are prescribed, we recommend Grade 6 with the scale of Rs. 290—465—Extn.—515. In some Departments there is a supervisory level for Artists, for which Grade 10 with the scale of Rs. 500—900 would be reasonable.

Photographers

7.24. Photographers are of two types viz. (i) Movie Photographers and (ii) Still Photographers. The former exist in the Directorate of Information and Public Relations and Agriculture Department and the latter are found in many Departments. At present a large number of pay-scales are applicable to the posts of Photographers. Some typical scales are as under:—

Post	Existing pay-scale
(1) Movie Camera-man, Directorate of Information and Public Relations.	Rs. 300—500 (Rs. 496—733)
(2) Movie Cameraman/Press Photographers, Agriculture Department.	Rs. 275—440 (Rs. 471—650)
(3) Photographer, Directorate of Information and Public Relations.	Rs. 250—400 (Rs. 446—610)
(4) Senior Cameraman, Department of Archaeology	Rs. 200—400 (Rs. 363—610)
(5) Photographer/Assistant Movie Cameraman, Agriculture Department.	Rs. 200—350 (Rs. 363—546)
(6) Police Photographer, Police Department	Rs. 200—325 (Rs. 363—521)
(7) Photographer, Irrigation Department	Rs. 150—300 (Rs. 313—496)
(8) Assistant Photographer, Police Department	Rs. 135—215 (Rs. 274—411)
(9) Assistant Photographer, State Board of Literature and Culture.	Rs. 100—195 (Rs. 249—358)

7.25. Though some certificate courses in Still Photography and a Diploma Course in Movie Photography have been recently started, recruitment to the posts of Photographers is made largely on the basis of experience in the line. We have not, therefore, found it possible to fix the pay-scales of Photographers strictly according to the recruitment qualifications prescribed in each case. Following existing relativities and with due regard to the fact that photography is a highly restricted profession, we have decided to bring all Photographers on three Grades on the scales as shown below:—

Movie Cameraman (Sr. Nos. 1 and 2 above) ..	Gr. 10	Rs. 500—900
Photographer/Assistant Movie Cameraman (Sr. Nos. 3 to 7 above).	Gr. 8	Rs. 365—660—Extn.—735
Assistant Photographer (Sr. Nos. 8 and 9 above)	Gr. 6	Rs. 290—465—Extn.—515

Security Staff

7.26. Security staff exists in the Departments like Dairy Development and P.W.D. Existing scales differ from Department to Department. We have brought the pay-scales of the staff at various levels in line with the pay-scales which we have recommended for comparable levels in the Police Department.

Laboratory Staff

7.27. Though some kind of Laboratory staff exists in most of the Departments the bulk of the staff is found in the Drugs Control Laboratory, Forensic Science Laboratory, Maharashtra Engineering and Research Institute, Nasik, and Public Health, Education and Industries Departments. Existing scales of some representative categories of posts are as under:—

Category	Existing scale
1. Laboratory Attendant/Laboratory Hamal ..	Rs. 75—100 (Rs. 175—212)
2. Laboratory Attendant, Drugs Control Laboratory ..	Rs. 85—120 (Rs. 197—259)
3. Laboratory Assistant	Rs. 115—215 (Rs. 251—411)
4. Sr. Technical Assistant, Drugs Control Laboratory ..	Rs. 150—300 (Rs. 313—496)
5. Laboratory Technician, Public Health Department ..	Rs. 150—325 (Rs. 313—521)
6. Research Assistant, M.E.R.I.	Rs. 170—340 (Rs. 333—536)
7. Scientific Assistant, Forensic Science Laboratory ..	Rs. 170—340 (Rs. 333—536)
8. Jr. Assistant Chemist, Industries Department ..	Rs. 170—340 (Rs. 333—536)
9. Assistant Chemist, Industries Department ..	Rs. 200—400 (Rs. 363—410)
10. Jr. Scientific Assistant, M.E.R.I.	Rs. 210—445 (Rs. 406—655)
11. Analytical Chemist, Drugs Control Laboratory ..	Rs. 260—430 (Rs. 456—640)
12. Research Assistant, Industries Department ..	Rs. 300—575 (Rs. 496—765)
13. Sr. Scientific Assistant, M.E.R.I.	Rs. 300—625 (Rs. 496—805)

7.28. Though designations and pay-scales of Laboratory staff differ from Department to Department, four levels based on the nature of duties performed and educational qualifications on which recruitment is made to various posts are clearly identifiable in the case of all laboratory staff. At the lowest level there is the helper type unskilled worker usually designated "Laboratory Attendant" attending to manual duties like cleaning and washing of Laboratory instruments and apparatus. Then comes the Laboratory Assistant, usually a S.S.C. holder, who assists in conducting experiments by collecting materials, arranging apparatus etc. At the next higher level is the Laboratory Technician or Scientific Assistant normally a graduate in Science, conducting experiments and analytical tests more or less independently but under the general supervision of his superior. At the highest level in Class III, there is a functionary known different designations in different Departments (e.g. Sr. Scientific Assistant in M.E.R.I., Analytical Chemist in the Drugs Control Laboratory), usually a person possessing post-graduate qualifications in Science or a graduate with long experience in Laboratory work, handling more complicated types of analytical and research work. These four levels can be said to be the main levels existing for Laboratory staff in all Departments at present, though it is not that every laboratory has all the four levels. Having regard to the nature of duties performed at these four levels and the educational qualifications prescribed for recruitment to the posts at those levels, we have recommended the following Grades and scales for the posts covered by the four levels:—

Level	Grade	Scale of pay
Laboratory Attendant	Gr. 1	Rs. 196—245—Extn.—260
Laboratory Assistant	Gr. 5	Rs. 260—420—Extn.—470
Laboratory Technician/Jr. Scientific Assistant	Gr. 8	Rs. 365—660—Extn.—735
Sr. Scientific Assistant	Gr. 10	Rs. 500—900.

Drivers of Motor Vehicles

7.29. Drivers of Motor Vehicles are at present on two scales of pay as shown below:—

Drivers of heavy vehicles and those whose duties are exceptionally arduous. Rs. 110—3—122—4—150—E.B.—5—195 (Rs. 249—358).

Others Rs. 110—3—122—4—150 (Rs. 249—313).

Opinion among our witnesses regarding the need to provide for two scales for Drivers was divided. While some felt that driving of heavy vehicles like trucks does entail heavy strain on the Driver and justifies a higher scale, the other view brought before us was that differentiation on the basis of the type of vehicle handled or “exceptionally arduous” nature of duties, however justifiable on theoretical grounds, is fraught with several administrative difficulties. Firstly, it is pointed out, there are bound to be differences of opinion about what should be considered “exceptionally arduous” duties since it is difficult to lay down any yardstick for assessing “arduousness” of duties. Secondly, operational considerations and proper utilisation of man power, particularly in the case of Departments having a large feet of vehicles, some heavy and others light, might necessitate transfer of drivers from light vehicles to heavy vehicles and *vice versa*, and existence of more than one scale for drivers may give rise to various administrative difficulties, whenever such inter-transfers become inevitable. On practical considerations we have therefore decided to recommend placing of all Drivers on one grade viz. Grade 4 with the scale of Rs. 250—385—Extn.—420 for all Drivers irrespective of the type of vehicle handled by them.

Cinema Operators

7.30. The bulk of Cinema Operators exist in the Prohibition and Excise Department, Directorate General of Information and Public Relations, Zilla Parishads and Family Planning Bureau of the Directorate of Health Services. The existing scales of pay differ from Department to Department, the scale of pay applicable in a large number of cases being Rs. 110—3—122—4—150—5—195 (Rs. 249—358). We have brought about uniformity in the scales of Operators in all Departments by recommending Grade 4 (Rs. 250—385—Extn.—420) in all cases.

7.31. In some cases we found that in addition to their regular work, the Operators have to attend to other duties like driving of the vehicles. In such cases we have recommended a special pay of Rs. 25.

Technical Categories

7.32. The bulk of technical staff under Government is employed by the Irrigation, Public Works, Agriculture and Dairy Development Departments. In the case of the Dairy Development Department the present pay scales of technical posts are based on the recommendations of the Bilgrami Committee which had carried out a job evaluation. In all other cases, the present scales were fixed on the basis of Badkas Commission’s recommendations.

7.33. There is at present no uniformity in the pay scales of what may appear similar posts in different Departments and the number of pay scales applicable to the staff is also large. We first thought that we should rationalise the pay scales and reduce their number by grading them on the basis of the prescribed recruitment qualifications as we have done in the case of other Class III categories. For instance, we thought that we could bring all posts for which minimum recruitment qualification was a I. T. I. Certificate on to Grade 6 with the scale of Rs. 290—465—Extn.—515. On going through the material furnished to us, however, we found that there would be several difficulties in grading the posts on the basis of qualifications only. In a large number of cases, we found there were no orders of Government laying down recruitment rules for the posts. In several cases, we were told that although there is provision in the rules for filling the posts by direct recruitment of persons with prescribed qualifications, in practice the posts are filled by promotion from lower categories only. Even where recruitment rules have been laid down and are being observed, there is considerable variation in the rules prescribed for posts which, *prima facie* looked very similar. We found considerable difference in the recruitment rules for identical designations even between the Irrigation Department and the P. W. D. We, therefore, came to the conclusion that grading of the posts on recruitment qualifications alone, without the support of some kind of job evaluation might lead to unintended benefits to some and hardships to others. Therefore, except in the case of technical posts in the Dairy Development and Printing and Stationery Departments which have been covered by job evaluation, we have decided to content ourselves with reducing the multiplicity of pay scales now in force by broad-banding of existing scales as under:—

Existing scales	Grade and pay-scale recommended
Rs. 80—110 (Rs. 180—222)	.. Gr. 2: Rs. 200—295—Extn—7—330.
Rs. 85—120 (Rs. 197—259)	
Rs. 90—120 (Rs. 202—259)	

Existing scales	Grade and pay-scale recommended
Rs. 95—120 (Rs. 207—259)	} Gr. 4: Rs. 250—385—Extn—420.
Rs. 95—135 (Rs. 207—274)	
Rs. 95—150 (Rs. 207—313)	
Rs. 100—150 (Rs. 212—313)	
Rs. 100—170 (Rs. 212—333)	
Rs. 100—175 (Rs. 212—338)	
Rs. 110—150 (Rs. 249—313)	
Rs. 110—175 (Rs. 249—338)	
Rs. 110—195 (Rs. 249—358)	
Rs. 115—165 (Rs. 254—328)	
Rs. 130—150 (Rs. 269—313)	
Rs. 130—175 (Rs. 269—338)	
Rs. 115—210 (Rs. 254—406)	} Gr. 5: Rs. 260—420—Extn—470.
Rs. 115—215 (Rs. 254—411)	
Rs. 115—250 (Rs. 254—446)	
Rs. 130—190 (Rs. 269—353)	
Rs. 130—195 (Rs. 269—358)	
Rs. 125—250 (Rs. 264—446)	} Gr. 6: Rs. 290—465—Extn—515.
Rs. 130—215 (Rs. 269—411)	
Rs. 130—250 (Rs. 269—446)	
Rs. 130—300 (Rs. 269—496)	
Rs. 135—215 (Rs. 274—411)	
Rs. 135—250 (Rs. 274—446)	
Rs. 135—290 (Rs. 274—486)	
Rs. 145—200 (Rs. 284—363)	
Rs. 145—215 (Rs. 284—411)	
Rs. 145—225 (Rs. 284—421)	
Rs. 150—215 (Rs. 313—411)	
Rs. 150—245 (Rs. 313—441)	
Rs. 160—215 (Rs. 323—411)	
Rs. 160—235 (Rs. 323—431)	
Rs. 160—250 (Rs. 323—446)	
Rs. 170—250 (Rs. 333—446)	
Rs. 150—275 (Rs. 313—471)		} Gr. 7: Rs. 335—580—Extn—655.
Rs. 150—300 (Rs. 313—496)	
Rs. 160—290 (Rs. 323—486)	
Rs. 160—300 (Rs. 323—496)	
Rs. 170—260 (Rs. 333—456)	
Rs. 180—280 (Rs. 343—476)	
Rs. 190—360 (Rs. 353—556)	
Rs. 200—340 (Rs. 363—536)	

7.34. Though we have generally followed existing scales as the basis for grading the posts, we have made departures wherever on other considerations we found justification to place a post either in the higher or lower grade. Reasons for such departures have been shown in the appropriate places.

7.35. In the case of Foremen and other comparable supervisory categories, we have generally recommended Gr. 8 irrespective of their existing scales.

7.36. Our proposals for revising the pay scales of technical posts in the Dairy Development Department will be explained in a later Chapter in which we propose to deal with the question of revision of pay-scales of posts covered by Bilgrami Committee's recommendations.

CHAPTER 8

POSTS AND PROBLEMS PECULIAR TO SOME DEPARTMENTS

8.1. In the earlier Chapters we have explained how we propose to fit certain basic categories of posts found in various Departments, in the pay scales worked out by us. There are, however, in each Department several other categories of posts including isolated posts which remain to be covered by our earlier proposals. Our recommendations in regard to such posts are shown in the Schedules of pay scales which we have prepared and included in Part-II of this Report. Wherever necessary, we have indicated in brief the basis of our proposals. In this Chapter we propose to deal at some length with some of the more important categories of posts which are peculiar to some Departments. We also propose to discuss certain problems which have a direct bearing on the revision of pay scales of posts in some Departments and indicate the important changes which we are proposing in the existing relativities of posts in some Departments.

8.2. In several Departments, we have as a measures of rationalisation, combined two or more levels and brought them on a unified scale. Combinations of this type are shown in the Annexure to this Chapter.

Mantralaya

8.3. *Secretaries.*—At the apex of the Mantralaya, Organisation there is the Chief Secretary and each Department is headed by one or more Secretaries. As already indicated earlier, the posts of Chief Secretary and Secretaries in charge of Departments except the Irrigation Department, Public Works Department and Law and Judiciary Department are held by Officers belonging to the I.C.A. cadre whose emoluments are determined by the Central Government. We do not have to make any recommendations about their pay scales. So far as the posts of Secretaries which are held by State Service Officers are concerned, they already enjoy parity with the I.A.S. Secretaries. We have no intension of making any change in this respect. We have therefore incorporated their present scale viz. Rs. 2500—2750 as Grade 30 in our list.

8.4. *Joint Secretaries.*—I.A.S. Officers on the selection grade when appointed to the post of Deputy Secretary in the Mantralaya are designated as Joint Secretaries. Presumably following this practice four Officers from the Mantralaya Service who were in the selection grade of Deputy Secretaries viz., Rs. 1600—100—1800 (Rs. 1700—1900) have been recently designated as Joint Secretaries, their pay scales remaining the same as before. We have elsewhere recommended abolition of selection grades wherever they exist at present. At the same time, we have held that where officers inducted into the selection grade hold post which could be identified as involving higher responsibilities there should be no objection to the posts held by such officers being brought on a higher scale of pay. We understand that appointment to the posts of selection grade Deputy Secretaries is made by special selection by applying the same rigid tests as are applied when appointment to posts carrying higher duties and responsibilities are made. In view of this and in view of the fact that Joint Secretaries are expected to handle more difficult Desks than are entrusted to Deputy Secretaries, we are recommending Grade 25 with the pay-scale of Rs. 2000—125/2—2250, for the Joint Secretaries appointed from the Mantralaya service.

8.5. Chief Engineers and Additional Chief Engineers in the Irrigation Department and Public Works and Housing Department carry the ex-officio designation of Joint Secretaries. The Mantralaya, designation does not however give them any additional remuneration at present. We are recommending a scale of Rs. 2250—125/2—2500 for Chief Engineers and Rs. 2000—125/2—2250 for Additional Chief Engineers. We are of the opinion that the Officers who are brought to the Mantralaya and appointed to posts carrying Mantralaya designations should be given a special pay provided that they are not already on a pay scale higher than the scale of pay attached to the Mantralaya post. Consistent with this view, we recommend a special pay of Rs. 200 to the Additional Chief Engineers who are appointed as ex-officio Joint Secretaries in the Mantralaya. No such special pay will however be admissible to the Chief Engineers as we have recommended for them a pay scale higher than what we are recommending for Joint Secretaries. Following the same principle, we recommend that the selection grade District Judges who are appointed as Joint Secretaries in the Law and Judiciary Department may also be granted a special pay of Rs. 200.

8.6. *Deputy Secretaries.*—Deputy Secretaries drawn from the I.A.S. cadre draw grade pay in the senior time scale of the I.A.S. plus a special pay of Rs. 200 while those appointed from the Mantralaya service are on a scale of Rs. 1100—50—1300—60—1600 (Rs. 1260—1700). We understand that though the minimum of promoted Deputy Secretaries scale was fixed at Rs. 1100, most of the Deputy Secretaries when promoted were eligible for a pay of Rs. 1300 (i.e. Rs. 1410) or more on the basis of the pay which they were drawing as Under Secretaries. We have accordingly decided to recommend Grade 22 with the scale of Rs. 1500—50—1550—75—1925 for Deputy Secretaries appointed from the Mantralaya service.

8.7. In the Irrigation Department and Public Works and Housing Department it is usual to appoint Executive Engineers and also Superintending Engineers as Deputy Secretaries. When so appointed the Executive Engineers are given a special pay of Rs. 200, while no special pay is admissible to the Superintending Engineers appointed as Deputy Secretaries. Consistent with our approach indicated in para. 4 above, we recommend that Superintending Engineers as well as Executive Engineers appointed as Deputy Secretaries may be granted a special pay of Rs. 200. Following the same principle, we recommend that District Judges brought to the Mantralaya and appointed as Deputy Secretaries should receive a special pay of Rs. 200 over their grade pay. No special pay would, however, be admissible in the case of officers from the State Medical services (Teaching or Administrative) drawing pay in the scales higher than Rs. 1500—1925, when appointed as Deputy Secretaries in the Mantralaya.

8.8 *Under Secretaries.*—Under Secretaries appointed from the Mantralaya Service are on a scale of Rs. 750—50—1300 (Rs. 930—1410) which is higher than Class I senior scale while those drawn from other services draw their grade pay in Class I plus a special pay of Rs. 150 per month. In the Central Secretariat, Under Secretaries are in the Senior part of Class I viz. Rs. 1100—1600. In the revised staffing pattern, the post of Under Secretary is a promotion post for the Section Officers in the Mantralaya for whom we are recommending the junior part of Class I viz. Rs. 680—1250, vide para 8 below. Having regard to all these considerations we feel that the appropriate revised grade and scale for Under Secretary will be the Grade 16 with the scale of Rs. 1000—50—1500 which is the senior part of the class I scale.

As regards Under Secretaries appointed from other services, the existing practice of allowing them to draw their grade pay with a special pay of Rs. 150 may continue. This is subject to the proviso that the deputationist's own pay-scale is not a higher scale than this.

8.9. *Section Officers.*—The category of Section Officers is of a recent creation. No separate scale of pay has been prescribed for the post. The officers who are appointed by promotion from among Superintendents draw their grade pay in the scale of Superintendents viz. Rs. 350—700 and a special pay of Rs. 100 per month (Rs. 664—1030). Since the special pay is in lieu of a higher scale of pay we consider that the same should be merged in the revised scale, Grade 14 with the scale of pay of Rs. 680—40—1000—50—1250 (which is Class I Junior scale) inclusive of special pay is accordingly recommended for this post.

8.10. In the Finance Department there are posts of Budget Officers and one post of Ways and Means Officer which carry the same emoluments as Section Officers viz. scale of Superintendent and a special pay of Rs. 100. As these posts are comparable to those of Section Officers, we recommend their being placed on the same grade and scale as Section Officers viz. Grade 14 with the scale of pay of Rs. 680—1250.

8.11. In the Planning Department there are two categories of posts with the designations (i) State Planning Officer, Grade I and (ii) State Planning Officer Grade II. Both the categories carry the scale of Superintendent (viz. Rs. 350—700) and a special pay which is Rs. 150 in the case of the former and Rs. 100 in the case of the latter. We see no justification for maintaining two levels of responsibility between as Under Secretary and Superintendent. We are accordingly recommending both these categories being placed on the same grade and scale as Section Officers viz. Grade 14 with the scale of pay of Rs. 680—1250. It is however open to Government to upgrade such of these posts as are necessary to the level of Under Secretaries.

8.12. *Superintendents.*—At present the Superintendents are gazetted in Class II. Whatever may have been the circumstances that led to the conferring of the gazetted status on the Superintendents, in the changed situation after the recent introduction of the Desk Officer System, the Superintendents will have only staff duties to perform, which means that there can be no decision-making on their own part. Their job will be only to assist the Deputy Secretaries and above in the discharge of their responsibilities. In these

circumstances, we feel that the gazetted status of the Superintendents becomes meaningless, and therefore unnecessary. For the same reason, there can no longer be any justification for maintaining the difference hitherto made between the Superintendent in the Mantralaya and the Superintendent in the other offices. This difference had all along been one of the points of grievance of the ministerial set-ups outside the Mantralaya, and whatever might have been the justification for it in the past, we feel that now is the time to remove this irritant in view of the unmistakable down-grading of the functions of Mantralaya Superintendents under the Desk Officer system. Accordingly, we recommend for the Superintendents in the Mantralaya, the same grade and pay as for Superintendents elsewhere viz. Grade 10 in the scale of Rs. 500—900.

8.13. We should incidentally like to draw attention to the somewhat unbalanced staffing structure that has resulted after the introduction of Desk Officer System. It is our understanding that the Desk Officer System envisages the Section Officer as the lowest level Desk Officer. We also understand that the number of Desks at this level is 348. Of these, 165 Desks are still manned by Superintendents because there are not enough Section Officers. When eventually these Desks come to be manned by Section Officers, there will be room for only 152 Superintendents, this being the number Staff Officers needed. The level of Superintendent being in between the level of Section Officer above and Assistant below, this number i.e., 152, will act as an awkward bottleneck between 348 posts of Section Officers above and 1265 posts of Assistants below. The recent revision of the recruitment rule permitting 50 per cent. of the posts of Superintendents being filled by transfer of officers from other offices, if and when implemented, will further aggravate this situation. It is not for us to suggest a solution, but Government might like to consider whether it would not be more rational to abolish the level of Superintendent and have in its place a suitable number of Senior Assistants in the same pay-scale, reducing in the process the present strength of the Assistants to the extent necessary, so that a reasonable relationship is established, firstly, between the strength at the Assistant level and the strength at the proposed level of Senior Assistant, and secondly, between the latter and the number of posts of Section Officers.

8.14. It is evident that if our recommendations regarding the Superintendents in the Mantralaya are to be effective, the provision for transfer of officers from other offices to the Mantralaya will have to shift from Superintendent's level to the Section Officer's level. Assuming that the officers chosen for such deputation will be Class II Officers in their own set-ups, and considering that we have recommended the junior part of Class I scale to the post of Section Officer, a special pay of Rs. 60 may have to be provided to the former when they come on deputation as Section Officers.

8.15 *Assistants.*—Posts of Assistants in the Secretariat are on a scale of Rs. 190—10—290—E.B.—15—410—20—450 (Rs. 353—614). As in the case of Superintendents in the Mantralaya, there has been in recent years a change in the duties and responsibilities of Assistants as a result of the introduction of Desk Officer system in the Departments of the Mantralaya. We have received suggestions from some quarters that with the change in the duties of Assistants there is no more any justification for keeping a difference in the pay-scale of Assistants and Senior Clerks in the offices outside the Mantralaya. It, however, appears to us that a higher scale of pay has been prescribed for the posts of Assistants in the Mantralaya mainly with the object of attracting persons with a relatively higher calibre since all higher appointments in the Mantralaya are made from among those who enter service as Assistants. This will be clear from the fact that recruitment to the posts of Assistants is made through the Maharashtra Public Service Commission on the basis of a Statewide competitive examination. We are therefore inclined to think that a higher scale for Assistants in the Mantralaya in comparison with that of Senior Clerks in the offices outside the Mantralaya is still justified. Accordingly we have recommended for this category Grade 8 with the scale of Rs. 365—15—500—20—660—Extn—15—735 as against Grade 7 with Rs. 335—15—500—20—580—Extn—15—655 which we are recommending for Senior Clerks.

AGRICULTURE AND CO-OPERATION DEPARTMENT (ACD)

Directorate of Agriculture (ACD-1)

8.16. *Additional Director of Agriculture (Engineering) (I):* Rs. 1800—2000 (Rs. 1900—2100).

Although the pay-scale of this post is the same as that of the Director of Agriculture at present, we are of the opinion that some difference should be maintained between these

two levels. We have accordingly recommended Grade 25 with the pay-scale of Rs. 2000—2250 for this post. This makes it equal to an Additional Chief Engineer in the Irrigation Department, which is as it should be.

8.17. *Joint Director of Agriculture (GSS-Class I) (I)* : Rs. 1100—1600 (Rs. 1260—1700).

This post which is the highest on the administrative side is even now rated slightly lower than other posts of Joint Director on the Technical Side. We have recommended for it the same grade and scale as for the Higher Grade Deputy Collector, viz. Grade 19 with the scale of Rs. 1100—1700.

8.18. *Deputy Directors of Agriculture (52)*.—The posts of Deputy Director of Agriculture and certain other posts considered equal to them are at present in the standard Class I scale plus a special pay of Rs. 100 which is in lieu of a higher pay-scale. We are averse to the continuance of such special pay; at the same time, we do not consider it advisable to have a grade and scale in-between the standard Class I scale and the grade and scale of the Superintending Agricultural Officer, in Grade 19 and scale of Rs. 1100—1700. We have accordingly recommended the standard Class I scale only for all these posts, with the existing special pay being deemed to have been merged in it. It is for Government to consider which of these posts deserve to be upgraded to the next higher level of Superintending Agricultural Officer.

8.19. *Senior Administrative Officer (2)*.—These two posts which are at the headquarters carry, in our opinion, a higher responsibility than the seven posts of Administrative Officers, attached to the Superintending Agricultural Officers. At present, both these categories are in the standard Class I scale. In view of the difference in the responsibilities involved, we have recommended Grade 16 with the pay-scale of Rs. 1000—1500 for the two posts of Senior Administrative Officer and Grade 14 with the pay-scale of Rs. 680—1250 for the seven posts of Administrative Officer under the Superintending Agricultural Officers.

Dairy Development Department (ACD-2)

8.20. *Dairy Manager, Greater Bombay Milk Scheme (2)* : Rs. 650—1200 (Rs. 830—1360).

This post constitutes a level intermediate between the Regional Dairy Development Officer (and its equivalent) and the level represented by the Standard Class I scale. We consider such a level both inconvenient and unnecessary and have therefore as a matter of rationalisation recommended the post to be upgraded and brought on the same Grade and pay-scale as the Regional Dairy Development Officer viz. Grade 19 with the scale of Rs. 1100—1700.

8.21. *Operative and Technical categories carrying Bilgrami pay-scales*.—As indicated in para. 4.6 we have duly taken into account the relativities fixed by the Bilgrami Committee on the basis of job evaluation made on a point rating system although in some cases we have had to change them for reasons explained in the Remarks Column in the Schedule. One major departure is on account of our having assigned Grade 8 (Rs. 365—660—Extn.—735) for the lowest I.D.D. entry level vide para. 4.22. Similarly for posts for which S.S.C. has been prescribed as the minimum qualification we have considered it necessary to propose Grade 5 (Rs. 260—420—Extn.—470) irrespective of the scale warranted by the Bilgrami recommendation. Barring such exceptions we have broadly left undisturbed the relativities established by the Bilgrami Committee. We have however reduced the number of levels by combining some of them as under and recommended the Grades and Scales as shown below:—

Bilgrami Grade and Scale	Grade and scale recommended by us
Gr. I—Rs. 90—115 (C) Rs. 80—105 (M). (Rs. 180—217).	Gr. 1—Rs. 196—235—Extn—260.
Gr. II—Rs. 100—130 (C) Rs. 85—115 (M). (Rs. 197—254).	Gr. 2—Rs. 200—295—Extn—330.
Gr. III—Rs. 115—175 (C) Rs. 95—155 (M) (Rs. 207—318).	Gr. 4—Rs. 250—385—Extn—420.
Gr. IV—Rs. 125—225 (C) Rs. 100—200 (M) (Rs. 212—363).	

Bilgrami Grade and Scale	Grade and scale recommended by us
Gr. V—Rs. 135—265 (C) Rs. 110—240 (M) (Rs. 249—436).	.. Gr. 6—Rs. 290—465—Extn—515 for technical categories.
Gr. VI—Rs. 165—295 (C) Rs. 140—270 (M) (Rs. 279—466).	
Gr. VII—Rs. 220—395 (C) Rs. 190—365 (M) (Rs. 353—560).	.. Gr. 7—Rs. 335—580—Extn—655.
Gr. VIII—Rs. 265—440 (C) Rs. 230—405 (M) (Rs. 426—615).	.. Gr. 8—Rs. 365—660—Extn—735.
Gr. IX—Rs. 295—470 (C) Rs. 260—435 (M) (Rs. 456—645).	.. Gr. 10—Rs. 500—900.
Gr. X—Rs. 330—580 (C) Rs. 300—550 (M) (Rs. 496—740).	

8.22. *Clerical and Administrative categories carrying Bilgrami pay-scales.*—In the case of these categories also we have broadly followed the relativities fixed by the Bilgrami Committee but reduced the number of levels by amalgamating some of them as under :

Bilgrami Grade and Scale	Grade and scale recommended by us
Gr. I—Rs. 135—220 (C) Rs. 110—195 (M) (Rs. 249—358)	.. Gr. 5—Rs. 260—420—Extn—470.
Gr. II—Rs. 150—265 (C) Rs. 125—240 (M) (Rs. 264—436)	.. Gr. 6—Rs. 290—465—Extn—515.
Gr. III—Rs. 165—290 (C) Rs. 140—265 (M) (Rs. 279—461)	
Gr. IV—Rs. 190—320 (C) Rs. 165—295 (M) (Rs. 328—491)	.. Gr. 7—Rs. 335—580—Extn—655.
Gr. V—Rs. 220—380 (C) Rs. 190—350 (M) (Rs. 353—546)	.. Gr. 8—Rs. 365—660—Extn—735.
Gr. VI—Rs. 260—420 (C) Rs. 225—385 (M) (Rs. 421—581)	
Gr. VII—Rs. 290—490 (C) Rs. 250—450 (M) (Rs. 446—664)	.. Gr. 10—Rs. 500—900.

In a few cases, however, we have found it necessary to make deviations from the above, so as to bring the recommended scale in line with the scale proposed for similar posts in other Departments. For instance, we have recommended Grade 8 for the post of Hostel Manager in the scale of Rs. 190—320 (C) against Grade 7 admissible, on the basis of the above equations, since for similar posts in other Departments we have recommended Grade 8.

8.23. *Boiler Attendant (40)* : Rs. 140—270 (Rs. 279—466).

The minimum qualifications prescribed for recruitment to the post is II Class Boiler Attendant's Certificate plus 2 years experience as Fireman. Those possessing First Class Boiler Attendant's Certificate are given a special pay of Rs. 25. We have not come across any other case where a special pay has been given to this category on account of higher qualifications. However, since the Department considers it necessary to provide an incentive to Boiler Attendants to improve their qualification, we have proposed 3 advance increments in such cases.

Directorate of Animal Husbandry (ACD-4)

8.24. *Private Practice and Non-Practising Allowance.*—We understand that in this Department, Class I Officers and above are not allowed private practice nor is any Non-Practising Allowance given to them in lieu of private practice. At the Class II level, however, out of a total cadre strength of about 300, about 70 posts connected with hospitals, poly-clinics etc. have been allowed private practice. The remaining posts have no such opportunity, nor is any Non-Practising Allowance given to them. At the Veterinary Officers' level, out of a total cadre strength of about 1,000 about 25 per cent of the posts attached to the Veterinary Dispensaries have both an opportunity and the Government permission for private practice. Of the remaining, only 21 posts in the Key Village Scheme have been sanctioned Non-Practising Allowance at Rs. 25 per month. The remaining posts have no scope for private practice nor are they given the benefit of non-Practising Allowance. At the Live-stock-Supervisor's level whose cadre strength is about 3,000, only about 20 per cent of the posts attached to Veterinary Aid Centres have both the opportunity and the Government permission for private practice. The remaining posts at this level have no such opportunity nor is Non-Practising Allowance given to them.

8.25. It will be seen from the above that the present arrangements are highly iniquitous. We also understand that they also cause administrative difficulties, because of the reluctance of the employees to work in posts which have no facility of private practice or in which this facility, even if available, is not as remunerative as in some other posts. We are averse in principle to the idea of persons in the whole-time employment of Government being allowed a secondary source of income through private practice. We are also of the view that the Non-Practising Allowance wherever prevalent or justified, should be taken into account in determining the appropriate pay-scale of the post rather than be allowed as separate element alongside pay. Our recommendations in regard to the pay-scales of the various levels in this Directorate below Class I, are based on this consideration, among others.

8.26. *Regional Deputy Directors of Animal Husbandry (33).*—These posts and others considered equal to them are at present in the standard Class I scale. It has been our stand that in organisations where the district set-up is headed by a gazetted officer, the regional officer should be in at least the senior part of Class I scale. Accordingly, we have recommended for all these posts Grade 16 with the scale of Rs. 1000—1500.

8.27. *Class II posts.*—Having regard to the fact that we are recommending discontinuance of private practice at this level, and also taking into account the increasing importance of this Department, we have recommended the junior part of the Class I scale i.e. Grade 14 and the scale of Rs. 680—1250, for the posts of District Animal Husbandry Officers in this department and all other posts considered equal to them. In view of this upgradation, we would also recommend that the qualification for nomination at this level be raised from the Bachelor's degree to the Master's degree in Animal Husbandry and Veterinary Science.

8.28. *Livestock Supervisors (1300).*—Although the educational requirement is the same as for Clerks, the additional training provided, the arduous nature of duties and above all the proposed disallowance of private practice, justify, in our opinion, the next higher gradation. Accordingly we have recommended Grade 6 with the pay-scale of Rs. 290—465—Extn—515 for these posts.

Co-operation Department (ACD-5)

8.29. *Director of Marketing (1).*—This post carries the pay-scale of Rs. 1300—1600 plus a special pay of Rs. 300 which is in lieu of a higher pay-scale. We have merged the special pay in the Grade and Scale recommended by us viz. Grade 23 with the pay-scale of Rs. 1700—2000.

8.30. *Joint Registrar/Joint Director (20).*—Only 1 of the 20 posts is in a higher scale of Rs. 1300—1600 (Rs. 1410—1700) while the remaining 19 are in the scale of Rs. 900—1350 (Rs. 1080—1450). We see no justification for this disparity. We have therefore recommended the same grade and scale for all the posts viz. Grade 19 (Rs. 1100—1700).

8.31. *Multiplicity of Levels.*—In this Department, the ministerial set-up being integrated with the executive, the latter suffers from the same multiplicity of levels as the former. Thus, corresponding to the Senior Clerk, there is the level of the Assistant Co-operative Officer/Industrial Supervisor Grade I/Junior Market Superintendent/Assistant Market Superintendent/Extension Officer and Sub-Auditor. Corresponding to the Head Clerk are Co-operative Officer Grade II/Marketing Inspector Grade II and Auditor Grade II, and corresponding to the level of Office Superintendent on the ministerial side are Co-operative Officer Grade I/

Marketing Inspector and Auditor Grade I. As we had occasion to observe in para 7.9 while dealing with the ministerial hierarchy, there is a case for eliminating the level corresponding to the Head Clerk. We have refrained from doing this ourselves because we are unable to decide how many of the existing posts corresponding to the level of the Head Clerk deserve to be upgraded to the higher level and how many of them could be downgraded. This is better done by Government.

Directorate of Fisheries (ACD-7)

8.32. *Regional Fisheries Development Officer*.—These posts are at present in standard Class I scale. In accordance with our stand that wherever the district set-up is headed by a gazetted Officer, the regional post should be at least in the senior part of the standard Class I scale, we have recommended for these posts (and other posts equal to them) Grade 16 with the pay-scale of Rs. 1000—1500. This however does not apply to the post of Assistant Director of Fisheries (Administration) which is a non-technical post. We have recommended the standard Class I scale viz. Grade 15 (Rs. 680—1500) for that post.

8.33. *Deputy Director of Fisheries (2)*.—These posts are at present in the senior part of the standard Class I scale. Since they constitute a promotional level for the posts of Regional Fisheries Development Officer for which we have recommended the senior part of the revised Class I scale, we are recommending Grade 19 with the pay-scale of Rs. 1100—1700 for these posts.

EDUCATION AND YOUTH SERVICES DEPARTMENT (EYSD)

Directorate of Education (EYSD-1)

8.34. *Chairman, Maharashtra State Board of Secondary Education (1)* : Rs. 1800—2000 (Rs. 1900—2100).

At present this post is on the same pay-scale as of the Director of Education. We are of the opinion that there is a difference in the level of responsibilities attaching to the two posts, we have, therefore, recommended Grade 25 with the scale of Rs. 2000—2250 for this post as against Grade 28 (Rs. 2250—2500) for the post of Director.

8.35. *Deputy Director and equivalent posts (22)* : Rs. 410—1200 plus Special Pay of Rs. 150 (Rs. 750—1450).

The special pay is in lieu of a higher pay-scale. The next higher level is that of the Joint Director for which we have recommended Grade 22 (Rs. 1500—1925), and the next lower level is that of Educational Officer which is in the standard Class I scale. We are of the opinion that special pay in lieu of a higher pay-scale should be avoided. We have, therefore, recommended Grade 19 with the scale of Rs. 1100—1700 for these posts which is inclusive of the special pay.

8.36. *Assistant Deputy Educational Inspector (49)*.—This post carries the pay-scale of Rs. 165—400 plus Rs. 30 Special Pay (Rs. 358—640). The special pay also is in lieu of higher pay-scale. In accordance with our general approach in this matter as explained above, we have recommended for these posts Grade 9 with the scale of Rs. 395—700—Extn—775, inclusive of special pay.

8.37. *Superintendent (General State Service, Class II)* :—

	Total No. of posts	Existing scale
(i) Zilla Parishads (District) ...	50	Rs. 300—525 (496—733).
(ii) Deputy Director of Education's Office, Greater Bombay.	2	
(iii) Audio Visual Education, Pune. ...	1	
(iv) State Institute of Science Education.	1	
(v) State Institute of English (Bombay).	1	

At present, these posts are treated as gazetted and carry the lower segment of the standard Class II scale. For Superintendents in all Departments we have recommended Grade 10 (Rs. 500—900) and we see no justification for placing these Superintendents only on a higher scale. We have accordingly recommended Grade 10 for them.

Directorate of Technical Education (EYSD-2)

8.38. *Income from testing fees available to the gazetted and non-gazetted staff working in Engineering Colleges.*—It has come to our notice that under the orders of Government gazetted and non-gazetted members of Engineering Colleges and Polytechnics entrusted with the testing work in Test Houses attached to these institutions are permitted to retain 50 per cent of the testing fees collected by them. We feel that this additional income earned by the members of the staff is in no way different from additional income earned by Medical Officers, Veterinary Doctors from private practice. Besides being objectionable in principle, the concession gives rise to inequalities in opportunities for similar staff working in different institutions, since scope for this type of work is not uniform in all places. Having recommended the stoppage of private practice in all other cases (viz. Medical Department, Animal Husbandary Department, and Town Planning and Valuation Department), we feel called upon to propose that the present practice of allowing the staff to have a share in the fees should be stopped. Revised scales proposed by us for various categories of posts particularly for teaching categories are high enough to take care of this little extra work without any additional payment.

8.39. *Assistant Director of Training (I) : Rs. 410—1200 (Rs. 620—1360).*

Planning Officer (I) : Rs. 410—1200 (Rs. 620—1360).

Secretary, Board of Technical Education (I) : Rs. 410—1200 (Rs. 620—1360).

We are of the opinion that the responsibilities attaching to these posts are no less than those of the Training and Placement Officer (I) who is at present in the scale of Rs. 650—1200 (830—1360) and for whom we have recommended Grade 16 with the scale of Rs. 1000—1500. We have accordingly recommended the same grade and scale for these posts also.

Directorate of Art (EYSD-3)

8.40. *Technical Assistant (3).*—Out of three posts carrying this designation, one is in the scale of Rs. 300—470 (Rs. 496—684) and two are in the scale of Rs. 220—340 (Rs. 416—536). Considering the qualifications prescribed and as a matter of rationalisation, we have recommended for all of them Grade 8 with the pay-scale of Rs. 365—660—Extn.—735.

8.41. *Assistant Librarian (4) : Rs. 160—325 (Rs.—323—521).*

The recruitment rule prescribes only a diploma or a certificate in Library Science. This would have warranted Grade 6 with the scale of Rs. 290—465—Extn.—515. We understand, however, that all the present incumbents are graduates with a degree or diploma in Library Science. We have, therefore, recommended the usual grade and scale for such qualifications viz. Grade 8 and the scale of Rs. 365—660—Extn.—735.

8.42. *Librarian (I).*—This post at present is in Class II. There is another post of Librarian which is in the non-gazetted scale of Rs. 300—600 (496—780). Both are a promotional level for the Assistant Librarian referred to above. We are not convinced that the duties and responsibilities attaching to the gazetted post are comparable with those of other gazetted posts of Librarians viz. in the Mantralaya or the Maharashtra Legislature Secretariat. We have, therefore, recommended Grade 10 and scale of Rs. 500—900 for both posts.

Directorate of Archaeology (EYSD-4)

8.43. *Anthropological Assistant (I) : Rs. 260—470 (Rs. 456—684).*

Numismatic Assistant (I) : Rs. 180—400 (Rs. 343—610).

Technical Assistant (I) : Rs. 180—400 (Rs. 343—610).

Exploration Assistant (3) : Rs. 180—400 (Rs. 343—610).

Publication Assistant (I) : Rs. 180—400 (Rs. 343—610).

All these posts require a post-graduate degree in Geography, Anthropology, Indian History or Archaeology or Geology. We have treated them as equal and recommended for all of them grade 8 with the pay-scale of Rs. 365—660—Extn.—735.

8.44. *Curator (I) : Rs. 300—830 (Rs. 496—1010).*

This is a promotional post for Deputy Curator for whom we are recommending the junior part of Class II scale. We have, therefore, recommended the senior part of Class II scale viz. Rs. 750—1150 (Grade 13) for this post.

Directorate of Libraries (EYSD-5)

8.45. *Technical Assistant (13)*: Rs. 200—350 (Rs. 363—546).

Inspector (8): Rs. 200—350 (Rs. 363—546).

Distribution Assistant (1): Rs. 220—340 (Rs. 416—536).

District Librarian (5): Rs. 220—340 (Rs. 416—536).

The recruitment qualifications laid down for all the above posts are the same viz. a degree with a diploma in Library Science followed by three years' experience of Library work. All these posts are inter-changeable and the duties more or less the same. As a matter of rationalisation, we have recommended one common grade i.e. Grade 10 with the scale of Rs. 500—900 for all them.

FINANCE DEPARTMENT (FD)

Commissioner of Sales Tax (FD-1)

8.46. *Selection Grade Sales Tax Officer (27)*: Rs. 410—1010 (Rs. 620—1179).

In view of the general stand we have taken against the retention of selection grades, we would have ordinarily recommended the same grade and pay-scale for these posts as for the basic cadre of Sales Tax Officers. We have, however, been advised that there is a case for having a higher level Sales Tax Officer in addition to the S.T.O. in Class II. This is also one of the recommendations of the Sales Tax Enquiry Committee which submitted its report recently. In view of this, we have presumed that the present selection grade posts will be deemed to be posts with a higher level of responsibility, and we have recommended for them Grade 14 with the pay-scale of Rs. 680—1250.

8.47. *Selection Grade Sales Tax Inspector (143)*: Rs. 275—590 (Rs. 471—770).

Here also, we have been advised that the selection grade posts can conveniently be treated as a higher level of Sales Tax Inspector. We have accordingly recommended for these posts Grade 10 with the pay-scale of Rs. 500—900.

8.48. *Sales Tax Inspector (1162)*: Rs. 190—450 (Rs. 353—664).

We have equated this post with that of Assistant in the Mantralaya as selection to the cadre is made through a Statewide competitive examination which is common to both Assistants and Sales Tax Inspectors. The Grade and scale recommended for the post viz. Grade 8 and pay-scale of Rs. 365—660—Extn.—735 are thus the same as those proposed for Assistants.

Directorate of Insurance (FD-6)

8.49. *Inspector (5) and Technical Assistant (48)*.—The post of Inspector is a promotion post for Technical Assistant. The latter is predominantly a nomination post for which the R. R. prescribes a Second Class Degree, and Licenciateship of the Federation of the Indian Institute of Insurance. In practice, however Second Class graduates without the Licenciateship also are recruited. They are, however, given a slightly lower scale of Rs. 170—340 (Rs. 333—536) as against the pay-scale of Rs. 210—450 (Rs. 406—664) prescribed for the qualified Technical Assistant. The latter is also the pay-scale attaching to the promotion level of Inspector, but there is a special pay attached in addition Rs. 20 per month in the case of 4 posts and Rs. 50 in the case of one post. We are of the opinion that the number of posts at the level of Inspector is much too small to serve as an intermediate level between the Technical Assistant on the one hand and Class II on the other. The level of special pay attaching to these posts is also too meagre to indicate a higher level of responsibility. We have accordingly recommended one uniform scale for Inspector as well as Technical Assistant Grade 8 and scale of pay Rs. 365—660—Extn.—735. We are averse to having separate scales based on qualifications for the same post, but since acquisition of the professional qualification of Licenciateship is considered desirable, we have recommended four advance increments to those who acquire this qualification.

GENERAL ADMINISTRATION DEPARTMENT (GAD)

Governor's Secretariat (GAD-1)

8.50. *Rent-free quarters*.—The pay-scales that we have proposed for this department are based on the assumption that all the employees including Assistant Secretary will be entitled to rent-free quarters.

- 8.51. *Assistant Secretary (I)* : Rs. 750—1300 (Rs. 930—1410).
Assistant Secretary to Chancellor (I) : Rs. 750—50—1250 (Rs. 930—1410).
Private Secretary (I) : Rs. 695—45—1100 + Rs. 125 special pay (Rs. 1000—1385).
Additional Private Secretary (I) : Rs. 695—1100 (Rs. 875—1260).
Comptroller (I) : Rs. 750—1300 (Rs. 930—1410).
Assistant Comptroller (I) : Rs. 695—1100 (Rs. 875—1260).

As a matter of rationalisation, we have recommended for all the above posts Grade 16 with the pay-scale of Rs. 1000—1500. The last mentioned post could be more appropriately designated as Additional Comptroller.

Directorate General of Information and Public Relations (GAD-2)

8.52. *District Publicity Officer (27)*.—At present 15 posts are in the pay-scale of Rs. 300—625 (496—805) and 12 posts are in the full Class II scale. In accordance with our general approach regarding a district gazetted officer being in not less than the full Class II scale, we have recommended Grade 12 with the pay-scale of Rs. 600—1150 for all these posts. This will also mean their combination with the cadre of Assistant Director of Publicity (13) for which also we have recommended the same grade and scale.

- 8.53. *Sub-Editor (32)* : Rs. 240—500 (Rs. 436—733).
Information Officer (I) : Rs. 275—590 (Rs. 471—770).
Information Assistant (13) : Rs. 200—350 (Rs. 363—546).
Receptionist-Information Assistant (I) : Rs. 220—480 (Rs. 416—694).

All these are nomination posts with practically the same recruitment requirements. As a matter of rationalisation, we have recommended one uniform grade and scale for all of them viz. Grade 9 with the scale of Rs. 395—700—Extn.—775.

Directorate of Rural Broadcasting (GAD-4)

- 8.54. *Senior Assistant Engineer (I)* : Rs. 500—940 (Rs. 733—1120).
Assistant Engineer (2) : Rs. 460—830 (Rs. 674—1010).
Deputy Engineer (5) : Rs. 325—880 (Rs. 521—1060).
Radio Assistant (I) : Rs. 300—625 (Rs. 496—805).

All these posts are in Class II, but the post of Senior Assistant Engineer is a promotional level for Assistant Engineer, which in turn is a promotional post for Deputy Engineer, and the latter is promotional level for the Radio Assistant. We see no justification for so many levels all in Class II. We have, therefore, combined them all into one level and recommended the revised standard Class II scale for them, viz. Grade 12 and the scale of Rs. 600—1150.

Maharashtra Public Service Commission (GAD-7)

- 8.55. *Secretary (I)* : Rs. 1100—1600 (Rs. 1260—1700).
Deputy Secretary (3) : Rs. 750—1300 (Rs. 930—1410).
Assistant Secretary (3) : Rs. 650—1100 (Rs. 830—1260).

We have equated these three levels with the Mantralaya levels of Deputy Secretary, Under Secretary and Section Officer respectively.

- 8.56. *Assistant (30)* : Rs. 190—450 (Rs. 353—664).

We have equated these posts with the post of Assistant in Mantralaya as the mode of recruitment is the same—Statewide competitive examination conducted by the M.P.S.C.

Office of the Director of Archives (GAD-9)

- 8.57. *Director (I)* : Rs. 900—1350 (Rs. 1080—1450).

The present incumbent of the post of Director of Archives is an additional charge of the post of Director of Archaeology. The latter post carries in addition to its pay-scale a special pay of Rs. 200. Since this special pay has merged in the revised scale that we have recommended, it is for Government to consider whether a separate special pay under the provisions of B. C. S. R. 609 should be granted to the present incumbent for the additional charge of the post of Director of Archaeology so long as it lasts.

Gazetteers Department (GAD-11)

- 8.58. *Assistant (4)* : Rs. 170—400 (Rs. 333—610).
Senior Clerk (2) : Rs. 150—300 (Rs. 313—496).
Research Collaborator (I) : Rs. 180—400 (Rs. 343—610).

As a matter of rationalisation, we have combined all these levels and recommended Grade 7 and the scale of Rs. 335—580—Extn.—655 for all of them.

HOME DEPARTMENT (HD)

Police Department (HD-1)

8.59. *Superintendent of Police/Deputy Commissioner of Police.*—These posts are borne on the I. P. S. cadre and are normally held by cadre officers. However, there are occasions when non-cadre officers are appointed to these posts. Considering that the cadre officers in these posts would be entitled to the I. P. S. Senior scale Rs. 1200—1700, we have recommended for the non-cadre officers Grade 19 with the pay-scale of Rs. 1100—1700.

8.60. *Comparability with Revenue Hierarchy.*—Traditionally, the Revenue and the Police have been the closest of Departments in the districts. Therefore, the relativities between the corresponding levels of these two hierarchies always attract considerable attention. At no time has there been a parity between them. The present position is as under:—

Police Department			Revenue Department		
Designation	Class	Pay-scale	Designation	Class	Pay-scale
1. Deputy Superintendent	I*	Rs. 375—880 (Rs. 571—1060)	Deputy Collector ..	I	Rs. 410—1200. (Rs. 620—1360)
2. Inspector of Police ..	II	Rs. 350—520 (Rs. 546—733)	Tahsildar ..	II	Rs. 300—830 (Rs. 496—1010)
3. Police Sub-Inspector	III	Rs. 170—325 (Rs. 333—521)	Naib-Tahsildar ..	III	Rs. 220—400 (Rs. 416—610)

*This is from 19th February 1976; before that this post was in Class II.

It will be seen from the above that the pay-scales attaching to the Police hierarchy are at every level lower than the corresponding level in the Revenue hierarchy. A strong demand was made before us for parity at the abovementioned levels. We have, however, been unable to accept it because we feel that the role of the Revenue hierarchy as the lead-service in the district has not only remained unimpaired but has been further strengthened after the advent of the 25-Point Programme. The relativity established by the Government of India as between the I. A. S. and the I. P. S. at the district level and above also points to the need for maintaining some difference. The I. A. S. Collector of a district would be either in the I. A. S. Senior scale of Rs. 1200—2000 or in the I. A. S. Selection Grade of Rs. 2000—2250 whereas the I. P. S. District Superintendent of Police would be in the I. P. S. Senior scale of Rs. 1200—1700 or in the I. P. S. Selection Grade of Rs. 1800. With this relativity in mind, we have proposed the following grades and scales for the police hierarchy; the grades and scales recommended for the corresponding levels in the Revenue Department have been shown along side :—

Police Department			Revenue Department		
Designation	Grade	Pay-scale	Designation	Grade	Pay-scale
1. Deputy Superintendent of Police.	14	Rs. 680—1250	Deputy Collector	15	Rs. 680—1500
2. Inspector of Police ..	11	Rs. 600—950	Tahsildar ..	12	Rs. 600—1150
3. Police Sub-Inspector.	8	Rs. 365—580—Extn— 735.	Naib-Tahsildar ..	10	Rs. 500—900

8.61. *Assistant Police Inspector.*—The cadre of Assistant Police Inspector carrying the pay-scale of Rs. 260—340 (Rs. 454—536) is peculiar to Bombay City. In the Districts, the next promotional post for Sub-Inspector is of Inspector, while in Bombay city the Sub-Inspector has first to pass through the post of Assistant Inspector of Police. We understand from the Department that as against a total Sub-Inspector strength of 2239 in the districts, the posts of Inspector are 657 in number. This gives a ratio of about 1 : 3.5 between Inspector and Sub-Inspector. The corresponding ratio in Greater Bombay is 1 : 6, the posts of Inspector being 224 in number while the Sub-Inspectors' strength is 1290. The ratio would be equalised if the posts of Assistant Inspector—162 in number, are upgraded to those of Inspectors. We have, therefore, considered it reasonable to propose the combination of the cadre of Assistant Inspector with that of Inspector and on this basis to recommend for the post of Assistant Inspector the same grade and pay-scale as of the Inspector, namely Grade 11—Rs. 600—950.

8.62. *Combined Cadre Special Pay.*—At present members of the police force from Deputy Superintendent down to Police Constable Stationed in Bombay are in receipt of special pay known as "Combined Cadre Order Special Pay" (CCOSP) ranging from Rs. 60 to Rs. 10. It is understood that originally this Special Pay was intended to secure for the mofussil officers brought to Bombay the same emoluments as were available to the officers in the Bombay Police Force who were on separate city scales of pay. After abolition of city scales, the special pay was sought to be justified on the ground that police duties in Bombay were more arduous than in the

other areas of the State. In actual fact, it appears to us that the CCOSP was used as a cushion for partially neutralising the drop in the emoluments of the Bombay police personnel as a result of the abolition of the city scales. We are unable to justify the continuance of this special pay on either ground, and are of the opinion that this discrimination in favour of Bombay must end. Comparable departments like Jails, Prohibition and Central Excise etc. do not make any such distinction as between the Bombay personnel and the rest. We have, therefore, recommended that the CCOSP should be deemed to have been merged in the revised scales that we have proposed for various categories.

8.63. *Special Duty Allowance.*—The Police Constabulary in the entire State is in receipt of a Special Duty Allowance of Rs. 20 per month in consideration of the special nature of its duties (e.g. long hours, odd hours and work on holidays). The allowance does not count as pay for any purpose. We have examined the desirability of merging this allowance in the revised pay-scales to be recommended but have come to the conclusion that there would be an advantage in continuing this allowance as a separate entity. The revised pay-scales that we have recommended are, therefore, exclusive of this Special Duty Allowance.

Wireless Section

8.64. *Director.*—This post has been given the status of Deputy Inspector General of Police and its present pay-scales viz., Rs. 1600—2000 (Rs. 1700—2100) is also the Deputy Inspector General's pay scale as it was before its recent revision. We have maintained this relativity and proposed for this post Grade 25 with the pay-scale of Rs. 2000—2250 which is the same as the I. P. S. revised scale for Deputy Inspector General.

8.65. *Superintendent of Police, Wireless.*—The present pay-scale of this post is Rs. 1100—1600 (Rs. 1360—1700) while the pay-scale of I. P. S. District Superintendent of Police prior to the recent revision was Rs. 740—1300 (Rs. 920—1410). The difference was on account of the fact that this post requires a technical background and has a much larger jurisdiction. The revised I. P. S. scale for the District Superintendent of Police is Rs. 1200—1700. We have, therefore, considered it reasonable to recommend for the post of Superintendent of Police, Wireless—Grade 22 with the pay-scale of Rs. 1500—1925.

8.66. *Police Sub-Inspector (Wireless).*—The present scale of the post is Rs. 220—430 (Rs. 416—640) as against the scale of Rs. 170—325 (Rs. 333—521) applicable to the post of Sub-Inspector in the regular line. In view of the technical background required for the post we consider the existing differentiation justified and accordingly recommend for the post Grade 9 (Rs. 395—700—Extn—775) i.e. one grade higher than for Police Sub-Inspector in the regular line.

8.67. *Radio Mechanic.*—The post is on the scale of Rs. 200—325 (Rs. 363—520). For the qualifications prescribed viz. S. S. C. with a Diploma in Radio Servicing or Craftsmanship and 2 years experience, Grade 6 (Rs. 290—465—Extn—515) would have sufficed. That is the grade we have recommended for Radio Mechanics in the Directorate of Rural Broadcasting whose qualifications are more or less the same. However having regard to the higher responsibilities attaching to the post of Radio Mechanics in Police Wireless we have placed them in Grade 7 (Rs. 335—580—Extn—655).

8.68. Radio Mechanics are at present in receipt of what is known as "Class pay" of Rs. 15, Rs. 25, Rs. 35 and Rs. 40 for passing classification Tests IV, III, II and I as an incentive for acquiring higher proficiency in their skills. We have not come across this kind of incentive pay in any other department. We understand that it was introduced at the instance of Government of India. The Department considers its continuance necessary in the interest of the efficiency of the Wireless Section. In these circumstances, we are constrained to accept the present arrangement in principle. We are however of the opinion that it would be better to provide the incentive in the form of advance increments instead of classification pay. We should also like to reduce the number of steps from 4 to 2. We accordingly recommend that the mechanics who pass both the classification tests IV and III may be given two advance increments, and those who pass both the tests II and I two more advance increments. These would be in lieu of the classification pay drawn at present.

8.69. *Electricians.*—The suggestion made in the preceding para holds good in the case of Electricians also who too are in receipt of "class pay" at the same rate as for Radio Mechanics.

8.70. *Wireless Operator.*—In this case a Proficiency pay of Rs. 20 per month is admissible to the Wireless Operators who have passed the Proficiency test. For the reasons mentioned in the preceding para, we have recommended that the Operators who pass the Proficiency Test may be given three advance increments in place of the Proficiency Pay.

Motor Transport Section

8.71. *Superintendent of Police (MT)*.—The post carries the same scale of pay as Superintendent, Police Wireless Rs. 1100—1600 (Rs. 1260—1700). We want this equation to continue. We have therefore recommended for this post the same grade and pay-scale as for Superintendent, Police Wireless, viz. Grade 22 (Rs. 1500—1925).

8.72. *Sub-Inspector*.—This post carries the same scale as the post of Sub-Inspector in the regular line. However, out of 7 posts in Bombay, 6 posts carry a Technical pay of Rs. 45 per month. In view of the technical background required for the post we have equated the post with the post of Police Sub-Inspector in the Wireless Section and recommended Grade 9 (Rs. 395—700—Extn—775) for all the posts including those in the mofussil. In the case of the posts which carry Technical pay, the recommended scale is inclusive of the Technical pay.

8.73. *Constabulary working as Technicians in Bombay*.—The Police Constables working as Technicians in Bombay are on the scale of Constables but draw in addition a technical pay which is Rs. 40 per month in the case of those who have been given the rank of "Head Constables" and Rs. 25 in the case of Constables. This technical pay is in addition to the Combined Cadre Order Special Pay of Rs. 10 per month. In view of the technical background required to be possessed by these Constables, we have recommended in their case one grade higher than the grade admissible on the basis of their rank as shown below:—

Category	Existing scale	Grade and pay-scale allotted
Head Constable ..	Rs. 90—120 plus Rs. 40 T. P. .. (Rs. 279—333).	Gr. 5: (Rs. 260—420—Extn— 470).
Constable ..	Rs. 90—120 plus Rs. 25 T. P. .. (Rs. 264—318).	Gr. 4: (Rs. 250—385—Extn— 420).

The recommended scale are inclusive of Technical Pay.

8.74. *Constabulary working as Motor Vehicle Drivers*.—Head Constables and Constables in the Mofussil working as Drivers are in receipt of a special pay of Rs. 20 per month in addition to the pay scale of their rank. Similarly, Head Constable Drivers and Constable Drivers in Bombay City are in receipt of a Driving Allowance of Rs. 25 and Efficiency Pay of Rs. 20 apart from the Combined Cadre Order Special Pay. In view of the specialised nature of their duties for which they are specially trained, we have recommended in all these cases one grade higher than the grade admissible on the basis of their ranks as shown below:—

Category	Existing scale	Grade and pay-scale recommended
Police Jamadar (Driver) Bombay	Rs. 135—150 plus driving allowance of Rs. 25 and Efficiency pay of Rs. 20 (Rs. 363—411).	Gr. 6—Rs. 290—465—Extn— 515.
Driver (H. C. Grade I) Mofussil	Rs. 135—150 plus special pay of Rs. 20 (Rs. 318—333).	
H. C. Driver, Bombay ..	Rs. 115—135 plus driving allowance of Rs. 25 and Efficiency pay of Rs. 20. (Rs. 366—386).	Gr. 5—Rs. 260—420—Extn— 470.
Driver (H. C. Gr. II) Mofussil ..	Rs. 115—135 plus special pay of Rs. 20 (Rs. 274—318).	
P. C. Driver, Bombay ..	Rs. 90—120 plus Driving allowance of Rs. 25 and Efficiency pay of Rs. 20.	Gr. 4—Rs. 250—385—Extn— 420.
P. C. Driver, Mofussil ..	Rs. 90—120 plus special pay of Rs. 20. (Rs. 249—279).	

The recommended scales are inclusive of all the kinds of special pay mentioned above.

Arms and Ammunition Branch

8.75. *Police Sub-Inspector*.—The post carries a special pay of Rs. 40 in addition to the scale of Rs. 170—325 (Rs. 333—521). In view of the technical background required for the post, we have equated this post with the posts of Sub-Inspectors in the Wireless and Motor Transport Sections. We have accordingly recommended for it Grade 9 with the scale of Rs. 395—700—Extn—775 which is inclusive of the special pay of Rs. 40.

8.76. *Head Constables and Constables*.—Working in the Arms and Ammunition Branch are in receipt of a special pay of Rs. 15 and Rs. 10 respectively in addition to the pay scales of

their rank. In view of the technical nature of duties attached to the posts, we have given them one grade higher than the grade admissible on the basis of their rank, as shown below:—

Category	Existing scale	Grade and pay-scale recommended
Head Constable (Armourer), Bombay.	Rs. 115—135 plus Special pay of Rs. 15 (Rs. 279—323)	Gr. 5: Rs. 260—420—Extn—470.
Head Constable (Armourer), Mofussil.	Rs. 115—135 plus special pay of Rs. 15 (Rs. 269—313)	Gr. 5: Rs. 260—420—Extn—470.
Police Constable (Armourer), Bombay.	Rs. 90—120 plus special pay of Rs. 10 (Rs. 249—279).	Gr. 4: Rs. 250—385—Extn—420.
Police Constable (Armourer), Mofussil.	Rs. 90—120 plus special pay of Rs. 10 (Rs. 212—269).	Gr. 4: Rs. 250—385—Extn—420.

The scales recommended are inclusive of special pay.

Police Prosecutors

8.77. *Police Prosecutor (Ordinary Grade)*.—The post of Police Prosecutor in the mofussil carries a scale of Rs. 300—625 (Rs. 496—805). We have equated it with that of Police Inspector and placed it in Grade 11 with the scale of Rs. 600—950.

The post of Police Prosecutor in Bombay is on a slightly higher scale of pay viz. Rs. 340—740 (Rs. 536—920) the justification for the differentiation being that the work of Police Prosecutors in Bombay is of a more complex nature. We have considered it reasonable to retain the existing differentiation, and have recommended for the post Grade 14 with the scale of Rs. 680—1250.

8.78. *Police Prosecutor (Selection Grade)*.—The post is not a Selection Grade post in the conventional sense of the terms. It is actually a level carrying higher responsibilities. The scale of pay of the post in the mofussil is Rs. 600—830 (Rs. 780—1010) while the scale of the post in Bombay City is Rs. 700—940 (Rs. 880—1120). We have found the existing differentiation justifiable and have recommended Grade 13 (Rs. 750—1150) for the post in the mofussil and Grade 16 (Rs. 1000—1500) for the post in the City.

8.79. *Legal Adviser to Inspector General of Police* : (Rs. 700—940 (Rs. 880—1120).

This post which is a promotional post for Selection Grade Police Prosecutors in the Mofussil is on the same scale as the Selection Grade Police Prosecutor in Bombay. We have retained the existing equation and recommended for it Grade 16 (Rs. 1000—1500).

8.80. *Chief Police Prosecutor, Bombay*: Rs. 740—1100 (Rs. 920—1260).

This is the highest post available for promotion to the Police Prosecutors. We have recommended Grade 19 (Rs. 1100—1700) for the post which is the same as for non-Cadre Superintendents of Police.

8.81. *Post of Interpreter and Translator in the Office of the Police Commissioner, Bombay*: Rs. 350—650 (Rs. 546—830).

The post is filled by nomination from among graduates with a Diploma in French or German and with a good background knowledge of European Languages. In view of the special qualifications laid down for the post, we have recommended for it the highest non-gazetted scales of Rs. 500—900 (Grade 10).

Directorate of Forensic Science Laboratory (HD-3)

8.82. *Senior Laboratory Assistant (41)* : Rs. 130—240 (Rs. 269—436).

In other departments, posts of Laboratory Assistant are filled by appointing S.S.C. holders and there is no such level as Senior Laboratory Assistant. Here, the level of the Senior Laboratory Assistant appears to be the basic level, the strength of the lower level represented by Junior Laboratory Assistant being only 18. Since the qualification prescribed is Intermediate Science passed, we have recommended Grade 6 with the pay scale of Rs. 290—465—Extn.—515 for the posts of Senior Laboratory Assistant.

8.83. *Supervisor Senior Clerk i/c of Stores (I)* : Rs. 150—300 (Rs. 313—496).

This is an isolated post and is required to be filled by nomination from among persons who have passed the Inter Science examination. Nowhere else has such a qualification been prescribed for a post concerned with storekeeping. We recommend that this post may be made post of the cadre of Senior Clerk so that further promotion is not precluded. We have proposed Grade 7 (Rs. 335—580—Extn.—655) to facilitate the proposed integration.

Inspector General of Prisons (HD-3)

8.84. *Superintendent of Central Prison/Principal, Jail Officers Training School (8)*: Rs. 830—1200 (Rs. 1010—1360).

This is a promotion post for Superintendent of District Prison, Class I. We have recommended for the latter the standard Class I scale viz. Grade 15 with the pay-scale of Rs. 680—1500. We have, therefore, recommended Grade 19 with the pay-scale of Rs. 1100—1700 for the post of Superintendent of Central Prison etc.

8.85. *Personal Assistant to I.G. of Prisons (1)* : Rs. 420—625 (Rs. 630—805)

Personal Assistant to D.I.G. of Prisons (3) : Rs. 420—625 (Rs. 630—805)

O. and M. Officer (1) : Rs. 420—625 (Rs. 630—805)

Administrative Officers (6) : Rs. 400—625 (Rs. 610—805).

These are the highest promotion posts available for the ministerial cadres. We have therefore recommended the full Class II scale for them viz. Grade 12 with the pay-scale of Rs. 600—1150.

Commissioner, Prohibition and Excise (HD-5)

8.86. *Assistant Commissioner, Prohibition and Excise (7)* : Rs. 300—830 (Rs. 496—1010).

This is a promotional level for Office Superintendent. The latter post is to be found only in the headquarters and there is no access to it for ministerial personnel working in the mofussil. This is clearly unfair. Government might therefore like to consider how best this gazetted level could be opened out to the ministerial personnel in the mofussil also.

8.87. *District Inspector of Prohibition and Excise (1)* : Rs. 275—440 (Rs. 471—650).

This solitary post is a promotional level for the cadre of Inspector of Prohibition and Excise (111). We see no justification for the retention of this bottleneck. We have, therefore, proposed for it the same grade and pay-scale as for the post of Inspector of Prohibition and Excise viz. Grade 10—Rs. 500—900 so as to facilitate the merger of the two levels.

8.88. *Prohibition Propaganda Officer (27)* : Rs. 200—325 (Rs. 363—521).

Here the qualifications stipulated viz. S.S.C. etc. do not fully bring out the main requirement of the post viz. the capacity to carry conviction to people. We have, therefore, recommended for it Grade 8 with the pay-scale of Rs. 365—660—Extn.—735.

Motor Vehicles Department (HD-6)

8.89. *Enforcement Supervisor/Regional Supervisor (19)* : Rs. 340—520 (Rs. 536—733).

We consider this an unnecessary level between the Inspector of Motor Vehicles (125) and the Class II. We have, therefore, recommended for it the same grade and scale as for the latter viz. Grade 10—Rs. 500—900 with a view to facilitating the merger of both into one level.

8.90. *Assistant Inspector of Motor Vehicles (121)* : Rs. 200—350 (Rs. 363—546).

The Recruitment Rule prescribes a diploma in Automobile Engineering. In practice, we understand, this is no more than a certificate from an I. T. I. However because of the practical experience stipulated in the Recruitment Rule, we have recommended for this post Grade 8 with the pay-scale of Rs. 365—660—Extn.—735.

8.91. *Motor Vehicle Prosecutor (9)* : Rs. 220—400 (Rs. 416—610).

We have equated this post with that of Police Prosecutor (Mofussil) under the Inspector General of Police who is at present in the scale of Rs. 300—625 (Rs. 496—805) and for whom we have recommended Grade 11 with the pay-scale of Rs. 600—950.

Director of Civil Defence (HD-8)

8.92. *Deputy Controller of Civil Defence (9)* : Rs. 410—1200 (Rs. 620—1360).

Senior Staff Officer A and P/O and S/Training (3): Rs. 695—1200 + Special Pay of 20% subject to a maximum of Rs. 150 (Rs. 1014—1450).

Both these posts constitute a promotional level for Junior Staff Officer. We have, therefore, recommended for them one common grade and scale viz. Grade 16 on Rs. 1000—1500 inclusive of the special pay.

8.93. *Senior Staff Officer (Industries) (1)* : Rs. 695—1200 (Rs. 875—1360).

Unlike the abovementioned other posts of Senior Staff Officer, this post does not carry a special pay. As a matter of rationalisation, we have recommended for it the same grade and scale as for the others viz. Grade 16—(Rs. 1000—1500).

- 8.94. *Instructor, Civil Defence Staff College (2)*: (i) Rs. 350—520 (Rs. 546—733),
(ii) Rs. 350—470 (Rs. 546—684).

Instructor in Civil Defence (Towns) (52): Rs. 350—520 (Rs. 546—733).

We are unable to equate these posts with anything higher than a trained graduate Secondary School Teacher for whom we have recommended Grade 8 with the pay-scale of Rs. 365—660—Extn.—735.

Commandant General, Home Guards (HD-9)

- 8.95. *Fire Fighting Instructor (1)* : Rs. 600—830 (Rs. 780—1010).

The present scale is the top segment of the present Class II scale. Since the post is filled by deputation of a suitable officer from the Fire Brigade, we have considered the full Class II viz Grade 12—Rs. 600—1150 as more convenient.

- 8.96. *Rescue Instructor (1)* : Rs. 350—520 (Rs. 546—733).

Deputy Chief Instructor (1): Rs. 350—470 (Rs. 546—684).

In both cases, the recruitment requirements are an undergraduate qualification with 3/5 years experience. For these requirements, we see no justification for anything higher than Grade 8 with the scale of Rs. 365—660—Extn.—735.

- 8.97. *Instructor (32)* : Rs. 200—280 (Rs. 363—476).

Instructor, Weapon Training (4): Rs. 170—250 (Rs. 333—446).

The duties are similar to those of Head Constable Grade I with instructional responsibilities. We have recommended for the latter Grade 5 (Rs. 260—420—Extn.—470) plus Special pay of Rs. 20. Here because of requirement of S. S. C. we recommended Grade 6 with the pay-scale of Rs. 290—465—Extn.—515.

Chief Port Officer (HD-10)

- 8.98. *Assistant Port Supervisor (61)* : Rs. 115—215 (Rs. 250—411).

The present scale is that of a Junior Clerk. We have recommended one grade higher viz. Grade 6 with the pay-scale of Rs. 290—465—Extn.—515 on account of several executive duties attached to this post.

Coastal Engineer (HD-14)

8.99. This post is filled by transfer of a Superintending Engineer from the Public Works Department. We have, therefore, recommended the same grade and scale as for a Superintending Engineer viz., Grade 22—Rs. 1500—1925. However, in view of the different nature of work, which has to be carried out to the satisfaction of another Head of Department viz. Chief Port Officer, we have recommended a special pay of Rs. 150 for this post.

Aviation Department (HD-15)

- 8.100. *Chief Pilot, Class I (1)* : Rs. 2500—3000.

Senior Captain, Class I (1) : Rs. 2500—3000.

Senior Commander, Class I (1) : Rs. 1800—2300 (Rs. 1900—2350).

Captain, Class II (1) : Rs. 1800—2300 (Rs. 1900—2350).

These posts carry very high scales, which we presume, must have been fixed taking into account factors such as the type of the aircraft, personal qualifications of the Officer and the pay required to be offered to obtain the services of the Officer. Since the pay-scales are in the nature of special scales fixed with reference to the specific requirements of the existing incumbents we do not propose to make any recommendations about them.

- 8.101. *Junior Mechanic (1)* : Rs. 160—250 (Rs. 323—446).

In view of the shortage of personnel with experience in Aeronautical Engineering, we have recommended Grade 7 (Rs. 335—580—Extn.—655) which is one grade higher than what the existing pay-scale would have justified.

Coroner of Bombay (HD-16)

- 8.102. *Coroner of Bombay (1)* : Rs. 1000—1350 (Rs. 1179—1450).

The Recruitment Rule provides for this post being filled by transfer of a Metropolitan Magistrate. Although the revision of the pay-scale of the later has not been entrusted to us, we would have considered Grade 19 with the pay-scale of Rs. 1100—1700 as appropriate there. We have accordingly recommended the same grade and scale for the post of Coroner of Bombay.

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT (IELD)

Director of Industries (IELD-1)

8.103. *Director of Industries* : Rs. 1800—2000 (Rs. 1900—2100).

This post has been held in abeyance and in its place a post of Industries Commissioner has been created. As the post is not expected to be filled in in the near future, we have not recommended any scale for this post.

8.104. *Deputy Director of Industries (12)* : Rs. 650—1200 (Rs. 830—1360).

Assistant Director of Industries (44) : Rs. 410—1200 (Rs. 620—1360).

These constitute at present two levels one above the other, but both are in the Class I pay-scale—the Assistant Director in full Class I scale and the Deputy Director in the senior part of the Class I scale. The next below level is that of the Industries Officer (78) who is in Class II and the next higher level is that of the Joint Director (8) who is in the scale of Rs. 1300—1600 (Rs. 1410—1700), for which we have recommended Grade 22 with the pay-scale of Rs. 1500—1925. We see no justification for two levels both within the limits of the standard Class I scale. As a matter of rationalisation, therefore, we have combined that two levels of Deputy Director and Assistant Director and recommended the standard Class I scale for both, viz. Grade 15 and scale of Rs. 680—1500.

8.105. *Research Officer (1)* : Rs. 300—520 (Rs. 496—733).

Research Assistant (8) : Rs. 210—430 (Rs. 406—640).

As a matter of rationalisation, we have combined these two levels into one and recommended the same grade and scale as for the Research Assistant in the Directorate of Economics and Statistics, viz. Grade 10—Rs. 500—900.

8.106. *Field Assistant (107)* : Rs. 93—150 (Rs. 207—313).

We are aware that the recruitment rules have been revised recently so as to make S.S.C. a necessary qualification for this post. We do not, however, see the relevance of this qualification from the point of view of the job content. We have, therefore, recommended Grade 4 with the pay-scale of Rs. 250—385—Extn.—420 for these posts.

Industries Inspector (Selection Grade) : Rs. 260—470 (Rs. 456—684).

Industries Inspector (452) : Rs. 200—350 (Rs. 363—546).

There is no place for a selection grade in our scheme. In some other cases, e.g., Sales Tax Inspector, the existing selection grade could be easily and justifiably converted into a level of higher responsibility. Here, however, we understand, there is no case for a higher level post which could replace selection grade. We have, therefore, combined these two cadres and recommended Grade 8 with the pay-scale of Rs. 365—660—Extn.—735 for them both.

Directorate of Printing and Stationery (IELD-2)

8.107. *Deputy Director*.—The Department had proposed that this post which carries a scale of Rs. 1000—1350 (Rs. 1179—1450) should be brought on the lower cadre of Managers with a suitable special pay, so as to facilitate the selection from amongst the Managers, of an Officer—not necessarily the seniormost—with the requisite aptitude for the administrative duties attached to the post. In our opinion, however, this is a distinctly higher level of responsibility and it should therefore carry a higher scale appropriate to that level. We have, therefore, recommended Grade 22 with the scale of Rs. 1500—1925 for the post.

8.108. *Assistant Managers* : Rs. 375—880 (Rs. 571—1060).

Four out of 16 Assistant Managers are in independent charge of four Government Presses at Kolhapur, Aurangabad, Nagpur (Central Jail Press) and Wai. All these except the Assistant Manager, Government Press, Wai are in receipt of a special pay of Rs. 50. Of the remaining Assistant Managers, two in the Government Central Press are also drawing special pay, one at the rate of Rs. 75 for attending to Lottery printing work and the other, at the rate of Rs. 100 for being in charge of Standards and Planning work. We consider that all these charges involve higher responsibilities than the other posts in the cadre of Assistant Managers and deserve to be placed on a higher scale of pay. We have accordingly recommended Grade 14 with the scale of Rs. 680—1250 for these posts inclusive of the special pays. For the remaining posts of Assistant Managers we have recommended the standard Class II scale of Rs. 600—1150 (Grade 12).

8.109. *Technical and Operative Staff in Government Printing Presses.*—In 1975 Government appointed a Committee consisting of technical experts and representatives of Press employees and Press Management “to study the technical jobs upto and including the level of supervisors and to evaluate them on a scientific point rating system.” The Committee was expected to assign point values to each job without suggesting pay-scales. The Committee’s Report was submitted in April 1976 and it was made available to us soon thereafter. The Committee has made separate evaluation for supervisory jobs and operative jobs. We have classified the point rating given by the Committee into 3 grades so far as the Supervisory posts are concerned and into 6 grades in respect of the Operative posts, as shown below:—

(i) *Supervisory Categories:*

Points Range	Grade and pay-scale allotted
Below 240	.. Gr. 6—Rs. 290—465—Extn.—515
240—299	.. Gr. 7—Rs. 335—580—Extn.—655
300 and above	.. Gr. 8—Rs. 365—660—Extn.—735

(ii) *Operative Categories:*

Points range	Grade and pay-scale allotted
Below 180	.. Gr. 1—Rs. 196—245—Extn.—260
180—209	.. Gr. 2—Rs. 200—295—Extn.—330
210—239	.. Gr. 3—Rs. 220—325—Extn.—360
240—269	.. Gr. 4—Rs. 250—385—Extn.—420
270—309	.. Gr. 5—Rs. 260—420—Extn.—470
310—359	.. Gr. 6—Rs. 290—465—Extn.—515
360 and above	.. Gr. 7—Rs. 335—580—Extn.—655

Although we have generally classified as above all the supervisory and operative categories, we have to make a few deviations for certain special reasons. These have been indicated in the Schedules in the Remarks Column.

Labour Department (IELD-3)

8.110. *Government Labour Officer and equivalents (79) :* Rs. 300—625 (Rs. 496—805).

In accordance with our stand regarding the scale to be given to gazetted officers in-charge of districts, we have recommended for these posts the full Class II scale Grade 12 Rs. 600—1150.

Office of the Chief Inspector of Steam Boilers and Smoke Nuisances (IELD-5)

8.111. *Chief Inspector (I) Rs. 1100—1450 (Rs. 1260—1550).*

We have equated this post with that of the Chief Inspector of Factories and recommended for both Grade 22 with the pay-scale of Rs. 1500—1925.

Directorate of Employment (IELD-7)

8.112. *District Employment Officer/Assistant Employment Officer : (61) :* Rs. 300—525 (Rs. 496—733).

At present this post is non-gazetted. It represents a level in-charge of a district and the present pay-scale is also the lower part of the Class-II scale. We are of the opinion that these posts deserve to be gazetted and it has been our stand that a gazetted post in-charge of a district should not be less than a full Class II scale. Accordingly, we have recommended for this post Grade 12 and the pay-scale of Rs. 600—1150. This will put it on par with the post of Sub-Regional Employment Officer etc. It is for Government to decide which of the latter posts deserve to be upgraded to the level of Assistant Director of Employment for which we have recommended Grade 14 with the pay-scale of Rs. 680—1250.

Office of the Commissioner for Workmen’s Compensation

8.113. *Registrar and Addl. Registrar (2) :* Rs. 340—520 (Rs. 536—733).

There are posts with the same pay-scale in other Departments, but those are non-gazetted posts and we have recommended Grade 10 with the pay-scale of Rs. 500—900 for them. Here the posts are gazetted and we are satisfied that they deserve to be so. We have accordingly, recommended for them Grade 11 with the pay-scale of Rs. 600—950.

IRRIGATION DEPARTMENT (ID)

Irrigation Department (Circles) (ID-1)

- 8.114. *Deputy Engineer* : Rs. 325—940 (Rs. 521—1120).
Assistant Engineer (Class II) : Rs. 325—940 (Rs. 521—1120).
Sub-Divisional Engineer : Rs. 325—910 (Rs. 521—1090).
Sub-Divisional Officer : Rs. 325—880 (Rs. 521—1060).

There are at present four separate cadres as above at the Class II level. Their total strength is 896. We have been given to understand that these separate cadres are necessary from an administrative angle, the object being to enable the cadre of Executive Engineers to consist predominantly of graduate engineers. The slight variation in the pay scale at the maximum has been introduced mainly as a device to emphasise the difference as between one cadre and another. Since there is hardly any difference in the duties and responsibilities attaching to these four cadres, we see no justification for maintaining the artificial difference in the pay-scales. We do not also feel that the removal of this slight variation will make any material difference to the basic legality or otherwise of the co-existence of four separate cadres at the same level of the hierarchy. We have accordingly recommended a common Grade 12 with the pay-scale of Rs. 600—1150 for all these cadres.

8.115. *Draftsman (171)*.—There are at present two pay-scales attaching to this post—(1) Rs. 180—400 (Rs. 343—610) for degree/diploma holders and (2) Rs. 150—300 (Rs. 313—496) for others. We are not in favour of prescribing for the same post more than one scale based on qualifications. We have, therefore, recommended for all these posts Grade 8 in Rs. 365—660—Extn.—735.

- 8.116. *Surveyor (92)* : Rs. 160—340 (Rs. 323—536).
Sub-Overseer (588) : Rs. 130—250 (Rs. 269—446).

The qualifications prescribed are the same for both these posts. The next higher post of promotion is also the same for them viz. Junior Engineer. We have therefore recommended for both a common grade of Grade 6 with the pay-scale of Rs. 290—465—Extn.—515.

- 8.117. *Special Superintendent (4)* : Rs. 350—700 (Rs. 546—880).

These constitute the highest level of promotion available to the ministerial cadre in this department. In comparable departments such posts are in not less than Class II. We have accordingly recommended for these posts Grade 12 and the scale of Rs. 600—1150.

- 8.118. *Selection Grade Store-keeper (13)* : Rs. 170—370 (Rs. 333—566).
Store-keeper (163) : Rs. 150—300 (Rs. 313—496).

In view of our general stand against selection grades as such, we have treated both these levels as constituting one combined level of Store Keeper. In other departments, the Store Keeper is a part of the Senior Clerk's cadre. In this department, however, the stores hierarchy has been separated from the clerical. We are satisfied that the extent of responsibility attaching to the post of Store Keeper in this department is higher than in other departments. We have accordingly recommended Grade 8 with the pay-scale of Rs. 365—660—Extn.—735 for this combined level.

- 8.119. *Canal Inspector (665)* : Rs. 100—150 (Rs. 212—313).
Measurer (636) : Rs. 110—195 (Rs. 249—358).
Rs. 100—170 (Rs. 212—333).
Amin (167) : Rs. 95—135 (Rs. 207—274).

The recruitment requirements of all these posts are the same viz. Xth standard passed and three months' in service training followed by P.W.D. Examination. The duties and responsibilities are also similar. We have accordingly recommended Grade 4 and the scale of Rs. 250—385—Extn.—420 for all of them.

- 8.120. *Patkari/Keyman (566)* : Rs. 75—100 (Rs. 175—212).

The present pay-scale is that of a Peon. We are satisfied that the responsibilities of Patkari/Keyman are distinctly higher than that of a Peon. We have therefore recommended for them Grade 2 with the pay-scale of Rs. 200—295—Extn.—330.

- 8.121. *Special Officer (Hydrology) (1)* : Rs. 670—880 (Rs. 850—1060).

This is an isolated post carrying a peculiar scale which does not fit into the pay-scales of the posts in the Irrigation Department's hierarchy. The incumbent of this post, is drawn from the cadre of Deputy Engineers. As a matter of rationalisation, therefore, we have recommended for this post the same pay-scale as for Deputy Engineers i.e., Grade 12. However, since special selection is involved we recommend a special pay of Rs. 60 for the post.

Maharashtra Engineering Research Institute, Nasik (ID-2)

8.122. *Deputy Director (1)*: Rs. 900—1350+Special pay of Rs. 200 (Rs. 1260—1650).

This Institute is manned in the higher levels by personnel drawn from the Irrigation Department. All Engineer posts have their counterparts in the latter, the only exception is this post viz. Deputy Director which is lower than a Superintending Engineer but higher than an Executive Engineer. As a matter of rationalisation, we have recommended for this post the same pay-scale as for an Executive Engineer. The usual special pay attaching to the posts filled by deputation of Executive Engineers is Rs. 100 according to our recommendations. As an indication that the post of Deputy Director carries a higher responsibility, we are recommending for it a special pay of Rs. 150 in addition to Grade 16: Rs. 1000—1500.

PUBLIC WORKS AND HOUSING DEPARTMENT (PWHD)

Public Works Department (Circles) (PWHD-1)

8.123. *Deputy Engineer*: Rs. 325—940 (Rs. 521—1120).

Assistant Engineer (Class II) Rs. 325—940 (Rs. 521—1120).

Sub-Divisional Engineer: Rs. 325—910 (Rs. 521—1090).

Sub-Divisional Officer: Rs. 325—880 (Rs. 521—1060).

Remarks in para 8.114 about similar categories in the Irrigation Department apply in these cases also.

8.124. *Draftsman (77)*.—Remarks in para 8.115 about this category in the Irrigation Department apply in this case also.

8.125. *Surveyor (56)*: Rs. 160—340 (Rs. 323—536).

Sub-Overseer (271): Rs. 130—250 (Rs. 269—446).

Remarks in para 8.116 about these categories in the Irrigation Department apply in these cases also.

8.126. *Special Superintendent (4)*: Rs. 350—700 (Rs. 546—880).

Remarks in para 8.117 about this category in the Irrigation Department apply in this case also.

8.127. *Selection Grade Store-keeper (50)*: Rs. 170—370 (Rs. 333—566).

Store-keeper (4): Rs. 150—300 (Rs. 313—496).

Remarks in para 8.118 about these categories in the Irrigation Department apply in these cases also.

8.128. *Manager, M. L. A.'s Hostel, Bombay and Nagpur (2)*: Rs. 260—520 (Rs. 456—733).

Assistant Manager, Majestic Hotel, Bombay (1): Rs. 210—445 (Rs. 406—655).

Although the recruitment rule provides for a qualification in Hotel Management, the post has in practice served as a promotional post for the Assistant Manager, Majestic Hostel. We think that these two posts should be combined into one level and having regard to the nature of duties to be performed, we have recommended for them Grade 10 (Rs. 500—900).

8.129. *Manager, Bandra Quarters, Bombay (1)*: Rs. 210—445 (Rs. 406—655).

We have equated this post with that of Manager, M.L.A.'s Hostel.

8.130. *Manager, Subhedari Guest House, Aurangabad (1)*: Rs. 150—300 (Rs. 313—496).

Senior Receptionist (4): Rs. 150—300 (Rs. 313—496).

Since these posts are predominantly filled by promotion from the Ministerial cadre, the technical qualifications prescribed for these posts namely three years course in Hotel Management are not really relevant. However, taking into account the nature of duties, we have recommended for these posts Grade 8 (Rs. 365—735) which is one grade higher than the senior Clerk.

Architect to Government (PWHD-3)

8.131. *Deputy Architect (2)*: Rs. 1250—1450 (Rs. 1410—1550).

We have equated this post with that of a Superintending Engineer in the Public Works Department and have accordingly recommended for it Grade 22 with the pay-scale of Rs. 1500—1925.

8.132. *Architectural Draftsman (14)*: Rs. 180—400 (Rs. 343—610).

We have equated this post with that of a Junior Engineer in the Public Works Department and have recommended for it Grade 8 with the pay-scale of Rs. 365—660—Extn.—735.

Superintendent, Parks and Gardens (PWHD-4)

8.133. *Technical Assistant (1)*: Rs. 200—400 (Rs. 363—610).

Horticultural Officer (1): Rs. 180—400 (Rs. 343—610) Agricultural graduate to start on Rs. 200 (Rs. 363).

Agricultural Overseer (5): Rs. 180—400 (Rs. 343—610) Agricultural graduate to start on Rs. 200 (Rs. 363).

Garden Overseer (3): Rs. 160—340 (Rs. 323—546) Agricultural graduate to start on Rs. 200 (Rs. 363).

We understand that Government has already decided to combine all these posts into one cadre to be designated as Garden Overseer. This is in line with our thinking. If the recruitment rule has not been finalised already, we would recommend it to be framed on the same lines as for Agricultural Supervisor in the Directorate of Agriculture. It is on this basis that we are recommending Grade 8 with the pay-scale of Rs. 365—660—Extn.—735 for this cadre, with provision for higher starting pay of Rs. 410 for Agricultural graduates.

LAW AND JUDICIARY DEPARTMENT (LJD)

High Court (LJD-1)

8.134. In the last general revision, the revision of pay-scales of High Court staff was not referred to the Badkas Pay Commission as the question of parity in pay-scales of the High Court staff (both Gazetted and Non-Gazetted) with those of their counter-parts in the Mantralaya Departments was under consideration of Government. This time, however, we have been specifically asked to recommend revised pay-scales for both the gazetted and non-gazetted staff of the High Court.

8.135. From the existing pay structure of the High Court staff, it is seen that there is parity of pay scales between the High Court staff and the Mantralaya Departments staff upto the level of Superintendent. It appears that it was not considered feasible to establish a similar parity in respect of the higher levels.

8.136. The pay-scales of the Gazetted Officers in the High Court were City scales prior to 1st April 1966. We understand that when they were revised with effect from 1st April 1966 only the element of C.L.A. was deemed to have been deducted from them. This technically means that their present scales are still inclusive of the element of H.R.A. This is confirmed by the fact that these officers are not eligible for House Rent Allowance. Our recommendations however will be on the same basis as for other employees of Government viz. that the scales we shall recommend for them will be as in other cases exclusive of the elements of C.L.A. and H.R.A.

8.137. At present, there are as many as 16 levels in the Gazetted hierarchy of the High Court on the Original Side. After taking into account the High Court's suggestions we have reduced them to 8. Our observations in respect of some of the important categories are as follows:

8.138. *Prothonotary and Senior Master (1)*: Rs. 1675—2025 (Rs. 1775—2125).

This is the highest Gazetted post on the Original Side. We have equated it with Joint Secretary in Mantralaya and have recommended Grade 25 (Rs. 2000—2250) for it.

8.139. *Master and Registrar in Equity and Commissioner for Taking Accounts (1)*: Rs. 1575—1825 (Rs. 1675—1925).

Official Assignee (1): Rs. 1575—1825 (Rs. 1675—1925).

Court Receiver (1): Rs. 1575—1825 (Rs. 1675—1925).

These posts are next in importance and below that of Prothonotary and Senior Master. They have to perform the functions of Heads of Offices in addition to their judicial duties. We have recommended Grade 23 (Rs. 1700—2000) for these posts.

8.140. *Taxing Master (1)*: Rs. 1075—1475 (Rs. 1235—1575).

Master and Assistant Prothonotary (1): Rs. 1025—1425 (Rs. 1185—1525).

Deputy Official Assignee (1): Rs. 1025—1425 (Rs. 1185—1525).

First Assistant to Court Receiver (1): Rs. 1025—1425 (Rs. 1185—1525).

Insolvency Registrar (1): Rs. 975—1225 (Rs. 1155—1385).

We have accepted the High Court's suggestion that all these posts should carry the same scale. We have accordingly recommended Grade 19 (Rs. 1100—1700) for them.

8.141. *Chief Translator and Interpreter (1)*: Rs. 825—1075 (Rs. 1005—1235).

First Assistant Master (1): Rs. 800—1000 (Rs. 980—1179).

Assistant Taxing Master and Assistant Commissioner (1): Rs. 800—1000 (Rs. 980—1179).

We have accepted the High Court's suggestion to equate these posts with Under Secretary in Mantralaya and have accordingly recommended Grade 16 (Rs. 1000—1500) for them.

8.142. *Secretary to the Hon'ble the Chief Justice (1)*: Rs. 700—1050 (Rs. 880—1210).

This is the highest promotional post available to the Personal Assistants to the Hon'ble Judges. We have recommended Grade 14 (Rs. 680—1250) for the post as against Grade 12 (Rs. 600—1150) for the Personal Assistants to the Hon'ble Judges.

8.143. *Personal Assistant to the Hon'ble Judges (44)*: Rs. 350—700 (Rs. 546—880).

We have continued the existing parity of these posts with Selection Grade Stenographer in Mantralaya and recommended for them Grade 12 (600—1150).

8.144. *Deputy Chief Translator and Interpreter*: Rs. 570—750 (Rs. 760—930).

Assistant Chief Translator and Interpreter (1): Rs. 520—700 (Rs. 733—880).

As suggested by the High Court, we have combined these two levels and recommended Grade 12 (Rs. 600—1150) for both.

8.145. There are 4 gazetted levels above the level of Superintendent on the Appellate Side of the High Court. We have retained all of them.

8.146. *Registrar, Appellate Side (1)*.—At present there are three different pay-scales prescribed for (i) direct recruit, (ii) promotee and (iii) person drawn from judiciary. We have recommended Grade 25 (Rs. 2000—2250) i.e. the same as for the Prothonotary and Senior Master on the Original Side for both the promotees and persons directly recruited from the bar. A deputationist from the District Judges' cadre will draw a special pay of Rs. 200 in addition to the grade pay as a District Judge.

8.147. *Additional Registrar, Appellate Side (1)*.—At present this post carries the same pay-scale as Registrar. We feel that some difference should be maintained between the two posts. Accordingly we have recommended Grade 23 (Rs. 1700—2000) i.e. the same as for the number two level posts on the Original Side for both the promotee and person directly recruited from the bar. A person drawn from the District Judges' cadre should receive Rs. 200 as special pay in addition to his grade pay.

8.148. *Deputy Registrar (6)*: Rs. 1025—1425 (Rs. 1185—1525)

We have equated these posts with the number three level posts on the Original Side, and recommended Grade 19 (Rs. 1100—1700) for them.

8.149. *Assistant Registrar (9)*: Rs. 700—1050 (Rs. 880—1210).

We have accepted the High Court's suggestion to equate these posts with Under Secretary in Mantralaya. Accordingly we have recommended Grade 16 (Rs. 1000—1500) for them.

8.150. There is at present parity in the pay-scales of Superintendents and below as between the High Court and Mantralaya. We have had no difficulty in maintaining this position except in the case of Assistant Superintendents. Assistant Superintendents at present enjoy parity with Assistants in the Mantralaya although the mode of recruitment in the two cases is altogether different. The posts of Assistant Superintendents are filled by promotion of Junior Clerks, while the posts of Assistants in Mantralaya are predominantly filled by direct recruitment on the basis of a Statewide competitive examination conducted by the Maharashtra Public Service Commission. Ordinarily the Senior Clerk's grade viz. Grade 7 (Rs. 335—580—Extn—655) should have been appropriate for these posts. We have however, considered it prudent not to disturb the present relativity and have recommended for this category the same grade and scale as for the Mantralaya Assistants viz. Grade 8 (Rs. 365—660—Extn—735). It would however be only proper that the recruitment rule for Assistant Superintendents is changed to that of the Assistant in Mantralaya.

8.151. On the Appellate Side, Superintendents/Sheristedars are promoted to the post of Assistant Registrar for which we have recommended the Senior part of the Class I scale—Grade 16 (Rs. 1000—1500). This constitutes a jump the like of which is not seen in any other department. An intermediate level in standard Class II would be desirable from the structural point of view.

d Mofussil

of all the Judicial Officers outside the High Court have not been revised they have already been revised by Government recently. We have commendations regarding their revision. As regards the other posts in regard to some important categories are as follows:

Court for Greater Bombay (LJD-2)

Additional Registrar (Civil) (2): Rs. 920—1200 (Rs. 1100—1360).

promotion from the lower staff or by nomination. We have equated Deputy Registrar (Appellate Side) in the High Court and recommended for them.

Deputy Registrar (Civil) (1): Rs. 650—1010 (Rs. 830—1170).

post with that of Assistant Registrar, Appellate Side, High Court, Grade 16 (1000—1500).

Deputy Registrar (Sessions) (1): Rs. 550—830 (Rs. 740—1010).

Deputy Registrar (Sessions) (1): Rs. 500—780 (Rs. 733—960).

In addition, we have recommended one common Grade 13 (Rs. 750—1150)

Deputy Registrar (5): Rs. 340—520 (Rs. 536—733).

Deputy Registrar (1): Rs. 340—520 (Rs. 536—733).

non-gazetted status of these posts we have recommended Grade 10 on the present non-gazetted scale. It is for the Government to consider whether to bring them to the junior part of Class II.

City (LJD-3)

Additional Registrar (2): Rs. 560—920 (Rs. 750—1100).

posts with Deputy Registrar in the City Civil and Sessions Court (Rs. 750—1150) for them.

Deputy Registrar (1): Rs. 340—520 (Rs. 536—733).

Grade 10 (Rs. 500—900) i.e. the same as for Assistant Registrar in the City Civil Court.

City (LJD-4)

Deputy Registrar (2): Rs. 650—920 (Rs. 750—1100).

post with that of Deputy Registrar in the City Civil and Sessions Court Grade 13 (Rs. 750—1150) for this post.

Deputy Registrar (1): Rs. 340—520 (Rs. 536—733).

Grade 10 i.e. the same for Assistant Registrar in the City Civil Court.

Deputy Registrar (25): Rs. 220—400 (Rs. 416—610).

Deputy Registrar (2): Rs. 220—400 (Rs. 416—610).

posts to which the ministerial staff in the mofussil courts can aspire. In view of the present non-gazetted status of the posts we have contended for the highest non-gazetted pay-scale of Grade 10 (Rs. 500—900) and request the Government to consider whether these posts should not be upgraded to Grade 10.

MAHARASHTRA LEGISLATURE SECRETARIAT (MLS)

In view of reference, categories of posts peculiar to the Maharashtra Legislature Secretariat which there are no corresponding posts in the Mantralaya Department, we request the Government to consider for pay revision.

Deputy Registrar (1): Rs. 410—1010 (Rs. 620—1179).

post can be made by nomination also, but essentially it is a promotion. We have recommended Grade 14 (Rs. 680—1250) for the post, as against Grade 13 recommended for Reporters.

8.164. *Chief Reporter (I)*: Rs. 280—750 plus Special Pay of Rs. 50 (Rs. 526—980).

This post also is filled by promotion of Reporters. We have recommended for it Grade 14 (Rs. 680—1250) i.e. the same as for Editor of Debates.

PLANNING DEPARTMENT (PD)

Directorate of Economics and Statistics (PD-1)

8.165. *Director (I)*: Rs. 1300—1800 (Rs. 1400—1900)

This post carries a special pay of Rs. 250 for attending to the additional work relating to National Sample Surveys. As this work is of a continuing nature we have taken the special pay into account while recommending the revised scale for the post. The Grade 25 (Rs. 2000—2250) recommended for the post is inclusive of the special pay.

8.166. *Deputy Director (18)*: Rs. 410—1200 (Rs. 620—1360).

This represents the divisional level. The pay-scale now in force is the standard Class I scale. It has been our stand that in an organisation where the district set-up is headed by a gazetted officers, the divisional level should not be in less than the senior part of Class I. Accordingly, we have recommended Grade 16 with the pay-scale of Rs. 1000—1500 for these posts.

REVENUE AND FORESTS DEPARTMENT (RFD)

Revenue Department (RFD-1)

8.167. Some of the differences in the revenue administrative patterns in the different regions of Maharashtra, which came in the wake of the reorganisation of the State, first in 1956 and thereafter in 1960, are seen to persist even now, specially below the level of Tahsildar. While the categories of Deputy Collector and Tahsildar are common in all the three regions of Western Maharashtra, Marathwada and Vidarbha, the category of Naib Tahsildar is found to exist in Marathwada and Vidarbha only. There is no cadre of Naib Tahsildar as such in Western Maharashtra, although a few posts with other designations exist there in the same scale as for Naib Tahsildars. The category of Awal Karkuns is found in Western Maharashtra and Marathwada, but not found in Vidarbha. There, the corresponding post is that of the First Grade Clerk which carries the same pay-scale as Awal Karkuns in other regions, but is a wholly ministerial post, unlike the Awal Karkuns in the other two regions a majority of whom have various kinds of executive responsibilities. In Western Maharashtra, some of the Awal Karkuns are also designated as Circle Officers. This designation is not found either in Marathwada or in Vidarbha. The category of Clerk is common to all the three regions except that it is known as the Second Grade Clerk in Vidarbha. There are Circle Inspectors in Western Maharashtra and Marathwada to supervise the work of Talathis. The same level in Vidarbha is designated as Revenue Inspector. The Talathis constitute the base of the revenue hierarchy in all the three regions.

8.168. *Deputy Collector*.—This level presents no difficulty as it is common to all regions of the State. The post carries the standard Class I scale viz. Rs. 410—1200 (Rs. 620—1360). We have recommended the corresponding revised standard Class I scale of Rs. 680—1500 (Gr. 15) for this post.

8.169. The cadre of Deputy Collector includes a Selection Grade of Rs. 1100—1600 (Rs. 1260—1700). Although in our scheme of revision we have abolished all Selection Grades, in this particular case we have been informed that the Selection Grade is already used as if it represents a higher level of responsibility. In view of this and having regard to the senior scale of the IAS which begins at Rs. 1200 and the scales we have recommended for Executive Engineers (Gr. 16: Rs. 1000—1500), non-cadre Divisional Forest Officers (Gr. 16: Rs. 1000—1500) and non-cadre Superintendents of Police (Gr. 19: Rs. 1100—1700), we recommend for this category the scale of Rs. 1100—1700 (Gr. 19).

8.170. *Tahsildars*.—This category which carries the standard Class II scale viz. Rs. 300—830 (Rs. 496—1010) is common to all the regions of the State. We have recommended for it the corresponding revised standard Class II viz. Rs. 600—1150 (Gr. 12).

8.171. *Assistant Superintendent/Superintendent in Vidarbha*.—These are the higher levels of the ministerial ladder which exists only in Vidarbha. We understand that it is not the Government's intention to continue that separate hierarchy. The tentative thinking seems to be to merge the posts of Assistant Superintendents in the cadre of Naib Tahsildar, and the posts of Superintendents in the cadre of Tahsildar. We support this approach and with a view to facilitating its implementation, we are recommending the scale of Naib Tahsildar to the Assistant Superintendent and the scale of Tahsildar, i.e. regular Class II scale, to the Superintendent.

8.172. *Naib Tahsildar*.—It appears to be the intention of Government to extend the level of Naib Tehsildar to Western Maharashtra also. We welcome this proposal as another step in the unification of the administrative pattern. We envisage that the level of Naib Tahsildar should serve as an important source of supply for the higher levels of Tahsildars/Deputy Collectors, and that therefore, there will be at least 50 per cent direct recruitment at this level to be made on the basis of a Statewide competitive examination. On these premises, we recommend for this level the same pay-scale as we have recommended for Superintendent in the ministerial hierarchy viz. Rs. 500—900 (Gr. 10).

8.173. *Awal Karkuns/First Grade Clerks*.—As stated earlier, the First Grade Clerks in Vidarbha are purely ministerial posts with no executive responsibilities of any kind. They are filled by promotion from the level of Second Grade Clerks who are like Junior Clerks anywhere else. We understand that as a matter of unification of the administrative pattern, there is a proposal to redesignate the First Grade Clerks as Awal Karkuns which is the designation prevalent in the other two regions. This should not cause any problems because both the First Grade Clerk in Vidarbha and the Awal Karkuns in the other two regions are at present in the same pay-scale, namely Rs. 150—300 (Rs. 313—496) which is the higher of the two current standard pay-scales for Senior Clerks. There is, however, a feeling that the responsibilities of a Awal Karkun are higher than those of a First Grade Clerk who is more akin to a Senior Clerk in other Departments. The Badkas Commission had examined this question at length and they too had come to the conclusion that the office of the Awal Karkun combined both ministerial and executive functions. One of their findings is that an Awal Karkun is not only a Senior Clerk but also a “supervising head over other clerks and also executive officer empowered to exercise powers of Mamlatdar.” The Badkas Commission was emphatic that the office of Awal Karkun cannot be equated with either the First Grade Clerk in Vidarbha region or Senior Clerk in other departments. Having said this, however, that Commission recommended for both Awal Karkun and the First Grade Clerks, the same pay-scale that they had proposed for Senior Clerks, viz. Rs. 150—270. Government, however, adopted the higher scale of Rs. 150—300 for both, as stated above.

8.174. We are aware that Awal Karkuns are not merely ministerial, functionaries like Senior Clerks. They have executive duties and they exercise independent powers under various legislations. We were, however, not sure whether all the posts of Awal Karkuns carried executive responsibilities. We, therefore, requested the Secretary, Revenue and Forests Department to furnish us with the relevant information in respect of at least one district as a sample. He has been good enough to do so in respect of Thane district. In that district, out of 174 posts of Awal Karkuns, 92 posts had executive responsibilities. The remaining 82 posts comprising 14 posts of Election Awal Karkuns, 13 posts of Deputy Accountants attached to the Office of the Collector's, S. D. O. etc. could be said to be posts of a ministerial nature. It has, however, been suggested to us that the duties of even these non-executive posts of Awal Karkuns are no less onerous than the executive functions discharged by some of the Awal Karkuns. It has also been pointed out that there is interchangeability at present between the executive posts and the other.

8.175. It is in this context that we have to decide whether Awal Karkuns as a whole deserve to be evaluated higher than a Senior Clerk in other departments. We have recommended for Assistants in the Mantralaya which are purely ministerial posts, one grade higher than for Senior Clerks elsewhere. But this is on the ground that the quality of the persons appointed is superior in as much as recruitment is made from among graduates and that too after a Statewide competitive examination. So far as the Awal Karkuns are concerned, they are purely promotional posts. There is no Statewide competitive examination and there is not even the requirement that the Awal Karkun should be a graduate. It is true that a Clerk promoted as Awal Karkun is required to have passed the Sub-Service Departmental Examination while serving as clerk and the Revenue Qualification Examination within a certain time limit, but this requirement can by no means be considered as equivalent to what has been laid down for an Assistant in the Mantralaya. Moreover, the passing of departmental examination is not peculiar to the revenue hierarchy only. In other departments also there are similar requirements. The recruitment requirements do not, therefore, in our view, justify the post being evaluated any higher than Senior Clerks in other departments.

8.176. We agree, however, that the executive responsibilities required to be discharged by a large number of Awal Karkuns cannot be ignored. The solution lies, in our opinion, in bifurcating this cadre into two levels—the lower level comprising predominantly the ministerial posts and the higher level comprising the executive posts. The lower category can continue to be called the Awal Karkuns, because after all, Awal Karkun is a ministerial designation and can legitimately replace the designation of First Grade Clerk in Vidarbha also. The higher level with the executive responsibilities could be integrated with the level of Naib Tahsildar. On

these premises, namely that the cadre of Awal Karkun/First Grade Clerk will be restructured to represent mainly a ministerial level, we recommend for it the standard Senior Clerk's scale viz. Rs. 335—580—Extn.—655 (Grade 7).

8.177. At present, the post of Awal Karkun is interchangeable with that of Circle Officer in Western Maharashtra. Since the Circle Officers are field officers with executive responsibilities, their parity will have to continue with the executive part of the Awal Karkun cadre, which as stated earlier we envisage will be merged in the proposed Statewide cadre of Naib Tahsildar.

8.178. *Circle/Revenue Inspectors.*—At present the Circle/Revenue Inspectors get the same pay-scale as of Clerk. We understand that the Capoor Committee has recommended the abolition of this level and the creation of additional posts of Circle Officers to take over their work, not only in Western Maharashtra, where these two categories co-exist with varying jurisdiction and powers, but also in the other two regions where at present the Circle Officer as a category does not exist. In view of this uncertainty regarding the future of this level of Circle/Revenue Inspector, we do not propose any change in the present relativity of this post viz. parity with Clerks.

8.179. *Talathis.*—The present pay-scale of this post is Rs. 110—180 (Rs. 249—343). The Government has recently amended the Recruitment Rule to provide that all new recruits shall be at least S.S.C. holders. It is understood that the Capoor Committee has recommended that the pay-scale of Talathis should be on par with that of a Junior Clerk. Having regard to the importance and also the variegated nature of the duties performed by the Talathis, and taking into account the fact that hereafter their academic background will not be less than S.S.C., we too are of the opinion that the pay-scale of the Talathis should be the same as that of Junior Clerk. We have accordingly recommended the pay-scale of Rs. 260—420—Extn.—470 (Grade 5) for them.

8.180. At present the posts of Circle Inspectors are promotion posts for Talathis. If this category is abolished and if the Circle Officers as recommended by us are in due course raised to the level of Naib Tahsildar, there cannot possibly be a direct movement from Talathis to Circle Officers. Opportunities may therefore have to be given to the Talathis to first get promoted into the purely ministerial level of Awal Karkun. The fact that the Talathis would be now having the same level of academic qualification as Clerks, should facilitate the formulation of some such arrangements.

Land Records Department (RFD-2)

8.181. *Parity with the Revenue Department.*—The post of District Inspector of Land Records (37) [and its equivalent (225)] does not carry at present the full Class II scale available to the Tahsildar in the Revenue hierarchy. Similarly, the post of Superintendent of Land Records/Special Superintendent/Consolidation Officer/Assistant Settlement Commissioner (39), although gazetted in Class I, carries a slightly lower maximum than the Deputy Collector in the Revenue hierarchy. We see no justification for continuing this differentiation. We have, therefore, recommended Grade 12 with the pay-scale of Rs. 600—1150 for the Class II posts and Grade 15 with the pay-scale of Rs. 680—1500 for the Class I posts, mentioned above.

8.182. *Deputy Director of Land Records (3):* Rs. 650—1200 (Rs. 830—1360).

This is a promotional level for the posts of Superintendent of Land Records etc. Since we have recommended the standard Class I scale for the latter, we are proposing Grade 19 with the pay-scale of Rs. 1100—1700 for these posts.

8.183. *Non-Gazetted Posts.*—There are at present 4 groups in the non-gazetted Class III categories with the pay-scales as under:—

Group (I)	..	Rs. 220—340	(Rs. 416—536)
Group (II)	..	Rs. 150—300	(Rs. 313—496)
		Rs. 150—270	(Rs. 313—466)
Group (III)	..	Rs. 130—240	(Rs. 269—436)
Group (IV)	..	Rs. 115—215	(Rs. 254—411)

As a matter of rationalisation, we have combined Group III with Group II and have recommended grades and scales as under:—

Group	Grade	Scale
I ..	.. 10	Rs. 500—900
II and III ..	.. 7	Rs. 335—580—Extn.—655
IV ..	.. 5	Rs. 260—420—Extn.—470

Registration Department (RFD-3)

- 8.184. *Inspector of Registration (8)*: Rs. 300—470 (Rs. 496—684).
Office Superintendent (1): Rs. 300—470 (Rs. 496—684).
Inspector of Registration (Stamps) (1): Rs. 300—470 (Rs. 496—684).
Sub-Registrar, Grade I (30): Rs. 250—400 (Rs. 446—610).

As a matter of rationalisation, we have combined these levels and recommended Grade 10 (Rs. 500—900) for them.

Forests Department (RFD-5)

8.185. *Divisional Forest Officer not forming part of I.F.S. (8)*.—The I. F. S. scale for this level is Rs. 1100—1600. We have, therefore, considered Grade 16 with the pay-scale of Rs. 1000—1500 as appropriate for these posts which are outside the I. F. S. cadre.

8.186. *Technical Assistant (7)*: Rs. 290—450 (Rs. 486—664).

This is a post of promotion for a R. F. O. with a Degree in Science. In comparison with the cadre strength of R. F. O. (532) the number of posts of Technical Assistant is too small to serve as a promotional level. We have, therefore, recommended its merger with the cadre of R. F. O.

8.187. *Disparity in pay-scales in Allapalli Unit compared to those in Integrated Units*.—There is a disparity at present in the pay-scales prescribed for identical posts as between the integrated units and the Allapalli Saw Mill, as indicated below:—

Serial No.	Designation	Integrated Units		Allapalli Saw Mill	
		No. of posts	Scale	No. of posts	Scale
			Rs.		Rs.
1	Head Sawyer ..	3	200—350 (363—546)	1	135—215 (274—411)
2	Saw Doctor ..	3	150—340 (313—536)	1	130—250 (269—446)
3	Sawyer ..	12	170—280 (333—476)	5	85—120 (197—259)
4	Assistant Sawyer ..	23	150—245 (313—441)	1	80—110 (180—249)
5	Saw Sharpner ..	9	130—215 (269—411)	3	80—110 (180—249)

We see no justification for continuing these disparities. We have, therefore, recommended common pay-scales as under:—

1. Head Sawyer .. Grade 8 .. Scale Rs. 365—660—Extn.—735.
2. Saw Doctor .. Grade 8 .. Scale Rs. 365—660—Extn.—735.
3. Sawyer .. Grade 6 .. Scale Rs. 290—465—Extn.—515.
4. Asstt. Sawyer .. Grade 6 .. Scale Rs. 290—465—Extn.—515.
5. Saw Sharpner .. Grade 6 .. Scale Rs. 290—465—Extn.—515.

It will be seen that in the process, we have combined the levels of Sawyer and Assistant Sawyer, and equated them with Saw Sharpner.

RURAL DEVELOPMENT DEPARTMENT (RDD)

Zilla Parishads (RDD-1)

8.188. We have tried to bring the pay-scales of Zilla Parishads employees on par with those of corresponding categories under Government though this has led to disturbing of the existing internal relativities in some cases.

8.189. *Extension Officers*.—Extension Officers in the Agriculture, Animal Husbandry, Engineering, Village Extensions and Health Departments of Zilla Parishads are at present on two grades—a Basic Grade and a Selection Grade. Since we have decided not to recommend

Selection Grades for any cadre, we have proposed amalgamation of the two grades in all these cases with the revised scales as shown below:—

Agriculture	.. Selection Grade	.. Rs. 250—570 (Rs. 446—760)	} .. Gr. 8: Rs. 365—660—Extn.—735.
	Basic Grade	.. Rs. 150—400 (Rs. 313—610).	
Animal Husbandry	.. Selection Grade	.. Rs. 250—570 (Rs. 446—760)	} .. Gr. 10: Rs. 500—900.
	Basic Grade	.. Rs. 170—500 (Rs. 333—733)	
Engineering	.. Selection Grade	.. Rs. 250—570 (Rs. 446—760).	} .. Gr. 8: Rs. 365—660—Extn.—735.
	Basic Grade	.. Rs. 150—400 (Rs. 313—610).	
Executive and Village Extensions.	Selection Grade	.. Rs. 250—570 (Rs. 446—760).	} .. Gr. 8: Rs. 365—660—Extn.—735.
	Basic Grade	.. Rs. 150—400 (Rs. 313—610).	
Health	.. Selection Grade	.. Rs. 250—470 (Rs. 446—760).	} .. Gr. 8: Rs. 365—660—Extn.—735.
	Basic Grade	.. Rs. 150—400 (Rs. 313—610)	

After such amalgamation there would be no higher grade posts available on the extension side. However, such higher posts are available under various schemes in all the Departments (except the Engineering Department) and it should be ensured that Extension Officers are given access to these higher grade posts by way of promotion.

8.190. *Medical Officers*.—Recommended scales for the Medical Officers, as in the case of similar Officers under Government are on the basis that neither private practice nor N.P.A. would be admissible.

8.191. *Senior Veterinary Compounder (17)*: Rs. 115—250 (Rs. 254—446).

Veterinary Compounder (77): Rs. 95—135 (Rs. 207—274).

We have retained the two levels for Compounders in this case with Grade 5 (Rs. 260—420—Extn.—470) and Grade 4 (Rs. 250—385—Extn.—420) although in the State Sector we have recommended only one grade viz. Grade 4 for all Compounders.

8.192. *Gram Sevaks (8934)*: Rs. 115—250 (Rs. 254—446).

Asstt. Gram Sevak (5711): Rs. 110—180 (Rs. 249—343).

Since duties attached to both the categories are the same, we have amalgamated them and placed them on Grade 5 (Rs. 260—420—Extn.—470). This is however, subject to the condition that the recruitment rule would be suitably modified to ensure that only S.S.C. holders are recruited against these posts in future.

8.193. *Head Draftsman (14)*: Rs. 200—400 (Rs. 363—610).

Draftsman (17): Rs. 150—300 (Rs. 313—496).

We have recommended for these categories the same scales as recommended for similar categories in the P.W.D., although the recruitment qualifications and experience prescribed under the Zilla Parishads are comparatively lower than those in the P.W.D. We, however, recommend that immediate steps should be taken to bring the recruitment qualifications prescribed for those posts in line with those under Government.

8.194. *Tracer (327)*: Rs. 115—215 (Rs. 254—411).

It is not clear whether the recruitment rule prescribes S.S.C. as a minimum qualification. In one view it should.

Groundwater Survey and Development Agency (RDD-2)

8.195. *Senior Geologist (5)*: Rs. 650—1200 (Rs. 830—1360).

Geologist (25): Rs. 410—1010 (Rs. 620—1179).

At present these are two levels one above the other, in between Class II below and the level of Dy. Director (4) above, which is in the pay-scale of Rs. 900—1350 (Rs. 1080—1450). We are of the opinion that it would be rational from the point of view of avoidance of multiplicity of levels to combine these two levels which are at present in the junior and the senior parts of the standard Class I scale. We have accordingly recommended standard Class I scale for all the 30 posts viz., Grade 15 and the scale of Rs. 680—1500.

- 8.196. *Senior Drilling Engineer (3)*: Rs. 650—1200 (Rs. 830—1360).
Drilling Engineer (4): Rs. 410—1010 (Rs. 620—1179).

Remarks in the preceding para apply in these cases also.

- 8.197. *Technical Assistant (60)*: Rs. 180—400 (Rs. 343—610).
Computer (1): Rs. 160—340 (Rs. 323—536).

The R. R. provides for 50 per cent of the posts being filled by promotion from among the Senior Clerks. The qualifications prescribed for nomination are not very different from those prescribed for Senior Clerk. We have, therefore, equated both these posts with that of Senior Clerk and recommended Grade 7 with the pay-scale of Rs. 335—580—Extension—655 for them.

SOCIAL WELFARE, CULTURAL AFFAIRS, SPORTS AND TOURISM DEPARTMENT (SWCASTD)

Directorate of Social Welfare (SWCASTD-1)

- 8.198. *Deputy Director/Divisional Social Welfare Officer (10)*: Rs. 410—1200 (Rs. 620—1360).

In accordance with our usual stand regarding the status of divisional level officers in organisations where the district set-up is headed by a gazetted officer, we have recommended the senior part of the Class I scale viz. Grade 16 with the pay-scale of Rs. 1000—1500 for these posts.

8.199. *Assistant Director (11)*.—This post is at present in the upper segment of the Class II scale viz. Rs. 400—830 (Rs. 610—1010). This is a promotional level for the cadre of Social Welfare Officer etc. Since we have recommended full Class II scale for the latter, we have proposed the junior part of the Class I scale viz. Grade 14 (Rs. 680—1250) for the post of Assistant Director. If, and when, following the recommendations of the Bongirwar Committee, Government decides to upgrade the posts of District Social Welfare Officers to Class I, it will be only necessary to upgrade the level of the District posts to that of the Assistant Director.

8.200. *Social Welfare Officer and equivalent designations (42)*.—This is primarily the level of the District Officer. The present pay-scale is the lower segment of Class II viz. Rs. 300—625 (Rs. 496—805). We have adopted a principle that a gazetted officer with jurisdiction over a district should not be in less than the full Class II scale. Accordingly, we have recommended Grade 12 with the pay-scale of Rs. 600—1150 for these posts.

- 8.201. *Warden (50)*: Rs. 275—440 (Rs. 471—650).

At present, this is a promotional level for Head Clerks on the ministerial side. A better arrangement will be for this level to serve as a promotional level for Social Welfare Inspectors. On this basis, we have recommended Grade (10) (Rs. 500—900) for these posts.

- 8.202. *Cultural Officer (1)* : Rs. 275—440 (Rs. 471—650).
Senior Social Welfare Inspector (5): Rs. 220—400 (Rs. 416—610).

The post of Cultural Officer is an isolated one and it would be desirable to integrate it with the cadre of Warden. The number of posts of Senior Social Welfare Inspector is too small to serve as an intermediate level between the Social Welfare Inspector and Class II but since we think that a cadre of Warden would be a more rational promotional level for Social Welfare Inspector, we would recommend these posts of Senior Social Welfare Inspectors to be integrated with the cadre of Warden.

Directorate of Tribal Welfare (SWCASTD-2)

- 8.203. *Deputy Director (3)*: Rs. 410—1200 (Rs. 620—1360).

In accordance with our usual stand regarding the status of divisional level officers in organisations where the district set-up is headed by a gazetted officer, we have recommended the senior part of the Class I scale viz. Grade 16 with the pay-scale of Rs. 1000—1500 for these posts.

Directorate of Sports and Youth Services (SWCASTD-3)

8.204. *District Sports Officer (31)*.—These posts are at present in the lower segment of the Class II scale—Rs. 300—525 (Rs. 496—733). In view of our stand that a gazetted officer with district jurisdiction should not be in less than the full Class-II scale, we have recommended Grade 12 with the pay-scale of Rs. 600—1150 for these posts.

URBAN DEVELOPMENT AND PUBLIC HEALTH DEPARTMENT (UDPHD)

Directorate of Medical Education and Research and Directorate of Health Services (UDPHD-1 and UDPHD-2)

8.205. We propose to deal with these two Directorates together as the categories of posts and problems related to pay revision which we want to discuss are common to both.

8.206. *Private Practice to be disallowed.*—Before we proceed to consider what should be the appropriate pay-scales for Medical personnel, it is necessary to take a decision on an important related issue viz., private practice. At present Medical Officers possessing Allopathic qualifications when appointed to certain posts carrying administrative, non-resident or non-teaching duties have been allowed private practice. Those who have not been allowed the concession have been granted an allowance (Non-practising Allowance) to compensate them for the loss of private practice. This special concession which has been allowed to Medical personnel has led to the demand for similar concession from other professions e.g. Legal and Engineering. Various explanations have been given regarding the origin and rationale of this concession but we think that the time has come to do away with this relic of the bye-gone days. Experience has shown that scope for private practice differs from place to place. This naturally gives rise to inequalities of opportunities available to officers posted at different places and leads to avoidable difficulties in making postings and transfers. The Badkas Commission in agreement with the Second Central Pay Commission had recommended stoppage of private practice wherever it was permitted. More recently, the Karnataka Pay Commission which has gone into this question at some length has made the following observations:—

“ 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.”

We are in full agreement with the Karnataka Commission that private practice permitted in the case of Medical Officers is of a discriminatory nature and inconsistent with the very concept of whole time public service. We, therefore, recommend that the concession wherever it is now granted should be stopped.

8.207. *Non-Practising Allowance to be discontinued.*—The whole basis of this allowance is that private practice was permitted in comparable posts. As in our view private practice as such should no longer continue in any posts the case for NPA in other posts automatically disappears.

8.208. We, however, recognise that before entering the profession, the Medical Officers have to undergo long courses of education and in the process have to make large investments. Their effective earning period commences comparatively at a late age. In valuing their service, the income they could have earned if they had set up private practice should not be lost sight of. We have taken all these factors into account in making our recommendations regarding the pay-scales of the Medical Officers both on teaching side and administrative side which will be on the basis that neither private practice nor any Non-Practising Allowance will be allowed.

8.209. We have dealt with the pay-scales of all teaching posts in the Directorate of Medical Education and Research in a separate Chapter (Chapter 9). In this Section we will be examining pay-scales of non-teaching categories only.

8.210. *Joint Director, Directorate of Medical Education Research.*—The post carries a pay-scale of Rs. 1300—1600 plus a special pay of Rs. 150. Together with D. P. and N. P. A. the scale works out to Rs. 2150—2450. We have equated this post with that of Dean of bigger Medical Colleges and recommended Gr. 27 (Rs. 2000—2500) for it.

The same grade and pay-scale have been recommended for the post of Joint Director in the Directorate of Health Services.

8.211. *Deputy Director, Directorate of Medical Education and Research.*—The post carries a pay-scale of Rs. 1300—1600 which together with D. P. and N. P. A. works out to Rs. 1974—2300. We have equated this post with that of Dean of smaller Colleges and recommended Gr. 25 (Rs. 2000—2250) for it.

The same Grade and pay-scales have been recommended for the post of Deputy Director in the Directorate of Health Services.

8.212. *Deputy Director (Leprosy), Directorate of Health Services.*—This post carries the same scale of pay as the other Deputy Directors, and in addition a special pay of Rs. 100 per month. Together with the D.P., N.P.A. and Special pay, the scale works out to Rs. 2100—2400. Since the special pay is in lieu of a higher time scale of pay, we have recommended for this post the Joint Director grade of Gr. 27 (Rs. 2000—2500).

8.213. *Police Surgeon (Directorate of Health Services).*—The post is on the scale of Rs. 700—1300 and in addition carries a special pay of Rs. 100. Together with N.P.A. and D.P., the scale works out to Rs. 1340—2100. We have equated this post with that of a Professor and recommended Gr. 24 (Rs. 1700—2250) for it.

8.214. *Civil Surgeons (Directorate of Health Services).*—The post carries the Standard Class I scale (viz. Rs. 410—1200) with the provision for a higher start of Rs. 560 for those possessing Post-Graduate qualifications. We have been informed that no one without Post-Graduate qualifications gets appointed as Civil Surgeon now. Only three officers in the Civil Surgeon's cadre are reported to be without P. G. qualifications. On the assumption that the recruitment rule prescribed for the post will be suitably modified so as to reflect this *de-facto* position, and that no private practice will be allowed, we have equated this post with that of Reader; and recommended for it Gr. 21 (Rs. 1100—1925), the same as for Readers.

8.215. *District Health Officer and Assistant District Health Officer (Directorate of Health Services).*—These posts are on the Standard Class I scale which with the N. P. A. works out to Rs. 868—1904. We understand that there are proposals for treating these posts as an intermediate level through which class II Medical Officers who have worked as in-charge of Primary Health Centres will pass before they are appointed as Civil Surgeons. We are in agreement with these ideas and with a view to facilitating their early adoption, we have recommended Gr. 18 (Rs. 1000—1700) for these posts.

8.216. *M. M. H. S. Class II Officers (Directorate of Health Services):* Rs. 325—880.

The scale (inclusive of D. P. and N. P. A.) works out to Rs. 729—1484. We have recommended for these Officers Gr. 15 (Rs. 680—1500) which is the Standard Class I scale for other categories. Despite this scale, these medical officers will continue to be in Class II.

8.217. *Class III Medical Officers.*—At present there are two scales applicable to Class III Medical Officers. The higher scale, (M.M.S., Class III scale) viz. Rs. 180—500 (Rs. 480—1026) is admissible to the Officers possessing Allopathic qualifications and the lower one (M.M.S., Class III-A scale) viz. Rs. 160—400 (Rs. 323—610) applies to the Officers possessing qualifications in Ayurved or Integrated Medicine. In the former scale a higher starting pay of Rs. 290 is admissible to those possessing M.B.B.S. qualifications but we have been advised that we should proceed on the basis that no Medical Graduate enters service at this level. This means that the scale which we will be recommending for this category will apply largely to the existing Officers and such other Officers possessing Allopathic qualifications (other than M.B.B.S.) who may enter service hereafter. We have recommended Gr. 10 (Rs. 500—900) for this category. As regards the Officers in M.M.S. Class III-A, on scrutinising the contents of the qualifications which now qualify for the scale of Rs. 160—400, we find that broadly there are two types of qualifications viz. (i) those included in Part 'A' of the Schedule to the M.M.P. Act, 1961 which are broadly comparable to degree qualifications and (ii) those included in other parts of the Schedule which are comparable to Diploma qualifications. Having regard to the fact that the former entail longer courses of study we consider that those possessing the Part 'A' qualifications be placed in Gr. 10 (Rs. 500—900). For others, we feel that Gr. 8 (Rs. 365—660—Extn.—735)

would be adequate. We have accordingly recommended two Grades and scales for the Medical Officers in M.M.S. Class III and M.M.S. Class III-A as shown below:—

Category	Existing scale	Recommended Grade and pay-scale
M. M. S., Class III Officers	.. Rs. 180—500 (Rs. 480—1026).	.. Gr. 10: i.e. Rs. 500—900.
M. M. S. Class III-A Officers	.. Rs. 160—400 (Rs. 323—610)	.. (i) Gr. 10 : Rs. 500—900 (For those with qualification included in Part A of the Schedule to M. M. P. Act, 1961). (ii) Gr. 8: Rs. 365—660—Extn—735. (For others).

Though we have recommended the above two scales on the basis of qualifications, we feel that Gr. 10 should also serve as a promotional level for Officers in Gr. 8. For this purpose it will be necessary to identify from among the posts now held by officers who will be entitled to Gr. 8 only according to the above recommendation, the posts which can be considered as carrying higher responsibilities. Such posts should also be brought on Gr. 10.

8.218. *Nursing Staff*.—At present Nursing Staff mostly working in Hospitals is in receipt of Messing Allowance at the rate of Rs. 70 (Bombay, Poona, Nagpur and Aurangabad), Rs. 60 (Thana) and Rs. 50 (other places). Whenever this allowance is drawn, a deduction varying from Rs. 35 to 50 depending upon the pay is made from the amount of Dearness Allowance admissible to this staff. The net benefit accruing on account of Messing Allowance to the Nursing Staff is thus smaller than the quantum of Messing Allowance would indicate. Recently, on the recommendation of the Third Central Pay Commission, the Government of India which had a similar arrangement for their Nursing staff has merged the messing allowance in their pay-scales. The Federation of Maharashtra Government Nurses has expressed itself in favour of a similar merger of the allowance in their pay-scales. We have accepted the suggestion and decided to merge the Messing Allowance in the pay-scales which we are recommending for the various categories of the Nursing Staff.

8.219. At present there are too many levels in the Nursing hierarchy. We have reduced their number by combining some of them and brought the entire Nursing staff on seven grades and scales as shown below:—

Category	Existing scale	Grade and pay-scale recommended
1. Matron (Gazetted) (750 beds and above) (5).	Rs. 475—725 plus messing allowance (Rs. 709—925).	} Gr. 13: Rs. 750—1150.
2. Matron (Gazetted) (500 to 750 beds) (3).	Rs. 420—625 plus messing allowance (Rs. 650—825).	
3. Matron (Gazetted) (200—500 beds) (12).	} Rs. 300—525 plus messing allowance (Rs. 516—753).	} Gr. 11: Rs. 600—950.
4. Assistant Matron (Gazetted) (500 beds and above) (16).		
5. Matron (Non-Gazetted) (less than 200 beds) (20).	Rs. 250—370 plus messing allowance (Rs. 465—586).	} Gr. 10: Rs. 500—900.
6. Assistant Matron (Non-gazetted) (less than 500 beds) (119).	Rs. 220—340 plus messing allowance (Rs. 436—556).	
7. Sister Tutor/Clinical Instructor (189).	Rs. 250—370 plus messing allowance (Rs. 466—586).	
8. Sister/Ward Master (662)	.. Rs. 170—280 plus messing allowance (Rs. 358—496).	Gr. 9: Rs. 395—700—Extn—775.
9. Nurse, Mobile Hospital Unit (40).	Rs. 160—250 (Rs. 323—446).	} Gr. 8: Rs. 365—660—Extn—735.
10. Nurse, Midwife, Primary Health Centre and Rural Family Planning Centre.	Rs. 160—250 (Rs. 323—446).	
11. Staff Nurse (3487)	.. Rs. 135—215 plus messing allowance (Rs. 299—431).	

8.220. *Public Health Nurse/Paediatic Nurse/Psychiatric Nurse*: Rs. 170—280 (Rs. 358—496)
T. B. Clinic Nurse: Rs. 160—250 (Rs. 323—446).

All these Nurses have to undergo a further course of about a year in the respective speciality after they have completed the General Nursing Course. We have therefore, recommended for these categories Gr. 9 (Rs. 395—700—Extn.—775) which is one grade higher than the grade proposed for Staff Nurses.

8.221. The other categories of Nursing staff are Auxiliary Nurse Midwife and Midwife. We have recommended revised pay-scales for these categories, as shown below:—

Category	Existing scale	Recommended scale and Grade
Auxiliary Nurse Midwife (3959) ..	Rs. 160—215 .. (Rs. 323—411)	Gr. 6: Rs. 290—465—Extn.—515
Midwife ..	Rs. 130—175 .. (Rs. 269—338)	Gr. 5: Rs. 260—420—Extn.—470

8.222. *Health Visitor/T. B. Health Visitor*: Rs. 160—250 (Rs. 323—446).

We have recommended Gr. 6 (Rs. 290—515) in this case on the basis that the responsibilities of these posts are of a much lower order than those of a staff Nurse.

8.223. *Psychiatric Social Worker/V. D. Social Worker/T. B. Social Worker*: Rs. 220—400 (Rs. 416—610).

Social Worker: (i) Rs. 220—400 (Rs. 416—610) and (ii) Rs. 150—300 (Rs. 313—496)

Though the qualifications prescribed for the above posts are the same as those laid down for Probation Officers in the Directorate of Social Welfare viz. Degree plus Degree or Diploma in Social Work, we have recommended in their case Gr. 9 (Rs. 395—700—Extn—775) i.e. one Grade higher, in view of the absence of promotional avenues for these Officers.

8.224. *Dressers*.—At present there are three scales applicable to Dressers viz. (i) Rs. 85—120 (Rs. 197—259), (ii) Rs. 80—110 (Rs. 180—249) and (iii) Rs. 75—100 (Rs. 175—212), the first being applicable to certificate holders and the second and the third to others. As the duties performed by all the Dressers are the same we have done away with this distinction and recommended one grade and scale viz. Gr. 3 with the scale of Rs. 220—325—Extn—360 for all the posts.

8.225. *Theatre Assistant*.—At present there are 4 scales applicable to Theatre Assistant viz. (1) Rs. 110—150 (Rs. 249—313), (2) Rs. 95—135 (Rs. 207—274), (3) Rs. 90—120 (Rs. 202—259), (4) Rs. 80—110 (Rs. 180—249). The duties performed by all the Theatre Assistants are the same. We have equated all these posts with that of a Dresser and recommended Gr. 3 with the scale of Rs. 220—325—Extn—360 for all the posts.

8.226. *Assistant Medical Officer*: Rs. 170—400 plus Special pay of Rs. 30 (Rs. 363—640).

Assistant Unit Officer: Rs. 170—400 plus Special pay of Rs. 20 (Rs. 353—630).

Entomological Assistant/Bacteriological Assistant: Rs. 200—400 (Rs. 363—610).

All these categories are promotional posts for Malaria Supervisors etc. for whom we have recommended Gr. 8. In view of the supervisory nature of responsibilities attached to these posts we have placed all these posts in Gr. 10 with the scale of Rs. 500—900.

Directorate of Employees State Insurance Scheme (UDPHD-3)

8.227. The recommendations made by us in the case of Medical Officers in the Directorate of Medical Education and Research and Directorate of Health Services regarding the discontinuance of both private practice and Non-Practising Allowance are applicable to the Medical Officers of this Directorate also. The revised scales suggested by us for various categories of Medical Posts both on the administrative side and Hospital side are subject to those recommendations.

8.228. Certain categories of hospital staff in the Directorate e.g. Insurance Medical officer, Compounder, Midwife and Dresser are in receipt of an allowance known as E.S.I.S. allowance. As the allowance is reported to have been sanctioned at the instance of the E. S. I. Corporation, we are not making any recommendations about this allowance.

Directorate of Ayurved (UDPHD-4)

8.229. Only certain categories in the Directorate are at present in receipt of N.P.A. Others like Deans of Medical Colleges are neither allowed Private Practice nor the N.P.A. in lieu. We consider that our recommendations regarding the discontinuance of both private practice and N.P.A. made in the case of Medical Officers of the Directorate of Health Services and Directorate of Medical Education and Research should apply to the Officers of this Directorate also. The pay-scales proposed by us for various categories of posts both on administrative side and teaching side are on this basis.

8.230. *Director of Ayurved*: Rs. 700—1300 (Rs. 880—1410).

Having regard to the scale of pay proposed for the Deans of Ayurvedic Colleges viz. Gr. 20 (Rs. 1200—1900), we have proposed the scale of Rs. 1500—1925 for this post.

Directorate of Town Planning and Valuation (UDPHD-6)

8.231. Under the provisions of B. C. S. R. 362(b) Officers of the Town Planning and Valuation Department who undertake outside work on behalf of the Government of India, Local Bodies or private Bodies are allowed to retain 50 per cent of the fees received by them. The Rule also provides that out of the fees retained by the Officer he should distribute not less than 20 per cent among the Members of the staff in proportion to the value of assistance given by them. Thus a fairly large number of Officers and staff members of this Department is in receipt of income from fees though the amount actually received by lower categories is insignificant. In our opinion the permission granted to the Officers of the Department to retain 50 per cent of the fees is another form of permission granted for private practice and is open to the same objections as we have raised against the permission granted to the whole-time Medical Officers permitted to engage themselves in private practice. As in the case of Medical Officers, this concession has led to inequalities in the earning of Officers of the same level working at different places since scope for this sort of private practice is not uniformly available at all places. We find that even the Department is not keen to retain the concession now admissible provided that the revised scale to be laid down for the posts take into account the loss of income from private practice. We, therefore, recommend that the permission granted to retain 50 per cent of the fees to the Officers may be withdrawn and the relevant B. C. S. R. be amended suitably to provide for crediting the entire fees to Government. As regards the suggestion that the loss of income from private practice should be taken into account while fixing the pay of the post, we have found that the so called loss is significant only in the case of Director and Deputy Director. As will be seen from the paragraph below, we have taken this factor into account while proposing the revised scales.

8.232. *Director of Town Planning and Valuation.*—The post carries a scale of Rs. 1300—1800 (Rs. 1410—1900).

Ordinarily we would have recommended Gr. 23 i.e. Rs. 1700—2000 for this post, but because there will be a loss of about Rs. 200 per month by way of fees we have recommended a higher scale viz. Rs. 2000—2250 which is the same as recommended for Additional Engineers in P.W.D. for this post.

8.233. *Town and Country Planner.*—The post at present carries the same scale as that of Director of Town Planning viz. Rs. 1300—1800 (Rs. 1410—1900). In this case, however there is no income by way of fees. Moreover, this being the number two level in the Department, there is no justification for the Officer to be on the same scale as the Head of the Department. We have therefore, recommended Gr. 23 (viz. Rs. 1700—2000) for this post.

8.234. *Deputy Director :* Rs. 900—1350 (Rs. 1080—1450).

Ordinarily we would have recommended the corresponding revised scale viz. Rs. 1100—1700 (Gr. 19) for this post. But in view of our recommendations that no share of fees should be allowed to be retained by the officers we have recommended for the post a higher scale viz. Rs. 1500—1925 (Gr. 22) thereby equating it with that of Superintending Engineer in the P.W.D.

8.235. *Town Planner:* Rs. 375—880 (Rs. 571—1060).

This is a Class II post for which we would have ordinarily recommended the corresponding Class II scale, viz. (Gr. 12). But again, because of a slight loss of income resulting from the proposed disallowance of the fees, and also because directly recruited candidates in this case are required to have 2 years' experience unlike Class II Officers in the P.W.D., we have placed this post on the Junior part of Class I viz. Gr. 14 (Rs. 680—1250).

ANNEXURE

Table showing combination of levels in various Departments

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Mantralaya Proper (Planning Department).	4	State Planning Officer Grade I	Rs. 350—700 +SP 150 150 +DP 233 180 <u>733 1030</u>		} Grade 14
	5	State Planning Officer, Grade II	350—700 +SP 100 100 +DP 214 180 <u>664 980</u>		
Directorate of Agriculture ..	148	Daftarband/Daftari ..	85—120 +112 139 <u>197 259</u>		} Grade 2
	153	Naik	80—110 +100 139 <u>180 249</u>		
Dairy Development Department ..	7	Dairy Development Officer (Extn.)	700—1300 +180 110 <u>880 1410</u>		} Grade 19
		Regional Dairy Development Officer.	880 1410		
	12	Dairy Manager ..	650—1200 +180 160 <u>830 1360</u>		
	13	Principal, Dairy Science Institute.	830 1360		} Grade 19
	10	Deputy Dairy Development Commissioner (Adm.)	700—1300 +180 110 <u>880 1410</u>		
	16	Special Officer ..	650—1200 +180 160 <u>830 1360</u>		
	18	Chief Executive Officer ..	410—1200 +SP 100 100 +DP 223 110 <u>733 1410</u>		} Grade 10
	58	Shift Manager/Shift Manager on Special Duty.	330—580 (C) 300—550 (M) +196 190 <u>496 740</u>		
	61	Cheese Research Asstt./ Demonstrator/Shift Manager.	295—470 (C) 260—435 (M) +196 210 <u>456 645</u>		
	59	Dairy Manager ..	300—550 (M) +196 190 <u>496 740</u>		} Grade 10
65	Shift In-charge ..	260—435 (M) +196 210 <u>456 645</u>			
72	Milk Procurement Officer.	230—405 (M) +196 210 <u>426 615</u>			

Department	Serial No. in the Schedule	Designation	Existing Scale	Grade recommended
1	2	3	4	5
Dairy Development Department— <i>contd.</i>	62	Dairy Chemist/Deputy Chief Chemist/Demonstrator/Chemist I/c Anand.	Rs. 295 — 470 (C)	} Grade 10
			Rs. 260 — 435 (M)	
			+196 210	
			456 645	
		Chemist, Milk Receiving Station, Arvi.	(Unrevised)	
			260 — 350	
			+196 196	
			456 546	
	68	Assistant Dairy Bacteriologist/Assistant Bacteriologist.	265 — 440 (C)	} Grade 10
			230 — 405 (M)	
			+196 210	
			426 615	
	141	Foreman Supervisor (Agrl./Mech. Workshop)	330 — 580 (C)	} Grade 10
			300 — 550 (M)	
			+196 190	
			496 740	
	142	Foreman	295 — 470 (C)	} Grade 10
			260 — 435 (M)	
			+196 210	
		456 645		
145	Traffic Supervisor ..	290 — 490 (C)	} Grade 10	
		250 — 450 (M)		
		+196 214		
		446 664		
146	Depot Supervisor ..	295 — 470 (C)	} Grade 10	
		260 — 435 (M)		
		+196 210		
		456 645		
60	Veterinary Officer/Manager A. I. Centre/Manager Calf Farm	330 — 580 (C)	} Grade 10	
		300 — 550 (M)		
		+196 190		
		496 740		
64	Manager/Demonstrator/Veterinary Officer.	295 — 470 (C)	} Grade 10	
		260 — 435 (M)		
		+196 210		
		456 645		
71	Veterinary Officer/ ..	230 — 405 (M)	} Grade 10	
		+196 210		
		426 615		
125	Chargeman (Mech.) Technical Assistant.	330 — 580 (C)	} Grade 10	
		300 — 550 (M)		
		+196 190		
		496 740		
127	Additional Chargeman/Demonstrator.	295 — 470 (C)	} Grade 10	
		260 — 435 (M)		
		+196 210		
		456 645		
209	Senior Superintendent ..	350 — 700	} Grade 10	
		+196 180		
		546 880		
210	Superintendent ..	260 — 430	} Grade 10	
		+196 210		
		456 640		

Department	Serial No. in the Schedule	Designation	Existing Scale	Grade recommended
1	2	3	4	5
Dairy Development Department— <i>contd.</i>	77	Dairy Supervisor ..	Rs. Rs. (a) 190 — 365 (M) +163 196 ————— 353 561 (For I.D.D.) (b) 140 — 270 (M) +139 196 ————— 279 466 (For others)	Grade 8
	78	Assistant Dairy Surveyor.	140 — 270 (M) +139 196 ————— 279 466	
	75	Deputy Dairy Chemist ..	190 — 365 (M) +163 196 ————— 353 561	Grade 8
	79	Assistant Dairy Chemist ..	140 — 270 (M) +139 196 ————— 279 466	
	69	Plantation Supervisor ..	265 — 440 (C) 230 — 405 (M) +196 210 ————— 426 615	Grade 8
	70	Garden Supervisor ..	(Unrevised) 120 — 245 +139 196 ————— 259 441	
	76	Agriculture Supervisor ..	220 — 395 (C) 190 — 365 (M) +163 196 ————— 353 561	
	249	Stores Assistant ..	260 — 420 (C) 225 — 385 (M) +196 196 ————— 421 581	
	250	Stores Supervisor ..	220 — 395 (C) 190 — 365 (M) +163 196 ————— 353 561	Grade 7
	196	Sales Assistant ..	(Unrevised) 200 — 300 +163 196 ————— 363 496	
	197	Circle Inspector ..	220 — 395 (C) 190 — 365 (M) +163 196 ————— 353 561	Grade 7
	198	Licensing Inspector ..	190 — 320 (C) 165 — 295 (M) +163 196 ————— 328 491	
	200	S.M.P. Inspector ..	150 — 270 +163 196 ————— 313 466	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Dairy Development Department— <i>contd.</i>	156	Fitter }	Rs. 165 — 295 (C)	Rs. 140 — 270 (M)	Grade 6
	157	Fitter-cum-Welder .. }	+139 196		
			279 466		
	160	Junior Mechanic ..	135 — 265 (C)	110 — 240 (M)	
			+139 196		
			249 436		
	135	Turner (Mech.) ..	165 — 295 (C)	140 — 270 (M)	
			+139 196		
			279 466		
	139	Assistant Turner ..	135 — 265 (C)	110 — 240 (M)	
			+139 196		
			249 436		
	122	Mechanic-cum-Electrician	140 — 270 (M)		
			+139 196		
			279 466		
	124	Refrigeration Operator/ Mechanic.	110 — 240 (M)		
		+139 196			
		249 436			
136	Assistant Mechanic ..	140 — 270 (M)			
		+139 196			
		279 466			
137	Mechanic ..	(Unrevised) 125 — 245			
		+139 196			
		264 441			
229	Senior Punch Operator ..	165 — 290 (C)	140 — 265 (M)		
		+139 196			
		279 461			
230	Punch Operator/Verifying Punch Operator/Junior Operator/Prelist Clerk.	150 — 265 (C)	125 — 240 (M)		
		+139 196			
		264 436			
252	Godown-keeper/Store- keeper.	165 — 295 (C)	140 — 270 (M)		
		+139 196			
		279 466			
254	Senior Purchase Assistant.	150 — 265 (C)	125 — 240 (M)		
		+139 196			
		264 436			
253	Store-keeper ..	165 — 295 (C)	140 — 270 (M)		
		+139 196			
		279 466			
255	Assistant Store Purchase Clerk.	125 — 240 (M)			
		+139 196			
		264 436			

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended	
1	2	3	4		5	
Dairy Development Department— <i>concl'd</i>	199	Despatch Supervisor/Talley Clerk.	Rs. 165 — 295 (C) 140 — 270 (M) +139 196 ———— 279 466	Rs. 295 (C) 270 (M) 196	Grade 6	
	201	Branding Inspector ..	165 — 290 (C) 140 — 265 (M) +139 196 ———— 279 461	290 (C) 265 (M) 196		
	86	Farm Supervisor ..	165 — 295 (C) 140 — 270 (M) +139 196 ———— 279 466	295 (C) 270 (M) 196		Grade 6
	93	Farm Assistant ..	135 — 265 (C) 110 — 240 (M) +139 196 ———— 249 436	265 (C) 240 (M) 196		
	81 & 82 80 & 84 83	Field Assistant .. Nursery Man .. Grass Assistant ..	165 — 295 (C) 140 — 270 (M) +139 196 ———— 279 466	295 (C) 270 (M) 196	Grade 5	
	95	Grass Supervisor ..	135 — 220 (C) 110 — 195 (M) +139 163 ———— 249 358	220 (C) 195 (M) 163		
	203	Milk Procurement Supervisor/Milk Despatcher etc.	(a) 110 — 240 (M) +139 196 ———— 249 436	240 (M) 196		Grade 5
	205	R. M. R. D. Clerk ..	(b) (Unrevised) 100 — 170 +112 163 ———— 212 333	170 163		
	..	..	(a) 135 — 220 (C) 110 — 195 (M) +139 163 ———— 249 358	220 (C) 195 (M) 163
	207	Extension Supervisor ..	(b) (Unrevised) 100 — 170 +112 163 ———— 212 333	170 163	Grade 2	
	308	Daftari ..	(Unrevised) 100 — 170 +112 163 ———— 212 333	170 163		
	309	Naik ..	85 — 120 +112 139 ———— 197 259	120 139		
	Superintending Engineer on Special Duty.	28	Senior Accounts Clerk ..	80 — 110 +100 139 ———— 180 249	110 139	Grade 7
		29	Senior Clerk ..	150 — 300 +163 196 ———— 313 496	300 196	
29		Senior Clerk ..	150 — 270 +163 196 ———— 313 466	270 196		

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended	
1	2	3	4		5	
Superintending Engineer on Special Duty— <i>contd.</i>	19	Fitter Ist Class ..	Rs. 110—175 +139 163	Rs. 249 338	Grade 4	
	20	Fitter IInd Class ..	100—150 +112 163	212 313		
Maharashtra State Co-operative Appellate Court.	7	Havildar ..	90—120 +112 139	202 259	Grade 2	
	8	Naik ..	80—110 +100 139	180 249		
Directorate of Fisheries	19	Biologist ..	275—490	471 704	Grade 8	
	20	Pisciculturist ..	+196 214			
	21	Senior Fishery Assistant ..	220—400 +196 210	416 610		
	22	Assistant Superintendent of Fisheries. ..	170—370 +163 196	333 566		
	23	Fishery Assistant ..	333 566			
	24	Head Master ..				
	25	Instructor I/c. ..				
	45	Assistant Statistician ..	200—350 +163 196	363 546		Grade 7
	46	Statistical Assistant ..	150—300	313 496		
	47	Research Assistant (Statistics) ..	+163 196			
75	Daftary ..	85—120 +112 139	197 259	Grade 2		
76	Naik ..	80—110 +100 139	180 249			
Agricultural Iron and Steel Supply Office.	6	Supervisory Senior Clerk ..	150—300	313 496	Grade 7	
	7	Accounts Clerk ..	+163 196			
	8	Senior Clerk ..	150—270 +163 196			
Directorate of Education	61	Superintendent (G. S. S. Class II) ..	300—525 +196 208	496 733	Grade 10	
	119	Assistant Superintendent ..	260—430 +196 210	456 640		
	121	Senior Clerk, Grade I ..	150—300 +163 196			
	122	Senior Clerk, Grade II ..	150—270 +163 196	313 466		Grade 7
			313 466			

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended	
1	2	3	4		5	
Directorate of Education— <i>contd.</i>	64	Administrative Officer (Municipal School/Boards).	Rs. 260—450 +196	Rs. 214	Grade 9	
			456	664		
	65	Administrative Officer (Municipal School Board).	165—400 +163	210		
			328	610	Grade 2	
	153	Daftari ..	85—120 +112	139		
			197	259		
	154	Assistant Daftari ..	80—110 +100	139	Grade 10	
			180	249		
Directorate of Technical Education (Proper H.Q.).	25	Senior Superintendent ..	300—625 +196	180		
			496	805	Grade 10	
	28	Junior Surveyor-cum-Junior Apprenticeship Adviser (Non-technical).	300—575 +196	190		
			496	765		
	29	Office Superintendent ..	300—500 +196	233	Grade 7	
			496	733		
	31	Superintendent ..	260—430 +196	210		
			456	640	Grade 7	
	38	Noting Assistant/Senior Clerk/Accountant.	150—300 +163	196		
			313	496		
	39	Senior Clerk/Accountant ..	150—270 +163	196	Grade 2	
			313	466		
	52	Daftary ..	85—120 +112	139		
			197	259	Grade 2	
	54	Naik ..	80—110 +100	139		
			180	249		
Engineering College	..	28	Assistant Professors of Civil/Electrical Applied Mechanics.	650—1200 +180	160	Grade 17
				830	1360	
		40	Lecturers in Engineering Technical Subjects.	400—940 +210	180	
				610	1120	Grade 17
		24	Assistant Professor of Mathematics.	700—1100 +245	160	
			945	1260	Grade 17	
	51	Lecturers in Mathematics.	(i) 400—800 +264	260		
			664	1060 (U.G.C.)		
			(ii) 300—600 +246	245	Grade 17	
			546	845 (U.G.C.)		

Department	Serial No. in the Schedule	Designation	Existing Scale	Grade recommended	
1	2	3	4	5	
Polytechnics (Under Directorate of Technical Education).	16	Senior Lecturer in Non-Technical Subjects.	Rs. 700—1100 +245 160 945 1260 (U.G.C. Scale)	Grade 10	
	26	Assistant Lecturers in— (i) Non-Technical subjects. (ii) English .. (iii) Botany and Zoology (iv) Anatomy and Physiology-Hygiene.	250—400 +246 264 496 664		
	Industrial Training Institutes (Under the Directorate of Technical Education).	2	Principal ..	400—940 +210 180 610 1120	Grade 14
		5	Vice-Principal ..	360—700	
6		Deputy Manager ..	+196 180 556 880		
14		Senior Instructor ..	220—430 +196 210 416 640	Grade 8	
29	Junior Instructor ..	135—290 +139 196 274 486			
Institute of Printing Technology (Under the Directorate of Technical Education).	5	Assistant Lecturer in Printing Technology.	300—575 +196 190 496 765	Grade 10	
	6	Instructor in Printing Technology.	260—430 +196 210 456 640		
Directorate of Art	5	Assistant Professor ..	650—1200 +180 160 830 1360	Grade 14	
	6	Lecturer ..	400—940 +210 180 610 1120		
Directorate of Archaeology	11	Senior Conservation Assistant	180—400 +163 210 343 610	Grade 8	
	12	Conservation Assistant ..	150—300 +163 196 313 496		
	16	Senior Cameraman ..	200—400 +163 210 363 610	Grade 8	
	18	Photographer-cum-Draftsman/Cameraman.	150—300 +163 196 313 496		
	21	Research Assistant ..	180—400 +163 210 343 610		
	22	Junior Research Assistant	150—325 +163 196 313 521		

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Directorate of Archaeology— <i>contd.</i>	40	Daftari ..	Rs. 85 — 120 +112 139	Rs. 197 259	Grade 2
	41	Naik ..	80 — 110 +100 139	180 249	
Sales Tax Department ..	11	Second Clerk/Clerk/Typist/ Clerk Typist			Grade 5
		(a) Selection Grade ..	135 — 250 +139 196	274 446	
		(b) Basic Grade ..	115 — 215 +139 196	254 411	
Sales Tax Department, Sales Tax Canteen.	28	Assistant Manager ..	130 — 240 +139 196	269 436	Grade 5
	29	Accountant ..	130 — 240 +139 196	269 436	
	30	Accounts Clerk / Store keeper/ Canteen Super- visor	115 — 215 +139 196	254 411	
Sales Tax Tribunal ..	7	Selection Grade Clerk ..	135 — 250 +139 196	274 446	Grade 5
	8	Accounts Clerk/ Comparer/ Clerk/ Reader	115 — 215 +139 196	254 411	
Directorate of Accounts and Treasuries.	8	Stamp Head Clerk ..	150 — 300 +163 196	313 496	Grade 7
	9	Senior Clerk ..	150 — 270 +163 196	313 466	
Directorate of Lotteries ..	6	Section Officer ..	350 — 700 +SP. 100 100 +DP. 214 180	664 980	Grade 12
	7	Lottery Officer ..	350 — 700 +196 180	546 880	
Directorate of Civil Supplies (Warehousing and Movement).	4	Technical Officer (Gazetted). ..	275 — 570 +196 190	471 760	Grade 10
	5	Chief Inspecting Officer (Non-Gazetted).	300 — 500 +196 233	496 733	
	8	Superintendent ..	300 — 500 +196 233	496 733	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recom- mended
1	2	3	4		5
Governor's Secretariat—					
(A) Office of the Secretary to Governor.	8	Assistant	Rs. 190—450 +163	Rs. 214	Grade 7
			353	664	
	9	AccountsAssistant	150—340 +163	196	Grade 7
			313	536	
	13	Jamadar	135—150 + 20 +163	20 163	Grade 4
			318	333	
	14	Chobdar	100—125 +112	139	Grade 4
			212	264	
	15	Havildar	90—120 +112	139	Grade 2
			202	259	
17	Naik	80—110 +100	139	Grade 2	
		180	249		
(B) Comptroller of the Household	1	Comptroller	750—1300 +180	110	Grade 16
			930	1410	
	2	Assistant Comptroller	695—1100 +180	160	Grade 16
			875	1260	
	6	Catering Superintendent	300—500 +196	233	Grade 10
			456	733	
	7	Assistant Catering Superintendent.	260—430 +196	210	Grade 10
			456	640	
	8	First Assistant/Tour Assistant.	150—340 +163	196	Grade 7
			313	536	
9	Junior Assistant	150—300 +163	196	Grade 7	
		313	496		
25	Tailor	80—110 +100	139	Grade 2	
		180	249		
26	Tailor	75—100 +100	112	Grade 2	
		175	212		
29	Hamal Mukadam	90—120 +112	139	Grade 2	
		202	259		
30	Assistant Hamal Mukadam	80—110 +100	139	Grade 2	
		180	249		

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Directorate General of Information and Public Relations.	11	District Publicity Officer— Selection Grade.	Rs. 300— +196	Rs. 830— 180	Grade 12
			496	1010	
	11	District Publicity Officer ..	300— +196	625— 180	Grade 12
			496	805	
	65	Packer ..	90— +112	120— 139	Grade 2
			202	259	
	66	Filer/Daftari/Writer ..	85— +112	120— 139	Grade 2
			197	259	
	68	Dark Room Attendant ..	80— +100	110— 139	Grade 1
		180	249		
69	Peon ..	75— +100	100— 112	Grade 1	
		175	212		
Examiner of Books and Publications.	7	Daftari ..	85— +112	120— 139	Grade 2
			197	259	
	8	Naik ..	80— +100	110— 139	Grade 2
		180	249		
Directorate of Rural Broadcasting	3	Executive Engineer ..	650— +180	1200— 160	Grade 16
			830	1360	
	4	Divisional Engineer ..	560— +190	1200— 160	Grade 16
			750	1360	
	6	Senior Assistant Engineer	500— +233	940— 180	Grade 12
			733	1120	
	7	Assistant Engineer ..	460— +214	830— 180	Grade 12
			674	1010	
	8	Deputy Engineer ..	325— +196	880— 180	Grade 12
		521	1060		
9	Radio Assistant ..	300— +196	625— 180	Grade 12	
		496	805		
	18	Senior Clerk (HQ)/Store- keeper/Senior Accounts Clerk.	150— +163	300— 196	Grade 7
		313	496		
	19	Senior Storekeeper ...	150— +163	270— 196	Grade 7
		313	466		

Department	Serial No. in the Schedule	Designation	Existing Scale	Grade recommended
1	2	3	4	5
Directorate of Rural Broadcasting —contd.	26	Daftari ..	Rs. 85—120 +112 139 197 259	Grade 2
	27	Naik ..	80—110 +100 139 180 249	
Office of the Special Commissioner to Government, New Delhi.	7	Publicity Officer (Protocol)	240—500 +196 233 436 733	Grade 10
	8	Assistant Manager ..	210—445 +196 210 406 655	
	12	Senior Clerk ..	150—270 +163 196 313 466	Grade 7
	13	Accounts Clerk ..	130—240 +139 196 269 436	
	23	Daftari ..	85—120 +112 139 197 259	Grade 2
	24	Naik ..	80—110 +100 139 180 249	
Office of the Director of Archives..	4	Record Keeper (Mantra- laya).	190—450 +163 214 353 664	Grade 7
	5	Assistant Superintendent..	150—300 +163 196 313 496	
	6	Record Keeper ..	150—300 +163 196 313 496	Grade 7
	7	Senior Clerk ..	150—300 +163 196 313 496	
	8	Senior Clerk ..	150—270 +163 196 313 466	
	9	Research Assistant ..	180—400 +163 210 343 610	Grade 7
	14	Modi knowing Assistant ..	150—300 +163 196 313 496	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Office of the Director of Archives— <i>contd.</i>	19	Daftar Band ..	Rs. 85—120 +112 139 197 259	Rs. 120 139 259	Grade 2
	20	Binder Boy/Mender/Assistant Mender. }	80—110 +100 139	110 139	
	21	Naik ..	180 249	249	
Controller of Accommodation ..	4	Superintendent ..	300—500 +196 233 496 733	500 233 733	Grade 10
	5	Supervisory Assistant ..	190 450 + 25 25 +196 214 411 689	450 25 214 689	
	7	Assistant ..	190—450 +163 214 353 664	450 214 664	
	9	Inspector ..	150—270 +163 196 313 466	270 196 466	
	10	Accountant	150—300 +163 196 313 496	300 196 496	
Gazetteers Department ..	6	Assistant ..	170—400 +163 210 333 610	400 210 610	Grade 7
	7	Senior Clerk ..	150—300 +163 196 313 496	300 196 496	
State Board of Literature and Culture.	3	Superintendent ..	300—525 +196 208 496 733	525 208 733	Grade 10
	5	Senior Accountant ..	260 440 +196 210 456 650	440 210 650	
	7	Assistant ..	190—450 +163 214 353 664	450 214 664	Grade 7
	8	Senior Clerk ..	150—300 +163 196 313 496	300 196 496	
Maharashtra State Soldiers, Sailors and Airmen's Board.	6	Senior Clerk (Grade 2) ..	150—300 +163 196 313 496	300 196 496	Grade 7
	8	Senior Clerk (Grade 3) Quarter Master.	150—270 +163 196 313 466	270 196 466	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended	
1	2	3	4		5	
			Rs.	Rs.		
HOME DEPARTMENT						
Inspector General of Police ..	19	Inspector of Police, Bombay	350 — 520		Grade 11	
			CCOSP +50	50		
			DP +210	190		
			610	760		
		32	Assistant Police Inspector.	260 — 340		Grade 11
				CCOSP +50	50	
				DP +196	196	
				506	586	
		87	Police Jamadar Grade I (Technical).	150 — 215		Grade 6
				TP +45	45	
				DP +163	196	
				358	456	
		89	Police Jamadar Grade II (Technical).	130 — 175		Grade 6
				TP +45	45	
			DP +163	196		
			338	416		
	123	Superintendent Commissioner of Police, Bombay	300 — 500		Grade 10	
			+196	214		
			496	714		
	124	Superintendent, Bombay	260 — 430			
			+196	210	Grade 10	
			456	640		
	129	Intermediate (Sr. Grade) Clerk.	150 — 300			Grade 7
			+163	196		
			313	496		
	132	Selection Grade Clerk ..	150 — 270			
			+163	196	Grade 7	
			313	466		
	136	Selection Grade Clerk Bombay.	135 — 250			Grade 5
			+139	196		
			274	446		
	138	Junior Grade Clerk ..	115 — 215			
			+139	196	Grade 5	
			254	411		
	45	Senior Expert ..	260 — 430			Grade 9
			+196	210		
			456	640		
	46	First Expert ..	220 — 340			
			+196	196	Grade 9	
			416	536		
Director of Anti-corruption and Prohibition Intelligence Bureau.	8	Police Inspector ..	350 — 520			Grade 11
			CCOSP +50	50		
			DP +196	190		
			596	760		
	11	Assistant Police Inspector	260 — 340		Grade 11	
			CCOSP +50	50		
			DP +196	196		
			506	586		

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Forensic Science Laboratory ..	12	Selection Grade Clerk ..	Rs. 135 — 250 +139 196 274 346	Rs. 196	Grade 5
	13	Clerk-Typist ..	115 — 215 +139 196 254 411	196	
	Inspector General of Prison ..	16	Jamadar ..	110 — 150 +139 163 249 313	163	Grade 4
17		Havaldar ..	95 — 120 +112 139 207 259	139	
18		Naik ..	85 — 120 +112 139 197 259	139	Grade 2
19		Nursing Orderly and Sepoy	80 — 110 +100 139 180 249	139	
68		Senior Clerk ..	150 — 300 +163 196 313 496	196	
Correctional Wing ..	69	Senior Clerk Lower Grade Junior Auditor.	150 — 270 +163 196 313 466	196	Grade 7
	2	Probation Inspector ..	300 — 830 +196 180 496 1010	180	
Motor Accident Claims Tribunal	3	Superintendent, Corrective Settlement, Pimpalgaon Prison. District-Ahmednagar.	275 — 440 +196 210 471 650	210	Grade 12
	3	Assistant Registrar ..	340 — 520 +196 213 536 733	213	
Motor Accident Claims Tribunal	4	Shirestadar ..	260 — 430 +196 210 456 640	210	Grade 10
	4	Shirestadar ..	260 — 430 +196 210 456 640	210	
INDUSTRIES, ENERGY AND LABOUR DEPARTMENT					
Directorate of Industries ..	7	Deputy Director of Industries.	650 — 1200 +180 160 830 1360	160	Grade 15
	8 } 10 }	Assistant Director of Industries.	410 — 1200 +210 160 620 1360	160	
	19	Research Officer ..	300 — 520 +196 213 496 733	213	Grade 10
	20	Research Assistant ..	210 — 430 +196 210 406 640	210	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Directorate of Industries— <i>contd.</i>	22	Industries Inspector Selection Grade.	Rs. 260—470 +196	Rs. 214 214	Grade 8
			456	684	
	23	Industries Inspector ..	200—350 +163	196 196	Grade 8
			363	556	
Government Distillery, Chitali ..	24	Selection Grade Clerk ..	135—250 +SP 20 +DP163	38 196	Grade 5
			318	484	
	25	Clerk ..	115—215 +SP 17 +DP 139	32 196	Grade 5
			271	443	
Director of Prohibition and Excise	17	Noting Assistant, Bombay	150—300 +163	196 196	Grade 7
			313	496	
	18	Senior Clerk, Bombay ..	150—270 +163	196 196	Grade 7
			313	466	
Motor Vehicles Department ..	6	Enforcement Supervisor Regional Supervisor.	340—520 +196	213 213	Grade 10
			536	733	
	7	Inspector of Motor Vehicles.	275—440 +196	210 210	Grade 10
			471	650	
Government Transport Service ..	6	Mechanic ..	115—165 +139	163 163	Grade 4
			254	328	
	7	Junior Mechanic / Motor Mechanic.	100—150 +112	163 163	Grade 4
			212	313	
Chief Ports Officer ..	11	Senior Accounts Clerk ..	150—300 +163	196 196	Grade 7
			313	496	
	12	Senior Clerk / Accounts Clerk.	150—270 +163	196 196	Grade 7
			313	466	
Marine Engineer ..	11	Dredger Engineer ..	250—400 +163	210 210	Grade 8
			313	610	
	12	Crane Operator ..	200—350 +163	196 196	Grade 8
			363	546	
Directorate of Printing and Stationery.	59	Selection Grade Clerk ..	135—250 +139	196 196	Grade 5
			274	446	
	60	Junior Clerk / Leave Reserve Clerk (Cash Office)/Clerk Cash (Book Depot)/Clerk-Typist.	115—215 +139	196 196	Grade 5
			254	411	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Directorate of Printing and Stationery— <i>contd.</i>	214	Bhai	Rs. 80 — 110 +100	Rs. 139	Grade 1
			180	249	
	222	Mazdoor/Laskar	75 — 100 +100	112	Grade 1
			175	212	
Directorate of Employment ..	4	Sub-Regional Employment Officer.	300 — 830 +196	180	Grade 12
			496	1010	
		Employment Marketing Information and Employment Liaison and Youth Employment Officer. Employment Officer for Physically handicapped.			Grade 12
	5	District Employment/Assistant Employment Officer.	300 — 525 +196	208	
			496	733	
Directorate of Employment, Government Industrial Training Workshop.	2	Carpenter Instructor. Additional Carpenter Instructor.	135 — 215 +139	196	Grade 6
			274	411	
	3	Asstt. Carpenter Instructor.	130 — 190 +139	163	Grade 6
			269	353	
Irrigation Department ..	129	Superintendent ..	300 — 500 +196	233	Grade 10
			496	733	
	132	Circle Head Clerk ..	260 — 430 +196	210	Grade 10
			456	640	
	157	Selection Grade Store-keeper	170 — 370 +163	196	Grade 8
			333	566	
	158	Storekeeper ..	150 — 300 +163	196	Grade 8
			313	496	
	67	Heavy Duty Operator Grade II.	160 — 250 +163	196	Grade 6
			323	446	
	68	Heavy Duty Operator Grade III.	145 — 225 +139	196	Grade 6
			284	421	
	54	Senior Survey Assistant ..	145 — 225 +139	196	Grade 5
			284	421	
	55	Junior Survey Assistant ..	110 — 195 +139	163	Grade 5
			249	358	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended	
1	2	3	4		5	
Irrigation Department—contd.	139	Senior Accounts Clerk	Rs. 150—300 +163 196 313 496	Rs. 196	Grade 7	
	140	Senior Clerk	150—270 +163 196 313 466	196		
	190	Havaldar	90—120 +112 139 202 259	139	Grade 2	
	204	Naik	80—110 +100 139 180 249	139		
	Maharashtra Engineering Research Institute, Nasik (Under I.D.).	10	Junior Scientific Assistant	210—445 +196 210 406 655	210	Grade 8
		11	Research Assistant	170—340 +163 196 333 536	196	
Public Works Department	21	Superintendent of Tolls	300—500 +196 233 496 733	233	Grade 10	
	22	Assistant Superintendent of Tolls	260—430 +196 210 456 640	210		
	20	Superintendent	300—500 +196 233 496 733	233	Grade 10	
	23	Circle Head Clerk	260—430 +196 210 456 640	210		
	43	Manager, M.L.As. Hostel, Bombay.	260—520 +196 213 456 733	213	Grade 10	
	44	Assistant Manager, Majestic Hotel, Bombay.	210—445 +196 210 406 655	210		
	46	Manager, Subhedari Guest House, Aurangabad.	150—300 +163 196 313 496	196	Grade 8	
	47	Senior Receptionist	150—300 +163 196 313 496	196		
	34	Selection Grade Store-keeper.	170—370 +163 196 333 566	196	Grade 8	
	35	Storekeeper	150—300 +163 196 313 496	196		

Department	Serial No. in the Schedule	Designation	Existing Scale		recommende		
1	2	3	4		5		
Public Works Department— <i>contd.</i>	26	Senior Accounts Clerk ..	Rs. 150—300	Rs. 196	Grade 7		
			+163	313 496			
	27	Senior Clerk ..	150—270	196			
			+163	313 466			
	Chief Engineer (Electrical) (under P.W.D.).	12	Senior Accounts Clerk ..	150 300		196	Grade 7
				+163		313 496	
13		Senior Clerk ..	150—270	196			
			+163	313 466			
Superintendent of Parks and Gardens (under P.W.D.).	4	Technical Assistant ..	200—400	210	Grade 8		
			+163	363 610			
	6	Agricultural Overseer ..	180—400	210			
			+163	343 610			
	5	Horticultural Officer ..	180—400	210		Grade 8	
			+163	343 610			
Director, Development Department Chawls, Bombay (under P.W. and H.D.).	5	Senior Clerk ..	150—300	196	Grade 7		
			+163	313 496			
	6	Accounts Clerk ..	150—270	196			
			+163	313 466			
Maharashtra Slum Improvement Board (under P.W.D.).	11	Senior Accounts Clerk ..	150—300	196	Grade 7		
			+163	313 496			
	12	Senior Clerk ..	150—270	196			
High Court (Original Side)	5	Taxing Master ..	1075—1475	100	Grade 19		
			1235 1575				
	6, 7, 8	Master and Assistant Prothonotary/Dy. Official Assignee/First Asstt. to Court Receiver.	1025—1425	100			
			1185 1525				
9	Insolvency Registrar ..	975 1225	160				
		1155 1385					

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
High Court (Original Side)— <i>contd.</i>	14	Accounts Officer ..	Rs. 650 +180	Rs. 950 180	Grade 13
			830	1040	
	15	Second Assistant Master	650 +180	860 180	
			830	1040	
	16	First Asstt. to Official Assignee/Second Asstt. to Court Receiver.	540 +193	750 180	
			733	930	
	17	Third Asstt. ..	550 +190	700 180	
			740	880	
	20	Dy. Chief Translator and Interpreter.	570 +190	750 180	
			760	930	
Bombay City Civil and Sessions Court.	21	Asstt. Chief Translator and Interpreter.	520 +213	700 180	Grade 12
			733	880	
	18	Associate ..	400 +210	700 180	
			610	880	
	19	Second Asstt. to official Assignee.	370 +196	700 180	
			566	880	
	4	Dy. Registrar, City Civil Court.	550 +190	830 180	
			740	1010	
	5	Dy. Registrar, City Sessions Court.	500 +233	780 180	
			733	960	
Court of Small Causes	6, 7	Assistant Registrar/Chief Superintendent.	340 +196	520 213	Grade 10
			536	733	
	8, 9	Superintendent/Sheristedar	260 +196	430 210	
			456	640	
	20	Havaldar ..	90 +112	120 139	
			202	259	
	24	Naik ..	80 +100	110 139	
			180	249	
	3	Dy. Registrar ..	340 +196	520 213	
			536	733	
Court of Small Causes	4, 5, 6	Asstt. Registrar/Addl. Asstt. Registrar/Accountant.	260 +196	430 210	Grade 10
			456	640	
	7	Chief Judge's Judicial Clerk	220 +196	400 210	
		416	610		

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Court of Small Causes— <i>contd.</i>	21	Havaldar	Rs. 90—120 +112	Rs. 120 139	Grade 2
	23	Naik	80—110 +100	110 139	
Chief Presidency Magistrate	2	Deputy Registrar	340—520 +196	520 213	Grade 10
	3, 4, 5	Assistant Registrar/Senior Judicial Clerk/Chief Translator and Interpreter.	260—430 +196	430 210	
	10	Head Cashier	150—300 +163	300 196	Grade 7
	9	Senior Clerk / Record keeper.	150—270 +163	270 196	
Mofussil Courts	4	Senior Clerk (H.G.)/Nazir, District Court Clerk of the Court, Nazir, Civil Court, Head Clerk, Record Keeper, Sheristidar, District Court.	150—300 +163	300 196	Grade 7
	5	Senior Clerk (L.G.)/Nazir, Clerk of the Court, Bench Clerk, Accounts Clerk, Chief Correspondance Clerk.	150—270 +163	270 196	
Charity Commissioner	7	Superintendent (Head Office).	340—520 +196	520 213	Grade 10
	9	Superintendent (P. T. R. Office.)	260—430 +196	430 210	
	10	Superintendent (Mofussil)	220—400 +196	400 210	
	12	Senior Clerk (H. G.)	150—300 +163	300 196	Grade 7
	13	Senior Clerk (L. G.)	150—270 +163	270 196	
Administrator General and Official Trustee.	4, 5	Second Clerk/Additional Second Clerk/Senior Assistant Accountant.	150—300 +163	300 196	Grade 7
	6	Assistant Accountant	150—270 +163	270 196	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Office of the Sheriff of Bombay ..	6	Havaldar/Supervisor ..	Rs. 90 — 120 +112 139	Rs. 202 259	Grade 2
	7	Naik ..	80 — 110 +100 139	180 249	
REVENUE DEPARTMENT					
(A) Offices of Divisional Commissioners and Collectors.	19	Circle Inspector ..	115 — 215 +139 196	254 411	Grade 5
	20	Talathi ..	110 — 180 +139 163	249 343	
	44	Havaldar ..	90 — 120 ±112 139	202 259	Grade 2
	46	Daftari/Daftarband/ Bastaband	85 — 120 +112 139	197 259	
	49	Naik/Jamadar ..	80 — 110 +100 139	180 249	
(B) Bombay Collectorate ..	3	Supdt., Bombay City and L. R. Deptt.	740 — 1200 +180 160	920 1360	Grade 16
	4	Asstt. Director of Town Planning.	650 — 1200 +180 160	830 — 1360	
	7	Office Suptd. ..	300 — 500 +196 233	496 733	Grade 10
	8	Head Clerk and Head Accountant/Head Clerk	260 — 430 +196 210	456 640	
	9	Naib Tahsildar ..	220 — 400 +196 210	416 610	
	17	Jr. Draftsman (TAP) ..	130 — 250 +139 196	269 446	Grade 6
	18	Traverser and Computer/ Field Surveyor/Surveyor.	115 — 215 +139 196	254 411	
	19	Sr. Draftsman/Jr Drafts- man.	115 — 215 +139 196	254 411	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
(B) Bombay Collectorate— <i>contd.</i>	28	Havaldar	Rs. 90—120 +112	Rs. 120 139	Grade 2
			202	259	
	29 and 30	Notice Server/Daftar Band	85—120 +112	120 139	
	31	Tindel/Naik	80—110 +100	110 139	Grade 2
			180	249	
Land Records Department	9	Head Clerk	150—300 +163	300 496		Grade 7
	9	Shirastendar/Head Quarter Asstt./Sr. Clerk/Head Surveyor/Record Keeper/Second Clerk.	150—270 +163	270 466	
	10	Nimtandar/Maintenance Surveyor/District Surveyor/Head Record Keeper/Classers/Theodolite Surveyor.	130—240 +139	240 436	
	18	Havaldar	90—120 +112	120 139	Grade 2
			202	259	
	19	Daftar Band	85—120 +112	120 139	
	20	Roneo Operator	80—100 +100	100 139	Grade 2
			180	249	
	21	Process Server	75—100 +100	100 112	
			175	212	Grade 15
Registration Department	2	Deputy Inspector General	560—1200 +190	1200 160	
	3	Sub-Registrar	410—1200 +210	1200 160	
	4	Joint District Registrar	300—830 +196	830 180	Grade 12
			496	1010	
	5	Jt. Sub-Registrar/P. A. to I. G. R.	340—520 +196	520 213	
	6	Inspector of Registration/Office Superintendent/Inspector of Registration (Stamps).	300—470 +196	470 214	Grade 10
			496	684	
	7	Sub-Registrar (Grade I)	250—400 +196	400 210	
			446	610	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
			Rs.	Rs.	
Registration Department— <i>contd.</i> ..	8	Sub-Registrar (Grade II)	150—325 +163 196	313 521	Grade 7
	10	Head Clerk	150—300 +163 196	313 496	
	11	Senior Clerk	130—240 +139 196	269 436	
Registration Department— Government Photo Registry.	6	Assistant Photographer, Enlarger, Tonner.	115—215 +139 196	254 411	Grade 6
	7	Senior Technical Assistant	110—175 +139 163	249 338	
	9	Head Clerk/Supervisor	150—300 +163 196	313 496	Grade 7
	10	Head Photo Registrar, Senior Clerk/Senior Accounts Clerk, Store Keeper, Field Recorder, Photo Registrar.	130—240 +139 196	269 436	
	12	Junior Technical Assistant (Graded)	95—135 +112 139	207 274	
	13	Junior Technical Assistant (Leave Reserve)	95 fixed +112	207	Grade 4
Office of the Superintendent of Stamps.	4	Supervisor	150—300 +163 196	313 496	Grade 7
	5	Senior Clerk	130—240 +139 196	269 436	
	8	Packer	115—135 +139 139	254 274	
	9	Mukadam	100—125 +112 139	212 264	Grade 2
	10	Naik/Peons in Stores	80—110 +100 139	180 249	
Forests Department	15	O. and M. Officer	300—830 +196 180	496 1010	Grade 12
	16	Office Superintendent	300—525 +196 208	496 733	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended	
1	2	3	4		5	
Forests Department— <i>contd.</i>	17	Technical Assistant ..	Rs. 290 +196 486	Rs. 450 214 664	Grade 8	
	18	Range Forest Officer ..	200 +163 363	400 210 610		
	79	Sawyer ..	170 +163 333	280 196 476	Grade 6	
	80	Assistant Sawyer ..	150 +163 313	245 196 441		
	79	Sawyer ..	85 +112 197	120 139 259	Grade 6	
	80	Assistant Sawyer ..	80 +100 180	110 139 249		
	74	Senior Fitter ..	110 +139 249	150 163 313	Grade 4	
	85	Jr. Fitter ..	100 +112 212	150 163 313		
	90	Sr. Accountant ..	150 +163 313	300 296 496	Grade 7	
	91	Jr. Accountant ..	150 +163 313	270 196 466		
	111	Dafter Band ..	85 +112 197	120 139 259	Grade 2	
	113	Naik ..	80 +100 180	110 139 249		
	Ziila Parishad—District Technical Service : Agriculture,	3	Extension Officer Selection Grade.	250 +196 446	570 190 760	Grade 8
		3	Basic Grade ..	150 +163 313	400 210 610	
District Technical Service : Animal Husbandry	2	Extension Officer Selection Grade	250 +196 446	570 190 760	Grade 10	
	2	Basic Grade ..	170 +163 333	500 233 733		

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended	
1	2	3	4	5		
Zilla Parishads—District Technical Service : Health.	1	Sr. Medical Officer ..	Rs. 275 — 570 +196 190 471 760	Rs. 190	Grade 10	
	2	Medical Officer, Epidemic M. O.	200 — 400 +163 210 363 610	210		
	4	Extension Officer, Selection Grade	250 — 570 +196 190 446 760	190	Grade 8	
	4	Basic Grade ..	150 — 400 +163 210 313 610	210		
	3	Junior Medical Officer	150 — 340 +163 196	196	Grade 8	
	5	Senior Ayurvedic Vaidya Senior Unani Hakim	313 536	536		
	6	Ayurvedic Vaidya, Unani Hakim.	115 — 215 +139 196 254 411	196		
	7	Junior Ayurvedic Vaidya	95 — 135 +112 139 207 274	139		
	12	Sanitary Inspector, Block Level Supervisor.	145 — 240 +139 196 284 436	196	Grade 6	
	13	Junior Sanitary Inspector.	115 — 215 +139 196 254 411	196		
	16	Health Visitor ..	160 — 250 +163 196 323 446	196	Grade 6	
	17	Junior Health Visitor ..	115 — 215 +139 196 254 411	196		
	21	Compounder ..	115 — 215 +139 196 254 411	196	Grade 6 with Higher start of Rs. 330 for those holding diploma in Pharmacy.	
	22	Compounder (L.G.) ..	95 — 135 +112 139 207 274	139		
	Zilla Parishads—District Technical Service : Engineering.	3	Extension Officer (Works) and (Rural Engineering) Selection Grade.	250 — 570 +196 190 446 760	190	Grade 8
		3	Basic Grade ..	150 — 400 +163 210 313 610	210	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
District Technical Service: Executive and Village Extension	2	Extension Officer (Panchayat and Social Welfare), Selection Grade.	Rs. 250—570 +196	Rs. 190 190	Grade 8
			446	760	
	2	Basic Grade ..	150—400 +163	210 210	
			313	610	
	4	Gram Sevak ..	115—250 +139	196 196	Grade 5
		254	446		
	5	Assistant Gram Sevak ..	110—180 +139	163 163	
			249	343	
District Technical Service : Class IV	1	Havaldar ..	90—120 +112	139 139	Grade 2
			202	259	
	2	Naik ..	80—110 +100	139 139	
			180	249	
Ground Water Survey and Development Agency.	3	Senior Geologist ..	650—1200 +180	160 160	Grade 15
			830	1360	
	4	Geologist ..	410—1010 +210	169 169	
			620	1179	
	5	Senior Drilling Engineer ..	650—1200 +180	160 160	Grade 15
			830	1360	
	6	Drilling Engineer ..	410—1010 +210	169 169	
			620	1179	
	27	Technical Assistant ..	180—400 +163	210 210	Grade 7
			343	610	
28	Computer ..	160—340 +163	196 196		
		323	536		
34	Senior Clerk ..	150—300 +163	196 196		
		313	496		
35	Store-keeper ..	150—270 +163	196 196		
		313	466		
41	Statistical Assistant ..	170—400 +163	210 210	Grade 7	
		333	610		
28	Computer ..	160—340 +163	196 196		
		323	536		

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Directorate of Social Welfare ..	5	Special Officer (S. S. S./ Removal of Untouchability).	Rs. 300 +196	Rs. 830 180	Grade 12
			496	1010	
	11	Social Welfare Officer/ Hostel Inspector/Placement Officer/Special Officer (Government of India Scholarships).	300 +196	625 180	Grade 12
			496	805	
	43	Probation Inspector ..	300 +196	830 180	Grade 12
			496	1010	
	46	Superintendent, Yeravada Industrial School, Poona/ State Home/Protective Home/Receiving Centre for Beggars/Leprosy Home/Habitual Offenders Settlement, Pimpalgaon. Inspector of Certified Schools (Junior).	275 +196	440 210	Grade 12
			471	650	
	111	Inspector of Institutions for Physically Handicapped.	300 +196	830 180	Grade 12
			496	1010	
112	Superintendent, Multi-Purpose Group Complex.	275 +196	440 210	Grade 12	
		441	650		
25	Senior Clerk/ Assistant Auditor/Second Grade Clerk.	150 +163	300 196	Grade 7	
		313	496		
25	Senior Clerk/Assistant Auditor/Second Grade Clerk.	150 +163	270 196	Grade 7	
		313	466		
Directorate of Tribal Welfare ..	10	Lecturer, Tribal Research Institute.	300 +196	830 180	Grade 12
			496	1010	
	11	Tribal Welfare Officer ..	300 +196	625 180	Grade 12
			496	805	
Directorate of Sports and Youth Services.	4 and 5	Assistant Director (National Fitness Corps)/ P.A. to Director.	340 +196	830 180	Grade 12
			536	1010	
	6	Project Officer ..	300 +196	830 180	Grade 12
			496	1010	
	7	District Sports Officer ..	300 +196	525 208	Grade 12
			496	733	
	8	Superintendent (Gazetted).	300 +195	525 208	Grade 12
			496	733	
15	Superintendent (Non-Gazetted).	260 +196	520 213	Grade 10	
		456	733		
16	Assistant Superintendent/ Superintendent (National Fitness Corps).	260 +196	430 210	Grade 10	
		456	640		

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended	
1	2	3	4		5	
Directorate of Sports and Youth Services— <i>contd.</i>	13	National Fitness Corps Instructor, Grade I	Rs. 130 — 250	Rs. 196	Grade 5	
			+139	446		
	14	National Fitness Corps Instructor, Grade II	115 — 215	196		
			+139	411		
	18	Senior Clerk, Grade I ..	150 — 300	196		Grade 7
			+163	496		
19	Senior Clerk, Grade II ..	150 — 270	196			
		+163	466			
Director of Sports and Youth Services, N.C.C. Wing.	37	Accounts Clerk ..	150 — 300	196	Grade 7	
			+163	496		
	38	Senior Clerk, Grade I ..	150 — 270	196		
			+163	466		
Directorate of Cultural Affairs ..	4	Manager, Ravindra Natya Mandir.	300 — 525	208	Grade 10	
			+196	733		
	5	Manager, Rang Bhavan ..	275 — 440	210		
			+196	650		
	15	Assistant/Senior Clerk ..	150 — 300	196		Grade 7
			+163	496		
16	Store-keeper	130 — 240	196			
		+139	436			
Directorate of Medical Education and Research.	11	Associate Professor ..	650 — 1200	160	Grade 21	
			+280	544		
			+NPA 332	1904		
	16	Reader (including Asstt. Professor under Post Martum Programme).	560 — 1010	169		
			+190	472		
			+NPA 300	1657		
	41	Asstt. Superintendent of Physiotherapy.	325 — 880	180		Grade 12
			+196	1060		
49	Lecturer in Physiotherapy.	300 — 830	180			
		+196	1010			
50	Senior Administrative Officer.	300 — 830	180	Grade 12		
		+196	1010			
51	Junior Administrative Officer.	300 — 525	208			
		+196	733			

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
			Rs.	Rs.	
Directorate of Medical Education and Research— <i>contd.</i>	61	Matron (750 beds and above).	475 — 725 +214 180	689 905	Grade 13
	62	Matron (500 to 750 beds).	420 — 625 +210 180	630 805	
	68	Matron (Less than 200 beds).	250 — 370 +196 196	446 566		Grade 10
	69	Assistant Matron (Less than 500 beds).	220 — 340 +196 196	416 536	
	100	Pharmacist	135 — 290 +139 196	274 486	Grade 6
	101	Compounder	115 — 215 +139 196	254 411	
	100	Pharmacist	135 — 290 +139 196	274 486		Grade 6 Higher start of Rs. 330 to those with Diploma in Pharmacy 330—515
	101	Compounder	115 — 215 +139 196	254 411	
	185	Junior Assistant (Assistant Steward/Head Clerk/Senior Clerk/Accountant).	150 — 300 + 163 196	313 496	Grade 7
	186	Senior Clerk (Assistant Steward/Assistant Accountant/Head Clerk).	150 — 270 +163 196	313 466	
Directorate of Health Services	73	Senior Scientific Officer (Vaccine Institute).	300 — 830 +196 180	496 1010	Grade 12
	91	Junior Scientific Officer (Vaccine Institute).	350 — 700 +196 180	546 880	
	90	Senior Administrative Officer.	300 — 830 +196 180	496 1010	Grade 12
	92	Administrative Officer (District Family Planning Bureau)	300 — 625 +196 180	496 805	
	90	Senior Administrative Officer.	300 — 830 +196 180	496 1010	Grade 12
	94	Junior Administrative Officer.	300 — 525 +196 208	496 733	

Department 1	Serial No. in the Schedule 2	Designation 3	Existing Scale 4		Grade recom- mended 5
			Rs.	Rs.	
Directorate of Health Services— <i>contd.</i>	151	Senior Lady Nutritionist.	210 +196 406	445 210 655	Grade 8
	152	Junior Lady Nutritionist.	150 +163 313	300 106 496	
	172	Ist Grade Female Attendant.	95 +112 207	120 139 259		Grade 3
	173	IInd Grade Female Attendant.	90 +112 202	110 139 249	
	179	Ist Grade Male Attendant.	95 +112 207	120 139 259	
	180	IInd Grade Male Attendant.	90 +112 202	110 139 249	Grade 3
	161	Non-Medical Assistant (Leprosy).	260 +163 423	250 196 446	
	162	Leprosy Technician	145 +139 284	240 196 436		Grade 7
	166	Supervisor (Mental Hospital).	+SP 200 +DP 196 421	325 196 546	
	167	Senior Overseer (Mental Hospital).	+SP 180 +DP 163 368	280 196 501	
	184	Health Education Extension Officer (Family Planning).	220 +196 416	400 210 610	Grade 8
	185	Extension Educationer (Family Planning).	200 +163 363	325 196 521	
	106	Pharmacist	135 +139 274	290 196 486	
	107	Compounder	115 +139 254	215 196 411	
	106	Pharmacist	135 +139 274	290 196 486	Grade 6 Higher start of Rs. 330 to those with Dip- loma in Pharmacy 330-515.
	107	Compounder	115 +139 254	215 196 411	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
			Rs.	Rs.	
Directorate of Health Services— <i>concl'd.</i>	234	Junior Assistant/Senior Clerk/Head Clerk/Store-keeper/Clerk in-charge Medical Store.	150 +163 313	300 196 496	Grade 7
	235	Senior Clerk/Head Clerk/Head Clerk-cum-Steward Assistant Cashier/Accountant/Nursing Accountant/Statistical Assistant/Store-keeper.	150 +163 313	270 196 466	
	139	Senior Bacteriological Assistant (P. H. Laboratory).	250 +196 446	540 193 733	Grade 10
	141	First Bacteriological Assistant.	210 +196 406	445 210 655	
	142	Senior Chemical Assistant. (Public Health Laboratory).	250 +196 446	540 193 733	
	143	First Chemical Assistant ..	210 +SP 75 +DP 196 481	445 75 213 733	Grade 10.
	Directorate of Employees State Insurance Scheme.	13	Senior Adm. Officer ..	300 +196 496	830 180 1010	Grade 12.
16		Junior Adm. Officer ..	300 +196 496	525 208 733	
19		Matron	250 +196 446	370 196 566	Grade 10.
20		Assistant Matron ..	220 +196 416	340 196 536	
26		Chief Pharmacist/Pharmacist.	135 +139 274	290 196 486	
27		Compounder/Pharmacist.	115 +139 254	215 196 411	Grade 6.
26		Chief Pharmacist/Pharmacist.	135 +139 274	290 196 486	Grade 6. Higher start of Rs. 330 to those with Diploma in Pharmacy 330—515.
27		Compounder/Pharmacist.	115 +139 254	215 196 411	
46		Senior Assistant/Head Clerk / Store-keeper/ Cashier / Accountant/ Assistant Steward/ Senior Clerk.	150 +163 313	300 196 496	Grade 7
47		Senior Clerk/Head Clerk/ Medical Store-keeper/ Store-keeper.	150 +163 213	270 196 466	

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Directorate of Ayurved	3	Professor (Ayurvedic Subjects)	Rs. 560 — 100	Rs. 169	Grade 17
			+190	100	
			+NPA 100	100	
			850	1279	
	4	Reader	400 — 330	180	Grade 7
			+210	75	
		+NPA 75	75		
		685	1085		
Food & Drugs Administration.	44	Senior Clerk	150 — 300	196	Grade 7
			+163	496	
			313	496	
	45	Senior Clerk	150 — 270	196	Grade 15
			+163	169	
			313	466	
	4	Assistant Commissioner	560 — 1200	160	Grade 15
			+190	1360	
			750	1360	
	5	Chief Inspector	410 — 1010	169	Grade 12
			+210	1179	
			620	1179	
9	Senior Scientific Officer, Class II.	410 — 875	180	Grade 12	
		+210	1055		
		620	1055		
12	Junior Scientific Officer	350 — 700	180	Grade 5	
		+196	880		
		546	880		
21	Junior Technical Assistant	130 — 240	196	Grade 10	
		+139	436		
		269	436		
22	Laboratory Assistant	115 — 215	196	Grade 10	
		+139	640		
		254	640		
23	Accounts Officer	300 — 525	208	Grade 10	
		+196	733		
		496	733		
24	Superintendent	260 — 430	210	Grade 10	
		+196	610		
		456	610		
Town Planning and Valuation Department.	10	Head Draftsman (Architectural).	350 — 520	213	Grade 10
			+196	733	
		546	733		
11	Head Draftsman	250 — 400	210	Grade 6	
		+196	610		
		446	610		
Chief Engineer, Environmental Engineering Wing.	11	Shift Engineer	130 — 300	196	Grade 6
			+139	496	
		269	496		
12	Electrician	145 — 225	196	Grade 6	
		+139	421		
		284	421		

Department	Serial No. in the Schedule	Designation	Existing Scale		Grade recommended
1	2	3	4		5
Chief Engineer, Environmental Engineering Wing— <i>contd.</i>	54	Senior Accounts Clerk/Cashier.	Rs. 150—300 +163	Rs. 196	Grade 6
			313	496	
	55	Senior Clerk ..	Rs. 150—270 +163	Rs. 196	Grade 6
			313	466	
Directorate of Municipal Administration.	17	Chief Officer, Municipal Council, Grade III.	Rs. 220—400 +196	Rs. 210	Grade 10
			416	610	
	18	Chief Officer, Municipal Council, Grade IV.	Rs. 170—340 +163	Rs. 196	Grade 10
			333	536	

CHAPTER 9

REVISION OF PAY-SCALES OF TEACHERS

(A) TEACHERS IN AIDED SCHOOLS

9.1. Our terms of reference require us to consider the impact of our recommendations on the emoluments of teachers in aided schools and recommend a complementary structure of pay-scales and allowances for them. We understand this to mean that we should undertake a revision of the pay-scales of Teachers in aided Schools. We have taken the term "aided schools" to include :—

- | | | | |
|---|----|----|---|
| (a) Primary Schools | .. | .. | (run by Zilla Parishads, Municipal Schools Boards, Nagpur Municipal Corporation and Municipal Councils in Vidarbha Region). |
| (b) Secondary Schools | .. | .. | } (run by Private Agencies, Zilla Parishads and other Local Bodies). |
| (c) Junior Colleges | .. | .. | |
| (d) Junior Colleges of Education—Primary and Pre-primary. | | | |

9.2. At present there is a parity except in a small number of instances (e.g. Headmasters in Secondary Schools and Junior Colleges of Education) in the pay-scales of Teachers in Government Schools and those of Teachers in aided schools. There was unanimity among our witnesses that there should be no difference in the pay-scales of Teachers in Government Schools and those of their counter-parts in aided Schools. We have decided to accept this view and to recommend common scales for teachers in Government Schools and teachers in aided Schools. Though, in this section we are mainly discussing pay-scales of teachers in aided schools, our recommendations will apply to teachers in the institutions run by Government also.

9.3. The existing scales of Teachers are based on the principle of "pay according to qualifications". It has been held that in the academic field higher qualifications possessed by a teacher do add to his efficiency as a teacher and deserve to be recognised by grant of higher scale or additional remuneration in some suitable form. The principle of "pay according to qualifications" also requires that the Teachers who do not possess full qualifications prescribed for the post should be kept on a scale lower than the one considered appropriate for the fully qualified teachers. As will be seen from our proposals in the paragraphs below, we have broadly conformed to these principles, though we have considered it unnecessary to represent every small difference in qualification by a separate scale of pay.

(a) Primary School Teachers

9.4. The following scales of pay are applicable at present to Primary Teachers on the basis of their qualifications :—

Category	No. of Teachers	Existing scale
1. Untrained Teachers who have passed the Primary School Certificate Examination.	9,978	Rs. 90—2—98—3—110 (Rs. 202—249).
2. Experienced Teachers	(not available).	Rs. 100—3—124—E.B.—4—160 (Rs. 212—323).
3. Untrained Teachers who have passed the S.S.C. Examination.	17,566	Rs. 105—4—125 (Rs. 217—264).
4. Teachers who have passed the Primary School Certificate Examination and P.T.C. Examination (2 years' course).	71,695	Rs. 110—3—122—4—150—E.B.— 4—170—5—185 (Rs. 249—348).
5. Teachers with S.S.C. and Junior P.T.C. (1 year's course) qualifications.	1,07,948 (including category 6)	Rs. 115—4—135—5—160—EB— 5—210 (Rs. 254—406).

Category	No. of Teachers	Existing scale
6. Teachers with S.S.C. and Senior P.T.C. (2 years' course) qualifications.	0 5719AHD	Rs. 120—4—140—5—165—EB—5—190—6—220. (Rs. 259—416).
7. Head Masters in Primary Schools		Rs. 145—5—175—6—187—EB—6—205—9—250. (Rs. 284—446).
8. Graduate Head Masters in Central Primary Schools.	780	Rs. 165—10—265—EB—10—325—15—400). (Rs. 328—610).

We have been informed by the Department that at present persons possessing full qualifications only viz., those who have passed S.S.C. Examination and possess D.Ed. qualifications (i.e. a training course of 2 years duration after S.S.C.) are appointed as Primary School Teachers except in the case of posts reserved for Backward Class candidates which for want of fully qualified persons are sometimes filled by appointment of untrained S.S.C. holders. While elaborating the principles of classification of posts adopted by us, we have already earmarked Grade 6 to the fully trained Primary School Teachers and the scale of Rs. 290—10—390—15—465—Extn.—10—515. Among the existing Teachers who have passed S.S.C. Examination there are those who have acquired Training qualifications of one year (Junior P.T.C.) and also those who have acquired Training qualifications of 2 years (Senior P.T.C.). For avoiding a multiplicity of scales we have equated both these categories with fully trained teachers and we recommend that they too should be brought on to Grade 6 with the pay-scale of Rs. 290—465—Extn.—515. referred to above. For those who are S.S.C. holders without any training qualifications we recommend the Grade 5 meant for S.S.C. holders elsewhere, viz. Rs. 260—10—390—15—420—Extn.—10—470. We recommend the same scale also for the existing Teachers who are Primary School Certificate holders and have completed a 2 years' training course. This leaves only two existing categories of Primary School Teachers (viz. Untrained P.S.C. holders and experienced Teachers) for whom we recommend Grade 4 with the scale of Rs. 250—7—285—10—385—Extn.—7—420. For Head Masters who are at present on the scale of Rs. 145—5—175—6—205—9—250, we recommend Grade 7 with the scale of Rs. 335—15—500—20—580—Extn.—15—655 and for Graduate Head Masters in Central Primary Schools we recommend Grade 8 with the scale of Rs. 365—15—500—20—660—Extn.—15—735.

9.5. *Untrained Munshi, Matric Passed Teachers in the Marathwada Region.*—In the Marathwada Region there are untrained Primary School Teachers possessing Munshi, Matriculation or equivalent qualifications. Under Government orders issued recently these Teachers have been allowed to draw pay in the scale of Rs. 110—3—122—4—150—E.B.—4—170—5—185 which is the scale applicable to Teachers possessing P.S.C. and P.T.C. qualifications. We recommend in their case Grade 5 with the scale Rs. 260—10—390—15—420—Extn.—10—470, which we have suggested for untrained S.S.C. holders.

9.6. *Untrained Teachers possessing educational qualifications lower than Matriculation/ Munshi qualifications in Marathwada Region.*—The Education Department has brought to our notice the existence of some untrained Primary School Teachers possessing educational qualifications lower than Matriculation. These Teachers are reported to be drawing pay in the old Hyderabad scales of Rs. 30—42 and Rs. 42—52. We accept the suggestions made by the Department to equate these Teachers with untrained Teachers possessing P.S.C. qualifications and recommend for them Grade 4 with the pay-scale of Rs. 250—7—285—10—385—Extn.—7—420.

9.7. To sum up, our recommendations for Teachers in Primary Schools are as under—

Category of Teachers	Grades and pay-scale recommended
1. Untrained P.S.C. holders including untrained Teachers in Marathwada Region possessing qualifications lower than Munshi/ Matriculation qualifications.	Grade 4: Rs. 250—7—285—10—385—Extn.—7—420.
2. Experienced Teachers.	

Category of Teachers	Grades and pay-scale recommended
3. Untrained S.S.C. holders including untrained Teachers in Marathwada Region possessing Matriculation/Munshi qualifications.	Grade 5: Rs. 260—10—390—15—420— Extn—10—470.
4. Teachers with P.S.C. and P.T.C.	
5. Teachers with S.S.C. and Junior P.T.C.	Grade 6: Rs. 290—10—390—15—465— Extn—10—515.
6. Teachers with S.S.C. and Senior P.T.C./D.Ed.	
7. Head Masters in Primary Schools	Grade 7: Rs. 335—15—500—20—580— Extn—15—655.
8. Head Masters in Central Primary Schools	Grade 8: Rs. 365—15—500—20—660— Extn—15—735.

9.8. *Special Teachers in Primary Schools.*—In Primary Schools there are what are known as Special Teachers for teaching subjects like Hindi, Drawing, Music, Sewing. On the basis of the recruitment qualifications prescribed in their case we recommend that these Special Teachers may be placed on the grades and scales as shown below :—

Category	Existing scale	Grade and pay-scale recommended by us
1. Untrained Hindi Teachers who have passed the P.S.C. Examination or possess prescribed minimum qualifications in Hindi.	Rs. 90—110 (Rs. 202—249).	Grade 4: Rs. 250—7—285—10— 385—Extn—7—420.
2. Untrained Hindi Teachers who have passed the S.S.C. Examination or possess the prescribed equivalent qualifications in Hindi.	Rs. 105—125 (Rs. 217—264).	Grade 5: Rs. 260—10—390—15— 420—Extn—10—470.
3. Hindi Teachers who have passed the P.S.C. Examination or secured prescribed qualifications in Hindi and are trained.	Rs. 110—185 (Rs. 249—348).	
4. Hindi Teachers who have passed S.S.C. Examination or other equivalent Examination or who have secured prescribed equivalent qualifications in Hindi and are trained.	Rs. 115—210 (Rs. 254—406).	Grade 6: Rs. 290—10—390—15— 465—Extn—10—515.
5. All other Special Teachers e.g. Drawing Teachers, Music Teachers, Sewing Teachers.	Rs. 90—160 (Rs. 202—323).	Grade 4: Rs. 250—7—285—10— 385—Extn—7—420.

9.9. *Teachers of Pre-Primary Schools under Zilla Parishads.*—Under the Zilla Parishads there are what are called Pre-Primary Schools which have Teachers with the same pay-scales as in the Primary Schools. Taking into account their recruitment qualifications, we recommend that they may be brought on the Grades and scales as shown below :—

Category	Existing scale	Grade and pay-scale recommended
1. Montessori Trained Teachers who have passed P.S.C. or equivalent Examination and passed 2 years' Pre-P.T.C. Examination.	Rs. 110—185 (Rs. 249—348).	Gr. 5: Rs. 260—420—Extn —470.
2. Teachers who have passed P.S.C. or equivalent examination and possess one year's Montessori Training Diploma of Ex-M.P. Government.	Rs. 70 (fixed) (old)	

Category	Existing scale	Grade and pay-scale recommended
3. Teachers who have passed S.S.C. or equivalent examination and hold certificate in Pre-Primary Teachers' Training Course.	Rs. 115—210 (Rs. 254—406).	Gr. 6: Rs. 290—465—Extn—515.
4. Teachers who have passed S.S.C. or equivalent examination and hold a Diploma in Education.	Rs. 120—220 (Rs. 259—416).	

(b) Secondary School Teachers

9.10. There are in all 93,588 Secondary School Teachers in the State, of whom the bulk viz. 73,315 Teachers are working in non-Government (aided) schools. The following scales of pay based on the educational qualifications are applicable to Teachers in Secondary Schools :—

Category	Pay-scale
1. Untrained Matric/S.S.C./Intermediate ..	(i) For those who were in service before 1st April 1966: Rs. 115—4—135 (Rs. 254—274). (ii) For those who joined service on or after 1st April 1966: Rs. 105—4—125 (Rs. 217—264).
2. Matric or S.S.C. or Intermediate S.T.C./T.D. (1 year)/D.Ed. (1 year)/Dip.T (1 year).	(i) For those who entered service before 1st October 1970: Rs. 130—4—150—5—165—E.B.—5—190—6—220. (Rs. 269—416). (ii) For those who entered service on or after 1st October 1970: Rs. 105—4—125 (Rs. 217—264).
3. Matric/S.S.C. and D.Ed. (2 years) ..	Rs. 130—4—150—5—165—E.B.—5—190—6—220. (Rs. 269—416).
4. Untrained Graduates	Rs. 150—5—170 (Rs. 313—333).
5. B.A./B.Sc./B.Com./B.Sc. (Agri.) and S.T.C./T.D. (one year)/D.Ed. (one year)/Dip.T. (one year).	(i) For those who entered service before 1st October 1970: Rs. 165—6—195—7—230—E.B.—7—265—10—285. (Rs. 328—481). (ii) For those who joined on or after 1st October 1970: Rs. 150—5—170. (Rs. 313—333).
6. B.A./B.Sc./B.Com./B.Sc. (Agril.) and Dip.T. (2 years).	Rs. 170—7—205—8—245—E.B.—8—285—10—325 (Rs. 333—521).
7. B.A./B.Sc./B.Com. and B.T./B.Ed. ..	Rs. 175—10—265—E.B.—10—325—15—400 (Rs. 338—610).
8. M.A./M.Sc./M.Com. IInd Class and B.T./B.Ed.	Rs. 220—10—280—15—340—E.B.—15—430—20—470. (Rs. 416—684).
9. B.Sc. (Agri.) with B.T./B.Ed. ..	Rs. 220—10—280—15—310—E.B.—15—430 (Rs. 416—640).

The qualifications prescribed for Graduate Assistant Masters are a degree in any subject followed by a Degree in education (viz. B. Ed.). At the lower level, Under Graduates with D.Ed. qualifications are appointed to teach lower Standards. In formulating the principles for classification of posts, we have already allotted, Grade 8 to the trained graduate teachers. Their scale would therefore be Rs. 365—15—500—20—660—Extn.—15—735. For trained undergraduate Teachers we recommend Grade 6 with the scale of Rs. 290—10—390—15—465—Extn—10—515 which is the scale recommended by us for fully trained Primary Teachers. Among existing Teachers there are persons with different qualifications for whom different

scales stand prescribed at present. We suggest that all Secondary School Teachers who possess different qualifications and are on different scales of pay may be brought on four scales as under:—

Category	Existing scale	Grade and pay-scale recommended
S.S.C./Intermediate (untrained) ..	(i) Recruited before 1st April 1966: Rs. 115—135 (Rs. 254—274). (ii) Recruited on or after 1st April 1966: Rs. 105—125 (Rs. 217—264).	Gr. 5: Rs. 260—10—390—15—420—Extn—10—470.
S.S.C./Intermediate and S.T.C./T.D. (one year)/D.Ed. (one year)/Dip.T. (one year).	(i) Recruited before 1st October 1970: Rs. 130—220. (Rs. 269—416). (ii) Recruited on or after 1st October 1970: Rs. 105—125 (Rs. 217—264).	Gr. 6: Rs. 290—10—390—15—465—Extn—10—515.
S.S.C. and D.Ed. ..	Rs. 130—220 (Rs. 269—416).	
Graduates (untrained) ..	Rs. 150—170 (Rs. 313—333).	Gr. 7: Rs. 335—15—500—20—560—Extn—15—655.
Graduates with S.T.C./T.D. (1 year)/D.Ed. (1 year)/Dip.T. (1 year).	(i) Recruited before 1st October 1970: Rs. 165—285. (Rs. 328—481). (ii) Recruited on or after 1st October 1970: Rs. 150—170 (Rs. 313—333).	Gr. 8: Rs. 365—660—Extn—735.
Graduates with Dip.T. (2 years).	Rs. 170—325 (Rs. 333—521).	
Graduates with B.T./B.Ed. ..	Rs. 175—400 (Rs. 338—610).	
Agricultural Graduates with B.T./B.Ed.	Rs. 220—430 (Rs. 416—640).	Gr. 8: Rs. 365—660—Extn—735 with a higher starting pay of Rs. 410.
IInd Class Post-Graduate with B.T./B.Ed.	Rs. 220—470 (Rs. 416—684).	Gr. 8: Rs. 365—660—Extn—735 with a higher starting pay of Rs. 410 to those who possess the Post-Graduate qualification in the relevant subject (See para. 9.11 below).

9.11. At present Teachers possessing Post-Graduate qualifications in IInd Class with a Degree in Education (B.Ed.) have been placed on a higher scale of Rs. 220—470 (Rs. 416—684). This higher scale is admissible irrespective of whether the subject in which Post-Graduate qualification was obtained is relevant for teaching in the school or not. As Post-Graduate qualifications are not prescribed for Teachers in Secondary Schools, we do not think it necessary to recommend a separate scale for these Teachers. We suggest that they may be brought on the scale of Rs. 365—660—Extn.—735 which we have recommended for Trained Graduate Teachers. However such of the Teachers who have obtained IInd Class Post-Graduate qualifications in a subject which is taught in the school may be given a higher starting pay of Rs. 410.

9.12. *Trained Teachers possessing Intermediate qualifications in Marathwada Region.*—In the Ex-Hyderabad State there were Inter-trained Teachers on the scale of Rs. 130—190. On reorganisation of State they had been allowed to retain the scale as personal to them. Recently Government has prescribed a revised scale of Rs. 135—5—170—6—188—E.B.—6—200—8—240—10—270 (Rs. 274—466) for these Teachers. We recommend that these Teachers may be brought on the scale of Rs. 290—10—390—15—465—Extn—10—515 (Grade 6).

9.13. *Special Teachers.*—In addition to regular Teachers mentioned above, the Secondary Schools have special Teachers in subjects like, Drawing, Physical Education, Crafts, Hindi, Sanskrit and Music. Certain minimum educational qualifications have been prescribed for these Teachers and their pay-scales have been fixed taking into account these qualifications. We have equated these qualifications with those prescribed for regular teachers and suggest that these special Teachers may be brought on the scales of pay which we have proposed for comparable regular teachers as shown below :—

Categories of Teachers	Existing pay-scale	Equation suggested	Grade and pay-scale recommended
I. Drawing Teachers			
(i) Drawing Teachers certificate or Drawing Masters certificate.	Rs. 130—220 (Rs. 269—416).	.. S.S.C. Trained ..	Gr. 6: Rs. 290—465— Extn—515.
(ii) G. D. Art	Rs. 150—170 (Rs. 313—333).	.. Trained Graduates.	Gr. 8: Rs. 365—660— Extn—735.
(iii) G. D. Art plus Art Master's Diploma.	Rs. 175—400 (Rs. 338—610).	.. Trained Graduate ..	Gr. 8: Rs. 365—660— Extn—735 with a higher starting pay of Rs. 395 for those possessing Art Master's Diploma.
I-A. Drawing Teachers in Marathwada only			
(i) Junior Drawing Teacher	Rs. 130—220 (Rs. 269—416).	.. } Information about prescribed qualifications not available. We have therefore proposed revised scales on the basis of existing equations.	Gr. 6: Rs. 290—465— Extn—515.
(ii) Senior Drawing Teacher	Rs. 130—220 (Rs. 269—416).		Gr. 6: Rs. 290—465— Extn—515.
(iii) Special Drawing Teacher	Rs. 165—285 (Rs. 328—481).		Gr. 8: Rs. 365—660— Extn—735.
II. Physical Training Instructors			
(i) Non-Matric Physical Training Instructor.	Rs. 130—220 (Rs. 269—416) (for existing incumbents only).	.. P.S.C. Trained ..	Gr. 5: Rs. 260—420— Extn—470.
(ii) Matric with short term course in Physical Education.	Rs. 130—220 (Rs. 269—416).	.. S.S.C. Trained ..	Gr. 6: Rs. 290—465— Extn—515.
(iii) Matric with one year's certificate course in Physical Education.	Rs. 130—220 (Rs. 269—416).	.. S.S.C. Trained ..	Gr. 6: Rs. 290—465— Extn—515.
(iv) Physical Training Instructor (Graduate) of Kandivali Trained (B.A./B.Sc./B.Com. and Dip.Ed.)	Rs. 175—400 (Rs. 338—610).	.. Trained Graduate	Gr. 8: Rs. 365—660— Extn—735.
III. Sanskrit Teachers			
(i) Shastri without S.T.C.	(i) For incumbents who were in service on or before 31st March 1966: Rs. 115—135 (Rs. 254—274). (ii) For those joined on or after 1st April 1966: Rs. 105—125 (Rs. 217—264).	.. Untrained S.S.C. ..	Gr. 5: Rs. 260—420— Extn—470.
(ii) Shastri with S.T.C.			
(ii) Shastri (Graduate) without S.T.C.	Rs. 130—220 (Rs. 269—416).	.. S.S.C. Trained ..	Gr. 6: Rs. 290—465— Extn—515.
(iii) Shastri (Graduate) without S.T.C.	Rs. 150—170 (Rs. 313—333).	.. Untrained Graduate.	Gr. 7: Rs. 335—580— Extn—655.
(iv) Shastri (Graduate) with S.T.C.	Rs. 165—285 (Rs. 328—481).	.. Trained Graduate ..	Gr. 8: Rs. 365—660— Extn—735.

Categories of Teachers	Existing pay-scales	Equation suggested	Grade and pay-scale recommended
IV. Hindi Teachers			
(i) Matric/S.S.C. with Kovid, Pravin, Visharad or any other examination recognised by Government of India as equivalent to Intermediate.	(i) For incumbents who were in service on or before 31st March 1966: Rs. 115—135 (Rs. 254—274). (ii) For those joined on or after 1st April 1966: Rs. 105—125. (Rs. 217—264)	Untrained S.S.C. ..	Gr. 5: Rs. 260—420— Extn—470.
(ii) Matric/S.S.C./Inter with Jr. H.S.S. or Sr. H.S.S. or Hindi Shikshak Sanad.	Rs. 130—220 (Rs. 269—416).			S.S.C. Trained ..	Gr. 6: Rs. 290—465— Extn—515.
(iii) B.A. with Hindi without H.S.S.	Rs. 150—170 (Rs. 313—333).	.. Untrained Graduate.	Gr. 7: Rs. 335—580— Extn—655.
(iv) Graduate with Jr. H.S.S. or Sr. H.S.S.	Rs. 165—285 (Rs. 328—481).	.. Trained Graduate ..	Gr. 8: Rs. 365—660— Extn—735.
V. Craft Teachers			
(i) Non-P.S.C. or those who have not passed VIIIth or above with certificate in craft.	Rs. 90—160 (Rs. 202—323).	.. P.S.C. Untrained ..	Gr. 4: Rs. 250—385— Extn—420.
(ii) P.S.C. plus certificate and/or Diploma in Tailoring and/or Embroidery courses approved by the Director of Technical Education.	Rs. 130—220 (Rs. 269—416).	.. P.S.C. Trained ..	Gr. 5: Rs. 260—420— Extn—470.
(iii) Matric with Craft Certificate..	Rs. 130—220 (Rs. 269—416).	.. S.S.C. Trained ..	Gr. 6: Rs. 290—465— Extn—515.
VI. Music Teachers			
(i) Sangit Visharad without Matric.	Rs. 130—220 (Rs. 269—416).	Untrained Graduate	Gr. 7: Rs. 335—580— Extn—655.
(ii) Matric/S.S.C. with Sangit Visharad.	Rs. 165—285 (Rs. 328—481).		
VII. Shorthand and Typewriting Instructor.	Rs. 135—290 (Rs. 274—486).	.. Steno-typist ..	Gr. 7: Rs. 335—580— Extn—655.
VIII. Field Assistant (S.S.C. plus 6 months course in Agriculture).	Rs. 130—220 (Rs. 269—416).	.. Untrained S.S.C. ..	Gr. 5: Rs. 260—420— Extn—470.
IX. Tabalji (with necessary experience).	Rs. 110—175 (Rs. 249—338).	.. Experienced Teacher	Gr. 4: Rs. 250—385— Extn—420.

9.15. *Advance increments/additional pay for higher qualifications admissible to Teachers in Secondary Schools.*—Under the existing orders Science Graduates appointed as Secondary School Teachers are entitled to one advance increment in the scale to which they are eligible. Additional pay for possessing higher qualifications is also admissible in the following cases:—

Qualifications	Additional pay admissible
(a) S.S.C. with Dip. T.	Rs. 7
(b) B.A./B.Sc. in II Class	Rs. 7
(c) B.A./B.Sc. in I Class	Rs. 20
(d) B.T./B.Ed. in II Class	Rs. 7
(e) B.T./B.Ed. in I Class	Rs. 15
(f) M.Ed. in Pass Class	Rs. 7
(g) M.Ed. in II Class	Rs. 15
(h) M.Ed. in I Class	Rs. 20
(i) M.A./M.Sc./M.Com./M.Sc. (Agri.) in Pass Class.	Rs. 10
(j) M.A./M.Sc./M.Com./M.Sc. (Agri.) in I Class	Rs. 10 To those who have B.T./B.Ed. qualification and are therefore entitled to the scale of Rs. 220—470.
(k) B.Com in Pass Class	Rs. 10

Qualifications	Additional pay admissible
(l) B.Com. in II Class	Rs. 15
(m) B.Com. in I Class	Rs. 25
(n) B.Sc. (Agri.) in Pass Class	Rs. 10
(o) B.Sc. (Agri.) in II Class	Rs. 15
(p) B.Sc. (Agri.) in I Class	Rs. 25
(q) M.A./M.Sc./M.Com./M.Sc. (Agri.) in Pass Class.	Rs. 10
(r) M.A./M.Sc./M.Com./M.Sc. (Agri.) in II Class.	Rs. 15
(s) M.A./M.Sc./M.Com./M.Sc. (Agri.) in I Class.	Rs. 25

To those who are not eligible for the special scale of Rs. 220—430.

To only those who are untrained and are entitled to the scale of Rs. 150—170.

Total additional pay not to exceed Rs. 40.

We do not see any justification to continue either the advance increments admissible to Science Graduates or the additional pay allowed in other cases. We recommend that all these advance increments and additional pays may be discontinued.

9.16. *Head Masters of Secondary Schools.*—Head Masters of Secondary Schools run by Government and Zilla Parishads are on the Standard Class II scale viz. Rs. 300—830 (Rs. 496—1010) while Head Masters of Aided Schools are on different scales based on enrolment of the respective schools or are in receipt of an Alternative Allowance (i.e. Special Pay) over their grade pay as Assistant Masters, as shown below :—

Enrolment	Scale of pay	Alternative Allowance
Upto 300 ..	Rs. 250—20—450—25—475 (Rs. 446—689)	Rs. 65
301 to 500 ..	Rs. 300—20—460—25—510 (Rs. 496—733)	Rs. 125
501 to 1000 ..	Rs. 360—20—460—25—560—30—650 (Rs. 556—830)	Rs. 175
Above 1000 ..	Rs. 400—30—640—45—730—50—830 (Rs. 610—1010)	Rs. 225

Representatives of Head Masters of Aided Schools have represented to us against this disparity in the emoluments admissible to Head Masters as between Aided Schools and Government and Zilla Parishad Schools. We also feel that this discrimination is unjustified. We therefore recommend following scales based on enrolment for Head Masters of all Secondary Schools including those run by Government and Zilla Parishads :—

Enrolment	Grade	Scale of pay
500 and below ..	Gr. 11.	Rs. 600—30—750—40—950.
Above 500 ..	Gr. 13.	Rs. 750—40—1150.

9.17. As pointed out above, Head Masters of Aided Schools in some cases draw in addition to the pay admissible to them as a Teacher, an Alternative Allowance based on the strength of the school instead of the higher scale. This Allowance is in the nature of special pay granted in lieu of higher scale of pay. Since no such system of Alternative Allowance applies to Head Masters of Government and Zilla Parishad High Schools, we recommend that the scheme of Alternative Allowance may be abolished and that all Head Masters who are at present drawing the Alternative Allowance may be brought on the scales to which they would be eligible on the basis of enrolment as suggested in the preceding paragraph.

(c) Teachers in Junior Colleges

9.18. The main category of Teachers in Junior Colleges viz. Lecturer carries a scale of Rs. 300—15—450—20—550—25—650 (Rs. 496—830). The qualifications prescribed for recruitment to the post is a Post-Graduate degree in II Class plus a degree in Education (viz. B.Ed.). Having regard to the qualifications prescribed for the post, we recommend Grade 10 with the scale of Rs. 500—20—700—25—900 for this category.

9.19. Other categories in Junior Colleges are the same as those found in Secondary Schools. Our recommendations for the Teachers in Secondary Schools will apply in the case of corresponding categories of Teachers in Junior Colleges.

(d) Teachers in Junior Colleges of Education

9.20. The scales of pay applicable to Teachers in Junior Colleges of Education are the same as those of teachers in Secondary Schools except that in the case of Trained Graduate Teachers working in Junior Colleges of Education run by Government, a special pay of Rs. 30 p.m. has been sanctioned. No such special pay is however, admissible to the Teachers working in non-Government Junior Colleges of Education. Since Teachers with considerable experience in teaching are appointed to these posts, we consider that there is a case to place these Trained Graduate Teachers on higher scale. We accordingly recommend Grade 9 with the scale of Rs. 395—15—500—20—700—Extn—15—775 for them.

9.21. *Principals of Junior Colleges of Education.*—Principals of Junior Colleges of Education run by Government are on the Standard Class II scale of Rs. 300—830 (Rs. 496—1010) while the Principals of non-Government Junior Colleges of Education are on three different scales based on the size of the College as shown below :—

- (i) Colleges having three Divisions or less .. Rs. 300—20—460—25—510
(Rs. 496—733).
- (ii) Colleges having four Divisions .. Rs. 360—20—460—25—560—30—650
(Rs. 556—830).
- (iii) Colleges having 5 Divisions or more ... Rs. 400—30—640—45—730—50—830
(Rs. 610—1010).

We see no justification for continuing this difference and we suggest that Principals of all Junior Colleges of Education including those run by Government may be brought on two scales as shown below :—

- (i) Principals of Colleges having 4 Divisions or less. Grade 11: Rs. 600—30—750—40—950.
- (ii) Principals of Colleges having more than four Divisions. Grade 13: Rs. 750—40—1150.

9.22. *Principal Government Pre-Primary Junior College of Education, Nagpur.*—The post carries Standard Class II scale viz. Rs. 300—830 (Rs. 496—1010). In size this college is comparable to a Junior College of Education having four or less Divisions. We therefore recommend Grade 11 with the scale of Rs. 600—30—750—40—950 for the post.

(B) TEACHERS IN GOVERNMENT COLLEGES

9.23. We now come to the question of revision of the pay scales of Teachers in the various Government colleges and institutions affiliated to the Universities.

9.24. So far as teachers in Government Colleges of Arts, Science, Commerce and Education are concerned, the Government has already passed orders *vide* Government Resolution, Education Department, No. USG. 1174/104287-II, dated 4th October 1975 extending to them subject to certain conditions, the revised scales recommended by the University Grants Commission with effect from 1st January 1973. Only in regard to Principals, it has been stated in the above quoted Government Resolution that the orders regarding extending the University Grants Commission's scales for Principals would be separately issued on receipt of specific proposal from the Director of Higher Education. We have presumed that this will be done shortly and that Government does not expect us to make recommendations regarding any of the categories of teachers that come within the purview of the University Grant Commission's recommendations including those in the Institute of Science, Bombay. In the case of the Teachers in Bombay Labour Institute and College of Physical Education, Kandivali, also Government has issued orders applying old U. G. C's scales. We have presumed that orders sanctioning corresponding revised scales to these teachers will be issued by Government in due course. So far as Teachers in Government Law College is concerned, we understand that on a suggestion received from Government of India the question of extending U.G.C. scales to these Teachers is separately under consideration of Government. Our understanding is that we are required to recommend revised scales for only such categories of teachers of Government colleges and other institutions affiliated to the Universities as are not covered by the University Grants Commission's recommendations. Those would be ;

- (i) Teachers in Government Colleges of Engineering.
- (ii) Teachers in Government Colleges of Medicine.
- (iii) Teachers in Government Colleges of Ayurved.
- (iv) Teachers in the Institute of Nursing Education.
- (v) Teachers in the Schools of Physiotherapy and Occupational Therapy.
- (vi) Teachers in the Institutes of Art Education.

(i) Teachers in Government Colleges of Engineering

9.25. In its letter dated 30th September 1975 addressed to the State Government, the Government of India, Ministry of Education and Social Welfare (Department of Education) has suggested that the revised scales adopted by the State Governments for teachers in the University Departments in their States following the recommendations of the University Grant Commission should be made applicable to the teachers in the Engineering Colleges. Although this suggestion is of a recommendatory nature, we feel that on merits, the teachers in Engineering Colleges have a case, subject to appropriate changes being made in the qualifications laid down, for being treated no less favourably than their counterparts in the Arts, Science and Commerce Colleges. This would mean that the categories to comprise the new level of Lecturers in the Engineering College should get the same pay-scale as the new category of Lecturer in an Arts, Science or Commerce Colleges. The same applies to the Principals. The new category of Lecturer in the Arts, Science and Commerce Colleges which has been given the pay-scale of Rs. 700—40—1100—50—1300 Assessment—50—1600 comprises of three earlier categories viz :—

Senior Lecturer in the scale of Rs. 700—40—1100.

Senior Lecturer in the scale of Rs. 400—30—640—40—800.

Lecturer (Junior scale) in the scale of Rs. 300—25—600.

We feel that the two categories in an Engineering College viz. (1) Assistant Professor in the scale of Rs. 650—1200 and (2) Lecturer in the scale of Rs. 400—940, should be combined to form the new category of Lecturer in the Engineering Colleges, and given the same pay-scale of Rs. 700—1300—Assessment—1600 as the Lecturer in the Arts, Science and Commerce Colleges. This will constitute Grade 17 in our gradation list. The Principals should be eligible to one or the other of the two scales recommended by the University Grant Commission in the Arts, Science and Commerce College Principals viz., (i) Rs. 1500—2500 and (2) Rs. 1200—1900 depending on the same criterion viz. whether the enrolment exceeds 1000 or not. These will form Grade 26 and Grade 20 respectively.

9.26. The category that remains to be considered is the Professor in the Engineering Colleges, who is at present in the scale of Rs. 900—1350. If the similarity with the Arts, science or Commerce Colleges is to be pressed to its logical conclusions, there should be no place for the level of Professor as a separate entity in the Engineering Colleges. It will have to be merged in the new category of Lecturer, as is the position in the Arts, Science and Commerce Colleges. On the other hand, if the Government of India's above quoted advice were to be followed, namely, to treat the Engineering Colleges as University Departments, the category of Professor would have to be equated with at least that of Reader in the University Departments if not with that of Professor there. We are, however, unable to support the suggestion that the Engineering Colleges should be treated on par with University Departments. It is true that some of the Engineering Colleges in the State do have arrangements for post-graduate studies, but even those colleges, in our view, are essentially under-graduate institutions. We would not, therefore, recommend the Professor in the Engineering Colleges to be equated with either the Reader or the Professor in a University Department. At the same time we would not recommend merging of this level in the category of Lecturer. We feel that there is a justification for having one more level in an Engineering College which is slightly higher than Lecturer. We are of the view that the existing level of Professor should constitute this level and we recommend for it our standard scale of Rs. 1100—1700 (Grade 19).

9.27. So far as the Assistant Lecturers in the Engineering Colleges are concerned, we feel that it would be reasonable to recommend for them the same scale as for Lecturer in the Junior Colleges namely, Rs. 500—900 which incidentally is the same scale as has been recommended by the University Grant Commission for the categories of Demonstrator/Tutor in the Arts, Science and Commerce Colleges.

9.28. What we have stated above applies to the teachers in the Engineering Colleges who are concerned with engineering and other technical subjects. There are in addition, the teachers in subjects also taught in the Arts, Science and Commerce Colleges, viz. mathematics, chemistry etc. The present designations and pay-scales of such teachers in Engineering Colleges are :—

- | | |
|---|----------------------------|
| (1) Professor/Assistant Professor/Lecturer .. | Rs. 700—40—1100. |
| (2) Lecturer | (i) Rs. 400—30—640—40—800. |
| | (ii) Rs. 300—25—600. |
| (3) Assistant Lecturer | Rs. 250—15—400. |

We are of the opinion that there should be no difference between these categories and their counter-parts in the Arts, Science and Commerce Colleges. Categories (1) and (2) above can be combined and given the Lecturer's pay-scale of Rs. 700—1300—Assessment—1600. The Assistant Lecturer (Sr. No. 3 above) can be given the scale of Demonstrator/Tutor in the Arts, Science and Commerce Colleges, namely Rs. 500—900 (Gr. 10).

9.29. Our above recommendations are subject to suitably upgrading of the recruitment qualifications, in the same way as the sanction of the University Grants Commission's scales to the teachers in the Arts, Science and Commerce Colleges has been made subject to upgrading of the recruitment qualifications there. In respect of the subjects which are also taught in the Arts, Science or Commerce colleges, the new category of Lecturer in the Engineering college for whom we have recommended the scale of Rs. 700—1300—Assessment—1600, would have to satisfy the same qualifications as have been laid down in para. 6 of the Government Resolution, Education Department, No. USG. 1174/1074/104287-II, dated 4th October 1975, referred to earlier. The relevant portion is reproduced below :—

“6. *Qualifications.*—The qualifications prescribed by the University Grants Commission and accepted by the Government of India have also been accepted by the Government of Maharashtra, and are precedent to the teachers becoming eligible for the revised scales on permanent basis. They are as given below :—

(a) *University teachers:*—

(b) *College teachers.*—(i) A consistently good academic record with first or high second class (B +) at Master's degree in a relevant subject or an equivalent degree of a foreign University, and (ii) A.M.Phil. degree or a recognised degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work.

The qualifications are applicable to both existing teachers and the teachers who may be recruited hereafter. In the case of existing teachers who do not possess the above prescribed qualifications will have to acquire them within a period of five years failing which they will not be allowed future increments after expiry of the five years period in the revised scales. The period of five years will be reckoned from 4th April 1975.

In respect of new recruitments to the posts of teachers in Universities/Colleges, the Universities/Colleges, may recruit a person with a lower qualification only in case a person with the prescribed qualifications is not available or is not considered suitable, provided such person will have to acquire the prescribed qualifications within five years from the date of his appointment.”

All the above conditions will have to be applied to the new category of Lecturer in the U.G.C. subjects in Engineering Colleges, except that the five years period to be given to the existing teachers for acquiring the higher qualifications will have to be reckoned from 1st April 1976 or such later date as the Government may allow.

9.30. In respect of the other teachers viz. teachers in engineering and other technical subjects, our recommendation regarding the extension of the University Grant Commission Lecturer's scale of Rs. 700—1300—Assessment—1600 to the categories now designated as Assistant Professor and Lecturers in the Engineering Colleges is subject to the minimum qualifications being upgraded as suggested in the Government of India's letter dated 30th September 1975 referred to earlier for the category of Lecturers. The revised qualifications as suggested by the Government of India and accepted and recommended by us as a condition precedent to the teachers concerned becoming eligible to the revised scale on a permanent basis are as under :—

A first Class Master's degree in the appropriate subject and two years' industrial/research experience in any Institution of University Standard. Doctorate Degree or published work of equal standard desirable.

For the categories of Professors and Principals, our recommendations regarding the revised scales are subject to the upgrading of the recruitment qualifications to the level proposed by the Government of India, in the communication referred to above, for the category of “Assistant Professor”. These are as under :—

First Class Master's Degree/Doctorate Degree in appropriate field with minimum of five years experience in teaching/research in Institutions of University/standard. Specialised knowledges in one or more specified field/subject with outstanding teaching research experience and Doctorate Degree or published work of equal standard would be preferred.

In respect of the existing personnel, we recommend the same approach as has been adopted by the Government in regard to the existing teacher categories in Arts, Science and Commerce Colleges i.e. giving them a period of five years for acquiring the upgraded qualifications, failing which they would forfeit, their right to draw further increments in the time scale.

9.31. Subject to the upgrading of the qualifications as indicated above, our recommendations regarding the pay-scales for the teachers in the Engineering colleges can be summarised as under:—

Designation	Existing scale	Grade and pay-scale recommended
Principal	Rs. 900—1350 plus special pay of Rs. 200. Total emoluments— (Rs. 1260—1650).	(i) Gr. 26: Rs. 1500—2500 for colleges having enrolment exceeding Rs. 1,000. (ii) Gr. 20: Rs. 1200—1900 for others.
Professors in Engineering and other Technical subjects.	Rs. 900—1350 (Rs. 1080—1450).	Gr. 19: Rs. 1100—1700.
Assistant Professors in Engineering and other Technical subjects.	Rs. 650—1200 (Rs. 830—1360).	Gr. 17: Rs. 700—1300—Assessment—1600.
Lecturers in Engineering and other Technical subjects.	Rs. 400—940 (Rs. 610—1120).	Do.
Professors/Asstt. Professors/Lecturers in non-Technical subjects.	Rs. 700—1100 (Rs. 945—1260).	Do.
Lecturers in non-Technical subjects ..	(i) Rs. 400—800 (Rs. 664—1060). (ii) Rs. 300—600 (Rs. 546—845).	Do.
Assistant Lecturers in Engineering and Technical subjects.	Rs. 300—575 (Rs. 496—765).	Gr. 10: Rs. 500—900.
Asstt. Lecturers in non-Technical subjects.	Rs. 250—400 (Rs. 496—664).	Gr. 10: Rs. 500—900.

8.32. We have noticed that at present there is a tie up between the teaching staff of the Engineering colleges and the teaching staff of the Polytechnic in as much as the Professor, Assistant Professor and Lecturer in the Engineering Colleges are interchangeable and on identical scales with Principal, Head of Department and Lecturer respectively of Polytechnic. We are of the opinion that this has been an unsatisfactory arrangement in as much as the level of teaching required in the Engineering Colleges which prepare students for University degrees cannot possibly be the same as in Polytechnic which prepare students for diplomas. The calibre of the students also in the two institutions is not the same. With the higher recruitment qualifications we have recommended for teachers in the Engineering colleges we see all the more the need for an immediate break of the present nexus between the Engineering Colleges and Polytechnics in respect of their teaching staff. We have accordingly made separate proposals for the teachers in Polytechnics having regard to the qualifications required there and the level of teaching expected. We strongly recommend that there should be a complete separation of the teaching personnel of the Engineering Colleges from that of Polytechnics.

(ii) Teachers in Government Colleges of Medicine including Dental Colleges

9.33. Our attention has been drawn to a recommendation made by the Medical Council of India in its Resolution dated 24th March 1970 that the U.G.C. scales applicable to the teachers in University Departments should be extended to the teaching personnel of the Medical Colleges, and that there should be in addition a non-practicing allowance at the rate of 50 per cent of the basic pay subject to a maximum of Rs. 600. We are not convinced that the case of Medical Colleges is on all fours with that of a University Department, but we do feel that the teaching staff of Medical Colleges should not suffer in comparison with the teaching staff of the Arts/Science/Commerce Colleges. This means that there is a *prima facie* case for parity as between a Lecturer in a Medical College and a Lecturer in the Arts/Science/Commerce Colleges. Similarly, a Dean of a Medical College should not be lower in grade and pay-scale than a Principal of an Arts/Science/Commerce Colleges with comparable enrolment. We shall now examine the feasibility of this proposition.

9.34. The present pay-scale of Lecturer in Medical Colleges is Rs. 325—880 (Rs. 521—1060). In addition, there is a Non-Practising Allowance at 40 per cent of pay *plus* Dearness Pay subject to a maximum of Rs. 600. In para. 8-208 we have explained our view point on the question of Private Practice, Non-Practising Allowance etc. Our recommendation is that medical personnel in the whole time employment of Government should neither be allowed private practice nor given a separate Non-Practising Allowance in addition to their salary. The revised pay-scale, however, should be fixed after taking into account this perquisite hitherto enjoyed by the medical personnel. Inclusive of the Non-Practising Allowance, the present emoluments of a Lecturer in Medical and Dental Colleges works out to Rs. 729—1484. We think, therefore, that it would be quite reasonable to suggest that the U.G.C. scale of Rs. 700—1300—Assessment—1600 should be the revised pay-scale for this category.

9.35. So far as the Deans of Medical Colleges are concerned, their present emoluments inclusive of Dearness Pay and Non-Practising Allowance are as under:—

- | | | |
|----------------------------------|----|---|
| (1) Dean of Medical Colleges (7) | .. | Rs. 1300—1600 (Rs. 1974—2300). |
| (2) Dean of Dental Colleges (2) | .. | Rs. 1100—1450 + Special pay of Rs. 150.
(Rs. 1974—2300). |

The present emoluments being so much higher than the U.G.C. scales for Principals, the question of establishing a parity with the latter does not arise. We should, however, like to make a distinction between the Deans of the larger Colleges and the Deans of the Colleges which are not so large, on the same lines as the U.G.C. has done in regard to the Principals of Arts/Science/Commerce Colleges. We, therefore, recommend for the Deans of the Colleges with enrolment exceeding 1000, Grade 27 with the pay-scale of Rs. 2000—2500. This is a grade obtained by combination of Grades 25 and 28. For the Colleges with enrolment below 1000, Grade 25 with the pay-scale of Rs. 2000—2250 would be reasonable.

9.36. In addition to the above mentioned categories, there are the following categories of Teachers in the Medical College:—

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|------------------------------|----|---|
| (1) Reader (255) | .. | Rs. 560—1010 + N.P.A. (Rs. 1050—1651). |
| (2) Associate Professor (20) | .. | Rs. 650—1200 + N.P.A. (Rs. 1162—1904). |
| (3) Professor (109) | .. | Rs. 1100—1450 + N.P.A. (Rs. 1764—2150). |

We have already stated earlier that we see no justification for equating a Medical College with a University Department. There is, therefore, no need for us to consider the application of the U.G.C. scale of Rs. 1200—1900 for Readers and Rs. 1500—2500 for Professors to the teaching categories in the Medical Colleges. However, considering the present emoluments of the latter inclusive of the Dearness Pay and Non-Practising Allowance, we recommend for Professor, Grade 24 with the pay-scale of Rs. 1700—2250. This grade, it will be seen, is a combination of Grades 23 and 25. As regards the levels of Readers and Associate Professor, we recommend their combination as a matter of rationalisation, and we propose in their case, Grade 21 with the pay-scale of 1100—1925 which is a combination of Grades 19 and 22.

9.37. A reference has already been made to the fact that introduction of the U.G.C. scales in Arts, Science and Commerce Colleges has been subject to a significant upgrading of the recruitment qualifications. We have proposed a similar upgrading of recruitment qualifications as a condition precedent to the sanction of the revised pay-scales proposed by us for the teaching categories in the Engineering Colleges. In formulating our recommendations regarding upgrading the required recruitment qualifications, we had the benefit of advice contained in the Government of India's letter dated 30th September 1975 referred to earlier. Unfortunately, in respect of the medical teachers, the resolution of the Medical Council of India referred to above does not contain any suggestions regarding the upgrading of the recruitment qualifications. We find that at present the minimum qualification for a Lecturer in a Medical College is only a M.B.B.S. degree. Even a post-graduate qualification has not been laid down as an essential condition. We understand, however, that a sizeable number of the present incumbents at this level are post-graduates. Out of a total number of 515 Lecturers in the Government Medical Colleges, 181 hold post-graduate qualifications. We are of the opinion that the revised scales recommended by us for Lecturer should be subject to a change in the recruitment rules that a post-graduate qualification would be an essential requirement. The same will naturally apply to all the higher categories. In respect of the existing personnel, the same concession regarding a time-limit can be given as has been done in respect of existing teachers in the Arts/Science/Commerce Colleges, namely, a period of 5 years for the existing personnel not possessing higher qualifications to acquire them. This period will have to be reckoned from 1st April 1975 or such later date as the Government may decide.

9.38. There are certain posts in Medical Colleges which are sanctioned in connection with practical classes of both the M.B.B.S. and post-graduate students. Although they can be called teaching posts, we are unable to equate them with the posts of Lecturers. At the same time we feel that the U.G.C. scale for Tutor/Demonstrator, viz. Rs. 500—900 would be too low for such posts. We have, therefore, recommended in their case suitable grades and scales on merits without linking them with any of the U.G.C. scales. These are as under:—

Designation	No. of posts	Existing pay-scale	Revised pay-scale recommended
Biochemist ..	16	(a) Rs. 325—880 (Rs. 729—1484) for Medical Graduates. (b) Rs. 300—830 (Rs. 496—1010) for others.	Gr. 15: Rs. 680—1500. Gr. 12: Rs. 600—1150.
Medical Record Librarian ..	7	(a) Rs. 325—880 (Rs. 729—1484) for Medical Graduates. (b) Rs. 300—830 (Rs. 496—1010) for others.	Gr. 15: Rs. 680—1500. Gr. 12: Rs. 600—1150.
Organic Chemist ..	1	Rs. 560—1010 (Rs. 750—1179)	.. Gr. 15: Rs. 680—1500.
Nutritionist ..	1	Rs. 300—830 (Rs. 496—1010)	.. Gr. 12: Rs. 600—1150.
Micologist ..	2	Do.	.. Do.
Pharmacist ..	9	Do.	.. Do.
Chemist-Pharmacist ..	1	Do.	.. Do.
Physicist ..	1	Do.	.. Do.
		(b) Rs. 300—525 (Rs. 496—733)	.. Do.
Chemist ..	3	(a) Rs. 300—830 (Rs. 496—1010)	.. Do.
	2	(b) Rs. 300—525 (Rs. 496—733)	.. Do.
Research Assistant ..	2	Rs. 300—525 (Rs. 496—733)	.. Do.
Non-Medical Research Assistant.	1	Rs. 350—700 (Rs. 546—880)	.. Do.

(iii) Teachers in Government Colleges of Ayurved

9.39. We were not aware whether the Central Council of Indian Medicine has taken the same initiative as the Medical Council of India in getting U.G.C.'s scales, extended to the teachers in Ayurved Colleges. In our view, logic as well as equity demand that the Colleges of Ayurved are treated no less favourable than the Arts, Science and Commerce Colleges. Here the question of considering them on par with the University departments does not arise because we have been given to understand that post-graduate courses have been only recently started and that too in 2 colleges out of 4 colleges of Ayurved in the entire State. The present pay-scales of the teachers of the Colleges of Ayurved are as under:—

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|-----------------------------------|------|--|
| (1) Dean/Principal .. | (3) | Rs. 650—1200 with no N. P. A.
(Rs. 830—1360). |
| (2) Professor .. | (21) | Rs. 560—1010 + N.P.A. of Rs. 100.
(Rs. 850—1279). |
| (3) Reader .. | (22) | Rs. 400—830 + N.P.A. of Rs. 75.
(Rs. 685—1085). |
| (4) Junior Lecturer (Class II) .. | (29) | Rs. 300—830 + N.P.A. of Rs. 75.
(Rs. 571—1085). |
| (5) Class-III Lecturer .. | (2) | Rs. 220—400 with no N.P.A.
(Rs. 416—610). |
| (6) Tutor/Demonstrator .. | (3) | Rs. 150—300 with no N.P.A.
(Rs. 313—496). |

Since it would not be fair to treat the Principals of the Colleges of Ayurved less favourably than the Principals of the Arts, Science and Commerce Colleges and since we understand that none of the Government Colleges of Ayurved has an enrolment exceeding 1000, we are recommending in their case the lower of the U.G.C.'s two scales for Principals viz. Rs. 1200—1900 (Grade 20). In the revised U.G.C. scheme of the Arts, Science and Commerce Colleges, there are only two categories of teachers besides Principal—Lecturer and Tutor/Demonstrator. Having regard to the present pay-scales and the rates of Non-Practising Allowance, we feel that it would be reasonable to combine the present categories of Professor and Reader in the Colleges of Ayurved, and give them the U.G.C.'s scale for Lecturer, viz. Rs. 700—1300—Assessment—1600. Similarly, the categories at Sr. Nos. 5 and 6 above, i.e. Class III Lecturer and Tutor/Demonstrator could be taken together and given the scale that we have recommended for Lecturers of Junior Colleges Rs. 500—900, which incidentally is the U.G.C.'s scale for Tutor/Demonstrator in the Arts, Science and Commerce Colleges. The

category of Junior Lecturer Class II comes in between and we recommend for it the standard Class II scale, viz. Rs. 600—1150. It is needless to say that above recommended scales are inclusive of the Non-Practising Allowance which according to our general approach and recommendation, is to be discontinued in respect of Ayurvedic personnel also.

9.40. Our above recommendations also are subject to an upgradation in the recruitment qualifications, in line with what the Government has already decided upon in the case of the Arts, Science and Commerce Colleges and what we have proposed in the case of the Engineering and Medical Colleges. Since the post-graduate courses have already been started in some of the Colleges of Ayurved in the State and can be expected to be started in the remaining colleges also in the near future, we proposed that the minimum qualifications for the new Lecturer in the Ayurved Colleges should be a post-graduate degree. We understand that already steps have been taken to introduce a uniform post-graduate course in Ayurved in all the colleges in the country and that it will be called Doctor of Ayurved. We are confident that there will be no difficulty in getting persons with post-graduate qualifications in Ayurved to fill new vacancies of Lecturer in College of Ayurved. As for the existing Professors and Readers who will qualify for the U.G.C.'s scale of Lecturer, viz. Rs. 700—1300—Assessment—1600 according to our recommendation, the usual concession of a five-year period within which to acquire the higher qualification, can be given in the same way as has been done in the case of existing teachers in the Arts, Science and Commerce Colleges, and as has been proposed by us in the case of teachers in the Engineering and Medical Colleges. The date for purposes of reckoning this period will have to be 1st April 1976 or such later date as the Government may decide.

(iv) Teachers in the Institute of Nursing Education, Bombay

9.41. This Institute admits candidates who have undergone the basic Nursing Course of 3 years and 9 months duration for a 2 year Degree course. The annual intake capacity of the Institute is 30 students. The total enrolment is thus about 60. In view of the small size of the institution we are unable to recommend the bringing of its teaching staff on the U.G.C. scales. We have however proposed substantial improvement in their pay as will be clear from the following:—

Designation	Existing scale	Grade and pay-scale recommended
Principal, Institute of Nursing	(1) Rs. 500—1010 (Rs. 733—1179).	.. Gr. 16: Rs. 1000—1500.
Professor, Institute of Nursing	(2) Rs. 400—830 (Rs. 610—1010).	.. Gr. 13: Rs. 750—1150.
Lecturer, Institute of Nursing	(4) Rs. 320—525 (Rs. 516—733).	.. Gr. 11: Rs. 600—950.

(v) Teachers in the Physiotherapy School and Training Centre, Nagpur and Occupational Therapy Training School, Nagpur

9.42. These are also small institutions with an annual intake capacity of 10 in the Physiotherapy School and of 20 in the Occupational Therapy School. We are therefore unable to recommend U.G.C. scales to any of the teaching categories here.

There is at present a disparity in the pay-scales of teaching staff of the two schools which we consider unjustified. We have therefore proposed the following uniform scales in both the institutions:—

Designation	Existing scale	Grade and pay-scale recommended
Superintendent, Physiotherapy School.	(1) Rs. 560—1010 (Rs. 750—1179).	.. Gr. 15: Rs. 680—1500.
Director, Occupational Therapy School.	(1) Rs. 300—625 (Rs. 496—805).	.. Gr. 15: Rs. 680—1500.
Assistant Superintendent, Physiotherapy School.	(1) Rs. 325—880 (Rs. 521—1060).	.. Gr. 12: Rs. 600—1150.
Lecturer in Physiotherapy School	(2) Rs. 300—830	.. Gr. 12: Rs. 600—1150.
Lecturer in Occupational Therapy	(3) Rs. 220—400 (Rs. 416—610).	.. Gr. 12: Rs. 600—1150.

(vi) Teachers in the Institutes of Art Education

9.43. There are 4 Institutes imparting education in Art viz. J. J. School of Art, Bombay, (2) J. J. School of Applied Arts, Bombay, (3) Government School of Art, Aurangabad and (4) Chitrakala Mahavidyalaya, Nagpur. Of these, only one viz. Chitrakala Mahavidyalaya, Nagpur which is affiliated to the Nagpur University is a Degree College; the remaining three Institutions prepare students for a Diploma. The teaching staff of all the four Institutions has common recruitment rules and is inter-transferable. We also understand that in the sphere of Art there is practically no difference in the Degree obtained through Chitrakala Mahavidyalaya and the Diploma obtained through other Institutions. Having regard to all these consideration and the fact that out of four Institutions three are running Diploma courses we have found it difficult to treat the Teachers in these Institutions on par with those of Arts and Science Colleges. We may also point out that wherever we have recommended U.G.C. scales we have suggested upgrading of the prescribed academic qualifications. There is no scope for such upgrading of qualifications in the case of teachers of these institutions since, so far as we are aware, no arrangements for post-Graduate studies are available at present. We have therefore recommended for these Teachers grades and scales as under:—

Designation	Existing scale	Grade and pay-scale recommended
1. Deans, Sir J. J. School of Art and Sir J. J. School of Applied Art.	(2) Rs. 900—1350 with special pay of Rs. 300. (Rs. 1360—1750).	Gr. 22: Rs. 1500—1925 inclusive of special pay.
2. Deans at Government School of Art, Aurangabad and Chitrakala Mahavidyalaya, Nagpur.	(2) Rs. 900—1350 with special pay of Rs. 50 to the Dean of Chitrakala Mahavidyalaya, Nagpur. (Rs. 1080—1450, Rs. 1130—1500).	Gr. 19: Rs. 1100—1700.
3. Professor .. (16)	Rs. 900—1350 (Rs. 1080—1450).	.. Gr. 16: Rs. 1000—1500.
4. Assistant Professor .. (3)	Rs. 650—1200 (Rs. 830—1360).	} Gr. 14: Rs. 680—1250.
5. Lecturer .. (54)	Rs. 400—940 (Rs. 610—1120).	

We understand that the three posts of Assistant Professors referred to at 4 above were created at the instance of Government of India. The Department is, however, finding them administratively inconvenient. As a matter of rationalisation, we have recommended for them the same scale as for the Lecturers.

(C) TEACHERS IN OTHER INSTITUTIONS

(i) Teachers in the Technical Teachers' Training College, Pune

9.44. This College trains Technical Teachers for Degree and Diploma Institutions. The courses conducted are refresher type courses and do not prepare students for any degree examination. We have not, therefore, been able to equate this College with Arts, Science and Commerce Colleges for the purpose of grant of U.G.C. scales. However, having regard to the fact that teaching staff in the Technical subjects required for the College is drawn from the teaching cadres of the Engineering Colleges, we have recommended for the staff here the same scales of pay as we have proposed for the parent cadres, as shown below:—

Category	Existing scale	Grade and pay-scale recommended
Principal .. (1)	Rs. 900—1350 plus Special pay of Rs. 150 (Rs. 1210—1600).	Gr. 19: Rs. 1100—1700 (Special pay merged in the pay-scale).
Assistant Professors (3)	Rs. 650—1200 (Rs. 830—1360).	.. Gr. 17: Rs. 700—1300—Assessment—1600.
Teachers .. (2)	Rs. 400—940 (Rs. 610—1120).	Gr. 17: Rs. 700—1300—Assessment—1600.

The scale of pay recommended for the Principal is the same as proposed for Professors in Engineering Colleges and the scale proposed for Assistant Professors/Lecturers is the same as recommended for similar categories in the Engineering Colleges.

9.45. In addition to the Teachers in the technical subjects referred to above, the College has two Professors in non-Engineering subjects one in Education and the other in Science. Both the posts carry a scale of Rs. 700—1100 (Rs. 945—1260). We have proposed to bring both these posts in Grade 16 with the scale of Rs. 1000—1500. There is also one Lecturer in Humanities on the scale of Rs. 300—600 (Rs. 646—846) for whom we have proposed Grade 10 (viz. Rs. 500—900).

(ii) Teachers in Polytechnics

9.46. In para. 9.32 above, we have referred to the existing link up between the teaching staff of the Engineering Colleges and the teaching staff of Polytechnics and suggested that there should be a complete separation of the teaching personnel of the Engineering Colleges from that of Polytechnic. Since the higher recruitment qualifications which we have recommended for teachers in Engineering Colleges would not be applicable to the teachers in Polytechnics and since these institutions prepare students only for a diploma, we consider that the pay-scales of the teaching personnel in these institutions should be fixed somewhat lower than those which we are recommending for the teachers in Engineering Colleges. We have accordingly proposed following scales for the various categories found in these institutions :—

Category	Existing scale	Grade and pay-scale recommended
1. Principal .. (15)	Rs. 900—1350] (Rs. 1080—1450).	.. Gr. 19: Rs. 1100—1700:
2. Special Officer for Correspondence Courses. (1)	Do.	.. Do.
3. Professor, Production Engineering. (1)	Do.	.. Do.
4. Asstt. Professor, Production Engineering. (2)	Rs. 650—1200 (Rs. 830—1360).	.. Gr. 17: Rs. 700—1300— Assessment—1600.
5. Heads of Departments .. (60)	Rs. 650—1200 (Rs. 830—1360).	.. Gr. 16: Rs. 1000—1500.
6. Workshop Superintendent .. (1)	Do.	.. Do.
7. Training and Placement Officer (3)	Do.	.. Do.
8. Lecturers in Engineering and Technical Subjects. (242)	Rs. 400—940 (Rs. 610—1120).	.. Gr. 14: Rs. 680—1250.
9. Superintendent of Workshops (15)	Do.	.. Do.
10. Senior Lecturer in non-Engineering and non-technical subjects.	Rs. 700—1100 (Rs. 945—1260).	.. Gr. 10: Rs. 500—900.
11. Lecturer in Biology, Anatomy/Physiology/Hygiene. (6)	Rs. 300—600 (Rs. 546—845).	.. Do.
12. Assistant Lecturers in Engineering and technical subjects. (357)	Rs. 300—575 (Rs. 496—765).	.. Do.

We have equated the Sr. Lecturers referred to at Serial No. 10 above with the Lecturers in Higher Secondary Schools. If any of the existing incumbents possess qualifications prescribed for a Lecturer in an Engineering College, they may be transferred there. The posts of Professor, and Assistant Professor (Production Engineering) referred to at Serial No. 3 and 4 above are attached to Polytechnic at Pune. We understand that the subject "Production Engineering" should have strictly been attached to the Engineering College but has been attached to the Polytechnic because of certain facilities available at the Polytechnic. Presuming that on the separation of teaching cadres of Engineering Colleges and Polytechnics, the subject will be attached to the Engineering College, we have recommended for these posts the same scales as they would get in the Engineering College.

(iii) Teachers in the Institute of Printing Technology

9.47. This Institute also prepares students for a three year Diploma. Since the level of teaching and staffing pattern of the Institute is comparable to that of a Polytechnic, we have recommended for the various categories of teaching posts in the Institute the same scales as we have recommended for comparable posts in the Polytechnics as shown below :—

Category	Existing scale	Grade and pay-scale recommended
1. Principal .. (1)	Rs. 900—1350 plus a special pay of Rs. 200. (Rs. 1260—1650).	Gr. 19: Rs. 1100—1700 (Inclusive of special pay).
2. Heads of Departments (3)	Rs. 650—1200 (Rs. 830—1360).	Gr. 16: Rs. 1000—1500.
3. Lecturers ... (7)	Rs. 400—940 (Rs. 610—1120).	Gr. 14: Rs. 680—1250.
4. Inplant Training Officer. (1)	Do.	Do.
5. Asstt. Lecturers .. (4)	Rs. 300—575 (Rs. 496—765).	Gr. 10: Rs. 500—900.
6. Instructor .. (17)	Rs. 260—430 (Rs. 456—640).	Do.

9.48. The Institute has on its teaching staff 4 Jr. Instructors in the scale of Rs. 220—310 (Rs. 416—506). We have recommended Gr. 8 with the scale of Rs. 365—660—Extn.—735 for these posts. We have recommended the same grade for the post of Assistant Lecturer in Humanities which is on the scale of Rs. 220—340 (Rs. 416—536).

(iv) Teachers in Industrial Training Institutes

9.49. These have been established under the Craftsmen's Training Programme for imparting training in Engineering and other Trade Courses. These Institutes have been classified into 3 categories on the basis of their training capacity as under :—

Class	Strength
I	Exceeding 600.
II	Between 250 and 600.
III	Less than 250.

9.50. The Principals in-charge of Class I Institutes are in the scale of Rs. 605—1200 (Rs. 830—1360), those in-charge of Class II Institutes are in the scale of Rs. 400—940 (Rs. 610—1120) Class III Institutes are in-charge of Vice-Principals who are in the scale of Rs. 360—700 (Rs. 566—880). The Principal of the I.T.I. is also the Principal of Basic Training and Related Instructions Centre attached to the Institution under the Apprentice Act of 1961. The important teaching categories of posts at these Institutes, their existing scales and the scales recommended by us are as under :—

Category	Existing scale	Grade and pay-scale recommended
1. Principal (Class I) .. (14)	Rs. 650—1200 (Rs. 850—1360).	Gr. 16: Rs. 1000—1500.
2. Principal (Class II) .. (16)	Rs. 400—940 (Rs. 610—1120).	Gr. 14: Rs. 680—1250.
3. Vice-Principal (Class II) .. (16)	Rs. 400—940 (Rs. 610—1120).	
4. Vice-Principal (Class III) .. (4)	Rs. 360—700 (Rs. 556—880).	
5. Group Instructor (154)	Rs. 300—575 (Rs. 496—765).	Gr. 10: Rs. 500—900.
6. Sr. Instructors (645)	Rs. 220—430 (Rs. 416—640).	Gr. 8: Rs. 365—660—Extn.—735.

Category	Existing scale	Grade and pay-scale recommended
7. Jr. Instructor (994)	Rs. 135—290. (Rs. 274—486).	Gr. 8: Rs. 365—660—Extn.— 735
8. Mathematics Instructor .. (57)	Rs. 170—320 .. (Rs. 333—516).	Gr. 8: Rs. 365—660—Extn.— 735 plus special pay of Rs. 35.
9. Science Instructor .. (4)	Rs. 300—575 .. (Rs. 496—765).	Gr. 8: Rs. 365—660—Extn.— 735 plus a special pay of Rs. 35.
10. Training Mistry/Instructor (11) in Commerce/First Asstt. (Government Girls' Voca- tional Institute.	Rs. 220—430 .. (Rs. 416—640).	Do.
11. Home Science Instructor (1)	Rs. 210—430 .. (Rs. 406—640).	Do.
12. Demonstrator .. (3)	Rs. 220—340 .. (Rs. 416—536).	Do.
13. Instructor in English, Lan- (13) guages Asstt. Masters.	Rs. 165—400 .. (Rs. 328—610).	Do.
14. Hostel Superintendent-cum- (27) P. T. Instructor.	Rs. 150—300 .. (Rs. 313—496).	Gr. 7: Rs. 335—580—Extn.— 655.
15. Stenography Instructor/ (22) Instructor in Business Management/Foreman (B.T.R.I. Centre).	Rs. 300—575 .. (Rs. 496—765).	Gr. 10: Rs. 500—900.

9.51. Vice-Principals in-charge of Class III Institutes (Sr. No. 4) though designated as such are in fact in independent charge of the Institutes. As a matter of rationalisation, we have brought the pay-scales of these Vice-Principals on par with those of Vice-Principals (Class II) (Sr. No. 3).

9.52. The present distribution of posts between Sr. Instructor (Sr. No. 6 and Jr. Instructor (Sr. No. 7) is based on the strength of the Classes. We have been informed that this has adversely affected the interests of Instructors who have been assigned certain trades where the enrolment is relatively smaller. To overcome this problem and to dispense with an avoidable level, we have combined the two grades into one.

9.53. We have equated the Instructors referred to at Serial Nos. at 8-13 above with Trained Graduate Assistant Masters. However, since their teaching load (i.e. number of teaching hours) is higher as compared with that of Assistant Masters in Secondary Schools, we have recommended a special pay of Rs. 35 for them.

(v) Teachers in Technical High Schools

9.54. Technical High Schools are Secondary Schools with a technical bias. There are 6 full-fledged High Schools fully equipped to teach both academic and technical subjects. Others are only High School Centres which provide teaching facilities only in technical subjects. The students of these schools have to be attached to regular Secondary Schools for instructions in academic subjects. The teaching facilities provided at these High Schools are of two types viz. (i) teaching in the class room and (ii) demonstration type instruction in the workshop. In each of the full-fledged High Schools, there is a Head Master in overall charge and an Engineering Superintending in-charge of the workshop and technical side of the school. Both the officers are on the same scale viz. Rs. 400—940 (Rs. 610—1120). Technical High School Centres are in-charge of Superintendents (Gr. I) in the scale of Rs. 360—700 (Rs. 556—830). Teaching staff of the full-fledged High Schools consists of Teachers in academic subjects drawn from the Education Department and Assistant Lecturers in technical subjects provided by the Technical Education Department. The important teaching categories in the High Schools (including High School Centres), their existing pay-scales and the scales recommended by us are as under :—

Category	Existing scale	Grade and pay-scale recommended
1. Head Master .. (6)	Rs. 400—940	} Gr. 14: Rs. 680—1250.
2. Engineering Superintendent (6)	(Rs. 610—1120).	

Category	Existing scale	Grade and pay-scale recommended
3. Superintendent Gr. 7 (Tech. (35) High School Centres).	Rs. 360—700 (Rs. 556—880).	.. Gr. 14: Rs. 680—1250.
4. Assistant Engineering (31) Superintendent.	Rs. 300—575 (Rs. 496—765).	.. Gr. 10: Rs. 500—900.
5. Lecturers (for Higher Secondary Classes). (71)	Rs. 300—650 (Rs. 496—830).	.. Gr. 10: Rs. 500—900.
6. Assistant Lecturers .. (75)	Rs. 220—430 (Rs. 416—640).	.. Gr. 9: Rs. 395—700—Extn.— 775.
7. Jr. Lecturer .. (39)	Rs. 170—320 (Rs. 333—516).	.. Gr. 8: Rs. 365—660—Extn.— 735.

9.55. The Schools have also certain lower categories of teaching or instructional posts like Fitter Instructor, Turner Inspector, Moulder Instructor in the scales of Rs. 110—195 (Rs. 249—358), and Rs. 110—175 (Rs. 249—338). We have recommended Grade 6 with the scale of Rs. 290—515 for all these posts, as these are teaching categories. The Teachers in academic subjects would be eligible for the scales admissible in the Education Department according to their qualifications.

(vi) Teachers in the Dairy Science Institute

9.56. The Institute conducts a 2-year course for Indian Dairy Diploma. It turns out about 30 qualified Dairy Technologists each year. Besides preparing the students for the Indian Dairy Diploma, the Institute also conducts short-term courses in various aspects of Dairying and Animal Husbandry. The teaching staff of the Institute consists of Principal, Training Superintendents, Assistant Dairy Manager and other lower categories of teaching posts. The existing scales and the grade and pay-scale recommended by us for the various categories are as under :—

Category	Existing scale	Grade and pay-scale recommended
1. Principal (1)	Rs. 650—1200 (Rs. 830—1360).	.. Gr. 19: Rs. 1100—1700.
2. Training Superintendents. (5)	Rs. 410—875 (Rs. 620—1055) One post carries special pay of Rs. 50.	Gr. 12: Rs. 600—1150 (Inclusive of special pay in the case of the post to which it is attached).
3. Asstt. Dairy Manager (1)	Rs. 300—830 (Rs. 496—1010).	.. Gr. 12: Rs. 600—1150.
4. Lecturer in English .. (1)	Rs. 220—430 (Rs. 416—640).	.. Gr. 10: Rs. 500—900.
5. Demonstrator .. (1)	Rs. 260—435 (Rs. 456—645).	.. Gr. 10: Rs. 500—900.

The scale of Rs. 1100—1700 proposed for the Principal is the same as the scale applicable to him in the hierarchy of the Department from which he is drawn. The existing scale of pay attached to the post of Training Superintendent is a truncated section of Class I Junior scale. We have recommended standard Class II scale as a matter of rationalisation and also as suggested by the Department. For the posts of Lecturer (Sr. No. 4) and Demonstrator (Sr. No. 5) we have proposed the same scale as for Lecturers in Junior Colleges.

(vii) Other Institutions

9.57. In addition to the major type of Institutions dealt with above, there are under the Technical Education Department institutions like Central Textile Institute, Nagpur, Institute of Leather Technology, Bandra, Production Training Centres at various places, Government Leather Working School, Bandra, Pre-Vocational Training Centres at various places, Artisans Technical Training Centres at various places, Village Industrial Development Centre, Aurangabad, which have a small number of teaching categories of posts on their establishments. Similarly there are teaching categories of posts in the Directorate of Employment, Co-operative Department, Industries Department and Jail Department. Our recommendations about these posts are shown in the relevant Schedules of pay-scales.

CHAPTER 10

METHOD FOR FIXATION OF PAY OF EXISTING EMPLOYEES IN THE PROPOSED SCALES

10.1. Having dealt with the question of revision of pay-scales it is necessary for us to examine what should be the appropriate method of fixation of pay of existing employees in the revised scales proposed by us. This is one of the most important questions from the point of view of the serving employees as it is on the method devised for fixation of pay, more than the pay-scales themselves, will depend the monetary benefits which they will immediately get as a result of revision of pay-scales. The question is also of considerable importance from the point of view of Government, since the method, more than the pay-scales, will determine the financial implications of the revised pay-scales over the next few years.

Pay fixation under B.C.S. Rules

10.2. Under the operation of relevant B.C.S. Rules (viz. B.C.S.R. 44) when the pay-scale of a post is revised the incumbent of the post, unless he elects to retain the old scale, moves on to the revised scale at the same stage as his pay in the old scale if that is a stage in the revised scale, otherwise at the stage next below that pay, the difference being treated as personal pay to be absorbed in the next increment. In other words, the normal rules do not provide for any immediate monetary benefit to the employee whose pay-scale is revised. However, when there is a general upward revision of pay-scales it is customary to prescribe a set of special rules designed to secure for the employees some immediate monetary benefit as a result of fixation of pay in the revised pay-scales.

First Central Pay Commission

10.3. The First Central Pay Commission suggested that the pay of the employee should be fixed at the stage in the revised scale next above the pay he was drawing in the old scale increased by increments at the rate of one increment in the revised scale for every three completed years of service. The net increase in pay as a result of fixation of pay was however subject to certain monetary ceilings (which were different for different pay ranges). The pay to be fixed in the revised scale was also not to exceed the amount which the employee would have drawn had the fixation been made on a point to point basis. (This is hereafter referred to as the P.P. method and means in terms of the definition given by the Second Central Pay Commission, placement of the employee at the same stage in the revised scale which he occupies in the old scale on the reference date.

Second Central Pay Commission

10.4. Under the method recommended by the Second Central Pay Commission the pay of the employee drawing emoluments upto Rs. 1100 was required to be fixed on a P.P. basis subject to the condition that in no case refixation of pay in the revised scale resulted in a reduction of his emoluments and that in no case the increase in emoluments payable as a result of the refixation exceeded certain monetary limits (which were different in different pay ranges). The Commission did not recommend any benefits to the officers whose emoluments were more than Rs. 1100.

Badkas Commission

10.5. The pay fixation formula recommended by the Badkas Commission was more or less the same as recommended by the First Central Pay Commission. Under the formula as slightly modified by Government, the pay of the employee was required to be fixed in the revised scale at the stage next above the pay drawn in the old scale, increased by one increment in the case of those who had rendered more than 2 years' service, by two increments in the case of those who had rendered more than 5 years' service, by three increments in the case of those who had rendered more than 8 years' service, and by four increments in the case of those who had rendered more than 11 years' service. The pay so admissible was however subject to a minimum increase of Rs. 10 and a maximum increase of Rs. 30 over the pay drawn in the old scale, the upper limit of Rs. 30 being inoperative in the cases where the pay was fixed at the next higher stage only.

Third Central Pay Commission

10.6. The Third Central Pay Commission recommended two separate methods for fixation of pay in the revised scales, one for those drawing pay upto Rs. 1800 and another for those drawing pay exceeding Rs. 1800. The Commission's recommendation as slightly modified by the Government of India required that in the case of the former, pay should be at the stage in the revised scale equal to the sum of (i) pay drawn in the old scale, (ii) 5 per cent. of basic pay subject to a minimum of Rs. 15 and a maximum of Rs. 50 and (iii) entire Dearness Allowance (including Dearness Pay) and Interim Relief drawn on 1st January 1973. If the sum so worked out was not a stage in the revised scale, the pay was required to be fixed at the stage next above that sum, the pay so fixed being, subject to the condition that the net benefit did not exceed Rs. 100. The pay fixation formula also provides that where in the pay fixation, the pay of employees drawing pay at more than five consecutive stages in the old scale gets bunched, the pay in the revised scale of such of those who are drawing pay beyond the first-five consecutive stages in the existing scale should be stepped up by one, two or three increments depending upon the stage where the bunching takes place. In the case of employees drawing pay exceeding Rs. 1800 pay was required to be fixed under the provisions of relevant Fundamental Rules which provide for drawal of pay in the revised scale equal to the pay drawn in the old scale.

Gujarat State Second Pay Commission

10.7. The recommendations of the Gujarat State Second Pay Commission, 1975 in regard to pay fixation are the same as those of the Third Central Pay Commission.

Ad hoc nature of Formulæ used so far

10.8. We shall now examine briefly the principles if any on which the various formulas recommended by the past Commissions were based. So far as the First Central Pay Commission is concerned, we find that that body rejected the "point to point" fixation. The rejection was on the ground that its adoption would amount to assuming that the revised pay-scales were appropriate at the time of the previous revision itself. This was the negative side. On the positive side, that Commission was of the view that there should be some kind of co-relation between the benefit derived by an employee in the process of pay fixation and the length of his service, and that a person with a longer service in the existing scale should qualify, within limits, for a larger benefit than another with a shorter service in the same scale. That Commission did not however spell out the reasoning behind this approach.

10.9. The Second Central Pay Commission conceded the P.P. fixation without any discussion of the *pros* and *cons* but recommended certain monetary ceilings so far as to keep the financial implications under control.

10.10. The Badkas Commission rejected the P.P. fixation because it would amount to assuming that "new scales had been in force from the commencement of service of each employee". On the positive side, its approach was the same as that of the First Central Pay Commission viz. that there should be some weightage given to past service in existing scale. Here also there was no reasoning given as to why this should be so.

10.11. The Third Central Pay Commission also rejected the P.P. fixation formula because it "would virtually amount to giving retrospective effect to the scales of pay proposed by us. Moreover, it would also involve an unconscionable increase in pay for the serving employees and, therefore, be very costly". That body however did not favour the First Central Pay Commission's approach of giving moderate weightage for past service on the ground that it would result in "wide variation in the quantum of benefit to the employees in the various pay-scales and even in different stages in the same scale". It did not however clarify why it considered the avoidance of a wide variation in the quantum of benefit as between different scales and stages within the same scale as an important desideratum of a pay fixation formula.

10.12. The Second Gujarat State Pay Commission also rejected the P.P. formula on the ground that "it implies retrospective introduction of the revised pay-scales and retrospectivity differs from individual to individual. That body was also against weightage being given for past service. Its most telling argument in this connection was "Again the weightage of past service in the method was to be allowed on the basis of total service in the existing scale which involved genuine hardship in case where a person had been promoted to higher post just a year or so prior to the crucial date. In some peculiarly glaring cases, the formula worked to the utter disadvantage of the promoted person in relation to his colleague in the lower cadre because one in the lower cadre got advantage of the weightage in service while

the promotee having not put in minimum service required for even one increment, the scale being overlapping, the pay of the promotee was fixed in the total quantum at a figure lower compared to his erstwhile colleague in the lower post”.

10.13. It will be seen from the above analysis that the P.P. method stands rejected by practically all the past Commissions. The Second Central Pay Commission's acceptance of the P.P. fixation was in effect largely nullified by the monetary ceilings it recommended. In all cases where the P.P. fixation was rejected, the reasoning given, although brief, is sound and adequate viz. that the P.P. fixation would amount to giving retrospective effect to the revised scales which is clearly not the intention because every pay revision is meant to be a new dispensation for the future, based on the latest assessment of all the relevant elements.

10.14. The P.P. principle, however, has been a perennial favourite of the employees' organisations. Even now, in reply to our questionnaire, the Maharashtra State Government Employees' Confederation has voiced its demand for a P.P. fixation, subject however, to another demand viz. that there should be a minimum benefit of Rs. 30 to every employee. The Maharashtra Rajya Karmachari Samanwaya Mahasangh has also made a passing reference to its preference for the P.P. fixation, but as the next best alternative, the Government of India's formula based on the Third Central Pay Commission's recommendations would be acceptable to it, provided the minimum and maximum benefits specified in it are suitably raised. One might reasonably conclude from these qualifications that both these premier organisations are not themselves so convinced about the theoretical soundness of the P.P. method, as to state their all on it. Other considerations seem to be equally, if not more, important to them. These are matters like a minimum betterment for all, and a weightage in some form or the other for seniority.

10.15. The idea of weightage for past service figured prominently in the approach of the First and the Second Central Pay Commissions and the Badkas Commission whereas a minimum betterment seems to be a new concept introduced by the Third Central Pay Commission. The latter did not directly give any importance to the length of past service but since it linked the minimum betterment as a percentage of the existing pay, it indirectly provided for a larger benefit to seniority as reflected in a higher stage in the scale than to a Junior person whose stage in the scale would be lower.

Search for a New Approach

10.16. All these concepts minimum betterment and/or a benefit linked to the length of service or the stage in the existing pay-scales, might have a considerable appeal from an immediate point of view, but it is necessary to remark that none of the past Commissions has shown what validity these concepts have from the point of view of the factors underlying the nature and extent of the pay revision. All the formulae laid down so far have been *ad hoc* in the sense that one cannot discern any understandable reasoning behind them. We however, wondered whether some rational approach could not be evolved by looking upon pay fixation not as an independent operation unconnected with the basic considerations underlying the nature and extent of pay revision, but as something directly following from the latter. We broached this subject with Shri S. M. Vidwans, the State's Director of Economics and Statistics, whose help we were already taking in various other matters connected with our work. We asked him whether he could attempt some rational approach based on recognisable principles. We are happy to report that Shri Vidwans accepted the challenge and produced a comprehensive paper after giving the subject a great deal of thought. This he has done in his personal capacity. This is being published in the Journal of the Indian Institute of Public Administration, New Delhi, who have been kind enough to permit our including a copy of this paper as an Annexure (Annexure I) to this Chapter. The treatment of the subject in this paper is somewhat mathematical, but we shall attempt to summarise it and illustrate his argument in a lay-man's language. For the sake of brevity, we shall refer to Shri Vidwans hereafter as just Vidwans.

Vidwans' Approach

10.17. Vidwans' reasoning starts from that feature of pay revision which, as recognised by practically all the Pay Commissions in the past, provides the basic argument against the P.P. method viz. that pay revision is prospective whereas the P.P. method requires an assumption of retrospective applicability. It follows therefore, that the equations of the old stages of pay, except the first, into the corresponding new stages in the revised scale become effective, not on the reference date as the P.P. method would like to assume,

but in different years after the reference date. Thus the 12th old stage becomes the 12th new stage only in the 12th year after the new reference date i.e., on the completion of 11 i.e., (12—1) years commencing from the new reference date which according to an announcement made by Government is 1st April 1976. The value of this stage in the old scale is the one that was recognised on the reference date of the last pay revision. Thus its new value as on the revised scale would come into effect 21 years after the last reference date. It is convenient to assume that this path of growth is a straight line. On this basis the per year increase in value can be worked out. 10 times this per year figure when added to the old value of the stage would give its estimated value as on the new reference date. The pay-fixation of an employee who is on the 12th stage in his present scale has to have some relationship with this estimated value.

10.18. What has to be revalued, however, is not just the stage at which a serving employee is on the reference date, but the balance of the pay yet to be drawn by him in the remaining span of his present scale. For this the first step is to make the span of the old and the new scales equal to each other. This is done by repeating the maximum of the shorter scale as often as necessary. We have already seen how a particular stage reached by an employee on the reference date in the old scale can be revalued with reference to the corresponding stage in the revised scale. A similar revaluation has to be made in respect of every one of the remaining stages in the old scale. By adding all such values, it should be possible to arrive at the total revised value of the salary that remains to be paid to an employee during the remaining part of the span of the service. The correct pay fixation would then be at that stage in the revised scale, which would yield during the remaining years left for the employee an amount equal to the revised total salary payments due to him as calculated above. This is Vidwans' exact solution to the problem of pay fixation.

10.19. This would, however, entail a considerable amount of calculation. To save on calculations without sacrificing the basic principle involved in his approach, Vidwans has worked out a simpler method of achieving the requisite revaluation. In this approach, what is needed is only to fix the salary of an employee who has just reached the maximum in the old pay-scale on the new reference date. The method is the same as indicated above. This value, if not an exact stage in the revised scale is rounded off to the nearest stage in it. This provides the maximum of the pay-fixation schedule. At the other end, the figure would be the same as the minimum of the revised scale. Having established the revised values at the maximum and minimum, it is easy to fix the values of the intermediate stages, in an arithmetical progression. Here the figures are rounded off into the next lower stage of the revised scale wherever they do not constitute exact stages in that scale. This gives a schedule for pay fixation for all stages in the old pay-scale. The pay fixation appropriate for every stage of the old scale can be taken be read off the schedule as if the P.P. method were applicable.

10.20. What has been stated above, would apply essentially to the revision of the basic pay. Vidwans has pointed out that where a revision involves also a merger of part or whole of DA/DP, it would be necessary to deduct from each stage of the revised pay-scale the element of DA/DP that can be deemed to have been merged in it, before a comparison can be made with the old pay-scale. Once the schedule of fixation on this basis is worked out, the element of DA/DP can be added back to it. In the Appendix to his paper Vidwans has shown how this is to be done. He has, however, also stated that whether we adjust the new pay-scale by excluding DA/DP from it to make it comparable with the old scale of basic pay only, or adjust the old pay-scale by including the DA/DP in it to make it comparable with the new pay-scale, it would not make much difference. Vidwans' approximate formula is based on the adjustment of the old scale so as to include DA/DP in it.

Illustration

10.21. We shall now illustrate by a specific example the steps involved in this approximate method worked by Vidwans. We shall take the old scale of pay of Police Constable viz. Rs. 90—120 (Rs. 202—259) which we have revised to Rs. 220—325—Extn.—360. The latter is inclusive of D.P. The span of the old scale was 12 stages while that of the new scale is 21 stages. To make them comparable we have first to lengthen the old scale to 21 stages by repeating the last value of Rs. 120 for the 13th to the 21st stages. We then add the D.P. at every stage to make the series comparable with the revised scale. In the Table annexed to this Chapter as Annexure II all the stages of the old scale, the same after inclusion of D.P. and the stages of revised scale are written out in Cols. 2, 3 and 4.

10.22. We start with the case of a serving Police Constable who is in the last i.e. 21st stage of Rs. 259 as on 1st April 1976. (In this particular case this means an employee who has been at the maximum of the old scale for the last 9 years). Now this old 21st stage has been revised to Rs. 360 but this new value comes into effect 20 years after the reference date of 1st April 1976 i.e. on 1st April 1996. It was on 1st April 1966 i.e. 10 years before the new reference date, that the value of this stage was recognised to be Rs. 259 (with D.P. at the rates prevailing on 1st January 1973). The increase of Rs. 101 in the value of this stage is to be seen as taking place over the 30 years from 1st April 1966 to 1st April 1996. This works out to Rs. 3.37 per year. By the rule of three, the increase by 1976 which is the relevant date for pay fixation would be $3.37 \times 10 = 33.7$. The increase that can be justified on 1st April 1976 is thus not Rs. 101 as a point to point fixation would lead to, but 10/30 of Rs. 101 i.e. Rs. 33.7. Thus the salary of this employee has to be fixed at Rs. 292.7. Since this is not a stage in Column (4) i.e. the revised pay-scale, it is fixed at the nearest stage viz. Rs. 295.

10.23. For fixing the salary at other stages, we note that the first stage has necessarily to be the new minimum Rs. 220 in this case. Between the minimum of Rs. 220 and the maximum of Rs. 295 the pay fixation for the in between stages can be fixed in an arithmetical progression as shown in Column (5) in Table I attached. Where the amounts in the series do not constitute stages in the revised scale, they are rounded off to the nearest lower stage. The resulting pay fixation is shown in Column (6) of the Table annexed.

10.24. We consider that Vidwans' approach is based on an analysis that is plausible, reasonable and understandable. It leads to every serving employee getting his due share of the improvement made in his scale so far as its remaining span is concerned. It does not claim to make up past losses because such an attempt would distort the revaluation of the salary yet to be drawn by an employee within the remaining span of his present scale. Moreover, in any proposal for making up past losses, the claims of employees who have retired since the last revision cannot logically be ignored. Vidwans' approach is thus a more practical one, concerned more with the future than the past, including the future of the serving employees. Another noteworthy aspect of Vidwans' approach is that it makes the pay fixation sensitive to the extent of pay revision made. Hitherto, under the formulae which were overwhelmingly tied to the amount of the employees pay as on the reference date, the extent of the revision made in the pay-scales did not make much difference. For all these reasons we have decided to recommend the adoption of Vidwans' approach.

Adjustments needed in Vidwans' Approach

10.25. Although we have decided to recommend adoption of Vidwans' approach, there are certain connected issues which do not form part of his analysis. One such question is what should be done if Vidwans' formula yields at certain stage a pay fixation which involved an immediate loss of pay. Such instances can occur because of the non-continuous pattern of D.P. attaching to the old scales. The other questions, which are relevant from our point of view, but not strictly germane to Vidwans' analysis, are whether the pay fixation formula should provide for a minimum betterment; also whether there should also be a maximum limit to such betterment.

10.26. So far as the question of loss of pay is concerned we feel that the logic of Vidwans' approach should be tampered by a provision that where the fixation emerging from his formula results in an immediate loss of pay, the pay fixation should be done in the new pay-scale at a stage equal or *next higher* to his present pay.

10.27. The question of a minimum betterment is really extraneous to the considerations relevant for a rational pay fixation, but since the Third Central Pay Commission recommended a minimum betterment of Rs. 10 which the Government of India raised to Rs. 15, we too propose to follow suit. The Central formula, however has led to some irrational results. The provision about the sum of (a) present basic pay, (b) betterment of 5 per cent of the basic pay subject to a minimum of Rs. 15 and (c) D.A. etc. upto 1st January 1973, being fixed at the next *higher stage* in the revised scale, has led in some cases, specially in the lower scales of pay, to employees in, say, the first stage of the pre-revision scale on the reference date, qualifying for one or sometimes more increments in the revised scale. We want to avoid such distortions, and therefore we want to recommend a minimum betterment of Rs. 15 in a manner that will not affect the fixation emerging from Vidwans' approach (as amended for avoidance of loss of pay as indicated above). Wherever the latter does not yield a betterment of Rs. 15 a personal pay equal to the deficit will be allowed in

addition. As in the Government of India, this betterment will be provided only to employees drawing basic pay of Rs. 1800 or less as on the reference date.

10.28. Having provided for a minimum betterment more or less on the lines of the Third Central Pay Commission's recommendations, we feel that it would be only proper that we also adopt that Commission's recommendation regarding the ceiling on the maximum betterment viz. Rs. 100. Accordingly, where we find that Vidwans' approach yields a betterment in excess of Rs. 100, we propose to reduce the fixation to such lower stage as will ensure that the betterment does not exceed Rs. 100. If in this process, the betterment gets reduced to below Rs. 100, the difference will be reduced to below Rs. 100, the difference will be reckoned as personal pay to be absorbed in future increments.

10.29. Thus we propose to make the following adjustments in the fixation emerging from Vidwans' approach:—

(1) Where the fixation results in an immediate loss of pay, it will be raised to that stage in the revised scale which is equal to or immediately above the existing pay of the employees.

(2) Where the fixation results in betterment exceeding Rs. 100 it will be lowered to the stage in the revised scale which will ensure that this does not happen. In this process, if the betterment gets reduced to below Rs. 100, the difference will be allowed as personal pay to be absorbed in future increments.

(3) Where the fixation after adjustment for (1) and (2) above results in a betterment which is less than Rs. 15, the deficit will be allowed as personal pay to be absorbed in future increments. This will apply to the basic pay of Rs. 1800 and below only.

10.30. In the example worked out in Table I it will be seen that adjustment as suggested in (1) above is needed at stage 10. No adjustment is needed on account of (2) above, so far as adjustments on account of (3) above are concerned, they are seen to be necessary at stages 9 to 16. All these are incorporated in the final schedule given in Column 7 of the Table I.

Special Cases

10.31. (1) *Special Pay*.—Where the revised pay-scale replaces an old pay-scale carrying a special pay (by whatever name it may be called), the special pay has to be added to each stage in the old scale, and the resultant sequence taken as the old pay-scale for comparison with the revised scale.

(2) *Fixed pay*.—Here the old pay-scale has to be assumed to consist of the same number of stages as in the revised scale and every stage of such a sequence will be equal to the fixed pay. The pay fixation schedule is thereafter worked out on the same basis as in other cases. An example of this has been worked out in Table II in Annexure II to this Chapter.

(3) *City scales*.—In the Dairy Development Department, there are certain class III posts located in Greater Bombay which still carry City scales based on the Bilgrami Committee's recommendations. The revised scales that we have recommended in their case are, as everywhere else, Mofussil scales. For purposes of pay fixation, therefore, the City scales have to be adjusted to their Mofussil equivalents. Fortunately, such equivalents are already available and we understand that even now employees when transferred from City scale post to post carrying Mofussil pay-scale and *vice versa* have their new pay fixed on a point-to-point basis. For our purposes, therefore, a City scale employee will be taken to be in the corresponding stage of the equivalent Mofussil scale and his pay will be fixed in the revised scale accordingly. The pay fixation schedules prepared for the Mofussil scales will thus take care of the employees on the City scales also.

The above deals with the position obtaining in the Dairy Development Department. In other departments also, we have found a number of employees who have retained their City scales although there was a Mofussil scale to which they could have opted after the last pay revision. For pay fixation in their case, their pay will have to be first notionally fixed in the Mofussil scale applicable by following the procedure laid down in the Maharashtra Civil Services (Revision of Pay) Rules 1969. The pay fixation schedules of the Mofussil scale can then be used for pay fixation of such persons. It will thus be seen that we are unable to include these cases directly in the Ready Reckoner tables given in Part III of the Report.

(4) *Combination of levels.*—In several cases we have combined two or more levels as a matter of rationalisation. No special problem arises so far as the persons in the lower scale are concerned because in their case, the pay fixation can be on the same lines as for any other category. For those however who are in the higher scale on the reference date, a national old pay-scale has to be constructed before the pay fixation schedule can be worked out. This is done by attaching below the minimum of the present higher scale, the non-overlapping part of the lower scale. This lengthened old scale is then just juxtaposed with the revised scale for application of Vidwans' formula. From the schedule of fixation thus arrived at, the portion pertaining to the attachment below the minimum of the higher scale is discarded and the remaining portion will then serve as the schedule of fixation in respect of the persons in the higher scale on the reference date. This is illustrated in Table III in Annexure II to this Chapter.

No such attachment will be necessary where the minimum of the lower scale is not less than the minimum of the higher scale.

(5) *Higher starting pay.*—Higher starting pay if provided in the revised scale has to be taken as laying down a different scale for the concerned category. Thus the higher starting pay of Rs. 440 recommended for engineering graduates in the pay-scale of Rs. 365—660—Extn.—735 (Grade 8) proposed for the cadre of Junior Engineers amounts to saying that the revised scale for graduate Junior Engineers is Rs. 440—660—Extn.—735. In the existing scale also there is a provision for a higher starting pay of Rs. 275 (Rs. 471) for the engineering graduates in the Junior Engineer's scale of Rs. 170—520 (Rs. 333—733). This means that their present scale is 275—520 (Rs. 471—733). The pay fixation schedule will therefore have to be worked out on the basis that the scale of Rs. 275—520 (Rs. 471—733) has been revalued to the revised scale of Rs. 440—660—Extn.—735. A higher start in the existing scale has to be taken into account only if there is a provision of higher starting pay in the revised scale for the same category, not otherwise. Thus, as there is no provision for higher start for diploma holders in the revised scale mentioned above, no account need be taken of the fact that the existing scale provides for two higher starting pays in their case (Rs. 180 for a two-year diploma holder and Rs. 200 for a three-year diploma holder). The existing scale for purposes of working out the pay fixation schedule will in their case be the full scale starting from Rs. 170 (Rs. 333).

(6) *Advance increments.*—There are a few cases where instead of a qualification pay now provided, we have recommended advance increments. In such cases, the pay fixation schedule has to be prepared with reference to the pay-scales only, both old and new, without taking into account either the qualification pay in respect of the existing scale or the advance increments in relation to the revised scale. To the pay fixation emerging in this manner the advance increments will have to be separately added if due as on 1st April 1976.

(7) *Scales inclusive of H.R.A.*—As pointed out in para. 8.137, the gazetted pay-scales above the Superintendents in the High Court are deemed to be inclusive of H.R.A. Strictly speaking the H.R.A. element should be removed from them before they can be compared with the revised scales. This however would be a very cumbersome exercise. Moreover, not every officer is entitled to draw H.R.A. and therefore a deduction from the pay of every officer on this account might lead to hardship in a large number of cases. We have therefore proposed to treat these scales as if they are Mofussil scales and the pay fixation schedules have been worked out on that basis.

(8) *Non-Practising Allowance.*—As indicated in (1) above, N.P.A. admissible to Medical personnel has to be added to the basic pay at each stage of the existing scale while preparing the pay fixation schedules. In the case of officers who are now permitted private practice the value of such private practice will have to be deemed to be the same as N.P.A. and such notional N.P.A. will have to be added to the pay-scales in working out the fixation schedules in such cases.

(9) *Pay admissible during the period of probation.*—Some of the existing scales e.g. standard Class I and Class II scales, the pay-scale of Police Sub-Inspectors) carry a fixed pay below the minimum meant to be drawn by officers appointed on probation. As we are not making a similar provision in the revised scales, we have ignored the fixed pay in the existing scales for the purpose of pay fixation in the revised scales. The officers who are drawing fixed pay below minimum on the reference date will have therefore be deemed to be drawing pay at the minimum of the existing scale.

Provision against possible disadvantage to Seniors

10.32. Where the pay fixation merging from Vidwans' formula is the same for two or more consecutive stages, it has to be ensured that the senior employee does not suffer in

comparison with a junior because the date of increment of the latter happens to be earlier than of the senior. For this purpose, it will have to be laid down that where a junior employee whose pay has been fixed at the same stage as his senior draws his next increment on a date earlier than the latter, the date of next increment of the senior should be advanced to the same date as of the junior.

No option except to retain existing scale

10.33. An important finding of Vidwans' paper is that under his formula, no employee would benefit by postponing his decision to come over to the new scales of pay. This emboldens us to recommend that the kind of option that was required to be given to the serving employees in the past to choose their time for getting their pay fixed in the revised scale, need no longer be given. The only option that should be available to a serving employee would be to continue in his existing scale, if he does not want the revised scale. Even if option to come over to the revised scales on later dates is to be given, the schedule of pay fixation which is adjusted to the date 1st April 1976 will not apply.

Ready Reckoners provided

10.34. It has been indicated in the discussion so far that the application of Vidwans' approach leads to a schedule of fixation in respect of every old scale with reference to its revised counterpart. We have got these schedules worked out by a Computer and have appended them as Part III-A of this Report. As a result, every employee will be able to know by merely looking at the appropriate schedule, the amount at which his pay would get fixed in the revised pay-scale. Hitherto pay fixation meant a tremendous amount of work in the administrative sections of the individual offices. With the published tables, their task will be simple, and delays which used to be bane of pay fixation in the past, will, it is hoped, be completely eliminated.

10.35. Similar pay fixation schedules for fixation of pay of employees of the Universities in the recommended scales have been got worked out on a Computer and have been included in Part III-B of the Report.

10.36. As explained earlier, in order to make the old scales comparable to the revised scales the element of DA/DP which is deemed to have been merged in the revised scales has been added to each stage of the old scale. The rate of D.P. (which is the same as D.A. admissible on 1st January 1973) added to the stages in the old scale are those as shown in Annexure I to G.R., F.D., No. CPA-1175/S-1, dated 8th May 1975. We have, however, come across a few cases where pay-scales in which pay is drawn are pre-1962 scales (i.e. scales which were not revised in the general revision of 1962 or 1966 by merging portion of D.A. drawn on 1st July 1962) and therefore D.A./D.P. at higher rates as shown in Annexure II to the said Government Resolution is admissible. To make these pre-1962 scales comparable to the revised scales it is necessary to add to each stage of the scale D.A./D.P. at higher rates as shown in the said Annexure II. To cater to the requirements of these cases we have got separate Ready Reckoners prepared by our Secretariat. These have been included in Part III-C of the Report.

10.37. The pay fixation formula proposed by us has been devised to ensure that no Government employee loses in pay fixation. However, as a result of other recommendations made by us regarding special pay, H.R.A. and C.L.A. there may be a drop in the total emoluments comprising all the above elements. Wherever there is such a drop in the emoluments, we recommend that it should be made good by grant of personal pay (to be absorbed in future increments, if any) to the extent of the deficit.

ANNEXURE I

A NOTE ON THE PROBLEM OF FIXATION OF INITIAL PAY IN THE REVISED PAY-SCALE

By

S. M. VIDWANS*

SECTION I: THE PROBLEM

Introduction

1.1. The present paper deals with the problem of fixing the initial pay of the serving employee in the new scale of pay decided by the Government for the post held by that employee. The author has suggested in it certain objective basis for the solution of this problem after showing that the whole question can be viewed in an entirely different way from what has hitherto been done.

Background

1.2. Since the pay-commissions⁽¹⁾ are expected to recommend upward revisions of the pay-scales, the employees have demanded almost uniformly a "Point to Point" (PP for short) fixation. It means that if an employee is, at present, at the *n*th stage in his present pay-scale he demands that his pay be fixed at the *n*th stage in the revised (new) pay-scale. To this simple, direct and unambiguous demand of the employees, the reactions of the pay-commissions have been varied and their recommendations quite complicated. In one case the commission rejected the PP principle, keeping in mind the heavy cost that would be involved in relation to the pay-scale and the dearness allowances that it recommended. In another case, the commission accepted the PP fixation in principle, but it did this *after* examining its implications in relation to the pay-scale it was recommending. This pay-commission, however, accepted and employed the PP principle subject to the limiting conditions meant to safeguard on the one hand the interest of the employee and on the other to see that he does not derive, as a result of the mechanical application of a formula, benefits of a size which, considering the economic and other relevant factors, would, in its judgement, be excessive. One of the pay-commissions rejected the PP principle because it would virtually amount to giving retrospective effect to the scales of pay proposed by it and involve an unconscionable increase in pay for the serving employees and, therefore be very costly.

1.3. After examination of the issue in the above manner, the pay-commissions proceeded to lay down rules or formulae for pay fixation of the serving employees in the new or revised scales recommended by them. These formulae reflect a desire to "give" as much as possible to the serving employees but subject to constraints of costs to the government. In effect this meant laying down certain minimum and maximum benefits that the employees could get out of the process. The rules sometimes made finer distinction between employees on the basis of levels of present pays drawn as also on the basis of years of past service. With all these sophistications, and declarations of acceptance of the PP formula by some of them to the contrary, the recommendations of the commissions left impressions that they were arbitrary, that the case of the serving employees was not done adequate justice to and that they shied away in following specific principles and were guided mostly by the implications of cost to the public exchequer. Thus, up till now, no successful attempt seems to have been made to formulate any alternative principles which can help resolve this recurring issue without generating the mild distrust about intentions and accusations of stinginess that its solutions have so far tended to evoke. The present paper is the result of a search for an objective basis for the resolution of this issue.

SECTION II: THE SOLUTION

Time scales and Increments

2.1. Before proceeding with the discussion of the main theme of the paper we shall state our position on the important issue of time scales and increments, without which clear thinking on the main theme is likely to be hampered. We do not assume that increments are paid in recognition of the increasing value of an employee's service as he puts in more years of service or in recognition of the fact that the employee's personal (household) financial responsibilities increase with the passage of time. The determination of principles of pay fixation on any such assumptions gets into an immediate controversy *ab-initio*. We simply accept the fact that the Government at present pays its employees salaries in time-scales and pays increments and approach the problem of pay fixation from a totally different angle, suggesting a basis which does not depend upon the view taken about time-scales and increments; a basis which, in fact,

* The views expressed in this paper are those of the author and not of the Organisation or the Government to which he belongs.

(1) The words pay-commission and government are used interchangeably in this paper.

by an amount equal to $(A-a)(S-T)$ rupees represented by the rectangle $HQGJH$. We express the revised total salary that the employee will get, namely $A(S-T)$ rupees, by the form:

$$A(S-T) = a(S-T) + (A-a)(S-T) \dots\dots\dots (1)$$

$$= a(S-T) \left(1 + \frac{(A-a)}{a} \right) \dots\dots\dots (2)$$

We call $\frac{(A-a)}{a}$ the escalation factor and note that it has no relationship with T , the years of

past service. Further, in general, if an employee has s years of past service and therefore $S-s$ years of future service left, the revaluation of his total future payments is similarly equal to $A(S-s)$, which also can be written in the formula

$$A(S-s) = a(S-s) \left(1 + \frac{(A-a)}{a} \right) \dots\dots\dots (2A)$$

and if only these payments are considered, the revised yearly fixed salary to be paid to him for the future $(S-s)$ years is equal to A , which is independent of s .

2.7. Does the fact of pay-revision have any other implications for the serving employee and can he, as a result of them, ask for anything more than the above? In the next few paragraphs we address ourselves to the analysis of one very important implication of the pay-revision, which, perhaps, was not so far explicitly recognised.

Loss function

2.8. T years ago the job was considered worth a per year. If T is a reasonably long period — which in practice it could be since pay-commissions are not appointed every year — the consequence of this recognition of the increased worth of the job after an interval of T years should become clear. Obviously the worth of this job did not suddenly increase from a to A in a moment so that just before the date $t = 0$, it was a and on the date $t = 0$ it became A . The every fact that the pay-commission has revised the salary upwards from a to A would mean that the worth of the job was increasing progressively during the last T years, so that even though the job was worth more than a (but less than A) during any one of the last T years, the employee was paid at the yearly rate of a . Over the last T years therefore, the employee suffered a loss, its amount depending upon the path of change of the value a , T years ago, to A now ($t = 0$). For example, if the worth has been increasing uniformly over the T years, the

path would be the straight line PQ and the loss equal to the area of the triangle $PQH = \frac{(A-a) \cdot T}{2}$.

It is possible, by reviewing the past, to agree upon the path that was taken by the increasing worth of the job. The fact of the loss is not dependent upon the choice of the path though its magnitude will be and the latter can be calculated on the basis of the agreement reached on the particular path.

2.9. An important point to recognise is that it is not the serving employees alone who have suffered the loss. Any employee, who served for some period during the last T years, also has suffered a loss. Assuming for the sake of simplicity that the path is the straight line PQ , the general formula for the loss in the case of an employee who joined t_1 years ago from the reference date and left t_2 years ago can be written as (equal to area of the trapezium $DRV B$).

$$\left. \begin{aligned} L(t_1, t_2) &= \frac{1}{2T} (A - a) (t_1 - t_2) (2T - t_1 - t_2) \text{ for } t_1 \geq t_2 \geq 0 ; t_1 \leq T \\ &= \frac{1}{2T} (A - a) (T - t_2)^2 \text{ for } T \geq t_2 \geq 0 ; t_1 \geq T \end{aligned} \right\} \dots\dots (3)$$

The formula (3) shows that, subject to limits, longer the past service, greater the loss. Further, two important points to be noted are that (i) the loss is not directly proportional to the length of the past service, and (ii) that it depends upon the specification of time (apart from duration) when the service was performed. For example, putting $T = 10$ years, the loss suffered by a serving employee who joined 10 years ago is not twice but only 4/3 times that of a serving employee who joined five years ago. Similarly the loss suffered by an employee who served five years during the last 10 years is larger if the years are the more recent five years than when they are past. These conclusions emerge logically from the path of increasing worth from P

to Q . Lastly and quite obviously, the loss is directly proportional to the value $(A - a)$ i.e. the difference in the new and old rate and also increases with the increase in the time interval T , between two revisions.

2.10. We thus see that up to a limit, a serving employee with a longer past service has suffered a larger loss. The consideration of the past service is thus relevant only in regard to the loss function and *only if it is decided that the loss is made good through the salary payments over the remainder of the years of the serving employee's service* does the length of past service become relevant to the issue of pay-fixation. We however give later the reasons why it may not be appropriate to liquidate the loss through salary payments.

(ii) PASSAGE TO THE CASE OF TIME-SCALES AND INCREMENTS

2.11. The case of fixed salary was considered to introduce the two new ideas of (1) escalation of total future salary to be received and (2) the loss suffered on the past salary payments, and to show how the problem of pay fixation is resolved by taking recourse only to these two ideas. Before proceeding with the discussion of the real life situation of time-scales and increments, we shall dwell upon these two ideas a little more to make their extension to such a situation easily understandable.

Escalation of total salary to be received during the remainder of the service

2.12. We have seen earlier that in all cases, if the loss function is disregarded, the serving employee is paid for the remainder of the service at the fixed rate of A per year so that if he has x years of service left, he gets a total salary of Ax instead of ax which he would have received had the pay revision not taken place. We first note that in the fixed salary case the escalation factor $(A - a)/a$ is independent of x , the years of service left. It means that as soon as the new salary rate is revised, *in this particular case*, the escalation has come about instantaneously, and has no time dimension. Secondly, once the escalation factor is decided upon, the formula (2A) gives the revised *total* value of the salary to be received during the remaining period of service. Since the formula (2A) gives the total salary, we can free ourselves from the limitations of the fixed salary case and apply it even in the case of time-scales and increments. Expressed in this form the formula (2A) is capable of extension to the later case.

Loss suffered on past salary payments

2.13. The fact that in the very process of pay-revisions, only after long intervals of time, the loss factor is generated has been established by us. We have also seen earlier that those who have retired from service in the intervening T years have also suffered a loss for the same reason, and in their case the loss cannot be made good by payments through salary, though logically and to avoid injustice, such retired employees should also be compensated for the loss. Further, it should be recognised that the factor of loss stands on a different footing from the question of revaluation of future payments. The latter are directly related to the future years of service left and what in fact we do in their case is to find a rational way of revaluation of the rate of payment. The loss on the other hand *is not a rate but a total amount* and if it is decided to liquidate it through future salary payments, the rate of salary, given the amount of loss, will depend upon the years of service left for an employee. The latter is an uncertain factor because of the considerations of mortality, and secondly, it would complicate the whole question by bringing in the question of the *age of an employee* in deciding his pay-fixation. These considerations point out to the desirability that the loss be offset by different means (e.g. lumpsum payment, increase in gratuity) and the pay fixation done without considering it. We, however, provide the formula for calculation of loss in the case of time-scales.

2.14. However, as we would see shortly, even though we disregard the loss function we do not disregard the basic argument made earlier in para 2.8, which led to the recognition of the loss function, namely that the worth did not increase suddenly on the date $t = 0$, but was increasing in the past and use it in calculating the revaluation of the future payments. This is one important distinction between the fixed salary case and that of time-scales. In the former, the path of change of worth was material to the consideration of loss function but not to the consideration of revaluation of future payments. In the case of time-scales, the path of change of worth becomes material to the calculation of revalued future payments also.

(iii) THE CASE OF TIME-SCALES AND INCREMENTS

2.15. We now introduce the notations used in this paper and make some general observations about the pay-scales.

(i) Any pay-scale can be denoted by a set of numbers (a_1, a_2, \dots, a_S) written in such an order that the sequence a_1 to a_S is a sequence of non-decreasing generally different numbers, which give in that order the yearly salary in the pay-scale in different years 1 to S . Since, in actual practice, the monthly salary remains fixed during a period of a year at

at a time, the numbers can be taken to represent the monthly rate of salary in the particular year. Thus a_r can be taken to represent the monthly rate of salary in the r^{th} year. We shall always denote the old salary scale by small a 's and the revised salary scales by capital A 's i.e. (A_1, A_2, \dots, A_S) denotes the revised salary scale.

(ii) The letter S denotes an integer equal to the total span of the scale in years. We shall denote by s any intermediate number of years. For the sake of simplicity and clarity, we shall take that S also represents the total service span in the particular post. We assume here that both pay-scales have the same span S . If this is not so, we repeat the last value for that pay-scale for which the span is smaller as many times as necessary to make the total span of both pay-scales equal, so as to bring about comparability between the two pay-scales.

(iii) Let us denote by ${}_m a^*_r$ the total salary in the old scale for m years, starting with the salary stage a_r i.e.

$${}_m a^*_r = a_r + a_{r+1} + \dots + a_{r+m-1} \dots \dots \dots (4)$$

with $r + m - 1$ less than or equal to S .

There will be $\frac{S(S+1)}{2}$ such possible terms according to all possible values of r and m . For

fixed m , obviously, ${}_m a^*_r$ is a non-decreasing and mostly increasing function of r , and vice-versa. Further, when the last term on the RHS of (4) is a_S , we denote the LHS by a^*_r i.e.

$$(S - r + 1) a^*_r = a^*_r \dots \dots \dots (5)$$

A serving employee who has just entered the $(s+1)^{\text{th}}$ stage of pay in the old scale has $(S-s)$ years of service left and he would be paid in the old pay-scale the amounts $a_{s+1}; a_{s+2}; \dots a_S$ in successive years. The total salary that would be paid to him thus in the old pay-scale is equal to $a^*_{(s+1)}$. Further still, when $r = 1$, a^*_1 denotes the sum $a_1 + a_2 + \dots + a_S$, which, because of its special position we simply call a^* i.e.

$$S a^*_1 = a^*_1 = a^* \dots \dots \dots (6)$$

Thus a^* denotes the total salary during the entire span of service starting with the very first stage; a^*_r denotes the total salary starting with a_r during the remainder of the $S - r + 1$ years of the span of the scale. We similarly define ${}_m A^*_r, A^*_r$ and A^* in the case of revised salary scale A_1, A_2, \dots, A_S .

2.16. We make the transition from fixed pay to time-scales by observing simply that an employee who enters the service in the pay-scale (a_1, a_2, \dots, a_S) gets a total payment of a^* spread over S years in the manner represented by this sequence of non-decreasing amounts. Further we add the amounts a_1, a_2, \dots, a_S and use their total a^* in our arguments. Actually it can be argued that the payments are made over a time of S years and in order to add them one must either take their present value by discounting or take their maturity values at the end of the S^{th} year by adding appropriate compound interest. We do not do this to keep our approach free from unnecessary complications. We do not consider that to formulate the basis of pay fixation essentially requires the question of discounting or interest rates to be brought in.

2.17. When, therefore, the Government revises for a particular post the old scale of pay (a_1, a_2, \dots, a_S) to a new scale (A_1, A_2, \dots, A_S) , what, we say, it in fact does is to decide to pay the new recruits to that post a total salary of A^* (instead of a^*) spread over S yearly successive payments of A_1, A_2, \dots, A_S (instead of a_1, a_2, \dots, a_S). The total salary payment increases from a^* to A^* i.e.

$$\text{from } a^* \text{ to } a^* \cdot (1 + E) \dots \dots \dots (7)$$

$$\text{where } E = \frac{A^* - a^*}{a^*} \dots \dots \dots (8)$$

Thus the total salary has been revalued by the escalation factor E .

Steps to the solution

2.18. Considering the employee who has just reached the salary level a_{s+1} in the old scale on the reference date $t = 0$ we solve the problem of his pay fixation in the new scale in the following steps:—

Step I.—We find the total salary that remains to be paid to him during the remainder of the span of the old scale. This will be

$$a^*_{(s+1)} \text{ as stated in para 2.15}$$

Step II.—We obtain an appropriate escalation factor, apply it to $a^*_{(s+1)}$ and find out the revised value of the total salary that ought to be paid to him over the remainder of the service span of $(S - s)$ years in the revised scale; we denote this revised value by $R_{(s+1)}$.

Step III.—We find that value of $_{(S-s)}A^*$, which equals or comes closest to $R_{(s+1)}$.

Step IV.—Then A_r is the pay fixed for the employee in the new scale.

The procedure thus ensures that the employee will get in the new scale over the remainder of the span of his service, an amount equal to the revaluation of the total salary that he would have got in the old scale. The basic question is how should the revaluation of $a^*_{(s+1)}$ be done? What in other words should be the escalation factor? By answering this question, we solve the entire problem of pay-fixation.

2.19. An immediate solution suggests itself. Since the Government has revalued a^* to A^* we do the same and revalue $a^*_{(s+1)}$ to $a^*_{(s+1)} \cdot (1 + E)$, by using the same escalation factor E and carry out the steps III and IV above. Let us illustrate this. Suppose the old pay-scale was (200—20—780) and the revised pay-scale is (300—25—1025). In this case $S = 30$ years. Suppose on the reference date the employee has just entered the stage 600 i.e. he has put in 20 years of service and has 10 years of service left. A PP fixation will require his salary to be fixed at 800 ($= 300 + 20 \times 25$). Now

$$\begin{aligned} a^*_{21} &= 600 + 620 + \dots + 780 = 6900 \\ A^*_{21} &= 800 + 825 + \dots + 1025 = 9125 \\ a^* &= 200 + 220 + \dots + 780 = 14700 \\ A^* &= 300 + 325 + \dots + 1025 = 19875 \\ A^*/a^* &= 1.352 \quad E = 0.352 \end{aligned}$$

If we increase the balance of the salary of Rs. 6900 in the same ratio as a^* to A^* i.e. 14700 to 19875 i.e. by 35.2 per cent, we get the revised value R_{21} equal to 9329 which is greater than A^*_{21} ; and in order that the employee can get this total salary in the remaining 10 years of service, his pay will have to be fixed higher than 800 obtained by PP fixation! In fact in most cases, this approach will give more than a point to point fixation.† Apart from the fact that the point to point fixation is a faulty principle because it means that the actual revision of pay-scale is made applicable retrospectively to decide pay fixation on reference day, the more serious defect of this solution is that it does not take into account fully the implications of the revision of pay when time-scales are involved.

2.20. What has gone wrong above in applying the escalation factor E (35.2 per cent) to the balance of salary that remains to be paid in the old scale? It was seen that, in the case of fixed salary the increase a to A has been instantaneous i.e. it did not have any time dimension. In the case of time-scales, can we similarly say that the increase a^* to A^* is instantaneous? In fact the actual payments are expected to be over S years and what the pay commission has recommended is a system of payments over S years which results in an increase of E per cent over S years. The reason we got an absurd result above was that we applied the same proportionate increase assuming that it has no time-dimension and that it has come into effect almost instantaneously. The correct solution to the problem would therefore be found by taking cognizance of the fact that the escalation factor E is applicable over S years, starting from the reference date. We illustrate below in a simplified form, how this can be done as a first step towards exposition of our solution to the problem.

Simplified form of solution

2.21. Since the employee has $(S - s)$ years of service left, we apply only a part of the escalation factor E in proportion to the years of service left. Thus, since E is applicable over a period of S years, and the employee has $(S - s)$ years of service left, we apply $\frac{(S - s)}{S} \cdot E$ as the escalation factor and find $R_{(s+1)}$ by

$$R_{(s+1)} = a^*_{(s+1)} \left\{ 1 + \frac{(S - s) E}{S} \right\} \dots\dots\dots(9)$$

and find that $(S - s)A^*$, which is closest to $R_{(s+1)}$ and fix the salary at the corresponding A_r .

Thus in our above case, $S = 30$, $s = 20$, $E = 0.352$, $a^*_{21} = 6900$ and the revalued total salary that remains to be paid is equal to 7707 by using this formula. Since

$${}_{10}A^*_{16} = 7875 \text{ and } {}_{10}A^*_{15} = 7625$$

† Exceptions are the rare cases where the relative revision of pay is greater at the maximum of the pay-scale than that at the minimum.

we fix the salary of this employee at $A_{15} = 300 + 14 \times 25 = 650$. The formula (9) shows that when $s = 0$, that is when the employee is new (i.e. does not have any past service) his pay is fixed at the minimum of the new pay-scale as it should be.

Solution

2.22. We now make further refinements in our approach consistent with what the pay-commission has in fact done. We recognise that not only the total salary a^* has been escalated to A^* over S years, but also that this escalation has been brought about in a specific manner. That is, what the pay-commission has done is that, starting from the reference date, the specific stages in the old scale have been escalated to corresponding specific stages in the new scale *after* corresponding number of years. That is, we do not assume that the pay-commission has escalated a_r to A_r immediately on the reference date (this would tantamount to PP fixation). We see that essentially the recommendations of the pay-commission apply to the new recruits and the *earliest* time that they can be construed to be applicable will be by considering the case of the new recruit who joins the post on the reference date. This new recruit would have got, in the old scale, a salary of a_r , in the r^{th} year from *the reference date*, instead he will get A_r in that year.

2.23. We have shown the position in the figure-2 shown below:—

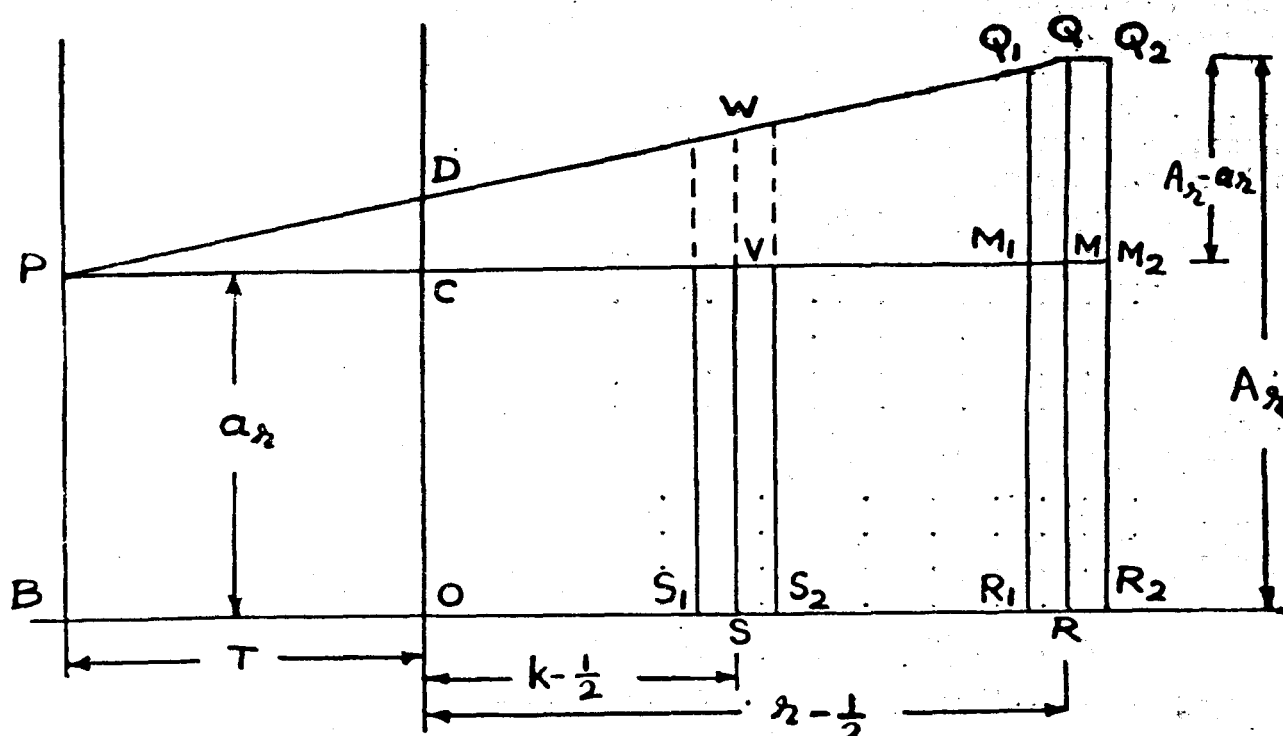


FIGURE 2

As before the horizontal axis is the time axis and the vertical axis shows the yearly rate of pay. The segment $R_1 R_2$ with its mid-point R shows the duration of the r^{th} year during which, the old rate of salary would have been a_r , represented by RM . The rectangle $R_1 R_2 M_2 M_1$ represents the total salary during the year. This also equals a_r , since $R_1 R_2 = 1$. Similarly $RQ = A_r$ represents the revised rate of salary at the r^{th} stage and $R_1 R_2 Q_2 Q_1$, the total salary during the year which for the same reason equals A_r . Since during the period of one year $R_1 R_2$, the rate of salary is uniform, we take the mid-point R , and the ordinates RM and RQ to represent the r^{th} year and the total payments a_r and A_r respectively.

2.24. We thus see that the yearly salary a_r has been increased to A_r during the r^{th} year from the reference date. As in the fixed salary case, we argue that though this increase, it is now recognised and decided, will take place during the period of the r^{th} year, *the process of increase started T years ago*. In the case of the fixed salary case, the actual increase a to A was effective on the reference date; in the case of time-scales and increments, though the increases a_r to A_r is recognized on the reference date, it is actually effective only *prospectively*, in the year r . The association of the time-dimension with the change $(a_1, a_2, \dots a_S)$ to $(A_1, A_2, \dots A_S)$ is the most important step necessary in passing on from the fixed salary case to that of time-scales.

2.25. Assuming that the process of increase a_r to A_r started T years ago, and will be completed in the r^{th} year from the reference date and assuming further, for the sake of simplicity, that the path of change is a straight line, this path is shown above by the straight line PQ , where the length of the ordinate $BP = a_r$ and $BO = T$ (years). Once the line PQ is established, the escalated value of a_r at any intervening point of time can be easily calculated.

2.26. Suppose, for example, a serving employee would have got, in the k^{th} year from the reference date, the salary a_r in the old scale. The escalated value of his salary can be obtained from the above figure, where $OS = k - 1$, $S_1 S_2 = 1$, and $OS = k - 1/2$, $SV = PB = RM = a_r$. We extend the ordinate SV upwards till it meets PQ at W . It is easily seen from the graph that

$$VW = \frac{T + k - 1/2}{T + r - 1/2} (A_r - a_r); k \leq r \quad \dots\dots\dots(10)$$

and the revised salary during the k^{th} year for this employee would be

$$\begin{aligned} SW &= SV + VW \\ &= a_r + \frac{T + k - 1/2}{T + r - 1/2} (A_r - a_r); k \leq r \quad \dots\dots\dots(11) \end{aligned}$$

The formula (11) can thus give for any serving employee the revised value of the salary, for every year of the remaining years of his service. Similarly (by using the negative values of $k \geq -(T - 1)$, and the value $k = 0$), formula (10) would also give the magnitude of loss on past payments.

2.27. We now proceed with the pay fixation of a serving employee who has just entered, on the reference date, the $(s + 1)^{\text{th}}$ stage in the old pay-scale. The total salary payable to him in the old pay-scale is:

- a_{s+1} in the first year after reference date
- a_{s+2} in the second year after reference date
-
- a_{s+k} in the k^{th} year after reference date
-
- a_S in the $(S - s)^{\text{th}}$ year after reference date

where $k = 1, 2, \dots (S - s)$ in general. Now we reevaluate *not* the total

$$a^*_{s+1} = a_{s+1} + a_{s+2} + \dots + a_{s+k} + \dots + a_{(S-s)}$$

but each of its individual components using the formula (11) and then add up these revaluated components to obtain the revaluated value of a^*_{s+1} i.e. $R_{(s+1)}$.

2.28. Now a_{s+k} is payable to the employee during the k^{th} year after the reference date, therefore putting $r = s + k$ in the formula (11) we get revaluated value of

$$a_{s+k} = a_{s+k} + \frac{T + k - 1/2}{T + s + k - 1/2} (A_{s+k} - a_{s+k}) \quad \dots\dots\dots(12)$$

by taking a total of the individual components corresponding to different values of $k = 1, 2, \dots (S - s)$ we get

$$\begin{aligned} R_{(s+1)} &= \text{Total of terms } \left\{ a_{s+k} + \frac{T + k - 1/2}{T + s + k - 1/2} (A_{s+k} - a_{s+k}) \right\} \\ &\quad \text{for } k = 1, 2, \dots (S - s) \\ &= a^*_{s+1} + \text{Total of terms } \left\{ \frac{T + k - 1/2}{T + s + k - 1/2} (A_{s+k} - a_{s+k}) \right\} \quad \dots\dots\dots(13) \end{aligned}$$

Having obtained $R_{(s+1)}$ we follow the steps of paragraph 2.18 to obtain the revised pay-fixation of the employee. The solution is illustrated by the example taken earlier.

2.29. The table shows the details of the calculations that are required to be done in the case of an employee considered in the example given in paragraph 2.19 who on the reference date has just entered the stage 600 in the old pay scale 200—20—780. Here, as before $s = 20$, $S = 30$, $a_{s+1}^* = a_{21}^* = 6900$. Column (2) shows the actual yearly salary he received during the past 10 years as well as what he would receive in the old scale in the remaining 10 years and column (3) the corresponding stages of the new pay-scale. The column (4) of the table shows the value $A_{s+k} - a_{s+k}$ and the column (5) the values of $(T+k-\frac{1}{2})/(T+s+k-\frac{1}{2})$ for $T = 10$, assuming that the last revision took place 10 years ago.

TABLE

$T = 10; s = 20$

k	a_{s+k}	A_{s+k}	$A_{s+k} - a_{s+k}$	$(T+k-\frac{1}{2})/(T+s+k-\frac{1}{2})$
(1)	(2)	(3)	(4)	(5)
-9	400	550	150	1/41
-8	420	575	155	3/43
-7	440	600	160	5/45
-6	460	625	165	7/47
-5	480	650	170	9/49
-4	500	675	175	11/51
-3	520	700	180	13/53
-2	540	725	185	15/55
-1	560	750	190	17/57
0	580	775	195	19/59
1	600	800	200	21/61
2	620	825	205	23/63
3	640	850	210	25/65
4	660	875	215	27/67
5	680	900	220	29/69
6	700	925	225	31/71
7	720	950	230	33/73
8	740	975	235	35/75
9	760	1000	240	37/77
10	780	1025	245	39/79

We are presently concerned only with the values in the lower half of the table i.e. from $k = 1, 2, \dots (10)$.

In order to find in this case R_{21} according to the formula (13), we have only to multiply Col. (4) by Col. (5) for $k = 1, 2, \dots 10$ respectively and add them up to get the second part of formula (13), a_{s+1}^* in this case being 6900. When this calculation is done, we find—

$$R_{21} = 6900 + 951 = 7851$$

and since $_{10}A_{15}^* = 7625$ and $_{10}A_{16}^* = 7875$ we fix the salary of this employee at $A_{16} = 300 + 15 \times 25 = 675$

An approximation

2.30. A quick and a very good approximation of the above calculation is available when the pay-scales are arithmetical progressions. This approximate formula, when the pay-scales are arithmetical progressions can be written in place of (13) as—

$$R_{(s+1)} = \frac{(2s) a_{s+1}^* + (2T + S - s) A_{s+1}^*}{(2T + S + s)} \dots\dots\dots (14)$$

$$= 7854 \text{ in the case considered above.}$$

2.31. The formula (14) contains some of the most important elements of our analysis. It shows that the revalued total future payments is a weighted average of (i) the total future payments that the employee would have received in the old pay-scale and (ii) those that he might have received in the new pay-scale on PP principle. It thus brings out pointedly that the revalued total future payments will always be less than or equal to those based on PP principle though the difference diminishes at the lower stages in the pay-scale. The equality holds only when $s = 0$ i.e. when the employee is a new entrant on the reference date. We also see from (14) that as T becomes larger, the relative weight of A_{s+1}^* increases, and the pay fixed moves nearer to that on PP basis. This means that, longer the interval between two revisions, closer will be the pay fixed to the PP fixation.

Calculation of the Loss

2.32. The calculation of loss is easily done by applying the formula (13) to the payments made in the past. That formula gives for every stage of salary a_r in the old scale *paid in any particular year*, the salary that ought to have been paid to him. The difference, namely the second component of (12), in the case of past payments measures the loss suffered. Thus an employee who just entered the stage a_{s+1} on the reference date, received a salary a_s during the preceding year, a_{s-1} a year before that etc. The loss suffered by him on the payment a_{s-k} in the $(k+1)$ th year ago, is given by putting only a negative value of k in formula (12), equal to

$$\frac{T-k-\frac{1}{2}}{T+s-k-\frac{1}{2}} (A_{(s-k)} - a_{(s-k)}) \dots\dots\dots (15)$$

for $k = 0, 1, 2$ etc. The maximum value of k depends upon the past service in the particular pay-scale ($a_1, a_2 \dots a_s$), but in any case it will not exceed $(T-1)$. An aggregation of (15) over all values of k gives the total loss suffered by the employee during the intervening years. Thus—

$$\text{LOSS} = \text{Total of } \frac{T-k-\frac{1}{2}}{T+s-k-\frac{1}{2}} (A_{(s-k)} - a_{(s-k)}) \dots\dots\dots (16)$$

for $k = 0, 1, 2, \dots T'$ where $T' \leq T-1$

and if the pay-scales are arithmetical progression, it can be represented by an approximate formula

$$\text{LOSS} = \frac{2T-(T'+1)}{2(T+s)-(T'+1)} \{ (T'+1) A^*_{(s-T')} - (T'+1) a^*_{(s-T')} \} \dots\dots\dots (17)$$

where $T' \leq T-1$ or $T'+1 \leq T$; and $s \geq T'+1$

The above form brings out some of the (mathematically) interesting properties of the loss function. For example, for a given value of T and s ; the factor outside the bracket *decreases* while the bracketed quantity increases as $(T'+1)$ i.e. past experience *increases*; as a result the amount of loss does not increase directly in proportion to the length of experience. Further, for a given value of T and T' , the factor outside the bracket *decreases* while the quantity inside the bracket increases with the increasing value of s the stage of the old scale just completed. The result generally is that the loss is maximum for the smallest value of s consistent with T and T' . Finally, for given s and T' the factor outside the bracket increases with T , while the bracketed quantity is not related to T . As a result longer the interval between pay-revisions, greater the loss.

2.33. Continuing the example we have taken earlier, we now look at the upper part of the table (above the line) which lists the payments made to the employee during past years. Here $T' = 9$ i.e. we assume that the employee was in service in the same post on the date of last revision and has thus $T = 10$ years of past service. Column (5) shows the value of the factor $(T-k-\frac{1}{2}) / (T+s-k-\frac{1}{2})$ for $k = -9$ to $k = 0$. The multiplication of column (4) and column (5) will yield the value of loss equal to 340†. If the approximate formula is used the loss will be equal to—

$$\frac{20-10}{2(10+20)-10} (1725) = \frac{10}{50} \times 1725 = 345$$

very close to the exact calculation.

2.34. If the employee had served in the pay-scale for a shorter period than T , it will be necessary to take the sum (16) only for those many years. Thus if the employee has served only for last 5 years, we consider, going above the line, only the first 5 values and using the approximate formula calculate the loss equal to—

$$(15/55) \times 5 \times 185 = 252.3$$

which is much larger than half the loss suffered by an employee with twice, i.e. 10 years of service. (The loss is nearly three fourths, as in the fixed salary case).

An approximate formula for directly fixing the pay

2.35. Now we give a formula which can be used when the old and new pay-scales are roughly arithmetical progressions of equal span. The formula gives directly the value of pay fixed, without the intermediary stages of finding $R_{(s+1)}$ and the other steps listed in para 2.18.

†We have so far not made distinction between monthly rate and yearly rate. Since in practice the pay-scale gives the monthly rate, the yearly rate is 12 times the monthly rate. Hence the actual loss equals $12 \times 340 = 4080$.

The proof that in the case of arithmetical progressions, it is a good approximation of the rigorous solution given in paragraph 2.27 to 2.29 can be established by elementary calculus and is omitted here. Shorn of the rationale behind the rigorous solution given in paragraphs 2.27 to 2.29 which it approximates, the formula will lose meaning and will appear to be arbitrary. It only provides rough and ready solution to the problem based on the rationale developed in this paper.

Approximate Formula

2.36. First we fix the revised pay corresponding to the last stage a_s . In this case $s = S - 1$, and by using the formula (12) with $k = 1$, we get after simplification the pay fixed for this case as—

$$a'_S = \frac{2(S - 1)a_s + (2T + 1)A_s}{2(T + S) - 1} \dots\dots\dots (18)^*$$

Let us denote generally by a'_r the revised pay corresponding to a_r ($r = 1$ to S). We have seen that for a new employee, the revised pay is A_1 i.e. $a'_1 = A_1$. We fix pay in the new pay-scale according to every intermediary stage in the old pay scale in an arithmetical progression between A_1 and a'_S . That is to say, revised pay fixation for a_r is given by

$$a'_r = A_1 + \frac{r - 1}{S - 1} (a'_S - A_1) \text{ for } r = 1, 2, \dots, S \dots\dots\dots (19)$$

and we take that stage in (A_1, A_2, \dots, A_s) which is nearest to a'_r and fix the pay of the employee at that stage.

2.37. To illustrate this by our earlier example; $S = 30$, $a_s = 780$, $A_s = 1025$, $T = 10$. Therefore we find by (18) $a'_S = 845.1$. Now we wish to fix the salary in the new-scale corresponding to the old stage of 600. Using formula (19) and noting $A_1 = 300$ and $r = 21$, we get the salary fixed at

$$a'_{21} = 300 + \frac{20}{29} (845.1 - 300) = 676$$

The nearest stage in the new scale is 675 and the salary is therefore fixed at 675 as before (see paragraph 2.30). In this manner we can fix the pay for all stages in the old pay-scale by taking $r = 1, 2, \dots, S$.

Solution in Actual Cases

2.38. The appendix illustrates our approach in the case of three Government of India pay-scales. Its tables show the pay-fixation according to the III Central Pay Commission and the rigorous solution and the approximate Formula of this paper. One must note, while comparing the results, that the Commission rounded off the result to the next higher stage as against the nearest stage in our solutions. The merger of the dearness allowance (DA) in the basic pay creates complication in this case which is resolved by deducting it from the revised scale for ensuring comparability. The alternative of adding DA to the old pay-scale for comparability, would not be valid (though the results would not be materially different) as the situation would not then conform to the basic assumption of this paper that the "pay-scale" did not change during the period in between the two revisions. The tables show that our approach does not lead to totally and systematically different pay-fixations and its results are in fact free from erratic jumps inherent in the arbitrary solutions of the Pay Commission.

SECTION III: SUMMARY AND CONCLUSION

3.1. Without taking recourse to the usual questionable assumptions about why increments are paid, we have given above the solution to the problem of initial pay-fixation of a serving employee in the revised pay-scale. First, in order to solve the problem, we consider the total salary payments that remain to be made in the remaining span of old scale of the serving employee rather than the particular stage in the pay-scale. Secondly, we note that the recommendations of the Pay Commission apply basically to the new recruits who alone benefit fully from the escalation of the total salary inherent in them.

*Which further yields the approximate but very simple formula $a'_S = \frac{Sa_s + TA_s}{S + T} \dots\dots\dots (18A)$

Thirdly, the escalation suggested by the Commission, we note, is not instantaneous but prospective as it works itself out over the time-span of the scale. Fourthly, since full escalation cannot apply to a serving employee, we have to determine the appropriate escalation factor by which his total salary (in the old scale) in the remainder of the span of the old scale should be increased. Fifthly, to determine this escalation factor we postulate a path of growth in the value of the employee's worth at a particular stage from the date of last pay revision to the prospective date when the present pay-commission's recommendation for that stage becomes effective. On the basis of this path, we work out the escalated value mentioned above and fix the salary at such a stage in the new scale that in the same number of years that remained in the old scale he would get in the new scale in aggregate this total amount. This in essence is the solution of the problem. The consequence of a postulated path of growth is the explicit recognition of the fact that the serving employee as well as those who retired in the intervening years between the two revisions have suffered a loss. We show that the length of past service is relevant only to the consideration of the loss. We analyse carefully the nature of the loss function and suggest that the loss may be liquidated by a form of a lump-sum payment and not through salary and thus the loss and by implication the past service would not have bearing on the pay-fixation. We also emphasize that the essential elements of our rationale do not depend upon the particular path of growth chosen. Before, however, concluding this paper certain related issues will be dealt with in the following paragraphs.

Tables of Pay-Fixation

3.2. By the formulae developed in this paper, it will be possible to determine the initial pay-fixation in the revised pay-scales corresponding to every one of the stages of the old pay-scale and to publish alongwith the new pay-scales tables showing these pay-fixations for all old pay scales. This will take away the job of pay-fixation from the administrative sections of the individual offices and will also do away completely with the delays involved in the pay-fixation.

The choice of old and new scales

3.3. To exercise the choice given to opt for the new scale, presently perhaps because the rules of pay-fixation appear rather, arbitrary, every serving employee is required to work out for himself where the advantage lies. Since, if the principles suggested in this paper are accepted, every serving employee stands to benefit, he would not postpone his decision to move over to the new pay-scale and thus lose a part of his advantage.

Cost to Government due to rules of Pay Fixation

3.4. As explained in the background to this paper, the Pay Commissions have been always bringing in the question of cost to the Government at the stage of giving their recommendations on the principles or formulae for fixation of the initial pay of the serving employee in the new pay-scales. If the logic of this paper has been carefully followed, it would be clear that once, considering all the relevant factors, the Pay Commission recommends the revised pay-scale for a post, the question of fixing initial pay of a serving employee in that post in this revised pay-scale gets automatically determined. In our view, therefore, the Pay Commission should take into account the cost to Government at the very stage of recommending the new scale knowing fully that a certain principle of pay-fixation has to be followed. The question of following this principle could not be made dependent on its implications in terms of cost to Government or the particular pay-scales the pay-commission recommends. Once the question of acceptance of the principles of pay fixation is delinked from the aspect of the cost to Government, it will help dispel the doubts on the part of the employees that the pay-fixation formula somehow manages to prevent them from getting their due share of the benefits flowing from the pay-revision.

Conclusion

3.5. It is not expected that in human affairs mathematical solutions would always be found adequate. The paper does not profess to lay down strict and inviolable mathematical principles of pay-fixation. The author is aware that in such matters rationality may not always be a commonly acceptable quality. However, it would be generally agreed that the process of reaching the settlement on such ticklish issues could be helped if some rational principles could be found on the basis of which, ideally atleast, the problem could be resolved ;

and in this belief the present paper has been written. It is true that the observance of the principles proposed here may lead logically to such decisions which, in exceptional situation, may appear harsh and attract intervention of arbitrariness to mitigate the apparent injustice caused by these principles. This would however be beyond the ambit of this paper. The orientation all along in this paper has been to search for a rational basis on which the employee can justifiably demand fixation of his initial pay in the revised pay-scale. It is conceivable that the Government may give more than what the employee can rationally ask for.

Acknowledgements

3.6. The question of finding a rational basis for a solution to the problem of pay-fixation in the revised scale was posed to the author by Mr. P. D. Kasbekar, Member, Maharashtra Pay Commission (1975-76). The author takes this opportunity to record his thanks to Mr. Kasbekar for referring this challenging and important problem to him and for a number of discussions on the first draft of this paper. The author also wishes to thank Mr. M. V. Aphale, Senior Research Officer in his organisation for help in the computational work and also for providing the author with the necessary background of how the pay commissions and the governments have so far dealt with this question. Finally the author's thanks are also due to Miss Saraswathi Rao for competently typing the manuscripts.

APPENDIX

1. We illustrate in this appendix the approach suggested by us in the case of three pay-scales of the Government of India services. The results of pay fixation obtained by the solutions given by us—both the rigorous one and the approximate one, and the pay fixation according to the III Central Pay Commission are shown in the three tables which follow. The III Central Pay Commission recommended pay-scales which were inclusive of dearness allowance (DA) which was payable on the eve of the date of reference on the old *basic pay*. The old pay-scales obviously related to the *basic pay* (on which DA was payable). In order to make the two pay scales comparable before we adopt our approach, DA has been calculated at the rates existing on the eve of the reference date, and has been deducted from the new scale recommended by the Pay Commission to obtain the new scale of *basic pay* comparable with the old one. The Pay Commission, we show, in effect made the changes in the basic pays as shown by this calculation. The new pay-scales, thus reworked to show the basic pay, are given in column (3) of the tables.

2. Inevitably there are some "lumps" in the series thus calculated because the rate of DA was not a smooth function of the basic pay on the eve of the reference date. For example, in the case of the Lower Division Clerk, the basic pay plus DA, in whole rupees, jumped from 288 to 313 and there was no in-between stage of 296, 302 etc which appear in the new pay-scale. (This happened because the DA on Rs. 149 of basic pay was Rs. 139 giving a total of 288 and it jumped to Rs. 163 on the basic pay of Rs. 150 giving a total of 313). This difficulty has been resolved by notionally attaching values labelled as 149(a), 149(b), 149(c) and 149(d) corresponding to the stages 290, 296, 302 and 308 of the revised pay-scale and using the value 149 in the calculations for all these four values. In effect, though in the new pay scale recommended by the Pay Commission the pay increases from 290 to 308, in terms of the old *basic pay*, there is hardly any change.

3. After the rigorous solution shown in column (4) is worked out by using the comparable pay-scales relating to basic pays, shown in columns (2) and (3), the DA is added at the rates prevalent on the eve of reference date to obtain the pay-fixation in the actual pay-scale recommended by the Pay Commission. While doing this we reckon labels (a), (b) etc. to distinguish between the different stages of the new pay-scale to which the pay fixed in column (4) corresponds. The solution is shown in column (5) and the pay-fixation done by the Central Pay Commission in column (6). column (7) shows the results by application of the approximate formula, though in these cases, for obvious reasons, that formula is strictly not applicable.

4. The comparison of the results obtained by the rigorous formula with those actually recommended by the Central Pay Commission shows that there are no systematic differences between the two. But the jumps resulting from the Central Pay Commission's recommendations (for example from 302 to 334 in the case of the LDC) are avoided in the solution given by us. It should further be noted that the Pay Commission rounded off the result to the next higher stage, while, consistent with the mathematical nature of our solution we have rounded it off to the nearest stage in every case.

TABLE 1

Post : Junior Clerk

Old Scale : 110—3—131—4—155—E.B.—4—175—5—180

New Scale : (a) 260—6—290—E.B.—6—326—8—366—E.B.—8—390—10—400.

(b) Pay scale excluding D.A. (column 3)

Year	Old Scale	Point to Point *	Pay fixation according to			
			Rigorous Solution †	Rigorous Solution + Current D. A.	III Central Pay Commission	Approximate Formula ‡
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	110	121	121	260	266	260
2	113	127	127	266	272	266
3	116	133	133	272	272	272
4	119	139	133	272	278	272
5	122	145	139	278	278	278
6	125	149(a)	145	284	284	284
7	128	149(b)	149(a)	290	284	290
8	131	149(c)	149(b)	296	290	296
9	135	149(d)	149(b)	296	290	296
10	139	151	149(c)	302	296	302
11	143	157	149(d)	308	302	308
12	147	163	151	314	302	314
13	151	171	157	320	334	320
14	155	179	163	326	334	320
15	159	187	163	326	342	326
16	163	195	171	334	342	334
17	167	203	179	342	350	334
18	171	209(a)	179	342	350	342
19	175	209(b)	187	350	358	342
20	180	209(c)	187	350	358	350
21	180	209(d)	195	358	358	358

*The new scale (point to point) shown in Col. 3 is excluding the D. A. current on the eve of the recommendations of the Pay Commission.

†Pay fixation pertains to the scale shown in Col. 3.

‡Before application of this Formula DA is added to the Old Pay-scale to make it comparable.

TABLE 2

Post : Class II

Old Scale : 350—25—500—30—590—E.B.—30—800—E.B.—30—830—35—900

New Scale : (a) 650—30—740—35—810—E.B.—35—880—40—1000—E.B.—40—1200

(b) Pay scale excluding D.A. (column 3)

Year	Old scale	Point to Point *	Pay fixation according to			
			Rigorous Solution †	Rigorous Solution + current D. A.	III Central Pay Commission	Approximate Formula ‡
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	350	440	440	650	650	650
2	375	466	466	680	650	680
3	400	496	496	710	650	710
4	425	550	496	710	680	740
5	450	595	550	740	710	740
6	475	630	595	775	740	775
7	500	665	595	775	775	810
8	530	700	630	810	775	845
9	560	740	665	845	810	845
10	590	780	700	880	810	880
11	620	820	700	880	845	920
12	650	860	740	920	880	920
13	680	900	780	960	920	960
14	710	940	820	1000	960	1000
15	740	980	820	1000	960	1000
16	770	1040	860	1040	1000	1040
17	800	1040	900	1080	1040	1080
18	830	1040	900	1080	1080	1080
19	865	1040	940	1120	1120	1120
20	900	1040	980	1160	1160	1120

*The new scale (point to point) shown in Col. 3 is excluding the D. A. current on the eve of the recommendations of the Pay Commission.

†Pay fixation pertains to the scale shown in Col. 3.

‡Before application of this Formula DA is added to the Old Pay-scale to make it comparable.

TABLE 3

Post : Class I

Old Scale : 700—40—1100—50/2—1250

New Scale : (a) 1100—50—1600

(b) Pay scale excluding D.A. (column 3)

Year	Old Scale	Point to Point *	Pay fixation according to			
			Rigorous Solution †	Rigorous Solution + Current D. A.	III Central Pay Commission	Approximate Formula ‡
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	700	920	920	1100	1100	1100
2	740	970	970	1150	1100	1100
3	780	1040	970	1150	1100	1150
4	820	1090	1040	1200	1100	1150
5	860	1140	1040	1200	1100	1200
6	900	1190	1090	1250	1150	1200
7	940	1240	1090	1250	1200	1250
8	980	1350	1140	1300	1250	1250
9	1020	1400	1140	1300	1250	1250
10	1060	1450	1140	1300	1300	1300
11	1100	1500	1190	1350	1350	1300
12	1100	1500	1190	1350	1350	1350
13	1150	1500	1190	1350	1400	1350
14	1150	1500	1240	1400	1400	1350
15	1200	1500	1240	1400	1450	1400
16	1200	1500	1350	1450	1450	1400
17	1250	1500	1350	1450	1500	1450
18	1250	1500	1350	1450	1500	1450

*The new scale (point to point) shown in Col. 3 is excluding the D.A. current on the eve of the recommendations of the Pay Commission.

†Pay fixation pertains to the scale shown in Col. 3.

‡Before application of this formula DA is added to the Old pay-scale to make it comparable.

ANNEXURE II

TABLE I

Police Constable (Mofussil)

Existing Scale : Rs. 90—2—96—3—120

Revised Scale : Rs. 220—5—250—7—285—10—325—Extn.—7—360

Stage	Basic pay	Basic pay + D. P.	New scale	Arithmetical progression at Rs. 3·75 per year	Pay fixation in the new scale	Pay fixation after adjustments
1	2	3	4	5	6	7
1	90	202	220	220	220	220
2	92	204	225	223·75	220	220
3	94	206	230	227·50	225	225
4	96	208	235	231·25	230	230
5	99	211	240	235	235	235
6	102	214	245	238·75	235	235
7	105	217	250	242·50	240	240
8	108	220	257	246·25	245	245
9	111	250	264	250	250	250 + 15 pp
10	114	253	271	253·75	250	257 + 11 pp
11	117	256	278	257·50	257	257 + 14 pp
12	120	259	285	261·25	257	264 + 10 pp
13	120	259	295	265	264	264 + 10 pp
14	120	259	305	268·75	264	264 + 10 pp
15	120	259	315	272·50	271	271 + 3 pp
16	120	259	325	276·25	271	271 + 3 pp
17	120	259	332	280	278	278
18	120	259	339	283·75	278	278
19	120	259	346	287·50	285	285
20	120	259	353	291·25	285	285
21	120	259	360	295	295	295

TABLE II

Junior Technical Assistant (in Govt. Photo Registry, Poona)

Existing Scale : Rs. 95 fixed.

Revised Scale : Rs. 250—7—285—10—385—Extn.—7—420

Stage	Basic pay	Basic pay + D.P.	New scale	Pay fixation in the new scale	Pay fixation after adjustments
(1)	(2)	(3)	(4)	(5)	(6)
1	95	207	250	250	} Same as in Column 5.
2	95	207	257	250	
3	95	207	264	250	
4	95	207	271	250	
5	95	207	278	250	
6	95	207	285	257	
7	95	207	295	257	
8	95	207	305	257	
9	95	207	315	257	
10	95	207	325	257	
11	95	207	335	264	
12	95	207	345	264	
13	95	207	355	264	
14	95	207	365	264	
15	95	207	375	264	
16	95	207	385	271	
17	95	207	392	271	
18	95	207	399	271	
19	95	207	406	271	
20	95	207	413	271	
21	95	207	420	278	

TABLE III

Junior Instructor : Rs. 135—5—170—6—200—8—240—10—290

Senior Instructor : Rs. 220—10—280—15—430

Revised scale : Rs. 365—15—500—20—660—Extn.—15—735

Stage (1)	Basic pay (2)	Basic pay + D. P. (3)	New scale (4)	Pay fixation in the New scale (5)	Pay fixation after adjustments (6)
1	135	274	365	365	365
2	140	279	380	365	365
3	145	284	395	380	380
4	150	313	410	380	380
5	155	318	425	395	395
6	160	323	440	410	410
7	165	328	455	410	410
8	170	333	470	425	425
9	176	339	485	440	425 + 14 pp
10	182	345	500	440	440
11	188	351	520	455	440 + 11 pp
12	194	357	540	455	455
13	200	363	560	470	455 + 8 pp
14	208	371	580	485	470 + 1 pp
15	216	412	600	485	485
16	220	416	620	500	500
17	230	426	640	500	500
18	240	436	660	520	520
19	250	446	675	520	520
20	260	456	690	540	540
21	270	466	705	540	540
22	280	476	720	560	560
23	295	491	735	560	560
24	310	506	735	580	580
25	325	521	735	580	580
26	340	536	735	600	600
27	355	551	735	600	600
28	370	566	735	620	620
29	385	581	735	620	620
30	400	610	735	640	640
31	415	625	735	640	640
32	430	640	735	660	660

CHAPTER 11

REVIEW OF SPECIAL PAYS

11.1. Under our terms of reference we are required to "review Special Pays sanctioned in various Offices and establishments under Government and Zilla Parishads and make recommendations for the abolition or further continuance at the existing, enhanced or reduced rates". Since the terms of reference specifically refer to existing special pays, we have presumed that we are not expected to deal with proposals for grant of special pays in new cases. In any case, the principles on the basis of which we shall be dealing with existing cases, can serve as adequate guidance for the authorities concerned in Government to deal with the new proposals, if any expeditiously.

11.2. Bombay Civil Services Rule 9 (49) defines Special Pays as an addition, of the nature of pay, to the emoluments of a post or of a Government servant granted in consideration of —

- (a) specially arduous nature of duties ; or
- (b) a specific addition to the work or responsibility.

In one of the questions included in our Questionnaire we had invited comments regarding the suitability or otherwise of the existing criteria for grant of special pays. From the replies to the questionnaire we have found that the criteria laid down for grant of special pays have by and large been found to be suitable and do not call for any modifications. Even under Central Government's rules the same criteria are being followed for grant of special pays. Subject to certain clarifications which we will be making in a later paragraph, we propose to follow these criteria broadly for the purpose of the review.

11.3. In our Circular letter dated 2nd July 1975 we had requested all Heads of Departments to forward to us full details of all special pays drawn by the employees under them together with detailed reasons for grant of the special pay in each case. The replies received from the Heads of Departments show that there are as many as 75,814 cases of special pays distributed in the various Departments as under:

Number of Posts carrying Special Pays in different Departments

Serial No.	Department	Class I	Class II	Class III	Class IV	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Agriculture and Co-operation Department ..	63	23	687	2	775
2	Education and Youth Services Department ..	57	29	811	26	923
3	Food and Civil Supplies Department ..	..	10	89	..	99
4	Finance Department ..	1	99	462	8	570
5	General Administration Department ..	7	16	232	5	260
6	Home Department ..	99	485	65,688	1	66,273
7	Industries, Energy and Labour Department ..	28	18	217	117	380
8	Irrigation Department ..	51	125	532	1	709
9	Law and Judiciary Department ..	31	9	187	85	312
10	Maharashtra Legislature Secretariat ..	..	1	..	..	1
11	Planning Department ..	2	30	17	..	49
12	Public Works and Housing Department ..	33	123	128	..	284
13	Rural Development Department ..	3	9	321	..	333
14	Revenue and Forest Department ..	11	17	796	3	827
15	Social Welfare, Cultural Affairs, Sports and Tourism Department ..	3	6	28	1	38
16	Urban Development and Public Health Department ..	27	915	3,039	..	3,981
Total ..		416	1,915	73,234	249	75,814

11.4. On going through the replies received from the Heads of Departments, we have found that broadly there are two types of cases viz. (i) cases of special pays admissible under the general orders of Government, and (ii) cases of special pays drawn on the basis of Government orders specially issued in each case. For the sake of convenience we will first deal with the special pays admissible under the general orders of Government.

11.5. *Special pays for handling cash.*—Under the orders issued in 1962 special pay at the following rates is admissible to Government servants who are required to handle cash:—

Amount of the average monthly cash disbursed	Rate of special pay per month
Upto Rs. 4,000	Rs. 5
Rs. 4,000 to Rs. 20,000	Rs. 15
Rs. 20,000 to Rs. 50,000	Rs. 25
Rs. 50,000 to Rs. 1 lakh	Rs. 35
Over Rs. 1 lakh	Rs. 40

These orders were reviewed by Government in 1970 and continued with the modification that no special pay should be granted where the monthly average amount of cash handled is Rs. 1,000.

11.6. These orders for payment of special pay for handling cash were based on the similar orders of the Central Government. The rationale of these orders is that handling of cash, which involves counting and custody of currency and coins, entails constant tension and a sense of risk. The persons concerned are required to furnish some kind of security. Since this somewhat disagreeable function of cash handling is required to be performed not by a whole cadre but by a few members of it only, there is an understandable unwillingness to get assigned these cash handling posts unless there is some compensation in the form of a special pay. We consider these premises as sound and we agree that special pay should be continued for handling of cash. We are not unmindful of the fact that there are some other jobs which may be said to involve more or less the same kind of risk (e.g. handling of stores, handling of stamps) and that no special pay is permitted in their case. We are however satisfied that the risk involved in the handling of cash is quite different both in its nature and extent, from whatever risk there is in handling goods. We accordingly recommend that the special pay granted for handling cash may be continued subject to the modifications suggested below:—

(i) We have observed from the replies received from Heads of Departments that in some cases special pay is being paid even when cash is handled by higher level ministerial staff like Head Clerks and Superintendents. We are of the opinion that in the supervisory levels, the onerousness of cash handling gets relatively blunted as a special feature in as much as all duties at supervisory levels are expected to be by and large onerous. We therefore suggest that special pay for handling cash should be admissible only at the level of Junior Clerks and Senior Clerks. In this connection, we may point out that under the Government of India orders, cash is handled and special pay drawn by Junior Clerks, Senior Clerks and Assistants only.

(ii) We feel that the present limit of Rs. 1,000 p.m. below which cash handling is considered routine and therefore not deserving of special recognition, is too low. We recommend that this limit be raised to Rs. 25,000 per annum. We also do not consider it necessary to have a multiplicity of rates as at present based on the amounts of cash handled. We recommend a uniform rate of Rs. 25 p.m. provided the cash handled is not less than Rs. 25,000 per annum and regardless of the status of the post.

11.7. *Cashiers in the Departments of the Mantralaya.*—A special pay of Rs. 50 p.m. is admissible to the Cashiers (who are appointed from the cadre of Junior Clerks) in the Departments of the Mantralaya under the orders issued in 1946. The reasons given for grant of a special pay of this size is that these Cashiers have to handle large cash which in some cases exceeds Rs. 2 lakhs per month. In the preceding para. we have already dealt with special pays which are being drawn for handling cash. We do not see any reason for differentiating the Cashiers in the Departments of the Mantralaya from others. We accordingly suggest that our recommendation in the preceding para. should apply in this case also.

11.8. *Cash Accountants in the Departments of the Mantralaya.*—Under the orders issued in 1964 special pay equal to 20 per cent. of the grade pay subject to a maximum of Rs. 50 was sanctioned to the Assistants in the Departments of the Mantralaya who were working as

Cash Accountants. This special pay came up for review in 1970 when it was decided to continue it at a flat rate of Rs. 50 p.m. The justification given for this special pay is that whereas other sections in the Departments of the Mantralaya are headed by a Superintendent or Section Officer the Cash Section is headed by an Assistant who is called a Cash Accountant. The special pay is thus on account of the supervisory function of the Cash Accountant. This cannot be considered a special feature because there is nothing unusual about an Assistant overseeing the work of Clerks and Cash Sections are manned by clerks only. If the degree of supervision involved is considered beyond what can be reasonably expected from an Assistant the remedy would be an upgradation of the post and not the grant of a special pay. We accordingly recommend discontinuance of the special pay granted to the Cash Accountants.

11.9. *Bill Accountants in the Departments of the Mantralaya.*—Under the orders issued in 1964 a special pay of Rs. 20 p.m. is admissible to the Lower Division Clerks in the Departments of the Mantralaya, who work as Bill Accountants in the Cash Sections. These Bill Accountants attend to routine accounts matters like preparation of pay bills, Travelling Allowance bills etc. under the guidance and supervision of the Cash Accountant. In the offices outside the Mantralaya there is no specially designated category corresponding to the Bill Accountants and the type of work handled by the Bill Accountants in the Mantralaya is handled there by ordinary Clerks without any special pay. On merits we see nothing special in the work of bills etc. We therefore recommend that special pay granted to the Bill Accountants in the Mantralaya may be discontinued.

11.10. *Accounts Clerks.*—Special pay at different rates was being drawn by Junior Clerks in the offices of certain Heads of Departments working as Accounts Clerks. This special pay came up for review in 1970 when it was decided to continue it at a uniform rate of Rs. 20 p.m. The accounts work entrusted to these Clerks is of a routine nature the like of which in many offices (e.g. District Treasuries) is being handled by ordinary Clerks without any special pay. In our view all routine accounts work legitimately forms part of duties of a Junior Clerk and there is no justification for grant of any special pay for this work. We accordingly recommend that the special pay drawn by the Accounts Clerks should be discontinued.

11.11. *Pension Clerks.*—Under the orders issued in 1957 trained Clerks attached to Collectorates etc. for dealing with pension cases were granted a special pay of Rs. 15. The special pay was reviewed in 1970 and continued temporarily. We understand that on a further review it has been decided to abolish this special pay. A few instances where the special pay is still being drawn have, however, been reported to us. We do not know justification for such continuance and suggest it may be discontinued in these cases also.

11.12. *Typists in the Departments of the Mantralaya.*—Typists in the Departments of the Mantralaya and few allied offices are in receipt of a special pay of Rs. 15 under the orders issued in 1949. We have already dealt with this special pay while considering the pay-scale of Typists. In our scheme, there will be no room for any special pay for Typists.

11.13. *Marathi Typists.*—Under the orders issued in 1965 a special pay of Rs. 10 p.m. was sanctioned to Marathi Typists. This special pay has since been reclassified as "personal pay". Though our terms of reference do not cover personal pay as such, in this particular case, it is the nature of special pay which on merits we are unable to accept, specially in view of the higher scale of pay which we are proposing for Typists. This may therefore be discontinued.

11.14. *Head Typists.*—Head Typists in the Departments of the Mantralaya and a few offices outside, are in receipt of a special pay of Rs. 30. We have separately recommended that posts of Head Typists should be brought on a higher scale of pay inclusive of special pay.

11.15. *Confidential Clerks.*—A special pay of Rs. 20 is admissible to Lower Division Clerks in the Departments of the Mantralaya working as Confidential Clerks. The Clerks have to perform the same miscellaneous types of duties as are performed by other Clerks such as receipt and dispatch and keeping movement record of papers, the only difference being that the papers handled are confidential. In our opinion the mere fact that the papers handled are of a Confidential nature does not make the task of the Clerk more difficult or add to his responsibilities. We therefore recommend abolition of special pay granted in these cases.

Special pays sanctioned under specific orders of Government

11.16. These special pays are supposed to be sanctioned on the basis of one or the other of the two criteria laid down in Bombay Civil Services Rules 9 (49) as referred to above. These criteria are —

- (i) that the duties attached to the post are of a specially arduous nature, or
- (ii) that there has been a specific addition to the work or responsibility of the employee.

(ii) above is a clear enough criterion and the posts qualifying under this criterion can be easily identified. Conspicuous examples of specific addition to the work are :—

- (a) Teachers in J. J. School of Art and Institute of Printing Technology attending to additional duties connected with evening classes ;
- (b) Clerical staff in the Office of Chief Metropolitan Magistrate which has to attend to the clerical work of Executive Magistrates beyond office hours.
- (c) Darwans in Mantralaya, who have to render extra hours of work.
- (d) Members of Ministers' establishment who have to render extra hours of work.

The clearest examples of cases entailing a specific addition to the responsibility as compared with that of other members of the respective cadres are those of the posts of Under Secretary and above, when manned by officers drawn from other offices and services.

11.17. The expression "specially arduous" in criterion (i) above is, in our opinion, somewhat ambiguous and it would be desirable to spell it out in more concrete terms. We suggest that the duties of a particular post should be considered as "specially arduous" if one or the other of the following three conditions is satisfied :—

(a) Where the duties of certain posts in a cadre are of a non-routine nature which call for a special aptitude or ability in addition to the usual assortment of qualities expected in the cadre as a whole, and therefore, there has to be a selection. Examples are ; posts in C.I.D. where police personnel have to be specially selected for a flair for detection work ; posts connected with working plans in the Forest Department where Forest Officers are required to be specially selected for aptitude for analytical work ; posts in the Designs Circle in the P.W.D. where engineers are specially selected for their relatively better grasp over engineering theory ; posts in the Maharashtra Engineering Research Institute where engineers of the Irrigation Department are specially selected for their aptitude for research work ; certain Trainer posts under the Commandant General, Home Guards for which members of the police force are specially selected for their aptitude for training duties etc.

(b) Where the duties of certain posts in a cadre have some conspicuously disagreeable features necessitating grant of some kind of incentives. Examples are ; certain posts connected with Leprosy Control work which are borne on the Class II cadre of the Directorate of Health Services ; certain posts of Liftman in the Mantralaya where the doors have to be manually operated etc., and

(c) Where certain members of a cadre are required to work outside their parent department and there is a recognisable difference in the nature or some other aspect of the work involved which can be considered as a potential handicap as compared to the job in the parent Department.

In our opinion, mere change of department or office would not be a sufficient justification for a special pay if the nature of work remained the same. Thus accounts personnel who form a common cadre under the Directorate of Accounts and Treasuries should not qualify for special pay even if they may have to work in different departments because there is no significant difference in the nature of the work done by them. Likewise, personnel from the Directorate of Economics and Statistics working in different departments would still be doing the same kind of work as they would have done in the parent department and, therefore, they too should not qualify for special pay. In the Mantralaya also, there are certain posts outside the usual Mantralaya hierarchy and, therefore, carrying non-Mantralaya designations which are filled by officers from the various State Services. Here also, the nature of work does not change substantially. There is not only no potential handicap, here but such postings are considered as opportunities not to be missed. In their case also, there should be no special pay. On the other hand, a P.S.I. (Wireless) having to work in the Forest Department under superiors of another hierarchy and without the benefit of advice from his own superiors should, in our opinion, receive a special pay. The same applies to a Deputy Engineer having to work in similar conditions in the Directorate of Tourism.

11.18. Special pay is sometimes sanctioned for a whole cadre in lieu of a higher pay-scale. In our opinion, one of the objectives of rationalisation is to eliminate such cases by fitting them into appropriate pay-scales. We have already done this. So far as the remaining cases of special pays sanctioned under specific orders of Government are concerned, we have gone through them carefully and our recommendations are shown in the accompanying statement.

11.19. There is at present no uniformity in the rates of special pays given in individual cases. We feel that as between two employees drawing pay in the same scale there should be uniformity in the rate of the special pay, except where a different rate is considered necessary for special reasons. We have tried to rationalise the rates of special pay by suggesting uniform rates as shown below :—

Grade	Rate of special pay per month	Grade	Rate of special pay per month
1 } 2 } 3 }	Rs. 20	13 } 14 } 15 }	Rs. 75
4 } 5 } 6 }	Rs. 25	16 } 19 }	Rs. 100
7 } 8 } 9 }	Rs. 35	22 } 23 }	Rs. 150
10	Rs. 50	25	Rs. 200
11 } 12 }	Rs. 60		

In the case of Class I Officers brought to the Mantralaya as Under Secretaries and Deputy Secretaries, we have however, retained the existing rates of special pay viz. Rs. 150 in the case of Under Secretaries and Rs. 200 in the case of Deputy Secretaries as these appointments are tenure appointments and the rates of special pay have been fixed on the basis of those admissible to I.A.S. Officers when appointed to these posts. Similarly, in the case of Class I Officers brought on the Ministers' establishment, as Private Secretaries, we have recommended a special pay of Rs. 150 to which they would have been entitled if they were to come to the Mantralaya as Under Secretaries. We have recommended the same special pay (viz. Rs. 150) also in the case of Private Secretaries drawn from the cadre of Under Secretaries since comparable officers from other services (e.g. Executive Engineers) when brought to the Mantralaya as Under Secretaries would be eligible for a special pay of Rs. 150. On the other hand, where we are satisfied that on merits there is no justification to grant special pay at full rates suggested above, we have recommended lower rates as considered appropriate in each case. For instance in the case of Police Constables working as Emergency Drivers, we have recommended a special pay of Rs. 10 only. Similarly in the case of the Constabulary working in the Armed Branch of the Department, we have recommended a uniform special pay of Rs. 15 at all levels.

11.20. There are certain Officers in the Judicial Department whose pay-scales have already been revised by Government and therefore have been specifically excluded from our terms of reference. Though we have not made any recommendations about their pay-scales, we have reviewed their special pays and brought the rates in line with those we have recommended for Officers at the corresponding levels.

11.21. We have come across a few instances where more than one special pay is admissible. In such cases, we have recommended only one consolidated special-pay limited to the rate shown in the preceding para. next above the rate which would have been admissible if only one special pay were to be drawn.

STATEMENT SHOWING OUR RECOMMENDATION ABOUT SPECIAL PAYS IN DIFFERENT DEPARTMENTS

Serial No.	Serial No. in the main Schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks		
1	2	3	4	5	6	7		
Secretariat Proper								
				Rs.	Rs.			
1	15	Personal Assistant to Chief Secretary (Selection Grade Stenographer).	1	70	60	Specific addition to hours of work and responsibility.		
2	17	Second Personal Assistant to Chief Secretary (H. G.) Stenographer.	1	30	No	We see no significant difference in the duties of this post and those of Personal Assistants to other Secretaries.		
3	15	Selection Grade Stenographer (Attached to Secretary, F. D.).	1	30	No	Do. do.		
4	15	Selection Grade Stenographer (Attached to Secretary, H. D.).	1	30	No.	Do. do.		
5	17	Stenographer (H. G.) (Attached to Secretary, L. and J. D.).	1	30	No.	Do. do.		
6	17	Stenographer (H. G.) (Attached to Advisory Board, Home Department).	1	30	No	We see no significant difference in working with a Committee or a Board and working in a regular change.		
7	17	Stenographer (H. G.) (Attached to Drafting Section in L. and J. D.).	1	20	No	We see no significant difference in the work of this Stenographer and that of other Stenographers.		
8	23	Library Clerk in (R. and F.D., I.E. and L.D., E.D., U.D. and P.H.D., and H. D., A. and C.D., I.D.).	7	20	No	These Clerks are borne on the Clerical Cadres of respective Department and we see no significant difference in this work and the work of other Clerks.		
9	16	Assistant to Residential Under Secretary	..	1	20	No	Duties connected with Canteen should be considered as part of normal duties of the post.	
10	23	Clerk (Administrative Staff College)	1	30	25	Additional duties connected with College Hostel involve extra hours of work.
Finance Department								
1	12	Under Secretary (Resources Section)	1	100	100	Special selection for non-routine duties.

General Administration Department

1	34	Darwan	..	..	..	4	15	20
2	35	Assistant Darwan	..	..	..	12	15	20
3	33	Liftman	..	..	..	4	10	20

Additional duties involving extra hours of work.

Do. do.

Unattractiveness of the job because of the strain involved in manual operation of the door.

Home Department

SPECIAL BRANCH

1	14	Superintendent	..	..	..	7	75	No
2	16	Assistant	..	..	..	28	50	No
3	16	Assistant (Receptionist)	..	..	..	3	20	No
4	23	Clerk	..	..	..	19	25	No
5	23	Typist	..	..	..	12	25	No
6	21	Head Typist	..	..	..	1	25	No
7	23	Clerk (Receptionist)	..	..	..	10	15	No

We have not considered handling of confidential work as justification for special pay.

Irrigation Department

KOYNA-GODAWARI DISPUTE SECTIONS

1	14	Superintendent	..	..	..	1	50	No
2	17	Stenographer (Higher Grade)	..	..	..	2	35	No
3	16	Assistant	..	..	..	4	35	No
4	19	Stenographer (Lower-Grade)	..	..	..	1	20	No
5	20	Steno-typist	..	..	..	1	20	No
6	23	Clerk	..	..	..	4	20	No
7	23	Typist	..	..	..	6	20	No
8	7	Junior Engineer/Overseer	..	..	..	2	35	No
9	8	Head Draftsman	..	..	..	1	25	No

The work involved is not significantly different from that of others in the same cadre.

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
Irrigation Department—contd						
				Rs.	Rs.	
10	9	Draftsman	1	25	No	The work involved is not significantly different from that of others in the same cadre.
11	10	Assistant Draftsman	2	25	No	
12	11	Tracer	4	20	No	
Law and Judiciary Department						
1	23	Clerk (Legislation Section)	4	15	No	No special features justifying special pay.
Directorate of Agriculture						
1	137	Tracers	290	20	No	Clerical work given for utilisation of spare time does not involve extra hours of work.
Directorate of Animal Husbandry						
1	15	District Animal Husbandry Officer, Bombay Suburban District and Deputy Superintendent, Bombay City and Harbour Veterinary Department.	1	50	No	Work is not significantly different from that of other posts in the same cadre.
2	18	Veterinary Officers In-charge Veterinary Hospital/Dispensary, Kalyan, Ahmednagar, Dhule, Malegaon, Solapur and Pune.	6	30	75	Special pay is given for additional duties involving extra hours of work.
3	53	Research Assistant in the Office of the Artificial Insemination Officer, Pune.	1	30	No	This is the normal work of the Officer and as such does not justify grant of a Special pay.
Directorate of Fisheries						
1	78	Aquarium Keeper	2	10	20	Special pay is given to these Aquarium Keepers for working in pump room which is an additional mechanical work involving extra hours of work.

Director of Education

1	..	Senior-most Professor in the Elphinstone College, Bombay. Incharge of Evening Classes.	1	50	150	Additional duties involving extra hours of work.
2	..	Professor in the Elphinstone College, Bombay, working as Superintendent of the Telang Memorial Hostel, Bombay.	1	50	150	Do do.
3	123	Clerk, Elphinstone College, Bombay ..	1	20	25	Do do.
4	55	Superintendent, Director of Education's Office, Pune.	1	25	No	Supervision over the clerical work of Folklore Committee does not involve extra hours of work.
5	122	Senior Clerk, S. M. T. T. College, Kolhapur ..	1	15	No	Supervision over the work of Clerks does not justify special pay.
6	130	Stenographer, Director of Education's Office (Folklore Committee).	1	10	No	Work connected with the Folklore Committee is in no way different from the work of other Stenographers.
7	156	One of the Class IV servants in the office of Director of Education, Pune.	1	10	No	Additional duties of attending to telephone do not involve extra hours of work.
8	156	Peon-cum-Chowkidar, Vijan Mandir, Amaravati ..	1	5	No	Additional duties of Chowkidar do not involve extra hours of work.

Directorate of Technical Education

1	1	Principal (Class I), Industrial Training Institute ..	7	75	100	Additional duties connected with Basic Training and Related Instruction Centres involving extra hours of work.
	I.T.I.					
2	Do.	Principal, Industrial Training Institute, Aundh ..	1	50	100	Additional (Morning shift) duties involving extra hours of work.
3	2	Principal, Industrial Training Institute (Class II) ..	7	75	100	Additional duties connected with Basic Training and Related Instruction Centres involving extra hours of work.
	I.T.I.					
4	10	Workshop Superintendent, Government Polytechnic ..	1	50	75	Additional duties (connected with part-time Diploma Course) involving extra hours of work.
	Polytechnic					
5	17	Registrar, Institute of Printing Technology, Bombay ..	1	10% of Basic pay or Rs. 40 whichever is less.	60	Do do.
	D.T.E. (Proper)					

Serial No. 1	Serial No. in the main Schedule 2	Designation 3	No. of posts 4	Amount of special pay 5	Recommendation 6	Remarks 7
Directorate of Technical Education—contd.						
					Rs.	
6	3	Superintendent, Grade 1, Technical High Schools .. Technical High School	4	75 50 20 100 } (Each)	75	Additional duties (connected with basic training and related instruction centres) involving extra hours of work.
7	6	Assistant Engineering Superintendent, Technical High School. Technical High School	1	20	50	Do. do.
8	6	Instructor, Institute of Printing Technology .. Institute of Ptg. Technology.	10	40	50	Additional duties (connected with part-time diploma course) involving extra hours of work.
9	33	Head Clerk, Institute of Printing Technology .. D.T.E. (Proper)	1	10% of basic pay or Rs. 30 whichever is less.	35	Do. do.
10	35	Accountant, Institute of Printing Technology .. D.T.E. (Proper)	1	10% of basic pay or Rs. 20 whichever is less.	35	Do. do.
11	38	Senior Clerk, Institute of Printing Technology .. D.T.E. (Proper).	1	Do.	35	Do. do.
12	9	Librarian in the Institute of Printing Technology .. Institute of Ptg. Technology.	1	Do.	35	Do. do.
13	166	Store-keeper, Institute of Printing Technology .. Engg. College	1	Do.	35	Do. do.

14	40	Junior Clerk, Institute of Printing Technology ..	1	Do.	25	Do.	do.
	D.T.E. (Proper)						
15	11	Machine Assistant, Institute of Printing Technology ..	3	10% of basic pay or Rs. 15 whichever is less.	25	Do.	do.
	Institute of Ptg. Techno- logy.						
16	164	Library Attendant, Institute of Printing, Technology ..	1	10% of basic pay or Rs. 10 whichever is less.	20	Additional duties involving extra hours of work.	
	Engg. College						
17	12	Distributor, Institute of Printing Technology ..	2	10% of basic pay or Rs. 15 whichever is less.	20	Do.	do.
	Institute of Ptg. Techno- logy.						
18	51	Liftmen, Institute of Printing Technology ..	1	10% of basic pay or Rs. 10 whichever is less.	20	Do.	do.
	D. T. E. (Proper)						
19	60	Machine Attendant, Institute of Printing Technology.	8	10% of basic pay or Rs. 10 whichever is less.	20	Do.	do.
	D. T. E. (Proper)						
20	61	Peon, Institute of Printing Technology ..	2	10% of basic pay or Rs. 10 whichever is less.	20	Do.	do.
	(D. T. E. (Proper).						
21	61	Hamal, Institute of Printing Technology ..	1	10% of basic pay or Rs. 7 whichever is less.	20	Do.	do.
	D. T. E. (Proper).						
22	61	Sweeper, Institute of Printing Technology ..	1	Do.	20	Do.	do.
	D. T. E. (Proper).						
23	39	Senior Clerk in Government Polytechnic, Pune ..	1	Do.	35	Additional duties (connected with part-time diploma course) involving extra hours of work.	
	D. T. E. (Proper)						

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7

Directorate of Technical Education—contd.

				Rs.	Rs.	
24	166	Store-keeper in Government Polytechnic, Pune Engg. College	1	20	35	Additional duties connected with part-time diploma course involving extra hours of work.
25	40	Junior Clerk in Government Polytechnic, Pune D. T. E. (Proper).	1	25	25	Do. do.
26	61	Class IV servant in Government Polytechnic, Pune D. T. E. (proper)	1	10	20	Do. do.
27	14	Senior Instructors, Industrial Training Institute in trades like Electronics, Tool and Dye making. I. T. I.	6	50	No	Scarcity of these skills which was the basis of these Special pays no longer exists.

Directorate of Art

1	4	Professors	5	100	100	Additional duties connected with morning and evening classes involving extra hours of work.
2	5	Assistant Professor	3	100	75	
3	6	Lecturers	10	70	75	
4	11	Registrar	1	40	60	
5	15, 16	Assistant Lecturers, Demonstrators, Studio Assistant	6	50	50	
6	31	Head Clerk	1	40	35	
7	32	Senior Clerk	1	30	35	
8	33	Clerk	2	20	25	
9	25	Machine Attendant	1	10	25	
9	39	Naik	2	20	20	
10	41	Peon	6	10	20	
12	42	Hamal	12	10	20	

Sales Tax Department

1	5	Sales Tax Officer in Enforcement Branch	..	32	35	60	Special Selection for non-routine duties.
2	5	Sales Tax Officer in training school, Bombay	..	1	35	60	Do. do.
3	5	Sales Tax Officer (Legal)	.. ..	12	35	60	Do. do.
4	9	Sales Tax Inspector, Enforcement Branch	..	217	15	35	Do. do.
5	11	Second Clerk	.. ..	25	10	No	Duties are similar to those Bill Accountants in the Secretariat for whom we are not recommending any special pay.
6	5	Sales Tax Officer, Registration Branch	.. ..	8	35	No.	Registration work does not call for any special selection.
7	9	Sales Tax Inspector in Commissioner's Office	..	4	20	No.	Being incharge of Section in the Head Office is no justification for grant of Special pay. If higher responsibilities are involved, the correct solution is to upgrade the posts into those of higher grade posts.

Directorate of Accounts and Treasuries

1	29	Comptist (Borne on the cadre of clerk)	.. ..	4	25	25	Unattractiveness of the job.
						Continuance of Special pay at the proposed rate is recommended subject to following conditions: (1) That the employee is working on Comptometer. (2) Work involves full-time duties on the machine.	
2	8	Stamp-Head Clerk	.. ..	2	25	35	Unattractiveness of the job on account of large value of stamps handled.

Directorate of Lotteries

1	11	Selection Grade Clerk (Pay and Accounts Office).		1	20% of pay subject to maximum of Rs. 40.		Amount of Special pay to be regulated under the General Orders for handling cash.
2	12	Upper Division Clerk (Pay and Accounts Office).		1	Do.		Amount of special pay to be regulated under the General orders for handling cash.
3	12	Upper Division Clerk (Pay and Accounts Office).		5	10		Amount of special pay to be regulated under the General orders for handling cash.

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
Office of the Controller of Rationing						
1	3	Assistant Controller of Rationing (Adm.), working as Public Relations Officer.	1	Rs. 50	Rs. 60	Special selection for special aptitude for public relation work.
Office of the Financial Adviser and Deputy Secretary to Government, Food and Civil Supplies Department						
1	15	Comptist	2	20	25 Continuance of special pay at the proposed rate is recommended subject to following conditions :— (i) that the employee is working on comptometer, and (ii) that work involves full time duties on the machine.	Unattractiveness of the Job.
Governor's Secretariat—(A) Office of the Secretary to Governor						
1	4	Private Secretary and Public Relations Officer	1	125	100 (Personal to the present incumbent).	Additional duties (Public Relations) involving extra hours of work.
2	7	Superintendent (Code)	1	30	No	The work of Coding and Decoding does not make any significant addition to the duties of the post.
(B) Office of the Comptroller of the Household						
3	11	Personnel Assistant (Hindi)	1	50	No	Shorthand work in Hindi does not make the duties of the post more onerous.
4	13	Medical Officer	1	50	No	No special feature justifying Special Pay.
5	14	Compounder	1	10	No	Do do
6	34	Chauffour (Driver)	1	15	25	Additional duties involving extra hours of work.
Directorate General of Information and Public Relations						
1	69	Peon (working as Cycle Messenger)	4	8	20	Unattractiveness of the Job,

Office of the Examiner, Books and Publications

1	3	Senior Translator	1	70	35	Special selection for non routine duties (Translation work in Konkani and Portuguese Languages).
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Maharashtra Public Service Commission

1	7	Clerk (Incharge of distribution of books to the Examinees).				1	20	25	Additional duties involving extra hours of work.
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Directorate of Languages

	4	Assistant Director	4	20% of pay	No	Being in-charge of the Divisional Office is no justification for Special pay.
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Maharashtra State Soldiers, Sailors and Airmen's Board

1	10	Junior Clerk	8	5	No	Occasional work of attending to Secretary's work during Secretary's absence does not justify grant of special pay.
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Inspector-General of Police

**STATE CRIME INVESTIGATION DEPARTMENT
(Crime and Intelligence)**

1	10	Deputy Superintendent of Police	..	..	..	23	100	75	Special selection for non-routine duties.
2	18	Inspector of Police (Mofussil)	..	..	..	91	75	60	Do.
3	19	Inspector of Police, Bombay	..	..	..	22	50	60	Do.
4	33	Sub-Inspector of Police	..	..	..	171	45	35	Do.
5	36	Head Constable, Grade-I	..	..	..	32	15	25	Do.
	37	Head Constable, Grade-II	..	..	..	282	15	25	Do.
6	52	Foreman, Photographer	..	..	..	1	20	No	Supervision over others work is not justification for special pay.

LOCAL INTELLIGENCE BRANCH

7	33	Sub-Inspector of Police	..	..	..	55	16	35	Special selection for non-routine duties.
8	36	Head Constable	..	..	..	259	10	25	Do.
9	40	Police Constable	..	..	..	164	5	20	Do.

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
Inspector-General of Police—contd.						
SECURITY BRANCH						
				Rs.	Rs.	
10	18	Inspector of Police	11	20	60	Special selection for non-routine duties.
11	33	Sub-Inspector of Police	37	10	35	Do.
12	36	Head Constable	180	10	25	Do.
DOG UNIT—POONA, NAGPUR & AURANGABAD						
13	18	Inspector of Police (Senior Dog master)	1	30 70 (CID)	75 (Inclusive of CID allowance)	Do.
14	33	Sub-Inspector of Police	5	20 45 (CID)	50 (Inclusive of CID allowance)	Do.
15	36	Head Constable (Handler)	16	10 15 (CID)	35 (Inclusive of CID allowance)	Do.
16	40	Police Constable (Kennel Attendent)	6	5	20	Do.
RAILWAY POLICE						
17	10	Deputy Superintendent of Police	2	100	75	Do.
18	18	Inspector of Police	1	30	60	Do.
19	33	Sub-Inspector of Police	5	20	35	Do.
20	36	Head Constable	13	5	25	Do.
21	40	Police Constable	18	3	20	Do.
22	18	Inspector of Police, Railway Stations at Bombay V. T., Bombay Central, Bandra and Dadar,	4	50	No	Higher responsibility, if any, might justify upgradation of post, not special pay.

STATE RESERVE POLICE FORCE

23	10	Assistant Commandant and Adjutant	17	50	75	Special selection for non-routine duties.
24	37	Head Constable, Gr. I,	57	10	25	Do.
		Gr. II	72		25	
25	18	Police Inspector, Armed Training School, S. R. P. F., Gr. I, Poona.	1	20	No	Though associated with training, the post does not carry any training responsibilities.

POLICE TRAINING COLLEGE, NASIK

26	10	Vice-Principal, P.T.C., Nasik	1	75	75	Selection for non-routine duties.
27	18	Instructor (Practical) and Head Drill rank of Inspector of Police.	10	50	60	Do.
28	33	Chief Assistant Drill Instructor (Sub-Inspector of Police)	1	30	35	Do.
29	36	Assistant Drill Instructor and Farrior Major (Armed Head Constable.)	16	10	25	Do.
30	31	Law Instructor (Police Prosecutor)	5	65	60	Do.
31	23	M.M.S. Class-III	1	60	50	Do.
32	132	Library Clerk	1	10	No	No special feature justifying special pay.
33	259	Peon (Library)	1	5	No	Do.

REGIONAL POLICE TRAINING SCHOOL, NAGPUR, KHANDALA, JALNA AND AKOLA

34	10	Principal	4	75	75	Special selection for non-routine duties.
35	218	Vice-Principal (Inspector's rank)	4	35	60	Do.
36	231	Law Instructor (Police Prosecutor)	19	35	60	Do.
37	33	Instructor (Police Sub-Inspector)	15	20	35	Do.
38	33	Head Drill Instructor (Sub-Inspector)	5	20	35	Do.
39	36	Drill Instructor (Head Constable) Gr. I	6	15	25	Do.
	37	Gr. II and Gr. III	53			
40	18	Inspector of Police, Aurangabad and Poona ..	2	50	No	We do not see any significant difference in the duties of these posts and those of other posts of Inspector in the section, which do not carry any special pay.

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
REGIONAL POLICE TRAINING SCHOOL, NAGPUR, KHANDALA, JALNA AND AKOLA—contd.						
41	20	Inspector of Police M.T.O.S.R.P.F. Groups	9	Rs. 50 Expert Allowance 30 Spl. pay.	No	No special features justifying special pay.
42	18	Inspector of Police (Launch maintenance Officer)	1	50	60	Special selection for non routine job.
43	95	Police Constable Driver (Emergency)	300	5	10	Special selection for non-routine duties.
CHIEF OPERATORS						
44	36	Head Constable Chief Operator	31	15	25	Do. do.
45	40	Police Constable Chief Operator	53	10	20	Do. do.
ARMOURERS WORK						
46	10	Deputy Superintendent of Police	1	60	No	No special features justifying special pay at this level.
47	18	Inspector of Police	3	40	No	No special features justifying special pay at this level.
TELEPHONE OPERATORS						
48	36	Head Constable	15	10	No	Work as telephone operators although different cannot be considered more onerous or difficult involving special selection.
49	36	Head Constable, P. & X. Nagpur	12	7	No	
50	40	Police Constable (including Police Constable PBX, Nagpur).	2	5	No	
WRITERS						
51	36	Writer Head Constable Gr. I (including those in S.R.P.F. and commissionerates, Nagpur and Poona).	92	15	No	Revised scale as for a Clerk is being recommended. Hence no justification for special pay.
52	37	Writer Head Constable Gr. II (Including those in S.R.P.F. and Commissionerates, Nagpur and Poona).	720	15	25	Special selection for non-routine duties.
53	40	Writer Constable (including S.R.P.F. Gr. and Commissionerate Nagpur and Poona).	988	10	20	Special selection for non-routine duties.

MISCELLANEOUS

54	39	Head Constable	48	15	25	Additional duties relating to supply of copies to the accused involves extra hours of work.
55	40	Police Constable	238	10	20	Do. do.
56	39	Head Constable (Store Keeper including Commissionerate, Nagpur and Poona).	45	10	25	Unattractiveness of the job (Store-Keeping)
57	40	Police Constable (Assistant to Store-keeper) including Commissionerates of Nagpur and Pune.	64	15	20	Do. do.

MINISTERIAL POSTS—INSPECTOR GENERAL OF POLICE

(A) Security Branch

58	127	Head of Security Branch	1	30	No	We have held that the confidential work handled by Ministerial Staff is no justification for any special pay.
59	129	Senior Grade Clerk (Including Senior Grade Clerk in Int.) (CID).	3	20	No	
60	137	Junior Grade Clerk (including Junior Clerk in Int.) (CID).	3	15	No	
61	141	Stenographer	1	25	No	

(B) Special Branch

62	129	Senior Grade Clerk	2	20	No	We have held that the confidential work handled by Ministerial Staff is no justification for any special pay.
63	137	Junior Grade Clerk	5	15	No	
64	142	Stenographer	4	25	No	Do. do.

(C) Int. (CID)

65	142	Stenographer (CID's Office)	2	25	No	Do. do.
66	140	Confidential Clerk-cum-Senior Steno in CID's Office ..	1	25	No	Do. do.

(D) Others

67	126	Head Clerk (S.R.P.F. Group)	9	20	No	Do. do.
68	133	Head Typist in Inspector General's Office ..	1	20	No	The higher scale of pay which the post carrying takes care of the supervisory work.

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
RESEARCH BUREAU—STATE TRAFFIC BRANCH						
				Rs.	Rs.	
69	18	Inspector of Police	1	40	No	No special feature justifying special pay at this level.
70	33	Sub-Inspector of Police	1	25	No	Do. do.
71	36	Head Constable	1	15	25	Special selection for non-routine duties.
72	40	Police Constable	4	10	20	Do. do.
LOCAL CRIME BRANCH						
73	18	Inspector of Police	7	20	60	Do. do.
74	33	Sub-Inspector	36	10	35	Do. do.
75	36	Head Constable	125	5	25	Do. do.
76	40	Police Constable	133	5	20	Do. do.
STATE OPERATION ROOM, BOMBAY						
77	10	Deputy Superintendent of Police	1	75	75	Do. Do.
78	18	Reader Police Inspector to the D. Is. C. P.	6	30	60	Do. do.
COMMISSIONERATE, POONA AND NAGPUR						
79	10	Assistant Commissioner of Police, C.I.D.	1	75	75	Do. do.
80	18	Police Inspector (SRPC, P.D.C.S., X-Project and C.I.D.)	7	50	60	Do. do.
81	33	Police Sub-Inspector (Including C.I.D.)	59	30	35	Do. do.
82	37	Head Constable (Chief Operator)	2	15	25	Do. do.
83	37	Head Constable (C.I.D.)	74	10	25	Do. do.

84	37	Head Constable (Shorthand)	..	..	7	30 } & } 15 }	25	Special selection for non-routine duties.
85	40	Police Constable (CID)	..	..	40	6	20	Do. Do.
86	40	Police Constable L.I.T.	..	..	40	6	20	Do. do.
87	40	Police Constable (Chief Operator)	..	..	4	10	20	Do. do.
88	40	Police Constable (Rider)	..	..	2	5	No	The revised scale is considered adequate to take care of duties of a Rider.
89	40	Police Constable (Doing Radio-Telephony work)	..	..	29	10	20	Special selection for non-routine job.
90	36	Head Constables (Armed)	..	..	504	15	} 15	Unattractiveness of the job due to handling of a rifle.
		(Out of these 47 H. Cs. work in the Armour's Section and are in receipt of a separate special pay which is being merged in their pay-scale).			5,570	10		
91	40	Constables	..	..	1,903	15	} 15	Unattractiveness of the job due to handling of a rifle.
		(Out of these, 198 work in the Armour's Section and are in receipt of a special pay which is being merged in their pay-scale).			20,030	10		
					(Other places).			

Commissioner of Police, Bombay

CRIME INVESTIGATION DEPARTMENT

**(Special Branch I and II dealing with Political Investigation
Protection duty, Immigration work and Crime detection
Prevention work)**

1	10	Assistant Commissioner of Police	..	..	14	100 (C.I.D.)	75	Special selection for non-routine duties.
2	19	Inspector of Police	..	..	58	75 (C.I.D.)	60	Do. do.
	19	Inspector of Police	..	..	2	75	60	Do. do.
						(Protection duty)		
3	32	Assistant Inspector of Police	..	..	73	45 (C.I.D.)	60	Do. do.
4	34	Sub-Inspector of Police	..	..	396	45 (C.I.D.)	35	Do. do.
		Sub-Inspector of Police	..	..	4	45	35	Do. do.
						(Protection duty)		

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	4	6	7
CRIME INVESTIGATION DEPARTMENT—contd.						
5	35	Police Jamadar	2	Rs. 15 (C.I.D.)	Rs. 25	Special selection for non-routine duties.
6	37	Head Constable	208	15 (C.I.D.)	25	Do. do.
	39	Head Constable (Woman)	32	15 (Protection duty)	25	Do. do.
7	39	Head Constable Writers	133	15 (C.I.D.) 15 (Writer's pay)	One special pay of Rs. 25 only for Writer's work. (No special pay for C.I.D. work).	Do. do.
8	41	Police Constable	1004	8 (C.I.D.)	20	Do. do.
9	41	Police Constable	71	15 (Protection pay)	20	Do. do.
10	41	Police Constable Writers/Typists	103	8 (C.I.D.) 10 (Writers/Typists pay).	One special pay of Rs. 20 only for writer's work (No special pay for C.I.D. work).	Do. do.
11	41	Police Constable (Roneo Operator)	2	8 Machine Allowance (Roneo). 8 (C.I.D. Allowance.)	C.I.D. Allowance of Rs. 20. (No Special Pay for Roneo work).	Revised pay-scale of the post is higher than the revised pay-scale of Roneo Operators elsewhere.
12	128	Head Clerk	3	25 Special Pay.	No	We have held that the Confidential work handled by Ministerial staff is no justification for any special pay.
13	130	Senior Clerk	2	20 Special Pay.	No	
14	135	Junior Clerk	25	15 Special Pay.	No	
15	135	Junior Clerk/Typist	42	20 Special Pay.	No	

CRIME BRANCH—DOG UNIT									
16	19	Police Inspector Dog Master	..	..	1	75 (C.I.D.) 30 Dog Unit Special Pay.	75 Inclusive of C.I.D. Allowance.	Special selection for non-routine duties.	
17	34	Sub-Inspector of Police	..	..	1	45 (C.I.D.) 15 Dog Unit Special Pay.	50 Inclusive of C.I.D. Allowance.	Do.	do.
18	39	Dog Handlers (Head Constables)	..	..	3	15 (C.I.D.) 10 (Dog Unit)	35 Inclusive of C.I.D. Allowance.	Do.	do.
19	41	Dog Attendant (P.C.)	..	..	1	8 (C.I.D.) 5 (Dog unit)	25 Inclusive of C.I.D. Allowance.	Do.	do.
20	41	Kennel Attendant (P.C.)	..	..	3	8 (C.I.D.) 5 (Dog Unit)	Do.	Do.	do.
21	159	Sweeper	..	..	1	5 (Dog Unit)	No	Sweeping of a kennel does not make any significant difference in the nature of quantum of work.	
22	28	Selection Grade Police Prosecutor	..	..	1	80 (Special Pay).	100	Special selection for non-routine duties.	
TRAFFIC INSTITUTE									
23	10	Assistant Commissioner of Police	..	..	1	75 (Special Pay)	75	Do.	do.
24	19	Inspector of Police	..	..	2	40	60	Do.	do.
25	34	Police Sub-Inspector	..	..	3	25	35	Do.	do.
26	35	Police Jamadar	..	..	1	30	25	Do.	do.
27	41	Police Constable	..	..	11	10	20	Do.	do.
28	30	Police Prosecutor	..	..	1	40	75	Do.	do.
TRAFFIC CONTROL BRANCH									
29	35	Police Jamadar	..	..	5	20	No	Supervision over other's work is no justification for special pay.	
30	39	Head Constable, Traffic Branch	..	..	186	15	25	Unattractiveness of the job because duties require long hours standing.	
31	41	Police Constables, Traffic Branch	..	..	727	10	20	Do.	do.

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	
TRAFFICE CONTROL BRANCH						
32	39	Head Constable Writers	13	Rs. 15 Writer's Allowance.	Rs. 25	Special selection for non-routine duties.
33	41	Writers Constable	61	10 Writer's Allowance.	20	Do. do.
ARMED FORCE						
34	35	Police Jamadar	37	15 Rifle Allowance.	15	Unattractiveness of the job due to handling of a rifle.
35	39	Head Constables. *Out of these 22 work in the Armourers Section and are in receipt of a separate Special pay which is being merged in the scale.	1004*	15 Rifle Allowance..	15	Do. do.
36	41	Police Constables. Out of these 25 work in the Armours Section and are in receipt of a separate special pay which is being merged in the revised scale.	3681	15 (Rifle Allowance)	15	Unattractiveness of the job due to handling of a rifle.
37	41	Police Constable (Buglers)	22	5 15 (Special Pay + Armed Rifle Allowance).	25 (Inclusive of Rifle Allowance).	Unattractiveness of the work because of risk involved to the health in bugling.
38	41	Police Constables (Roneo Operators) P. N. Office ..	3	7.50 Roneo Allowance Rs. 15 Rifle Allowance.	15 (Rifle Allowance) No special pay for Roneo work.	Revised pay-scale of the post is higher than the revised pay-scale of Roneo Operators elsewhere.
POLICE TRAINING SCHOOL, MAROL						
39	10	Principal (PTS) (Assistant Commissioner of Police) ..	1	100 (Special Pay)	75	Special selection for non-routine job.
40	19	Vice-Principal (PTS), Inspector	1	50 (Special Pay)	60	Do. do.
41	34	Field Instructor (PTS), Sub-Inspector	5	20 (Special Pay)	35	Do. do.
42	39	Head Constables (Drill Instructors)	25	15 (Rifle Allowance)	35 (Inclusive of Rifle Allowance).	Special selection for non-routine duties.
43	13	Law Instructors (Police Prosecutors)	5	35	75	Do. do.

TELEPHONE EXCHANGE									
44	39	Head Constables (Telephone Operator)	..	..	30	25	25	Special Selection for non-routine duties.
MOTOR TRANSPORT SECTION									
45	10	Assistant Commissioner of Police	..	..	1	75	No	We do not see any significant difference in the duties of the post and those of the other post which does not carry any special pay.
46	19	Police Inspector	..	..	1	50	No	We do not see any significant difference in the duties of this post and those of others which do not carry any special pay.
47	41	Police Constable (Radio Telephony)	..	..	155	10	20	Special selection for non-routine duties.
MINISTERIAL STAFF									
48	128	Deputy Accountant	..	..	2	30	No	We have held that the confidential work handled by Ministerial staff is no justification for special pay.
49	128	Head Clerk, Confidential Branch	..	..	1	30	No	Do. do.
50	128	Head Clerk, Administration Branch	..	..	1	30	No	Do. do.
51	138	Junior Grade Clerk, Administration Branch	..	..	4	20	No	Do. do.
52	139	Steno to Commissioner of Police	..	..	1	20	No	Do. do.
53	141	Steno to Deputy Commissioner of Police, Head Quarters.	..	..	1	15	No	Do. do.
ANTI-CORRUPTION AND PROHIBITION INTELLIGENCE BUREAU, BOMBAY UNIT									
54	10	Assistant Commissioner of Police	..	..	2	125	75	Special selection for non-routine duties.
55	19	Inspector of Police	..	..	11	90	60	Do. do.
56	32	Assistant Inspector of Police	..	..	5	50	60	Do. do.
57	34	Sub-Inspectors of Police	..	..	18	50	35	Do. do.
58	39	Head Constable	..	..	19	15	25	Do. do.
59	41	Police Constable	..	..	78	10	20	Do. do.
60	28	Selection Grade Police Prosecutor	..	..	1	125	100	Do. do.
61	128	Head Clerk	..	..	1	18	No	We have held that the Confidential work handled by Ministerial staff is no justification for special pay.
62	130	Senior Clerk	..	..	5	15	No	
63	138	Junior Clerk	..	..	4	15	No	

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
MISCELLANEOUS						
64	41	Police Constable Motor Cycle Orderly	20	Rs. 5 (Riders Allowance) 15 (Rifle Allowance).	Rs. No	Revised scale proposed for the post is adequate to take care of duties of a Rider.
65	41	Police Constable Orderly in the Mechanical Apparatus Branch, S.B.I. C.I.D.	4	5	No	Although working in the C.I.D. these are not required to have any special qualities warranting grant of a special pay.
66	41	Constable	10% Permanent cadre.	5	No	No special pay for good service is given in any other Departments including in the District Police Cadres.
67	41	Police Constable Driver Emergency	23	5	10	Special Selection for non-routine duties.
68	39	Head Constable Writers	371	15	25	Special selection, for non-routine duties.
69	41	Constable writers	436	10	20	Do. do.
Anti-Corruption and Prohibition Intelligence Bureau						
1	3	Deputy Director (Public Works)	1	200	100	} Special selection for non-routine duties.
2	4	Deputy Director (Forests)	1	200	100	
3	5	Deputy Director (Revenue)	1	200	75	
4	6	Assistant Commissioner of Police (Greater Bombay Police Force).	1	125	75	
5	7	Deputy Superintendent of Police	6	125	75	
6	6/7	Assistant Commissioner of Police/Deputy Superintendent of Police (MFC).	1	125	75	
7	6/7	Assistant Commissioner of Police/Deputy Superintendent of Police.	1	125	75	

8	9	Selection Grade Police Prosecutor	..	..	1	125	100	} Special selection for non-routine duties.
9	10	Police Prosecutor ..	..	..	1	100	60	
10	8	Police Inspector ..	..	..	38	90	60	
11	11	Assistant Police Inspector	..	..	5	50	60	
12	12	Police Sub-Inspector	..	..	31/13	50	35	
13	13	Police Head Constable	..	..	60	15	25	
14	14	Police Constables	..	..	177	10	20	
15	19	Overseer (Junior Engineer)	..	..	1	50	35	} We have held that the confidential work handled by Ministerial Staff is no justification for special pay.
16	20	Office Superintendent	..	..	1	20	No	
17	21	Head Clerk	..	..	3	18	No	Do. do.
18	22	Senior Grade Clerks	..	..	2	15	No	Do. do.
19	23	Senior Clerks	..	..	5	15	No	Do. do.
20	23	Selection Grade Clerks	..	..	8	15	No	Do. do.
21	24	Junior Grade Clerks	..	..	18	15	No	} We have held that the confidential work handled by Ministerial Staff should not qualify for any special pay. Hence the recommendation.
22		Stenographer	5	15	No		Do. do.
Jail Department								
1	10	Chief Medical Officer (Yerawada Central Prison and Nasik Road Central Prison, M.M.S. Class II).			2	75	No	} Treatment of Prisoners cannot be considered as involving duties significantly different from those of other Medical Officers.
2	10	Chief Medical Officer, Nagpur and Aurangabad, Class-II. M.M.S. Class-II Service.			2	50	No	
3	52	Maharashtra Medical Class-III Officers. (Senior and Junior).			25	40 (For Senior)	No 35 (For Junior)	
4	13	Jailor, Gr. I	..	..	7	50	No	} Supervision over the work of others, does not justify a special pay.
5	14	Jailor, Gr. II. (Incharge of Jail guards training class).			2	20	35	} Special selection for non-routine duties.

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
Jail Department—contd.						
				Rs.	Rs.	
6	57	Compounder	26	10	No	Duties do not involve extra hours of work.
7	57	Compounder, Akola	1	15	No	Do. do.
8	19	Sepoys working on oil engines	15	5	20	Additional duties involving extra hours of work.
9	19	Sepoy working on flour Mills	14	5	20	Do. do.
10	19	Sepoy working as lampman	2	5	No	Duties of lighting lamps do not entail any extra hours of work.
11	16	Jamadar	1	7	25	Special selection for training duties.
12	15	Subhedar	1	7	25	Do. do.
Motor Vehicles Department						
1	3	Regional Transport Officer	1	75	No	After creation of an additional post of R.T.O., Bombay, there is no more justification for any special pay.
Commandant General, Home Guards, Maharashtra State						
1	18	Telephone Operator	1	50	25	Special selection for training duties.
2	27	Police Instructor Head Constable, Grade I	5	20	25	Do. do.
3	28	Police Instructor, Armed Head Constable, Grade-II	15	15	25	Do. do.
Directorate of Industries						
1	6	Deputy Director of Industries (Industrial Estate)	1	100	75	The Officer who is drawn from the P. W. D. has to work in totally unfamiliar conditions.
2	16	Industrial Officer (Industrial Estate)	1	50	No	Work under one's own Officer does not justify grant of special pay.
3	108	Clerk-cum-Bradma Operator, H. O.	1	15	No	The scale of pay as Clerk is already higher than that of a Bradma Operator and no additional work is involved.

Directorate of Government Printing and Stationery, Bombay

1	3	Manager, Government Central Press, Bombay ..	1	100 (Heavy responsibility) 75 (For lottery work).	150 (Consolidated special pay)	Additional duties involving extra hours of work.
2	60	Typist (Rota)	6	20	25	Special selection for non-routine duties.
Irrigation Department						
<i>Superintending Engineers in-charge of—</i>						
1	(3)	(i) Koyna Dam and Designs Circle, Pune ..	1	150	150	Special Selection for non-routine duties.
		(ii) Hydro, Bombay	1	200	150	Do. do.
		(iii) Stage III-Designs Circle, Koyna Project, Bombay.	1	200	150	Do. do.
2	(5)	<i>Executive Engineers:</i>				
		(i) Irrigation Project and Water Resources Investigation Circle, Pune.	1	150	100	Special Selection for non-routine duties.
		(ii) Koyna Dam and Designs Circle, Pune ..	5	150	100	Do. do.
		(iii) Hydro, Bombay	2	150	100	Do. do.
		(iv) Mechanical Circle (Gates), Pune	1	150	100	Do. do.
		(v) Stage-III, Designs Circle, Koyna Project, Bombay	2	150	100	Do. do.
3	(14)	<i>Deputy Engineers:</i>				
		(i) Irrigation Project and Water Resources Investigation Circle, Pune.	1	80	60	Special Selection for non-routine duties
		(ii) Koyna Dam and Designs Circle, Pune ..	25	80	60	Do. do.
		(iii) Hydro, Bombay	5	80	60	Do. do.
		(iv) Mechanical Circle (Gates), Pune	1	80	60	Do. do.
		(v) Stage-III, Designs Circle, Koyna Project, Bombay.	7	80	60	Do. do.
		(vi) Engineering Staff College	2	80	60	Do. do.
<i>Research Officers:</i>						
4	(5)	(i) Koyna Dam and Designs Circle, Pune, ..	1	20% of grade pay subject to maximum of Rs. 150	100	Do. do.
	(3)	(ii) Maharashtra Engineering Research Institute, Nasik.	10	150	100	Do. do.
5	(14)	Assistant Research Officer, Koyna Dam and Designs, Circle, Pune.	4	80	60	Do. do.
6	(6)	Assistant Research Officer, Maharashtra Engineering Research Institute, Nasik.	39	80	60	Do. do.

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
Irrigation Department—contd.						
				Rs.	Rs.	
7	(4)	<i>Administrator, Command Area Development Authorities In-charge of—</i>				
		(i) Purna-Jayakwadi Project, Aurangabad ..	1	200	150	Special Selection for non-routine duties.
		(ii) Ghod Bhima Project, Pune ..	1	200	150	Do. do.
		(iii) Girna-Upper Tapi (Hatnur) Project, Jalgaon ..	1	200	150	Do. do.
		(iv) Bagh-Itiadh-Pench Project, Nagpur ..	1	200	150	Do. do.
		(v) Krishna Project, Satara ..	1	200	150	Do. do.
8	(155)	Telephone Operators in the Office of the Additional Chief Engineer at Nagpur and Aurangabad.	2	10	No	We have not considered it necessary to recommend a higher scale or a special pay for Telephone Operators except where the post is outside the ministerial cadre.
Public Works and Housing Department						
1	(3)	Superintending Engineer, Designs Circle, Bombay ..	1	200	150	Special Selection for non-routine duties.
2	(4)	Executive Engineer, Designs Circle, Bombay ..	7	150	100	Do. do.
3	(6)	Deputy Engineer, Designs Circle, Bombay ..	11	80	60	Do. do.
4	(7)	Assistant Engineer (Class II), Designs Circle, Bombay.	3	80	60	Do. do.
5	(8)	Sub-Divisional Engineer, Designs Circle, Bombay ..	28	80	60	Do. do.
High Court (Original Side)						
1	18	Associate	1	100	75	Additional duties connected with Parai Chief Matrimonial Court involving extra hours of duty.
2	13	Personal Assistant to the Hon'ble Chief Justice ..	1	70	60	Specific addition to hours of work and responsibility.
Chief Metropolitan Magistrate, Esplanade Court, Bombay						
1	4	Senior Judicial Clerk	1	65	60	Additional duties (connected with the work of Special Executive Magistrates' Courts) outside office hours.
2	9	Senior Clerk	2	65	35	

3	6	Judicial Clerk	..	..	..	..	12	45	35
4	7	Interpreter	..	..	..	..	12	45	35
5	14	Clerk	..	..	..	..	24	25	25
6	15	Cashier	..	..	..	..	12	20	25
7	20	Peon	..	..	..	..	12	15	20
8	20	Hamal	12	15	20

Administrator General and Official Trustee

1	4	Second Clerk	1	50	No
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The scale of the post is the same as that of a Stanotypist and no extra hours of work involved.

Directorate of Economics and Statistics

1	13	Research Assistant	..	..	..	..	1	10	50
2	14	Statistical Assistant	..	..	..	..	3	10	35
3	16	Punch Operator	..	..	..	..	4	10	25

Unattractiveness of the duties which involve standing for long hours for operation of heavy machines (e.g. Sorters, Tabulators and Collators).

Unattractiveness of the job.

Revenue and Forests Department

(A) OFFICE OF THE DIVISIONAL COMMISSIONERS AND COLLECTORS

1	5-B	Deputy Collector	..	..	..	..	1	50	No
2	5-B	Deputy Collector	..	..	..	..	1	100 (Or 20% of the pay which- ever is less.)	No
3	5-B	Assistant Commissioner	..	..	..	..	1	80	No
4	5-B	Deputy Collector (Reception Officer, Nagpur)	..	..	..	..	1	75	75
5	5-B	Deputy Collector (Reception Officer, Aurangabad)	..	..	..	..	1	100	75
6	7	Tahsildar (Reception Officer, Poona)	..	..	..	..	1	110	60
7	7	Tahsildar, Atapadi (in Jail Department)	..	..	..	..	1	20	60

The duties of attending to the work of Forest Settlement attached to the post are its normal duties. No Special pay is justified.

Duties attached to the post of Deputy Collector (District Supply Officer, Ratnagiri) are normal duties which do not justify special pay.

Supervision over Fire Fighting work in the Division does not add much to the normal duties of the post. Hence special pay is not justified.

Additional duties involving extra hours of work.

Do. do.

Do. do.

Do. do.

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
(A) OFFICE OF THE DIVISIONAL COMMISSIONERS AND COLLECTORS— <i>contd.</i>						
				Rs.		
8	16	Aval Karkun (Khar Lands)	2	15	No	No special feature justifying special pay.
9	16	Aval Karkun (Minor Estates).. .. .	1	35	No	Do. do.
10	18	Clerks (Jail Department)	78	5	Rs. 25	Additional duties involving extra hours of work.
11	32	Stenographer (Higher Grade)	3	25	No	Working as P. A. to the Commissioner and handling of confidential papers do not justify grant of special pay.
12	33	Stenographer (Lower Grade)	2	25	No	Do. do.
13	35	Telephone Operator (Head)	1	10	No	Supervision over the work of equals does not justify special pay.
14	45	Liftsman	1	10	Rs. 20	Unattractiveness of the job, due to manual operation of the doors.
15	45	Darwan	1	5	Rs. 20	Additional duties involving extra hours of work.
(B) BOMBAY COLLECTORATE						
16	2	Deputy Collector, Incharge of Election Branch	1	80	No	The duties of attending to the work of Election attached to the post are normal duties of the post.
17	2	Deputy Collector (Entertainment Duty)	1	100	No	Supervision over the Collection of Entertainment Duty constitutes normal duties of the post.
18	11	Senior Clerk (Accounts)	1	20	No	Checking of the Entertainment Duty accounts does not justify a special pay.
19	12	Special Clerk (Reconciliation work)	1	20	No	Reconciliation is a routine type of work which does not justify grant of special pay.
20	13	Revenue Inspector	44	20	No	Recovery work attached to the posts constitutes the normal work of the posts.

Land Records Department

1	9	Head Surveyor	12	35	Rs. 35	Special selection for non-routine duties.
2	10	Theodolite Surveyors	25	25	Rs. 35	Special selection for non-routine duties.
3	11	Surveyors	200	25	Rs. 25	Special selection for non-routine duties.

Registration Department

GOVERNMENT PHOTO REGISTRY

1.	6	Enlarger	1	10	Rs. 25	Work connected with the recovery of silver from chemical compounds involves extra hours of work.
2	10	Head Photo-Registrar	1	25	No	Grant of special pay will upset its relativity <i>vis-a-vis</i> other posts. It is for Government to consider whether this post should be upgraded.
3	12	Junior Technical Assistant	3	10	Rs. 25	Work connected with the recovery of silver from chemical compounds involves extra hours of work.

Forests Department

1	10	Assistant Conservator (Instructor)	5	50	Rs. 60	Special selection for non-routine duties.
2	10	Assistant Conservator (Sub-Divisional Forest Officer) Allapalli Sub-Division	1	75	Rs. 60	Additional duties (regarding charge of the Saw Mill) involving extra hours of work.
3	10	Assistant Conservator of Forests in working plans	1	50	Rs. 60	Special selection for non-routine duties.
4	10	Assistant Conservator of Forests in Silviculturist, Poona.	1	75	Ks. 60	Special selection for non-routine duties.
5	18	Range Forest Officer, Akrani	1	30	No	Revenue work of unsurveyed villages for which special pay is sanctioned constitutes normal duties of the post.
6	18	Range Forest Officer under working plan	26	25	Rs. 35	Special selection for non-routine work.
7	18	Range Forest Officer Government Timber Depot, Nasik.	1	20	Rs. 35	Special selection for non-routine duties.
8	18	Range Forest Officer (Depot Officer, Paratwada)	1	20	Rs. 35	Special selection for non-routine duties.
9	18	Range Forest Officer (Depot Officer, Ballarshah)	1	20	Rs. 35	Do.
10	18	Range Forest Officer (Curator, Forester's Training School, Chandrapur).	1	25	Rs. 35	Do.

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
Forests Department—contd.						
11	18	Range Forest Officer (Research) Under Silviculturist, Poona).	1	Rs. 30	Rs. 35	Special selection for non routine duties.
12	18	Range Forest Officer (Research) under Assistant Silviculturist, Nagpur.	3	30	35	Do. do.
13	18	Range Forest Officer (Research) Under Silviculturist, Chandrapur.	1	30	35	Do. do.
14	18	Range Forest Officer, Forest Utilization Office, Poona.	1	30	35	Do. do.
15	18	Range Forest Officer (Assistant Instructor) Forestry School.	13	25	35	Do. do.
16	19	Forester (Research) Under Assistant Silviculturist, Nagpur.	3	15	25	Do. do.
17	19	Forester (Research) Under Silviculturist, Chandrapur.	5	15	25	Do. do.
18	19	Forester (Research) Under Silviculturist, Poona. ..	15	15	25	Do. do.
19	19	Forester (Research) Under Genetiest, Chandrapur. ..	4	15	25	Do. do.
20	46	Ranger Surveyor in working plan.	6	25	35	Do. do.
21	47	Surveyor, Forest Settlement	2	20% of pay	No	No special feature justifying special pay.
22	93	Clerk, Forest Settlement Office	1	20 % of pay	No	No special feature justifying special pay.
23	94	Store Clerk (National Parks)	1	20	No	Do. do.
24	101	<i>Assistant Medical Officers—</i>				
		West Melghat Division	1	50	No	They are brought on the cadre of the Medical Department and therefore they are liable to be transferred anywhere in the State.
		West Yeotmal Division	1	50		
		Forest Dispensary, Moharili	1	15		
		Forest Dispensary, Gomani	1	15		
		Forest Guard Training School, Pal.	1	50		
		Foresters Training School, Chandrapur	1	50		

25	104	<i>Compounder—</i>						
		Amravati Circle	2	25	}	No	They are brought on the cadre of the Medical Department and therefore they are liable to be transferred any where in the State.	
		Forest Guard Training School, Pal	1	25				
		Forester's Training School, Chandrapur	1	25				
		Forest Dispensary, Moharili	1	5				
		Forest Dispensary, Gomani	1	5				
26	106	Police Wireless Sub-Inspector	1	50	35	Work in totally different conditions.		
27	107	Radio Mechanic	1	30	No	As he works under a Superior from his own Department the special pay is not justified.		
28	108	Wireless Operator	7	20	No	Do. do.		
29	109	Electrician	1	20	No	Do. do.		
30	122	Mali (National Park)	1	15	No	No special feature justifying special pay.		
31	138	Chainman	2	20% of pay	No	Do. do.		

Directorate of Social Welfare

1	107	Medical Officer, Class III	4	35	50 (For Gr. I)	Unattractiveness of the job in treating beggars.
		(i) Beggars Home for Males, Chembur.			35	Do. do.
		(ii) Receiving Centre, Chembur.			(For Gr. II)	
		(iii) Yerawada Industrial School, Poona.				
		(iv) Certified School, Jambul, Satara.				
2	107	Medical Officer (Class III)	2	30	50 (For Gr. I)	Do. do.
		Beggars Home for Males, Jambul, Satara.			35 (For Grade II)	
3	107	Medical Officer, Class III, Receiving Centre, Poona ..	1	30	50 (For Grade I)	Unattractiveness of the job in treating beggars.
					35 (For Grade II)	
4	107	Medical Officer, Class III, Pui/Gaipatwadi	2	50	50 (For Grade I)	Do. do.
					35 (For Grade II)	
5	107	Medical Officer, Class III, Beggars' Home for Males, Visapur.	1	30	50 (For Grade I)	Do. do.
					35 (For Grade II)	

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
Directorate of Social Welfare—contd.						
				Rs.		Rs.
6	113	Superintendent, Blind School, Nasik	1	25	50	Additional duties (consisting of teaching work after school hours) involving extra hours of work.
7	61	Craft Instructor (Yeravada Industrial School, Pune).	1	20	No	Additional duties of flour mill do not involve extra hours of work.
8	102	Senior Caretaker, Leprosy Home, Kedgaon ..	1	20	No	Maintenance of and repairs to engines in addition to security duties do not involve extra hours of work.
9	103	Oil Engine Driver, Beggars' Home for Male, Jambul ..	1	20	No	Additional duties connected with flour mill do not involve extra hours of work.
Directorate of Tourism						
1	9	Manager, Government Holiday Camp, Karla and Aurangabad.	2	40	No	Higher responsibility if any compared with that of Manager in charge of other Holiday Camps might justify the ungradation of posts, not special pay.
Directorate of Medical Education and Research						
1	71	Sisters in Operation Theatre	84	30	35	Special Selection for non-routine work.
2	73	Staff Nurse in Operation Theatre	227	20	35	Do. do.
3	17	Medical Officer, Health Unit, Paithan (Reader) ..	1	75	No	Visits to prisons should be regarded as part of normal duties.
4	63	Matron, Mental Hospital, Nagpur and Ratnagiri ..	2	40	No	So called risk is not significantly more than in other Hospitals.
5	71	Sisters, Mental Hospitals	25	20	No	Do. do.
6	73	Staff Nurse, Mental Hospital, Thane, Yeravada, Nagpur and Ratnagiri.	133	15	No	Do. do.
7	71	Sisters, Working as Night Supervisors	55	30	No	Night duties should be regarded as part of normal work.
8	193	Librarian	1	10	No	No special features justifying special pay.
9	184	Store-keeper	1	20 per cent of the pay	No	Do. do.

Directorate of Health Services

1	48	Medical Officer I/c Leprosy Control Unit/Medical Officer I/c Leprosy Colony Hospital/Medical Officer I/c Leprosy Training Centre.	36	75	60	Unattractiveness of the job.
2	236	Comptist	1	20	25	Do.
						Continuance of special pay at the proposed rate is recommended subject to the following conditions. (1) That the employee is working on comptometer. (2) Work involves full-time working on the machines.
3	236	Machine Operator	6	30	25	Do.
4	..	Sisters in Operation Theatre	Separate figures not furnished	30	35	Special selection for non-routine work.
5	..	Staff Nurses in Operation Theatre	1657	20	35	Do. do.
6	181, 182, 183.	Male Attendant in Mental Hospital	95	10	20	Unattractiveness of the job in dealing with mental patients directly.
7	174, 175, 176	Female Attendant in Mental Hospital	35	10	20	Do. do.
8	17	Civil Surgeon, Amravati, Akola	2	100	No	} Visits to prisons should be regarded as part of normal duties.
		Civil Surgeon, Thana	1	75	No	
		Civil Surgeon, Ratnagiri, Kolhapur, Buldhana, Nasik.	4	50	No	
		Civil Surgeon, Dhulia	1	40	No	
		Civil Surgeon, Sangli	1	30	No	
		Civil Surgeon, Nagpur	1	25	No	
		Civil Surgeon, Ahmednagar	1	25	No	
		Deputy Superintendent, Mental Hospital, Nagpur	1	30	No	
	48	M. M. & S. Class II Lady Medical Officer, Mental Hospital, Yervada.	1	25	No	

Serial No.	Serial No. in the main schedule	Designation	No. of posts	Amount of special pay	Recommendation	Remarks
1	2	3	4	5	6	7
Directorate of Health Services—contd.						
				Rs.	Rs.	
9	17	Superintendent, G. T. Hospital	1	225	No	} Visits to prisons should be regarded as part of normal duties.
10	48	Resident Medical Officer, C. P. R. Hospital, Kolhapur.	1	50	No	
11	17	Superintendent, St. Georges Hospital	1	100	No	
12	48	Medical Officers, Class III	25	20	No	
13	17	Superintendent, Central Mental Hospital, Yervada ..	1	150	No	The so called risk is not significantly more than in other Hospitals.
14	48	Medical Officers I/c Primary Health Centres ..	388	150	No	Incentives for work in rural areas cannot be confined to only one category.
15	48	Medical Officers I/c Rural Family Planning Centres ..	388	150	No	Do. do.
16	48	Medical Officer I/c Leave Reserve, Rural Family Planning Centre.	21	75	No	Incentive for work in rural areas cannot be confined to only one category.
17	48	Regional Assistant Leprosy Officer	7	75	No	Hardly any contact with Leprosy patients involved.
18	48	Medical Officers I/c Refugee Camp Dispensary, Gothangaon.	1	100	No	No special features justifying special pay.
19	48	Medical Officer, School Health Clinic	5	75	No	No special features justifying special pay.
20	48	Medical Officer I/c Mobile Sterilisation Unit ..	25	75	No	Being in charge of Mobils Units is no justification for special pay.
21	48	Medical Officer, I/c Mobile Hospital Unit/ Mobile Medical Unit Mobile-cum-Stationary Unit	5 4 2	75	No.	Being in charge of Mobile Units is no justification for special pay.
22	17	Deputy Superintendent, Central Mental Hospital, Yervada.	1	50	60	Unattractiveness of the work having to handle [mental patients.
23	48	Woman Assistant Surgeon, Central Mental Hospital, Yervada.	1	25	60	Do. do.
24	48	Senior Medical Officer, Mental Hospital, Yervada ..	1	40	60	Do. do.

25	48	Medical Officer, Central Prison, Yeravada	..	1	40	60	Unattractiveness of the work having to handle mental patients.
26	96	Medical Officer, M.M.S. Class III (Police Department).	..	1	60	50	Selection for non routine duties.
27	..	Psychiatric Nurse in Mental Hospital	.. ..	38	20	35	Unattractiveness of the work having to handle mental patients.
28	..	Sister and Ward Master in Mental Hospital	..	180	20	35	Do. do.
29	96	M. M. H. S., Class III. M. M. H. S., Class III-A (Working in Mental Hospitals).	..	23	35 (For M.B.B.S.) 25 (For others)	50 (For Grade I) 35 (For Grade II)	Do. do.
30	96	M. M. H. S., Class-III. M.M. H. S., Class III-A (Working in other places).	..	24	10	No.	No adequate justification for continuance of the special pay has been furnished.
31	96-A	B. C. G. Team Leader	.. ..	One post per B.C.G. Team in each district.	50	No	Administrative and Supervisory duties over subordinated should be treated as part of the normal duties of the post.
Directorate of Employees State Insurance Scheme							
1	21	Sisters in Operation Theatre	.. ..	9	30	35	Special selection for non-routine duties.
2	22	Staff Nurse in Operation Theatre	.. ..	104	30	35	Do. do.
3	50	Comptist	.. ..	2	20	25	Unattractiveness of the job.
Directorate of Ayurved							
1	34	Sisters I/c Operation Theatre	.. ..	3	30	35	Special Selection for non-routine duties.
Food and Drugs Administration							
1	6	Chief Inspector	.. ..	1	75	75	Special selection for non-routine duties (viz. carrying out raids etc.).
2	10	Drugs Inspector	.. ..	14	75	60	Do. do.

Continuance of special pay at the proposed rate is recommended subject to following conditions:—
(1) That the employee is working on comptometer
(2) The work involves full-time working on the machine.

CHAPTER 12

COMPENSATORY LOCAL ALLOWANCE AND HOUSE RENT ALLOWANCE

(A) COMPENSATORY LOCAL ALLOWANCE

12.1. The present scheme of Compensatory Local Allowance in Maharashtra is based on the recommendations of the Badkas Commission. Under this scheme the urban areas specified as Bombay, Pune and Nagpur qualify for Compensatory Local Allowance at the rates indicated in the following table:—

Urban areas specified as	Pay	Rate
Bombay ..	Below Rs. 150	10 per cent of pay subject to a minimum of Rs. 7.50 and a maximum of Rs. 12.50.
	Rs. 150 and above.	8 per cent of pay subject to a minimum of Rs. 12.50 and a maximum of Rs. 75.
Pune and Nagpur ..	Below Rs. 250 . . .	7½ per cent of pay subject to a minimum of Rs. 6 and maximum of Rs. 15.
	Rs. 250 and above . .	6 per cent of pay subject to a minimum of Rs. 15 and a maximum of Rs. 50.

Note.—For purposes of Compensatory Local Allowance pay is taken as basic pay plus the portion of Dearness Pay qualifying for Compensatory Local Allowance.

The above rates incidentally are the same as what the Government of India allowed to its employees in the above mentioned areas in accordance with its formula based on population which held the field until it was revised recently following the Third Central Pay Commission's recommendations. Under the Government of India formula, Bombay qualifies for Compensatory Local Allowance as an A Class city (i.e. a city with population above 16 lakhs and Pune and Nagpur qualify as B-1 Class cities (i.e., cities with population above 8 lakhs but not exceeding 16 lakhs). The only difference is that Solapur which qualifies for Compensatory Local Allowance as a B-2 Class city (i.e., with population above 4 lakhs but not exceeding 8 lakhs), under the Central formula, does not find a place in the State's scheme of Compensatory Local Allowance.

12.2. The rationale of a Compensatory Local Allowance is that there are identifiable places where the cost of living (other than on account of house rent) is conspicuously higher than within the country or a State as a whole, and since the latter form the basis for the pay-scales which are uniform for the whole of the country or the State as the case may be, they need to be supplemented by some kind of allowance to make up for the relative costliness of the places identified as more costly. The present rates of Compensatory Local Allowance however are not based on any factual investigation as regards the extent of the disparity in the cost of living in the qualifying urban areas as compared to the rest of the State. The Badkas Commission relied upon what it called "a fact of experience and observation" that cities and towns with bigger population are generally more costly. The Third Central Pay Commission attempted an estimate of the cost of a uniform consumption basket for a standard family consisting of three adult consumption units at different centres. They could not find any uniform link between the size of the population and the cost of the consumption basket. They found however by and large a descending order in the level of expenditure in A, B-1, B-2 and the C Class cities which they interpreted as lending some support to the population criterion. The exercise, however, does not seem to have yielded any reliable basis for quantifying the cost of living differentials as between the different sizes of cities. This is evident from the fact that in recommending the revised rates of Compensatory Local Allowance, the Third Central Pay Commission merely decided to reflex the rates such that they would yield on the revised pay-scales, more or less the same quantum of Compensatory Local Allowance as the earlier rates provided on the unrevised

pay-scales. The rates recommended by that Commission on this basis and accepted by the Government of India worked out for Bombay, Pune and Nagpur as under :—

Urban areas specified as	Pay	Rate
Bombay	.. Below Rs. 250	.. 6·5 per cent of the pay subject to a minimum of Rs. 12.
	Rs. 250 and above.	6 per cent of pay subject to a minimum of Rs. 16·20 and a maximum of Rs. 75.
Pune and Nagpur.	Below Rs. 330	.. 5 per cent of pay.
	Rs. 330 and above.	4·5 per cent of pay subject to a minimum of Rs. 16·45 and maximum of Rs. 50 per month.

12.3. Not being able to appreciate the logic of this approach of revising the rates so as to maintain the old quantum of Compensatory Local Allowance, we asked the State Directorate of Economics and Statistics whether they could provide some kind of a quantitative indication of the cost of living differentials as between Bombay, Pune and Nagpur on one hand and the rest of the State on the other, on the basis of whatever relevant data it may have in its possession. The Directorate was good enough to undertake this work for us. The note submitted by it is enclosed as Annexure I to this Chapter. In it an attempt has been made to work out the likely expenditure in different places of an employee family with the same size and norms of consumption as regards food and clothing as were assumed by the Third Central Pay Commission for working out the minimum remuneration. The places covered are Bombay, Pune, Nagpur, Solapur, Akola, Kolhapur, Nanded, Satara, Wardha, Parbhani, Osmanabad, Bhir, Ratnagiri, Bhandara and Alibag. The broad conclusions reached are that Bombay city is between 17 and 18 per cent more expensive and the cities of Pune and Nagpur about 10 per cent more expensive than the remaining group of towns.

12.4. The chief merit of the Directorate's exercise, as we see it, is that for the first time some kind of a factual justification has been provided for what has hitherto been a mere hypothesis viz. that employees in Bombay, Pune and Nagpur have to face a higher cost of living than their counterparts in other places in the State. It has also succeeded in quantifying, albeit with the help of several assumptions, the extent of the differential cost of living in these various places. We feel that it would be risky to adopt these differentials in toto as a sufficient basis for the Compensatory Local Allowance rates to be recommended by us. For one thing the differentials worked out relate to the consumption basket at the lowest rung of the governmental hierarchy. The consumption basket is not likely to be the same at higher levels of income. Moreover, the ratio of this consumption basket to the total expenditure of the family is bound to diminish as the income increases. Therefore, the differentials that might be valid at the lowest level of remuneration would need a downward adjustment as the pay range goes up. In the absence of data as to what these tapering differentials would be, we feel that it would be reasonable to adopt for the upper pay-ranges the same rates as have been sanctioned by the Government of India following the recommendations of the Third Central Pay Commission. These are 6 per cent subject to a maximum of Rs. 75 for Bombay, and 4½ per cent subject to a maximum of Rs. 50 in Pune and Nagpur. At the lower level, however, we feel on the basis of the findings in the Directorate's note, that the Government of India formula needs to be liberalised to some extent. This can be done by laying down a minimum Compensatory Local Allowance of say Rs. 16 in Bombay and Rs. 12 in Pune and Nagpur. At the minimum remuneration of Rs. 196 for Grade 1, this will work out to a little over 8 per cent in Bombay, and a little over 6 per cent in Pune and Nagpur as against the lower ratios of 6½ per cent and 5 per cent respectively under the Government of India's Scheme. The Directorate's exercise does not indicate much of a case for a Compensatory Local Allowance for Solapur but since Solapur qualifies for Compensatory Local Allowance under the Government of India formula as a B-2 Class city (its population being 3,98,361), we think that it would be appropriate to include Solapur also in the State's Scheme of Compensatory Local Allowance. In the Government of India pattern which is based on the Third Central Pay Commission's recommendation the rate of Compensatory Local Allowance applicable to Solapur is as under :—

Below Rs. 750	.. 3·5 per cent of pay subject to a maximum of Rs. 10 per month.
Rs. 750 and above	.. Amount by which pay falls short of Rs. 759.

We have not been able to see the logic in disallowing Compensatory Local Allowance in Solapur to employees whose pay exceeds 759 while their counterparts in Bombay, Pune and

Nagpur continue to be eligible for Compensatory Local Allowance although subject to certain maxima. We feel that a more reasonable arrangement will be to permit Compensatory Local Allowance in Solapur at 3 per cent subject to a minimum of Rs. 8 and a maximum of Rs. 25.

12.5. To sum up, we recommend the following rates of Compensatory Local Allowance :—

Urban Agglomeration	Rate
Bombay	6 per cent of pay subject to a minimum of Rs. 16 and a maximum of Rs. 75.
Pune and Nagpur	4½% of pay subject to a minimum of Rs. 12 and a maximum of Rs. 50.
Solapur	3% of pay subject to a minimum of Rs. 8 and a maximum of Rs. 25.

New Bombay.—The conditions in New Bombay in regard to the cost of living are in no way different from those in Bombay. We therefore recommend that the C.L.A. as admissible in Bombay City has been extended to the areas forming New Bombay.

12.6. The limits of the three cities (viz. Bombay, Pune and Nagpur) within which Compensatory Local Allowance is admissible under the orders of Government of India and those of the State Government are as under :—

City	Limits within which C.L.A. is admissible under the orders of Government of India	Limits within which C.L.A. is admissible under the orders of the State Government
Bombay	Limits of the Bombay Municipal Corporation and the limits of Thane Municipality.	Limits of the Bombay Municipal Corporation and the limits of Thane Municipality.
Pune	Pune Urban Agglomeration (which includes Pune, Pimpri-Chinchwad, Pune Cantonment, Kirkee, Dehu Road, Lohegaon, Khadakwasla and Dehu).	Pune Corporation limits and contiguous localities of Aundh, Dehu Road, Ghorpuri, Kirkee, Yeravda, Dapuri, Mundhwa, Aundh Camp, Pimpri-Chinchwad and Khadakwasla.
Nagpur	Nagpur Urban Agglomeration (which includes Nagpur, Kamptee and Kamptee Cantonment).	Nagpur Corporation Limits.

It will be seen that the areas specified under the orders of two Governments are the same so far as Bombay is concerned. In the case of Pune, we have not been able to ascertain whether the Pune Urban Agglomeration within which Compensatory Local Allowance is admissible under the Government of India orders include all the areas which are at present covered by the State Government's scheme of House Rent Allowance. We recommend that both in the case of Pune and Nagpur, Government may adopt the same Urban Agglomeration limits as are adopted by the Government of India, plus such areas in respect of both these cities as qualify for Compensatory Local Allowance under the existing orders of the State Government. In the case of Solapur the limits will be the Corporation limits as under the Government of India orders.

(B) HOUSE RENT ALLOWANCE

12.7. House Rent Allowance is a kind of Compensatory Allowance necessitated by the fact that employees in certain places are required to spend on the house rent a higher proportion of their salary than is assumed (7½ per cent. in the case of Class IV and 10 per cent for others) in formulating the uniform pay-scales applicable to the country or the State as a whole. It will be recalled that the rationale of Compensatory Local Allowance is also the same, except that, there, the cost of living differential as between the qualifying places and rest of the State excluded the element of house rent. The House Rent Allowance is, therefore, in the nature of a Compensatory Local Allowance to neutralise the inter-spacial differences in the matter of house rent not taken into account in the formulation of the uniform pay-scales.

Present Scheme in the State and its comparison with the Government of India Scheme

12.8. The present scheme of House Rent Allowance in Maharashtra which is based primarily on the recommendations of the Badkas Commission, restricts the House Rent Allowance to towns and cities with a population of 50,000 and above. The same dividing line obtains in the Government of India's scheme of House Rent Allowance also. There are,

however, some differences between the State's scheme and the Government of India's scheme in regard to the further classification within the qualifying towns and cities and also in the rates of House Rent Allowance applicable to them. In Maharashtra, the effective division is in two categories viz. (1) cities with a population of 5 lakhs and above, and (2) the other cities and towns with a population ranging from 50,000 to 5 lakhs. In the Government of India, the effective classification was three categories prior to the recent revision of the scheme following the recommendations of the Third Central Pay Commission : (1) places with population above 8 lakhs. (2) those with population ranging from above 4 lakhs to 8 lakhs and (3) those with population ranging from 50,000 to 4 lakhs. Under the revised scheme of the Government of India, there are only two categories, namely (a) cities and towns with a population of above 4 lakhs, (b) those with a population ranging from 50,000 to 4 lakhs.

12.9. In regard to the definition of the city limits there is no difference between the Government of India's Scheme and the scheme of the State Government.

12.10. So far as the rates are concerned, the State's scheme provides for the rates which vary inversely with the pay in the cities with population of 5 lakhs and above i.e. Bombay, Poona and Nagpur as under:—

*Pay Range	Rate of House Rent Allowance
Below Rs. 100 p.m.	.. Rs. 15 (fixed).
Rs. 100 to 499	.. 15% of pay subject to a minimum of Rs. 20.
Rs. 500 to 999	.. 12½% of pay subject to a minimum of Rs. 75.
Rs. 1000 and above	.. 10% of pay subject to a minimum of Rs. 124.

*Including all kinds of Dearness Pay.

The same principle of the rates varying inversely with the pay was operative under the erstwhile scheme of the Government of India in the cities with population of above 4 lakhs. After the recent revision, however, this principle has been given up under the Government of India's scheme and a uniform rate of 15 per cent of pay subject to a maximum of Rs. 400 has been sanctioned by the Government of India for all cities with a population of above 4 lakhs. The rate sanctioned in the Government of India's revised scheme for towns and cities with population ranging from 50,000 to 4 lakhs, is 7½ per cent of pay subject to a maximum of Rs. 200. Under the State's scheme, the same rate applies, but to towns and cities with population ranging from 50,000 to 5 lakhs and there is no ceiling.

Population Criterion, still the only basis of Government of India Scheme

12.11. It will be seen that both under the State's scheme and the Government of India's scheme of House Rent Allowance, it is the population of the towns and cities which determines whether persons posted there should get House Rent Allowance or not, and if they are to get it, at what rates. It appears that it was strenuously contended before the Third Central Pay Commission by Employees' Association, that the principle of adopting the population as the only criterion for eligibility for House Rent Allowance was wrong, and that towns and cities not qualifying under the population criterion should also be made eligible for House Rent Allowance provided they deserve such a facility on merits. The Third Central Pay Commission got a number of exercises made, on the basis of which it came to conclusion that "the criterion for the classification of cities and towns on the basis of population is not a reliable one". That body, however, could not evolve any alternative criterion and had to content itself with suggesting that the Government should undertake a survey from time to time of the prevailing levels of rent in different cities and towns and lay down appropriate House Rent Allowance rates based on the findings of such surveys. Another remedial measure suggested by it is that Government should undertake a timebound programme for increasing the availability of housing for its employees. After having made these recommendations which are of a long term nature, that body had no alternative but fall back, for the time being, on population as the only basis for determining the eligibility for House Rent Allowance. The details of the population-wise classification recommended by it and accepted by the Government of India have already been indicated above.

Long-term solutions

12.12. We have no hesitation in endorsing the long term recommendations of the Third Central Pay Commission regarding the acceleration of the programme of housing for Government employees and a periodical survey of house rents in different towns and cities. We tried to get some information regarding the position of housing available for Government

employees from the Public Works and Housing Department. The information given is as under :—

Residential Quarters constructed upto 31st March 1976 :

Class I	Class II	Class III	Class IV	Total
599	1261	9633	12100	23593

We do not have precise information regarding what proportion of the Government employees can be said to belong to the categories liable to periodical transfers, but we feel that it would not be less than 75 per cent. This means that at least 2.53 lakhs employees of the State Government alone would be in need of housing on rent. As against this number, the availability would work out to less than 10 per cent.

Need for acceleration of house building programme for employees

12.13. We have reason to believe that the programme of house construction for Government employees, which was never generous even in the best of times, has suffered a further set-back after its inclusion in the Plan since the commencement of the Fifth Plan. In the context of limited resources and pressing demands of the different developmental sector, the Government housing programme is apt to get the lowest priority. It may not be a practicable proposition for us to suggest that Government housing should revert to its non-plan status, but as certain important requirements on the non-plan side are first provided for before working out the resources available for the plan, we feel that the legitimate requirements of Government housing should also be taken into account and provided for before the resources available for the rest of the plan are worked out. The provision thus kept aside can subsequently be added to the plan outlay. This might look like some kind of manipulation, but we see no other way to ensure that housing of Government employees receives the attention that it deserves.

Our efforts at verification of population criterion no success

12.14. With a view to checking the reliability of the population criterion which has hitherto been practically the only basis of House Rent Allowance, we made some efforts to study, with the help of Director of Economics and Statistics, whatever information was available on housing conditions of and rents paid by the Government employees in the State in different pay ranges and posted in different towns and cities in different population groups. No information pertaining to Government employees as such was available, as no specific data about the housing conditions of Government employees was ever collected in the State. Some information about the industrial workers for a few centres in the State was available in the Family Living Survey conducted by the Labour Bureau, Simla in 1958-59 but that was confined to industrial workers and was therefore not likely to be of much use for drawing conclusions regarding Government employees' expenditure on rents. The middle class family living survey conducted by the Central Statistical Organisation in Bombay, Pune and Nagpur pertaining to the year 1958-59 was likely to be more relevant for our purposes, but we found that the house-rent data as collected in this survey is based on a fixed sample of dwellings that have been in existence since 1958. New constructions did not figure in this data and therefore we felt that it would not be safe to base our conclusions on it. We thought that a comparison of the economic rent of houses constructed by Government in the recent past and the rents actually collected from the latter on the 10 per cent basis, might yield useful information regarding the likely levels of rents in different localities as proportions of the employees' pay. The Public Works and Housing Department was requested to furnish this information in respect of Government buildings completed after 31st March 1970. The information was classified according to the population of the towns covered :—

- (i) those with population upto 15,000,
- (ii) those with population between 15,000 and 50,000,
- (iii) those with population between 50,000 and 4,00,000, and
- (iv) those with population above 4,00,000.

The Public Works and Housing Department collected the information as desired, but after some analysis it was found that the data suffered from various limitations. In quite a number of places/constructions, the economic rent was not determined and hence could not be reported. In respect of some other constructions, the cost of land, being Government land, was not available at the market value. The construction cost also showed great variations as between different places but these variations had no co-relation with variations in population. In

some places the cost of construction was found to include apart from building proper, various other items such as compound-wall, approach road, well, pump-installation etc. In others, there were no such items included. The cost of building thus did not have a uniform connotation. It is needless to say that because of all these difficulties we could not make any meaningful use of the information collected.

Other criteria suggested

12.15. The Maharashtra State Government Employees' Confederation has made an interesting suggestion regarding a new basis to be adopted for categorisation of towns and cities for purpose of House Rent Allowance. They have suggested the following classification and rates :—

Rates of House Rent Allowance	Classification	House Rent Allowance
Group-A ..	Bombay, Pune, Nagpur	.. 15% of pay subject to a minimum of Rs. 30.
Group-B ..	The Divisional Head-quarters and other Municipal Corporation cities.	12% of pay subject to a minimum of Rs. 25.
Group-C ..	All other district headquarters	10% of pay subject to a minimum of Rs. 20.
Group-D ..	All other places	.. 7½% of pay subject to a minimum of Rs. 15.

The chief merit of this proposal is that a new dimension has been added to the basic criterion of population. Given the same population, the level of house rent in two places is likely to differ, according to this proposal, depending on their administrative status. House rents are likely to be higher in District Headquarters than in other places, and higher in Corporation Cities and Divisional Headquarters than in District Headquarters. Although no survey findings are available to establish this hypothesis, we are inclined to agree, as a matter of general observation and experience, that rents in District Headquarters towns are generally higher than in other places with more or less the same population. In the absence of factual data we would not like to make the further finer differences suggested by the Confederation between the District Headquarters on the one hand and the Divisional Headquarters/ Corporation towns on the other in the same population group.

12.16. The other main feature of the Confederation's proposal is that no place should be excluded from the benefit of House Rent Allowance. The assumption underlying this suggestion seems to be that in no place can a Government servant expect to get a house on rent equal to about 10 per cent of his pay which is what is supposed to be the provision for rent in all pay-scales of Class III and above. We find ourselves unable to subscribe to this assumption firstly because it has no support of any factual investigation made for the purpose. Secondly, the usual supposition regarding all pay scales containing an element of 10 per cent as house rent is a conventional one. It is not as if house rent and all other items of expenditure are separately taken into account in formulating pay-scales of the grade other than the lowest one. It is only in respect of the determination of the minimum remuneration that provision has been made for house rent at 7½ per cent. of the total emoluments. The only support for the conventional assumption regarding 10 per cent. of the salary as rent for the Government is the fact that Government charges 10 per cent of the salary as rent for the Government quarters occupied by Government employees. There is nothing however to prevent Government from changing this either upward or downward and if such a change were actually made, a new conventional assumption could emerge in due course that the new rate constituted the ratio of the payment for house rent. Thirdly, there would not be much sense in laying down uniform pay-scales for the whole State, if simultaneously a supplemental provision has to be made in respect of every employee. The whole rationale of uniform scales is that living conditions taken as a whole are by and large the same throughout the State. Adoption of House Rent Allowance for every place in the State would go counter to this basic proportion.

12.17. The Maharashtra Rajya Karmachari Samanwaya Mahasangh has suggested certain adjustments in the population criterion and has also suggested extending the facility to such town and cities as can be identified as high rent places although they may not be satisfying the population criterion. As we have indicated earlier, we are sympathetic to this suggestion, but it can acquire an operational significance only if the factual surveys are made as suggested by the Third Central Pay Commission. We have already expressed our support to this recommendation as a long term measure to be adopted by the Government.

Extension of House Rent Allowance to Municipal Towns with population below 50,000

12.18. Pending such surveys, the question is whether there is any other plausible basis for extending House Rent Allowance to places below the present population limit 50,000. One such basis that occurs to us is the existence or otherwise, of a municipal council in such places. We understand that among the places with a population below 50,000, 182 have municipal councils in them. Their names are listed in Annexure II to this Chapter. Although there is no factual data to establish that the rents in these municipal towns are higher than in all the other places below the population limit of 50,000, it would not be unreasonable to assume such a rent differential on account of the fact that the property taxes in the municipal towns are likely to be more than in the places covered by Village Panchayats. Under the Municipal law, there is a minimum rate of property tax laid down in the same law. A similar provision exists in the Village Panchayat legislation also, but it will be seen from the relevant particulars given below that the rates of taxation in the Municipal areas are likely to be higher than the places covered by the Village Panchayat Act. For places with a population below 50,000, the type of municipal council that has to be considered are 'B' and 'C' Class municipalities. The Municipal law lays down the following minimum and maximum for the rates of taxation:—

Class of the Municipal area	Maximum rate of the tax	Minimum rate of the tax
'B' Class	.. 25% of the rateable value	.. 18% of the rateable value.
'C' Class	.. 23% of the rateable value.	.. 17% of the rateable value.

The corresponding provisions in the Village Panchayat Act are as under:—

Type of building	Maximum rate based on annual letting value of the building	Minimum rate based on annual letting value of the building
1. Hut or Mud House	.. 6½% of the annual letting value.	3% of the annual letting value.
2. Brick House built in clay.	10% of the annual letting value.	7% of the annual letting value.
3. Pucca House built in stones bricks and lime or cement.	15% of the annual letting value.	12% of the annual letting value.
4. New type R.C.C. built house.	25% of the annual letting value.	20% of the annual letting value.

Section 114(i) of the Maharashtra Municipalities Act, 1965, defines "rateable value" as the amount of annual rent reduced by 10 per cent. on the other hand "annual letting value" as defined under the Maharashtra Village Panchayat Taxes and Fees Rules is the same as the amount of annual rent. The Village Panchayat Act lays down different rates of property tax for different types of buildings. It will be seen that in the case of first three types of houses the rates of Property Tax even when adjusted for comparability with the rateable value basis of the Municipalities are definitely lower than those under the Municipalities. As regards R.C.C. built houses the Village Panchayat rate is slightly higher but it is a common knowledge that the letting value is calculated by the Village Panchayats on the basis of a valuation of the property which is generally on the lower side. It appears therefore reasonable to assume that employees stationed in Municipal towns have to bear a relatively higher burden of rent. We accordingly recommend extension of the scheme of House Rent Allowance to all Municipal towns among the places with less than 50,000 population.

Our recommendations

12.19. As regards the rate of the allowance, we feel that except in the case of District Headquarter towns the rates laid down by the Government of India on the recommendations of the Third Central Pay Commission, would be suitable both for the cities having a population exceeding 4 lakhs (viz. Bombay, Pune, Nagpur and Sholapur) and also for the towns having a population above 50,000 but not exceeding 4 lakhs. For the reasons mentioned in para. 12.15. above, we consider that a higher rate of House Rent Allowance than admissible under the Government of India is justifiable in the case of District Headquarters towns. For the Municipal towns having a population of less than 50,000 to which we are now proposing extension of the scheme for the first time, a lower rate than for the towns in the next higher

group would, in our opinion, be adequate. We accordingly propose following rates of House Rent Allowance for the various places mentioned above :—

Cities/Towns	Rate of House Rent Allowance
A—Cities having a population exceeding 4 lakhs (viz. Bombay, Pune, Nagpur and Solapur).	15% of pay subject to a maximum of Rs. 400 p.m.
B—All other District Headquarters towns irrespective of their population.	10% of pay subject to a maximum of Rs. 250 p.m.
C—All other towns, having a population above 50,000 but not above 4 lakhs.	7½% of pay subject to a maximum of Rs. 200 p.m.
D—All other towns with a population below 50,000 having a Municipal Council.	5% of pay subject to a maximum of Rs. 125 p.m.

12.20. (i) *New Bombay*.—Conditions in New Bombay regarding availability of houses being what they are, bulk of the employees working in the offices in New Bombay will have to continue to stay in Bombay at least for sometimes to come. We, therefore, recommend that House Rent Allowance as admissible in Bombay City may be extended to the areas forming New Bombay.

(ii) *Cantonments*.—There are six Cantonments in the State viz. (1) Pune, (2) Kirkee, (3) Dehu Road, (4) Aurangabad, (5) Ahmednagar, and (6) Kamptee. So far as the first three are concerned, our understanding is that the scheme of House Rent Allowance as applicable to Pune has already been extended to the three cantonments. In the remaining cases, we propose that House Rent Allowance at the rates as admissible in the Municipal towns to which they are contiguous viz. Aurangabad, Ahmednagar and Kamptee respectively may be extended.

Drawal of House Rent Allowance without production of Rent Receipt

12.21. One important feature of the present House Rent Allowance scheme of the State is that upto certain limits of Pay including Dearness Pay an employee can opt for House Rent Allowance at certain specified flat rates, without having to produce rent receipts for the purpose of establishing that the House Rent Allowance claimed by the employee is actually not less than the expenditure incurred by him on house rent beyond 10 per cent of his pay. Although this feature of the scheme strictly speaking can be said to run counter to the concept of House Rent Allowance it does serve a useful purpose, in providing relief to such of the employees as are unable to produce rent receipts because of the informal nature of their tenancy arrangements which they could not help, or whose rent receipts would not reflect the full extent of the rent actually paid by them because the initial capital outlay incurred by them in acquiring a new tenancy would have been without receipt, from the recipients. Every one knows that these are fairly common feature of the tenancy situation in Bombay and also some other larger cities. Apart from this, the flat rate procedure has also helped to eliminate a considerable amount of administrative and clerical work. The flat rates admissible under the present scheme are as under :—

Serial No.	Pay (including special dearness pay and dearness allowance treated as pay)	House Rent Allowance		
		Bombay	Pune and Nagpur	Other places where House Rent Allowance is admissible
1	Below Rs. 100	Rs. 15	Rs. 15	....
2	Rs. 100 and above but not more than Rs. 450.	15% of pay subject to a minimum of Rs. 20.	15% of pay subject to a minimum of Rs. 20.	7½% of pay subject to a minimum of Rs. 10.
3	Rs. 451 to 536	65	50	30
4	Rs. 537 to 735	75	55	35
5	Rs. 736 onwards	An amount by which the pay falls short of—		
		810	790	770

12.22. The Government of India's scheme of House Rent Allowance which has come into force following the Third Central Pay Commission's recommendations also provides for the facility of claiming House Rent Allowance without the production of rent receipt for

pay below Rs. 900. The extent of relaxation permitted under the Government of India's scheme is as follows :—

Employees	Extent of relaxation
1. Pay upto 750	.. Rent receipt not required to be produced or verified for drawal of House Rent Allowance at full rate.
2. Pay above Rs. 750	.. Do. do.

Provided the House Rent Allowance is to be drawn at the rate admissible to employees drawing pay upto Rs. 750.

We are of the opinion that the limit of Rs. 750 fixed by the Government of India for claiming full House Rent Allowance on an unconditional basis is unduly generous. The corresponding limit now in force in the State Scheme is Rs. 450. We are of the opinion that increase of the limit to Rs. 600 would more than meet the requirement of the situation. For the upper limits we would recommend the same figure as adopted by the Government of India viz. below Rs. 900. But the Government of India's formula suffers from the defect that whereas a person with pay of Rs. 899 can claim without production of rent receipt the same House Rent Allowance as he would be entitled to if his pay was Rs. 750, another employee whose pay is just one rupee more i.e. Rs. 900 would not be entitled to draw a single rupee as House Rent Allowance without production of rent receipt. This feature of the scheme which results in a sudden drop in the emoluments needs to be remedied. Taking all the facts of the matter into account we recommend the following arrangement in regard to the House Rent Allowance to be claimed without production of the rent receipt :—

Pay	Rate at which H.R.A. can be drawn without production of rent receipt
Upto Rs. 600	.. Full rates.
Above Rs. 600 but below Rs. 900.	(i) Bombay, Pune, Nagpur and Solapur. Rs. 90 subject to the condition that pay plus H.R.A. does not exceed Rs. 900.
	(ii) All District Headquarters .. Rs. 60 subject to the condition that pay plus H.R.A. does not exceed Rs. 900.
	(iii) All other towns having a population above 50,000 but not above 4 lakhs. Rs. 45 subject to the condition that pay plus H.R.A. does not exceed Rs. 900.
	(iv) All other Municipal towns. Rs. 30 subject to the condition that pay plus H.R.A. does not exceed Rs. 900.

House Rent Allowance for Owner Occupiers

12.23. In the case of employees occupying their own houses, House Rent Allowance is paid on the basis of the notional rent fixed in their case. Under the orders issued by Government, this notional rent is determined taking into account the return on the capital invested, municipal taxes and lease rent, if any, payable. Under the Government of India's rules, on the other hand, the House Rent Allowance payable to employees occupying their own houses is determined on the basis of the rateable value fixed by the Municipality for the purpose of assessment. We consider that the basis fixed by the State Government for compensating employees staying in their own houses is both rational and reasonable and does not call for any modification.

ANNEXURE I

DIRECTORATE OF ECONOMICS AND STATISTICS

Subject.—Differential cost of consumption in centres in different population ranges.

Compensatory Local Allowance is allowed to the Government servants working in certain specified areas with a view to compensating them for the higher costs of living in those areas. The extent to which such costs of living are higher in towns and cities from different population ranges, is however, not known. No factual data, based on sample surveys or *ad hoc* studies covering the state government employees are available. The basic premise underlying the C.L.A. is that a government servant transferred from one area to another area should be able to retain his consumption basket and the C.L.A. compensates for the increased cost of retaining the basket intact. Thus the consumption basket has to be a pre-determined one and should remain the same in any centre. Any factual study or survey may, however, bring out varying consumption baskets from the centre to centre, and hence, the differential costs obtained for various centres will not necessarily be a result of the higher costs of living but of the varying consumption basket, also. With this difficulty in view it was decided to adopt a fixed consumption basket and value it with the retail prices prevailing in the different centres. This way the cost of living for the standard consumption basket for different centres could be worked out.

This study covered 16 towns belonging to different population ranges. They were :—

Population ranges	Name of the centres
15 lakhs and above	Greater Bombay.
5 lakhs to 15 lakhs	Nagpur and Pune.
1 lakh to 5 lakhs	Akola, Kolhapur, Nanded and Sholapur.
50 thousand to 1 lakh	Parbhani, Satara and Wardha.
20 thousand to 50 thousand	Bhandara, Bhir, Buldhana, Osmanabad and Ratnagiri.
Below 20 thousand	Alibag.

The employee's family, for adopting the standard consumption basket is taken to consist of 4 persons (equivalent to 3 adult consumption units of which one is a moderate worker and other 2 sedentary workers). In the case of food and clothing the norms of consumption adopted are those used for working out the need based minimum (statement No. 4). The prices used are the retail prices prevailing in the selected centres during 1975-76. In the case of Bombay, Nagpur, Pune and Solapur centres for which data on specified cereals and sugar supplied through the fairprice shops could be had separately, the data on off-take of these commodities and the prices charged in the fairprice shops were also used. In the case of other centres off-take data could not be had. As such, the open market prices prevailing in those centres alone were used and one set of varying costs of living worked out.

Though ideally the common consumption basket is to be adopted for such an exercise it was felt that the consumption pattern may slightly vary from centre to centre. This will be particularly true in the case of consumption of cereals. Thus such cereals as are more predominantly produced in a given area are likely to be consumed more in that area. Taking this fact into account the consumption basket, to the extent of consumption of cereals, was suitably modified though the total consumption of cereals was retained at the same level of the common consumption basket. The prices in open market and open market-cum-fairprice shops were used and another set of varying costs of consumption worked out.

Though the quantity and prices of almost all the consumption items could be determined on certain given criteria e.g. as on the lines of the Third Central Pay Commission or by adopting nutrition standards no indication was available to determine the cost of transport. Some assumption had to be made for estimating the cost of transport. It was decided that the family as a whole will be making about 100 man-trips a month. These trips would cover those to places of work and back, to the educational institutions and back, to market and back and for social outing. Per trip costs however would vary from centre to centre. Per trip cost for Bombay Centre alone could be arrived at (based on a study of the expenditure incurred by the state government employees in Bombay on their own transport to office and back). Expenditure incurred on transport by the households of industrial workers per month was available from the consumption expenditure enquiries carried out for a few centres for 1971. This expenditure varied from centre to centre. In working out the cost of transport the relative percentages of expenditure on transport in different centres to Bombay for the base period were used.

The study covers expenditure on most of the items that are consumed by the family. Thus it comprises food (consumed at home), fuel and lighting, clothing, health, education and transport and communication. It, however, does not cover expenditure on food taken outside as well as expenditure on other miscellaneous items. No indication could be had for arriving at differential expenditure on 'eating out'. This item, hence, is not taken into account. Since most of the items of consumption, except housing have been covered by this study, it is felt that the non-inclusion of other miscellaneous items will not disturb to a great extent the results of the study proper. As regards house-rent since the housing cost (by way of rent) will be met separately through house rent allowance and not through the cost of living allowance, the item on housing has not been considered in this study.

It is observed that the cost of living for the standard consumption basket or for varying consumption (of cereals) basket is the highest for Greater Bombay. It works out at Rs. 367 with a standard consumption basket and Rs. 362 with varying consumption basket. The table below gives the average monthly household expenditure as worked out on the basis described above for towns belonging to the different population ranges.

TABLE

Population range	Average monthly household expenditure	
	Common consumption pattern for cereals	Varying consumption pattern for cereals
Above 15 lakhs	367.21 (119.41)	361.52 (114.03)
Between 5 lakhs to 15 lakhs	340.09 (110.50)	339.68 (107.14)
Between 1 lakh to 5 lakhs	312.18 (101.51)	312.54 (98.58)
Between 50 thousand to 1 lakh	312.31 (101.55)	312.29 (98.50)
Between 20 thousand to 50 thousand	307.06 (99.85)	313.97 (99.03)
Below 20 thousand	307.53 (100.00)	317.05 (100.00)

It is seen from the above table that the average monthly household expenditure for the towns and cities with population below 5 lakhs is more or less the same. It, however, is higher in the case of the two highest population ranges and is higher by nearly 7 to 10 per cent in the case of towns in the population range 5 to 15 lakhs when compared to the cost of consumption of the town in the population range below 20 thousand. Nagpur and Pune fall in this population range. The average monthly expenditure of Bombay (falling in the population range 15 lakhs and above) is higher by between 14 and 19 per cent.

Though the study is restricted essentially to the minimum standard of consumption it is felt that such differential cost of living will have to be incurred by the employees of all pay ranges including those in the higher pay ranges.

ANNEXURE II

Municipal Towns having population of 50,000 and below

1. Achalpur Camp.	61. Jejuri.	122. Parola.
2. Ahmadpur.	62. Jintur.	123. Partur.
3. Akalkot.	63. Junner.	124. Pathri.
4. Akot.	64. Kagal.	125. Patur.
5. Alandi.	65. Kalamnuri.	126. Pauni.
6. Ambad.	66. Kallam.	127. Pen.
7. Ambejogai.	67. Kalmeshwar.	128. Peth Umri.
8. Anjangaon.	68. Kandhar.	129. Phaltan.
9. Arvi.	69. Kannad.	130. Pulgaon.
10. Ashta.	70. Karad.	131. Purna.
11. Ashti.	71. Karanja.	132. Pusad.
12. Ausa.	72. Karmala.	133. Rahimatpur.
13. Badnera.	73. Katol.	134. Rahuri.
14. Balapur.	74. Khapa.	135. Rajapur.
15. Ballarpur.	75. Khed.	136. Rajura.
16. Baramati.	76. Khopoli-New	137. Ramtek.
17. Basmath.	Township.	138. Raver.
18. Bassein.	77. Khuldabad.	139. Roha Ashtami.
19. Bhagur.	78. Kinwat.	140. Sailu.
20. Bhokardan.	79. Kopergaon.	141. Sangamner.
21. Bhor.	80. Kurduwadi.	142. Sangola.
22. Bhum.	81. Kurundwad.	143. Saoner.
23. Biloli.	82. Kundalwadi.	144. Sasvad.
24. Chalisgaon.	83. Lonavala.	145. Satana.
25. Chandur.	84. Mahabaleshwar.	146. Savada.
26. Chandur Bazar.	85. Mahad.	147. Savantwadi.
27. Chikaldar.	86. Maindargi.	148. Sendurjana.
28. Chikhali.	87. Malkapur (Kolhapur)	149. Shahada.
29. Chiplun.	88. Malkapur (Buldhana)	150. Shegaon.
30. Chopda.	89. Malvan.	151. Shirpur.
31. Darwha.	90. Mangalvedha.	152. Shrirampur.
32. Daryapur-Banosa.	91. Mangrulpir.	153. Shriwardhan.
33. Dattapur-	92. Manjregaon.	154. Sindi.
Dhamangaon.	93. Manmad.	155. Sinner.
34. Deulgaon Raja.	94. Manwath.	156. Sirur.
35. Deglur.	95. Matheran.	157. Sonpeth.
36. Deoli.	96. Mehkar.	158. Talegaon-Dabhade.
37. Desai-ganj.	97. Mhasvad.	159. Taloda.
38. Dhamangaon.	98. Mohpa.	160. Tasgaon.
39. Dharangaon.	99. Morshi.	161. Telhara.
40. Dharmabad.	100. Mowad.	162. Tirora.
41. Dharur.	101. Mukhed.	163. Trimbak.
42. Dhond.	102. Mudkhed.	164. Tulzapur.
43. Digras.	103. Murgud.	165. Tumsar.
44. Dondaicha.	104. Murtizapur.	166. Udgir.
45. Dudhani.	105. Murud.	167. Umarga.
46. Erandol.	106. Murum.	168. Umarkhed.
47. Faizpur.	107. Naldurg.	169. Umrer.
48. Gadhinglaj.	108. Nandgaon.	170. Uran.
49. Gangakhed.	109. Nandura.	171. Uran-Islampur.
50. Gangapur.	110. Narkhed.	172. Vadgaon.
51. Georai.	111. Nawapur.	173. Vaijapur.
52. Ghatanji.	112. New-Township Satpur.	174. Vengurla.
53. Hadgaon.	113. Nilanga.	175. Vita.
54. Hinganghat.	114. Pachora.	176. Wai.
55. Hingoli.	115. Paithan.	177. Wani.
56. Igatpuri.	116. Panhala.	178. Warora.
57. Indapur.	117. Panchgani.	179. Warud.
58. Jaisingpur.	118. Pandarkaoda.	180. Washim.
59. Jalgaon	119. Panvel.	181. Yawal.
(Buldhana District)	120. Parenda.	182. Yeola.
60. Jawahar.	121. Parli.	

CHAPTER 13

COST OF OUR PROPOSALS

13.1. We will now attempt to give an estimate of the cost of our recommendations. The estimate is based on the assumption that the number of employees covered by our recommendations would be—

Government employees .. .. .	..	..	..	..	3.38 lakhs.
Z. P. employees .. .. .	..	..	..	..	0.58 lakh.
Primary School Teachers .. .. .	..	..	..	..	2.09 lakhs.
Secondary School Teachers in aided Schools .. .. .	..	..	..	..	0.73 lakh
				Total ..	6.78 lakhs

13.2. The annual average cost on account of the revised scales proposed by us works out to about Rs. 57 crores. However, no pay revision is allowed to work out itself fully and a new pay revision generally takes place before the full effect of the earlier revision has worked itself out. What is relevant from the point of view of impact on the State's resources is the immediate cost of the revision. The immediate cost of our recommendations would be (i) the cost involved in fixation of initial pay in the revised scales on the basis of the pay fixation formula recommended by us, (ii) the cost on account of the higher D.A. which will become admissible on the pay increased on account of pay fixation, (iii) the cost on account of revision of the H.R.A. and C.L.A. Schemes and (iv) cost on account of revision in the rates of special pay. Our estimates of the cost involved on these accounts are as under:—

		(Rs. in crores per annum)		
(i) Cost on account of pay fixation	19.57
(ii) Cost on account of additional D.A. due to pay fixation	5.91
(iii) Cost on account of revision of rates of H.R.A. and C.L.A.—				
		H.R.A.		2.55
		C.L.A.		Nil
			2.55	2.55
(iv) Cost on account of revision of rates of special pay	0.12
				Total .. 28.15

13.3. Based on the above estimates we find that the additional cost on account of our recommendations during the 3rd to 5th year of the Fifth Plan viz. 1976—79 would be about Rs. 85 crores. Together with the estimated cost of Rs. 71 crores on account of the dearness allowance sanctioned with effect from 1st March 1976 to which a reference has been made in para 2.8, the additional cost involved on account of improvements in the emoluments of Government employees would work out to Rs. 156 crores during the last 3 years of the 5th Five-Year Plan. This works out to about 22% of the estimated surplus of Rs. 725 crores mentioned in Chapter 2 against the actuals of 27% in the first two years of the Fifth-Five Year Plan and 48% during the ten years 1966-76 taken as a whole.

CHAPTER 14

PAY-SCALES OF NON-TEACHING STAFF OF UNIVERSITIES AND AFFILIATED NON-GOVERNMENT COLLEGES

14.1. By G.R., F.D., No. PCR-1075-SER-1, dated 22nd December 1975, the question of revision of pay-scales and allowances of the non-teaching staff of the six Universities within State viz. (i) Bombay University, (ii) Poona University, (iii) Shivaji University, Kolhapur, (iv) Marathwada University, Aurangabad, (v) Nagpur University, Nagpur and (vi) S. N. D. T. University, Bombay, including Registrar, Deputy Registrar, Finance Officer and Controller of Examinations, and the staff in the non-Government Colleges affiliated to these Universities has been included in our terms of reference. Soon after receipt of Government's letter we issued a Press Note inviting Universities, non-Government Colleges, Associations of non-teaching staff of Universities and non-Government Colleges in the State and individuals who might be interested in the work of the Commission to forward to us their suggestions on all or any matter covered by our terms of reference. In response to the Press Note, 27 associations and 62 individuals sent their suggestions. Representatives of some of these Associations were later called for an interview during which we could fully discuss the proposals made by the Associations.

14.2. In addition to the Press Note, we also issued a Circular letter requesting the Registrars of the six Universities and Principals of all the non-Government Colleges to forward to us full particulars regarding the pay and allowances drawn by the non-teaching staff working under them together with their proposals regarding revision of pay-scales and allowances of the staff. The requisite information was received from all the Universities and the proposals for revision of pay-scales were received from the Joint Board of Vice Chancellors. A large number of Colleges to whom the Circular letter was addressed have also forwarded the required information although in most cases the information furnished was inadequate. We have had the benefit of discussing with the Chairman, Joint Board of Vice Chancellors the Board's proposals regarding the revision of pay-scales and allowances of the non-teaching staff of Universities.

14.3. During discussions with our witnesses, it came to our notice that there are statutory provisions requiring Universities to frame statutes laying down conditions of service including pay-scales for the non-teaching staff of the Universities and affiliated Colleges. On enquiries made with the Universities, we find that only two or three Universities have issued statutes covering certain categories of posts and that revised statutes laying down uniform conditions of service for the employees of all the Universities though tentatively formulated by the Joint Board of Vice Chancellors have not been finalised pending finalisation to uniform pay-scales for the employees of all the Universities.

14.4. On going through the replies received from the Universities we find that except in the case of certain categories of employees, there is no uniformity in the pay-scales of similar categories of employees under the different Universities although all the Universities are paying to their staff D.A., H.R.A. and C.L.A. at the rates admissible to State Government employees. Most of the Universities have also sanctioned Interim relief to their non-teaching staff with effect from 1st April 1973 at the rates ranging from Rs. 25 to Rs. 75.

14.5. The various employees' Associations in their Memoranda submitted to us as also during personal discussions with us have demanded that the pay-scales of non-teaching staff of the Universities and affiliated Colleges should be fixed at a somewhat higher level than the pay-scales of corresponding categories under Government. The main reasons given in support of the demand are that (i) the staff employed by the Universities is comparatively better qualified and the work turned out by it is also of a different nature, (ii) that the staff of the Universities and affiliated Colleges is not eligible for several concessions (e.g. Medical reimbursement, housing loan) which are admissible to Government servants and (iii) that the service under Universities and affiliated Colleges is non-pensionable. As will be clear from our approach to the question of rationalisation, recruitment qualifications and nature of duties are the principal determinants of the pay-scales which we have proposed for various categories of posts. We propose to observe these very criteria, while recommending revised scales for the non-teaching staff under the Universities and affiliated Colleges. The

fact that the non-teaching staff of Universities is not eligible for certain concessions enjoyed by Government employees, cannot in our opinion be a justification for sanctioning higher scales. It is open to the Universities and this will be one of our recommendations—to bring other conditions of service of its employees on par with those of Government employees. The non-teaching staff of the Universities although not eligible for pension does enjoy the benefit of Contributory Provident Fund. On the whole we are not, therefore, impressed by the grounds given in support of the claim made by the non-teaching staff of Universities and affiliated Colleges for higher pay-scales than comparable categories under Government. Our view is that posts carrying similar duties and for which the same recruitment qualifications are prescribed should carry the same scales both under Government and in the Universities and colleges affiliated to them.

14.6. Our approach to the question of revision and rationalisation of pay-scales of Government employees has been fully explained in earlier Chapters. We propose to follow the same principles for revising the pay-scales of non-teaching staff of Universities and affiliated Colleges. We have fixed the pay-scales of Government employees for a 12 monthly average All India Price Index number 200. We propose to adopt the same base for revising the pay-scales of non-teaching staff of Universities and affiliated Colleges. In the case of Government employees the whole of the Dearness Allowance drawn on 1st January 1973 stands merged in the revised scales recommended by us. The non-teaching staff of Universities and affiliated Colleges are drawing D.A. at the same rates as Government employees. The pay-scales which we will be proposing for this staff will be inclusive of the same amount of Dearness Allowance which we have merged in the pay-scales of Government employees.

14.7. With the above background, we shall now proceed to deal with the pay-scales of various categories of non-teaching employees first (A) under the Universities and then (B) in the affiliated Colleges.

(A) Non-teaching categories under Universities

14.8. The designations, existing pay-scales and the revised scales recommended by us for the various categories of posts under the Universities are shown in Part II of the Report. In the paragraphs below we will discuss some of the important categories which are common to all or most of the Universities.

14.9. *Registrar, University of Bombay* : Rs. 1600—1800 (Rs. 1700—1900).

Registrar of other five Universities : Rs. 1100—1600 (Rs. 1260—1700).

The existing scale of Registrar of Bombay University is the same as the unrevised scale of Professors (Sr.) and that of Registrars of all other Universities is the same as that of Professors (Jr.). The Joint Board of Vice Chancellors of the six Universities has proposed that the existing equation of the post of Registrar with that of Professor should be retained by prescribing for the Registrars of all the Universities the scale of Rs. 1500—2500 which is the scale recommended by the U.G.C. for the Professors in the University Department. On the basis of both the recruitment qualifications prescribed and the nature of duties, the post of Registrar does not in our view stand any comparison with a Professor. We are of the opinion that the Registrar of a University could be more appropriately equated with a Joint Secretary in Mantralaya. We have accordingly recommended Gr. 25 with the scale of Rs. 2000—125/2—2250 for the Registrars of all the Universities.

14.10. *Deputy Registrars of all Universities* : Rs. 700—1250 (Rs. 880—1410).

Development Officers of all Universities except Bombay University : Rs. 700—1250 (Rs. 880—1410).

The Joint Board of Vice Chancellors has proposed for the Deputy Registrar and Development Officer the U.G.C. scale meant for Readers viz. Rs. 1200—1900. The qualifications proposed to be prescribed for the posts is a IInd Class Post-Graduate degree plus 7 years' administrative experience. The proposed qualifications are, however, not to apply in the case of persons already in service of the Universities. We are unable to see how on the basis of duties attached to the post and proposed recruitment qualifications, Deputy Registrars and Development Officers could be equated with Readers. In our opinion a more rational equation would be with Under Secretaries in Mantralaya. We have accordingly recommended Grade 16 with the scale of Rs. 1000—1500 for Deputy Registrars and Development Officers.

14.11. *Finance (or Accounts) Officer, University of Bombay, S.N.D.T. University :*
Rs. 700—1250 (Rs. 880—1410) *and Finance Officer, Poona University :*
Rs. 1100—1600 (Rs. 1260—1700).

In the case of these Officers also the Joint Board of Vice-Chancellors has proposed the scale of Rs. 1200—1900 meant for Readers. For the reasons mentioned in the preceding para. we find it difficult to accept the proposed equation. In our opinion these posts should be rated on par with those of Deputy Registrars and we accordingly recommend Grade 16 with the scale of Rs. 1000—1500 for all the posts including the post under the Poona University.

The Accounts Officer, Shivaji University and Marathwada University are on the same scale as Assistant Registrar viz. Rs. 400—950. We have retained the existing equation and proposed for them the same Grade and scale as recommended for the Assistant Registrar viz. Grade 14 with the scale of Rs. 680—1250.

14.12. *Assistant Registrars (all Universities) :* Rs. 400—950 (Rs. 610—1130).

The Joint Board of Vice-Chancellors has equated these posts with those of Lecturers and recommended the University Grant Commission's scale of Rs. 700—1600 meant for Lecturers. For the reasons mentioned in the case of Deputy Registrar we are unable to accept the proposed equation. We have equated these posts with Section Officers in the Mantralaya and recommended for them Grade 14 with the scale of Rs. 680—1250.

14.13. *Librarians.*—All higher categories of Librarians are on the old scales recommended by the University Grant Commission. We understand that proposals regarding revision of pay-scales of the Librarians have since been received from the University Grant Commission and are under consideration of Government. We are not therefore making any recommendations regarding the Librarians who are already on the old University Grant Commission's scales. In the case of other Librarians, we have recommended revised scales as under:—

Prescribed Educational qualifications	Grade and scale of pay recommended by us
S.S.C. with a certificate in Library Science	Gr. 6 Rs. 290—465—Extn.—515.
Graduate with a diploma or degree in Library Science	Gr. 8 Rs. 365—660—Extn.—735.

In the cases where higher qualifications or long experience have been prescribed, we have recommended Grade 10 on Rs. 500—900.

14.14. *Director, Students' Welfare.*—These posts exist in Poona, Bombay, Marathwada and S.N.D.T. Universities, and carry different scales. The Joint Board of Vice-Chancellors has proposed that these posts should carry the scale of a Reader if held by a whole time Officer and that if an Officer is appointed on part-time basis, he should be in a scale not below that of a Lecturer and he should be given a suitable allowance in addition. The information regarding the source from which the existing Officers are drawn and their qualifications has not been furnished to us. Assuming that these Officers have been drawn and will continue to be drawn from the cadres of University teachers, we suggest that they may be allowed the pay-scale of the cadre from which they are drawn plus a special pay. The rate of special pay should be Rs. 100 if the Officer is drawn from the cadre of Readers and Rs. 75 if drawn from the cadre of Lecturers.

14.15. *University Engineer.*—These posts exist in all Universities except Shivaji University. We have equated these posts with that of an Executive Engineer under Government and recommended Grade 16 with the scale of Rs. 1000—1500 for all of them.

14.16. *Controller of Examinations.*—These posts exist only in Bombay (Rs. 700—1250) and Marathwada (Rs. 1000—1500) Universities. In Poona University one of the Deputy Registrars (Rs. 700—1250) is in-charge of this work. The Joint Board of Vice-Chancellors has opined that it would be advisable to make this post part of a larger cadre that the same person does not have to be kept indefinitely in the same position as Controller of Examinations. We agree with this view and we propose that this post be treated as interchangeable with Deputy Registrar. On this basis, we have recommended Grade 16 with the scale of Rs. 1000—1500 for these posts.

14.17. *Workshop Superintendent.*—These posts exist in Poona (Rs. 400—800) Bombay (Rs. 300—560) and Marathwada (Rs. 400—950) Universities. We have recommended for all of them Grade 12 with the scale of Rs. 600—1150.

14.18. *Garden Superintendent*.—These posts exist in Nagpur (Rs. 400—950) Marathwada (Rs. 400—950) Bombay (Rs. 500 consolidated) and Shivaji (Rs. 260—430) Universities. Since the pay-scale to be prescribed in each case will depend upon the responsibilities of the Superintendent which will vary with the size of the Garden, we have not considered it necessary to bring all Superintendents on a uniform scale. Assuming that the existing scales broadly reflect the responsibilities of the four Superintendents we have recommended Gr. 12 (Rs. 600—1150) for the Superintendents of Gardens under Nagpur and Marathwada Universities, and Gr. 10 (Rs. 500—900) for the Superintendents under Bombay and Shivaji Universities.

14.19. *Security Officers*.—These posts exist in Bombay (Rs. 700—1250), Shivaji (Rs. 150—300), Marathwada (Rs. 115—215) and Poona (Rs. 110—200) Universities. In this case also we do not consider any need to prescribe a common scale for all Security Officers as the pay-scale to be fixed in each case will depend upon the size of the security problem which in turn will depend upon the expanse and spread of the property. On the assumption that existing scales broadly reflect the responsibilities of the Officers, we have recommended revised scales as appropriate to the existing scales.

14.20. *Office Staff*.—The six Universities have different office set-ups consisting of posts carrying different designations and different pay-scales. We have rationalised the pay-scales of these categories by proposing uniform scales as shown below:—

Category	Existing scale		Grade and pay-scale recommended by us
Superintendent/ Accountant	Rs. 400—830 (Rs. 610—1010)	Bombay	Gr. 12 : Rs. 600—1150
	Rs. 400—625 (Rs. 610—805)		
	Rs. 350—700 (Rs. 546—880)	SNDT	
	Rs. 300—600 (Rs. 496—780)		
	Rs. 300—600 (Rs. 496—780)	Poona	
	Rs. 300—525 (Rs. 496—733)		
Rs. 300—525 (Rs. 496—733)	Marathwada		
Assistant Superintendent/ Assistant Accountant.	Rs. 260—525 (Rs. 456—733)	Shivaji	Gr. 10 : Rs. 500—900
	Rs. 250—460 (Rs. 446—674)	SNDT	
	Rs. 275—450 (Rs. 471—664)	Bombay	
	Rs. 260—450 (Rs. 456—664)	Marathwada	
	Rs. 260—435 (Rs. 456—645)	Poona	
Rs. 260—430 (Rs. 456—640)	Nagpur		
Head Clerk	Rs. 220—450 (Rs. 416—664)	Shivaji	Gr. 9 : Rs. 395—700—Extn.—775
	Rs. 200—400 (Rs. 363—610)	SNDT	
	Rs. 175—375 (Rs. 338—571)		
Senior Clerk	Rs. 150—350 (Rs. 313—546)	SNDT	Gr. 7 : Rs. 335—580—Extn.—655
	Rs. 145—350 (Rs. 284—546)	Bombay	
	Rs. 180—330 (Rs. 343—526)	Poona	
	Rs. 180—330 (Rs. 343—526)	Marathwada	
	Rs. 150—330 (Rs. 313—526)	Shivaji	
	Rs. 150—300 (Rs. 313—496)	Nagpur	
Junior Clerks/ Typists	Rs. 145—350 (Rs. 284—546)	Bombay	Gr. 5 : Rs. 260—420—Extn.—470
	Rs. 124—330 (Rs. 263—526)	SNDT	
	Rs. 115—215 (Rs. 254—411)	Poona	
	Rs. 115—215 (Rs. 254—411)	Nagpur	
	Rs. 115—215 (Rs. 254—411)	Marathwada	
	Rs. 115—215 (Rs. 254—411)	Shivaji	

Though we have proposed uniform scale of a pay for the office staff in all the Universities, because of different staffing pattern existing in different Universities our proposals might not lead to uniformity in the distribution of posts in different grades. Thus Nagpur and Shivaji Universities would not have any posts of Superintendents in the scale of Rs. 600—1150. Posts of Head Clerks in the scale of Rs. 395—700—Extn.—775 will be found in the Shivaji and S.N.D.T. Universities only. The proportion of higher grade posts in relation to lower grade ones also will not be uniform in all the Universities. It will be recalled that we have had to contend with similar difficulties while attempting to rationalise the pay-scales of

ministerial supervisory post in different Departments of Government (*vide* paragraph 7.7. to 7.9. in Chapter 7). There we have suggested that Government should take steps to evolve a uniform staffing pattern for all Departments and set right the existing inequalities between different Departments. We can do no better than make a similar recommendation in regard to Universities also. We understand that the question of laying down uniform conditions of service for employees of all Universities is under the consideration of the Joint Board of Vice-Chancellors. We suggest that this opportunity should be taken to lay down a uniform staffing pattern for all the Universities.

14.21. In the case of Government Offices we have held that as a long term arrangement there should be no intermediate level between the supervisory level represented by the scale of Rs. 500—900 and Senior Clerks (Rs. 335—580—Extn.—655). We have therefore proposed that while laying down a uniform staffing pattern for all Government Offices the above view should be kept in mind so that this intermediate level is eliminated. We reiterate that suggestion in respect of the Universities also.

14.22. We have noted that so far as Bombay University is concerned there is a common scale of Rs. 145—350 for Clerks and Clerk-typists. While appointment to the posts of Clerks is said to be made from among Graduates, S.S.C. holders with the prescribed typing speed are eligible for appointment as Clerk-Typists. Since Graduates are being appointed as Clerks, we have assumed that the minimum qualifications insisted upon for appointment to the posts is a degree and we have therefore treated these posts as if they are posts of Senior Clerks. In all other Universities the lowest entry level post for Clerks is that of Junior Clerk to which appointment is made from among S.S.C. holders. Since Clerical duties at the lowest level are similar in all cases we have not been able to appreciate why in the case of Bombay University only these lowest clerical posts should be filled by nomination of Graduates. We suggest that this anomaly may be removed by converting as and when vacancies occur about 2/3rds of the posts of Clerks into those of Junior Clerks who need be S.S.C. holders only on the scale of Rs. 260—420—Extn.—470. The recruitment qualifications for the down graded posts should be brought on par with those of Clerks under other Universities viz. S.S.C.

14.23. We have noted that in the scales of some Universities there is a provision to give a higher start to graduates appointed as Clerks. We are not proposing any such provision in the case of Clerks under Government. We are not recommending it in the case of Clerks under Universities either.

14.24. *Typists.*—In the case of Typists in Government offices who are doing exclusively typing work, we have recommended Gr. 6 (Rs. 290—465—Extn.—515) which is one grade higher than for Clerks on the condition that they are delinked from the clerical cadre *vide* para 7.14. Our recommendations in that regard will apply to the Typists in the Universities also.

14.25. *Personal Assistants to Vice-Chancellors.*—There is considerable disparity in the pay-scales of Personal Assistants to Vice-Chancellors. While in Marathwada University the Personal Assistant is on the scale of Assistant Registrars (Rs. 400—950), in S.N.D.T. University the Personal Assistant is on the scale of Head Clerks (Rs. 250—460). In Bombay University one of the higher grade Stenographers (Rs. 350—550) is working as Personal Assistant while in the Poona University the Personal Assistant is on a separate scale of Rs. 400—650. We have not been able to bring about uniformity in the scale of these Personal Assistants in view of different recruitment rules applicable in these cases. We have recommended revised scales as appropriate to the existing recruitment qualifications. In our opinion there is need for standardisation of recruitment qualifications in these cases but we are unable to make recommendations about qualifications for want of jurisdiction.

14.26. *Other isolated posts and technical posts (other than in the presses).*—Certain Universities have various kinds of isolated posts and a large number of technical posts. In the case of isolated posts peculiar to each University, we have recommended revised scales taking into account recruitment rules (wherever available) prescribed for the posts, existing scales of the posts and the revised scales which we have fixed for comparable posts under Government. In the case of technical posts there is considerable disparity in the existing scales in the different Universities and for want of recruitment rules we have not been able to bring about complete uniformity in the pay-scales. Assuming that the existing scales reflect the responsibilities attached to the posts we have prescribed revised scales appropriate to the existing scales taking care to see that the recommended scales are the same or nearly the same for similar posts under Government.

University Presses

14.27. All Universities except the S.N.D.T. have their own Printing Presses. In the Bombay University, the Head of the Press viz. Controller is also in charge of the Stationery Section. The post carries the scale of Rs. 700—1250 (Rs. 880—1410). We have equated this post with that of Manager in charge of major Government Presses and recommended Grade 16 (i.e. Rs. 1000—1500). In the case of other Presses, we have equated the Officers in charge of the Presses (viz. Managers or Superintendents) with Assistant Managers in Government Presses and recommended Grade 12 (Rs. 600—1150) for all of them.

14.28) The pay-scales of operative and technical staff at lower levels differ from Press to Press. We have tried to bring about uniformity by proposing for various categories of posts the pay-scales which we have fixed for comparable posts in the Government Presses, after taking into account the point rating given by a Job Evaluation Committee that was appointed recently for this purpose. The following are some of the scales we have fixed for certain important categories in the Government Presses:—

Category in Government Presses	Grade and pay-scale recommended by us
Composing Foreman (Rs. 170—270)	Gr. 7 Rs. 335—580—Extn.—655
Display Compositor (Rs. 135—250)	Gr. 6 Rs. 290—465—Extn.—515
Compositor (Rs. 115—215)	Gr. 5 Rs. 260—420—Extn.—470
Distributor (Rs. 95—135)	Gr. 3 Rs. 220—325—Extn.—360
Head Proof Reader (Rs. 170—270)	Gr. 7 Rs. 335—580—Extn.—655
Proof Reader (Rs. 135—250)	Gr. 6 Rs. 290—465—Extn.—515
Copy Holder (Rs. 115—215)	Gr. 5 Rs. 260—420—Extn.—470
Head Binder (Rs. 170—270)	Gr. 8 Rs. 365—660—Extn.—735
Assistant Head Binder (Rs. 135—250)	Gr. 6 Rs. 290—465—Extn.—515
Sr. Binder (Rs. 110—195)	Gr. 5 Rs. 260—420—Extn.—470
Binder (Rs. 100—175)	Gr. 4 Rs. 250—395—Extn.—420
Assistant Binder (Rs. 95—135)	Gr. 3 Rs. 220—325—Extn.—360
Binder Boy (Rs. 80—110)	Gr. 2 Rs. 200—295—Extn.—330
Machineman (Rs. 110—195)	Gr. 6 Rs. 290—465—Extn.—515
Galley Pressman (Rs. 95—135)	Gr. 2 Rs. 200—295—Extn.—330
Auto Flyman/Flyman (Rs. 95—135)	Gr. 3 Rs. 220—325—Extn.—360
Fly Boy (Rs. 95—135)	Gr. 3 Rs. 220—325—Extn.—360
Mono Key Board Operator (Rs. 135—250)	Gr. 6 Rs. 290—465—Extn.—515
Mono Caster Attendant (Rs. 110—195)	Gr. 5 Rs. 260—420—Extn.—470
Lino Operator (Rs. 150—270)	Gr. 7 Rs. 335—580—Extn.—655
Hand Pressman (Rs. 110—175)	Gr. 4 Rs. 250—385—Extn.—420
Mono Casting Machine Operator (Rs. 110—195)	Gr. 5 Rs. 260—420—Extn.—470
Electrician (Rs. 160—250)	Gr. 7 Rs. 335—580—Extn.—655

We have recommended the same pay-scales for the corresponding categories in the University Presses. In those cases where an exact equivalent in Government Presses is not found, we have recommended pay-scales based on existing relativities.

(B) Non-teaching categories in Affiliated Colleges

14.29. In reply to our Circular asking for the particulars of existing staff 213 colleges have furnished the required information. In most of the cases however the information furnished is inadequate. Only a few Colleges have forwarded particulars about recruitment qualifications laid down for the posts. We do not know whether in the remaining cases there are any prescribed recruitment rules at all and how the existing incumbents have been recruited. In the absence of further details it is not possible for us to propose pay-scales so far as existing incumbents are concerned. Nor is it a practical proposition to ascertain the recruitment rules adopted by each College and propose pay-scales appropriate in each case.

14.30. As mentioned earlier, the Universities which are required to lay down recruitment qualifications for the various posts have not, except in the case of one or two Universities

and the necessary statutes so far. The Joint Board of Vice Chancellors has made the following proposals regarding the pay-scales of various categories of posts in the Colleges :—

Category	Scale proposed
Superintendent	The same as under University.
Accountant	The same as for Deputy Accountant under the University.
Senior Asstt./Steno-typist/Asstt. Accts./Cashier.	The same as for Senior Assistant under the University
Clerk/Typist	The same as for Junior Assistant under the University.

regards the qualifications to be prescribed in the above cases the Joint Board has decided that the qualifications prescribed by the Poona University may be adopted. The University has laid down different set-ups depending on the student strength of the colleges but the pay-scales prescribed for similar categories are the same. The categories laid down in the set-up are (1) Registrar, (2) Superintendent, (3) Accountant, (4) Assistant Superintendent or Head Clerk, (5) Senior Clerk, (6) Clerk-cum-Typist, (7) Accounts Cashier, (8) Library Clerk, (9) Library Assistant, (10) Head Peon and (11) Peon. (The post of Registrar which has been recommended for Colleges having student strength exceeding 3000 is optional and not obligatory). The qualifications laid down by the Poona University for the above mentioned categories are as under :—

Category	Qualifications
Registrar	<p>Master's degree in Arts, Science or Commerce with 5 years experience.</p> <p style="text-align: center;"><i>Or</i></p> <p>Graduate with 10 years experience.</p>
Superintendent	<p>(a) Graduate/Post-Graduate Degree in Arts, Science or Commerce. 10 years experience for Graduate and 7 years experience for the Master's Degree Holder.</p> <p style="text-align: center;"><i>Or</i></p> <p>(b) Intermediate examination in Arts, Science or Commerce or G.C.D. with 10 years experience of Office work and higher course of Office Administration, conducted by the University.</p>
Accountant	<p>(a) Graduate in Commerce with 7 years experience. (Knowledge of typing desirable.)</p> <p style="text-align: center;"><i>Or</i></p> <p>(b) Intermediate in Commerce or G.C.D. with 10 years experience of working in the Accounts Office and higher course in office administration conducted by the University. (Knowledge of typing desirable.)</p>
4. Assistant Superintendent or Head Clerk.	<p>(a) Graduate in Arts/Science with 7 years of working in the office and lower course in office administration conducted by the University. (Knowledge of typing essential.)</p> <p style="text-align: center;"><i>Or</i></p> <p>(b) Graduate in Commerce with 7 years experience. (Knowledge of typing essential.)</p> <p style="text-align: center;"><i>Or</i></p> <p>(c) Intermediate in Arts/Science/Commerce with 10 years experience of working in office and higher course in office administration conducted by the University. (Knowledge of typing desirable.)</p>

Category	Qualifications
5. Senior Clerk	<p>(a) Graduate in Arts/Science/Commerce with 5 years experience of office work and lower course in office administration conducted by the University. (Knowledge of typing essential.)</p> <p style="text-align: center;"><i>Or</i></p> <p>(b) Inter Arts/Science/Commerce with 5 years experience of office work and higher course in office administration conducted by the University (Knowledge of typing essential.)</p> <p style="text-align: center;"><i>Or</i></p> <p>(c) S.S.C. with 10 years experience of office work and higher course in office administration conducted by the University. (Knowledge of typing essential.)</p>
6. Clerk-cum-Typist	<p>(a) Graduate with Certificate course of typing.</p> <p style="text-align: center;"><i>Or</i></p> <p>(b) Inter Arts/Science/Commerce with higher course in office administration conducted by the University. (Knowledge of typing essential.)</p> <p style="text-align: center;"><i>Or</i></p> <p>(c) S.S.C. with certificate course of typing and higher course in office administration conducted by the University.</p>
7. Accounts Clerks/Cashier	<p>(a) Graduate in Commerce. (Knowledge of typing desirable.)</p> <p style="text-align: center;"><i>Or</i></p> <p>(b) Inter Commerce/G.C.D. with 3 years experience of accounts work. (Knowledge of typing desirable.)</p> <p style="text-align: center;"><i>Or</i></p> <p>(c) S.S.C. with 5 years experience in accounts office. (Knowledge of typing desirable.)</p>
8. Library Clerk	<p>(a) Graduate in Commerce/Arts/Science and certificate course in Library work.</p> <p style="text-align: center;"><i>Or</i></p> <p>(b) Inter Arts/Science/Commerce and certificate course in Library work and three years experience of Library work.</p>
9. Laboratory Assistant	<p>(a) Inter-Science with one year's experience.</p> <p style="text-align: center;"><i>Or</i></p> <p>(b) S.S.C. with Science subjects and 3 years experience.</p>
10. Head Peon	As far as possible S.S.C.
11. Peon	As far as possible S.S.C.

The rules laid down by the Poona University do not make it clear whether all the posts are intended to be filled by nomination only, that is to say, whether in no case the post is to be filled by promotion from among lower categories who may not possess the qualifications prescribed for direct recruits. The qualifications prescribed in some cases are higher compared with those laid down by Government for similar categories. For instance both under the Central Government and State Government the minimum educational qualifications prescribed for Clerks is S.S.C., though there is no bar in appointing persons with higher qualifications. The recruitment rule prescribed by the Poona University however, lays down three alternative qualifications viz. Degree, Intermediate or S.S.C. qualifications for recruitment. We are unable to see why when S.S.C. (with some training and typing knowledge) is considered adequate for the purpose of recruitment at this level, a degree or intermediate qualifications should be laid down as alternative qualifications. Similar excessive educational qualifications for beyond the requirements have been laid down for appointment of Peons who are required to be S.S.C. holders "as far as

possible". Under Government, persons who have passed 4th Standard in a Primary School are eligible for appointment as Peons. Such excessive educational qualifications unnecessarily lead to demand for higher scales. We therefore, suggest that the Joint Board of Vice-Chancellors might consider having a second look at these recruitment rules and try to bring them in line with those prescribed by Government for comparable posts.

14.30. Subject to the remarks made in the preceding paragraphs, we recommend the following Grades and scales for the categories provided for in the set-up suggested by the Joint Board of Vice-Chancellors for the affiliated Colleges :—

Category	Grade and pay-scales recommended by us	
1. Registrar	Gr. 12 ..	Rs. 600—1150
2. Superintendent	Gr. 10 ..	Rs. 500—900
3. Accountant	Gr. 10 ..	Rs. 500—900
4. Assistant Superintendent/Head Clerk.	Gr. 9 ..	Rs. 395—700—Extn.—775
5. Senior Clerk	Gr. 7 ..	Rs. 335—580—Extn.—655
6. Clerk-cum-Typist	Gr. 5 ..	Rs. 260—420—Extn.—470
7. Accounts Clerk/Cashier	Gr. 5 ..	Rs. 260—420—Extn.—470 Special pay of Rs. 25 for handling cash exceeding Rs. 25,000 per year.
8. Library Clerk	Gr. 6 ..	Rs. 290—465—Extn.—515
9. Laboratory Assistant	Gr. 5 ..	Rs. 260—420—Extn.—470
10. Head Peon	Gr. 2 ..	Rs. 200—295—Extn.—330
11. Peon	Gr. 1 ..	Rs. 196—245—Extn.—260

We further recommend that Typists who are put exclusively on typing duties and are not eligible for promotion to the posts on the ministerial side may be placed on Grade 6 (Rs. 290—465—Extn.—515). These Typists should be held eligible for appointment as Steno-Typists if they acquire necessary proficiency in Shorthand. For Steno-typists possessing a minimum speed of 80 words per minute in Shorthand we recommend Grade 7 (Rs. 335—580—Extn.—655).

14.31. The suggestion made by us in para. 14.21. above in regard to the category of Head Clerks in the set-up of Universities would also apply in the case of Assistant Superintendent/Head Clerks referred to at Serial No. 4 above. The recommended scale for Head Clerks/Assistant Superintendent in this case in subject to those remarks.

14.32. We have observed that in the set-up of some of the Colleges there are certain other categories (e.g. Driver, Storekeeper, Daftari) which do not find a place in the set-up laid down by the Poona University. For want of full details it is not possible for us to suggest pay-scales for these categories. The Joint Board of Vice-Chancellors will have to identify such categories, lay down recruitment qualifications for them with due regard to the qualifications prescribed by Government for similar categories in Government Colleges and prescribed pay-scales appropriate to those qualifications.

14.33. Since the pay scales recommended by us are based on certain qualifications, they will not automatically apply to the existing holders who do not possess those qualifications. The Universities will have to consider to what extent the qualifications should be relaxed in the case of existing incumbents and how the cases of employees who cannot be given the benefit of the scales even by relaxation of the prescribed qualifications should be regulated.

14.34. *Pay-scales of non-teaching Class III and Class IV staff in Visveswaraya Regional Engineering College Nagpur.*—As we were in doubt about our jurisdiction over the staff of this College we asked in our letter dated 19th June 1976 for clarification from Government. In reply, Government has informed us under its letter dated 6th December 1976 that we should make recommendations about the pay-scales of non-teaching staff of this College also. However since very little time was available we were not in a position to collect

necessary details and evidence about the staff in question. All the same, we feel that the recommendations made by us which are of a general nature should be made applicable to the non-teaching staff of this College also.

Other Recommendations

14.35. *Special pay for handling cash.*—In the case of Government employees below the rank of Head Clerk who are required to handle cash more than Rs. 25,000 per annum, we have recommended a special pay at the rate of Rs. 25. We recommend similar special pay for the corresponding categories of employees under Universities and affiliated Colleges.

14.36. *Allowances.*—The non-teaching staff of the Universities is already in receipt of H.R.A. and C.L.A. at the rates admissible to Government employees. We do not know whether employees of affiliated Colleges are drawing these allowances. We have separately recommended revised rates of H.R.A. and C.L.A. for Government employees—*vide* Chapter 12 in the Report. We recommend that the scheme of H.R.A. and C.L.A. proposed by us for Government employees should be extended to the non-teaching staff of the Universities and also affiliated Colleges.

14.37. The Joint Board of Vice-Chancellors has suggested certain other allowances like Uniform Allowance for the employees of Universities and affiliated Colleges. Since these allowances are not covered by our terms of reference, we are not making any proposal in this regard. However, there would be no objection to the employees of the Universities and affiliated Colleges being allowed such of the allowances as could be justified on the basis of the principles suggested by us for grant of special pay in the Chapter on "Review of Special Pays" (i.e. Chapter 11).

14.38. *Date of effect.*—Government has already clarified that so far as Government employees are concerned, the revised scales of pay, as decided on the basis of the recommendations of the Pay Commission, will be given effect to from 1st April 1976. As mentioned earlier, employees of some of the Universities have been granted Interim Relief with effect from 1st April 1973. We are not aware whether there has been any commitment made to the employees of the Universities either by Universities or Government regarding the date of effect to be given to the revised scales. Assuming that there are no such commitments we recommend that in the interest of Uniformity the pay-scales which we have proposed for the non-teaching employees of Universities may be brought into force also from 1st April 1976.

As regards the employees of the affiliated Colleges since the pay-scales recommended by us are meant for those possessing prescribed qualifications, the Universities will have first to decide which of the existing employees should be allowed to come over to the revised scales. Assuming that this will be done quickly, there would be no objection to bringing on the revised scales such of the existing employees as are held eligible for the revised scales also with effect from 1st April 1976.

14.39. *Formula for fixation of initial pay in the revised scales.*—In Chapter 10 we have suggested a formula for fixation of pay of Government employees in the revised scales recommended by us. This formula is adjusted to the date 1st April 1976. Assuming that our proposals made in the preceding paragraph to give effect to our recommendations from 1st April 1976 will be accepted, we have prepared the pay-fixation Schedules for the University posts on the same lines as for Government employees. In the case of the employees of the Universities who are in receipt of interim relief, the amount drawn after 1st April 1976 will have to be adjusted against the arrears payable from 1st April 1976 on account of fixation of pay in the revised scales, the recovery of excess, if any, being waived. The recovery of the whole of the amount of interim relief drawn before that date will have to be waived.

14.40. The same formula could also be made applicable to such of the employees of the affiliated Colleges as are held eligible for the revised scales, if our suggestion to bring the revised scales into force with effect from 1st April 1976 is accepted. We have not prepared the pay-fixation Schedules in their case because until it is decided which of the existing posts should qualify for the revised scales we have proposed, it is not possible to list out the existing scales that would get replaced by each of the revised scales. Once this difficulty is removed, it should not be difficult for the authorities concerned to prepare the pay fixation Schedules on the basis of the principles explained in Chapter 10.

ACKNOWLEDGEMENTS

Before we conclude we should like to place on record our deep sense of appreciation and gratitude for the valuable assistance and co-operation given to us by both the premier Associations of Government and Z. P. employees viz. Maharashtra State Government Employees' Confederation and Maharashtra Rajya Karmachari Samanwaya Mahasangh and several other Associations of Government and Z. P. employees, Teachers and non-teaching staff of the Universities and Colleges and we are thankful to all of them. We are also thankful to the Secretaries to Government, Heads of Departments and other Officers of Government for making available to us all the information required by us about their Departments and for giving us valuable advice on several problems which confronted us from time to time. We would like to mention in particular the valuable assistance we received from Shri S. M. Vidwans, Director of Economics and Statistics in several statistical studies undertaken by us. The pay fixation formula which we have adopted for our recommendations is basically his. We are thankful to him for all his help. We are also thankful to Shri V. J. Puntambekar, Manager, Electronic Data Processing Centre, University of Bombay for completing the voluminous work of preparing Tables of pay fixation on the computer with understanding and in record time. We are thankful to him for all his help. Our thanks are also due to the Vice-Chancellor of S.N.D.T. University who in her capacity as the Chairman of the Joint Board of Vice-Chancellors of Universities in the State gave us the benefit of her views on several issues connected with the revision of pay-scales of non-teaching employees of Universities and affiliated Colleges. Lastly we should like to record our appreciation of the support given to us by the Secretary to the Commission, Shri S. G. Pai and his staff, but for whose unremitting work under the severest of pressure in the last few months, we would have perhaps taken much longer to complete our task. We thank them all.

(Signed) R. R. BHOLE,
Chairman.

(Signed) G. L. SHETH,
Member.

(Signed) P. D. KASBEKAR,
Member.

Bombay, 15th February 1977.

APPENDIX I

No. PAY 3075/PC.

MAHARASHTRA PAY COMMISSION,
SACHIVALAYA, 3rd Floor,
Bombay-32, 20th September 1975.

From

Shri S. G. PAI,
SECRETARY,
MAHARASHTRA PAY COMMISSION,
SACHIVALAYA, BOMBAY 400 032

To

Subject.—Questionnaire.

Dear Sir,

As you may be aware, Government of Maharashtra have appointed a Pay Commission for revision and rationalisation of pay structure of the State Government and Zilla Parishads employees and Teachers in aided schools. The terms of reference of the Commission are as under :—

(1) The Commission will review the existing pay-scales applicable to the various cadres and posts (other than those included in the A.I.S.) borne on regular permanent and temporary establishment under Government including the posts of which the existing pay-scales are based on the Bilgrami Award, Posts in the Maharashtra Legislature Secretariat for which there are no corresponding posts in the State Secretariat and also posts under the High Court and the Zilla Parishads and suggest revised scales inclusive of such portion of dearness allowance which the Commission may consider appropriate to merge after taking into account—

(a) duties and responsibilities attached to the posts and qualifications and experience prescribed for recruitment thereto, so as to resolve anomalies, if any, in the existing pay-scales;

(b) the need to reduce progressively the gap between highest and lowest salaries;

(c) the need to rationalise the pay-scales and to reduce their number wherever possible ;

(d) the financial position of the State Government and the demands on its resources for purposes of development.

(2) The Commission will examine having due regard to the fact that City scales of pay have been discontinued since 1st April 1966 in the case of the staff stationed in Greater Bombay, except the technical and operative and other categories of staff in the Greater Bombay Milk Scheme, whether the city scales of pay should be discontinued for the staff in the Greater Bombay Milk Scheme.

(3) The Commission will also suggest the method to be adopted for fixation of pay of existing employees in the new scales recommended by it.

(4) The Commission will review special pays sanctioned in various offices and establishments under Government, High Court and Zilla Parishads and make recommendations for their abolition or further continuance at the existing enhanced or reduced rates. The Commission will also examine the basis of the structure of the present scales of house rent allowance and compensatory local allowance and recommend a suitable structure and scales in relation to the new pay-scales to be recommended.

(5) The Commission will consider the impact of its recommendations on the emoluments of teachers in aided schools and will recommend a complementary structure of pay-scales and allowances for them. Government may also refer to the Commission any other items, if felt necessary.

The Commission invites your co-operation and help in the successful completion of the task entrusted to it. A Questionnaire detailing the problems on which your comments would be helpful is enclosed. The Commission will be thankful if you could send your replies to the questions—all or any as you may choose. The Commission will also be happy to have your comments on any other topics covered by the terms of reference. Your reply may be sent to the Commission as early as possible preferably before 31st October 1975.

Yours faithfully,

S. G. PAI,
Secretary,
Maharashtra Pay Commission.

Enclosure.—Questionnaire with Appendices.

MAHARASHTRA PAY COMMISSION

QUESTIONNAIRE

I. GENERAL PRINCIPLES

1. What should be the general principles on the basis of which the pay-scales of State Government, High Court and Zilla Parishad employees should be determined? (Please see explanatory note 1 below).

2. Should the salary policy be geared and related to the policy of development of economy (e.g. with productivity, agricultural wages, small scale industries wages, earnings of general labourers, earnings of self-employed, *per capita* national income)? If not, give reasons why the two should not be related?

3. (a) Do you think that while determining the pay-scales of State Government, High Court and Zilla Parishad employees it would be feasible to apply the principle of "fair comparison" and to take the salaries paid by (i) Government of India, (ii) Public Sector Undertakings inclusive of Nationalised Banks and (iii) Private Sector, for such comparison?

(b) To what extent do you consider the paying capacity of the State Government would be relevant for determining the pay-scales of the State Government, High Court and Zilla Parishad employees? Would you differentiate the posts at the bottom, intermediate and top levels?

(c) To what extent do you think it should be possible for Government to assume the role of a "model employer"?

4. Do you think that uniformity should be insisted upon in the standards of remuneration for equal and similar kind of work as between Central Government employees on the one hand and State Government and High Court employees on the other and between State Government employees on the one hand and Zilla Parishad employees on the other? Or do you think that some differentiation would be permissible and if so, on what grounds?

5. Do you think that the emoluments of Government employees in industrial and commercial establishments can be higher than those of employees doing more or less similar work in other establishments of Government? Please give reasons for your opinion.

6. There is a general demand for the observance of the principle of "equal pay for equal work" in determining the pay-scales. What do you think should be the criteria for determining "equal work" especially when the type of work performed is dissimilar? Do you think that the technique of job evaluation can be applied for the purpose? Having regard to the urgency of Commission's work and also the size of the problem, do you think that it would be feasible for the Commission to undertake such job evaluation?

7. Do you recommend studies on job evaluation on scientific basis or any rough or ready method to implement the principle of "equal pay for equal work"?

8. What should be the basis of calculation of "fair wages" and on what living cost of index should basic wages be fixed?

9. Should fair remuneration depend on—

(i) Productivity of labour or workload,

(ii) level of national income,

(iii) place of employment in the economy of Maharashtra?

II. MINIMUM AND MAXIMUM REMUNERATIONS

10. What in your opinion should be the principles for determining the minimum remuneration of a State Government, a High Court or a Zilla Parishad employee? Do you consider it feasible to work out a "need based" minimum wage? If so what specific method would you suggest for working out a "need based" minimum wage for the State Government, High Court and Zilla Parishad employees taking into account the socio-economic conditions in Maharashtra and amenities and concessions such as medical care, educational facilities and uniforms admissible to State Government, High Court and Zilla Parishad employees? (Please see explanatory note 2 below.)

11. Should the "need based" wage be related to the minimum human needs, irrespective of any other consideration?

12. In view of the developing economy and consequent spiralling of prices, to which level of price index should the Commission relate the minimum remuneration it proposes to recommend?

13. (a) In considering the minimum remuneration of a State Government, High Court or Zilla Parishad employee what weight would you attach to (i) the *per capita* income of the State and (ii) the level of unemployment in the State? Suppose, the minimum with reference to these considerations conflicts with your idea of a "need based minimum" which would you take as your point of reference, or would you suggest a compromise?

(b) What relation, if any, should the minimum remuneration of State Government, High Court or Zilla Parishad employees bear to that prevailing outside Government?

14. What should be the maximum salary of a State Government, a High Court or a Zilla Parishad employee considering :—

(a) the level of *per capita* income of the State and

(b) the level of salary obtaining in the private sector for comparable posts?

15. It has been suggested that the existing gap between the highest and the lowest salaries should be reduced progressively. What disparity ratio between the highest salary (post-tax) and the lowest salary would, in your opinion, be desirable? Would you suggest that there should be no upward revision whatsoever of salaries drawn at the higher levels so as to narrow down the existing gap?

III. PAY STRUCTURE

(A) GOVERNMENT, HIGH COURT AND ZILLA PARISHAD EMPLOYEES

16. Having regard to the fact that the Commission is required to make recommendations to be implemented from 1st April 1976 and in view of the present fluctuating trend of prices, to which particular date or to which particular price level, do you think, the Commission should relate the revised scales of pay to be recommended by it? Please give reasons for your suggestions.

17. The existing scales of pay of some important categories of posts under the State Government, High Court and Zilla Parishads are shown in Appendix I. Do you consider they are fair and satisfactory? If not, how should they be improved? Are there any anomalies in the existing scales? What are they and how they should be removed?

18. The existing rates of Dearness Allowance and the portion of Dearness Allowance which is being treated as "Dearness Pay" which counts as "Pay" for certain purposes are shown in Appendix II. The existing scales are to be reviewed and revised scales suggested after "merging" such portion of Dearness Allowance in the existing scales as the Commission may consider appropriate to merge. What portion of the existing D. A. including that part treated as "Dearness Pay" do you suggest should be merged in the revised scales? Please give reasons for your suggestions.

19. Are there any instances within your knowledge of unjustifiable differences in pay-scales of Government, High Court and Zilla Parishad employees causing disparity or anomaly in emoluments? If so, what are the grounds for your opinion and how do you think the disparity or anomaly should be removed?

20. (a) Have you any suggestions to make for providing adequate promotional avenues for any categories of Government, High Court and Zilla Parishad employees with proved merit and ability? Do the existing time scales provide adequately for promotions between grades or from a lower grade of service to a higher grade?

(b) What in your opinion should be the number of levels of promotions for Government, High Court and Zilla Parishad employees which can be considered as adequate to enable recruitment of proper types of persons and to provide enough incentives for efficient work?

21. Regarding avenues for promotion available to ministerial personnel, particularly in Technical Departments, there are complaints that the opportunities are very few. Two alternatives can be considered to improve this position. The first is to make ministerial posts and Executive/Lower technical posts inter-changeable as is done in the Co-operation and Revenue Departments, in respect of executive and ministerial posts. The second method is to merge the purely administrative cadres of all Departments at a suitable level so that further opportunities for promotions can be available equally to all lower level ministerial personnel. Which of these alternatives do you feel will be easier to implement and help maintain the efficiency of the services? It should be noted that whatever alternative is chosen, it will have to be applied prospectively.

22. Have you any suggestions to make to improve the system regarding (a) length of pay scales, (b) rates and periodicity of increments and (c) provision of Efficiency Bars in the pay scales and (d) differentials in pay-scales?

23. On what factor should salary differentials be based? What weight would you attach to the various factors suggested by you and how far is it practicable to take this into account while devising a pay structure?

24. What are your views on selection grades? In what circumstances and subject to what conditions should they be prescribed?

25. What remedies would you suggest for meeting the grievance of employees who have stagnated at the maximum of their scales of pay for an "unduly long period"? What in your view would constitute an 'unduly long period'?

26. (a) Would you suggest any modification or change in the pay structure and the pay-scales for Secretariat Services obtaining in the different Departments of the Sachivalaya *vis-a-vis* the pay structure and the pay-scales for different attached offices and subordinate offices in Bombay City and elsewhere? If there are anomalies between the Sachivalaya services and others, please mention them.

(b) Typists working in the Departments of the Secretariat are in receipt of a typing allowance of Rs. 15 p.m. Do you think that there is justification for continuing this allowance? If so, do you also consider that this allowance should be extended to the Typists in the offices outside the Secretariat?

27. Recruitment to posts is made on the basis of the educational qualifications prescribed in the Recruitment Rule. Do you consider a higher initial start in the sanctioned scale would be justifiable in the case of direct recruits possessing qualifications higher than the minimum educational qualifications prescribed in the Recruitment Rules?

28. (a) Considering the number of pay-scales in existence, do you think there is further scope for rationalisation and reduction in the number of pay-scales? If so, your suggestions in this regard with reasons therefor may be furnished.

(b) Can you suggest what posts with differing pay-scales in the Department or Departments should be grouped together and brought under one suitable new scale without prejudice to employees likely to be affected by such new arrangement? Please recommend a new pay-scale which in your view should properly govern the posts so grouped or merged together.

(c) Is any modification necessary in the present classification of services and nomenclature and designation of posts? If so, what are your proposals in that behalf?

29. Taking into consideration the suggestions made by you to the questions above, would you like to revise the pay structure for the services/organisations with which you are familiar?

30. Does the system of special pay disturb internal relativities or lead to discrimination?

Under the rules, grant of special pay is permissible for—

(a) specially arduous nature of duties or

(b) a specific addition to the work or responsibility.

Would you suggest any change in the existing criteria for grant of special pays? What safeguards would you suggest to ensure that the provisions of the rules are judiciously and sparingly applied? Do you know of any case where you consider special pay has been granted without proper justification or where special pay is justified but not given? Have you any other suggestion to make regarding grant of special pay?

31. What specific method would you suggest for fixation of initial pay of State Government, High Court and Zilla Parishad employees in the revised scales?

32. Have you any suggestions to make regarding revision and rationalisation of pay-scales and special pays in addition to the suggestions made in replies to the above questions?

(B) TEACHERS IN PRIMARY, LOWER AND HIGHER SECONDARY SCHOOLS

33. What in your view should be the guiding principles for determining the pay structure of Primary, Lower and Higher Secondary School Teachers?

34. What in your view should be the minimum salary and maximum salary and the incremental stages for a teacher in aided schools? Please give reasons in support of your recommendations.

35. Do you think that the existing principle viz., "pay according to qualifications" should be the main factor for deciding the pay-scales of Primary, Lower and Higher Secondary Teachers? If not, what other criterion would you suggest?

36. (a) The existing scales of teachers are shown in Appendix—I. Do you think any change or modification is necessary in the existing pay structure? Is there any scope for reducing the number of these pay-scales?

(b) Can you suggest any method by which there would be sufficient scope for rewarding merit and ability?

37. Do you think that it is necessary to pay more to Teachers teaching scientific and technical subjects?

38. Have you any other suggestions to make regarding revision and rationalisation of pay-scales of Primary, Lower and Higher Secondary School Teachers?

IV. ALLOWANCES

39. At present Medical Officers holding Allopathic qualifications when debarred from private practice are granted Compensatory allowance for loss of private practice at the rate of 40 per cent of their grade pay subject to a maximum of Rs. 600 p.m. What are your views on the grant of this allowance? Please give reasons for the same. Do you consider that grant of this allowance leads to an unjustifiable discrimination between Medical Officers and other Government servants? Do you think that it is desirable to merge the allowance in the pay-scales of the officers instead of continuing it as a separate entity?

40. (a) Does the system of giving rent-free quarters only to a few categories disturb internal relativities or lead to discrimination?

(b) In what circumstances and in what types of cases do you think that allotment of rent-free accommodation or accommodation at concessional rent to Government employees would be justifiable?

41. On what criteria or conditions of eligibility and at what rate would you recommend grant of House Rent Allowance and Compensatory Local Allowance to Government, High Court, and Zilla Parishad Employees? Do you think that population of a city or a town could be a proper criterion for grant of these allowances?

42. Rates of House Rent Allowance and Compensatory Local Allowance which are at present in force and the places where they are admissible are shown in Appendix—III. Do you consider these rates fair and reasonable? If not, have you any suggestions to make regarding the rates of these allowances. Do you think that these allowances should be extended to any more places and if so, on what basis?

V. OTHER FACILITIES AND AMENITIES

43. What is your view on the introduction of flexible hours of work with core hours from 11-30 a.m. to 4-30 p.m. with a break of half an hour for lunch and flexible hours from 9-30 a.m. to 11-30 a.m. and from 4-30 p.m. to 6-30 p.m.? Will it be convenient to employees and improve efficiency in work?

44. What is your view on the serving of tea at the working table at specific times twice a day and also on the facility of Square Meals in all the Canteens? Please suggest a shift system to rationalise the service so that no one has to wait for long in queue for a seat.

VI. POSTS IN THE MAHARASHTRA LEGISLATURE SECRETARIAT

45. The Pay Commission's term of reference include such posts in the Maharashtra Legislature Secretariat as have no corresponding posts in the State Secretariat. Have you any suggestions to make for revising the pay-scales and allowances of these posts and for improving other conditions of service with reference to the points raised in other questions in this Questionnaire?

VII. ECONOMIC AND FINANCIAL ASPECTS

46. Do you think that payment of higher wages to State Government, High Court and Zilla Parishad employees would result in an upward swing in the wages of employees in other sectors (e.g. Municipalities) affecting adversely employment prospects in general?

47. How would you arrange the priorities as between improving the wages of the existing Government employees on the one hand and providing gainful employment to the unemployed on the other, having regard to the limited resources of Government?

48. If, in order to pay higher wages and yet maintain an acceptable rate of investment, the Government is forced to impose higher indirect taxes, would there be any danger of certain sections of the Community already below the subsistence level becoming still worse off?

49. "The greater the resources of the State devoted to meeting the expenditure on administration, the fewer the resources available for economic expansion the staff is employed to further". What is your solution for this dilemma?

50. It has been suggested that sufficient additional resources can be raised for meeting the expenditure involved in acceptance of the need based minimum wage and the consequent upward revision in the pay-scales of Government employees. Please spell out the scope for raising additional resources by—

- (i) direct taxation;
- (ii) indirect taxation;
- (iii) improvement in tax collections;
- (iv) economy in the non-plan expenditure;
- (v) curtailment of plan expenditure.

51. Do you think that an increase in wages by itself results in greater efficiency and in economy of manpower?

52. Do you think that there is substantial overstaffing in Government offices? If you do, kindly illustrate. What measures would you suggest to deal with the problem in the context of revision of pay and allowances and conditions of service?

EXPLANATORY NOTES

(1)

General Principle.—Some of the principles enunciated in the past—

(a) “ Pay so much and so much only as is necessary to obtain recruits of the right stamp and maintain them in such a degree of comfort and dignity as will shield them from temptation, and keep them efficient for the term of their service ” (Islington Commission).

(b) The lowest rate of remuneration should not be lower than a ‘ living wage ’ and the highest salaries should be kept down as far as possible, consistent with the essential requirements of recruitment of efficiency (Vardachariar Commission).

(c) The highest and the lowest salaries should be determined on social and economic considerations and the disparity between the two in the public service should be much smaller than outside (Second Pay Commission).

(d) “ Sound and equitable internal relativities ” in the determination of salaries intermediate between the highest and the lowest (Second Pay Commission).

(e) “ Pay what other responsible employers pay for comparable work ” (Priestley Commission, U.K.).

(f) “ Equal pay for equal work ” (Administrative Reforms Commission).

(g) The State should be a model employer.

The methods, normally adopted for job evaluation are (a) ranking method, (b) grading or classification method, (c) factor comparison method, and (d) the point rating method.

In U.K., the decision to embark upon job evaluation in the Government was taken in 1968 but the preparatory work has not been completed so far.

(2)

Minimum Remuneration.—The Committee on Fair Wages, set up in 1948, defined a minimum wage as under—

“ The minimum wage must provide not merely for the bare sustenance of life but for the preservation of the efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities.”

The actual determination of a fair wage would, according to the Committee, be governed by the capacity of the industry to pay, productivity of labour, the prevailing wage rates for other industries in the region and the importance of the concerned industry in the economy of the country.

The 15th Indian Labour Conference (1957) was a tripartite body consisting of representatives of the Central Government and State Governments, employers and employees. The Conference agreed that the *minimum* wage should be ‘ needbased ’ and should ensure the minimum human needs of the industrial worker, irrespective of any other considerations. To calculate the minimum wage, the Conference accepted the following norms:—

(i) In calculating the *minimum* wage, the standard working class family should be taken to consist of 3 consumption units for one earner ; the earnings of women, children and adolescents should be disregarded.

(ii) Minimum food requirements should be calculated on the basis of a net intake of 2,700 calories, as recommended by Dr. Aykroyd for an average Indian adult of moderate activity.

(iii) Clothing requirements should be estimated at a *per capita* consumption of 18 yards per annum which would give for the average worker’s family of four, a total of 72 yards.

(iv) In respect of housing the norm should be the minimum rent charged by Government in any area for houses provided under the subsidised Industrial Housing Scheme for low income groups.

(v) Fuel, lighting and other ‘ miscellaneous ’ items of expenditure should constitute 20 per cent of the total minimum wage. ”

The Conference recognised the existence of instances where difficulties might be experienced in implementing these norms, but they suggested that wherever the minimum wage fixed went below the norms, it should be incumbent on the authorities concerned to justify it.

APPENDIX I

Pay-scales applicable to State Government Employees

Note.—The designations in col. (2) are illustrative and not exhaustive.

Pay-scale (1)	Designation of the post (2)
Rs.	
2,750 .. ..	.. Principal Judge, City Civil Court and Sessions Judge, Greater Bombay.
2,500 .. ..	.. Additional Principal Judge, City Civil Court and Additional Sessions Judge, Greater Bombay.
2,500—125/2—2,750 .. ..	.. Secretary to Govt. (Irrigation Dept./Public Works and Housing Dept.).
1,800—100—2,000—150/2—2,300 .. ..	.. Chief Engineer.
1,800—100—2,000 .. ..	.. Director General of Information and Public Relation. Director of Agriculture. Director of Accounts & Treasuries. Dairy Development Commissioner. Director of Education. Director of Technical Education. Commissioner of Sales Tax. Commissioner of Industries. Director of Health Services. Director of Medical Education & Research. Additional Chief Engineer.
1,600—100—2,000 .. ..	.. Chief Ports Officer.
1,600—100—1,800 .. ..	.. Director of Animal Husbandry. Director of Art. Chairman, Maharashtra State Board of Secondary Education.
1,300—60—1,600—100—1,800 .. ..	.. Director of Employment. Commissioner of Labour. Director of Town Planning. Director of Forensic Science Laboratory. Director, Bureau of Economics & Statistics.
1,300—60—1,600 .. ..	.. Superintending Engineer. Joint Director of Animal Husbandry. Joint Registrar, Co-op. Societies (Admn.) Deputy Dairy Development Commissioner. Director, Greater Bombay Milk Scheme. Director, Maharashtra Engineering Research Institute. Architect to Government. Electrical Engineer to Government. Joint Director of Education. Chairman, Poona, Nagpur and Aurangabad Divisional Boards of Secondary Education. Joint Registrar, Co-operative Department. Chief Inspector of Factories. Director, Government Printing and Stationery. Joint Charity Commissioner. Dean, Medical College. Deputy Director of Medical Education and Research. Deputy Director of Health Services.
1,100—50—1,300—60—1,600 .. ..	.. Judges Court of Small Causes, Bombay. Metropolitan (Presidency) Magistrates, Bombay. Deputy Secretary to Government. Director of Fisheries. Director of Small Savings. Deputy Commissioner of Sales Tax. Superintendent of Police (Motor Transport), Poona. Secretary, Maharashtra Public Service Commission.
1,100—50—1,450 .. ..	.. Deputy Architect. Principal, Government Law College, Bombay. Joint Director of Training cum-Deputy Apprenticeship Adviser. Director of Languages. Professor (Allopathic) attached to Degree College. Principal, Medical College, Miraj. Professor of Dentistry & Dental Surgeon & Dean, Government Dental College. Neuro-Pathologist, J.J. Group of Hospitals, Bombay.
1,000—50—1,350 .. ..	.. Deputy Director (Govt. Printing & Stationery). Director of Studies & Research, Staff College.
900—50—1,450 .. ..	.. Professors & Heads of Departments in Engineering Colleges for those possessing a Second Class post Graduate degree in Engineering.

Pay-scale (1)	Designation of the post (2)
Rs. 900—50—1,350	<ul style="list-style-type: none"> .. Superintending Agricultural Officer. Superintending Soil Conservation Officer. Joint Registrar of Co-operative Societies. Deputy Director of Art. Dean, J. J. School of Art. Dean, Director of Art. Principal, Sir J. J. College of Architecture. Principal, Government Polytechnics. Principal, Government Institute of Printing Technology. Director of Archives and Historical Monuments. Deputy Director of Geology and Mining. Joint Director of Industries. Judge, District Industries Court. Deputy Director of Town Planning. Architect Planner. Professors and Heads of Departments, Engineering Colleges.
750—50—1,300	<ul style="list-style-type: none"> .. Under Secretary to Government.
740—45—1,100—50—1,200	<ul style="list-style-type: none"> .. Controller, Milk Accounts and Financial Adviser. Deputy Director, Accounts and Treasuries. Pay and Accounts Officer. Chief Accounts Officer (F. and C. S. D.). Deputy Director of Employment. Deputy Chief Inspector of Factories. Deputy Commissioner of Labour. Superintendent, Bombay City Survey and Land Records Office.
740—45—1,100	<ul style="list-style-type: none"> .. Chief Police Prosecutor (in the office of Commissioner of Police, Bombay).
700—50—1,300	<ul style="list-style-type: none"> .. Joint Director (Dairy Development). Dairy Engineer. General Manager (Aarey and Worli Dairies). Controller, Milk Transport. Joint Director of Economics and Statistics. Director of Ayurved.
700—30—820—40—940	<ul style="list-style-type: none"> .. Legal Adviser to the Inspector General of Police. Selection Grade Police Prosecutor.
695—45—1,100—50—1,200	<ul style="list-style-type: none"> .. Textile Officer. Deputy Director of Publicity.
650—45—1,100—50—1,200	<ul style="list-style-type: none"> .. Executive Engineers. Assistant Director of Town Planning. Dairy Manager (Worli Dairy). Deputy Director of Fisheries. Senior Scientific Officer. Refrigeration Engineer. Assistant Architect. Electrical Inspector. Assistant Professors in Engineering (Technical Subjects). Principal, Industrial Training Institute. Senior Geologist. Deputy Director of Industries. Manager, Government Printing and Stationery. Deputy Director of Land Records. Principal-cum-Superintendent, Government Ayurved College and Hospital, Nanded. T. B. Physician, Chest and General Hospital, Ambejogai, District Bhir. Administrative Medical Officer, E. S. I. S. Assistant Director of Town Planning.
650—45—1,010	<ul style="list-style-type: none"> .. Assistant Secretary, Maharashtra Public Service Commission. Registrar, City Sessions Court, Greater Bombay.
600—25—650—830	<ul style="list-style-type: none"> .. Fire Fighting Instructor. Selection Grade Police Prosecutor.
560—30—650—45—875—EB—45—1,100—50—1,200.	<ul style="list-style-type: none"> .. Divisional Engineer (Publicity). Deputy Director of Transport. Regional Transport Officer. Medical Inspector of Factories. Assistant Director (Drugs Control Administration). Director, Medical Record Library, J. J. Group of Hospital.
560—30—650—45—1,010	<ul style="list-style-type: none"> .. Reader and Research Officer, Administrative Staff College. Full-time Professor of Law. Senior Toxicologist (Forensic Science Laboratory). Senior Analyst (Forensic Science Laboratory). Commissioner for Workmen's Compensation. Assistant Charity Commissioner. Assistant Superintendent of Stamps. Principal, College of Nursing.

Pay-scale (1)	Designation of the post (2)
Rs. 560—30—650—45—920	Registrar, Presidency Magistrate's Court.
550—25—650—30—830	Additional Registrar, Presidency Magistrate's Court. Deputy Registrar, City Civil Court.
475—25—725	Metron (Hospitals with 750 beds or above).
410—30—650—EB—45—1,100—50—1 200	Deputy Collector. Civil Surgeon. Assistant Director of Industries. Deputy Director of Education. Deputy Director of Agriculture. Deputy Director of Animal Husbandry. Deputy Registrar of Co-operative Societies. Deputy Director of Social Welfare.
410—30—650—EB—45—1,010	Assistant Engineer, Class—I.
400—20—500—25—600—EB—25—650—30—830.	Assistant Director of Social Welfare. Examiner of Books and Publications. Registrar, Industrial and Labour Courts. Registrar, Motor Accidents Claims Tribunal. Assistant Director of Ayurved.
380—20—500—25—600—EB—25—650—30—830.	Chief Librarian (Sachivalaya). Librarian and Reference Officer (L. and J. D.). Librarian, Research and Information Officer (M. L. S.). Assistant Regional Transport Officer. Superintendent, Government Transport Service. Lady Welfare Officer, General Administration Department).
375—25—550—30—640—EB—30—880	Town Planner. Deputy Superintendent of Police. Assistant Commissioner of Police. Deputy Superintendent of Police (Wireless). Deputy Superintendent of Police (Motor Transport). Manager of Publication. Mechanical Engineer (Typewriter Work-Shop).
360—20—500—25—550—EB—25—700	Superintendent, Grade—I Government Technical and Vocational High School/Centre. Deputy Manager, Industrial Training Institute. Vice Principal, Industrial Institute. Assistant Apprenticeship Adviser.
360—20—500—25—625	Librarian, State Board for Literature and Culture. Administrative Officer (Home Guards Organisation). Establishment Officer, (Government Printing and Stationery Department). Assistant Director (Government Printing and Stationery Department).
350—20—450—25—525—EB—25—700	Superintendent (Sachivalaya and High Court). Personal Assistant to Minister. Selection Grade Stenographer (Sachivalaya). Superintendent (Maharashtra Legislature Sectt). Assistant Controller of Rationing. Superintendent (Maharashtra Public Service Commission).
350—15—440—20—520	Police Inspector. Police Inspector (Foreman) in Motor Transport. Head Draftsman (Architectural) Town Planning and Valuation Department.
340—20—500—25—550—EB—25—650—30—830.	Accounts Officer. District Treasury Officer. District Audit Officer.
340—20—500—EB—25—650—30—740	Police Prosecutor (Greater Bombay).
325—25—400—30—610—EB—30—730—35—940.	Deputy Engineer and Assistant Engineer, Class—II.
325—20—550—30—610—EB—30—880	Sub-Divisional Officer. Maharashtra Medical Service, Class—II Officer.
320—15—425—20—525	Jailor Group—I. Police Inspector, Wireless.
300—20—460—EB—20—500—25—650—EB—30—830.	Class—II scale. Tahsildars. Assistant Director of Publicity. Assistant Industries Commissioner. Resident Medical Officer (Ayurvedic). Assistant Registrar, Co-operative Societies.

Pay-scale (1)	Designation of the post (2)
Rs. 300—20—460—EB—20—500—25—625	.. Labour Welfare Officer. Social Welfare Officer.
300—20—500—25—525	.. Matron (200 to 500 bedded Hospitals). Recreation Officer (Directorate of Publicity). Research Assistant (Medical Department). Personal Assistant to Chief Conservator of Forests. Superintendent in the Office of the Conservator of Forests. Deputy Assistant Superintendent of Stamps.
300—15—375—20—475—25—500	.. Office Superintendent, (I.D. and P.W. & H.D.). Office Superintendent, (Commissioner of Police). Rationing Officer. Superintendent, (Controller of Accommodation).
275—15—395—EB—470—20—490	.. Superintendent, Government Fisheries High Schools. Junior Geologist. Senior Marketing Officer (Co-operation Deptt.). Biologist. Biochemist.
275—15—380—EB—20—480	.. Agricultural Officer.
275—15—440	.. Inspector of Motor Vehicles. Technical Assistant (Publicity). Manager, Rang Bhavan. Superintendent, Home for Crippled Children/Physically Handi- capped.
260—15—380—EB—20—520	.. Head Accountant. Accountant. Inspector of Stores.
260—15—380—EB—15—470	.. Senior Industries Inspector. Head Artist (Government Printing and Stationery Department)
260—10—280—15—430.	.. Office Superintendent. Accountant.
260—10—280—15—400	.. Assistant Administrative Officer (Home Guards).
260—10—280—15—385—EB—15—460—20— 540.	.. Dental Surgeon.
250—10—280—15—400.	.. Marketing Officer. Foreman Engineer. Publicity Officer.
250—10—280—15—370.	.. Assistant Manager, D. D. Chawls. Sister Tutor.
240—10—280—15—370—EB—15—460—20— 500.	.. Stenographer (H.G.). Resident Medical Officer (Ayurvedic). Field Vaidya. Pharmacy Vaidya.
220—10—280—15—340—EB—15—400—20— 520.	.. Selection Grade Pharmacist.
220—10—280—15—310—EB—15—430	.. Assistant Lecturer in Technical High School. Supervisor. Instructor Technical Assistant. Assistant Engineer (Industries). Naib Tahsildar. Clerk of the Court.
220—10—280—15—310—EB—15—400	.. Senior Research Assistant. Gear Technician. Non-Medical Supervisor. Social Service Organiser. Assistant District Inspector of Land Records.
220—10—280—15—340	.. Head Laboratory Assistant (Animal Husbandry). Assistant Lecturer in Training Institute. Craft Organiser. Film Editor. Police Sub-Inspector (Wireless).
210—10—270—15—330—EB—15—390—20— 450.	.. Research Assistant.
210—10—280—15—310—EB—15—385—20— 445.	.. Manager, Bandra Quarters. Assistant Manager, Majestic Hotel.

Pay-scale (1)	Designation of the post (2)
Rs. 210—10—280—15—310—E.B.—15—430	.. Co-operative Officer (Grade—D). Junior Inspector of Shops. Accountant.
200—10—280—E.B.—15—400	.. Mechanical Supervisor. Head Draftsman (Directorate of Economics and Statistics). Small Savings Organiser.
200—10—290—15—350	.. Senior Assistant. Head Clerk. Senior Auditor. Assistant Manager (Co-operation Department). Co-operative Officer. Foodgrains Inspector. Head Clerk. Accountant.
200—10—280—15—325	.. Foreman (Motor Vehicles Department). Dental Technician.
190—10—290—E.B.—15—410—20—450	.. Assistant Superintendent (High Court). Assistant (Sachivalaya). Assistant (M.L.S.). Sales Tax Inspector.
180—10—260—E.B.—15—380—20—500	.. Maharashtra Medical Services, Class III posts.
180—10—280—E.B.—15—400	.. Translators. Soil Analyst. Horticultural Officer.
180—6—210—8—250—E.B.—10—310—15—340—E.B.—15—400	.. Stenographer (L.G.).
170—10—260—15—320—E.B.—15—380—20—520.	.. Overseer/Junior Engineer. Electrical Supervisor. Mechanical Supervisor.
170—10—280—E.B.—15—400	.. Assistant Medical Officer.
170—10—250—E.B.—10—280—15—370	.. Assistant Superintendent of Fisheries.
170—10—250—E.B.—10—280—15—340	.. Statistical Assistant.
170—6—200—8—240—10—320	.. Mathematics Instructor. Technical Assistant. Electrician.
170—8—210—10—280	.. Workshop Superintendent—College of Science, Nagpur. Public Health Nurse. Ward Master.
160—10—250—E.B.—10—280—15—325	.. Librarian Laboratory Technician.
160—5—170—6—200—8—224—EB—8—240—10—290.	.. Photo Artist } Animal Husbandry Department. Artist } Artist-cum-Photographer (Education Department).
160—5—170—6—200—8—240—10—250	.. Health Visitor. Nurse.
160—5—185—6—221—7—235	.. Engine Driver.
160—5—185—6—215	.. Assistant Mechanic } Fisheries. Refrigeration Mechanic } Shift Foreman } Instructor } Directorate of Industries. Master Machinist }
150—8—190—10—230—E.B.—10—280—15—325.	.. Stock Verifier. Social Service Inspector. Social Welfare Inspector. Social Welfare Organiser. Sub-Registrar (Grade II).
150—10—230—E.B.—10—270—15—300	.. Aval Karkun. Senior Accounts Clerk. Rationing Inspector. Accountant. Inspector, Bombay Entertainment Duty Act. Nazir, District Court. Inspector. Storekeeper. Senior Clerk.
150—8—190—10—220—E.B.—10—270	.. Head Surveyor. Senior Clerk. Nazir.

Pay-scale (1)	Designation of the post (2)
Rs.	
145-5-185-E.B.-6-233-7-240	.. Sanitary Sub-Inspector. Filaria/Malaria Inspector. Health Inspector. Malaria Surveillance Inspector. Leprosy Technician. Cholera Supervisor.
135-5-170-6-188-E.B.-6-200-8-240-10-290.	.. Instructor. Steno-typist. Librarian.
135-5-170-6-188-E.B.-6-200-8-240-10-250.	.. Assistant Photographer. Weaving Instructor. Turner Instructor. Instructor, Government Industrial Training Institute.
130-5-150-8-190-E.B.-10-300	.. Compiler (Land Records). Field Assistant (Dairy Development Department).
130-5-185-E.B.-6-215-7-250	.. Physical Training Instructor (Education). Metron (Education). Assistant Librarian (Education). Assistant Head Printer } Printing and Stationery). Assistant Head Binder }
130-5-150-8-174-E.B.-8-190-10-240	.. Field Assistant (Co-operation Department). Store Keeper (Fisheries).
130-5-175-E.B.-5-185-6-215	.. Wireless Operator (Police Department). Saw Sharpener (Forests).
130-4-150-5-165-E.B.-5-190	.. Welder/Moulder/Painter (Agriculture).
130-4-150-5-175	.. Fitter. Motor Launch Driver (Police Department). Oilman, Turner, Fitter (Industries Department).
130-5-190	.. Linen Keeper } Medical Department. House Keeper }
125-5-170-E.B.-6-200-8-240-10-250	.. Mechanic (Education). Fitter Instructor (Technical Education).
125-4-145-5-150	.. Subhedar (Jail Department).
115-4-135-5-160-E.B.-5-185-6-203-E.B.-6-215-7-250.	.. Agricultural Assistant. Live-Stock Supervisor
115-4-135-5-160-E.B.-5-185-6-215	.. Clerk-typist. Telephone Operator. Storekeeper (Agriculture). Forester.
115-4-135-5-165	.. Welder (Motor Vehicle Department). Mechanic.
115-3-130-5-135	.. Head Butler (Goernor's Sectt.). Havildar (Home Guards). Head Constable (Police Department).
110-3-122-4-150-5-195	.. Driver.
110-3-122-4-150-E.B.-5-175	.. Assistant Instructor, Blacksmithy, Carpentry, Welding, etc., in Technical Education Department. Fitter Mechanic. Auto Mechanic. Diesel Mechanic.
110-3-122-4-150	.. Junior Mechanic. Junior Fitter. Assistant Moulder. Assistant Fitter. Assistant Blacksmith. Driver.
100-3-130-E.B.-4-150-5-175	.. Compounder. Record keeper. Meter Reader. Artisan Grade-I. Artisan Grade-II. Fitter. Mechanic. Canal Inspector. Carpenter. Blacksmith. Moulder. Wireman. Plumber. Chlorinator. Binder (Government Central Press).

Pay-scale (1)	Rs.	Designation of the post (2)
95-3-125-EB-3-146-4-150	..	Baliff, Village Panchayat Secretary. Vaccinator. Head Packer. Malaria Surveillance Worker. Insect Collector.
95-2-105-3-120-EB-3-135	..	Field Collector. Binder, Petty Officer (Prohibition & Excise). Store Assistant. Painter. Carpenter. Fitter, Amin. Petty Yard Officer (Fisheries).
95-2-105-3-120	..	Binder. Mukadam. Boring Khalashi. Oilman. Greaser.
90-2-96-3-120	..	Havildar. Liftman. Darwan. Police Constable. Head Cook (Police). Jamadar.
85-2-105-EB-3-120	..	Naik (Jail). Notice Server, Daftary. Counter. Poultryman. Book Binder. Head Mali (B. & C. Department). Laboratory Servant.
80-2-98-3-110	..	Sainik } (Home Guards). Lance Naik } Assistant Darwan. Naik.
80-2-100-EB-2-110	..	Constable (Excise). Sepoy (Jail). Forest Guard. Poultry Attendant. Cook. Dresser. Head Hamal. Head Sweeper. Barber.
75-1-79-2-91-EB-2-105	..	Mali/Malan.
75-1-80-2-90-EB-2-100	..	Peon. Sweeper. Hamal. Chaukidar. Watchman. Mazdoor.
60-1-65	..	Boy Peon.
Pay-scales applicable to employees in the service of Zilla Parishads		
900-50-1,000-50-1,600	..	Officers in the super-time scale in the Maharashtra Development Service.
410-30-650-EB-45-1,100-50-1,200	..	Maharashtra Development Service, Class I Officer. Deputy Chief Executive Officer. Administrative Officer. Planning Officer. Block Development Officer (Higher Grade).
300-20-450-EB-20-500-25-650-EB-30-630.	..	Maharashtra Government Service, Class II Officer. Block Development Officer (Lower Grade). Revenue Officer.
275-15-410-EB-20-570	..	Assistant Block Development Officer. Senior Block Supervisor. Senior Veterinary Officer. Sectional Supervisor.
250-10-320-15-410-EB-20-570	..	Selection Grade posts in the basic grades (10 per cent S. G. post).

Pay-scale (1)	Designation of the post (2)
Rs. 250—10—280—15—400	Head Draftsman.
240—10—280—15—370—EB—15—460—20—500.	Higher Grade Stenographer attached to the Chief Executive Officer.
200—10—280—EB—15—400	Extension Officer (Education).
200—10—290—15—350	Public Health Nurse. Block Supervisor. Planning Assistant. Statistical Assistant. Superintendent.
180—6—210—8—250—EB—10—310—15—340—EB—15—400.	Stenographer.
170—10—260—EB—15—380—20—500	Extension Officer (Animal Husbandry). Animal Husbandry Officer. Veterinary Officer.
170—10—250—EB—10—280—15—340	Senior Statistical Assistant.
170—10—280—EB—15—400	Senior Sanitary Inspector.
160—5—170—6—200—8—240—10—250	Nurse Midwife. Health Visitor.
150—5—185—6—215	Auxiliary Nurse Midwife.
150—10—280—EB—15—400	Posts in Grade I, II and III in each of the District Technical Service (Class III Agricultural, Animal Husbandry etc.) and District Service (Class III Executive and Village Extension).
150—10—230—EB—10—270—15—300	Village Development Officer Assistant Education Officer (Sr.) Mukhya Sevika Draftsman Electrician Junior Block Supervisor Senior Assistant (Accounts)
145—5—185—EB—6—233—7—240	Sanitary Inspector Leprosy Technician
115—4—135—5—160—EB—5—185—6—203—EB—6—215—7—250.	Agricultural Assistant Gram Sevak
115—4—135—5—160—EB—8—200—10—250.	Stockman
115—4—135—5—160—EB—5—185—6—215.	Junior Assistant Store-Keeper Tracer Assisnt Extension Officer. (Agricultural) Compounder Junior Health Visitor
110—3—122—4—150—EB—5—195	Road Roler Dirver Tractor Driver Driver.
110—3—140—EB—4—160—5—180	Assistant Gram Sevak
110—3—122—4—150—EB—5—175	Wireman Junior Mechanic
95—3—125—EB—3—145—4—150	Vaccinator
95—2—105—3—120—EB—3—135	Social Welfare Assistant Office Assistant Fitter Mestry (Grade II) Trained Dai Compounder (Lower Grade) Junior Education Assistant
90—2—96—3—120	Havildar
85—2—105—EB—3—120	Fireman
80—2—98—3—110.	Naik
80—2—100—EB—2—110	Dresser (Medical) Dresser (Veterinary)
75—1—80—2—90—EB—2—100	Attendant Dai

Pay-scales applicable to Teachers

Category of Teachers (1)	Pay-scales (2)
PRIMARY SCHOOL TEACHERS	
	Rs.
(i) Untrained Teachers who have passed the Primary School Certificate Examination.	90—2—98—3—110.
(ii) Untrained Teachers who have passed S.S.C. Examination ..	105—4—125.
(iii) Experienced Teachers	100—3—124—E.B.—4—160.
(iv) Teachers who have passed P.S.C. Examination and P.T.C. Examination (Two years course).	110—3—122—4—150—E.B.—4—170—5—185.
(v) Teachers who have passed S.S.C. and Junior P. T. C. Examination.	115—4—135—5—160—E.B.—5—210.
(vi) Teachers who have passed the S.S.C. Examination and Sr. P. T. C. Examination.	120—4—140—5—165—E.B.—5—190—6—220.
SECONDARY SCHOOL TEACHERS	
(1) Untrained Matric or S.S.C. or Intermediate.	
(a) For incumbents who were in service on or before 31st March 1966.	115—4—135.
(b) For those joining on or after 1st April 1966. ..	105—4—125.
(2) Trained S.S.C. or Intermediate (with one year course).	
(i) For those who were in service on 31st March 1966. ..	120—4—140—5—165—E.B.—5—190—6—220. <i>plus special pay of Rs. 8 p.m. to those who teach standard VIII or any higher standard for at least 1/3 of the prescribed number of period of workload.</i>
(ii) For those who enter in service from 1st April 1966 to 30th September 1970.	120—4—140—5—165—E.B.—5—190—6—220.
(iii) For those who enter in service after 1st October 1970 ..	105—4—125.
(3) Untrained graduates (one advance increment for science graduate).	150—5—170
(4) Trained graduate (with one year course).	
(i) For those who enter in service till 30th September 1970 ..	155—6—185—7—220—E.B.—7—255—10—285. (one advance increment for Science graduate).
(ii) For those who enter in service after 1st October 1970 ..	150—5—170—(One advance increment for Science graduate).
(5) Graduate teachers with Diploma in teaching (two years course).	160—7—195—8—235—E.B.—8—275—10—325, (one advance increment for Science graduate).
(6) Graduate teachers with B. T./B.Ed.	165—10—265—E.B.—10—325—15—400). (One advance increment to Science graduate).
(7) Post-Graduate teachers with B.T./B.Ed.	
(i) For those who teach higher secondary standards in higher secondary schools.	220—10—260—15—350—E.B.—15—410—20—550. (a) One advance increment for B.T./B. Ed. (b) One advance increment for M.Sc (II Class).
(ii) For others	220—10—280—15—340—E.B.—15—430—20—470. (a) One advance increment for B.T./B. Ed. (b) One advance increment for M.Sc. (II Class).
(8) Craft Instructors and Craft Teacher who are trained graduates, Art Instructor.	165—10—265—E.B.—10—325—15—400 (One advance increment for Science graduate).

APPENDIX II

Rates of Dearness Allowance

Dearness Allowance			
Pay Range	Rates of D. A. in force before 1st January 1973		Additional D.A per month sanctioned after 1st January 1973
	Portion of D.A. treated as D. P. which counts as 'pay' for the purposes mentioned in Foot Note	Portion of D.A. treated as D. P. which counts as 'pay' for all the purposes mentioned in the Foot Note except for Compensatory Local Allowance	
(1)	(2)	(3)	(4)
Rs.	Rs.	Rs.	
Below 85	47	53	} 27 per cent of the total of pay plus D.A. mentioned in Columns 2 and 3 subject to a minimum of Rs. 54.
85 and above but below 110	47	65	
110 and above but below 150	70	69	} 18 per cent of the total pay plus D.A. mentioned in Columns 2 and 3 subject to a minimum of Rs. 59.70 and a maximum of Rs. 144 provided that pay plus D.A. does not exceed Rs. 2400 per month.
150 and above but below 210	90	73	
210 and above but below 400	110	86	
400 and above but below 450	120	90	
450 and above but below 500	120	94	
500 and above but below 543	120	113....71	
543 and above but below 576	120	70	
576 and above but below 585	120	69....61	
585 and above but below 1,000	120	60	
1,000 and above but below 1,020	Amount by which pay falls short of 1,119.	60	
1,020 and above but below 1,120	Amount by which pay falls short of 1,119.	61..160	
1,120 and above but below 1,251	Nil.	160	
1,251 and above but below 2,251	Nil.	100	
2,251 and above and upto 2,350	Nil	Amount by which pay falls short of 2,350.	

Note :—

- (i) Pension, Gratuity including Terminal Gratuity.
- (ii) Compensatory Local Allowance.
- (iii) House Rent Allowance.
- (iv) Project Allowance.
- (v) Non-practising allowance.
- (vi) House Rent Allowance granted in lieu of rent-free accommodation.
- (vii) Grant of advance such as House Building Advance, Motor Car Advance, etc.
- (viii) Travelling Allowance including mileage and Daily Allowance as on tour as well as for journeys on transfer including lump sum payment of half months pay under Bombay Civil Services Rules 490 (but not for rail accommodation).
- (ix) Overtime Allowance.

APPENDIX III

Compensatory Local Allowance and House Rent Allowance

(Note.—Provisions of the Rules regulating grant of Compensatory Local Allowance and House Rent Allowance are contained in Appendices XV and XVII of the Bombay Civil Services Rules, Volume II. The important provisions of the rules are given below).

Compensatory Local Allowance and House Rent Allowance are granted to Government servants who are posted in costly places for which the scheme of H. R. A. and C. L. A. has been sanctioned. For the purposes of granting C. L. A. and H. R. A., costly cities and towns have been classified in three categories depending on their population. The present classification is as shown below:—

- 'A' Class Cities .. Population over 10 lakhs (Bombay City only).
- 'B' Class Cities .. Population between 5 lakhs and 10 lakhs (viz. Poona and Nagpur).
- 'C' Class Cities .. Population 50,000 and above (viz. Achalpur Town Group, Ahmednagar, Akola, Amravati, Aurangabad, Barsi, Bhusawal, Chandrapur, Dhulia, Gondia, Ichalkaranji, Jalgaon, Jalna, Kalyan, Kolhapur, Malegaon, Nanded, Nasik, Sangli, Miraj, Sholapur, Ulhasnagar, Amalner, Ambarnath, Bhir, Bhiwandi, Dombiwali, Kamtee, Khangaon, Latur, Nandurbar, Pandharpur, Parbhani, Pimpri-Chinchwad, Satara, Wardha and Yeotmal).

The rates of House Rent, Allowance and Compensatory Local Allowance admissible to the various categories of Government servants stationed at different places are as shown below:—

(A) COMPENSATORY LOCAL ALLOWANCE

Name of the Town or City	Pay (including special dearness pay and dearness allowance treated as 'pay')	Compensatory Local Allowance
(1)	(2)	(3)
Greater Bombay and Thana City..	Below Rs. 150	.. 10 per cent of pay subject to a minimum of Rs. 7.50 and a maximum of Rs. 12.50.
	Rs. 150 and above	.. 8 per cent of pay subject to a minimum of Rs. 12.50 and a maximum of Rs. 75.
Poona and Nagpur	Below Rs. 250	.. 7½ per cent of pay subject to a minimum of Rs. 6 and maximum of Rs. 15.
	Rs. 250 and above	.. 6 per cent of pay subject to a minimum of Rs. 15 and a maximum of Rs. 50.

(B) HOUSE RENT ALLOWANCE

(B-I) For those Government servants who claim H. R. A. on percentage basis, the rates are as under:—

Serial No.	Pay (including special dearness pay and dearness allowance treated as 'pay')	Rate of House Rent Allowance
(1)	(2)	(3)
		At Bombay, Poona and Nagpur.
(i)	Upto Rs. 499	.. 15 per cent of pay subject to a minimum of Rs. 20.
(ii)	Rs. 500 and above but not above Rs. 999	.. 12½ per cent of pay of Rs. 75 whichever is higher
(iii)	Rs. 1,000 and above	.. 10 per cent of pay or Rs. 125 whichever is higher.
		At Achalpur Town Group, Ahmednagar, Akola, Amalner, Ambarnath, Amravati, Aurangabad, Barsi, Bhir, Bhiwandi, Bhusawal, Chandrapur, Dhulia, Dombiwali, Gondia, Ichalkaranji, Jalgaon, Jalna, Kalyan, Kamtee, Khangaon, Kolhapur, Latur, Malegaon, Nanded, Nandurbar, Nasik, Pandharpur, Parbhani, Pimpri, Chinchwad, Sangli, Miraj, Satara, Sholapur, Ulhasnagar, Wardha and Yeotmal.
(iv)	All pays	.. 7½ per cent of pay subject to a minimum of Rs. 10.

(B-II) For those Government servants who claim H. R. A. at flat rate without production of rent receipt, the rates are as under.—

Serial No.	Pay (including special dearness pay and dearness allowance treated as pay)	House Rent Allowance		
		Bombay	Poona and Nagpur	Other places where House Rent Allowance is admissible
(1)	(2)	(3)	(4)	(5)
1	Below Rs. 100	.. Rs. 15	.. Rs. 15	..
2	Rs. 100 and above but not more than Rs. 450.	15 per cent of pay subject to a minimum of Rs. 20.	15 per cent of pay subject to a minimum of Rs. 20.	7½ per cent of pay subject to a minimum of Rs. 10 at the eligible places (vide column 3 against Sr. No. (iv) in Table B-I above).
3	Rs. 451 to 536	.. 65	.. 50	.. 30
4	Rs. 537 to 735	.. 75	.. 55	.. 35
5	Rs. 736 onwards	.. An amount by which the pay falls short of—	..	..
		810	790	770 (Marginal adjustments)

APPENDIX II

List of Employees' Associations and others who were interviewed by the Commission

1. Maharashtra Service of Engineers (Class I Association).
2. Maharashtra Service of Engineers' Association.
3. Graduate Engineers' Association.
4. Food and Drugs Administration Class III Employees' Association.
5. Directorate of Economics and Statistics Employees' Association.
6. Directorate of Economics and Statistics Gazetted Officers' Association.
7. Industries Inspectors' Association.
8. Inspector of Factories Association.
9. Indian Association of Trained Social Workers.
10. Maharashtra Government Nurses' Association.
11. National Integrated Medical Association.
12. Maharashtra Finance and Accounts Staff Association, Class III.
13. Maharashtra Sales Tax Gazetted Officers' Association.
14. Sachivalaya Stenographers' Guild.
15. Maharashtra Secretariat and Allied Offices Staff Association.
16. Maharashtra Sachivalaya Officers' Association.
17. Maharashtra Government Milk Scheme Employees' Association.
18. Government Milk Scheme Employees' Union.
19. Association of Personal Assistants, High Court.
20. The Bombay Small Causes Court Non-Gazetted Staff Association.
21. Maharashtra Government Presses Employees' Federation.
22. Mumbai Sidhawatap Kshetra Arajpatrit Karmachari Sanghatana.
23. Trained Nurses' Association of India.
24. The City Civil and Sessions Court, Non-Gazetted Ministerial Staff Association.
25. *Ad-hoc* Committee of Maharashtra Finance and Accounts Service, Gazetted Officers' Association.
26. Indian Association of Physiotherapists.
27. Executive Officers (Non-Gazetted) Association, Motor Vehicles Department.
28. Western Maharashtra Deputy Collectors' Association.
29. Maharashtra State Government Employees' Confederation.
30. Maharashtra Rajya Karmachari Samanvaya Mahasangha.
31. Vidarbha Tahasildars and Naib Tahasildars Association, Nagpur.
32. Vidarbha Civil Services (Maharashtra) Association.
33. Maharashtra State Gramsevak Association.
34. Vidarbha Rajaswa Nirishak Sangh.
35. Maharashtra Arogya Karmachari Sangh.
36. Udyog Sanchanalaya Shram Sahayak Sanghatana.
37. Association of Store Keepers (in B. & C.D. and I. & P.D.), Vidarbha Region.
38. Maharashtra Veterinary Association.
39. Tantrik Shikshan Karmachari Sanghatana, Nagpur Division.
40. The Directorate of Geology and Mining Geologists' Association.
41. Medical Technicians' Association, Nagpur.
42. Sahakar Vibhag Karmachari Sangh, Nagpur.
43. The All India Occupational Therapists' Association.
44. Vidarbha Patwari Association.
45. Maharashtra Rajya Laghuvetan Karmachari Mahasangh.
46. The X-Ray Technicians' Association.
47. Pharmacists' Association, Vidarbha Region.
48. National Milk Kamgar Union.

49. Maharashtra State Federation of Scheduled Castes, Tribes, Vimukta Jatis, Nomadic Tribes and Buddhist Employees Welfare Association.
50. Maharashtra State Accounts and Treasuries Sanghatana.
51. Vidarbha Bailiff Sangh, District Court, Nagpur.
52. Co-ordination Committee of the Ministerial Staff of State Police Offices.
53. Finger Print Bureau Staff Association.
54. Greater Bombay Milk Scheme Staff Association.
55. Hivatap Nirmulan Karmachari Sanghatana.
56. Maharashtra Sales Tax Class III Staff Association.
57. Labour Offices' Staff Association.
58. Industrial Departmental Ministerial Staff Association.
59. Association of Class III employees of the Town Planning and Valuation Department.
60. Maharashtra Rajya Krushi Sahayyak Padionnat Adhikar Madhyavarti Sanghatana.
61. Soil Conservation Field Staff Association.
62. Maharashtra State Co-operative Department Employees' Union.
63. Non-Agricultural Graduates Association (Technical Cadre).
64. Marathwada Mahavidyalayin Shikshakar Karmachari Sanghatana.
65. Maharashtra State College, Non-Teaching Staff Union.
66. Marathwada University Non-Teaching Employees Union.
67. Maharashtra State Accounts and Treasury Employees Confederation.
68. Maharashtra Rajya Rashtriya Hivatap Nirmulan Yojana Karmachari Sanghatana.
69. Association of Storekeeper B. & C.D. and I. & P.D., Marathwada Region.
70. Draftsman and Surveyors Association.
71. Maharashtra Rajya Bailiff Sangh.
72. Maharashtra Rajya Rekha Chitra Shakha Karmachari Sanghatana.
73. Shasakiya Nim-Shasakiya Cinema Operators' Association.
74. Maharashtra Rajya Talathi Sangh.
75. Maharashtra State Revenue Employees' Federation.
76. Ministerial Staff Federation, Directorate of Printing and Stationery.
77. Prohibition and Excise Department Ministerial Staff Association.
78. Gazetted Officers' (Class II) Association, Forensic Science Laboratory.
79. Maharashtra Forensic Science Laboratory Staff Association, Class III.
80. Maharashtra Rajya Bhumi Abhilekh Karmachari Sanghatana.
81. Maharashtra State Judicial Employees Confederation.
82. Maharashtra Rajya Chaturtha Shreni Sarkari Nokar Sanghatana.
83. Maharashtra State Gazetted Officers (Forest) Association.
84. Maharashtra State Government Forest Employees Union.
85. Maharashtra Assistant Lecturers' Association.
86. Maharashtra Rajya Sarvajanic Bandhkam Sanghatana.
87. Drilling Staff Officers' Welfare Club, Directorate of Geology and Mining.
88. Class III Government Servants' Employees Union, Directorate of Geology and Mining.
89. Maharashtra State Government Mofussil Stenographers' Association.
90. Rashtriya Hospital Karmachani Union.
91. Maharashtra State Fisheries Technical Staff Association.
92. Maharashtra State T. B. Health Visitors' Association.
93. Ad-hoc Committee Association of Wardens of Government B. C. Hostels, H. S. Dhirmi.
94. Prohibition and Excise Services Association, Maharashtra State (Executive Branch).
95. The Association of the Subordinate Service of Engineers, Maharashtra State.
96. Maharashtra State Range Forest Officers' Association.
97. Vidarbha Laghuvetan Sarkari Karmachari Sangha Vidnyan Sanstha Samiti.
98. Maharashtra Engineering Research Institute.

99. Collectorate Staff Association, Kolaba.
100. Association of Ministerial Services, Department of Agriculture.
101. Poona Forest Ministerial Employees' Association.
102. Maharashtra Rajya Arogya Nirikshak Sanghatana.
103. Photo Registry Kamgar Sangha.
104. Tantrik Karmachari Sanghatana, Udyog Khate, Maharashtra State, Poona.
105. Public Health Department Subordinate Services Association.
106. Maharashtra Rajya Chaturtha Shreni Nokar Sanghatana.
107. Maharashtra Rajya Craft Instructors' Association, Samaj Kalyan Khate, Maharashtra State.
108. Maharashtra Rajya Kutumb Niyojan-Va-Mata-Bal Sangopan Karmachari Sanghatana.
109. Maharashtra Rajya Mano Rugnalaya Karmachari Federation.
110. Overseers' Association, Central Mental Hospital.
111. Maharashtra Rajya Krishi Padavidhar Karmachari Sanghatana.
112. Pune Zilla Vidyapeeth Mahavidyalayeen Shikshaketar Shikshak Sangha.
113. Maharashtra Rajya Shasakiya Vahan Chalak-Va-Tantrik Karmachari Sanghatana.
114. Maharashtra State Land Records Department Gazetted Officers' Association.
115. Association of Gazetted Officers of Co-operative Department.
116. Maharashtra Engineering Teachers' Association.
117. Government Probation Officers' Association.
118. Maharashtra State Zilla Parishad Employees' Union.
119. Veterinary and Animal Husbandry Technical Staff Association.
120. Maharashtra State Animal Husbandry.
121. Pay and Accounts Staff Association.
122. Medical Department Ministerial Staff Association.
123. Maharashtra Sales Tax Tribunal Staff (Class III) Association.
124. Maharashtra Madhyamik Shikshak Sangha.
125. Maharashtra State Teacher-Educators' Association.
126. Maharashtra Rajya Sarkari and Zilla Parishad Shikshak Sanghatana.
127. Maharashtra Rajya Prathamik Shikshak Sangha.
128. Maharashtra Madhyamik Sharirik Shikshan Shikshak Sangha.
129. Yeotmal Zilla Prathamik Shikshak Sangha.
130. Government Ayurvedic Teachers' Association.
131. Maharashtra Rajya Shikshak Sanghatana
132. Ashasakiya Adhyapak Vidyalayanchya Pracharyanchi Sanghatana.
133. Dr. V. R. Pandit.
134. Shri B. S. Katti, Lecturer in Nidan Government Ayurvedic College.
135. Shri K. K. Mote, Liftmans' Darwan of Sachivalaya.
136. Shri S. D. Modak, Assistant Photographer, C.I.D., Maharashtra State, Nagpur.
137. Shri N. V. Deshpande, Chief Police Prosecutor, Bombay.
138. Shri A. B. Phanse and Others, High Court, Government Pleaders, Bombay.
139. Dr. Madhukarrao Wasnik, Nagpur.
140. Smt. R. Kamble, Office of the Principal, Institute of Nursing Education, Government of Maharashtra.
141. Registrar, Nagpur University.
142. Shivajee Vidyapeeth Mahavidyalayeen Shikshaketar Karmachari Sanghatana.
143. Reporters, Translators, Maharashtra Legislature Secretariat.
144. Technical Staff Association, Department of Technical Education.
145. Maharashtra State Ports Authority Non-Gazetted Staff Association.
146. Government Architects Association.
147. Civil Defence Staff Association.
148. Ad-hoc Committee of Gazetted Officers' Association.
149. Associations of Class II Employees (Teaching and non-Teaching) of the Directorate of Art.
150. Greater Bombay State Employees Federation.
151. Gazetted Officers' Staff Association, High Court.

APPENDIX III

List of Secretaries and Heads of Departments who were interviewed by the Commission

1. Secretary to Government, Revenue and Forests Department.
2. Secretary to Government, Education Department.
3. Secretary to Government (Public Health).
4. Secretary to Government (Urban Development).
5. Secretary to Government, Social Welfare, Cultural Affairs, Sports and Tourism Department.
6. Secretary to Government, Irrigation Department.
7. Secretary to Government, Public Works and Housing Department.
8. Additional Secretary to the Government of Maharashtra, Finance Department and Director of Accounts and Treasuries.
9. Chief Engineer and Joint Secretary to the Government of Maharashtra, Urban Development and Public Health Department.
10. Dairy Development Commissioner.
11. Divisional Commissioners (Revenue).
12. Director of Agriculture.
13. Director of Medical Education and Research, Maharashtra State.
14. Secretary to Governor.
15. Director of Health Services.
16. Registrar of Firms.
17. Commissioner of Food and Drugs Administration.
18. Director of Ayurved.
19. Director of Fisheries.
20. Director of Animal Husbandry.
21. Commissioner for Co-operation and Registrar of Co-operative Societies, Poona.
22. Chief Conservator of Forests.
23. Member, Motor Accidents Claims Tribunals for Greater Bombay, and State Transport Appellate Tribunal, Maharashtra State.
24. Commissioner of Labour.
25. Director of Economics and Statistics.
26. Inspector General of Police, Maharashtra State.
27. Commissioner of Prohibition and Excise.
28. Charity Commissioner.
29. Director, Ground Water Survey and Development Agency.
30. Director of Town Planning and Valuation.
31. Inspector General of Prison.
32. Director of Education.
33. Industries Commissioner.
34. Settlement Commissioner and Director of Land Records.
35. Commissioner of Sales Tax.
36. Chief Director of Directorate General of Information and Public Relations.
37. Transport Commissioner.
38. Director of Forensic Science Laboratory.
39. Director of Art.
40. Director of Technical Education.
41. Director of Geology and Mining.
42. Marine Engineer.
43. Director of Inland Water Transport.
44. Hydrographer.
45. Chief Ports Officer.

46. Coastal Engineer.
47. Director of Insurance.
48. Commandant General, Home Guards and Director of Civil Defence, Maharashtra State.
49. Director of Employment.
50. Director of Languages.
51. Director of Archives and Archaeology.
52. Director of Libraries.
53. Director of Employees State Insurance Scheme.
54. Director of Government Printing and Stationery.
55. Administrator General and Official Trustee.
56. Controller of Rationing.
57. Agricultural Iron and Steel Supply Officer.
58. Superintending Engineer on Special Duty.
59. Prothonotary and Senior Master, High Court.
60. Registrar, High Court, Appellate Side.
61. Secretary, Maharashtra Public Service Commission.
62. Director of Rural Broadcasting.
63. Executive Editor and Secretary, Gazetteers Department, Government of Maharashtra.
64. Superintendent of Stamps.
65. Collector of Bombay and Bombay Suburban Districts.
66. Registrar, Industrial Court.
67. Secretary, Maharashtra State Board of Literature and Culture.
68. Director of Aviation.

APPENDIX IV

List of Existing Scales of Government and Zilla Parishad Employees and Teachers

1. 45-2-65
2. 60
3. 60-1-65
4. 60-1-75
5. 65-1-75
6. 65-1-85
7. 65-1-75-2-85
8. 70
9. 70-1-85
10. 75-1-80
11. 75-1-80-2-90-E.B.-2-100
12. 75-1-79-2-91-E.B.-2-105
13. 75-2-105
14. 75-5-130
15. 80-2-100
16. 80-2-90-3-105
17. 80-2-100-E.B.-2-110
18. 80-2-98-3-110
19. 80-1-100-2-120
20. 80-2-96-3-120
21. 85-2-115
22. 85-2-105-E.B.-3-120
23. 90-2-110
24. 90-2-98-3-110
25. 90-2-96-3-120
26. 91-3-130
27. 91-3-130-4-150
28. 95
29. 95-2-105-3-120
30. 95-2-105-3-120-E.B.-3-135
31. 95-3-110-4-130-5-135
32. 95-3-125-E.B.-3-146-4-150
33. 95-5-185
34. 100-3-121-4-125
35. 100-3-130
36. 100-3-130-5-135
37. 100-3-136-4-140
38. 100-3-130-E.B.-4-150
39. 100-3-130-5-150
40. 100-3-130-4-170
41. 100-3-130-4-150-5-170
42. 100-3-130-E.B.-4-150-5-175
43. 100-3-130-4-170-5-180
44. 105-4-125
45. 105-4-145
46. 110-3-122-4-150
47. 110-3-122-4-150-5-170
48. 110-3-122-4-150-E.B.-5-175
49. 110-3-140-4-160-5-180
50. 110-3-122-4-150-5-185
51. 110-3-122-4-170-5-185
52. 110-3-122-4-150-5-190
53. 110-3-122-4-150-5-195
54. 115-3-130
55. 115-3-130-5-135
56. 115-4-135
57. 115-4-135-5-165
58. 115-4-135-5-185
59. 115-5-190
60. 115-4-135-5-210
61. 115-4-135-5-160-E.B.-5-185-6-215
62. 115-4-135-5-160-E.B.-5-185-6-203-E.B.-6-215-7-250.
63. 115-4-135-5-160-3-200-10-250
64. 115-4-135-5-185-6-215-7-250-10-300
65. 120-5-180
66. 120-4-140-5-190-6-200
67. 120-5-185-6-245
68. 125-4-145-5-150
69. 125-5-145-8-185-10-245
70. 125-5-170-E.B.-6-200-8-240-10-250
71. 125-5-170-6-200-8-240-10-260
72. 130-4-150
73. 130-4-150-5-175
74. 130-5-175
75. 130-4-150-5-165-E.B.-5-190
76. 130-4-150-5-195
77. 130-5-175-E.B.-5-185-6-215
78. 130-4-150-5-190-6-220
79. 130-5-150-8-230
80. 130-5-150-8-174-E.B.-8-190-10-240
81. 130-5-185-E.B.-6-215-7-250
82. 130-5-150-8-190-E.B.-10-300
83. 130-4-150-10-270-15-300
84. 130-5-150-8-190-E.B.-10-280-E.B.-15-340.
85. 135-5-150
86. 135-5-185-6-215
87. 135-5-150-6-180-7-215
88. 135-5-160-6-190-7-225
89. 135-5-170-6-200-8-240
90. 135-5-150-6-180-7-194-8-250
91. 135-5-170-6-200-10-250
92. 135-5-185-6-215-7-250
93. 135-5-170-6-188-E.B.-6-200-8-240-10-250.
94. 135-5-170-6-200-10-290
95. 135-5-170-6-188-E.B.-6-200-8-240-10-290.
96. 135-5-170-6-200-8-280-10-290
97. 135-5-170-8-210-E.B.-10-320
98. 140-5-160-8-200-10-300
99. 145-5-165
100. 145-8-185
101. 145-5-200
102. 145-5-185-E.B.-5-195-6-225
103. 145-8-185-10-225
104. 145-5-185-E.B.-6-233-7-240
105. 145-5-175-6-205-8-245
106. 145-8-185-10-245
107. 145-5-175-6-205-9-250.
108. 150-5-170.
109. 150-5-185-6-215
110. 150-4-190-5-225
111. 150-10-230

APPENDIX IV—*contd.*

112. 150—5—180—6—198—E.B.—6—210
7—245
113. 150—8—190—10—220—E.B.—10—
270
114. 150—10—270
115. 150—8—190—10—280
116. 150—8—190—10—300
117. 150—8—190—10—270—15—300.
118. 150—10—300
119. 150—10—230—E.B.—10—270—15—
300
120. 150—8—190—10—310
121. 150—8—190—10—230—E.B.—10—
280—15—325.
122. 150—10—280—15—325
123. 150—8—190—10—240—E.B.—10—
280—15—340.
124. 150—10—280—15—340
125. 150—9—195—10—285—15—360.
126. 150—10—300—15—360
127. 150—10—280—15—400
128. 155—6—185—7—255—10—285
129. 160—5—185—6—215
130. 160—5—185—6—221—7—235
131. 160—8—200—9—245
132. 160—5—170—6—200—8—240—
10—250
133. 160—5—200—8—240—10—250
134. 160—5—175—6—200—8—240—
10—250
135. 160—5—170—6—200—8—224—E.B.—
—8—240—10—290
136. 160—10—290
137. 160—10—300
138. 160—7—195—8—275—10—325
139. 160—10—250—15—325
140. 160—10—250—E.B.—10—280—
15—325
141. 160—10—260—E.B.—10—280—
15—340
142. 160—10—260—15—380
143. 160—10—260—15—380—20—400
144. 165—6—195—7—265—10—285
145. 165—10—325—15—400
146. 170—5—185—6—215—7—250
147. 170—6—200—8—240—10—250
148. 170—8—210—10—260
149. 170—8—210—10—270
150. 170—8—210—10—280
151. 170—6—200—8—240—10—290
152. 170—6—200—8—240—10—320
153. 170—7—205—8—285—10—325
154. 170—10—250—E.B.—10—280—
15—340
155. 170—10—250—E.B.—10—280—
15—370
156. 170—10—250—15—400
157. 170—10—260—15—380—
20—400
158. 170—10—280—E.B.—15—400
159. 170—10—260—15—380—20—500
160. 170—10—260—15—380—20—520
161. 170—10—280—E.B.—15—400—E.B.—
—20—520
162. 170—10—280—15—460—20—540
163. 175—10—325—15—400
164. 180—10—280
165. 180—6—210—8—234—E.B.—8—
250—10—290
166. 180—10—280—15—325
167. 180—6—210—8—250—E.B.—10—
310—15—340—E.B.—15—400
168. 180—6—210—8—250—10—310—
—15—340—20—400
169. 180—10—280—E.B.—15—400
170. 180—10—260—15—380—20—400
171. 180—10—260—15—380—20—500
172. 180—10—260—15—460—20—520
173. 190—10—260
174. 190—10—320
175. 190—10—280—15—325
176. 190—10—280—15—400
177. 190—10—330—15—405
178. 190—10—290—E.B.—15—410—20
—450
179. 200—10—280
180. 200—10—300
181. 200—10—280—15—325
182. 200—10—280—15—340
183. 200—10—290—15—350
184. 200—10—280—E.B.—15—400
185. 200—10—260—15—380—20—400
186. 200—10—280—15—430
187. 200—10—280—15—400—20—500
188. 200—10—280—15—460—20—520
189. 205
190. 210—10—300
191. 210—8—250—10—310—15—340
192. 210—10—290—15—350
193. 210—10—290—15—425
194. 210—10—280—15—310—E.B.—
15—430
195. 210—10—280—15—310—E.B.—
15—385—20—445
196. 210—10—270—15—330—E.B.—
15—390—20—450
197. 210—10—290—15—410—20—450
198. 220
199. 220—10—280—15—340
200. 220—10—280—15—340
201. 220—10—280—15—360
202. 220—10—280—15—310—E.B.—
15—400
203. 220—10—290—15—410
204. 220—10—280—15—310—E.B.—
15—430
205. 220—10—260—15—380—20—460
206. 220—10—280—15—430—20—470
207. 220—10—280—15—460—20—480
208. 220—10—280—15—400—20—500
209. 220—10—280—15—340—E.B.—
15—400—20—520
210. 220—15—380—20—520
211. 220—10—260—15—410—20—550
212. 225—15—375
213. 240—10—280—15—400
214. 240—10—260—15—380—20—400
215. 240—10—290—15—470

APPENDIX IV—*contd.*

216.	240—10—280—15—370—E.B.— 15—460—20—500	272.	340—20—500—25—550—30—880
217.	240—10—280—15—400—20—500	273.	350—15—470.
218.	245	274.	350—15—440—20—520
219.	250—10—280—15—370	275.	350—20—450—25—700
220.	250—10—260—15—380	276.	350—25—550—E.B.—30—730
221.	250—10—280—15—400	277.	360—20—500—25—625
222.	250—10—280—15—430	278.	360—20—460—25—560—30—650
223.	250—20—450—25—475	279.	360—20—500—25—550—E.B.—20— —700
224.	250—10—280—15—430—20—530	280.	370—20—450—25—700
225.	250—10—280—15—385—E.B.— 15—460—20—540	281.	375—25—550—30—640
226.	260—10—280—15—340	282.	375—25—550—30—640—E.B.—30— 880
227.	260—10—350	283.	380—20—500—25—600—E.B.—25— 650—30—830.
228.	260—10—280—15—400	284.	400—20—500—25—650—30—680
229.	260—10—280—15—430	285.	400—30—640—40—800
230.	260—15—380—20—440	286.	400—20—500—25—600—E.B.—25— 650—30—830.
231.	260—15—410—20—450	287.	400—30—640—45—730—50—830
232.	260—15—380—E.B.—15—470	288.	400—25—550—30—640—E.B.—30— 880
233.	260—15—380—E.B.—20—520	289.	400—25—550—30—640—E.B.—30— 820—40—940
234.	260—10—300—20—500—25—525	290.	400—40—800—50—950
235.	270—10—350	291.	400—25—550—30—850—50—1000
236.	270—15—450	292.	410—30—650—E.B.—45—875
237.	270—15—390—20—470	293.	410—30—650—E.B.—45—1010
238.	270—15—450—20—550	294.	410—30—650—45—1100
239.	275—15—380—20—400	295.	410—30—650—E.B.—45—1100—50— 1200
240.	275—15—440	296.	420—20—500—25—625
241.	275—15—395—15—470	297.	420—20—500—25—650—30—680
242.	275—15—380—20—480	298.	460—20—500—25—625
243.	275—15—300—20—480	299.	460—20—500—25—650—E.B.—30— 830
244.	275—15—395—E.B.—15—470— 20—490	300.	500—25—700
245.	275—15—380—20—500	301.	500—25—600—30—780
246.	275—15—480—20—520	302.	500—25—650—30—830.
247.	275—15—410—E.B.—20—570	303.	500—25—650—45—1010
248.	275—15—410—E.B.—20—590	304.	500—30—650—45—875—E.B.—45— 1100—50—1200
249.	280—20—460—25—660—30—750	305.	520—30—700
250.	290—15—410—20—450	306.	540—30—750
251.	300	307.	550—30—700
252.	300—15—390—20—470	308.	550—25—650—30—830
253.	300—15—375—20—475—25—500	309.	550—30—640—40—880
254.	300—20—460—25—510	310.	560—30—650—45—920
255.	300—20—500—25—525	311.	560—30—650—45—1010
256.	300—15—390—20—430—E.B.—20— 550—25—575	312.	560—30—650—45—875—E.B.—45— 1100—50—1200
257.	300—20—460—E.B.—20—500—25— 625	313.	590—30—650—45—875
258.	300—20—550—25—625	314.	600—25—650—30—830
259.	300—15—450—20—550—25—650	315.	650—30—860
260.	300—20—500—25—750	316.	650—30—950
261.	300—20—460—E.B.—20—500—25— 650—E.B.—30—830	317.	650—45—1010
262.	320—15—425—20—525	318.	650—45—1100
263.	325—15—475—20—575	319.	650—45—1100—50—1200
264.	325—25—550—30—610—E.B.—30— 880	320.	670—30—880
265.	325—25—550—30—910	321.	695—45—1010
266.	325—25—400—30—730—35—940	322.	695—45—1100
267.	340—20—520	323.	695—45—1100—50—1200
268.	340—20—500—25—600	324.	700—30—820—40—900
269.	340—20—550—25—650	325.	700—30—820—40—940
270.	340—20—600—25—650—30—740		
271.	340—20—500—25—550—E.B.—25— 650—30—830		

APPENDIX IV—contd.

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|---|----------------------------|
| 326. 700—50—1050 | 345. 1000—50—1300 |
| 327. 700—40—1100 | 346. 1000—50—1350 |
| 328. 700—50—1250 | 347. 1025—50—1425 |
| 329. 700—50—1300 | 348. 1100—50—1300 |
| 330. 740—45—1100 | 349. 1100—50—1450 |
| 331. 740—45—1100—50—1200 | 350. 1100—50—1300—60—1600 |
| 332. 750—50—1250 | 351. 1300—50—1600 |
| 333. 750—50—1300 | 352. 1300—60—1600 |
| 334. 785—45—1100—50—1200 | 353. 1300—60—1600—100—1800 |
| 335. 800—30—920—40—1100 | 354. 1500—60—1800—100—2000 |
| 336. 800—50—1300 | 355. 1575—50—1825 |
| 337. 825—50—1075 | 356. 1600—100—1800 |
| 338. 830—45—1100—50—1200 | 357. 1600—100—2000 |
| 339. 900—50—1350 | 358. 1625—50—1925 |
| 340. 900—50—1450 | 359. 1675—50—2025 |
| 341. 900—50—1300—60—1600 | 360. 1800—100—2000 |
| 342. 900—50—1000—60—1480—E.B.—
60—1600—50—1800 | 361. 1800—100—2500 |
| 343. 920—45—1100—50—1200 | 362. 2000 |
| 344. 975—50—1225 | 363. 2500—125/2—2750 |

List of existing Bilgrami Pay-scales

- | | |
|--|--|
| 1. 90—1—50—105—E.B.—2—115 (C)
80—1—50—95—E.B.—2—105 (M) | 11. 220—10—320—E.B.—12—380 (C)
190—10—290—E.B.—12—350 (M) |
| 2. 100—2—120—E.B.—2—130 (C)
85—2—105—E.B.—2—115 (M) | 12. 220—10—320—E.B.—15—395 (C)
190—10—290—E.B.—15—365 (M) |
| 3. 115—3—130—4—150—E.B.—5—175 (C)
95—3—110—4—130—E.B.—5—155 (M) | 13. 260—10—360—E.B.—12—420 (C)
225—10—325—E.B.—12—385 (M) |
| 4. 125—6—185—E.B.—8—225 (C)
100—6—160—E.B.—8—200 (M) | 14. 265—10—365—E.B.—15—440 (C)
230—10—330—E.B.—15—405 (M) |
| 5. 135—5—185—E.B.—7—220 (C)
110—5—160—E.B.—7—195 (C) | 15. 290—12—410—E.B.—16—490 (C)
250—12—370—E.B.—16—450 (M) |
| 6. 135—8—215—E.B.—10—265 (C)
110—8—190—E.B.—10—240 (M) | 16. 295—10—395—E.B.—15—470 (C)
260—10—360—E.B.—15—435 (M) |
| 7. 150—7—220—E.B.—9—265 (C)
125—7—195—E.B.—9—240 (M) | 17. 320—15—470—E.B.—20—570 (C)
275—15—425—E.B.—20—525 (M) |
| 8. 165—7—200—E.B.—9—290 (C)
140—7—175—E.B.—9—265 (M) | 18. 330—15—480—E.B.—20—580 (C)
300—15—450—E.B.—20—550 (M) |
| 9. 165—8—245—E.B.—10—295 (C)
140—8—220—E.B.—10—270 (M) | 19. 425—15—485—E.B.—20—685 (C)
365—15—425—E.B.—20—625 (M) |
| 10. 190—8—270—E.B.—10—320 (C)
165—8—245—E.B.—10—295 (M) | |

List of Pre-1962 Scales

- | | |
|--------------------------|---------------|
| 1. 120—5—155—E.B.—5—190 | 4. 200—10—350 |
| 2. 140—8—220—E.B.—10—270 | 5. 225—10—275 |
| 3. 150—4—190—E.B.—5—225 | |

List of Existing Scales of Non-Teaching Staff in the Universities

- | | |
|--------------------------|--------------------------|
| 1. 75—1—80—2—100 | 15. 85—2—113—3—125 |
| 2. 75—1—79—2—105 | 16. 85—4—145 |
| 3. 75—2—97—3—106—4—110 | 17. 85—3—100—5—150 |
| 4. 75—2—87—3—120 | 18. 86—3—140 |
| 5. 75—5—125 | 19. 90—2—100—3—130 |
| 6. 80—2—110 | 20. 90—2—100—3—130—5—140 |
| 7. 80—2—100—3—106—4—110 | 21. 90—3—120—5—140 |
| 8. 80—2—92—4—116 | 22. 90—3—120—5—145 |
| 9. 80—2—86—3—137 | 23. 90—2—100—3—130—4—170 |
| 10. 80—2—100—3—130—5—140 | 24. 95—2—125 |
| 11. 80—4—120—5—150 | 25. 95—2—105—3—135 |
| 12. 80—5—150 | 26. 95—3—110—4—130—5—145 |
| 13. 85—2—95—3—104—4—116 | 27. 95—5—145—6—175 |
| 14. 85—2—105—3—120 | 28. 95—5—145—6—175—8—215 |

APPENDIX IV—*contd.*

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|-----|----------------------------------|------|-----------------------------------|
| 29. | 100—3—130—4—150 | 90. | 170—8—210—10—280 |
| 30. | 100—3—130—4—150—5—175 | 91. | 170—6—200—8—240—10—320 |
| 31. | 100—4—140—5—200 | 92. | 170—10—250—15—325 |
| 32. | 100—8—140—10—200 | 93. | 170—10—280—15—400 |
| 33. | 100—5—145—6—175—8—215 | 94. | 170—10—280—15—400—20—520 |
| 34. | 105—2—117—3—135 | 95. | 175—15—295—20—375 |
| 35. | 105—4—145 | 96. | 180—10—270—15—300 |
| 36. | 105—4—125—5—165 | 97. | 180—10—270—15—330 |
| 37. | 110—3—122—4—150 | 98. | 180—10—280—15—400 |
| 38. | 110—3—122—4—150—5—175 | 99. | 180—6—210—8—250—10—310—
15—400 |
| 39. | 110—3—122—4—150—5—195 | 100. | 185—5—190—8—230—12—350 |
| 40. | 110—4—130—5—200 | 101. | 190—10—270—15—330 |
| 41. | 110—5—210 | 102. | 200—10—250 |
| 42. | 110—5—145—6—175—8—215 | 103. | 200—10—300 |
| 43. | 115—3—130—4—150 | 104. | 200—10—290—15—350 |
| 44. | 115—4—135—5—185—6—215 | 105. | 200—10—250—15—400 |
| 45. | 115—5—145—6—175—8—215 | 106. | 200—15—260—20—400 |
| 46. | 120—5—175 | 107. | 200—10—260—15—380—20—520 |
| 47. | 120—5—185 | 108. | 205—10—385 |
| 48. | 120—5—135—6—195 | 109. | 210—10—310—15—400 |
| 49. | 120—5—135—7—205 | 110. | 210—10—270—20—430 |
| 50. | 120—5—145—6—175—7—245 | 111. | 210—15—300—20—460 |
| 51. | 120—5—145—8—225—10—305 | 112. | 220—5—225—10—325—15—400 |
| 52. | 124—8—180—12—300—15—330 | 113. | 220—10—280—15—430 |
| 53. | 125—4—165—5—225 | 114. | 220—15—325—20—425—25—450 |
| 54. | 125—5—145—8—225 | 115. | 225—5—230—12—350 |
| 55. | 125—5—165—6—225 | 116. | 225—15—375 |
| 56. | 125—5—175—10—275 | 117. | 230—15—290—20—350 |
| 57. | 130—4—170 | 118. | 240—10—280—15—460—20—500 |
| 58. | 130—4—150—5—190 | 119. | 250—10—300 |
| 59. | 130—5—145—6—175—8—215 | 120. | 250—20—350 |
| 60. | 130—5—185—6—215—7—250 | 121. | 250—12—370 |
| 61. | 130—8—210—10—280 | 122. | 250—10—400 |
| 62. | 130—5—150—8—190—10—300 | 123. | 250—15—400 |
| 63. | 135—5—160—6—190—7—225 | 124. | 250—10—310—15—400 |
| 64. | 135—5—150—6—180—7—194—8—
250 | 125. | 250—10—280—15—400 |
| 65. | 140—5—145—6—175—8—215 | 126. | 250—20—350—25—400 |
| 66. | 145—8—185—10—225 | 127. | 250—20—410—25—460 |
| 67. | 145—5—195—6—225 | 128. | 250—10—350—15—500 |
| 68. | 145—5—185—6—233—7—240 | 129. | 250—15—400—20—500 |
| 69. | 145—5—150—8—230—9—275 | 130. | 250—25—500 |
| 70. | 145—5—150—8—230—10—300 | 131. | 250—20—450—25—550 |
| 71. | 145—5—150—8—230—12—350 | 132. | 255—10—305—15—470 |
| 72. | 145—10—355 | 133. | 260—15—320—20—420 |
| 73. | 150—9—240 | 134. | 260—10—280—15—430 |
| 74. | 150—10—210—15—300 | 135. | 260—10—270—15—435 |
| 75. | 150—10—270—15—300 | 136. | 260—15—410—20—450 |
| 76. | 150—8—190—10—280—15—325 | 137. | 260—20—400—25—525 |
| 77. | 150—10—210—15—330 | 138. | 275—15—440 |
| 78. | 150—10—180—15—270—20—350 | 139. | 275—15—350—20—450 |
| 79. | 150—10—300—15—360 | 140. | 300—20—400 |
| 80. | 155—3—167—4—195—15—240 | 141. | 300—25—400 |
| 81. | 160—5—210—8—250 | 142. | 300—10—330—15—450 |
| 82. | 160—5—170—6—200—8—240—
10—250 | 143. | 300—15—450 |
| 83. | 160—5—170—6—200—8—240—
10—290 | 144. | 300—10—350—15—500 |
| 84. | 160—10—270—15—300 | 145. | 300—20—500—25—525 |
| 85. | 160—10—280—15—325 | 146. | 300—25—500—30—560 |
| 86. | 160—10—280—15—340 | 147. | 300—20—400—25—600 |
| 87. | 160—10—360 | 148. | 300—25—600 |
| 88. | 170—8—210—10—260 | 149. | 300—20—500—25—600 |
| 89. | 170—8—210—10—270 | 150. | 300—20—400—25—525—30—615 |
| | | 151. | 300—20—500—25—650 |
| | | 152. | 325—25—550—30—880 |

APPENDIX IV—concl'd.

- | | | | |
|------|--------------------------|------|----------------------|
| 153. | 330—20—450 | 167. | 400—30—520—40—800 |
| 154. | 350—15—500 | 168. | 400—25—500—30—830 |
| 155. | 350—20—550 | 169. | 400—30—640—40—880 |
| 156. | 350—25—550 | 170. | 400—30—580—40—900 |
| 157. | 350—25—500—30—650 | 171. | 400—40—800—50—950 |
| 158. | 350—15—650 | 172. | 450—30—720 |
| 159. | 350—25—450—30—660—40—700 | 173. | 500—Consolidated. |
| 160. | 360—20—500—25—700 | 174. | 700—40—1100 |
| 161. | 400—25—625 | 175. | 700—50—1250 |
| 162. | 400—25—500—30—650 | 176. | 800—100—1300 |
| 163. | 400—20—500—25—725 | 177. | 1000—50—1500 |
| 164. | 400—25—450—30—630—40—750 | 178. | 1100—50—1600 |
| 165. | 400—25—775 | 179. | 1100—50—1300—60—1600 |
| 166. | 400—40—800 | 180. | 1600—100—1800 |

APPENDIX V

List of Revised Scales of Pay

Grade No.	Scale of Pay Rs.
Boy Peon/Boy Constable ..	165—2—175
Gr. 1 ..	196—3—235—5—245—Extn.—3—260
Gr. 2 ..	200—5—250—7—285—10—295—Extn.—7—330
Gr. 3 ..	220—5—250—7—285—10—325—Extn.—7—360
Gr. 4 ..	250—7—285—10—385—Extn.—7—420
Gr. 5 ..	260—10—390—15—420—Extn.—10—470
Gr. 6 ..	290—10—390—15—465—Extn.—10—515
Gr. 7 ..	335—15—500—20—580—Extn.—15—655
Gr. 8 ..	365—15—500—20—660—Extn.—15—735
Gr. 9 ..	395—15—500—20—700—Extn.—15—775
Gr. 10 ..	500—20—700—25—900
Gr. 11 ..	600—30—750—40—950
Gr. 12 ..	600—30—750—E.B.—40—1150
Gr. 13 ..	750—40—1150
Gr. 14 ..	680—40—1000—50—1250
Gr. 15 ..	680—40—1000—E.B.—50—1500
Gr. 16 ..	1000—50—1500
Gr. 17 ..	700—40—1100—50—1300—Assessment—50—1600 (U.G.C.)
Gr. 18 ..	1000—50—1550—75—1700
Gr. 19 ..	1100—50—1550—75—1700
Gr. 20 ..	1200—50—1300—60—1900 (U.G.C.)
Gr. 21 ..	1100—50—1650—75—1925
Gr. 22 ..	1500—50—1550—75—1925
Gr. 23 ..	1700—75—2000
Gr. 24 ..	1700—75—2000—125/2—2250
Gr. 25 ..	2000—125/2—2250
Gr. 26 ..	1500—60—1800—100—2000—125/2—2500 (U.G.C.)
Gr. 27 ..	2000—125/2—2500
Gr. 28 ..	2250—125/2—2500
Gr. 29 ..	2500—125/2—2750