

REPORT OF  
THE MYSORE PAY COMMISSION  
1966-68

VOLUME IV  
(ANNEXURES)

REPORT OF  
THE MYSORE PAY COMMISSION  
1966 - 68

VOLUME IV  
(ANNEXURES)

TABLE OF CONTENTS

	PAGES
1 Statement showing the Posts under each of the Revised Scales of Pay. ...	(i)—(xxx)
2 Report of Shri A. C. Mitra Adviser to the Pay Commission on the Public Works Department. ...	... 1
3 Report prepared by the Organisation and Methods Wing of the Secretariat. — Work Study of the Secretariat. ...	... 147
4 G.O. No. FD. 43 SRP (1) 66, dated 17-11-1966. } 5 G.O. No. FD 18 SRP (1) 67, dated 12-4-1967. } 6 G.O. No. FD 23 SRP (1) 67, dated 20-4-1967. } 7 G.O. No. FD 37 SRP (1) 67, dated 3-8-1967. }	} Constitution of Pay Commission and Terms of reference. ... 166
8 G.O. No. FD 1 SRP (1) 67, dated 10-1-1967. — Sanction of Staff for the Secretariat of Pay Commission. ...	... 171
9 First Interim Report. — Enhancement of D.A. ...	... 174
10 G.O. No. FD 3 SRP (1) 67, dated 27-1-1967. — Government Orders thereon. ...	... 177
11 Second Interim Report. — Enhancement of D.A. ...	... 180
12 Third Interim Report. — Enhancement of D.A. ...	... 186
13 G.O. No. FD 17 SRP (1) 68, dated 20-3-1968. — Government Orders thereon. ...	... 189
14 Fourth Interim Report. — Increase of Dearness Allowance to Pensioners and Minimum Pension ...	... 193
15 G.O. No. FD 24-SRP (1) 68, dated 1-4-1968 } 16 G.O. No. FD 67 SRS 68, dated 22-4-1968 } 17 G.O. No. FD 67 SRS 68, dated 7-5-1968 }	} Government Orders thereon. ... 206

	PAGES
18 Copy of the General Questionnaire MPC 144 GEA 67, dated 10-8-67. ...	211
19 Copy of Special Questionnaire to Local Bodies and Aided Institutions. ...	223
20 Notification No. FD 43 (A) SRP — Application of provisions of (1) 66, dated 17-4-1967. Commission of Enquiry Act to this Commission. ...	229
21 Letter No. MPC/T/11/67, dated — Regarding posts, scales of pay, 10-2-1967 addressed to other etc., obtaining in other States. ... State Governments.	230
22 Letter No. MPC 4 ADM 67, dated — Regarding the details of pay 17-3-1967 addressed to all Heads and allowances, etc., of the of Departments in the State. Officials in the Department. ...	231
23 O.M. No. FD 21 SRP (1) 67, dated — Regarding the procedure to be 17-4-1967. followed by Heads of Depart- ments for representing their views to the Pay Commission. ...	233
24 Report of the Director of Evaluation on the Organisation for Community Development in Mysore State. ...	235
25 Copy of Circular No. FD 29 SRP -- Instructs Heads of Departments (1) 67, dated 27th May 1967. not to send proposals pending Commission's Report. ...	357
26 Copy of G.O. No. FD 60 SRP (1) — Creation of the Special Cell 67, dated 30th December 1967. under the Pay Commission, for preparing a digest of the decisions of the High Court and Supreme Court. ...	358
27 Report prepared by the Organisa- — Work Study of the District tion & Methods Wing of the Office, Bangalore. ... Secretariat.	359
28 List of Witnesses who gave oral evidence before the Pay Commission. ...	400



"STATEMENT SHOWING THE POSTS UNDER EACH OF THE REVISED SCALES OF PAY"

Rs. 1300—60—1600—50—1800		Rs. 1800—100—2000	
Sl. No.	Designation of the Post	Sl. No.	Designation of the Post
1	Controller, State Accounts Department	3	Director of Fisheries
2	Chief Flying Instructor	4	Indian Director, Indo Danish Project
3	Chief Aircraft Maintenance Engineer.	5	Joint Chief Marketing Officer (Marketing Department).
4	Director of Animal Husbandry and Veterinary Services	6	Director, Mines and Geology
5	Director of Agriculture	7	M.A.S. Class-I Officers (Selection Grade)
6	Director of Horticulture	8	M.A.S. Class-I Officers (Senior Scale)
7	Chief Engineers	9	Joint Directors of Agriculture
8	Chief Engineer (Selection Grade)-(1)	10	Director, Information and Tourism
9	Professor Principal (Government Law College)	11	Director of Training, Community Development Department
10	Member, Mysore State Appellate Tribunal	12	Joint Directors, Horticulture
11	Inspector-General of Prisons	13	Superintending Engineers, Public Works Department
12	Director of Public Instruction	14	Deputy Directors
13	Additional Director of Public Instruction	15	Superintending Engineers
14	Presiding Officer, Mysore State Transport Appellate Tribunal.	16	Special Deputy Commissioners, Inam Abolition
15	Registrar, High Court of Mysore	17	Deputy Development Commissioner and Director of Youth.
16	Joint Registrar, High Court of Mysore	18	Principals, Gramasevak Training Centres
17	Secretary to Government, Law and Parliamentary Affairs.	19	State Port Officer
18	Additional Secretary to Government, Law and Parliamentary Affairs.	20	Government Electrical Inspector
19	Joint Secretary to Government, Public Works and Electricity Department.	21	Joint Director of Industries
20	Draftsman and <i>Ex-Officio</i> Secretary to Government. Department of Law and Parliamentary Affairs	22	Joint Director of Industries and Registrar of Co-operative Societies (Operations)
21	Joint Secretary to Government, Law and Parliamentary Affairs.	23	Director of Printing, Stationery and Publications
22	Joint Secretaries to Government	24	Commissioner for Transport
23	Secretary, Mysore Legislature (Selection Grade)	25	Budget Officer and Deputy Secretary to Government, Finance Department
24	Chief Conservator of Forests	26	Deputy Secretaries to Government (Mysore Administrative Services).
25	Chief Conservator of Forests (Development)	27	Deputy Commissioner of Commercial Taxes
26	Director of Collegiate Education	28	Deputy Commissioner for Survey and Settlement
27	Director of Technical Education	29	Joint Registrars
28	District and Sessions Judges (District Judges—Selection Grade)	30	Joint Director
29	Chief Engineer, Mysore Housing Board	31	Director of Town Planning
30	Director of Health and Family Planning Services	32	Joint Director (Education)
		33	Joint Director (Medical)
		34	Joint Director (Public Health)
		35	Joint Director (Special System)
		36	Administrative Officer
		37	Deans of Medical Colleges
		38	Director of Post-Graduate and Research Institute
		39	Superintendent, Bowring and Lady Curzon Hospital
		40	Principal, Dental College

Rs. 1100—50—1300—60—1600  
Selection Grade Rs. 1600—50—1800

- 1 Director of Treasuries
- 2 Joint Directors (Food and Civil Supplies)

} Health and  
and Family  
Planning  
Services

	PAGES
18 Copy of the General Questionnaire MPC 144 GEA 67, dated 10-8-67.	... 211
19 Copy of Special Questionnaire to Local Bodies and Aided Institutions.	... 223
20 Notification No. FD 43 (A) SRP (1) 66, dated 17-4-1967. — Application of provisions of Commission of Enquiry Act to this Commission.	... 229
21 Letter No. MPC/T/11/67, dated 10-2-1967 addressed to other State Governments. — Regarding posts, scales of pay, etc., obtaining in other States.	... 230
22 Letter No. MPC 4 ADM 67, dated 17-3-1967 addressed to all Heads of Departments in the State. — Regarding the details of pay and allowances, etc., of the Officials in the Department.	... 231
23 O.M. No. FD 21 SRP (1) 67, dated 17-4-1967. — Regarding the procedure to be followed by Heads of Departments for representing their views to the Pay Commission.	... 233
24 Report of the Director of Evaluation on the Organisation for Community Development in Mysore State.	... 235
25 Copy of Circular No. FD 29 SRP (1) 67, dated 27th May 1967. — Instructs Heads of Departments not to send proposals pending Commission's Report.	... 357
26 Copy of G.O. No. FD 60 SRP (1) 67, dated 30th December 1967. — Creation of the Special Cell under the Pay Commission for preparing a digest of the decisions of the High Court and Supreme Court.	... 358
27 Report prepared by the Organisation & Methods Wing of the Secretariat. — Work Study of the District Office, Bangalore.	... 359
28 List of Witnesses who gave oral evidence before the Pay Commission.	... 400

<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl. No.</i>	<i>Designation of the Post</i>
<b>Rs. 700-40-900-50-1200</b>			
43	Deputy Director of Public Instruction	9	Commandant. Mounted Company, Palace Guards.
44	Principal, College of Education and Post-Graduate Basic Training College.	10	Professors (Engineering) } Technical Education
45	Special Officer, Literary and Cultural Development	11	Professors (Mathematics, Physics and Chemistry). }
46	Chief Accounts Officer, Department of Public Instruction.	12	Assistant Professors and Residents. } Health and Family Planning Services
47	Executive Engineer, Government Electrical Inspectorate.	13	Assistant Professor in Dentistry. }
48	Deputy Secretary to Government, Public Works and Electricity Department.	14	Dental Surgeon. }
49	Deputy Chief Inspector of Factories	15	Assistant Professor for Dental Mechanic Course. }
50	Deputy Chief Inspector of Boilers	16	Professors (Indian Medicine Branch) }
51	Deputy Commissioner of Labour	<b>Rs. 500-30-650-40-850-EB-50-1000</b>	
52	Assistant Commissioners of Commercial Taxes	1	Assistant Professors, Government College of Pharmacy, (Drugs Control Department).
53	Survey Officer (Survey and Settlement)	2	Deputy Director of Fisheries.
54	Superintendent of Police (Wireless)	3	State Librarian.
55	Deputy Registrars of Co-operative Societies	4	Superintendent of Nursing } Health and Family Planning Services
56	Principal, Sri Jayachamarajendra Polytechnic, Bangalore.	5	Assistant Associate Professors, }
57	Principal, School of Mines, K. G. F.	<b>Rs. 450-30-660-EB-40-900</b>	
58	Professor & Principal, Sri Krishnarajendra Silver Jubilee Technological Institute.	1	Chief Translator to Government.
59	Civil Judges	2	Deputy Directors, Bureau of Economics and Statistics.
60	Deputy Director of Town Planning	3	Assistant Drug Controllers.
61	Executive Engineer, Mysore Housing Board.	4	Chief Chemist (Mines and Geology).
62	Financial Assistant. Health and Family Planning Services.	5	Deputy Director of Statistics, (Animal Husbandry).
63	Assistant Director of Medical Stores, E. S. I. S. Medical Education, M. C. I. L., T. B Health Education, etc., Bureau of Nutrition.	6	Assistant Secretaries, } Mysore Public Service Commission.
64	Civil Surgeons and Lady Surgeons.	7	Deputy Controller of Departmental Examinations. }
65	Health Officers, Class I.	8	Assistant Registrar, High Court of Mysore.
66	Superintendent of T. B. Hospital and Mental Hospital.	9	Personal Assistant to the Chief Justice.
67	Principals, Government College of Indian Medicine, Bangalore and Mysore.	10	Under Secretaries to Government.
68	Officer-in-charge, Government Central Pharmacy, Bangalore.	11	Assistant Solicitor and Under Secretary to Government, Law and Parliamentary Affairs.
<b>Rs. 600-40-1000</b>		12	Under Secretary to Government and <i>Ex-Officio</i> Deputy Director of Evaluation (held by Secretariat Officers).
1	Professor, Law College.	13	Under Secretaries to Government held by Secretariat Officers.
2	Superintendent of Police, Vigilance Commission.	14	Deputy Director of Evaluation.
3	Special Officer and <i>Ex-Officio</i> Deputy Secretary to Government, Finance Department.	15	Under Secretaries, Mysore Legislature.
4	Special Officer, Pensions, Finance Department.	16	Registrar, Mysore Legislature.
5	Deputy Conservator of Forests.	17	Deputy Director of Collegiate Education.
6	Deputy Secretary, Mysore Government Insurance Department.	18	Deputy Superintendent of Police (Wireless).
7	Superintendents of Police (Non-I.P.S.)	19	Assistant Directors, Forensic Science Laboratory.
8	Commandant, Dismounted, Company, Palace Guards.	20	Professors, Krishnarajendra Silver Jubilee Technological Institute.
		21	Munsiffs.

<b>Rs. 400-30-700-EB-40-900</b>			
<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl. No.</i>	<i>Designation of the Post</i>
1	Assistant Controllers/Assistant Accounts Officers, State Accounts Department)	43	Deputy Director of Printing (Technical)
2	Senior Geologist } Mines and Geology	44	Deputy Director of Printing (Administration)
3	Accounts Officer } }	45	District Educational Officers and other Officers in Class-I: Junior Scale
4	Assistant Commissioners and other equivalent posts, (Revenue)	46	Senior Assistant Directors
5	Assistant Directors of Agriculture } Agriculture	47	Senior Assistant Director, Home Science
6	Accounts Assistant } }	48	Principal, Government College of Physical Education
7	Deputy Agricultural Engineer } }	49	Vice-Principal and Professors, in Government College of Education and Physical Education
8	Research Engineer } Information & Tourism	50	Senior Assistant Director (Examination)
9	Senior Assistant Director } }	51	Accounts Officers
10	Song and Drama Officer } }	52	Accounts Officer, Government Electrical Inspectorate
11	Editor, Panchayati Raj } }	53	Financial Assistant to the Commissioner of Transport.
12	Editor, 'Janapada' } }	54	Regional Transport Officers
13	Information Officer, Mysore Information Centre, New Delhi } }	55	Assistant Surgeons, Prisons Department
14	Senior Inspector of Certified Schools and Assistant Director of Correctional Administration, (Probation and After-care).	56	Secretary, Board of Management of Industries and Industrial Concerns
15	Assistant Development Commissioners, Community Development.	57	Accounts Officer
16	Senior Assistant Directors, Horticulture	58	Assistant Labour Commissioner
17	Assistant Accounts Officers } Public Works Department	59	Accounts Officer, High Court of Mysore
18	Senior Geologist } }	60	Under Secretaries to Government held by Mysore Administrative Service : Junior Scale
19	Assistant Directors/Assistant Commissioners, Food and Civil Supplies Department.	61	Under Secretaries, Governor's Secretariat
20	Paddy Specialist } Food & Civil Supplies	62	Surgeon to Governor
21	Accounts Officers } }	63	Assistant Labour Commissioners
22	Assistant Directors, Stores Purchase Department	64	Marshal, Legislature Secretariat
23	Accounts Officer, Sericulture	65	Secretary, Mysore Housing Board
24	Financial Assistant, Animal Husbandry	66	Deputy Director of Archæology
25	Accounts Officer, Bangalore Dairy	67	Readers
26	Assistant Directors } Vigilance Commission	68	Accounts Assistant
27	Accounts Officer } }	69	Commercial Tax Officers
28	Deputy Superintendent of Police } }	70	District Excise Officers
29	Chief Fire Officer (Fire Force) } }	71	Superintendent of Land Records
30	Secretary, Mysore State Appellate Tribunal	72	Secretary, Mysore Soldiers, Sailors' and Airmen Board
31	District Development Assistants } Community Development Centres	73	Headquarters Assistant to the Commissioner of Endowments.
32	Principals, Gramasevak Training } }	74	Assistant Charity Commissioners and Assistant Commissioners.
33	Health Officer, Public Works Department	75	Headquarters Assistant to the Inspector-General of Registration and the Commissioner of Stamps.
34	Principal Grade-I	76	Headquarters Assistants to the District Registrars
35	Accounts Officer	77	Deputy Superintendents of Police
36	Assistant Directors	78	Director, Finger-Print Bureau
37	State Vocational Guidance Officer	79	Principals of Polytechnics
38	Deputy Chief University Employment Information Guidance. } Employment and Training		
39	Superintendent, Central Jail } Prisons		
40	Governor, Borstal School } }		
41	Assistant District Social Welfare Officer		
42	Accounts Officer, Social Welfare Department		

*Sl. No. Designation of the Post.*

**Rs. 400-30-700-EB-40-900**

80	Medical Inspector of Factories	
81	Administrative Officer (Labour)	
82	Secretary, Mysore Housing Board	
83	Accounts Officer and Additional Accounts Officer, Mysore Housing Board	
84	Inspector of Stamps: Class-I	
85	Accounts Officer, Home Guards and Civil Defence.	
86	Staff Officer-cum-Personal Assistant to the Commandant-General, Home Guards.	
87	Financial Assistant (Police)	
88	Accounts Officer, Technical Education	
89	Principal, Women Polytechnic	} Technical Education
90	Principal, Junior Technical School	
91	Principal, School of Arts and Crafts, Davangere	

*Health and Family Planning Services.*

92	Assistant Administrative Officer
93	Health Officer, Class-II-cum-Assistant Surgeon
94	Resident Pathologist
95	Blood Bank Officer
96	Pathologist for Post-Graduate Courses
97	Bio-Chemist for Post-Graduate Courses
98	Anaesthetist, S.D S. Sanatorium, Bangalore
99	Senior Entomologist
100	Lecturers, Museum Curators
101	Resident Pathologist
102	Epidemiologist-cum-Bio-Statistician
103	Lecturers-cum-Registrars.
104	Registrars
105	Readers, Pre-professional course
106	Lecturers in Dentistry
107	Lecturers, Curators, Registrars

**Rs. 350-25-600-30-780-EB-40-900**

1	Assistant Translators, Translation Department	
2	Treasury Officers/Assistant Directors of Treasuries	
3	Assistant Director, Food and Civil Supplies	
4	Senior Chemist	} Drugs Control Depart- ment
5	Bio-Chemist	
6	Pharmacologist	
7	Senior Drugs Inspector	
8	Mineral Technologist	} Mines and Geology
9	Geologists	
10	Technical Assistants	
11	Chemists	
12	Drilling Engineers	
13	Assistant Agricultural Engineers	
14	Assistant Agricultural Engineer (Well-Boring)	

*Sl. No. Designation of the Post*

15	Tractor Engineer	
16	Assistant Agricultural Engineer (Central Stores and Civil)	
17	Superintendent, School for the Deaf, Probation and After-care.	
18	Curator, Mysore Zoo Horticulture	
19	Landscape Officer, Horticulture	
20	Assistant Engineers	} Public Works Department
21	Assistant Research Officers	
22	Assistant Architects	
23	Geologist	
24	Assistant Director of Food and Civil Supplies	
25	Assistant Engineer, Fisheries	
26	Assistant Directors, Stores Purchase Department	
27	Deputy Engineer (Dairy)	} Bangalore Dairy
28	Deputy Engineer (Transport)	
29	Assistant Engineer, Vigilance Commission	
30	Editors, Mysore Gazetteer	
31	Planning-cum-Survey Officer	} Industries and Commerce Department
32	Assistant Directors of Industries	
33	Assistant Superintendent (Crafts) Chamarajendra Technological Institute	
34	Assistant Superintendent (Arts) Chamarajendra Technological Institute	
35	Information Officer	
36	Research Officer	
37	Technical Assistant (R.I.P.)	
38	Assistant Controller, Civil Supplies	
39	Assistant Engineer	
40	Port Engineer, Ports Department	
41	Principal Grade-II	} Employment and Training
42	Inspectors of Training	
43	Assistant Apprenticeship Adviser	
44	Under Secretary to Government, Public Works and Electricity Department.	
45	Assistant Director, Technical Education, (Depart- ment of Public Instruction)	
46	Editor of Debates	
47	Assistant Secretaries, Mysore Government Insurance Department.	
<i>Technical Education.</i>		
48	Heads of Sections	
49	Secretary, Board of Technical Examinations	
50	Assistant Director (Technical)	
51	Assistant Professors, Sri Krishnarajendra Silver Jubilee Technological Institute.	
52	Heads of Sections, Women Polytechnics	

Sl. No.

Designation of the Post

**Rs. 350-25-600-30-780 EB-40-900**

53 Head of Section, School of Arts and Crafts,  
Davangere.

*Town planning*

54 Assistant Director of Town Planning

*Health.*

55 Technical Officer, Student Health Education Unit

56 Assistant to the Assistant Director, Health Educa-  
tion and Social Scientist.

57 Technical Officer. Field Study and Demonstration  
Centre.

58 Technical Officer, Audio-Visual Section

59 Nursing Superintendent Grade-I

60 District Nursing Supervisors

61 Assistant Dental Surgeons

62 Assistant Professors (Indian Medicine)

63 Assistant Engineer, Mysore Housing Board

**Rs. 300.25-550-EB-30-700**

1 Drugs Inspectors, Drugs Control Department

2 Assistant Directors of Fisheries

3 Head Master, Fisheries High School

4 Administrative Officer, Fisheries Department

5 Senior Marketing Officers and Secretaries Grade-II

6 Assistant Directors

7 Superintendent, Silk Conditioning  
and Testing Centre } Sericulture

8 Assistant Registrar of Co-operative  
Societies

9 Assistant Directors

10 Bio-Chemist

11 Nutrition Chemist

12 Assistant Registrar of Co-  
operative Societies } Animal Husbandry  
and Veterinary  
Services

13 Fodder Development Officers

14 Agricultural Officers

15 Agricultural Information Officers } Agriculture

16 Assistant Radio Engineers, Information and  
Tourism.

17 Assistant Directors, Horticulture

18 Marketing Officers, Food and Civil Supplies

19 Agricultural Officers, Indo-Danish Project

20 Veterinary Assistant Surgeons, Indo-Danish  
Project.

21 Assistant Registrar or Co-operative  
Societies. } Bangalore  
Dairy

22 Milk Procurement Officer

23 Dairy Superintendent

Sl. No.

Designation of the Post.

24 Headquarters Assistant to the Commissioner of  
Transport.

25 Regional Transport Officers

26 Assistant Transport Commissioners

27 Legal Assistant, Motor Vehicles Department

28 Superintendent, Jails

29 Head Masters/Head Mistresses of  
Government High Schools, Grade-I

30 Assistant Director, Audio-Visual  
Education Grade-I

31 Counselling Instructors, State Bureau  
of Education and Vocational  
Guidance and other equivalent  
posts

32 Psychologists, State Bureau of Edu-  
cation and Vocational Guidance

33 Assistant Educational Officer, Co-  
ordinators, etc.

34 Judgment Writers, (Selection Grade),  
High Court of Mysore

35 Apiarist

36 Agricultural Development  
Officer

} Industries and  
Commerce

37 Reporters, (Selection Grade), Legislature Secretariat

38 Assistant Conservators of Forests.

39 Lecturers, Collegiate Education

40 Headquarters Assistants to the Direct Registrars,  
Registration and Stamps

41 Inspectors of Police.

42 Assistant Registrars and Headquarters Assistants  
(Co-operation Department)

43 Audit Officers, Co-operation Department

44 Lecturers and Engineering

45 Lecturers in Physics, Mathematics  
Chemistry.

46 Lecturers in Science, English, Econo-  
mics and Commerce.

47 Physicists

48 Lecturers

49 Lecturers, Indian Medicine Branch

50 Resident Medical Officers, Indian  
Medicine Branch

51 Research Officer, Indian Medicine  
Branch

52 Senior Physicians, Indian Medicine  
Branch

} Director of  
Public  
Instruc-  
tion.

} Technical  
Education

} Health and  
Family  
Planning  
Services

**Rs. 275-20-373-EB-25-525**

1 Superintendent, Translation Department

2 Assistant Treasury Officers

3 Secretary, Government Flying Training School

<i>Sl. No.</i>	<i>Designation of the Post</i>		<i>Sl. No.</i>	<i>Designation of the Post</i>	
<b>RS. 275-20-375-EB-25-525</b>					
4	Assistant Directors, District Statistical Officers	} Bureau of Economics and Statistics	44	Block Development Officers now designated at Chief Executive Officers of the Taluk Development Boards	
5	Headquarters Assistant to the Director		45	Taluk Development Officers, (Deputy Block Development Officers)	
6	Lecturers, Government College of Pharmacy. Drugs Control Department		46	Junior Engineers	} Public Works Department
7	Supervisor of Fisheries (Mech.)		47	Head Draughtsmen: Grade-I	
8	Junior Marketing Officers and Secretaries Grade-III		48	Architectural Draughtsmen	
9	Manager, Law College		49	Statistical Draughtsmen	
10	Survey Officer	} Mines and Geology	50	Circle Inspectors of Police	
11	Junior Engineers		51	Chemical Engineer	
12	Sericultural Assistants, Sericulture Department		52	Mathematical Assistant	} Food and Civil Supplies
13	Bio-Metric Assistant	} Sericulture Department	53	Public Relations Officer	
14	Junior Engineers		54	Special Tahsildars	
15	Dairy Engineer	} Animal Husbandry and Veterinary Services	55	Assistant Statiscian	
16	Headquarters Assistant		56	Manager: Grade-I Supply Officer	
17	Statistical Officer		57	Superintedent, Stores Purchase Department	
18	Field Officer, Statistics	} Bangalore Dairy	58	Junior Engineers	} Vigilance Commission
19	Gazetted Assistant		59	Legal Assistant	
20	Milk Distribution Officer		60	Inspectors of Police	
21	Supervisor (Electrical)		61	Superintendents including Personal Assistant to the Chairman, Mysore Public Service Commission	
22	Supervisor (Boiler)		62	Deputy Chief Fire Officer, Fire Force	
23	Chargemen (Refregeration)		63	Assistant Secretaries, Mysore State Appellate Tribunal	
24	Chargemen (Mechanical)		64	Extension Officers, Rural Engineering, Community Development	
25	Tahsildars and other equivalent posts		65	Junior Engineer, State Ports Department	
26	Assistant Agricultural Information Officer	} Agriculture	66	Assistant Director (Administration)	} Employment and Training
27	Administrative Assistants		67	Foremen Instructor	
28	Assistant Accounts Officer (Soil Conservation)		68	Mill Wright Instructor	
29	Personal Assistant to the Director		69	Junior Apprenticeship Adviser	
30	Wender Statistical Assistant		70	Business Management Instructor	
31	Junior Engincers		71	Vice-Principal	
32	General Foremen		72	Employment Officers: Class-II	
33	Technical Assistant		73	Editors, Mysore Gazetteer	
34	Assistant Directors		74	Assistant Controllers, Weights and Measures	
35	Assistant Information Officer, Mysore Information Centre, New Delhi	} Information and Tourism	75	Junior Electrical Inspector, Government Electrical Inspectorate	
36	Chief Organiser, Radio Rural Forum		76	Assistant Director of Statistics, Motor Vehicles Department.	
37	Tourist Development Officer		77	Gazetted Assistant to the Commissioner for Transport	} Motor Vehicles Department
38	Tourist Information Officer		78	Assistant Secretary, Mysore State Transport Appellate Tribunal	
39	Assistant Producer, Script Writer Song and Drama Section		79	Technical Assistant, Prisons Department	
40	Chief Reporter		80	Assistant Superintendent, Jails and Factory Manager	
41	Librarian-cum-Enquiry Officer	} Probation and After-care	81	Personal Assistant to the Inspector-General of Prisons	
42	Probation Officers, Grade-I		82	District Social Welfare Officers	
43	Superintendent, School for the Deaf and Blind and S. hool for the Blind Boys		83	Principal-cum-Home Science Teacher, Social Welfare Department	

Sl. No.      Designation of the Post

Rs. 275-20-375-EB-25-525

84	Personal Assistant to the Director of Industries	} Industries and Commerce
85	Superintendents, Stree Samajas	
86	Research Officers (Hand-loom)	
87	Superintendent, Artisan Training Institutes.	
88	Superintendents, Model and Smithy Centres.	
89	Foremen	
90	Inspector (Grade I) (Civil Supplies)	
91	Commercial Assistant	
92	Statistician	
93	Sub-Editor	
94	Senior Assistant Director	} Department of Printing, Stationery and Publications
95	Assistant Director (Technical)	
96	Assistant Director (Non-Technical)	
97	Stock Verification Officer	
98	Labour Welfare Officer	
99	Head Masters, Head Mistresses, Higher Secondary Schools, Multi-purpose High Schools (with less than 500 students)	} Department of Public Instruction
100	Assistant Director of Audio-Visual Education, Grade-II	
101	Counselling Instructors, State Bureau of Education, Vocational Guidance and equivalent posts Grade-II	
102	Statistical Officer	
103	Psychologist, State Bureau of Education/Vocational Guidance	
104	Assistant Educational Officer/ Co-ordinator, Department of Extension Services, Government College of Education (Grade-II)	
105	Senior Professors (Sanskrit College)	
106	Assistant Director (Gazetted Assistants)	
107	Manager	
108	Chief Instructors in Technical Subjects (Engineering)	
109	Section Officers	} High Court of Mysore
110	Port Officers	
111	Court Fee Examiners	
112	Indexers	

Sl. No.      Designation of the Post

113	Section Officers	} Mysore Government Secretariat
114	Council Assistants	
115	Personal Assistant to the Chief Secretary	
116	Section Officers and Personal Assistant to the Governor, Governor's Establishment.	
117	Assistant Director of Evaluation and Man power.	
118	Section Officers, Directorate of Evaluation	
119	Superintendent, State Guest Houses	
120	Office Superintendent, Town Planning Department	
121	Inspector of Factories	} Factories and Boilers
122	Inspector of Boilers	
123	Inspectress of Factories	
124	Labour Officers	
125	Superintendents, Department of Labour	
126	Estate Officer	} Legislature Secretariat
127	Section Officers	
128	Assistant Editor of Debates	
129	Second Assistant to the Chief Conservator of Forests	
130	Forest Rangers : Grade-I	
131	Revenue Officer, Mysore Housing Board	
132	Research Assistant	} Department of Archaeology
133	Technical Assistant	
134	Assistant Directors	} Department of Collegiate Education
135	Manager	
136	Office Superintendent	
137	Deputy Librarian	} Library Services
138	Chief Librarian	
139	Assistant Commercial Tax Officers.	
140	Manager, Grade-I, Commercial Taxes	
141	Assistant District Excise Officers	
142	Assistant Superintendent of land Records	
143	Special Tahsildar (for Muzrai works)	} Endowments Department
144	Muzrai Assistant to the Deputy Commissioner, Bangalore and Mysore	
145	Manager, Head Office	
146	Muzrai Assistant, Bangalore	
147	Police Inspectors	} Police Department
148	Band Master	
149	Audit Superintendents (Co-operations Department.)	
150	Special Officer (I. C. P.)	} Department of Co-operation
151	District Co-operative Officers (Procurement)	
152	District Supervisors (Consumers)	



<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl. No.</i>	<i>Designation of the Post.</i>
<b>Rs. 275-20-375-EB-25-525</b>			
153	Assistant Director (Non-Technical)	10	Veterinary Assistants Surgeons and other equivalent posts
154	Lecturers	11	Technical Assistants
155	Lecturers in Science and Mathematics	12	Farm Manager
156	Lecturers in Geology	13	Agricultural Inspector
157	Lecturers. Sri Krishnarajendra Silver Jubilee Technological Institute	14	Agricultural Officer
		15	Fodder Development Assistant
		16	Fodder Assistant
158	Lecturers in Science, English and Economics.	17	Assistant Agricultural Officers (Agriculture)
159	Lecturers in Engineering, Junior Technical Schools	18	Administrative Assistant
160	Lecturers in General Subjects, Junior Technical School	19	Audit Superintendent
161	Lay Secretaries: Grade-I	20	Extension Officers (Fisheries)
162	Nursing Superintendent: Grade-II	21	Extension Officers (Agriculture)
163	Nursing Tutors	22	Extension Officers (Animal-Husbandry)
164	Psychologists	23	Assistant Horticultural Officers
165	Assistant Entomologist	24	Supervisor, Lalbag
166	Lay Secretaries (Indian Medicine)	25	Veterinary Inspector, Zoological Gardens.
167	Nursing Superintendent Grade-II. (Indian Medicine)	26	Managers
		27	Selection Grade Stenographers
168	Sheristedars. District Courts. (Subordinate Judiciary)	28	Head Draughtsmen: Grade-II
169	Junior Town Planners	29	Store Manager
170	Accounts Superintendents	30	Accounts Superintendents
171	Forest Prosecutor	31	Agricultural Overseers
172	Revenue Officer. Mysore Housing Board	32	Supervisors (Selection Grade)
173	Junior Engineer. Mysore Housing Board	33	Accounts Superintendents, Food and Civil Supplies
174	Section Officer. Film Unit	34	Artist-cum-Draughtsmen, Bureau of Economics and Statistics.
175	Junior Engineer (Endowments)	35	Head Draughtsman, Mines and Geology
176	Junior Lecturer in Civil Engineering (Technical Education).	36	Drillers. Mines and Geology
		37	Personal Assistant to the Vigilance Commissioner
<i>Common to all Departments</i>		38	District Weaving Supervisors
177	The Chief Ministerial Heads are to be designated as Headquarters Assistants.	39	Supervisors
		40	Senior Bee-Keeping Organiser
		41	Wool Processing
		42	Junior Professors, Sanskrit College
		43	Chief Inspectors of Sanskrit Schools
		44	Superintendent in Music Education
		45	Science Consultants
		46	Chief Agricultural Instructor
		47	Judgment Writers, High Court of Mysore
		48	Administrative Assistant to the State Port Officer
		49	Chief Reporters, Police Department
		50	Translators, Legislature Secretariat
		51	Curator of Museum
		52	Archæological Assistant
		53	Epigraphist

**Rs. 250-10-300-15-420-EB-20-500**

<i>Sl. No.</i>	<i>Designation of the Post</i>	
54	Demonstrators and Tutors	} Collegiate Education
55	Physical Cultural Instructors Grade I	
56	Librarian	
57	Superintendents, Mysore Government Insurance Department	
58	Excise Inspectors (Senior)	
59	Head Supervisors Survey & Settlement	
60	Headquarters Sub-Registrars	} Registration and Stamps
61	I Grade Sub-Registrars	
62	Managers of Head Office	
63	Chief Instructor, Home Guards and Civil Defence	
64	Lecturers in Mining and Mine Surveying, Technical Education	
65	Head Draughtsmen, Town Planning	
66	Elephant Establishment, Veterinary Inspector, (Forests)	
67	Accounts Superintendent (National Cadet Corps)	
68	Accounts Superintendent (Commercial Tax)	
69	Professors, Endowment Department	
70	Accounts Superintendent, Collegiate Education	
71	Chemist	} Health and Family Planning Services
72	Teacher in Child Psychiatry	
73	Secretaries of Hospitals (Lay) (Grade-II)	
<i>Common to all Departments</i>		
74	Managers	
75	Selection Grade Stenographers	

**Rs. 225-10-305-15-350-EB-20-450**

1	Skilled Mechanics, Government Flying Training School.	
2	Assistant Geologists	} Mines and Geology
3	Assistant Chemists	
4	Mining Assistant	
5	Deputy Tahsildars and other equivalent posts	} Revenue Department
6	Sheristedars and other equivalent posts	
7	Senior Assistant, Mysore Information Centre, New Delhi.	} Information and Tourism
8	Artists	
9	Assistant Geologists, Public Works Department	

*Sl. No. Designation of the Post*

10	Managers Grade-II	} Food and Civil Supplies
11	Manager Grade-III, Deputy Managers, Head Clerks, Accountants, Deputy Accountants, Paddy Purchase Assistants, Senior Godown Keepers, Assistant Godown Superintendents, Taluk Sheristedars, Purchase Inspectors, Aval Karkoons	
12	Secondary School Language Assistants	
13	Arts and Crafts Instructors in Teachers, Colleges and Artist in Educational Vocational Bureau	
14	Technical Assistants	
15	Research Assistant	} Department of Public Instruction
16	Assistant Lecturer in Government College of Education	
17	Assistant Lecturers in Government College of Physical Education	
18	Senior Assistants, Drafting Assistant, Cipher Assistant, Mysore Government Secretariat	
19	Curator, Mangalore Museum, (Archæology)	
20	Physical Culture Instructor Grade-I, Collegiate Education.	
21	Lecturers	} Library Services
22	Heads of Technical Sections	
23	Workshop Foremen, Technical Education	
24	Textile Foreman, Technical Education	
25	Physical Therapist	} Health and Family Planning Services
26	Occupational Therapist	
27	Sub-Inspectors (Wireless Wing) (Police)	

**Rs. 200-10-280-15-370-EB-20-450.**

1	Head Accountants, Treasury Department	
2	II Grade Inspectors	} Good and Civil Supplies
3	Inspectors	
4	Mechanical Drivers	} Department of Fisheries
5	Senior Tindals	
6	Marine Diesel Engineers	
7	Dairy Extension Officers	} Animal Husbandry and Veterinary Services
8	Veterinary and Live Stock Inspectors	
9	Senior Photographers	
10	Superintendents of Certified Schools	} Probation and After-care
11	Manager	
12	Assistant Inspector	
13	Superintendents	

<i>Sl. No.</i>	<i>Designation of the Post</i>		<i>Sl. No.</i>	<i>Designation of the Post</i>	
<b>Rs. 200-10-280-15-370-EB-20-450.</b>					
14	Superintendents Grade-I	} Public Works Department	58	Technical Supervisors,	} Employment and Training.
15	Stores Superintendents		59	Supervisor Instructors,	
16	Medical Officers		60	Mill Wright Instructors.	
17	II Grade Inspectors	} Food and Civil Supplies	61	Assistant Regional Transport Officers.	} Department of Prisons.
18	Inspectors		62	Chief Jailor,	
19	Superintendent		63	Instructors Grade I.	
20	Assistant Medical Officer of Health, Social Welfare Department		64	Manager,	} Social Welfare.
21	Manager-cum-Quality Controller		65	Assistant Medical Officer	
22	Shift Manager	} Bangalore Dairy	66	Manager, Dasara Exhibition Committee	} Industries and Commerce.
23	Dairy Supervisors		67	Manager, Leather and Non-Leather Goods Emporium,	
24	Dairy Extension Officers		68	Quality Marketing Inspectors,	
25	Senior Inspector of Co-operative Societies		69	Salesmen, Chamarajendra Technological Institute.	
26	Superintendents (Labour Department)		70	Manager	
27	Superintendents (Housing Board)		71	Chief Cost Accountant	} Department of Printing, Stationery and Publications
28	Demonstrators and Tutors		72	Supervisors	
29	Manager, National Cadet Corps		73	Chief Examiners	
30	Other Professionals (Library Services)		74	Deputy Chief Examiner	
31	Senior Radio Mechanics (Police)		75	Lino Supervisors	
32	Selection Grade Auditors (Co-operation)		76	Mechanical Overseers	} Department of Public Instruction
33	Superintendents (Co-operation)		77	Secondary School Assistants Grade I	
34	Senior Inspectors of Co-operative Societies		78	Graduate Assistant Masters	
35	Sales Officers (Co-operation)		79	Assistant Mistresses in High Schools and Multi-purpose High Schools	
36	Assistant Lecturer in Mining	} Technical Education	80	Medical Inspectors of Schools	
37	Assistant Lecturers in Technical Subjects (Demonstrators)				
38	Workshop Foreman		<b>Rs. 200-10-300-15-450-EB-25-550</b>		
39	Sheristedars, Civil Judges Court,	} Subordinate Judiciary	1	Reporters (Legislature Secretariat)	
40	Head Munshis, Head Clerks, District Courts				
41	Lecturers in Science, English and Economics, Women Polytechnic,	} Technical Education	<b>Rs. 175-10-275-15-350-EB-20-450</b>		
42	Junior Lecturer in Commerce			1	Deputy Accountants (Including Treasurers, Treasury Sheristedars and Stamp Head Clerks) Department of Treasuries.
43	Occupational Therapist,	} Health and Family Planning Services	2	Senior Statistical Assistant, Bureau of Economics and Statistics.	
44	Malaria Supervisors,		3	Junior Chemists	} Drugs Control Department
45	Teacher in Health Education,		4	Demonstrators	
46	District Health Educators		5	Electrician-cum-Mechanic	
47	Health Education Extension Workers		6	Statistician	
48	District Extension Educator (Male)		7	Mechanic	
49	District Education Educators (Female)		<i>Fisheries Department</i>		
50	Physio Therapist (Lerprosy Scheme),		8	Assistant Superintendent of Fisheries	
51	Health Officers Class III-cum Assistant Medical Officers of Health-cum-Assistant Surgeons Grade III,		9	Inspectors of Fisheries	
52	Scientific Assistant,		10	Fisheries Extension Officers	
53	Assistant Unit Officer (Non-Medical)		11	Processing Assistants, Research Assistants and other equivalent posts.	
54	Research Assistant,	12	Assistant Superintendent of Fisheries (Training)		
55	Social Workers,	13	Assistant Superintendent of Fisheries (Technology)		
56	Home Science Assistant,				
57	Port Conservators (Ports Department)				

<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl. No.</i>	<i>Designation of the Post</i>
	<b>Rs. 175-10-275-15-350-EB-20-450</b>		
14	Assistant Superintendent of Fisheries (Engineering)	51	Graduate Assistants/Assistant Masters (Trained)
15	Farm Supervisors	52	Instructors (Physically Handicapped Section, Diploma Holders)
16	Tindals (Junior)	53	Head Masters, Certified Schools
17	Draughtsman		<i>Community Development Department</i>
18	Statistical Assistant	54	Extension Officers (Rural Industries)
19	Carpenter Foreman	55	Extension Officers (Rural Engineering)
20	Mechanical Foreman, Boilermen, Mechanics		<i>Public Works Department</i>
	<i>Marketing Department</i>	56	Chemists, (Senior Grade)
21	Senior Marketing Inspectors and Secretaries (Grade-IV)	57	Graduate Laboratory Assistant
22	Senior Marketing Inspectors and Secretaries (Grade-IV)	58	Supervisors
23	Secretary Grade IV	59	Mechanical Foreman
24	Grading Inspector	60	Shift Engineer
25	Chemists	61	Research Assistants (Diploma Holders)
26	Chemist	62	Research Assistants (Graduates in Science)
27	Inspectors (Diploma Holders)	63	Draughtsmen
	<i>Sericulture</i>	64	Electrical Supervisors
28	Mechanic Diploma Holders	65	Senior Operators
29	Senior Sericultural Inspectors	66	Electricians
30	Supervisors	67	Senior Statistical Assistants
31	Statistical Assistants	68	Sub-Inspectors of Police
	<i>Animal Husbandry</i>	69	Sarang
32	Graduate Assistant, Sheep and Wool Development Scheme	70	I Class Wiremen and Mechanics
33	Technical Supervisor	71	Heavy Machine Operators
34	Artist-cum-Photographer		<i>Food and Civil Supplies Department</i>
35	Statistical Assistants	72	Head Clerks, Accounts Clerks
36	Statistical Supervisors		<i>Bureau of Economics and Statistics</i>
37	Supervisors, Bangalore Milk Survey Scheme	73	Draughtsman
38	Dairy Mechanics	74	Artist-cum-Draughtsman (Junior)
39	Sub-Overseers		<i>Mines and Geology</i>
	<i>Fire Force</i>	75	Assistant Draughtsman
40	Engineer Sub-Officer	76	Mechanics
	<i>Information and Tourism</i>		<i>Vigilance Commission</i>
41	Assistant Publicity Officers	77	Sub-Inspectors of Police
42	Translators-cum-Proof Readers		<i>Fire Force</i>
43	Artists, Art Assistants, Artists-cum-Photographers	78	Engineering Station Officer
44	Photographer	79	Station Officer
45	Assistant Tourist Information Officer.		<i>Revenue</i>
46	Tourist Assistants	80	Survey Supervisors
47	Radio Supervisors		<i>Agriculture</i>
	<i>Probation and After-Care</i>	81	Artist-cum-Photographer
48	Probation Officers Grade II	82	Foreman/Foremen Supervisors/Mechanical Supervisors/Mechanical Assistants
49	Craft Instructors (Diploma Holders)	83	Sub-Engineers/Supervisors/Well Boring Supervisors
50	Instructors (Diploma Holders)	84	Draughtsmen

<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl. No.</i>	<i>Designation of the Post</i>
	<b>Rs. 175-10-275-15-350-EB-20-450</b>		
	<i>Law College</i>		
85	Librarian	119	Ceramic Expert
	<i>Horticulture</i>	120	Manager, Wool Spinning Centre, Kolar
86	Artist, Lalbagh		<i>Motor Vehicles Department</i>
87	Artist-cum-Photographer	121	Treasury Sheristedars
	<i>Co-operation</i>	122	Motor Vehicles Inspectors
88	Cine Operator	123	Electricians
	<i>Endowments</i>		<i>Social Welfare</i>
89	Agama Pandits (Senior)	124	Craft Instructors
	<i>Bangalore Dairy</i>		<i>Directorate of Evaluation</i>
90	Supervisor (Electrical) (Diploma Holders)	125	Senior Investigators
91	Supervisor (Boiler)		<i>Industries and Commerce</i>
92	Chargemen (Refrigeration)	126	Cotton Printing Demonstrators
93	Chargemen (Mechanical)	127	Senior Dyeing Demonstrators
94	Transport Supervisors	128	Mechanic, Artisan Training Institute
95	Foremen	129	Supervisor (Carpentry)
96	Security Officer	130	Supervisor (Smithy)
	<i>Employment and Training</i>	131	Shop Assistant
97	Employment Assistant (Technical)	132	Foreman
98	Artist	133	Supervisor, Handloom Research and Dyeing Centre
99	Technical Assistant	134	Designers
100	Artist	135	Draughtsmen
101	Technical Assistant	136	Foreman, Leather Common facility Centre (Footwear)
102	Cinema Projector Operator-cum-Mechanic	137	Inspectors Grade II
103	Craft Instructors (Diploma Holders)	138	Instructors (Diploma Holders)
104	Drawing Instructors (Diploma Holders)		<i>Printing, Stationery and Publications</i>
	<i>Prisons</i>	139	Head Clerks
105	Jailors	140	Overseers
106	Instructors	141	Senior Offset Printer
107	Male Nurse	142	Artists and Fine Etchers
	<i>Industries and Commerce</i>		<i>Public Instruction</i>
108	Extension Officers Industries	143	Librarian in Teachers, College and Educational Research Bureau
109	Senior Instructors	144	Secondary School Assistants Grade II
110	Supervisors	145	Graduate Assistant Masters
111	Assistant Superintendent, Artisan Training Institute Nelamangala	146	Assistant Mistresses in High Schools and Multi-purpose High Schools
112	Junior Industrial Supervisors	147	Physical Cultural Instructors
113	Instructors, Artisan Training Institutes	148	Craft Teachers Grade-I
114	Instructors, Chamarajendra Technological Institute	149	Assistant Instructors in Technical Subjects (Engineering)
115	Assistant Instructors, Coir Industry	150	Statistical Assistant and Planning Assistant
116	Instructors, Handicrafts		<i>State Ports</i>
117	Technical Assistant	151	Supervisors
118	Wool Expert	152	Draughtsman
		153	Supervisor Mechanic
		154	Marine Mechanic
		155	Operator Mechanic

<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl. No.</i>	<i>Designation of the Post</i>
	<b>Rs. 175-10-275-15-350-EB-20-450</b>		
	<i>Government Electrical Inspectorate</i>		
156	Draughtsmen	183	Statistician
	<i>Factories and Boilers</i>	184	Statistical Assistant
157	Assistant Inspectors of Factories	185	Projectionists
158	Senior Labour Inspectors	186	Draughtsmen
	<i>Forest</i>	187	Physical Cultural Instructors
159	Forest Surveyors Grade-I	188	Weaving Instructors
160	Operator Foreman	189	Public Health Nurse
	<i>Archaeology</i>	190	Artist-cum-Photographer
161	Surveyor	191	Sub-Editor
	<i>Collegiate Education</i>	192	Superintendent, Unani
162	Physical Cultural Instructors Grade-II	193	Physician, Unani
163	Librarians		<i>Co-operation</i>
	<i>National Cadet Corps</i>	194	Head Clerks
164	Ship modelling Mechanics		<i>Technical Education</i>
165	Aeromodelling Mechanics	195	Instructors
	<i>Library</i>	196	Demonstrators
166	Librarian	197	Projectionist (Mechanists)
	<i>Commercial Tax</i>	198	Workshop Instructors
167	Commercial Tax Inspectors	199	Instructors in Electrical Engineering
	<i>Survey and Settlement</i>		<i>Subordinate Judiciary</i>
168	Supervisors	200	Sheristedars of Subordinate Courts
	<i>Home Guards</i>	201	Head Munshi of Munsiff's Courts
169	Deputy Chief Instructor		<i>Town Planning</i>
170	Rescue Instructor	202	Draughtsman
171	Fire Fighting Instructor	203	Town Planning Supervisors
172	Weapon Training Instructor		<i>Labour</i>
173	Instructors	204	Cine Operator
	<i>Police</i>	205	Statistical Assistant
174	Assistant Sub-Inspectors (Wireless)	206	Assistant Inspectress of Factories
175	Sub-Inspectors (Civil)		<i>Forest</i>
176	Reserve Sub-Inspectors	207	Draughtsmen Grade I
177	Band Sub-Inspectors	208	Photographer-cum-Artist
178	Women Sub-Inspectors	209	Mechanical Overseer
179	Reporters	210	Civil Overseer
180	Assistant Band Master	211	Skidding Overseer
	<i>Health</i>	212	Supervisor, Murkal Saw Mills
181	Staff Nurses	213	Carpentry Instructor
182	Medico Social Workers		<i>Mysore Housing Board</i>
		214	Supervisors
		215	Draughtsmen
			<i>Endowment</i>
		216	Assistant Professors (for Graduates Trained)

Sl. No. Designation of the Post  
Rs. 175-10-275-15-350-EB-20-450

*Home Guards and Civil Defence.*

217 Draughtsmen

*Police*

218 Photographers

*Technical Education*

219 Survey Instructor

220 Draughtsman

221 Lecturers in Science, English and Economics, Women Polytechnic

222 Assistant Lecturers, Women Polytechnic

223 Instructors, Women Polytechnic

224 Assistant Lecturers, Junior Technical Schools

225 Workshop Foreman

226 Lecturers, School of Arts and Crafts, Davangere

227 Assistant Lecturers, School of Arts and Crafts, Davangere

228 Studio Assistant, School of Arts and Crafts, Davangere

229 Demonstrator in Mural

*Common to all Departments*

230 Superintendents Grade II

Rs. 170-5-180-8-220-EB-10-300 (Revised Scales of Pay)

*Fisheries Department*

1 Seemermen

2 Refrigeration Mechanics  
(Diploma in Refrigeration)

*Animal Husbandry and Veterinary Services*

3 Dairy Assistants

4 Veterinary and Livestock Inspectors

5 Mechanics

6 Dairy Mechanics

7 Projectionist-cum-Mechanic

8 Laboratory Mechanic

9 Electrician-cum-Mechanic

10 Boiler Mechanic, Carcass Utilisation Scheme

*Information and Tourism*

11 Process-cum-Retouching Assistant

12 Sales Assistant

*Horticulture*

13 Mechanical Foreman

14 Pump Operator, Lalbagh

Sl. No. Designation of the post

*Public Works Department*

15 Foreman, Emulsion Plant

16 Foreman

17 Model Making Artist

18 Photographers

19 Water Analyst

*Government Law College*

20 Physical Culture Instructor

*Public Service Commission*

21 Assistants

22 Accountant

23 Stenographers

*Probation and After-Care*

24 Music Teachers - Grade I

*Social Welfare Department*

25 Senior Health Inspectors

*Bangalore Dairy*

26 Sanitary Inspectors

27 Quality Control Assistants

*Industries Department*

28 Instructor, Doll and Toys Centre

Rs. 170-5-180-8-220-EB-10-300 (Revised Scales of Pay)

Sl. No. Designation of the Post

*Printing and Stationery*

29 Senior Foreman

30 Process Operator

31 Chief Time Keeper

32 Senior Compositor

33 Senior Machine Minder

34 Senior Binders

*Department of Public Instruction*

35 Art and Craft Instructors in

36 Teachers Colleges

37 Artist in Educational Vocational Bureau

38 Music Teachers, Grade I in High School, Multipurpose High School

39 Physical Culture Instructor

*High Court*

40 Assistant Court Keeper

41 Catalogist-cum-Typist

42 Copyist-cum-Examiner

<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl.No.</i>	<i>Designation of the Post</i>
	<b>Rs. 170-5-180-8-220-EB-10-300 (Revised Scale of Pay)</b>		<b>Rs. 140-5-150-8-190-EB-10-260-15-290(Revised Scale of Pay)</b>
	<i>Town Planning Department</i>		<i>Translation Department</i>
43	Investigators	1	Translation Assistant (Junior)
	<i>Forest Department</i>		<i>Treasury Department</i>
44	Forest Ranger—Grade II	2	I Division Clerks (including a post of Assistant Treasurer, State Huzur Treasury)
	<i>Archaeology Department</i>	3	Stenographers
45	Architectural Assistant		<i>State Accounts Department</i>
	<i>Excise Department</i>	4	I Division Clerks or I Division Accounts Clerks
46	Excise Inspectors (Junior)		<i>Bureau of Economics and Statistics</i>
	<i>M.S.S.S.A. Board</i>	5	Junior Statistical Assistants
47	Secretary-Grade III	6	Progress Assistants
	<i>Registration and Stamps</i>		<i>Marketing Department</i>
48	II Grade Sub-Registrars	7	Junior Marketing Inspectors and Secretaries (Grade V)
	<i>Health Department</i>	8	Survey Compiler
49	Health Visitors		<i>Sericulture Department</i>
50	Medico Social Workers (Junior)	9	Sericultural Inspectors
51	Dental Mechanics	10	Pathology Assistant
52	Senior Health Inspector	11	Audit Clerks
53	Block Extension Educators		<i>Fire Force</i>
54	Senior Mechanics	12	Sub Officers
55	Propagandists		<i>Agriculture</i>
56	Social Workers	13	Agricultural Assistants
57	Health Visitor (TB)	14	Gramsevaks (to be designated as Agricultural Assistants)
58	Assistant Research Officer	15	Statistical Assistant
59	Junior Unani Physician	16	Artists
60	Unani Physician	17	Senior Computers
61	Unani Lady Physician		<i>Health Department</i>
	<i>Technical Education</i>	18	Senior Laboratory Technician
62	Physical Education Instructor	19	Radiographers
	<i>Mysore Government Secretariat, High Court, Vigilance Commission</i>	20	Junior Chemists
63	Assistants	21	Entomological Assistants (Junior)
64	Stenographers—Grade I	22	Food Supervisors
		23	Library Assistant
		24	Junior Hakim
			<i>Housing Board</i>
		25	Special Grade Inspector
		26	I Grade Inspector
		27	II Grade Inspector
			<i>National Cadet Corps</i>
		28	Accountants



<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl. No.</i>	<i>Designation of the post</i>
<b>Rs. 140-5-150-8-190-EB-10-260-15-290 (Revised Scale of Pay)</b>		<b>Rs. 140-5-150-8-190-EB-10-260-15-290 (Revised Scale of Pay)</b>	
	<i>Information and Tourism</i>		
29	Reception-cum-Sub Editors		<i>Social Welfare Department</i>
	<i>Community Development Department</i>	59	Junior Agricultural Inspectors
30	Extension Officers (Co-operation)		<i>Bangalore Dairy</i>
31	Social Educational Organisers Mukhyasevikas	60	Dairy Chemist,
32	Extension Officers (Panchayats) Gramseveks	61	Laboratory Technician
	<i>Horticulture</i>	62	Assistant Chageman (Boiler)
33	Horticulture Assistant	63	do (Electrical)
	<i>Public Works Department</i>	64	do (Mechanical)
34	I Division Accounts Clerks	65	Boilermen (Chilling Centre)
35	I Division Store Keeper	66	Senior Mechanics
36	I Division Clerks	67	Electrician (Transport Section)
37	Stenographers	68	Despatch Supervisors
38	Revenue Inspectors		<i>Animal Husbandry and Veterinary Services</i>
39	Chemists, Junior Grade	69	Agricultural Assistants, Grade I
40	Junior Statistical Assistants	70	Senior Computers
41	Revenue Surveyors	71	Spinners and Weavers
	<i>Food and Civil Supplies</i>	72	Inspectors of Co-operative Society
42	Accounts Clerks		<i>Ports Department</i>
43	I Division Clerks Junior Godown Keepers Accounts Clerks and Accountants	73	Deputy Port Conservator
44	I Division Revenue Inspectors Food Inspectors		<i>Weights and Measures Department</i>
45	Assistant Inspectors	74	Senior Inspector
	<i>Drugs Control Department</i>		<i>Employment and Training</i>
46	Laboratory Technician Grade I	75	Assistant Employment Officer
47	Accountant	76	Junior Statistical Assistant
48	Store Keeper	77	Mathematics Instructor
49	Librarian, Library Assistant		<i>Printing and Stationery</i>
50	Examiner (Advertisement)	78	Cost Accountant
	<i>Fisheries Department</i>	79	Computer-I Division
51	Senior Co-operative Inspectors	80	Senior Examiners
	<i>Revenue Department</i>		<i>Department of Public Instructions</i>
52	I Division Clerks-I Grade Revenue Inspectors	81	Language Assistant
53	I Division Surveyors	82	Kannda Pandits, Telugu Pandits, Urdu Munshis and Pandits in Indian Languages in High Schools and Multipurpose High Schools
	<i>Probation and After-care Department</i>	83	Hindi Pandits in Government Training College for Men and Lecturers in Hindi Training Colleges.
54	Deputy Superintendents Headmaster's Assistant	84	Assistant Professors in Sanskrit Colleges
55	Music Teachers-Grade II	85	Music Teachers-Grade II
56	Superintendent School for Blind, Hubli	86	Agriculture Instructor
57	Graduate Assistant/Asst. Masters (untrained)	87	Untrained Graduate Teachers in High Schools
58	Craft Inspectors (Certificate Holders)	88	Drawing Masters
		89	Art Master in High Schools and Secondary Schools and Teachers Training Institutions
		90	Visual Education Serviceman

<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl. No.</i>	<i>Designation of the Post.</i>
	<b>Rs. 140-5-150-8-190-EB-10-260-15-290</b> (Revised Scale of Pay)		<i>Labour Department</i>
	<i>Motor Vehicles Department</i>	117	Co-operative Officer
91	Senior Computer		<i>Common to all Departments</i>
	<i>Mysore Government Secretariat</i>	118	I Division Clerks/Stenographers Grade I
92	Revenue Inspectors		<b>Rs. 130-5-170-6-200-EB-10-240 (Revised Scale of Pay)</b>
	<i>Governor's Secretariat</i>		<i>Government Flying Training School</i>
93	Steward	1	Semi-skilled Mechanic
	<i>Directorate of Evaluation</i>		<i>Fisheries Department</i>
94	Investigators	2	Master Boat Builder
	<i>Labour Department</i>	3	Master Fisherman
95	Labour Inspectors	4	Mechanical Instructors
	<i>Library Services</i>	5	Assistant Draughtsman
96	Assistant Curators	6	Assistant Foreman
97	Guide Instructor	7	Artist
98	Gallery Assistant	8	Echo Sound Operator
99	Junior Assistant Curator	9	Engine Drivers
	<i>Survey and Settlement</i>	10	Assistant Mechanical Drivers
100	I Division Surveyors	11	Operators
101	I Division Mappers	12	Progress Assistants
	<i>Police Department</i>	13	Statistical Assistants
102	Assistant Sub-Inspectors (Electrician)	14	Filters
103	Assistant Sub-Inspectors (Radio Mechanics)	15	Assistant Boilermen
104	Scientific Assistants (Forensic Science Laboratory)	16	Coracle Maker
105	Assistant Sub-Inspectors, Reserve Assistant Sub-Inspectors, Women Assistant Sub-Inspectors		<i>Revenue Department</i>
106	Tradesman Class I	17	Draughtsman
107	.....Chemist		<i>Horticulture</i>
	<i>Department of Co-operation</i>	18	Sub-Overseer-cum-Draughtsman
108	Senior Auditors		<i>Public Works Department</i>
109	Inspectors	19	Assistant Draughtsman (Certificate holders)
110	Co-operative Extension Officers	20	Meter/Water Inspectors (qualified)
	<i>Subordinate Judiciary</i>	21	Operators
111	I Division Clerks, Head Record-keepers, Nazirs-Grade I and Translators	22	Electrical Operators
112	I Grade Stenographer	23	I Class Wiremen and Mechanics
	<i>Film Unit</i>		<i>Information and Tourism</i>
113	Assistants	24	Technical Store Keeper
	<i>Endowment Department</i>	25	Projectionist
114	Assistant Professors, (for graduate untrained)	26	Radio Mechanics
115	Prabhanda Teachers		<i>Fire Force</i>
116	Agama Pandits (Junior)	27	Assistant Sub-Officers
		28	Filter- (Class I)
			<i>Animal Husbandry and Veterinary Services</i>
		29	Technical Assistant

Rs. 130-5-170-6-200-EB-10-240 (Revised Scale of Pay)		Sl. No.	Designation of the Post
Sl. No.	Designation of the Post		<i>Printing &amp; Stationery</i>
	<i>Agriculture</i>	61	Foreman
30	Junior Scientific Assistant	62	Works Clerk
31	Laboratory Assistant	63	Assistant Process Operators
32	Mechanics	64	Engraver and Mounter
	<i>Ports Department</i>	65	Lino Mono Mechanic
33	Sarang—Grade II	65	Mono Operators
34	Electrician	67	Head Type Caster
35	Drivers—Grade II	68	Head Mono Caster
	<i>Employment &amp; Training</i>		<i>Department of Public Instruction</i>
36	Drawing Instructors (Certificate holders)	69	Drawing Masters in High Schools and Training Institutions (S. S. L. C. with Drawing Masters certificate)
37	Craft Instructors (Certificate holders)	70	Primary School Assistants (Head Masters and Assistant Masters in Senior Primary Schools and Junior Primary Schools—Selection Grade)
	<i>Weights &amp; Measures Department</i>	70 (a)	Craft Teachers in High/Higher Secondary Schools (non-diploma holders)
38	Inspectors		
39	Maistry		
	<i>Department of Prisons</i>		<i>Forest Department</i>
40	Chief Warders	71	Forest Surveyors – Grade II
41	Press Foreman		<i>Department of Archaeology</i>
	<i>Department of Industries</i>	72	Draughtsman
42	Instructor, Sheet Metal and Electro-plating Centre (Certificate holders)		<i>Collegiate Education</i>
43	Instructor, Agriculture Machinery Centre (Certificate Holders)	73	Physical Instructors – Grade III
44	Mechanics, Sheet metal and Electro-Plating Workshop,		<i>Registration &amp; Stamps</i>
45	Printing Assistant, Handloom Research and Design Centre	74	Foreman
47	Weaving Supervisor, Government Spinning Centre, Kolar		<i>Home Guards &amp; Civil Defence</i>
48	Lady Weaving Supervisor	75	Demonstrators
49	Mechanical Assistant, Wool Processing Centre		<i>Police Department</i>
50	Coir Supervisors	76	Head Constable (Wireless)
51	Technical Assistant	77	Launch Drivers
52	Boiler Mechanic, C. T. I., Mysore		<i>Technical Education</i>
53	Artist—Doll and Toy Centre, Belgaum	78	Assistant Instructors
54	Draughtsman, C. T. I., Mysore	79	Assistant Instructors (S.K.S.J.T.I.)
55	Foreman, Retanning and Re-rolling Barked tanned Leather Centre	80	Workshop Assistant Instructors
	<i>Electrical Inspectorate</i>	81	Senior Mechanics
56	Assistant Draughtsman		<i>Forest Department</i>
	<i>Mysore Government Secretariat</i>	82	Draughtsman Grade II
57	Lift Attenders (Selection Grade)	83	Carpentry Foreman
58	Typewriter Mechanic		
59	Clock Mechanic		
60	Lift Mechanic		

<b>Rs. 130-5-170-6-200-EB-10-240 (Revised scale of Pay)</b>	<i>Sl. No.</i>	<i>Designation of the Post</i>
		<i>Drugs Control</i>
	22	Laboratory Technician-Grade II
	23	Technician (College)
		<i>Horticulture</i>
	21	Horticulture Assistants-Grade III (Other than mechanical side) Field Assistants
		<b>Rs. 110-4-130-5-170-EB-6-200 (Revised scale of pay)</b>
		<i>Revenue</i>
	25	Tracers
		<i>Mines and Geology</i>
	26	Assistant Drillers
		<i>Sericulture</i>
	27	Sericulture Demonstrators
		<i>Bangalore Dairy</i>
	28	Agricultural Fieldman
	29	Garden Overseer
	30	Laboratory Assistant
	31	Stockman
		<i>Industries</i>
	32	Bee-Keeping Demonstrators
	33	Assistant Instructors in Artisan Training Institute
	34	Junior Instructors, C. T. I.
	35	Assistant Instructor- Handi Crafts
	36	Skilled Carpenters
	37	Blacksmiths, Model Carpentry and Smithy Centre
		<i>Printing and Stationery</i>
	38	Off-Set Printer
	39	Stereo Typer
	40	Engraver
	41	Mechanics
		<i>Department of Public Instructions</i>
	42	Physical Education Teachers
	43	Primary School Assistants (S. S. L. C. trained)
	44	Yogasana Instructors in Sanskrit Colleges
	45	Music Teachers in Primary Schools
	46	Nursery Schools Teachers (S. S. L. C. trained)
	47	Drawing Masters (S. S. L. C. with Teacher's certificate)
		<i>Ports Department</i>
	48	Tracers
		<i>Health Department</i>
84		Physio Therapist
85		Craftsmen
86		Senior Microscopists
87		Supervisor, Weaving Section
88		Weaving Instructors
89		Weaving Assistant
90		Spinning Assistant
		<b>Rs. 110-4-130-5-170-EB-6-200 (Revised scale of Pay)</b>
		<i>Animal Husbandry &amp; Veterinary Services</i>
1		Veterinary and Live-Stock Inspectors (Grade II)
2		Live-Stock Assistants (after undergoing Stockmen's training successfully and are absorbed as Veterinary and Live-Stock Inspectors Grade II)
		<i>Fire Force</i>
3		Leading Fireman
		<i>Agriculture</i>
4		Field Assistants and Fieldman (to be commonly designated as Field Assistants)
5		Tracers
6		Junior Artists
7		Mechanists
8		Welders
9		Bull-Dozers Operators
10		Well-Boring Operators
		<i>Information &amp; Tourism</i>
11		Operators
12		Art Helpers
		<i>Probation and Aftercare</i>
13		Instructors (certified holders)
14		Instructors (Physically handicapped) (certificate holders)
15		Music/Violin Teacher
16		Assistant Masters/Urdu Graduate Assistant/Physical Education Teachers - Grade II
		<i>Public Works Department</i>
17		Tracers (S.S.L.C.)
18		Head Masters
19		Assistant Masters (S.S.L.C. Trained)
20		Junior Health Inspectors
		<i>Government Flying Training School</i>
21		Leading Fireman

<b>Rs. 110-4-130-5-170 EB-6-200 (Revised Scale of Pay)</b>		<b>Sl. No.</b>	<b>Designation of Post</b>
<b>Sl. No.</b>	<b>Designation of the Post</b>		<b>Bureau of Economics and Statistics</b>
	<i>Prisons Department</i>	3	Computors
49	Assistant Inspectors	4	Compilers
50	Teachers	5	Enumerators
	<i>Social Welfare Department</i>	6	Punch Operators
51	Junior Health Inspectors	7	Statistical Shanbogues
	<i>Police Department</i>		<i>Department of Fisheries</i>
52	Music ans (English Band, Karnatic Music)	8	Assistant Inspector of Fisheries
	<i>Subordinte Judiciary</i>	9	Junior Co-operative Inspectors (S.S.L.C.,)
53	Copyist Examiners		<i>Marketing Department</i>
	<i>Town Planning</i>	10	Graders
54	Tracers	11	Price Reporting Agents
	<i>Mysore Housing Board</i>	12	Assistant Secretaries
55	Tracers	13	Laboratory Assistants
	<i>Co-operation Department</i>	14	Assistant Compilers
56	Cine Operator		<i>Department of Sericulture</i>
	<i>Technical Education</i>	15	Sericultural Operators
57	Physical Cultural Instructors		<i>Department of Animal Husbandry</i>
58	Physical Education Instructor	16	Enumerators
	<i>Department of Health</i>	17	Mechanics
59	Refractionist	18	Junior Co-operative Inspectors
60	Laboratory Technician (Junior)	19	Spinners and Weavers
61	X-Ray Technician	20	Livestock Assistants
62	Junior Microscopists	21	Propagandist-cum-Artist
93	Junior Health Insapectors		<i>Fire Force</i>
64	Family Planning Health Assistant	22	Driver Mechanics
65	Basic Health Workers	23	Fireman Drivers
66	Modellers	24	Fitters Class II
67	Malaria Surveillance Instpector	25	Electrician (Class II)
	<i>Animal Husbandry and Veterinary Services</i>	26	Propagandist-cum-Artist
68	Agricultural Assistants Grade II	27	Boilerman
69	Fieldmen	28	Fireman
70	Field Assistants	29	Electrician-cum-Tinsmith (Class II)
71	Carpenters	30	Painter-Class III
	<b>Rs. 95-3-125-4-145-EB-5-200 (Revised scale of pay)</b>		<i>Department of Agriculture</i>
	<i>Treasury Department</i>	31	Assistant Mechanic/Time Keeper
1	Second Division Clerk including Clerk-cum-Typists,	32	Fitter 'A' Grade
2	Srohffs	33	Assistant Operator (Bull dozer, Crawler, Tractor operator)
		34	Surveyor
		35	Junior Computer
			<i>Information and Tourism Department</i>
		36	Mechanical Assistant
		37	Mechanic
		38	Auto-Mechanic
		39	Carpenter Grade I

<b>Rs. 95-3-125-4-145-EB-5-200 (Revised Scale of Pay)</b>		<b>Sl. No.</b>	<b>Designation of Post</b>
<b>Sl. No.</b>	<b>Designation of the Post</b>		
<i>Probation and After-Care Department</i>			
40	Assistant Instructor	77	Assistant Photographer
41	Matron	78	Transport Superintendent
42	House Father	79	Sectional Irrigation Karkoon
43	House Mother	80	Canal Inspector
44	Nurse	81	Gang Karkoon
45	Assistant Matron	82	Revenue Surveyor
46	Jamedar	83	Assistant Master (Non-S. S. L. C.) (Trained)
47	Chief Guard	84	Mechanic
48	Craft Instructor Grade II	85	Blacksmith (Well Boring)
49	Braille Teacher	86	Shroff
50	Compounder	87	II Division Wireman and Mechanic
		88	Compounder
		89	Midwife
<i>Department of Horticulture</i>		<i>Food and Civil Supplies Department</i>	
51	Pump Mechanic	90	Second Division Clerk
52	Mechanic	91	Depot Clerk
53	Oil Engine Driver	98	Assistant Godown Keeper
54	Engine Driver	99	Fumigator,
55	Field Mechanic and Blacksmith	100	Godown Keeper
56	Pump Driver	101	Station Duty Clerk
57	Blacksmith	102	Deputy Accounts Clerk
58	Pump House Driver	103	Second Division Accounts Clerk
		104	Assistant Food Inspector
		105	Revenue Inspector II Grade
		106	Head Constable
<i>Public Works Department</i>		<b>Rs. 95-3-125-4-145-EB-5-200</b>	
59	Second Division Store-Keeper	<b>(Revised Scale of Pay)</b>	
60	Head Constable	<i>Fisheries Department</i>	
61	Naik (M.S.R.P.)	107	Laboratory Assistant
		108	Laboratory Man
<b>Rs. 95-3-125-4-145-EB-5-200</b>		<i>Vigilance Commission</i>	
<b>(Revised Scale of Pay)</b>		109	Head Constable
<i>Public Works Department (contd.)</i>		<i>Revenue Department</i>	
62	Work Inspector	110	Second Division Clerk
63	Maistry	111	Second Division Revenue Inspector
64	Second Division Clerk	112	Talati First Grade
65	Second Division Accounts Clerk	113	Talati Second Grade
66	Second Grade Typist	114	Assistant Talati
67	Water Inspector (unqualified)	115	Village Accountant
68	Tracer (Non-S. S. L.C.)		
69	Compositor	<i>Bangalore Dairy</i>	
70	Blue Printer Grade I	116	Despatcher (Transport Section)
		117	Telephone Operator
<i>Social Welfare Department</i>		118	Refrigeration Operator
71	Compounder	119	Electrician
72	Midwife		
73	Maternity Health Assistant		
74	Meter Reader		
75	Mustering Karkoon		
76	Helper		

*Sl. No. Designation of the Post*

**Rs. 95-3-125-4-145-EB-5-200**

120 Pump Operator  
121 Assistant Electrician (Transport)  
122 Junior Mechanic  
123 Fuel Inspector  
124 Milk Despatcher  
125 Circle Inspector

*Department of Co-operation*

126 Ammen

*Department of Industries and Commerce*

127 Weaving Demonstrator  
128 Yarn Inspector  
129 Assistant Instructor Dolls and Toys Centre, Belgaum  
130 Assistant Inspectors  
131 Lady Weaving Supervisor  
132 Lady Sales Assistant  
133 Display Artist  
134 Mechanic  
135 Operator, Leather Common Facility Centre  
(Footwear)  
136 Fitter-cum-Welder  
137 Mechanic Retanning and Re-rolling, Barked, Tanned  
Leather Centre

*Director, of Printing, Stationery and Publications*

138 Computer Grade II  
139 Junior Examiner  
140 Process Plate Maker

**Rs. 95-3-125-4-145-EB-5-200**

**(Revised Scale of Pay)**

*Director of Printing, Stationery and Publications (c. ntd.)*

141 Plate Grainer  
142 Assistant Offset Printer  
143 Dark Room Assistant  
144 Type Caster  
145 Mono Caster  
146 Assistant Mechanic  
147 Carpenter  
148 Rubber Stamp Caster  
149 Machine Reviser  
150 Fitter  
151 Turner

*Sl. No. Designation of Post*

152 Time Keeper  
153 Fall Back Pay Clerk  
154 Compositor  
155 Machine Minder  
156 Binder  
157 Progress Recorder

*Ports Department*

158 Assistant Port Conservator

*Department of Weights and Measures*

159 Manual Assistant (with S. S. L. C.)

*Prisons Department*

160 Head Warder  
161 Compositor  
162 Compounder

*Social Welfare Department*

163 Social Welfare Organiser  
164 Woman Welfare Organiser  
165 Forester  
166 Superintendent, Hostels  
167 Tailoring Inspector  
168 Teacher  
169 Warden  
170 Steward and Instructress  
171 Tribal Welfare Inspector

**Rs. 95-3-125-4-145-EB-5-200**

**(Revised Scale of Pay)**

*Department of Public Instruction*

172 Craft Instructor Grade II  
173 Primary School Assistant Non-S. S. L. C. trained  
and S. S. L. C. (non-trained)  
174 Fieldman

*High Court of Mysore*

175 Second Division Clerk  
176 Copyist

*Department of Employment and Training*

177 Compounder

*Government Electrical Inspectorate*

178 Mechanic Grade I and Grade II

*Motor Vehicles Department*

179 Junior Computer  
180 Shroff

Sl. No.	<i>Designation of Post</i>	Sl. No.	<i>Designation of Post</i>
<b>Rs. 95-3-125-4-145-EB-5-200 (Revised Scale of Pay)</b>			
<i>Mysore Government Secretariat</i>		<i>Police Department</i>	
181	Assistant Typewriter Mechanic	205	Tradesman Class II
<i>Governor's Secretariat</i>		206	Turner (Police)
182	Head Driver	207	Jamedar Follower in M. S. R. P.
183	Garden Assistant	208	Dingi Driver
<i>Directorate of Evaluation</i>		209	Helsman
184	Computer	<i>Department of Technical Education</i>	
<i>Town Planning Department</i>		210	Mechanic
185	Blue Printer and Photostat Operator	211	Laboratory Assistant
<i>Legislature Secretariat</i>		212	Dark Room Assistant
186	Carpenter-cum-Polisher	213	Boiler
<i>Forest Department</i>		214	Mechanic
187	Forester	<i>Subordinate Judiciary</i>	
188	Game Supervisor	215	Second Division Clerk
189	Elephant Jamedar	216	Record Keeper
190	Assistant Mechanic	217	Nazir Grade II
<i>Housing Board</i>		218	Stenographer Grade II
191	Shroff	219	Typist
<i>Department of Archaeology</i>		220	Typist-cum-Copyist
192	Assistant Photographer	221	Copyist Grade I
193	Artist	222	Bailiff and Attender Grade I
194	Mechanic	223	Supervisor of Labour Welfare Centres
195	Explorer	224	Boiler Fitter
<i>Excise Department</i>		<i>Housing Board</i>	
196	Excise Assistant and Inspector	225	Shroff
<i>Survey and Settlement</i>		<i>Health and Family Planning Services</i>	
197	Second Division Surveyor	226	Lady House Keeper
198	Second Division Mapper	227	Assistant Food Supervisor
<i>Home Guards</i>		228	Non-Medical Assistant (Para Medical worker)
199	Chief Armourer	229	B. C. G. Technician
200	Fireman Driver	230	Family Planning Field Worker
201	Assistant Inspector/Police Head Constable	231	Compounder (Allopathic)
<i>Police Department</i>		232	Junior Mechanic
202	Head Constable	233	Printing Instructor
203	Woman Head Constable	234	Craft Assistant
<i>Department of Co-operation</i>		235	Machine Minder
204	Junior Auditor	236	Binder
		237	Compositor
		238	Blood Bank Technician
		239	House and Linen Keeper
		240	House Keeper Grade III
		241	Silk Screeing Technician
		242	Carpenter
		243	Artist
		244	Store Keeper-cum Clerk-cum Accountant
		245	Midwife/ANM
		246	Malaria Surveillance Worker



Sl. No. Designation of the Post

**Rs. 95-3-125-4-145-EB-5-200**

(Revised scale of pay)

- 247 Plumber  
248 Needle Work Teacher  
249 Pharmacy Technician (Ayurvedic Compounder)  
250 Bone Setter  
251 Wound Expert  
252 Midwife

*Common to all Departments*

- 253 Typist  
254 Stenographer Grade II  
255 Second Division Clerk  
256 Accounts Clerk  
257 Time Keeper  
258 Store Keeper  
259 Librarian  
260 Record Keeper  
261 Inspection Clerk  
262 Junior Auditor  
263 Bill Clerk  
264 Job Clerk

**Rs. 85-2-95-3-125-EB-4-145**

(Revised scale of pay)

*Treasury Department*

- 1 Goller

*Drugs Control Department*

- 2 Laboratory Attendant  
3 Turner  
4 Tool Room Assistant  
5 Boiler Attender  
6 Carpenter

*Fisheries Department*

- 7 Fishery Surveyor

*Mines and Geology Department*

- 8 Helper

*Animal Husbandry & Vety. Services*

- 9 Senior Compounders  
10 Compounders (Grade I)  
11 Mechanics  
12 Boiler Attendant  
13 Boilerman  
14 Tractor Driver  
15 Attendants  
16 Couriers

Sl. No. Designation of the Post

*Revenue Department*

- 17 III Division Clerks  
18 Copyists (Non-S. S. L. C.)  
19 Village Accountants (Non-S. S. L. C.)

*Agriculture Department*

- 20 Oil Engine Driver  
21 Wheel Tractor Driver  
22 Fitters 'B' Grade  
23 Carpenters/Smith Moulders  
24 Van, Jeep, Motor Truck, Lorry Drivers

*Animal Husbandry & Vety. Services*

- 25 Carpenters  
26 Smith  
27 Carpenter-cum-Smith  
28 Poultry Fieldman  
29 Egg Graders

*Probation and Aftercare Department*

- 30 Senior Havildars  
31 Junior Havildars  
32 Supervisors  
33 Braille Compositors  
34 Tabala Instructors

*Public Works Department*

- 35 Blue Printers Grade II  
36 Mechanical Drivers  
37 Lorry Drivers  
38 Truck Drivers  
39 Van Drivers  
40 Engine Drivers  
41 Jamedars  
42 Attenders

*Food and Civil Supplies Department*

- 43 Constables

*Vigilance Commission Department*

- 44 Constables

*Horticulture Department*

- 45 Carpenters-cum-Gardeners  
46 Mason  
47 Blue Printer

*Bangalore Dairy*

- 48 Senior Dairy Operators  
49 Tyreman  
50 Samplers  
51 Tin Smith-cum-Blacksmith

<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl. No.</i>	<i>Designation of the Post</i>
<b>Rs. 85-2-95-3-125-EB-4-145</b>			
<b>(Revised Scale of pay)</b>			
<i>Department of Ports</i>		<i>Registration and Stamps</i>	
52	Lighthouse Keepers	81	Counters
53	Signalers	<i>Home Guards</i>	
54	Serang Grade III	82	Drivers
55	Drivers Grade III	<i>Police Department</i>	
<i>Department of Industries</i>		83	Police Constables
56	Lady Weaving Demonstrator	<i>Technical Education</i>	
57	Cloth Printing Demonstrator	84	Driver-cum-Auto Drivers
58	Mat Weaving Demonstrator	85	Helpers
59	Carpentry Helpers	86	Laboratory Attenders
60	Fitters	<i>Subordinate Judiciary</i>	
<i>Printing and Stationery Department</i>		87	Copyists Grade-II
61	Assistant Off-set Plater	88	Record Attenders
62	Asst. Plate Grainer	89	Book Binders
63	Furnace Attender	90	Jamedars
64	Asst. Type Caster	<i>Health and Family Planning Services</i>	
65	Asst. Mono Caster	91	Warper
66	Asst. Rubber Stamp Caster	92	Mechanic
67	Gate Keepers	93	Electrician Grade II
<i>Motor Vehicles Department</i>		94	Wireman
68	Gollers	95	Assistant Mechanic
<i>Mysore Government Secretariat</i>		96	Surgical Attenders
69	Lift Attenders	<i>Common to all Departments</i>	
70	Despatch Riders	97	III Division Clerks
<i>Governor's Secretariat</i>		98	Drivers
71	Linnen Attenders	99	Attenders
72	Butlers	100	Jamedars
73	Head Butlers	<b>Rs. 80-2-90-3-120-4-140</b>	
<i>Hospitality Organisation</i>		<b>(Revised Scale of Pay)</b>	
74	Butlers Grade I and Grade II	<i>Government Flying Training School</i>	
75	Cooks Grade I	1	Aircraft Hands
76	Fitters	<i>Mines &amp; Geology</i>	
<i>Director of Public Instruction</i>		2	Section Cutters
77	Primary School Assistant (Non-S.S.L.C. and untrained)	<i>Fire Force</i>	
<i>Legislature Secretariat</i>		3	Fitter Class II
78	Maistries	4	Carpenter (Class III)
<i>Excise Department</i>		5	Cleaner—Class III
79	Cask Maistries	<i>Information &amp; Tourism</i>	
<i>Survey and Settlement</i>		6	Radio Operators
80	Head Pressman	7	Carpenters

<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl. No.</i>	<i>Designation of the Post</i>
	<b>Rs. 80-2-90-3-120-4-140</b> (Revised Scale of pay)		
	<i>Public Works Department</i>		<i>Industries Department</i>
8	Fitters	40	Carpenters
9	Welders and Turners	41	Helpers, Common Facility Centre for Heat Treatment
10	Line Mechanics	42	Attenders
11	Blacksmiths	43	Junior Compositor
12	Mason	44	Assistant Machine Minders
13	Road Inspectors	45	Assistant Binders
14	Daffedars	46	Weaving Assistant
15	Daftiris and Mutchis	47	Craft Assistant
16	Leading Fireman		<i>Government Electrical Inspectorate</i>
17	Steward	48	Mechanic-Grade III
18	Shift Mechanic		<i>Governor's Secretariat</i>
19	Bill Collector	49	Painter and Polishman
20	Artisan		<i>Forest Department</i>
21	Helpers	50	Elephant Mahauts
	<i>Food &amp; Civil Supplies Department</i>		<i>Housing Board</i>
22	Constables	51	Bill Collectors
	<i>Horticulture</i>		<i>Department of Archaeology</i>
23	Laboratory Attenders	52	Butler
24	Laboratory Men		<i>Commercial Tax Department</i>
25	Helpers	53	Bill Collectors
26	Butlers		<i>Excise Department</i>
27	Maistries	54	Coopers
28	Head Gardeners		<i>Survey &amp; Settlement</i>
	<i>Mines &amp; Geology</i>	55	Pressman
29	Turners		<i>Home Guards</i>
30	Welders	56	Assistant Armourer & Police Constables
	<i>Bangalore Dairy</i>	57	Sainiks
31	Winders	58	Carpenters
32	Welders	59	Motor Cycle Despatch Rider
33	Turners-Fitters		<i>Police Department</i>
34	Carpenter	60	Constable
35	Painter	61	Tradesman-Class III
	<i>Ports Department</i>	62	Garage Assistant
36	Light Keepers	63	Followers
	<i>Department of Weights &amp; Measures</i>	64	Darji
37	Manual Assistants	65	Khalasi
	<i>Inspector General of Prisons</i>		<i>Subordinate Judiciary</i>
38	Warders	66	Daffedars
39	Drill Instructor	67	Dafterbands
		68	Mutchis
		68A	Attenders

<i>Sl. No.</i>	<i>Designation of the Post</i>	<i>Sl. No.</i>	<i>Designation of the Posts</i>
<b>Rs. 80-2-90-3-120-4-140 (Revised Scale of pay)</b>			
<i>Health Department</i>		<i>Horticulture Department</i>	
69	Laboratory & X Ray Attender	25	Watch & Ward
70	Laboratory Assistant	26	Puny House Attender
71	Museum Keeper	27	Cartmen and Bullockmen
72	Dark Room Assistants	28	Head Watchman
		29	Hotel Attender
<i>Common to all Departments</i>		<i>Co-operation Department</i>	
73	Daffedar	30	Process Servers
74	Dafterbands	<i>Animal Husbandry and Veterinary Services</i>	
75	Mutchis	31	Agriculture Assistants-Grade III
<b>Rs. 65-1-75-2-95</b>		<i>Ports Department</i>	
<b>(Revised Scale of pay)</b>			
<i>Government Flying Training School</i>		<i>Employment and Training</i>	
1	Aircraft Helpers.	32	Assistant Light Keepers
<i>Fisheries Department</i>		<i>Printing and Stationery</i>	
2	Petty Yard Officers, Demonstration Maistry, Fieldman, Manure Operators, Store Attender Laboratory Attenders.	33	Workshop Attenders
<i>Animal Husbandry &amp; Veterinary Services</i>		<i>Forest Department</i>	
3	Compounders Grade II & Dressers Laboratory Attenders.	34	Assistant Gate-Keeper
<i>Agriculture</i>		35	Packers (Senior)
4	Helpers/Railway Attendants/Attendants/Survey Laskar/Bullockman.	36	Counters
<i>Probation &amp; Aftercare Department</i>		<i>Police Department</i>	
5	Guards, Caretaker & Gateman.	37	Fireman-Wood Preservation Plant, Bhadravati
<i>Public Works Department</i>		38	Forest Guards
6	Head Gardeners.	39	Game Watchers
7	Maistries.	<i>Technical Education</i>	
8	Nalemanagars.	40	Assistant Greasers
9	Maity-cum-cooks Cooks. Maity-cum-Care taker	<i>Subordinate Judiciary</i>	
10	Gauge Reader.	41	Attenders and Technical Helpers
11	Filtermates.	<i>Health Department</i>	
12	Mason	42	Process Servers
13	Carpenters	43	Superior Field Workers
14	Time Keepers	44	Tinker, Lift Attender, Tailor
15	Road Inspectors Grade II	45	Carpenters
16	Head Watchmen	46	Tailors
17	Helpers	47	Insect Collectors
18	Gilmen	48	Dressers-Grade I
19	Maity	49	Ward Boys
20	Lineman	50	Nursing Orderlies
21	Telephone Attenders	51	Dhobi
22	Blacksmith	52	Seargents Grade I
23	Seargents	53	Senior Calf Attendant and Stableman
24	Khalasi	54	Anatomy Attenders
		55	Animal Keeper

*Sl. No. Designation of the Post*

**Rs. 60-1-80-2-90**  
**(Revised Scale of Pay)**

*Fisheries Department*

- 1 Fishermen, Fishing Watchers, Store-Attenders, Watchmen-cum-Masaichis, Ice-Mazdoors, Helpers, Masalachis, Servants, Cleaners

*Public Works Department*

- 1 Cleaners, Lorry Cleaners  
3 Assistant Gardener  
4 Maistries  
5 Watchman  
6 Gardeners, Laskars  
7 Hammermen, Sowdies, Tindals  
8 Bellow Boy  
9 Peons  
10 Watchmen  
11 Sweepers  
12 Mails  
13 Patkaries  
14 Fillmen  
15 Surgery Cooly  
16 Karkoons  
17 Firemen  
18 Karsoma (Messmen)  
19 Cleaners  
20 Dispensary Attenders  
21 Lady Attendants  
22 Conservency Daffedars  
23 Chowkidars  
24 Bungalow Chowkidars  
25 Sectional Peons  
26 Store Mazdoors  
27 Boatman  
28 Augur Measurer  
29 Augur Mukumdams  
30 Fieldmen

*Horticulture*

- 31 All posts in the Technical Cadre of Class IV

*Bangalore Dairy*

- 32 Junior Dairy Operators  
33 Garden Attendants  
34 Milk Testers  
35 Fireman  
36 Helpers and other, Class IV staff

*Sl. No. Designation of the Post*

*Animal Husbandry & Veterinary Services*

- 37 Boiler Attendants  
38 Mukuddam  
39 Dairyman  
40 and other Class IV posts

*Department of Industries*

- 41 Apirayman, Bee-keeping Mazdoors and Bee-keeping Attenders

*Ports Department*

- 42 Seaman  
43 Wharfman

*Prisons Department*

- 44 Pump Attender  
45 Nursing Orderly  
46 Mali  
47 Ward Boy

*Mysore Government Secretariat*

- 48 Bearer  
49 Maslachi  
50 Dhobi  
51 Kalashi  
52 Head Sweepers  
53 Sweepers  
54 Tailors  
55 Barbers  
56 Carpenters

*Hospitality Organisation*

- 57 Butler Grade III  
58 Cook Grade II  
59 Turn Boy  
60 Carpenter  
61 Linnel Mender  
62 Dhobi  
63 Tindals  
64 Waiters  
65 Vehicle Cleaner  
66 Laskars  
67 Cleaners

*Legislature Secretariat*

- 68 Room Boys  
69 Sweepers

**xxx**

*Sl. No. Designation of the Post*

**Rs. 60-1-80-2-90**

**(Revised Scale of pay)**

*Forest Department*

- 70 Game Watchers (Lower grade)
- 71 Elephant Kethals
- 72 Caretakers of Forest Lodges

*Police Department*

- 73 Followers in P.T.C.

*Health Department*

- 74 O.T. Attender & Barber
- 75 Asiahs
- 76 Cooks, Grade I and II
- 77 Seargents Grade II
- 78 Theatre Assistants
- 79 Dressers

*Sl. No. Designation of the Post*

- 80 Ward Boys
- 81 Ward Asiahs
- 82 Ward Attendants
- 83 X Ray Attendants-Grade II
- 84 Cooks-Grade III
- 85 Calf Attendant
- 86 Diet Distributors
- 87 Messagist
- 88 Thotis, Dhobi, Sweeper, Ward Assistant, Cycle Orderly Animal House Attender
- 89 Laboratory Technician

*Common to all Deprments*

- 90 Dalayats/Peons, Cycle Orderlies, Sweepers, Watchmen, Malis, Lorry Cleaner  
Jeep Cleaners  
Tracter Cleaner  
Night Watchmen  
Tractor Lorry and Bull dozer Helpers

PART I OF THE REPORT  
ON THE  
REORGANISATION OF THE PUBLIC WORKS DEPARTMENT

SHRI A. C. MITRA,  
*Adviser (P. W. D.) to the Mysore Pay Commission.*

## TABLE OF CONTENTS

---

### Part I—Organisation of the Department.

CHAPTER	I	Introduction.
,,	II	General Description of the State of Mysore.
,,	III	Scope and urgency for the Development of Resources and Magnitude of Public Works required therefor.
,,	IV	Present Organisation of the Public Works Department.
,,	V	Broad functional Classification of Public Works Department.
,,	VI	Designs Organisation.
,,	VII	Mechanical Organisation.
,,	VIII	Accounts Organisation.
,,	IX	Organisational pattern of the two Departments.

### Part II—Service Conditions of personnel.

CHAPTER	X	Technical Personnel.
,,	XI	Ministerial Personnel.
,,	XII	Work-charged Establishment.
,,	XIII	Special pays and allowances, amenities to personnel at Project site.

### Part III—Suggestions for improving efficiency.

- (1) Delegation of Powers to Officers.
- (2) Professional examination and Refresher courses.
- (3) Management of Stores.
- (4) Land Acquisition on Projects.
- (5) Irrigation Management and assessment of Revenue.
- (6) Schedule of Rates.
- (7) Control Board and Technical Committees.
- (8) Technical Audit and quality Control.
- (9) Deputation of Officers to visit Projects within the State and outside.
- (10) Allotment of Vehicles to Officers and mileage rates.



## CHAPTER I

### Introduction.

1.01 The Government of Mysore in their Order No. FD 43 SRP (1), dated 17th November 1966 constituted a One Man Pay Commission and appointed Justice T. K. Tukol, Judge of the High Court of Mysore as the Commission with the following terms of reference.

(1) To review the existing pay structure of all categories of employees of the State Government, Local Bodies and Aided Institutions and recommend suitable scales of pay taking into account the duties and responsibilities, qualifications and the existing economic conditions in the State. In making its recommendations, the Commission will keep in view the need for providing avenues of promotion to all categories of staff so as to maintain a high standard of efficiency ;

(2) To examine the present service conditions of State Government employees and employees of Local Bodies and Aided Institutions and suggest any modifications in the Service Rules and Cadre and Recruitment Rules ;

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

(4) To study the existing structure of Dearness Allowance and Compensatory Allowances and recommend the adequacy or otherwise of the existing rates with reference to the scales of pay recommended by the Commission ;

(5) To review the existing orders relating to grant of Special Pay, Deputation Allowance, Project Allowance and Foreign Service Allowance and suitable changes or abolition of these allowances ;

(6) To suggest measures for providing amenities to Government servants such as, Consumers' Co-operative Stores, Canteens, Games and Sports, etc., and also by way of providing incentives for good work ;

(7) To examine the question of improving efficiency in the Government Departments and suggest suitable measures in this behalf . and

(8) To examine the work-load of the several categories of staff and recommend suitable reduction of strength, wherever possible, in a phased manner.

1.02 The Public Works Department of Mysore State was last reorganised in the year 1957 after considering the recommendations of the Reorganisation Committee headed by Sri B. S. Narasinga Rao, Chief Engineer. Since then a number of changes have taken place in the Department and the activities of the Department have grown in a large measure. Several Development plans, in the Communications, Buildings and Irrigation Sectors have been taken up and some of these have also been completed. As the result of this, there has been considerable expansion in the organisational set up of the Department. Therefore it was felt by Government that a stage had reached when the standards of work-load, pattern of staff, administrative set up, the delegation of powers existing in the Department should be reviewed in the present context keeping in view the need for economy in expenditure and improvement in the efficiency of the Department. In these circumstances it was considered necessary by Government to obtain the expert advice of an eminent Engineer of the Country in the matter of Reorganisation of the Mysore Public Works Department and the Pay Commission had suggested that the person to be entrusted with this work might be appointed as Adviser to the Commission.

1.03 Government in their Order No. PWD 130 SCO 67, dated 5th August 1967 (Copy appended Appendix I) appointed Sri A. C. Mitra, Retired Engineer-in-Chief of Uttar Pradesh as Adviser to the Pay Commission in connection with the Reorganisation of the Mysore Public Works Department.

1.04. According to the terms of reference, the Adviser would examine the work of the entire Public Works Department and submit a report to the Pay Commission on the following points :

- (1) Whether there is any need for re-adjustment of work in the various existing zones ;
- (2) Having regard to the above, whether there is any need for re-adjustment, abolition or augmentation of Divisions and the Sub-Divisions in the several zones.
- (3) Whether there is any necessity for enhancement of powers delegated to officers of the Public Works Department in charge of various Circles, Divisions and Sub-Divisions in the context of efficient execution/management ;
- (4) To suggest ways and means for improving the working of the existing Central Mechanical Organisation with particular reference to the question whether it is economical for the Government to own the machines and give them on loan or hire to the Contractors
- (5) Whether the Chief Engineers should act as Joint/Additional Secretaries to Government and if so consequent changes in the Public Works Secretariat.
- (6) On any other issues concerning Public Works Department referred to by the Commission from time to time, or deemed necessary by him with a view to achieving maximum efficiency and economy in the Department.

1.05. The Adviser reported for duty on 25th August 1967.

He held discussions with the Chief Engineers of the State and visited various Projects and Offices with a view to get first hand information of the working of the Department. A list of projects visited by him is appended (Appendix II).

1.06. Subsequently Government referred the following further matters to the Adviser for his considered opinion.

- (1) Transfer of Administrative control over Krishnaraja Sagar and Visvesvaraya Canal Divisions from the control of the Chief Engineer, Communications and Buildings to the Chief Engineer, Irrigation Projects, Bangalore.
- (2) Distribution of work among Junior Engineers and Supervisors.
- (3) Project allowance to staff engaged on construction works, before amenities are created.
- (4) Staff for the Inspection Bungalows, Rest houses, Circuit houses, etc.
- (5) Providing rent free quarters, etc., to the Members of the work-charged establishment.

1.07. In addition to the above, the Pay Commission have referred for examination by the Adviser the representations received from the P. W. D. Junior Engineers' Association, P. W. D. Diploma Engineers' Association, the Work-charged Employees' Association and other categories of staff working in the P. W. D.

1.08. In the Government Order No. PWD 130 SCO 67, dated 5th August 1967 the appointment of the Adviser was stated to be for three months in the first instance. Also only a Stenographer was sanctioned to him to assist in his work. Due to his other assignments the Adviser could work only on an average about 12 days per month on the proposals for reorganisation of P. W. D.

1.09. On a request made by the Adviser in his letter dated 31st October 1967 Government in their Order No. PWD 254 SCO 67, dated 11th December 1967 approved the continuance of the post of Adviser, Pay Commission (PWD) upto 15th February 1968 and accorded sanction to the creation of the posts of one Executive Engineer and Stenographer. Sri P. R. Nagendra Murthy, Executive Engineer appointed against the former post could join his duties at the end of December 1967 whilst the Stenographer joined in February 1968. The Adviser, therefore, requested in his letter No. ADV/MPC/PWD 61/67-68, dated 9th February 1968 for extension of the date of submission of the report to 30th April 1968. Accordingly the Government extended the time limit to the end of April 1968 *vide* G. O. No. PWD 22 SCE 68, dated 7th March 1968.

1.10. With a view to obtain the factual information in regard to the organisational set up, the work-load, staff pattern, etc., in P.W.D. a questionnaire was sent by the Adviser to all the Chief Engineers of the State in October 1967 (copy appended—Appendix II-A). On receipt of their replies a second questionnaire was sent to all the Chief Engineers and Superintending Engineers of the State; Retired Chief Engineers, Accounts Officers, etc., with a view to eliciting their views on specific aspects concerning the organisation and allied matters of the Public Works Department (copy appended—Appendix II-B).

1.11. Another questionnaire was sent to the Chief Engineers of Madras, Maharashtra, Andhra Pradesh, West Bengal and Uttar Pradesh, with a view to ascertain the details of organisation of the Public Works Departments in those States (Copy appended—Appendix II-C). Replies from the Chief Engineers of most of the States were received and studied. Besides this, the Adviser held personal discussions with the Chief Engineers of Madras, Andhra Pradesh, Maharashtra and Uttar Pradesh on these matters. Sri P. R. Nagendra Murthy, Executive Engineer visited the Cauvery Delta Irrigation system and the Parambikulam-Aliyar Project in Madras State to study the irrigation management, staffing pattern, land acquisition procedure, use of earth-moving equipment for departmental execution of earth dams, etc.

1.12. At the request of the Adviser the time limit for the submission of the Report was further extended by Government to 31st May 1968.

---

## CHAPTER II

### General Description of the State of Mysore

2.01 Prior to the attainment of Independence by India in 1947, Mysore was a State ruled by the Maharaja of Mysore. Mysore State was then divided into the following nine Districts for administrative purposes.

1. Bangalore, 2. Chikmagalur, 3. Chitradurga, 4. Hassan, 5. Kolar, 6. Mandya, 7. Mysore, 8. Shimoga and 9. Tumkur. Shortly after the attainment of Independence the State of Mysore became part of free India with the same boundaries and units as before. In the year 1954, Bellary district which previously formed a part of the Madras Presidency was attached to Mysore State. Later, on 1st November 1956, when the Reorganisation of State took place, parts of the Provinces of Bombay, Madras and Hyderabad State and the entire State of Coorg were added to the reorganised Mysore State. The districts of Belgaum, Bijapur, Dharwar and North Kanara were transferred from Bombay Presidency and the District of South Kanara from the Madras Presidency. The districts of Gulbarga, Raichur and Bidar which previously had formed part of Hyderabad State also came to Mysore.

2.02 Mysore State as constituted under the States Reorganisation Act now comprises of 19 districts with a total area of 1,92,204 Sq.Kms (74,210 Sq.miles). The reorganised State of Mysore is bounded by the States of Andhra Pradesh on the east, Madras and Kerala on the South, Arabian Sea on the west and Goa and Maharashtra on the North. This State is the sixth largest State in India. For administrative convenience, the State is divided into 4 Divisions, 19 districts, and 174 taluks.

2.03 Physiographically the State can be divided into three principal regions.—

(1) The Coastal region which is a narrow plain between the edge of the Western Ghats and the Arabian Sea,

(2) The Malnad region which is a hilly country lying east of the edge of the Western Ghats, and

(3) The Maidan region.

2.04 The coastal region lies between the edge of the Western Ghats and the Arabian Sea. The coastal plain is formed due to deposits from marine erosion, and stretches for nearly 150 miles in length varying in width ranging from 20 to 30 miles. Its area is about 7,770 sq.kms (3,000 Sq. Miles). The average elevation of the plain is generally 250 ft. above mean sea level and, in some places, the elevation reached upto 500 ft. The coastal region is directly influenced by the South-West monsoon and the average annual rainfall is over 100 inches. most of which is received during the monsoon season from June to October. The soils in this region are covered with alluvium which is very fertile due to the deposition of silt by the west flowing rivers.

2.05 The Malnad region is a hilly country lying to the east of the edge of the Western Ghats. This region is covered with thick ever-green forests and experiences heavy rainfall. This region is characterised by rugged topography, steep gradients and narrow valleys. The general altitude of the area is over 500 ft. above mean sea level along the western part and gradually rises towards the east culminating in a series of ranges of hills varying in height from 3,000 to 6,000 ft. The climate of this region is generally hot and wet. The gross annual rain fall varies from 100 inches on the West to 40 inches in the eastern parts of the area. The soils are predominantly lateritic and of average fertility. Owing to the steep slopes, particularly on the western side of the watershed heavy soil erosion is occurring especially in areas where forest cover is inadequate.

2.06 The Maidan region forms the major portion of the State comprising of the districts of Bangalore, Mysore, Mandya, Kolar, Tumkur, Chitradurga, Ballary, Raichur, Bidar, Gulbarga and parts of Belgaum, Dharwar and Hassan. This region generally receives its rainfall both from the south-west and the north-east monsoons. The average annual rainfall ranges from 40" in the West to about 15" in the eastern parts of the State. The rocks in the northern portion of the maidan region consist mainly of Deccan traps and soils are of black cotton type which are retentive of moisture and of average fertility. The rocks of the southern maidan region are predominantly granitic gneisses and inter-spersed with schists. The soils are generally red or brownish in colour and of average fertility.

2.07 The State receives the major portion of its rainfall from the South-West monsoon which sets early in June and continues upto the end of September. The North-East monsoon which commences in October and lasts upto December also contributes rainfall to some extent. The annual average rainfall of the State varies from 7,623 m.m.s (300") on the western ghats to about 380 m.m.s (15") in the eastern and north-eastern parts of the State.

2.08 *River system.*—The important river systems of Mysore are Krishna in the North and the Cauvery in the South. The Krishna and the Cauvery basins account for nearly 60% and 18%, respectively, of the total area of the State. Some of the important tributaries of the river Krishna flowing through the State are the Tungabhadra, Ghataprabha, Malaprabha and Bhima.

The important tributaries of Cauvery are Hemavati, Harangi, Laxmantirtha, Kabini, Arkavati and Shimsha rivers. The other minor river systems are Pennar, Palar, Manjra Sub-basin of Godavari and the West flowing rivers like Sharavathi, Kalinadi, Nethravati, etc., comprising the remaining 22% of the area of the State.

2.09 The central and eastern parts of the State suffer from inadequate and ill-distributed rainfall in most years and therefore the crops require irrigation.

2.10 *Irrigation.*—Irrigation from wells and tanks has been practiced in the State since a long time. By the end of the First Five-Year Plan, as much as about 14 lakhs acres were irrigated by tanks, wells and other minor irrigation works. These irrigation sources, however, suffer from one major defect, *viz.*, that they generally dry up in years of drought when irrigation is most required. Further, most of tanks get silted up gradually due to which the storage is considerably reduced.

2.11 Before the commencement of the plan era the State Irrigation Projects under operation were the Krishnarajasagar Dam and the Visvesvaraya Canal system Cauvery River channel system, the Vani Vilas Sagar Dam and several other medium Irrigation Projects. The total area irrigated by these projects was about 2.8 lakhs acres upto the beginning of the First Five-Year Plan. Since the commencement of Plan era 36 Major and Medium Irrigation Projects have been taken up for execution and these will have a total ayacut of about 27 lacs acres on completion and full development. The irrigation potential created upto the end of III Five-Year Plan from Major and Medium Irrigation schemes is about 9.03 lacs acres. Some of the important Major and Medium schemes taken up in the State are Tungabhadra, Bhadra, Ghataprabha, Malaprabha, Upper Krishna, Kabini, Hemavathi, Harangi, Dharna, Kakanala, Jambada Halla, Hagaribommanahalli, Chandrampalli, Hathikoni, Nugu, Chikhole, Hebbahalla, Suvarnavati and Mangala Projects, etc. As regards Minor Irrigation, a potential of about 12.3 lacs acres have been created upto the end of the III Five-Year Plan.

2.12 The West flowing rivers like Sharavathi, Kalinadi, etc., have abundant hydro-power potential but have limited irrigation possibilities in their own catchments. Some of the important Irrigation schemes under contemplation from these rivers are Bijjur, Haladi, Netravathy, Durgahalla Projects, etc.

2.13 A small portion of the Godavari river basin namely that of Manjra river lies in Mysore State. The irrigation Projects contemplated in this valley are the Karanja, Manjra and Nagora Projects. The catchments of Palar and Pennar basins lie in the comparatively arid eastern districts of the State and do not have adequate potential for irrigation development. The only medium irrigation Project contemplated in the Pennar valley is the Uttara Pinakini Project.

2.14 Out of a total gross cultivable area of 36 million acres in the State the net sown area is about 26 million acres, a large majority of which is subjected to the vagaries of rainfall. The total area provided with irrigation facilities from all sources (*i.e.*, major, medium and minor State Irrigation Projects as well as private canals and wells) which was less than 5% of the gross cultivable area at the beginning of the plan era has increased upto about 8% with the implementation of a number of irrigation schemes during the First, Second and Third Five-Year Plans. On the completion of all the Irrigation Projects in hand at present, the irrigation potential from all sources is expected to increase to about 5.2 million acres *i.e.*, about 15% of the total cultivable area.

2.15 *Power.*—Mysore State is well known as having been one of the pioneers in the field of development of hydro-electric power development. Hydro-Electric Generating Stations at Sivasamudram and Shimsha came into operation as far back as 1902. The Mahatma Gandhi Hydro-Electric Scheme at Jog completed in 1946 has a total installed capacity of 1,20,000 kilowatts. Generating units have since been installed at Tungabhadra and Bhadra Dams with installed capacities of 27,000 kilowatts and 33,200 kilowatts respectively.

2.16 The Sharavathi Valley Hydro-Electric Project which, on completion, will have a total installed capacity of 891 megawatts has already started operation with 4 units of 89,100 K.W. each.

2.17 The generation of Electricity in Mysore State at the end of the III Five-Year Plan was 1914 million K. W. H. and the consumption within the State was 1,359 million K. W. H. in 1966. Out of this, as much as 75% was utilised for industrial purposes.

2.18 The rural electrification scheme has also received considerable impetus in as much as 5,516 towns and villages have been electrified and about 42,300 pumpsets had been energised, upto the end of 1966.

2.19 The total power potential of the State is roughly estimated at 5,000 mega watts out of which the power potential developed upto the end of Third Five-Year Plan was 460 mega watts.

### Communication

2.20 *Railways.*—The coverage by railways is very limited in the State. The total railway route mileage is 2,679 k.m.s which works out to 0.013 k.m.s per sq.km. of the State. This will be slightly increased after the completion of Hassan-Mangalore line and Bangalore-Salem line.

2.21 At present there is no direct rail connection between the West Coast and the rest of the State. With the construction of Hassan-Mangalore line, one such link will be established. But, in the absence of a Railway line along the West Coast between Mangalore and Karwar, most of the West Coast area would still remain far away from railway facilities.

2.22 *Water Ways.*—The development of a number of ports along the West Coast of the State (Length of about 320 k.m.s) is feasible and necessary in order to provide water transport facilities for the coastal districts which are deprived of railway communication. The development of Mangalore and Karwar ports has been taken up. The development of a number of intermediary ports between Mangalore and Karwar will also have to be taken up to provide water transport facilities to the coastal plain.

2.23 *Roads.*—As the railway facilities in the State are limited greater emphasis is necessary on the development of roads and road transport. Mysore State had a road mileage of about 34,500 miles over a total area of 74,210 sq.miles at the end of the Third Five-Year Plan period. This works out to 0.43 miles per square mile.

2.24 Out of the above total mileage as much as 16,532 miles (*i.e.*, 48%) are un-surfaced and of village road standards only. Most of the un-surfaced roads are only fair-weather roads and not fit for traffic during monsoon. Hence the effective all-weather roadmileage in the State is only 17,880 miles which works out to about 0.28 miles per sq.mile.

2.25 The road mileage in charge of P.W.D. was 25,046 miles at the end of March 1966 and the rest vested with the local bodies, Forest Department, etc. The details of the roads incharge of P.W.D. are as under:—

Cement-Concrete Roads	...	...	350 miles
Black-topped Roads	...	...	8,631 miles
Waterbound Macadam Roads	...	...	10,511 miles
Unmetalled roads	...	...	5,554 miles
			<hr/>
			25,046 miles

2.26 The classification of the roads incharge of the P.W.D. are as follows:—

National Highway	...	...	818 miles
State Highways	...	...	4,098 miles
Major District Roads	...	...	8,192 miles
Other District Roads	...	...	4,772 miles
Village Roads	...	...	7,166 miles
			25,046 miles

2.27 *Public Health.*—Upto the end of the Third Five-Year Plan a number of water supply schemes has been executed at a total cost of Rs. 16.16 crores. Water supply facilities were provided to 115 urban areas covering a population of 41.45 lakhs. Underground drainage schemes have been completed in respect of only 7 towns. However, it may be mentioned that during the first three plans emphasis was laid on providing the basic amenity of water supply and sewerage schemes were given a lower priority. The water supply and drainage works are normally constructed by the P.W.D. and handed over for operation to the local bodies concerned except in the undermentioned towns :

Bangalore—managed by the Bangalore Water Supply and Sewerage Board.

Mysore, K.G.F., Hubli, Dharwar, Belgaum, Bagalkot and Jamkhandi—maintained and operated by P.W.D.

2.28 *Agriculture.*—The principal food crops of the State are Rice, Jowar, Ragi and Bajra, which account for 10.2%, 27.2%, 9.4%, 4.7% and 2.7%, respectively, of the total sown area. Most of the rice is grown in the Districts of South Kanara, Shimoga, Mandya, North Kanara, Coorg, Mysore, Chikmagalur, and Dharwar. Rice is the staple food in the whole State except in some of the Northern Districts where Jowar is the staple food. Ragi also forms the staple food of some classes of people in the southern and eastern parts of the State. Bajra forms a supplementary crop to Jowar in the drier parts of the State. The principal cash crops are sugarcane, cotton and groundnut. The average yield of crops per hectare is generally low but improves where the rainfall is adequate or where dependable irrigation facilities exist. The districts of Chitradurga, Tumkur, Kolar, Raichur, Bijapur and Bellary suffer frequently from vagaries of rainfall and consequent failure or serious reduction in the yield of crops. Mandya and Mysore Districts are also prone to suffer from vagaries and deficiency of rainfall but do not suffer seriously on this account due to the existence of dependable irrigation facilities.

2.29 In order to increase the agricultural production of the State, it is necessary to provide adequate and dependable irrigation facilities, particularly in the regions that are frequently subject to deficient and ill-distributed rainfall.

2.30 *Forests.*—The total area under forests in the State was about 35,000 sq.km.s in 1963-64, which is about 18% of total area of the State, whilst the percentage under forests of the total geographical area of India is 22. According to the National Forest Policy the Forest cover should not be less than 33½%, the limits being 20% in the case of maidan areas and 60% in malnad region. The proportion of forests in the malnad areas of the State is 43%. The percentage of forest is below 5% in the Districts of Mandya, Bidar, Gulbarga and Raichur.

2.31 The principal items of forest produce which bring substantial revenue to the State are timber, sandalwood, firewood and bamboo.

2.32 *Minerals.*—Mysore State is fairly rich in mineral resource. This is the only State in India that produces Gold and Silver. The State has extensive deposits of iron ore of excellent quality and contains abundant quantities of manganese and chromite. Some of the other minerals of industrial importance which are available in the State are asbestos, bauxite, Kaolin, Fuller's earth, limestone, building and ornamental stones, etc.

2.33 The State has made notable progress in industry in recent years, the principal industries being the gold and silver at Kolar, Iron and Steel at Bhadravathi, Porcelain, stoneware and pottaries paper, cement, Kaolin, Manganese Ore. Due to the availability of mineral resources and power, there is scope for the establishment of a number of other industries such as aluminium, sulphuric acid and other allied chemicals, Fuller's Earth, Iron and Steel and the manufacture of ferro alloys, cement, paper, pulp and rayon, calcium carbide, refractory bricks, abrasives, etc.

2.34 *Population.*—According to the 1961 census, the population of the State was 23,586,772 and the density of the population works out at 123 per sq. k.m. A table showing the districtwise area, population and density is appended. The density of population per sq.k.m. varies from district to district ranging from 67 per sq. km. in the North Kanara District to 314 per sq.km. in Bangalore District. 78% of the population is rural and the rest urban living in 225 towns and 6 cities. The percentage of urban population is highest in Bangalore District (54.2%) and lowest in Tumkur District (10.1 %).

2.35 The manual workers form about 45% of the total population and above 75% of them reside in rural areas.

Out of 107 lakhs workers (1961 census) in the State, more than 73% are engaged in agriculture and allied activities and 10% in industries and the rest engaged in trade, commerce, transport, etc.

2.36 The average per capita income of the people of the State rose from Rs. 232.40 in 1956-57 to Rs. 391.67 in 1964-65 but owing to rise in prices during this period, the effective rise calculated at 1956-57, rates was only to Rs. 260.62 in 1964-65, i.e, a rise of about 12%.

2.37 *Technical Education.*—The State has made considerable progress in the field of technical education. At the degree level there were in 1965-66, 49 colleges in technical and professional education of which 16 were in engineering and technology. In addition there were 27 polytechnics. The annual output of Engineering Graduates and Engineering Diploma Holders is about 2,000 and 3,000, respectively, from these institutions.

2.38 *General Education.*—There are four Universities in the State, viz., Bangalore University, Mysore University, Karnatak University and the University of Agricultural Sciences. In addition, the Indian Institute of Science is situated in Bangalore. The total number of colleges in these Universities rose to 169 in the year 1965-66, out of which, 86 were for imparting training in general education in Arts and Science.



## CHAPTER III

**Scope and urgency for the Development of Resources and Magnitude of Public Works required therefor.**

3.01 In the previous chapter, the progress achieved in the various fields of Public Works, upto the end of the Third Five-Year Plan has been briefly dealt with. The future organisation of the P. W. D. will depend on the nature and magnitude of Public Works that must necessarily be executed during the next decade or two so as to raise the minimum standard of living of the people of the State to a reasonable level. The extent and type of Public Works that are expected to be required to achieve this objective are dealt with in the following paragraphs.

**3.02 Irrigation.—**

3.021 As mentioned in the previous Chapter most parts of the State frequently suffer from inadequate ill-distributed rainfall, due to which crops suffer seriously, except in the small areas which are at present provided with dependable irrigation facilities. The average yield of crops is generally low particularly in areas where the annual rainfall is low and uncertain, and where dependable irrigation facilities do not exist. A table showing, districtwise, the average annual rainfall, the approximate frequency of the failure of rainfall when required, average yield of principal crops and the percentage of area provided or to be provided with dependable irrigation facilities.

- (a) At the end of III Five-Year Plan.
- (b) When the Projects on hand at present are completed.
- (c) When all projects envisaged (Minor, Medium and Major) are taken on hand and completed, is appended. (Appendix III).

3.022 Due to the low yield of crops the overall production of foodgrains and other agricultural produce is not sufficient to meet the requirements. The population of Mysore State as per the 1961 census was 23.59 million. This may be expected to increase to about 30 million by the end of IV Five-Year Plan in 1971. The total requirement of food would therefore be 6 million tonnes at the rate of half kg per person per day and allowing for some losses. The present quantum of food production in the State varies according to seasonal conditions, from 4.6 million tonnes in good years to 3.6 million tonnes in dry years. Thus it may be seen that the production of food falls far short of the requirements of the people of the State. The remedy lies in providing adequate irrigation facilities to as large an area as feasible which alone would increase the yields substantially. It would also enable higher yielding varieties of crops to be grown with the help of suitable fertilisers and improved seeds.

3.023 The total area brought under major and medium irrigation upto the Third Five-Year Plan was about 12 lakhs acres, which includes the area benefited by the pre-plan schemes. The area benefited by the minor irrigation schemes upto this period was about 12.28 lakhs acres. This position would improve to about 45 lakhs (=15% of the cultivated area) acres, under minor, medium and major irrigation, when all the schemes taken in hand now were completed. Even the extent of development that would thus be realised cannot be considered adequate. If and when all the irrigation projects envisaged in the future plans could be implemented the total area benefited under major and medium irrigation would rise to about 75 lakhs acres. Allowing for some of the projects, tentatively envisaged at present, not being found feasible and also for the full amount of water required for the other projects not being available at economical cost, the maximum area that might be expected to be provided with dependable irrigation facilities from major and medium

Irrigation Schemes may be taken as 65 to 70 lakhs acres. Besides this, an area of about 23 lakhs acres could be benefited by minor irrigation works. Thus the total area that could be benefited after the completion of all the irrigation schemes could be about 90 lakhs acres *i. e.*, 30% of the cultivable area. With the provision of irrigation facilities to this extent, supplemented by the use of improved seeds, fertilisers and better agricultural practices it should be possible to increase food production to the extent required for a population of about 30 to 35 millions.

3.024 However, the projects now in hand could just be completed by the end of IV plan period (*i. e.*, 1973-74), with the exception of Upper Krishna project Stage I which will probably extend into V Plan period by a year or two, provided full financial allocations required are made available. The execution of the other projects envisaged for future plans would probably take another two to three plan periods subject again to the availability of financial resources and all the projects being found technically and economically feasible. In the meantime the need for increasing food production are pressing. Moreover, even after the completion of all the projects envisaged present, a number of districts will have quite a low percentage of dependable irrigation facility.

3.025 It is, therefore, necessary to take immediate steps for conservation of precipitation by the extensive construction of contour bunds on the comparatively flatter slopes of the Maidan area and afforestation of the bridges wherever possible. This would incidentally also result in soil conservation and would increase the fertility of the areas treated. As these measures would immediately result in the improvement in the fertility of the areas protected such work could either be done by the owners of the land in question or cost could be met by acquiring the land in question at present day cost and selling these after development at the original cost *plus* the cost of improvement. This work may or may not pertain to the P. W. D. but has got to be carried out for improving the crop production of the State and must be included in the plans of the Departments concerned.

3.026 It would thus be evident that it is imperative that the irrigation projects already in hand be completed and brought into operation as quickly as possible and other feasible projects be also taken in hand expeditiously and consistently with availability of resources. Very high priority must therefore, be given for the construction of major and medium Irrigation Projects which must be supplemented by minor Irrigation Projects particularly where the former are not feasible, with a view to make the State self-sufficient in food and other agricultural produce.

### 3.03 Minor Irrigation :—

3.031 At the end of the III Five-Year Plan the total area benefited by minor irrigation schemes was of the order of 12.28 lacs acres. During the annual plan years of 1966-67 and 1967-68 a fresh ayacut of about 90,000 acres and stabilisation of 99,757 acres have been achieved under minor irrigation schemes. In the year 1968-69 it is proposed to benefit a fresh ayacut of 45,000 acres besides stabilising 22,300 acres of existing ayakat. Thus, according to the present programme the total area under minor irrigation would be about 13.65 lacs acres at the end of 1968-69.

3.032 During the IV Five-Year Plan which is expected to commence from 1969-70 it is suggested that at least an additional ayakat of 2.00 lakh acres be brought under minor irrigation thus bringing the total area to 15.65 lakh acres. It is understood that there is a possibility of ultimately extending minor irrigation facilities to an additional area of about 8 lacs acres at a total cost of Rs. 100 crores. Many of the existing minor irrigation tanks are badly silted up and have little storage capacity left now. These will have to be improved or substituted by other tanks. This development might be spread over the next 20 years. The provision of minor irrigation facilities would have to be continued along with the construction of major and medium irrigation projects and priority should be given to areas which are frequently affected by drought conditions and are not likely to be provided with irrigation from major and medium projects in the near future.

3.033 The completion of the projects in hand within a reasonable period will require an annual capital outlay of the order of Rs. 26 crores. In addition the outlay on minor irrigation schemes would have to be of the order of Rs. 5 to 6 crores annually. A statement showing the irrigation projects in hand, the allotment during the current year and the proposed annual allotment during the coming years is appended. (Appendix IV). In order to raise the minimum standard of living of the people of the State to a reasonable level as early as possible financial resources to the extent indicated above would have to be made available by (1) adjustments within the P. W. D. Sector to the extent possible or (2) diversion from other sectors or (3) raising loans repayable by realisation of adequate water rates and betterment levies from the beneficiaries, or (4) a combination of all the three mentioned above.

3.034 Next to Irrigation, Power forms an important component in the development of the State. As already mentioned, hydro-electric power potential of the State is about 5,000 M. W. out of which the potential developed to the end of the III Five-Year Plan was 460 M. W. only. Thus there are immense possibilities for further development of power in the State. This power would enable many major industries to be established in the State by utilising the mineral resources available and also the agriculture and forest produce. Power would also be very helpful in providing lift irrigation of areas where irrigation by gravity flow is not possible and in expediting and rendering economical the processing of Agricultural produce. There are 17 Hydro-Electric projects under investigation having a total power potential of about 4,300 M. W., the most important being the Kalinadi Project, with an estimated power potential of 1357 M. W. Other important projects are on the rivers Cauvery, Varahi, Bedthi, Aghanashini, Nethravathi. A statement showing the various Hydro-Electric Projects and their power potential is appended (Appendix IV). The construction of these projects will have to be taken in hand on a planned basis in co-ordination with the plans for development of industries and the development of load.

3.035 The requirement of capital outlay on generation and transmission of power to principal load centres of the State is expected to be of the order of Rs. 10 to 12 crores annually on the average for the next 10 years.

#### 3.04 Highways

3.041 The All-India Road Development Plan for 1961-1981 lays down the following objectives.

- (a) A village in a developed and agricultural area to be within four miles of a metalled road and 1.5 miles of any road.
- (b) A village in a semi-developed area to be within 8 miles of a metalled road and 3 miles of any road.
- (c) A village in an under-developed and uncultivated area to be within 12 miles of metalled road and 5 miles of any road.

3.042 The implementation of this plan would require a total mileage of 44,380 miles, the details of which are given below along with the existing mileages under each category.

	As required	existing
	1	2
	(Miles)	(Miles)
(1) National Highway	... 2,418	818
(2) State Highways	... 4,932	4,098
(3) Major District Roads	... 10,478	8,192
(4) Other District Roads	... 11,287	4,772
(5) Village Roads	... 14,301	7,166
	<u>44,380</u>	<u>25,046</u>

3.043 Most of the existing roads do not satisfy the specifications and these have to be brought up to the required standards, besides constructing additional road mileages. The total cost involved for improvement of the existing roads and for constructing additional mileages required according to the above plan has been estimated to be of the order of Rs. 240 crores. Out of this about Rs. 40 crores would be on National Highways for which funds are provided by the Central Government. The programme will have to be implemented within the next 20 to 25 years depending on the rate of industrial and agricultural development. Priorities would have to be given on the basis of traffic intensities as indicated by periodical traffic surveys. The total financial requirements under the Road Development in the State Sector is expected to be of the order of Rs. 160 crores with an average annual Capital outlay of Rs. 6 to 8 crores, in addition to maintenance expenditure of the order of 4 crores annually.

### 3.05 Buildings:—

3.051 The Capital cost of Buildings under the charge of the Public Works Department was about Rs. 48 crores at end of March 1968. Provision in the Budget for the year 1968-69 is Rs. 7 crores in respect of Buildings original works. If there is difficulty in finding adequate funds for the execution of irrigation, power, communications and other development works of high priority it should be possible to divert a sizeable amount of funds from this item by curtailing expenditure on the construction of new buildings for some years. It is, however, essential to maintain, properly the buildings already constructed. The provision for maintenance and repairs of buildings in the budget for 1968-69 is only Rs. 50 lakhs which works out to about 1% of the total capital cost of the buildings incharge of the P. W.D. This is very inadequate for the proper maintenance of the buildings particularly because many of these were constructed several decades back at comparatively much lower cost. A substantial increase in the allocation for the maintenance of buildings is, therefore, considered inescapable. Likewise construction of some very urgently required buildings may also have to be undertaken. The minimum requirements for the construction of Buildings may therefore be taken as Rs. 2 to 3 crores annually for the next five to six years in addition to maintenance cost of the order of Rs. 1 to 1.5 crores.

### 3.06 Public Health Engineering:—

3.061 So far domestic water supply facilities have been provided to only 126 out of 215 towns in the State whilst underground drainage facilities have been provided only in 7 towns. A master plan to provide water supply and sewerage facilities to the remaining towns has been prepared at an estimated cost of Rs. 45 crores.

3.062 Similarly, a comprehensive plan for providing water supply to 25,850 villages in the State covering a population of 1.84 crores has been prepared at a cost of Rs. 30 crores. Thus the total estimated value of the plans work out to Rs. 75 crores for providing protected water supply and drainage facilities to all the towns and water supply to all the villages. This programme needs to be implemented as early as possible, particularly in regard to the larger towns and important villages, and consistently with the availability of financial resources. It would perhaps facilitate the raising of financial resources if the scheme for each town could be made self-supporting by recovery of suitable charges from the beneficiaries to cover the cost of maintenance and operation, including depreciation of plant, and interest as well as amortisation of the capital outlay over a period of 40/50 years. In that case perhaps, banks, L. I. C., etc., might freely advance loans for the execution of these projects.

3.063 In any case, it is considered that an annual capital outlay of the order of Rs. 300 lakhs would be necessary to achieve reasonable progress on this very important civic amenity. Beside this, about Rs. 40 lacs have to be spent towards the maintenance of water supply schemes operated by Government.

3.064 At present the water supply schemes on completion are handed over to the respective Municipalities for maintenance. It is understood that they are experiencing difficulty in proper maintenance of these works due to lack of trained personnel. This has resulted in frequent failures of water supply and as such several Municipalities have been approaching Government to take over the maintenance of these works. But the Government is also finding it difficult to take over the maintenance of these works, owing to inadequate staff. It would be advisable, and perhaps also necessary in the public interest for Government to take over the maintenance of water supply works at all District headquarters and at some important industrial townships by suitably increasing the cadre strength in the Public Health branch of the P.W.D.

3.07 It would thus be seen that for achieving a reasonable rate of development of the State the different zones of the Public Works Department would have to undertake, on the aggregate, capital expenditure of the order of Rs. 55 crores annually as detailed below, as compared to the budget allocation of Rs. 26 crores during the current financial year.

Item	Proposed future annual outlay Capital (Rupees in Crores)	
Major and Medium Irrigation	...	26
Minor	...	5 to 6
Power	...	10 to 12
Communications	...	6 to 8
Buildings	...	2 to 3
Public Health	...	3 to 4
Total	...	Rs. 52 to 59 say 55 crores

The Department must, therefore, be geared up to be capable of planning, designing, executing and operating works of this magnitude, diversity and complexity, with the maximum possible efficiency and economy.

#### CHAPTER IV

##### Present Organisation of the Public Works Department and other Organisations concerned with the execution and management of Public Works.

4.01 The Mysore Public Works Department deals with the execution and maintenance of Public Works namely: Roads and Bridges, Buildings, Water Supply and Public Health Engineering Works, Major, Medium and Minor Irrigation Works and construction of Hydro-Electric Power Generation works. The Organisational set up of this Department is on functional basis at the highest level namely: at the Chief Engineer's level. Generally the regular charges of Superintending Engineers, Executive Engineers, Assistant Engineers and below are on territorial basis and include the construction and maintenance of all roads, buildings and Minor Irrigation works within the respective territorial jurisdictions. However, in respect of Special works such as execution and maintenance of Major and Medium Irrigation works, construction of Bridges, Public Health Engineering Works, Construction of Hydro-Electric Projects, the duties and charges of Superintending Engineers, Executive Engineers and Assistant Engineers and below are also functional.

4.01 There are 6 Chief Engineers in the State Public Works Department with the following charges:

- |   |  |
|---|--|
| (1) Chief Engineer, Communications and Buildings, Bangalore.                            | In charge of execution and maintenance of Roads, Bridges, Buildings and Development of Minor Ports of the State. He is also in charge of the general establishment matters of the whole Department.                                    |
| (2) Chief Engineer (General), Bangalore.  | In charge of Minor Irrigation and Public Health Engineering Works of the State.  |
| (3) Chief Engineer, Irrigation (South), Bangalore.                                      | In charge of the execution and maintenance of Major and Medium Irrigation Projects in the South Zone of the State.   |
| (4) Chief Engineer, Irrigation (North), Dharwar.  | In charge of the execution and maintenance of Major and Medium Irrigation Projects in the North Zone of the State.   |
| (5) Chief Engineer, Investigation of Hydro-Electric and Irrigation Projects, Bangalore. | In charge of Investigation of Hydro-Electric and Irrigation Projects of the State. In Addition, he is also in charge of the execution (balance works) and maintenance of the Civil Engineering Works of the Sharavathi Valley Project. |
| (6) Chief Engineer, Hydro-Electric Construction Projects, Bangalore.                    | In charge of the construction of Hydro-Electric Power Generation Projects of the State and of main transmission to the principal distribution Centres.   |

In addition there is a Chief Architect with the rank and pay of a Chief Engineer associated with the Communications and Buildings Zone. He is responsible for the Architectural design of all buildings constructed in the State.

4.03 Each Chief Engineer is assisted by a number of Superintending Engineers each of whom is in charge of a Circle. The circles under the administrative control of Chief Engineer, Communication and Buildings have territorial jurisdictions extending generally over 2 or 3 Districts. The Superintending Engineer in charge of these circles are entrusted with the execution and maintenance of roads, Bridges, Buildings and Minor Irrigation Works.

4.04. The following circles are under the control of the Chief Engineer, Communications and Buildings and are in charge of the construction and maintenance of Roads, Bridges, Buildings and Minor Irrigation and also the operation of the Minor Irrigation Works in the Districts mentioned against each:

- (1) Bangalore Circle with 7 Divisions in Bangalore, Tumkur and Kolar Districts.
- (2) Mysore Circle with 7 Divisions in Mysore and Mandya Districts. In addition, this Circle is in charge of the operation and maintenance of the Krishnarajasagar Dam and Visvesvaraya Canal.
- (3) Shimoga Circle with 6 Divisions in Shimoga, Chikmagalur, Chitradurga and Hassan Districts.
- (4) Dharwar Circle with 5 Divisions in Dharwar and North Kanara Districts. In addition, this Circle is dealing with the Development of Minor Ports in North Kanara District.
- (5) Belgaum Circle with 4 Divisions in Belgaum and Bijapur Districts.
- (6) South Kanara Circle with 3 Divisions in South Kanara and Coorg Districts.
- (7) Gulbarga Circle with 6 Divisions in Gulbarga, Raichur, Bellary and Bidar Districts.

The Chief Engineer (General) exercises technical control over the Superintending Engineers of the abovementioned circles only in respect of Minor Irrigation works in their respective charges.

4.05 The Chief Engineer (General) has under his control, both administrative and technical, two Public Health Engineering Circles, one at Bangalore with four Divisions and the other at Dharwar with four Divisions. These two Circles are in charge of the execution and maintenance of Public Health Engineering Works, throughout the State, except the Water Supply and Sewerage Works of Bangalore City.

4.06 The Chief Engineer, Irrigation (South) has under his control the following circles in charge of the works mentioned against each.

(1) Tungabhadra Reservoir Circle, Munirabad with 4 Divisions. Operation and maintenance of the first 20 miles of the Tungabhadra Left Bank Canal and Tungabhadra Low Level Canal, upto the Mysore State Border, Construction of the Distributaries of the Tungabhadra High Level Canal and the execution of Hagaribommanahalli Medium Irrigation Projects.

(2) Tungabhadra Canal Construction Circle—Yermarus with 4 Divisions. Maintenance and operation of Tungabhadra Left Bank Canal downstream of mile No. 20 and maintenance, repairs and operation of Kakanala Project and Rajoli Bunda Diversion Scheme.

(3) Bhadra Canal Circle, B. R. T. Colony with 5 Divisions. Completion of construction of the remaining works of Bhadra Project as well as operation and maintenance of the Bhadra Dam, Bhadra Reservoir Right Bank and Left Bank Canals, Tunga Anicut Right and Left Bank Canals and Jambadahalla and Bijjur Irrigation Projects.

(4) Kabini Project Circle, Mysore with 3 Divisions. Execution of the Kabini Dam and Canals and of Suvernavathy Projects, operation and maintenance of Nugu and Chikhole and Hebballa medium Irrigation Projects.

(5) Hemavathy Project Circle, Hassan with 4 Divisions. Execution of Hemavathy and Harangi Projects.

(6) Mysore Engineering Research Station, Krishnarajasagar with 3 Divisions. This station carries out studies on Basic and Fundamental Research, Hydraulic studies on models and Prototypes of Dams, Marine works and makes recommendations on problems in Hydraulic and structural design of works all over the State.

4.07 The Chief Engineer, Irrigation (North) is in charge of the following Circles entrusted with the works mentioned against each:

(1) Ghataprabha Project Circle—Hidkal with 6 Divisions. Execution of Hidkal Dam and maintenance and operation of the Ghataprabha Left Bank Canal.

(2) Malaprabha Project Circle—Saundatti with 4 Divisions. Execution of Malaprabha Dam and Canals.

(3) Upper Krishna Project Circle—Almatti with 4 Divisions. Execution of Almatti and Narayanapur Dams and Canals thereunder.

(4) Central Mechanical Organisation—Dharwar with 3 Workshop and Mechanical Divisions catering to the needs of Hidkal, Malaprabha and Upper Krishna Projects.

4.08 The Chief Engineer, Investigation of Hydro-Electric and Irrigation Projects has under his control the following Circles:

(1) Sharavathi Valley Project Circle—Kargal with 2 Divisions. This Circle is in charge of the execution of the remaining Civil Engineering Construction works and maintenance of Sharavathi Valley Project Civil Engineering Works.

(2) Irrigation Investigation Circle—Mysore with 2 Divisions. This Circle deals with the Investigation of Major and Medium Irrigation Projects.

(3) Irrigation Investigation Circle—Yermarus with 3 Divisions. This Circle deals with the Investigation of Major and Medium Irrigation Projects.

Besides this, there are 2 Investigation Divisions with Headquarters at Dharwar and Kargal under the direct control of Chief Engineer. These Divisions deal with the Investigation of Hydro-Electric Projects which have a total power potential of about 1-3 Million Kilowatts. The chief among them being the Kalinadi Hydro-Electric Projects

4.09 There are two Circles under the Chief Engineer, Hydro-Electric Construction Projects for the execution of the Sharavathi Valley Project stages II and III, one at Jog Falls and the other at Shimoga. The Superintending Engineer (Electrical) Sharavathi Valley Project, Jog is looking after the execution and maintenance of the Electrical works at Jog, while the Superintending Engineer (Electrical) at Shimoga is exclusively in charge of all Transmission lines and Receiving Stations. This Circle looks after the maintenance of the Power Stations at Bhadra Dam and Tungabhadra Dams also.

4.10 The Executive unit of the Department is a Division headed by an Executive Engineer, who is responsible for the execution and management of all works within his Division. Usually there are 4 to 5 Divisions under each Circle and the jurisdiction of each regular Division of the Communications and Buildings Zone is generally half a District or a District. According to the existing set up, there is more than one regular P. W. D. Division in all the District except Hassan, Bellary, Bidar and Coorg Districts. However, in each District there is a separate Division or Sub-Division dealing with Public Health Works. There are also separate Divisions and Circles for the construction of Major and Medium Irrigation Works. Under each Division there are a number of Sub-Divisions headed by Assistant Engineers, whose jurisdiction in the case of regular divisions is generally one taluk. A chart showing the Organisation of each of different zones of the P.W.D. and the several Divisions and Sub-Divisions in the Districts is appended (Appendix V).

4.11 The expenditure under "Works" for the Public Works Department under all heads is expected to be of the order of Rs. 46 crores during the current year 1968-69. Out of this Rs. 37 crores will be under original works and the balance under maintenance and repairs and investigation. About 41% of this expenditure will be in the zone of the Chief Engineer, Communications and Buildings, whilst the remaining 59% will be in the remaining 5 zones as shown in the following table.

**EXPENDITURE 1968-69 (As per budget)**

	Original Works (Rs. in lakhs)	Maintenance and Repairs (Rs. in lakhs)	Investigation (Rs. in lakhs)
1	2	3	4
1. Chief Engineer, Communications & Buildings. Works.	1,387.00	450.00	...
National Highway.	25.00	29.00	...
2. Chief Engineer, Minor Irrigation & Public Health	577.50	232.81	...
3. Chief Engineer, Irrigation (North)	519.00	11.96	...
4. Chief Engineer, Irrigation (South)	462.00	123.04	...
5. Chief Engineer, Investigation of Irrigation & Hydro-Electric Projects. (Sharavathi Hydro-Electric Project)	114.25	7.00	57.75
6. Chief Engineer, Hydro-Electric Construction Projects	580.23	3.38	..
Total	3,664.98	857.19	57.75
Original works	Rs. 3,664.98 lakhs		
Maintenance & Repairs	857.19 lakhs		
Investigation	57.75 lakhs		
Total allocation for 1968-69 (as per budget)	Rs. 4,580 lakhs		



### Designs Organisation

4. 12 At present there is a Designs Organisation working directly under the control of each Chief Engineer. This Organisation usually consists of one Superintending Engineer assisted by an Executive Engineer, 2 or 3 Assistant Engineers and 5 or 6 Junior Engineers. All important Designs are prepared in the Central Designs Organisation on the basis of the field data furnished by the executive staff. The Superintending Engineer (Designs) is usually also in charge of the Planning and Statistical Wings of the Chief Engineer's Office.

### Central Mechanical Organisation

4. 13 A considerable amount of heavy construction machinery and mechanical equipment are in use for carrying out the major and medium irrigation projects. It is customary for such machinery to be hired out to contractors for the execution of works pertaining to the project, the machinery being maintained, repaired and operated by Departmental personnel and suitable rental on hourly or daily basis recovered from the contractor as laid down in this contract agreement. There is a Superintending Engineer in charge of the Central Mechanical Organisation at Dharwar under the Chief Engineer, Irrigation (North). This Organisation is responsible for the maintenance, repairs of the existing machinery and procurement of new machinery for the projects. Besides this, the Superintending Engineer is expected to co-ordinate the working of the construction machinery on all the Irrigation Projects of the State and arrange to divert machinery from one project to another whenever there is need. There is no such mechanical Organisation for the other Chief Engineers. There are Regional P. W. D. Workshops at Bangalore, K. R. S., Belgaum, etc, where routine repairs and maintenance of vehicles are attended to.

4. 14 There is no separate cadre of Mechanical Engineers in the P. W. D. Mechanical Engineers are recruited along with Civil Engineers and are borne on a common cadre and their confirmation and promotion to senior posts are governed by their relative seniority in the common cadre. There is no bar to either a Civil or a Mechanical Engineering being appointed to regular charges in the Communications and Buildings and other zones whether such charges deal with Mechanical or Civil Engineering work, although as far as possible a Mechanical Engineer is posted to a Mechanical Engineering charge and a Civil Engineer to a predominantly Civil Engineering charge.

4. 15 One of the important organisations concerned with the execution and management of public works outside P. W. D. is the Bangalore Water Supply and Sewerage Board. This is an autonomous body which is dealing mainly with the proposed scheme for the supply of drinking water to Bangalore from Cauvery river. Besides this the board is also in charge of the maintenance and operation of the existing water supply and sewerage works of Bangalore including assessment and collection of charges therefor.

4. 16 The maintenance and operation of old Hydro-Electric Power Generation Stations and distribution and sale of power throughout Mysore State including the construction, maintenance and operation of the transmission and distribution system required therefor is now carried out by the Mysore State Electricity Board and is therefore no longer in the charge of the Public Works Department.

## CHAPTER V

**Broad Functional Classification of Public Works Department of Mysore State**

5.01 The Public Works Department of Mysore is one of the major Departments of the Government. This Department is responsible for the execution, maintenance and operation of most of the basic engineering works required for the development of the State. It deals with the planning, investigation, execution and maintenance of all types of public works namely roads, bridges, buildings, water supply and Public Health Engineering Works, major, medium and minor irrigation works, Hydro-electric power generation works and construction of transmission lines to main distribution points. At present the Department comprises of the following functional zones each in charge of a Chief Engineer.

- (1) Communication and Buildings.
- (2) Minor Irrigation and Public Health.
- (3) Construction of Medium and Major Irrigation Projects.
- (4) Investigation and Planning of Irrigation and Hydro-Electric Projects.
- (5) Construction of Hydro-Electric Power Generation Projects.

5.02 As mentioned in the previous chapter the organisational set up is functional at the Chief Engineers' level; but it is territorial at the level of Superintending Engineers and below in respect of Buildings, Highways and Minor Irrigation Works. In the case of major and medium irrigation works, Public Health Works and construction, maintenance and operation of Hydro-Electric Projects the charges are functional even at the level of Superintending Engineers and below.

5.03 Service cadres however are common for the entire Public Works Department and personnel can be and are transferred from one zone to the other. Superintending Engineers, Executive Engineers, Assistant Engineers and others who are working in the regular P.W.D. namely, those who deal with the Roads and Buildings and the Minor Irrigation are under the dual control of the Chief Engineer, Communications and Buildings and the Chief Engineer (General); while such staff are under the administrative control of the Chief Engineer, Communications and Buildings they are under the technical control of the Chief Engineer (General) in respect of minor irrigation works only.

5.04 The work entrusted to the Public Works Department falls broadly into the following distinct functional categories.

(a) Highways concerned with traffic surveys and the design, construction and maintenance of Highways including sub-grades, surfacing, inter-sections, culverts, viaducts (Bridges) etc., to suit the nature and extent of traffic envisaged over each road or section thereof.

(b) Buildings, includes planning to serve, most effectively, the purpose for which each building is required, most economical structural design keeping in view materials locally available, architectural treatment with due consideration to the neighbouring structures and landscape, construction and maintenance of all public buildings.

(c) Water supply and Drainage Works planning design and construction of water works and sewerage systems for inhabited areas, includes works for storage, purification, transmission and distribution of domestic and industrial water supply and treatment, disposal of sewerage and sullage.

(d) Irrigation—utilisation of the available flow of rivers and streams by construction of storage and diversion works, pumping stations, canals and distributory channels, including regulators, falls, cross drainage works, etc., to carry such waters to the crops needing irrigation. Utilisation of sub-surface flow by the construction of power driven tube well would also come under this category.

Irrigation projects are usually sub-divided into major, medium and minor works depending on the magnitude and cost of works involved in each project.

(e) Hydro-Electric Works-includes the harnessing of natural falls and rapids in rivers or streams or between one river and another to generate power by the construction of dams, storage reservoirs, power channels (with tunnels where required) penstocks, power station structures, hydraulic turbines and generators, etc., and the transmission of the power generated to important distribution centres by the construction of step-up sub-stations, extra high tension transmission lines and distribution sub-stations, switching stations, etc.

5.05 It would be obvious that the engineering work involved in each of the abovementioned functional categories is of a different nature, and requires specialised experience and knowledge in each particular branch to keep abreast with the rapid advance both in technology as well as in construction practices. Under the present organisation of the P. W. D. such specialisation is difficult to achieve. In view of the magnitude and complexity of work still to be done in each of the abovementioned categories of Public Works in Mysore State, it is considered essential to introduce, as soon as possible, conditions by which specialisation, at least in the major functional branches, may be achieved. The most effective functional distribution of work of the Public Works Department would be:—

- (1) Highways, which is a specialised branch of engineering itself.
- (2) Buildings and Public Health Engineering – Both are concerned with the engineering structures for the provision of civic amenities.
- (3) Maintenance and operation of Irrigation Works including construction of Minor Irrigation Works.
- (4) Investigation, Planning, Design and Construction of Major and Medium River Valley Projects for Irrigation. Hydro-Electric power generation, or multipurpose, including storage, diversion and regulation works, power channels, canals, hydro-electric power stations, maintenance and operation of the dams, reservoirs diversion works, canals, etc.

5.06 The division of the Department into four such separate branches at the present juncture would not be advisable nor is it considered necessary until the volume of work in all of these branches has increased sufficiently as a result of provision of the necessary financial and other resources. It is considered sufficient at present to bifurcate the Department into two separate Departments namely :

- (1) Communications, Buildings and Public Health Engineering ; and
- (2) Irrigation and Hydro-Electric Power Generation.

5.07 The work of these branches is already separated at the level of Chief Engineers. At the level of Superintending Engineers and below too the work is separated in respect of Public Health Engineering, Construction of Major and Medium Irrigation Projects and Hydro-Electric Projects construction work.

5.08 Only in the case of construction, maintenance and operation of Minor Irrigation works and the maintenance of a few old medium irrigation works there are no separate divisions, sub-divisions and circles as the work is carried out by the regular Communications and Buildings Divisions. Sub-Divisions and Circles within whose territorial jurisdiction the minor works in question lie. In the case of the maintenance and operation of the Krishnarajasagar Dam and Visvesvaraya Canal there are separate Divisions and Sub-Divisions but these are under the charge of Superintending Engineer, Mysore Circle along with the Buildings and Communications work. Adjustment of Divisional, Sub-Divisional and Circle charges would therefore have to be made only in respect of the regular Circles, Divisions and Sub-Divisions numbering 7, 36 and 196 respectively, in the Communications and Buildings zone which carry out both the Communications and Buildings and Minor Irrigation Works.

5.09 Bifurcation of the Public Works Department as proposed above would require :

(a) re-adjustment of Circle, Divisional and lower charges at present involving work of both functional departments to ensure that each charge comprises of works of one of the two above-mentioned categories and is placed under one administrative charge.

(b) Categorisation of *permanent* members of the present combined cadres on the basis of their suitability and experience of the different types of works and, as far as possible, to post them to charges involving corresponding duties and responsibility. They might, however, be allowed to retain their rights in both the Departments in accordance with their merit and seniority in the combined cadre.

(c) Temporary members of the combined cadres with more than 10 years total continuous service in the Department may also be treated similarly to the permanent members as, it is understood, a large number of temporary personnel with long years of service in the Public Works Department have not yet been made permanent.

(d) Temporary personnel with less than 10 years total service in the Department may be given the option of declaring the Department in which they would like to serve and they may be posted accordingly as far as possible keeping in view their experience and suitability. Such personnel when posted to one Department would be eligible for confirmation and promotional opportunities in that Department only. However, the option of one change of Department in the case of such personnel may be permitted if persons junior to them in the combined list of temporary personnel become eligible for confirmation or promotion in the other Department.

(e) New recruits may be selected separately for each Department and posted to such Departments accordingly. They will not be eligible for confirmation or promotion in the other Department.

5.10 The Mysore Public Works Reorganisation Committee 1957-58 had expressed the view that division of the Public Works Department on a function basis was inadvisable except at the top level. Their recommendations in this connection is reproduced below:

“After examining all these Reports and after considering the pros and cons of the different set-ups, we are of the view that the division of the Department on a functional basis should, if at all, be AT THE TOP LEVEL, and that the Superintending Engineers, Executive Engineers and Assistant Engineers should be only on a territorial basis, provided, however, that our recommendation to set up a separate organisation for investigation and designs at the centre is accepted. In case the workload becomes heavy due to additional or special works, separate Sub-Divisions or Divisions may be created, depending upon the workload, and attached to the respective territorial officers.”

5.11 Conditions have changed considerably since 1958 when this report was written. The activities and achievements of all the branches of the P. W. D. has increased considerably since then as also the number of divisions and Sub-Divisions in each district. Most of the major States of India and even many of the smaller ones have found it necessary to have more than one separate functional branches of the Public Works Department and usually Communications and Buildings Departments are separate from Irrigation Department.

5.12 The disadvantages of such functional division as envisaged by the Mysore Public Works Department Reorganisation Committee 1957-58 are given below, along with comments thereon taking the present day conditions into account.

<i>Disadvantages envisaged 1957-58</i>	<i>Comments</i>
(1) Due to shortage of Technical Personnel in the country, it would not be possible to fill up the separate	There is no shortage of technical personnel now. Moreover, it is not necessary to fill up separate departments with personnel who have previously specialised in the work of that Department. The

departments from top to bottom with technical personnel who have specialised in that particular field of engineering.

specialisation in the case of routine maintenance and ordinary construction is not derived from academic training but by continued and prolonged experience in the work of each type. In the case of designs and research or major construction work, too, specialisation is attained by experience supplemented by special training and study, obtained mainly after joining the Department. Hence it would not be difficult to man the separate Departments with suitable personnel who would acquire the necessary specialisation both in maintenance, major and minor construction design, etc., by continuous working in the Department.

(2) As technical personnel with practically the same qualifications would have to be recruited to the different departments there would be much discontent, even amongst new recruits, due to prospects for promotion, etc., varying widely amongst the Departments.

The new recruits would join the Departments knowing full well that they would have their chances of promotion in that Department only and could not be discontented if in another Department chances of promotion happen to be better at any particular time. This condition prevails in all separate Departments everywhere and one cannot blame any one for less promotional opportunities in a Department which one joined of one's own choice.

(3) Separation of the existing cadres into separate ones for each Department would result in much more discontent amongst the personnel already employed in the Department and the Departments would get involved in settlement of service matters instead of carrying on with their work.

In the case of staff already in the combined cadres of the whole Department, the difficulty would not arise in view of the measures recommended in Para—above, as no permanent incumbent or a temporary one with some length of service in the Department need suffer any disadvantage. Even temporary personnel with less service would have one chance of correcting any mistake made in their initial choice.

(4) The separate departments would be competing for the available contractors labour and materials which are all in short supply with the result that rates and costs of construction would increase.

Here again the position is not expected to be unfavourable as compared to present conditions. If supply of contractors, labour materials is less than the demand, prices would increase whether the work is in one department or is divided into two or more. The only remedy against contractors increasing rates due to excessive demand for them is to start work departmentally or by piecework contracts at realistic schedule of rates, which could be taken by engineering graduates and/or diploma holders many of whom are unemployed at present. Moreover, even now Communications and Buildings contractors tender for work on major and medium irrigation projects and *vice versa*.

5.09 Bifurcation of the Public Works Department as proposed above would require :

(a) re-adjustment of Circle, Divisional and lower charges at present involving work of both functional departments to ensure that each charge comprises of works of one of the two above-mentioned categories and is placed under one administrative charge.

(b) Categorisation of *permanent* members of the present combined cadres on the basis of their suitability and experience of the different types of works and, as far as possible, to post them to charges involving corresponding duties and responsibility. They might, however, be allowed to retain their rights in both the Departments in accordance with their merit and seniority in the combined cadre.

(c) Temporary members of the combined cadres with more than 10 years total continuous service in the Department may also be treated similarly to the permanent members as, it is understood, a large number of temporary personnel with long years of service in the Public Works Department have not yet been made permanent.

(d) Temporary personnel with less than 10 years total service in the Department may be given the option of declaring the Department in which they would like to serve and they may be posted accordingly as far as possible keeping in view their experience and suitability. Such personnel when posted to one Department would be eligible for confirmation and promotional opportunities in that Department only. However, the option of one change of Department in the case of such personnel may be permitted if persons junior to them in the combined list of temporary personnel become eligible for confirmation or promotion in the other Department.

(e) New recruits may be selected separately for each Department and posted to such Departments accordingly. They will not be eligible for confirmation or promotion in the other Department.

5.10 The Mysore Public Works Reorganisation Committee 1957-58 had expressed the view that division of the Public Works Department on a function basis was inadvisable except at the top level. Their recommendations in this connection is reproduced below:

“After examining all these Reports and after considering the pros and cons of the different set-ups, we are of the view that the division of the Department on a functional basis should, if at all, be AT THE TOP LEVEL, and that the Superintending Engineers, Executive Engineers and Assistant Engineers should be only on a territorial basis, provided, however, that our recommendation to set up a separate organisation for investigation and designs at the centre is accepted. In case the workload becomes heavy due to additional or special works, separate Sub-Divisions or Divisions may be created, depending upon the workload, and attached to the respective territorial officers.”

5.11 Conditions have changed considerably since 1958 when this report was written. The activities and achievements of all the branches of the P. W. D. has increased considerably since then as also the number of divisions and Sub-Divisions in each district. Most of the major States of India and even many of the smaller ones have found it necessary to have more than one separate functional branches of the Public Works Department and usually Communications and Buildings Departments are separate from Irrigation Department.

5.12 The disadvantages of such functional division as envisaged by the Mysore Public Works Department Reorganisation Committee 1957-58 are given below, along with comments thereon taking the present day conditions into account.

<i>Disadvantages envisaged 1957-58</i>	<i>Comments</i>
(1) Due to shortage of Technical Personnel in the country, it would not be possible to fill up the separate	There is no shortage of technical personnel now. Moreover, it is not necessary to fill up separate departments with personnel who have previously specialised in the work of that Department. The

departments from top to bottom with technical personnel who have specialised in that particular field of engineering.

specialisation in the case of routine maintenance and ordinary construction is not derived from academic training but by continued and prolonged experience in the work of each type. In the case of designs and research or major construction work, too, specialisation is attained by experience supplemented by special training and study, obtained mainly after joining the Department. Hence it would not be difficult to man the separate Departments with suitable personnel who would acquire the necessary specialisation both in maintenance, major and minor construction design, etc., by continuous working in the Department.

- (2) As technical personnel with practically the same qualifications would have to be recruited to the different departments there would be much discontent, even amongst new recruits, due to prospects for promotion, etc., varying widely amongst the Departments. The new recruits would join the Departments knowing full well that they would have their chances of promotion in that Department only and could not be discontented if in another Department chances of promotion happen to be better at any particular time. This condition prevails in all separate Departments everywhere and one cannot blame any one for less promotional opportunities in a Department which one joined of one's own choice.
- (3) Separation of the existing cadres into separate ones for each Department would result in much more discontent amongst the personnel already employed in the Department and the Departments would get involved in settlement of service matters instead of carrying on with their work. In the case of staff already in the combined cadres of the whole Department, the difficulty would not arise in view of the measures recommended in Para—above, as no permanent incumbent or a temporary one with some length of service in the Department need suffer any disadvantage. Even temporary personnel with less service would have one chance of correcting any mistake made in their initial choice.
- (4) The separate departments would be competing for the available contractors labour and materials which are all in short supply with the result that rates and costs of construction would increase. Here again the position is not expected to be unfavourable as compared to present conditions. If supply of contractors, labour materials is less than the demand, prices would increase whether the work is in one department or is divided into two or more. The only remedy against contractors increasing rates due to excessive demand for them is to start work departmentally or by piecework contracts at realistic schedule of rates, which could be taken by engineering graduates and/or diploma holders many of whom are unemployed at present. Moreover, even now Communications and Buildings contractors tender for work on major and medium irrigation projects and *vice versa*.

(5) Specialisation is required only in planning and designs which can be set up at the top at State level or, at the most at Circle levels for some type of work. Construction and maintenance of works do not require any specialisation.

(6) As the result of separation, the changes of the executive personnel of the separate departments would overlap and would either have to be larger geographically or their workloads would be sub-normal. In the former case there would be less intensive supervision, waste of time in travelling and of money in travelling allowances; in the latter case there would be avoidable increase in establishment charges.

It is not correct to say that specialisation is not required in the case of construction and maintenance. maintenance of earth dams, masonry dams, weirs, barrages, spillways, sluices, gates, etc., which have to withstand pressure of water under considerable head and also erosion and abrasion due to flow of water at high velocity, is very different from the maintenance of buildings or roads. Similarly construction techniques of the former are different from those of the latter. Both of these have to be learnt by continuous experience on the respective types of works. In regard to designs and research, of course, greater specialisation is necessary by taking specialised training and study.

As explained already, this question does not arise in the case of the construction of major and medium projects both Irrigation and Hydro-Electric which even now are carried out, by separate zones, nor to Public Health Engineering works for which too there are separate Circles, Divisions and Sub-Divisions. The question would arise only in the case of minor irrigation works which are carried out by Communications and Buildings Divisions in their respective territorial jurisdictions. Here too, it is found that at present there are 36 Divisions for 19 Districts and even these Divisions are overloaded with work. Many Districts have 2 Divisions and 10 to 12 Sub-Divisions. In such districts it would not be difficult to separate the work of Minor Irrigation and Communications & Buildings into two separate Divisions each with the number of sub-divisions justified by its workload. This would not increase sub-divisional jurisdictions excessively nor would it result in lack of supervision. Only in a few districts like Coorg, the workload of each will not justify a division. In such districts functional separation need not be done until workload increases sufficiently to justify one Division for each function, either independently or in conjunction with maintenance and operation of major and medium Irrigation Projects at present under construction. In regard to overlapping of jurisdiction this is unavoidable and has to be faced in the interests of efficiency of proper execution, maintenance and operation of the minor irrigation works for the benefit of cultivator needing irrigation facilities. Jurisdictions invariably overlap in respect of personnel of different Departments posted to any district or area.



5.13 The bifurcation of the Public Works Department into two separate Departments, viz :

- (1) Communications, Buildings and Public Health Engineering Department, and
- (2) Irrigation and Hydro-Electric Power Generation Department

is therefore recommended.

5.14 The Communications, Buildings and Public Health Engineering Branch will have two zones.

- viz, (a) Highways (Communications) Zone,  
and (b) Buildings and Public Health Engineering Zone.

5.15 The Irrigation and Hydro-Electric Power Generation Department will comprise—

- (a) Irrigation Maintenance and Minor Irrigation Zone,
- (b) River Valley Projects Construction Zone or Zones - the number will depend on the number of Major Projects undertaken at a time and the average annual allocation of funds therefor. The zone or zones required for the construction of Electrical portion of Hydro-Electric Projects would also come under this item and
- (c) Planning and Investigation of River Valley Projects whether, Irrigation, Hydro-Electric or Multipurpose, Central Designs Organisation and Research.

5.16 The Organisational structure of each of these Departments and Zones is dealt with in a subsequent Chapter.

---

## CHAPTER VI

### Designs Organisation

6.01 At present there is a separate Designs Organisation directly working under the control of each of the Chief Engineers, except the Chief Engineer (General) who is in charge of Minor Irrigation and Public Health Works. The Designs Organisation consists of one Superintending Engineer assisted by an Executive Engineer, 2 or 3 Assistant Engineers and 5 or 6 Junior Engineers. The main function of the Designs Organisation should be to prepare detailed Designs construction drawings and technical specifications of important works under execution in the zone, on the basis of the field data received from the Executive Officers. This Design Organisation should also prepare standard design criteria for the design of other works in Superintending Engineer's and lower offices.

6.02 In most of the Chief Engineer's Offices, the Superintending Engineer in charge of the Central Designs Organisation is usually associated with the Planning, Statistics, Tenders and other miscellaneous works. As the result of saddling the Central Designs Organisation with other miscellaneous jobs, the main work of preparation of designs is liable to receive inadequate attention. In order to overcome this defect, it is desirable to keep the Designs Organisation independent of other miscellaneous works and to entrust it with only the job of working out designs and the preparation of technical specifications and detailed working drawings.

6.03 It is also necessary to post to the Designs Organisation personnel with good knowledge of Engineering theory and practical and special aptitude for original work.

6.04 In the initial stages of an Engineer's service he should be given intensive practical training by posting him on different types of Departmental work for a year or two at a time such as construction, maintenance and operation, Research or Designs, to find out the type of work for which he is best suited. If he is found more suitable for designs he may be posted to Central Designs. Having selected proper men for these jobs, they would have to be continued in this Organisation with a view to securing continuity of design practice and to get full advantage of their experience. In case they become due to get promotions, they might, if they have been doing exceptionally well in designs, be retained in the Central Designs Organisation by providing supernumerary promotion posts. Normally a good design Engineer should be retained in the Design Organisation for 5 to 7 years at a time and, thereafter, he may be sent to works for some time to get experience of field work and conditions.

6.05 With a view to attract and retain the requisite type of personnel with specialised knowledge, it is necessary to give them some incentive by way of special pay. It is understood that at present special pay of Rs. 75 per month is being paid to the Superintending Engineers, Executive Engineers and Rs. 15 per month to the Junior Engineers, whilst Assistant Engineers who are working in the Designs office do not get any special pay. Moreover, the present rate of special pay paid to the staff of the Central Designs Organisation appears to be inadequate considering the amount of study and application that is necessary before taking up the work of designs which is arduous and responsible in nature. Considering all these aspects, the following rates of special pay are recommended to the various categories of Engineer Officers, who are in charge of Designs work in the Central Designs Organisation.

Superintending Engineers	...	Rs. 100	p.m.
Executive Engineers	..	Rs. 75	p.m.
Assistant Engineers	—	Rs. 50	p.m.
Junior Engineers	...	Rs. 25	p.m.

6.06 It is needless to mention that the Engineers working in the Central Designs Organisation should be men with high technical knowledge and ability, who have kept themselves abreast of the latest developments in Engineering theory and Technology. With a view to give them facility for reference there must be a well equipped library containing the latest technical literature on the branches of engineering with which they are concerned. Further, selected officers may be sent to important projects in India, and abroad too if necessary, so that they could observe and study how specific difficult engineering problems have been successfully encountered. This applies to Engineers engaged on Construction work too. The Chief Engineers may be empowered to send staff working under them, including Gazetted Officers upto the rank of Superintending Engineer, to visit Projects or Design Organisations where similar type of works are being constructed or designed to study at first hand the design and construction methods adopted there. This power is exercised by Chief Engineers in several other States. The sanction of Government for such deputations within India should not be necessary, but Government might be required to be kept informed of the issue of such sanctions and the total cost to Government in travelling and daily allowance on this account may be restricted to, say Rs. 10,000, in any financial year in any one Department.

6.07 When Engineers are trained in special subjects in India or abroad, full advantage should be taken of their specialised training by posting them to charges where there is scope for the application of such knowledge. Persons who have acquired Post-Graduate Degrees, Diplomas or specialised training in India or abroad may be allowed a special pay as an incentive provided they are posted in charges where their specialisation can be made use of.

6.08 In order to derive the full benefit from specialisation in designs and to secure pooling and continuity of design experience and standardisation of design practices all over the State, there should be a Central Design Organisation for each of the two Departments into which the Public Works Department is recommended to be bifurcated. The Central Design for the Communications Buildings, and Public Health Engineering Department would present no problem as there would be only one office for the two zones and the present arrangement could continue with suitable additions to cope with increased work load of Public Health Engineering Zone.

6.09 In the Irrigation Department a Central Design Organisation would be most useful for the preparation of designs in respect of the Planning Investigation and Construction of River Valley Projects for the development of Irrigation, Hydro-Electric Power, etc. The ideal arrangement would be to have one Central Design Organisation at Bangalore with small design cells of that Organisation located at the Major Project sites to keep in touch with construction developments and design needs and to obtain the required Designs, etc., from the Central Organisation in time to fit in with this Construction programme and targets. This Central Designs Organisation along with Irrigation Research, Investigation of River Valley Projects and Central Mechanical Organisation could be under the seniormost Chief Engineer. Apprehension has been expressed that such an arrangement would be liable to lead to practical difficulties in the co-ordination of the design work of different construction zones and particularly those located far away from the Central Design office, such as the Irrigation Project (North) zone. A beginning might, therefore, be made with a Central Design Organisation at Bangalore to cater for the needs of the Investigation and Planning and Minor Irrigation Zone, the Irrigation Projects (South) Zone and the Civil Engineering work of Hydro-Electric Construction Projects. The existing Designs staff at Dharwar in the Irrigation Projects (North) Zone might continue to work as Central Designs Organisation for Projects in that zone and may have to be strengthened suitably when the work of Upper Krishna Project detailed Designs are taken in hand.

6.10 The Design Officers of the two organisations should, however, meet frequently, discuss their common problems and proposed solutions and try to achieve standardisation in design criteria and procedures.

6.11 The Central Design Organisation of the Communications, Buildings and Public Health Department should be responsible for the issue of designs, specification and Drawings of Buildings, Bridges and other structures connected with highways, designs and specifications of roads to suit the volume and nature of traffic. This organisation would also prepare and issue designs specifications and drawings of all Public Health Engineering Works dealt with by the Department.

6.12 The architectural design and drawings of buildings with general detailing are at present issued by the Chief Architect whilst structural designs, specifications and fully detailed working drawings are prepared in the Chief Engineer's Design Organisation.

This arrangement might continue except that the Chief Architect's office might co-ordinate with the Chief Engineer, Design Organisation to issue fully detailed working drawings and specifications with details of all architectural features including service aspects. The Chief Architect would also advise on the Architectural treatment of important hydraulic structures executed by the Irrigation Department such as Dams, Power Houses, Barrages, Weirs, etc., on request by the Chief Engineer concerned.

For all this additional work the Chief Architect has asked for some additional staff costing about Rs, 50,000 per year which is recommended for sanction with slight modifications indicated below :—

6.13 The Central Design Organisation of the Communications, Buildings and Public Health Engineering Department and the Chief Architect's offices are recommended to be as follows :—

*Chief Engineer's Design Organisation*

Superintending Engineer (Designs) ...	...	...	1
Executive Engineer (Designs) ...	...	...	2
Technical Assistants (Designs) ...	...	...	4
Junior Engineers ...	...	...	12
Head Draftsman ...	...	...	
Tracers ...	...	...	5
Stenographer ...	...	...	1
Typists ...	...	...	2

*Chief Architect's Office,*

Deputy Architects ...	...	...	2
Assistant Architects ...	...	...	4
Junior Engineers ...	...	...	
Architectural Assistants ...	...	...	4
Architectural Draftsman ...	...	...	8
Draftsman ...	...	...	
Model Maker ...	...	...	1
Tracers ...	...	...	3
Photostat Operator ...	...	...	1

In addition he should have Ministerial and Class IV personnel as at present.

6.14 The Central Design Organisation in the Irrigation Department at Bangalore may be as follows :—

Superintending Engineer (Designs)	...	...	...	3
Executive Engineer (Designs)	...	...	...	3
Assistant Engineers (Designs)	...	...	...	9
Junior Engineers	...	...	...	22
Head Draftsman	...	...	...	1
Draftsman	...	...	...	
Tracers	...	...	...	8
Stenographers	...	...	...	4
Typists	...	...	...	2

6.15 The Design Organisation at Dharwar may comprise :

Superintending Engineer (Designs)	...	...	...	1
Executive Engineer (Designs)	...	...	...	1
Assistant Engineers (Designs)	...	...	...	3
Junior Engineers	...	...	...	9

6.16 Electrical designs of Hydro-Electric Construction Projects Zone would be carried out in the Chief Engineer's Office for which he has combined staff.

---

## CHAPTER VII

**Mechanical Organisation**

7. 01. It is understood that at present there is no separate Mechanical Engineers cadre in the Public Works Department. A degree in Civil or Mechanical Engineering equally qualifies an Engineer for recruitment to the Department. It follows that at the time of recruitment, candidates who are otherwise considered suitable would have to be selected for recruitment according to assessment of their relative merit and irrespective of whether they were Civil or Mechanical Engineers and irrespective of the numbers of Civil and Mechanical Engineering charges vacant. On recruitment, therefore, Mechanical Engineers, might have to be posted to Civil Engineering charges and *vice versa* although, as far as possible, Mechanical Engineers are posted to charges pertaining to Mechanical Engineering Work. The arrangement is hardly satisfactory. The correct practice would be to recruit only as many Mechanical Engineers and other personnel as are required for Mechanical Engineering Work and to post them for such work only. This would mean the formation of a separate Mechanical Engineering Cadre which would be very small and promotional opportunities would be too limited to attract personnel of the requisite calibre.

7. 02. The P. W. D. is a predominantly Civil Engineering Department and the Mechanical Engineering Work comprises only the procurement, operation and maintenance of construction machinery and equipment and transport vehicles. In the Buildings and Communications zone, Construction Machinery comprises simple equipment such as concrete mixers, road rollers, asphalt heaters and mixers and also aggregate crushing and screening equipment. Knowledge of Mechanical Engineering of a high degree is not required for this. In the Public Health Engineering Department, water supply and underground drainage installations include pumps and other permanent Mechanical equipment whilst for construction the usual building construction machinery are required. Here again the requirement of Mechanical Engineers is very limited. In the Irrigation Department, Heavy Earth-moving machinery such as tractors, dozers, scrapers, dumpers, shovels, rollers, etc., are now usually employed for the construction of earth dams and embankments, and concrete mixers crushing and screening plants, cranes and other concrete placement equipment, vibration, etc., are used for the construction of concrete and masonry dams, spillways, etc. Efficiency in the maintenance and operation of the heavy construction machinery plays an important part in the cost and time required for the construction of major projects and, therefore, personnel with good knowledge of Mechanical Engineering and practical experience in the maintenance, repairs, overhauling and operation of these types of equipment are required, temporarily, during the construction period of such works. If contractors engaged on construction have equipment of their own and use these on the work entrusted to them, then the department do not have to operate such equipment nor would require any personnel therefor. Such cases should, however, be rare on major irrigation projects, particularly, for large earth dam construction.

7.03 Repairs and overhauling of such machinery and equipment cannot usually be done in private workshops and properly equipped workshops must therefore be maintained at suitable places in the State for the repairs of the comparatively smaller equipment used on roads and building works.

7.04 It would hardly be possible, however, to take the heavier earth-moving equipment to such regional workshops for repairs or overhauling. Fairly well-equipped workshops must therefore be maintained at major Irrigation Project sites to keep the equipment in efficient operation. Competent Mechanical Engineers and other Mechanical Personnel and Technicians are required to man these workshops.

7.05 It is expected that construction of River Valley Projects would continue in this State for a number of decades to come, so it can safely be assumed that the requirement of Mechanical Engineering Personnel and Technicians to man the regional and field workshops and also for operating these construction machines and equipment would continue for a long time to come. The sequence of construction operations on major projects could be so planned that trained personnel and machines on completion of work on one project could move to another Project requiring their services.

7.06 Comparatively smaller regional workshops have been established in the Communications and Buildings Zone at Krishnarajasagara and Belgaum under the local Executive Engineers. These are reported to have been successful in keeping the road building and other machinery in the neighbouring divisions in good repair and efficient operation. Each of these workshops is headed by an Assistant Engineer (Mechanical). Two more such workshops might with advantage be started in the State at or near Gulbarga and Shimoga respectively.

7.07 Heavy earth-moving machinery in operation at Ghataprabha and Malaprabha Projects are maintained repaired and operated by a Mechanical Engineering Division at each project who have a repair workshop at Hidkal and Saundatti respectively. There is also a Mechanical Engineering Division for Upper Krishna Project at Narayanapur and a Mechanical Engineering Division has also been sanctioned for the Hemavathi Project. Repair workshops would have to be established at both these sites as soon as the tempo of construction work increases. A Superintending Engineer, Mechanical, with some Mechanical staff is in charge of the three Divisions in the North zone. He could also exercise general technical supervision over the work of the Mechanical Engineering Division at Hemavathi Project and also arrange for the procurement of spare parts, co-ordination of operation by transfer of machinery and operating personnel from one project to another according to relative needs and to ensure that these are kept in proper repair.

7.08 If and when work of operation maintenance and repairs of Mechanical equipment increases further due to simultaneous construction of some major hydro-electric projects, it would become necessary to have another Superintending Engineer, Mechanical, and also a Chief Engineer to co-ordinate the activities of Mechanical Engineering units on all Projects.

7.09 Some Mechanical Assistant Engineers have represented that they should be promoted to posts of Executive Engineers, Mechanical, although the Civil Engineer Seniors in the common cadre of Assistant Engineers are not yet due for promotion. They are not, however, prepared to have the Mechanical Engineers' cadre separated as this would make them ineligible for promotion to Civil Engineering Divisions when their turn in orders of seniority comes.

7.10 Thus the present requirement of Mechanical Personnel in the Public Works Department may be taken to be not more than 1 Superintending Engineer, 4 Executive Engineers, 26 Assistant Engineers, 92 Junior Engineers.

For this small cadre the average annual rate of recruitment of Mechanical Engineers would be of the order of 1 to 2 only and promotional opportunities would be few. The formation of a separate Mechanical Engineering cadre in the P.W.D. does not therefore appear feasible unless and until the work expands further and the present arrangement would have to continue although this is not very satisfactory. The recruitment of Mechanical Engineers to the Department might however be limited to not more than 2 Junior Engineers per year on the average so that there might be sufficient mechanical posts for them to be posted to. Such recruitment might also not be started unless vacancies in the Mechanical Engineers' posts in the Department are expected due to retirements or deputation or creation of new posts.

7.11 The practice prevails at present on some of the Major Projects to hire out heavy earth-moving equipment to contractors for the execution of work entrusted to them on the Project. These machines are operated by the Department and hourly or daily rent as may be provided in their contract agreement is charged from them to cover depreciation, interest, pay of operators, cost of repairs and overhauling, fuel and lubricants, etc. This arrangement is unsatisfactory when the Department owns, maintains and operates the machines for the execution of the work, there is no point in recovering rent from the contractors and paying it back to them with the addition of profit. The work might as well be done departmentally and the Contractor's profit saved. Moreover this arrangement is liable to lead to complaints, disputes as the Contractor might claim compensation on the ground that the machines were not being operated efficiently by the Departmental Operators and that the hourly or daily output assumed by him when tendering for the work was not being achieved on this account. It is, therefore, recommended that the practice should be discontinued and that, where the Department owns the requisite construction machinery and is in a position to operate these efficiently for the execution of any substantial part of the Project, such work might be done departmentally instead of hiring the machinery out to the Contractor. If, in any case, it becomes absolutely necessary to operate the machine for the contractor then the basis of recovery from him should be the quantity of work executed and not the number of hours or days of operation.

---

## CHAPTER VIII

### ACCOUNTS ORGANISATION

8.01 At present the compilation of accounts and primary audit of Public Works transactions at Divisional level is carried out by an Accounts Superintendent borne on the cadre, and under the administrative control of the Controller of State Accounts. The Account Superintendent is assisted by a number of 1st and 2nd Division Accounts Clerks. The Accounts Clerks were also under the administrative control of the Controller of State Accounts but, recently, they have been transferred to the Public Works Department under the Chief Engineer. A Chief Accounts Officer under the Controller of State Accounts is attached to the Office of the Chief Engineer, Communications & Buildings who is in charge of the Public Works Department establishment. The Chief Accounts Officer expected to exercise General supervisory and disciplinary control over the Accounts Superintendent and looks after their posting, transfers, disciplinary action, etc.

8.02 The Accountant General has been pressing for a long time for the transfer of the Accounts Superintendents to his establishment and under his administrative control, in consonance with the practice prevailing in most other States of India. He emphasises that it is not possible for him to discharge his responsibility for the preparation and compilation of the State Accounts, in respect of the comparatively large expenditure incurred in Public Works Department, unless the Accounts Superintendents (or Divisional Accountants) are under his administrative control. He has expressed the view that the large number of audit objections and financial and accounts irregularities that are brought to notice by his auditors at present would be minimised and the divisional accounts would be better maintained as the result of placing the Accounts Superintendents under his charge. Orders of Government transferring the Accounts Superintendents to the Accountant General have not however issued yet.

8.03 The Account Clerks and Account Superintendents have represented that their prospects in service would be badly jeopardised by the transfer of Account Superintendents to the Accountant General's establishment. They say that either both should be placed under the Chief Engineer or both retained under the Controller of State Accounts, so that their chances of promotion, confirmation, etc., might not be adversely affected.



8.04 Whether Account Superintendents be under the Chief Controller of State Accounts, or under the Accountant General, the responsibility for preparation and compilation of Accounts would rest entirely with the Executive Engineer who would be held responsible not only for irregularities, accounting mistakes, etc., but also for delays in submission of Accounts. In other words, although the Executive Engineer is responsible to arrange for the preparation and compilation of the Divisional Accounts through the Account Superintendent, he has no administrative or Executive control over the latter. The Divisional Accountant (or Account Superintendent) on the other hand can claim that he is unable to perform his duties properly as, neither the Account Clerks nor the Sub-Divisional staff is under his control. This is a highly anomalous position and can work satisfactorily only by personal co-operation and mutual trust amongst local staff as well as of the higher Officers of the different departments involved which is often liable to be lacking. Even in States where the Divisional Accountants are under the Accountant General there are numerous irregularities audit objections which take lot of personnel time to rectify.

8.05 The best arrangement would, therefore, be for the Departmental Account Organisation to be under the Chief Engineer who might have a Senior or Chief Accounts Officer, attached to his office to supervise the work of the Divisional Accounts. The Chief Accounts Officer as well as Divisional Accountants might belong to the cadre either of the Accountant General, or of the Controller of State Accounts (preferably the latter), but should be posted on deputation to the Department. The Executive Engineer would be in executive control of the work of the Divisional Accountant but disciplinary control would vest in the Chief Engineer in consultation of the authority to whose cadre the Divisional Account would belong. The Accountant General could carry out more detailed audit of the accounts of the Divisions and the Chief Accounts Officer attached to the Chief Engineer would also be required to inspect and report on the State of Accounts in the Divisions.

8.06 If the Account Superintendents are transferred to the Accountant General, the main function of the Chief Accounts Officer at present attached to the Chief Engineer, Communications and Buildings Office would have gone. He might, in that case, be withdrawn and an Accounts Officer might be retained on deputation to each of the zonal offices of the two Departments of P.W.D. to help the Chief Engineer in accounts matters and to see that the audit objections and irregularities pointed out by the Accountant General are rectified without delay. Post of an Accounts Officer has accordingly been provided in the Organisation charts of the Chief Engineer's Offices of each Department, except that no officer has been shown in Irrigation Projects Zone (North) where there is a Chief Accounts Officer already.

8.07 On the construction of some of the major projects such as Bhadra, Sharavathi, Ghataprabha and Malaprabha Projects, a system of pre-audit has been introduced. The Chief Accounts Office is located at or near the project area and all the bills prepared in the project Divisions are passed on to his office for payment after pre-audit. In addition there is concurrent hundred per cent post-audit by the Accountant General's Resident Audit Office which is also located nearby. This arrangement is said to result in delays in settlement of bills of Contractors and, particularly so, in the case of the Divisions located far away from the Chief Accounts Office, for instance Canal and Distributary Construction Divisions. It also results in no savings in establishment costs as each Division has to maintain full establishment of Account staff, for preparation of bills maintenance of Contractor's Ledgers, work abstracts, register of works, etc., and also compile and submit monthly accounts to the Chief Accounts Officer for compilation and transmission to the Accountant General. In addition, the Divisions require some additional staff to meet the Chief Accounts Officer's objections, if any, immediately to avoid delays in payment. In spite of this, when objections cannot be completely removed, a state of dead-lock is reached, which is very detrimental to the progress of work. The position would be worse where the Divisions are located away from the Chief Accounts Office.

8.08 The system of central accounting and payment on projects could be applied with economy and efficiency only in respect of the construction of large concentrated works at one site such as Dams, Spillways, etc. On such construction works, there would be a number of Divisions functioning each for a different portion of the work. In such cases, the accounting arrangement could be centralised so that no accounts need be maintained in any of the Divisions but measurements of works and bills thereof duly passed would be sent to the Central Accounts Office, where these could be checked and payments made. Accounts could also be maintained and compiled centrally, but divisionwise, and the position in regard to estimate-wise expenditure by each Division could be communicated to the Executive Engineers concerned. The responsibility for maintaining the accounts would then only devolve on the Central Accounting Officer which might be headed by a Chief Accounts Officer who would be placed under the Chief Engineer of the Project. This system has been adopted on some of the Major Projects such as Ramaganga Dam in Uttar Pradesh and is recommended for adoption in case it is considered necessary to continue the pre-audit system. In any case the system should not be applied to works and Divisions located far away from the Chief Accounts Office, which might deal only with the concentrated works located at one site.

8.09 It would also be necessary, for the successful application of this or any other system that both Engineers in charge of the work as well as the Accounts Office realise that the common object before them is the completion of the work in hand most efficiently, expeditiously and economically. It would, therefore, be necessary for both to co-operate fully, not only in the maintenance of accounts properly in meticulous details but also in seeing that in maintenance of proper accounts strictly according to the rules the construction of project itself is not jeopardised. The officers in charge of construction, on the other hand, should see that financial accounts and procedural irregularities are avoided to the maximum extent possible and where these are unavoidable, to explain the position to the Chief Accounts Officer and obtain his assistance for maintaining the progress of the construction of the project whilst at the same time rectifying any irregularity in accounts or procedure as quickly as possible.

## CHAPTER IX

### Organisational Pattern of the two Departments

#### 9.10 A. Norms of Work Load.

At present day cost of materials and labour the undermentioned norms for the average annual work load of a division for different types of works are recommended:

##### 9.101 (A) Original Works.

- (1) Execution of original works pertaining to Roads and Buildings Rs. 72 lacs per annum for a Division and Rs. 12 lacs for a Sub-Division.
- (2) Construction of minor irrigation works Rs. 40 lacs per Division and Rs. 10 lacs per Sub-Division.
- (3) Construction of major and medium irrigation projects.
  - (a) Dams and main canals Rs. 50 lacs per Division and Rs. 10 lacs per Sub-Division.
  - (b) Branch Canals distributaries and minors Rs. 30 lacs per Division and Rs. 7.5 lacs per Sub-Division.
- (4) Public Health Engineering Works  
Construction—Rs. 40 lacs per Division; and  
Rs. 10 lacs per Sub-Division.
- (5) Hydro-Electric Construction Work.

For Civil Engineering Works, the norms may be same as for major irrigation works.

For Electrical Works norms may be the same as may be in force in the State Electricity Board for similar works.

For projects the construction of which takes several years to complete, the number of Divisions and Sub-Divisions required over the whole period of construction should be worked out on the basis of the norms adopted above and the total number of Division and Sub-Division years permissible should be distributed over each year of construction according to relative requirement for each such year. This is necessary as, both in the years of preparatory as well as in the concluding stages of construction, much more establishment would be required than would be justified by the overall norms; whereas during the years of peak construction the average workload per Division and Sub-Division would be higher than the norms. The minimum average workload per division in any year after commencement of construction operations on any such major Projects may be taken as half the normal workloads indicated above.

(B) Maintenance and Repairs.

(1) Maintenance and repairs works of roads (Highways) Rs. 50 lacs per Division per annum and Rs. 10 lacs for Sub-Division. (It would be better to fix maintenance norms for highways by the mileage of different types of roads per Division and Sub-Division).

(2) Maintenance and operation of Major, Medium Irrigation Works Rs. 24 lacs per Division and Rs. 6 lacs per Sub-Division. (Here again, it would be better to fix the norms by mileage of channels of different types per Division and Sub-Division, special works such as Dams, Barrages, weirs, etc., being allowed for separately).

9.103 For Departmental execution, the norms of workloads mentioned above may be reduced by 33 1/3% both in the case of original works as well as of repairs.

9.104 For application of these norms to Divisions carrying out works with different norms the norms for each type would be applied to the workload of that type and the fractional number of divisions required arrived at. If the total of these fractions is near about 1.0 the Division would be deemed to have normal workload. If it is more than 1.0 but less than 1.5 or 1.6 additional Sub-Divisions would be given according to Sub-Divisional norms. If it exceeds 1.6 normally it would be split up into two Divisions. If the total be 0.8 or less the number of Sub-Divisions would be reduced similarly or if it is less than 0.6 it would be amalgamated with a neighbouring division.

9.105 In the event of substantial increase or decrease in the cost of construction of works due to variation in cost of materials, labour, etc., the norms would have to be adjusted proportionately. In the case of maintenance works, however, norms should be adjusted only to the extent maintenance grants are increased or decreased on this account.

9.106 In the report of the P. W. D. Reorganisation Committee 1958, the average workload of a Division was stated to be Rs. 30 to 35 lacs per year and that of a Sub-Division as Rs. 5 to 7 lacs per year. These figures were based on the actual workloads of the regular divisions of the P. W. D. for the 3 years 1955-56 to 1957-58. The Divisionwise figures varies from an annual average of Rs. 10 lacs per annum for K. R. S. (Maintenance and operation of an irrigation work) to about Rs. 60 lacs for Bangalore, Hassan and Vidhana Soudha Divisions in old Mysore area. The average of Rs. 30 to 35 lakhs per year was for all types of work and did not differentiate

between construction and maintenance works which have different norms nor amongst construction and maintenance works of different types such as buildings, roads, dams, scattered works at out of the way places, maintenance and operation of minor works, etc., which must have widely different norms of workload. Moreover, cost of works has also gone up by at least 50% since then. The norms proposed now are on the basis of workloads attained at a number of regular Communications and Buildings Divisions for which figures were available and from experience of variation between different types of work. These are considered to be reasonable and do not err on the low side.

9.20 B. *Communications, Buildings and Public Health Engineering Department.*

9.201 The total expenditure to be incurred on Communications and Buildings (including maintenance but excluding establishment charges) in 1968-69 would be about Rs. 1900 lacs and on Public Health Engineering Works and maintenance would be about Rs. 300 lacs (excluding establishment charges but including Rs. 80 lacs expected to be met out of L. I. C. Loan). The total workload of the Communication, Buildings and Public Health Engineering Department would therefore be of the order of Rs. 22 crores which would need two zones. Even as it is, the Buildings and Communications zone is much too heavy for one zone. In consonance with the rational functional division of the Public Works as indicated in Para. 5.05 it is proposed that this Department have two zones, viz: (1) Highways zone with a workload of Rs. 1137 lacs (excluding establishment charges) and (2) Buildings and Public Health Engineering Zone, workload Rs. 1054 lacs excluding establishment charges).

9.202 If Government decide to take over the maintenance and operation of water supply and sanitation schemes of all District Headquarters and other important industrial townships, as indicated in a para 3.064 then Public Health Engineering would also have to be separated from the Communications and Buildings Department and either formed into a separate Department of Government which might take over Bangalore Water Supply too, or the entire Public Health Engineering Works of the State, including the Bangalore Works, might be entrusted to a single reconstituted State Water Supply Board. The former is considered preferable. In either case, considerable economy would be effected by fully utilising the Chief Engineer and other senior technical staff already available in the Bangalore Board. The separate Divisions and circles for Public Health Engineering Work under the Chief Engineer, Buildings and Public Health Engineering may therefore be continued as far as practicable and efforts might be made gradually to man these with technical personnel who have had adequate experience on such works and/or who have taken special training or qualification in the subject.

9.203 In case the total workload of the Department falls below Rs. 15 crores per year due to the curtailment of the construction programme or the separation of the Public Health Engineering Work, or both, then the two zones may again have to be amalgamated into one. In this case, therefore, although the zones would be functionally divided at the Chief Engineer's level, the Circles and Divisions might continue to be territorial as at present and would carry out both Buildings and Communications Work in their respective jurisdiction as at present.

9.204 The Department should also have a Central Design Organisation with sections for Communications, Buildings and Public Health Engineering Works and a common office. The senior Chief Engineer would be treated as the Head of the Department and should be in charge of the establishment of the Department.

9.204 (a) The Architectural Organisation should also remain in this Department under the Chief Architect.

9.205 As the establishment of the two Departments would be separated and managed by the seniormost Chief Engineer in each Department, the additional establishment at present attached to the Chief Engineer, Communications and Buildings Office would be divided between the two Departments.

9.206 On the basis of the norms indicated in Para (9.10) and the workloads of the respective Zones indicated in Para 4.11 the number of Divisions and Sub-Divisions for Buildings and Communications work in this Department works out at 28 and 165 territorial Divisions and Sub-Divisions, respectively. In addition there would be 9 Divisions and 37 Sub-Divisions including 1 Division and 4 Sub-Divisions for (investigation of rural water supply works) for Public Health Engineering works. There would be 7 Circles for this work, 5 of which would be for Buildings and Communications and 2 for Public Health Engineering works. A chart showing the organisation of the Department and the typical staffing patterns of each unit thereof is appended. (Appendix VI)

9.30 C. *Irrigation and Hydro-Electric Power Generation Department :*

9.310 (1) Maintenance of Irrigation Works and Minor Irrigation Zone.

9.311 This would be under one Chief Engineer who would be responsible for maintenance and operation of all major, medium and minor irrigation works and construction of minor irrigation works. Tungabhadra and Bhadra Major projects are already under operation, but some construction work still remains to be done on these. This work, which is being carried out by 2 Circles on the former and by one Circle on the latter under the Irrigation Projects (South) zone will have to remain in that zone for about 2 years until the construction works are finished. Krishnarajasagar and Visvesvaraya Canal Divisions which are also under the Chief Engineer, Irrigation Projects (South) might, however, be transferred to this zone. As more and more medium irrigation projects come into operation the work of this zone would go on increasing. It would also have to take over the maintenance of Civil Engineering works of the Hydro-Electric Construction Projects. If and when the Ayakat of the major, medium and minor irrigation projects under operation increases beyond 50 lacs acres, the zone would have to be split up into two territorial zones.

9.312 For the next two years after separation, however, the workload of this zone would be comparatively light and it is therefore, proposed to add planning and investigation of irrigation Projects too along with the Central Design Organisation to his zone, as that zone would also have somewhat lighter load until the tempo of investigations is increased again. The workload under irrigation maintenance and minor irrigation in this zone during the current financial year would be Rs. 395.50 lacs under original works and Rs. 195.24 lacs under maintenance. On the basis of the norms proposed, this would require 18 Divisions and 72 Sub-Divisions. At present there are 4 Divisions for investigation of minor irrigation projects covering the whole State. With the formation of separate Divisions for minor irrigation these 4 investigation Divisions would not be necessary as each minor irrigation Division would have the investigations carried out within its jurisdiction, which usually would be limited to one District. However each Executive Engineer would have to be given one additional Assistant Engineer for minor Irrigation investigation work. In addition, the Krishna ajasagar Dam. Division and the Visvesvaraya Canal Division with a total of 5 Sub-Divisions would come to this zone. Thus the total number of Divisions and Sub-Divisions in this zone for irrigation maintenance and minor irrigation would be 20 and 95 respectively for which there would be 4 circles.

9.313 The investigation and planning work to be transferred to this zone for the next 2-3 years would have 2 circles, 5 Divisions and 20 Sub-Divisions. Thus the total number of circles, Divisions and Sub-Divisions in this zone would be 6, 25 and 115, respectively. A chart showing the organisation of the Department and typical staffing patterns of the different units thereunder is appended. (Appendix VII) The Central Design Organisation which would also be attached to this zone for the next 2/3 years would in addition have the staff outlined in Chapter VI and also shown in the chart mentioned above.

The four circles required for minor irrigation might be located at Bangalore, Mysore, Dharwar and Raichur. The two irrigation Investigation Circles dealing with investigation of Major and Medium Irrigation Projects are at present located at Mysore and Yermarus, respectively, and these could continue.

9.320 (2) *River Valley Projects Construction zones.*

9.321 These zones would be responsible for the construction of major and medium river valley projects comprising irrigation, Hydro-Electric Power Generation, and/or multipurpose projects. In case large dams or storage reservoirs have to be constructed for supply of water to big cities or industrial establishments, the construction of such dams could also be entrusted to one of these zones. The number of such zones would depend on the number of major projects to be taken in hand simultaneously and the total average annual financial allocation that might be proposed for their construction. Generally an average annual outlay of Rs. 8 to 10 crores would justify a separate zone under a Chief Engineer, but in the preliminary stages of the construction of a major project expected to cost Rs. 100 crores or more, a separate Chief Engineer would be justified on a smaller annual outlay for a year or two for carrying out detailed construction, planning, designs, construction of access and other facilities, land acquisition, etc.

9.322 The total budget allocation of Rs. 9.81 crores only for original works and Rs. 1.35 crores for maintenance for the current financial year does not justify the continuance of two zones. It is understood, however, that it is intended to speed up the construction of major projects at present in hand in both the Krishna (including Upper Krishna Project Stage I) and Cauvery basins (Kabini, Hemavathi, etc.) and that additional funds would be made available during the current year followed by adequate allocations from 1969-70 onwards. If this be correct then both the zones might be retained for the present and the position reviewed by about December 1968 in the light of the funds position and the recommendations made above.

9.323 The maintenance and operation of the Tungabhadra and Bhadra Projects, including the remaining construction works of these two projects may continue in the Irrigation Projects (South) zone until the construction works are completed which may take about 2 to 3 years' time. The Mysore Engineering Research Station at Krishnarajasagara may also remain in this zone, but Krishnarajasagara Dam and Visvesvaraya Canal Divisions should be transferred to the Irrigation Maintenance zone as mentioned already.

9.324 The workload of the North Zone as given in the budget for 1968-69 is original works Rs. 519 lacs and irrigation maintenance works Rs. 11.96 lacs. According to the proposed norms the number of Divisions and Sub-Divisions in the North Zone should be 11 Divisions and 54 Sub-Divisions.

The total number of Divisions and Sub-Divisions in the zone at present are 18 and 74, respectively. Out of these, three are Mechanical and Workshop Divisions (for the operation, maintenance and repairs of all the construction machinery in operation) and one is drainage and research Division. The total number of Sub-Divisions thereunder is 15. Thus the number of Divisions and Sub-Divisions available for executing the Ghataprabha, Malaprabha and Upper Krishna Projects are 14 and 59, respectively. Out of these, there is one quality control division with 2 Sub-Divisions which has neither any works expenditure nor usual full divisional staff. There are also two rehabilitation Divisions with 5 Sub-Divisions each and two divisions with 7 Sub-Divisions engaged on surveys for the dam and canals of Upper Krishna Project which is at present in the preliminary stage of construction. Thus the number of Divisions and Sub-Divisions actually available for regular construction and maintenance workload mentioned above, is 9 Divisions and 40 Sub-Divisions which is considered justified. It is suggested, that the quality control division be abolished and replaced by a quality control cell attached to the Superintending Engineer's Office and comprising 1 Executive Engineer, 2 Assistant Engineers and 6 Junior Engineers. A chart showing the proposed organisation of this zone is appended (Appendix ).

9.325 The workload of the South Zone would be Rs. 462 lakhs for original works (out of which Rs. 100 lakhs is for construction of distributaries) and maintenance and repairs Rs. 123 lakhs (including K.R.S. and Visvesvaraya Canals). According to the proposed norms this would require 14 Divisions and 65 (excluding K.R.S. and Visvesvaraya Canals) Sub-Divisions which would justify about 3 Circles. Against this there are 5 Circles, 19 Divisions (excluding 3 Mechanical Sub-Divisions). It has already been mentioned that neither the total number of Circles and Divisions in the zone, nor the zone itself is justified on the basis of the existing allotments on the construction of projects in the zone, particularly in respect of Kabini, Hemavathi and Harangi. However it is expected that further allotments would be made available both during the current year, as well as in the next year, to enable the work on these projects to proceed in full swing it is recommended that the organisation be not disbanded for the present until some decision in regard to allotments is arrived at. A chart showing the establishment recommended to be retained for the present is appended (Appendix ).

### 9.33 *Hydro-Electric Projects Construction Zone :*

9.331 This zone is responsible for completing the construction of the remaining portion of Sharavathi Hydro-Electric Project (from surge shaft downstream) including main transmission lines, and also the maintenance and operation of the Hydro-Electric Power Generating Stations of Sharavathi and Bhadra Projects including Plant and equipment thereof. The construction of the Electrical portion of new Hydro-Electric Power Generating Stations would also be the responsibility of this zone. As a number of the older Hydro-Electric Stations are being maintained and operated by the Mysore State Electricity Board, the policy in regard to the maintenance and operation of the new and future stations would have to be decided by Government.

9.332 It is considered that the construction of new Hydro-Electric Projects should continue to be done by the Government, as the huge capital outlay involved, including the accumulation of interest during the period of construction can hardly be borne by the Electricity Board. During maintenance and operation too, the major Civil Engineering works such as dams, power channels, tunnels, etc., would require the attention of competent Civil Engineering personnel, even in the case of purely Hydro-Electric Projects operated by the Electricity Board. Such personnel of the requisite calibre would be difficult to recruit and retain in a predominantly Electrical Engineering Organisation, such as the Electricity Board. They would, therefore, either have to be obtained on deputation from the Irrigation Department or the maintenance of such works would have to be entrusted to the Irrigation Department. In the case of multipurpose projects, such Civil Engineering Works would of course, have to be maintained by the Irrigation Department.

9.333 In view of the points mentioned above, it is felt that it would be advisable to retain in the Public Works Department, the Construction as well as maintenance and operation of the Civil Engineering works of Hydro-Electric Power Generation Projects. The maintenance and operation of the main transmission lines from the power stations and the sub-stations could be done by the Electricity Board. In regard to the maintenance and operation of the power generation plant, the alternatives would be either (a) Government might own, maintain and operate these, generate power and sell to the Board at the bus bars or (b) the Generating Plant and all electrical equipment connected therewith might be transferred to the Electricity Board for operation and maintenance and they might be charged the cost of 'falling water' supplied to them for generating power. The latter alternative is considered preferable.

9.334 During the current financial year, the allocation of funds under works to the Hydro-Electric Construction Projects Zone is Rs. 5.84 crores only, which barely justifies the retention of the zone, only in view of the fact that the erection of all plant and machinery, both for power generation as well as for transmission and transformation, is being carried out departmentally. The position would have to be reviewed each year in the light of the decision of Government on the

question of the agency for maintenance and operation of Hydro-Electric Power Stations as well as the construction workload of this zone, which latter would be considerably, reduced on the completion of Sharavathi Valley Project Works unless some other major Hydro-Electric Project is taken in hand by that time. A chart showing the staff recommended to be retained in the zone is appended. (Appendix ).

*9.340 Investigation of Irrigation and Hydro-Electric Projects Zone:—*

9.341 This zone was formed in the year 1965 and is at present responsible for the maintenance and operation of some of the remaining Civil Engineering Works of Sharavathi Valley Project in addition to the Investigation of other major and medium irrigation and Hydro-Electric Projects. During the comparatively short period of its existence, much useful investigation work has been done by the zone, particularly on Kalinadi Hydro-Electric Project. It is, however, felt that, although it is very necessary and important to continue the work of investigation of future Projects to the maximum extent possible, the tempo of work can be slowed down somewhat at present, particularly in respect of major projects (except the Kalinadi Hydro-Electric Project), in view of the fact that it would hardly be feasible to take up the construction of any new major irrigation project until the projects already in hand were nearing completion. Investigation of medium and minor irrigation projects must, however, continue in full swing on account of the urgent need of water for irrigation.

9.342 Planning and Investigation for River Valley Projects comprises of the following:

(a) Study of the river basis, including Hydrology (assessment of dependable yield) frequency, magnitude and duration of floods variation in discharge from day-to-day and season to season, etc.) possible storage or diversion sites and areas where water is needed for irrigation, water supply, industrial purposes or hydro-electric power production; extent of benefits that might be derived thereby; and a tentative overall plan for the optimum utilisation of the available water resources of the State. In this connection, it is very important that records of gauges and discharges of all important rivers and streams in the State at appropriate locations should be available for as large a number of years as possible. Without this data, the planning and execution of projects must, to a large extent depend on guess work and works must either be designed ever-safe thus unnecessarily increasing capital cost, or these would be subject to the risk of disastrous failure.

(b) Preliminary reconnaissance of the possible project sites, elimination of those which are obviously unsuitable and fixation of priorities for further investigation of the remaining sites in consonance with the priorities dictated by the overall plan for optimum water use and based on the general policy of Government.

(c) Detailed investigation of selected sites in order of priority, including topographical and geological surveys of the project area, preparation of tentative layout plans of the works required and alternative sites therefor, sufficient surface and sub-surface exploration to establish physical feasibility, preparation of preliminary designs of the works comprised in the Project, including alignment of canals and distributaries, investigations in regard to availability and location of materials of construction and costs, access, camping and other construction facilities, preparation of preliminary estimates of cost of the project and benefits to be derived and preparation and submission of the feasibility report on the project.

(d) After the feasibility report is accepted and it is decided to take up the construction of the work further investigations would be required for preparing detailed designs and specifications of all the works, on the basis of thorough and detailed surveys and mapping of both surface and sub-surface features, and preparation of the detailed report with estimate of cost and financial statements for Administrative approval. This work should, however, be done by the project construction organisation which should be established at this stage and adequate funds and staff should be allotted under the head A-preliminary of the Project to enable it to carry out this work



as expeditiously as possible. Actual construction work should not, however, be started until the detailed Project is prepared on the basis of detailed designs and estimate and either formal administrative approval and expenditure sanction were received, or sanction of the competent authority were received to commence construction in anticipation of grant of administrative approval.

9.343 To ensure that the work of Planning and Investigation of River Valley Projects is effective and purposeful, it is necessary to prepare a comprehensive and detailed list of the items of work that have to be carried out under (a), (b) and (c) respectively in respect of each major river and its important tributaries and of each site selected as the result of preliminary reconnaissance. The annual programme and targets for each of the items of work listed should then be laid down in accordance with the amount of funds and establishment sanction and sanctioned and priorities and actual performance should be checked against the targets periodically and also at the end of the year.

9.344 It is considered that work on items (a) and (b) above must continue and particularly the gauging and discharge observations of rivers and streams. Under item (c) work on Kalinadi Project and one other major project of high priority and on all medium projects might continue for the present in view of the position explained. One out of the two Hydro-Electric Investigation Divisions, viz., the one at Kargal might therefore be abolished and its reduced work handed over to the other Division at Dharwar. It is felt that, in the circumstances, this zone with 2 Circles and 5 remaining Divisions might be combined with the Irrigation maintenance and Minor Irrigation Zone. By the end of the current financial year, the remaining Civil Engineering Works of Staravathy Valley Project are expected to be completed and any remaining work along with the maintenance and operation of all the Civil Engineering Work of the Project might be handed over to the Hydro-Electric Construction Project Zone. The Central Design Organisation of the Irrigation Department which should be formed about that time might then also be placed in charge of this combined zone. When the remaining construction work on Bhadra and Tungabhadra Projects are completed and initial development of irrigation has taken place by the end of financial year 1970-71, the maintenance and operation of these two projects, as well as of new medium and minor irrigation projects completed by that time, would devolve on the Irrigation Maintenance Zone. By that time, the construction work in the South Zone would also have come into full swing and the need for resuming a faster tempo on investigation work could be expected to arise. At that time, the Planning and Investigation Work along with the Central Designs Organisation and Research might be reformed into a separate zone to enable the State to be ready with new Projects for the V and subsequent plans in time.

9.345. The establishment requirement for this zone has accordingly been shown along with those of the Irrigation maintenance and minor Irrigation zone.

#### 9.40. IV. *General*

9.401. Although the establishment of the two Departments would be separated after bifurcation, permanent members as well as temporary members with long service in the present combined cadres of different categories would retain their relative positions and rights to promotion in both Departments. Inter-departmental transfers of personnel would therefore, continue for some years although by judicious adjustment such transfers might be reduced in future years. There would also have to be adjustments of works carried out by territorial divisions at present. The Board of all Chief Engineers functioning at present might therefore continue and meet whenever necessary to decide these matters and other matters concerning both Departments by mutual discussion. The seniormost Chief Engineer in the two Departments might continue to be the Chairman of the Board.

9.402. Section of the Board within each Department might meet more frequently as at present with the seniormost Chief Engineer in the Department as Chairman to decide matter effecting more than one zone, co-ordination of work of the different zones and other common matters. The seniormost Chief Engineer of each Department might deal with the establishment matter of the Department. Additional office establishment to deal with establishment matter of the P. W. D. at present attached to the Chief Engineer, Communications and Buildings Office would therefore be suitably distributed between the two Departments and be attached to the Office of the Senior Chief Engineer of each Department.

9.403. It is considered necessary to attach a Legal Assistant to each Department for the scrutiny, from the legal point of view, of tender documents, Contractor's claims and correspondence connected therewith, litigation connected with contracts, irrigation matters, etc. They might be graduates in Law with experience in handling cases in Court of Law, drafting legal instruments, etc. They might be Class II Gazetted Officers with a suitable pay scale.

9.404 The staff of the Research Organisation located at Krishnarajasagara cannot be determined by any standard norm. Its work can be sub-divided broadly into three functional sub-divisions, *viz.*, (a) Hydraulic research (b) Structural research and (c) Material Research. The research techniques to be adopted in these three Sub-Divisions are different and a small nucleus of research workers would have to specialise in the work of each group. If at any time work increases in any group men from the other groups can be added to the nucleus for coping with such work. Fundamental research work can be carried out in each Sub-Division which will give a constant load of work. The strength of the nucleus in each sub-division and additional staff required would depend on the volume of work to be handled regularly by the organisation. It is considered that staff engaged at present is necessary and adequate for the work in hand and may continue.

9.405 However scientifically the norms of workload may be worked out, there are bound to be variations amongst individual divisions due to variations in local conditions, scattered or concentrated nature of work, etc. The total number of Divisions, Sub-Divisions and Circles permissible in a zone or Department along with total staff required therefor according to standard staffing pattern might therefore be worked out on the basis of workloads of different types and corresponding approved norms and their distribution amongst individual Divisions, Sub-Divisions and Circles as proposed by the Chief Engineer may be accepted by Government and sanctions issued as long as the total numbers admissible according to norm is not exceeded.

9.406 The seniormost Chief Engineer in each Department would be the Head of that Department and the Departmental establishment would be in his charge. Other Chief Engineers would exercise the full powers of Chief Engineer and deal direct with Government in respect of the works in their respective zones. Matters pertaining to more than one Zone or to General Departmental policy would however be referred to the senior Chief Engineer who would take the matter up with Government if it is beyond the powers of sanction of Chief Engineers, after placing the item before the Departmental Board of Chief Engineers, if necessary.

## Appendix I

## PROCEEDINGS OF THE GOVERNMENT OF MYSORE, PUBLIC WORKS DEPARTMENT

*Subject*:—Reorganisation of the Public Works Department—appointment of an Adviser to the One-Man Pay Commission.

*Read*:—G.O. No. FD 52 BUD 67 dated 11th July 1967.

ORDER No. PWD 130 SCU 67, BANGALORE, DATED 5TH AUGUST 1967.

In the Government Order read above orders have been issued regarding the economy measures to be implemented by several Departments of Government. It has been directed therein that in the case of Public Works Department, the Department as well as the Public Works Secretariat, P.W.D. should arrange for an expert study of the present organisation and put up recommendations for economy in expenditure by suitable re-fixation of workload, etc., through the Pay Commission.

The Public Works Department was last reorganised in the year 1957 after considering the recommendations of a Committee appointed for the purpose at that time. Since then a number of changes have taken place and the activities of the Department have grown in a large measure as a result of the several projects taken up under the plan with consequent expansion in the size of the Department. It is felt that a stage is reached when the standards of workload, the pattern of staff, the administrative set up, the delegation of powers, etc., prescribed on the basis of the recommendations of the Re-organisation Committee have to be reviewed in the light of the changed conditions keeping in mind the need for economy in expenditure and also with a view to improving the efficiency of the Department. The expert advice of an eminent engineer in the country to achieve the purpose in view is necessary. The Pay Commission has suggested that the person to be entrusted with this work may be appointed as Adviser to the Commission.

Government are pleased to appoint Sri A. C. Mithra, Retired Chief Engineer, Uttar Pradesh as Adviser to the Pay Commission in connection with the re-organisation of the Public Works Department. The 'Terms and Conditions' of his appointment will be as follows:—

I. The appointment will be on contract basis and will be for a period of three months in the first instance.

II. He will examine the work of the entire Public Works Department and submit a report to the Pay Commission on the following points:—

- (1) Whether there is any need for re-adjustment of work of the various existing zones;
- (2) Having regard to the above, whether there is any need for re-adjustment, abolition or augmentation of Divisions and Sub-Divisions in the several zones.
- (3) Whether there is any necessity for enhancement of powers delegated to officers of the Public Works Department in charge of various Circles, Divisions and Sub-Divisions in the context of efficient execution/management.
- (4) To suggest ways and means for improving the working of the existing Central Mechanical Organisation with particular reference to the question whether it is economical for the Government to own the machines and give them on loan or hire to the Contractors.
- (5) Whether the Chief Engineers should act as Joint/Additional Secretaries to Government and if so consequent changes in the Public Works Secretariat;
- (6) On any other issues concerning Public Works Department referred to by the Commission from time to time, or deemed necessary by him with a view to achieving maximum efficiency and economy in the Department.

III. He will be paid a remuneration of Rupees One hundred and fifty only per day (Rs. 150), for actual days of work including study and examination of connected papers.

III (a) He will be paid travelling allowance and daily allowance as admissible to Grade I Officer of the Central Government including the air-travel or travel by air-conditioned class.

(b) His place of residence will continue to be at Lucknow, U.P. and no Daily Allowance will be admissible to him for stay at Lucknow. Travelling Allowance for Journeys to be performed from Lucknow to Bangalore and from Bangalore to Lucknow and back, not more than twice in each month during the period of appointment will be admissible to him in addition to Travelling Allowance and daily allowance for journeys that may have to be performed in connection with the work covered by this assignment.

IV. He will be provided with free accommodation in Bangalore. Daily Allowance at the usual rates will be admissible for the days of his stay at Bangalore subject to such deduction, as are laid down in the rules applicable to him on account of provision of free accommodation in Bangalore.

The Adviser will be provided with a Stenographer and a Peon during the period of assignment.

This Order issues with the concurrence of the Finance Department *vide* their U.O. No. FS. 4390, Dated 31-7-67.

By Order and in the name of the Governor of Mysore,

N. C. NARAYANASWAMY RAO,  
I/c. Under Secretary to Government,  
Public Works Department.

To

All the Secretaries to Government,  
The Secretary, Mysore Pay Commission,  
All the Chief Engineers of Public Works Department.  
The Accountant General, Mysore, Bangalore.  
Sri A. C. Mitra, Retired Chief Engineer of U.P. 1, Canal Colony, Lucknow, U.P.  
The Finance Department (Budget),  
Copy to the Weekly Gazette.

#### APPENDIX-II

A. C. Mitra  
Adviser,  
Pay Commission (PWD)  
No. ADV/MPC (PWD)/22-5/67

No. 1 Canal Colony,  
Lucknow (U.P)  
Dated 3rd October 1967.

Dear Shri.....

In connection with my work as Adviser to Pay Commission (PWD) I need urgently the following information.

1. Present Organisation of the Public Works Department.
  - (a) Organisational set up of the office of each Chief Engineer including the technical staff working directly under the Chief Engineer.
  - (b) Superintending Engineers under each Chief Engineer and their respective charges including staffing pattern of the office of each and technical staff working directly under each Superintending Engineer.

- (c) Number of Executive Engineers under each Superintending Engineer and their respective charges.
  - (d) Number of Assistant Engineers under each Executive Engineer.
  - (e) Number of Junior Engineers and Supervisors under each Executive Engineer.
2. Typical staffing pattern and organisation of Executive Engineer's Office and Sub-Divisions thereunder.
  3. No. of sanctioned posts of each category.
    - (a) Permanent, and
    - (b) Temporary.
  4. Workload of each Circle and Division.
    - (a) Monetary in the case of construction works, giving approximately physical quantum of work to be executed during the current year or actually executed during the past financial year,
    - (b) Physical quantum of works-in charge in the case of maintenance and operation, both (a) and (b) to be classified in accordance with type of works such as:
      - (i) Buildings Major
      - (ii) Buildings Minor
      - (iii) Highways and Roads
      - (iv) Major Bridges
      - (v) Irrigation Canals and distributary systems,
      - (vi) Head works major (including dams, barrages, weirs, tunnels, canal head regulation, etc.,)
      - (vii) Public Health Engineering Works.
    - (c) Investigation and planning of new works-brief description of work to be carried out during the current year and in the rest of the current plan period.
  5. Brief general description and salient features of irrigation works.
  6. Brief general description and salient features of each major irrigation and hydro-electric work under construction giving cost of each as per latest estimate, stage of construction expenditure incurred to end of previous year 1966-67 and anticipated date of completion.
  7. General description and salient features of Irrigation and hydro-electric work under preliminary investigation.
  8. General description and salient features of Irrigation and Hydro-Electric work under active and detailed investigation.
  9. Area irrigated and development thereof during the last 20 years (since 1947).
    - (a) By major irrigation work (Projectwise)
    - (b) By medium Irrigation work, and
    - (c) By minor Irrigation works.
 (If figures for 20 years are not available then figures may be given for as many years as are available).
  10. System of assessment and realisation of Irrigation rates and schedule of water rates at present in force.
  11. Powers (Financial and Administrative) vested with the officers of Public Works Department, at different levels. If these are given in some manuals or codes already published, reference thereto will be sufficient.

The information may kindly furnished at a very early date to enable me to complete my report in time. In case all the information is not readily available, as much of the information as is available may kindly be supplied by 18th October 1967 and the rest by the end of October 1967.

Yours sincerely,  
A. C. MITRA.

To

All the Chief Engineers of Mysore.

## APPENDIX II

**List of Projects visited by Shri A. C. Mitra, Adviser.**

1. Shimsha and Shivanasamudram Hydro-Electric Works.
2. Kabini Reservoir Project.
3. Krishnarajasagar including Mysore Engineering Research Station.
4. Yegachi (Medium Irrigation) Project.
5. Barehalla Project (Minor Irrigation).
6. Sharavathi Valley Project including Mahatma Gandhi Hydro-Electric Works and S.V.H.E. Generating Station.
7. Bhadra Project including Generating Stations.
8. Tungabhadra Project, its power houses and canals.
9. Hagaribommanahalli (Medium Irrigation) Project.
10. Ghataprabha Project.
11. Malaprabha Project.
12. Upper Krishna Project
  - Almatti Dam site
  - Narayanapur Dam site
13. Hemavathi Project (Major Irrigation).
14. Hiregatte Voddu (Minor Irrigation).
15. Harangi (Major Irrigation) Project.
16. Mangalore Harbour Project.
17. West Coast Road and Bridges Project.
18. Bandihalla Minor Irrigation Works.
19. Dasaraballi Tank Works.

## APPENDIX C

**Questionnaire sent to other States**

A. C. Mitra,  
Adviser to Pay Commission (PWD),  
Mysore State.

Room No. 228, Vidhana Soudha,  
Bangalore, Dated

No. ADV/MPC (PWD) /67

To

The Secretary to Government,  
Public Works Department,  
ANDHRA PRADESH/MADRAS/MAHARASHTRA/UTTAR PRADESH/and  
WEST BENGAL.

Sir.

This has reference to letter No. PWD 198 SCO 67, dated 27/9/1967 addressed to the Chief Secretary to Government of ANDHRA PRADESH/MADRAS/MAHARASHTRA/UTTAR PRADESH and WEST BENGAL by the Secretary to Government, Public Works Department, Government of Mysore, requesting you to permit me to collect some data regarding the working of the Public Works Department in the State of ANDHRA PRADESH/MADRAS/MAHARASHTRA/UTTAR PRADESH/WEST BENGAL. In this connection, I would like to have the information outlined

in the annexure to this letter. I shall be grateful if as much of the information as possibly could be made available to me when I come to Hyderabad/Madras/Bombay on my way from Lucknow to Bangalore or on my way back from Bangalore. If convenient to yourself and the Chief Engineers concerned, I would also like to call on you at that time and discuss the various aspects of organisation of the P.W.D. in your State which will be of great help to me in formulating my report and recommendations on the reorganisation of the P.W.D. of Mysore. The rest of the information could be made available to me on my next visit.

Thanking you,

Yours faithfully,

A. C. MITRA,

*Adviser,*

*Pay Commission (PWD), Mysore.*

#### ANNEXURE

1. Are all types of Public Works, such as Buildings, Highways and other Roads, Irrigation Works (major and medium), Irrigation Works Minor, Multipurpose River Valley Projects, Public Health Engineering Works, Shops and Mechanical Equipment, etc., in charge of one Public Works Department or under separate Departments or Branches.

2. A. If there are separate departments or branches for different types of works.

(a) What are these Departments or branches and their respective functions and organisations:

(b) Is each branch/department headed by a separate Chief Engineer :

(c) Is there more than one Chief Engineer in any of the branches/department and, if so, are they also designated as Chief Engineers or as Additional Chief Engineers:

(d) Are the cadres of similar categories of staff separate for each branch/department or are these combined into joint cadres, the personnel being interchangeable amongst the branches/departments.

B. If there is only one Department for carrying out all types of public works indicated in Para 1 above.

(i) Is it headed by one Chief Engineer or by a number of independent Chief Engineers.

(ii) If there is only one Chief Engineer who is also the Head of the Department, are the other Chief Engineers also designated as Chief Engineers or as Additional Chief Engineers or by some other distinctive designation.

(iii) Is the distribution of work amongst the different Chief Engineers/Additional Chief Engineers functional or territorial.

(iv) Is the distribution amongst Superintending Engineers, Executive Engineers, Assistant Engineers functional or on a territorial basis. If the latter, upto what level is the distribution territorial and does each territorial unit deal with all types of public works. If the distribution of work amongst the Chief Engineers is on a territorial basis, it is presumed that the distribution amongst lower staff would also be territorial. If this is the case, then is it found necessary to have separate specialist units within the Department to carry out or advice on Design, Research and major construction for each different type of work.

3. What is the normal physical and financial charge of each, Superintending Engineer, Executive Engineer, Assistant Engineer ?

4. Present organisational set up of the P. W. D.

4. (a) Organisational set up of the office of each Chief Engineer including the technical staff working directly under the Chief Engineer.
  - (b) Number of Superintending Engineers under each Chief Engineer and their respective charges, including staffing pattern of the office of each and the technical staff working directly under each Superintending Engineer.
  - (c) Number of Executive Engineers under each Superintending Engineer and their respective charges.
  - (d) Number of Assistant Engineers under each Executive Engineer.
  - (e) Number of Junior Engineers and Supervisors under each Executive Engineer and Sub-Divisions thereunder.
5. What is the mode of recruitment to the different categories of staff in each Department (Technical Staff)?
6. Are there any Superintending Engineers or Executive Engineers under the control of two or more Chief Engineers?
7. What is the administrative set up of workshop and mechanical organisation in the Public Works Department. Is there a single organisation catering to all branches of the P. W. D. or does each Chief Engineer have a separate unit under his control? If there is a single organisation for all branches of the P. W. D., what is the status of the head of such organisation and how is his work co-ordinated with that of the different branches of the P. W. D. requiring the services of the workshops and mechanical organisation?
8. What is the organisation for maintenance of Accounts of the P. W. Departments and/or its different branches.
- (a) Is there a separate Chief Accounts Officer or Comptroller of Accounts for the entire P. W. D.?
  - (b) Is there an Accounts Superintendent or Divisional Accountant in each Division?
  - (c) Who is responsible for the Divisional Accounts, whether the Executive Engineer or the Divisional Accounts Superintendent/Accountant?
  - (d) Is there a separate cadre of Accounts Clerks, or do the P. W. D. Clerks carry out accounting work too?
    - (i) If there is a separate cadre of Accounts Clerks how and what are the sources and procedures of recruitment to the account cadre? Are Accounts Clerks given promotion as Accounts Superintendents/Divisional Accountant and finally to Accounts Officers?
    - (ii) If there is no cadre of Accounts Clerks, are P. W. D. Clerks given promotion as Accounts Superintendents/Divisional Accountants or are Accounts Superintendents/Divisional Accountants and Accounts Officers obtained on deputation from the Accountant General's unit? What, if any, are the difficulties and advantages experienced under the present administrative set up and procedure for the maintenance of Accounts?
9. Is there a separate organisation for Designs and Research and, if so, is it combined for all branches of the P. W. D. or are there separate design organisations for each branch? In either case, what is the status of the head of each design Organisation and what is the organisational set up under him? In case there is no control design organisation, either for the entire P.W.D. or for each branch thereof, what is the arrangement for the preparation of designs for—
- (a) construction of major projects and
  - (b) construction of medium and minor projects, and
  - (c) normal maintenance, operation and extension and improvements of works in operation.



10. Who is the co-ordinating authority between different Chief Engineers? Is there a Board of Chief Engineers? If so, what are the duties and responsibilities of it?

11. Whether Chief Engineers are *Ex-officio* Secretaries or Joint or Additional Secretaries to Government?

12. What are the arrangements for assessment and collection of :

- (a) Irrigation revenue
- (b) betterment levy, if any, and
- (c) miscellaneous revenue

If possible a copy of the Schedule of Rates for each of the above items may please be supplied.

13. Was there any reorganisation of P.W.D. in your State say during the last twenty years? If so, what was the nature and the reason for reorganisation? What, if any, were the difficulties experienced while switching over to the reorganised set up, and what, if any, are the difficulties and/or advantages that are being experienced after reorganisation?

#### APPENDIX V

##### Statement showing the Hydro-Electric Projects and their power Potential.

<i>Name of Project</i>	<i>App. Power Potential</i>
1. Kalinadi Hydro-Electric Project	13,57,000 KW
2. Cauvery do	... 8,00,000 KW
3. Varahi do	... 3,00,000 KW
4. Bedthi do	... 2,25,000 KW
5. Sonda and Pottandahalla do	... 2,25,000 KW
6. Aghanashini Hydro-Elec. Project	... 3,00,000 KW
7. Barapole do	... 1,25,000 KW
8. Mahadayi do	... 1,30,000 KW
9. Sharavathi Tail Race	... 2,40,000 KW
10. Chakranadi Hydrel Project	... 75,000 KW
11. Netravathy do	... 2,00,000 KW
12. T. B. Left Canal Power Station, viz : Shivapur Mallapur, etc., Canal Drop Projects.	... 40,000 KW
13. Cauvery Valley-Kabini Dam power house scheme	... 16,000 KW
14. Ghataprabha Valley-Hidkal Dam Site Power house scheme.	... 24,000 KW
15. Hemavathy Valley-Hemavathy Dam (Gorur) Power house scheme.	... 20,000 KW
16. Krishna Valley-Power Development in Upper Krishna Valley.	... 1,75,000 KW
17. Various minor bulb units like Tunga bulb unit, Kargal bulb unit, Vanivilas bulb unit, K. R. S. bulb unit, etc.	... 1,00,000 KW

(Source :—Chief Engineer, Investigation of Irrigation and Hydro-Electric Projects)

## APPENDIX VI

**Chart showing the present Organisation in the different Zones of P. W. D. Zone of the Chief Engineer, Communications & Buildings, Bangalore.**

Names of Circles, Divisions, Sub-Divisions, etc., under the control of the Chief Engineer, Communications & Buildings.

		No of Sub-			Super-
		Divisions	A Es.	J. Es.	visors
<b>I. Bangalore Circle.—</b>					
1.	Bangalore Dn., Bangalore	9	10	25	41
2.	Buildings Dn., Bangalore	9	10	15	29
3.	Ramanagaram Dn., Ramanagaram	4	4	11	24
4.	Kolar Dn., Kolar	6	7	14	31
5.	Chikkaballapur Dn., Chikkaballapur	4	5	13	21
6.	Tumkur Dn., Tumkur	6	7	17	35
7.	Madhugiri Dn., Madhugiri.	5	6	13	28
<b>II. Mysore Circle</b>					
1.	Mysore Division, Mysore	4	5	10	38
2.	Buildings Dn., Mysore	3	4	15	12
3.	K. R. Nagar Dn., K. R. Nagar	4	5	17	50
4.	Chamarajanagar Dn., Chamarajanagar	4	5	16	33
5.	Mandya Division, Mandya	7	8	18	37
6.	Visvesvaraya Canal Dn., Mandya	3	4	8	31
7.	Krishnaragasagar Dn., K. R. S.	3	3	5	21
<b>III. Shimoga Circle</b>					
1.	Shimoga Dn., Shimoga	5	6	11	27
2.	Sagar Dn., Sagar	4	4	9	28
3.	Chikmagalur Dn., Chikmagalur	5	6	10	40
4.	Chitradurga Dn., Chitradurga	4	5	11	23
5.	Davanagere Dn., Davanagere	3	4	12	19
6.	Hassan Division, Hassan	8	9	17	52
<b>IV. Mangalore Circle</b>					
1.	Coorg Division, Mercara	7	7	13	31
2.	South Kanara Dn., Mangalore	7	8	14	22
3.	Udipi Dn., Udipi	5	6	9	16
<b>V. Belgaum Circle</b>					
1.	Belgaum Division, Belgaum	8	9	26	12
2.	Chikodi Dn., Chikodi	4	4	17	9
3.	Bijapur Dn., Bijapur	6	7	28	32
4.	Bagalkot Dn., Bagalkot	4	5	21	4
<b>VI. Dharwar Circle</b>					
1.	Dharwar Division, Dharwar	8	9	20	28
2.	Haveri Dn., Haveri	5	6	21	25
3.	Karawar Dn., Karawar	6	7	34	8
4.	Sirsi Dn., Sirsi	6	7	30	6
5.	Special West Coast Dn., Kumta	5	5	13	16
<b>VII. Gulbarga Circle</b>					
1.	Gulbarga Division, Gulbarga	10	11	25	42
2.	Yadgir Dn., Yadgir	4	4	11	20
3.	Raichur Dn., Raichur	5	6	14	30
4.	Koppal Dn., Koppal	6	6	16	25
5.	Bidar Dn., Bidar	4	4	11	27
6.	Bellary Dn., Bellary	6	7	18	33
Divisions directly under the control of Chief Engineer, C & B.					
1.	Electrical Division, Bangalore		9	20	20
2.	Controller of Central Stores, Bangalore		2	1	2

## APPENDIX VI

## Existing Organisation

*Zone of the Chief Engineer, Irrigation (South), Bangalore.*

Names of Circles, Divisions and Sub-Divisions under the control of the Chief Engineer, Irrigation (South).

	No. of Sub-Divi- sions.	A.Es	J.Es	Supervisors
<i>I. Tungabhadra Project Circle, Munirabad.</i>				
1. No. 1 T. R. Dn., Munirabad	6	6		
2. No. 6 Canal Dn., Bellary	4	4		
3. H. L. C. Distributary Dn. No. 1, Bellary.	5	5		
4. H. L. C. Distributary Dn. No. 2, Bellary.	4	4		
<i>II. Tungabhadra Canal Construction Circle, Yermarus.</i>				
1. No. 2. Canal Dn. Odderhatti	5	5	80	22
2. No. 3 Canal Dn. Sindbnoor	4	4	32	18
3. No. 4 Canal Dn. Sirwar.	5	5	34	20
4. No. 5 Canal Dn. Yermarus	7	7	29	36
<i>III. Bhadra Canal Circle, B. R. T. Site.</i>				
1. No. 2 Canal Dn. Thyevanige	3	3	8	15
2. No. 3 Canal Dn. Malebennur	4	4	11	18
3. B. R. L. B. C. Dn. Bhadravathi	8	8	22	42
4. No. 5 Canal Dn. Davangere	3	3	8	16
5. No. 6 Canal Dn. Harihar	4	4	11	19
<i>IV. Kabini Project Circle, Mysore</i>				
1. Kabini Reservoir Dn. Kabini Colony.	5	5	17	19
2. Kabini Dam Dn. No. 2 Kabini Colony.	3	3	9	12
3. Cabini Canal Dn. Mysore	6	6	16	24
<i>V. Hemavathy Project Circle, Hassan</i>				
1. Hemavathy Canal Dn. Hassan	4	4	5	11
2. Hemavathy Dam Dn. Gorur.	2	2	3	4
3. Harangi Dam Dn. Kushalnagar	2	3	2	6
4. Workshop and Mechanical Division, Hassan.	3	3	12	8
<i>VI. Mysore Engineering Research Station, K. R. Sagar.</i>				
1. Headquarters Division		3	8	4
2. Hydraulics Dn. K. R. Sagar.		6	19	
3. Minor Irrigation Research Division, K. R. Sagar.		2	7	6

## APPENDIX VI

## Present Organisation

*Zone of the Chief Engineer Irrigation (North) Dharwar.*

Names of Circles, Divisions and Sub-Divisions under the control of the Chief Engineer, Irrigation (North).

	No. of Sub-Divisions	A.Es	J.Es
<i>I. Ghataprabha Project Circle, Hidkal.</i>			
1. Dam Division Bank No. 1, Hidkal	6	6	27
2. Dam Division Right Bank, Hidkal	4	4	13
3. Quality Control Division, Hidkal	2	2	2
4. Dam Division Left Bank No. 2, Hidkal	4	4	13
5. Rehabilitation Division, Hidkal	5	5	13
6. Left Bank Canal Division, Jamkhandi	6	6	33
<i>II. Malaprabha Project Circle, Saundatti.</i>			
1. Malaprabha Dam Division, Dam site	4	4	18
2. Malaprabha Canal Division, Nargund	4	4	15
3. Rehabilitation Division, Monali	5	5	20
4. Distributary Division, Nargund	5	5	12
<i>III. Upper Krishna Project Circle, Almatti.</i>			
1. Dam Site Division, Almatti	3	3	11
2. Survey Division, Narayanapur	3	3	12
3. Canal Division, Narayanapur	4	4	15
4. Dam Division, Narayanapur	4	4	12
<i>IV. Central Mechanical Organisation, Dharwar.</i>			
1. Workshop and Mechanical Division, Hidkal	4	4	18
2. Workshop and Mechanical Division, Malaprabha Dam site	3	3	11
3. Workshop and Mechanical Division, Narayanapur	3	3	12
4. Drainage and Research Division, Dharwar.	5	5	16
(Directly under the control of the Chief Engineer)			

## APPENDIX VI

## Present Organisation

*Zone of the Chief Engineer, H.E.C.P., Bangalore.*

Names of Circles, Divisions and Sub-Divisions under the control of the Chief Engineer, Hydro Electric Construction Projects, Bangalore.

	A. Es	J. Es	Supervisors
I. <i>Superintending Engineer (Electrical) S.V.P Electrical Circle, Jog. ...</i>	4	10	3
II. <i>Superintending Engineer (Electrical) S.I. &amp; T. L. C., Shimoga.</i>			
1. E.E., S. I & T.L.C., Shimoga	6	6+2	6
2. E.E., S. I & T.L.C., Hubli	6	6+2	6
3. Maintenance of B.H.E.P. Generating units.	6+1	5+3	10+2
4. E.E., S.R.S., Peenya	12	7	11
5. E.E., S.R.S., Shimoga	9+1	8+2	11+2
6. E.E., S.R.S., Hubli	8+1	5+2	6+2
7. Executive Engineers for			
8. Construction of Works	28	28	23
9. (Electrical) 3 Nos.			
10. E.E. (Civil)	4	13	7
11. Maintenance of Generating Units	6+6	12+2	5

## APPENDIX VI

## Present Organisation.

*Zone of the Chief Engineer (General), Bangalore*

Names of Circles, Divisions and Sub-Divisions under the control of Chief Engineer (General).

	No. of Sub-Divisions	A. Es	J. Es	Supervisors
I. <i>Public Health Engineering Circle, Bangalore.</i>				
1. P.H.E. Division, Bangalore,	4	4	14	24
2. P.H.E. Division, Chitradurga.	4	4	14	24
3. P.H.E. Division, Mysore.	5	5	17	30
4. P.H.E. Division, Mangalore.	5	5	17	30
II. <i>Public Health Engineering Circle, Dharwar.</i>				
1. P.H.E. Division, Dharwar.	5	5	17	30
2. P.H.E. Division, Belgaum.	5	5	17	30
3. P.H.E. Division, Gulbarga.	4	4	14	24
4. P.H.E. Division, Bellary.	4	4	14	24
Rural Water Supply Division, Bangalore.	4	4	14	24
[Directly under the control of Chief Engineer (General)]				
<i>Minor Irrigation Investigation Divisions.</i>				
1. Minor Irrigation Investigation Division, Mysore.				
2. Minor Irrigation Investigation Division, Shimoga.				
3. Minor Irrigation Investigation Division, Raichur.				
4. Minor Irrigation Investigation Division, Belgaum.				

## APPENDIX VI

## Existing Organisation

Zone of the Chief Engineer, Investigation of Irrigation and Hydro-Electric Projects, Bangalore.  
Names of Circles, Divisions and Sub-Divisions under the control of the Chief Engineer, Investigation of Hydro-Electric and Irrigation.

	No. of Sub- Divi- sions	A. Es	J. Es	Super- visors.
<i>Sharavathi Valley Project Circle.</i>				
1. Reservoir Construction Division, Kargal.	5	6	9	8
2. Contour Survey Division, Sagar.	3	3	7	6
<i>Investigation Circle, Mysore.</i>				
1. M. I. I. Division, Mysore.	4	4	17	16
2. M. I. I. Division, Hassan.	4	4	15	17
<i>Investigation Circle, Yermarus.</i>				
1. M. I. I. Division, Gulbarga	4	4	16	16
2. M. I. I. Division, Bagalkot	4	4	16	16
<i>Division directly under the control of Chief Engineer.</i>				
Hydro-Electric Investigation Division, Dharwar	4	4	10	8
Hydro-Electric Investigation Division, Kargal.	5	5	18	12

APPENDIX VII

DEPARTMENT OF COMMUNICATIONS, BUILDINGS AND PUBLIC HEALTH ENGINEERING

Proposed Organisation Chart.

*Communications and Buildings*

Sl. No.	Head of Circle	Headquarters	No. of Divisions	No. of Sub-Divisions	Districts served	Remarks
1.	Bangalore Circle	Bangalore	6	36	Bangalore, Kolar, Tumkur and Hassan Districts.	There will be 2 Chief Engineers in this Department, one for Communications and the other for Buildings and Public Health Engineering.
2.	Mysore Circle	Mysore	6	36	Mysore, Mandya, Coorg and South Kanara Dists.	
3.	Shimoga Circle	Shimoga	5	30	Shimoga, Chikmagalur, Chitradurga, and Dharwar Districts.	
4.	Belgaum Circle	Belgaum	6	35	Belgaum, Bijapur and North Kanara Dists.	
5.	Gulbarga Circle	Gulbarga	5	28	Gulbarga, Bidar, Raichur and Bellary Districts.	
Total 5 Circles			28 Dns.	165 Sub-Dns.		

*Public Health Engineering*

1.	Public Health Engineering Circle, Bangalore.	Bangalore	5	33 Sub-Dns. + 4 R.W.S.	Bangalore, Kolar, Tumkur, Shimoga, Chikmagalur, Chitradurga, Mysore, Mandya, Hassan and South Kanara.	One of the Divisions deals with Rural Water Supply Investigations and has jurisdiction throughout the State.
2.	Public Health Engineering Circle, Dharwar.	Dharwar	4	Investigation Sub-Divisions	Dharwar, North Kanara Belgaum, Bijapur, Gulbarga, Bidar, Raichur and Bellary.	
Total			9	37		

APPENDIX VIII

PROPOSED ORGANISATION CHART

IV. Hydro-Electric Construction Projects.

*Details of Field Staff*

Sl. No.	Category of Staff	Existing Strength	Strength recommended to be retained	Remarks
1	2	3	4	5
1	Chief Engineer	1	1	Reduction proposed in the number of Assistant Engineers is based on the workload and norms proposed.
2	Superintending Engineer, Electrical.	2	2	
3	(a) Executive Engineer, Electrical	10	10	
	(b) Executive Engineer, Civil.	1	1	
4	Assistant Engineers	90	76	
5	Junior Engineers.	113	113	
	<b>Total</b>	<b>217</b>	<b>203</b>	



APPENDIX VIII

DEPARTMENT OF IRRIGATION  
Proposed Organisation Chart

*Minor Irrigation and Maintenance*

Sl. No.	Name of Circle	Headquarters	No. of Divisions	No. of Sub-Divisions <sup>a</sup>	Districts Served	Remarks
1.	Minor Irrigation Circle, Bangalore	Bangalore	5	20+5 Minor Irrigation Investigation Sub-Divisions.	Bangalore, Kolar, Tumkur, Chikmagalur and Chitradurga districts.	The Chief Engineer, Minor Irrigation Maintenance and Investigation
2.	Minor Irrigation Circle, Mysore.	Mysore	6	25+4 M.I. Investigation Sub-Divisions.	Mysore, Coorg, South Kanara, Hassan and Mandya Dists. (including K. R. S. and V. C. Dns).	ns would have the central Designs Organisation of the Irrigation Department under his control. The
3.	Minor Irrigation Circle, Dharwar	Dharwar	5	16+5 M.I. Investigation Sub-Divisions.	Dharwar, Belgaum, Shimoga, Bijapur & North Kanara districts.	four minor irrigation investigation divisions would be abolished.
4.	Minor Irrigation Circle, Raichur.	Raichur	4	16+4 M.I. Investigation Sub-Divisions.	Raichur, Bellary, Gulbarga and Bidar Districts.	

20 Dns    95 Sub-Divisions

*Investigations of Major and Medium Irrigation Projects*

1.	Irrigation Investigation Circle, Mysore.	Mysore	2+1 Dn. for H.E. Investigations, Dhrawar.	8+6		The Hydro-Electric Investigation Dn. at Kargal and 4 Sub-Dns. thereunder would be abolished.
2.	Irrigation Investigation Circle, Yermarus.	Yermarus	2	8		The remaining 2 Sub-Dns. would be attached to the H. E. Invgn. Dn., Dharwar.

5 Dns    22 Sub-Dns.

APPENDIX VIII

DEPARTMENT OF IRRIGATION

Proposed Organisation Chart.

III. Irrigation Construction, (South), Bangalore.

Sl. No.	Name of Circle	Headquarters	No. of Divisions	No. of Sub-Divisions	Remarks
1.	Tungabhadra Project Circle, Munirabad	Munirabad	4	19	The two Divisions namely K.R.S. Division and Visvesvaraya Canal Division which are under the technical control of the Chief Engineer, Irrigation (South) would be transferred to the Chief Engineer, Minor Irrigation and Maintenance, since these two Divisions are dealing with Maintenance of Irrigation under Visvesvaraya Canal and maintenance of K.R.S. Dam. These Divisions have also some Communications and Building Works, which would be transferred to the Communications and Buildings Department.
2.	Tungabhadra Canal Construction Circle, Yermarus	Yermarus	4	21	
3.	Bhadra Canal Circle	Bhadra Reservoir Tunnel Colony	5	22	
4.	Kabini Project Circle	Mysore	3	14	
5.	Hemavathy Project Circle	Hassan	4	12	
6.	Mysore Engineering Research Station	Krishnarajasagar	3	11	
			23	99	

APPENDIX VIII

DEPARTMENT OF IRRIGATION

Proposed Organisation Chart

*II. Irrigation Construction (North) Dharwar*

Sl. No.	Name of Circle	Headquarters	No. of Divisions	No. of Sub-Divisions	Remarks
1	2	3	4	5	7
1.	Ghataprabha Project Circle, Hidkal.	Hidkal, Belgaum District	5	25	The existing Quality Control Division would be abolished and instead a Quality Control Cell consisting of one Executive Engineer, 2 Assistant Engineers and 6 Junior Engineers will be attached directly to the S. E., Ghataprabha Project Circle.
2.	Malaprabha Project Circle, Saundatti.	Saundatti, Belgaum District	4	18	
3.	Upper Krishna Project Circle, Almatti.	Almatti, Bijapur District	4	14	
4.	Central Mechanical Organisation, Dharwar	Dharwar	3	10	The Superintending Engineer, Central Mechanical Organisation would also guide the working of the Workshop and Mechanical set up of Hemavathy, Harangi, Kabini and other Construction Projects of the South Zone.
			16	67	There is a Drainage and Research Division, Dharwar with 5 Sub-Dns which is directly under the control of the C. E., Irrigation (North).

APPENDIX IV

Statement showing the requirements of financial outlay for completing important Major and Medium Irrigation Projects.

Sl. No.	Name of Project	Estimated cost Rupees in lakhs	Expenditure upto the end of III F.Y.P.	Actual Expenditure during 1966-67	Expenditure during 1967-68	Budget grant 1968-69	Total (3+4+5+6)	Balance (2-7)	No. of years in which work proposed to be completed	Additional Annual requirement in 1968-69	Average annual requirement for 1969-70 & onwards Rs. in lakhs	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
<i>I Five-Year Plan</i>												
1	Tungabhadra Project											
	(a) Left Bank.	3552.00	2945.38	108.99	120.03	120.00	3294.40	258.00	2	—	130.00	...
	(b) Right Bank.	145.00	142.98	12.58	13.00	8.00	176.54	63.44	2	—	32.00	...
2	Bhadra Reservoir Project	3427.00	2639.06	87.57	90.00	60.00	2876.63	550.37	3	90.00	150.00	...
3	Ghataprabha Project Stage-II.	4200.00	620.71	107.53	290.50	250.00	1268.74	2931.26	7	100.00	400.00	...
4	Kabini Reservoir Project	2480.00	215.65	50.69	75.00	60.00	401.34	2079.00	6	140.00	300.00	...
<i>III Five-Year Plan</i>												
5	Upper Krishna Project Stage-I.	7500.00	161.97	19.51	49.30	50.00	280.70	7219.22	10	200.00	700.00	...
6	Malaprabha Project	2000.00	196.24	89.12	164.00	170.00	619.36	1380.64	4	80.00	300.00	...
7	Harangi Reservoir Project.	1100.00	1.60	2.21	3.00	15.00	21.81	1078.19	6	20.00	175.00	...
8	Hemavathy Reservoir Project	1730.00	4.01	1.38	33.00	40.00	79.39	1651.61	5	80.00	300.00	...
<i>IV Five-Year Plan</i>												
9	Tungabhadra Project High Level Canal Stage-II.	300.00	...	...	10.00	15.00	25.00	275.00	5	—	50.00	...
<i>III Five-Year Plan (Medium Projects)</i>												
10	Chandrapalli Project	176.13	2.34	5.79	22.00	15.00	45.13	131.00	5	5.00	25.00	...
11	Suvarnavathy Project.	187.00	0.06	5.97	23.00	15.00	44.03	142.97	4	5.00	35.00	...
12	Chitwadgi Project.	48.70	0.81	2.95	10.00	10.00	23.76	24.94	2	—	10.00	...
Grand Total ...										720.00	2,607.00	

**APPENDIX VII**

**Statement showing the Staffing Pattern in the various Offices of the Department of Communications, Buildings and Public Health Engineering.**

Sl. No.	Categories of Posts	Chief Engineers Office	Central Designs	Establishment of C. B. & P. H.	S. Fs Offices Circles C & B	5 C & B P. H. E. Circles P. H. E.	E Es Offices C. & B Dns.	28 C & B P. H. E. Dns.	Sub-Divisional Offices. 165 C & B Sub-Divisions & 37 P H E Sub-Dvns. C & B P. H. E.	Chief Architects Office	
1	2	3	4	5	6		7		8	9	
1.	Chief Engineer	2	...	...	...	...	...	...	...	1 Architect	
2.	Superintending Engineer	...	1	...	1 per Circle	1 per Circle	...	...	...	...	
3.	Executive Engineers	3	2	...	...	...	1 per Dn.	1 per Dn.	...	2 Deputy Architects	
4.	Assistant Engineers	6	4	...	1 per Circle	1 per Circle	1 per Dn. having 5 or more sub-divisions	One per Sub-Dn.	...	4 Asst. Architects	
5.	Junior Engineers Supervisors	18	12	...	1 for each 2 effective Dn.	per Circle	3	3	1	1	2+4 Architectural Assistants.
6.	Accounts Officer	1	...	...	...	...	...	...	...	...	
7.	Registrar	1	...	...	1 per Circle	1 per Circle	...	...	...	...	
8.	Statistician	1	...	...	...	...	...	...	...	...	
9.	Sr. Statistical Asst.	2	...	...	1 per Circle	...	...	...	...	...	
10.	Legal Asst. (Gazetted)	1	...	...	...	...	...	...	...	...	
11.	Accounts Superintendents	...	...	...	...	...	1	1	...	...	
12.	Manager Grade I	24	...	1	1 per Circle	1 per Circle	1 per Circle	1 per Dn.	...	...	
13.	Stenographer Gr. II	4	...	2	...	...	1 per Dn.	1 per Dn.	...	1	
14.	I Division Clerks	23	...	9	5 per Circle	4 per Circle	1 per Dn.	2 per Dn.	1 per Sub-Dn.	1 per Sub-Dn.	2
15.	II Division Clerks	25	...	12	4 per Circle	4 per Circle	1 for each Sub-Dn	2 for Sub-Dn.	...	...	3
16.	I Division A/c Clerks	...	...	...	...	...	1+1 for each Sub-Dn	1 for each Sub-Dn	...	...	...
17.	II Division A/c Clerks	...	...	...	...	...	2 per Dn.	3 per Dn.	...	...	...
18.	Store keeper-Grade I	...	...	...	...	...	1 per Dn.	1 per Dn.	...	...	...

1	2	3	4	5	6	7	8	9
19. Store Keeper Grade II	...	...	...	...	...	1 per Dn. 1 per Dn.	...	...
20. Head Draftsman	2	1	...	...	One per Circle	...	...	8 Architectural Draftsmen
21. Draftsman	10	4	...	...	1+1 for each Dn.	1 per Dn. 3 per Dn. 3 per Dn.	...	15
22. Asst. Draftsman	8	...	...	...	...	...	...	—
23. Tracers	10	5	...	...	Half the No. of Draftsman	2 per Circle 1+1 for Dns. having more than 5 Sub-Dns. 2 per Dn.	1 per Sub-Dn.	3
24. Stenographers Grade I	5	1	...	...	1 per Circle	1 per Circle	...	1
25. Typists	8	2	5	...	5 per Circle	2 per Circle	2 per Dn. 2 per Dn. 1 per Sub-Dn.	1 1 Blue printer 1 Model Maker 1 Photostat operator

Note :—Posts of Registrar and Head Draftsman in the Chief Engineer's Offices will be in Grade I and those in the Circle Offices will be in Grade II.

PART II OF THE REPORT  
ON THE  
REORGANISATION OF THE PUBLIC WORKS DEPARTMENT

SHRI A. C. MITRA,  
*Adviser (P. W. D.) to the Mysore Pay Commission.*

PART II

---

SERVICE CONDITIONS OF PERSONNEL

- Chapter X ... Technical Services
- Chapter XI ... Ministerial Services
- Chapter XII ... Work-charged Establishment
- Chapter XIII ... Special Pay, Project Allowance and Amenities  
to personnel at Project sites.
- Chapter XIV ... Chief Engineers and Secretariat functions



## PART II

**SERVICE CONDITIONS OF PERSONNEL***Technical Services*

## CHAPTER X

10.101 A number of representations were received direct and several were forwarded by the Pay Commission for comments. Some of these were from Service Associations and the others from individuals. As Service Conditions have an important role in the efficiency of work of the Department, the matter was considered and suitable recommendations are made in this and the following chapters :

10.102 The Technical Services in the Public Works Department consist of both gazetted and non-gazetted posts. The gazetted posts include—

- (a) Chief Engineers
- (b) Superintending Engineers and equivalent posts
- (c) Executive Engineers and equivalent posts ; and
- (d) Assistant Engineers.

The non-gazetted posts comprise Junior Engineers and Supervisors.

10.103 No representation has been received from any Service Association of Gazetted Engineers but suggestions have been received from some individuals. Recommendations in this connection have also been received from the Board of Chief Engineers of Public Works Department.

10.104 The principal suggestions are :

(1) That the pay scales should be increased and, either private practice be allowed to the engineering personnel, or non-practising allowance granted, in addition to normal scale of pay, as in the case of medical graduates employed in the Directorate of Health Services.

(2) Daily and mileage allowances should be enhanced.

(3) Special pays should be allowed for executive staff attached to the officers, for unfavourable locations or for arduous or hazardous nature of work or for work involving higher responsibility.

(4) Dearness allowance should be adjusted with variations in cost of living index.

(5) Incentive for post-graduate qualifications.

(6) Steps to be taken to avoid stagnation by giving promotion against supernumerary posts to persons who have reached the top of the time scale of their grade.

(7) Amenities for personnel at project sites, such as free transport for the children to the nearest educational institutions, adequate medical facilities including free transport to the nearest properly equipped hospital and free and adequate residential accommodation.

10.105 The Junior Engineers' and Mysore Engineering Service (Diploma-holders) Associations have submitted memoranda about improvements required in their service conditions.

10.106 The Junior Engineers want that they should be given gazetted rank as in the case of medical graduates in the Directorate of Health Services, that they should get atleast three promotions during their Service and that they should not stagnate in a particular post for more than six years. For this they suggest that direct recruitment to the post of Assistant Engineers as probationers should be not more than 5% the remaining posts being reserved for promotion of Junior Engineers and of such Supervisors as pass the A. M. I. E. Examination. They have also suggested that there should be clear bifurcation between the duties of Junior Engineers and Supervisors.

10.107 The Mysore Engineering Service Association (Diploma-holders), on the other hand, point out that their scales of pay are lower, although they do the same type of work as Junior Engineers. They have represented that they and the Junior Engineers should have a common pay scale, but that the graduate engineers might be allowed four advance increments on recruitment. The appointment of Degree-holders should however be restricted to 1 Degree-holder to 5 Diploma-holders. There should be no direct recruitment to the post of Assistant Engineers or above which should be filled entirely by promotion from the common seniority list of Diploma-holders and graduates in the ratio of 1:2. They should get motor cycle allowance at the same rate as Junior Engineers, provided they maintain and use motor cycle for the performance of their duties.

10.108 Undoubtedly there is considerable stagnation in the grades of Supervisors and Junior Engineers as well as Assistant Engineers at present. This, however, has been caused by two different circumstances.

10.109 Firstly, at the time of Reorganisation of States in 1956 large number of personnel of different categories came into the corresponding Mysore Service cadres from the erstwhile States of Bombay, Hyderabad, Madras and Coorg. The service rules and promotional opportunities in these States having been different fixation of *inter-se* Seniority amongst personnel from the different States and the personnel in the old Mysore cadre, presented difficult problems. It is understood that this *inter-se* Seniority has not yet been finalised, but that provisional promotions are being given on the basis of provisional *inter-se* Seniority lists based on length of service in each particular grade. This has resulted in many Engineers and Diploma holders, with comparatively much longer service, having become much junior to their counter-parts with much less service from the other integrated States. The former must, therefore, have to stagnate for no fault of theirs, and, even after comparatively much longer years of service, they would not be eligible for promotion to the next higher grade. This anomaly caused by imbalance in *inter-se* Seniorities as the result of integration can only be set right, as far as possible, by fixing *inter-se* Seniority on a reasonable *ad-hoc* basis and by compensating persons, who are considered fully fit for promotion but who do not get opportunity for promotion due to imbalance in seniority mentioned above, by supernumerary promotion until they can get promoted to regular posts. This concession may be necessary for the next 10 to 15 years only.

10.110 In the second place, stagnation in the lower grade is inherent in the present structure of the technical services in the Department, particularly in view of the comparatively large number of persons recruited in the lower grades. The exact number of persons at present borne on the permanent and temporary cadres of the different grades could not be ascertained, but, from the available approximate figures, it appears that the relevant numbers are approximately as follows:—

	Permanent	Temporary	O.O.D. (i.e. on deputation to other Department)	Total
<b>(a) Gazetted posts :</b>				
(i) Chief Engineers.	2	4	4	10
(ii) Superintending Engineers.	6	21	7 (1 Permanent 6 Temp.)	34
(iii) Executive Engineers.	37	80	63	180
(iv) Assistant Engineers.	177	419	192	788
	222	523	266	1,011
<b>(b) Non-Gazetted posts :</b>				
(i) Junior Engineers.		(Approximate)	1,500 (including O.O.D.)	
(ii) Supervisors.		-do-	2,400 (including O.O.D.)	

10.111 From the above table it appears that the posts of Assistant Engineers and above, including O.O.D., is of the order of 1,000 for which the annual rate of recruitment at 5% would work out at about 50. Even if all these posts were to be filled by promotions of Junior Engineers and Supervisors in the ratio of 90% and 10% (*i.e.* 45 and 5 respectively) it would take over 30 years for all the Junior Engineers to get a chance of promotion to the post of Assistant Engineer. In the case of Supervisors it would take 480 years, which means that only about one person out of 24 could expect promotion after about 20 years of service. If 40% of the vacancies were to be filled by the direct recruitment of Assistant Engineers as laid down in Notification No. GAD 8 GRR 57, dated 3rd December 1960, the position of Junior Engineers and Supervisors would be much worse.

10.112 It is clear, therefore, that the solution for the problem of stagnation among Junior Engineers and Supervisors does not lie in the stoppage of direct recruitment to the post of Assistant Engineers, which would, it is considered, be very detrimental to the efficiency of the Department.

10.113 Likewise, the number of posts of Assistant Engineers is of the order of 800, whilst the posts of Executive Engineers and above are only about 200 so that the average annual number of vacancies in the posts of Executive Engineers and above might be of the order of 12 per year. (The average annual number of vacancies would be less at present owing to recent expansion of the cadre. The number would increase gradually and adjust itself to the average mentioned). It would, therefore, take over 60 years for all the Assistant Engineers to become Executive Engineers. Alternatively only one out of 4 would become an Executive Engineer after 15 years of service as an Assistant Engineer. As promotion would normally be by seniority subject to the rejection of the unfit, the probability of many of the more meritorious engineers not getting chance of even being considered for promotion would be quite large.

10.114 The solution of the problem would have to be in two parts:—

- (1) Steps to be taken in respect of persons already in service.
- (2) Steps to be taken in regard to future recruitments, promotions, etc.

10.115 The only rational and workable arrangement for the constitution of the technical services of the P.W.D. in future, would be to have two services for the Engineering Graduates. Class I would comprise of the posts of Executive Engineers and above, and a suitable number of posts of Assistant Executive Engineer who would initially be placed in Sub-Divisional charges in preparation for assuming Divisional charges after about 8 to 10 years of service.

10.116 Recruitment to the post of Assistant Executive Engineers might, for the present, be at a fixed rate of 3 annually (*i. e.*, 2 for the Irrigation Department and 1 for the Communications & Buildings and Public Health Department). As the average annual number of vacancies in the posts of Executive Engineers and above would increase, the annual rate of recruitment of Assistant Executive Engineers might be increased so as to correspond to 50% of the average annual number of such vacancies. Recruitment to the post of Assistant Executive Engineers would be direct, strictly on the basis of merit, by a competitive examination. The syllabus of the Examination might be such as to gauge, not only a candidate's knowledge of engineering theory and technology but also his personality, physique, alertness, intelligence, capacity for leadership and ability to apply his knowledge effectively. Engineering graduates already employed in Public Works Department, should be eligible to appear at this examination and, in this case, age limit might be raised to 40 years. The fresh recruits to the post of Assistant Executive Engineers would be given intensive in-service training in all types of work in the Department for a period of two years before being posted to Sub-Divisional charge. 50% of the vacancies in the posts of Executive Engineers would be filled by promotion, on the basis of seniority subject to fitness for promotion, of Assistant Executive Engineers with a minimum service of 8 years, and the remainder would be filled by promotion from Assistant Engineers in Class II Service, on the basis of merit with due consideration for seniority. However, for a period of eight years from the date of formation of the Class I Service, all vacancies in the post of Executive Engineers would be filled by promotion from amongst Assistant Engineers.

10.117 The cadre strength of Assistant Executive Engineers in the Class I Service would be of the order of 60 only.

10.118 The Class II Service would consist of Sub-Divisional Officers and equivalent posts (less the number of Assistant Executive Engineers) and would be filled by Assistant Engineers. In addition, there would be a Junior grade of this service which would be filled by Junior Assistant Engineers.

10.119 There would be no direct recruitment to the posts of Assistant Engineers. 80% of the vacancies in these would be filled by promotion of Junior Assistant Engineers who would be directly recruited through the competitive examination mentioned above. The remaining 20% of the vacancies of Assistant Engineers would be filled by promotion on the basis of seniority with due consideration for merit from amongst Supervisors who

- (a) Have put in at least 12 years of continuous service in the Department in the post of Supervisor or equivalent charges,
- (b) Have passed a Departmental qualifying examination in engineering theory and practice, or have passed Sections A & B of the A.M.I.E. Examination or hold a recognised degree in engineering, and
- (c) Whose record of work is well above average (i.e., not lower than B-I Grade) and who are considered fit for holding Sub-Divisional charges.

All Assistant Engineers whether promoted from Junior Assistant Engineers or from Supervisors would be borne on a common list and would be equally entitled to further promotions subject to seniority and fitness. There would be no reservation of E.Es posts for persons promoted from either source.

10.120 If and when, the Indian Services of Engineers would be formed, that service would constitute the Class I Service; but if there is uncertainty or likelihood of delay in its formation, the Class I service would have to be formed within the State as indicated above. Until the Class I Service or the I. S. E. can be formed, it is recommended that three Engineers be recruited each year direct through a competitive examination as probatary Assistant Engineers against permanent posts. They should be given seniority immediately below the Assistant Engineers due for confirmation against the remaining existing permanent vacancies which latter should also be filled simultaneously.

10.121 The Junior Assistant Engineer's cadre would be gazetted in Class II Service and would be in the nature of a preparatory grade to that of Assistant Engineers. The number of Junior Assistant Engineers would have to be limited to about 680, which is considered to be the number of Junior Engineer posts that are essentially required to be filled by graduate engineers. This would also ensure that these Junior Assistant Engineers would get promotion to the post of Assistant Engineers in a period of not more than 15 years. All the posts of Junior Assistant Engineers would be filled up by Engineering Graduates who would be recruited through the competitive examination mentioned already.

10.122 There would be no separate cadre of Junior Engineers for engineering graduates. Engineering Graduates who join the post of Supervisors, which would remain non-gazetted, would get the same scale of pay as that of Supervisors, but their initial pay would be six increments higher than the starting pay of the scale and their seniority might be fixed in the common list accordingly.

10.123 Recruitment to the post of Supervisors should be direct by selection from amongst holders of engineering diploma or degree from recognised institutions, but the number of engineering graduates recruited to the post of Supervisors may be limited to 25 per cent of the number of vacancies.

10.124 As the number of Supervisors in the Department would have to be quite large, only a small percentage would be able to secure promotion to the post of Assistant Engineers. Senior Supervisors who have already put in 15/20 years, or greater service could hardly be expected to pass the A. M. I. E. Examination or a departmental qualifying examination in engineering theory and practice. Quite a number of them, however, would be otherwise quite competent and experienced in the practical side of the engineering work of the Department. It is, therefore, recommended that a Section grade, consisting of 10 per cent of the permanent cadre strength of Supervisors, might be introduced. Promotion to the Selection grade might be restored to those Supervisors who have put in over 20 years service and whose record of work is consistently above average (not less than Grade 'B' consecutively for 5 years).

10.125 As regards the existing Junior Engineers of the Department, it is recommended that 680 persons be selected out of them on the basis of seniority-cum-merit and promoted as Junior Assistant Engineers in the Class I Gazetted Service. The rest of them might also be promoted as Supernumerary Junior Assistant Engineers purely as a temporary measure. For the present, direct recruitment to the posts of Junior Assistant Engineers might be limited to six annually, the remaining vacancies being filled by selection from amongst those borne on the supernumerary list of Junior Assistant Engineers. In a few years, when the supernumerary list would be exhausted, all vacancies in the post of Junior Assistant Engineers would be filled by direct recruitment.

10.126 The total number of posts of Junior Assistant Engineers and Supervisors required in the Public Works Department on the basis of the reorganisation proposed in this report is expected to be approximately 3,700, including leave reserve and provision for deputation to other departments. Deducting 680 posts of Junior Assistant Engineers, the total number of posts in the Supervisors grade would be approximately 3,020. The number of Supervisors' posts required in any year would, therefore, be this number less the number of supernumerary Junior Assistant Engineers left over by that time.

#### *Architectural Organisation*

10.127 The work in the Architectural Section of the Communications, Buildings and Public Health Engineering Department is different from that of the main, i.e., Engineering side of the Department. Special training and aptitude in architectural work is required for successful performance of the functions of this section. It would be advisable to man the important posts in this section by personnel who possess, or have acquired, the adequate qualification and training in Architecture and to retain them in the Section, as far as possible. Qualified and competent personnel being in great demand all over the country, it would be necessary to give them pay at somewhat higher scales than corresponding engineering establishment, particularly in the posts of Assistant Architects and lower.

10.128 Although their total number would be small, they would have to be formed into a separate cadre with suitably overlapping scales of pay for the different grades. The post of Government Architect (or Chief Architect) should be filled by promotion from the post of Deputy Architect and should have a running scale of pay combining the Superintending Engineer's and Chief Engineer's scale of the Public Works Department. The Deputy Architects posts should normally be filled by promotion from amongst Assistant Architects, but if there is no one suitable for such promotion, direct recruitment may be resorted to by selection strictly on merit from amongst candidates possessing a degree (or diploma recognised as equivalent to a degree) in Architecture from a recognised institution at at least 10 years experience in Architectural practice. Assistant Architects, likewise, may be directly recruited by selection from amongst persons who possess a degree (or equivalent diploma) in Architecture and at least 5 years experience in Architectural work, or by promotion of Architectural Assistants with not less than 5 years service in the Architectural Section of the Public Works Department. Architectural Assistants would be directly recruited from amongst persons who possess a degree (or equivalent diploma) in Architecture.

Architectural Draftsmen must have passed the Intermediate examination (not less than 2 years course) in Architecture from a recognised institution. If they subsequently acquire a degree in Architecture by completing the course they would be eligible for promotion to the post of Assistant Architect, provided there is a vacancy.

#### 10.2. Permanent Posts.

10.201 The total number of permanent gazetted posts including and above the rank of Assistant Engineers is 222, out of the total number of posts of 1011 which include OOD posts also. From this it is seen that about 75% of the total staff is temporary. Moreover, even out of these small number of permanent posts, many are vacant as these could not be filled due to non-finalisation of Inter-State Seniority Lists. This state of affairs is hardly conducive of efficiency and urgently requires very considerable improvement. It is, therefore, suggested that as many temporary posts as possible should be converted into permanent ones, so as to create a sense of security amongst the staff which is considered essential for ensuring efficiency in the working of the Department.

10.202 The increase in the number of permanent posts can be brought about, without detriment to the public interest, firstly by converting all posts required for maintenance and repairs of Public Works as permanent; secondly about 40% of the posts required for the construction of works could be made permanent, considering that many of these would be required for the permanent set up for the maintenance of the works under construction on their completion, and the rest would be required for carrying out further construction work which must continue at least at the present tempo for many decades to come; thirdly, at least 10% of the total number of O.O.D posts might be made permanent on the basis of the minimum number of Engineering Personnel the Public Works Department has to post to other Departments such as the Housing Board, City Improvement Trust Boards, Corporations, Water Supply Boards, Industrial undertakings of the State as well as of the Government of India, etc.

10.203 Working on the above basis, the number of permanent gazetted posts (Assistant Engineers and above) of Engineer Officers of the Public Works Department would be as shown in the following table.

		C. Es.	S. Es.	E. Es.	A. Es.	Total	
Present working strength (Approximate)		10+1*	34	180	788	1,013	
Working strength } proposed	(a) Communications, Buildings and P.H.E. Deptt.	2+1*	8	42+2†	217+4‡	307	
	(b) Irrigation.	4	19+1§	74+3	381	482	
	(c) O.O.D.	3	7	45	250	305	
	Total	10	35	165	884	1,094	
Existing Number of permanent posts.		2	6	37	177	222	
			C.Es.	S.Es.	E.Es.	A.Es.	Total
Recommended No. of permanent posts	(a) C & B & P.H.E. Dept.	1	5	21	134	164	
	(b) Irrigation	2	9	39	185	235	
	(c) O.O.D.	1	3	18	100	122	
	Total	...	4	17	81	419	521

\* Chief Architect.

† Deputy Architect.

‡ Assistant Architects.

§ Director, M.E.Rs.

|| Research Officers.

From the above table it would be seen that the number of permanent gazetted posts of Assistants Engineers and above would increase from 222 to 521 (inclusive of O.O.D. posts) raising the percentage of permanent posts to 47.6%, which although still inadequate, would result in considerable improvement in the position for the present.

As regards Junior Engineers and Supervisors, their total number is stated to be about 1,500 and 2,400 respectively (Information recently received from the Chief Engineers indicate that the number may be larger, *i.e.*, about J.Es. 1,950 and Supervisors 2,762). But details such as their sanctioned permanent strength are not available; proposals regarding permanency in respect of Junior Engineers and Supervisors could not, therefore, be formulated. It is recommended that these might be worked out on the same basis as suggested for the gazetted staff, *viz.*, all posts required for maintenance of works in operation *plus* 40% of these required for construction or on deputation to other department may be made permanent. On the basis of the recommendations made in this report, the number of permanent posts of Junior Assistant Engineers and Supervisors would work out approximately at 325 and 1,100 respectively.

### 10.30 Pay Scales

10.301 Most representations about Service Conditions of employees in the Public Works Department complain of inadequacy of the present day pay scales applicable to their respective categories or service cadres and ask for substantial increase in their pay scales. Most of their representations base on their claim on a comparison of the pay scales applicable to what they consider similar posts in the Department, or in other Departments, and involving similar or lower order of duties, responsibilities, qualifications and abilities. Rational, fair and equitable pay scales for the various categories of posts in the Public Works and other Departments are to be evolved and recommended by the Pay Commission after giving due consideration to all relevant factors and principles.

10.302 These matters are outside the terms of reference of this report. However, discontent in regard to emoluments is mainly based on alleged lack of parity with those allowed to what are considered as equivalent posts in other departments in this State or to similar posts in other States. Such discontent is liable to affect the efficiency of working of the Department. The question of such parities in respect of the technical services which are peculiar to the Public Works Department has therefore been considered and recommendations are set forth in the following paragraphs.

10.303 Ever since the inception of the Five-Year Plans it has been obvious that the planned development of the country would depend mainly on the effective planning, design, execution and operation of Engineering Works which supply the basic facilities, such as power, irrigation, communications and transport, residential and non-residential housing, industrial plants and structures, etc. The urgent necessity and importance of encouraging young men, with a high degree of intelligence, capacity for hard work under difficult conditions and aptitude for engineering technology and practice to qualify in engineering, in the interest of the development of the country by the fullest utilisation of their ability and talents has also never been in question. As Government is the major employer of engineers for their Public Works Departments and for public sector undertakings such encouragement can only be given by bringing up the rates of pay prospects and status offered to the Government Engineering Services, at least at par with the highest paid services under Government; and to provide adequate training facilities of the requisite type and standard. Similar is the position in respect of some other scientific and technical services, whose contribution towards the future development of the country would also have to be very substantial. The optimum arrangement would be to level up the pay scales, prospects and status of corresponding grades of all services which are considered of the greatest importance in fulfilling the objectives set up for the development of the country. This would enable young men with aptitudes for particular types of work to adopt the corresponding line as their respective careers, instead of being lured away, by vastly superior remuneration, prospects, status, etc., to a service career for which he may have little aptitude or liking.

10.304 The relative pay scales and other privileges allowed to different types of services in any country reflect the relative sense of values set by the Government of the day for the types of services concerned. During foreign rule, Government naturally attached greater importance to security services such as the Indian Civil and Police Services and less to development services and therefore, gave higher emoluments and status to the former. This practice has continued, with increased differential after Independence, in the Indian Administrative and Police Services, although the objective of development of the resources of the country for meeting the basic needs of the people, admittedly requires recognition of at least equal importance to some of the technical services. However, as practically all the technical services are State Services at present, this anomaly continues on the ground that the Indian Administrative and Police Services are constituted by the Central Government and the pay scales are determined by rules framed by that Government. It is, therefore usually held that the pay scales of State Services cannot be compared with those of All-Indian Services, although the wage bill of the latter has to be met by the State Government, along with that of the State Services.

10.305 It may be argued that, as there is an excess of engineers over the requirement at present, there is no need for any upward adjustment of their pays although it might be justified on grounds of parity with the scales of pay allowed to other services with similar level and nature of duties and responsibilities. Such argument would obviously be fallacious as the possession of an engineering degree or diploma is only the minimum academic qualification required for filling the respective technical posts in the Department. The scale of pay of the posts must be determined by the nature of duties and responsibilities involved and the degree of intelligence and calibre of persons required for the efficient performance of such duties. Thus, although the minimum qualification for widely different types of posts such as 1st Division Clerks, Secretariat Assistants, Teachers, Tahsildars, Assistant Commissioners and even the Indian Administrative and Police Services, is the possession of a Bachelor's Degree in Arts or Sciences, and although there has never been any shortage of such graduates, it has never been considered advisable or expedient to bring down the scale of pay of all the above mentioned posts to the lowest pay at which a graduate can be recruited. On the other hand, it has been found necessary and justified recently to further increase the pay of some of the already highly paid posts, presumably in view of the nature of duties and responsibilities involved.

10.306 Moreover it should be fairly obvious that the present excess of engineers over the requirements of the services is only a transient phase and cannot continue if the country is to advance from its present economic and material backwardness. There is no denying the fact that our country has reached only the fringe of technological advancement achieved by the advanced countries, and that too by importing, through aid given by foreign countries much of the equipment materials and persons with requisite technological know-how. Such aid cannot continue indefinitely and we have to achieve material prosperity and substantial improvement in the general level of well being of the people by our own efforts. We have to produce in the country all essential consumer goods without having to import component materials thereof or machinery for their manufacture; we have to produce adequate food for the people without having to import fertilisers or factories for producing fertilisers; we have to produce our own transport and communications requirements; and we have to produce our own sophisticated and modernised defence equipment. For all this the technological know-how will have to be evolved by ourselves by ardent and plain scientific and technological research and bold experimentation. The most intelligent, capable, sincere and hard working young men with adequate need-based training are, and will be, required in large numbers for a long time to come if our country is to remain independent and is to take its due place amongst the nations of the world. It is, therefore, unthinkable that there could be production of Scientists and technologists in excess of the needs of the country in the foreseeable future. What is required is foresight and advance planning in their selection, technical education and training to meet the particular type of requirements of the country from time to time, and the full utilisation of the talents and ability thus created in the best interest of the development of the country.



10.307 It is therefore, emphasised that, in determining parities for fixing the rationalised scales of pay of different services and departments, the relative nature of duties, responsibilities, the relative importance of the work to the people of the country and the type and calibre of personnel required may be taken into account and not any transient variation in the supply and demand position in regard to personnel possessing the minimum academic qualification for the respective posts. As long as there is excess of supply over demand, recruitment may be restricted to the best amongst the available candidates, by selection strictly on merit as this result of a Competitive Examination as suggested earlier.

10.308 The Board of Chief Engineers, has asked for enhancement of the pay scales of the engineering services to bring these at par with those of the Indian Administrative Services. In view of the considerations mentioned, it is felt that the claim is justified, if the Government consider that the work to be done by the Engineering Services for the development of the State is at least as important as the maintenance of law and order and the day to day administration of the State. Maintenance of law and order, in any case, is not possible in the long term, unless the legitimate aspiration of the people in general for a better standard of living, in return for hard and purposeful work on their part, can be provided by the development of the natural resources of the State.

10.309 However, raising the pay scales of engineering services, and of other technical services of equal importance for development of the country to that of the I. A. S. would involve financial commitments of a magnitude that may not be possible for the State to bear until further substantial development of the resources of the State has been effected. In recommending the following interim parities for determination of rationalised pay scales of the engineering services in the Public Works Department the corresponding grades of the highest paid services in the State *viz.* the Mysore Administrative Services have, therefore been considered and, where the corresponding grades of posts are borne in the I. A. S. cadre, the pay scales prevailing in other progressive States in India have been taken into account. A statement, showing the pay scales of Engineers in some of the states of India (as furnished by the Board of Chief Engineers and supplemented by further information) is appended (Appendix IX).

(1) *Chief Engineers* :— Their pay scales cannot be compared with any of the officers of the Mysore Administrative Service. Their status and importance correspond to that of Divisional Commissioners. The present scale of pay, besides being very low as compared to those prevailing in other progressive States and the Centre, extends for a period of ten years which is not satisfactory, as a Chief Engineer can seldom expect to be in this post for more than 5 years.

In most of the progressive States of India the pay scale of Chief Engineers is Rs. 2,000 and over. It is recommended that for the present, the pay of the Chief Engineer, *i.e.*, the Head of the Department in each of the two Departments might be Rs. 2,000–2,250 and that of the other Chief Engineers, who might be designated Additional Chief Engineers (excluding present incumbents who might continue to be designated as Chief Engineers) might be Rs. 1,800–50–2,000 as in Uttar Pradesh. These scales are very much lower than the recently upgraded scale of pay of Divisional Commissioners in the I.A.S.

(2) *Superintending Engineer* :— Their pay scales are at present the same as those of Deputy Commissioner (Non-I.A.S.) of the Mysore Administrative Service, which is unreasonable as Superintending Engineers are regional level Officers. Their present scale of pay is very low as compared to those of other progressive States and the Central Government. Parity with the Central Government scale for Superintending Engineers is recommended or at least with that of the Uttar Pradesh.

(3) *Executive Engineers*.—The present pay scale is low as compared to those of other progressive States of India. These are district level officers and their pay scales should therefore be at par with that of Deputy Commissioners in the Mysore Administrative Service. The starting pay of the latter scale, however, has been fixed high, presumably to correspond with that of I.A.S. Deputy Commissioners, whom they would ordinarily replace. For the present, the pay scale of Executive Engineers may correspond with that of the Central Government *viz.* Rs. 720–40–1,100–50/2–1,250.

(4) *Assistant Engineers*:—The present scale of pay is much too low as compared to those of progressive States of India such as, Punjab, West Bengal, U.P., Maharashtra and also of Central Government. These are Sub-Divisional level Officers and there is no valid reason why they should not have the same pay scale as Sub-Divisional Level Officers in the Revenue Department, *viz.* Assistant Commissioners. Parity with the scale of pay of Assistant Commissioners is recommended.

(5) *Supervisors*:—This will have to be a long scale of 18 to 20 years with a selection Grade at the end, for reasons already explained. There is no corresponding scale in the Revenue Department. Scale of Rs. 170-8-210-10-350 (19 years) with a Selection grade of Rs. 360-15-450 is suggested.

(6) *Junior Assistant Engineers*:—This would be a new cadre and would be in the Class II Gazetted Service. It is recommended that the Junior Assistant Engineers scale of pay be equated with that of the Tahsildars in the Revenue Department, but, in the case of the former, the scale might extend further by about 5 years so that increments would accrue upto 15 years of service as Junior Assistant Engineers.

(7) *Deputy Architects*:— Their scale of pay may be same as for Executive Engineers.

(8) *Assistant Architects*:— Their scale of pay may be the same as for Assistant Engineers but higher starting pay, up to Rs. 500 in the Assistant Engineers scale may be offered to suitable candidates with the requisite qualifications and experience, if they are unwilling to join on the minimum pay of the scale.

(9) *Architectural Assistants*:— Their scale of pay may be the same as for Junior Assistant Engineers but to secure the services of suitable candidates with the requisite qualifications a higher starting pay upto Rs. 350 may be permitted.

(10) *Architectural Draftsmen*:— Their scale of pay may be the same as for Head Draftsmen as at present provided they possess the requisite qualification.

10.30 In regard to the request of Engineering personnel to be allowed private practice on the analogy of members of the State Medical Services, it is considered that private practice would be detrimental to the public interest. It is not known as to whether members of the State Medical Services are allowed private practice in addition to the full pay of the posts and, if so, in what circumstances, nor if they are allowed non-practising allowances if they are posted to charges where invole practice is not allowed. If these concessions are allowed in the Medical Department, in addition to scale of pay at par with corresponding technical posts in the P.W.D., then the claim for non-practising allowance would be justified in the case of engineers too, as, it is considered, the latter should not be allowed private practice.

Engineers who have acquired post-graduate qualifications from recognised institutions in subjects, advanced technological knowledge of which is expected to be beneficial to the work of the Department, may be given additional personal pay at the undermentioned scales when posted to charges where such advanced knowledge can be utilised.

Post-Graduate Diploma	Rs. 50 per month
Master's Degree	Rs. 75 ,,
Ph. D. or equivalent.	Rs. 100 ,,

11.401. As the policy that may be adopted by the Pay Commission in regard to fixation of pay scales, particularly in regard to inter-adjustment between basic pay scales and dearness allowance, is not known, recommendations in this part about Pay Scales give only recommended parities with corresponding posts in other services. However, in a few cases where no parity was available scales have been mentioned which are intended to indicate the variation from the existing scale on the basis of the present structure of basic pay scales.

11.402. Most representations about pay scales request that present incumbents in any particular grade should get some weightage, in consideration of their past service in that grade by a suitable proportion of their past years of service in the grade being allowed to count for increments in the revised scale. Otherwise, the benefit of the revised pay scale would go only to the fresh entrants. The request deserves consideration in accordance with the policy to be adopted in regard to services of all departments in general.

## CHAPTER XI

### Ministerial Services

11.01 Ministerial Staff in the Public Works Department comprises the following principal categories:

- (1) 1st and 2nd Division P. W. D. Clerks and superior ministerial posts.
- (2) 1st and 2nd Division Accounts Clerks.
- (3) Stenographers and Typists.
- (4) Draftsmen and Tracers.
- (5) Research Assistants.
- (6) Statisticians.
- (7) Store-Keepers.

11.02 Most of these categories of staff have represented to the Pay Commission for improving their service conditions and pay scales. Their demands have been examined and suitable recommendations are made in the following paragraphs.

#### P. W. D. Clerks and Accounts Clerks

11.101 The Second Division P. W. D. Clerks have represented that direct recruitment to the post of First Division Clerks be stopped and that all vacancies in the I Division be filled by promotion from the II Division. They have also represented that as there is much stagnation among II Division Clerks, they might be given a pay scale which would overlap sufficiently with the pay scales of the I Division Clerks.

11.102 The direct recruited I Division Clerks also complain of stagnation inasmuch as in a Technical Department like the Public Works Department, all the executive and administrative posts are out of their reach as these require men with technical qualification. On the other hand, they contend in non-technical departments graduates who join ministerial cadres can, by passing some departmental examinations, rise to higher paid executive posts, the qualification for recruitment to which is also arts or science degree from a recognised University.

11.103 The cadres of I Division and I<sup>st</sup> Division P. W. D. Clerks are separate. The present pay scales of I Division Clerks is Rs. 110-5-150-6-180-10-220 and it takes 18 years to reach the maximum. The recruitment to this cadre is made direct from among graduates to the extent of 66 2/3 per cent and the rest by promotion from the II Division Clerks.

11.104 The present pay scale of II Division Clerks is Rs. 80-3-110-4-130-5-150 and it takes 20 years to reach the maximum pay. Those who have passed S. S. L. C. are eligible for appointment as II Division Clerks. Promotional opportunities for the II Division P. W. D Clerks are limited to 33 1/3 per cent of the number of I Division posts which latter number about half the number of II Division posts. The chances of promotion of the II Division Clerks are therefore, very small, even if they were to pass the prescribed departmental examination for promotion to I Division. Promotional opportunities for the I Division Clerks comprise posts of Manager Grade I, Manager Grade I and Registrar. The total number of these promotional posts is approximately 1/5th of the total number of I Division P. W. D. Clerks with the result that the chances of promotion for most of the I Division Clerks is also quite small.

11.105 The Accounts Clerks were formerly under the control of the State Accounts Department and were posted to the Divisions of the Public Works Department for accounts work generally, including scrutiny of bills, maintenance of accounts registers, dealing with audit objections, etc. The present pay scales of the accounts clerks are as under:

(1) I Division	120-5-150-8-190-10-240
(2) II Division	80-3-110-4-130-5-150

11.106 Recently the Accounts Clerks in the Public Works Divisions have been transferred en-block to the establishment and control of the Chief Engineer of the Public Works Department; but the corresponding posts of Accounts Superintendents have not been transferred. It is understood, there is a proposal to transfer these latter posts to the control and establishment of the Accountant General, Mysore. The Accounts Clerks have represented that as the posts of Accounts Superintendents were formerly filled by I Division Accounts Clerks who had passed the S. A. S. Examination, the transfer of the Accounts Superintendents to the Accountant General would result in serious loss of their promotional opportunities. The Accounts Superintendents too are apprehensive about their position as well as future prospects on transfer to the Accountant General's establishment, if that were to materialise. They request that their services and posts be retained under the Mysore Government along with the posts of Accounts Clerks, and, either both should be in the State Accounts Department or both should be transferred to the Public Works Department. Recommendations on this point have been made in Chapter VIII.

11.107 As the Accounts Clerks working in the Public Works Department have since been transferred to the establishment of the Public Works Department under the control of the Chief Engineer, it is no longer necessary to keep the cadres of P. W. D. Clerks and Accounts Clerks separate. The pay scales of the II Division Clerks are identical for both, whilst there is only a slight difference in the pay scales of the first Division Clerks which might be equalised at the time of formulating rationalised pay scales by the Pay Commission. Recruitment to the post of Second Division Clerks both Public Works Department as well as Accounts should be on the basis of a competitive test from amongst candidates who have passed the S. S. L. C. Examination and possess Junior Typewriting Certificate. Direct recruitment to the I Division should continue to be by competitive examination from amongst graduates of recognised Universities. Such direct recruitment might however, be limited to 50% (instead of 66 $\frac{2}{3}$ %) of the vacancies. The rest 50% might be filled by promotion from amongst the II Division Clerks who have passed the qualifying departmental examination, both in accounts (Lower) and Departmental (Lower), in the order of seniority subject to satisfactory record of service. Graduates who join the II Division Clerks' posts might be given four advance increments as starting pay over the minimum pay of the scale, and their seniority may be fixed just below those Second Division Clerks who have put in four completed and continuous years of service.

11.108 The First Division Clerks might be posted either to Accounts or on correspondence work to suit the exigencies of work from time to time. Those amongst them who pass the S. A. S. Examination Parts I and II would be eligible for promotion to the posts of Accounts Superintendents on the basis of seniority subject to good record of accounts work, whilst those who pass the departmental examination (Higher) would be eligible for promotion to the post of Manager, also in accordance with the seniority subject to good record of service.

#### 11.109. Managers

At present there are two grades of Managers in the Public Works Department *viz.*, Grade II with a scale of pay of Rs. 180-10-320 (14 years) and Grade I with a scale of Rs. 225-10-285-15-375 (12 years). There is considerable overlap between the two scales and the difference between the maximum and minimum of the two scales is comparatively small. There is no direct recruitment to the post of Managers as these are filled entirely by promotion of 1st Division Clerks. There is also considerable overlap between the scale of pay of 1st Division Clerks

and that of Manager Grade II. It is, therefore, recommended that the two grades of Managers be merged into one grade with a single running scale (with an efficiency bar), which might be Rs. 180-10-300/EB-15-375. If the scale of pay of Managers and/or corresponding post in all Departments is upgraded as the result of rationalisation of pay scales by the Pay Commission, the running scale mentioned above may also be suitably adjusted. The more experienced and efficient managers would, of course, be posted to the Superintending Engineer's and Chief Engineer's Offices.

#### 11.110. Registrar.

12 Registrar's post in the Circle Offices are recommended to be classed as Grade II and it would also be filled only by promotion from amongst Managers. Registrar's posts in the Chief Engineer's Offices may be slightly upgraded as Registrar Grade I and filled by promotion from amongst Registrar's Grade II. Both grades would be gazetted. The posts of Registrar Grade I would be the highest that a non-technical employee (even if he be a directly recruited graduate) in the Public Works Department could aspire to, as practically all gazetted posts are filled by persons with engineering qualifications. The pay scale of this post will have to be fixed keeping this point in view.

#### 11.20. Stenographers and Typists.

11.201. Some of the Stenographers and Typists of the Public Works Department have represented that First Grade Stenographers be provided to the Executive Engineers and Superintending Engineers in all the Zones, and that they be given overtime pay if they are required to work beyond office hours. They have further represented that a special allowance of Rs. 30 per month be paid to all those who work in the personal sections of the Chief Engineers. The other demands of the Typists and Stenographers include sanction of advance increments to graduate Stenographers; sanction of advance increments to Typists who have passed senior Grade Shorthand but not promoted as I Grade Stenographers; promotion of Stenographers to the post of Managers; creation of I and II Grade cadres among Typists, promotion of Second Grade Typists to I Grade as soon as he completes 8 years of service; posting of Typists to Sub-Divisions in all Zones, creation of I and II Grade posts of Typists in the Circle, and the Chief Engineer's Offices proportionately; and improvement of pay scales of Typists and Stenographers. The various demands of the Stenographers and Typists have been examined and the following recommendations are made.

11.202. Typists are at present recruited direct from amongst candidates possessing (a) S.S.L.C. and Senior Typewriting Certificate or (b) Junior Typewriting and Junior Shorthand Certificates. They are allowed II Division Clerks pay scale plus Rs. 10 per month special pay. They are eligible for special pay of Rs. 20 per month in the post of Junior Stenographers provided they acquire qualification of Junior Shorthand and Senior Typewriting. The Typists and Junior Stenographers are not borne on the cadre of II Division Clerks.

11.203. The qualification for direct recruitment to posts of Stenographers in the P. W. D. are:—

- (1) S. S. L. C.
- (2) Senior Typewriting; and
- (3) Senior Shorthand.

66 $\frac{2}{3}$ % of vacancies are filled by direct recruitment whilst 33 $\frac{1}{3}$ % are filled by promotion from amongst typists who have qualified in Junior Shorthand and Senior Typewriting and have worked with good record for not less than 5 years as typists or Junior Stenographer. They draw pay on the same scale as I Division P. W. Clerks plus a special pay of Rs. 30 per month. However, they are not borne on the cadre of the 1st Division Clerks.

11.204 It is recommended that

(1) Typists should be borne on the cadre of II Division Clerks as they must possess the minimum educational qualification *viz.*, S. S. L. C. Certificate. If they pass the department (lower) and accounts (lower) examinations they should be eligible for promotion to the 1st Division Clerks posts subject to their record of work being good. For promotion to the post of Stenographers Grade I they would have to acquire Senior Shorthand as well as Senior Typewriting and good record of work.

(2) There should be two grades of Stenographers. All posts attached to the Chief Engineer and Superintending Engineers' Offices should be in Grade I whilst those attached to Executive Engineers in-charge of Divisions should be in Grade II. The method of recruitment to Grade I may be the same as for Stenographers at present, Recruitment to the Grade II may be direct from amongst candidates possessing:

- (1) S. S. L. C.
- (2) Senior Typewriting; and
- (3) Junior Shorthand.

Typists already working in the Department and possessing the above qualifications would also be eligible for appointment to this grade.

Stenographers Grade I and Grade II should have separate cadres and separate pay scales, instead of being given special pay over the scales of 1st and 2nd Division Clerks, respectively. The minimum pay of Grade I might be at least Rs. 30 more than the starting pay of the 1st Division Clerks on the rationalised pay scale that may be evolved by the Pay Commission, whilst their maximum pay might be Rs. 60 more than the maximum of the scale of 1st Division Clerks and the period required for reaching from the minimum to maximum might be 20 years.

Subject to their passing the departmental (higher) examination and working satisfactorily for one year as 1st Division Clerk, Stenographer Grade I might be made eligible for promotion to the post of Manager Grade II along with 1st Division Clerks, proportionately to their respective cadre strengths.

The minimum pay of Grade II Stenographers might likewise be at least Rs. 20 per month more than that of II Division Clerks whilst the maximum might be at least Rs. 40 more than the maximum pay of II Division Clerks and the length of the scale might be 20 years.

Grade II Stenographers would be eligible for promotion to Grade I Stenographers' posts provided they pass the Senior Shorthand examination and have at least 5 years good record of service as Grade II Stenographer.

The other demands of Stenographer and Typist are not recommended, except the provision of a post of Typist in each Sub-Division which is considered necessary and has been recommended for most Sub-Divisions in the typical staffing pattern proposed in Chapter IX (Appendix VIII.)

### 11.30. Draftsman and Tracers.

11.301. The Draftsmen have represented that separate grades of Draftsmen should be created for the Division, Circle and Chief Engineer's Offices with different pay scales and that they should be promoted from Division Grade to Circle Grade and Circle Grade to Chief Engineer's Office depending upon seniority-cum-merit.

11.302 At present there are only two categories *viz.*, Draftsmen working in Divisions, Circles and Chief Engineer's Offices and one Head Draftsman working in Chief Engineer's Offices. This provides very little promotional opportunities to Draftsmen since very few of them can hope to get promoted as Assistant Engineers after getting field training and passing a stiff qualifying test in engineering theory and practice. Moreover, Circle Offices also need a senior Draftsman in charge of the drawing office as in the case of Chief Engineer's Office, although the responsibility involved in the Chief Engineer's Office would be greater than that of a Head Draftsman in the Circle Office. It is, therefore, recommended that although the scale of pay admissible to Draftsmen should be identical whether they be employed in the Chief Engineer's Office, Circle Offices or

Divisional Offices, there should be two grades of Head Draftsmen in the Department namely Head Draftsmen Grade I in Chief Engineers' Offices, including Central Designs Organisation, and Head Draftsmen Grade II for Circle Offices. The number of Head Draftsmen recommended for the various Circle and Chief Engineers' Offices is shown in the Appendices VII and VIII which shows the recommended staffing patterns. It is recommended that Draftsmen should be promoted to the post of Head Draftsmen Grade II on the basis of seniority subject to fitness for promotion. The posts of Head Draftsmen Grade I in the Chief Engineers' Offices would be filled from amongst Head Draftsmen Grade II on the basis of seniority-cum-merit.

11.303 Draftsman who possess a diploma in Civil or Mechanical Engineering from a recognised institution and have put in at least 12 years continuous and satisfactory service in the Department and have passed the qualifying test prescribed for supervisors would be eligible for promotion of the post of Assistant Engineers along with similarly qualified Supervisors subject to their capability in field work being tested for a period of at least one year and found satisfactory.

11.304 The Tracers have put forth a number of demands. These include the enhancing of their minimum pay to Rs. 110 with increment of not less than Rs. 10; promotion of Tracers with 5 years continuous service as Draftsmen Grade II and designating them as Grade C Draftsman; to increase the percentage of promotion of Tracers from 10 to 20 per cent and create facilities to enable the Tracers to appear for certificate course examination to improve their prospects. These demands have been examined and it is recommended that the present promotional quota of 10 per cent need not to be increased and that the tracers after 10 years of satisfactory service may be promoted as Draftsman (non-Diploma holders) subject to their passing a Departmental test in Draftsmanship and subject to existence of vacancies. It is felt that the other demands of the Tracers cannot be conceded.

11.40 *Research Assistants*: It has been brought to notice that the pay of a Science graduate Research Assistant is Rs. 110-5-150-6-180-10-220, whereas the pay of an engineering Diploma holder Research Assistant is Rs. 150-8-190-10-320. Since both the categories of staff do the same research work the graduate Research Assistants have represented that their pay scales should be at par with those of Diploma holder Research Assistants as prior the 1961 revision of pay scales, the Science Graduates employed as Research Assistants were drawing somewhat greater pay than engineering diploma holders. If the position in regard to relative scales of pay of the Graduate Research Assistants and Diploma holders as mentioned in the former's representation is correct then the demand would appear justified and is recommended for acceptance.

11.50 *Statistical Organisation*. The Statistical staff in the Public Works Department have asked for the formation of a full-fledged Statistical Department in the Public Works Department and have suggested complete Statistical Units for Minor Irrigation, Public Health and Major Irrigation branches. The elaborate proposals suggested in the representation are not recommended. Proposals in respect of Statistical Organisation under the various Chief Engineers have been recommended separately for adoption. It is recommended that both the Statistical Assistants and the Statistician be obtained on deputation from the Statistical Department as the number of post in the Public Works Department would be too small to justify the formation of an independent cadre in the Department. The promotional opportunities in such an independent cadre would be meagre with the result that the staff would be discontented.

#### 11.60 *Store keepers*:

11.601. The cadre of Storekeepers comprise:—

II Division Storekeepers	...	present scale of pay Rs. 90-3-150-5-180.
I Division Storekeepers	...	Rs. 120-5-150-8-190-10-240 (Same as I Division Accounts Clerks)
Stores Superintendent	...	Rs. 180-10-320 (Same as Manager Gr. II)
Stores Managers	..	Rs. 225-10-285-15-375 (Same as Manager Gr. I)

11.602. All posts are non-gazetted. The grade and scale of pay of Store-keepers posts in respect of any particular store depend on the total value of stores in charge of the incumbent and the annual turnover.

11.603. There is no direct recruitment to the post of Storekeepers but I and II Division P. W. Clerks who opt for the Storekeepers cadre are drafted into this cadre and appointed as I and II Division Storekeepers respectively. Some of the posts of I Division Storekeepers are filled by promotion from Senior II Division Storekeepers. Higher posts are filled exclusively by promotion from the lower posts.

11.604. No representation has been received from Store-keepers about their pay scales and/or service conditions. It is, therefore, recommended that the present arrangement may continue except that (1) in case of Project Stores where there are heavy transactions of mechanical equipment and spare parts, an Assistant Engineer (Mechanical) might be incharge of the Stores assisted by one or more mechanical Supervisors and suitable number of I or II Division Storekeepers.

(2) The post of Store's Managers may be abolished and the scale of pay of Store Superintendents may be at par with the single running scale proposed for Managers in the Public Works Department.

#### 11.70 *Permanent posts:*

As recommended in the case of Technical Services, it is necessary to convert as many temporary posts as possible into permanent ones in the ministerial services too to improve the efficiency in the working of the Department. All posts required permanently for maintenance and operation of completed works with suitable provision for leave reserve thereon, should, therefore, be made permanent along with 40% of the posts required at present for works under construction.

#### 11.80 *Pay Scales:*

11.801 *I and II Division Clerks:*—As the work to be done by the I and II Division Clerks is more or less similar in all departments of Government the scales of pay should also be identical, as is the case at present except for the Secretariat and the State Accounts Department which have higher scales of pay. It has been recommended earlier that the Accounts Clerks transferred from the State Accounts Department to the Public Works Department should be merged in the Clerical establishment of the Public Works Department and should have a common scale of pay which might be the same as the rationalised scale of pay for the respective grades that may be evolved by the Pay Commission.

11.802 *Managers:*—Scales of pay of the Manager in the P. W. D. might likewise be at par with that of the ministerial Head of District Level Offices of other major Departments of Government including the Revenue Department. (Deputy Commissioner's Office).

11.803 *Registrar Grade II:*—The pay of Registrar, Grade II may be at par with Tahsildar in the Revenue Department as at present.

11.804 *Registrar Grade I:*—The minimum of the pay scale of Registrar Grade I might be Rs. 80 less than the maximum of the pay scales of Registrar Grade II, Tahsildar and its maximum might be Rs. 100 more than the maximum of that pay scale and this maximum should be reached in a period of not more than six years.

11.805 *Head Draftsman Grade I:*—The scale of pay of Head Draftsman Grade I may be at par with the scale of pay of Registrar Grade II of the Public Works Department.

11.806 *Head Draftsman Grade II:*—The scale pay of Head Draftsman Grade II may be at par with the scale of pay of Manager of Public Works Department.



11.807 *Draftsman* :—The scale of pay of Draftsman should be the same as that of Supervisors.

11.808 *Tracers* :—The scales of pay of Tracers should be at par with that of the II Division Clerks.

11.90 *Special Pay, etc.*

11.901 The Ministerial Staff in General have represented that their Project allowance may be enhanced from 20 per cent to 30 per cent. In this connection it is recommended that the project allowance of 20 per cent of the pay may continue, but subject to a minimum of Rs. 30 per month which would give much needed relief to the lower paid staff including all Ministerial Staff with basic pay lower than Rs. 150 per month.

11.902 The question of other amenities to be provided to ministerial personnel posted at Project sites at out of the way places are dealt with in Chapter XIII.

---

## CHAPTER XII

### Work-Charged Establishment.

12.01 In accordance with Para 70 of the Mysore Public Works Department Code, Work-Charged Establishment includes such establishment as is "employed upon the actual execution, as distinct from the general supervision," of a specific work or of such works of a specific project, or upon the supervision of the departmental labour, stores and machinery in connection with such works or sub-works. The pay and allowances of such establishment is charged direct to the estimate of the specific work or sub-work against which they are employed, and not to the minor head "establishment".

12.02 On the other hand, regular establishment, whether temporary or permanent, includes such establishment as is entertained for the general purpose of the Division or Sub-Division, or for the general supervision, as distinct from actual execution of a work or works; their pay is initially charged to the minor head "establishment" and subsequently debited to the different project or projects on a *pro-rata* basis. It is found that many classes of establishment, such as "Masons, Carpenters, Laskars, Maistries, etc.", are borne both on the regular establishment as well as on work-charged establishment. The basic scales of pay prescribed by Government for both are identical but personnel on work-charged establishment get a much lower rate of dearness allowance, do not get project allowance and their leave and other benefits are severely restricted.

12.03 It is difficult to appreciate the justification for such disparity between the conditions of service of work-charged establishment and regular temporary establishment, both of whom may be working under identical conditions on the same specific work or works.

12.04 The stipulation that the pay and allowances of the work-charged establishment should be debited direct to the estimate of the work concerned is obviously for ensuring correct debit to the work concerned of the disproportionately large cost of skilled and unskilled labour, technicians, foreman, etc., that have to be employed on the departmental execution of specific works or sub-works of projects under construction or maintenance.

12.05 Apart from this accounting requirement, the only distinction between work-charged establishment and regular temporary employees appears to be the stipulation in the rules that the former should include only those who are employed upon the actual execution of work whilst the latter are employed on general supervision. In practice, however, it is found that the same category of staff such as "Drivers, Masons, Maistries, Laskars, etc.," are borne both on the regular establishment as well as on the Work-Charged Establishment.

12.06 The Work-Charged Establishment Employees' Association have represented against this discrimination and have asked for equal treatment and to be brought into the regular establishment.

12.07 For correct accounting of the cost of works, it is probably necessary to charge the pay of those who are employed on the actual execution of specific works direct to the estimate of the Project. Moreover posts of Work-Charged Establishment, according to the requirements of the projects, can be created by the Chief Engineer and other officers of the Department from time to time and personnel appointed thereto upto the extent of powers delegated respectively to them and within the provision in the sanctioned estimate. This expedites the work considerably as sanction to all such posts in the regular establishment must be obtained from Government which usually takes a long time. Work-Charged staff would also likely to be required for short periods during which a particular type of work or works were being executed on a project, necessitating the termination of their services on the completion of such work or sub-work unless their services could be utilised on some other work or sub-work thereafter.

12.08 In view of the circumstances mentioned above, it would be necessary to employ such staff on the Work-Charged Establishment, particularly when the period of employment is expected to be short (i.e., less than say three years). However, there does not seem to be any justification for men of these categories employed on the maintenance and operation of Roads, Buildings, Irrigation Works, etc., and required permanently, continuing to be entertained on the Work-Charged Establishment.

12.09 On the construction of major projects a large number of Work-Charged personnel of various categories is employed for long period of years, and, on completion of works of these projects, their experience is usually utilised on other projects under construction. Thus, quite a large number of these employees continue in service as work-charged employees for decades.

12.10 In Government Order No. PWD 229 SPN 64, dated 16-1-1965, 1,600 posts of a number of categories of Work-Charged Establishment employed on the regular permanent and temporary circles were converted into "regular non-pensionable posts for purposes of gratuity only." It appears that their pay will continue to be charged to the works estimates concerned and their scales of pay and allowances and other benefits would remain the same as sanctioned for Work-Charged Establishment in G. O. No. 229 SPN 63, dated 1-8-1964. It is felt that work-charged employees of the Department who are required permanently or on a long term basis deserve better treatment. It is, therefore, recommended that :

(1) All work-charged posts required permanently for the actual execution of maintenance and repairs works on completed projects should be brought on the regular permanent establishment of the Department and should be eligible for all benefits and privileges including pension, leave allowances, etc., enjoyed by permanent Government Servants. For calculating pension, continuous service in the work-charged Establishment prior to appointment in the permanent establishment might count as qualifying service by suitable amendment of the rules. The number of posts of each category to be made permanent should not, however, exceed those justified on the basis of approved norms of workload.

(2) Work-Charged posts required on other works, including construction, surveys and investigations, etc., for the actual execution of specific works on projects may remain on the work-charged list and their cost debited direct to the works concerned. However, persons who have worked continuously in the Department for not less than 10 years might be brought on a temporary list of provincial work-charged Establishment and made eligible for gratuity as sanctioned in the G. O. No. PWD 229 SPN 64, dated 16th January 1965 or for contributory Provident Fund mentioned therein. The leave permissible under Para 73 II(i) of the P. W. D. Code might also be granted to them on leave pay as prescribed therein but without deduction therefrom the amount that may have to be paid to a substitute if required to be employed during the leave period.

12.11 When permanent posts mentioned in sub-para 1 above fall vacant these should be filled by work-charged employees of corresponding category borne on the provincial list in order of length of service in the category.

12.12 The scales of pay of work-charged establishment should not be less than those of corresponding or similar posts in the regular temporary establishments and Dearness Allowances might also be granted to them at the same rates as are applicable to regular temporary establishment.

12.13 Work-Charged Establishment should also be eligible for project allowance and/or other compensatory allowances unless their pay has been fixed on an *ad-hoc* basis, higher than the sanctioned scale, after giving due consideration to the local conditions at the site where they are expected to work.

12.14 There is no reason why medical facilities granted to other regular Government Servants of similar category should be denied to the Work-Charged Establishment whose welfare is as much in the interest of Government as that of regular Government Servants. It is, therefore, recommended that medical facilities as admissible to regular temporary Government Servants should also be allowed to Work-Charged Establishment.

12.15 The debits to the specific work or sub-work on which work-charged establishment is employed would have to include adequate provision for gratuity, leave benefit, medical facility, etc., on a percentage basis. Cost of project allowance or other compensatory allowances if any would, of course, be debited on the basis of actuals along with pay.

12.16 It is felt that the numbers and types of work-charged establishment employed in the department are substantially in excess of the requirements, particularly where work is being carried out by competent Contractors. It is, therefore, necessary to have approved norms of workload for such staff, giving due consideration to the strength of regular staff entertained in addition to the work-charged staff, and to determine the required strength of work-charged staff of different categories on the basis of the approved norms. In the absence of data about the actual number of work-charged staff of different categories entertained in each Circle, Division, Sub-Division etc. and the quantum of work performed by each, it is not possible to make recommendations on this point. It is suggested, however, that the matter be looked into and the strength of work-charged establishment suitably adjusted in the interest of economy consistent with efficiency of work.

---

## CHAPTER XIII

### **Special Pay, Project Allowance and amenities to Personnel at Project Sites.**

#### *Special Pay :*

13.01 Special pay may be termed as an addition to the emoluments of the incumbent of a specific post or posts in consideration of the arduous nature of the duties or increased responsibilities and/or the unhealthiness of the locality in which the work is performed.

13.02 In the Public Works Department, special pay is at present granted to the Superintending Engineers, Executive Engineers and Junior Engineers, who are employed on Designs work. Recommendations for continued payment of special pay to the various officers of the Designs Organisation at suitable rates has already been made in Chapter VI (Designs Organisation).

13.03 Some Executive Officers are posted to Chief Engineer's Offices for helping him in his technical and administrative work. The most important officer in this category is the Deputy Chief Engineer who is an Executive Engineer in rank and assists the Chief Engineer in the scrutiny of plans and estimates of works, scrutiny of tenders and contractor's claims, Schedule of Rates, correspondance in regard to works under construction or maintenance and operation. The work involves much additional responsibility and arduous work. It is understood that the Deputy Chief Engineers were paid a Special Pay of Rs. 75 per month till the end of 1963 but this has since been discontinued. In view of the increased responsibilities attached to this post and of the fact that the functions are similar to that of a Deputy Secretary (Technical) of the P. W. D. Secretariat who is entitled to a Special Pay, it is considered justifiable to grant a special pay of Rs. 75 per month, to all the Deputy Chief Engineers working in the Chief Engineer's Offices, at the same rates as recommended for the Executive Engineers working in Central Design Organisation. It is not considered necessary to extend this benefit to other technical staff such as Assistant Engineers, Junior Engineers, Supervisors, etc., working in the offices of the Chief Engineers, Superintending Engineers and Exicutive Engineers. Such staff working in the Central Disigns Organisation should, however be allowed special pay at the rates recommended in Chapter VI.

*Project Allowance :*

13.04 At present, Project allowance is being paid to all the gazetted and non-gazetted staff working on the construction and Investigation of Irrigation and Hydro-Electrics projects in view of the arduous nature of the work, lack of medical and educational facilities, unhealthy localities, etc. The quantum of the project allowance is usually 20% of the pay, with a ceiling limit of Rs. 100 per month. In the case of construction projects, only those whose headquarters are away from District or Taluka headquarters are entitled to project allowance.

13.05 Surveys and investigation of River Valley Projects has to be carried out for extended periods in remote and out of the way localities where Communications, living accommodation and other amenities are meagre or non-existent. The Project allowance for investigation work is admissible only to the touring officers and officials and irrespective of the location of the headquarters.

13.06 The question of project allowance has been reviewed and it is recommended that this allowance should be continued both for construction and Investigation of Irrigation and Hydro-Electric Projects in view of the unfavourable conditions, lack of amenities, etc., under which the work has to be carried out. However, it is felt that the project allowance should be uniformly 20% of the pay subject to a minimum of Rs. 30 per month. For Executive Engineers and Superintending Engineers (and Officers holding equivalent posts), the project allowance should be Rs. 125 fixed and Rs. 150 fixed respectively. For others, the maximum limit of Project allowance would be Rs. 100 per month. The present embargo against the payment of the Project allowance to those engaged on the construction of Projects, but stationed at District or Taluka headquarters, and also to non-touring personnel employed in the Investigation of Major and Medium Projects, should continue.

*Amenities to Personnel at Project Sites :*

13.07 There is a general tendency on the part of the staff to avoid working on construction and investigation of Irrigation Projects. The main reasons for this is the lack of amenities, unhealthy surroundings, difficult working conditions, etc. Therefore, with a view to mitigating these hardships to some extent, it is necessary to provide certain basic amenities at Project sites. Some of these facilities are already being provided for at the sites of construction of important works on Major Projects.

13.08 The provision of free housing accommodation to all the staff working in the Project and stationed at work sites away from District or Taluk headquarters is of prime importance. Next would be the provision of protected water supply and adequate sanitary arrangements. A well-equipped hospital with an inpatient ward should be obligatory at Major Project sites. In emergent cases, where expert medical advice is necessary, free transport facilities should be made available at Project cost. As regards educational facilities, there should be a High School where the population of the Project colony is more than 3,000.

13.09 Where such educational facilities do not exist, project buses should be arranged to take the children to the nearest schools and back, and the operation cost of the buses may be partially subsidised by the Project. Further, project staff might be permitted to use the project vehicles for their private use in cases of urgency, with the approval of the Officer in charge of the project and on payment of the prescribed hire charges, provided the vehicle is not required for official purpose at the time.

13.10 Persons who have served on investigations of Major and Medium River Valley Projects for five years should, as far as possible be posted thereafter to maintenance charges for at least 5 years, as such a rotation would be in the interest of the individual and also in the interest of efficient work of the Department.

*Conveyance allowance :*

13.11 The Supervisors' claim that they should be entitled to motor cycle allowance at the same rates as are admissible to the Junior Engineers performing identical duties. It is understood that, at present, motor cycle allowance is not admissible to personnel whose basic pay is less than Rs. 200 per month, due to which, Supervisors drawing basic pay between Rs. 150 and Rs. 200 are not eligible for it. It is considered that conveyance allowance should be admissible to the incumbents of posts on which public interests require the possession and use of such conveyance. This should not depend on the pay drawn by the incumbent. It is, therefore, recommended that the incumbent of sectional charges, the proper performance of the duties of which, require the use of a motor cycle, should be permitted to draw motor cycle allowance irrespective of whether he be a Junior Engineer or Supervisor or of the pay drawn by him.

---

## CHAPTER XIV

### Chief Engineers and Secretariat Functions :

14.01 The question as to whether Chief Engineers and other Heads of Technical Departments should have any Secretariat functions and, if so at what level, has been the subject of much controversy for many years *i.e.*, almost ever since the functions of Chief Engineers and Secretaries to Government were separated in the different Provinces of India during the later years of British Rule.

14.02 In order to be able to form a rational and objective view on this controversial question, it is necessary, at the outset, to have a clear understanding about the functions of the Head of a Department and of the Secretariat of Government pertaining to that Department, about which there is often much confusion of thought. Under the Constitution of India, the Governor is the head of the Government of each State. He is advised by the Council of Ministers and the decisions of the Council of Ministers are issued, as orders of the Government, in the name or on behalf of the Governor, and under the authentication of an Officer of the Secretariat Department concerned.

14.03 The orders of Government are usually executed by Executive Departments of Government, each of which is charged with the execution of one or more specific type of work. Each Department is in charge of a senior officer of the Department, who is designated as the Head of the Department, and who is responsible to the Government for the proper execution of the orders. The Head of the Department is assisted by appropriate staff of different categories who are under his administrative control. For the proper conduct of the work of the Department, the Head of the Department may issue sanctions and orders in his own name, within the limits of powers delegated to him by Government.

14.04 The Head of the Department is also expected to initiate projects and/or proposals for the proper performance, or for the extension and improvement of the type of public services catered for by the Department. Such projects, or proposals, as well as matters pertaining to the normal work of the Department which are beyond his powers of sanction are referred by him to the Government for orders. These proposals are received by the Secretariat of the Government in the Department concerned, and, after scrutiny and examination in consultation with other Departments of the Secretariat involved, in regard to their administrative and financial implication and their likely impact on the work and functions of other Departments of Government, and put up with comments and recommendations to the Minister for orders. The orders passed by the Minister or by the Council of Ministers on such proposal or project is finally communicated by the Secretariat to the Head of the Department and others concerned. If so required by the Minister, the Secretariat may also obtain from the Head of the Department periodical reports on the progress of works, cases and others, or information pertaining to the work of the Department and, after scrutiny and examination, put up the same with their comment to the Minister.

14.05 Each Department of the Secretariat is headed by a Secretary who is the Head of that Department of the Secretariat and is assisted by a number of other officers who may be designated Additional Secretary, Joint Secretary, Deputy Secretary, Under Secretary, etc., and by other staff according to the requirements of work in the Department. The Secretary and some other officers of the Secretariat are empowered to authenticate communications, contracts and other documents on behalf of Government. Thus, the functions of the Secretariat are to receive, scrutinise and put up to the Minister concerned, along with their comments and recommendations, communications, projects, proposals received from the Head of the Department, the Public or other Departments and to communicate to the Head of Department or to others concerned, the orders of Government for execution. Neither the Secretary nor any other officer or official of the Secretariat is responsible, in any way, for the actions of the Head of the Department or of any officer under the latter; nor is the Head of the Department or any officer of the Department under him in any way subordinate to the Secretary or any other officer or official of the Secretariat. In fact, both are public servants charged with the duty of performing their respective and specific functions, in close Co-ordination and Co-operation, and with the common object of securing the maximum benefit to the people by the expeditious, efficient and economical execution of projects approved by Government and operation of completed works in the best interests of the public.

14.06 There are undeniable advantages in securing expeditious disposal of cases, and also in economy in personnel time, in having the Chief Engineer as Secretary and the Chief Engineer's Office as the Secretariat, as duplication of work in the two offices can be obviated thereby. Orders which can be passed by the Chief Engineer in that capacity, can be passed by him and then can be issued to all concerned. For cases that have to be dealt with at Government level, the file with notes can go to the other Departments of the Secretariat concerned on to the Minister and the

action to be taken on the orders of the Government can be initiated by the Chief Engineer by communicating suitable orders and instructions to the lower officers in the Executive Department under him. In case clarifications are required by other Departments, or by the Minister, the Chief Engineer as Secretary can discuss and explain or note in the file and thus have the case expedited. The Chief Engineer being fully conversant with the case would not normally have to ask lower officers in the Department to brief him. Even if he were not fully conversant with the case he would understand technical and other points involved more easily, due to his long experience in the Department, than a non-technical Secretary, whose charge may be changing from time to time, not only from one Department of the Secretariat to another dealing with completely different type of works, but also from the Secretariat to the Districts or even to the Central Government. Moreover, as the Chief Engineer is responsible for the projects and the proper performance of the works in charge of the Department under him, he as Secretary could see to it that delays in the disposal of cases in the Secretariat were reduced to the minimum so that progress and cost of works would not be jeopardised.

14.07 From the very inception of the Public Works Department in the different provinces of India in 1849 Chief Engineers were Secretaries to Government in their respective Departments. They had direct access to the Head of the Government who was then the Governor. At that time, Chief Engineers, as well as other Secretaries, were all British and no difficulty is known to have been experienced. However, after the First World War most services, other than the C.S., and I.P. started being indianised, so that Indian Officers were expected to rise to posts of Chief Engineers and Heads of other Departments. It was then that the question of the propriety of Chief Engineers and other Heads of Departments working as Secretaries to Government came up presumably because the Government of the time did not like Indian Heads of Departments to have access to their views and policy decisions. Reasons were found for the separation of the post of Secretary from that of Chief Engineers and other Heads of Departments, and to reserve these for the Members of the I.C.S., which then remained the only service predominantly British in composition. Gradually, in State after State this separation of function was given effect to as Indian started becoming senior enough to become Chief Engineers.

14.08 Conditions are very different now with a completely Indian Government, with Indian Heads of Departments, and also Indian manning the administrative services. However, similar reasons are still advanced in support of the existing division of functions. The usual arguments for and against the continuation of the existing division of functions, have been summarised in the report on Public Works Administration by the Committee on plan Projects (Building Project Team 1962) appointed by the Government of India. This summary reproduced below :

“The proposal to make the Chief Engineer, Secretary to the Government has been the subject of considerable controversy for many years. We have given a great deal of thought to the problem and, in particular, to the reasons that are normally adduced against the adoption of such a measure. For example it has been stated in support of the existing division of functions between the Secretariat and the Chief Engineer that :

- (a) it relieves the engineers of a great deal of work involved in merely administrative duties and helps them to concentrate their energies on their proper technical work. If the engineers were not afforded this relief from administrative routine, the present shortage of technical man-power would be further aggravated.
- (b) Owing to the large expansion of scope and scale of engineering works, there has been significant addition to the charge and the posts of Chief Engineers with the result that there is hardly any State to which there are not more than one Chief Engineer of almost equal status. A secretary from the administrative services is necessary to coordinate the functions and the work of one Chief Engineer with that of the other.
- (c) The proposals and the schemes drawn up by the head of the Department, which in this case would be the Chief Engineer in charge of the public works and other engineering

departments, are at present put up in the first instance, to the Secretariat. There is a distinct advantage in this procedure because the scrutiny of these proposals is done by experienced administrative officers objectively in a detached manner and having regard to the financial effect of the proposals and their due place in the overall plan of the Government. It has been often suggested that the real risks involved in adopting the alternative system in which the head of the executive organisation would himself be responsible for making a detailed examination of his own proposals. An engineer officer in his enthusiasm to secure sanction for his own pet schemes may tend to give undue emphasis to certain aspects and minimise certain real difficulties, and endeavour to push through the project which may not on merits necessarily warrant a high priority in the overall plan of the Government".

"Our comments on the above reasoning may be summarised as follows:—

- (a) The existing arrangement is not necessarily conducive to providing any appreciable relief to the engineers from routine administrative duties. In effect, such routine work is carried out at somewhat lower levels in the Secretariat. There is no reason why the provision of suitable clerical assistance to engineer officers should not help to achieve the same objective. At present, a great deal of time of the engineer officer and his staff is spent in explaining technical matters to the administrative secretariat. It is only the proposed fundamental change of the system that would provide the necessary relief to the senior technical officers, in that the time now spent in oral or written briefs, discussions and explanations or elucidations for the benefit of the non-technical Secretariat would be saved. This would consequently lead to speeding up work and economy of establishment.
- (b) While the need for co-ordinating the work of the Chief Engineers in charge of different branches of engineering activity is obvious, it is not understood why it should be necessary to effect this co-ordination only through an administrative officer who has no technical qualifications and background. In fact, if co-ordination of technical work is to be effective and purposeful, it is necessary that the senior technical officer, who by training and experience is fully conversant with the problems of different fields of engineering activity, should be placed in charge of this vital function. On the other hand, if merely administrative officers with no experience other than that of general or revenue administration are appointed to co-ordinate the work of senior engineers, as is the practice prevailing in several States, the co-ordination achieved is of doubtful value; in effect, it serves to clog the administrative machinery rather than promote operational efficiency or harmony.
- (c) While we fully realise the need and value of objective examination of schemes and projects both from the point of view of their financial effect and their relation to overall economy of Government, we feel there is no special "expertise" involved in such examination which may be considered as outside the province of an experienced engineer. An engineer of to-day, if he is to administer his charge efficiently, must be not only technically proficient but also be a good manager with sound knowledge of financial administration of projects, as also of their impact on the economy of the State. It should not be difficult for a senior engineer officer to carry out an objective examination of a proposal for constructional works, especially when most of such proposals originate in the user departments, and, when proposals pertain to the engineer department itself, they are initiated at lower levels."

"We do not, therefore, see any reason as to why the post of the Secretary to the Engineering Department should not be held by the highest technical authority *i. e.*, the Chief Engineer of the State. On the other hand, we feel that the combination of the two offices *ei. .*, that of the Secretary of the Department and the Chief Engineer in one person will lead to both economy of time and manpower and contribute to efficiency and speed in the execution of works. The other



obvious advantageous of this rationalisation will be unity of command and avoidance of unnecessary duplication of manpower and effort and a great deal of time consuming paper work which are the features of the existing arrangement. We are convinced that the implementation of the recommendation will promote speed, economy and efficiency which are so necessary to-day for the successful fulfilment of the plan programme."

14.09 In regard to the advisability of having an independent and objective scrutiny of a Project submitted to Government by the Executive Department through the Chief Engineer, it may be added that, in any case, all proposals with financial implications have to be examined by the Finance Department of the Secretariat headed by a senior member of the Administrative Service. Likewise all new projects have to be approved not only by Finance but also by Planning Department under another Secretary of the Administrative Services; in addition, the project must have previously had the approval of the Divisional Commissioner of the area to be benefited. Thus, there could be no risk of the Chief Engineer as Secretary, Public Works Department, being able to get his "pet" but unsuitable project through, even if, in his enthusiasm, he were to try to do so.

14.10 There does not seem to be any valid reason either in the public interest or in the interest of economic, expeditions and efficient disposal of work, why the Chief Engineer, who is the Head of a Public Works Department, should also not function as Secretary to Government in that Department. However, even if, in the present circumstances, it is considered imperative that a Head of a Department should, on no account, also be a Secretary to Government in that Department, there can be no valid ground for objections to a senior P. W. D. Chief Engineer being taken out of the Department and appointed as Secretary to Government in P. W. D., without holding any post in the Department. He could then exercise independent and objective check of the projects and proposals submitted by the Chief Engineer, not only from the points of view of their financial implication and of their compatibility with the overall State Plan, but could exercise a broad check from the technical angle too.

14.11 Under the present democratic set up of Government and society, the work of the Chief Engineers of important Departments in charge of Public Works, such as Communication<sup>s</sup> and Buildings, Irrigation, etc., has increased enormously, not only on account of increase in the physical quantum of works, but also due to their complexity, difficulty in procurement of equipment and materials and the necessity of maintaining constant good relations with, and ensuring a fair deal to, the people served by the Department, who are now much more conscious about their needs and rights. Likewise, the Secretary too has a whole-time job in the Secretariat as, in addition to his normal work, he has also to attend various meetings in the Secretariat, meet, discuss and explain proposals to the Ministers of his own department and of other departments concerned, and obtain and supply, often at short notice, information required by the Ministers, by other Departments of the Secretariat and of the Union Government, by the Legislature and Members thereof and by the general public. It is, therefore, seldom possible for him to be away from the Secretariat.

14.12 In the circumstances, a Chief Engineer of the Public Works Department might find it difficult to do full justice to his own work as well as to that of Secretary to Government unless he were relieved of all touring duties and from direct administrative charge of any major construction or operation of works in the Department.

14.13 The alternative of taking one of the senior Chief Engineers out of the Department and appointing him as Secretary of both Departments in the Public Works Department would avoid the difficulty mentioned above. Some economy in staff would also be possible by having common files with the offices of the two senior Chief Engineers on subjects dealing with establishment, general matters of policy of the two Departments, budget, etc. In that case, the present

post of Joint Secretary (Technical) would not be required. The two Deputy Secretaries (Technical) and one Deputy Secretary (Services) and other staff would remain. This arrangement is recommended.

14.14 In regard to term of reference No. (5) quoted below :—

" Whether the Chief Engineers should act as Joint/Additional Secretaries to Government and, if so, consequent changes in the Public Works Department."

It is considered that neither the senior Chief Engineers of the two Departments nor any of the Chief Engineers in charge of the other Zones in the Departments, should in addition to his own duties, be entrusted with any secretariat function, whether as Joint or Additional Secretary to Government as explained above. However, for the reasons discussed above, it is recommended that one of the senior Chief Engineers might be taken out of the Department and appointed as Secretary to Government for both the bifurcated Departments of Public Works Department. In that case, the post of Joint Secretary (Technical) in the Public Works Department Secretariat could be abolished.

14.15 If the non-technical (I.A.S.) Secretary in the Public Works Department holds charge of some other Department or Departments of the Secretariat, in addition to the Public Works Department, cases pertaining to important matters of policy pertaining to the Public Works Department may continue to be dealt with by him for the present. In that case, the Engineer-Secretary mentioned above may be entrusted with all cases pertaining to technical matters, including Projects and Budget, and also all matters pertaining to the normal administration of the two bifurcated Departments of the Public Works Department. He might, in that case, be designated Special Secretary, or additional Secretary (but no Joint Secretary). He should be authorised to submit his cases direct to the Minister and deal direct with other Departments of Government; in other words, in all matters entrusted to him he should function as Secretary.

---

**APPENDIX IX**

*Comparative Statement showing the Pay Scales of Engineering Personnel in Mysore and other States of India.*

Sl. No.	Name of Government	Chief Engineer	Superintending Engineer	Executive Engineer	Assistant Engineer	Junior Engineer	Supervisors
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1.	Mysore State.	1300-50-1800	900-40-1100-50-1300	600-40-1000	300-25-550-30-700	250-15-400	150-8-190-10-320
2.	Andhra Pradesh.	1500-60-1800	1100-50-1300	600-40-1000 (Ord) 900-50-1100 (Spl)	350-25-600-30-750	250-15-400	
3.	Madras.	1500-50-1800	1100-50-1300	600-40-1000	350-25-650		150-5-175-10-225-15-375
4.	Kerala	1300-50-1700	1000-50-1300	600-50-1000	350-25-650	225-10-275-15-425	(Graduates start on Rs. 225) Overseer Rs. 130-10-250
5.	Maharashtra. (As recommended by the Maharashtra Pay Commission 1965-66).	1800-100-2000	1300-60-1600	650-45-1100-50-1150	410-30-650-EB-45-965 (for Asst. Engrs.) 325-25-550-30-610-EB-30-850 (For Deputy Engineers).	For Overseers Rs. 160-10-290-EB-15-380 (Diploma holders to start on Rs. 130 and Degree holder to start on Rs. 240)	
6.	West Bengal.	2000-2250	1500-1800	750-1350	400-1000		— Not available —
7.	Punjab State. (As given by the Board of Chief Engineers, Mysore.)		2000-2150	1500-1750	625-1275	375-925	
8.	Uttar Pradesh Addl. C.E.	2000-2250 1800-50-2000	1300-1600	600-15-1250 (13 years)	350-900	—	175-300
9.	Central Government.	2000-2250	1300-60-1600-100-1800	700-40-1100-50/2-1250	Class I. 400-450-30-600-35-950 Class II. 350-25-500-30-590-EB-30-800-EB-30-830-35-900	(a) 240-380 (b) 335-15-485 (Selection Grade for 10% permanent posts).	180-380
10.	<i>Indian Administrative Service.—</i>						
		Selection Grade : Rs. 1800-100-2000. (2 years).					
		Senior Scale : Rs. 900-50-1000-60-1600-50-1800 (16 years).					
		Junior Scale : Rs. 400-400-500-40-700-EB-30-1000 (17 years).					

PART III OF THE REPORT  
OF THE  
REORGANISATION OF THE PUBLIC WORKS DEPARTMENT

SHRI A. C. MITRA,  
*Adviser ( P. W. D. ) to the Mysore Pay Commission.*

\*\*\*\*\*

-----

**SUGGESTIONS FOR IMPROVED EFFICIENCY**

- Chapter XV ... Delegation of Powers.
- Chapter XVI ... Management of Stores.
- Chapter XVII ... Agency for construction.
- Chapter XVIII ... Irrigation Management.
- Chapter XIX ... Land Acquisition.
- Chapter XX ... Schedule of Rates.
- Chapter XXI ... Allotment of Vehicles to Officers of the Public Works Department
- Chapter XXII ... Basic Engineering Education and In-service Training.
- Chapter XXIII ... Water Utilisation of Inter-State Rivers.
- Chapter XXIV ... Acknowledgments.  
Summary of Recommendations.

## CHAPTER XV

## Delegation of Powers

15.01 The Executive Departments of Government have to execute the orders of Government in respect of the type of work or works which are entrusted to each such Department. In the case of the Public Works Department, the work comprises the construction, maintenance and operation of Roads and Buildings, Bridges, Water Supply and Drainage Works, Dams, Barrages, Canal System, Hydro-Electric Power Systems, etc. The physical quantum as well as the complexity of the works is large and a considerable proportion of the budgetary allocation of the State is spent in these Departments. A large staff of engineers, technicians and non-technical personnel, including accounting personnel, is employed in the Department. The work is usually done through contractors, with whom agreements have to be entered into after inviting competitive tenders. During execution, the work has to be constantly supervised to see that it is being done according to specifications, measured up from time to time and interim and final payments made, as due according to the terms of the contract agreement. If work is done departmentally, the entire construction arrangement has to be organised by departmental personnel; skilled and unskilled labour have to be arranged for and provided with tools, accommodation, sanitary facilities, medical care, food rations, reasonable recreation facilities, etc; and arrangements must be made to see that each person does his allotted task from day to day.

15.02 In order to be able to carry out the work according to the programme, the Head of the Department as well as the executive officers under him must be delegated with adequate financial administrative and other powers, to be exercised within the limits of funds allocated to them and of Rules and Procedures laid down by Government in this connection. Extent of power delegated and the rules and limitations to which these are subject to vary from State to State, depending upon the nature of the work and the extent of trust placed by the Government on the departmental officers, but these usually follow a general pattern in all States.

15.03 If delegation of powers are excessive, work may be expedited, but there may be risk of heavy loss to Government due to negligence or abuse of delegated powers. On the other hand, if delegations are severally restricted, there is liable to be long delays and stoppage of the construction of work, resulting in heavy loss to Government due to increased establishment cost, Contractors' claims, deterioration or damage to partially completed works, etc., and also to postponement of the benefit to be derived from the work. A careful balance must, therefore, be secured between the delegated and the residual powers retained with Government, so as to ensure expeditious and efficient execution of works with minimum risk of loss to Government. The powers delegated must be protected by adequate safeguards, whilst there must be adequate machinery at Government level to ensure prompt and effective decisions on applications for sanctions which are beyond the powers of the Head of the Department.

15.04 Usually the best arrangement in respect of the Public Works Department would be to leave all decisions in regard to the technical matters including technical sanction to detailed estimates to the Chief Engineers; in regard to the financial matters such as entering into contracts for execution of works, measurements and payments therefor, settlement of claims, maintenance of accounts, purchase of stores, materials and construction equipment, etc., full powers may be delegated subject to control through conformity with detailed estimates, allocation of funds, projectwise, corresponding to approved physical targets, and through watching expenditure against physical progress achieved.

15.05 Such control could be effectively exercised if construction works were started on projects after fully detailed estimates had been prepared and sanctioned by the competent authority. Such detailed estimates would have to be based on the detailed designs of all important works prepared after complete surveys, exploration of relevant geological feature-both surface and sub-surface, collection of hydrological and other data, location of suitable materials

construction both in quality and in quantity, realistic analysis of rates supported by reliable performance and materials data, construction planning and scheduling along with annual targets of progress with requirement of materials, construction equipment, and finances therefor. It has been recommended in Chapter IX that, after it has been decided to take up construction of the project, the preparation of the detailed estimates must be taken in hand first and no work of construction started until the fully detailed estimate has been prepared and sanctioned.

15.06 Recommendations for the adjustment in the delegation of powers as compared to those contained in Government Order No. PWD 21 SDP 61, dated March 18, 1968 and based on the principles mentioned above are contained in the following paragraphs and in the tabular statement appended (Appendix X).

1. Administrative sanction to works:—

No change is required under this item, as projects for large amounts should, rightly, come to Government for administrative approval.

2. Technical sanction to detailed estimates. In this, some modifications have been proposed:—

(a) Under original estimates of original works.—

(i) powers of Superintending Engineer are proposed to be the same for roads and buildings as well as irrigation, viz., Rs. 3 lakhs.

(ii) Here, the powers of Superintending Engineers and Executive Engineers are proposed to be increased slightly.

Note (b)—The last portion of the sentence, viz.,

“prior to according of administrative approval,” is proposed to be deleted, as, scrutiny by the technical Committee after the accord of administrative approval by the competent authority, should not debar the Chief Engineer from sanctioning the detailed estimate after prior scrutiny by the technical committee.

(b) (i) No change.

(ii) and (iii). There is considerable confusion in the existing classifications and, the word ‘etc.’ at the end of each sentence makes the exception vague. Besides, there is no mention about powers for repairs to motor vehicles, tractors, bull-dozers and other heavy construction equipment. This defect is proposed to be removed by adding an item (iv) under this group and re-numbering the present item (iv) to (v). The powers under each item is also proposed to be enhanced in accordance with the principles enunciated above.

iv) now changed to (v) Clarification is considered necessary in the power of the Executive Engineers who should be able to sanction estimates up to normal annual repair estimate for each work. The residual power, of transferring savings from one work to meet excess in another, within the limit of total allotment under Repairs available to the Circle, is proposed to be with the Superintending Engineer.

(c) A new item providing for sanction of estimates of annual purchase of stores has been introduced here as required by the modified purchase sanction procedure for stores, recommended in Chapter XVI.

(d) This is same as item (c) in the Government Order under reference. Under the Chief Engineer's powers, provision has been made for revision of detailed estimate within the limits of revised administrative approval that may be obtained from the competent authority if excess thereon were to exceed 10 per cent.

3 (a) The words "wherever necessary" has been interpolated in the portion requiring the submission of revised estimates. This was obviously needed. The last sentence under Chief Engineers in this item has nothing to do with the powers. It prescribes a penalty for not submitting revised estimates in time, which should be of general application instead of being applied merely to acceptance of tenders in excess of the sanctioned estimates. If such a penalty be considered necessary, it is suggested that it might be issued as a circular order of Government rather than form a part of the powers of the Chief Engineers.

3 (b) It would be hardly worthwhile to carry on negotiations in respect of tenders for small works costing Rs. 1 lakh or less, which under the present order is the limit of Chief Engineer's power in this regard. Such works could be given to Registered Contractors at Schedule of Rates under item (c). Moreover, it would be appreciated that, if the lowest tender happened to be 15 per cent above the estimated cost, the Chief Engineer could have accepted it without any limit of amount under item (a); whereas by negotiation under item (b) he could accept only upto Rs. 1 lakh and that too subject to a limit of only 10% above the estimate. The powers conferred under this item are meaningless, on account of the restrictions imposed. These may either be deleted and all powers of negotiation reserved with Government, or enhanced to Rs. 25 lakhs and Rs. 5 lakhs. for Chief Engineers and Superintending Engineers, respectively. As the negotiations would be subject to the procedure laid down in Para 182 of the P.W.D. Code, no risk to Government would be involved. The latter alternative is recommended to reduce avoidable references to Government.

In view of the restrictions in powers of the Chief Engineer in regard to the acceptance of tenders the undermentioned types of tenders would have to come to Government for orders.

(1) All tenders large or small where the amount of the lowest tender exceeds the amount of the corresponding portion of the sanctioned estimate by more than 15%. In such cases negotiations with tenderers in accordance with Para 182 of the P. W. D. Code would also have to be carried out at Government level if the amount of the tender exceeds Rs. 1 lakh (or Rs. 25 lakhs if the modification proposed to item 3 (b) be accepted).

(2) Tenders on which the Chief Engineer considers it would not be expedient to accept the lowest tender.

(3) Tenders in which the lowest eligible tenderer has suggested deviations from the standard conditions of contract approved by Government.

On all such cases decisions would be required urgently, which would be difficult to ensure under the ordinary procedure of Government.

It is, therefore, suggested that a Tender Committee consisting of the Secretary (Finance), Secretary (P. W. D.), Chief Engineer concerned and the senior Chief Engineer of the Department concerned might be constituted to deal promptly with such references.

4. Slight modification has been proposed, as, in the present Government Order the powers of the Chief Engineer, Superintending Engineer and the Executive Engineer are the same, which would not be correct and probably was also not the intention.

8. The Chief Engineers and the Superintending Engineers powers are proposed to be enhanced to Rs. 300 and Rs. 200, respectively, to make the power effective. As the rates of pay sanctioned by Government for work-charged establishment are time scales, it is not clear whether the limit of pay refers to the starting pay or the maximum pay of the scale. If it is intended to imply the actual pay on which the person is employed in the approved scale, subject to obtaining Government sanction if and when the pay rises above the prescribed limit of power of Chief Engineer, then this would be all right although clarification is necessary to avoid audit objection. If the limit applies to the maximum pay of the scale then it would need further increase.

9. Minor modifications have been suggested for obvious reasons.

10. Minor modifications have been suggested for obvious reasons.



11. Changes have been proposed in accordance with principles for delegation of powers enunciated earlier and in the interest of progress works. The present procedure hampers work without exercising effective control against purchase of stores in excess of requirements. The change in the procedure suggested is given in Chapter XVI.

12. The modifications are in accordance with the recommendations made in Chapter XVI on Stores Management.

13. Suitable modifications have been suggested as the present delegation is vague and ineffective.

19, 20 and 21—minor modifications. 28. Clarification only.

---

## CHAPTER XVI

### Management of Stores :

*Stores in the P. W. D. comprise :*

- (a) Materials which are required for installation or incorporation in the works to be executed.
- (b) Tools, plant and machinery required to help in the execution of the works, and
- (c) Spare parts, and consumable stores such as fuels, lubricants, tyres and tubes, etc., required for the operation of the plant and machinery mentioned under (b).

Both (a) and (c) are classed as stock, except materials which are stocked at the site of works and cost of which is debited to the work estimates. The latter are classed as material at site.

#### 16.02 *Necessity for maintenance of Stores :*

16.021 As work sites are usually located away from the sources of supply of stores, and as usually, stores cannot be purchased, transported and used directly on the work; it is necessary to stock suitable quantities of stores at suitable sites to enable these to be drawn from and utilised on the work as and when required. The quantity of stores to be kept on stock in relation to the quantity to be used on the work for a given period would, therefore, increase with the time expected to be required to procure the material in question. If there is difficulty or uncertainty about getting the material when required, the quantity to be kept on stock would increase further to ensure that construction work does not suffer for want of the material in question when needed.

16.022 During the second and third plan periods, there was acute shortage of critical materials of construction such as cement, steel, spare parts of machinery and equipment. Many of these articles were on the controlled list and supplies could be obtained only on very restricted quotas. It had, therefore, become the practice at that time for purchase and stock large quantities of materials due to which the value of stocks in hand (inventories) had increased enormously. When works are carried out by departmental forces, all materials required must be procured, stocked and utilised on the work by the Department.

16.023 At present, however, works are usually got constructed through contractors. Therefore, the question naturally arises as to whether stores required should be procured by Public Works Department and issued to them or the contractors themselves should be required to procure the materials required for the work entrusted to them. In the latter case Government would not have to maintain any stocks except what is required for the particular portion or portions of work carried out departmentally, if any, It would be difficult, however, for contractors to procure

adequate supply of controlled materials or material in short supply for which Public Works could get a higher priority. Also, if the contractors were to supply the materials, constant watch would have to be kept by the Department to ensure that these are according to specifications. The specifications must also be stipulated in the contract in clear and precise terms. Moreover, the contractor would claim handling charges on the cost of materials supplied and installed on the work and also his profit on both the supply as well as handling costs. If the materials were procured and supplied by Government to the contractors, Government could purchase material of the requisite quality and avoid paying profits on the cost as well as in handling charges. It is, therefore, customary, even if a work were being executed through a contractor, for the Department to procure and supply (a) controlled materials (b) materials which are in short supply (c) materials which vary widely in quality and where according the design, it is important to have material of a particular quality and with particular properties for the work.

16.024 A certain amount of ordinary tools and also construction plant and equipment along with necessary spare parts must also be owned and maintained by the Department for carrying out repair works and also departmental construction where contractors owning such equipment are either not available or quote very high rates. For instance, road rollers, tar boilers, concrete mixers, etc., for Communication and Buildings Department and some bull-dozers, tractors, scrapers, shovels, sheep foot rollers, cranes, concrete mixers, air-compressors, pumps, etc., would have to be maintained in the Irrigation Department.

16.025 In maintaining these stores there is likely to be a tendency on the part of project officers to err on the side of overstocking to ensure that work is not held up for want of stores. Obviously, a certain amount of overstocking is unavoidable but, if carried to excess, this results in locking up capital and also risk of deterioration of the surplus stock and obsolescence in the case of spare parts for machinery. Often surplus stores may be lying at one project or stores and the same item might be required on some other project where it might be purchased. It is, therefore, necessary to strike of balance between overstocking on one side and stoppage of work due to some items not being available when required for the work on the other. Care must also be taken that the "slow moving" parts are not allowed to accumulate too long and such stocks might be shared with other projects to reduce the amount of capital locked up in stocks.

16.026 In the case of predominantly maintenance Divisions the items, quantity and value of stores to be kept on stock can be estimated with sufficient accuracy from the average consumption during the previous years and allowing for necessity for special repairs in some years due to extraordinary conditions. In such divisions a reserve limit of stock based on itemwise requirements mentioned above is usually sanctioned and purchases are restricted to making up the deficits in the quantities of the different items due to issues during the previous year or years. If any large construction work happens to be entrusted to the Division in any year suitable temporary increase in the reserve limit can be sanctioned during the period of such construction.

16.027 In the case of Divisions carrying out mainly construction work the requirement of purchase of stores would be fluctuating and need for such purchase would have to be estimated each year and purchases would have to be arranged accordingly.

#### 16.03 *Management of Stores.*—

16.031 For efficient stores management it would be necessary to classify the items into fast-moving, slow-moving and non-moving and to fix the minimum optimum and maximum levels at which the quantity of any particular item should be maintained. The optimum level would depend (a) on the normal length of time that would be required between placing an indent for its purchase and its receipt at the stores and (b) the estimated consumption of the item on the work during this time; some margin for possible delays or in procurement and in transit would also have to be allowed for and this margin would represent the minimum level. The maximum limit would of course be the total quantity likely to be required during the construction of the work but if this

is likely to be a number of years, the maximum may be limited to twice the optimum to reduce capital investment. When the quantity of stock reached the optimum, indent would be placed for supply of a quantity equal to the difference between maximum and minimum. By the time the supply were received the balance would be approaching the minimum so that on receipt of the supply the quantity on stock would reach the maximum again.

16.032 It would be obvious that both the optimum as well as the maximum level could be reduced if the rate of consumption of the items could be very accurately estimated and also if the average time taken in the procurement of the item could be reduced by keeping very careful watch on the progress of procurement operations and procedure and by removing all avoidable sources of delay. It would not be possible to keep such close watch on the procurement of all of the several thousands of items in a project store but it would be sufficient to exercise this type of control in respect of the few fast or medium moving major items of stock which comprise the bulk of the total investment in stock. Items in the case of which each individual article with a large amount would also need close watch.

16.033 A careful watch must also be kept on items which during any particular year have no turnover, or much less turnover than anticipated, and reasons for lack of turnover investigated. If in the succeeding year too such lack of turnover is noticed, the quantity of such item available in excess of the annual rate of consumption should be declared as surplus and transferred to other projects where it may be required.

16.04 *Organisation required.*—

16.041 For the efficient management of stores on a major work where the turnover of stores is large within a radius of 5-10 miles there should be a Central Stores, which should receive all stores and issue the same on indents from the different Divisions and Sub-Divisions located within the area. The latter should not have separate stores except small field stores for keeping materials at site. The Central Stores should be in charge of a competent Engineer Officer of the rank of an Assistant Engineer when the value of the stores in stock is between Rs. 20 and 50 lakhs, and an Executive Engineer when the value of the Stores is over Rs. 50 lakhs.

16.05 *Purchase Sanction:*—

16.051 Under the Mysore P. W. D. Code, before any stores can be purchased, a purchase sanction must be obtained from the competent authority. In this respect the Chief Engineer has full powers only in respect of controlled articles. In respect of tools and machinery and surveying instruments costing over Rs. 1,00,000 in any case or for individual articles costing Rs. 10,000 or other non-controlled articles costing over Rs. 10,000 in any one case, cases have to be referred to Government for purchase sanction. Most of the officers in charge of the projects are of the view that this procedure results in considerable delay in the procurement of stores and frequent retardation in the progress of works. It is pointed out that, in the absence of any clear idea about the quantity of items of stores that are likely to be required during the year, such control of purchase sanction is not merely ineffective but also introduces an additional obstacle in the process of procurement of stores. It is felt that there is considerable justification in these views. The undermentioned procedure is suggested to obviate the risk of excessive purchases and over-stocking whilst, at the same time, avoiding necessity of obtaining purchase sanction in each case.

16.052 All detailed estimates should contain a schedule of materials required, based on quantities of different items of work and the corresponding quantity of materials of different types required on the basis of approved data.

16.053 While preparing the budget demand the quantities of the different types of work to be executed during the ensuing year under each estimate, would be worked out and the gross amount of stock to be purchased under the head Suspense ascertained. As soon as the budget is approved by the Legislature the Chief Engineer concerned would indicate to the Project Officers and other

Superintending Engineers the allocation of funds under works that is proposed to be made to them during the ensuing year. The Project Officers and other Superintending Engineers would adjust the amount of works expenditure to be incurred on each estimate and the corresponding quantities of materials of different kinds and of different types that would be required to be supplied by the Department for such works. The total quantities of different kinds of stores to be supplied during the year should be reduced by the quantities already on stock at the end of previous year and increased by the quantities proposed to be carried over to the next year so that work could be continued before further supplies of stock for the following year would be received. An estimate should then be prepared on the basis of these figures of the total quantities of stores of different kinds that are to be purchased during the budget year. Such estimate might be prepared projectwise in the case of major and medium projects and divisionwise in the case of other works. Here again to reduce unnecessary work in preparing these estimates full details might be worked out in the case of the few major items of stock which make up say 75% of the cost of stock to be purchased and also of any individual item costing say over Rs. 20,000. The number required of the remaining items may be taken as the average consumption of previous years. These estimates should be sanctioned by the authority competent to sanction detailed estimates of original works of corresponding amount. Sanction to such detailed estimates of purchase of stores might be treated as purchase sanction for the items provided in the estimate and steps for the procurement thereof might be taken, thereafter, without the need of obtaining further purchase sanction.

16.054 Copies of such estimates sanctioned by the competent authority should be sent to the Purchase Organisation as well as to the Accountant General and reference to such estimate and item No.1 should be when initiating purchase.

*17.06 Procurement of materials:—*

16.061 Under the present procedure, purchases of the value of more than Rs.7,500 are to be made through the Stores Purchase Department except in the case of controlled articles or articles for which there are rate contracts either by D. G. S. & D. or the State Stores Purchase Department. Most of the Chief Engineers are of the view that this procedure involves long delays without achieving commensurate benefit as the Stores Purchase Department is not equipped to deal with the large quantities of specialised stores that have to be procured for this department and which are not normally required by other departments of Government.

16.062 At the Centre there is an effective organisation, viz., the D. G. S. & D. for the procurement of supply of materials to the various departments. The D. G. S. & D. has a large complement of technical staff capable of dealing with the purchases of stores of numerous types required for the different departments of Government of India. The large establishment of the D. G. S. & D. and the Central Purchases is justified thereby the fact that there are a number of major departments requiring stores, plant and machinery for executing the works in charge of those respective departments. On the other hand in most of the States, the Public Works Department is the only department that requires large quantities of Engineering and other stores of different types which are not required by any other department of Government. The value and quantity of stores purchased by the Public Works Department in the States also usually far in excess of the purchase requirement of any other Department.

16.063 In the circumstances, no advantage can be gained by routing the purchase of stores for the P. W. D. through an external stores purchase organisation except perhaps in the case of articles such as furniture, typewriters, electric fans, motor vehicles and other similar articles which are commonly required by all departments, which would usually be covered by a rate contract and orders could be placed in accordance with the provisions of the rate contract.

16.064 On the other hand, it would not be advisable to have all project officers and other Executive Engineers or Superintending Engineers and independently purchasing stores or equipments required by them from time to time. The most effective and efficient arrangement would, therefore, be to have a small stores purchase cell within each of the two proposed departments of the P.W.D. for purchasing the stores required by that department, on the lines and in accordance with the procedure adopted in the Stores Purchase Department. Each of these organisations could be headed by a competent technical officer familiar with the type of stores required in the P.W.D. The specifications of the stores to be purchased could be drawn up in detail in consultation with indenting officers and when indents are received these could be examined by the representatives of the indenting organisation and the stores organisation of the department. Copies of notices inviting tenders or quotations and a set of specifications, etc., may be sent to the Stores Purchase Department for information. In cases when the value of the purchase was large, say over Rs. 2,00,000 or where the lowest quotation was not considered acceptable decision about the acceptance of the particular tender or quotation could be entrusted to a Committee comprising the Head of the Departmental purchase organisation, the Chief Engineer concerned, and the senior Chief Engineer of the Department and a senior representative of the Stores Purchase Organisation.

16.065 In the case of specially large purchases say over Rs. 20 lakhs or when the cost of individual articles exceed Rs. 1 lakh the recommendation of the Purchase Committee mentioned above might be ratified by Government in the P.W.D. after examination by an *ad-hoc* Committee comprising the Secretary, P.W.D., Secretary, Finance, Secretary, Commerce and Industry, the Senior Chief Engineer of the Department concerned and the Chief Engineer concerned with the purchase to eliminate delay in the case passing through the various Departments.

16.066 The Departmental purchase organisation would also be responsible to see that orders are not placed for same stores on behalf of one Circle or Division when the same or similar article is lying surplus in another Circle or Division. All surplus stores would notified to the Central Stores Organisation and whenever any indent for such stores is received he should direct the indenter to obtain it from the surplus if the material is transportable. Where surplus are not required by anyone in the Department, he would also initiate action for its disposal outside the Department.

#### 16.07 *Stores Accounting Procedure:*

16.071 The existing system of Store accounting system is by and large satisfactory. Their implementation, however, is often hampered by inability of Store-keepers to identify articles of stores, particularly spare parts of machinery where large stocks of numerous different types of them are maintained. It has already been suggested that in such cases Supervisors with Diploma in Mechanical Engineering should be placed in charge or even Assistant Engineers (Mechanical) if the value of the Stores is large. Storekeepers should be made responsible for physical balances corresponding to book balances and Store accounts being correct and maintained upto date. Adequate staff should be sanctioned to keep the accounts upto date and verification of stores should also be carried out regularly and discrepancy, if any, found reconciled without delay.

16.072 It is very difficult for an Executive Engineer to exercise 100% check of all items in a large store in his charge half-yearly or even annually. It is suggested that each Assistant Engineer of the Division should be required to check balance of specific part of the stores fully so that the entire stock is checked by some Assistant Engineer or other. The Executive Engineer should check a substantial percentage of the store items at random and satisfy himself about the correctness of the check exercised by the Assistant Engineers. At present an Executive Engineer from another Division is also required to carry out 100% check of the stores. This practice may be discontinued as it is felt that it is not physically possible for the Executive Engineer to exercise 100% check of a stores with numerous items of another Division in addition to his own duties, unless he were to devote an inordinately long time over the former and seriously neglect the latter. In case, however, it is considered essential to have such independent verification then a separate officer of

Executive Engineer's rank might be attached to the Departmental stores purchase organisation recommended earlier so that he could go round the divisions and make a thorough and 100% check of the stores once a year. During this check, he would also be able to locate surplus or overstocked articles and arrange for their transfer to other division where these might be required.

---

## CHAPTER XVII

### Agency for Construction

17.01 The selection of a suitable agency for construction has a very important bearing on the expeditious, efficient and economical execution of works. Construction may be carried out by any of the undermentioned types of agencies :

- (a) Departmental Forces,
- (b) Government Construction Corporations,
- (c) Private Construction Co-operatives ; and
- (d) Private Contractors.

17.011 (a) Theoretically, Departmental construction must be more economical than similar work executed by any of the other agencies, as Contractor's profit is eliminated. In practice however, execution of works by departmental forces suffers from a number of drawbacks as compared to construction by private agencies. In the latter case the person in charge of the project can take decisions in the interests of the progress of work as long as it is economically advantageous to the Contractor. This is seldom possible in the case of departmental construction, as, almost invariably, orders of higher authority have to be obtained. The Private Contractor can engage and pay personnel according to their usefulness for the execution of the work instead of being tied down to fixed scales of pay, etc.

17.012 In case of labour trouble the private Contractor or his representative can negotiate and arrive at terms of settlement and accept these without having to refer to higher authorities.

17.013 If spare parts or accessories are urgently required to enable a machine to work efficiently he can arrange for its purchase wherever available in the market and use it instead of having to obtain purchase sanction from higher authority and then apply for purchase through another Department.

17.014. It is understood that in Mysore State before reorganisation construction work used to be done departmentally. At that time, the cost and magnitude of works normally taken in hand (barring a few important exceptions) used to be comparatively small and there were not so many controls and checks over the actions of the person or persons responsible for the actual construction. Since reorganisation, however, the contract system appears to have become almost universal with the increase in the cost and magnitude of works and the imposition of stricter and more and more controls. Officers of the Department are almost unanimously opposed to departmental construction in the present circumstances, except works like erection of hydro-electric plant and equipment and electric transmission systems in Hydro-Electric Construction Projects or road repairs and surfacing of work in the Communications and Buildings Zone.

17.02. (b) Government Construction Corporations :

17.021. The Government Construction Corporations are also liable to suffer from drawbacks similar to Departmental Construction, as its work would also to a large extent be subject to similar checks and controls as would apply to Departmental work. However, if the Corporation can be permitted to work on business lines, where performance would be judged by the result obtained in physical progress, and in unit costs of different items as compared to realistic estimates, instead of fettering them in the details of the performance of their normal functions, then this type of agency could do very useful work for the State and could help in preventing private contractors from quoting excessive rates for works such as dams, barrages, bridges, etc., for which there is no much competition in the private sector. In any case, the scheme is worth giving a trial.

*17.03 (c) Construction Co-operatives :*

17.031. These might be useful for construction and maintenance of irrigation distributaries and minors, minor irrigation works, road embankments, etc. These would be worth encouraging. The Co-operatives could be formed by the Co-operative Department and each co-operative might be entrusted, initially, with maintenance and repair work of minor irrigation work, irrigation distributaries, etc., near the village where it may be located. If successful, these could expand or a number of neighbouring ones could combine into bigger units and take on larger works.

*17.04 (d) Private Contractors :*

17.041. Execution of works by letting out the whole or major independent parts of the work on contract is now practically universally adopted in the State. Such contracts may be of the undermentioned different types :

(1) Piecework system, where pieceworkers are engaged for carrying out portions of the work in groups and are paid at an agreed rate for the work actually done by each group. In this case all the planning, management and co-ordination, supply of materials, tools, etc., has to be arranged for by the Department. In effect, it is almost the same as departmental construction except that, in the latter case, labour engaged is paid on time rate *i.e.*, daily, weekly or monthly rate whilst pieceworkers are paid on the basis of quality of work done. This system would be suitable for comparatively small works only.

(2) Another type is the rate list system :

Under this system quotations are invited for rates only for the different items of work involved in the works of small magnitude of a recurring nature. The Contractors carry out as much work as they can and are paid for the quantity at the rate agreed upon without any obligation for executing any specified quantity of work on the either side. This system is suitable only for small works and can be used for annual repairs of roads, irrigation channels, etc.

(3) *Contract system :*

Under this system regular contract agreements are entered into between the Contractor and the Government, by which the former is required to construct a specified work or portion of the work within a specified time, for which he would be paid at rates provided in the contract subject to be conditions incorporated in the contract agreement. This is the most common system adopted for all works except very petty ones indicated above. In the contract system too the work can be divided into sub-works and separate contracts awarded to different contractors, or the entire work may be let out as one comprehensive contract. In the case of dams, barrages and such other works which have to be constructed over a period of years in some states contracts are awarded annually for the portion of the work to be executed during the ensuing working season. In all types, except the comprehensive contract for the entire work, responsibility for co-ordination amongst the different contractors, provision of construction facilities and of some of the important supplies and services devolve on the department. Sometimes, a portion of the work for which not even approximate estimating is possible *e. g.* dewatering of foundation pit in a river bed, etc. are taken over by Government for execution, instead of giving it to Contractor on actual cost *plus*

profit basis. If the departmental portion of the work could be organised on business lines, this type of contract could be more economical than the comprehensive contract in the long run, although considerably more Government establishment and organisation would be required.

17.05 In view of the consideration mentioned above, it is felt that, in the circumstances prevailing at present, construction works might normally be let out on contract by inviting competitive tenders from registered Contractors of the requisite class, that is, those who are considered capable of doing the work of the magnitude and type involved. For major contracts registration in the C. P. W. D. or P. W. D. of other States for the particular class and type of work may also be accepted. Efforts might also be made to start a State Construction Corporation to take on construction of works where departmental construction is preferred to construction by private contractors, and also where private contractors are not willing or quote too high rates. Gradually the Corporation might be entrusted with major and medium works in the Department to the limit of their capacity.

17.06 Most difficulties and delays in the execution of works, and also additional claims arise from the fact that detailed and accurate estimates based on detailed designs and specifications of the work are not prepared before inviting tenders and entering into contracts. The earlier commencement of work at site achieved thereby, is, however, usually more than offset by delays during construction and, ultimately not only more time is taken in completing the work but also greater cost has to be incurred. It is, therefore, suggested that fairly detailed construction drawings and detailed specifications of each of the items, together with a correct schedule of quantities of the items of work based thereon, should be incorporated in the tender documents at the time of inviting tenders so that not much change has to be made therein during the construction. This should not be difficult in the case of buildings, roads, bridges, culverts, etc. In the case of major hydraulic structures to be constructed across rivers it may not be possible to furnish complete and detailed working drawings of all the features of work, but the drawings should be in sufficient detail and must be based on the finally accepted basic designs of the work to ensure that no large variation in the quantities of different items occur during the construction.

17.07 Another common defect in contract agreements, due to which delays and disputes arise is that the standard conditions of contract are too one-sided in favour of Government and make the Contractor liable even for defaults on the part of the Government or for unforeseen contingencies. In many such cases the decision of the Engineer-in-charge is stipulated to be final and binding on the Contractor. Sometimes the rates are stipulated to be firm irrespective of variations in the rates of materials, labour, etc., during the period of contract. If the period happens to be several years as in the case of large Dams, etc., it is obvious that the Contractor in such circumstances would have to allow in his rates maximum possible increase in the rates during the period which may not in fact materialise. Government would, therefore, have to pay for contingencies which may not occur at all. Whereas if there was provision in the Contract Agreement for variation in the rates with variation in the cost of materials, labour ect., on the basis of a specified formula, then increased payment would have to be made only to the extent of the actual increase in prices.

17.08 In the case of large contracts, few contractors in India would be able to collect sufficient working capital to meet the cost of purchase of construction plant and equipment and of their installation at the site, heavy initial expenses in setting up camps access and other facilities and stockpile of materials, and to wait several years before they would have executed sufficient portion of the work to wipe off the initial investment out of payments received and start making profits. Most contractors in such cases would ask for some advance payments against security of Bank guarantee and of the cost of materials and equipment collected. This need not be considered improper and, subject to the security offered being good, such tenders might be given due consideration. However, if the advance is asked for free of interest or at low interest then, for comparing with other tenderers, the interest on the advance, for the period the advance would be



outstanding, would have to be added to the amount of his tender. If this were not to be allowed then only the few contractors possessing considerable quantities of construction equipment and large financial backing would be able to tender, and rates might go high on account of lack of competition. However, the payment of advances to contractors may be considered only in the case of very large contracts and this should not form part of the standard conditions on contract.

17.09 It is felt that the standard form of Contract agreements needs careful and detailed examination and revision to avoid conditions which are oppressive or one-sided against the contractor or operate unduly harshly on them, whilst, at the same time retaining adequate and legally enforceable safeguards to protect the interests of Government against default or neglect on the part of the Contractor to the detriment of the work. This will have to be done by a Committee comprising representatives of Finance, Accounts, Law, Administrative and Engineering Departments who might also obtain the views on the subject of some prominent and progressive contractors. It is understood that Government have already appointed such a Committee. If so, the points mentioned above may be taken into consideration by them when preparing their report.

#### 17.10 *Supervision of Contractors Work.*

17.101 The question is often raised as to why detailed supervision of construction work should be necessary on the part of the Department when the work is being executed by Contractors. In this connection, it must be remembered that it is not possible to test a completed building or bridge or dam or power station, or other important public work after it is completed to ascertain whether the Contractor has done the work properly or not. The work may be standing alright after completion and may appear to be sound and order, but, until the whole designed load comes on it due to natural forces and occurrences allowed for in the design, it cannot be established that the work as constructed, would stand against such loads. Even if all these forces could be brought into play artificially, it could not be ascertained whether the factor of safety provided in the design would be available or not, as it would not be practicable to artificially load such a work and test it to destruction.

17.102 It is, therefore, essential to check, during the construction of each portion of the work and to ensure that the specifications and the design requirements were being fully complied with at each and every stage of construction. If specifications were not complied with on any part of the work, then this part would get covered up by the next and the defect would not come to notice until the designed load were to come on the work and failure, or signs of distress such as undue deflections, cracks, etc., occurred. At that stage, however, it would hardly be possible to do anything to protect the work and, even if something were possible, it would involve considerable extra cost and would be in the nature of make-shift device. It would also be difficult at this stage to fix responsibility on the Contractor and, even if it could be fixed it would be futile, as the demolition and re-building of the work at the expense of the contractor would, in most cases, not be a practicable proposition.

17.103. It would, therefore, be evident that detailed and thorough supervision of the work at each stage during its construction would be necessary on the part of the Government in the interest of the work itself and in the public interest. The extent of supervision required would depend on the nature of the work under construction and the method adopted for its construction. For instance, if the work were a dam in rubble stone masonry, it would be necessary to ensure that the mortar should be properly packed in the gaps between the irregular shaped and sized stones, that the mortar were of the requisite composition and strength and that the stones were sound and according to specification as there might be a very large number of masons (numbering thousand in the case of major works) the amount of supervision required would be quite large. If the mortar were being mixed mechanically, then collection of samples of the mixed mortar and quick test of such mortar in the laboratory would enable the engineer in charge to satisfy himself

about the quality of the mortar, but here again, if the mixing were not being done by automatic weigh batching plant, it would be necessary to see that proper proportions of ingredients of the required specification were being fed in each batch.

17.104. On the other hand, if the construction operations were fully or largely mechanised such as could be done on mass concrete dam construction, collection and testing of samples from different stages of the mechanised process, including the final pour of concrete on the dam, would suffice ascertain whether the work was being done according to specifications. In such cases, the actual supervision on the work might be reduced and would cover other operations such as treatment of joints, accuracy of layout and prescribed embedments, vibration and curing operations, etc., The actual quality of the concrete would be ensured by the collection of random samples of the material ingredients as well as of the mixed concrete and its test in the laboratory.

17.105. Similarly, if earth work were being done mechanically by heavy earth-moving equipment, the quality of the work and its correspondence to specifications could be judged by collection of samples of the material at the borrow areas, as well as of the compacted earth on the embankment, and by testing these in the laboratory. If the results of the laboratory tests were consistently satisfactory, uniformity in the quality work would be ensured by checking whether material being obtained from the specified borrow areas, whether it was being laid in proper layers as specified, whether adequate quantity of moisture was being provided and if the requisite number of passes by rollers was being executed.

17.106. In other words, if the operation be wholly or partly mechanised the extent of supervision could be reduced by adequate quality control i. e., collection and checking of random samples at specified frequent intervals. For manual work, however, supervision would have to be much greater as mentioned above, to ensure that the operation of each individual manual worker at each stage was according to specifications.

#### 17.11. *Quality Control*

17.111. As explained above, control of quality of works under execution, whether through Contractors or by Departmental forces, would, in the case of purely manual execution of work, have to be achieved mainly by strict and detailed supervision at each stage of the various operations involved in the construction, to ensure that these are being carried out according to specifications. These specifications would have to be drawn up after testing samples of the different ingredients and laying down tests about their soundness from physical tests that could be quickly applied at the field, and then designing the mix proportion to ensure that in spite of possible variations in the proportion from batch to batch due to the human factor involved, the minimum design strength would be achieved. Collection and testing of randomised samples of the material placed at site could also be carried out but these would serve little useful purpose owing to the possibility of wide variation from place to place.

17.112. If the operation were partially or wholly mechanised then testing of samples collected on scientifically randomised procedure would ensure that such mechanised work were of the requisite quality.

17.113. Sampling and testing procedure indicated above also known as Quality Control, is based on principles of statistics. On the construction of public works its use would be most effective where the construction is wholly or largely mechanised.

17.114. The method of collection and testing of samples is based on scientific principles and it can be done accurately and effectively by an Engineer or Scientist after training in a materials testing laboratory such as Mysore Engineering Research Station. Testing of the properties and quality of the ingredients in the case of concrete and determining the most economical design of the mix to achieve the strength, density and other properties required by the Design, is also a part of quality control, although this work can be done initially in the Research Laboratory.

17.115. Suitable Laboratories for testing of materials and quality control must be established at the site of each major or medium work. Personnel trained in the work should be posted to the Quality Control Unit in suitable strength depending on the size of the work. The Unit should work under the seniormost officer at the site of the work and should be independent of the unit concerned with the construction of the work. The results of the test samples and the inference therefrom should be communicated immediately to the seniormost officer at the site, and a tabular statement of the results and findings therefrom should be forwarded fortnightly to the next higher officer if the seniormost officer at the site of work is lower in rank than a Chief Engineer.

17.116 For major works costing over Rs. 10 Crores at one site the officer in charge of the Quality Control Unit should be of the rank of Executive Engineer and there should be properly equipped testing laboratory at the site. These testing laboratories should have sections for carrying out different types of tests according to the nature, type and magnitude of work under construction, such as, concrete materials testing, soils testing, instrumentation etc., Each section should be manned by a qualified person trained for this work in the materials testing laboratory at K.R.S. Research Station and Officers of that Station might visit the site laboratory from time to time, and guide the local staff in carrying out correct tests and arriving at correct inferences. They should also help in special problems and in evolving most economical design mixes etc.

17.117 For smaller works the staff and standard of equipment might be lower but there should be some arrangement for testing the quality of work wherever substantial quantities of concrete or earth work were being carried out. In predominantly maintenance divisions there could be a small laboratory at the headquarters and one Junior Assistant Engineer attached to the division could carry out collection and testing of samples of any important construction work going on in the Division. At stations where there is considerable building activity there could be a concrete testing laboratory in charge of one of the Divisions who would test samples sent by field officers.

17.118. Construction work in this State is not fully or largely mechanised. No useful purpose would, therefore, be served by having a Central Quality Control organisation independent of the Chief Engineers in charge of major construction works. Moreover, even if any major construction work were to be fully mechanised, the quality control unit of adequate strength would have to be located at the site of the work. If the work were being done by Departmental Organisation, then the quality control unit would be independent of the construction organisation and would be under the Inspection and Control Organisation directly under the Chief Engineer or General Manager responsible for both construction and inspection. If such major work was being executed through one or more contractors then too quality control organisation would be independent of the control of the organisation directly concerned with the execution and progress of the work.

17.119. It is understood that a Central Quality Control Organisation had been contemplated in Maharashtra but could not be given effect to for various reasons. No other State has such a Central Organisation and it is considered unnecessary in this State for the reasons given above.

*17.12. Simplification of the Public Works Accounts Code :*

17.121. There is a long felt need that the Public Works Accounts Code requires simplification with a view to cut short the procedural formalities and reduce avoidable delays. While such a simplification would be necessary in the interest of experience work, it is suggested that a Committee consisting of the Chief Engineer, of each of the Departments, Secretary, P.W.D., Secretary, Finance Department and a representative of the Accountant General be set up to examine the whole question of simplification of the Public Works Accounts Code and make suitable recommendations.

## CHAPTER XVIII

## Irrigation Management

18.01 In the pre-plan era the irrigation works within the present boundaries of Mysore State comprised the Krishnaraja Sagar and Visvesvaraya Canal, one or two medium reservoirs and a large number of tanks of various sizes spread out all over the State. The area irrigated annually from all these sources, including wells, was of the order of 14 lakh acres, out of which less than 4 lakhs was from major and medium irrigation works. Since then, a large number of major, medium and minor projects have been taken in hand and some of them have also been completed. The area provided with irrigation facilities from all sources, was of the order of 29 lakh acres at the end of the III Five Year-Plan, and, by the time all the works now in hand are completed, 54 lakh acres would be provided with irrigation and capital of the order of Rs. 500 crores would have been invested in irrigation works.

18.02 Investment of such large amounts would be justified only if the facilities thus made available could be utilised to the fullest extent for the production of crops of the maximum quantity and value to the cultivator as well as to the country, and within the least possible period after the completion of each Project or work. In fact it would be better if irrigation could be started in stages, well before the completion of the final stage. Experience on some of the recently constructed Projects, such as the Tungabhadra Project, indicate that a considerable amount of special effort and organisation is necessary in the management of Irrigation Works to achieve early optimum utilisation of the irrigation facilities made available by a Project.

18.03 It is, of course, elementary that the Canals, distributaries and minor irrigation channels forming part of the Project should be complete and capable of carrying the designed discharge throughout their length, simultaneously with the completion of the dam and/or other diversion and cross drainage works. This could and should be achieved by proper planning of the construction schedule and of the stages thereof, to ensure that water is available for irrigation to cultivators of the intended ayacut as soon as the Dam and Canal Construction has reached the contemplated stage. However, when funds received annually are restricted, this often presents difficulties. The dam must come up to a fairly high level to be able to divert any supply into the canals so that a very large proportion of the total cost of the dam must be incurred before water could be diverted. In the case of the earth dam across the river, it must be raised to practically the full height during the final stage of closing the river gap, as, if this is not done the work done might be washed away. Even in the case of masonry or concrete dams, there are risks in leaving an incomplete work in the river bed, and it is safer to complete the work as quickly as possible. The concentration is, therefore, usually, on the completion of the dam and, if annual allocation of funds falls short of the optimum amount required, together with the amount intended to be spent on canals and distributaries, work on the former is carried out at the expense of the latter. If this happens almost every year during the construction period of the dam, we end up with the position that the dam is complete but channels for their utilisation are far from complete.

18.04. It is, therefore, necessary to schedule the construction in such a way that both Dam construction and construction of irrigation channels progress simultaneously and are completed simultaneously in the least period of time consistently with funds available from year to year. To achieve this object, however, sufficient funds must be allotted to the Project to enable the optimum amount of work can be done on the dam along with required portion of the canal and irrigation channels. If funds are restricted, projects with high priority might be allotted full funds on this basis even at the expense of stopping work on lower priority projects.

18.05. Even if distributaries and minors are complete, water cannot be utilised until the village water courses and field channels are ready to carry the water to the fields to be irrigated. The cost of these are not usually provided in the project as it is expected that the cultivators of the ayacut who would own these channels would construct these themselves by mutual agreement. This,

however, takes years and, in some cases, the cultivators near the canal do not agree to these farther away taking the channel through their fields. Obviously, therefore, the field channels must be constructed by Government, although the cost of these should not be charged to the Project and their maintenance should be the responsibility of the cultivators themselves. The ideal arrangement would be for the Irrigation Department to construct, own and maintain channels so that no field channel has to cater for more than 100 acres of ayacut. The alignment of the field channels might be fixed by the Department, land for field channel to each individual field arranged for and the cultivators asked to excavate and construct the channel themselves, as this would be the most economical arrangement. If they fail to do it, either wholly or partially within a specified period, it might be carried out by Government and the cost recovered from the beneficiaries in easy instalments. Maintenance of these field channels, however, should be the responsibility of the beneficiaries.

18.06. The State-owned irrigation works and channels must also be kept in proper repair, so that adequate quantity of water can reach all irrigation outlets throughout their length. Proper maintenance of these works cannot be neglected, as this would not only involve risk to the works themselves but would cause serious loss to the crops of cultivators who would be deprived from irrigation thereby. Maintenance grants should therefore be adequate for the proper maintenance of the works. The normal estimates for maintenance should be prepared very carefully based on the length of channel of different sizes and of other important works such as river diversion works, regulators, cross drainage works, etc., to be maintained. Funds in accordance with such normal estimates should be granted annually to enable the works to be maintained in thoroughly efficient condition. These normal estimates should be reviewed from time to time, and adjusted, to allow for new works coming under operation and also for variation in cost of work done due to variations in cost of labour and materials.

18.07. Maintenance grants on the basis of ayacut of irrigation works concerned are unreliable and unsuitable.

18.08. Maintenance and operation of minor irrigation tanks which number over 25,000 and which have recently been transferred to the Public Works Department presents a difficult problem. These were formerly under the charge of the Revenue Department and it is not known how these were maintained there. Many of these are badly silted up and most need extensive repairs. The area irrigated by these tanks varies from 10 to 200 acres per tank, the average being about 50 acres. The Chief Engineer (General), P.W.D. has submitted an estimate of about Rs. 80 lakhs per annum for establishment to maintain and operate these tanks for the irrigation of about 12 lakh acres of ayacut. In addition, there would have to be works expenditure in their repairs and maintenance of the same order so that the total expenditure on maintenance and operation of these tanks would work out to about Rs. 13 per acre of ayacut. If these small tanks dispersed over a large area have to be maintained and operated by the Public Works Department, expenditure of this order is inevitable. Reduction in the staff asked for by the Chief Engineer (General) or in the amount of works expenditure allotted to him would result in poor maintenance and inadequate service to the cultivators in the ayacut.

18.09. It would be better, if the operation and routine maintenance of tanks with an ayacut of less than 50 acres were to be carried out by the beneficiaries themselves through the village panchayat, or their own co-operatives. A lumpsum amount say at Rs. 4 per acre of ayacut might be paid to the panchayat or co-operative for operation and routine repairs which may be paid at the end of the year on a certificate given by the Section Officer and countersigned by the Assistant Engineer concerned, that the work has been properly maintained and operated. Any special or major repairs that may have to be done may be carried out by the Department after sanction of a proper estimate thereof. Tanks for an ayacut of over 50 acres may be maintained and operated by the Public Works Department for which whole-time staff one-third of the scale asked for by the Chief Engineer (General) may be sanctioned as some Section Officers are already provided in the Divisions recommended for Minor Irrigation Zone.

18.10. The Management of irrigation and sharing of the water delivered at the outlet is normally the responsibility of the beneficiaries. Frequently, however they are unable to agree amongst themselves about sharing, with the result that those whose fields are located near the Government channel take excessive supplies and deprive the others of their due share. This involves uneconomical use of water the cultivators in a large portion of the ayacut are deprived of the facilities provided for them.

18.11. It is not clear as to what steps are being taken to ensure economical use of water released from outlet, nor who is responsible for seeing that this is done. The recording of irrigation from the channel and assessment of revenue therefrom is done by the Revenue Department. If cultivators cannot agree amongst themselves to share the water equitably, it should be the responsibility of the Revenue Department to step in and fix the shares by allotting periods of time to each cultivator in each week. It is understood that there is no such provision for such allotment of shares by the Revenue Department. On the other hand Officers of the Irrigation Department feel that, as they have nothing to do with the assessment of irrigation dues nor they have any hand in the management of water released from the outlet, their responsibility ends with the provision of the adequate supply at the outlet. This arrangement is unsatisfactory. There should be unified control of management of irrigation beyond the outlet and assessment of revenue therefrom. Someone should be responsible to see that the quantity of water released at the outlet is most economically utilised to provide adequate irrigation to the full area of the ayacut. The Maharashtra and Northern States achieved this by making the Irrigation Department responsible for assessment as well as for allotting shares of water to the different beneficiaries when they may not agree amongst themselves. On assessment the cultivator-wise bills (Jamabandi's) are sent to the Deputy Commissioner and the recoveries are made by the Revenue Department. This system has the advantage of making the Irrigation Department fully responsible for the distribution of the water and for the revenue earned therefrom. Therefore, this system is recommended. It is illogical and inefficient to have the revenues from a commercial project assessed by a different department who are not in any way responsible for the financial working of the Project.

## CHAPTER XIX

### Land Acquisition

19.01 According to the Land Acquisition Act, the possession of land proposed to be acquired for Public Works can be taken only after the acquisition proceedings are completed and the award is declared. Normally, the procedural and legal formalities required under the Land Acquisition Act (Mysore Act No. 17 of 1961) involve the following stages and require a minimum period of about nine months before the award can be passed and possession of the land can be taken:—

- (1) Receipt of Land plans and schedules from the P. W. D.
- (2) Enquiry into the ownership of the lands to be acquired in the village by the Revenue Officers (time required 2 weeks).
- (3) Submission of draft notification to Government under Section 4 (1) of the Land Acquisition Act (4 weeks).
- (4) Publication of the notification in the Gazette (4 weeks).
- (5) Filing of objections, hearing them and making necessary enquiries and forwarding the case with a report for the decision of Government as per Section 5 (a) of the Land Acquisition Act (12 weeks).

- (6) Submission of draft declaration to Government under Section 6 of the Land Acquisition Act stating that land is required for a public purpose (4 weeks).
- (7) Publication of draft declaration in the Gazette under Section 6 (4 weeks).
- (8) Conduct of award enquiry under Sections 9 and 11 (6 weeks).
- (9) Passing of awards and payment to compensation to parties (2 weeks).
- (10) Handing over of possession of land to P. W. D. (1 week).

19.02 It can be seen from the above that the minimum period required for passing of awards and taking possession of the land is about 9 months, from the date of receipt of correct Land plans and schedules from the P.W.D. But there are hardly any cases that are actually disposed of within or any where near the minimum time schedule. Normally, the time required for passing of awards and taking possession of land is of the order of 2 to 3 years. This is too long a period and seriously hampers the progress of construction of projects as no construction can be commenced on land which has not been formerly acquired and possession handed over to the Public Works Department. This applies particularly in the case of Irrigation Works.

19.03 There is a special provision to acquire land in cases of urgency under Section 17 of the Land Acquisition Act. In this case, the procedures 2, 3, 4 and 5 indicated above would be avoided and the publications of draft Notification under Section 4(1) and the draft declaration under Section 6 of the Land Acquisition Act would be done simultaneously. Acquisition of land by operation of this rule is, however, rare and is restricted to emergent cases only. Land Acquisition cases of an Irrigation or Buildings or Roads Project can seldom be brought under the purview of this rule, and rightly so as this rule should not be applied for the sake of expediting land acquisition proceeding in routine cases.

19.04 The main difficulties coming in the way of speedy land acquisition proceedings and settlement of awards appear to be inherent in the operation of the procedural formalities, as these are laborious, cumbersome and time consuming. The procedures therefore require to be simplified.

19.05 In Government Circular No. RDH. 184. LQM 63, dated 12-7-1963 a procedure has been indicated under which possession of land required urgently for the construction of public work can be taken in anticipation of the completion of formal acquisition proceedings by persuading the owners and/or occupiers of the land to hand over the land to the Public Works Department by direct agreement with the party, the owners being entitled to crop compensation and rental compensation every year till the formal possession of land is taken under the Land Acquisition Act. This procedure, however, is subject to many difficulties in the way of implementation and does not appear to have come into use to any appreciable extent nor has it resulted in the expeditious construction of works and in the speedy payment of land compensation. It is understood that in some cases the owners of land who had originally agreed to part with their lands have gone back on their promises and have taken recourse to legal action to stay the occupation of the land for the execution of works. Apart from the legal lacuna in this procedure, the actual acquisition usually gets indefinitely deferred and both crop and rental compensation have to be paid year after year which might in the aggregate sometimes exceed the cost of land acquisition itself. The latter would in any case have to be paid, in addition to the crop and rental compensation.

19.06 Considerable delay occurs in the conventional Land Acquisition Procedure which require to be simplified and cut short as far as permissible without infringing the provisions of the Act in the interest of speedy execution of works. The following measures are suggested :

- (1) There should be a specific provision in each major or medium Irrigation Project for the Special Land Acquisition staff that would be required and when the project is sanctioned for construction, sanction to the Special Land Acquisition Staff included therein should be accorded simultaneously in the Revenue Department. These posts should also be filled up promptly with

competent and experienced Land Acquisition Officers and supporting staff, and the Officer invested with the powers of a Deputy Commissioner for purposes of acquisition of the land in question. Much avoidable delay usually occurs on account of delay in these matters.

(2) The Special Land Acquisition Officer who is appointed to a Project or Projects should be given a reasonable programme for land acquisition work based on a programme for submission of correctly prepared Land Acquisition applications on the part of the Project Officers concerned. Both should be required to submit progress reports regularly to the Chief Engineer and Superintending Engineer, besides the Deputy Commissioner. These progress reports should be periodically reviewed with reference to the respective programmes and if there be any shortfall in progress, the reasons therefor must be furnished and the shortfall made good in the subsequent months, as far as possible.

19.07 The monthly progress reports should also be reviewed regularly in the District Co-ordinate Committees and also in the Project Co-ordination Boards. In case of lack of adequate progress, the reasons therefor might be looked into and any bottlenecks found might be removed as far as possible.

(3) In the case of minor irrigation and road work also, there are considerable delays in processing the land acquisition cases. Therefore, with a view to expedite these cases, it is necessary to post one Special Land Acquisition Officer, P.W.D. for each Public Works Circle who should be delegated with the powers of a Deputy Commissioner.

(4) In many of the Public Works Divisions there is no sanction to the posts of Revenue Surveyors. Such a sanction is quite essential in all the project Divisions so that the preliminary surveys of the land to be acquired, preparation of land plans and schedules, etc. could be done expeditiously and correctly and forwarded to the Revenue Department for further processing.

(5) At the stage of forwarding land acquisition proposals to the Revenue Department, the Public Works Department should not be required to furnish exhaustive information required by the *pro forma* prescribed for the purpose, which information is not required by the Act, such as assessment of land, etc., as this involves considerably delay. The information when collected and furnished by the Public Works Department must again be checked in detail from original records by the staff of the Land Acquisition Officer, which amounts to avoidable duplication of work. It is suggested that where a special Land Acquisition Officer is appointed solely for the work of the P.W.D. the P.W.D. might be required to furnish only the information regarding the survey numbers of land and the approximate area of each to be acquired, together with a copy of the village map showing the boundaries of land to be acquired. The remaining information required may be filled in by the Special Land Acquisition Officer's staff when they go to the field and examine the revenue records for scrutiny and verification of the information given in the application for acquisition. The adoption of this simplified procedure might apply only to cases to be dealt with by a Special Land Acquisition Officer of the P.W.D. A slight modification in the instructions contained in the *pro forma* prescribed for Land Acquisition Applications, would probably be required if the above proposals were accepted by Government.

(6) It is mentioned that the P.W.D. Officers often make changes in the acquisition proposals after land acquisition proceedings have been commenced, due to change of alignment of channels, roads etc., or of the location of works; This necessitates cancellation or withdrawal of the Land Acquisition Notification and the initiation of fresh Land Acquisition Proceedings which causes further delay. The P.W.D. Officers should, therefore, furnish correct particulars of the requirements of the lands to avoid necessity of subsequent alterations.

(7) It is necessary to hold training classes for clerks who deal with Land Acquisition cases in the Revenue Department as it may not often be possible to entrust this work to personnel who have had long experience of such work before. The several stages of the Land Acquisition Proceedings, case working and the necessity for disposal of cases with utmost expedition instead of treating it in a routine manner might be impressed upon the trainees during the training.



(8) As there is liable to be avoidable delay in the Secretariat Departments also, including the Government Printing Press, in processing Land Acquisition cases it would be desirable to have a Land Acquisition Cell under the P.W.D. headed by an Officer of Assistant Commissioner's rank with experience of Land Acquisition work. He would keep constant liaison with the Revenue Department, the Government Press, the Special Land Acquisition Officers and Officers concerned of the P.W.D. and keep a watch on the progress of cases in the different offices. Where he might find cases inordinately delayed he could take prompt action to remove any difficulty by contacting the officers concerned and suggesting remedies for the delay.

(9) The Government Press should have a special organisation to publish in the Gazette all Land Acquisition cases pertaining to execution of P.W.D. works on top priority basis. At present, there is considerable delay in the Press in the publication of the notifications, due to priority being given to other publications.

19.08 Some of the suggestions mentioned above have been implemented with good results in the Parambikulam Aliyar Project of Madras State, where large areas of land were acquired for the project and the time for the payment of compensation and acquisition of land is reported to have been not more than one year on the average.

19.09 With the above suggestions to streamline the existing conventional land acquisition procedures, it is expected to considerably minimise the delays in Land Acquisition work resulting in the expeditious construction of Public Works.

---

## CHAPTER XX

### *Schedule of Rates*

20.01 The necessity and importance of a comprehensive upto date and realistic schedule of rates for the preparation of correct estimates and also for determining the reasonableness of contractor's quotations is self-evident. Under the present orders in this State, schedule of rates are to be framed each year and sanctioned by the Superintending Engineer before commencement of the ensuing financial year for which these rates would be applicable. It is understood that, at present, these schedules are based on rates provided in recently accepted tenders in the locality. This is not a satisfactory arrangement, and it is for this reason that schedule of rates are seldom realistic and are often misleading.

20.02 There are many variables in the rates for finished work of different types, the most important of which are:

- (a) the cost of labour of different categories ; and
- (b) cost of different items of materials, required for executing any particular item of work.

During the last several years, when both these costs have been fluctuating widely and rather frequently, the fixation of definite schedule of rates in respect of works lasting for more than a few months has become difficult. Besides, the extent of variations in the cost of labour and of the different types of materials is not uniform. The usual practice of increasing old schedule of rates by an *ad hoc* percentage for all items for being utilised as the new schedule of rates, therefore makes the schedule unrealistic and unreliable. In the present circumstances, it is practically impossible to lay down a uniform schedule of rates of finished works of different types, which could be applicable to all sites, even in a particular district or region or for any length of time. The only scientific and rational way would be to lay down standard data for normal output of work by labour and the requirement of materials per unit of different items of work : the allowance for lead and lift, also based on labour performance, would also have to be laid down. For works where mechanical equipment can be or must be used, there should be standard norms of performance of such machinery, and standard analysis of cost of their operation and maintenance.

20.03 From these standard data the rate applicable for different items of work could be analysed and realistic rates arrived at by applying the rate of labour and cost of different materials prevalent at the time and in the locality. Standard data have been worked out both by Maharashtra and Madras P. W. D. It should be possible to adopt these for northern and southern parts of Mysore respectively, after suitable modifications for local factors, where found necessary.

20.04 This basic work essential for the preparation of realistic schedule of rates cannot be carried out by the staff engaged on the regular work of the Department. It would, therefore, be necessary to sanction separate establishment for preparing the basic standard data and prepare realistic schedule of rates for the important items of finished work based on at present day rates of cost of labour, materials etc. This had been recommended by the 1958 Reorganisation Committee too. But their recommendation in this connection does not seem to have been implemented yet. The work is considered to be of utmost importance and it is strongly urged that it be given high priority. As the schedule of rates can be common to both the departments of P.W.D the division recommended by the previous committee to be formed and engaged on this work, may work for both the departments under the administrative control of the seniormost Chief Engineer amongst the two departments. Alternatively, he may be attached to the Public Works Department Secretariate, if one of the Senior Chief Engineers be appointed as Secretary or Special Secretary of the Department as recommended elsewhere.

20.05 Once the schedule of rates of different items of finished work has been worked out on the basis of cost of labour and materials at a specific period of time (such costs and rates should be clearly specified in the schedule) variations in these rates on account of variations in one or more item or items of materials, and/or labour could be worked out from the standard data and the rates for finished work could be adjusted suitably. In working out estimates for any major project, the rates for finished items of work should be based on detailed analysis adopting the rates of labour and materials prevalent at the time of preparation of projects. These basic rates for labour and important materials should be clearly specified in the project report, so that for any future revision of the project, the effect of any variation in the rates of labour and materials on the variation in the overall cost of the project can be evaluated. When considering tenders for the whole or part of the work, any variation in the cost of labour and materials between the date of preparation of the project estimates and the date on which tenders were received would similarly be allowed for in judging the reasonableness of the rates provided in the tenders.

20.06 For other works, which are likely to be substantially completed within a year or two, the standard schedule of rates of finished items of work, allowing separately for lead and lift operations, could be sanctioned for preparation of estimates, checking of tenders etc. until further adjustments or revision of the schedule of rates. Such standard schedule of rates of finished work items, might be prepared afresh once in three years, but these should be reviewed each year and suitable adjustments made in individual rates based on any marked variation in the cost of labour or materials.

20.07 The rates of completed works, and, even daily output of labour particularly of the skilled category, would depend on the specifications applicable to that particular item of work. It is, therefore, very important that detailed and workable specifications for different items of work be standardised and published, so that contractors can base their tenders on such specifications, and that the supervisors staff of the Government could enforce these specifications, resulting in the achievement of the desired quality of work and workmanship. The division entrusted with the standardisation of basic data and schedule of rates should, therefore, also be required to prepare or review and bring upto date existing standard specifications for different items of work usually carried out in the department. Reference to these specifications could then be given in contract agreements for the construction of works. For any special item of work that may have to be included in any particular contract, there would be special specifications.

20.08 In working out reasonable schedule of rates applicable to the construction of large works concentrated in a comparatively small area, allowance must be made for the fact that a large labour force of skilled and unskilled personnel would be required for its construction which would not be available in the locality. Arrangements would, therefore, have to be made by the contractor for import of the bulk of such labour from other localities. The cost of importing such labour and of providing camp facility for them as well as for the contractor's field staff, with lighting, water supply, sanitary, medical and recreational facilities for labour and staff, access facilities, and transport where necessary to and from camp and to the work sites, haul roads for materials machinery etc., would have to be incurred by the contractor, unless these are to be provided by Government under the contract. If the contractor is to carry out all or part of these works, the incidence of these items on the unit rates for the different items of work would have to be allowed for, in addition to contractor's profit, as a suitable rate. The schedule of rates might therefore include a percentage addition for providing accommodation and other facilities to the labour and contractor's staff and another percentage provision for Contractor's profit.

---

## CHAPTER XXI

### Allotment of Government Vehicles to Officers of the Public Works Department

21.01 Government vehicles are at present being provided to Officers of Public Works Department. These vehicles are mostly maintained by the Public Works Department. Each Chief Engineer is provided with a Government car. The Superintending Engineers in charge of Circles are provided with either utility vans or Ambassador cars, whereas the Executive Engineers in charge of Divisions and most of the Assistant Engineers in charge of sub-divisions are provided with jeeps.

21.02 The average annual cost of maintenance and repairs including the pay of drivers, petrol, oil lubricants etc. is reported to be about Rs. 8,000 per vehicle. This excludes the cost of depreciation and special repairs. Usually the depreciation accounts of vehicles are not maintained but when the vehicles are ultimately scrapped and disposed of, the difference between the purchase value and the disposal value would be written off.

21.03 The distribution of vehicles among the Assistant Engineers is not uniform. Such of the Assistant Engineers as are in charge of Investigation and construction of canals, distributaries etc. and are expected to do extensive touring over rough roads or cross country are provided with jeeps. It is learnt that, Assistant Engineers in charge of maintenance of roads, buildings and Minor Irrigation Works are generally, not provided with jeeps individually, but they are allotted jeeps by the Executive Engineers periodically say for about a week or 10 days in every month out of a divisional pool.

21.04 In order to make a proper distribution of vehicles among the Public Works Department Officers and to bring down the cost of maintenance of vehicles, to a reasonable minimum without sacrificing efficiency, the following proposals are suggested.

(1) The following officers may be provided with Government vehicles which may be maintained by Government. The officers may be allowed to draw T. A. as per the existing rules.

- (a) All the Chief Engineers
- (b) Superintending Engineers in charge of Circles
- (c) Executive Engineers in charge of Divisions in the Irrigation Department.
- (d) Assistant Engineers who are in charge of maintenance of Minor Irrigation Works, construction of canals, distributaries and field channels and Investigation of Irrigation and Hydro-Electric Projects.

(2) The Executive Engineers in charge of divisions and Assistant Engineers in charge of Sub-Divisions in the Roads, Buildings and Public Health Engineering Department should be encouraged to have their own vehicles. It is suggested that the Executive Engineers may possess cars. Such of the Assistant Engineers who may not be in a position to own cars may have Motor Cycles or Scooters, as this is a cheaper mode of conveyance for inspection of works etc. In order to make the suggestion workable, loans for the purchase of cars and Motor Cycles would have to be sanctioned, recoverable in an adequate number of easy monthly instalments. The vehicles for the officers might be allotted out of Government Quota.

(3) It would be desirable to maintain some jeeps at concentrated works such as Dam Construction works, so that each of these would be useful for a number of officers working in the project. Similarly one jeep might be allotted to each Division under the Roads, Buildings and Public Health Engineering Department for being utilised by the officers in case of emergency and for inspecting the works at out of the way places, which are difficult to approach by cars.

(4) The existing mileage rates admissible for journeys undertaken by the officers in their own vehicles is 36 paise per mile and 50 paise per mile. These rates fall much short of the cost of maintaining and operating a car in view of the increased cost of spares, petrol, oils and lubricants. These mileage rates have therefore to be enhanced suitably to enable the officers to use their own vehicles for touring on duty contract incurring heavy loss.

---

## CHAPTER XXII

### Basic Engineering Education and In-service Training

22.01 The Engineering Colleges and Institutions in Mysore have been turning out about 2,000 engineering graduates and 3,000 engineering diploma holders annually. The requirements of the Mysore Public Works Department of graduate engineers and diploma holders is not likely to exceed approximately 100 and 150 annually, even if the construction tempo could be increased to Rs. 60 crores per year as suggested in Chapter III, by making special arrangements for the requisite finances. This does not include the requirement of the Mysore State Electricity Board who would need electrical and mechanical engineers. Even assuming the need for the Electricity Board, the public sector and private sector undertakings in Mysore State as five times the Public Works Department requirements, which appears to be on the high side, the total annual requirements of engineers and diploma holders in Mysore State might be of the order of 600 and 900 per annum respectively, which would still fall far short of the numbers expected to pass out annually from the Colleges and Institutions in the State.

22.02 If there happens to be a sudden and vast expansion of works in the public and/or private sectors due to some radical change in the economic system of the country with a view to making up our back log of material advancement, sudden spurts in the requirements of engineering personnel might occur for a few years. But it is believed that the sustained annual requirement of the State would not exceed the figures given above.

22.03 Engineering education and training is useful to a person even if he does not join service as an engineer. There is no harm, therefore, in producing engineers, well in excess of the requirement of services in the public and private sectors, provided the system of education and training is so adjusted as to enable the engineer to utilise in these self-employment if he cannot get into the service. But the training is expensive and time-consuming. It would, therefore, be necessary, at present, to strike a balance between the production of engineering personnel and the requirement of the public services and organised industry.

22.04 In the circumstances, it is felt that it would be worthwhile reducing gradually the intake of students into the engineering colleges and diploma institutions in the State to about half the present numbers, and to concentrate on providing high quality of technical education to fewer numbers, so that those who pass out would be better fitted to take on the tasks facing them with confidence and efficiency. The teaching and training might also be given a need based orientation by arranging for specialisation in subjects or lines in which special requirement might arise from time to time.

22.05 The training of diploma holders might gradually be replaced by the training of advanced grade technicians who would be able to work with their hands with a high degree of technical skill, whilst, at the same time, possessing sufficient knowledge of engineering theory to understand the theoretical basis of the operations performed by him. These diploma holders could then be employed as higher paid technicians and could latter rise to posts of Foremen and Inspectors of Works for routine supervision and execution of works instead of the present type of Supervisors who do not rise from the technicians.

22.06 As long as excess of supply of engineering personnel over demand persists, the system of apprenticeship with stipends may be revived to provide pre-service practical training to fresh graduates in the line which each of them proposes to select as his career. Such practical training might then be treated as preferential qualification for recruitment to the department or industry concerned.

22.07 The engineering Colleges and institutions might also take up refresher courses in suitable advanced subjects for personnel in service and such refresher courses might be made compulsory for such personnel to secure promotion to higher grades.

*22.08 Competitive Examination for recruitment to Engineering Services:*

22.081 It has been mentioned in Chapter X that there should be a competitive examination for the direct recruitment of Assistant Executive Engineer (Class I) or Probationary Assistant Engineers, and of Junior Assistant Engineers. This examination which should be held by the State Public Service Commission would be open to engineering graduates in Civil or Mechanical Engineering, whether employed in the Department or not, but subject to limits of age prescribed for each. The examination would be in theory and practice (of a standard not lower than that required for a Bachelor's degree) in Civil and Mechanical Engineering subjects which concern the work of the Department. Such competitive examinations are held by the Union Public Service Commission and also Public Service Commission of several States of India. The Syllabus for the examination may be framed on the lines of these examinations with modifications that may be found necessary to suit the conditions of this State. The examination should be held regularly each year. The holders of the first three positions in order of merit in this examination each year may be recruited (subject of course to physical fitness) directly as Assistant Executive Engineers in the Class I Service when that service is formed, but, until then, as Probationary Assistant Engineers. The rest may be offered posts of Junior Assistant Engineers, in order of merit, against the number of posts to be filled each year.

22.082 For recruitment to the post of Supervisors, there need not be a competitive examination and selection may be by interview and academic record. However, if a competitive examination is found necessary it might be in Civil and Mechanical Engineering theory and practice of the standard of Diploma Examinations. It is important that there should be regular recruitment each year, the number recruited being the average annual number of vacancies expected, say during the next five years.

*22.09 Qualifying Examination for Promotion of Supervisors.*

22.091 It has been recommended in Chapter X that, in order to be eligible for promotion to the post of Assistant Engineers, a Supervisor, if he is not already a graduate nor has passed Section A and B of the A.M.I.E., Examination, must pass a qualifying examination in Engineering Theory

and Practice, The standard of such a qualifying examination would have to be equivalent to that required for an engineering degree. The competitive examination suggested for direct recruitment of graduate engineers might, therefore, be utilised for this qualifying examination, but the Supervisors need not be required to appear on all the subjects prescribed for that examination. They would also not be required to compete either with the graduates or amongst themselves at this examination, but would have to secure qualifying marks in the subjects in which they would be examined and in the aggregate thereof.

#### 22.10 *Professional Examinations.*

22.101 The necessity and importance of new entrants to the technical services passing professional examinations on the special aspects of technical, accounts and other work of the Department needs no emphasis. Professional examinations were obligatory for engineers in the erstwhile States of Mysore, Bombay, Hyderabad and Madras. However, in the new State of Mysore after reorganisation, the examinations appear to have been discontinued.

22.102 In old Hyderabad Junior Engineers with six years standing were required to pass a departmental examination in technical and accounts matters in order to make them eligible for being considered for promotion as Assistant Engineers. The directly recruited Assistant Engineers were also required to pass a departmental examination within a period of four years from the date of their appointment failing which they would not be allowed to draw the fifth increment and would not be eligible for promotion as Executive Engineers.

22.103 In Bombay State, Overseers were required to pass departmental examination in technical and accounts matters within a period of five years after joining service. The penalty for not passing the examination was loss of further increments. Similarly, Deputy Engineers and Assistant Engineers had to pass a departmental examination, both in accounts and technical matters, within a period of three years, and with similar penalties.

22.104 In old Mysore, Junior Engineers and Assistant Engineers were required to pass a departmental examination in accounts and technical matters, failing which their increments were stopped.

22.105 Since reorganisation the departmental examinations appear to have been discontinued, but it is understood that fresh proposals with regard to such examinations are under the consideration to Government. The departmental examinations are considered very important and necessary and it is suggested that these be revived as soon as possible in respect of not only Junior Engineers and Assistant Engineers but also of Supervisors. Technical papers should lay stress on testing the candidate's knowledge of the practical aspects of engineering as applied to the works with which the department is concerned and the corresponding theoretical considerations. The accounts part of the test should ensure that the examined has a thorough knowledge of the accounting system in vogue in the Department. The syllabus for the examination may be formulated in consultation with the Board of Chief Engineers. It should be made compulsory for the Junior Assistant Engineers and Assistant Engineers to pass the departmental examinations within a period of three years from the date of appointment failing which their increments be withheld.

22.106. The Supervisors should also be required to pass professional examination in the accounts and the practical aspects of departmental work with which they, as Supervisors, would be concerned. As in the case of engineers, supervisors should also be required to pass the examination within three years after joining the service. The standard of the supervisors' professional examination will be lower than that of the engineers' professional examination.

#### 22.11. *Practical Training to new entrants.*

22.111. Direct recruits to the engineering services whether as Assistant Executive Engineers (Class I) or probationary Assistant Engineer or as Junior Assistant Engineer should be given practical

training in the different types of work in the Department for a period of two years in the case of the former and one year in the case of the latter. During this period they should be posted to different types of work in the Department such as, construction, maintenance and operation, investigation etc., and they should be given actual charge of small sections of the work under the guidance of the regular incumbent in charge of the work. They should be required to keep notes and record of the work done by them and of the information and data about the practical aspects of the work collected by them.

22. 112. The Head of the Department will entrust one of the senior officers in the Department with the work of organising and watching the training of these new entrants.

22. 113. The Superintending Engineer of the Circle in which a trainee may be posted during a part of his training, should also take interest in the training, examine his reports from time to time and give guidance to enable him to make full use of the training.

22. 114. Likewise, Supervisors, on initial appointment might be given six months practical training in the different types of works in the department.

*22. 12. Refresher Courses:*

22. 121. Engineering technology and techniques are advancing very rapidly. During the period of service of an engineer officer, say about 30 years, this advance would be very considerable even within the comparatively narrow limits of the types of work concerning the Department in which he may be employed. It is difficult for most people to keep abreast of these developments whilst performing the full duties of their respective charges efficiently.

22.122 Moreover, as one rises to higher grades of service i.e., from lower executive to executive grade and from executive to administrative grade the nature of duties and the directions in which capability and competence have to be developed changes. For instance, in the earlier stages of one's service, an officer would be more concerned with a more detailed knowledge of the technical aspects of the work entrusted to him and its economic and expeditious execution. By the time he reaches the Administrative grades, an officer must, in addition to having a broader view of the technological advancement in his line, must develop ability to organise, manage and co-ordinate the activities of large number of personnel divided in many functional groups and to ensure that their combined efforts result in the optimum progress and efficiency of the works and services in his charge. Besides, he must have a clear appreciation of the relation of his work with the wider field of the development of the State and country in all the different aspects of life and he should be able to co-ordinate his own work with that of other Departments and organisations working in that direction.

22.123 It is possible that the capability and competence required at each stage of one's service career may be developed by a few persons by their personal efforts, study and adjustment but the overall efficiency of the work of the Department could be improved only by providing adequate facility for training and assistance in this direction, so that the general standard of competence of the personnel in higher grades can be raised to the required level.

22.124 This is proposed to be achieved by the introduction of Refresher Courses for Engineering personnel in Service. Although it might be better to require officers to take refresher courses every five year or so, it would not be practicable to arrange for this. It is, therefore, suggested that each officer, who is considered fit for the post of Executive Engineer should be required to take a refresher course between the 7th and 10th year of his service. This course would be in the recent technological developments both in theory and practice, in the type of work or works in which his department or sub-department specialises (such as roads or buildings or public health or hydraulic structures or irrigation works etc.) in addition to a general revision of the engineering principles applicable to his work.

22.125 There should be second refresher course between 15th and 20th year of service of an engineer officer and it should be compulsory for those officers who are considered to be fit of promotion to the post of Superintending Engineer. This course will comprise not only the technological developments in the type of works with which the department is concerned, but there should also be a course of training in management, public and business administration, and organisation and methods for securing the best efficiency with available personnel.

22.126 The passing of each refresher course should be compulsory for those who are otherwise considered fit for the corresponding promotion. The refresher courses should include lectures followed by visits to important works within and outside the State. It may be possible to arrange for the lectures at one of the Engineering Colleges in the State which, with the reduction in the intake of students, might have capacity for Refresher Courses in successive batches, to enable all the officers concerned to get the training within the service period mentioned above.

22.127 The cadre strength of the technical services should include a small provision for practical training and refresher courses to enable personnel to be spared for such training when it becomes due.

22.13 *Deputations outside the State.*

22.131 The technical personnel should be encouraged to visit important works in progress both within the State and in other States. It has already been recommended in Chapter VI that a small provision should be made in the budget each year to meet the cost of all such visits. The Head of each Department should be authorised to select the personnel in his Department for such visits and to send them to visit the works subject to the total cost of the visits not exceeding the budget allotment.

22.132 Facilities for training abroad in the subjects with which the Department is concerned, also come up frequently due to scholarships, fellowships, etc., offered by foreign countries. Opportunities of such training should also be fully utilised. For this purpose, a panel of names of persons who could benefit the Department by taking training in suitable different subjects, might be kept ready and got approved by Government in the Department concerned so that their names could be submitted to the Government of India whenever intimation about such facilities are received.

22.133 Deputation to Central Government Organisations such as Central Water and Power Commission, Central Public Works Department and Highways Organisation, etc., also helps to widen the knowledge of personnel of the Department and makes them more effective in the performance of their duties on their return to the State. During the period of deputation, they could also help in explaining special features of the requirements of the State in regard to different types of public works and about the special features of individual projects with which they may be familiar. It is therefore, advisable to arrange for the deputation of some of the senior engineers of the State in different capacities to the Government of India Organisations mentioned above. Naturally, Government of India would like to take only efficient and competent engineers so that their work does not suffer. In the interest of the State it is felt that such persons should be spared for periodic deputations to the Government of India or for filling senior posts to which normally recruitment is from amongst the best available engineers in the State.



## CHAPTER XXIII

*Water utilisation of Inter-State Rivers:—*

23.01 The catchments of the two major rivers—the Krishna and the Cauvery and their tributaries comprise about 78% of the total area of State of Mysore. Both these are Inter-State Rivers. The Godavari does not flow through Mysore but some of its tributaries flow through Bidar District. The major problem in respect of the development of water resources of the State is, therefore, the allocation of the waters of these two rivers amongst the States concerned.

23.02 The utilisation of the Cauvery river waters is regulated by the Mysore, Madras Agreement of 1924 which is due for reconsideration after 1974. The final allocation of the waters of Krishna River amongst the different States has not yet been made. The Godavari-Krishna Technical Sub-Committee has been set up by the Government of India with a view of determine the quantum of supplies available in the Godavari and Krishna rivers and the feasibility of diversion of water from Godavari to Krishna prior to the determination of the legitimate shares of the water of Krishna amongst the States concerned. The work of the Sub-Committee of which Mysore is one of the important members is in progress.

23.03 It is understood that matters relating to Inter-State Rivers especially the Krishna-Godavari system was originally studied at the Secretariat level, later by the Chief Engineer, Irrigation Projects, and that presently it is being dealt by the Chief Engineer, Investigation of Irrigation and Hydro-Electric Projects. It is needless to mention that the State's stand on Inter-State Rivers would have to be based on (a) exhaustive studies of dependable relevant data, (Some of which may have to be collected if not already available) in respect of these river basins, (b) the contents of past agreements, commitments, etc., (c) grounds on which any change or modification can be claimed and their justification in consideration of the urgency of the needs of the people of the State and in the light of the principles equitably applicable to the sharing of waters of inter-state rivers and of precedents of decisions arrived at in the past in India and in other countries, etc.

23.04 It is necessary that there should be continuity and thoroughness in these studies and it would, therefore, be preferable that the organisation and personnel engaged on this work be not changed as far as possible. It is, therefore, felt that a special cell, located at Bangalore, and consisting of a Superintending Engineer and two or three Assistant Engineers with some clerical assistance might be entrusted with this task. This cell might be attached to one of the Chief Engineers of the Irrigation Department whose headquarters may be at Bangalore, preferably the Chief Engineer in-charge of the Central Designs Organisation when formed.

23.05 Necessity for action in this regard assumes greater importance and urgency in view of the proposals to refer the question of allocation of Krishna waters to Arbitration.

23.06 The staff required for the cell mentioned above is not included in the statement (Appendix VIII) showing the staffing pattern of the Irrigation Department.

## CHAPTER XXIV

## ACKNOWLEDGMENTS.

24.01 I take this opportunity of thanking the Chief Engineers of Madras, Maharashtra, Andhra Pradesh, Uttar Pradesh and West Bengal who were kind enough to furnish valuable information and to discuss with me and my Executive Engineer several matters connected with the Organisational set up and working of the Public Works Department in their States.

24.02 I wish to express my thanks to all the Chief Engineers of Mysore State Public Works Department including the Chief Architect and some of the Superintending Engineers of the State Public Works Department who were kind enough to furnish their replies to the questionnaire sent by me from time to time, for providing me with facilities for visiting the important works in the State and for discussing with me on several matters concerning the working of the Public Works Department.

24.03 My thanks are also due to Sri B. S. Narasinga Rao, Sri R. L. Raju and Sri K. G. Katway, Retired Chief Engineers of Mysore State who were kind enough to furnish their views in reply to my questionnaire which were of great help to me.

24.04 I am thankful to the Secretary to Government, Public Works Department the Secretary to Government, Finance Department, the Secretary to Government, Revenue Department, the Divisional Commissioner, Gulbarga, the Director of Stores Purchase Department and the Director of Statistics for discussing with me on several matters and furnishing useful information in regard to the working of the Public Works Department whenever required.

24.05 I have had the opportunity of discussing various matters pertaining to my work with Sri N. Narasimha Rau, Secretary, Mysore Pay Commission and wish to acknowledge the help I derived from these discussions and to thank him for it. I am obliged to Justice Tukol for advice and guidance received from him.

24.06 I am glad to record my appreciation of the very good work done by the small staff given to me for my work. They have worked long hours ungrudgingly not only on working days but also on holidays during my periods of stay at Bangalore. The work done by Sri P. R. Nagendra Murthy, Executive Engineer and Sri K. S. Kashiraya, Stenographer deserve special mention.

A. C. MITRA,  
*Adviser, Pay Commission (P.W.D.).*

APPENDIX III

Statement showing the districtwise details of rainfall, areas brought and proposed to be brought under Irrigation in Mysore State.

Sl. No.	District	Normal annual rainfall in inches	Cultivable area of the District in thousand acres	Area under irrigation at the end of the III Five-Year Plan in thousand acres	Percentage of the total area under irrigation up to end of III Plan to cultivable area	Total area under irrigation when all the projects in hand at present are completed in thousand acres	Percentage of the total area to the cultivable area	Total area under irrigation when all the projects envisaged are completed, in thousand acres	Ultimate percentage of the total area to the cultivable area	Remarks
1	2	3	4	5	6	7	8	9	10	11
1	Bangalore	31.1	1027.5	116.37	11.3	136.97	13.2	219.47	21.3	...
2	Belgaum	31.7	2565.0	174.62	6.9	387.97	15.2	1188.27	46.5	...
3	Bellary	22.8	1632.5	112.71	6.8	333.50	20.2	361.94	22.1	...
4	Bidar	34.3	1125.0	26.78	2.4	81.08	7.2	148.68	13.2	...
5	Bijapur	22.7	3755.0	157.37	4.2	868.25	23.0	2255.59	59.8	...
6	Chikmagalur	75.6	655.0	114.46	17.4	134.86	20.5	179.36	27.5	...
7	Chitradurga	22.5	1727.5	104.22	6.0	277.97	16.0	322.47	18.5	Low irrigation and low rainfall require treatment
8	Coorg	108.1	270.0	20.00	7.4	36.17	13.3	83.27	30.5	...
9	Dharwar	27.4	2880.0	1585.7	5.5	387.57	13.4	528.40	18.6	Additional Minor Irrigation Works may be taken up.
10	Gulbarga	28.6	3427.5	40.85	1.2	362.47	10.6	1149.82	33.5	...
11	Hassan	40.6	990.0	140.61	14.2	239.91	24.2	350.21	35.2	...
12	Kolar	28.7	827.5	131.55	16.0	161.35	19.5	253.35	30.5	...
13	Mandya	27.5	732.5	185.31	25.5	207.71	28.6	246.01	33.5	...
14	Mysore	30.3	1342.5	169.00	12.6	281.65	21.0	373.58	27.8	...
15	North Kanara	108.6	340.0	47.98	14.0	60.43	17.6	154.68	45.1	...
16	Raichur	23.2	2990.0	531.27	17.7	616.20	20.6	681.35	22.8	...
17	Shimoga	58.5	932.5	367.00	39.4	416.54	44.8	577.39	61.9	...
18	South Kanara	154.8	640.0	166.22	26.0	174.72	27.5	210.50	32.6	...
19	Tumkur	26.7	1565.0	170.17	10.9	200.92	12.8	291.92	19.1	Additional Minor Irrigation Works may be taken up.
Total		47.5	29425.0	2935.09	9.9	5356.24	18.2	9576.26	32.5	

**APPENDIX X**

**Modifications suggested to the powers delegated in**

**Government Order No. PWD 21 SDP 64, dated 18th March 1968.**

Item No.	Nature of Power	Chief Engineer		Superintending Engineer		Executive Engineer	
		Existing	Recommended	Existing	Recommended	Existing	Recommended
1.	No Change		No Change		No Change		No Change
2.	To accord technical sanction to detailed estimates of works which are covered by administrative sanction or of parts of works sanctioned (See Notes 1 & 2)						
<p>Note :—1. In regard to works initiated by or connected with the requirements of administrative departments, administrative approval also has to be accorded by the Department concerned.</p> <p>Note:—2. Revised administrative sanction/approval should be obtained if the amounts of detailed estimates exceed the amounts of administrative sanction/approval by more than 10 per cent.</p> <p>(a) Original Estimates of original works :—</p> <p>(i) Works Irrigation and Roads and Buildings. Full Power (b) No Change Rs. 2 lakhs each work (Irrgn.) Rs. 3 lakhs each work (Irrgn.) Rs. 50,000 each work (Irrigation), Roads and Buildings) No Change</p> <p>(ii) No Change No Change Rs. 3 lakhs each work (Roads &amp; Buildings). No Change No Change No Change</p> <p>(iii) Component parts of a project against L.S. Provision in the sanctioned detailed estimates. Full Power No Change Rs. 50,000 each case Rs. 1,00,000 each case. Rs. 10,000 each case Rs. 20,000 each case.</p> <p>(b) In respect of estimates costing more than Rs. 25 lakhs, technical sanction can be accord only if such estimates have been scrutinised by the Technical Committee.</p> <p>(b) Estimates of annual repair works ... ..</p> <p>(i) No Change No Change ... No Change ... No Change</p> <p>(ii) Repairs to Tools &amp; Plant excepting machinery &amp; construction equipment. Rs. 10,000 each case. No Change Rs. 5,000 each case No Change Rs. 1000 each case No Change</p>							

Item No.	Nature of Power	Chief Engineer		Superintending Engineer		Executive Engineer	
		Existing	Recommended	Existing	Recommended	Existing	Recommended
(iii)	Repairs to machinery other than motor vehicles or heavy earth moving equipment.	...	10% of the cost of the machine per annum.	...	5% of the cost of the Machinery in each case subject to the total cost per annum not exceeding Rs. 10,000	...	2% of the cost of machinery in each case subject to the total cost not exceeding Rs. 5,000
(iv)	Repairs to motor vehicles, heavy earth-moving equipment and other heavy construction machinery.	...	See note 1A.	...	See Note 2A.	...	...
<p><i>Note: 1A.</i> Limits of powers must be based on the percentage to the cost of equipment, as in the case of building repairs. The normal percentage for different types of equipment, machinery etc., should be approved by Government and the Chief Engineer empowered to sanction repair estimates upto these percentages and subject to the limitations of budget allocations. If the cost of the particular item of machinery costing over Rs. 10,000 is estimated to exceed the normal percentage fixed, the repair estimate thereof should be submitted to Government for sanction, giving reasons for such excess.</p> <p><i>Note: 2A</i> Half the percentages approved for Chief Engineers).</p>							
(v)	Repairs to road, irrigation & other works excluding those referred to at (i) to (iii) supra. Annual repairs of maintenance.	...	...	...	Full powers limited to the allotment for annual repairs to the Circle.	Full powers.	Full powers limited to the amount of normal annual repairs estimate for each work.
	Special Repairs.		Full powers No Change	Rs. 2 lakhs each work	No Change.	Rs. 2,500 each work	No Change.
(c)	Estimates of annual purchase of stores within the limit of provision in sanctioned estimates for works	...	Full powers	...	Rs. 2 lakhs	...	...
(d)	Revised and supplemental estimates of original estimate etc.  (See Note 3)	Upto 10% over the amount of original estimates.	Up to 10% over the amount of original administrative sanction estimates. whichever is greater.	Up to 8% over the amt. of original estimates sanctioned by higher authorities and 10% in other cases.	No Change.	Up to 5% over the amt. of original estimates. He can sanction revised estimate upto Rs. 500 in respect of original estimates irrespective of the percentage involved.	No Change.

Item No.	Nature of Power	Chief Engineer		Superintending Engineer		Executive Engineer	
		Existing	Recommended	Existing	Recommended	Existing	Recommended

Note :—3. This power can be exercised only upto the financial limits upto which they can sanction original estimates under items (a) and (b) supra. In the case of supplemental estimate its amount *plus* that of the original estimate should be within the aforesaid limits.

3. To let out sanctioned works, either wholly or in part, for executions (See Notes 5 & 6).

(a)	To contractors after calling for tenders and by accepting the lowest of the eligible tenders.	Full power so long as cost of the work or part of it at the rates of the acceptable tender does not exceed the corresponding amt. of sancd. estimate by more than 15% on the sancd. estimates subject to the condition that the revised estimates should be submitted by the C.E. to Government within a period not exceeding 6 months from the date of acceptance of tender. In case of non-submission of the revised estimates within the period prescribed, the salary of officer responsible for the delay should be withheld.	Full power so long as cost of the work, or part of it, at the rates of the acceptable tender does not exceed the corresponding amt. of sancd. estimate by more than 15% on the sancd. estimates subject to the condition that the revised estimates should be submitted by the C.E. to Government wherever necessary within a period not exceeding 6 months from the date of acceptance of tender.	Rs. 5 lakhs each work (See Note 4) so long as the excess if any over the corresponding amount of sanctioned estimate is not more than 12 % on the sanctioned estimates subject to the revised administrative approval being obtained wherever necessary under Article 107 of the Mysore P.W.D. Code before accepting the tender.	No change	Rs. one lakh each work (See Note 4) as long as the excess if any over the corresponding amount of sanctioned estimate is not more than 8 % on the sanctioned estimates subject to the revised administrative approval being obtained wherever necessary under Article 107 of the Mysore P.W.D. Code before accepting the tender.	No change
-----	---	--	--	--	-----------	--	-----------

Item No.	Nature of power	Chief Engineer		Superintending Engineer		Executive Engineer	
		Existing	Recommended	Existing	Recommended	Existing	Recommended
(b)	To Contractors after conducting negotiations under the provisions of Para 182 of PWD. Code.	Rs. 1,00,000 each work so long as the cost as per negotiated rates does not exceed the corresponding amount of sanctioned estimate by more than 10%	Rs. 25,00,000 each work so long as the cost as per negotiated rates does not exceed the corresponding amount of sanctioned estimate by more than 10%	Rs. 50,000 each work so long as the cost as per negotiated rates does not exceed the corresponding amount of sanctioned estimate by more than 8%	Rs. 5 lakhs each work so long as the cost as per negotiated rates does not exceed the corresponding amount of sanctioned estimate by more than 8%	—	—
		Note : 4 } Note : 5 } Note : 6 } Note : 7 } Note : 8 }	No Change				
3(c)	No Change						
3(d)	No Change						
	To pass excess over original works and repairs excluding annual maintenance works, not involving any material alteration in the design irrespective of the amounts or excess over sub-heads arising from deviation in quantities and rates.	5 per cent of the amount of the original estimate.	No Change	5 per cent of the original estimate.	5 per cent of the amount of the original estimate provided the excess is within his powers to accord technical sanction to original estimate.	5 per cent of the amount of the original estimate	5 per cent of the amount of the original estimate sanctioned by himself

Item No.	Nature of Power.	Chief Engineer		Superintending Engineer		Executive Engineer		
		Existing	Recommended	Existing	Recommended	Existing	Recommended	
4 5 6 7	No Change							
8		To appoint work-charged establishment against specific provision in the sanctioned estimate.	Basic pay of Rs. 200 per mensem each case excluding D. A.	Basic pay of Rs. 300 per mensem each case excluding D. A.	Basic pay of Rs. 150 per mensem each case excluding D. A.	Basic pay of Rs. 200 per month each case excluding D. A.	Basic pay of Rs. 100 per mensem each case excluding D. A.	No change
<p>Note :—Chief Engineer may sanction appointment of work-charged establishment for two or more works jointly subject to its cost being apportioned to these works in suitable proportion to be indicated in the order of sanction.</p>								
9		To grant extension of time beyond the date stipulated in the contract agreement for completion of public works to contractors in the following circumstances :—						
	(i) When there is delay on the part of Government of supply controlled materials and/or	Upto 75 per cent of the total period stipulated in the contract agreement for completion of works in respect of all contracts.	Upto 100 per cent of the total period stipulated in the contract agreement for completion of works in respect of all contracts 36 months which ever is less.	Upto 50 per cent of the total period stipulated in the contract agreement for completion of work in respect of contracts accepted by all authorities other than Government.	No change	Upto 25 per cent of the total period stipulated in the contract agreement for completion of work in respect of contracts accepted by all authorities other than Government	Upto 25 per cent of the total period stipulated in the contract agreement for completion of works in respect of all contracts accepted by himself.	
10	(a) To sanction the schedule of rates of P.W.Divisions under their control.	...	...	Full power	Full power (based on standard data approved by competent authority	...	...	
	(b) To sanction standard data for the preparation of analysis of rates and sanction variations therein as may be found necessary from time to time.	...	Full power	...	...	...	...	



Item No.	Nature of Power	Chief Engineer		Superintending Engineer		Executive Engineer	
		Existing	Recommended	Existing	Recommended	Existing	Recommended
<i>Powers in Respect of Stores</i>							
11	To sanction against provision in detailed annual purchase estimate sanctioned by competent authority for specific works or to make up shortfall in the sanctioned limit of reserve stock the purchase of						
	(a) Tools and Plant, machinery spare parts and survey instruments, provided the number of units costing more than Rs. 10,000 for any single article, to be purchased in each category is approved by Government.	...	Full power	...	Rs. 50,000 in each case subject to the cost of any single article not exceeding Rs. 10,000	...	Rs. 5,000 in each case subject to the cost of any single article not exceeding Rs. 2,000
	(b) Other Stores (Non-controlled)	...	Full power	...	Rs. 10,000 each case	...	Rs. 5,000 each case
	(c) Controlled articles of stores	...	Full power	...	Rs. 1 lakh each case	...	Rs. 50,000 each case
12	To order the direct purchase of stores without reference to S.P.D. in urgent cases.	Rs. 7,500 each case	Full powers provided purchases costing over Rs. 10,000 in each case are processed through Departmental purchase organisation.	Rs. 5,000 each case	No Change	Rs. 4,000 each case	No Change
13	To sanction reserve stock limits of Divisions.	...	Rs. 2 lakhs each Division and excess upto 50% over the previously sanctioned limit, for periods not exceeding 2 years.	...	...	...	...
14	} No Change	...	...	...	...	...	...
15		...	...	...	...	...	...
16		...	...	...	...	...	...
17		...	...	...	...	...	...
18		...	...	...	...	...	...
19	To sanction expenditure on advertisement of tender notifications in newspapers.	Rs. 500 each work	Rs. 500 each tender	Rs. 250 each	Rs. 250 each	...	...
20	To sanction charges for taking photographs of works.	Rs. 50 each work	Rs. 100 at a time	...	...	...	...
21	To sanction the purchase of prusiate paper.	Rs. 100 at a time	Rs. 200 at a time	...	...	...	...

Item No.	Nature of Power	Existing	Chief Engineer Recommended	Existing	Superintending Engineer Recommended	Existing	Executive Engineer Recommended
22	} No Change	...	...	...	...	...	...
23		...	...	...	...	...	...
24		...	...	...	...	...	...
25		...	...	...	...	...	...
26		...	...	...	...	...	...
27	To sanction the write off of irrecoverable value of tools and plant and stock articles lost.	Rs. 2,000 each case	Rs. 2,000 each case	Rs. 500 each case	Rs. 500 each case	...	...
		Rs. 2,000 per Division	Rs. 2,000 per Division per annum	Rs. 500 per Division	Rs. 500 per Division per annum		
<p>Note:—The writes off order should be passed after ascertaining from the Deputy Commissioner concerned that the amounts due cannot be recovered from the properties of persons held responsible for the loss.</p>							
28	To reappropriate the allotments made in the budget for:—						
	(a) Original works-minor and repairs.	} Between circles and divisions	} Between circles and divisions full power	} Between divisions in the circle under report to Chief Engineer.	} Between divisions in the circle under report to Chief Engineer Full power.	...	...
	(b) Tools and Plant.						
29	} No Change.						
30							
31							
32							
33							
34							

## SUMMARY OF RECOMMENDATIONS

### PART I

#### CHAPTER III

##### **Scope and urgency for the development of resources and magnitude of public works required therefor.**

The maintenance grants for buildings appear inadequate for proper maintenance of all the buildings in charge of the Public Works Department. They should be adequately stepped up.

---

#### CHAPTER V

##### **Broad functional classification of Public Works Department of Mysore State.**

The Public Works Department may be bifurcated into the following two separate Departments for the present.

- (1) Communications, Buildings and Public Health Engineering; and
- (2) Irrigation and Hydro-Electric Power Generation.

The Communications, Buildings and Public Health Engineering Department would have two Zones namely:—

- (a) Highways (Communications); and
- (b) Buildings and Public Health Engineering.

The Irrigation and Hydro-Electric Power Generation Department would comprise the following zones:—

- (a) Irrigation maintenance and Minor Irrigation.
- (b) River Valley Projects Construction Zone or Zones, depending on the number of Projects undertaken at a time and the average annual allocation of funds therefor. The organisation required for the construction of Electrical portion of Hydro-Electric Projects would also come under this zone.
- (c) Planning and Investigation of River Valley Projects, Central Designs Organisation and Research.

The two Departments would have independent cadres. New recruits would be selected and posted separately for each Department and they would not be eligible for confirmation or promotion in other Department.

Existing permanent members and temporary members who have put in more than 10 years of total continuous service in the existing combined cadres would be allowed to retain their rights in both the Departments.

Temporary personnel with less than 10 years of total service in the combined cadre would be given the option of declaring the Department in which they would like to serve and they would be posted accordingly, as far as possible, keeping in view their experience and suitability. Such personnel when posted to one Department would be eligible for confirmation and promotional opportunities in that Department only. However, the option of one change of Department in the case of such personnel may be permitted.

## CHAPTER VI

**Designs Organisation :**

Personnel possessing specialised knowledge of Engineering theory and practice and who have special aptitude for original work may be posted and continued in the Designs Organisation for about 5 to 6 years at a time.

Special pays may be granted to technical personnel posted to the Designs Organisation as follows:—

			Rs.	per month.
Superintending Engineers	...	...	100	„
Executive Engineers	...	...	75	„
Assistant Engineers	...	...	50	„
Junior Engineers	...	...	25	„

There would be a Central Designs Organisation for each of the bifurcated Departments. The Organisation for Communications, Buildings and Public Health Department would be responsible for designs, specifications, and drawings in respect of Buildings, Bridges and Public Health Engineering Works. The Organisation of the Irrigation Department would cater to the needs of the Investigation and Planning and Minor Irrigation Zone, the Irrigation Projects (South) and the Civil Engineering Works of Hydro-Electric Construction Projects. In addition, the Designs Cell attached to the Chief Engineer, Irrigation (North) at Dharwar will continue to function.

The electrical Designs of Hydro-Electric Construction Projects would continue to be carried out in the Designs Cell attached to the Chief Engineer, Hydro-Electric Construction Projects.

The Architectural drawings of important buildings would continue to be issued by the Chief Architect. The Chief Architect's Office might co-ordinate with the Central Designs Organisation to issue detailed working drawings and specifications with all architectural features including the service aspects. The Chief Architect would also advise on the Architectural treatment of important hydraulic structures executed by the Irrigation Department on request by the Chief Engineer concerned.

## CHAPTER VII

**Mechanical Organisation :**

The present arrangement of having combined cadres for Civil and Mechanical Engineers might continue.

Well equipped workshops should be established at the sites of Major Irrigation Projects sites and manned by competent personnel so as to keep the equipment in efficient working condition.

In addition to the existing Regional Mechanical Workshops which are meant for repairing Mechanical equipment like road rollers, etc., two more workshops may be started in the State at or near Shimoga and Gulbarga.

A second Superintending Engineer, Mechanical and also a Chief Engineer to co-ordinate the activities of Mechanical Engineering units on all projects would be required when the tempo of work on the operation, maintenance and repairs of Mechanical equipment increase due to the commencement of construction of more Projects. For the present, the Superintending Engineer, Central Mechanical Organisation at Dharwar might also exercise general technical supervision over the South Zone projects in respect of Mechanical work only. He would also arrange for the procurement of spare parts, transfer of machinery and personnel from project to project, repairs to machinery, etc.

The existing practice of hiring out machinery to Contractors should be discontinued. Where the Department owns the requisite construction machinery and is in a position to operate them efficiently, such work may be done departmentally. If, in any case, it becomes necessary to operate the machines for the Contractor then the basis of recovery from him should be the quantity of work executed and not the number of hours or days of operation.

## CHAPTER VIII

### Accounts Organisation :

The Accounts Organisation of each of the two Departments, into which the P.W.D. is proposed to be bifurcated, should be under the Senior Chief Engineer of the Department who should be assisted by a Chief Accounts Officer in his Office to supervise the work of the Accounts Superintendents in the Department. The latter might belong to the cadre of either the Accountant General or the Controller of State Accounts, preferably the latter and posted to P.W.D. on deputation.

The present system of Pre-Audit in some of the Major Irrigation Projects of the State, is suitable neither for exercising proper financial control nor for streamlining and simplifying the Accounts work on the project with a view to facilitate the progress of works. It might be replaced by the Central Accounting and payment system under the Chief Engineer concerned in respect of major works concentrated at one site as adopted in the Ramaganga Project of Uttar Pradesh and Beas Project in North India.

The Central Accounting and payment system would be responsible for compiling and maintaining the accounts of all divisions functioning at the site and for making payment of all bills pertaining to such divisions on the basis of measurements passed by the Executive Engineers concerned for payment. They would maintain the registers of works and would communicate the estimatewise and divisionwise expenditure to the Executive Engineers concerned. The Executive Engineers, in that case, would be relieved from the responsibility of maintaining accounts pertaining to the Project. Where divisional headquarters are away from that of the Central Accounts Organisation the Executive Engineers would maintain their own accounts through Accounts Superintendents and make payments themselves without pre-audit. They would compile the monthly accounts and submit to the Chief Accounts Organisation of the Project who would compile the Accounts of the entire Project and submit these to the Accountant General.

## CHAPTER IX

### Organisational Pattern of the two Departments

#### Norms of Workload

The following norms of workload are suggested in respect of various works of the Public Works Departments.

	Divisions		Sub-Divisions	
	Original Works.	Maintenance & Repairs	Original Works.	Maintenance & Repairs.
	<i>Per year</i>	<i>Per year</i>	<i>Per year</i>	<i>Per year</i>
	Rs.	Rs.	Rs.	Rs.
1. Roads	72 lakhs	50 lakhs	12 lakhs	10 lakhs
2. Buildings	72 lakhs	30 lakhs	12 lakhs	7.5 lakhs

3. Public Health Engineering Works.	40 lakhs	30 lakhs	10 lakhs	7.5 lakhs
4. Minor Irrigation	40 lakhs	24 lakhs	10 lakhs	6 lakhs
5. Major & Medium Irrigation Projects :				
(a) Dams and Main Canals	50 lakhs	24 lakhs	10 lakhs	6 lakhs
(b) Branch Canals, Distributaries and minors.	30 lakhs	24 lakhs	7.5 lakhs	6 lakhs
6. Hydro-Electric Construction Works.	50 lakhs	...	10 lakhs	...

For Departmental execution, the norms of workload may be reduced by 33½%, both in the case of original works and repairs.

#### Communications, Buildings and Public Health Engineering Department.

The Communications, Buildings and Public Health Engineering Department would have two zones namely;

- (1) Highways zone ; and (2) Buildings and Public Health Engineering zone.

At Circle and lower levels there would be no functional separations between Highways and Buildings and both types of work will be dealt with by each Circle and Division within its territorial jurisdiction. Public Health Engineering Circles and Divisions would remain separately as at present.

There would be a Central Designs Organisation for this Department. The senior of the two Chief Engineers would be the head of the Department and would be in charge of establishment.

Based on the budget grants for 1968-69 there should be 5 circles, 28 divisions and 165 sub-divisions dealing with Communication and Building Works. For the investigation, maintenance and execution of Public Health Engineering Works, there would be 2 Circles, 9 Divisions and 37 Sub-Divisions.

#### Irrigation and Hydro-Electric Power General Department.

- (1) Maintenance of Irrigation Works and Minor Irrigation Zone :

The existing zone dealing with the investigation of Irrigation and Hydro-Electric Projects would be abolished and this work would be merged in this zone for the present. When the tempo of Investigation increases, it would be necessary to reform a zone dealing with Investigations, Central Designs Organisation and Research.

This zone would have 4 Circles, 20 Divisions and 95 Sub-Divisions dealing with the execution of Minor Irrigation Projects and maintenance of Major, Medium and Minor Irrigation Works throughout the State. Besides there would be 2 Circles, 5 Divisions and 22 Sub-Divisions for the investigation work of Major and Medium Irrigation Projects.

The existing 4 Minor Irrigation Investigation Divisions would be abolished and instead a Minor Irrigation Investigation Sub-Division would be attached to each Division.

The tempo of Investigation of Major Projects can be slowed down somewhat except in the case of Kalinadi Hydro-Electric Project. Investigation of Medium and Minor Irrigation Projects must however, continue in full swing on account of the urgent need of water for Irrigation.

The maintenance of Krishnarajasagar Dam and Visvesvaraya Canal may be transferred to this zone. However, the Tungabhadra and Bhadra Projects may continue with the Chief Engineer, Irrigation Projects (South) until most of the Construction Works are completed.

- (2) River Valley Projects Construction Zones :

Both the Irrigation Projects (North) and (South) zones may continue, provided adequate grants to the extent of Rs. 8 to 10 crores per zone per year can be provided. The present financial allocation does not justify the continuance of the 2 zones.

The existing Quality Control Division with 2 Sub-Divisions meant for Hidkal Dam Project may be abolished and instead a Quality Control Cell may be attached to the Superintending Engineer's Office at Hidkal.

(3) Hydro-Electric Projects Construction Zones :

The Public Works Department might retain the construction, maintenance and operation of the Civil Engineering Works of Hydro-Electric Power Generation Projects. The maintenance and operation of the main transmission lines from the power stations and the sub-stations would be done by the Mysore State Electricity Board. The generating plant and the electrical equipment connected therewith might be transferred to the Electricity Board for operation and maintenance and they might be charged the cost of falling water (Water Horse Power) supplied to them for generating power.

The allocation of funds for the Hydro-Electric Projects Construction Zone is comparatively small and would not normally justify the continuance of the Zone. However, in this zone the erection of all Plant Machinery for Power Generation and Transmission is carried out departmentally. It might therefore continue as a zone for the present. The position will have to be reviewed every year. The position regarding justification for continuance of the zone would have to be reviewed from time to time and if there is substantial further reduction in workload, the abolition of the zone would have to be considered.

Hydro-Electric Investigation Division at Kargal would be abolished and its reduced work handed over to the other Division at Dharwar dealing with Investigations of Kalinadi Project.

The establishment of the Irrigation Department will be in charge of the seniormost Chief Engineer of this Department.

A Legal Assistant of Class II Gazetted Cadre might be appointed in each Department for the scrutiny from the legal point of view of tender documents, Contractors claims and litigations connected with contracts etc.

The staff engaged at the Mysore Engineering Research Station, Krishnaraja Sagar is necessary and adequate for the work in hand and may continue.

---

## PART II

### Service Conditions of Personnel

#### CHAPTER X

##### TECHNICAL SERVICES

The Technical Services of the Public Works Department would comprise 2 Gazetted Services namely, Class I and II. The Class I would comprise of the posts of Executive Engineers and above and a suitable number of posts of Assistant Executive Engineers. Class II would consist of Assistant Engineers (Sub-Divisional Officers and equivalent) and Junior Assistant Engineers. In addition, there would be non-gazetted Service of Supervisors.

Recruitment to the posts of Assistant Executive Engineers would initially be at a fixed rate of three each year, directly on the basis of merit through a competitive examination. Engineering Graduates already employed in the Department would also eligible to appear for this examination.

The Assistant Executive Engineers would be on probation for a period of 2 years before being posted to Sub-Divisional charges. During this period they would be given intensive in-service training in all types of work of the department.

50 per cent of the vacancies of Executive Engineers would be filled by promotion from amongst Assistant Executive Engineers with a minimum service of 8 years and the remaining would be filled by promotion from amongst Assistant Engineers on the basis of merit and seniority.

There would be no direct recruitment to the posts of Assistant Engineers. 80 per cent of the vacancies in the posts of Assistant Engineers would be filled by promotion from among Junior Assistant Engineers and the remaining 20 per cent would be filled by promotion on the basis of merit with due regard to seniority from amongst supervisors with not less than 12 years service, who pass a departmental qualifying examination in Engineering Theory and Practice or pass in a recognised degree in Engineering and whose record of service is above average.

Recruitment of Junior Assistant Engineers would be from among Engineering Graduates strictly on merit on the basis of the competitive examination mentioned above.

The present cadre of Junior Engineers would not exist. Such of the Engineering Graduates who join the post of supervisors in the non-gazetted cadre would get six increments more than the non-graduates in the same pay scale and their seniority would be fixed accordingly in the common list. The number of graduates appointed to the supervisors cadre should not exceed 25%.

Recruitment to the posts of Supervisors would be directly from among diploma holders in Civil or Mechanical Engineering.

There would be a Selection Grade for supervisors who have put in over 20 years of service and whose record of work is above average. The number of posts in the selection grade would be 10 per cent of the permanent cadre strength of supervisors.

Out of the 680 Junior Engineers now working in the department would be selected on the basis of seniority-cum-merit and promoted as Junior Assistant Engineers and the rest would be promoted as supernumerary Junior Assistant Engineers. Direct recruitment to the post of Junior Assistant Engineers would be six annually and the remaining vacancies would be filled by selection among supernumerary Junior Assistant Engineers.

It has been pointed out that at present about 78% of the posts in the Technical Services of the Department are temporary. With a view to reducing this percentage it has been suggested that.

- (a) All posts required for the maintenance of works in operation in accordance with approved norms should be made permanent ;
- (b) and (c) 40% of the posts required for construction at present and 40% of the O. O. D. posts might also be made permanent.

On the basis of these recommendations, the percentage of permanent gazetted posts would rise to about 48 per cent which though inadequate would result in considerable improvement in the position.

For reviewing the pay scales of the staff of the Public Works Department, parities have been suggested with the Mysore Administrative Services as far as possible and, in other cases, the pay scales of equivalent posts in the other progressive States of India have been considered.

Chief Engineers have parity with Divisional Commissioners but as their latter posts are all in the Indian Administrative Service with much higher pays it has been suggested that the pay scales of Chief Engineers and additional Chief Engineers might be the same as in Uttar Pradesh P. W. D.

The Superintending Engineers are regional level officers. There is no corresponding post in the Mysore Administrative Service. Their pay scales may be as applicable to Central Government Services.

Executive Engineers are district level officers and therefore at par with Deputy Commissioners in the Mysore Administrative Service. The pay scales of Executive Engineers may correspond with that of the Central Government, viz., Rs. 700-40-1100-50-1250.



The pay scale of Assistant Engineers who are sub-divisional level Officers should be the same as that of Assistant Commissioners.

The pay scale of Junior Assistant Engineers should have parity with that of the Tahsildars, but their increments at the end of the scale might continue for a further 5 years (*i. e.* for total period of 15 years).

The scale of pay of Deputy Architects would be the same as for Executive Engineers.

The pay scale of Assistant Architects would be the same as that of Assistant Engineers, but a higher starting pay may be allowed where necessary.

Pay of Architectural Draftsman would be at par with Head Draftsmen.

There should be a suitable selection grade for supervisors. Their basic pay scale and selection grade pay on the present basis of fixation of basic pay and D. A. has been suggested to be Rs. 170-8-210-10-350 and Rs. 760-15-450 respectively.

If non-practicing allowance is allowed in the Medical Department, the same would be justified in the case of Engineers also.

Engineers who have acquired Post-Graduate qualifications may be given personal pay at the following rates :—

	Rs.
Post-Graduate Diploma	50 per month
Master's Degree	75 per month
Ph.D. or equivalent	100 per month

## CHAPTER XI.

### Ministerial Services:

The cadres of Accounts Clerks and P. W. D. Clerks be amalgamated. Recruitment to the post of II Division Clerk be made on the basis of a Competitive test from among the candidates who have passed S.S.L.C. Examination and possess Junior Typewriting Certificate.

50 per cent of the posts of I Division Clerks be filled directly through competitive examination from among graduates and the rest filled by promotion from qualified II Division Clerks.

Graduates who join the post of II Division Clerks be given four advance increments over the minimum pay of the scale and seniority fixed accordingly.

The I Division Clerks be eligible for promotion for the post of either Accounts Superintendents or Managers subject to their passing the prescribed qualifying examinations.

The cadres of Managers, Grade I and Grade II be merged into one grade with single running pay scale covering that of both grades.

There be 2 grades of Registrars in the P. W. D. *viz.*, Registrar Grade I and Registrar, Grade II who would work in the offices of the Chief Engineers and Superintending Engineers respectively.

Typists be borne in the cadre of II Division Clerks. They would be eligible for promotion either as Stenographers or as I Division Clerks subject to their passing the prescribed qualifying examinations.

There would be two grades of Stenographers, Stenographer Grade I would work in the offices of the Chief Engineers and Superintending Engineers. Stenographer Grade II would be attached to Executive Engineers in Charge of Divisions. They would have separate cadres and separate pay scales. Stenographers Grade I would be eligible for promotion to the post of Manager subject to passing the Departmental Examination and satisfactorily working for one year as I Division Clerk:

There would be 2 grades of Head Draftsmen in the Department viz., Head Draftsman Grade I in the Chief Engineer's offices including Central Designs Organisation and Head Draftsman Grade II for Circle Offices.

Draftsmen possessing a Diploma in Civil or Mechanical Engineering from a recognised institution who have put in at least 12 years service and have passed the qualifying examinations in Engineering Theory and Practice would be eligible for promotion as Assistant Engineers provided they have had at least one year's experience of field work;

Tracers may be promoted as Draftsman if they have completed 10 years of satisfactory service and have passed departmental test in Draftsmanship.

The pay scales of Graduates Research Assistants and diploma holder Research Assistants may be kept the same.

The Statistical Assistants and the Statisticians required in the P. W. D. may be obtained on deputation to the P.W.D. from the Statistical Department.

An officer not lower in rank than an Assistant Engineer should be in charge of Project Stores where there are heavy transactions of Mechanical equipment and spare parts.

The posts of Stores Manager be abolished and the scale of pay of Stores Superintendents might be at par with the single running scale proposed for Managers in the P.W.D.

The pay scales and parities in respect of posts in the Ministerial Services have been suggested.

---

## CHAPTER XII

### Works Charged Establishment:

All Work charged posts which are required permanently for the actual maintenance and repair of works on completed Projects should be brought to the regular permanent establishment and the incumbents should be eligible for all benefits and privileges including pension, leave allowance, etc., enjoyed by permanent Government servants. For this purpose, their continuous service in the Work-charged Establishment might count as temporary service.

Such of the Work-charged Establishment who have worked continuously in the Department for not less than 10 years might be brought on a temporary list of Provisional Work charged Establishment and made eligible for Gratuity or for Contributory Provident Fund, etc.

The scales of pay of Workcharged Establishment should not be less than those of corresponding or similar posts in the regular temporary establishment and Dearness Allowance might also be granted to them the same rates as for regular temporary establishment.

Work-charged Establishment should also be eligible for Project allowance and/or other Compensatory allowances unless their pay has been fixed higher than the sanctioned scale of pay after taking into account the local conditions at the site of work.

Work-charged Establishment should also be eligible to the medical facilities which are admissible to temporary Government servants.

Wherever Work-charged Establishments are employed in excess of actual requirements, their strength may be suitably adjusted in the interest of economy consistent with efficiency of work, on the basis of approved norms.

## CHAPTER XIII

**Special pay, Project Allowance and Amenities to Personnel at Project sites:**

Payment of a Special pay of Rs. 75 per month is recommended to all the Deputy Chief Engineers working in the Chief Engineers' Offices.

A Project allowance of Rs. 125 per month and Rs. 150 per month fixed are recommended to be paid to the Executive Engineers and Superintending Engineers respectively employed on the construction and Investigation of Irrigation and Hydro-Electric Projects. For others, the Project allowance of 20% may continue subject to the maximum and minimum limits of Rs. 100 and Rs. 30 per month respectively.

Amenities such as provision of free housing accommodation, protected water supply, sanitary arrangements, medical, educational and transport facilities are recommended for such of those who are residing at project sites.

Persons who have served on the investigations of Major and Medium River Valley Projects for 5 years should as far as possible be posted to maintenance charges for at least 5 years since such a change would be in the interest of efficient work of the Department.

## CHAPTER XIV

**Chief Engineers and Secretariat Functions :**

One of the Senior Chief Engineer of the Public Works Department might be taken out of the Department and appointed as the Secretary to Government for both the Departments of Public Works Department. In that case, the post of Joint Secretary (Technical) in the Public Works Department Secretariat which is also of the status of a Chief Engineer could be abolished.

In view of the increased workload in the posts of both Chief Engineer and Secretary, it is not considered advisable for the Chief Engineers of Department to act as Joint or Additional Secretaries to Government in addition to their duties.

In case a non-technical (I.A.S.) Secretary holds charge of other Departments of the Secretariat in addition to the P.W.D. cases pertaining to important matters of policy of the P.W.D. might continue to be dealt with by him. All other cases pertaining to the P.W.D. could be dealt with by the Engineer Secretary who in such matters would submit his cases directly to the Minister and deal directly with other Departments of the Secretariat.

## PART III

## CHAPTER XV

**Delegation of Powers**

Recommendations have been made in respect of enhancement or modification of power delegated to the various officers of P. W. D. by Government Order No. PWD 21 SDP 64, dated 18th March 1968.

## CHAPTER XVI

**Management of Stores :**

Care should be taken to avoid over-stocking of Store materials. Surplus stores should be transferred to other projects at the earliest opportunity.

Procurement of essential items which are frequently in use should be regulated by exercising careful check periodically.

An Assistant Engineer should be in charge of stores when the value of stores is between Rs. 20 lakhs and Rs. 50 lakhs and an Executive Engineer when the value of Stores is over Rs. 50 lakhs.

In order to avoid possible delays in obtaining purchase sanctions of materials, it should be necessary to prepare annual estimate of the different kinds of stores that are to be purchased on a particular project and to obtain sanction to the same from the competent authority. Such sanction to the detailed estimates might be treated as purchase sanction for the stores and procurement of stores arranged accordingly.

In order to avoid the delays in the procedural formalities while procuring materials through the Stores Purchase Department, the Public Works Department may be authorised to purchase their requirement of Stores direct. However, for effecting such direct purchase a small Stores Purchase Cell might be established within each of the two proposed Departments of Public Works Department, for purchasing stores required by the Department on the lines, and in accordance with the procedure, adopted in the Stores Purchase Department.

Where the value of purchase is over Rs. 2 lakhs or where the lowest quotation could not be considered, decision might be taken by a Purchase Committee.

Where cost of purchase is over Rs. 20 lakhs or when the cost of an individual article exceed Rs. 1 lakh ratification of the recommendation of the Purchase Committee from Government in the Public Works Department may be obtained before placing order.

Suggestions have been made with regard to proper maintenance of store accounts and checking of stores periodically.

## CHAPTER XVII

**Agency for Construction :**

Construction works might be let out on contract by inviting competitive tenders from Registered Contractors of the requisite class.

In order to ensure that on large variation in the quantities of different items of work occur during construction, fairly detailed construction drawings, detailed specifications of each of the items and a correct schedule of quantities should be incorporated in the tender documents at the time of inviting tenders.

Payment of advance to Contractors by Government may be considered only in the case of very large contracts and should not form a condition in every contract.

Revision of contract agreements requires careful consideration.

In the case of works which are wholly or partly mechanised the extent of supervision could be minimised by adequate quality control. But where mechanisation is not resorted to, supervision on works has to be greater to ensure that the works are done according to specifications.

Quality Control unit should be in charge of an Executive Engineer in case of Major Works costing over Rs. 10 crores and there should be a properly equipped testing laboratory at the site of work. For smaller works also there should be some arrangement for testing the quality of work.

In predominantly maintenance Divisions there could be a small laboratory at the headquarters managed by a Junior Assistant Engineer who should be able to collect and carry out tests of samples of any important construction work in the Division.

A concrete testing laboratory could be set up in Divisions where there is considerable Building activity.

A Central Quality Control Organisation is not considered necessary in the Public Works Department.

A Committee may be set up to examine the question of simplification of the Public Works Accounts Code and make suitable recommendations.

---

## CHAPTER XVIII

### Irrigation Management :

Construction schedule of Irrigation Works should be planned in such a way that the construction of both the dam and irrigation canals is completed simultaneously consistent with the availability of funds, with a view to obtain benefits from projects in a phased way.

Adequate grants should be sanctioned for maintenance of Irrigation Work as the success of irrigation depends on proper maintenance of irrigation works.

It is desirable if the operation and routine maintenance of tanks with an ayacut of less than 50 acres are carried out by the beneficiaries through the Village Panchayats or their own co-operatives. Tanks which have an ayacut of more than 50 acres could be maintained and operated by the Public Works Department.

The Irrigation Department should be fully responsible both for the distribution of Irrigation water and for the collection of Irrigation revenue.

---

## CHAPTER XIX

### Land Acquisition :

Suggestions have been made in order to minimise the delays in the conventional Land Acquisition procedures in the interest of speedy execution of works.

## CHAPTER XX

**Schedule of Rates:**

Realistic Schedule of Rates should be worked out on the basis of standard data. Separate staff has to be sanctioned for preparing basic standard data and realistic schedule of rates.

Detailed and workable specifications for different items of work should be standardised and published for the use of the departmental staff and contractors.

The Schedule of rates might include a percentage addition for providing accommodation and other facilities to the labour and contractor's staff and another percentage provision for Contractor's profit.

## CHAPTER XXI

**Allotment of Government Vehicles to Officers of the Public Works Department:**

Government vehicles may be provided to the Chief Engineers, Superintending Engineers of all Circles, Executive Engineers of Divisions in the Irrigation Department and Assistant Engineers in charge of minor Irrigation Works, construction of canals, distributaries and field channels and Investigation of Irrigation and Hydro-Electric Projects. These vehicles should also be maintained by Government.

On concentrated works it would be desirable to maintain a suitable number of jeeps so that they could be utilised by the officers working in the Project. Similarly one jeep might be allotted to each Division of the Roads, Buildings and Public Health Engineering Department for the use of the officers in case of emergency and for inspecting the works in out of the places and which are difficult to approach by cars.

Executive Engineers in charge of Divisions and Assistant Engineers in charge of Sub-Divisions in the Roads, Buildings and Public Health Engineering Department should be encouraged to have their own vehicles.

The existing mileage rates admissible for journeys undertaken by the officers in their own vehicles are inadequate and should be enhanced suitably.

## CHAPTER XXII

**Basic Engineering Education and In-Service Training:**

The present annual supply of Engineering Graduates and Diploma holders from the Engineering Colleges and Polytechnics of the State is far in excess of the likely annual requirements of Public Service and Industries in the State for a long time to come. The intake of students to the Engineering Colleges and Diploma Institutions might be reduced to about half the present strength. It is necessary to concentrate on providing high quality of technical education and a need based orientation in training.

The training of Diploma holders might be gradually replaced by the training of advanced grade Technicians who would be able to work with their hands with a high degree of technical skill as well as adequate knowledge of theory.

As the supply of Engineering Personnel is much in excess of the demand, the system of apprenticeship with stipends may be revived to provide practical training to fresh graduates.

The Engineering Colleges and Institutions might take up Refresher courses in suitable advanced subjects for personnel in service.

The direct recruitment of Assistant Executive Engineers, probationary Assistant Engineers and Junior Assistant Engineers would be on the basis of merit in a competitive examination conducted by the State Public Service Commission. The syllabus for the examination should be similar to that adopted in other States.

The Supervisors would have to pass a qualifying examination in Engineering theory and practice in order to be eligible for promotion to the post of Assistant Engineers.

Departmental examinations in Engineering subjects and Accounts should be revived for Assistant Engineers, Junior Engineers and Supervisors.

Direct recruits to the Department namely Assistant Executive Engineers (Class I), Assistant Engineers and Junior Assistant Engineers should undergo practical training in the different types of work of the Department before they are posted to regular charges.

There should be regular refresher courses for Engineering personnel in service in order to keep them acquainted with the latest development in Engineering Technology.

Opportunities afforded by foreign countries for imparting training abroad should be fully utilised by deputing suitable officers of the Department.

Efficient and competent Engineers of the State should be spared on deputation to Central Government Organisations such as Central Water Power Commission, Central Public Works Department, etc., in the interest of the State.

---

## CHAPTER XXIII

### Water Utilisation of Inter-State Rivers:

A Special Cell consisting of a Superintending Engineer and 2 or 3 Assistant Engineers might be created and attached to one of the Chief Engineers of the Irrigation Department (who might preferably be also in charge of Central Designs Organisation) with headquarters at Bangalore, for carrying out detailed studies with regard to Water Utilisation of Inter-State Rivers flowing through Mysore State.

---

## MYSORE GOVERNMENT SECRETARIAT

### 1. *The Problem*

Broadly, as in the other States, the administration in this State operates at three distinct levels, viz., State, Department and District corresponding to the policy, supervisory and action levels. The central problem of the State Administration is to harmonize the working of these different levels keeping in view the functions that should legitimately be discharged at each level.

The Secretariat is the highest level office of the Government in the State. On its efficient functioning depends the proper functioning of the entire machinery of Government at all levels. Generally speaking, the following charges are levelled against the organization and functioning of the Secretariat :

- (1) The Secretariat is slow and therefore contributes to great delays.
- (2) It has disproportionately increased in size.
- (3) There is no proper co-ordination between the activities of the different Secretariat Departments.
- (4) Lack of proper delegation of powers from the Secretariat to the lower authorities.

These criticisms apply to the Secretariats of the State Governments in this country in varying measure. Our Secretariat is no exception to this. While there is much substance in the criticism levelled against the Secretariat, it should be realized that such criticism is also exaggerated. It does not, however, mean that there is no scope for improving and toning up the work in the Secretariat. The effectiveness of the Secretariat is of pivotal importance in any scheme of administration because there is a natural tendency for the ways of the Secretariat to be emulated at the lower levels.

4. The purpose of this note is not to present a comprehensive study of the Secretariat but only to concentrate on certain key aspects which may contribute to the efficiency and effectiveness of the Secretariat. The aspects touched upon are:

- (1) Staffing pattern and work load.
- (2) Delegation of powers.
- (3) Regrouping of the Secretariat Departments.
- (4) Allocation of portfolios.
- (5) Administrative Reforms Unit and Organisation and Methods Work.

5. To set the perspective for a discussion of these aspects it is useful to outline briefly the functions and organization of the Secretariat.

### 11. *Functions and Organization of the Secretariat.*

6. In recent years, in most administrative organizations there has been a growing tendency to overcentralize powers at top levels. The Secretaries are no exception to this development. They have tended to assume responsibility for an increasing amount of original work. This has naturally had the effect of reducing the initiative and responsibility of Executive Departments. The difference between what the Secretariat is meant to do and what it is actually doing to-day is there mainly because the distinction between administrative work and execution has been allowed to get blurred. In the words of the Punjab Administrative Reforms Commission (1966) "the anxiety of the Ministers to get into the midst of day to day administration has created a corresponding tendency among the Secretariat Officers, from the administrative Secretary downwards, to assume responsibility and to extend direct control over departmental work which does not belong properly to the Secretariat." It may not be incorrect to presume that this observation applies to the Secretariats in most of the States. It may be useful in this context to recapitulate the proper functions of the Secretariat. These are :



- (i) Obtaining decisions on policy matters and enunciating the policy decision in clear language.
- (ii) Deciding the principles to be employed in the execution of the programme formulated in pursuance of the policy and the conditions under which grants, etc., will be given effect to.
- (iii) Assisting the Ministers in the task of overall evaluation and co-ordination in various fields of Governmental activity and helping the heads of departments in implementation of their programmes.
- (iv) Modifying the programmes and making any consequent budget reappropriation within the classification determined by Finance.
- (v) Overall planning and preparation of the Budget.
- (vi) Watching the progress of expenditure against budget provision from every point of view.
- (vii) Legal advice.
- (viii) Determining the content of all proposed legislation.
- (ix) Dealing with Political, Assembly and Council questions.
- (x) Obtaining and enunciating decision on personnel management policies.
- (xi) Appointing the Heads of Departments and consequent establishment work (Pay, Leave, etc., of these officers).
- (xii) Co-ordination and cross clearance between the administrative departments in the Secretariat.
- (xiii) Correspondence with the Central and over State Governments and with central bodies, e. g., The Planning Commission.

7. It is of vital importance that the Secretariat should become primarily responsible for policy and the Departments for carrying that policy into effect. It should not, however, be understood that the heads of departments will have no right of, or responsibility for suggesting changes in policy to meet changing conditions actual or foreseen. Conversely, the Secretariat cannot divest itself of all responsibility for seeing that policy is carried out. The tendency on the part of the Secretariat to feel that once they have issued Government Orders, further action is entirely and solely a matter for the departments is also clearly wrong and should be resisted. It is a well recognised and understood principle that the authority to issue an order carries with it the responsibility of seeing that it is executed. The technical methods of achieving the objectives of the order are, of course, a matter for the departments. This means that the relationship has to be redefined and the duties between them re-allocated in the light of the principle just referred to. This is an important aspect which should receive particular attention. We shall revert to this topic when we consider the subject of delegation of powers.

*Organisation:*

The Executive Power of the State is vested in the Governor and is exercised by him either directly or through Officers subordinate to him in accordance with the constitution. There is a Council of Ministers with the Chief Minister at the head to aid and advise the Governor in the exercise of his functions except in so far as he is by, or under the constitution required to exercise his functions in his discretion.

9. The allocation of the business of the Government among the Ministers is made by the Governor on the advice of the Chief Ministers. A Ministers portfolio may consist of one or more Departments of the Secretariat or of portions thereof. A Chart showing the existing allocation of portfolios is appended.

10. The transaction of the business of Government is governed by the Rules made by the Governor under Article 166 of the Constitution of India. These Rules are known as "The Mysore Government Rules of Business, 1964". (A copy of the Rules is appended to this note).  
Appendix—I.

11. The business of the Government is transacted in the following departments of the Secretariat :

*Departments :*

1. General Administration.
2. Finance.
3. Revenue.
4. Planning and Social Welfare.
5. Education.
6. Commerce and Industries.
7. Health and Municipal Administration.
8. Public Works and Electricity.
9. Home.
10. Agriculture and Forest.
11. Law and Parliamentary Affairs.
12. Development, Housing, Panchayati Raj and Co-operation.
13. Food, Civil Supplies and Labour.

12. The Business is classified and distributed among the Departments of the Secretariat in the manner specified in the first Schedule to the Mysore Government Rules of Business.

13. Each Department of the Secretariat shall generally be under the control of a Secretary to Government, who is the official head of that Department. More than one Department may also be placed in charge of the same Secretary. The work of a Department may be divided between two or more Secretaries.

14. The Secretary may be assisted in the discharge of his work by such number of Additional Secretaries, Joint Secretaries, Deputy Secretaries, Under Secretaries and Special Officers as may be decided from time to time.

(N. B.—A Special Secretary to Government occupies such special position in relation to the Secretary as may be decided in each case.)

15. The Business in each Department is carried on through several recognised Sections. Each Section shall normally be in charge of a Section Officer. A list of Sections in the several Departments together with the subjects dealt by them has been separately printed.

16. Each Section shall be given such number of Assistants and/or Senior Assistants, Junior Assistants, Typists and Class IV Staff, as the volume of work in the Section warrants.

17. In every Department, there shall be a number of Stenographers, who may be either attached to Officers or to Sections or kept in a pool for common use. Stenographers attached to Officers will also act as their Personal Assistants, *i.e.*, help them in the maintenance of their papers, arrange interviews, etc.

18. The Administrative Control of the Mysore Government Secretariat Service rests with the Chief Secretary to Government. Subject to such general or special directions as the Chief Secretary may give from time to time, the Deputy or under Secretaries in the General Administration Department who are placed in charge of the administration work will attend to matters relating to appointments, postings, leave, retirement, disciplinary action of the Secretariat staff and their allocation amongst the several Departments. The distribution of such allocated staff within the Department rests with the Secretary of that Department. In respect of staff working in his Department, the Secretary and his subordinate Officers exercise such disciplinary control as has been specified in Schedules II and III of the Mysore Civil Services (C.C. and A.) Rules, 1957.

19. The General Records Section of the Secretariat is the repository of all the Records, both historical and non-historical in the Secretariat, and like other Sections of the Secretariat is under the control of a Section Officer.

20. The Secretariat is served by a General Despatching Section. Subject to the provisions of Para 38 of the Manual, this Section receives all communications addressed to an Officer in the Secretariat and despatches all communications sent out by the Departments of the Secretariat.

21. There is a Library which contains books and periodicals required for the use of the Secretariat staff, for references and general study. The Library is available for use of any members of the Secretariat staff and such others as may be specially authorised by the Chief Secretary.

22. The General Records, the General Despatching Section and the Library form part of the General Administration Department and are under the control of the Chief Secretary.

*Powers and Functions of the Officers of the Secretariat :*

23. The Secretary is the Official head of his Department. Subject to the General or Special directions of a Minister in-charge and to the rules of Business, he is responsible for the disposal of all business pertaining to his Department. (*Vide* Rules 7 and 26 of the Business Rules).

24. (1) The Secretary in a Department is a Secretary to Government and not a Secretary to the Minister in charge of the Department. He is responsible for the observance of the Rules of Business in the transaction of the Business in his Department. It is his duty to see that the policy of the Government in the Department with which he is concerned is carried out. It is his duty to place before the Minister all relevant facts relating to a case accurately and to tender the necessary advice either in a written note or orally at any time before the Minister passes final orders on a case. It shall be the duty of the Secretary to draw the attention of the Minister to the fact that any course of action decided on by the Minister is contrary to the provisions of any rule or law or is at variance with the policy hitherto adopted by Government. He exercises general supervision and control over the staff under him and is responsible for seeing that the members of the staff do the work allotted to them efficiently and expeditiously. (Rules 65 and 67 of the Business Rules)

24. (2) There shall be a Special Secretary to Government for Agricultural Production and Development whose powers and functions will be as follows :—

(a) The Secretaries of the Departments mentioned below will in all important matters relating to Development Panchayati Raj, Co-operation, Agriculture, Horticulture, Fisheries, Veterinary and Animal Husbandry and Minor Irrigation. put up file, to the Minister-in-charge through the Special Secretary :

- (i) Development, Housing, Panchayati Raj and Co-operation Department ;
- (ii) Agriculture and Forest Department ;
- (iii) Public Works and Electricity Department.

(b) The Special Secretary is empowered to call for any file relating to any of the above subjects and submit it to the Minister-in-charge with his advice.

(3) The Special Secretary to Government in the General Administration Department exercises the following powers and functions :

- (i) He shall be incharge of the Organisation and Methods Wing of the Secretariat.
- (ii) He shall advise Government on all Questions affecting the efficiency of the Administration referred to him.
- (iii) He shall inspect of the Offices of all Heads of Departments, except the Offices of the Divisional Commissioners, the Chairman Mysore Revenue Appellate Tribunal, the Commissioner for Commercial Taxes and Excise Department and the Development Commissioner and submit his notes of inspection for orders of Government.
- (iv) He shall examine the work of all Offices subordinate to Government from the organisation and methods point of view.

- (v) He shall route all important files and notes of examination of the work in the Offices of the Heads of Departments through the Chief Secretary who shall exercise supervising powers over the Organisation and Methods Section.

25. Subject to the general control and supervision by the Secretary, an Additional Secretary or a Joint Secretary will be in independent charge of a specific block of work in the Department as may be assigned to him and in respect of such work, discharges all the functions of a Secretary. But the Secretary may at any time call for a case or class of cases so assigned and deal with the case or class of cases himself. The Secretary will also keep himself generally in touch with the major decisions taken in respect of the work assigned to the Additional or the Joint Secretary to see that there is full co-ordination of the work of his Department as a whole. The Secretary will also be responsible for all establishment and other work common to the whole of his Department and to ensure that the Business Rules are being observed in his Department.

26. The Chief Secretary exercises, in addition to the duty of a Secretary in respect of the Departments directly under his control, superintending control over the whole Secretariat Administration including the staff attached to the Ministers and is empowered to take all necessary steps for the efficient functioning of the Secretariat. The Chief Secretary is also the Secretary to the Cabinet. In particular, he may ask to see papers relating to any case in any Department or with any Special Secretary to Government and any such request shall be complied with.

27. The Deputy Secretary, as his name implies deputizes the Secretary and will exercise such powers as the Secretary delegates to him from time to time with the approval of the Minister incharge.

28. An Under Secretary is the junior-most officer authorised to take action "By Order and in the name of the Governor of Mysore" (*Vide* Rules of Business 15). He exercises control over the Section or Sections placed in his charge both in regard to the despatch of business and in regard to discipline. It is his duty to check delays, superfluous noting and prolixity of language, whether in notes or drafts and enforce the rigid observance of all rules in regard to office notes, drafting, referencin, Indexin, Recordin, etc., and to ensure that careless and dilatory subordinates are brought to book. In accordance with the recognised practice and such specific instructions as the Secretary may issue from time to time, he may pass final orders approving proposals which are of a routine nature or which require only the formal sanction of Government. In other cases, he will see that points on which orders are required are clearly and concisely set forth, and will ordinarily express his own views on them. Established precedents represent the weight of experience and are useful in ensuring uniform treatment between individual and individual and are thus of great importance. But they should be used with discretion and judgement and in particular, their applicability to existing conditions should always be carefully considered. When the Government have passed orders on a case, the Under Secretary should see that those orders are conveyed accurately, clearly and in suitable language to those whom they concern, and that all relevant points are dealt with in the communication to be issued.

29. The normal routing of a paper under submission is for the Assistant to put up to the Section Officer, the Section Officer to the Under Secretary, the Under Secretary to the Deputy Secretary, the Deputy Secretary to the Secretary and so on. In order to minimise delays in the disposal of cases, a system of level jumping may be introduced in each Department, depending on the nature of cases and the personnel. Senior Assistants and Select Assistants who have gained sufficient experience to deal with cases may be permitted to submit files direct to Under Secretaries and Under Secretaries to Secretaries. In such cases, the papers on their return journey will pass through the normal channel to keep the officers informed of the action taken. The officers should also take to direct noting as far as practicable from their own levels instead of waiting for the files to start from the Assistants. In all important cases of letters going to Government of India and other States and difficult or complicated Government Orders to issue, the Under Secretary may himself draft letters or orders. The services of Stenographers should be availed as far as possible. It is a serious reflection on the competence of an Under Secretary, if the facts as contained in a note submitted by or through him are found to be inaccurate.

30. It is the duty of every Secretariat Officer to place before the Minister all facts relevant to a case and tender necessary advice. The advice tendered at all levels should be objective and honest. It is the duty of a Government Servant to express his views fairly and to tender advice which he believes is correct; and once Government has taken a decision, to implement the decision honestly, irrespective of whether he agrees with the decision or not. While this is true in respect of every Government servant, the observance of these principles is of special importance in the Secretariat where officials are always acting on behalf of and in the name of Government.

31 (1) The Section Officer is primarily responsible for the General efficiency of the section of which he is in charge. He is directly responsible to the officer under whom he works for the efficient and expeditious despatch of business at all stages. He shall in particular, ensure, by constant vigilance and checking that his section is kept neat and tidy with the records and papers in proper order, that all communications received in his section are accounted for and those that require action are put up before the appropriate officer promptly and to see that any directions or orders passed are complied with, without delay.

(2) The training of the clerical staff under his control is one of the Section Officer's important functions. He must see that the clerical staff under him are fully employed, that the workload in the section is evenly distributed and that really emergent matters are given immediate attention. He must constantly examine the cases pending with Assistants and guide them in the manner of disposal of pending cases. He should encourage them to come up to him for advice whenever they have doubts or difficulties.

(3) The Section Officer will also check the diaries. File Registers and other Registers required to be maintained at constant intervals and see that they are properly maintained and that every detail as required by the prescribed form is entered at the appropriate place. He should also see that the recording of closed files is properly done without delay and that recorded files are sent to the Record Room promptly. The proper maintenance of Guard Files and Section Note Book are also the responsibility of the Section Officer.

(4) The Section Officer shall normally scrutinise all work done by the Assistant and before a file is submitted to the Under Secretary, he should see that the note is accurate in all respects, that papers are properly arranged, that paragraphs in the Note Sheets and Pages both in the Note File and Correspondence File are numbered in ink, that the number and subject matter of the file is Type written as far as possible or written in ink on each Note Sheet as also on the covers of the Notes and Correspondence Files, that all papers in the Correspondence File are tagged together and serially arranged in the Correspondence Jacket punched at the left hand corner. Slips containing letters of the alphabet should not be used in the Correspondence file to invite reference to any page of the correspondence. Reference should be made in the margin of the Note to the page of the Correspondence file. Slips containing alphabetical letters should be used only for reference in linked files or closed files. Separate covers or jackets should be used for the notes portion and correspondence portion of a file and both these bundles placed on a file board and tied.

(5) A Section Officer will not merely supervise but will himself undertake to deal with the more difficult or important cases, requiring such assistance from the Assistants as he may find necessary. Even in cases where Senior Assistants/Select Assistants have been permitted to submit files direct to the Under Secretary, it is open to the Under Secretary, to direct that any file or files of particular importance be submitted to him through the Section Officer.

(6) In cases where there are clear precedents, or where the course of action necessarily follows from the provisions of law or rule or in routine cases the Section Officer may express his views and suggest the course of action. In such cases, he should see that along with his note, a draft embodying the course of action is simultaneously submitted. He is also authorised to dispose of on behalf of the Branch Officer, certain types of routine matters and also sign fair copies of communications of a specified type with the prescription "Authorised for Issue". He is made responsible for certain duties and functions. These are enumerated in Appendix 2.

(7) Even in cases, where the Senior Assistants and Assistants have been permitted to submit papers direct to Under Secretary, the Section Officer continues to exercise general control and supervision over their working.

32. An Assistant is employed in the processing of a case. Every communication received in a Section goes to an Assistant. It is his duty to get it ready for disposal. The Communication, where it calls for action, should be placed in the proper file, should be referenced, previous papers put up and a note prepared indicating the point on which/Government Orders are required, mentioning the relevant provisions of law, precedents and any other relevant material. Normally, an Assistant will not suggest any course of action, but he may do so where the cases are of a routine nature and the action necessarily follows from certain provisions of rules. Decisions taken in similar cases should be noticed. Before submitting a file he should make sure that all the papers are neatly arranged, that pages and paragraphs are numbered necessary references are marked and sufficient continuation sheets are also added on to the file to enable the officer to whom it goes to record his views, if any. The provisions in Para 31 are to be strictly followed by the Assistants also. The Assistants are also required to maintain diaries or work sheets showing the files/receipts received and attended to by them from day to day in a chronological order. Immediately the day's dak is received, the assistants should enter them in their diaries, similarly in respect of files. They are also to keep the sus files pertaining to their subjects arranged in order and see to the timely issue of reminders.

33. The Junior Assistants are entrusted with the routine duties of maintaining prescribed registers, despatching, indexing and recording of cases. In addition, Junior Assistants should assist the Assistants and the Section Officer in the preparation of statements and periodical returns, issue of reminders and comparing fair copies.

34. A Stenographer is generally employed on stenography work. He may be called upon whenever necessary to assist in typing work, particularly of confidential papers. Stenographers attached to officers may also be required to act as their personal assistants, i. e., to preserve and maintain confidential records and other papers in the personal custody of the officer, maintenance of diary of files received and sent out, fixing interviews, etc. Stenographers attached to officers are also expected to maintain a work sheet in M. G. S. form No. 48 which should be checked by the officer to whom they are attached.

35 (1) Typists should attend to typing work which should be characterised by speed, accuracy, cleanliness and neatness. The Typist will be held personally responsible for any mistake or untidiness in fair copying. Typists should also attend to comparing work when called upon to do so. Typists should append their initials at the left hand bottom corner of all fair copies typed by them.

(2) With a view to seeing that the typing work in all Departments is evenly distributed between the Typists sanctioned to the Departments and that the work of sections do not suffer owing to the absence of the Typists attached to the sections in particular, it may be advantageous or the Departments to form " POOLS " of Typists attached to the Departments. The Senior Typist with the designation Head Typist attends to the receipt and distribution of drafts and to the general supervision of the " TYPING POOL " in addition to some Typing work.

(3) Each Typist is expected to prepare a minimum of 20 to 25 full pages of typed matter (single spacing, double spacing and 1½ spacing mixed) per day. He is also required to maintain a work sheet in M.G.S. form No. 54 which should be checked by the Head Typist every day and by the Under Secretary once a week.

### III Staffing Pattern and Workload :

#### 1. Work-load :

36. The Mysore Government Secretariat was reorganised in 1963 and under the new system, following the Madras Pattern and slightly modified later, each Section has one Section Officer, one Senior Assistant, two Assistants, one Junior Assistant one Typist, one Stenographer for two Sections and one Dalayet. Each case worker is expected to deal with about 8 receipts per day on the average.

37. A copy of the Government Order No. GAD 4 OSM 6, dated 17-8-1963 approving the reorganisation of the Mysore Government Secretariat is added as Appendix-2.

38. Workload of each Section of the Secretariat Departments for the last 3½ years, from January 1964 to June 1967 has been collected and based on the statistics furnished, it has been computed that the average annual workload for each Department and the daily workload for each case-worker (Senior Assistant and Assistants) in each Department are as indicated below :-

Department	Average Annual Workload	Daily workload for each case-worker taking 250 working days in a year
1. General Administration	1,08,235	9.02
2. Finance	86,787	6.94
3. Revenue	79,392	8.82
4. Planning and Social Welfare	20,159	4.48
5. Education	73,189	8.13
6. Commerce & Industries	39,024	8.67
7. Health and Municipal Administration	58,342	9.72
8. Public Works and Electricity	75,116	8.35
9. Home	63,966	8.53
10. Agriculture and Forest	47,822	6.83
11. Law and Parliamentary Affairs	40,981	6.30
12. Development, Housing P. Raj and Co-operation	67,304	5.28
13. Food, Civil Supplies and Labour	36,942	5.28
	8,02,216	8.04

39. From the above analysis, it may be noted that certain Departments like the General Administration, Finance etc., have more work than the average (61,327) for the Secretariat Department and others like Commerce and Industries, Law and Parliamentary Affairs, Food, Civil Supplies and Labour have lesser work. The smallest workload is that of the Planning and Social Welfare Department.

40. The daily workload for each case-worker is less than the prescribed 8 receipts per case-worker per day in the Departments of Planning and Social Welfare, Agriculture and Forest, Law and Parliamentary Affairs, Development, Housing and Panchayati Raj and Food, Civil Supplies and Labour. The reason is that there are some Sections in the Secretariat whose work cannot be judged on the number of receipts. These Sections include Planning, Evaluation and Man-power Sections of the Planning and Social Welfare Department, Planning Sections of the Education and Agriculture and Forest Departments, Consultation Sections of the Law and Parliamentary Affairs Department and Accounts Sections of the Development, Housing, Panchayati Raj and Co-operation Department. Besides, this opinion Sections of the Finance and General Administration Departments have larger work than what is disclosed by the number of receipts. Therefore, on the whole, the per-capita workload in the Secretariat is much more than 8 receipts per day as already prescribed by Government. A case worker in the Secretariat in addition, gets on an average ½ case per day which may be classified as a special case requiring more time and effort and ¼ receipt per day which may be classified as an ineffective receipt requiring almost no attention.

41. Information was called for as to, the number of unnecessary references either received or called for by the Secretariat Department from Field Officers and from the replies furnished, it is noticed that on an average there were 332 references unnecessarily made by the Field Officers and 498 references unnecessarily called for from the Field Offices by the Secretariat Departments, every month. This works out to one receipt for every 1,000 legitimate receipts. Though, the number is negligible on the whole, it keeps two Assistants busy throughout Secretaries to Government should try to minimise all unnecessary references as far as possible.

42. At present Assistants are required to mention the subject details of receipt in their diaries, compare fair copies, issue reminders in sus cases, and attend to a number of other routine duties. The Section Officers were asked to furnish their opinion as to whether the Section workload can be enhanced if the Assistant are relieved of these routine duties and one extra Junior Assistant is provided to each Section for attending to all routine work.

43. A large number of Section Officers have stated that there is a need for an extra Junior Assistant for each Section for attending to routine jobs like reviewing sus-cases, issuing reminders, assisting in comparing fair copies and recording work. But they have not favoured any increase in the existing workload as they consider that the Assistants are already over worked.

44. This suggestion has been examined. In the new set up suggested latter in this Report, typing, comparing and preparing for signature, obtaining signature of the officer and despatching will all be done in the Receipt and Issue Section. The Assistants will get substantial relief in their routine jobs. Other routine jobs like review of sus cases and issue of reminders thereon may continue to be attended to by the Assistants themselves for the present. Therefore, it is considered that there is no need for an extra Junior Assistant for each Section.

45. The staffing pattern and workload in the neighbouring States has been studied. There is a Superintendent as head of the Section in Maharashtra and Madras and a Section Officer in Andhra Pradesh as in Mysore. There are 4 Assistants in Maharashtra system, 3 in Madras and two Upper Division Clerks in Andhra Pradesh. Mysore following the Madras system. There are three General Duty Clerks in Maharashtra, and only one in Madras, Andhra Pradesh and Mysore. By comparison, the number of noting Assistants in Mysore follows the golden mean of 3 Assistant for each Section as in Madras. The number of Junior Assistant/Lower Division Clerks is only one as in Madras and Andhra Pradesh. Therefore, it is not considered necessary to revise the existing pattern.

46. Maharashtra Government considers that it is not possible to prescribe a uniform norm of workload for Assistants, as the workload differs from Department to Department and even from Branch to Branch in a Department depending upon the nature of cases in a Branch. Each Branch is to decide norms for itself with the approval of the Branch Officer and the O. & M. Officer in the Department, Andhra Pradesh and Madras have prescribed uniform workload as in Mysore.

47. In Madras, as in Andhra Pradesh, there are Special Sections each comprising one Superintendent, one Assistant and one Typist for special items of work, such as Legislation, Examination of reports of Special Committees etc., and no workload is prescribed for Special Sections. A normal section is expected to dispose of about 750 files per month or 10 files per day per Assistant.

48. In Andhra Pradesh the following Sections have been categorised as special and lower workload of 6 receipts per Assistant per day has been prescribed :—

- (1) Sections dealing with Legislation or Sections constituted specially for enacting any Legislation.
- (2) Sections dealing with Budget relating to Major Heads of Departments or Departments of Secretariat during the Budget season.
- (3) Sections constituted for short periods for specific items of work.
- (4) Sections dealing with protocol and visits of VIPs in the General Administration Department.
- (5) Sections dealing with the conduct of Elections in various Departments during the Election period.
- (6) Sections dealing with complicated service matters in any Department.
- (7) Establishment Sections which have to perform certain executive duties like inspection of Stores, attending on officers to meet the requirements of office equipment etc.
- (8) The O. & M. Sections in General Administration Department, which conduct O. & M. Surveys, deal with Work-Studies and are entrusted with the preparation of Manuals etc.



(9) Sections which are generally connected with the duty of conducting conferences and Seminars.

(10) Sections in charge of claims and Accounts in all Departments.

(11) Secretariat Library.

Ordinary Sections have 12 receipts per Assistant per day as the workload.

49. In both cases, special or ordinary, the following receipts are not taken into account for purposes of calculating the workload :

- (a) Copies of petitions or communications which are already in the file.
- (b) Tour programmes.
- (c) Miscellaneous, routine circulars which are merely informatory such as transfer and assumption of charge of officers in the Secretariat Departments, etc.
- (d) Copies of office orders about procedural instructions and distribution of work among officers and sections in Departments.
- (e) Business agenda and question lists of legislature etc.
- (f) Applications for casual leave.
- (g) Medical certificates granted to Attenders and Class IV employees.
- (h) Application for appointment as Clerks, Typists, and Attenders, etc., under the emergency provisions.
- (i) Receipts mis-sent to Sections, periodical returns or references received on a periodical.
- (j) Any other class of papers which an Assistant Secretary or Under Secretary or other superior officer considers as unnecessary to bring on to the Personal Register.

In addition, all receipts on which action is simple or routine in nature and which do not warrant scrutiny or noting are eliminated for purposes of yardstick.

50. In Mysore each Case Worker is expected to deal with about 8 receipts per day on the average. These receipts exclude those on which no action is to be taken, such as:

- (i) Unsigned communications on which no instructions have been recorded by officers and on which no action is to be taken,
- (ii) Identical representations (only one copy, namely, that received first should be diarised)
- (iii) Postal copies of telegrams unless the endorsement contains a message in addition to that contained in the Telegram.
- (iv) Petty contingent vouchers such as those pertaining to claims for coolie hire of conveyance hire, chits asking for articles of furniture, stationery, routine acknowledgements, etc.
- (v) Casual leave applications.
- (vi) Copies of miscellaneous circulars, Office Memoranda, extracts, etc., circulated by the Administration (or General or Co-ordination) or by any other Section for general information, orders of general application, telephone lists, notices of holidays, change of address, tour programmes, etc.
- (vii) A section's own files and notes when received back from other sections in the same Department to which those files and notes had previously been referred for comments, etc., and ;
- (viii) Any other types of receipts which by a specific order issued in the Department should not be diarised.

The workload in the Mysore Government Secretariat is less than that of Andhra Pradesh or Madras. But in practice even this workload is considered heavy. This is evident from the fact that the percentage of disposal in the Secretariat on an average is between 40 to 50% with the result the arrears are accumulating from month to month and year to year. The position would be worse if a larger workload is thought of. In the circumstances, no change is indicated to the existing workload.

51. But in Para 40 above, reference is made to certain Sections whose work load cannot be measured in terms of receipts. These are actually Special Sections of Andhra Pradesh or Madras system. With a view to formalise the existing position, it is considered that the Special Sections as in Andhra Pradesh with a lower workload of five receipt per Assistant per day as against 8 receipts per Assistant per day may be constituted in Mysore.

52. There may be Special Sections for Services and Integration matters in all Departments, O. & M. and Protocol, Accounts and Executive Sections of General Administration Department, Planning and Evaluation Work in all Departments, Budget and Works and Schemes Sections of Finance Department, all consultation and drafting Sections of Law Department, etc.

#### **B. Disposal of Petitions :**

53. A large number of Representations/Petitions are received by Ministers and this adds to the work of the Secretariat Departments. A sample study made with regard to the disposal of petitions by the Ministers revealed that on an average 1,324 petitions are received by one Minister and 484 by another every month. About 30% of the Petitions were ordered to be directly sent to the concerned Heads of Departments by a Minister. The remaining were passed on to the Sections. The other Minister used to send all petitions to Sections but from April 1968, he has issued instructions to his personal establishment to send them to the concerned Heads of Departments directly.

54. The following procedure in processing of Petitions would reduce to certain extent the work of the Secretariat Department.

The Personal Secretary/Assistant should classify the Petitions and send to Secretary only such petitions where action is due to be taken in the Mysore Government Secretariat and send the other petitions to the concerned Heads of Departments for disposal as may be desired by the Minister.

#### **C. Reorganisation of the Receipt and Issue Section :**

55. There is only one Receipt and Issue Section for each Department with one Senior Assistant designated as Registrar and four Junior Assistants and four Dalayats. This section receives the tappal coming from outside offices, sorts it out Sectionwise, gives a running serial number and distributes the tappal to the Sections in one bunch.

56. A large number of Section Officers have opined that comparing fair copies and attaching enclosures to them takes a considerable part of Assistants' time. It has been noticed that to and fro movements from Section to Typing pool for typing and back to Section for comparing and preparing for signature and submission to Under Secretary for signature and return to Section and thereafter to Issue Section for despatch is causing considerable delay and avoidable movement. It is, therefore, proposed to centralise fair copying-comparing and despatch work at one place as in Madras and with this in view, the typing pool will also be placed in-charge of the Registrar, with the result files sent for issue will be returned to the Sections only after issue. Typing, comparing and preparing for signature, obtaining signature of the officer and despatching will all be done at one place. It is expected that this revised procedure would save lot of time.

57. The following duties and responsibilities have been entrusted to the Registrars.

- (i) He should go through all receipts received in the Department, get them serially numbered after marking them to the definite sections of the Department and send them to the concerned sections.
- (ii) He should bring all important communications to the notice of the Under Secretary in-charge of the Section, so that he can put them up to the Secretary and other Officers at the tappal stage itself.
- (iii) He should sort out all Demi-official and Confidential letters and see that they are delivered to the appropriate persons.

- (iv) He should see that all communications to be sent out of the Department are despatched on the very day of the receipt of files and should ensure that the work of the Section both under Issue and Receipt is up-to-date.

58. It is represented by some officials of the Secretariat that the status given to the Registrar is not in keeping with the duties and responsibilities entrusted to him. They have suggested that the duties of the Registrar can be made more responsible by attaching to him the supervision work of the Typing Pool and the several co-ordinating items of work in the Department. It is also represented, that upgrading the posts of Registrars to that of Section Officers would provide some avenues of promotion to the Assistants in the Secretariat who are stagnating without promotion for over 10 years.

59. Taking all these aspects into considerations, it appears desirable that the services of Registrars could be utilised better by upgrading their scales of pay to that of Section Officers and entrusting them in addition to the work of the Receipt and Issue Section with the fair copying work of the Department. The Section Officers in-charge of Receipt and Issus Sections would also look to co-ordination work in the Department. The little extra cost on the Section Officers would be wellworth, as it is expected that there will be considerable improvement in the efficiency of Sections.

#### IV. *Delegation of Powers :*

60. Kautilya, the renowned author of the Arthashastra says that "Rajathva is possible only with assistance. A single wheel can never move". This sums up the rationale underlying the concept of delegation for better administration. The practical exercise of broad governmental powers to achieve goals depends upon delegation that is the functional division of such powers, the specific assignment of authority to different organisations and officers and the futher downward projection of power and authority to act. When we talk of delegation in the present context, we have in mind administrative delegation which may be described as the method by which an authority of an administrative officer is assigned to or shared with a subordinate. It stands for letting someone else make a decision or take an action for which the officer is himself responsible. The system of delegation is the sum of all the relationships which involve the downward sharing of particular authorities and responsibilities. Delegation should be planned and systematic. It should be built upon greater freedom of action and flexibility. It implies freedom to make mistakes-atleast within certain limits. This freedom encourages new ideas and experience and permits needed innovations in the solution either of particular or general problems. Staff competence is an essential requisite to administrative delegation. If it does not exist, the first challenging task to an officer is to develop it.

61. Delegation to be effective must be all along the line, from the Minister to the Secretary, from the Secretary to his subordinate Secretariat Officers, from the Minister to the Departmental heads and from them down to their junior-most officers in the field. It is essential to point out that delegation must be respected as something sacred. The subordinate officers to whom the powers are delegated must be encouraged to exercise such powers. The confidence placed in them should not be violated because of people rushing up with requests sponsored by influential persons.

62. Second, third and fourth schedules to the Mysore Government Rules of Business, 1964, enumerate cases which shall be brought before the Cabinet, which shall be submitted to the Chief Minister and to the Governor respectively. There are provisions in the Rules requiring consultation with other Departments, e.g., Rule 13 so far as previous consultation with the Finance Department is concerned and Rules 44, 57 and 58 so far as consultation with the Department of Law and Parliamentary Affairs is concerned. Subject to these provisions, all business allotted to a department under these rules shall be disposed of by or under the general or special directions of the Minister in charge. But each Minister shall by means of Standing Orders with the Secretary of the Department what matters or classes of matters are to be brought to his personal notice (Rule 6). Subject to these directions, routine cases and cases of minor importance, namely cases covered by rules, decide policy or precedent which do not involve the over-ruling of a Head

of a Department and which raise no points of delicacy may be disposed of by the Secretary of the Department on his own responsibility. The Minister-in-charge may direct that cases of minor importance may be disposed of by a Deputy Secretary or an Under Secretary of the Department (Rule 26).

63. With the above provisions in view, delegation of powers among the Secretariat Officers in different Departments was studied and it was observed that delegation of powers existed in Agriculture and Forest, General Administration, Education, Food and Civil Supplies, Planning, Health and Social Welfare, Revenue, Public Works and Electricity, Finance and Development, Housing, Panchayati Raj and Co-operation Departments and there was no delegation below the level of Secretary in the Departments of Home and Labour and Municipal Administration. It appears that there is no effective delegation in the Departments of Law Parliamentary Affairs and Commerce and Industries.

64. In one Department, orders of delegation were issued in 1951 and not reviewed thereafter any time. In another Department, these orders were issued in 1962 and not reviewed thereafter although number of administrative charges have taken place since then. A third Department issued order in 1963 and there was no review thereafter. This shows that there is no systematic review of delegation of powers periodically. There is a case for reviewing all delegation of powers and issuing an extensive delegation applicable to all levels, and reviewing them periodically thereafter.

65. It may be pointed out that existing procedure of delegations in the Secretariat Departments is not uniform. Some Administrative Secretaries have delegated their powers to their Deputies, while others have not. It is true that there has to be some difference in the extent of delegated authority as between a new comer and another who has been on the job for some time. But it seems essential that some minimum delegation must go with the rank, increase being made as more experience is gained and better promise shown. Lack of uniformity in delegated authority is paralleled by delegation orders, particularly those relating to financial matters, being ambiguously worded keeping the official concerned guessing about this area of jurisdiction. It should be ensured that all delegation orders are crystal clear.

66. While on the subject of delegation, it is useful to refer to the responsibilities of the Heads of Departments *vis-a-vis* the Secretariat. Earlier in this note it was pointed out that the guiding principle should be that the Secretariat should be responsible for policy and the Departments for carrying that policy into effect. In the light of this norm the Head of the Department should be responsible for:—

- (i) Proposing at the beginning of the budget period the Departmental activities for the ensuing year.
- (ii) Formulating a first draft of the Department's budget.
- (iii) Acting as technical adviser to the Secretariat Department.
- (iv) Carrying out the research and experiment programme and improving the Department's techniques of work.
- (v) Training the Department's Officers in those techniques.
- (vi) Inspecting the execution of work by Departmental District staff.
- (vii) Allocating grants according to rules, making budget reappropriations within prescribed limits.
- (viii) Making within approved rules all appointments, confirmations, postings, transfers and promotions of all subordinate officers, including all sanctioning leave and making acting arrangements.
- (ix) Exercising disciplinary powers over all subordinate Officers according to rules.
- (x) Advising Government on nominations to be made to outside Institutions.
- (xi) Sanctioning the attendance of Officers at Conferences, other than Inter-State or Government of India Conferences.

67. There are many directions in which we may reduce the responsibility which belongs to the Secretariat. Specifically, we may take the control of personnel. It is not necessary for the Secretariat to have a hand in the planned utilisation of the departmental Staff. Cases relating to such matters as terms of deputation, advances, earned leave, permission to buy property where clear norms and policies have been laid down and a large number of precedents are available can be left to the Departments. Except in the case of Key Personnel, Heads of Departments themselves, all other powers of transfers of personnel may be delegated to the Heads of Departments. It is essential to note that administrative delegations should be made side by side with further delegations of financial powers.

68. A proper allocation of works on the above lines will produce in many instances a situation very different from that which exists at present. The work of Secretariat Departments will become smaller in volume but more important in scope. The Department will have much more freedom to set on with their job. The Secretariat will be able to concentrate on matters raising issues of policy, principle or politics. The Departments will be relieved of the necessity of consulting the Secretariat on matters of unimportant details or on questions with which it is itself better qualified to deal. The general aim should be to confer on Heads of Department the maximum amount of delegated authority other than in the policy field. The Organisation and Method Unit could conduct thorough studies in this field with the help of the Heads of Departments as also of the Administrative Secretaries to ensure as much delegation as possible.

#### V. Re-grouping of the Secretariat Departments :

69. An aspect of crucial importance in the organisation of the Secretariat is the arrangement made for the continuous co-ordination of the activities of the several Secretariat Departments. A commonly recognised method of securing this co-ordination is to group together departments which have something in common either in respect of the methods they employ or as regards the objective they pursue. From this point of view there is scope for re-grouping the existing Secretariat Departments in a more rational manner.

70. The existing grouping and the proposed grouping of the Secretariat Departments are indicated below :

<i>Existing</i>	<i>Proposed</i>
1. General Administration	1. General Administration.
2. Finance	2. Finance and Planning (includes Evaluation and Statistics).
3. Revenue	3. Revenue and Forest.
4. Planning & Social Welfare.	.....
5. Education	4. Education & Social Welfare.
6. Commerce & Industries	5. Industries and Labour.
7. Health & Municipal Administration	6. Health, Housing and Municipal Administration.
8. Public Works and Electricity	7. Public Works & Electricity. (Roads, Buildings, Irrigation, Ports & Electricity).
9. Home	8. Home (Police, Excise, Prohibition, Transport, Publicity and Tourism).
10. Agriculture & Forest	9. Agricultural Production : (i) Agriculture & Co-operation (ii) Animal Husbandry and Fisheries. (iii) Panchayati Raj and Community Development.

- |   |   |
|---|---|
| 11. Law & Parliamentary Affairs                               | Law & Parliamentary Affairs.  |
| 12. Development, Housing<br>Panchayati Raj &<br>Co-operation. | .....   |
| 13. Food, Civil Supplies and Labour                           | 11. Food and Civil supplies.<br>(i) Food<br>(ii) Civil supplies,<br>(iii) Co-operation (Procurement and<br>distribution). |

71. Two features of the proposed re-grouping merit attentions. One is that as against the existing thirteen Departments in the proposed set up there will be Eleven Departments, the Food and Civil Supplies being treated as a temporary department. When the special circumstances warranting a separate department of Food and Civil Supplies cease to exist the work of this department could be merged partly in the Agriculture (Food) and partly in the proposed Industries and Labour Department. This will reduce the number of departments to Ten. Secondly, the proposed re-grouping will make the departments more homogeneous. For instance, it is proposed to combine Planning and Finance under one Administrative Secretary. This has certain advantages. Quite often and soon after the passing of the budget, cuts are imposed arbitrarily even on planned schemes. This makes it difficult for a department to undertake a scheme subject to arbitrary cuts. In the proposed set up, as the Planning Department will be incharge of the same Secretary, such arbitrary cuts will be reduced and if they have to be resorted to, the planning procedure will itself ensure consultation of the administrative Secretaries concerned before orders imposing a cut are passed. Such a combination has been recommended by the Punjab Administrative Reforms Commission, 1966, Similarly Industries and Labour have so much in common that their combination under one Administrative Secretary will have obvious advantages. Revenue and Forest-its preservation or release of forest land are intimately connected. Again Social Welfare with its content largely relating to educational facilities will go well with the Education Department. Health, Housing and Municipal Administration will become a well-knit. The Department of Agricultural Production will deal with Agriculture and Co-operation, Animal Husbandry and Fisheries Panchayati Raj and Community Development, subjects which are very closely connected and among which maximum co-ordination can be achieved.

72. So far as the workload is concerned there would, and perhaps could, be no change in the workloads of General Administration, Home, Public Works and Electricity and Law and Parliamentary Affairs Departments. The Workloads of Finance and the Education would become heavier still.

73. The average annual workload for each of the new Departments would be about 73,000 receipts. Taking the work-load and the nature of disposal it demands, the Departments of the Secretariat may be categorised as heavy, normal or light as shown below :

*Heavy Departments :*

1. General Administration.
2. Finance and Planning.
3. Law & Parliamentary Affairs.
4. Revenue and Forest.
5. Education and Social Welfare.
6. Agricultural Production.

*Normal Departments :*

1. Home.
2. Public Works & Electricity.
3. Health, Housing & Municipal Administration.

*Light Departments :*

1. Industries and Labour.
2. Food and Civil Supplies.

74. It may not be possible for a Secretary of a heavy Department to manage the work of the Department by himself. There is a need for creating the post of Additional Secretary/Joint Secretaries in all the heavy Departments. Subject to the general control and supervision by the Secretary, an Additional Secretary or a Joint Secretary will be in independent charge of a specific block of work in the Department and in respect of such work, discharges all the functions of a Secretary.

VI. *Allocation of Portfolios :*

75. In a parliamentary system of Government such as ours, the Head of the State, *viz.*, the Governor allocates the business of the Government among the Ministers on the advice of the Chief Minister. The Chief Minister is in fact the Maker of his Cabinet of Ministers. His discretion and freedom in the matter of allocation of portfolios should be unfettered. While this position is as it should be, from the angle of administrative convenience, it would be of maximum advantage if each of the proposed Eleven Departments is placed under the charge of a single Minister. Such a practice would ensure that a Secretary will submit papers to only one Minister. He can, in that event understand his Minister better and concentrate better on his work. The existing position of a single Secretary in some cases dealing with 3 or 4 Ministers (*vide* Appendix-III) will cut at the root of principle of unity command and be a source of administrative difficulty in as much as the Secretary may be required to make himself available to several Ministers in the course of the day. This could be avoided with great administrative gain if some healthy conventions are developed in the allocation of portfolios. It is also necessary that such conventions should be honoured. As there is a political aspect to this problem, it is for the Chief Minister to decide how best he can ensure the unity of command. Conversely, it is advantageous to a Minister also in as much as he can know his Secretary more intimately and has to deal with only one Secretary. This apart, if it becomes inevitable for political reasons that subjects comprised in any department have to be divided between two or more Ministers it may be administratively convenient and desirable to allocate identifiable blocks of subjects to avoid confusion and to ensure proper co-ordination.

VII. *Administrative Reforms Unit and Organisation and methods work in the secretariat*

76. It is a well known fact that an Administrator who is pre-occupied to a considerable extent with his normal day to day work seldom finds time to attend to the details of the management of his office and he will not be in a position to realize the drawbacks in his own administration by himself. An independent body is, therefore, necessary to bring a freshness and independence of view which when associated with the administrator's own knowledge of the organisation may shed new light on old problems. Here comes in the Organisation and Methods man who is trained in specialized techniques of investigation and who concentrates on one job and is given adequate time for thought to advise changes required for smooth and efficient running of the administration. With this objective in view, the Government of India set up a Division designated as Organisation and Methods Division in 1954 in the Cabinet Secretariat so that it can function directly under the Prime Minister and thereby be in a position to secure co-operation and compliance from all Ministries and Departments. Subsequently, individual Ministries have also set up special Organisation and Methods units which collaborate closely with the Directorate. This work has been recently taken over by the Department of Administrative Reforms in the Ministry of Home Affairs.

77. After finding the usefulness of the Organisation & Methods Divisions working at the Centre, the Planning Commission in its plan proposals in the Second Five-Year Plan emphasized the need for setting up of special units for Organisation and Methods as part of their normal machinery of administration in all the States in order to provide the necessary technical guidance and filled-up pool of experience on which departments can draw. The State Governments were told to

avail themselves of the facilities offered for training at the Directorate of Organisation and Methods at the Centre for training their personnel and to make its experience available to the States.

78. Taking the cue from the Central Government, our State Government organised an Organisation and Methods Cell in the General Administration Department under the supervision and control of the Chief Secretary a few years back. Recently the designation of this Cell has been changed to "Administrative Reforms and Organisation & Methods Wing" in the General Administration Department. Broadly, the functions of this wing are:

- (a) to arrange for regular periodical inspection of the working of the Secretariat Sections and to watch the effective performance of functions at various levels in office with particular attention to the elimination of bottlenecks and delays;
- (b) to advise the Chief Secretary in regard to structure, staff strength and staffing of Secretariat Departments;
- (c) to secure improvement of Secretariat procedure in the matter of disposal of business by issue of appropriate office orders;
- (d) to compile on the basis of Office Orders so issued a Secretariat Manual and to keep it up-to-date;
- (e) to bring out before the end of the succeeding month a review on the arrear lists obtained from the Secretariat Departments;
- (f) to bring out a review on the arrear lists of Heads of Departments before the end of the succeeding month; and
- (g) generally to discharge such other functions as may be assigned by the Chief Secretary; in particular, to advise on questions relating to Organisation & Methods problems as affecting subordinate offices.

79. A new dimension was added when in 1965 it was decided to have a Special Secretary to Government in the General Administration Department to be in charge of the Organisation and Methods wing; to advise Government on all questions affecting the efficiency of Administration referred to him; to inspect the Offices of Heads of Departments from the Organisations and Methods point of view subject, of course, to the general control of the Chief Secretary. The post since its inception is held by a Senior Secretary to Government in addition to his normal work. At present the Secretary to Government in the Home Department functions, in addition to his duties as Home Secretary, as the Special Secretary to Government, General Administration Department (Organisation and Methods).

80. To assist the Special Secretary in the discharge of his duties, there is a Deputy Secretary to Government (full time) in charge of the Organisation and Methods Unit with two full Sections under his charge. These Sections between them, review the arrear lists of Heads of Departments review the pendency in the Secretariat; frame initial Cadre & Recruitment Rules, frame and amend the Rules of Business from time to time. compile and bring up-to-date the Secretariat Manual, arrange for meetings of Secretaries to Government and Conferences of Divisional Commissioners, Deputy Commissioners, etc., in addition to O. & M. and Inspection work. There is a small Inspection Unit with one Section Officer, one Senior Assistant and one Assistant to attend to the Inspection of the Secretariat and Offices of the Heads of Departments, reorganisation of Departments and Work Study. The work of One Organisation and Method Section is supervised by an Under Secretary to Government and the other O. & M. Section and Inspection Unit submit papers direct to the Deputy Secretary, (the existing sanctioned strength and work load of the O. & M. Sections is indicated in Book-I).

81. Since its inception, among others, the O. & M. Unit has been responsible for:

- (1) The issue of a Revised and Up-to-date Secretariat Manual;
- (2) The re-issue, with amendments, of the Mysore Government Rules of Business;
- (3) Compilation of the important orders of Government yearwise;



- (4) Compilation of the Cadre and Recruitment Rules of the various Departments ;
- (5) *Ad-hoc* studies of proposals for additional staff made by Departments ;
- (6) Study of the decentralization of the powers under the C.C.A. Rules in the Industries and Commerce Department ;
- (7) Study of certain aspects of the Bangalore Dairy ;
- (8) Changes in respect of certain Secretariat procedures.
- (9) Inspection of some Offices outside Secretariat.
- (10) Liaising with the Administrative Reforms Commission of India and the State Pay Commission.

82. It must, however, be conceded that for very strong reasons, the O. & M. Unit has not been able to make a really effective impact. Its studies have still been *ad-hoc* and diffused. This is because of want of Assistants who are trained properly in work study analysis and work measurement techniques. Unless sufficient number of trained persons are available, it is difficult to discharge the role assigned to the Unit. Only very recently, a few Assistants have been trained at Delhi. Secondly, the number of trained Assistants now available is not sufficient. Thirdly, it is eminently desirable to place an independent Secretary solely in charge of the O. & M. and Inspection work so that whole-time attention may be given to organizational problems and to ensure effective inspection and follow up work is accomplished.

83. The work of the O & M. Sections is likely to increase considerably as the Administrative Reforms Commission of the Government of India and the State Pay Commission are expected to suggest reforms in all fields of Administration.

84. Study of reports of the various groups and teams of the Administrative Reform-Commission and those of Pay Commission with a view to implement them would be a major job for the O & M. for some years to come. Therefore, it is considered absolutely necessary that the present Administrative Reforms Wing should be very considerably widened and strengthened with trained persons to enable it to discharge its vital role effectively and purposefully. It is suggested that in addition to a wholtime Secretary, Deputy Secretary, there should be sufficient number of Work Study Units and Inspection Units manned by trained persons under the supervision of two Under Secretaries, one to be known as Work Study Analyst and the other Under Secretary Inspections.

#### VIII. Summary of Conclusions:—

85. For the sake of convenience and ready reference the conclusions drawn from this study are indicated below:—

- (i) It is estimated that one receipt for every 1000 receipts dealt with in the Secretariat is unnecessary. Secretariat Departments should try to minimise all unnecessary references as far as possible (Para 41).
- (ii) After examining the existing pattern of staff of the Secretariat Sections with that obtained in the neighbouring States of Maharashtra, Andhra Pradesh and Madras it is not considered necessary to revise the existing pattern of staff in the Secretariat Sections (Para 45).
- (iii) The workload in vogue in Mysore has been examined with the workload in Andhra Pradesh and Madras. Receipt on which no action is taken are excluded for purposes of workload in Mysore, as in Andhra Pradesh and Madras. Based on the rate of disposal actually obtaining in the Secretariat, no change is indicated to the existing yardstick (Paras 46 to 50).
- (iv) Actual disposal in terms of number of receipts varies from Department to Department and from one Section to another in the same Department. With a view to formalize the existing position Special Section of the Madras type may be constituted in Mysore Secretariat for certain specified items of work (Paras 51 and 52).

- (v) The impact of workload on the Secretariat could be reduced to a certain extent if the petitions received by Ministers on which action is due in the Secretariat are referred to concerned Heads of Departments by the Minister's personal staff themselves (Paras 53 and 54).
- (vi) The post of Registrar in-charge of Receipt and Issue Sections may be made Gazetted Class II for better utilisation of their services, at a little extra cost in the interest of efficiency of work (Paras 55 to 59).
- (vii) It is of vital importance that the Secretariat should become primarily responsible for policy and the Departments for carrying that policy into effect. The study of existing delegation of powers in the Secretariat reveals that there is a case for reviewing the existing delegation and issuing an extensive delegation of powers applicable to all levels in the light of suggestions made in Paras 60 to 68 and reviewing them periodically thereafter (Paras 60 to 68).
- (viii) The existing 13 Departments have been regrouped into 11 Departments to make them more homogeneous and depending on the higher workload and the nature of disposal it demands; it is considered that there is a need for creation of Additional/Joint Secretaries in all the heavy Departments (Para 74).
- (ix) It is not administratively advantageous for a Secretary to Government to have more than one Minister to take orders from. Therefore, allocation of portfolios should be made in such a way that each Secretary has only one Minister to work under, as far as practicable (Para 75).
- (x) There should be a wholetime Secretary to be exclusively in charge of Organisation and Method work and the existing Units of Organisation and Method, Work Study and Inspection suitably strengthened, to cope with the expanding Organisation and Method and related work (Paras 82 to 84).

## GOVERNMENT OF MYSORE

## FINANCE DEPARTMENT

G. O. No. FD 43 SRP (1) 66, dated the 17th November 1966.

## Constitution of Pay Commission

Issues orders *Re.*—

READ:—

Government Order No. FI (B) 14034-14133 Bud. 119-56-3, dated 25th January 1957, sanctioning uniform scales of pay with weightage benefits.

2. Government Order No. FD 17 SRP (1) 61, dated 27th February 1961 sanctioning merger of dearness allowance with pay evolving new scales as in other States.

3. Government Order No. FD 26 SRP (1) 63, dated 2nd July 1963 sanctioning Rs. 5 increase in Dearness Allowance up to Rs. 400 pay.

4. Government Order No. FD 26 SRP (1) 64, dated 15th June 1964 sanctioning further increase of Rs. 5 in D.A. to officials drawing pay up to Rs. 400.

5. Government Order No. FD 61 SRP (1) 64, dated 2nd January 1965 sanctioning increase of Rs. 5 in D.A. to officials drawing pay up to Rs. 400 and *Ad-hoc* increase in Compensatory Allowance.

6. Government Order No. FD 36 SRP (1) 65, dated 3rd May 1965 sanctioning the revised rates of D. A. and Compensatory Allowance in case of all officials including the officials drawing a pay of Rs. 1,000 p.m.

7. Government Order No. FD 76 SRP (1) 65, dated 22nd July 1965 sanctioning increase of D.A. from Rs. 5 to Rs. 15.

8. Government Order No. FD 20 SRP (1) 66, dated 12th April 1966 sanctioning further increase of D. A. of Rs. 5 to officials drawing pay up to Rs. 210.

9. Government Order No. FD 21 SRP (1) 66, dated 12th April 1966 sanctioning revision of pay scales of Technical graduates.

PREAMBLE:—

Government have always given sympathetic consideration to the welfare of the Government servants and employees of the Local Bodies and Aided Educational Institutions consistent with its resources. Uniform scales of pay were sanctioned with liberal weightage increments with effect from 1st January 1957. Scales were again revised merging a portion of dearness allowance with new rates of Dearness and other Allowances with effect from 1st January 1961. From 1963 dearness allowance and compensatory allowances have been revised from time to time. This has cost the State Exchequer a considerable amount. During the Third Plan itself, the expenditure on account of increase in emoluments was estimated at Rs. 30 crores and this had to be met from States own resources. The Fourth Finance Commission sympathetically considered the State's case and a major portion of commitment made during the Third Plan was taken into account in giving its award, but no provision was made for any further increases during the Fourth Plan period.

The Government of India has further increased the dearness allowance of its employees and there is again a gap between the Central and State's rates of dearness allowance and other Compensatory allowances. The Non-Gazetted Officers' Association and other Associations and Subordinate Gazetted Staff have been making representations for revision of scales of pay and allowances. The Non-Gezettered Officers' Association have been urging for constitution of a Pay Commission. After examining the request of Government servants, the Government have decided that a One-man Commission be constituted to go into this question.

ORDER No. FD SRP (1) 66, DATED BANGALORE, THE 17TH NOVEMBER 1966

(KARTHIKA 26, SAKA ERA 1888).

Government are pleased to constitute a One-man Pay Commission. Justice T. K. Tukol, Judge of the High Court of Mysore, is appointed as the One-man Pay Commission with the following terms of reference:

(1) To review the existing pay structure of all categories of employees of the State, Government, Local Bodies and Aided Institutions and recommend suitable scales of pay taking into account the duties and responsibilities, qualifications and the existing economic conditions in the State. In making its recommendations, the Commission will keep in view the need for providing avenues of promotion to all categories of staff so as to maintain a high standard of efficiency;

(2) To examine the present service conditions of State Government employees and employees of Local Bodies and Aided Institutions and suggest any modifications in the Service Rules and Cadre and Recruitment Rules;

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

(4) To study the existing structure of Dearness Allowance and Compensatory Allowances and recommend the adequacy or otherwise of the existing rates with reference to the scales of pay recommended by the Commission;

(5) To review the existing orders relating to grant of Special Pay, Deputation Allowance, Project Allowance and Foreign Service Allowance and recommend suitable changes or abolition of these allowances;

(6) To suggest measures for providing amenities to Government servants such as Consumers' Co-operative Stores, Canteens, Games and Sports, etc., and also by way of providing incentives for good work;

(7) To examine the question of improving efficiency in the Government Departments and suggest suitable measures in this behalf; and

(8) To examine the workload of the several categories of staff and recommend suitable reduction of strength, wherever possible, in a phased manner.

2. In making its recommendations, the Commission should take into account their impact on the State's resources and the economic and social objectives of the State.

3. The Commission will lay down its own procedure for receiving representations, examining witnesses, etc., and may also visit important places in the State and arrange for sample surveys with the assistance of the State statistical Department.

5. The Commission will submit its report as early as practicable. Pending its final report, it may make recommendations of an interim nature.

By Order and in the name of the Governor of Mysore,

M. VEERARAJ URS,  
Secretary to Government,  
Finance Department.

To—The Accountant General, Mysore, Bangalore.  
The Secretaries to Government.  
The Heads of Departments.  
Press Table,

ANNEXURES

*Subject.*—**Constitution of the Pay Commission**

**PROCEEDINGS OF THE GOVERNMENT OF MYSORE**

**ORDER No. FD 18 SRP (1) 67 BANGALORE, DATED 12TH APRIL 1967.**

**READ.—**

**GOVERNMENT ORDER No. FD 43 SRP (1) 66, DATED 17TH NOVEMBER 1966.**

**PREAMBLE:—**

In the abovementioned Government Order Justice T. K. Tukol, Judge of the Mysore High Court has been appointed as One-Man Pay Commission, The terms of reference of the Pay Commission have been also mentioned in para 1 of the said Government Order. After the constitution of the Pay Commission several representations have been received from the Pensioners requesting grant of increased rate of Dearness Allowance on par with the Government servants. There is no provision in the terms of reference to the Pay Commission to examine the question of the rates of Dearness Allowance sanctioned to the Pensioners.

**ORDER.—**

After considering the request made by the Pensioners for increase in rates of Dearness Allowance, Government are pleased to direct that the question of revision of the rates of Dearness Allowance of the Pensioners may be referred to the Pay Commission and the following item may be added to para 1 of the Government Order of 17th November 1966.

“ITEM No. 9.—To consider the requests of Pensioners with reference to facilities and concessions given in other States.”

By order and in the name of the Governor of Mysore,

P. V. REVADY,  
Special Officer, Finance Department.

To,

The Secretary, Pay Commission  
The Secretaries to Government  
The Heads of Departments  
The Compiler, *Mysore Gazette*, Bangalore

---

*Subject.*—Inclusion of the question relating to the structure of emoluments and other service conditions of the staff of the High Court within the purview of the recommendation of the Pay Commission.

PROCEEDINGS OF THE GOVERNMENT OF MYSORE

ORDER No. FD 23 SRP (1) 67, BANGALORE, DATED THE 20TH APRIL 1967.

READ.—

- (1) Government Order No. FD 43 SRP (1) 66, dated 17th November 1966
- (2) Government Order No. FD 18 SRP (1) 67, dated 12th April 1967.
- (3) D. O. letter No. C. 19/67, dated 27th March 1967, from the Registrar, High Court of Mysore, Bangalore.

PREAMBLE.—

In the Government Order first cited One-Man Pay Commission with Justice T. K. Tukol was appointed with the terms of reference as detailed thereunder and in the Government Order Second cited the question relating to the revision of dearness allowance of pensioners was also referred to the Pay Commission as one of the terms of their reference. Since under Art. 229 of the Constitution of India the conditions of Service of the Officers and staff of the High Court are such as are prescribed by the Chief Justice of the High Court a doubt has been felt whether the Pay Commission will include the staff of the High Court within the purview of their recommendations and hence the Registrar, High Court has requested for issue of orders specifically including the staff of the High Court in the terms of reference of the Commission.

ORDER.—

In the circumstances explained by the Registrar, High Court, Government accepts his proposal and accordingly is pleased to request the Pay Commission to include the question relating to the structure of emoluments and other service conditions of the Officers and staff of the High Court also within the purview of their recommendations.

By Order and in the name of the Governor of Mysore,

N. S. BHARATH,  
Deputy Secretary to Government,  
Finance Department.

To.

1. The Accountant General, Mysore, Bangalore.
  2. The Secretary, Pay Commission, Bangalore.
  3. The Registrar, High Court of Mysore, Bangalore.
  4. The Compiler, *Mysore Gazette* Bangalore.
  5. The G. A. D. (Services).
-

*Sub:—*Inclusion of the question relating to the structure of Emoluments and other Service Conditions of the staff of the Mysore Public Service Commission within the purview of the recommendations of the Pay Commission.

PROCEEDINGS OF THE GOVERNMENT OF MYSORE.

READ.—

1. Government Order No. FD 43 SRP (1) 66, dated 17-11-66.
2. Government Order No. FD 23 SRP (1) 66, dated 20-4-67.
3. Letter No. O and M. 123/67-68, PSC, dated 28-6-1967.

PREAMBLE:—

In the Government Order first cited One-man Pay Commission with Justice T. K. Tukol was appointed with the terms of reference as detailed thereunder. In the order second cited the Pay Commission was requested to include the staff of the High Court within the purview of their recommendations. In the letter cited at Serial No. (3) above the Secretary of the Mysore Public Service Commission has stated that as the Service Condition of the staff of the Public Commission which is an independent constitutional body, are governed by rules issued by the Governor separately under the provisions of Art. 218 of the Constitution the same is likely to be omitted from the scope of the Recommendations of the Pay Commission and hence has requested for issue of Specific orders in the matter as in the case of the staff of the High Court.

ORDER No. FD 37 SRP (1) 67, BANGALORE, DATED 3RD AUGUST 1967.

Government agree with the views expressed by the Secretary, Mysore Public Service Commission in his letter of 28-6-1967 mentioned above and accordingly are pleased to request the Pay Commission to include the question relating to the structure of emoluments and other service conditions of the staff of the Mysore Public Service Commission also within the purview of their recommendations.

By Order and in the Name of the Governor of Mysore,

P. V. REVADI,

*Special Officer, Finance Department.*

To

1. The Accountant General, Mysore, Bangalore.
  2. The Secretary, Pay Commission.
  3. The Secretary, M.P.S.C., Bangalore.
  4. The General Admn. Department (Services).
  5. The Compiler, *Mysore Gazette*, Bangalore.
-

*Subject:—Sanctioning of staff for the Secretariat of the Pay Commission.*

PROCEEDINGS OF THE GOVERNMENT OF MYSORE.

READ:—

1. Government Order No. FD 43 SRP (1) 66, dated 17-11-1966.
2. Government Order No. FD 43 SRP (1) 66, dated 23-12-1966.
3. Notification No. GAD 467 SAS 66, dated 31-12-1966.

PREAMBLE:—

In the Government Order dated 17-11-1966 first cited, One-Man Pay Commission with Justice T. K. Tukol was constituted with the terms of reference as detailed there under. In the Government Order dated 23-12-1966 cited second, a post of Secretary to the Pay Commission in the grade of Senior Scale of I. A. S. with a Special Pay of Rs. 150 per mensem was created and Shri N. Narasimha Rau, I.A.S., Secretary to Government, Food and Civil Supplies Department, was appointed to the post as per Notification cited third

Shri N. Narasimha Rau, Secretary of the Pay Commission, has requested for subordinate staff for the Secretariat of Pay Commission with a view to enable it to proceed with the work.

ORDER No. FD 1 SRP(1) 67, BANGALORE, DATED 10TH JANUARY 1967.

After detailed consideration of the proposal received from the Secretary to the Pay Commission Government is pleased to sanction staff for the Secretariat of the Commission as detailed in the Annexure appended to this order, for a period of One year from the date of the Government Order or till the Commission continues to function, whichever is earlier.

2. The posts of Accounts Officer, Accounts Superintendent, and Auditors under the "Financial Wing", of the Secretariat of the Pay Commission (Vide Annexure) will be drafted from the Accountant General's Office and they will be entitled to draw allowances at the Central scales and Rules relating to Leave, etc., will be as in their Parent Department.

3. Separate Orders will issue regarding the Special Pay admissible in respect of the Staff drafted to work in the Secretariat of the Pay Commission on receipt of the proposals from the Pay Commission. In the case of Judgement Writers, posted to work as Personal Assistant to the Commission, Special Pay will be Rs. 50 per mensem.

4. In cases where the Departments from which Staff has to be drawn are not mentioned, the Pay Commission may get the Staff from the Secretariat or other Departments,

By Order and in the Name of the Governor of Mysore.

N. S. BHARATH,

*Deputy Secretary to Government, Finance Department.*

To

1. The Accountant General, Mysore, Bangalore.
2. The Secretary to the Pay Commission.
3. The Secretaries to Government.
4. The G. A. D. (Misc).
5. G. A. D. (Administration).
6. Weekly Gazette.



## ANNEXURE

## Establishment for the Pay Commission.

1 Personal Establishment of the Pay Commission (to be drawn from the cadre of Judgement writers of the High Court).	Personal Assts.—2	In the scale of pay of Judgement Writers <i>ie.</i> , Rs. 150-10-260-15-350-25-500 plus spl. pay of Rs. 50 p. m.
2 Personal Establishment of the Secretary, Pay Commission.	Stenographers †—2	In the scale of pay of Rs. 130-5-150-8-190-10-270 + spl. pay of Rs. 30 pm. + spl. pay of Rs. 25 pm.
	Junior Assistant—1	In the scale of Rs. 80-3-110-4-130-5-150.
	Class-IV—2	In the scale of Rs. 50-1-60.
3 Administrative Wing of the Pay Commission.	Deputy Secretary—1	In the scale of pay applicable to Deputy Secretary on scale of pay of the incumbent + spl. pay.
Personal Establishment of the Deputy Secretary.	(a) Stenographer †—1	In the scale of pay of Rs. 130-5-150-8-190-10-270 † spl. pay of Rs. 30 pm.
	(b) Junior Assistant—1	In the scale of Rs. 180-8-110-4-130-5-800. + spl. pay of Rs. 30. p.m.
	(c) Class-IV—2	In the scale of pay of Rs. 50-1-60.
	Under Secretary—1	In the scale of pay of Rs. 350-25-650-30-800 plus spl. pay.
	Stenographer † for Under Secretary—1	In the scale of pay of Rs. 130-5-150-8-190-10-270 + spl. pay of Rs. 30 p. m.
	Section Officer—1	In the scale of pay of Rs. 250-20-350-25-500.
	Sr. Assistant—1	In the scale of pay of Rs. 200-10-280-15-355-20-415.
	Assistants—2	In the scale of pay of Rs. 130-5-150-8-190-10-270.
	Junior Assistant—1	In the scale of pay of Rs. 80-3-110-4-130-5-150.
	Class IV	In the scale of pay of Rs. 50-1-60.
4 Financial Wing :	Accounts Officer—1	In the scale of pay of Rs. 600-40-1000.
	“ Stenographer ” to Accounts Officer—1	In the scale of pay of Rs. 130-5-150-8-190-10-270 + spl. pay of Rs. 30 pm.
	Accounts Supdt—1	In the scale of pay of Rs. 300-700.
	Auditors—3	In the scale of Rs. 200-400.
	Junior Assistant—1	In the scale of pay of Rs. 80-3-110-4-130-5-150.
	Class-IV—2	In the scale of pay of 50-1-60.

5 Statistical Wing ;	Dy. Director of Statistics—1 (to be drafted from the Dept. of Statistics)	In the scale of pay of 350-25-650- 30-800.
	Asst. Director of Statistics—2 (to be Drafted from the Dept. of Statistics)	In the scale of pay of 250-20-350- 25-500
	Sr. Statistical Assts.—4 (to be drawn from the Dept. of Statistics).	In the scale of pay Rs. 150-8-190- 10-270.
	*Steno. to Dy. Director—1 of Statistics.	In the scale of pay of Rs. 130-5- 150-8-190-10-270+spl. pay of Rs. 30 pm.
	Junior Assistant—1	In the scale of pay of Rs. 80-3-110- 4-130-5-150.
	Class IV—2	In the scale of pay of Rs. 50-1-60.
6 Registry.	Senior Assistant—1	In the scale of pay of Rs. 200-10- 280-15-355-20-415.
	Junior Assistants—2	In the scale of pay of Rs. 80-3-110- 4-130-5-150.
	Class-IV—2	In the scale of pay of Rs. 50-1-60.
7 Typing Pool.	Typists†—2	In the scale of pay of Rs. 80-3-110- 4-130-5-150+spl. pay of Rs. 10 p. m.

\*. In case, the Stenographers and Typists appointed to the above posts have not opted to the Clerical Scales of pay and have retained their old grade, then they may be allowed to draw pay in the old Stenographers or Typists scale without the special pay of Rs. 30 p.m. in the case of Stenographers and Rs. 10 p.m. in the case of Typists. Stenographers and Typists drawn from other than Secretariat will be eligible to draw pay in the scale of pay applicable to them in their parent Department.

---

## FIRST INTERIM REPORT OF THE MYSORE PAY COMMISSION, 1966.

1. Government constituted the One-Man Pay Commission by Order No. FD 43 SRP (1) 66, dated the 17th November 1966 with the terms of reference enumerated therein, particularly, to review the existing pay-structure of all categories of employees of the State Government, Local Bodies and Aided Institutions, to examine their present service conditions and to make recommendations on various matters taking into consideration their impact on the State resources. The Commission is also required to study the existing structure of dearness and other allowances with reference to the pay scales to be recommended by it. The concluding part of the order states that the Commission "may make recommendations of interim nature", pending its final report".

2. The preamble to the order indicates the circumstances under which the Commission came to be constituted. It is only material to mention that on considering the representations of the Non-Gazetted Officers' Association and other Associations for revision of pay-scales and other allowances, made under the context of further increase in the dearness allowance granted by the Central Government to its employees, further widening the gap between the Central and the State rates of dearness allowance, Government decided to appoint the Commission to go into the various questions referred to it in the order of appointment.

3. The nine orders which have been read in the opening part of the order constituting the Commission unequivocally disclose that the Government has always been solicitous of and alive to the welfare of its employees and revising the pay-scales and rates of dearness allowance and of other allowances wherever circumstances justified an increase.

4. The numerous matters included in the terms of reference need full investigation by issue of an exhaustive questionnaire to elicit the pertinent views of representative associations of concerned employees and of other responsible officials and non-officials who have bestowed thought on problems relating to fixation of pay-scales and other emoluments with special reference to their impact on the financial resources of the State. The volume of work involved is stupendous. The Commission proposes to visit important district places in the State and record the evidence of persons likely to be of some assistance to the Commission in its work. All this is bound to take time. Besides, some of the terms of reference seem to overlap the field of work entrusted by the Central Government to Morarji Desai Commission whose report may not be available before September or October 1967. Therefore the final report of the Commission may not become ready before the end of this year.

5. Under these circumstances, the only matter on which an interim report can possibly be made to the Government by the Commission is as regards the general and unanimous demand for enhanced dearness allowance. It is the considered opinion of the Commission that grant of enhanced dearness allowance at this juncture would go a long way in affording reasonable relief to the employees from the hardship created by the unusual rise in the general cost of living. The Commission, however, desires to impress everybody concerned that the instant recommendations are purely provisional subject to such modifications as further study and data collected later might justify,

---

The reasons why the Commission has chosed to treat the question of dearness allowance independently of other demands are: (1) the Memorandum dated the 8th June 1966 submitted to the Hon'ble Chief Minister and the other dignitaries of the State by the Mysore State Non-gazetted Officers' Association prays for increase in the pay-scales and dearness allowance. The submissions made to the Hon'ble the Speaker and the Hon'ble Chairman respectively of the State Legislativs Assembly and the Legislative Council on 18th March 1966 reiterate the same grievances. (2) The Mysore Gazetted Officers' Association (Secretariat) which submitted a brief representation to Government on the 7th October 1966 has pleased for similar reliefs. (3) The Official replies to these representations, mostly negative in character, do not seem to have satisfied any class of servants. (4) The Commission itself has received a number of representations from employees serving in various departments of Government and in aided Institutions praying for similar reliefs. (5) There appears to be an all-round persistent demand for immediate relief. The only matter in regard to which grant of immediate relief is possible is an upward revision of dearness allowance, as workable and reasonable data is available for consideration and provisional decision.

7. The Commission with its Secretary had three meetings with the Secretary and the Deputy Secretary (Budget) of the Finance Department. During the course of the discussions the latter impressed upon the Commission orally and by presentation of a written statement that the State Government had been experiencing considerable difficulties in meeting the demands of the Fourth Plan and that many assumptions made in expectation of augmented resources might not even materialise. They emphasised that any increase in the emoluments of Government servants would seriously cut into the meagre resources available for the Plan.

8. The Commission is fully alive to the difficulties of Government in meeting additional liabilities; but it is not possible at this stage to assess the financial resources with possibilities of augmentation by economy and reduction in expenditure. That investigation has necessarily to be postponed to the stage of the final report when sufficient meterial is expected to be available. It may be that the resources of the State as estimated at present leave little scope for revision of emoluments to meet the expectations of the employees; but one cannot be obvious to the hardships which the employees are required to face as a consequence of steady increase in the cost of living due to inflationary factors and the devaluation of the rupee. The problem of spiralling prices is an All-India problem and efforts made by the Centre and the States to check the same have not met with any success to any perceptible degree. Hence it is necessary to grant them reasonable relief in the matter.

9. The Government revised the rates of dearness allowance in April 1966 but developments occurring since then need rethinking. Those developments are: (1) There has been further increase in the cost of living index. While the cost of living index in April 1966 was 833.25 under food and 683.76 under the general head, the corresponding figures for November 1966 have risen to 884.93 and 919.57 respectively. Though the increase on food account has not been very material, there has been a pronounced rise by 40% under the general head. (2) The Government of India sanctioned higher rates of dearness allowance in December 1965 and yet they found it necessary to grant a further rise in August 1966. (3) The Madras Government followed suit and sanctioned the Central Scales of dearness allowance with effect from December 1966. The Psychological effect of all this cannot be overlooked. Besides, there are two earlier statements made by or for Government which create an impression that the Madras scales may be regarded as reasonably acceptable. The first is contained in the Statement laid before the Legislature in April 1966 when revised rates of dearness allowance were sanctioned wherein it was specifically pointed out that Mysore rates were on par with those of Madras upto the pay-range of Rs. 90. The second is to be gathered from the instruction issued to the Committee constituted under G. O. No. F D 368 SRP (1) 65, dated the 3rd May 1965 which was called upon to make "... ..suitable recommendations to revise the scales of pay on the pattern that is obtaining in Madras....." It may not be incorrect if an inference is drawn from these facts that Government are inclined to regard the Madras pattern of pay-scales and allowances as deserving favourable consideration, while making recommendation for revision of pay-scales, etc.

10. It is for these reasons that the Commission considers it desirable and necessary to recommend to Government to grant the following rates of dearness allowance with effect from the 1st January 1967 as an interim relief :

<i>Pay Range.</i>		<i>Rates recommended.</i>	<i>Madras Rates.</i>
Below Rs.	90	Rs. 47	Rs. 47
Rs. 90	Rs. 109	Rs. 65	Rs. 70
Rs. 110	Rs. 149	Rs. 70	Rs. 70
Rs. 150	Rs. 209	Rs. 90	Rs. 90
Rs. 210	Rs. 399	Rs. 110	Rs. 110
Rs. 400	Rs. 1000	Rs. 120	Rs. 120
Rs. 1000 and above.		Rs. 100	Rs. 100

The scale now recommended is almost on par with that in Madras except for the fact that it is slightly less in the second stage, though slightly higher as compared with the Central scale. It is also necessary to mention that the State servants drawing more than Rs. 1000 per month do not get any dearness allowance through the I.A.S. and I.P.S. Officers get it under the orders of the Central Government. The last stage in the scale is intended to remove this inequality which leads to avoidable disappointment and frustration.

11. If the scales recommended are sanctioned, the approximate increase in expenditure would come to about Rs. 2.25 crores. Extension of the same increase to other employees in Local Bodies, Aided Institutions, Work-charged Establishments and Contingency-paid Establishments will involve an additional expenditure of Rs. 1.25 crores. The total financial burden would be in the order of Rs. 3.50 crores or so. So far as the current year is concerned, dearness allowance to be paid at the new rates would be only for two months and the expenditure in that behalf may not exceed Rs. 65 lakhs. It is hoped that the Government may not find it difficult to make suitable adjustments in the current budget.

22nd January 1967.

**T. K. Tukol,**  
*Pay Commission.*

## GOVERNMENT OF MYSORE

## FINANCE DEPARTMENT

G. O. No. FD. 3. SRP 1967, dated 27th January 1967.

Revision of Rates of Dearness Allowance payable to Government servants with effect from 1st January, 1967. Issues Orders re. the.....

## Read :

1. G.O. No. FD 17 SRP (1) 61, dated 27th February, 1961
2. G.O. No. FD 234 SRP (1) 61, dated 28th December, 1961
3. G.O. No. FD 18 SRP (1) 63, dated 2nd July 1963
4. G.O. No. FD 26 SRP (1) 64, dated 15th June 1964
5. G.O. No. FD 61 SRP (1) 64, dated 2nd January 1965
6. G.O. No. FD 36 SRP (1) 65 dated 3rd May, 1965
7. G.O. No. FD 76 SRP (1) 65; dated 22nd July 1965
8. G.O. No. FD 20 SRP (1) 66, dated 12th April 1966
9. G.O. No. FD 43 SRP (1) 66, dated 17th November 1966.

## Preamble :

Government have constituted One-Man Pay Commission with Hon'ble Justice T. K. Tukol in G.O. read at Sl. No. 9, which explains the circumstances under which the Commission was appointed and indicate the terms of reference.

The Pay Commission in their Interim Report dated 2nd January 1967 have stated that the only matter on which Interim Report could be made to Government is regarding the general unanimous demand for enhanced Dearness Allowance.

The Commission are of the considered opinion that grant of enhanced Dearness Allowance would go a long way in affording reasonable relief to the employees from the hardship caused due to the unusual rise in cost of living. The Commission have also stated that the recommendations regarding enhanced Dearness Allowance are purely provisional subject to such modification as further study and data collected may justify. The recommendations regarding enhanced Dearness Allowance suggested are as under :—

Pay Range recommended.	Rate of Dearness Allowance recommended.
	Rs. p.m.
1. Below Rs. 90 p.m. ...	47
2. Rs. 90 ... Rs. 100 ...	65
3. Rs. 110 ... Rs. 149 ...	70
4. Rs. 150 ... Rs. 209 ...	90
5. Rs. 210 ... Rs. 399 ...	110
6. Rs. 400 ... Rs. 1000 ...	120
7. Rs. 1000 and above ...	100

The Commission have also pointed out that while at present all I.A.S. and I.P.S. Officers over pay range of Rs. 1,000 get Dearness Allowance, those outside the cadre of I.A.S. & I.P.S. are not getting it. The Commission recommends to give Dearness Allowance to officers in the pay range above Rs. 1,000 to remove this inequality which leads to avoidable disappointment and frustration.

Government after considering the interim report of the Pay Commission have accepted the recommendations *in toto*.

Order No. FD. 3 SRP (I) 67, Bangalore, dated 27th January 1967.

1. Government direct that the rates of Dearness Allowance to Government servants be regulated as under with effect from 1st January 1967 (i.e., for pay, etc., accruing from 1st January 1967).

(1) Government servants holding 1961 Scale.

	All places. Rs. p.m.
1. Those drawing basic pay below Rs. 90 p.m.	47
2. Those drawing basic pay of Rs. 90 or above but below Rs. 100 p.m.	65
3. Those drawing basic pay of Rs. 110 or above but below Rs. 150 p.m.	70
4. Those drawing basic pay of Rs. 150 or above but below Rs. 210 p.m.	90
5. Those drawing basic pay of Rs. 210 or above but below Rs. 400 p.m.	110
6. Those drawing basic pay of Rs. 400 or above but below Rs. 1,000 p.m.	120
7. Those drawing basic pay of Rs. 1,000 or above.	100

(2) Government servants who have not elected 1961 Scales.

(i) Pre-1961 rates of Dearness Allowance at the rates in force on 31st December 1960 as noted below:—

	City Areas Rs. p.m.	Non-City Areas Rs. p.m.
1. Those drawing basic pay of Rs. 80 p.m. or below	... 35	30
2. Those drawing basic pay above Rs. 80 but not above Rs. 100 p. m.	... 40	35
3. Those drawing basic pay above Rs. 100 but not above Rs. 150 p. m.	... 45	40
4. Those drawing basic pay above Rs. 150 but not above Rs. 250 p. m.	... 55	45
5. Those drawing basic pay above Rs. 250 but not above Rs. 300 p. m.	... 60	50
6. Those drawing basic pay above Rs. 300 but not above Rs. 500 p. m.	... 60	50
7. Those drawing basic pay above Rs. 500 but not above Rs. 800 p. m.	... 65	55
8. Marginal adjustments to those drawing more than Rs. 800 but less than Rs. 865/855 p. m.	Difference Rs. 865 and basic pay.	Difference Rs. 855 and basic pay.

(ii) Additional Dearness Allowance:—

	All Places. Rs. p. m.
1. Those drawing basic pay below Rs. 65 p. m.	... 42
2. Those drawing basic pay of Rs. 65 p. m. or above but below Rs. 80 p. m.	... 60

3. Those drawing basic pay of Rs. 80 p. m. or above but below 115 p. m.	...	65
4. Those drawing basic pay of Rs. 115 p. m. or above but below Rs. 170 p. m.	...	85
5. Those drawing basic pay of Rs. 170 p. m. or above but below Rs. 350 p. m.	...	105
6. Those drawing basic pay of Rs. 350 p. m. or above but below Rs. 1,000 p. m.	...	110
7. Those drawing basic pay of Rs. 1,000 p. m. or above.	...	100

*Note:*—Basic pay under (1) and (2) includes personal pay and also charge allowance granted under Rule 68 of Mysore Civil Services Rules. It does not include Special Pay or any other allowance.

2. The Heads of Departments are authorised to make payments of the Allowance as per this Order and submit proposals for additional grants to the extent necessary before the end of 15th February 1967.

3. Regarding Government Industrial Concerns and employees of Local Bodies, the rates now sanctioned are applicable but separate orders will issue from the respective Departments of the Secretariat. Wholtime employees paid from contingencies and those borne on Work-charged establishments may be given an increase in Dearness Allowance of Rs. 5 p. m. if they have not opted to the revised scales of pay sanctioned to them. Those who have opted are eligible to Dearness Allowances sanctioned in this Order in Para 1 (1).

4. In the case of Local Bodies, grant-in-aid to cover a portion of extra cost on account of Dearness Allowance at Government rates will be paid provided the allowance as sanctioned now is given effect to. Orders regarding the quantum of grant-in-aid payable will issue separately.

The Local Bodies should, however, take action to enforce economy in expenditure and increase their resources as the grant-in-aid to be sanctioned may have to be reduced gradually.

5. In the case of Aided Educational Institutions, increased allowance as per this Order may be given subject to assistance being regulated according to the grant-in-aid code, Orders in this behalf will issue separately from the Education Secretariat.

6. The extra cost on account of this Order is expected to be about Rs. 3.50 crores per annum.

By Order and in the name of the Governor of Mysore,

N. S. BHARATH,

*Deputy Secretary to Government, Finance Department.*

To

The Accountant General, Mysore, Bangalore.

The Secretaries to Government.

The Divisional Commissioners.

The Heads of Departments.

The Deputy Commissioners of Districts.

The District Treasury Officers.

The Compiler, *Mysore Gazette*

*Weekly Gazette.*

PRESS TABLE.



**SECOND INTERIM REPORT OF THE MYSORE PAY COMMISSION, 1966.**

The First Interim Report of the Pay Commission recommending to Government grant of Dearness Allowance at the rates adopted by the Central Government was made on 2nd January, 1967 and the Government was pleased to give effect to the recommendations with effect from the 1st of January 1967. That Report indicated in paragraph 9 therein the developments which necessitated the revision of rates of Dearness Allowance and the justification for award of enhanced rates of Dearness Allowance.

2. Even before the State Government constituted the One-Man Pay Commission by Order No. FD 43 SRP (1) 66, dated 17th November 1966, the Central Government in the Ministry of Finance had set up a Commission with Mr. Gajendragadkar, the former Chief Justice of the Supreme Court of India as Chairman by the resolution dated 26th July 1966. One of the terms of reference as mentioned in that Resolution in paragraph 2 (1) (a) and the findings recorded thereon by that Commission coupled with the acceptance of the Gajendragadkar Commission Report by the Central Government are directly responsible for new situation which compels the State Commission to make this second Interim Report on the need of granting enhanced rates of Dearness Allowance. Para 2 (1) (a) of Resolution required the Gajendragadkar Commission to report specifically on the following issue.

“Considering that the non-plan Revenue expenditure of State Government gets reflected in the financial assistance given by the Centre on the recommendations of the Finance Commissions and in the annual plan allocations, and having regard to the existing disparities between the pay scales of Central and State employees, is it justifiable to follow a different policy at the Centre from the States and to treat the employees of the former more liberally in the matter of dearness allowance?”

3. It is this term of reference which required the Gajendragadkar Commission to address itself to the question of justifiability of following a different policy at the Centre from that in the States by allowing the employees of the Central Government a more liberal scale of Dearness Allowance than those awarded by the State Government to their employees. It appears from Annexure IV-4 to the Gajendragadkar Commission Report that representatives of State Governments met the Commission and that the representatives of our State Government were the Chief Secretary and the Finance Secretary. What the Commission found during the course of its enquiry has been recorded in Chapter V, paragraphs 5 (7) and 5 (8) of the Report to the following effect:-

“During the course of our inquiry we found that there was unanimity between the State Governments and their respective employees on the point that there should be no disparity between the percentages of neutralisation at which dearness allowance should be payable to the Central Government employees and the percentages at which it should be payable to the State Government employees. There was also unanimity amongst the State Governments and their respective employees that if the State Governments were unable to bear the burden arising from payment of additional dearness allowance, the Central Government should give financial assistance to the State Governments : so that, in a way, this became an issue between all the States and their employees on the one hand and the Central Government on the other. (The italicised is mine).

“On principle, we find it difficult to sustain any disparity with regard to the percentage of neutralisation at which dearness allowance should be paid to Government employees. Whether working under the Central Government or under different State Governments. Since in our view employees who are getting salaries at or a little above the subsistence level are entitled to be protected against the rise in prices of essential commodities, the extent of neutralisation legitimately admissible in the case of these categories must be uniform wherever the employees may be working and whoever pays them. We are, therefore, unable to resist the point urged before us by the State Government and their respective employees in this matter.” (The italicised is mine).

4. The Gajendragadkar Commission then proceeded to consider the claims made by the State Governments for contribution from the Centre towards meeting of additional expenditure and expressed its awareness of the enormous rise in defence expenditure and over the various development plans awaiting implementation both by the Centre and by the State Governments. It then referred to the changes brought about by the last General Election which resulted in all major political parties coming to power in some States and in opposition in others. It then stated :—

“... In a situation like this one may hope that all parties will face with determination the common task of controlling the rise of prices, without which all Governments will be caught in the spiral of rising prices and rising claims for dearness allowance and such claims will become larger in magnitude and more general in their coverage. In such a situation the Central and State Governments are expected to have a common stake in finding a basic solution to the problem *i.e.*, how to break the vicious spiral. All concerned may realise that, whether the increasing cost of dearness allowance is borne by the State Governments or partly by the Central Government also, the burden will directly or indirectly fall on the resources of the country as a whole.”

5. Thereafter, the Commission referred to the results of their inquiry in regard to the Public Sector undertakings and stated that their inquiry disclosed that most of the Public Sector undertakings were adopting the Central Government Dearness Allowance rates from time to time. After discussing various other incidental matters, this is how the Commission concluded its finding on the aforesaid issue.

‘In the result, our specific finding on this issue is that *there would be no justification for disparity in the rates at which dearness allowance should be paid to the employees of the Central Government and the employees of the State Governments.*’ (The italicised is mine.)

6. The Central Government announced its decision to pay increased Dearness Allowance to its employees as recommended by the Gajendragadkar Commission, on 11th September 1967. Chapter IX of the Report contains the recommendations relating to the payment of additional Dearness Allowance in future to the employees of the Central Government. Paragraph 3 of the recommendations along with the table of rates is reproduced below for reference as the same is relevant for our present purpose.—

“(3) We recommend :

- (i) that compensation to the employees for the future rise in prices should be given in the form of additional dearness allowance, as we consider that no alternative form of assistance is feasible and practicable ;
- (ii) that for determining the additional dearness allowance admissible from time to time the All-India Working Class Consumer Price Index (1949-100) be used until such time as the All-India Working Class Consumer Price Index (1960-100) is prepared, published and accepted, with a suitable linking factor ;
- (iii) that increases in additional dearness allowance be made with reference to every ten-point rise in the twelve-month average of the said Index ;
- (iv) that additional dearness allowance be paid to such employees as draw basic pays ranging from Rs. 70 to 575 per month, as set out in the table below

Pay range (Basic Pay without dearness allowance).	Percentage of neutralisation for a 10 point rise in the average of the Index above 175	Amount of dearness allowance for a 10 point rise,	Dearness allowance now being paid at Index 175.	Additional dearness in allowance to be paid future the when the reaches.					
				average of	Index	225	235	205	215
Rs.				Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
70-109*	90%	6	47	6	12	18	24	30	36
110-149	60%	7	70	7	14	21	28	35	42
150-209	55%	8	90	8	16	24	32	40	48
210-399	45%	9	110	9	18	27	36	45	54
400-449	25%	10	120	10	20	30	40	50	60
450-499	24%	11	120	...	...	33	44	55	66
500-575	24%	12	120	...	...	...	...	60	72

\*This is to be taken to mean "Rs. 70 and above but below Rs. 110".

The same applies to all the other slabs except the last.

7. It is understood that the Central Government agreed to pay, after certain deliberations and discussion the Dearness Allowance at the revised higher rates in cash from September 1st 1967. It undertook to credit to the Provident Fund of each official the amounts of increases in the Dearness Allowance payable from February 1, to August 1, 1967 and hold the same in deposit until March 1968. The Press report states that this arrangement is in consonance with the understanding arrived at between the Government and the joint council of action of Government employees.

8. In consideration of the steep rise in the cost of living and the consequent hardship caused to the employees, the following State Governments are reported to have accepted payment of Dearness Allowance at rates sanctioned by the Central Government to their employees, with or without certain modifications :

- (1) Gujarat ;
- (2) Madras ;
- (3) Maharashtra ;
- (4) Orissa ;
- (5) Rajasthan ; and
- (6) Uttar Pradesh.

The State Government of *Kerala* has not yet taken any official decision in the matter, though the Chief Minister is reported to have stated that "no State Government in India could deny its employees the new rates of Dearness Allowance."

9. It is necessary to indicate briefly the nature of the decisions taken by the aforesaid Governments. The *Gujarat* Government has agreed to make cash payment from November onwards to employees with basic pay below Rs. 450 per month. The two separate revisions effective from February 1 and from June 1, 1967 are also allowed to the employees subject to the condition that the amounts due thereunder would be credited to the respective Provident Fund account of each of the employees

The Government of *Maharashtra* has taken an identical decision, while the Government of *Rajasthan* has made a slight modification to the effect that the enhanced rate would be paid from October 1, the arrears from February 1 to September 30 being deposited in the General Provident Fund of the employees or held to their credit in any other manner.

The Government of *Uttar Pradesh* has agreed to grant to their employees drawing salaries upto Rs. 449 per month an increase in Dearness Allowance at the same rates as those announced by the Centre. For the first ten-point rise in the cost of living index the increase will have retrospective effect from the 1st of April this year, while the second ten-point rise will be effective from June 1. These two increases are to be credited to the Provident Fund account of the employees and they are permitted to draw the same, if necessary, after April 1, 1968. The payment of Dearness Allowance from September 1 onwards will be in cash.

The Governments of *Madras* and *Orissa* do not seem to have accepted the recommendation for payment of arrears prior to November 1, 1967. The announcement of the Government of *Orissa* is dated November 8, 1967 and the higher rates of Dearness Allowance take effect from November 1. The Government of *Madras* has decided to grant the Dearness Allowance with effect from 1st of November but the arrears for the four months upto February 1968 will be credited to the respective Provident Fund account of the employees. The employees are permitted to draw the accumulated amount on or after April, 1968 subject to the terms and conditions applicable to withdrawal of amount from the Provident Fund Account. The revised rates of Dearness Allowance will be disbursed in cash with effect from the pay earned for March 1968.

10. It cannot be denied that the finding of the Gajendragadkar Commission that there could be no justification for disparity in the rates at which Dearness Allowance should be paid to the employees of the Central Government and the employees of State Governments has far-reaching effects. The aforesaid State Governments had naturally given effect to the recommendations with such modifications as they have deemed fit. The acceptance of the recommendations of the Gajendragadkar Commission by the Centre and the State Governments aforesaid has naturally its own repercussions on our own State. The reactions are reflected in the representations received by the Commission and the resolutions passed and demands made by the employees as reported in the Press.

11. The Secretariat Association has requested that Dearness Allowance should be granted to the employees of the State Government on par with that of the Central Government. In their representation dated 15-9-1967, they have stated that "as per the finding of the Gajendragadkar Commission there should be no justification for disparity in the rates between the Central and the State employees." The Non-Gazetted Officers' Association has also submitted a Memorandum dated 21st September 1967; according to them, "...the erosion in the standard of living of the vast majority of State Government employees continues space calling for immediate financial assistance to employees." They have requested that "the scheme of Dearness Allowance applicable to Central Government employees be awarded by the Commission by means of an interim recommendation."

12. The various points stated above have set the Commission thinking about the justifiability of the demand made by the employees for extension of rates of Dearness Allowance recommended by the Gajendragadkar Commission. The rise in prices of essential commodities is a continuing phenomenon and efforts so far made both by the Centre and the State Governments to hold the price line and restore economy to its natural health and vigour have obviously proved futile. The All-India Monthly consumer price index number which was 197 in January went upto 211 in June 1967, i. e., by 14 points or by 7.1 per cent within the course of five months.

13. The cost of living in our State has also been rising continuously since the last revision of Dearness Allowance sanctioned by the State Government. In paragraph 9 of my First Interim Report dated 2nd January 1967 it was pointed out that the cost of living index in April 1966 was 833.25 under food and 683.76 under the general head with corresponding figures for November 1966 being 884.93 and 919.57 respectively. It was also disclosed that there had been a pronounced rise by 40 per cent under the general head though the rise under food account had not been very material. Within a short period of eight months between January 1967 and September 1967, there has been a rise in the cost of living varying from 8.4 per cent at Hassan to 24.2 per cent at Mangalore in our State the increase in the Price Index has been by 10 per cent. It is the rise of the prices of the food group that is mainly responsible for the increase in the cost of living. This is

evidenced by the fact that the food index has moved up by 10.4 per cent at Hassan as compared to the general increase of 8.4 per cent and by 35.0 per cent at Mangalore as against the general increase of 24.2 per cent. The present rates of Dearness Allowance effective from 1st January 1967 were those approved by the Central Government when the cost of living index stood at 175. The subsequent rise as indicated above coupled with what has been done by the Central Government and the other State Governments strongly support and amply justify the claim for higher rates of Dearness Allowance.

14. This conclusion that the demand is justifiable and needs redress necessarily requires me to consider the finances of the State. The Government in the Finance Department have brought to the notice of the Commission the considerable difficulties it has been experiencing in meeting the demands of numerous developmental plans requiring priority and that many estimated sources of income might not yield the expected income. This question was considered by the Commission in its First Interim Report and it may not be out of place to reproduce the following passage here:—

“The Commission is fully alive to the difficulties of Government in meeting additional liabilities; but it is not possible at this stage to assess the financial resources with possibilities of augmentation by economy and reduction in expenditure. That investigation has necessarily to be postponed to the stage of the final report when sufficient material is expected to be available. It may be that the resources of the State as estimated at present leave little scope for revision of emoluments to meet the expectations of the employees; but one cannot be oblivious to the hardships which the employees are required to face as a consequence of steady increase in the cost of living due to inflationary factors and the devaluation of the rupee. The problem of spiralling price is an All-India problem and efforts made by the Centre and the States to check the same have not met with any success to any perceptible degree. Hence, it is necessary to grant them reasonable relief in the matter.”

15. This view holds good even to this day. The representatives of the Employees' Associations submitted that the revenue of the State had been augmented by the abolition of “Prohibition” and that the excise revenue was likely to be in the order of 7 to 8 crores. The position, however, in practice seems to be in a fluid condition and it is not yet certain as to when the results of abolition of prohibition would commence to yield profitable results to the Government. It was also brought to the notice of the Commission by the Government that the anticipated revenue by sale of electric power was likely to dwindle to a considerable extent owing to the other Governments reducing their purchases of power.

16. Under these circumstances, the Commission has given its anxious consideration as to how best the demands of the employees could be reconciled with the unstable finances of the State Government as already stated, the Government of India and the Governments of several States have sanctioned enhanced Dearness Allowance with effect from different dates and some of them have decided to pay the arrears by crediting the same to the Provident Fund Account of the employees. In the first Interim Report the Commission expressed for the reasons stated therein, its preference to the Madras Pattern of allowances and made recommendations in the light of what had been done by the Madras Government.

17. It is common knowledge that on the whole the food situation in the Mysore State is not as bad as in some of the northern Indian States. The Madras Government has sanctioned Dearness Allowance at the rates approved by the Central Government with effect from the 1st of November subject, however, to the condition that the amount payable on account of increased Dearness Allowance for four months from November 1967 to February 1968 would be credited to the respective Provident Fund Account of each of the employees. It has further directed that the revised rates of Dearness Allowance will be disbursed in cash with effect from the pay earned for March 1968.

18. The Commission, however, thinks it advisable to make a slight departure from this pattern. It would not be necessary to award the arrears. Since the employees would get no immediate benefit if the enhanced rates of Dearness Allowance to be awarded were credited to the Provident Fund Account, the Commission recommends that the Government might sanction Dearness Allowance to their employees at the following enhanced rates to be payable in each with effect from 1st November 1967, as an interim relief.

Pay Range	Number of employees	Existing rates of Dearness Allowance	Proposed rates of Dearness Allowance
1	2	3	4
Below Rs. 90	1,16,000	47	59
90—109 ...	28,000	65	75
110—149 ...	1,15,000	70	84
150—209 ...	14,000	90	106
210—399 ...	9,000	110	128
400—449 ...	500	120	140
450 and above	—	No increase subject to marginal adjustment for those receiving pay upto Rs. 470 per month.	

19. These rates are to be regarded as purely provisional as they are subject to modifications as may be made in the final report of the Commission. The additional expenditure during the current year on the basis of the aforesaid recommendation would come to about 90 lakhs. The grant-in-aid to Local Bodies and Aided Institutions as a consequence of this revision to enable them to increase the Dearness Allowance payable to their staff and the payment of Dearness Allowance at the enhanced rates to work-charged establishments and contingency-paid establishments will involve an additional expenditure of 60 lakhs. The total financial burden during the current financial year will be in the order of Rs. 1.5 crores. The recurring expenditure during the subsequent years, if not modified in the final report, is estimated to be of the order of 4.5 crores per annum. It is hoped that the Government may not find it difficult to make suitable adjustments in the current year's budget to meet the additional expenditure involved in the acceptance of these recommendations.

Dated: 10-11-1967.

T. K. TUKOL,  
Pay Commission.

**THIRD INTERIM REPORT OF THE MYSORE PAY COMMISSION, 1966.**

The first and the second interim reports respectively dated 2nd January 1967 and 10th November 1967 recommended increase in the Dearness Allowance paid to the employees of the State Government after taking into consideration the recommendations of the Gajendragadkar Commission and the grant of further increase in the Dearness Allowance by the Central Government and the several States in the country. It is understood from the reports published in the Press that the Second Report made by the Commission is under the active consideration of the State Government.

In the Second Report, this Commission recommended payment of enhanced rates of Dearness Allowance at the following rates with effect from 1-11-1967.

Pay Range	Number of Employees	Existing rates of Dearness Allowance	Proposed rates of Dearness Allowance
Below Rs. 90	1,16,000	47	59
90—109	28,000	65	75
110—149	15,000	70	84
150—209	14,000	90	106
210—399	9,000	110	128
400—449	500	120	140
450 and above.	No increase subject to marginal adjustment for those receiving pay upto Rs. 470 per month.		

The reasons which compelled the Commission to make the Second Interim Report are contained in that Report and it is unnecessary to reiterate the same.

Since the making of the Second Report for enhanced rates of Dearness Allowance mentioned therein the Government of India have further enhanced the rates of Dearness Allowance payable to their employees at the following rates with effect from 1st November 1967 :

Pay per month	Revised rates of Dearness Allowance
Below Rs. 110	65
Rs. 110 and above but below Rs. 150	91
Rs. 150 and above but below Rs. 210	114
Rs. 210 and above but below Rs. 400	137
Rs. 400 and above but below Rs. 450	150
Rs. 450 and above but upto Rs. 499	153
above Rs. 499 but below Rs. 532	Amount by which pay falls short of Rs. 652

There will be no change in the existing rates of Dearness Allowance payable to employees in higher pay ranges.

It may be recalled that the present rates of Dearness Allowance sanctioned by the Central Government to its employees are in conformity with the recommendations of the Gajendragadkar Commission which may be reproduced just at this stage for facility of reference for the purpose of considering the present recommendations of the Commission.

Pay range-(Basic pay without Dearness Allowance)	Percentage of neutralisation for a 10 point rise in the average of the index above 175	Amount of Dearness Allowance for a 10 point rise	Dearness Allowance now being paid at Index 175	Additional Dearness Allowance to be paid in future when the average of the index reaches					
				185	195	205	215	225	235
Rs.				Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
70—109 *	90%	6	47	6	12	18	24	30	36
110—149	60%	7	70	7	14	21	28	35	42
150—209	55%	8	90	8	16	24	32	40	48
210—399	45%	9	110	9	18	27	36	45	54
400—449	25%	10	120	10	20	30	40	50	60
450—499	24%	11	120	...	...	33	44	55	66
500—575	24%	12	120	...	...	...	...	60	72

\* This is to be taken to mean Rs. 70 and above but below Rs. 110. The same applies to all the other slabs except the last.

It is necessary to mention that as a result of the steep rise in the price of consumer goods the Central Government sanctioned increased rates of Dearness Allowance for its employees during 1967 on three occasions with effect from (i) February 1, 1967, (ii) June 1, 1967 and (iii) November 1, 1967. The All-India Cost of Living Index with 1949 as the base year, stood at 197 in January 1967 and reached 202 in April 1967. It moved up to 213 in July 1967, thus showing an upward rise by 16 points between January and July 1967. The Index Number rose to 217 in October 1967, registering a further rise of 1.9 per cent within a period of three months. The consumer price increased by more than 10 per cent during the period of nine months between January and October 1967.

So far as the Mysore State is concerned, there has been a pronounced rise in the Cost of Living as indicated by the Consumer Price Index Number for the working class of different centres. During the period of eight months between January and September 1967 the increase in the Cost of Living rose from 8.4% at Hassan to 24.2% at Mangalore. The Cost of Living Index figures for the month of December 1967 are now available and those figures show that there has been a further rise varying from 0.6% in Mysore and Davanagere to 3.1% in Mangalore. Thus during the period of eleven months between January and December 1967 there has been a rise in the Cost of Living varying from 9.2% at Davanagere to 28.0% at Mangalore.

Mention may be made incidentally of the rise in the price of foodgrains which is mainly responsible for the rise in the Cost of Living. The Food Index went up by 11.2% at Davanagere as against the rise of 9.2% in the General Index, and by 41.2% at Mangalore as against the general increase of 28.0%. The price of important cereals and pulses in the food group during 1967 have moved up in December 1967 steeply as follows—Ragi 22.2%, Tur 89.0%, Bengalgram 76.7%, Sugar 54.1% and Jaggery 70.1%.

Even though it was expected that after the harvest the prices of foodgrains would come down, the rise in the price of essential commodities has been steadily going up all along and it is not possible to predict whether at all the prices will come down. It is a point to be seen whether the price level will remain constant in the next few months.

The present rates of Dearness Allowance as in force were sanctioned on the basis of the average annual Cost of Living Index at 175. At the time of the Second Report, the average Cost of Living Index was 195. The subsequent rise in the Cost of Living as indicated above is reflected in the enhanced rates of Dearness Allowance granted by the Central Government and adopted by some States like Punjab.

It is in these circumstances that the Commission feels the necessity of recommending scales of Dearness Allowance which are in conformity with the rates of Dearness Allowance granted by the Central Government to its employees in November 1967. There is slight modifications.



The Commission reproduced in paragraph 14 of its Second report its views on the finances of the State. Those views still hold good to-day. It was mentioned that the abolition of prohibition was likely to augment the revenues of the State to the extent of 7 to 8 crores. There appears to have been, as published in the press, favourable transactions entered into by the State Government with the neighbouring State of Madras as regards the sale of electric power. The Commission therefore recommends that a further revision as indicated in the following table may be sanctioned with effect from 1st April 1968:

Pay Range	Number of Employees	Existing rates of Dearness Allowance	Rates of Dearness Allowance proposed in the Second Interim Report	Revised rates of Dearness Allowance
Below Rs. 90	1,16,000	47	59	65
90-109	28,000	65	75	80
110-149	15,000	70	84	91
150-209	14,000	90	106	114
210-399	9,000	110	123	137
400-449	500	120	140	150
450 and above		No increase		

These recommendations are purely provisional, liable to modification at the time of the Final Report.

The additional expenditure during a full financial year will be in the order of 1.35 crores, in addition to about 90 lakhs which the Government might be.....required to pay as grant-in-aid towards increased rates of Dearness Allowance to the Local Bodies and Aided Institutions. The sole object of making this Report at this juncture is to facilitate the making of budgetary provision for the year 1968-69.

These recommendations, if accepted, will meet the demands of the employees of the State Government and of Local Bodies and Aided Institutions and would definitely halt or arrest demonstrations and agitations to press claims for enhanced Dearness Allowance. The Commission feels that there would be no need for any further Interim Report on the question of Dearness Allowance, unless it be occasioned or necessitated by the fall in prices of essential commodities in the near future before the Final Report is completed by the Commission.

Dated 16-2-1968

T. K. TUKOL,  
Pay Commission.

## GOVERNMENT OF MYSORE

## FINANCE DEPARTMENT

## G.O. No. FD 17 SRP (1) 68, dated 20th March 1968.

Revision of Rates of Dearness Allowance payable to Government Servants with effect from 1st March 1968.

Issue Orders re. the—

READ:—

1. G.O. No. FD 17 SRP (1) 61, dated 27th February 1961
2. G.O. No. FD 234 SRP (1) 61, dated 28th December 1961
3. G.O. No. FD 18 SRP (1) 63, dated 2nd July 1963
4. G.O. No. FD 26 SRP (1) 64, dated 15th June 1964
5. G.O. No. FD 61 SRP (1) 64, dated 2nd January 1965
6. G.O. No. FD 36 SRP (1) 65, dated 3rd May 1965
7. G.O. No. FD 76 SRP (1) 65, dated 22nd July, 1965
8. G.O. No. FD 20 SRP (1) 66, dated 12th April 1966
9. G.O. No. FD 43 SRP (1) 66, dated 17th November 1966
10. G.O. No. FD 3 SRP (1) 67, dated 27th January 1967

PREAMBLE:—

The One-Man Pay Commission in their Interim Reports have recommended the enhanced rates of Dearness Allowance as under:

Pay Range	Dearness Allowance	
	as per Second Report	as per Third Report.
	Rs.	Rs.
1. Below Rs. 90 ...	59	65
2. Rs. 90—Rs. 109 ...	75	80
3. Rs. 110—Rs. 149 ...	84	91
4. Rs. 150—Rs. 209 ...	106	114
5. Rs. 210—Rs. 399 ...	128	137
6. Rs. 400—Rs. 449 ...	140	150
7. Rs. 450 and above. ...	subject to marginal adjustments.	

The decision of the Government in this regard has been announced on the floor of the Legislature by the Finance Minister in the Budget Speech delivered on 1st March 1968. The increase in Dearness Allowance is effective from 1st March 1968 and the same is to be paid partly in cash and partly by contribution to Savings in the form of Cumulative Time Deposits, Savings Certificates or Provident Fund, etc.

ORDER No. FD. 17 SRP (1) 68, BANGALORE, DATED 20TH MARCH 1968.

1. Government direct that the rates of Dearness Allowance to Government servants be regulated as under with effect from 1st March 1968 (i.e., for pay, etc., accruing from 1st March 1968).

(1) Government servants holding 1961 Scales.

	All places Amount reserved for contribution towards Savings in Cumulative Time Deposits, National Savings Certificates or Provident Fund, etc.		
	(1)	(2)	(3)
	Rs. p. m.	Rs. p. m.	Ra. p. m.
1. Those drawing basic pay below Rs. 90 p.m. ...	65	6	59
2. Those drawing basic pay of Rs. 90 or above but below Rs. 110 p. m. ...	80	5	75
3. Those drawing basic pay of Rs. 110 or above but below Rs. 150 p. m. ...	91	7	84
4. Those drawing basic pay of Rs. 150 or above but below Rs. 210 p. m. ...	114	8	106
5. Those drawing basic pay of Rs. 210 or above but below Rs. 400 p. m. ...	137	9	128
6. Those drawing basic pay of Rs. 400 or above but below Rs. 450 p. m. ...	150	10	140
7. Those drawing basic pay of Rs. 450 and above but below Rs. 469 p.m. ...	Difference between 599 and basic pay.	10	Difference between 589 and basic pay.
8. Those drawing basic pay of Rs. 469 or above but below Rs. 1,000 p. m. ...	120		120
9. Those drawing basic pay of Rs. 1,000 or above. ...	100		100

(2) Government servants who have not elected 1961 Scales.

(i) Pre-1961 rates of Dearness Allowance at the rates in force on 31st December 1960 as noted below:—

	City Areas.	Non-City Areas
	Rs. p.m.	Rs. p.m.
1. Those drawing basic pay of Rs. 80 p.m. or below ...	35	30
2. Those drawing basic pay above Rs. 80 but not above Rs. 100 p.m. ...	40	35
3. Those drawing basic pay above Rs. 100 but not Rs. 150 p.m. ...	45	40
4. Those drawing basic pay above Rs. 150 but not above Rs. 250 p.m. ...	55	45

5. Those drawing basic pay above Rs. 250 but not above Rs. 300 p.m.	... 60	50
6. Those drawing basic pay above Rs. 300 but not above Rs. 500 p.m.	... 60	50
7. Those drawing basic pay above Rs. 500 but not above Rs. 800 p.m.	... 65	55
8. Marginal adjustments to those drawing more than Rs. 800 but less than Rs. 865/855 p.m.	... Difference between Rs. 865 and basic pay.	Difference between Rs. 855 and basic pay.

(ii) Additional Dearness Allowance :—

	All Places		
	Amount reserved for contribution towards Savings in Cumulative Time Deposits, National Savings Certificates or Provident Fund, etc.	Savings in Cash.	Amount payable in Cash.
	(1)	(2)	(3)
	Rs. p.m.	Rs. p.m.	Rs. p.m.
1. Those drawing basic pay below Rs. 65 p.m.	... 60	6	54
2. Those drawing basic pay of Rs. 65 p.m. or above not below Rs. 80 p.m.	... 75	5	70
3. Those drawing basic pay of 80 p.m. or above but below Rs. 115 p.m.	... 86	7	79
4. Those drawing basic pay of Rs. 115 p.m. or above but below Rs. 170 p.m.	... 109	8	101
5. Those drawing basic pay of Rs. 170 p.m. or above but below Rs. 350 p.m.	... 132	9	123
6. Those drawing basic pay of Rs. 350 p.m. or above but below Rs. 400	... 140	10	130
7. Those drawing basic pay of Rs. 400 p.m. and above but below Rs. 419	... Difference between Rs. 539 and basic pay.	10	Difference between Rs. 529 and basic pay
8. Those drawing basic pay of Rs. 419 p.m. or above but below Rs. 1,000	... 110	...	110
9. Those drawing basic pay of Rs. 1,000 p.m. or above.	... 100	...	100

*Note* :—Basic pay under (1) and (2) includes personal pay and also charge allowance granted under Rule 68 of Mysore Civil Services Rules. It does not include Special Pay or any other allowance.

2. The rates of Dearness Allowance payable in cash is indicated in Para 1 (1) Column 3, to Government servants holding 1961 scales and in Para 1 (2) (i) and sub-clause (ii) Column 3 to Government servants who have not elected 1961 scales.

3. The amount reserved for contribution referred to in Para 1 (1) Column 2 and 1 (2) (ii) Column 2 (ii) Column 2, towards Saving in Cumulative Time Deposits, National Savings Certificates or Provident Fund, etc., shall not be drawn for the present. Separate Orders will issue indicating the procedure to be followed in the regard in consultation with the Accountant General, Bangalore.

4. The Heads of Departments are authorised to make payments of the Allowance as per this Order and submit proposals for additional grants to the extent necessary before the end of April 1968.

5. Regarding Government Industrial Concerns and employees of Local Bodies, the rates now sanctioned are applicable but separate orders will issue from the respective Departments of the Secretariat. Whole-time employees paid from contingencies and those borne on work-charged establishments may be given an increase in Dearness Allowance of Rs. 5 p.m. if they have not opted to the revised scales of pay sanctioned to them. Those who have opted are eligible to Dearness Allowance sanctioned in this Order in Para 1 (1).

6. In the case of Local Bodies, grant-in-aid on account of Dearness Allowance at Government rates, will be paid provided the allowance as sanctioned now is given effect to, as per Government Order No. LMA 6 MNZ 66, dated 23rd December 1967.

The Local Bodies should, however, take action to enforce economy in expenditure and increase their resources as the grant-in-aid may have to be reduced gradually.

7. In the case of Aided Educational Institutions, increased allowance as per this Order may be given subject to assistance being regulated according to the grant-in-aid code. Orders in this behalf will issue separately from the Education Secretariat.

8. The gross extra cost on account of this Order is expected to be about Rs. 7.50 to 8 crores per annum.

By Order and in the name of the Governor of Mysore,

N. S. BHARATH,

*Deputy Secretary to Government*

*Finance Department.*

The Accountant General, Mysore, Bangalore.

The Secretaries to Government.

The Divisional Commissioners.

The Heads of Departments.

The Deputy Commissioners of Districts.

The District Treasury Officers.

The Compiler, *Mysore Gazette*.

Weekly Gazette.

PRESS TABLE.

## RELIEF TO PENSIONERS

## Fourth Interim Report of the Mysore Pay Commission, 1966.

When the Pay Commission was constituted by the Order of Government (No. FD 43 SRP (1) 66, dated 17th November 1966) defining the terms of reference, the Government made no reference to the demands of the Pensioners for Dearness Allowance and other concessions. It appears from the preamble to the Order dated 12th April 1967 that several representations were received from the Pensioners requesting for grant of increased rates of Dearness Allowance and for other concessions. Government accordingly issued Order No. FD 18 SRP (1) 67, dated 12th April 1967 including the following term of reference as item No. (9), viz.,

“To consider the requests of Pensioners with reference to the facilities and concessions given in other States.”

2. Since the issue of this order, the Commission has received representations from 2,520 Pensioners and 16 Associations of Pensioners. During the course of the visits to the Districts the Commission heard the Pensioners individually or representing District Associations (See Annexure-A). These representations have been considered by the Commission. The oral submissions made by the various Pensioners in the District impressed the Commission of the necessity of recommending to Government their case for grant of immediate relief from the hardship brought about by the unprecedented rise in the cost of living and the falling intrinsic value of the rupee.

3. Most of the representatives pleaded for a modification of the Pension Act, 1871, and for grant of liberal pensions on the ground that there were huge accumulations under the ‘Pension Fund.’ According to them, the Government had large sums of money under the head ‘Pension Fund’ collected by making deductions since many years from the salaries of Government servants as contributions towards pension.

4. So far as the Pensions Act of 1871 is concerned, none of the provisions of the Act has any relevance to the demands made by the Pensioners. That Act has been extended to the new Provinces and the Merged States by Merged States (Laws) Act (LIX of 1949) and to the States of Union Territories by the Union Territories (Laws) Act (XXX of 1950). So far as the Mysore State is concerned, this Act was extended to the State by the Viceroy and the Governor-General in Council by a notification of the Government of India, Foreign Department; Judicial No. 169 dated 22nd August 1873, with certain modifications. That Act consolidates and amends the law relating to pensions and grants by Government of money or land revenue. While it restricts the ordinary legal rights of a subject to have recourse to a Civil Court in relation to pensions and grants made by the Government, it requires under Section 5 of the Act that every person having a claim relating to any pension or grant, to prefer his claim to the Collector or the Deputy Commissioner of the District who is required to investigate into the claim, subject to the rules and orders under which the pension or the grant was made by the Government. The Act does not bar the jurisdiction of the Civil Court wholly. Under Section 6 of the Act a Civil Court is competent to take cognizance of any claim falling within the scope of the Act, upon receiving a certificate from the Collector, the Deputy Commissioner or other Officer authorised in that behalf. The object of the Act is primarily to refer to the Government determination of all questions affecting grants of money the bestowal of which was an act of State policy on the part of the ruling powers. Section 10 empowers the appropriate Government to commute for a lumpsum with the consent of the holder the whole or any part of the pension or grant of money or land revenue on such terms as it might deem fit. Section 11 exempts certain pensions enumerated therein from attachment by Civil Courts, while Section 12 renders Assignments, Agreements, Sales, etc., of the kind of pensions enumerated in Section 11 *null and void*. There is, therefore, nothing in this Act which adversely affects the demands of the pensioners for enhancement of their pensions or for grant of enhanced rates of Dearness Allowance.

5. Regarding the reference to the "Pension Fund" it may be stated that there is no "Fund" constituted from out of the contributions made by the employees of the Government. There are two "Pension Funds" now with some balances, having no bearing on the demands of the Pensioners generally; one of these Funds relates to the Market Committees of the Hyderabad area, while the other relates to the defunct District Boards of the Bombay area. They were constituted to provide pensionary benefits to the retired officials of the respective authorities. It should be remembered that the pensions of persons who have retired or will retire hereafter from service under the Government are being debited to the General Revenues and are met out of the grant under "65. Pensions and other Retirement Benefits". The pensionary contributions recovered from "Foreign Employers" in respect of employees of Government whose services are lent to them are credited to the Revenues of the State and are included in General Revenues out of which the pensionary charges of the employees are debited under the head "65 Pensions and other Retirement Benefits", as already noted. The statement in the various representations received by the Commission that there are large balances under "Pension Funds" which enable the State Government to grant liberal pensionary benefits to the Pensioners has no legal basis to support it.

6. The most important demand made by the Pensioners is for linking the quantum of pension to the Cost of Living as determined from time to time. In India, neither the Central Government nor any of the State Governments have accepted in principle the basis of linking either the pay scales of officers in service or of pensions already granted or to be granted hereafter to the Cost of living. The only principle accepted as far is to formulate a graduated scale of Dearness Allowance in order to neutralise to a certain degree the rise in the Cost of living, due regard being had to the finances of the State.

7. In support of this demand, references were made by the Associations to the Pensions (Increase) Act, 1965 making provision in England, with respect to increases or supplements in respect of certain pensions. It would be seen from Section 1 of the Act that Provision was made for increase of certain pensions varying from 2% to 16% according as the pension began after 1st April 1963 and 1957. It would appear from the Debates in the House of Commons on the Bill, that it was intended to relieve human hardship and it was an exercise in the sphere of social priorities as it affected a large number of pensioners. The Chief Secretary of the Treasury stated as follows in his speech during the Second Reading of the Bill.

"...Public service pensions are normally related to length of service and pay at retirement. They carry no built-in right or promise of increase after retirement, but when there has been a marked fall in the value of money causing hardship to pensioners the Government, as a good employer, seek the authority of Parliament to pay increases to alleviate this hardship.

Having stated the problem. I will now describe the background to the solution which the Government proposes. We are responsible for the management of the public services and are, therefore, concerned to see that public service pensioners do not, as a result of inflation, suffer hardship-whether in absolute terms, if their pensions will no longer buy the necessities of life or relative hardship, if their pensions will no longer give them the standard of living which they had earned through their years of service and to which they had reasonably looked forward when they retired.

In considering hardship, we must necessarily take into account the total retirement income which public service pensioners derive from public funds. The great majority of public service pensioners are drawing not only their occupational pension but also a National Insurance Pension which has benefited from many increases, the last and most generous of which was in April of this year.

In addition to our responsibility for the management of the public services, we have a wider responsibility to the general body of tax-payers and rate-payers, who, after all, foot the bill and for the economic situation as a whole. The increases in the Bill represent, in the Government's judgement, the fairest possible treatment of public service pensioners and also the most that the country can be asked to afford at a time when there is great need for all sections of the community to moderate their claims on the nation's economic resources.

...All public service pensions are to be increased in accordance with a percentage scale which rises from 2 per cent to 16 per cent depending on when the pension began.' (Vide Parliamentary Debates-Commons-1965-66, Volume 720, pp. 1352 to 1355.)

It is manifest from this speech that the increase intended to alleviate the hardship caused by a marked fall in the value of money was sought to be met by an increase in the pension ranging from 2% to 16%. In making these increases, the Government took into account the economic situation of the country as a whole; or, in other words, its capacity to foot the additional bill.

8. So far as India is concerned, the pensions are governed by the Rules framed by the State Governments either under the relevant provisions of the Government of India Act prior to 1950 or by the proviso to Article 300 of the Constitution after 26th January 1950. The right of a Government servant under the Rules is not absolute: it depends upon the performance of satisfactory service while in service and continued good conduct after retirement.

9. A similar question came up for consideration before the Commission of Enquiry on Emoluments and Conditions of Service of Central Government Employees 1957-59 and this is what was observed by the Commission of Enquiry in Chapter XXXVIII of the Report :

"It has been asked by some former employees, as also on behalf of those who are still in service, that there should be adjustment of pensions to meet increases in the cost of living and it is urged that equity demands that the real value of pensions particularly of the smaller ones, is maintained. Attention has been drawn to the well-known fact that pensioners are among the sections of the community which suffer most in a period of inflation. and the problem is, therefore, one with moral and human aspects. x x x x. We recognise that the claim for relief in such cases would not arise on contractual grounds; but we think that on humane grounds relief should be allowed in cases in which the pension does not exceed Rs 20) per mensem. We leave it to Government to determine the rate of relief. x x"

10. The Commission is not aware, nor have the representatives of the Pensioners' Associations brought to its notice, any revision by any State Government of the rates of pension granted in the past under the rules then in operation. It is necessary to recall at this stage that the Commission, under the terms of reference, has to consider 'the requests of Pensioners with references to facilities and concessions given in other States.' Besides, even in the case of officers and officials in service, the rise in the cost of living is being neutralised both by the Centre and the different States by payment of Dearness Allowance. The same principle should govern the cases of pensioners also. The Commission does not, therefore, consider it necessary that the pension rates should be increased consistently with the rise in the Cost of Living.

11. The pensioners have prayed that the rates of Dearness Allowance to be granted to them should be on par with the rates of Dearness Allowance granted to the persons in service. At present, the pensioners in the Mysore State receive amounts at varying rates in the shape of Dearness Allowance as temporary additions to the amount of pension. In 1944 the minimum temporary addition was Rs. 3, while the maximum was Rs. 4 in respect of pensions upto Rs. 40. To meet the repeated representations the Government have granted increased rates of Dearness Allowance from time to time in view of the continued rise in the Cost of Living. The Dearness Allowance was revised after the Reorganisation of States in 1957, 1958 and 1961, the latest upward revision of Dearness Allowance having been made from the 1st of April 1964. These rates are indicated in Annexure B to this Report.

12. As can be seen from the details given in Annexure B, Dearness Allowance is now being paid in case of pensions upto a maximum of Rs. 100, to Government servants who retired before 1961. In this connection it is necessary to take note of the rates of Dearness Allowance granted by the Central Government and other State Governments to their pensioners as detailed below.



## I. CENTRAL GOVERNMENT

## Pensioners who retired before 15th July, 1952.

<i>Amount of pension</i>	<i>Rate of Temporary increase</i>
Pensions upto Rs. 30 p. m. ...	Rs. 15.00 p. m.
Pensions above Rs. 30 but not above Rs. 50. ...	17.50 p. m.
Pensions above Rs. 50 but not above Rs. 75. ...	20.00 p. m.
Pensions above Rs. 75 p.m. but not above Rs. 100 p. m. ...	Rs. 22.50 p. m.
Pensions above Rs. 100 but not above Rs. 200. ...	10.00 <i>plus</i> difference between Rs. 112.50 and pension.
Pensions above Rs. 200. ...	Difference between Rs. 210 and pension.

## Pensioners who retired on or after 15th July, 1952.

Pensions upto Rs. 30 p. m. ...	Rs. 5.00 p. m.
Pensions above Rs. 30 but not above Rs. 75. ...	7.50 p. m.
Pensions above Rs. 75 but not above Rs. 200. ...	10.00 p. m.
Pensions above Rs. 200. ...	Difference between Rs. 210 and amount of pension.

## II. M A D R A S

<i>Date of Retirement</i>	<i>Amount of Temporary increase per mensem.</i>
1	2
1. Government servants retiring on or after 1-6-1960 but before 1-10-1960 ...	Rs. 10 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but not exceeding Rs. 110 p. m.
2. Government servants retiring on or after 1-10-1960 but before 1-1-1961 ...	Rs. 9 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but not exceeding Rs. 109 p. m.
3. Government servants retiring on or after 1-1-1961 but before 1-4-1961 ...	Rs. 8 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but not exceeding Rs. 108 p. m.
4. Government servants retiring on or after 1-4-1961 but before 1-7-1961 ...	Rs. 7 with marginal adjustment for pensioners drawing pensions exceeding Rs. 100 but not exceeding Rs. 107 p. m.
5. Government servants retiring on or after 1-7-1961 but before 1-10-1961 ...	Rs. 6 with marginal adjustment for pensioners drawing pensions exceeding Rs. 100 but not exceeding Rs. 106 p. m.

6. Government servants retiring on or after 1-10-1961 but before 1-11-1962 ...	Rs. 5 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but not exceeding Rs. 105 p. m.
7. Government servants retiring on or after 1-1-1962 but before 1-4-1962 ...	Rs. 4 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but not exceeding Rs. 104 p. m.
8. Government servants retiring on or after 1-4-1962 but before 1-7-1962. ...	Rs. 3 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but not exceeding Rs. 103 p.m.
9. Government servants retiring on or after 1-7-1962 but before 1-10-1962. ...	Rs. 2 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but not exceeding Rs. 102 p.m.
10. Government servants retiring on or after 1-10-1962 but before 1-1-1963. ...	Rs. 1 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but not exceeding Rs. 101 p.m.
11. Government servants retiring on or after 1-1-1963. ...	Nil

### III. ANDRA PRADESH

Rates of temporary increase admissible to pensioners drawing pensions up to Rs. 100 p.m.

Date of retirement	Amount of Temporary increase per mensem
1. Pensioners who retired before 1-11-1962. ...	Rs. 13-00
2. Pensioners who retired on and after 1-11-1962 but before 1-11-1963 ...	10-00
3. Pensioners retiring on and after 1-11-1963 but before 1-11-1964 ...	6-50

*Note*— 1. Marginal adjustments will be allowed in all the three cases.

2. Pensioners retiring on and after 1-11-1964 will be eligible for a temporary increase of Rs. 3 per mensem with marginal adjustments.

### IV. KERALA

Amount of pension	Rate of temporary increase per mensem
<i>(i) Pensioners who retired before 1-4-1960.</i>	
Pensions upto Rs. 100	Rs. 15.00
Pensions of Rs. 100 and above upto Rs. 300	Rs. 14.00 subject to the condition that pension plus temporary increase should not exceed Rs. 305
<i>(ii) Pensioners who retired on or after 1-4-1960.</i>	
Pensions upto Rs. 300	Rs. 5 subject to the condition that the pension plus the temporary increase does not exceed Rs. 305

## V. GUJARAT

<i>Basic pension</i>		<i>Rate of Temporary increase per mensem from 1-6-1967</i>
Upto Rs. 109	...	Rs. 16
From Rs. 110 to Rs. 149	...	Rs. 21
From Rs. 150 to Rs. 209	...	Rs. 27
From Rs. 210 and above	...	Rs. 30

## VI. RAJASTHAN

<i>Pension</i>		<i>Rate of Temporary increase per month</i>
Upto Rs. 4	...	Double the amount of pension
Above Rs. 4 but not above Rs. 20	...	Rs. 8
Above Rs. 20 but not above Rs. 60	...	Rs. 10
Above Rs. 60 but not above Rs. 200	...	Rs. 12
Above Rs. 200	...	Amount by which pension falls short of Rs. 212

13. So far as the Mysore State is concerned, the present rates of Dearness Allowance sanctioned for the pensioners were fixed in the year 1964 when the Cost of Living was 157, taking 1949 as the base year with the Cost of Living as 100. The Cost of Living has risen to 217 roughly by about 60 points. While the economic condition of the State does not seem to permit application of the rates of Dearness Allowance payable to the officials in service to the pensioners it appears that there would be some substantial relief if the Dearness Allowance paid to the pensioners is increased by 50% of the existing rate.

14. The minimum pension (inclusive of Dearness Allowance) sanctioned by the Government in 1964 is Rs. 20. Representations made by the pensioners propose a minimum pension at rates ranging from Rs. 30 to Rs. 60 per month. The Government of India are now paying Rs. 25 per month, inclusive of Dearness Allowance, as the minimum pension to their pensioners. Under these circumstances, the Commission considers that it would be equitable if the minimum pension is fixed at Rs. 30 per month (inclusive of Dearness Allowance and the rates of Dearness Allowance are enhanced by 50%. The present limit upto which Dearness Allowance is available on pension is Rs. 100; this limit should be raised to Rs. 200 with the result that the benefit of the revised rates of Dearness Allowance would be made available to persons whose pension does not exceed Rs. 200 per mensem.

15. If these recommendations of the Commission are accepted, the revised rates of Dearness Allowance would be as shown in the following table:

Date of Retirement	Existing rates of Dearness Allowance on pensions (upto Rs. 100 per mensem)	Recommended rates of Dearness Allowance on pensions (upto Rs. 200 per mensem).
1 Government servants retiring before 1-4-1961	Rs. 15 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 115 i.e., the difference between the pension and Rs. 115.	Rs. 22.50 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 222.50 i.e., the difference between the pension and Rs. 222.50.

Date of retirement	Existing rates of dearness allowance on pensions (upto Rs. 100 per mensem)	Recommended rates of Dearness Allowance on persons (upto Rs. 200 per mensem).
2 Government servants retiring on or after 1-4-1961 but before 1-7-1961	Rs. 14 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 114 <i>i.e.</i> , the difference between the pension and Rs. 114	Rs. 21.00 with marginal adjustments for pensioners drawing pensions exceeding Rs. 260 but below Rs. 221 <i>i.e.</i> , the difference between the pension and Rs. 221.
3 Government servants retiring on or after 1-7-1961 but before 1-10-1961	Rs. 13 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 112 <i>i.e.</i> , the difference between the pension and Rs. 113	Rs. 19.50 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 219.50 <i>i.e.</i> , the difference between the pension and Rs. 219.50.
4 Government servants retiring on or after 1-10-1961 but before 1-1-1962	Rs. 12 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 112 <i>i.e.</i> , the difference between the pension and Rs. 112.	Rs. 18 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 218 <i>i.e.</i> , the difference between the pension and Rs. 218
5 Government servants retiring on or after 1-1-1962 but before 1-4-1962.	Rs. 11 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 111 <i>i.e.</i> , the difference between the pension and Rs. 111	Rs. 16.50 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 216.50 <i>i.e.</i> , the difference between the pension and Rs. 216.50
6 Government servants retiring on or after 1-4-1962 but before 1-7-1962	Rs. 10 with marginal adjustments for pensions drawing pensions exceeding Rs. 100 but below Rs. 110 <i>i.e.</i> , the difference between the pension and Rs. 110	Rs. 15 with marginal adjustment for pensioners drawing pensions exceeding Rs. 200 but below Rs. 215 <i>i.e.</i> , the difference between the pension and Rs. 215
7 Government servants retiring on or after 1-7-1962 but before 1-10-1962	Rs. 9 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 109 <i>i.e.</i> , the difference between the pension and Rs. 109	Rs. 13.50 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 213.50 <i>i.e.</i> , the difference between the pension and Rs. 213.50
8 Government servants retiring on or after 1-10-1962 but before 1-1-1963	Rs. 8 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 108 <i>i.e.</i> , the difference between the pension and Rs. 108	Rs. 12.00 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 212 <i>i.e.</i> , the difference between the pension and Rs. 212.
9 Government servants retiring on or after 1-1-1963 but before 1-4-1963	Rs. 7 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 107 <i>i.e.</i> , the difference between the pension and Rs. 107	Rs. 10.50 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 210.50 <i>i.e.</i> , the difference between the pension and Rs. 210.50

Date of Retirement	Existing rates of Dearness Allowance on pensions (upto Rs. 100 per mensem)	Recommended rates of Dearness Allowance on pensions (upto Rs. 200 per mensem).
10 Government servants retiring on or after 1-4-1963 but before 1-7-1963	Rs. 6 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 106 <i>i. e.</i> , the difference between the pension and 106.	Rs. 9-00 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 209 <i>i. e.</i> , the difference between the pension and Rs. 209
11 Government servants retiring on or after 1-7-1963	Rs. 5 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 105 <i>i. e.</i> , the difference between the pension and Rs. 105.	Rs. 7.50 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 207.50 <i>i. e.</i> , the difference between the pension and Rs. 207.50.

It will be seen from the above table that a minimum amount of Rs.30 (including Dearness Allowance) is ensured to a pensioner, and persons who have retired before 1-4-1961 and have been drawing a pension upto Rs. 200 would get, subject to marginal adjustments, Rs. 22.50 by way of enhanced Dearness Allowance.

16. *Medical Facilities*:—The pensioners have represented to the Commission that medical aid would be more necessary in old age than while in service and that facilities as are available to the persons in service should be made available to them. The fact that there is greater need for medical aid in old age cannot be denied. It is equally true that the pension they get may not be sufficient in some cases to meet the cost of medical treatment. The Commission has considered the question carefully whether all the facilities now available to persons in service can be ensured to the pensioners also. The pensioners have very prominently made out that the facility of reimbursement of the cost of medicine granted to persons in service should be extended to them. whether such cost of medicine is incurred on the advice of a private Doctor or authorised Medical Attendants. It has transpired during the evidence recorded by the Commission that the facility of reimbursement of the cost of medicines is being misused by some of the Government servants. The question how exactly the facility of reimbursement could be regulated is under the active consideration of the Commission. At this stage, the Commission recommends that the facility of free medical treatment both as in-patients and out-patients in all Government Dispensaries and Hospitals should be extended to the pensioners. The precise nature of other facilities would be indicated in the Final Report.

17. *Educational Facilities*:—The pensioners have requested for extending facilities of free education, at all stages, to their children. At present, the officials in service are getting the same educational facilities as are available to the members of the public. The State has introduced free education upto the S. S. L. C. standard for all children in the State. So far as requests as regards facilities for higher education are concerned, the question is under the consideration of the Commission.

18. *House Rent Allowance* :—Some pensioners have represented that House Rent Allowance and City Compensatory Allowance should be granted to them for the same reasons and for the same considerations as in the case of in service officers. The case of the pensioners stands on a different footing from that of in-service officers, inasmuch as officials in service, in the case of officials of certain Departments, require the Government to provide accommodation for them on the premises of their work or as near to their place of work as possible. Pensioners settle down wherever they choose and in the normal course they retire to their native places if the cost of living is reasonably low. The Commission does not, therefore think it feasible to advise the Government to pay any House Rent Allowance or City Compensatory Allowance to pensioners.

19. *Commutation of Pension* :—Another request which has been made by almost all the pensioners relates to the commutation of pension. They have requested that such portion of the pension as was commuted should be restored if the pensioner has survived the commutation period. Their argument is that the Government would be profiting at the cost of the pensioner if it continues to pay him the same amount of pension as was sanctioned, after the expiration of the period of commutation. The Rules relating to commutation give an option to the pensioner either to have his full pension as prescribed by the Rules or to have a portion of it commuted on grounds mentioned in the Rules. The commutation is a special concession extended to retired officials who might need some ready cash for purposes mentioned in the relevant rule. Commutation is a concession which a pensioner prays for voluntarily; the Government granting the commutation accepts the prayer for commutation on the pensioner voluntarily agreeing to forego a part of his pension. The grant is in the nature of voluntary contract between the pensioner and the State. In case the pensioner dies before the expiry of the period of commutation, the Government would be a loser, as it would not have been required to pay the commuted portion to such pensioner or his family for the period after his death. If a pensioner outlives the period for which the pension was commuted, there would be some advantage to the State to the extent of the commuted portion of the pension. Under these circumstances, the Commission finds no support for the request of pensioners either in equity or in law.

20. *Family Pension* :—Some of the pensioners who retired prior to 1964 have prayed for extension of the benefit of the scheme of Family Pension to them. Prior to 1964, no such scheme was in force and naturally persons who retired prior to 1964 could not have claimed the benefit. Considering that the scheme itself came into force in the year 1964 and that it ensures payment of some pension to the widow of the pensioner in case she survives her husband, the Commission recommends that this concession may be extended to the pensioners subject to two conditions—(1) if the pensioner himself makes an application praying for the benefit of the Scheme, and (2) if such pensioner pays to the Government in one lumpsum an amount equal to 25% of the pension for a period of two years. If, however, the pensioner is unable to pay the amount in one lumpsum but undertakes to pay in monthly instalments the family pension for such a person should be reduced in proportion to the amount paid to the Government if his death occurs before the completion of two years. The Commission accordingly recommends that persons who retired from service prior to 1964 may be given the option of coming under the Family Pension Scheme, subject to the aforesaid conditions.

21. *Triple Benefit Scheme*:—Teachers and other staff (except menial servants) serving in aided schools and schools run by Local Bodies have been given the pensionary benefits, subject to the following conditions :

(1) The management of the school shall pay a contribution to Government equal to 3 per cent of pay of each employee covered by the scheme;

(2) Each employee shall insure with the Life Insurance Corporation for an amount, the premium for which shall be not less than 6½ per cent of pay;

(3) Every employee shall on retirement or on discharge due to closure of the school or other causes, be eligible for pension, if he has completed ten years of qualifying service. The pension shall be equal to 1/80th of average emoluments for every year of qualifying service subject to a maximum of 30/80th of average emoluments. Employees who have put in qualifying service of five years and less than ten years, shall be eligible for gratuity at 1/2 month's emoluments for each year of qualifying service;

(4) The pension is limited to Rs. 1,200 per annum in the case of headmasters of secondary schools; and

(5) Gratuity of 15 days' pay for each completed year of service, subject to a maximum of 15 months' pay will be paid. The amount of gratuity shall also be proportionate to the amount of management's contribution paid to Government,

Once the principle that these persons also should have the benefit of pension has been accepted by the Government, the Commission considers that such pensioners should also be entitled to the benefits of dearness allowance and the right of commuting a portion of the pension. The Commission accordingly recommends that they may be given these and other benefits that are being given and are proposed to be given to the employee who retire from Government service.

22. *Other Facilities*:—The pensioners have requested that special consideration should be shown to them in the matter of supply of foodgrains through the Fair Price shops in informally rationed areas, in case any such special concessions are shown to the inservice officers. They have also requested for grant of lands and house sites and grant of loans for construction of houses and so on. They have also requested for simplification of the procedure for payment of pension. The Commission does not consider it feasible and practicable to accept these requests except as regards simplification of the procedure of payment of pension which is, however, under its consideration and about which suitable recommendation would be made in the Final Report.

23. Since the Commission thought of making an Interim Report on the main demands, some of which are of a pressing character, made by the pensioners, it has not been possible to examine the various other requests fully or in greater detail. Such consideration has to be reserved for the Final Report.

24. The Commission is collecting requisite material for working out the full implications of the recommendations which have a bearing on the question of Dearness Allowance. The material now available may not be quite adequate to give an accurate forecast of these implications; but it is estimated that the total expenditure might come to about 45 lakhs, as detailed below:

	Rs.
By enhancing the rate of Dearness Allowance ...	25,00,000
By enhancing the minimum Pension ...	8,00,000
By enhancing the maximum limit of pension for the Purpose of Dearness Allowance ...	3,00,000
By extending the various benefits to the persons coming under the Triple Benefit Scheme ...	9,00,000
Total	45,00,000

A correct and precise estimate will be worked out and made available to the Government as early as possible. The recommendations, if accepted, would benefit 34,501 pensioners out of the total number of 35,292. It is hoped that the financial implication of Medical Facilities and the Family Pension Scheme as now recommended may not be considerable. It is not possible for the Commission at this stage to assess the impact of these recommendations. The Commission trusts that the Government would be able to give effect to the present recommendations even with the existing resources. Proposals for augmenting the resources of the State will be made in the Final Report.

Dated, 27th February 1968.

T. K. TUKOL,  
Pay Commission.

## ANNEXURE—A

Individual Pensioners and Associations of Pensioners who have let in oral evidence before the Pay Commission.

*Individuals*

1. Sri G. M. Kamata, Pensioner, Ankola.
2. Sri Perulekar and others, Belgaum.
3. Sri M. Ramachandra Rao, Retired Tahsildar, Bellary.
4. Sri S. K. Ramanuja Iyengar, Bangalore-3.

*Associations*

1. Tumkur District Pensioners' Association, Tumkur.
2. Chitradurga District Pensioners' Association, Chitradurga.
3. Davangere Taluk Pensioners' Association, Davangere, Chitradurga District.
4. North Kanara District Pensioners' Association, Karwar.
5. Haliyal Taluk Pensioners' Association, Haliyal (North Kanara District).
6. Sandur Taluk Pensioners' Association, Sandur (Bellary District).
7. Bharat Pensioners' Samaj, Gulbarga.
8. Bidar District Pensioners' Association, Bidar.
9. Mysore State Pensioners' Association, Bangalore-4.
10. Rajajinagar Pensioners' Association, Bangalore-10.
11. Hassan District Pensioners' Association, Hassan.
13. Taluk Pensioners' Association, Channarayapatna (Hassan District).
13. Udipi Taluk Pensioners' Association, Udipi (South Kanara District).
14. Shimoga District Pensioners' Association, Shimoga.

## ANNEXURE-B

*I. Rates of Dearness Allowance on Pensions from 1-4-1944.*

Class of Pensioners	Rate of Allowance per mensem
1. Those in receipt of a pension of Rs. 20 and below per mensem.	Rs. 3
2. Those in receipt of a pension in excess of Rs. 20 but not in excess of Rs. 40 per mensem	Rs. 4
3. Pensions in excess of Rs. 40 per mensem.	Marginal adjustment upto Rs. 44

*II. Rates of Dearness Allowance on Pensions from 1-7-1946.*

1. Those in receipt of a pension of Rs. 20 and below per mensem.	Rs. 4.50
2. Those in receipt of a pension in excess of Rs. 20 but not in excess of Rs. 40 per mensem.	Rs. 6.00
3. Pensions in excess of Rs. 40 per mensem.	50% more than the rates admissible under Item I (3).



*III. Rates of Dearness Allowance on Pensions from 1-1-1957.*

- |  |     |       |
|--|-----|-------|
| 1. Rs. 20 and below.                           | ... | Rs. 4 |
| 2. More than Rs. 20 but not more than Rs. 40.  | ... | Rs. 5 |
| 3. More than Rs. 40 but not more than Rs. 100. | ... | Rs. 6 |

Note:—(1) Pensioners drawing pension in excess of Rs. 100 but not in excess of Rs. 160 will be allowed to draw such rates of Dearness Allowance that the total of pension and the Dearness Allowance does not exceed Rs. 106.

(2) Such of the pensioners as are now drawing higher rates of Dearness Allowance than those noted above will however continue to draw higher rates.

*IV. Rate of Dearness Allowance on Pensions from 1-7-1958.*

- |                                  |     |                                   |
|----------------------------------|-----|-----------------------------------|
| 1. Pensions of Rs. 100 and below | ... | Rs. 6                             |
| 2. Pensions in excess of Rs. 100 | ... | Marginal adjustment upto Rs. 106. |

*V. Rates of Dearness Allowance on Pensions from 1-1-1961.*

Date of Retirement	Rate of Dearness Allowance per mensem
1. Government servants retiring before 1-4-1961. ...	Rs. 10 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 110 per mensem.
2. Government servants retiring on or after 1-4-1961 but before 1-7-1961. ...	Rs. 9 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 109 per mensem.
3. Government servants retiring on or after 1-7-1961 but before 1-10-1961. ...	Rs. 8 with marginal adjustments for pensions drawing pensions exceeding Rs. 100 but below Rs. 108 per mensem.
4. Government servants retiring on or after 1-10-1961 but before 1-1-1962. ...	Rs. 7 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 107 per mensem.
5. Government servants retiring on or after 1-1-1962 but before 1-4-1962. ...	Rs. 6 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 106 per mensem.
6. Government servants retiring on or after 1-4-1962 but before 1-7-1962. ..	Rs. 5 with marginal adjustment for pensioners drawing pensions exceeding Rs. 100 but below Rs. 105 mensem.
7. Government servants retiring on or after 1-7-1962 but before 1-10-1962. ...	Rs. 4 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 104 per mensem.
8. Government servants retiring on or after 1-10-1962 but before 1-1-1963. ...	Rs. 3 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 103 per mensem.
9. Government servants retiring on or after 1-1-1963 but before 1-4-1963. ...	Rs. 2 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 102 per mensem.
10. Government servants retiring on or after 1-4-1963 but before 1-7-1963	Re. 1.

Government servants retiring from service on or after 1-7-1963 shall not be paid any Dearness Allowance or temporary increase in pension,

## VI. Rates of Dearness Allowance on Pensions from 1-4-1964

Date of retirement	Rates of Dearness Allowance per mensem
1. Government servants retiring before ... 1-4-1961	Rs. 15 with marginal adjustments for pensioners drawing pension exceeding Rs. 100 but below Rs. 115 <i>i. e.</i> , the difference between the pension and Rs. 115
2. Government servants who retired on ... or after 1-4-1961 but before 1-7-1961	Rs. 14 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 114 <i>i. e.</i> , the difference between the pension and Rs. 114
3. Government servants who retired on ... or after 1-7-1961 but before 1-10-1961	Rs. 13 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 113 <i>i. e.</i> , the difference between the pension and Rs. 113
4. Government servants who retired on ... or after 1-10-1961 but before 1-1-1962	Rs. 12 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 112 <i>i. e.</i> , the difference between the pension and Rs. 112
5. Government servants who retired on ... or after 1-1-1962 but before 1-4-1962	Rs. 11 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 111 <i>i. e.</i> , the difference between the pension and Rs. 111
6. Government servants who retired on ... or after 1-4-1962 but before 1-7-1962	Rs. 10 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 110 <i>i. e.</i> , the difference between the pension and Rs. 110
7. Government servants who retired on ... or after 1-7-1962 but before 1-10-1962	Rs. 9 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 109 <i>i. e.</i> , the difference between the pension and Rs. 109
8. Government servants who retired on ... or after 1-10-1962 but before 1-1-1963	Rs. 8 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 108 <i>i. e.</i> , the difference between the pension and Rs. 108
9. Government servants who retired on ... or after 1-1-1963 but before 1-4-1963	Rs. 7 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 107 <i>i. e.</i> , the difference between the pension and Rs. 107
10. Government servants who retired on ... or after 1-4-1963 but before 1-7-1963	Rs. 6 with marginal adjustments for pensioners drawing pensions exceeding Rs. 100 but below Rs. 106 <i>i. e.</i> , the difference between the pension and Rs. 106

The benefit of this *ad hoc* Dearness Allowance of Rs. 5 per month will be admissible also to the pensioners who retired or retire on or after 1-7-1963 and draw a pension not exceeding Rs. 100 per month will be eligible to Dearness Allowance such that the Pension *plus* Dearness Allowance is limited to Rs. 105.

## PROCEEDINGS OF THE GOVERNMENT OF MYSORE

*Subject:—*Revision of Dearness Allowance payable to Pensioners with effect from 1st March 1968.

## READ:—

1. Government Order No. FD. 17 SRP (1) 61 dated 27-2-1961.
2. Government Order No. FD. 35 SRP (1) 64 dated 23-7-1964.
3. Government Order No. FD. 43 SRP (1) 66 dated 17-11-1966.
4. Government Order No. FD. 18 SRP (1) 67 dated 12-4-1967.

## PREAMBLE:—

The One-Man Pay Commission having considered several requests made by the pensioners and their Associations recommended in their interim report, among other things, to increase Dearness Allowance to Pensioners by 50% and extensions of Dearness Allowance to those drawing pensions of Rs. 200 and below instead of Rs. 100 at present. The decision of the Government in this regard has been announced by the Finance Minister in the Budget Speech delivered on 1st March 1968.

ORDER No. F D 24 SRP (1) 68, BANGALORE, DATED 1ST APRIL 1968.

1. Government direct that the rates of Dearness Allowance to pensioners drawing a pension of Rs. 200 per mensem or below, be regulated as under with effect from 1st March 1968 (*i.e.* for pension, etc., accruing from 1st March 1968).

Date of Retirement	Rate of Dearness Allowance on Pensions (not exceeding Rs. 200 per mensem)
1. Government servants who retired before 1st April 1961.	Rs. 22.50, with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 222.50 <i>i.e.</i> , the difference between the pension and Rs. 222.50.
2. Government servants who retired on or after 1st April 1961 but before 1st July 1961.	Rs. 21, with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 221 <i>i.e.</i> the difference between the pension and Rs. 221.
3. Government servants who retired on or after 1-7-1961 but before 1-10-1961.	Rs. 19, with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 219.50 <i>i.e.</i> , the difference between the pension and Rs. 219.50.
4. Government servants who retired on or after 1-10-1961 but before 1-1-1962.	Rs. 18 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 218. <i>i.e.</i> , the difference between the pension and Rs. 218.
5. Government servants who retired on or after 1-1-1962 but before 1-4-1962.	Rs. 16.50, with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 216.50, <i>i.e.</i> , the difference between the pension and Rs. 216.50.
6. Government servants who retired on or after 1-4-1962 but before 1-7-1962.	Rs. 15 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 215, <i>i.e.</i> , the difference between the pension and Rs. 215.
7. Government servants who retired on or after 1-7-1962 but before 1-10-1962.	Rs. 13.50, with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 213.50 <i>i.e.</i> , the difference between the pension and Rs. 213.50.

Date of retirement	Rate of Dearness Allowance on Pensions (not exceeding Rs. 200).
8. Government servants who retired on or after 1-10-1962 but before 1-1-1963.	Rs. 12.00 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 212.00 <i>i.e.</i> , the difference between the pension and Rs. 212.00.
9. Government servants who retired on or after 1-1-1963 but before 1-4-1963.	Rs. 10.50, with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 210.50, <i>i.e.</i> , the difference between the pension and Rs. 210.50.
10. Government servants who retired on or after 1-4-1963 but before 1-7-1963.	Rs. 9, with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 209, <i>i.e.</i> , the difference between the pension and Rs. 209.
11. Government servants who retired or retire on or after 1-7-1963.	Rs. 7.50 with marginal adjustments for pensioners drawing pensions exceeding Rs. 200 but below Rs. 207.50 <i>i.e.</i> the difference between the pension and 207.50.

*Note* :—'Pension' means the amount of Service Pension finally sanctioned *i.e.*, before commutation if any.

2. This allowance is also applicable to civil pensioners of erstwhile States of Madras, Bombay and Hyderabad :—

- (i) who were on 1-11-1956 drawing pension in the territories transferred to new State of Mysore from 1-11-1956 ;
- (ii) who retired or proceeded on leave preparatory to retirement before 1-11-1956 but whose pensions were pending settlement at that date : and
- (iii) who were drawing either anticipatory pension or final pension on 1-11-1956 from the treasuries in the new State of Mysore.

3. The Accountant General, Mysore, Bangalore, will issue necessary instructions to the Treasuries in the matter.

By Order and in the name of the Governor of Mysore,

P. V. REVADI,  
Special Officer & Ex-officio Deputy  
Secretary to Government, Finance Department.

To

- The Accountant General, Mysore, Bangalore.
- The Secretaries to Government.
- The Divisional Commissioners of Districts.
- The District Treasury Officers.
- The Compiler, *Mysore Gazette*.
- The Weekly Gazette. PRESS TABLE.

**PROCEEDINGS OF THE GOVERNMENT OF MYSORE**

*Subject* :—Increase in the minimum pension inclusive of D. A. from Rs. 20/p. m. to Rs. 30/p. m.

*Order No. FD 67, SRS 68, Bangalore, Dated the 22nd April 1968.*

In the case of Government Servants retiring on Superannuation, Retiring, Compensation or Invalid Pension on or after 1st December 1964, the amount of pension admissible is subject to a minimum of Rs. 20 per month inclusive of dearness allowance (temporary increase in pension) as per the existing rules. Government are pleased to direct that such minimum pension shall be increased to Rs. 30 per month inclusive of Dearness Allowance with effect from 1st March 1968. (*i. e.* for pension accruing from 1st March 1968).

The amendment to the relevant rules in the Mysore Civil Services Rules will be issued separately.

By Order and in the name of the Governor of Mysore,

C. KRISHNAMURTHY ROW SAHIB,  
*Under Secretary to Government  
Finance Department.*

To

The Accountant General, Mysore, Bangalore.

The Secretaries to Government.

The Deputy/Under Secretaries to Government.

The Heads of Department.

The Compiler, *Mysore Gazette.*

The Weekly Gazette.

PRESS TABLE

GOVERNMENT OF MYSORE

**Finance Department**

*G. O. No. FD 67 SRS 68, dated 7th May 1968.*

Increase in the minimum pension inclusive of Dearness Allowance from Rs. 20-p.m. to Rs. 30-p.m.

Directs the.—

*Order No. FD 67 SRS 68, Bangalore, dated the 7th May 1968.*

In supersession of the Government Order of even No. dated 22nd April 1968, Government are pleased to direct that all Superannuation/Retiring/Compensation/Invalid Pensions current on 1st March 1968 shall be subject to a minimum of Rupees Thirty per month inclusive of Dearness Allowance (Temporary increase in pension). Accordingly, wherever the amount of full pension of the above categories sanctioned at the time of retirement *plus* Dearness Allowance is less than Rs. 30, it shall be increased to Rupees 30 per month with effect from 1st March, 1968 (*i.e.*, pensions accruing from 1st March 1968).

By Order and in the name of the Governor of Mysore,  
N. S. BEARATH,  
*Deputy Secretary to Government*  
*Finance Department.*

To

The Accountant General, Mysore, Bangalore.  
The Secretaries to Government.  
The Deputy/Under Secretaries to Government.  
The Heads of Department.  
The Compiler, *Mysore Gazette*.  
The Weekly Gazette.  
PRESS TABLE.

—

QUESTIONNAIRE

**ISSUED BY**

THE MYSORE PAY COMMISSION

QUESTIONNAIRE ISSUED BY THE MYSORE PAY COMMISSION, 1966.  
PART I.

PAY STRUCTURE.

I. (a) Do you consider the prevailing pay-scales prescribed for different categories of posts in the various departments of Government reasonable ?

(b) What are your views in regard to the demand for revision of pay scales ? If you consider the demand to be justifiable, what, according to you, should be the basis and the broad lines on which the pay-scales for any category or categories of posts in any department should be revised ?

೧. (ಎ) ಸರ್ಕಾರದ ನಾನಾ ಇಲಾಖೆಗಳಲ್ಲಿರುವ ವಿವಿಧ ತರಗತಿಗಳ ಹುದ್ದೆಗಳಿಗೆ ವಿಧಾಯಕವಾಗಿರುವ ಈಗಿನ ವೇತನ ಪ್ರಮಾಣಗಳು ನ್ಯಾಯವಾಗಿವೆ ಎಂದು ನೀವು ಪರಿಗಣಿಸುವಿರಾ ?

(ಬಿ) ವೇತನ ಪ್ರಮಾಣಗಳನ್ನು ಪರಿಷ್ಕರಿಸಬೇಕೆಂಬ ಕೋರಿಕೆಯ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯಗಳೇನು ? ಈ ಕೋರಿಕೆಯು ಸರ್ಕಾರವೆಂದು ನೀವು ಪರಿಗಣಿಸುವುದಾದರೆ, ಯಾವುದೇ ಇಲಾಖೆಯಲ್ಲಿನ ಹುದ್ದೆಗಳ ಯಾವುದೇ ತರಗತಿಯ ಅಥವಾ ಯಾವುದೇ ತರಗತಿಗಳ ವೇತನ ಪ್ರಮಾಣಗಳನ್ನು ಯಾವ ಆಧಾರದ ಮೇಲೆ ಮತ್ತು ಯಾವ ಸ್ಥೂಲ ವಿಧಾನದಲ್ಲಿ ಪರಿಷ್ಕರಿಸಬೇಕೆಂದು ನೀವು ಅಭಿಪ್ರಾಯ ಪಡುವಿರಿ ?

2. What factors do you consider to be relevant to the rationalization of the existing pay structure ? Discuss the relative importance of the following factors in the scheme of revision:—

- Pay-scales prescribed for corresponding or comparable posts by (i) other State Governments, (ii) the Central Government ; and (iii) the private employees ;
- Adequacy of payment to attract suitable and brilliant men and women ;
- The desirability of maintaining some kind of parity between the emoluments admissible under the Government and outside it, after accounting for the amenities and concessions such as leave entitlements, pensionary benefits, security of tenure, social status, etc., which generally go with Government service ;
- Resources of the State ;
- Urgency of National Development Plans and their needs.

೨. ಈಗಿನ ವೇತನ ರಚನೆಯನ್ನು ಸರಿಹೊಂದಿಸುವ ಬಗ್ಗೆ ಯಾವ ಅಂಶಗಳು ಸುಸಂಬಂಧವೆಂದು ನೀವು ತಿಳಿಯುವಿರಿ ? ವೇತನ ವ್ಯವಸ್ಥೆಯ ಯೋಜನೆಗೆ ಸಂಬಂಧಪಟ್ಟಂತೆ ಈ ಕೆಳಕಂಡ ಅಂಶಗಳ ಪರಸ್ಪರ ಪ್ರಾಮುಖ್ಯತೆಯನ್ನು ಪರಿಶೀಲಿಸಿ:—

(ಎ) ಸುಬೋಡಿಯಾದ ಅಥವಾ ಸಮಾನವಾದ ಹುದ್ದೆಗಳಿಗೆ (೧) ಇತರ ರಾಜ್ಯ ಸರ್ಕಾರಗಳು (೨) ಕೇಂದ್ರ ಸರ್ಕಾರ ಮತ್ತು (೩) ಖಾಸಗಿಯಾಗಿ ಉದ್ಯಮ ಕೆಲಸಕ್ಕೆ ನೇಮಿಸಿಕೊಳ್ಳುವವರು ಗೊತ್ತು ಮಾಡಿರುವ ವೇತನ ಪ್ರಮಾಣಗಳು ;

(ಬಿ) ಸಮರ್ಥರಾದ ಮತ್ತು ವಿಶೇಷ ಬುದ್ಧಿವಂತರಾದ ಸ್ತ್ರೀ, ಪುರುಷರನ್ನು ಕೆಲಸಕ್ಕೆ ಆಕರ್ಷಿಸಲು ಸಾಕಷ್ಟು ವೇತನವೆಷ್ಟೆಂಬುದು ;

(ಸಿ) ಸಾಮಾನ್ಯವಾಗಿ ಸರ್ಕಾರಿ ಸೇವೆಗೆ ಸಂಬಂಧಪಟ್ಟ ರಜಾ ಹಕ್ಕುಗಳು, ವಿಶ್ರಾಂತಿ ವೇತನ ಪ್ರತಿಫಲಗಳು, ಹುದ್ದೆ ಮುಂದುವರೆಯುವುದೆಂಬ ಭರವಸೆ, ಸಾಮಾಜಿಕ ಸ್ಥಾನಮಾನ—ಇವೇ ಮೊದಲಾದ ಸೌಕರ್ಯಗಳು ಮತ್ತು ರಿಯಾಯಿತಿಗಳನ್ನು ಲೆಕ್ಕಿಸಿದ ಮೇಲೆ, ಸರ್ಕಾರದಲ್ಲಿ ಮತ್ತು ಸರ್ಕಾರದ ಹೊರವಲಯದಲ್ಲಿ ದೊರೆಯುವ ಸಂಭಾವನೆಗಳ ನಡುವೆ ಒಂದು ಬಗೆಯ ಸಮಾನತೆಯನ್ನು ತರುವ ಅಪೇಕ್ಷಣೀಯತೆ ;

(ಡಿ) ರಾಜ್ಯದ ಸಾಧನ ಸಂಪತ್ತುಗಳು ;

(ಇ) ರಾಷ್ಟ್ರೀಯ ಅಭಿವೃದ್ಧಿ ಯೋಜನೆಗಳ ಜರೂರಿ ಮತ್ತು ಅವುಗಳ ಬಗ್ಗೆ ಪೂರೈಸಬೇಕಾದ ಅಗತ್ಯಗಳು.

3. Do you think that the State as an employer should be a model employer and should be distinguished from private employers in matters of mutual rights and obligations of the employers and the employees ?

೩. ರಾಜ್ಯ ಸರ್ಕಾರವು ನಿರ್ವಹಿಸಬೇಕಾದ ಧರಣಿಯ ಪಾತ್ರದಲ್ಲಿ ಅದು ಆದರ್ಶ ಧರಣಿಯಾಗಿರಬೇಕೆಂದೂ ಧರಣಿಗಳು ಹಾಗೂ ನೌಕರರು ಪರಸ್ಪರವಾಗಿ ಒಬ್ಬರಿಗೊಬ್ಬರು ಹೊತ್ತಿರುವ ಹಕ್ಕು ಬಾಧ್ಯತೆಗಳ ವಿಷಯದಲ್ಲಿ ಅದು ಖಾಸಗಿ ಧರಣಿಗಳಿಂದ ಭಿನ್ನವಾಗಿರಬೇಕೆಂದೂ ನೀವು ಅಭಿಪ್ರಾಯ ಪಡುವಿರಾ ?



4. Do you consider that it is feasible or practicable to relate the pay scales to fluctuations in the economic conditions particularly for services at the lower level of pay scales? If yes, kindly indicate—

- the extent to which the rise in prices over the 1961 level (when pay scales were last revised) is attributable to (i) increase in public expenditure, (ii) enhanced taxation, and (iii) other policy-induced causes ;
- whether the prices are likely to get stabilised and if so, at what level compared with the base-year 1961 ;
- if the prices are not likely to get stabilised in the near future, the likely trend of rise in prices during the next 5 years ; and
- the vulnerable sections among the Government employees which require the greatest assistance at the hands of Government.

೪. ವೇತನ ಪ್ರಮಾಣಗಳಿಗೂ, ಅದರಲ್ಲೂ ವಿಶೇಷವಾಗಿ ಕೆಳಹಂತದ ನೌಕರರ ವೇತನ ಪ್ರಮಾಣಗಳಿಗೂ ಹಾಗೂ, ಆರ್ಥಿಕ ಪರಿಸ್ಥಿತಿಯಲ್ಲಿ ತಲೆದೋರುವ ಒಂದು ಮಟ್ಟದವರಿಗೂ ಸಂಬಂಧ ಕಲ್ಪಿಸುವುದು ಶಕ್ಯ ಅಥವಾ ಕಾರ್ಯತಃ ಸಾಧ್ಯ, ನೀವು ತಿಳಿಯುವಿರಾ ? ಹಾಗೆ ತಿಳಿಯುವುದಾದರೆ, ಈ ಅಂಶಗಳನ್ನು ವಿವರಿಸಿ—

- ೧೯೬೧ನೆಯ ಇಸವಿಯ ಧಾರಣೆಗಳಿಗಿಂತ (ಅದೇ ೧೯೬೧ರಲ್ಲಿಯೇ ಕೊನೆಯದಾಗಿ ವೇತನ ಪರಿಷ್ಕರಿಸಲ್ಪಟ್ಟಿತು) (೧) ಸಾರ್ವಜನಿಕ ಓತಕ್ಕಾಗಿ ಮಾಡಿದ ವೆಚ್ಚಗಳ ಹೆಚ್ಚಳ, (೨) ಹೆಚ್ಚಿಸಿದ ತರಿಗೆ, (೩) ಕಾರ್ಯ ನೀತಿಯ ಪರಿಣಾಮವಾಗಿ ಉದ್ಭವಿಸಿದ ಇತರ ಕಾರಣಗಳು—ಇವುಗಳಿಂದಾಗಿ ಬೆಲೆಗಳು ಎಷ್ಟರ ಮಟ್ಟಿಗೆ ಹೆಚ್ಚಿವೆ ;
- ಬೆಲೆಗಳು ಸ್ಥಿಮಿತವಾಗುವ ಸಂಭವವಿದೆಯೆ ? ಹಾಗಿದ್ದ ಪಕ್ಷದಲ್ಲಿ, ಆಧಾರಭೂತ ವರ್ತಮಾನದ ೧೯೬೧ನೆಯ ಇಸವಿಯೊಂದಿಗೆ ಹೋಲಿಸಿ ನೋಡಿದಂತೆ, ಯಾವ ಮಟ್ಟದಲ್ಲಿ ಸ್ಥಿಮಿತವಾಗುವ ಸಂಭವವಿದೆ ?
- ಸ್ಥಳದಲ್ಲಿ ಬೆಲೆಗಳು ಸ್ಥಿಮಿತವಾಗುವ ಸಂಭವವಿಲ್ಲದಿದ್ದರೆ, ಮುಂದಿನ ೫ ವರ್ಷಗಳ ಅವಧಿಯಲ್ಲಿ ಬೆಲೆಗಳು ಎಷ್ಟರಮಟ್ಟಿಗೆ ಏರುವ ಸಂಭವವಿದೆ ; ಮತ್ತು
- ಸರ್ಕಾರಿ ನೌಕರರ ಪೈಕಿ, ಸರ್ಕಾರದಿಂದ ಅತ್ಯಂತ ಹೆಚ್ಚಿನ ಸಹಾಯದ ಅಗತ್ಯವಿರುವ ನೌಕರ ವರ್ಗಗಳು ಯಾವುವು ;

5. What method or methods would you suggest for relating pay scales to future changes in cost of living?

೫. ಜೀವನ ವೆಚ್ಚದಲ್ಲಿ ಮುಂದೆ ಅಗಬಹುದಾದ ಬದಲಾವಣೆಗಳಿಗೂ ವೇತನ ಪ್ರಮಾಣಗಳಿಗೂ ಸಂಬಂಧವನ್ನು ಕಲ್ಪಿಸಲು ನೀವು ಯಾವ ವಿಧಾನ ಅಥವಾ ವಿಧಾನಗಳನ್ನು ಸೂಚಿಸುವಿರಿ ?

6. How far and with what limitation, if any, should the concept of 'minimum wage' prevail in determination of the lowest level of pay scales?

೬. ವೇತನ ಪ್ರಮಾಣಗಳ ಕನಿಷ್ಠ ಮಟ್ಟವನ್ನು ನಿರ್ಧರಿಸುವಾಗ 'ಕನಿಷ್ಠ ವೇತನ' ಕೊಡಬೇಕೆಂಬ ಅಭಿಪ್ರಾಯವನ್ನು ಎಷ್ಟರ ಮಟ್ಟಿಗೆ ಮತ್ತು ಯಾವ ಪರಿಮಿತಿಯವರೆಗೆ ಅನ್ವಯಿಸಬೇಕು ?

7. What should be considered a 'minimum wage' and how should it be determined in the context of prevailing socio-economic conditions in the State?

೭. "ಕನಿಷ್ಠ ವೇತನ" ಪ್ರಮಾಣ ಎಷ್ಟಿರಬೇಕು ಮತ್ತು ರಾಜ್ಯದ ಸಾಮಾಜಿಕ ಹಾಗೂ ಆರ್ಥಿಕ ಪರಿಸ್ಥಿತಿಗಳಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಅದನ್ನು ಹೇಗೆ ನಿರ್ಧರಿಸಬೇಕು ?

8. In fixing the lowest level of pay-scale of Government servants, would it not be justifiable to take into consideration amenities, concessions and benefits available to them?

೮. ಸರ್ಕಾರಿ ನೌಕರರ ಕನಿಷ್ಠ ವೇತನ ಪ್ರಮಾಣವನ್ನು ಗೊತ್ತುಮಾಡುವಾಗ ಅವರಿಗೆ ದೊರಕುವ ಸೌಲಭ್ಯಗಳು, ರಿಯಾಯಿತಿಗಳು ಮತ್ತು ಪ್ರಯೋಜನಗಳನ್ನು ಪರಿಗಣಿಸುವುದು ನ್ಯಾಯವಲ್ಲವೆ ?

9. Do you consider the fixation of maximum remuneration of employees of the State desirable or necessary; if so, why?

೯. ರಾಜ್ಯದ ನೌಕರರಿಗೆ ಪರಮಾವಧಿ ಸಂಭಾವನೆಯನ್ನು ನಿಗದಿಮಾಡುವುದು ಅಪೇಕ್ಷಣೀಯ ಅಥವಾ ಅವಶ್ಯಕ ಎಂದು ನೀವು ಭಾವಿಸುವಿರಾ ಹಾಗೆ ಭಾವಿಸುವುದಾದರೆ, ಏಕೆ ?

10. What in your view should be the 'maximum remuneration' in any scale of pay to be paid by the State considering socio-economic conditions and financial resources of the State?

೧೦. ರಾಜ್ಯದ ಸಾಮಾಜಿಕ ಮತ್ತು ಆರ್ಥಿಕ ಪರಿಸ್ಥಿತಿಯನ್ನೂ ಹಾಗೂ ಧನಸಂಪತ್ತನ್ನೂ ಪರಿಗಣಿಸಿ, ರಾಜ್ಯವು ನೀಡುವ ಯಾವುದೇ ವೇತನ ಪ್ರಮಾಣದ 'ಪರಮಾವಧಿ ಸಂಭಾವನೆ' ಎಷ್ಟಿರಬೇಕೆಂದು ನಿಮ್ಮ ಅಭಿಪ್ರಾಯ ?

11. Should the maximum remuneration be a pre-determined multiple of the minimum and if so, what multiple? Or, should the maximum and the intermediate rates of remuneration be so designed as to ensure recruitment, at different levels of the service, of persons with requisite qualifications and abilities?

೧೧. ಪರಮಾವಧಿ ಸಂಭಾವನೆಯು ಕನಿಷ್ಠ ವೇತನದ ಪೂರ್ವನಿರ್ಧಾರಿತ ಗುಣಾಂಕವಾಗಿರಬೇಕೆ (ಪ್ರೀಡಿಯರ್‌ಮಿಂಡ್ ಮಲ್ಟಿಪಲ್) : ಹಾಗಿದ್ದ ಪಕ್ಷದಲ್ಲಿ ಆ ಗುಣಾಂಕವೆಷ್ಟು? ಅಥವಾ ಸೇವೆಯ ನಾನಾ ಹಂತಗಳಲ್ಲಿ ಅವಶ್ಯಕವಾದ ಅರ್ಹತೆಗಳನ್ನು ಮತ್ತು ಸಾಮರ್ಥ್ಯವನ್ನು ಹೊಂದಿರುವವರನ್ನು ನೇಮಿಸಿಕೊಳ್ಳಲು ಶಕ್ಯವಾಗುವಂತೆ ಸಂಭಾವನೆಯ ಪರಮಾವಧಿ ಮತ್ತು ಮಧ್ಯವರ್ತಿಯ ದರಗಳು ಏರ್ಪಟ್ಟಿರಬೇಕೆ ?

12. Are you of the opinion that there should be difference between the emoluments of the employees in industrial and commercial departments of Government and in non-commercial and non-industrial departments? Indicate the extent of the difference and the principle, if any, for working out this difference?

೧೨. ಸರ್ಕಾರದ ಉದ್ಯಮ ಹಾಗೂ ವಾಣಿಜ್ಯ ಇಲಾಖೆಗಳಲ್ಲಿರುವ ವೇತನಗಳಿಗೂ ವಾಣಿಜ್ಯೀಕರಣ ಹಾಗೂ ಉದ್ಯಮೇತರ ಇಲಾಖೆಗಳಲ್ಲಿರುವ ನೌಕರರ ವೇತನಗಳಿಗೂ ವ್ಯತ್ಯಾಸವಿರಬೇಕೆಂದು ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇ? ವ್ಯತ್ಯಾಸದ ಪ್ರಮಾಣವನ್ನೂ ಮತ್ತು ಈ ವ್ಯತ್ಯಾಸವನ್ನು ಲೆಕ್ಕ ಮಾಡಲು ಯಾವುದೇ ತತ್ವವಿದ್ದರೆ ಆ ತತ್ವವನ್ನೂ ಸೂಚಿಸಿ.

13. Do you hold the view that scales of pay for technical services like Agriculture and Animal Husbandry and non-technical services like the Department of General Administration should, by and large be uniform? If not, what principle would you suggest for determining the pay structure for suitably qualified and trained personnel to man the technical services and how should they differ from the principles on which pay scales for non-technical services should be determined?

೧೩. ವ್ಯವಸಾಯ ಮತ್ತು ಪಶುಸಂಗೋಪನ ಇಲಾಖೆಗಳಂಥ ತಾಂತ್ರಿಕ ಸೇವೆಗಳ ವೇತನ ಪ್ರಮಾಣಗಳೂ ಹಾಗೂ ಸಾಮಾನ್ಯಾಡಳಿತ ಇಲಾಖೆಯಂಥ ತಾಂತ್ರಿಕವಲ್ಲದ ಸೇವೆಗಳ ವೇತನ ಪ್ರಮಾಣಗಳೂ ಸಾಮಾನ್ಯವಾಗಿ ಏಕಪ್ರಕಾರವಾಗಿರಬೇಕೆಂಬುದು ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇ? ಹಾಗಲ್ಲದ ಪಕ್ಷದಲ್ಲಿ ತಾಂತ್ರಿಕ ಸೇವಾ ವಿಭಾಗಗಳಲ್ಲಿ ಕೆಲಸ ಮಾಡಲು ತಕ್ಕ ಅರ್ಹತೆಯನ್ನೂ ಶಿಕ್ಷಣವನ್ನೂ ಪಡೆದ ನೌಕರರ ವೇತನ ರಚನೆಯನ್ನು ನಿರ್ಧರಿಸಲು ಯಾವ ತತ್ವಗಳನ್ನು ಸೂಚಿಸುವಿರಿ? ಮತ್ತು ಆ ತತ್ವಗಳು ತಾಂತ್ರಿಕೇತರ ಸೇವೆಗಳ ವೇತನ ಪ್ರಮಾಣವನ್ನು ನಿರ್ಧರಿಸುವ ತತ್ವಗಳಿಂದ ಹೇಗೆ ಭಿನ್ನವಾಗಿರಬೇಕು ?

14. How do you propose to regulate the salaries payable to Scientists and Technologists to attract a larger proportion of talented young persons to scientific and technological careers?

೧೪. ವೈಜ್ಞಾನಿಕ ಮತ್ತು ತಾಂತ್ರಿಕ ಕ್ಷೇತ್ರದ ಉದ್ಯೋಗಗಳಿಗೆ ಪ್ರತಿಭಾವಂತ ಯುವಜನರನ್ನು ಹೆಚ್ಚಾಗಿ ಆಕರ್ಷಿಸುವುದಕ್ಕಾಗಿ ವೈಜ್ಞಾನಿಕ ಮತ್ತು ತಂತ್ರಜ್ಞರ ವೇತನಗಳನ್ನು ಯಾವ ರೀತಿ ಕ್ರಮಗೊಳಿಸಬೇಕೆಂದು ನೀವು ಸೂಚಿಸುವಿರಿ?

15. Do you consider that there should be equality in the pay scales to be prescribed for Medical and Engineering graduates? What incentives do you propose to offer to Government servants in the technical services to encourage acquisition of higher qualifications in their respective specialised lines?

೧೫. ವೈದ್ಯಕೀಯ ಮತ್ತು ಇಂಜಿನಿಯರಿಂಗ್ ಪದವೀಧರರಿಗೆ ಗೊತ್ತುಮಾಡಬೇಕಾಗಿರುವ ವೇತನ ಪ್ರಮಾಣಗಳಲ್ಲಿ ಸಮಾನತೆ ಇರಬೇಕೆಂದು ನೀವು ಭಾವಿಸುವಿರಾ? ತಾಂತ್ರಿಕ ಸೇವೆಗಳಲ್ಲಿರುವ ಸರ್ಕಾರಿ ನೌಕರರು ತಂತಮ್ಮ ವಿಶಿಷ್ಟ ಕ್ಷೇತ್ರದಲ್ಲಿ ಉನ್ನತಾರ್ಹತೆಗಳನ್ನು ಗಳಿಸಿ ಕೊಳ್ಳುವಂತೆ ಪ್ರೋತ್ಸಾಹ ಕೊಡಲು ಅವರಿಗೆ ಯಾವ ರೀತಿಯ ಉತ್ತೇಜಕ ಪ್ರಲೋಭನಗಳನ್ನು ನೀಡಬೇಕೆಂದು ನೀವು ಸಲಹೆ ಮಾಡುವಿರಿ?

16. Do you consider that the existing system of appointing Honorary Medical Practitioners in the Medical Department should continue? If so, on what terms?

೧೬. ವೈದ್ಯಕೀಯ ಇಲಾಖೆಯಲ್ಲಿ ಗೌರವ ವೃದ್ಧಿಚಿಹ್ನೆಗಳನ್ನು ನಿಯೋಜಿಸಿಕೊಳ್ಳುವ ಈಗಿನ ಪದ್ಧತಿಯು ಮುಂದುವರಿಯಬೇಕೆ? ಮುಂದುವರಿಯಬೇಕಾದರೆ ಯಾವ ನಿಯಮಗಳ ಮೇಲೆ?

17. Do you favour the idea of appointment of Technical personnel on a contract basis? If so, what should be the criteria for fixation of their emoluments?

೧೭. ತಾಂತ್ರಿಕ ಶಿಕ್ಷಣ ಪಡೆದ ನೌಕರರನ್ನು "ಕಂಟ್ರಾಕ್ಟ್" (ಗೊತ್ತುಪಾಡು) ಆಧಾರದ ಮೇಲೆ ನೇಮಕ ಮಾಡಿಕೊಳ್ಳುವ ವಿಚಾರವನ್ನು ನೀವು ಅನುಮೋದಿಸುವಿರಾ? ಹಾಗಿದ್ದ ಪಕ್ಷದಲ್ಲಿ, ಅವರ ವೇತನಗಳನ್ನು ನಿಗದಿಮಾಡಲು ಆಧಾರ ಯಾವುದು?

18. Do you hold the view that the scales of pay should be uniform where the nature of work is the same, or would you like variations to be made on account of one or more of the following factors:—

- (a) Qualifications prescribed for recruitment to a post and the amount of time and money required for obtaining those qualifications;
- (b) Quantum of responsibility;
- (c) Level or class of office in which, and the status of the officer with whom, an employee may be working;
- (d) Unpleasantness and/or arduousness of the job;
- (e) The utility of the job for the community.

೧೮. ಕೆಲಸದ ಸ್ವಭಾವ ಒಂದೇ ಆಗಿರುವ ಕಡೆ, ವೇತನ ಪ್ರಮಾಣಗಳೂ ಸಮಾನವಾಗಿರಬೇಕೆಂದು ನೀವು ಅಭಿಪ್ರಾಯಪಡುವಿರಾ, ಅಥವಾ ಈ ಕೆಳಕಂಡ ಅಂಶಗಳ ವೈಕಿ ಒಂದು ಅಥವಾ ಹೆಚ್ಚಿಗೆ ಅಂಶಗಳ ಕಾರಣದಿಂದ ಆ ಪ್ರಮಾಣಗಳು ವ್ಯತ್ಯಾಸವಾಗಬೇಕೆಂದು ಅಪೇಕ್ಷಿಸುವಿರಾ :—

- (ಎ) ಒಂದು ಹುದ್ದೆಗೆ ನೌಕರರನ್ನು ನೇಮಕಮಾಡಿಕೊಳ್ಳಲು ವಿಧಾಯಕವಾದ ಅರ್ಹತೆಗಳು ಹಾಗೂ ಆ ಅರ್ಹತೆಗಳನ್ನು ಗಳಿಸಿಕೊಳ್ಳಲು ಬೇಕಾದ ಕಾಲ ಮತ್ತು ಹಣ;
- (ಬಿ) ಜವಾಬ್ದಾರಿಯ ಪ್ರಮಾಣ;
- (ಸಿ) ಒಬ್ಬ ನೌಕರನು ದುಡಿಯುವ ಕಛೇರಿಯ ದರ್ಜೆ ಅಥವಾ ವರ್ಗ ಮತ್ತು ಅವನ ಮೇಲಧಿಕಾರಿಯ ಸ್ಥಾನಮಾನಗಳು;
- (ಡಿ) ಕೆಲಸದ ಅಸೌಖ್ಯ ಮತ್ತು ಕಷ್ಟಸಾಧ್ಯತೆ;
- (ಇ) ಸಮಾಜಕ್ಕೆ ಆ ಕೆಲಸದಿಂದ ಲಭಿಸುವ ಪ್ರಯೋಜನ.

19. Can you suggest any practicable method of evaluation and scientific grading of duties and responsibilities for purposes of absorption or merger of any pay scales in order to reduce multiplicity of pay scales?

೧೯. ವೇತನ ಪ್ರಮಾಣಗಳ ಸಂಖ್ಯೆಯನ್ನು ತಗ್ಗಿಸುವ ಸಲುವಾಗಿ ಯಾವುದೇ ವೇತನ ಪ್ರಮಾಣಗಳನ್ನು ವಿಲೀನಗೊಳಿಸುವ ನಿಮಿತ್ತವಾಗಿ ಕರ್ತವ್ಯಗಳ ಮತ್ತು ಜವಾಬ್ದಾರಿಗಳ ಸ್ವರೂಪ ನಿರ್ಣಯಕ್ಕೂ ಅವುಗಳ ಶಾಸ್ತ್ರೀಯ ವರ್ಗೀಕರಣಕ್ಕೂ ಯಾವುದೇ ಕಾರ್ಯಸಾಧ್ಯ ವಿಧಾನವನ್ನು ಸೂಚಿಸುವಿರಾ?

20. Do you consider that the existing time-scale or time-scales generally secure adequate reward for merit and provide ample incentive for efficiency? What should in your opinion be the length of a time-scale?

೨೦. ಈಗಿನ ಕಾಲಕ್ರಮಿಕ ವೇತನ ಪ್ರಮಾಣ ಅಥವಾ ವೇತನ ಪ್ರಮಾಣಗಳು (ಟೈಂಸ್ಕೇಲ್) ಸಾಮಾನ್ಯವಾಗಿ ವಿಶೇಷಾರ್ಹತೆಗೆ ತಕ್ಕ ಪ್ರತಿಫಲವೇ? ಮತ್ತು ಅವು ದಕ್ಷತೆಗೆ ಸಾಕಷ್ಟು ಉತ್ತೇಜನ ಕೊಡುವುವಾಗಿಯೇ? ನಿಮ್ಮ ಅಭಿಪ್ರಾಯದಲ್ಲಿ ಒಂದು ಕಾಲಕ್ರಮಿಕ ವೇತನ ಪ್ರಮಾಣದ ಅವಧಿ ಎಷ್ಟಿರಬೇಕು?

21. It has been suggested in some quarters that the length of a time-scale may be divided into two parts, each comprising a period of 15 years, and the later part treated as a selection grade time-scale. Have you any concrete suggestions to make on this matter?

೨೧. ಕಾಲಕ್ರಮಿಕ ವೇತನ ಪ್ರಮಾಣದ ಕಾಲವನ್ನು ಎರಡಾಗಿ ವಿಂಗಡಿಸಬೇಕೆಂದೂ ಪ್ರತಿಯೊಂದು ಭಾಗವೂ ಹದಿನೈದು ವರ್ಷಗಳ ಕಾಲದ ವರೆಗೆ ವ್ಯಾಪಿಸಬೇಕೆಂದೂ ಮತ್ತು ಎರಡನೆಯ ಭಾಗವು "ಸೆಲೆಕ್ಷನ್ ಗ್ರೇಡಿನ" ಕಾಲಕ್ರಮಿಕ ವೇತನ ಪ್ರಮಾಣವಾಗಿರಬೇಕೆಂದೂ ಕೆಲವು ಕಡೆ ಸಲಹೆ ಮಾಡಲಾಗಿದೆ. ಈ ವಿಷಯದಲ್ಲಿ ನಿಮ್ಮ ದೇನಾದರೂ ನಿರ್ದಿಷ್ಟ ಸಲಹೆಯುಂಟೆ?

22. Do you consider that it is necessary to introduce efficiency bars in a time-scale and if so, what conditions would you impose for crossing such efficiency bars? Should there be rules framed for the purpose?

೨೨. ಕಾಲಕ್ರಮಿಕ ವೇತನ ಪ್ರಮಾಣದಲ್ಲಿ ದಕ್ಷತೆಗಾಗಿ ತಡೆಹಾಕುವ (ಎಫಿಷಿಯೆನ್ಸಿಬಾರ್) ಹಂತವನ್ನು ಏರ್ಪಡಿಸುವುದು ಅವಶ್ಯವೆಂದು ಪರಿಗಣಿಸುವಿರಾ? ಹಾಗಿದ್ದ ಪಕ್ಷದಲ್ಲಿ, ದಕ್ಷತೆಗಾಗಿ ತಡೆಹಾಕುವ ಅಂತಹ ಹಂತವನ್ನು ದಾಟಿ ಮುಂದುವರಿಯಲು ನೀವು ಯಾವ ಪರತ್ತುಗಳನ್ನು ವಿಧಿಸುವಿರಾ? ಇದಕ್ಕೆ ನಿಯಮಗಳ ರಚನೆಯಾಗಬೇಕೆ?

23. Do the prevailing time-scales adequately provide for promotions for officials of marked ability or merit between grades, or from lower cadre of service to higher cadre? If not, what are your suggestions for providing reasonable avenues of promotion in different cadres of the State services?

೨೩. ಈಗಿನ ಕಾಲಕ್ರಮಿಕ ವೇತನ ಪ್ರಮಾಣಗಳು (ಟೈಂಸ್ಕೇಲುಗಳು) ಬೇರೆ ಬೇರೆ ದರ್ಜೆಗಳ ನಡುವೆ ವಿಶೇಷ ಸಾಮರ್ಥ್ಯವುಳ್ಳ ಮತ್ತು ವಿಶೇಷಾರ್ಹತೆಯುಳ್ಳ ನೌಕರರಿಗೂ, ಅಥವಾ ನೌಕರಿಯ ಕೆಳದರ್ಜೆಯಿಂದ ಮೇಲಿನ ದರ್ಜೆಗೆ ಬಡ್ತಿ ಹೊಂದಲು ಸಾಕಷ್ಟು ಅವಕಾಶ ಕಲ್ಪಿಸುವೆಯೇ? ಹಾಗಿಲ್ಲದಿದ್ದ ಪಕ್ಷದಲ್ಲಿ, ರಾಜ್ಯದ ನೌಕರಿಗಳ ನಾನಾ ದರ್ಜೆಗಳಲ್ಲಿ ಬಡ್ತಿ ಹೊಂದಲು ನ್ಯಾಯವಾದ ಅವಕಾಶ ಕಲ್ಪಿಸುವ ಬಗ್ಗೆ ನಿಮ್ಮ ಸಲಹೆಯೇನು?

## PART II

## SPECIAL PAY ETC.

Sub-rule 42 of Rule 8 of the Mysore Civil Services Rules reads :—

"Special Pay" means an addition, of the nature of pay to the emoluments of a post or of Government servant, granted in consideration of :—

- the specially arduous nature of the duties ; or
- a specific addition to the work or responsibility ; or
- the unhealthiness of the locality in which the work is performed.

ಮೈಸೂರು ರಾಜ್ಯದ ಸಿವಿಲ್ ಸೇವೆಗಳ ನಿಯಮಗಳ ಪ್ರಕಾರ ಲೆನೆಯ ನಿಯಮದ ಲೆನೆಯ ಉಪ ನಿಯಮವು ಈ ರೀತಿ ಇದೆ—

'ವಿಶೇಷ ವೇತನ' (ಸ್ಪೆಷಲ್ ಪೇ), ಎಂದರೆ ಈ ಕೆಳಕಂಡ ಸಂದರ್ಭಗಳನ್ನು ಅಧರಿಸಿ ಒಂದು ಹುದ್ದೆಯ ಅಥವಾ ಒಬ್ಬ ಸರ್ಕಾರಿ ನೌಕರನ ಸಂಬಳಕ್ಕೆ ಸೇರಿಸಿರುವ ವೇತನ ಸ್ವಭಾವವುಳ್ಳ, ಹೆಚ್ಚಿಗೆ ವೇತನ ಎಂದು ಅರ್ಥ; ಆ ಸಂದರ್ಭಗಳು ಯಾವುವೆಂದರೆ—

- ಕರ್ತವ್ಯಗಳು ವಿಶೇಷವಾಗಿ ಕಷ್ಟಕರವಾಗಿರುವುದು ; ಅಥವಾ
- ಕೆಲಸಗಳ ಮತ್ತು ಜವಾಬ್ದಾರಿಯ ಸ್ವಷ್ಟವಾದ ಹೆಚ್ಚುವರಿ ; ಅಥವಾ
- ಕೆಲಸ ನಡೆಯುವ ಸ್ಥಳವು ಅನಾರೋಗ್ಯಕರವಾಗಿರುವುದು.

24. What is your view about granting of such Special Pay ? Do you favour the continuance of Special Pay at the existing rates or at modified rates ? Please give reasons for your views.

೨೪. ಅಂತಹ ವಿಶೇಷ ವೇತನವನ್ನು ಮಂಜೂರು ಮಾಡುವ ವಿಚಾರದಲ್ಲಿ ನಿಮ್ಮ ಮತವೇನು ? ವಿಶೇಷ ವೇತನವನ್ನು ಈಗಿನ ದರಗಳಲ್ಲಿಯೇ ಮುಂದುವರಿಸಬಹುದೇ ? ಅಥವಾ ಬೇರೆ ದರಗಳಲ್ಲಿ ಕೊಡಬೇಕೆ ? ನಿಮ್ಮ ಅಭಿಪ್ರಾಯಗಳಿಗೆ ದಯೆಯಿಟ್ಟು ಕಾರಣಗಳನ್ನು ಕೊಡಿ.

25. What are your views on the continuance or otherwise of the practice of sanctioning Special Locality or Bad Climate Allowance? What should be the principles governing the fixation or revision of the rates of such pay and inclusion or exclusion of places or areas posting to which requires payment of such pay ?

೨೫. ವಿಶೇಷ ಸ್ಥಳೀಯ ಭತ್ಯೆ (ಸ್ಪೆಷಲ್ ಲೋಕಾಲಿಟಿ ಅಲೋಯನ್ಸ್) ಅಥವಾ ಕೆಟ್ಟ ಹವಾಮಾನದ ಸ್ಥಳದ ಸಂಭಾವನೆ (ಬ್ಯಾಡ್ ಕ್ಲೈಮೇಟ್ ಅಲೋಯನ್ಸ್) ಇವುಗಳನ್ನು ಮುಂದುವರಿಸುವ ಅಥವಾ ಬಿಟ್ಟು ಬಿಡುವ ವಿಷಯದಲ್ಲಿ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯಗಳೇನು ? ಅಂತಹ ವೇತನ ದರಗಳನ್ನು ನಿಗದಿಮಾಡುವ ಅಥವಾ ಪರಿಷ್ಕರಿಸುವ ಬಗ್ಗೆ ಮತ್ತು ಯಾವ ಸ್ಥಳಗಳಿಗೆ ಅಥವಾ ಪ್ರದೇಶಗಳಿಗೆ ನೌಕರರನ್ನು ನೇಮಕಮಾಡಿದರೆ ಅಂತಹ ವೇತನವನ್ನು ಕೊಡಬೇಕಾಗುವುದೋ ಅಂತಹ ಸ್ಥಳಗಳನ್ನು ಅಥವಾ ಪ್ರದೇಶಗಳನ್ನು ಸೇರಿಸುವ ಅಥವಾ ಬಿಟ್ಟುಬಿಡುವ ಬಗ್ಗೆ ಅನುಸರಿಸತಕ್ಕ ತತ್ವಗಳೇನು ?

## PART III

## DEARNESS ALLOWANCE—COMPENSATORY ALLOWANCE AND AMENITIES

26. What are the relevant considerations which you desire the Commission to take into account in dealing with the problem of Dearness Allowance ?

೨೬. ತುಟಿ ಭತ್ಯೆ ದ ವಿಚಾರದಲ್ಲಿ ಆಯೋಗದವರು ಯಾವ ಯಾವ ಸಂಬಂಧಪಟ್ಟ ವಿಷಯಗಳನ್ನು ಗಮನಿಸಬೇಕೆಂದು ಅಪೇಕ್ಷಿಸುವಿರಿ ?

27. If the rise in the cost of living as a result of the rise in prices has to be neutralised, to what extent should it be neutralised ? Should the degree of neutralisation depend upon the level of the employees' emoluments ? Do you think that a certain level of emoluments there need be no neutralisation ? If so, what should be this level ?

೨೭. ಬೆಲೆಗಳ ಏರಿಕೆಯ ಪರಿಣಾಮವಾಗಿ ಜೀವನ ವೆಚ್ಚದಲ್ಲೂ ತಲೆದೋರುವ ಹೆಚ್ಚಳವನ್ನು ಸಮತೂಕಗೊಳಿಸಬೇಕಾದರೆ, ಅದನ್ನು ಎಷ್ಟರ ಮಟ್ಟಿಗೆ ಸಮತೂಕಗೊಳಿಸಬೇಕು ? ಸಮತೂಕದ (ನ್ಯೂಟ್ರಲೈಸೇಷನ್) ಪ್ರಮಾಣವು ನೌಕರರ ಸಂಬಳಗಳ ಮಟ್ಟವನ್ನು ಅವಲಂಬಿಸಬೇಕೆ ? ಸಂಬಳಗಳ ಒಂದು ನಿರ್ದಿಷ್ಟ ಹಂತದಲ್ಲಿ ಸಮತೂಕದ ಅವಶ್ಯಕತೆ ಇಲ್ಲವೆಂದು ಭಾವಿಸುವಿರಾ ? ಹಾಗೆ ಭಾವಿಸುವುದಾದರೆ, ಈ ಹಂತವಾವುದು ?

28. At what intervals and for what duration and magnitude of fluctuation in the price index should the dearness allowance be revised ?

28. ತುಟ್ಟಭತ್ಯವನ್ನು ಎಷ್ಟು ಕಾಲಕ್ಕೊಮ್ಮೆ ಮತ್ತು ಬೆಲೆಗಳ ಸೂಚಕಂಕದಲ್ಲಿ ತೋರುವ ಏರಿಳಿತದ ಯಾವ ಕಾಲಾವಧಿಯವರೆಗೆ ಮತ್ತು ಆ ಏರಿಳಿತಗಳ ಯಾವ ಪ್ರಮಾಣದವರೆಗೆ ಪರಿಷ್ಕರಿಸಬೇಕು ?

29. How far do you agree with the view that any increase in the Dearness Allowance of Government servants as a result of increase in the cost of living or otherwise, leads to an inflation in prices ?

29. ಜೀವನ ವೆಚ್ಚವು ಹೆಚ್ಚಾಗುವುದರಿಂದ ಅಥವಾ ಇತರ ಕಾರಣಗಳಿಂದ ಸರ್ಕಾರಿ ನೌಕರರ ತುಟ್ಟಭತ್ಯವನ್ನು ಹೆಚ್ಚಿಸಿದರೆ ಬೆಲೆಗಳಲ್ಲಿಯೂ ಏರಿಕೆಯಾಗುವುದೆಂಬ ಅಭಿಪ್ರಾಯವು ನಿಮಗೆ ಸಮ್ಮತವೆ ?

30. Do you consider that relief which Government give to its employees by way of increased Dearness Allowance entails a burden on the rest of the community including sections with fixed incomes ? If so, should Government give preferential treatment to that section of the community which is directly under its employ ? If not, please indicate your reasons.

30. ಸರ್ಕಾರವು ತನ್ನ ನೌಕರರಿಗೆ ಹೆಚ್ಚಿಗೆ ತುಟ್ಟಭತ್ಯದ ರೂಪದಲ್ಲಿ ಕೊಡುವ ಪರಿಹಾರವು, ಕ್ಷುದ್ರವರಮಾನಗಳನ್ನು ಹೆಚ್ಚಿಸುವ ಜನವರ್ಗದವರನ್ನೂ ಒಳಗೊಂಡ ಸಮಾಜದ ಇತರರಿಗೆ ಹೊರೆಯಾಗಿ ಪರಿಣಮಿಸುವುದೆಂದು ನೀವು ಭಾವಿಸುವಿರಾ ? ಹಾಗಿದ್ದ ಪಕ್ಷದಲ್ಲಿ, ಸರ್ಕಾರದವರು ನೇರವಾಗಿ ತಮ್ಮ ಕೈಗಳಿಗೆ ಕೆಲಸ ಮಾಡುವ ನೌಕರವರ್ಗಕ್ಕೆ ಪಕ್ಷಪಾತದ ಘೋರಣೆಯನ್ನು ತೋರಿಸಬೇಕೆ ? ಅಂತಹ ಘೋರಣೆ ಅಪಶ್ಯಮವಾದರೆ ದಯವಿಟ್ಟು ನಿಮ್ಮ ಕಾರಣಗಳನ್ನು ತಿಳಿಸಿ ?

31. Should the capacity of Government, and therefore, of the community, to pay, be the determining factor for granting Dearness Allowance to Government employees ?

31. ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ತುಟ್ಟಭತ್ಯವನ್ನು ಕೊಡುವ ವಿಚಾರದಲ್ಲಿ, ಹಣ ಪಾವತಿ ಮಾಡಲು ಸರ್ಕಾರಕ್ಕೆ ಇರುವ ಸಾಮರ್ಥ್ಯವನ್ನೂ, ಆದುದರಿಂದ ಈ ಹೊರೆ ಹೊರಲು ಸಾರ್ವಜನಿಕರಿರುವ ಸಾಮರ್ಥ್ಯವನ್ನೂ, ನಿರ್ಣಾಯಕವೆಂದು ಭಾವಿಸಬೇಕೆ ?

32. At what scales should Dearness Allowance be paid, in your opinion, to Government servants of different grades taking into consideration the existing scales of pay, the present cost of living and compensation in the form of amenities ?

32. ಈಗಿನ ವೇತನ ಪ್ರಮಾಣಗಳನ್ನೂ, ಈಗಿನ ಜೀವನ ವೆಚ್ಚವನ್ನೂ ಮತ್ತು ಸೌಲಭ್ಯಗಳ ರೂಪದ ಪರಿಹಾರವನ್ನೂ ಗಮನಕ್ಕೆ ತೆಗೆದು ಕೊಂಡು, ನಾನಾ ದರ್ಜೆಗಳ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಯಾವ ಪ್ರಮಾಣಗಳಲ್ಲಿ ತುಟ್ಟಭತ್ಯವನ್ನು ಕೊಡಬೇಕೆಂದು ನಿಮ್ಮ ಅಭಿಪ್ರಾಯ ?

33. Besides pay what other amenities should in your opinion be given to various categories of Government servants to ensure a comfortable living conducive for efficiency ?

33. ದಕ್ಷತೆಗೆ ಅನುಕೂಲವಾಗುವಂತೆ, ನಮ್ಮದಿಯ ಜೀವನವನ್ನು ಒದಗಿಸಲು ಸರ್ಕಾರಿ ನೌಕರರ ನಾನಾ ದರ್ಜೆಗಳಿಗೆ ವೇತನದ ಜೊತೆಗೆ ಇತರ ಯಾವ ಸೌಲಭ್ಯಗಳನ್ನು ಒದಗಿಸಬೇಕೆಂದು ನಿಮ್ಮ ಅಭಿಪ್ರಾಯ ?

34. Do you consider that Government servants posted in comparatively more expensive localities should be paid compensatory allowance ?

34. ದುಟ್ಟು ವೆಚ್ಚದ ಸ್ಥಳಗಳಿಗೆ ನೇಮಕವಾಗುವ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಪರಿಹಾರ ಭತ್ಯವನ್ನು (ಕಾಂಪೆನ್ಸೇಟರಿ ಅಲೋಯನ್ಸ್) ಕೊಡಬೇಕೆಂದು ಭಾವಿಸುವಿರಾ ?

35. What is your opinion about the adequacy of medical aid at present available to the State Government employees ? Have you any suggestions for improvement of the same ?

35. ರಾಜ್ಯದ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಈಗ ದೊರೆಯುತ್ತಿರುವ ವೈದ್ಯಕೀಯ ಸಹಾಯ ಸಾಕಷ್ಟಿದೆಯೆ ? ಈ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು ? ಈ ಸೌಲಭ್ಯವನ್ನು ಉತ್ತಮಗೊಳಿಸುವ ವಿಚಾರದಲ್ಲಿ ನಿಮ್ಮ ದೇನಾದರೂ ಸಲಹೆ ಸೂಚನೆಗಳಿವೆಯೆ ?

36. Do you think that the Government should provide any special facilities for education of the children of their employees, and if so, what ?

36. ಸರ್ಕಾರದವರು ತಮ್ಮ ನೌಕರರ ಮಕ್ಕಳ ವಿದ್ಯಾಭ್ಯಾಸಕ್ಕೆ ವಿಶೇಷ ಸೌಕರ್ಯಗಳನ್ನೇನಾದರೂ ಒದಗಿಸಬೇಕೆಂದು ನೀವು ತಿಳಿಯುವಿರಾ ? ಹಾಗಿದ್ದರೆ, ಆ ಸೌಕರ್ಯಗಳೇನು ?

37. Do you consider that there should be a system of awarding incentives for good and efficient work like advance increments, out-of-turn promotions and so on ? If so, what are your suggestions regarding the method to be adopted for determination of such merit so as to eliminate charges of arbitrariness, favouritism and nepotism, etc. ?

37. ಚೆನ್ನಾಗಿ ಹಾಗೂ ದಕ್ಷತೆಯಿಂದ ಕೆಲಸಮಾಡುವವರಿಗೆ ಮುಂಚೆ ಸಂಬಳ, ಬಡತಿ, ಸರದಿ ಬಿಟ್ಟು ಮೇಲಿನ ಹುದ್ದೆಗೆ ಬಡತಿ ಕೊಡುವುದು ಮುಂತಾದ ಪ್ರೋತ್ಸಾಹಕ ವ್ಯವಸ್ಥೆಗಳನ್ನು ಮಾಡುವ ಪರಿಪಾಟಿ ಬೇಕೆನ್ನುವಿರಾ ? ಹಾಗಿದ್ದರೆ, ಸ್ಟೇಟ್‌ಮೆಂಟ್‌ನೇ, ಸ್ವಜನ ಪಕ್ಷಪಾತ ಮುಂತಾದ ಅಪಾದನೆಗಳು ಬಾರದಂತೆ ನೌಕರರ ಯೋಗ್ಯತಾ ಪ್ರಮಾಣಪತ್ರವನ್ನು ನಿರ್ಣಯಿಸುವ ಬಗೆ ಯೇ ? ಈ ವಿಚಾರದಲ್ಲಿ ನಿಮ್ಮ ಸಲಹೆಗಳೇನು ?

38. In what circumstances and to what extent canteen and/or lunch room facilities should be provided by Government for its employees ?

೩೮. ಸರ್ಕಾರದವರು ನೌಕರರಿಗೆ ಯಾವ ಸಂದರ್ಭಗಳಲ್ಲಿ, ಮತ್ತು ಎಷ್ಟರಮಟ್ಟಿಗೆ, ಉಪಾಹಾರದ (ಕ್ಯಾನ್ಟೀನ್) ಮತ್ತು/ಅಥವಾ ಫಲಹಾರ (ಲಂಚ್) ಕೊಠಡಿಗಳ ಸೌಲಭ್ಯಗಳನ್ನು ಒದಗಿಸಬೇಕು ?

39. Do you consider it necessary or desirable for Government to create an Amenities Fund on a contributory basis with the object of providing reading room facilities, games and sports as well as canteen facilities to their employees ?

೩೯. ಸರ್ಕಾರದವರು ತಮ್ಮ ನೌಕರರಿಗೆ ಉಪಾಹಾರ ಗೃಹ ಮತ್ತು/ಅಥವಾ ಉಪಾಹಾರ ಸ್ಥಳಾನುಕೂಲ ಸೌಲಭ್ಯಗಳ ಜೊತೆಗೆ, ವಾಚನಾಲಯದ ಹಾಗೂ ಆಟಪಾಟಗಳ ಸೌಲಭ್ಯಗಳನ್ನೂ ಒದಗಿಸುವ ಉದ್ದೇಶದಿಂದ ಚಂದಾದಾನದ ಆಧಾರದ ಮೇಲೆ ಒಂದು 'ಸೌಲಭ್ಯ ನಿಧಿ'ಯನ್ನು ಏರ್ಪಡಿಸುವುದು ಅವಶ್ಯಕವೆಂದು ಅಥವಾ ಅಪೇಕ್ಷಣೀಯವೆಂದು ಪರಿಗಣಿಸುವಿರಾ ?

40. Do you consider it necessary or desirable for Government to create a Welfare Fund on a contributory basis with the object of providing assistance to the families of the Government employees in times of need ; particularly for the advance of education, performance of marriages and obsequies in the case of members of the families of officials who die in harness ?

೪೦. ಅಗತ್ಯ ಸಂದರ್ಭಗಳಲ್ಲಿ ಸರ್ಕಾರಿ ನೌಕರರ ಕುಟುಂಬಗಳಿಗೆ ಸಹಾಯವನ್ನೊದಗಿಸುವ ಉದ್ದೇಶಕ್ಕಾಗಿ, ಅದರಲ್ಲಿಯೂ ಮುಖ್ಯವಾಗಿ (ಮೃತ್ತರಾದ) ನೌಕರರ ಕುಟುಂಬ ಅವರ ವಿದ್ಯಾಭ್ಯಾಸ, ವಿವಾಹ ಮತ್ತು ಅಂತ್ಯಕ್ರಿಯೆಗಳಿಗಾಗಿ ಏರ್ಪಾಡು ಮಾಡುವ ಉದ್ದೇಶಕ್ಕಾಗಿ, ಚಂದಾದಾನದ ಮೂಲಕ ಒಂದು ಕಲ್ಯಾಣ ನಿಧಿಯನ್ನು ಸರ್ಕಾರದವರು ಏರ್ಪಡಿಸುವುದು ಅಗತ್ಯವೆಂದಾಗಲಿ ಅಥವಾ ಯುಕ್ತವೆಂದಾಗಲಿ ಭಾವಿಸುವಿರಾ ?

41. Would you, in view of housing difficulties, suggest that Government ought to provide accommodation to its employees ? If so, on what conditions and terms ? Or, in the alternative would you suggest the payment of House Rent Allowance and if so, at what rate and for what places ?

೪೧. ಮನೆಗಳ ಅಭಾವದ ಕಾರಣದಿಂದ, ಸರ್ಕಾರದವರು ತಮ್ಮ ನೌಕರರಿಗೆ ವಸತಿ ಸೌಕರ್ಯವನ್ನು ಒದಗಿಸಬೇಕೆಂದು ಸೂಚಿಸುವಿರಾ ? ಹಾಗಿದ್ದ ಪಕ್ಷದಲ್ಲಿ, ಯಾವ ಪರತ್ತುಗಳು ಮತ್ತು ನಿಯಮಗಳ ಮೇರೆಗೆ ? ಅಥವಾ ಅವಕ್ಕೆ ಬದಲಾಗಿ ಮನೆ ಬಾಡಿಗೆ ಭತ್ಯೆ ಕೊಡಬಹುದೆ ? ಕೋಟಹುದಾದರೆ, ಯಾವ ದರದಲ್ಲಿ ಮತ್ತು ಯಾವ ಸ್ಥಳಗಳಲ್ಲಿ ಕೊಡಬೇಕು ?

42. Have you any recommendations to make for modifying the terms and procedure for grant of advances for construction/purchase of houses (including sites) to Government servants from (i) their provident funds, and (ii) Government funds ?

೪೨. ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ (i) ಅವರ ಕೂಡು ನಿಧಿಯಿಂದ (ಪ್ರಾವಿಡೆಂಟ್ ಫಂಡ್) ಮತ್ತು (ii) ಸರ್ಕಾರಿ ನಿಧಿಗಳಿಂದ ಮನೆಗಳನ್ನು ಕಟ್ಟಲು ಮತ್ತು ಮನೆಗಳನ್ನು (ನಿವೇಶನಗಳನ್ನೂ ಸಹ) ಕೊಳ್ಳಲು ಮುಂಗಡಗಳನ್ನು (ಅಡ್ವಾನ್ಸ್) ಮಂಜೂರು ಮಾಡುವ ಪರತ್ತುಗಳನ್ನು ಹಾಗೂ ಕಾರ್ಯ ವಿಧಾನಗಳನ್ನು ಪರಿಷ್ಕರಿಸಬಹುದು ಯಾವುದಾದರೂ ಸೂಚನೆಗಳನ್ನು ಮಾಡುವಿರಾ ?

43. Have you any suggestions to make regarding the setting up of Co-operative Consumer Stores or Co-operative Societies for the benefit of the Government employees where they do not now exist ?

೪೩. ಸರ್ಕಾರಿ ನೌಕರರ ಪ್ರಯೋಜನಕ್ಕಾಗಿ, ಬಳಕೆ ವಸ್ತುಗಳ ಸಹಕಾರಿ ಅಂಗಡಿಗಳನ್ನಾಗಲಿ (ಕೋ-ಆಪರೇಟಿವ್ ಕನ್ಸೂಮರ್ಸ್ ಸೋಸೈಟೀಸ್) ಅಥವಾ ಸಹಕಾರಿ ಸಂಘಗಳನ್ನಾಗಲಿ, ಅವು ಇಲ್ಲದಿರುವ ಸ್ಥಳಗಳಲ್ಲಿ, ಸ್ಥಾಪಿಸುವ ಬಗ್ಗೆ ನಿಮ್ಮ ದೇನಾದರೂ ಸೂಚನೆಗಳಿವೆಯೆ ?

## PART IV

### LOCAL BODIES AND AIDED INSTITUTIONS

44. (a) Do you think that changes in the pay structure of Government servants should be extended automatically to employees of Local Bodies and Aided Institutions or that their cases should be considered separately ? Should such Institutions be free to prescribe their own scales of salary and conditions of service ?

(b) Do you likewise consider that changes in respect of the quantum and nature of allowance payable to employees of the State Government should be extended automatically to the employees of the Local Bodies and Aided Institutions or that their cases should be considered separately ?

(c) If you are of the former view, what percentage of [the total expenditure on this account should be contributed annually as grant-in aid by Government to such Institutions: Or do you consider that it would be reasonable to ask the Local Bodies and Aided Institutions to raise their resources correspondingly to meet the extra expenditure ?

೪೪. (ಎ) ಸರ್ಕಾರಿ ನೌಕರರ ಸಂಬಳ ಸಾರಿಗೆಗಳಲ್ಲಿ ಆಗುವ ಬದಲಾವಣೆಗಳು ಸ್ವಾಭಾವಿಕವಾಗಿಯೇ ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳ ಹಾಗೂ ಇತರ ಸಹಾಯ ಸ್ವೀಕಾರದ ಸಂಸ್ಥೆಗಳ ನೌಕರರಿಗೂ ಅನ್ವಯವಾಗಬೇಕೆಂದು ನೀವು ಬಯಸುವಿರಾ ? ಅಥವಾ ಅವರ ವಿಷಯವಾಗಿ ಪ್ರತ್ಯೇಕ ಪರಿಶೀಲನೆ ನಡೆಯಬೇಕೆ ? ಅಂಥ ಸಂಸ್ಥೆಗಳು ತಮಗೆ ಇಷ್ಟ ಬಂದಂತೆ ಸಂಬಳ ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳನ್ನು ಹಾಗೂ ಸೇವಾ ನಿಯಮಗಳನ್ನು ಗೊತ್ತುಪಡಿಸಿಕೊಳ್ಳಲು ಸ್ವತಂತ್ರವಾಗಿರಬೇಕೆ ?

(ಬಿ) ಇದೇ ರೀತಿಯಾಗಿ ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಕೊಡುವ ಭತ್ಯೆಯ ಪ್ರಮಾಣ ಮತ್ತು ಸ್ವರೂಪವೂ ಕೂಡಾ ಸಹಜವಾಗಿಯೇ ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳ ಹಾಗೂ ಇತರ ಸಹಾಯ ಪಡೆಯುವ ಸಂಸ್ಥೆಗಳ ನೌಕರರಿಗೂ ಅನ್ವಯವಾಗಬೇಕೆಂದು ಬಯಸುವಿರಾ ? ಅಥವಾ ಅವರ ವಿಷಯವಾಗಿ ಪ್ರತ್ಯೇಕ ಪರಿಶೀಲನೆ ನಡೆಯಬೇಕೆ ?

(ಸಿ) ಸಹಜವಾಗಿಯೇ ಇವು ಅನ್ವಯವಾಗಬೇಕೆಂದು ನೀವು ಬಯಸುವಿರಾದರೆ, ಅಂಥ ಸಂಸ್ಥೆಗಳು ಮಹಿಸುವ ವೆಚ್ಚದ ಏಕ ರೀತಿಯ ಪ್ರಮಾಣವನ್ನು ಈ ಸಂಬಂಧದಲ್ಲಿ ಸರ್ಕಾರದವರು ಪ್ರತಿವರ್ಷ ಆ ಸಂಸ್ಥೆಗಳಿಗೆ ಸಹಾಯಧನ ರೂಪವಾಗಿ ಕೊಡಬೇಕು ? ಅಥವಾ ಹೆಚ್ಚಿನ ವೆಚ್ಚವನ್ನು ತುಂಬಿಕೊಳ್ಳಲು ಈ ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳಾಗಲೀ ಅಥವಾ ಸಹಾಯ ಪಡೆಯುವ ಇತರ ಸಂಸ್ಥೆಗಳಾಗಲೀ ತಕ್ಕ ಪ್ರಮಾಣದಲ್ಲಿ ತಮ್ಮ ಸಂಪನ್ಮೂಲಗಳನ್ನು ವೆಚ್ಚಿಸಿಕೊಳ್ಳಬೇಕೆಂದು ಅಂಥ ಸಂಸ್ಥೆಗಳಿಗೆ ಮತ್ತು ಇತರ ಸಂಸ್ಥೆಗಳಿಗೆ ಸಲಹೆ ಮಾಡುವುದು ಸೂಕ್ತವಾಗಬಹುದೆಂದು ನೀವು ಭಾವಿಸುವಿರಾ ?

45. Do you think that (a) rules relating to the conditions of service applicable to Government servants should apply *mutatis mutandis* to the employees of Local Bodies and Aided Institutions ; or

(b) they should be free to determine their own rules suitable to their Local conditions ?

೪೫. (ಎ) ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಅನ್ವಯಿಸುವ ಸೇವಾ ಸ್ವರೂಪಕ್ಕೆ ಸಂಬಂಧಿಸಿದ ನಿಯಮಗಳು ಅವಶ್ಯಕ ಬದಲಾವಣೆಗಳೊಂದಿಗೆ ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳ ಹಾಗೂ ಇತರ ಸಹಾಯ ಪಡೆಯುವ ಸಂಸ್ಥೆಗಳ ನೌಕರರಿಗೂ ಅನ್ವಯವಾಗಬೇಕೆ ? ಅಥವಾ

(ಬಿ) ಅಂಥ ಸಂಸ್ಥೆ ಅಥವಾ ಸಂಸ್ಥೆಗಳು ಸ್ಥಳೀಯ ಸ್ಥಿತಿಗತಿಗಳಿಗೆ ಅನುಗುಣವೆನಿಸುವ ನಿಯಮಗಳನ್ನು ತಮ್ಮ ಇಚ್ಛಾನುಸಾರ ರಚಿಸಿಕೊಳ್ಳಲು ಸ್ವತಂತ್ರವಾಗಿರಬೇಕೆ ?

46. Have you any suggestions to offer regarding the Cadre and Recruitment Rules and Service Conditions of the employees of Local Bodies and Aided Institutions ?

೪೬. ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳ ಹಾಗೂ ಇತರ ಸಹಾಯ ಪಡೆಯುವ ಸಂಸ್ಥೆಗಳ ನೌಕರರ ಕ್ಷೇತ್ರ ಹಾಗೂ ಸ್ಥಾನ ಭರ್ತಿ ನಿಯಮಗಳು ಮತ್ತು ಸೇವಾ ಸ್ವರೂಪಗಳ ಸಂಬಂಧದಲ್ಲಿ ನೀವು ಸಲಹೆಗಳನ್ನೇನಾದರೂ ಕೊಡಬಯಸುವಿರಾ ?

## PART V

### IMPACT ON FINANCIAL RESOURCES OF THE STATE

47. (a) Do you consider that any increase in the remuneration of Government employees can be only on imposition of additional taxes or at the cost of development resulting in reduction of employment opportunities ?

(b) Is it possible to meet the cost of enhanced pay-scales without curtailment of the Five-Year Plan, or spreading its execution over a longer period ?

೪೭. (ಎ) ಸರ್ಕಾರಿ ನೌಕರರ ಸಂಬಳ ಸಾರಿಗೆಗಳಿಗಾಗಿ ಮಾಡುವ ವೆಚ್ಚವನ್ನು ಹೊಸ ತೆರಿಗೆಗಳ ಮೂಲಕ ತುಂಬಿಕೊಳ್ಳಬೇಕೆ ? ಅಥವಾ ಅಭಿವೃದ್ಧಿ ಯೋಜನೆಗಳ ವೆಚ್ಚಗಳನ್ನು ಕಡಿಮೆಮಾಡಿ ತುಂಬಿಕೊಳ್ಳಬೇಕೆ ? ಹಾಗಾದರೆ, ಇದರಿಂದ ಉದ್ಯೋಗಾವಕಾಶವನ್ನು ಕಡಿಮೆ ಮಾಡಿ ಪಂತಾಗುವುದಿಲ್ಲವೆ ?

(ಬಿ) ಪಾಂಚವಾರ್ಷಿಕ ಯೋಜನೆಗಳ ವೆಚ್ಚಗಳಲ್ಲಿ ಕಡಿಮೆಯನ್ನು ಮಾಡದೆಯೇ ಹೆಚ್ಚುವರಿ ಸಂಬಳದ ವೆಚ್ಚ ನಿರ್ವಹಿಸುವುದು ಸಾಧ್ಯವಿದೆಯೆ ? ಅಥವಾ ಯೋಜನೆಯ ಕಾರ್ಯಗತಿಯನ್ನು ಇನ್ನಷ್ಟು ಮುಂದಕ್ಕೆ ಹಾಕಬೇಕೆ ?

48. Indicate the scope, if any, for curtailment of non-plan expenditure in different sectors without substantially affecting the efficiency and the scope of the schemes.

೪೮. ಯೋಜನೆಗಳ ಮೂಲ ವ್ಯಾಖ್ಯೆಗೂ ಕಾರ್ಯದಕ್ಷತೆಗೂ ಭಂಗವುಂಟಾಗದಂತೆ ವಿವಿಧ ವಿಭಾಗಗಳಲ್ಲಿ ಯೋಜನೇತರ ವೆಚ್ಚಗಳನ್ನು ಎಲ್ಲಿಯಾದರೂ ಕಡಿಮೆ ಮಾಡಲು ಅವಕಾಶವಿದೆಯೆ ? ಇದ್ದರೆ ತಿಳಿಸಿ.

49. Is there scope for economy in Government expenditure through which the cost of higher remuneration to Government employees could be met? If yes, please indicate the areas or sectors in which the existing levels of expenditure are high and the extent to which they could be scaled down without materially affecting their output or utility?

೪೯. ಸರ್ಕಾರಿ ನೌಕರರ ಹೆಚ್ಚುವರಿ ಸಂಬಳ ಸಾರಿಗೆಗಳ ವೆಚ್ಚ ತುಂಬಿಕೊಳ್ಳುವ ಸಲುವಾಗಿ ಸರ್ಕಾರದ ವೆಚ್ಚಗಳಲ್ಲಿ ಎಲ್ಲಿಯಾದರೂ ಮಿತವ್ಯಯ ಸಾಧಿಸಲು ಸಾಧ್ಯವಿದೆಯೇ? ಸಾಧ್ಯವಿದೆಯೆಂದು ಹೇಳುವುದಾದರೆ, ಯಾವ ವಿಭಾಗಗಳಲ್ಲಿ ಅಥವಾ ಕ್ಷೇತ್ರಗಳಲ್ಲಿ ಈಗಿರುವ ವೆಚ್ಚದ ಮಟ್ಟವು ಹೆಚ್ಚಾಗಿದೆ. ಮತ್ತು ಅವುಗಳಿಂದ ಅಗುವ ಕಾರ್ಯಸಾಧನೆಗೂ ದೊರೆಯುವ ಪ್ರಯೋಜನಕ್ಕೂ ಯಾವ ವಿಧದಲ್ಲೂ ಭಂಗವಾರದ ಹಾಗೆ, ಅಂಥ ವೆಚ್ಚಗಳನ್ನು ಎಷ್ಟು ಮಟ್ಟಿಗೆ ಕಡಮೆಮಾಡಬೇಕು ಎಂಬುದನ್ನು ದಯವಿಟ್ಟು ತಿಳಿಸಿ.

50. (a) It has been suggested that funds required to meet the cost of increase in remuneration of Government employees can be found by additional taxation and/or by improving the levy and collection of public dues. If you agree with the suggestion, kindly indicate (i) the extent to which the existing taxes could be enhanced and (ii) additional sources of taxation could be tapped.

(b) If you consider that the public dues are not levied and collected properly, indicate the particular taxes which you have in view and the measures to be adopted for improving the system of their levy and collection.

೫೦. (ಎ) ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಹೆಚ್ಚುವರಿ ಸಂಬಳ ಸಾರಿಗೆಗಳನ್ನು ಕೊಡಲು ಅಗತ್ಯವಾದ ಹಣವನ್ನು ಹೆಚ್ಚಿನ ತೆರಿಗೆಯ ಮೂಲಕ ಒದಗಿಸಿಕೊಳ್ಳಲು ಮತ್ತು/ಅಥವಾ ಸಾರ್ವಜನಿಕರಿಂದ ಬರಬೇಕಾದ ಬಾಕಿ ಹಣದ ವಸೂಲಿಯನ್ನು "ಲೆವಿ" ಪದ್ಧತಿಯನ್ನೂ ಉತ್ತಮಪಡಿಸಿ ಕೊಂಡು ತುಂಬಿಕೊಳ್ಳಬೇಕು ಎಂಬುದಾಗಿ ಸೂಚನೆಗಳು ಬಂದಿವೆ. ನೀವು ಈ ಸೂಚನೆಗಳನ್ನು ಒಪ್ಪುವಿರಾದರೆ, (i) ಈಗಿರುವ ತೆರಿಗೆಗಳನ್ನು ಎಷ್ಟರಮಟ್ಟಿಗೆ ಹೆಚ್ಚಿಸಬೇಕು ಮತ್ತು (ii) ತೆರಿಗೆಗಳನ್ನು ವಿಧಿಸಲು ಯಾವ ಹೊಸ ಮೂಲಗಳನ್ನು ಬಳಸಿಕೊಳ್ಳಬೇಕು, ಎಂಬುದನ್ನು ದಯವಿಟ್ಟು ತಿಳಿಸುವಿರಾ?

(ಬಿ) ಸಾರ್ವಜನಿಕರಿಂದ ಎತ್ತಬೇಕಾದ ಹಣವನ್ನು ಸರಿಯಾಗಿ ಎತ್ತುತ್ತಿಲ್ಲ ಅಥವಾ ವಸೂಲುಮಾಡುತ್ತಿಲ್ಲವೆಂದು ನೀವು ಭಾವಿಸುವಿರಾ? ಹಾಗಿದ್ದರೆ, ನಿಮ್ಮ ದೃಷ್ಟಿಯಲ್ಲಿರುವ ಅಂಥ ತೆರಿಗೆಗಳು ಯಾವುವು? ಅವುಗಳನ್ನು ಎತ್ತುವ ಹಾಗೂ ವಸೂಲು ಮಾಡುವ ಪದ್ಧತಿಯನ್ನು ಉತ್ತಮ ಪಡಿಸಲೋಸುಗ ಯಾವ ಕ್ರಮಗಳನ್ನು ಕೈಕೊಳ್ಳಬೇಕು ಎಂಬುದನ್ನು ತಿಳಿಸುವಿರಾ?

51. What should be the proportion between the expenditure over emoluments to its employees and the total public expenditure of its revenues incurred by the State?

೫೧. ರಾಜ್ಯವು ತನ್ನ ವರಮಾನದಿಂದ ನೌಕರ ವರ್ಗಕ್ಕೆ ನೀಡುವ ಸಂಬಳ ಸಾರಿಗೆಗಳ ನಿಮಿತ್ತವಾಗಿ ವಸೂಲಿಸುವ ವೆಚ್ಚಕ್ಕೂ ಒಟ್ಟು ಸರ್ಕಾರೀ ವೆಚ್ಚಕ್ಕೂ ಇರತಕ್ಕ ಪರಸ್ಪರ ಪ್ರಮಾಣ ಎಷ್ಟಿರಬೇಕು?

52. There is a common criticism that considerable expenditure is being incurred without any financial discipline in several departments of Government. Do you agree with this view and if so, could you indicate the areas in which financial discipline is lacking and the measures that might be taken for securing such discipline?

೫೨. ಸರ್ಕಾರದ ಅನೇಕ ಇಲಾಖೆಗಳಲ್ಲಿ ಯಾವುದೇ ಬಗೆಯ ಆರ್ಥಿಕ ನೀತಿ ನಿಯಮವು ಇಲ್ಲದೆ ವಿಪರೀತವಾಗಿ ಹಣ ವೆಚ್ಚ ಮಾಡಲಾಗುತ್ತಿದೆಯೆಂದು ಸರ್ವಸಾಮಾನ್ಯವಾಗಿ ಟೀಕಿಸಲಾಗುತ್ತಿದೆ. ಇದನ್ನು ನೀವು ಒಪ್ಪುವಿರಾ? ಹಾಗಿದ್ದರೆ ಯಾವ ವಿಭಾಗದಲ್ಲಿ ಈ ನೀತಿನಿಯಮದ ಕೊರತೆಯಿದೆ ಮತ್ತು ಅಂಥ ನೀತಿನಿಯಮವನ್ನು ಸಾಧಿಸಲು ಯಾವ ಕ್ರಮಗಳನ್ನು ಕೈಗೊಳ್ಳಬೇಕು, ಎಂಬುದನ್ನು ಸೂಚಿಸಬಲ್ಲಿರಾ?

## PART VI

### SERVICE CONDITIONS.

53. Do you think any distinction should be made in the matter of conditions of service between one class and another amongst the four classes of Government employees? And if so, what and why?

೫೩. ಸರ್ಕಾರಿ ನೌಕರರಲ್ಲಿ ನಾಲ್ಕು ದರ್ಜೆಗಳಿವೆಯಷ್ಟೆ; ಅವುಗಳಿಗೆ ಸಂಬಂಧಪಟ್ಟ ಸೇವಾ ನಿಯಮಗಳ ವಿಚಾರದಲ್ಲಿ, ಈ ದರ್ಜೆಗಳ ನಡುವೆ ವ್ಯತ್ಯಾಸವಿರಬೇಕೆಂದು ಭಾವಿಸುವಿರಾ? ಹಾಗೆ ಭಾವಿಸುವುದಾದರೆ ಯಾವ ಬಗೆಯ ವ್ಯತ್ಯಾಸವಿರಬೇಕು? ಮತ್ತು ಏಕೆ ಇರಬೇಕು?

54. Would you suggest any change in the age of retirement of the Government employees generally or of any section of them? If so, what are your suggestions?

೫೪. ಸರ್ವಸಾಮಾನ್ಯವಾಗಿ ಎಲ್ಲ ಸರ್ಕಾರಿ ನೌಕರರ ನಿವೃತ್ತಿಯ ವಯೋಮಿತಿಯಲ್ಲಿ ಏನಾದರೂ ಮಾರ್ಪಾಡು ಮಾಡುವುದು ಅಗತ್ಯವೆಂದು ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇ? ಅಥವಾ ಅವರಲ್ಲಿ ವಿಶಿಷ್ಟ ವಿಭಾಗದವರಿಗೆ ಮಾತ್ರ ಈ ಮಾರ್ಪಾಡು ಅನ್ವಯಿಸಬೇಕೆ? ಹಾಗಿದ್ದರೆ ಈ ಬಗ್ಗೆ ನಿಮ್ಮ ಸಲಹೆಗಳೇನು?



55. Do you consider any changes necessary in the existing scheme of pensionary benefits, including the rate of pension, gratuity and "qualifying service"? If so, what are your suggestions?

೫೫. ನಿವೃತ್ತಿವೇತನ ದರ, ಗ್ರಾಚುವುತಿ ಮತ್ತು 'ಅರ್ಹತಾ ಸೇವಾವಧಿ' ಇವೆಲ್ಲ ಸೇರಿ ಸದ್ಯ ಜಾರಿಯಲ್ಲಿರುವ ನಿವೃತ್ತಿ ವೇತನ ಸೌಲಭ್ಯಗಳ ಯೋಜನೆಯಲ್ಲಿ ಏನಾದರೂ ಮಾರ್ಪಾಡು ಅಗತ್ಯವೆ? ಹಾಗಿದ್ದರೆ, ಆ ಬಗ್ಗೆ ನಿಮ್ಮ ಸಲಹೆಗಳೇನು?

56. (a) Do you consider the present leave terms adequate? If not, what changes would you suggest?

(b) The common criticism against grant of 'holidays' by the State Government is that they are too many. What are your views about it?

೫೬. (ಎ) ಈಗಿರುವ ರಜಾ ನಿಯಮಗಳು ತೃಪ್ತಿಕರವಾಗಿವೆಯೇ? ಇಲ್ಲದಿದ್ದರೆ, ನೀವು ಸೂಚಿಸುವ ಮಾರ್ಪಾಡುಗಳೇನು?

(ಬಿ) ರಾಜ್ಯ ಸರ್ಕಾರದವರು ಕೊಡುವ ರಜಾದಿನಗಳು ಮಿತಿಯಿರುವುದು ಸಾಮಾನ್ಯವಾಗಿ ಟೀಕಿಸುತ್ತಾರೆ. ಈ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು?

57. Have you any suggestions to make regarding working hours, weekly off-day, overtime duty and compensation for such duty?

೫೭. ಕೆಲಸ ಮಾಡಬೇಕಾದ ಗಂಟೆಗಳ ಕಾಲ, ವಾರದ ಏಡುವಿನ ದಿನ, ಹೆಚ್ಚು ಸಮಯದ ಕೆಲಸ ಮತ್ತು ಅಂಥ ಹೆಚ್ಚಿನ ಕೆಲಸಕ್ಕೆ ಪ್ರತಿಫಲ ಈ ವಿಷಯಗಳ ಬಗ್ಗೆ ನೀವು ಏನಾದರೂ ಹೇಳಬಯಸುವಿರಾ?

58. What is your opinion about (a) the existing provisions governing disciplinary matters and (b) the degree of protection guaranteed to an employee?

೫೮. (ಎ) ಶಿಕ್ಷೆ (ಶಿಸ್ತು) ಪಾಲನ ಸಂಬಂಧವಾದ ನಿಯಮಗಳು, ಮತ್ತು

(ಬಿ) ನೌಕರರಿಗೆ ನೀಡಿರುವ ರಕ್ಷಣೆಯ ಇತಿ ಮಿತಿ— ಈ ವಿಷಯಗಳ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು?

59. Do you think it is desirable or appropriate to provide for a judicial determination of the correctness of disciplinary orders, say, by Administrative Tribunals? If so, what are your suggestions?

೫೯. ಶಿಕ್ಷೆ (ಶಿಸ್ತು) ಪಾಲನ ಸಂಬಂಧವಾದ ಆಜ್ಞೆಗಳ ಸಮರ್ಪಕತೆಯನ್ನು ನ್ಯಾಯಾಪೂರ್ವಕವಾಗಿ [ಉದಾಹರಣೆಗೆ ಒಂದು ಆಡಳಿತಾಧಿಕರಣದ (ಅಡ್ಮಿನಿಸ್ಟ್ರೇಟಿವ್ ಟ್ರಿಬ್ಯೂನಲ್ ಮೂಲಕ) ನಿರ್ಧರಿಸಲು ಸೂಕ್ತ ವಿವರಣೆ ಮಾಡುವುದು ಅವಶ್ಯಕವೆಂದು ಅಥವಾ ಉಚಿತವೆಂದು ಹಾಗಿದ್ದರೆ ನಿಮ್ಮ ಸೂಚನೆಗಳೇನು?

60. What should be the limits on the State Government's employees' right to form Unions and Associations?

೬೦. ಸಂಘ ಸಂಸ್ಥೆಗಳನ್ನು ರಚಿಸಿಕೊಳ್ಳಲು ರಾಜ್ಯ ಸರ್ಕಾರದ ನೌಕರರಿರುವ ಹಕ್ಕುಗಳ ಮೇಲೆ ಎಷ್ಟರಮಟ್ಟಿನ ನಿರ್ಬಂಧವಿರಬೇಕು?

61. Do you consider that it would be in the interest of both Government and the employees that Government should have the right to require an employee to retire from service and the employee should have the right to retire from service at the end of 15, 20 or 25 years of service and if so, what do you consider to be a reasonable pension (as a proportion of the full pension) payable in such cases?

೬೧. ಸರ್ಕಾರಿ ನೌಕರರು ೧೫, ೨೦ ಅಥವಾ ೨೫ ವರ್ಷಗಳ ಸೇವೆ ಸಲ್ಲಿಸಿದ ಬಳಿಕ ತಾನಾಗಿಯೇ ನಿವೃತ್ತನಾಗಲು ಹಕ್ಕುಳ್ಳವನಾಗಿರುವುದು ಮತ್ತು ಅವನನ್ನು ವಾಗ ನಿವೃತ್ತಿಗೊಳಿಸಲು ಸರ್ಕಾರದವರಿಗೆ ಹಕ್ಕಿರುವುದು— ಈ ಅವಕಾಶಗಳು ಸರ್ಕಾರಕ್ಕೂ ನೌಕರರಿಗೂ ವಿಹಿತವೆಂದು ಭಾವಿಸುವಿರಾ? ಹಾಗಿದ್ದರೆ, ಅಂಥ ಸಂದರ್ಭಗಳಲ್ಲಿ (ಪೂರ್ತಿ ನಿವೃತ್ತಿ ವೇತನದ ಭಾಗವಾಗಿ) ಎಷ್ಟು ನಿವೃತ್ತಿ ವೇತನವನ್ನು ಕೊಡುವುದು ಸೂಕ್ತವೆನಿಸುವುದು?

62. In particular, would you recommend any change in the existing rules in regard to the following:

(a) basis on which average emoluments are to be calculated;

(b) condonation of interruptions and deficiency in "qualifying service";

(c) counting of periods of leave towards "qualifying service"?

೬೨. ವಿಶೇಷವಾಗಿ, ಈ ಕೆಳಗಿನ ವಿಷಯಗಳ ಸಂಬಂಧದಲ್ಲಿ ಈಗ ಜಾರಿಯಲ್ಲಿರುವ ನಿಯಮಗಳಲ್ಲಿ ಏನಾದರೂ ಬದಲಾವಣೆಗಳಾಗಬೇಕೆಂದು ಸೂಚಿಸುವಿರಾ?

(ಎ) ಸರಾಸರಿ ಸಂಬಳಗಳನ್ನು ಯಾವ ಆಧಾರದ ಮೇಲೆ ಲೆಕ್ಕಿಸತಕ್ಕದ್ದೆಂಬ ವಿಚಾರ;

(ಬಿ) 'ಅರ್ಹತಾ ಸೇವಾವಧಿ'ಯಲ್ಲಿ ಕೊರತೆ ಬಿದ್ದಾಗ ಅಥವಾ ನಡುನಡುವೆ ಭಂಗ ಬಂದಾಗ ಅದನ್ನು ಮುಖ ಮಾಡುವುದು,

(ಸಿ) ಅರ್ಹತಾ ಸೇವಾವಧಿಯನ್ನು ನಿರ್ಧರಿಸುವಾಗ ರಜೆಯ ಅವಧಿಗಳನ್ನು ಗಣನೆಗೆ ತೆಗೆದುಕೊಳ್ಳುವುದು.

63. What in your opinion will be the best method to secure reasonable social security for the family of a Government servant in the event of his death either during service or after retirement ?

೬೩. ಸರ್ಕಾರಿ ನೌಕರನು ನೌಕರಿಯಲ್ಲಿರುವಾಗಲೇ ಅಥವಾ ನಿವೃತ್ತನಾದ ಮೇಲಾಗಲಿ ಮೃತನಾದ ನಕ್ಷದಲ್ಲಿ ಅವನ ಕುಟುಂಬಕ್ಕೆ ನ್ಯಾಯವಾದ ಸಂರಕ್ಷಣೆ ಒದಗಿಸಲು, ನಿಮ್ಮ ಅಭಿಪ್ರಾಯದಂತೆ ಅತ್ಯುತ್ತಮ ಕ್ರಮವಾವುದು ?

64. Do you consider that any satisfactory scheme for providing such social security can only be on a contributory basis, Government servants' contribution being taken either in the form of regular monthly payments during the period of service or by their surrendering a portion of death-cum-retirement gratuity ? What are your suggestions in this behalf ?

೬೪. ಈ ತೆರದ ಸಂರಕ್ಷಣೆ ಒದಗಿಸಲು ಸರ್ಕಾರಿ ನೌಕರನು ಸೇವೆಯಲ್ಲಿರುವಾಗ ಪ್ರತಿ ತಿಂಗಳೂ ತಪ್ಪದೆ ಇಂತಿಷ್ಟು ಭಾಗವನ್ನು ಅದಕ್ಕಾಗಿ ಸಂದಾಯಮಾಡುವ ಪದ್ಧತಿ ಅಥವಾ ಮರಣ ನಿಮಿತ್ತವಾದ ಹಾಗೂ ನಿವೃತ್ತಿ ನಿಮಿತ್ತವಾದ ಉಪದಾನದ (ಗ್ರಾಟ್ಯುಯಿಟಿಯು) ವಿಶಿಷ್ಟ ಭಾಗವನ್ನು ಬಿಟ್ಟುಕೊಡುವ ಅಂಶದಾನ ಪದ್ಧತಿ - ಇವುಗಳ ಆಧಾರದ ಮೇಲೆ ಯಾತ್ರ ಅಂತಹ ಸಂರಕ್ಷಣೆಯ ಸಮರ್ಪಕ ವ್ಯವಸ್ಥೆ ಮಾಡುವುದು ಸಾಧ್ಯವೆಂದು ನೀವು ಭಾವಿಸುವಿರಾ ? ಈ ಬಗ್ಗೆ ನಿಮ್ಮ ಸಲಹೆ ಸೂಚನೆಗಳೇನು ?

65. Should specialists who enter Government service late in life, have the benefit of Contributory Provident Fund in lieu of pension even though they are appointed against pensionable posts, or should the benefit of certain added number of years of qualifying service be allowed? What categories of posts according to you should make up the category of specialists?

೬೫. ಬಹು ವಿಲಂಬವಾಗಿ ಸೇವೆಗೆ ಸೇರುವ ತಜ್ಞರು ನಿವೃತ್ತಿ ವೇತನ ಉಳ್ಳ ಸ್ಥಾನಗಳಲ್ಲಿ ನಿಯುಕ್ತರಾದರೂ, ನಿವೃತ್ತಿ ವೇತನದ ಬದಲಾಗಿ ಕಾಂಟ್ರಿಬ್ಯೂಟರಿ ಪ್ರಾವಿಡೆಂಟ್ ಫಂಡಿನ ಪ್ರಯೋಜನವನ್ನೇ ಪಡೆಯಬೇಕೆ ? ಅಥವಾ ಅವರಿಗೆ ಅರ್ಹತಾ ಸೇವಾವಧಿಯ ಸಾಲಭ್ಯ ದೊರಕುವಂತೆ ಹೆಚ್ಚು ವರ್ಷಗಳ ಕಾಲ ಸೇವೆ ಸಲ್ಲಿಸಲು ಅವಕಾಶ ಕಲ್ಪಿಸಿಕೊಡಬೇಕೆ ? ನಿಮ್ಮ ಅಭಿಪ್ರಾಯದಂತೆ ಯಾವ ವರ್ಗದ ಹುದ್ದೆಗಳನ್ನು ತಜ್ಞರ ಹುದ್ದೆಗಳೆಂದು ನಿರ್ದಿಷ್ಟಪಡಿಸಬೇಕು ?

66. Are the objects for which a commutation of pension is permitted, adequate, or would you suggest further liberalisation? Give reasons.

೬೬. (ನಿವೃತ್ತಿ ವೇತನವನ್ನು ಬಿಟ್ಟುಕೊಟ್ಟು ಮುಂಗಡ ನಗದು ಹಣ ಪಡೆಯುವ) ನಿವೃತ್ತಿ ವೇತನ ಪರಿವರ್ತನದ ಈಗಿರುವ ಉದ್ದೇಶಗಳು, ಸಮರ್ಪಕವಾಗಿವೆಯೇ ? ಅಥವಾ ಅವುಗಳನ್ನು ಇನ್ನಷ್ಟು ಉದಾರಗೊಳಿಸಬೇಕೆಂದು ವೇಳುವಿರಾ ? ಅದಕ್ಕೆ ನೀವು ಕೊಡುವ ಕಾರಣಗಳೇನು ?

67. What changes, if any, would you suggest in the rules for the sanction of pension, commutation of pension and payment of Provident Fund balance, in order to eliminate delays?

೬೭. ನಿವೃತ್ತಿ ವೇತನದ ಮಂಜೂರಾತಿ, ನಿವೃತ್ತಿ ವೇತನ ಪರಿವರ್ತನೆಯ ಮಂಜೂರಾತಿ ಮತ್ತು ಪ್ರಾವಿಡೆಂಟ್ ಫಂಡಿನ ಹಣದ ಸಂದಾಯ - ಈ ವಿಷಯಗಳಲ್ಲಿ ವಿಲಂಬವಾಗದಂತೆ ನೋಡಿಕೊಳ್ಳಲು ಆಯಾ ನಿಯಮಗಳಲ್ಲಿ ವಿನಾದರೂ ಮಾರ್ಪಾಡುಗಳನ್ನು ಸೂಚಿಸ ಬಯಸುವಿರಾ ?

68. Do you consider any change necessary in the Provident Fund Rules, and if so, what change would you suggest?

೬೮. ಪ್ರಾವಿಡೆಂಟ್ ಫಂಡ್ ನಿಯಮಗಳಲ್ಲಿ ಮಾರ್ಪಾಡೇನಾದರೂ ಅಗತ್ಯವೆಂದು ಭಾವಿಸುವಿರಾ ? ಹಾಗಿದ್ದರೆ, ಯಾವ ಮಾರ್ಪಾಡು ಗಳನ್ನು ಸೂಚಿಸುವಿರಿ ?

69. In particular, would you recommend any changes in the rules in regard to the purpose and limits of temporary advances and "final withdrawals" for specified purposes from these "funds" ?

೬೯. ವಿಶೇಷವಾಗಿ, ಈ ಪ್ರಾವಿಡೆಂಟ್ ಫಂಡ್ ನಿಧಿಗಳಿಂದ ತಾತ್ಕಾಲಿಕವಾಗಿ ಹಣ ಪಡೆಯುವ ಉದ್ದೇಶ ಮತ್ತು ಪರಿಮಿತಿಗಳ ಸಂಬಂಧದ ಹಾಗೂ ನಿರ್ದಿಷ್ಟ ಉದ್ದೇಶಗಳ ಸಲುವಾಗಿ ಹಣವನ್ನು ಅಂತಿಮವಾಗಿ ಒಂದಕ್ಕೆ ಪಡೆಯಲು ಈಗಿರುವ ನಿಯಮಗಳಲ್ಲಿ ವಿನಾದರೂ ಮಾರ್ಪಾಡಾಗಬೇಕೆಂದು ಸೂಚಿಸುವಿರಾ ?

70. It has been suggested that as the provision of family pension may not prove adequate in the event of premature death of a Government servant, it should be obligatory on the part of every Government servant to take insurance policies of adequate value and that a certain percentage of his subscription to the Provident Fund should be utilised towards the payment of premia. Have you any comments to make on this suggestion ?

೭೦. ಸರ್ಕಾರಿ ನೌಕರನು ಅಕಾಲಿಕವಾಗಿ ಮರಣ ಹೊಂದಿದರೆ ಈಗಿನ ಕುಟುಂಬ ನಿವೃತ್ತಿ ವೇತನ ವ್ಯವಸ್ಥೆಯು ಸಾಕಷ್ಟಿಲ್ಲವೆಂದೂ, ಅದುದರಿಂದ ಪ್ರತಿಯೊಬ್ಬ ಸರ್ಕಾರಿ ನೌಕರನು ಸಾಕಷ್ಟು ಮೌಲ್ಯದ ವಿಮಾ ಪಾಲಿಸಿಗಳನ್ನು ಕೊಳ್ಳಲೇಬೇಕೆಂದು ಕಡ್ಡಾಯಪಡಿಸಬೇಕೆಂದೂ ಹಾಗೂ ಅವನು ಪ್ರಾವಿಡೆಂಟ್ ಫಂಡಿಗೆ ಸಲ್ಲಿಸುವ ವಂತಿಗೆಯ ಶೇಕಡ ಇಂತಿಷ್ಟು ಪ್ರಮಾಣ ವಿಮಾ ಕಂತುಗಳನ್ನು ಸಲ್ಲಿಸಲು ವಿನಿಯೋಗಿಸಿ ಕೊಳ್ಳಬೇಕೆಂದೂ ಸಲಹೆ ಮಾಡಲಾಗಿದೆ. ಈ ಸಲಹೆಯ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು ?

71. Do you consider that any change is necessary in the existing classification of Government servants for purposes of travelling allowance in general, and (i) class of railway accommodation (ii) air-conditioned travel and (iii) journeys by air, in particular ?

೭೧. ಸರ್ಕಾರದ ಸೇವಕರನ್ನು ಪ್ರವಾಸ ಭತ್ಯೆಯ ಉದ್ದೇಶಗಳಿಗಾಗಿ ಮತ್ತು ವಿಶೇಷವಾಗಿ (೧) ರೈಲ್ವೆ ಪ್ರಯಾಣ ಸೌಕರ್ಯದ ತರಗತಿ (೨) ಏರ್ ಕಂಡೀಷನ್ಡ್ ಪ್ರಯಾಣ, ಹಾಗೂ (೩) ವಿಮಾನ ಪ್ರಯಾಣ—ಇವುಗಳ ನಿಮಿತ್ತವಾಗಿ ಸರ್ಕಾರಿ ನೌಕರರ ಈಗಿರುವ ದರ್ಜೆಗಳ ವರ್ಗೀಕರಣದಲ್ಲಿ ಏನಾದರೂ ಪರಿಷ್ಕರಣೆ ಅಗತ್ಯವೆಂದು ಭಾವಿಸುವಿರಾ ?

72. Would you suggest any changes in the existing rates of mileage allowance, daily allowance and rates of incidentals ? Please give concrete suggestions with reasons.

೭೨. ಈಗ ಜಾರಿಯಲ್ಲಿರುವ ಮೈಲೇಜು ಭತ್ಯೆ, ದಿನಭತ್ಯೆ ಮತ್ತು ಅನುಪೂರ್ಣ ವೆಚ್ಚಗಳ ದರಗಳಲ್ಲಿ ಮಾಪನೋಪಚಾರವೇನು? ದುರದೃಷ್ಟಿ ಸ್ವಲ್ಪವಾದ ಸಲಹೆಗಳನ್ನು ಸಹಿಸಲು ತಿಳಿಸಿ.

73. What are your views regarding the provisions of Government vehicles to touring officers of certain departments in the context of the developed public transport system ?

೭೩. ಸರ್ಕಾರಿ ಸಾರಿಗೆ ವ್ಯವಸ್ಥೆಯು ಸಾಕಷ್ಟು ಪ್ರಗತಿಹೊಂದಿ ಪ್ರಯಾಣ ಸೌಕರ್ಯ ಹೆಚ್ಚಿದೆಯಷ್ಟೆ. ಆದರೂ, ಕೆಲವೊಂದು ಇಲಾಖೆಗಳಲ್ಲಿ ಅಧಿಕಾರಿಗಳಿಗೆ ಪ್ರವಾಸನುಕೂಲಕ್ಕಾಗಿ ಸರ್ಕಾರಿ ವಾಹನಗಳನ್ನು ಈಗಲೂ ಒದಗಿಸುತ್ತಿರುವ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು ?

## PART VII

### EFFICIENCY AND WORK LOAD.

74. In some departments of Government, like the Public Works Department, the administrative units are constituted not so much with reference to the territorial divisions but with reference to the quantum of work. Do you consider that the principle followed in such cases is rational and if not, what alternative principles could be adopted ?

೭೪. ಶೋಕೋಪಯೋಗಿ ಇಲಾಖೆಯಂಥ ಸರ್ಕಾರದ ಕೆಲವೊಂದು ಇಲಾಖೆಗಳಲ್ಲಿ ಪ್ರಾದೇಶಿಕ ವಿಭಾಗಗಳ ಮಹತ್ತ್ವಕ್ಕಿಂತಲೂ ಹೆಚ್ಚಾಗಿ ಕಾರ್ಯಪ್ರಮಾಣವನ್ನು ಲಕ್ಷ್ಯಕ್ಕೆ ತೆಗೆದುಕೊಂಡು, ಆಡಳಿತ ಘಟಕಗಳನ್ನು ಏರ್ಪಡಿಸಲಾಗುತ್ತದೆ. ಇಂಥ ಸಂದರ್ಭಗಳಲ್ಲಿ ಅನುಸರಿಸಲಾದ ಕಾರ್ಯನೀತಿಯು ನಿಮಗೆ ಸಮರ್ಪಕವೆನಿಸುವುದೇ ಹಾಗಲ್ಲದ ಪಕ್ಷದಲ್ಲಿ ಬೇರಾವ ನೀತಿಯನ್ನು ಅನುಸರಿಸಬೇಕೆಂಬುದನ್ನು ತಿಳಿಸ ಬಲ್ಲೀರಾ ?

75. Do you consider that the powers vested in the authorities of Government at the various levels in different departments are adequate for ensuring efficiency and speedy disposal of business? If not, please suggest what principles should be followed in the delegation of such powers.

೭೫. ಸರ್ಕಾರದ ವ್ಯವಹಾರವು ದಕ್ಷತೆಯಿಂದ ಹಾಗೂ ತ್ವರಿತಗತಿಯಿಂದ ಸಾಗುವಂತೆ ಏರ್ಪಾಡು ಮಾಡಲು ಅನೇಕ ವಿಭಾಗಗಳಲ್ಲಿ ವಿವಿಧ ಮಟ್ಟದ ಅಧಿಕಾರಿಗಳಿಗೆ ಈಗ ವಹಿಸಿಕೊಟ್ಟಿರುವ ಅಧಿಕಾರಗಳು ತೃಪ್ತಿಕರವಾಗಿವೆಯೇ? ಇಲ್ಲದಿದ್ದರೆ, ಒಗೆ ಅಧಿಕಾರಗಳನ್ನು ವಹಿಸಿಕೊಡುವ ವಿಚಾರದಲ್ಲಿ ಯಾವ ಸೂತ್ರಗಳನ್ನು ಅನುಸರಿಸಬೇಕೆಂಬುದನ್ನು ದಯವಿಟ್ಟು ತಿಳಿಸಿ.

76. It is often complained that even where powers have been delegated to lower levels the authorities at the higher levels still interfere in the day-to-day work of the subordinate authorities and that this leads to delay in the disposal of business. Do you subscribe to this view and if so, what measures do you suggest to remedy the situation?

೭೬. ಕೆಳಮಟ್ಟದ ಅಧೀನಾಧಿಕಾರಿಗಳಿಗೆ ಅಧಿಕಾರಗಳನ್ನು ವಹಿಸಿಕೊಟ್ಟಿರುವ ಕಡೆಗಳಲ್ಲಿ ಕೂಡ ಮೇಲಧಿಕಾರಿಗಳು ತಮ್ಮ ಅಧೀನಾಧಿಕಾರಿಗಳ ನಿತ್ಯ ವ್ಯವಹಾರದ ಕೆಲಸಗಳಲ್ಲಿ ಕೈಹಾಕುತ್ತಲೇ ಇರುವುದರಿಂದ ಕಾರ್ಯದ ತ್ವರಿತ ವಿಲೇವಾರಿಯಲ್ಲಿ ವಿಲಂಬವಾಗುತ್ತಿದೆಯೆಂದು ಅನೇಕ ಸಲ ದೂರಲಾಗುತ್ತದೆ. ಇದನ್ನು ನೀವು ಒಪ್ಪಿಕೊಳ್ಳುವಿರಾ? ಹಾಗಿದ್ದ ಪಕ್ಷದಲ್ಲಿ, ಈ ಪರಿಸ್ಥಿತಿಯನ್ನು ಸುಧಾರಿಸಲು ಸೂಚಿಸುವ ಉಪಾಯಗಳೇನು ?

77. It is stated that business in Government offices cannot in the very nature of its functions be as efficient and prompt as in business houses and that rules and precedents come largely in the way of expeditious disposal of business. Do you subscribe to this view? And if so, kindly offer your suggestions on how to tone up the efficiency without violating the rules and procedures.

೭೭. ಸರ್ಕಾರಿ ಕಛೇರಿಗಳಲ್ಲಿ ನಡೆಯುವ ಕೆಲಸಕಾರ್ಯಗಳು ಸ್ವಭಾವತಃ ಇತರ ವಾಣಿಜ್ಯ ವ್ಯವಹಾರ ಸಂಸ್ಥೆಗಳಲ್ಲಿ ನಡೆದಷ್ಟು ದಕ್ಷತೆಯಿಂದಲೂ ತ್ವರಿತಗತಿಯಿಂದಲೂ ನಡೆಯಲಾರವೆಂದೂ, ಅಲ್ಲದೆ, ಅನೇಕ ನಿಯಮಗಳೂ (ಫೂರ್ನ್ ನಿರ್ದೇಶನ ದೃಷ್ಟಾಂತಗಳೂ) ಕಾರ್ಯದ ತ್ವರಿತ ವಿಲೇವಾರಿಗೆ ಅಡ್ಡಿಗಳನ್ನಂಟುಮಾಡುವುದೆಂದೂ ಹೇಳಲಾಗುತ್ತಿದೆ. ನೀವು ಇದನ್ನು ಒಪ್ಪುವಿರಾ? ಒಪ್ಪುವಿರಾದರೆ, ನಿಯಮಗಳಿಗೂ ಕಾರ್ಯವಿಧಾನಗಳಿಗೂ ಬಾಧೆ ಬಾರದಂತೆ ದಕ್ಷತೆಯನ್ನು ಹೆಚ್ಚಿಸುವ ಬಗ್ಗೆ ನಿಮ್ಮ ಸೂಚನೆಗಳೇನಾದರೂ ಇದ್ದರೆ, ಕೊಡಿ.

78. Do you consider that offices at several levels are over-staffed and that it should be possible to reduce the number of officials in such offices? If so, what would you suggest should be the norms of work to be prescribed for officials and officers at various levels? Indicate the measures to be adopted for effecting retrenchment.

೭೮. ಕೆಲವೊಂದು ಕಛೇರಿಗಳಲ್ಲಿ ಸಿಬ್ಬಂದಿಯು ಬಹಳ ಹೆಚ್ಚಾಗಿಯೆಂದೂ, ಅಂಥ ಕಡೆಗಳಲ್ಲಿ ಸಿಬ್ಬಂದಿಯನ್ನು ಕಡಿಮೆ ಮಾಡಲು ಸಾಧ್ಯವಿದೆಯೆಂದೂ ಭಾವಿಸುವಿರಾ? ಭಾವಿಸುವಿರಾದರೆ, ನಾನಾ ಮಟ್ಟಗಳಲ್ಲಿ ಕೆಲಸನಾಡುವ ಸಿಬ್ಬಂದಿ ವರ್ಗದವರ ಹಾಗೂ ಅಧಿಕಾರಿಗಳ ಕಾರ್ಯ ಪ್ರಮಾಣವೇನಿರಬೇಕು? ಸಿಬ್ಬಂದಿಯನ್ನು ಖೋತಾ ಮಾಡಲು ಯಾವ ಕ್ರಮಗಳನ್ನು ಕೈಕೊಳ್ಳಬೇಕೆಂಬುದನ್ನು ತಿಳಿಸಿ.

79. It is stated that particularly in the higher offices, the papers pass through far too many levels before a decision could be taken on them and that expeditious disposal could be secured if the authority competent to pass an order were to do so on the basis of the records which are processed at the lowest possible level and are put up to him directly. Do you agree that such a system would lead to expeditious disposal of business without at the same time affecting the quality of disposal?

೭೯. ಮೇಲಣ ಕಛೇರಿಗಳಲ್ಲಿ ಯಾವುವೇ ವಿಷಯದ ಬಗ್ಗೆ ಒಂದು ನಿರ್ಣಯಕ್ಕೆ ಬರಬೇಕಾದರೆ ಸಂಬಂಧಪಟ್ಟ ಕಾಗದ ಪತ್ರಗಳು ಹತ್ತಾರು ಮಟ್ಟಗಳಲ್ಲಿ ಸುತ್ತಾಡಿ ಬರಬೇಕೆಂದೂ, ಸಂಬಂಧಪಟ್ಟ ಅಧಿಕಾರ ಪತ್ರಗಳನ್ನೆಲ್ಲಾ ತೀರ ಕೆಳಗಿನ ಮಟ್ಟದಲ್ಲಿಯೇ ಸರಿಯಾಗಿ ಪರಿಶೀಲಿಸಿ ನೇರವಾಗಿ ಸಂಬಂಧಪಟ್ಟ ಅಧಿಕಾರಿಗೆ ಆ ಬಗ್ಗೆ ನಿರ್ಣಯ ಕೊಡಲು ಒಪ್ಪಿಸಿದಲ್ಲಿ, ಕಾಗದ ಪತ್ರಗಳ ವಿಲೇವಾರಿಯು ತ್ವರಿತಗೊಳ್ಳುವುದೆಂದೂ ಒಂದು ವಾದವಿದೆ. ಈ ಪದ್ಧತಿಯನ್ನು ಅನುಸರಿಸಿದರೆ, ಕೆಲಸದ ಇತ್ಯರ್ಥದ ಗುಣೋತ್ಕರ್ಷಕ್ಕೆ ಭಂಗವುಂಟಾಗದೆ ವಿಲೇವಾರಿಯು ತ್ವರಿತಗತಿಯಿಂದ ಸಾಗುವುದೆಂದು ಒಪ್ಪುವಿರಾ?

80. Are there any overlapping functions or schemes in some departments of Government, the removal of which will result in sizeable savings in time and effort on the part of officers of the departments concerned?

೮೦. ಅನವಶ್ಯಕವಾಗಿ ಪರಸ್ಪರ ವುನರಾವ್ಯಕ್ತಿಗೆ ಎಡೆಗೊಡುವಂಥ ಯಾವ ಕೆಲಸ ಕಾರ್ಯಗಳನ್ನೂ, ಯೋಜನೆಗಳನ್ನೂ ತೆಗೆದುಹಾಕಿದ ಪಕ್ಷದಲ್ಲಿ ಆಯಾ ಇಲಾಖೆಗಳ ಅಧಿಕಾರಿಗಳ ಸಮಯವೂ, ಶ್ರಮವೂ ಉಳಿತಾಯವಾಗಬಹುದೆಂದೂ ಅಂತಹ ಕೆಲಸ ಕಾರ್ಯಗಳಾಗಲಿ, ಯೋಜನೆ ಗಳಾಗಲಿ ಸರ್ಕಾರದ ಯಾವುದಾದರೂ ಇಲಾಖೆಗಳಲ್ಲಿ ಇವೆಯೇ?

81. Is any rationalisation of service rules or simplification of Financial and Account Codes and procedures called for in order to prevent avoidable loss of public time and to create a proper climate for 'participation in decision making' in Government offices?

೮೧. ಸರ್ಕಾರಿ ಕೆಲಸಗಳಲ್ಲಿ ಅನವಶ್ಯಕವಾದ ಕಾಲಹಾನಿಯನ್ನು ತಪ್ಪಿಸಲು ಮತ್ತು ಆಫೀಸುಗಳಲ್ಲಿ ಒಂದು ನಿರ್ಣಯಕ್ಕೆ ಬರುವ ಕೆಲಸದಲ್ಲಿ ಸಂಬಂಧಪಟ್ಟವರೂ ಭಾಗವಹಿಸಲು ಸುಲಭವಾಗುವಂತೆ ಸೂಕ್ತ ವಾತಾವರಣವನ್ನು ಕುದುರಿಸುವುದಕ್ಕೋಸ್ಕರ, ಈಗಿನ ಸೇವಾ ನಿಯಮಗಳನ್ನು ಸುಧಾರಣೆ ಮಾಡುವುದಾಗಲಿ ಅಥವಾ ಹಣಕಾಸಿನ ಅಥವಾ ಅಕ್ಕದ ನಿಯಮಾವಳಿಗಳನ್ನು ಇನ್ನಷ್ಟು ಸುಲಭಗೊಳಿಸುವುದಾಗಲಿ ಅಗತ್ಯವೇ?

82. Complaints are often voiced that information in respect of several matters on which Government are normally expected to collect and keep available the latest information is not readily forthcoming and that on each occasion on which such information is required, as for example, when interpellations are put in the Houses of Legislature, information is collected *de novo*. Do you subscribe to this view and if so what are your suggestions on the extent to which information might be collected on certain standard subjects and maintained up-to-date by the concerned officers?

೮೨. ಕೆಲವೊಂದು ವಿಷಯಗಳ ಸಂಬಂಧದಲ್ಲಿ, ಸರ್ಕಾರದವರು ಯಾವಾಗಲೂ ತೀರ ಇತ್ತೀಚೆಗಿನ ಮಾಹಿತಿಯನ್ನು ಸಂಗ್ರಹಿಸಿ, ಸಿದ್ಧವಾಗಿ ಇಟ್ಟಿರಬೇಕೆಂದು ನಿರೀಕ್ಷಿಸುವ ಸಂದರ್ಭಗಳಲ್ಲಿ, ಅಂಥ ಮಾಹಿತಿಯು ಕೊಡಲೇ ದೊರೆಯುವುದೇ ಇಲ್ಲವೆಂದೂ, ಇದಲ್ಲದೆ, ಹಾಗೆ ಮಾಹಿತಿ ಬೇಕಾದ ಪ್ರತಿ ಸಂದರ್ಭದಲ್ಲಿಯೂ, ಉದಾಹರಣೆಗೆ, ವಿಧಾನ ಮಂಡಲದ ಸಭೆಗಳಲ್ಲಿ ಪ್ರಶೋತ್ತರಗಳು ನಡೆದಿರುವಾಗ, ಮತ್ತು ಹೊಸದಾಗಿ ಮಾಹಿತಿಯನ್ನು ಸಂಗ್ರಹಿಸಲು ಅರಂಭವಾಗುವುದೆಂದೂ, ಅಕ್ಷೇಪಿಸಲಾಗುತ್ತಿದೆ. ನೀವು ಇದನ್ನು ಒಪ್ಪುವಿರಾ? ಹಾಗಿದ್ದರೆ ಕೆಲವೊಂದು ಮಹತ್ವದ ವಿಷಯಗಳ ಬಗ್ಗೆ ಸಂಬಂಧಪಟ್ಟ ಅಧಿಕಾರಿಗಳು ಕಾಲೋಚಿತ ಮಾಹಿತಿಯನ್ನು ಸಂಗ್ರಹಿಸಿ ಸಿದ್ಧವಾಗಿಟ್ಟಿರಲು ಎಷ್ಟುಮಟ್ಟಿಗೆ ಮತ್ತು ಹೇಗೆ ಸಾಧ್ಯವಿದೆಯೆಂಬ ಬಗ್ಗೆ ನೀವು ಸಲಹೆಗಳನ್ನೇನಾದರೂ ಕೊಡಬಲ್ಲೀರಾ?

83. There are differences of views on whether promotions should be based on seniority-cum-merit or solely on merit and on whether specialists (or generalists) should hold key posts at the policy making level. What are your views in respect of these matters?

೮೩. 'ಸೀನಿಯಾರಿಟಿ' ಮತ್ತು 'ಯೋಗ್ಯತೆ'—ಇವೆರಡನ್ನೂ ಗಮನಿಸಿ ಬಡತಿ ಕೊಡಬೇಕೇ ಅಥವಾ ಕೇವಲ ಯೋಗ್ಯತೆಯೊಂದನ್ನೇ ಅಧಾರ ವಾಗಿಟ್ಟು ಕೊಂಡು ಬಡತಿ ಕೊಡಬೇಕೇ? ಮತ್ತು ಆಡಳಿತ ಕಾರ್ಯ ನೀತಿಯನ್ನು ರೂಪಿಸುವ ಮಹತ್ವದ ಹುದ್ದೆಗಳಲ್ಲಿ ತಜ್ಞ ಅಧಿಕಾರಿಗಳಿರಬೇಕೇ ಅಥವಾ ಸಾಮಾನ್ಯ ಅಧಿಕಾರಿಗಳಿರಬೇಕೇ? ಎಂಬ ಬಗ್ಗೆ ಭಿನ್ನಾಭಿಪ್ರಾಯಗಳಿವೆ. ಈ ವಿಚಾರದಲ್ಲಿ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು?

84. The work of individual officers is now being evaluated and confidential reports on their work are being written in certain prescribed forms periodically. Do you consider that this system is sufficiently objective, realistic and reliable? If not, what are your suggestions for improving the system of evaluating the work of an officer?

೮೪. ಪ್ರತಿಯೊಬ್ಬ ಅಧಿಕಾರಿಯ ಕಾರ್ಯಶಕ್ತಿಯನ್ನು ಆಗಾಗ್ಗೆ ಗಮನಿಸಿ, ಆ ಬಗ್ಗೆ ಗೊತ್ತುಪಟ್ಟ ನಮೂನೆಯಲ್ಲಿ ಕಾಲಕಾಲಕ್ಕೆ ರಹಸ್ಯ ವರದಿಗಳನ್ನು ಬರೆದಿಡಲಾಗುತ್ತಿದೆ. ಈ ಪದ್ಧತಿಯು ಸೂಕ್ತವಾದದ್ದು, ವಾಸ್ತವಿಕವಾದದ್ದು, ವಿಶ್ವಾಸಾರ್ಹವಾದದ್ದು ಆಗಿದೆಯೆಂದೂ ನೀವು ಭಾವಿಸುವಿರಾ? ಇಲ್ಲವೆನ್ನುವುದಾದರೆ, ಅಧಿಕಾರಿಗಳ ಕಾರ್ಯಶಕ್ತಿಯನ್ನು ಕಂಡುಹಿಡಿಯುವ ಈಗಿನ ಪದ್ಧತಿಯ ಸುಧಾರಣೆಗೆ ನಿಮ್ಮ ಸೂಚನೆಗಳೇನು?

85. Do you think that conferences and meetings between officers at the highest level are necessary for expeditious decisions and disposal of important matters or that such conferences and meetings entail wastage of time without producing concrete results? Please suggest what methods should be followed for taking decisions in matters in which two or more departments are concerned.

೮೫. ಅನೇಕ ಮಹತ್ವದ ವಿಷಯಗಳಲ್ಲಿ ನಿರ್ಣಯಕ್ಕೆ ಬರಲು ಮತ್ತು ವಿಷಯಗಳ ವಿಲೇವಾರಿ ಮಾಡಲು ಉನ್ನತ ಮಟ್ಟದ ಅಧಿಕಾರಿಗಳು ಆಗಾಗ್ಗೆ ಸಭೆಗಳಿಗೆ ವಿಚಾರ ವಿನಿಮಯ ಮಾಡುವುದು ಅಗತ್ಯವೇ? ಅಥವಾ ಅಂಥ ಸಭೆಗಳಿಂದ ಗಮನಾರ್ಹವಾದ ಯಾವ ಫಲವೂ ದೊರೆಯದೆ ವ್ಯರ್ಥ ಕಾಲಹರಣವಾಗುವುದೇ? ಹಾಗಿದ್ದರೆ, ಎರಡು ಅಥವಾ ಅದಕ್ಕೂ ಹೆಚ್ಚು ಇಲಾಖೆಗಳಿಗೆ ಸಂಬಂಧಪಟ್ಟ ವಿಷಯಗಳಲ್ಲಿ ತೀವ್ರವಾಗಿ ನಿರ್ಣಯಕ್ಕೆ ಬರಲು ಯಾವ ಪದ್ಧತಿಯನ್ನು ಅನುಸರಿಸಬೇಕೆಂಬ ಬಗ್ಗೆ ದಯವಿಟ್ಟು ನಿಮ್ಮ ಸಲಹೆ ಸೂಚನೆಗಳನ್ನು ಕೊಡಿ.

86. (a) Do you consider that the existing system of initial recruitment to the lowest cadre of Government employment satisfactory? Do you consider the qualifications prescribed adequate and satisfactory? If not, what changes do you recommend?

(b) Do you consider that the existing system, under which some specific proportion of the posts in the higher cadres are earmarked for promotion from the lower cadres and the rest are kept available for direct recruitment, satisfactory? If not, what changes do you propose?

(c) What are your views regarding the need for institutional training, and in-service training for candidates on their first appointment to Government service and periodical refresher courses for those already in service?

೮೬. (ಎ) ಸರ್ಕಾರಿ ಸೇವೆಗೆ ಆರಂಭದಲ್ಲಿ ಅತ್ಯಂತ ಕೆಳದರ್ಜೆಯ ಹುದ್ದೆಗೆ ಉಮೇದುದಾರರನ್ನು ನಿಯೋಜಿಸಿಕೊಳ್ಳುವ ಬಗ್ಗೆ ಈಗ ಅನುಸರಿಸುತ್ತಿರುವ ಪದ್ಧತಿಯು ತೃಪ್ತಿಕರವಾಗಿದೆಯೇ? ಈ ಸಂಬಂಧದಲ್ಲಿ ಗೊತ್ತುಪಡಿಸಿರುವ ಅರ್ಹತೆಗಳು ಯಥೋಚಿತವಾಗಿದೆಯೇ? ಇಲ್ಲದಿದ್ದರೆ, ಈ ವಿಚಾರದಲ್ಲಿ ನೀವು ಯಾವ ಬದಲಾವಣೆಗಳನ್ನು ಸೂಚಿಸುತ್ತೀರಿ?

(ಬಿ) ಮೇಲ್ದರ್ಜೆಯ ಸ್ಥಾನಗಳಲ್ಲಿ ನಿರ್ದಿಷ್ಟ ಸಂಖ್ಯೆಯ ಸ್ಥಾನಗಳನ್ನು ಕೆಳದರ್ಜೆಗಳಿಂದ ಬಡತಿಗಳಿಗಾಗಿ ಮೀಸಲಾಗಿಟ್ಟು, ಉಳಿದ ಸ್ಥಾನಗಳಿಗೆ ನೇರವಾಗಿ ನೇಮಕ ಮಾಡಿಕೊಳ್ಳುವ ಈಗಿನ ಪದ್ಧತಿಯು ಸರಿಯೇ? ಇಲ್ಲದಿದ್ದರೆ, ನೀವು ಸೂಚಿಸುವ ಬದಲಾವಣೆಯೇನು?

(ಸಿ) ಸರ್ಕಾರಿ ಸೇವೆಗೆ ಪ್ರಥಮತಃ ನೇಮಿಸಿಕೊಳ್ಳಲಾದ ಉಮೇದುದಾರರಿಗೆ ತರಬೇತಿ ಸಂಸ್ಥೆಗಳಲ್ಲಿ ತರಬೇತಿ ನೀಡುವ ಹಾಗೂ ಸೇವೆಯಲ್ಲಿದ್ದುಕೊಂಡೇ ತರಬೇತಿ ಹೊಂದುವ ಮತ್ತು ಈಗಾಗಲೇ ಸೇವೆಯಲ್ಲಿರುವವರಿಗೆ ಆಗಾಗ್ಗೆ ಪುನರ್ವಿಚಾರಣೆ ವ್ಯವಸ್ಥೆಯನ್ನೇರ್ಪಡಿಸುವ ಅಗತ್ಯತೆಯ ಬಗ್ಗೆ ನಿಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು?

87. Have you any suggestions in respect of matters other than those specified in this part of the questionnaire which are conducive to increasing the efficiency and rationalising the work-load in the different departments of Government?

೮೭. ಈ ಪ್ರಶ್ನಾವಳಿಯಲ್ಲಿ ವಿಶಿಷ್ಟವಾಗಿ ಕೇಳದ, ಆದರೆ, ಸರ್ಕಾರದ ವಿವಿಧ ಇಲಾಖೆಗಳಲ್ಲಿ ಕಾರ್ಯದಕ್ಷತೆಯನ್ನು ಹೆಚ್ಚಿಸಲು ಹಾಗೂ ಕೆಲಸದ ಪ್ರಮಾಣವನ್ನು ಸರಿಪಡಿಸಲು ಅನುಕೂಲವಾದ ಇತರ ವಿಷಯಗಳ ಬಗ್ಗೆ ಸಲಹೆಗಳನ್ನೇನಾದರೂ ನೀವು ಕೊಡಬಯಸುವಿರಾ?

## GOVERNMENT OF MYSORE

OFFICE OF THE MYSORE PAY COMMISSION  
 "Attara Kacheri"  
 Post Box No. 316,  
 BANGALORE.

No. MPC 144 GEA 67, Dated 10th August 1967.

From

The Secretary, Pay Commission,  
 Bangalore.

To

The Deputy Commissioner,

Sir,

*Subject* :—Mysore Pay Commission, 1966-Suggestions regarding emoluments, conditions of service and cadre and recruitment rules applicable to employees of local bodies and aided institutions.

As you are no doubt aware the terms of reference to the Pay Commission cover the cases of not only Government servants but also the employees of Local Bodies and Aided Institutions. The Questionnaire issued by the Commission in April 1967 contains a part dealing exclusively with the employees of such Bodies and Institutions.

Some factual particulars and the views of the concerned Bodies and Institutions in respect of their employees would be required by the Commission to enable it to examine their cases. A special Questionnaire dealing with these matters has been prepared and twelve copies of the Questionnaire are sent herewith. One copy each of the Questionnaire with the covering letters signed by me may please be sent to :

- 2 Taluk Development Boards,
- 2 Municipalities,
- 2 Village Panchayats,
- 2 Aided Educational Institutions ; and

2 Aided Medical Institutions, which, in your opinion, are representative Local Bodies/Aided Institutions. (The correct address of the concerned Local Body may kindly be filled in the letter before despatch).

As the Commission may like to give a hearing to the representative of these bodies, you may kindly send me a list of the Local Bodies/Aided Institutions to which you have sent the letters so that we could correspond with them directly in future.

Copies of the letter may kindly be arranged to be distributed by 20th August 1967 as the bodies are expected to send their replies by the 15th of September 1967.

Yours faithfully,  
 N. NARASIMHA RAU,  
 Secretary, Pay Commission.

## MYSORE PAY COMMISSION, 1966

## QUESTIONNAIRE

1. Please furnish a list indicating the categories of posts in your Institution, the categories of posts in your Institution, the number of posts in each category and the Qualifications and the scales of pay applicable to each of them.

2. Do you consider that in order to maintain a reasonable standard of efficiency, the staff which you now have is adequate and if not what changes do you propose in respect of categories of posts, the number of posts in each category and the qualifications and the scales of pay applicable to the existing posts and to the proposed posts?

3. What is the total expenditure that is being incurred on the establishment by way of salary and allowances, by way of contingencies and other miscellaneous items of expenditure; to what extent is it likely to increase if the suggestions and modifications made in the staffing pattern were to be implemented?

4. What is the amount of grant that is being received from the Government in respect of the existing staff?

5. What are the sources from which the expenditure in excess of the grant or assistance received from the Government is now being met?

6. What is the additional assistance that you expect to get if your suggestions and modifications are to be accepted?

7. What is the additional expenditure to be incurred if your suggestions regarding modifications are accepted?

8. Do you consider that it would be possible for your Institution to raise the resources to meet the excess over the assistance to be secured from the Government? If not, what are your suggestions on how to meet it?

9. Do you consider that the existing grant-in-aid rules applicable to your Institution are reasonable and if not what modifications do you suggest?

10. Do you consider that the pay structure as applicable to Government servants may be extended automatically to the employees of your Institution or that their cases should be considered separately and that your Institution should be free to prescribe its own scales of pay.

11. Do you likewise consider that changes in respect of quantum and nature of allowances payable to employees of the State Government should be extended automatically to the employees of your Institution or that their cases should be considered separately leaving your Institution to regulate them in such manner as it considers appropriate?

12. What are the rules relating to the conditions of service of the employees of your Institution? Do you consider that your Institution should be free to determine its own rules of service or whether such rules as may be framed for Government servants should apply *mutatis mutandis* to the employees of your Institution?

13. What are the Cadre and Recruitment Rules now applicable to employees of your Institution? Do you consider that your Institution should be allowed to prescribe its own rules or that the rules applicable to Government servants should be extended automatically to the employees of your Institution?

---

GOVERNMENT OF MYSORE

MYSORE GOVERNMENT SECRETARIAT,  
'VIDHANA, SOUDHA'  
BANGALORE.

*No. FD 43 (a) SRP (1) 66, Dated 17th April 1967*

NOTIFICATION

Whereas by Government Order No. FD 43 SRP (1) 66 dated 17th November 1966 the Government of Mysore have constituted a Pay Commission for inquiring into the matters of public importance specified in the said order.

And whereas the Government of Mysore is of opinion that the provisions of Sections 4, 6, 8, 9, 10 and Sub-sections (2), (4) and (5) of Section 5 of the Commission of Inquiry Act, 1952 (Central Act 60 of 1952) should be made applicable to the said pay commission.

Now, therefore in exercise of the powers conferred by section 11 of the Commissions of Inquiry Act, 1952 (Central Act 60 of 1952), the Government of Mysore, with the approval of the Central Government, hereby directs that the provisions of Sections 4, 6, 8, 9, 10 and Sub-sections (2), (4) and (5) of Section 5 of the said Act shall apply to the said Pay Commission.

By Order and in the name of the Governor of Mysore,

N. S. BHARATH,  
*Deputy Secretary to Government*  
*Finance Department.*

To

The Compiler, Mysore Gazette, Bangalore, for Publication in Part-IV, Section 2 (c) (i) of the Gazette

Copy to:

The Accountant General, Mysore, Bangalore.

The Secretary, Pay Commission, Bangalore.

The Secretaries to Government.

The Divisional Commissioners and other Heads of Departments.

---



## GOVERNMENT OF MYSORE

OFFICE OF THE SECRETARY MYSORE PAY COMMISSION,  
VIDHANA SOUDHA, BANGALORE-1.

*No. MPC/T/11/67, Dated 10th February 1967.*

**From**

The Secretary,  
Mysore Pay Commission,  
Bangalore.

**To**

The Secretary to the Government of Kerala, M. P., Gujarat, Assam, Bihar, A. P., U. P.  
Madras, Maharashtra, Punjab, Orissa, West Bengal, Rajasthan, Hariyana,  
Finance Department.

Sir,

*Subject:—*Constitution of Pay Commission in Mysore State Information Required for the Pay  
Commission Salaries and Allowances.

I am directed to state that the Government of Mysore have constituted a One-man Pay Commission and have appointed Mr. Justice T. K. Tukul as the Commission to go into the question of revision of the scales of pay, Dearness Allowance and other allowances admissible to the employees of the State Government and other allied matters. A copy of Government Order No. FD 43 SRP (1) 66, dated 17-11-1966, constituting the Commission is enclosed herein for your reference.

2. Information about the existing scales of pay, allowances etc., in the other States would be useful in dealing with matters under the consideration of the Commission.

3. I am, therefore, to request you kindly to furnish the following data, if there be no objection:

- (i) Existing scales of pay, allowances etc., admissible to the employees of Government in the several cadres (copies of G.Os. etc., may kindly be furnished).
- (ii) Copies of the Questionnaire prepared by the Pay Commission, if any, constituted previously in your State:
- (iii) Copies of the final report of the Pay Commission if any, constituted in your State:
- (iv) Copies of the final orders issued by the State Government on the report of the Pay Commission.

Yours faithfully,  
N. NARASIMHA RAU,  
Secretary, Pay Commission.

— — — — —

GOVERNMENT OF MYSORE

OFFICE OF THE SECRETARY,  
MYSORE PAY COMMISSION,  
BANGALORE-1.  
*Dated 17-3-1967.*

*No. MPC 14 ADM 67,*

To ... ..  
... ..  
... ..

Sir,

*Subject :* Details of Pay and Allowance of the officials of your Department.

I am directed to invite your reference to Government Order No. FD 43 SRP (1) 66, dated the 17th November 1966, constituting the one-man Pay Commission and to state as follows :

The details of pay and allowances of the officers and staff of the several departments of Government as modified up-to-date are required by the Pay Commission in connection with the study of the existing scales of pay. Such information as is readily available in the Secretariat has been collected, but it is possible that some of the modifications made from time to time and some of the posts sanctioned are not reflected in the Statements prepared here.

I am, therefore, to request you to furnish the details of pay and allowances of all the posts in your department in the *Proforma* enclosed herein, the establishments that are debitable to different budget heads being shown separately.

The matter may please be treated as extremely urgent and a reply furnished so as to reach this office *not later than the 15th of April 1967.*

Yours faithfully,  
N. NARASIMHA RAU,  
*Secretary, Pay Commission.*

— — —

## STATEMENT I

Sl. No.	Designation of Posts	No. of Posts	Scale of Pay as per latest revision	Special Pay or other allowances if any attached to the post or person (Please see Note-1 below)	Budget Head to which debitable	Remarks
1	2	3	4	5	6	7

*Note* :—(1) Details of special pay or other allowances such as non-practising allowance, teaching allowance, etc., may be given along with copies of the sanction orders.

(2) Statement-I may be furnished separately for Gazetted and non-Gazetted posts sanctioned for Plan Schemes may be shown separately.

(3) Statement may also be attached indicating posts if any against which persons are holding personal scales with details such as next stage protection etc. under S. R. Act.

## STATEMENT II

Sl. No.	Designation of Posts as shown in Statement-I.	No. of Posts as shown in Statement-I Office-wise		Remarks
		Name of Office.	No.	
1	2	3	4	5

*Note* :—Against name of office, it is sufficient if total for District Offices, Taluk Offices, Circle, Ranges etc., are given.

## GOVERNMENT OF MYSORE

MYSORE GOVERNMENT SECRETARIAT,  
VIDHNA SOUDHA, BANGALORE.

*No. FD 21 SRP (1) 67. dated 17th April 1967.*

## OFFICIAL MEMORANDUM

*Subject:-* Procedure to be followed by the Heads of Departments etc., for representing their views to the Pay Commission.

Some of the Heads of Department have requested Government to indicate the procedure to be followed in representing the cases staff regarding revision of pay scales, allowance etc.,

2. After consulting the Secretary, Pay Commission, Government hereby direct that—

(a) The Heads of All Departments should send their remarks and/or replies in respect of the various points covered by the questionnaire in their personal capacity directly to the Secretary, Pay Commission.

(b) their remarks and/or replies in respect of the several points covered by the questionnaire as Heads of Departments should be sent to the Secretaries to the Government in the department concerned. The Secretaries to Government in turn are requested to send such replies to the Secretary to the Pay Commission along with their remarks.

3. The subordinate officers of various Departments shall have an opportunity of not only making their representations through the Heads of Departments but also through their service associations. Such of them who so desire may also send their remarks or replies in respect of the various points covered by the questionnaire, directly to the Secretary, Pay Commission.

4. All such remarks or replies received would be placed before the Pay Commission for consideration. The Commission will take note of the views so expressed by the Heads of, Departments or their subordinate officers, represented through their service associations, along with the views that might be expressed by the witnesses at the time of personal discussions.

Dated 11-4-67

P. V. REVADI  
*Special Officer, Finance Department.*

To

The Secretaries to Government

The All Heads of Departments

The Compiler, *Mysore Gazette*, Bangalore

FOR OFFICIAL USE ONLY.

GOVERNMENT OF MYSORE



REPORT  
ON  
ORGANISATION  
FOR  
COMMUNITY DEVELOPMENT  
IN  
MYSORE STATE



DIRECTORATE OF EVALUATION & MANPOWER  
PLANNING & SOCIAL WELFARE DEPARTMENT  
BANGALORE

1969

## P R E F A C E

This is a short study on the Community Development Block in Mysore State which has been conducted on behalf of the Pay Commission, Government of Mysore. Briefly stated, the purpose of the study is to determine how far the Blocks have been able to function as agencies of development in the rural areas and the type of organisation which would be desirable for such development in future. The study is therefore concerned with the future of the Block Organisation.

For purposes of this study a few Blocks were studied in detail and in the descript discussions were held with the Deputy Commissioners and all other district heads of departments. Based on this experience and the experience gained by special field visit, to Blocks in Madras, Maharashtra and Madhya Pradesh certain conclusions have been drawn regarding the functioning of block as an agency for rural reconstruction.

It is necessary to mention that the study presumes fair acquaintance not merely with the philosophy of community development but also of the working principles on which the block has been organised. Such an assumption has had to be made in order to restrict the coverage and size of the report. This an assumption would also partly explain certain conclusions which would otherwise seem *ad hoc*.

Another important constraint has been voluntarily accepted and that is, that the structure of the Panchayat Raj Institutions in this State are pre-determined and beyond the scope of this study. Therefore the future of the block has been studied in relation to the statutory assignment of responsibility for local development on the institutions of local Government set up under the Panchyat Raj system. Such a limitation has had to be placed because otherwise the temptation would have been discuss the panchayatraj set up also which is clearly beyond the terms of reference for this study.

Within the limitations imposed, the organisation which could be developed for rural reconstruction has been considered in fair detail and staffing patterns have also been broadly discussed. All statistical material has deliberately been presented in the form of appendices in order to ensure that the report is easily readable. Reference to such material have been made in the body of the report.

In the preparation of this report a large debt is due to senior officers who were associated with the programme who have spared time for detailed discussions and to those who have taken pains to reply to a letter which was issued calling for their views. The secretary to the pay commission has also spared considerable time for discussions but it must be emphasised that the views expressed are solely of this directorate. Thanks are also due to the Deputy Commissioners and other officers of the district and of the Blocks visited for all the co-operation extended and to the presidents of the Taluka Boards. In particular the services rendered in the preparation of this report of Sri B. K. Viswanatha Rao, Officer on Special Duty and Sri Vittoba, Stenographer, have to be placed on record.

P. PADMANABHA,

*Director of Evaluation & Man-power.*

Dated 14-5-1968.

## CONTENTS

### CHAPTER

- I Introduction
  - II An appraisal of the Block
  - III Functionaries in the Block
  - IV Analysis of functions of staff
  - V The future of the Block
  - VI Summary
  - VII Recommendations
- Appendices
-

## CHAPTER I

### INTRODUCTION

1.1. This study is mainly concerned with the efficiency of the Community Development Block as an agency for development in Mysore State. In recent years, the Community Development Organisation has attracted considerable praise and criticism, the latter preponderating. With the introduction of Panchayatraj a new dimension has been added to the problem and it is therefore necessary to assess the utility of the organisation for rural development. This study seeks to make this assessment.

1.2. This assessment is, in its very nature, only a broad appraisal of the adequacy of the organisation of the Block as an agency of development. A study of this nature could be expanded almost without limit to include not merely the general ability of the organisation to function as an agency for development but the problems involved in actual administration of the agency, its procedures, its accounting problems could all get included. Such matters have been rigorously excluded in order to limit the scope of the study and to focus attention on the main problem which is whether this type of organisation should continue or should be abandoned based on experience of its working over the last decade and a half.

1.3. With these limitations imposed, some of the main points which have been looked into to assess this organisation are indicated below :

1. The development functions now performed by the Block Agency ;
2. Whether in addition to the Block Agency, any Department has a parallel agency at the Block level, and if so, the utility of such an agency ;
3. The possibility of eliminating some of the functionaries of the Block who may not be contributing to the development process due to various circumstances ;
4. The development activities with which the Taluka Boards are charged and the system of financing and whether there exists any quality of control ;
5. Whether the present Block Organisation must be continued.

1.4. Since the ability of the Block to function as a development agency is now very much linked with its relationship with the Panchayatraj bodies, a brief discussion has also been included on the desirable type of relationship which would ensure both the pace and content of development being satisfactory.

1.5. *The Concept* :—Community Development is a method of accelerating the overall growth of the rural areas, social, economic and political. This is essentially a post war concept and the earliest use of this term was in the Cambridge Conference of 1948 where Community Development was defined as under :

“ We understand the term ‘Mass Education’ (Community Development) to mean a movement designed to promote better living of the whole community, with the active participation and if possible on the initiative of the community, but if this initiative is not forthcoming spontaneously, it should be aroused and stimulated by special techniques designed to secure the active and enthusiastic response of the Community.”

1.6. Community Development was adopted as a new approach in the British territories of Africa where the emphasis was mostly on health and mass education. The term ‘Community Development’ based on these initial experiences, came to be conceived of as indicating the process by which the efforts of people themselves are united with those of Government agencies to promote the economic and social well-being of the community. The International Co-operation Administration later defined the concept as describing the technique to teach the people to make effective use of local initiative and energy. The concept of Community Development came to include the process



by which the people involve themselves both in planning and action after defining their common needs. The definition is therefore focussed around the process of development and involves three distinct elements, (i) democratic participation in social action, (ii) self-reliance to the greatest degree possible, and (iii) supporting role of Government agencies.

1.7. The concept was elaborated in the First Five-Year Plan as "the method through which the Five-Year Plan seeks to initiate a process of transformation of the social and economic life of the villagers." The Second Five-Year Plan document expanded this concept but the core of the concept remained un-changed. Community Development was not always conceived of as an approach valid only for under-developed countries. In the U.S.A., the approach was used to meet problems of depressed areas, specially in the coal mining districts. The concept of Community Development is very flexible in the United States and is not confined to territorial communities. Initiative rests mainly in non-official hands and problems of co-ordination are not solved by the intercession of any Government agency. Community Development as understood in the U.S.A., is any group of people who, on a voluntary basis and not always with Government financial help, determine common problems, and co-operate in their solution. Community Development in the U.S.A., therefore, may distinctly deal with districts, big towns, whole groups of countries, etc. Even in the United States the basic objective is to build a stronger sense of Community and deeper sense of local pride and citizens' initiative to carry out needed improvements in the community.

1.8. It is not proposed to discuss in this report the philosophical content of the concept of Community Development nor is it proposed to indicate in detail the structure in other countries. It would suffice to say that Community Development is essentially a recognition of the need for developing local initiative and resources as a process of accelerating rural reconstruction. It has, various ingredients, including the technique of increasing local resources mobilising rural man-power, teaching responsibility and inculcating a degree of village self-sufficiency and leadership.

1.9. *Community Development in India*:—On October 2nd 1952, the birth-day of Mahatma Gandhi the Government of India launched the first series of Community Development Projects in the country. However, the movement is much older than that. Voluntary services for rural development find their origin in the programmes of the Servants of Indian Society in 1906. In 1937, the Government of Uttar Pradesh (the then United Provinces) established the Rural Development Department for rural reconstruction. A pilot development project was launched in Etawah District in October, 1946. This was the first integrated project in which technical workers were part of a village team and where the new type of worker, the multipurpose worker, was conceived of at the village level. In 1946, the Government of Madras initiated a Rural Welfare Scheme known as "Firka Development Scheme" and by 1953 it covered nearly 2,400 villages of the State. In Bombay State the 'Sarvodaya Scheme' was started in 1948 but this was designed mainly to help backward classes and tribals.

1.10 It will be evident that the Community Development movement in India has had its origin over six decades ago. A formal development programme was, however, initiated in 1952 as a pilot project. Each of the 55 projects which were established consisted of three blocks, each of which contained about 100 villages with a population of 66,000. The budget provision was 65 lakhs of rupees for five years. In October 1953, a National Extension Service (N. E. S.) was established and each N. E. S. Block had a budget provision of Rs. 4,50,000 for a period of three years. However, on the recommendation of the Committee on Plan Projects, the National Development Council later abolished the distinction between the National Extension Service and Community Development as such. Instead, blocks were conceived of as having only two stages.—Stage-I for a period of 5 years with a budget provision of Rs. 12 lakhs and Stage-II for a further period of 5 years with a budget provision of Rs. 5 lakhs. With the enlargement of the scope of the Community Development movement and its expansion in terms of number of blocks all over the country, a steady demand for increased funds and personnel arose. This, coupled with the mounting criticism of certain contents of the programme, called for a reappraisal of the programme. It was at this stage that a

team for the study of Community Development and National Extension Service was set up in 1957 under the chairmanship of Sri Balwantray Mehta. Its report, which is now a classic document, gave a detailed appraisal of the programme and it recommended certain far-reaching changes. The Committee found that the tempo of expansion was a little too rapid and that certain defects automatically arose because of this rapid expansion. It was recommended that the whole country be covered by October, 1963 by Community Development Blocks and that expansion would be facilitated if blocks were to go through a pre-extension period lasting for one year. In view of the emphasis on agricultural production, it was also recommended that during this pre-extension period the main activity should be in the field of agriculture. During this pre-extension stage, the staff was correspondingly smaller. The entire country is to-day covered with blocks in various stages.

#### 1.11 *Rural Development and Community Development in Mysore.*—

In Mysore, the development of local bodies has engaged the attention of the Government from 1862 but in the initial periods the emphasis was on urban local bodies. In 1874, District Committees were set up to help officials in local administration as a first approximation of Self-Government in local matters. Successive Dewans laid special emphasis on local administration and a draft Local Boards Regulation was prepared and sent to Government in 1883. This received Government sanction in 1902 and next year 8 District Boards, 77 Taluk Boards and 380 Unions were set up under this enactment. Unions and the Taluk Boards were purely nominated bodies while the District Boards with the Deputy Commissioners as President and Assistant Commissioners and District level Officers in charge of medical relief, engineering, education as members, had popularly elected persons as its members. It was during the tenure of Sir M. Visveswaraiyah as Dewan of Mysore State that a large number of measures were introduced for improving revenue administration and amongst these, one of the most important was the "Village Improvement Scheme".

1.12 The Government of Mysore constituted two committees in 1914 to examine the working of local bodies and go into the question of liberalising the powers of local bodies. The two committees were the Local Self-Government Committee with Sir M. Kantharaj Urs as Chairman, and the Local Finance Committee with Dewan Bahaddur Srinivasa Iyengar as Chairman. On the recommendations of these Committees a new Local Boards and Village Panchayat Act, 1918, was passed. This Act provided for the establishment of village panchayats and elected members in the District Boards and Taluk Boards. It also provided for election of non-officials as vice-presidents of these institutions. This three tier system had been in existence for only a short time when a conference on Local Self-Government was called. This conference recommended the abolition of taluk boards. Accordingly, the taluk boards were abolished in 1937 and new panchayats were organised under the Mysore Village Act, 1926. The removal of Taluk Boards led to the strengthening of district boards.

1.13 When popular ministries assumed Office in various British Provinces in 1937, special emphasis was laid on development of local bodies. Special schemes were also launched in Mysore to put the local bodies on a sound footing. One such scheme was known as "The Scheme of concentrated propaganda" and was a type of 'Package' plan to intensively develop a few selected villages. Another scheme known as 'Hobli-Drive' was launched in 1942 to develop one hobli in each district with the help of trained rural workers known as "Grama Sudharakas." With the advent of independence, the Government of Mysore appointed a committee known as "Integration and Co-ordination Committee for the local bodies" in 1950. This committee recommended a two-tier system of local Self-Government and its proposals were incorporated in the Mysore Village Panchayat and District Boards Act, 1952. Under this Act, district boards were indirectly elected by the panchayat but till 1954 no such elections could be held. In the meantime Government had appointed another committee, known as "The Local Boards Enquiry Committee" to examine the question of desirability or otherwise of continuing the district boards and other allied matters. The committee submitted its report in 1954 and recommended continuance of district boards and revival of taluk boards. The implementation of these proposals was, however, postponed in view of the impending reorganisation of the State. In 1959, a new enactment known as Mysore Village Panchayats and Local Boards Act, 1959 was passed covering the new State of Mysore.

1.14 The development of local initiative has thus been a tradition in Mysore State from a long time. In keeping with this tradition, the State established Community Development Blocks in 1952 and thereafter the Programme has been regularly expanded. The State is now entirely covered with Community Development Blocks.

1.15 The Community Development Blocks in Mysore generally covers a population ranging from 60,000 to 90,000. In a taluk, which is the basic revenue unit, there may exist more than one block depending on the population. Municipal areas are not covered by the Blocks.

1.16 The staffing pattern of the block is indicated in the Appendix-I.

1.17 The State is now entirely covered with Community Development Blocks as follows :—

	Stage-I	Stage-II	Post-Stage-II	Total
No. of Blocks as on 1-10-1967	119	67½	81½	268

1.18 The Community Development programme was being carried out till 31-3-1958 in three phases National Extension Service, Intensive (commonly known as Community Development), and Post intensive. The National Extension Service Stage normally continued for three years during which period a limited programme of development was executed with the budget ceiling of Rs. 4 lakhs. This was followed by another three years of intensive development with complete staff and budget provision of Rs. 8 lakhs. Thereafter the block entered the post-intensive stage when only Rs. 30,000 was available.

1.19 In November, 1957, the team led by Sri Balawantray Mehta which had been appointed to study the Community Development movement, recommended a revised programme envisaging only two stages of longer duration, and abolishing the distinction between the National Extension Service, Intensive Development and Post-intensive Development stages.

1.20. The two stages in the programme are referred to as Stage-I and Stage-II. Stage-I is the intensive development phase in which people's participation would be promoted and panchayats intimately connected with the formulations of plans for their respective areas. The degree of success attained in the first stage will be evidence of the growth and functioning of self-reliant rural communities which is the basic objective of the programme. Accordingly, Stage-II, which is the post-intensive phase, has been designed to intensify the operation of the method of community development in its fuller amplitude and the comparatively small schematic budget purports to make provision only for such items in which the emphasis is more on community efforts rather than on development programmes as such.

1.21. It is also recommended that before a Block formally enters Stage-I, there should be a Pre-Extension period of one year in which there would be a concentration of agriculture and preparation for Stage-I.

1.22. A Pre-Extension Block is provided with Rs.18, 800 for one year. A Stage-I block is provided with Rs. 12 lakhs for five years and the Stage-II block with Rs. 5 lakhs for five years, while in post-stage-II block only establishment charges are met by Government. During this phase it is expected that the Development Departments would place their normal plan and non-plan development grants for the local area at the disposal of the Block for implementation by this agency.

1.23. Appendix Statements 2-A, 2-B, 2-C, 2-D indicate the allotments in respect of Pre-Extension, Stage-I (Pre and Post April 61 Blocks) and Stage-II Blocks respectively.

1.24 This schematic budget of Rs. 12 lakhs in Stage-I and Rs. 5 lakhs in Stage-II is a nucleus to ensure at least minimum progress in all parts of the country. This has to be supplemented by the other funds allotted by Government to the various development departments, besides local contributions. The intention was that not merely would the Block operate the Community Development funds but also that the funds of the different Government departments earmarked for development schemes of a local nature should also be entrusted to the blocks.

---

## CHAPTER-II

### AN APPRAISAL OF THE BLOCK

2.1. *Role of the Block* :— Community Development was introduced as an instrument for harnessing the resources of the rural community for their advancement. The emphasis in the programme has always been self-development with effective participation of the people, the official agency merely performing a catalytic role. The original concept was that the official prop could be removed within a short span of ten years within which local initiative and leadership was expected to be enthused sufficiently to maintain both the tempo and space of development. In actual experience, however, the general impression that prevails now is one of disappointment and gloom. The range of opinion swings from a feeling that the very concept of the movement was faulty and unrealistic to a view that the movement is more maligned than justified. In assessing the Community Development movement or in attempting to determine whether the block agency has or has not functioned effectively and in consequence whether it should or should not continue it is not only the actual performance as reflected in financial and physical targets that has to be kept in view but the framework in which the agency has had to function needs to be recalled as every stage.

2.2. That the block agency has been ascribed a role which has tended to be almost idealistic cannot be denied. But the hope that it could have been an effective agency for development was justified specially since the concept was based on a realistic acceptance of the need for local participation in rural development. We may first consider the financing of the block agency, then proceed to an assessment of the creation of physical assets and both these aspects may then be profitably considered against the framework of the organisation.

2.3. *Finances of the Block* :— As mentioned earlier, the provision for a Block in the pre-extension stage is Rs. 14,807, for a Stage-I block Rs. 12 lakhs for five years and for a Stage-II block Rs. 5 lakhs for five years. This provision is spread over certain items ranging from establishment expenditure and capital expenditure for the block headquarters, to agricultural and irrigation programmes, amenities programmes etc. In Appendix 2A, B, C, D is given a detailed break-up of the schematic budgets of pre-extension, Stage-I and Stage-II blocks. Appendix 2B-2C also include separate analysis of the budgets for Stage-I blocks before 1st April, 1961 and thereafter.

2.4. Nearly 27% of the provision in the schematic budget is earmarked for establishment charges, including transport, office equipment and furniture and the project office. It must be mentioned here that with the rise in salaries and allowances of all staff, the percentage is now likely to be much more than 30 to 35% since there was no corresponding increase in the allocations to Blocks consequent on pay increases. Since there is no adjustment to the schematic budget it would be obvious that expenditure on establishment will have risen rapidly over the last few years. As indicated in the Appendix statement No. 2C, the major allocation for works programme is under minor irrigation with an allocation of about 29% in a Stage-I block and 27% in a Stage-II block (Appendix 2-D). This constitutes the budget, in a sense of agriculture and associated sectors since

under this head would fall all items of work relating to agricultural development, animal husbandary fisheries, minor irrigation and land improvement. A large part of the expenditure for minor irrigation consists of loan for wells and construction of tanks etc. The activity of the Block must therefore, be judged not only in terms of the actual expenditure under this head but in terms of some of the physical assets such as wells which have been created.

2.5. The schematic budget also includes an allocation of approximately 40% for what might particularly be called the amenities programme. This includes programmes relating to health and rural sanitation education, social education including audio visual aids, communications and rural housing. A small amount of about 10% is set apart for rural industries.

2.6. It will be apparent that the allocation of Rs. 12 lakhs or of Rs. 5 lakhs in Stage-I and Stage-II Blocks respectively is mainly intended to create some sort of infra-structure for rural development and that the intention cannot have been, with these meagre allocations, to finance rural development itself. The Block agency at best can be conceived only as an organisation for extension work and the allocation made serves only the minimum purpose of establishment of a suitable agency. Nearly 1/3rd of this as mentioned, is earmarked for establishment charges. A large part of the expenditure again, is earmarked under various sectors for scholarships, stipends, maintenance grants, etc., This is particularly so in the amenities sectors. Some part of the funds results in the creation of physical assets such as roads and buildings while a large part of the allocation under agriculture would be for loans for wells which also results in the creation of physical assets but of private interest.

2.7. It is interesting to notice that if the population limit of 66,000 is assumed as the norm for the establishment of a block, the average expenditure over a period of 5 years on an individual citizen in the rural area is only Rs. 18 in a Stage-I Block and Rs. 7 for a five-year period in a Stage-II Block. In a post-stage II block, since only establishment charges are expected to be provided by Government under this programme, the expenditure per citizen would be very much less. If these allocations of Rs. 18 and Rs. 7 are taken together, it would mean that over a period of 10 years each member of the rural community has an expenditure by Government of Rs. 25 (approximately). Obviously, little can be expected by mere consideration of these figures. The fact, therefore, strengthens the opinion that the main purpose of a block is not to result in actual and heavy expenditure or investment in the rural economy but only to create an effective organisation to provide the infra-structure for development. It is in this light that the functioning of the block should be considered and conclusions regarding its efficiency or desirability drawn.

2.8 There is a further point which has to be borne in mind. In the table below an indication is given of the requirements for all the blocks during each of the plan periods made on an approximate calculation based on the schematic budget :—

TABLE No. 1  
*Financial allocation for Community Development Blocks.*

		( in lakhs )		
		Requirement	Outlay	Percentage
First Plan 1951-56	...	87	148	79.14
Second Plan 1956-61	...	1,022	1,058	103.52
Third Plan 1961-66	...	1,533	1,357	88.4

It will be noticed that during the First plan period the outlay was only 79% of the requirement which obviously resulted in considerable restriction of the programme. It was only during the Second Plan that outlay approximated requirement, with a marginal excess. During the Third Plan only about 88% of actual requirements was provided due mainly to cuts and economy drives. In the Third Plan, the programme has been severely curtailed and while staff has continued to be

in position with, in fact, steeply enhanced emoluments consequent on revision of pay scales during this period the content of the programme has had to be cut down severely. It is also necessary to remember in this context that during the First and Second Plan periods severe staffing difficulties affected the working of the programme quite seriously and savings were fairly large. If all these factors are taken into consideration it would be obvious that the programme has never really got under way either in content or in finance to the extent to which it was expected or planned.

2.9 While the programme on the one hand was dogged with financial restrictions and severe staffing difficulties which effected its functioning very severely, the content of the programme itself was such that with the curtailment of finances the tempo of its activity would necessarily decline. If the budget, excluding establishment charges is considered it would appear that the emphasis in the programme was on the creation of a large number of physical assets the achievement of which was made a criterion for assessing the work of the officials and of the block team. As a consequence, buildings, culverts, bad village roads, etc., tended to receive emphasis in the mere attempt to catch up with targets. Rising prices and cuts in the budgets had their necessary effect in this attempt to achieve targets. In the result, there has been a very superficial application of the finances available for development with no permanent impression on the local community. The creation of physical assets, while no doubt necessary, cannot have the lasting effect which extension education, had it been effective, would have had.

2.10 *Limiting Circumstances:*—It is against this background that the Community Development movement has to be assessed. The movement has suffered from the unthinking application of certain traditional principles attributed to Community Development. The insistence on stages in the programme was itself probably not well conceived since obviously the removal of prolonged economic stagnation and rigidity in thinking in the rural community cannot be uniformly achieved over the same period of time all over the country. The needs of different rural communities in the country require different approaches, some of them with probably prolonged exposure to extension education while in other cases only a catalytic agency would be sufficient. The establishment of panchayatraj has also had its effect on the working of the Blocks since the entire frame work of operations was altered and some time was lost in adjustment. In fact, it is doubtful whether even now it can be stated that the Block has found its proper place within the panchayatraj system. The reduction in Community Development allocation, the bulk of the available resources going towards establishment charges, the tendency to create physical assets without an equivalent development of local initiative or leadership have all resulted in little programme activity. The programme has also suffered periodically from attempts to reconstitute it like the recent transfer of Village Level Worker to the Agriculture Department, the abolition of the Post of Social Education Organizers, creation of the posts of Deputy Block Development Officers, etc. These piecemeal changes have tended to leave an air of uncertainty over the programme and the staff have within recent years developed a sense of apathy since for them the programme is itself faced with a question mark.

2.11 Probably one of the major factors resulting in the rapid deterioration in the working of the organisation has been the lack of clarity in the establishment of the various cadres involved. Career prospects among the extension officer has rarely been made clear right from the start and there has been a tendency to consider the entire organisation as a highly temporary one. For example, the Village Level worker from his inception has had little career prospects. The *ad hoc* recruitment of Block Development Officers with a semblance of direct recruitment about it has actually resulted in blocking the repatriation of officials who would otherwise have sought their future in their parent departments with better advantage. This has had serious effect on the head of the team himself, viz. The Block Development Officer. The Social Education Organisers and the Mukhyasevikas, being direct recruits have had no indication of career prospects till very recently and even their recent transfers to the Education Department is fraught with many problems. These are only broad indications of the personnel problems which have riddled the

entire Community Development movement. It is these human problems which have probably taken the greatest toll from the efficiency of the organisation since it is unrealistic to expect idealistic work from a staff who entertain fears of their future or are not satisfied with service conditions. It is not intended by this to argue for better pay scales or emoluments but what is emphasised is the need for an atmosphere of assurance, particularly in the Community Development movement where self-help and to some extent inspired participation in the programme is necessary. Exhortations of the workers involved in the programme to throw themselves into it with full vigour will clearly yield no results in absence of the creation of a proper framework in which they can function effectively.

2.12 This takes us now to the larger issue of the desirability of continuing this organisation at all. As emphasised earlier, the Community Development block cannot be considered as having been ineffective merely on its financial performance. The difficulties and the organisational limitations have always to be kept in view in arriving at any such assessment. It is also worthwhile keeping in mind the fact that the investment on development in the rural community made through the Community Development block is minimum and that the general economic activities in which the block is involved are also of importance. The block agency has always been an active participant in programmes of fertiliser-distribution, distribution of improved seeds, distribution programmes under the animal husbandry and fisheries sectors and educational programmes all of which are not necessarily financed through the block agency. The block has sometimes been associated with the activity of a department in the rural sector on the conviction that it is the effective mouthpiece for development. In sum, it would seem that the failure if any, of the system cannot be attributed to deficiencies in the concept of the organisation itself but must be attributed to organisational defects created over time including the improper selection of personnel.

2.13 The movement has also suffered from defects in the whole structure of operations. Routine work has tended to outstrip creative energy and the system has got bogged down in too much of detail and in too much of superficial attention to problems in the rural areas. It is only in the last few years that an attempt has been made to clearly specify the utility of the organisation with the declaration that agriculture and allied fields would be its major workload. In fact, it would probably be justifiable to assert that the Community Development movement should continue to be associated only with agriculture, including allied subjects. All other programmes can only be treated as incidental.

2.14 It has been mentioned that the block has tended to get bogged down in routine. The statements and *pro formae* which have been prescribed are so heavy that they keep the staff almost fully engaged in largely unproductive labour. In Appendix 5A to J the statements which have to be forwarded by block offices are indicated. The statements have, in fact, to be forwarded in multiple copies because various authorities have prescribed them and call for them. But much of the information is highly repetitive. Due to historical reasons, these statements have been prescribed by different authorities at different times and there has been no attempt to co-ordinate them and to see whether some sort of streamlining could be made to reduce this workload. Unless this work is gone into in detail and the statements are reduced in number and printed *pro forma* are supplied, the block offices would be largely mis-utilised for unproductive work. It is unfortunate that this system of reporting takes a large part of the time of the Village Level Worker and the extension officers who are technical personnel. (The Development Department may look into this aspect).

2.15 The movement has also suffered from the implementation of key programmes in different sectors, such as agriculture which have a direct bearing on the rural community by the department concerned without the full association of the block team. In Appendix No. 3-A-B-C details of such schemes are indicated. Many of the programmes under agriculture are of a nature which could have been efficiently operated by the block team as part of its normal work. In the implementation

of these schemes it has been found that the Village Level Worker is not associated in cases where the department is inclined to do so. The Block Development Officer is completely out of the picture. This has considerably weakened the position of the extension agency and is undesirable. There could be little doubt that it is only in programmes where highly specialised knowledge is necessary that the implementation need be by special agencies. At the field level, there is rarely any such programme except in cases such as pest protection measures, etc. Even in the programmes for the development of the new improved varieties it is very doubtful if specialised staff is necessary at all, independent of the Block. The agricultural programmes are ideally suited for extension work and as a rule should be channelised only through the block. In Appendix No. 4 some of the programmes which can immediately be transferred to the block have been indicated.

2.16 With the expansion of some of the development departments at the district level the burden on the block offices and on the Block Development Officer in particular has tended to increase. For example, in the agriculture department at the district level there are a large number of officers, apart from the Deputy Director and Assistant Directors of Agriculture, who deal with special subjects such as manure, compost, etc. There are state level officers also who deal with special subjects. These various authorities have often tended to inspect the block offices for the highly restricted purposes of evaluating performance with reference to their individual specialities. The time involved and the work load cast on the block agency in this regard are obviously heavy. It would be desirable if some system of inspection and liaison with the block agency could have been developed only through the Assistant Director of Agriculture or at the most through the Deputy Director of Agriculture so that the Block Development Officer's staff are not continuously exposed to individual inspections of specialists in the normal course. The Assistant Director of Agriculture who is closest to the block is probably best suited for this purpose.

2.17 *Achievements of Community Development* :—The Community Development Programme and the utility of the block as an agency for development can also be viewed from the point of view of development actually achieved in the rural areas. In Appendix No. 6A to H, statements have been given indicating the progress achieved under certain key sectors of the programme during the Second and Third Plan periods. The data probably suffers from deficiencies which are common to all administrative data, but it cannot be denied that the trend at least is indicated by these figures.

2.18. It will be clear from these statements that the achievement has by no means been insignificant and that there has been an improvement in the economic condition of the rural community. As between the the Second and Third Plan periods the emphasis was on agriculture during the latter. As a consequence of this emphasis, large inputs have been channelled into the agricultural sector and the improvement in agriculture even without detailed statistical support is obvious. Given normal weather conditions, there is no doubt that the other supporting services have resulted in improvement and higher production. Some of the key indicators of agricultural development would be the distribution of improved seeds, the supply of fertilizers, the use of improved instruments, number of compost pits dug which add to local manurial resources and, on the extension side, the number of demonstrations conducted. Appendix No. 6A to H would indicate that during the Third Plan period there has been a considerable impact so far as these aspects are concerned.

2.19. A similar trend is noticeable under other sectors also. In Annexure 6B and C, the achievements with regard to minor irrigation have been indicated. Over the Second and Third Plans there has been continuing emphasis on minor irrigation and the total area benefited has been growing steadily. Similarly, in the sectors associated with agriculture such as Animal Husbandry and Poultry there has been improvement (Appendix-6D). It would, therefore, be true to say that the Community Development programme has in fact resulted in improvement of the agriculture sector to a considerable extent.



2. 20. A similar trend is obvious in the sectors of health and rural sanitation where again it will be noticed from Appendix No. 6E that the emphasis has been on provision of elementary facilities appropriate to the economic level under consideration. These include items such as rural latrines, paving village lanes, drinking water wells, etc. Social Education has also a fairly good record. One of the key indicators would obviously be the participation of women in the programme and it will be apparent from Appendix No. 6 (F. G. H) that women have to an increasing extent participated in local activities. There has been nearly twice the number of Mahila Mandals established during the Third Plan than in the Second Plan and membership has registered a five-fold spurt. It is this participation of women and youth that probably would have lasting effect. It will be apparent they have been brought into programme in increasing numbers.

2. 21. In drawing any conclusion regarding the programme, based on the data provided, certain limitations of the programme have to be recognised. The programme suffered from want of funds and increasing inputs. It has suffered from staffing difficulties of almost chronic nature. It has suffered from basic organisational deficiencies due to an indecisiveness regarding its structure. The funds provided for each sector of development within the broad frame work of the schematic budget can only be considered as marginal if the magnitude of the problem is remembered.

2.22. *Peoples' Participation*:—One of the key elements in the Community Development programme has been the philosophy of peoples' contribution for local works. The computation of peoples' contribution is beset with great difficulty and quite often it would seem that the assessment of peoples' contribution for individual works has been made largely on an *ad hoc* basis. Given these deficiencies in the very method of computation of peoples' contribution, it would still be interesting to notice the trend over the Second and Third Plan periods. The total value of peoples' contribution received since inception of the scheme till about the end of 1960 was about Rs. 190 lakhs. This formed about 19% of total expenditure by Government on the programme in this period. During the Third Plan period, however, the peoples' contribution tended to fall steadily as Appendix No. 6-I would indicate. During the period 1961 to 1966 the total value of peoples' contribution was Rs. 1,11,63,473 (Appendix No. 6-I). The peoples' contribution which, till about 1960 constituted nearly 19% of total Government expenditure on the programme, has steadily fallen to about 5% in 1966. The quantum of peoples' contribution is necessarily tied up with the total expenditure in the block since the former constitutes a sizeable proportion of the latter.

2.23. The peoples' contribution is, in fact, closely related only to that part of the expenditure on the block involving actual creation of physical assets such as buildings, roads, wells, etc. The pattern of expenditure under major developmental items in the schematic budgets for the year 1961 to 1966 is as follows :

1961	...	27	Lakhs
1962	...	25	„
1963	...	21	„
1964	...	23	„
1965	...	21	„
1966	...	25	„

It will be apparent that there has been a steady fall in the outlay on block expenditure. As mentioned above peoples' contribution would closely be related to only certain types of activity and is likely to be minimum in agriculture since, except for programmes of distribution of implements, there is no contribution for the other activities in agriculture. The percentage of peoples' contribution would naturally fall towards 1966 and in 1966 itself, despite the spurt in expenditure over the previous years, the contribution is not likely to increase because in this year the spurt is due to the fact that there was an emphasis on agriculture. The fall in peoples' contribution can therefore be attributed largely to a reduction in the tempo of the programme rather than due to organic deficiencies in the programme itself. By and large, it would be a justifiable conclusion that peoples' contribution has been forthcoming for certain types of works like school buildings.

2.24 If these results of the Community Development programme are considered, it would be difficult to assert that the programme has not resulted in advantage to the rural community.

2.25 *Low Technical Content.*—The community Development Block as an organisation for rural development cannot be said to have ever got off to a fair start. Apart from the circumstances indicated above, which have reduced its ability to function that effectively, there is some truth in the assertion that failure or partial failure was an in-built feature in the programme. The programme, even as originally conceived, was not expected to have an immediate, major impact on the rural community. The movement was always conceived as involving a slow process of change through small doses of extension methods. The financial structure was accordingly also small. A uniform application of this type of thinking which made no distinction between areas which were backward and those which were forward inevitably led to the mental rejection of the organisation and gave rise to the impression that the Community Development Block was not an improvement on the former departmental agencies. It is unfortunate that the programme, when it was instituted did not concentrate on agriculture alone and, in this field attempt change in a big way. Had the scale of operations been restricted to a key sector such as Agriculture and had the inputs, such as the latest techniques including improved varieties, been on a massive scale, there is little doubt that the organisation would have more than justified itself. The immediate impact of revolutionary ideas in a traditional sector would have had lasting results. But the organisation was not geared for such revolutionary change. An impact of magnitude was never envisaged. Conservative thinking and the desire to cover all sectors of development have yielded marginal results which, while impressive in the context of the total economic backwardness, cannot be considered as indicators of dynamic change.

2.26. Closely inter-related with this lack of magnitude in the scale of operations, was the paucity of technical content in the programme. The programme only touched the obvious and elementary features of agricultural activity. It retaught to the farmer much of what he already knew. It introduced him to elementary improved techniques. but did not tell him how he could improve his subsistence economy manifold. Progress was considered a slow and painful process and the farmer as a novice in his field to be exposed in stages, carefully controlled, to new ideas. This was unfortunate, not because the farmer could not benefit from the new ideas, but because the exposure was so meagre and the inputs of change so small that the change itself was not immediately perceptible. Such a restricted framework was imposed by the rigidity with which the Blocks were organised, the pattern of uniformity of stages and the lack of appreciation of the basic regional disparities. Obviously, the concept that Stage-I blocks would all together and simultaneously reach the same level of development so as to smoothly move into the Stage-II period was unrealistic. This attempt at uniformity has given a feature of artificiality to the programme.

2.27. The technical content was meagre not only because of the small scale of operations but also because the level of expertise was low. The technical content of the programme was concentrated in the Gramsevak and irrespective of the competence of the Agricultural Extension Officer, could not be expected to be high. A major change in outlook could have been caused only by the introduction of modern techniques on a massive scale but would have called for a level of technical competence far above that of the Village Level Worker. It must be admitted that there have been some outstanding Gramsevaks, but by and large, the general level of technical competence was low. It would have been far better had the basic functionary been an extension officer trained in agriculture.

2.28. *Coordination problems* :—The conventional systems of administration have also had their effect on the Community Development movement. It is doubtful if the development departments, particularly the Agriculture Department, ever accepted the programme fully. The association seems to have been with great reservations. To some extent this was due to the fact that departments were allowed to expand their basic activities without reference to the Block and

also because, at the higher levels of their hierarchies, there was no organic link with these organisations. Psychologically, too it would have been desirable had the district heads of departments also been designated as "Development Officers" rather than only the Deputy Commissioner and some others.

2.29. The role of coordination ascribed to the Block has also resulted in some confusion. This role has been over-emphasised so often that the development departments have tended to become allergic to the Block. The Block team was constituted as an operational team of experts with the Block Development Officer as the leader and co-ordination, if any was needed, could have been only within the team. The Block was expected to be fully in charge of all development programmes, except major ones, and it was also envisaged that the normal schemes of all departments would be implemented by the Block. Had this been firmly adhered to, there could have been no confusion of roles. The Block would have been operationally responsible and the District Development authorities would have been responsible for guidance and inspection and coordination needs would have been minimum. In actual practice, however, this was not done and coordination problems arose. Had it been recognised that the Block was the only agency for the schemes relating to rural development, excluding of course such schemes as major projects etc., there could have been no difficult problem of co-ordination and the organisation would have gained in stature and strength.

2.30 The Block Organisation has been allowed to function under difficult organisational odds. Its structural weaknesses though noticed, were not rectified. It has rapidly slipped into disrepute but cannot be said to have been a total failure.

2.31 *Invisible workload* :—It has been mentioned earlier that the Community Development Block was not only concerned with schemes relating to the block budget but was also closely associated with general economic activities in the block area. Apart from being involved in departmental programmes or being associated wherever necessary, the development programmes of the Taluk Boards and the normal activities of the Taluk Board should reasonably be considered as constituting a major part of the workload of the Block office. The block team, after the introduction of the Taluk Boards, has functioned as part of the personnel of the Taluk Boards and it would be unreasonable to exclude the workload involved in trying to assess whether the block has or has not functioned fully. Appendix No. 7 indicate the figures of allotment and expenditure for some blocks. The statement indicates the funds available and the expenditure incurred for 1966-67 under financial heads other than Community Development. It will be apparent that the workload in the administration of these funds cast on the Block office is quite heavy and cannot be ignored in determining whether the block has functioned fully or whether it is necessary. For example, in Mandya Block, the funds which were administered excluding block funds are of the magnitude of Rs. 8.6 lakhs for this particular year. Mandya Block is a Stage-II Block and the allocation for staff is about Rs. 30,000 out the Rs. 1.00 lakh under Block funds. In the absence of the Block office it would be reasonable to assume that the Taluk Board would have incurred almost identical or even more expenditure on staff for the purposes of implementation of programmes entrusted to the Board. The Block office has in fact functioned as the Taluk Board's staff so far as items of work relating to the funds mentioned above are concerned. The position is very similar in other blocks also. In addition to this workload, the blocks have been charged with the responsibility of the implementation of special programmes such as the Applied Nutrition Programmes and Rural Manpower Projects which must also be taken into consideration in assessing the utility of the Block. If all these factors are taken into consideration it would be apparent that there has been a considerable workload on the block team which more than justifies the expenditure on the team itself. The workload indicated above is of an invisible nature in the sense that since the finances are allocated to other heads, including the Taluk Boards funds, they normally tend to be ignored when the working of the Block is considered.

## CHAPTER III

## Functionaries in the Block.

3.1. *Block Development Officer*:—The Community Development Block in Mysore adheres to the All India Pattern of staffing and financial allocations. The staffing pattern of the block in the State in the pre-extension Stage, Stage-I and Stage-II is indicated in Appendix No. 1. The appendix also indicates the current pay scales. There are at present 171 Block Development Officers in the State as against 180 sanctioned posts. Till 1957, the posts of Block Development Officers were non-gazetted. In September 1957, out of the total 54 non-gazetted Block Development Officers' posts then existing, 27 posts were upgraded to the gazetted rank (*vide* Government Order No. P & D 29 CTC 57 dated 25th September 1957). These 27 gazetted posts of Block Development Officers were filled by a process of selection by the Public Service Commission from among the 54 Block Development Officers then in position. The posts held by these selected officers were upgraded to the gazetted rank. The intention appears to have been that after special reports from the Divisional Commissioners had been received regarding the work of the other 27 Block Development Officers, they would also be considered for promotion on the recommendation of the Public Service Commission as in the case of the first batch of 27 officers within a period of six months. Normally this should have been done by March 1958 but the process appears to have been continued till December, 1958 when orders were issued (*vide* G.O. No. P & D 55 EST 57 dated 29th December 1958) upgrading the posts held by only 12 officers out of the 27 previously left out. Before this latter order was passed Government recruited through the Public Service Commission another batch of 50 gazetted Block Development Officers restricting the selection to those already in service in the Community Development Department (*vide* G. O. No. PD 850 ESS 58 dated 13th September 1958). Certain restrictions of 5 years experience and an age limit of 40 were prescribed for this selection. In 1961 (*vide* G. O. No. DRL 406 EST 59 dated 11th April 1961) a further batch of 50 gazetted Block Development Officers were appointed through the same process of selection from amongst in-service officers. Again, in August, 1961 one more Block Development Officer was appointed (*vide* G. O. No. DRL 114 EST 61 dated 19th August 1961). After this, another batch of 17 Block Development Officers and 63 Deputy Block Development Officers were recruited by the same process through the Public Service Commission (*vide* G.O. DRL 1 EST 61 dated 25th November 1961). Lastly, another batch of 39 Deputy Block Development officers were recruited through the Public Service Commission (*vide* G. O. No. DRL 27 EST 60 dated 27th February 1963). After this there does not appear to have been any appointment of this nature or appointment by promotion from amongst extension officers.

3.2 It will be noticed that the posts of Block Development Officers have been filled by some method of selection but there has not been an attempt to either create a development service or to regulate their services since their liens in other departments of which they originally belonged do not appear to have been protected. Government Order No. DPC 465 EST 1932 dated 16th October 1965 specified that 75% of the existing posts in the Development Department in the cadre of District Development Assistants, Block Development Officers, Extension Officers (Village Panchayats), Gramasevikas, Gramasevaks etc., should be made permanent and the qualified incumbents appointed permanently against these posts but no orders have been issued in this regard. (Appendix-8). The Block Development Officers are therefore unable to have an assurance of their future career and this has had telling effect on their performance in the field. Due to these difficulties regarding their liens they have lost chances of promotions in their parent departments and the absence of suitable promotional opportunities in the Development Department itself since there are only 23\* posts of District Development Assistants \*available to them for promotion, has also added to the feeling of a blocked career.

---

\*According to the existing C & R Rules.

3.3 The creation of a development cadre is discussed later but it would be relevant to point out here that the nature of work of the Block Development Officer is such as can only be efficiently performed if there is a degree of assurance regarding his career. Complete devotion to extension work and Community Development is scarcely possible in a cadre which is still unsettled.

3.4 In this State, the post of Deputy Block Development Officer was created in the year 1962 (*vide* G. O. No. GAD 28 ORR 62 dated 21st November, 1962). The Deputy Block Development Officer was placed in charge of the second, third etc., units of blocks in taluks where more than one block existed. The Deputy Block Development Officer as will be noticed from Appendix No. 1 is on the same pay scale as the Block Development Officer but it was expected that he would be under the overall control of the Block Development Officer who would, therefore, be the leader of the team in the entire taluk. However, 41 posts of Deputy Block Development Officers, have been abolished under G. O. DPC 83 EDO 67, dated 8th September 1967 and the remaining 49 posts are retained for Intensive Agricultural Programme Areas where it is considered that the work-load justifies continuance of these posts. The relationship of the Block Development Officer and the Deputy Block Development Officer is discussed later in this report.

3.5 *Extension Officers*:—The Extension Officers who are concerned with Agriculture, Animal Husbandry, Rural Engineering, Co-operation, Rural Industries, are all on deputation from the technical departments concerned and continue to maintain their lien there. However, they are not paid any deputation allowance. The career difficulties associated with the posts of Block Development Officers do not exist in the case of these extension officers since their prospects in their parent departments are protected. Recently the posts of 193 extension officers, Animal Husbandry and 50 posts of extension officers, Rural Industries have been abolished and the remaining 124 incumbents (Extension Officers, Rural Industries), are retained until they are absorbed in the Industries and Commerce Department or in other departments. These 124 posts will be deemed to have been abolished as and when the incumbents holding these posts are relieved from their blocks. It is only in 65 blocks where the Applied Nutrition Programme exists that the 65 posts of Extension Officers, Animal Husbandry, continue.<sup>1</sup>

3.6 *Social Education Organiser*:—The posts of Social Education Organisers were all filled by male candidates. These posts were created in the Development Department *i.e.*, in the Community Development Blocks and they were all filled by direct recruitment except for some cases of promotion from the cadre of Village Level Workers and rare cases of deputation from the Education Department. 275 posts of Social Education Organisers were sanctioned of which recently<sup>2</sup> 111 vacant posts of Social Education Organisers have been abolished. Graduate Social Education Organisers who number 121, have been ordered to be absorbed in the Education Department and the other 43 in the Development Department. Those on deputation from the Education Department have naturally to revert to their parent department. At presents 164 posts of Social Education Organisers are retained until they are absorbed in Education Departments. These 164 posts of Social Education Organisers would be deemed to have been abolished as and when the present incumbents in these posts are absorbed. The process of transfer of the incumbents, consequent on the abolition of the posts of Social Education Organisers is under way and they continue to function in the blocks as Social Education Organisers till they are absorbed by the Education Department ultimately.<sup>3</sup>

---

1. *vide* G. O. DPC 83 EDO 67, dated 8-9-67.

2. *vide* G. O. DPC 83 EDO 67, dated 8-9-67.

3. A plain reading of the G. O. mentioned in this para would seem to imply that even non-graduate Social Education Organisers are to be absorbed in the Education Department.

3.7 The Social Education Organiser as will be discussed later, was mainly concerned with putting across the message of development and his main function was to stimulate the process of Community Development Organisation and to utilise the existing leadership in the rural areas. His main activity consisted of organisation of literacy campaigns, adult literacy classes, health education, education in citizenship, seminars in communication of ideas, the organisation of recreational and cultural activities etc. The Social Education Organisers have been specially trained in audio-visual methods and have by the very nature of their work had some practice in publicity methods. It cannot be said that the Social Educational Organisers are wholly educational personnel.

3.8 *Mukhya Sevikas*:—The posts of Mukhya Sevikas, i. e., Extension Officers for women programmes, were first created in the Development Department and they were recruited directly. Mukhya Sevikas were not necessarily graduates and there are non-graduates also in position now (Appendix No. 9). Of the total strength of 275 posts of Mukhya Sevikas, 178 posts are abolished with immediate effect and the remaining 97 posts are retained for Applied Nutrition Programme blocks.<sup>1</sup>

3.9 *Extension Officers (Panchayats)*:—The Extension Officers (Panchayat) were created in 1962. The posts were filled both by direct recruitment (33½%) and by promotion of Village Level Workers (66 2/3%) These posts continue in the Development Department. The Extension Officers (Panchayat) have at present very little promotion opportunities.

3.10 *Gram Sevaks*:—The post of gramasevaks were created in the Development Department i. e., in the blocks and have been filled originally by direct recruitment. The minimum qualification has been S.S.L.C. and therefore in the earlier there are non-graduates and graduates gramasevaks including I.A.Gs. Subsequently, non-S.S.L.Cs. belonging to the Field Assistant's cadre in the Agriculture Department have also been selected as Village Level Workers. The only distinction between the graduates and non-graduates is that the graduates are on a pay scale of Rs. 110-220 while the non-graduates are on pay scale of Rs. 100-180. The L.A.G. Gramasevak is also on a pay scale of Rs. 100-180. The Inter-State Seniority makes no distinction between graduates and non-graduates since it is entirely based on the length of service and the date of joining duty. It is interesting to notice that a L.A.G. would be on a pay scale of Rs. 140-320 had he joined as Agricultural Extension Officer in the Agriculture Department while his pay scale in the Development Department is Rs. 100-180. It is relevant to mention that the gramasevaks have been recently transferred to the Agriculture Department<sup>3</sup> (Appendix No. 10). There are 2232 gramasevaks in position, as against the sanctioned strength of 2800.

3.11 *Gram Sevikas*:—The posts of gramasevikas are all created in the Development Department<sup>4</sup> and have been filled by direct recruitment. Minimum qualification originally was a pass in the V Form or equivalent qualification e. g., a Lower Secondary School Certificate (pass) or a Mulki pass. As against the sanctioned posts of 550 gramasevikas, 354 gramasevikas in position now are retained and the remaining 196 posts have been abolished. 354 posts are retained for the Applied Nutrition child welfare and family planning programmes<sup>5</sup>.

3.12 *Progress Assistant*:—Each Block also has a Progress Assistant who is borne on the cadre of the Bureau of Economics and Statistics. His duties include the compilation and preparation of statistical reports including the progress reports.

- 
1. Vide G.O. DPC 83 EDO 67 dated 8th September 1967.
  2. Vide G.O. No. GAD 28 ORR 62 dated 24th November 1962.
  3. G.O. No. DPC 100 EGS 66 dated 5th July 1967.
  4. Vide G. O. No. GAD 250 ORR 62 dated 24th November 1962.
  5. Vide G. O. No. DPC 83 EDO 67 dated 8th September 1967—Appendix -11.

3.13 *Other Staff*:—The block offices are also provided with certain clerical and other assistance as indicated in appendix No. 1. This is uniform pattern and comments are not called for on this staff. These posts are mostly filled by deputation except jeep drivers and class IV Officers who are direct recruits.

3.14 *District Staff*:—At the district level, the District Development Assistant who is a Class I (Junior Scale) Officer functions as an assistant to the Deputy Commissioner so far as development is concerned. His duties have also been specified in the job chart\* and can be stated in general to consist of inspections of the Blocks and Panchayatraj institutions, watching of progress, advising the Deputy Commissioner regarding the progress and implementation, forwarding necessary statements to Government, etc. In other words, responsibility with regard to development of the Deputy Commissioner is mainly discharged through the assistance of the District Development Assistant. While he does not constitute a part of the Block team and would therefore not fall within the purview of this study, his position is being mentioned in order to present a complete picture of the structure in the district with regard to development.

---

## CHAPTER IV

### Analysis of function of Staff.

4.1 The functions and duties of each member of the staff in the Block team has been specified in detail in job charts which have been prescribed.<sup>1</sup> A detailed analysis of the job charts is not envisaged in this report since the functioning of each member of the staff in broader terms is of greater interest for purposes of this study.

4.2 *Block Development Officer*: The job charts have fairly clearly specified the duties of all the functionaries but general duties which involve a large degree of overall supervision and ability to competently use extension methods are assigned to the Block Development Officer. This is necessarily so as he is leader of the team. The Block Development Officer is the administrative head of the block. His ability would have a clear effect on the efficiency with which the block office functions. Apart from specific administrative functions such as holding monthly meetings, review of programmes, budgeting, etc., he has to function as a co-ordinator of the technical personnel in the Block and he is also expected to ensure that local leadership is ultimately developed. One of the key functions assigned to him is to ensure the team approach among the staff members working under him. Obviously, if the Block Development Officer has to function in the manner indicated in his job chart, it would follow that he is to be left completely free to function within the assigned framework. During the early days of the Community Development movement this position was fairly recognised and to a large extent the Block Development Officer was considered solely responsible for the working of the Block team and other development departments were generally in favour of recognising his position at the leader of the team. During these intervening years, however, there have been two tendencies which have tended to weaken the position of the Block Development Officer and in turn the block team itself.

---

\* (i) *Vide* O. M. No. LLH 161 B.E.T. 60 dated 17th January 1961 issued by the Development Rural & Local Administration Department.

(ii) *Vide* Letter No. D.R.L. 27 B.E.T. 63, dated 12th March 1963 of the Secretary to Government, D.R.L.A. Department.

1 (These job charts are incorporated in the Manual on the Community Development Part I (*vide* pages 26 to 58) and are not re-produced here)

4.3 The District heads of development departments have increasingly tended to have direct control or association with their respective technical Extension Officers who are members of the block team. Technical control by these officers over the the subject matter Extension Officers has always been envisaged, and correctly so, as falling within their competence. But, even in the exercise of technical control it would be necessary to ensure that the control is exercised or at least made to appear to be exercised, through the Block Development Officer as head of the team. This has not always been possible resulting in the development of a new line of control which tends to exclude the Block Development Officer. One reason for this development appears to have been the increasing workload which has been placed on the Extension Officers consequent on new schemes being introduced of and on.

4.4 Another factor which has tended to detract from the position of the Block Development Officer has been the formulation and implementation of schemes which are handled directly by the development departments in the districts without reference to the block or with only formal association, and with independent staff. This is particularly noticeable in many schemes which necessarily involve a large degree of public co-operation such as agricultural schemes, animal husbandry schemes, etc. One would normally have imagined that if the intention was to develop local leadership and to ensure that the local team of experts was to be strengthened, all such schemes would have been channelised through the Block Development Officer and his Extension Officers. On the contrary, certain schemes which cannot be called highly specialised such as manure development, introduction of improved varieties, etc., have been instituted as fresh, independent schemes and the block officers have been excluded from the process of introduction of these schemes in the rural areas.

4.5 Apart from the two factors referred to above, under recent orders of Government (Appendix 10) the Village Level Worker has been transferred to the Agriculture Department. The orders have created an impression that he stands not merely transferred for career purpose to the Agricultural Department but that he, in effect, would function independent of the Block Development Officer. This is clearly contrary to the entire philosophy of the organisation and probably was not envisaged as the result of these orders. In effect, however, these orders have created a fresh line of control which runs directly from the Deputy Director of Agriculture in the district through the Agricultural Extension Officer to the Village Level Worker. A tendency has been noticed, by this Study Team, among the Village Level Workers to dissociate themselves from the other activities of the block and look to the agricultural departmental officers for guidance and protection. The importance of agricultural schemes cannot be denied but as long as the Village Level Worker continues to have the character of a multipurpose worker, however small the other aspects of his work may be, it is vital to ensure that he is completely under the control of the Block Development Officer. His multi-purpose character continues because of the fact that his job chart continues to specify duties of departments such as Animal Husbandry, Co-operation, Family Planning etc. which all imply a degree of co-ordination among development departments in the district. At present, as mentioned above the Village Level Worker tends to perform duties relating to agriculture with a greater degree of efficiency which, overtime, would only detract from his general ability as a multi-purpose worker even in the restricted sense in which this term is now used. In fact, in some districts it was noticed that the Deputy Directors of Agriculture have specified weekly reports for the Village Level Worker to be received directly by them through the Agricultural Extension Officers. The Block Development Officer appears to receive only a copy of such reports for information. Apart from the fact that a weekly report is likely to have very little utility and only result in waste of time and energy in view of the type of work involved, it is relevant to notice that the Block Development Officer who is the head of the office is being excluded in this system. This is against all principles of organisation and it would be desirable if the position of the Village Level Worker *vis-a-vis* the Block Development Officers is made very clear.



4.6 The Block Development Officer has to a large extent a dual role to play. He continues to function as the head of the block team and to that extent he is co-ordinator, administrator and extension workers. His other role is that as Chief Executive Officer of the Taluk Board. In the latter capacity he performs statutory functions which involve mostly civic duties or municipal duties and also include duties relating to supervision of panchayats. As Chief Executive Officer he also has a development role to play since allocations for agricultural or other development programmes by the Taluk Board have to be implemented by him. While in theory the Taluk Board has a say in the utilisation of the block budget in actual practice all that is sought from the resolution to perform a specific act but the latter is very much within the clear frame-work of activity in the block budget. This lends little discretion to the Taluk Board so far as these funds are concerned.

4.7 Connected with this dual role of the Block Development Officer there are some difficulties relating to accounting and administrative matters. The accounting burden thrown on him is considerable in view of the fact that he is, strictly speaking, in charge of two different funds.

4.8 From what has been discussed above it would be clear that the position of the Block Development Officer is getting more and more confused due to the diversification of control over the staff and also the implementation of schemes of development at the local level independent of the block.

4.9 Apart from the broad functions as indicated above, the Block Development Officer is also responsible for the implementation of the following schemes,

- (1) Applied Nutrition Programme, wherever it is in existence.
- (2) Rural Manpower project wherever it is in existence.
- (3) Pilot project for rural housing, wherever it is in existence.
- (4) Plan and Non-Plan schemes in respect of funds released by District Development Council.
- (5) Liberalised well scheme (till recently)
- (6) Amelioration scheme, etc.

Assistance is provided to the Block Development Officer for the implementation of these schemes 1, 2 and 6 noted above. Appendix No. 12 indicates the special staff provided under the control of Block Development Officer.

4.10 The post of the Block Development Officer cannot be considered in isolation. The question whether it should be continued or not has to be considered in the context of the political organisation at the Taluk level, namely, the Taluk Board. The latter organisation would require the services of a Secretary or Chief Executive Officer and considering the scale of finances of a Taluk Board and the work load with which it is charged, the post of the Chief Executive Officer would continue to be necessary. In other words, even if the designation of Block Development Officer were to be eliminated, the post would continue to be necessary. The post of Block Development Officer would also be necessary in case the Block is continued as an independent entity. Even if the Block is abolished as a unit, and development work transferred to the departments concerned, the post of Block Development Officer in his capacity as Chief-Executive Officer of the Taluk Board would still be necessary.

4.11 *Deputy Block Development Officers*:—The posts of Deputy Block Development Officers were created with the intention of providing assistance to the Block Development Officers in multi-unit blocks. The intention was that the Block Development Officer would function as the head of the team and that the Deputy Block Development Officer would be under his control. However, since both these Officers were on an equivalent level this was an awkward arrangement and has often resulted in unhappy situations. The abolition of the posts of Deputy Block Development Officers is, in fact a recognition of the difficulties involved in such a system. It would have been more

functionally appropriate to have increased the number of Extension Officers in multi-unit blocks to provide sufficient technical support to the Block Development Officer rather than to create small sub-units. A 49 posts of Deputy Block Development Officers have been retained in the Intensive Irrigated areas. It is recommended that even in these areas those posts be abolished with an increase of technical support to the Block Development Officer. As a consequence, the offices of the Deputy Block Development Officer would be wound up and the staff, to the extent, necessary would be merged with the office of the Block Development Officer, with probably some economy. If these posts are considered as necessary it would be more appropriate to designate units of the blocks themselves as district and separate blocks.

4.12 *Extension Officers* :—The duties and functions of the Extension Officers in the Block have been specified in job charts. It is not proposed to discuss in detail these duties but it would be enough to mention here that, by and large, these functions have been performed by the staff since the duties are technical in nature. Any reduction in the pace of performance has been more due to the fact that funds have not been always available and not due to the fact that the job charts are not clear. However, it would be desirable to consider the position of each of these Extension Officers in the general frame-works of Development.

4.13 *Agricultural Extension Officer*:—The Agricultural Extension Officer has always had a key role to play, particularly with the current emphasis on agriculture. His competence and efficiency are of vital interest in the local area from the Agricultural Extension Officer is drawn. The Agriculture Department and his technical competence is assumed particularly as he has the ready help and guidance of the District Development Officers of that department. Despite the fact that an Agricultural Extension Officer exists, it has been noticed that some of the special schemes of the department have not always been implemented with his assistance or through him. This has resulted not merely in the duplication of staff but to some extent detracts from the efficiency of the Agricultural Extension Officers. One of the key factors in extension work is the personnel equation which each extension worker develops with local leaders and the farmer. The Agricultural Extension Officer under normal circumstance can be assumed to have developed this equation and if parallel hierarchies performing largely similar functions were to develop, they would merely reduce this equation and cause some degree of confusion to the farmer. The convenience of approaching a single officer for a specific activity would no longer be available to him. The details of such schemes where special staff has been created are indicated separately but it is relevant at this point to note that the creation of staff of equivalent level independent of the block team and not associated with the Agricultural Extension Officer tends to weaken the very structure of the Community Development block.

4.14 The Block organisation would have been considerably strengthened if, instead of equivalent personnel being created in the Department for special schemes, such personnel had been posted to the Block itself, the schemes being assigned to the latter for implementation.

4.15 The post of Agricultural Extension Officers is necessary and cannot be abolished. The Block is very much concerned with agricultural development and the Agricultural Extension Officer is, therefore, of great importance. The Taluk Board is also concerned with agricultural development and even were the Block to be abolished the post of Agricultural Extension Officer is necessary. The desirability of improving the level of technical competence at the basic level has been discussed elsewhere. In order to ensure an adequate level of technical knowledge the Agricultural Extension Officers would continue to be necessary.

4.16 *Co-operative Extension Officer*:—The Co-operative is considered as one of the three basic institutions intimately connected with the rural development. Accordingly it was felt that the Extension Officer dealing with co-operation should be located in the block team. The main duties of the Extension Officer (Co-operation) were concerned entrust the development of the co-operative movement to this set up. Considering the basic differences in the philosophy of the

two movements, it would appear desirable that the co-operative movement is kept out of the political movement. The co-operative structure should not be controlled by the Taluk Board even in its capacity as a development agency. It is desirable that the co-operative movement is left entirely free. This would permit the movement developing along healthy lines based on co-operative principles without political over-tone being imposed. It would follow that if the co-operative movement is pulled out of the block structure after the integration of the latter with the taluk level local body, it would be unnecessary to retain the posts of Co-operative Extension Officers in the block system.

4.18 The withdrawal of the Co-operative Extension Officer should not result in either the dis-integration of the co-operative movement at the field level nor should it give rise to major problems of co-ordination between the development agencies and the co-operative societies. The Co-operative Extension Officer would now function as an official of the regular departmental hierarchy and he would still be concerned with the development of co-operative societies and their healthy progress. Such a responsibility to ensure proper growth of their individual sectors would continue, generally speaking, for all district and taluk level departmental officers and therefore, the Co-operative Extension Officer would continue to carry out his present duties in the normal course. So far as development activities are concerned, the co-operative societies at the primary and taluk levels would continue to co-ordinate their work in terms of supplies and credit as at present based on Farm Plans, etc. The present system would not in any way be disturbed with the withdrawal of the Co-operative Extension Officers.

4.19 There are incidental problems of ensuring some degree of association between the Panchayat and the co-operative at the primary level and the Taluk Board and the co-operative at the taluk level but these are beyond the scope of this study. In passing it may be mentioned that some degree of common membership would help to solve this problem partially.

4.20 *Extension Officers for Industries, Animal Husbandry and Fisheries.*—The posts of Extension Officers for Industries were recently abolished since it was considered that there was scarcely any work-load for these officials at the Block level. The abolition of the posts is a welcome step since the establishment of rural or cottage industry is not possible in every block. In areas where such industrial potential exists, the Department of Industries should be able to organise this sector through the normal hierarchy. It is not necessary to retain the post of Extension Officers (Industries) in the Blocks.

4.21 With regard to Animal Husbandry, it is seen that the field level organisation mainly functions as a servicing agency. There does not appear to be any immediate need to retain the post of Extension Officer, Animal Husbandry in every block. In fact, these posts have been recently abolished. The normal departmental agencies should be able to function effectively. However, in areas where special efforts are called for as in Applied Nutrition Programme Blocks or where large scale breeding of cattle or poultry, etc., is possible it would be necessary to retain the Extension Officer, Animal Husbandry as part of the development team. In these areas, this sector would be as important as agriculture.

4.22 The position regarding fisheries is very similar to that of Animal Husbandry. In the interior areas a separate Extension Officer, Fisheries is not necessary. However, in the coastal areas or areas of large scale inland fishing, a separate Extension Officer would be desirable as also in Applied Nutrition Programme areas. In other words, the importance of the sector in the local economy should be a determinant.

4.23. *Extension Officer, Rural Engineering:*—One of the members of the block team is the Extension Officer Rural Engineering. With the steep decline in the physical works in the blocks all over the State it has been suggested that this post may be abolished in the blocks and that the incumbents whose parent department is the Public Works Department may be repatriated. On a detailed examination of the type of activity in the block it is seen that there are innumerable small

works which continue to be executed at the block level and in addition the panchayats and taluk boards execute many such works in their areas. In the creation of these physical assets the block and the other authorities require technical assistance and advice. This cannot be provided by the regular Public Works Department due to certain limitations which necessarily prevail at this level. The works themselves are individually far too small to merit greater attention by the departmental officers. They are scattered rather widely and consequently would receive little attention if handed over to the regular Public Works Department and consequently, even if the funds are placed at the disposal of the Public Works Department it would be very doubtful if performance would be adequate. A uniform local feeling is in favour of the continuance of the Extension Officer, Rural Engineering, as a member of the block team under the control of the Block Development Officer. His services can be called upon with advantage and in time by the local authorities and the block works themselves would receive constant technical supervision. Whether or not the block itself should continue as an agency is considered later. But if it is decided that the block team is to continue, there can be little doubt that the Extension Officer, Rural Engineering should constitute part of the team. Even if the Block is abolished, there can be little doubt that the post of the Extension Officer, Rural Engineering is necessary in the Taluk Board Office.

4.24 *Extension Officer (Panchayats)*:— The Extension Officer (Panchayats) cannot be equated with the other Extension Officers. His duties are more administrative in nature and involve functions of guidance and inspection with regard to the Panchayats. The Extension Officer (Panchayat) has, no doubt, to use extension methods in a general sense to enthuse the Panchayats in his charge but, by and large, the framework within which he operates is the enactment under which these organisations are constituted. His post, therefore, would have to continue irrespective of the future of the Block office itself. The location of this officer in the Block team was a consequence of the duties cast on the Block Development Officer in his capacity as Chief Executive Officer of the Taluk Board, of controlling and guiding the Village Panchayats. This assistance will still be needed by the Chief Executive Officer and the post would therefore have to continue.

4.25. *Social Education Organiser*:—Community Development has the three main objectives of economic development, democratic growth and development of social consciousness. Its programmes were not merely oriented towards economic results, but a major objective was also the development of social cohesion for collective action. It aimed at building up the type of environment where the human virtues of mutual confidence and united action for the common good would be developed. Community Development, by definition, was based on the concept of community action and the development of a common consciousness in the rural community was the primary aim. The involvement of the community in the technical content of programme as represented by the technical extension officers, was considered possible only if this social consciousness was deliberately fostered. The concept of social education was thus evolved.

4.26 Social education had the following objectives: (i) bringing about a change in the outlook of the people and to help them to realise the possibilities for development through self-help project; (ii) to create in the people the urge for better living and a desire for modern knowledge; (iii) to help in organising the people through the formation of panchayats, co-operatives, farmers' associations, women's clubs, balamanals, and (iv) the development of rural leadership. The programmes for social education included the organisation of community centre, literacy classes and adult education classes, recreational and cultural activities and local associations associated with economic activities.

4.27 The creation of this framework of social consciousness within which the technical extension officers could play their parts effectively, was assigned to the Social Education Officer of the Block. Something more than extension work was expected from the Social Education Organiser. He was expected to be a catalyst, knowing a little about everything in the Block and setting off a reaction which had only to be followed up by the other extension officers. Obviously, the creation of social consciousness and the creation of fertile minds when the seeds of development could be

sown with sure results is a tremendous task. The magnitude of the problem and the range of activities associated with the task necessarily called for team work. Social Education cannot be exclusive since it involves activities under all sectors. Therefore though social education was officially assigned to the Social Education Organiser, its impact depended on the efficiency of the entire team.

4.28 It is not proposed to discuss the content of the social education programme in detail. What is now more germane is the need for such a programme and the continuance of the Social Education Organiser. The Social Education Organiser has in most of the Blocks functioned fairly well so far as the establishment of organisations such as clubs, libraries, forums mandals, balwadis etc., is concerned. But a deeper investigation into the matter indicates that quite often the Social Education Organiser has functioned in isolation and has not been fully involved in the activities of the other extension officers, nor have the latter always associated the Social Education Organiser with their work. Consequently, he has rarely functioned as a catalytic agent, which was his primary role.

4.29 The choice of personnel has by and large been unfortunate for this extremely sensitive post. The Social Education Organisers are generally not aware of their important role and the other members of the Block are disinterested. The work has fallen into disrepute and is barely tolerated. Conflicting views are prevalent regarding the need to continue the Social Education Organiser but the general consensus is that the post is played out. But in all fairness it must be stated that there are some Social Education Organisers who are outstanding both in their ability to enthuse their audience and in their understanding of their problems. These rare cases in fact strongly emphasise the special qualities which the incumbents of this office should possess. However one is forced to conclude that the selection to these posts has been so *ad hoc* and varied that the purpose of the posts has been frustrated.

4.30 The Lady Social Education Organiser (Mukhyasevika) is in an even more disadvantageous position than the Social Education Organiser. The involvement of women in the programme has been fraught with special difficulties due to sociological and other factors. A single functionary such as the Lady Social Education Organiser has not made much impact and the creation of leadership among women by the Lady Social Education Organiser is very doubtful. The uniform opinion is against the continuation of this post.

4.31 The necessity of continuing the Social Education Organiser or Lady Social Education Organiser as members of the block team cannot be decided on fairly clear cut criteria as would be possible with regard to say Industries Extension Officers, or even Agricultural Extension Officers. In the cases of the latter Extension Officers certain definite indicators can be arrived at for guidance whether in a particular area these functionaries are or are not necessary. But, in the case of the Social Education Organisers where we are concerned with an area of aptitudes and acceptance of modern ideas and of absorption of the extension message, it would be very difficult to arrive at indicators of progress. To some extent, of course, broad indicators such as levels of education, efficiency of the Balmandirs and Mahilamandals or even the personal reactions of the agricultural community towards these functionaries can form indicators. But even then there would be a large measure of doubt so that it is almost impossible to designate any area as not completely needing some element of social education. By and large, the social education organisers, whether the Social Education Organiser or Lady Social Education Organiser, have fallen into disrepute not so much due to the fact that social education as such is not necessary but more due to the fact that the personnel selected to man these posts has unfortunately not been quite proper. Unlike technical posts, the incumbents of these posts should have gone through a process of screening which should have been particularly intensive. However, the tendency appears to have been to have very *ad hoc* and superficial methods of recruitment for this very sensitive post. It has been noticed that wherever the incumbents are of exceptional quality they have added stature to this post and have uniformly given strength

to an impression that the post is not only certainly necessary but also vital. In such cases the opinion has been uniformly expressed that apart from the social education angle itself the work of other Extension Officers improves with capable Social Education Organisers or Lady Social Education Organisers. There is, of course, the other end of the scale. There are certain areas in the State where agricultural development and consequential economic welfare has progressed so well that the elementary extension methods associated with Community Development are no longer applicable. Mandya District and other irrigated tracks by and large fall within this category. In these areas the demand now is for a level of technical expertise greater than what the Village Level Worker or Social Education Officer is able to offer. Under these circumstances a catalytic agent such as the Social Education Organiser is probably not necessary since local leadership has overtaken him and has come into its own. Incidentally, the main purpose of the establishment of the Social Education Officer was the creation of local leadership and with the introduction of local bodies it is doubtful if local leadership can be said to be absent in any particular area.

4.32 On a broad assessment of the type of work involved and the general consciousness of the possibilities of development which prevails almost everywhere, it would appear reasonable to conclude that social education need no longer form part of the activities of the Block. Local leadership should be able to perform most of the functions originally entrusted to the Social Education Organiser and Lady Social Education Organiser with the Co-operation and Assistance of the Departments of Education, and Health and the Adult Literacy Council. The main activities of the Social Education Organiser and the Lady Social Education Organiser were primarily concerned with educational aspects, family planning, child care and allied matters. These can be better conducted by the Departments concerned with their officials. It is therefore recommended that the posts of Social Education Organiser and Lady Social Education Organiser are not necessary in the Block.

4.33 The decision to transfer the present incumbent to the Education Department may stand but it would be desirable to consider whether some of the Social Education Organisers who are trained in audio-visual aids can be absorbed in the Publicity Department also. Apart from the fact that two departments would be sharing this category, valuable expertise developed over the years would not be wasted.

4.34 In Government Order No. DPC 88 EDO 67, dated 8th September 1967 (Appendix 11), 178 posts of Mukhya Sevikas are abolished retaining 97 posts for Applied Nutrition Programme, Child Welfare and Family Planning Programmes. In the same Government Order 196 posts of Grama-sevikas are abolished retaining 354 posts for Applied Nutrition Programme, child welfare and family planning programmes. Also 111 posts of Social Education Organiser are abolished retaining 164 posts for absorption in the Education Department or Development Department. It may be mentioned here that out of 164 Social Education Organisers, 101 Social Education Officers are already trained for B.Ed. course, of whom 97 have been trained at Government cost and four at their own cost. Similarly, out of 97 Mukhya Sevikas retained, 30 Graduate Mukhya Sevikas have completed their B.Ed. course, 23 at Government cost and seven at their own cost. Similarly, out of 39 non-graduate Social Education Organisers, six non-graduates have been trained for Teachers Training Higher (T.C.H.). Amongst 69 non-graduate Mukhya Sevikas, 20 have been trained for T. C. H. keeping these factors in view it has to be considered whether it is not desirable to repatriate all these specially trained personnel to the Education Department and retain only such number as will be required for manning the Applied Nutrition Programmes. It is recommended that this be done.

4.35 It may be mentioned here that as against the target of 65 Applied Nutrition Programme Blocks at the end of the Fourth Five-Year Plan, there are at present only 21 Applied Nutrition Programme blocks in Mysore State. It may be considered whether it is necessary to retain the surplus staff also or repatriate all the surplus trained Lady Social Education Organisers to the Education Department for absorption as teachers and get their services as and when required, instead of keeping them in the Development Department.

4.36 *District Social Education Officers* :—In accordance with the G. O. No. P & D (DPC) 434 EST 59, dated 22nd August 1961 (Appendix 18) Government have accorded sanction to the transfer of six posts of District Social Education Officers with their staff, 3 posts of Chief Instructresses and 9 Assistant Instructresses of Home Science Wing, 275 posts of Social Education (organisers (men), 275 posts of Social Education Organisers (Women) and 5 Drill-cum-Camp Officers from the Development, Panchayatraj and Co-operation to the department of Education. These six posts of District Social Education Officers which were formerly designated as Chief Social Education Organisers is of Class II cadre, (Rs. 250-15-310-20-450). The posts of these six District Social Education Officers were meant for supervision over the work of social education, personnel in the several districts within their jurisdiction. Provision regarding pay and allowances of these officers is being made from 65-66 out of the budget of the Education Department. Prior to this, it was debited to the Development Department. Consequent on the abolition of the posts of Social Education Organisers and Mukhya Sevikas in the blocks, it is a point for consideration whether there is any need for the continuance of the post of the District Social Education Officers working in the Department of Education. From the copy of the job chart enclosed as (Appendix No. 14) it is seen that the District Social Education Officers are mainly concerned with supervision over the work of Social Education Organisers and Mukhya Sevikas in the blocks, though they are borne on the establishment of the Education Department. The Director of Public Instruction is designated by Government as "the *Ex-Officio* Director of Social Education."

4.37 With the withdrawal of the posts of Social Education Organisers and Lady Social Education Organisers from the Block and their transfer to the Education Department, or partially to other Departments also as suggested, there is no need for this supervisory level. The Posts of District Social Education Officer may be abolished since the normal departmental channels of control and supervision could now operate.

4.38 *Gramasevak*.—One of key functionaries in the Community Development movement has always been the village level worker or the grama-sevak. Traditionally, he has been ascribed a super-human role and over the years it has generally been a tradition to ascribe to him the most important role in the Community Development movement. In practice, his performance has been very much below expectation not because of innate disqualification of the incumbents but because of the very magnitude of the task ascribed to him. He was expected to serve as "Friend, philosopher and guide" to the rural community and inspire in them a desire to develop but quite often the workload cast on him was out of proportion to his ability. The designation of the Block Development Officer as a multi-purpose extension worker naturally gets concentrated at the level of the gramasevak who was always conceived of a multipurpose worker. With the increasing workload of the Block Development Officer consequent on the assignment of various other functions to him, the workload on the gramasevak has also tended to increase without corresponding reduction in jurisdiction or provision of facilities such as transport. In recent years, the multi-purpose character of the gramasevak has been fairly reduced with the emphasis on agriculture with a declaration that he is completely an agricultural worker. The original concept of the gramasevak as the sole functionary at the village level in charge of all activities is no longer true. There was a time when he was conceived as performing the same task of coordinator and complete administrator as the Deputy Commissioner at the district level and the Block Development Officer at the block level. But, with the creation of separate functionaries for the primary co-operative society and the panchayat, the Village Level Worker is now reduced to only an agricultural extension worker from whom, however certain functions are expected, practice, in other fields also. The latter expectation is based on the argument that anything connected with agriculture falls very much within his purview.

4.39 The position of the gramasevak at the start of the Community Development movement was little better than what it is to-day. At the beginning of the movement, the novelty of his post gave him certain advantages but this has been lost over time. With the reduction in the tempo of activity of the entire movement due to financial cuts, the activity of the gramasevak has tended

to become more and more routine. So also, the implementation of schemes in agriculture which have a direct bearing on the farmer independent of the block agency has also tended to detract from the importance of the gramasevak. The latter schemes are implemented directly by the Agriculture Department. Informal use is made of the gramasevak's assistance but the gramasevak is not in a position to be able to assert his part in those schemes and consequently his equation with the farmer is weakened. There is also the fact that in certain tracts, specially in irrigated areas the need is now for a level of technical advice which the gramasevak is not able to offer. These various circumstances have tended to give rise to an impression that the gramasevak who started as a multi-purpose worker is no longer necessary and can either be done away with or can be reduced purely to an Agricultural Extension worker.

4.40 That the gramasevak has to concentrate on agricultural development cannot be denied. But it is open to question whether he should be designated as a purely Agricultural Extension Worker to the detriment of even associated activities as is the case now. There are two consequences of such a change. One is that the position of the Block Development Officer is weakened in as much as the agricultural department, tends to show his loyalty to his new hierarchy and secondly, the other extension officers who continue in the block team have a feeling that they have no village level worker at all to help them in their programme. The transfer of the gramasevak to the Agriculture Department which appears to have been done purely from career and other administrative points of view has given rise to what apparently is a wrong impression, that he is no longer a member of the block team and that he is exclusively an agriculture departmental functionary.

4.41 The need for a functionary at the field level cannot be denied. Whether the Block continues as an entity or whether the Taluk Board is made entirely responsible for development, a field organisation would be necessary. It is, however, desirable to consider the possibility of raising the level of technical advice made available to the farmer by this agency. Earlier, it has been mentioned that the level of technical competence was inadequate. This would be particularly true in irrigated tracts or areas of special problems. In such tracts or areas or wherever special and intensive efforts are considered necessary, it would be more effective to ensure an adequate level of technical competence by replacing the gramasevaks by Agricultural Extension Officer with necessary adjustments in jurisdiction. It would also be desirable to replace the gramasevak by the Agricultural Extension Officer in other areas also as soon as possible. The post of gramasevak as now constituted is far below the general level of actual requirements. The demand in many areas is now for a higher degree of expertise which the gramasevak is unable to provide. The concept of the gramasevak was probably justified in the initial stages of Community Development but with general awareness being high, it is necessary to replace him by an Agricultural Extension Officer.

4.42 The improvement in the level of technical competence by the replacement of the gramasevak by the Agricultural Extension Officer even with necessary adjustments of jurisdiction is no doubt a difficult administrative task but is desirable. Problems of absorption of the existing gramasevaks arise but are not beyond solution. The gramasevaks can be made full time secretaries to co-operative institutions and panchayats or can be posted to equivalent vacancies in the Agricultural Department. How best this can be done is a matter that requires further detailed consideration.

4.43 If the replacement of the gramasevaks by Agricultural Extension Officer's is not considered feasible in all areas simultaneously it would still be necessary to consider improvement in the present system. Rationalisation in the area of operation of the gramasevak is necessary. It is also necessary to assess his workload in order to reduce his jurisdiction to enable him to provide more intensive assistance to the farmer than is now possible. In fact, the need to reduce the jurisdiction of the gramasevak wherever more intensive activity is envisaged has already been recognised in the I. A. D. P. and I. A. A. P. areas where the number of gramasevaks has been



increased considerably. In the I. A. D. P. areas there has been a cent per cent increase in the number of gramsevaks and extension officers while in the I. A. A. P. areas five more gramsevaks have been provided.

4.44 In irrigated areas or in tracts that call for special and intensive efforts, it would be desirable to replace the gramsevaks by Agricultural Extension Officers. In any case, the jurisdiction for the gramsevaks or the Agricultural Extension Officer in such areas should not exceed 2000 acres which would be an optimum size for effective work.

4.45 *Gramasevika* The Gramasevika constitutes the field level agency for the social education programmes so far as these relate to the Women and Children. The Gramasevika is concerned with mother and child-care, food and nutrition, health and sanitation, women and Children's activities and domestic crafts. The Gramasevika is also concerned with agriculture and animal husbandry so far as maintenance of kitchen gardens and cattle sheds, etc., are concerned. Similar general activity under the poultry panchayats, and co-operation sectors is involved. However, the main work of the Gramasevika is social education. Earlier, the need for continuance of the post of Mukhya Sevikas has been discussed. It has been suggested that those posts may be abolished and that these activities may be distributed among other departments such as Education Department and Health Department. Similarly, it would seem desirable to abolish the post of Gramasevikas, transfer them to departments which could cater to the type of activities with which they were so far concerned and assign these duties to those departments. Social Education including Women and Children programmes can now be handled by the Education, Health, and associated Departments and would not appear to need a separate hierarchy since social consciousness cannot be said to be still dormant. The only area in which the Gramasevika may be continued would be in the Applied Nutrition Programme blocks where intensive activity relating to certain aspects of social education would exist. Even in these blocks where they may exist there would be no need to continue them separately as members of the block team. They may, as suggested above, be transferred to associated departments and be considered as their functionaries deputed to the block in the Applied Nutrition Programme areas.

4.46 The Progress Assistant has been made responsible for all work relating to administrative intelligence in the block. His work mainly consists of arranging and conducting village surveys and industries, compiling progress reports, ensuring that the primary reporting agencies send in the reports regularly, spot checking of entries made by gramasevaks in their registers, etc. He is responsible for ensuring accuracy of all statistical data in the block.

4.47 The Progress Assistant is an official of the rank of Junior Statistical Assistant drawn from the Bureau of Economics and Statistics (formerly the Department of Statistics). An investigation of the type of work actually performed by the Progress Assistant indicates that he is now mainly concerned with the preparation of the progress reports meant for compilation at State Headquarters for despatch to the Department of Community Development, Government of India. There is very little work relating to surveys and investigations since in such cases the District Statistical Officer usually co-ordinates through the Block Development Officer and gets the work done by the Gramasevaks. For the purpose of compilation of progress reports it would seem unnecessary to retain a separate official. This question has, in fact to be considered along with the question regarding the need to have a single taluk level statistical agency for adequate reporting of all administrative data. At the taluk level, at present, there is no single functionary made responsible for compiling and forwarding essential statistical material on all relevant sectors of development to Government. The practice of each department maintaining progress reports which are compiled with great delay at higher levels needs rationalisation. It would be desirable to ensure that all essential information flows through a single agency at the taluk level concerning all departments. For this purpose it is desirable to establish an office of a taluk level Statistical Assistant who may be placed under the direct control of the District Statistical Officer. If this is accepted in principle, it follows that the progress Assistant of the block will have to be withdrawn

and his post abolished. Internal reports regarding working of the Block or the Taluk Board for that matter, could be compiled by the normal clerical staff which is always available in the office. It is not necessary to retain a separate statistically trained official for this limited purpose.

4.48 *Social Welfare Inspector*:—All programmes relating to the Social Welfare Department are implemented by the Block and for this purpose assistance is provided to the Block Development Officer by the Social Welfare Inspectors located in the block. The Social Welfare Inspector is part of the block team though he is financed by the Social Welfare Department. These special programmes will doubtless call for particular attention and to ensure that they are carried on effectively and efficiently, it would be desirable to continue to retain this post. It would be possible to abolish these posts if the Grama Sevak is rendered into a multi-purpose worker as before but since it has been suggested in this report that the Grama Sevak should himself be replaced by the Agricultural Extension Officer in due course and since he cannot be entrusted with social Welfare programmes, it would be desirable to retain these posts as long as special programmes of this nature are implemented.

4.49 *Accountant and Clerical grades*:—In this study we are mainly concerned with technical personnel of the block but it would be necessary to make a passing reference to the block accountant and clerical and other staff. Irrespective of the future of the block as such, it would be obviously necessary to retain the post of Accountant and the posts of associated clerical staff. If the block were to be abolished or integrated with the Taluk Board these posts would continue to be necessary. No special comments are called for relating either to the duties assigned to these officials or the need to continue them in the development hierarchy.

4.50 *District Development Assistant*:—The functions of the District Development Assistant have been mentioned broadly earlier. With the removal of the distinction between the Block and the Taluk Board which is being suggested later in this report the post of District Development Assistant would continue to be necessary. He would provide minimum assistance to the Deputy Commissioner and to the District level authority. In fact, the District Development Assistant would himself need assistance for the work relating to the Panchayats. This aspect has been discussed later.

---

## CHAPTER V

### The Future of the Block

5.1 *Integration with Taluk Board*:—The Community Development Programme which was introduced as the prime instrument for the mobilisation of the rural community for self-betterment is now at a low ebb. Various factors have tended to erode seriously into the structure of the programme and reduce its effectiveness as an agency for change. Over the years, the Community Development Programme has received decreasing attention and with its decline the demand for the departmental system of field control has been revived. While it is true that some achievements might have resulted through normal departmental agencies had the Community Development organisation not existed this would not necessarily force a conclusion that this organisation is not worthwhile. Even assuming for arguments sake that this achievement was possible under the normal departmental system of working, the question would remain whether having created an organisation it would now be necessary or desirable to do away with it. Clearly, from the point of view of the rural community it would be difficult to replace the Community Development Organisation by the pure departmental structure. There are certain overriding benefits in the organisation since a farmer or any member of the rural community has access to a single agency whose advice and help he can solicit for local problems. The rural community does not

have to fend for itself and attempt co-ordination among official agencies which would be an impossible task. One of the basic ingredients of the entire programme has been that it would achieve co-ordination among vital development organisations and the problem of coordination among vital development organisations and the problem of co-ordination would not be solved and in fact would be aggravated by the vacuum that would be created if this organisation were to be abolished. It is difficult to conceive of individual departments generating local enthusiasm among even trained workers. Obviously, exposing the rural community to competing demands and inducements by various departments however, well intentioned their programmes may be, would be undesirable.

5.2 The present drift cannot be allowed to continue. The future of Block as a unit of development administration is a matter that requires serious consideration. In attempting to determine the future of the organisation, it is necessary to keep in mind the two basic premises on which the Community Development Block is based. These are:-

- (i) The overall development of the rural community can be brought about only with the effective participation and initiative of the people;
- (ii) A total view of the problem of rural development is necessary rather than narrow, sectoral views as would be the case if a departmental approach is adopted.

These two premises have influenced the concept of the programme, the organisational arrangement and the budget structure of the Block. It would scarcely be realistic to argue that these premises are not still valid. They continue to be true even to-day. However, there is a new dimension added and that is the Panchayati Raj framework within which rural development has to progress. The establishment of the Taluk Boards and Village Panchayats specially charged with the responsibility for development necessarily alters the character of the Block.

5.3 In the present context of the organisation of local authorities, development is necessarily tied up with the local political organisations, *viz.* Panchayats and the Taluk Boards. With the increasing emphasis on local participation through these organisations, it would be retrograde to withdraw development from their sphere and revert to the old departmental set up. The validity of the Community development approach to rural development is as true to-day as it was when the programme was initiated. Such an approach would also appear vital in the fields of agricultural production and family planning, which are the two most important programmes that have been taken up. All welfare programmes which depend on local participation and whose maintenance and preservation are very much linked with local leadership cannot be organised by a departmental approach. It is, therefore, very doubtful if the concept of a single agency of development can be done away with at the Taluk level.

5.4 The linking of the Community Development Block with the local authority is based on the simple considerations that only a representative authority can fully reflect local needs and that there should be only one agency for rural development. The local government unit is an investment in local leadership, and local leadership is vitally concerned with local development. The two cannot be viewed in isolation.

5.5 There is another constraint which has to be kept in view in this discussion and that is that the Taluk Boards and Panchayats have to be accepted as statutorily charged with the task of rural development. Unless this assumption is made, there would be the temptation to enter into the much larger territory of local government involving a consideration of the types of local government structures possible, association between various tiers, and a host of connected issues. These are clearly beyond the terms of this study. We are here mainly concerned with the need to continue the Block organisation and as an agency of development and only to the extent that this problem is influenced by the local authorities, are we concerned with the latter.

5.6 The problem can conveniently be considered in two parts. First, is the question whether the Block should at all exist in its present form or whether such an organisation is now necessary. Second, is the type of integration which would be desirable with the local body, assuming the organisation is necessary.

5.7 For an adequate appreciation of the need for a single agency for development at the Taluk level, the basic premises mentioned earlier, on which the Community Development movement is based have to be recalled. It is clear from the analysis made earlier that the Block agency has not been provided with the minimum funds necessary and there have been serious deficiencies in the staffing pattern both in terms of quality and number. The pattern of stages, based on an assumption that within a ten-year period representative institutions would be fully established, has had unfortunate consequences. There is also little doubt that the Block was never seriously supported by the various development departments with the result that it was not always fully involved in all development activity. The introduction of statutory local bodies charged with the responsibility for development has also had its effect on the functioning of the Block.

5.8 It would be uncharitable to condemn the Block as a unit for development as a failure. Rather, whatever failure there has been was is-built. However, whether such a system is necessary now is for consideration. The Block, as originally conceived had certain basic functions to perform. It was also to function as the sole agency for development so that the rural community did not have to suffer the impossible task of co-ordinating among various departments. The conception of the organisation was dictated by the circumstances then prevailing, but the latter are very different now. There is no longer any need to enthrone people. On the contrary, there is a demand for goods, services and technical advice from the rural community which the organisation is unable to meet. Except for pockets, the demand for economic progress is generally prevalent. If there has been one result of the Community Development organisation, it is that a "revolution of rising expectations" has been initiated in the rural areas. It has, therefore, served its purpose as a catalytic agent. Once this process is set in motion, the problem of coordination gets slightly reduced in importance, though it is very much there, because a member of the rural community is now aware of the agencies that operate and whom to approach to get things done. Consequently, what is now necessary are not so much the elementary extension methods, but intensive and higher levels of technical advice and the efficient organisation of supplies and services.

5.9 The higher level of technical competence required at the field level can be provided by the posting of Agricultural Extension Officers in place of Gramsevaks, at least in selected areas. If this is done, even the major programmes of the Agricultural Department could be implemented without fresh staff appointments in large numbers. In this case, there would be little point in specifying the Agricultural Extension officer as a member of a team. The utility of the Agricultural Extension Officer is recognised by the rural community and it would be unnecessary to place him in an institutional framework other than his own departmental hierarchy.

5.10 Similarly, services and supplies are now mainly organised through the co-operatives, which are outside the Block organisation. The improvement of these cooperatives to ensure adequate and timely supplies and services is no doubt necessary, but it is not necessary to continue the Block as such for this purpose.

5.11 The position with regard to other extension officers is similar to that of the Agricultural Extension Officer. The other subject matter specialists can also operate independently. The extension officers concerned with Social Education, Industries and Animal Husbandry can, as discussed earlier, function outside the Block. The Co-operative Extension Officer can also function independent of the Block, since the only coordination he need effect would be with the Agricultural Extension Officer to ensure the participation of co-operatives in the agricultural plan.

5.12 Generally speaking, therefore, the Block organisation as an independent unit is not necessary with the present level of development. The programmes of development with which the various departments are concerned can be implemented by their own hierarchies subject to certain limitations. However, this cannot be allowed to result in the departments working in isolation and the content of each programme will have to determine whether it can be dealt with departmentally.

5.13 At this point, it would be relevant to consider the role of the local authorities, the Panchayats and the Taluk Boards, in development. Statutorily, these organisations have been charged with development. If this responsibility is assumed, it would be evident that the Block organisation cannot continue independently. The loose association of the Board with the work of the Block is not satisfactory. The Taluk Boards, much less the panchayats, have little voice in the choice of programmes of a local character and the only decisive role they play is in regard to location of works. This has taken away local responsibility and given rise to unhappy relations. It would be necessary to place the entire programme in a proper framework.

5.14 Various patterns of association of the Block with the local bodies have been attempted in this country. In Maharashtra, the integration of the Block is almost complete, while in Madhya Pradesh, the Block has been abolished without the local body either. In Andhra Pradesh, a new body at the District level has been created. These patterns have been indicated in further detail in Appendix No. 15 A-B-C.

5.15 It is generally recognised that the present system in Mysore is only a half way house since the Taluk Board is only an advisory body. The block agency works on its own with the Block Development Officer as a link. If the Taluk Boards have to continue as effective local authorities, it would seem desirable that they are fully associated with the development programme in their local area. This would imply that the funds are integrated with their budget subject to necessary restrictions. In that case, the position would be that there is only one authority in the taluk, viz. the Taluk Board, which would be entirely responsible for all development activities. This would also imply that the present system under which departments have several schemes of their own outside the Block can no longer exist. Such allocations would also have to be integrated with the Taluk Board finance to the extent possible.

5.16 Even under the present system, the Taluk Boards have a considerable responsibility with regard to the developmental activity. They have their own finances earmarked for development in agriculture, rural communications, etc. There seems to be little point in keeping the Block budget outside the Taluk Boards funds. Since the Taluk Board is already associated with development and is, in fact, statutorily made responsible for development, it would seem desirable that the total involvement in all developmental activities in their area is achieved. This as envisaged above would result in an integration of all financial allocations to development works including allocations under agriculture under the Taluk Board, with staffing support provided by the existing extension officers to the extent necessary. District and Sub-divisional level departmental officers would still have the responsibility of supervision, guidance and inspection.

5.17 The special programmes now operated by the Block such as the Applied Nutrition Programme and the Rural Manpower Project are of great local importance and the concept of these programmes is one of interlinked activities in essential sectors of the local economy. The Taluk Boards cannot be kept out of the picture and their responsibility in the implementation of such programmes should be recognised.

5.18 Since the Taluk Boards are now responsible for development it would be desirable to charge them fully with responsibility for Block activities also. In doing this, certain problems relating to finance and staff are encountered which are discussed later. In principle, it is desirable that the local body be fully involved in development work now handled by the Block. It is

therefore recommended that the Block as an entity be abolished and that it be merged with the Taluk Board. In other words, there should be only one agency at this level charged with development.

5.19 The removal of the distinction between the Block and the Taluk Board would not be contrary to the view expressed earlier that it would be desirable to retain one agency for development at this level. The current activities of the Block would be performed by the Taluk Board and the latter would, in effect, be the single development agency to which the rural community could turn for works of a local character. The elimination of the Block as such would not in any way affect the rural community. Local needs and essential development works would continue to be attended to by an organisation close to the rural community. Since it consists of elected local leaders, the Taluk Board could perform its tasks more satisfactorily than a purely official agency.

5.20 The removal of the distinction between the Block and Taluk Board is also necessary from the point of view of the healthy development of the local authority. Power with responsibility would tend to develop, over time, mature leadership and the active involvement of the Board in the administrative tasks of development would ensure a better appreciation of the difficulties involved. There is also likely to be a healthy spirit of competition between the Boards resulting in an enhanced pace of development.

5.21 If the Taluk Board is rendered the sole agency for development in the local area, it is necessary to consider the scope of its activities. In theory, it could be argued that the Taluk Board should be able to handle all development schemes, but pragmatic considerations would advise against such a total assignment of duties and funds. The Taluk Boards have major difficulties of staff and finance and lack of experience. It would be undesirable to charge them with the responsibility of implementing all schemes ignoring the content or outlay involved. It is only schemes of a strictly local character, which do not involve heavy investment and which are not of such a magnitude as to have major economic implications, that can be entrusted to these bodies. This limitation is necessary from all points of view. Obviously, major projects cannot be assigned to the Taluk Boards. Similarly, some agricultural schemes would also have to be kept out of the control of the Taluk Board to ensure operational efficiency. For example, large scale prophylactic activities cannot be entrusted to local bodies since local barriers and local reactions would be irrelevant. The fact that Departments are, in a sense, expanding at the Taluk level is a logical development in the context of expansion of activities, and the increasingly technical nature of these activities. But a total reversion to a purely departmental system of organisation is neither desirable nor feasible. The Elementary programmes can be implemented through the Taluk Boards as the local agency, but schemes involving major activities of a highly technical content would have to be implemented departmentally.

5.22 There is one aspect regarding the departmental implementation of schemes that needs attention. It would not merely be necessary to determine carefully what schemes should be operated departmentally but it is also vital to review these schemes periodically in order to determine whether they cannot be transferred to the Taluk Boards in due course. This is necessary because it has been noticed that even under the present system, schemes which were started by departmental agencies but could later have been transferred to the Blocks have not been transferred. Wherever a scheme has been implemented over a few years, its procedures and techniques would be systematised and unless special circumstances exist which would prevent such a course of action, these schemes should be transferred to the Taluk Boards with necessary financial allocations. It is, therefore, suggested that each Department should review its schemes which are being implemented in the Taluks and determine those that can be assigned to the Taluk Boards. A system of periodic review of fresh schemes should be instituted in order to determine those that could be transferred to the Boards or those that should continue to be operated by the Departments themselves.

5.23 *Abolition of stages* :—Irrespective of whether it is the Block or the Taluk Board that is responsible for development, it is necessary to abolish the pattern of stages. The assumption that development could proceed in specified quanta has been proved wrong. The stages into which a Block should pass is no longer relevant.

5.24 *Finances* :—Closely connected with this is the question of distribution of finances. With the abolition of stages, it would be advantageous to ensure that each Taluk Board receive an assured quantum of annual financial assistance. This would be similar to the system that now prevails in Madras State where the Community Development funds are pooled and are distributed among the Blocks with sufficient matching amounts from the State's finances so as to ensure that each Block receives a definite amount each year. The Madras pattern of budgeting ensures that the local body is assisted with sufficient finance without the stage in which the Block is influencing the quantum. It is, therefore, recommended that, with the abolition of stages in the Blocks the system of allocation of finances be made on the Madras pattern in order to ensure the tempo of rural development.

5.25 With the Taluk Board being made responsible for local development, it has earlier been suggested that all schemes, except those of a major character or of special nature, should be implemented only through the Taluk Board. It follows that departmental allocations for such schemes would have to be made available to the local authority. It would, however, be necessary to ensure that such funds for specific purposes are utilised only for that purpose. This can be ensured by retaining the present system of allocating funds for specific schemes with the frame work of the scheme being laid down. The Taluk Board would be unable to misapply the funds. However, too rigid an approach here would be undesirable. It would be necessary to permit the diversion of funds from one scheme to another at least under the same 'head of development' in order to provide for special circumstances which may render a particular scheme of little utility in any area.

5.26 To improve the efficiency of operations, it is suggested that in the distribution of funds on the pattern suggested earlier, a system of selective grants can be usefully introduced. The content and tempo of the schemes implemented by a Taluk Board may be evaluated each year and a system of ranking devised. The Taluk Boards which have done well should be provided with special funds for further activity. The indicators for ranking could be devised by the Bureau of Economics and Statistics and the ranking could be made on the data available in the Annual Progress Reports now forwarded by the Blocks, which the Taluk Boards could continue to do, with necessary modifications.

5.27 A system of selective release of grants based on performance would help to develop a healthy spirit of competition and, incidentally, would enable the rural community of each local area to judge the performance of the local development organisation, namely, the Taluk Board. The Taluk Board, would be entirely responsible for collection of peoples contribution and if this contribution is in terms of cash (as in Madras State), the quantum of peoples contribution would also serve as a good index of performances.

5.28 *Role of other Departments*—With the transfer of the responsibility of implementation of development schemes to the Taluk Board and the abolition of the Block, it would be necessary to consider the role of the development departments at the district and the taluk levels. For purposes of implementation, the Taluk Boards would have necessary technical staff but since the responsibility for performance would now be clearly on the Taluk Boards there would be little responsibility in terms of actual implementation on the development departments. However, this should not result in a total dissociation of these departments with the Taluk Board so far as development activities are concerned. There would be two reasons why officers of the development department at the district and taluk level would still have to be associated with the programmes. Firstly, a large part of the finances of these schemes and programmes would be from Government funds and it would be necessary to ensure that the funds are properly utilised. Sufficient technical

guidance would have to be assured to the Taluk Boards in order to ensure that the schemes are carried out properly. It is suggested that the role of officers of the various departments may be defined clearly. They may be charged with responsibility of ensuring that so far as their subject are concerned, the schemes are implemented on the lines laid down or that the schemes taken up by Taluk Boards themselves are properly implemented. This would be possible if specific duties of inspection are laid down. During the course of inspections it would be possible for technical officers to assess how far schemes are being implemented in the manner necessary and wherever immediate correctives can be applied sufficient discretion should be given to these officers to guide the Taluk Boards. With the assignment of specific duties of guidance and inspection, the technical levels of the various development departments would be fully involved in the programme without the tasks of day-to-day administration also being assigned to them. The annual progress reports and other essential financial and other statements would continue to be obtained by these officers for assessing the tempo of the programme.

5.29 It would be desirable to create a link between the development departments at the district and taluk levels and the Taluk Boards in order to ensure the proper implementation of programmes. It is suggested that this may be done by insisting upon a representative of each department attending the Taluk Boards meeting regularly. In passing, it may be mentioned that co-ordination at the official level can be ensured by the Deputy Commissioner conducting co-ordination meetings on the pattern present.

5.30 *The relationship with co-operatives:*—Earlier in this report it has been suggested that the Co-operative Extension Officer need not form a part of the Taluk Board organisation if the Block is abolished. This is based on the principle that the co-operative movement cannot be subjected to the control of what is essentially a political body, viz. Taluk Board. However, an organic link between the Panchayat and the primary co-operative society at the village level and the Taluk Board and the taluk level Agricultural Co-operative would have to be ensured. It would be beyond the terms of reference of this study to consider the optimum type of relationships for the integration of the co-operative in development programmes in general, but it would be relevant that this link may possibly be developed by ensuring some degree of common membership between the organisations at the two levels mentioned above.

5.31 *Simplification of procedures:*—The procedures and forms which are now in vogue in the Blocks have been considered earlier and it must be emphasised that drastic changes seem necessary if too much time and energy is not to be lost in these. Rationalisation of procedures with sufficient delegation of authority and systematisation of forms is essential. For this purpose the department concerned may in consultation with the Bureau of Economics and Statistics formulate procedures and forms which would be simplest.

5.32 *Special Schemes:*—In the Block areas at present certain special schemes are being implemented such as the Applied Nutrition Programme, Rural Manpower Projects, Amelioration schemes and Rural Housing. These schemes could also be transferred to the Taluk Boards for implementation if the finances are made available with the staff. These cannot be considered to be of such a complicated nature as would need their being placed under a purely departmental control. They are concerned with basic programmes which effect the rural community and would appropriately fall within the purview of the Taluk Board.

5.33 In this State, despite the creation of multiple units, the basic administrative unit even for development has remained the taluk. In fact, the creation of Deputy Block Development Officers is the recognition of the fact that there can be only one overall authority in charge of development for one taluk. If development activity is made the responsibility of the Taluk Boards, it follows that there would be no multiple blocks in any taluk. There are, at present, 268 Blocks located in 174 taluk. Some of the taluks contain multiple units as indicated below:



72 taluks have 2 units each.

3 taluks have 3 units each.

2 taluks have 4 units each.

(Fractions of a unit have been ignored).

The other taluks have generally single unit blocks though some have fractions of a unit with the abolition of the distinction between the Taluk Boards and the Blocks, the multiple blocks would no longer exist. However, obviously the workload involved in such areas would necessitate the provision of sufficient technical personnel and also executive assistance to the Chief Executive Officer.

5.34 *Relationship with the Revenue Department*:—A problem which has remained continuously unsolved is the relationship between the revenue hierarchy and the Taluk Board. At the taluk level the Tahsildar is a key officer. He is a general administrator since he is charged with various activities of Government which cannot be classified as coming under any particular department. He is also the person on whom Government depends, by tradition, for special activities at the taluk level. The Tahsildar is responsible for a wide range of activities such as the conduct of general elections, conduct of taluk board and local elections, land administration, census, food and civil supplies matters, etc. It has been the experience that unless the Block Development Officer and the Tahsildar are able to co-ordinate, the programmes of the Block may not succeed. At present the Tahsildar is not associated with development activity. He was closely associated with development activity during the initial stages of the Blocks. The Tahsildar was in fact the development officer in certain places doing the work which later was done by the Block Development Officers. When Block Development committees were constituted later, the Tahsildar was a member of the committees and was therefore closely associated with local development. However, with creation of Taluk Boards, the Tahsildar has been effectively isolated. This is not desirable since development cannot be ensured without the active co-operation of the revenue department which has direct links with the rural community, particularly regarding land and land matters. It is desirable that a system which ensures the participation of the Tahsildar in the development process is developed as soon as possible.

5.35: Two alternatives can be conceived in this regard. As a general principle it would no doubt be better if at the taluk level there were only one functionary charged with the administration of the taluk with regard to both development and general administration. Under this system the Tahsildar could be made the Chief Executive Officer of the Taluk Board with necessary assistance being provided by the Deputy Tahsildar for routine non-development work, the type of work which the Tahsildar now handles. Under this system, the Tahsildar would be directly responsible for development subject of course to the broad control of the Taluk Board and he would also be responsible in a supervisory capacity for the work which the Deputy Tahsildar would perform. Such a system would appear very attractive since there would be one major functionary at the taluk level. In a sense, the district pattern would therefore be reflected at the taluk level, if this system is adopted. However, despite this appearing a very attractive solution there are certain difficulties which probably cannot be solved. As mentioned above, the Tahsildar is responsible for various very important activities such as election, civil supplies, maintenance of land records, etc., in the performance of which it is essential and desirable that he is totally isolated from political organisations at the local level. If the Tahsildar were appointed as the Chief Executive Officer for the taluk he probably would be placed in an unfair position so far as his performance in these matters is concerned since it would be difficult to resist pressures which may develop. A pragmatic view would dictate that the Tahsildar should therefore not function as the Chief Executive Officer and it would be desirable to have a separate functionary for this post.

5.36. The second alternative which would seem to naturally follow from the difficulty with regard to the first alternative mentioned above, would be to provide in the Statute for the association of the Tahsildar with the deliberations of the Taluk Boards at every stage. This would be a

approximation to his being an actual member of the Taluk Board. It may not be desirable to nominate him as a member of the Taluk Board as full-fledged member of the Taluk Board in view of the fact that the Chief Executive Officer would be of an equivalent level and he would be only the official in a body which would otherwise consist of wholly elected representatives.

5.37 Consequently, the distinct character of the Tahsildar and the Chief Executive Officer have to be maintained. Co-ordination at the taluk level may be achieved by the formation of a functional sub-committee for each taluk consisting of the President of the Taluk Board, the Tahsildar, the Chief Executive Officer and other officers in the Taluk who are concerned with development, with the Assistant Commissioner as Chairman. This functional-Sub-Committee may have powers to co-opt other departmental officer who may be available at that level for consideration of the implementation of the programmes of the Taluk Board. This would partially result in the adoption of the district pattern which now prevails in Andhra Pradesh at the taluk level.

5.38 With the association of the Tahsildar at the taluk level which would mean the involvement of the revenue department in the development process, it would be desirable to ensure that the Assistant Commissioner is also made responsible for development so far as the taluks within the Sub-division are concerned. For this purpose it is suggested that a committee be constituted with the Sub-division Officer as the Chairman and consisting of all the departmental officers at the Sub-divisional level, the Chief Executive Officers of the Taluk Boards concerned, and the Tahsildars. This committee, which would be equivalent to similar committees in Madras State at the Revenue Divisional Officer's level, should be charged with the responsibility of reviewing progress based on the reports received from the Taluk Board themselves and the reports of inspections of departmental officers which have been indicated earlier.

5.39 *District Organisation*:—At the district level various alternatives have been suggested all over the country and it is not proposed to discuss these in detail in this report since we are here concerned with the specific question as to the continuation of the block as such. However, it may be mentioned that some element of scrutiny of progress and watching of implementation of programmes would be necessary at the district level and for this purpose the Deputy Commissioner as the Chairman of the District Co-ordination Committee could be charged with this responsibility.

5.40 *Village Accountant-cum-Panchayat Secretary*:—It has been recommended that the Chief Executive Officer would continue as a separate functionary and that the Tahsildar would also continue at the taluk level for the purpose of his distinct activities. In view of the two equivalent levels which would therefore prevail at the taluk level, a single functionary of Village Panchayat Secretary-cum-Accountant cannot be reconciled. The latter would, in effect, be controlled by two officers, viz., Tahsildar and the Chief Executive Officer and his activities with which each is concerned are distinct. This would result in awkward situations and would tend to reduce the control of either of these two officers over the village level functionary. It is recommended that the Village Panchayat Secretary and Village Accountant are separated and that two distinct posts are created at the village level. Since, without the panchayat work, the Village Accountant is unlikely to have sufficient work-load, it is suggested that his jurisdiction may be expanded possibly resulting in an overall reduction in the number of Village Accountants.

5.41 *Staffing of the Taluk Board*:—It has been mentioned earlier in this report that staffing problems have considerably reduced the efficient functioning of the Blocks. It has been suggested that development activity should now be entrusted to the Taluk Boards as far as possible, and the need to continue certain types of functionaries has also been discussed earlier. It would be necessary to consider the system of staffing in the Taluk Board so far as development work is concerned. This is a complicated question which would have to be faced if the pitfalls of the Community Development movement are to be avoided.

5.42 The staff with the Taluk Board can be conveniently considered in two parts.—First, would be the staff recruited by the Taluk Board and financed out of its funds for its normal activities. We are not here concerned with this group of staff. The recruitment, control and other matters relating to this group are specified in separate rules under the relevant Act. The second part would consist of special staff which would be necessary for the development programmes implemented by the Taluk Boards. The Taluk Board may have its own programmes which would probably be of a minor nature and it would also function as an agency of Government for development in the rural area. The work now carried on by the Blocks has been suggested to be assigned to the Taluk Boards and schemes of a simple nature having direct impact on the rural community have also been suggested to be transferred to the Taluk Boards. For the implementation of these schemes it would not be possible for the Taluk Board to recruit staff in view of the overheads involved, nor would such a course of action be desirable since this would result in small groups of technical personnel operating at the Taluk level with little prospects of promotion, etc. This would also result in a large turnover of staff and would reduce quality of recruitment. There is also another aspect, that in the absence of the Taluk Boards taking over the implementation of these programmes, Government would normally have implemented them and would have been responsible both for recruitment of staff and the expenditure involved. It would be equitable, therefore, to provide for the staff and the expenditure involved thereon when the schemes are transferred to the Taluk Boards. Since it would be desirable that technical personnel are drawn from as large a stock as possible, it is necessary to treat such staff as only on deputation to the Taluk Board but retaining their lien in their parent, technical departments. The Extension Officers dealing with Agriculture, Animal Husbandry, Rural Engineering, Fisheries, etc., and other officers who may be considered necessary based on the economic importance of local programmes, would work under the control of the Taluk Boards so far as these schemes are concerned but would be considered as on deputation from their parent departments.

5.43 Even assuming the Gramasevaks are not replaced by Agriculture Extension Officers as suggested, their position would also not be different since they will be considered as on deputation from the Agriculture Department to which their now stand transferred.

5.44 In effect, therefore, the position would be that the technical personnel necessary for the implementation of development programmes by the Taluk Boards would be available to the latter by deputation of personnel from the department concerned. There would, therefore, be no separate technical components in a development cadre. This would eliminate all problems of personnel management so far as technical staff is concerned.

5.45 *A development cadre—is it necessary?*—There is a larger issue which has to be considered and that is the need to create a development cadre as such. At present, the posts of District Development Assistants, Block Development Officers, Deputy Block Development Officers, and Extension Officers (Panchayat) are included in a development cadre under separate Cadre and Recruitment Rules. The cadre does not include any other technical posts and, as mentioned above, the staffing of such posts does not present any difficulty. Before a course of action which could be adopted with regard to the District Development Assistant, Block Development Officer, Deputy Block Development Officer, Extension officers (Panchayat) is considered, it would be desirable to consider whether a development cadre is necessary at all.

5.46 Earlier in this report, it has been mentioned that one of the reasons for the departments concerned with development at the District level tending to ignore the Block was that there was an impression that only certain personal were exclusively concerned with development. While duties with regard to development were cast on all the departments concerned, no attempt was made to psychologically involve the district, sub-divisional and taluk levels of these departments in the actual implementation of the programme. This had an unfortunate consequence, resulting in the departments which ought to have been fully involved considering themselves as either not responsible or preferring to pass the entire burden on to

the Block Development Officer. It is clear that development being a general process involving the creative energies of all departments, no one hierarchy can assign to itself the special role of development. However, by virtue of designation, a tradition has developed that only the Block hierarchy and the Development Department are responsible for development. This cannot be maintained any longer, and it is essential that the key roles of all departments are recognised.

5.47 From what has been mentioned above it would appear that development cadre consisting of a set of officers solely concerned with development and permanently in the cadre would be unnecessary. A development hierarchy would however, be necessary in order to ensure that the Taluk Boards and Panchayats function as required under the Act and that they perform their duties to the best of their ability and within the frame work of the law and rules. The posts of Chief Executive Officer of the Taluk Boards, the District Development Assistants, Extension Officers (Panchayat) would continue to be necessary as also headquarters staff for supervision and control of these officers. These posts would constitute a development hierarchy. The point for consideration would be the system of filling the posts in this development hierarchy.

5.48 *Directorate of Panchayati Raj*:—Before the question regarding filling of the posts in the Development hierarchy is considered in detail it would be necessary to determine the development hierarchy which could be considered as desirable. The system as it is now organised has the Development Commissioner as the head of the Development Department with Secretary to Government, Development, Housing, Panchayat raj and Co-operation Department functioning as Joint Development Commissioner at the Secretariat level. The Divisional Commissioners are *ex officio* joint Development Commissioners and have been delegated with large amount of responsibility and powers.

5.49 The Deputy Commissioners are designated as Deputy Development Commissioners. The cadre also includes the District Development Assistants, the Block Development Officers, Deputy Block Development Officers, and the Extension Officers (Panchayat). The Assistant Commissioners are also associated with development in view of their responsibilities and powers under the Village Panchayats and Local Boards Act.

5.50 The present system gives an impression of being highly centralised and of casting an unnecessarily heavy work-load on the Secretariat. There is no particular reason why the personnel of the Development Department and their problems cannot be placed on the same footing as in other departments. If this is done, it should be possible to assign the functions of house-keeping to a separate department outside the secretariat and to relieve the Secretariat of all routine work leaving it free for efficiently advising Government only on policy matters. The Taluk Boards which have been suggested as the main development agencies would necessarily function within a fairly rigid frame-work of rules, regulations and instructions and the implementation of development programmes would also be directly under the control of the departmental officers at the district and lower levels and in addition the Chief Executive Officer would, as the executive arm of the Taluk Board, be responsible for ensuring efficient implementations. The staff, other than the Block Development Officer and the Panchayat Extension Officer at the taluk level and the District Development Assistant, are all on deputation from technical departments. The financial regulations are also strictly laid down. In view of all these factors it would appear unnecessary to have a system which results in direct control by Government as such. It would be desirable to entrust the work to a separate department and to create the post of a Head of Department for this separate department. It is therefore suggested that a Directorate of Panchayat raj of a suitable grade which Government may decide.

5.51 A Directorate of this nature is necessary even though development schemes would fail under various sectors because of two types of work. Firstly, there would be matters relating to the functions of the Taluk Board and Panchayats, and the District Development Councils in due course,

so far as the administrative and legal issues are concerned which would tend to increase if efficiently looked into at every stage. There would also be the need to constantly keep in touch and review the functioning of each Taluk Board in the development sphere and to obtain and scrutinise the inspection reports of development officers at the field level as has been suggested elsewhere. These functions can be performed by the Directorate which would have overall responsibility for the functioning of the Panchayat raj institutions. These functions are in the nature of house-keeping to ensure that the system works efficiently and can be left to a department and need not be assumed by a Secretariat Department.

5.52 The hierarchy for the Directorate of Panchayat raj which would therefore be suggested would originate with a Director of Panchayat raj who would replace the Development Commissioner. To provide him with sufficient assistance, four Joint Directors of the M.A.S. Senior scale are suggested, whose responsibility may be defined functionally rather than territorially in order to ensure uniformity of approach. Each Joint Director will require assistance of one Deputy Director who may be a Class I Junior scale Officer. Sufficient clerical and other assistance as may be necessary would also have to be sanctioned. The headquarters will therefore consist of nucleus of senior officers who would be made entirely responsible for ensuring smooth working of the system. It would be necessary to emphasise here that the creation of a Directorate would be worthwhile only if Government were to effect the maximum degree of delegation to this Directorate.

5.53 At present, there is special staff for schemes relating to Applied Nutrition and Rural Manpower Projects. There is one post of Women Welfare Officer (Class I Junior Scale) for Applied Nutrition Project and one post of Project Officer (Class I Junior Scale) for the cell created for the utilisation of Rural Manpower. There is also one post of Director of Training (Class I—Rs.600—1,000). A separate post of Women Welfare Officer would appear superfluous since the work can be assigned to one of the Deputy Directors at the Headquarters. The choice of the Deputy Director may be based on any training or qualifications deemed necessary. The work now handled by the Project Officer could also be assigned to the Deputy Director dealing with Taluk Boards. The expenditure on the Project Officer is debited to the head: "19. GAD" but appropriate changes could be made. The post of Director of Training could be merged with the post of Joint Director (Administration).

5.53 (a) The two posts of Assistant Development Commissioners that now exist could be merged with the two available posts of Deputy Directors at Headquarters of the Directorate. Similarly, the post of Deputy Development Commissioner in the Secretariat could be merged with a post of Joint Director.

5.54 No divisional functionaries are being suggested since it is considered that efficient supervision of the programme will only be possible at the district level. It is therefore suggested that the posts of a District Development Assistant be continued in each district as at present. It would be desirable to redesignate the District Development Assistant as Headquarter Assistant (Development) in order to remove disparities in designations.

5.55 At the district level it would be necessary to ensure that sufficient attention is paid to the Panchayats and Taluk Boards. The functioning of these bodies would require much greater review than is at present possible. The compilation of district reports would also be a heavy burden. In order to ensure that this work-load is not ignored, it is suggested that a post of District Panchayat Officer in Class II (equivalent to Block Development Officer) is created in each district to function under the Headquarters Assistant (Development). The District Panchayat Officer may be delegated with responsibility of supervision and inspection of the panchayats and he may also function as Office Assistant to the development branch, i.e., to the Headquarters Assistant (Development). The creation of the posts of District Panchayat Officers would provide a link between the Extension Officer (Panchayat), and the Deputy Commissioner and would also ensure sufficient supervision at the district level. This officer would also be able to provide effective assistance to the development branch in the district even with regard to Taluk Boards.

5.56 At the taluk level, the Chief Executive Officer would continue. The Block Development Officer with his present designation would no longer exist. The Chief Executive Officer would be provided with sufficient assistance with regard to the Panchayats by the continuance of the present posts of Extension Officer (Panchayat) in each Taluk. It may here be mentioned that the optimum work-load for an Extension Officer (Panchayat) would appear to be about 30 Panchayats, beyond which the work-load will tend to seriously affect the quality of supervision and guidance. It is therefore suggested that in taluks where the number of panchayats exceeds 30, a proportionate increase in the number of Extension Officers (Panchayat) may be effected. The Extension Officer (Panchayat), is essential to ensure that the village panchayats function well and perform their duties effectively. It is lack of effective supervision and guidance that has largely resulted in the inefficient working of the panchayats at present. This officer should be made entirely responsible for the working of the panchayats within his jurisdiction. He will function under the Chief Executive Officer but his work would be inspected by the District Panchayat Officer who would have overall responsibility.

5.57 The continuance of the posts of the Agricultural Extension Officer and the Gram Sevok, till replaced by the Agricultural Extension Officer has been suggested earlier. These are the only posts that would be necessary at this level uniformly in all Taluks. These posts would therefore constitute part of the Directorate except that they would all be filled only by deputation from the Department of Agriculture. There will be no direct recruitment for these posts. Similarly, when such technical posts are necessary for other sectors also, these may be created as part of the Directorate and financed either out of its own funds or the funds of the Department concerned, but will be filled only by deputation.

5.58 The hierarchy of the Directorate, therefore, would be as indicated in Appendix 16.\* It would follow that the Directorate would not constitute part of the Secretariat organisation of the Government but would be considered as a separate, independent department. The function of the Directorate would not merely include ensuring the faithful implementation of the statutes relating to Panchayat raj bodies but also the implementation of plan schemes through the Taluk Boards and the general development efforts of the Taluk Boards. With the suggested abolition of the development department in the Secretariat (Appendix 17) it would be necessary to designate the Administrative Secretariat for the Directorate of Panchayati Raj. The Secretariat department concerned could be the Planning Department, the Agriculture Department or General Administration. If, as a matter of principle the Planning Department should not have any field departments associated, the Directorate may be under either of the latter two departments suggested.

5.59 The staff in the Directorate of Panchayatraj who would function as Chief Executive Officers and Extension Officers (Panchayat), and other technical staff such as Extension Officers would perform their duties within the organisation of the Panchayatraj institutions at the district and taluk levels. The posts of Extension Officers (Panchayat), Chief Executive Officers, and Headquarters Assistant (Development) to the Deputy Commissioner (now designated as District Development Assistant), and District Panchayat Officers would not be considered as on deputation to the Taluk Boards or the district level bodies since these posts would be treated as part of the cadre of the Directorate. With the transfer of development schemes to the Taluk Boards it would be necessary, as mentioned previously, to assign sufficient staff also for the implementation of the schemes. Such staff who will be mainly technical in nature should preferably be only by deputation from the respective departments. For example, if agricultural schemes are assigned to these bodies the funds for these schemes will be placed at the disposal of these organisations. The

---

\* Note:—The discussion does not go into the question whether the posts of principals of the training centres for gramasevaks should form part of one cadre of the Directorate since these centres are now under the control of the Agriculture Department.

schemes will be implemented by these organisations and whatever posts are necessary will be created by the Directorate. These posts will be filled by deputation of suitable Officers from the Department of Agriculture. During the period of deputation since they would be performing the duties which they would have performed elsewhere there can be no claim to deputation or special allowances.

5.60 The abolition of the separate identity of multiple blocks has been suggested earlier but the need to provide sufficient executive assistance to the Chief Executive Officer in such taluks has also been stressed. One executive assistance in such taluks may be provided in the grade of Extension Officer (Panchayat) who would be in addition to the other Extension Officers (Panchayat).

5.61 It is necessary to clearly circumscribe the control which Taluk Boards or District Bodies would have over this staff including the staff of the Directorate. So far as the staff appointed by these bodies are concerned their powers have been laid down in the relevant Act and Rules. So far as the staff and officers of the Directorate or the technical staff on deputation are concerned it would be desirable to clearly specify that matters relating to discipline and control rest with the Chief Executive Officer, District Development Assistant, Deputy Commissioner, and other officers and that the Taluk Board, as such, would have no direct control over the staff. This would ensure the Chief Executive Officer being in full control of the staff at the field level and it would also insulate the staff from undesirable influences. Such a system would not militate against any principles of independence of the Taluk Boards since if certain members of the staff are not found suitable there are sufficient avenues of approach to the controlling and disciplinary authorities to ensure withdrawal and replacement. It may be mentioned that even with regard to the annual confidential reports it would be desirable that these are initiated only by the Chief Executive Officers or the District Development Assistants depending on the level concerned.

5.62 The posts in the Directorate of Panchayatraj from the level of Extension Officer (Panchayat) right upto that of Joint Directors should, it is suggested, be manned by officers only on deputation. If this were possible, the experience and knowledge of a wider range of officers belonging to the various departments such as Agriculture, Co-operation, Revenue, etc., could be drawn upon. It is recommended that, in principle, all posts in this Directorate should be filled only by deputation of suitable officers from certain development departments as mentioned above. However, this recommendation is subject to the constraints discussed below since the problem of the absorption of existing staff has to be met.

5.63 If the posts in the Directorate of Panchayatraj are to be filled only by a method of deputations of suitable personnel from other departments it would be necessary to transfer and absorb the existing personnel in other departments. Once this is done, complete discretion regarding the choice of personnel would be possible and there would be no distinct Development cadre consisting of a set of officers permanently in the Directorate. This absorption of the present incumbents in the posts of District Development Assistants, Block Development Officers, Deputy Block Development Officers, and Extension Officer (Panchayat) can be made in the following alternative manner :

(1) Those with appropriate qualifications could be transferred to departments where they would be considered suitable, such as Revenue, Agriculture, Co-operation, Animal Husbandry, etc.

The Extension Officers (Panchayat) could be absorbed in the Revenue Department since they are equivalent to I Division clerks. Some of them who are non-graduates could also be absorbed in the Revenue Department since the rules of the latter department permit promotions to the I Division clerical grade of non-graduates also.

(2) All the present incumbents could be absorbed in the Revenue Department itself including Extension Officers (Panchayat).

5.64 The absorption of the existing incumbents in other departments would have been capable of partial solution had the liens of those who were selected as Block Development Officers, from officers in other departments been maintained in the latter. The liens of the present staff in the Development Department has not been maintained in parent departments wherever these existed. As a concession, the benefit of the past service for purposes of leave and pension has been given in terms of Note 4 to Rule 20(a) of the M. C. S. R. The same note provides for the maintenance of a lien in those cases where confirmation in the previous posts has been made till permanent absorption is effected in the Development Department. However, no liens even in such cases, few as they may be, have been maintained. It is necessary that this question is gone into in further detail by the Development Department in order to determine whether such liens do exist for a few of the present incumbents. As mentioned previously, it would be desirable that the present incumbents are absorbed in other departments but due to the difficulties involved only a compromise solution would appear to be feasible. It is therefore suggested that the following broad principles be adopted for the transfer by absorption of the present incumbents to other departments. These suggestions are based on the assumption that, as a matter of principle, the posts in the Directorate are to be filled only by deputations :

(a) Those of the present incumbents whose liens ought to have been maintained at the time of their appointment to the Development Department or whose liens can be restored in parallel or higher posts may be transferred and absorbed in the departments concerned.

(b) Those of the present incumbents without liens or who would, if transferred to parent or other department, revert to lower posts may continue against their present posts in the Development hierarchy.

5.65 It may be mentioned that all liens of those who belong to other departments have been suspended. However, in quite a few cases their names are being maintained in the parent departments without the benefit of *pro forma* promotions. The latter cases are considered as coming within the definition of existing liens.

5.66 If the suggestion made above, which partially permits absorption of the existing staff in their parent department is accepted, the problems of personnel would to a large extent be solved.

5.67 From what has been mentioned above it will be seen that there would remain a small group of present incumbents who do not have any liens whatsoever and have, therefore, no other parent department. It is suggested that the problems of personnel can be further solved if such incumbents can be absorbed in the Revenue Department. In view of the fact that their number is not considerable this should be possible subject to the condition mentioned, that absorption should not be to the disadvantage of any of the present incumbents.

5.68 The transfer and absorption of a large proportion of the present incumbents would not necessarily result in their experience being lost to the development hierarchy. Their transfer and absorption would only be for purposes of avoiding a major hierarchy but their services could be re-obtained on deputation against the posts in the development hierarchy. Their experience therefore continues to be at the service of this department.

5.68 (a) The transfer of the present staff to either their parent department or to other departments would necessitate the amendment to existing rules or the introduction of fresh rules. In particular, it would be necessary to amend the rules regarding maintaining of lien in order to permit the repatriation of persons whose liens may also no longer exist under the Note 4 of rule 20 (a) of the M.C.S.R. as it now stands. The process of absorption would be long drawn out and very difficult, even if new rules are framed for this purpose.

5.69 The magnitude of the problem of absorption of the personnel in the various categories is enormous. There are at present 19 District Development Assistants and another 17 of equivalent rank on O.O.D. as against sanctioned strength of 19. So far as Block Development Officers are



concerned, there are 171 Block Development Officers, in position and other 12 of equivalent rank on O.O.D. and against 180 sanctioned posts. There are 49 Deputy Block Development Officers, who are of the same grade as the Block Development Officers in position. Sanctioned number of posts of Deputy Block Development Officers is also 49. There are 163 Extension Officers of panchayats in position with 7 of equivalent grade on O.O.D. making up 170 which is the sanctioned strength. In terms of numbers the problem is considerable. There would be the question of fixation of seniority in each individual case after the appropriate department to which each individual has to be transferred is determined. It would probably be more desirable to consider whether the development hierarchy can be filled by some other means than by this method.

5.70 In the result, it would seem that there is no alternative but to retain the various grades of officers and officials mentioned above as part of a single cadre in order to avoid raising a host of other problems. However desirable it may seem not to have a Development cadre as such and to fill posts relating to development only by deputation of suitable officers of other departments, it would be clear that it is inevitable to retain a development cadre in view of the problems involved.

5.71 It would be necessary to emphasise that the staffing pattern of the Directorate is to a very large extent guided by the need to retain the existing staff separately in view of the difficulties which would otherwise arise. Incidentally, the pattern suggested would provide some minimum degree of career prospects to the members of the hierarchy. It is also suggested that the posts in the Directorate be filled as far as possible only by promotion from the lower cadres. Direct recruitment, however, would be desirable at the level of the Chief Executive Officers in keeping with the general policy regarding such recruitment. An adequate percentage for direct recruitment would have to be determined in due course. Direct recruitment would, of course, be necessary at the level of panchayat Extension Officers in future vacancies. The suggestion regarding direct recruitment to the grade of Chief Executive Officer refers only to recruitment to vacancies in this grade that may arise in future and cannot be made applicable to posts which would have to be initially created in this Directorate for the establishment of this hierarchy. The latter would be meant completely for present incumbents. In respect of other cadres no direct recruitment is suggested for the higher grades, viz., Junior Class I and Senior Class I posts (M.A.S.) in order to provide sufficient incentive in a cadre which is already fairly narrow at the higher levels.

5.72 *An optimum base for development:*—In connection with the organisation for development at the rural level one aspect which calls for very detailed consideration is the level of operation. So far the emphasis has always been on the village as a unit for planning particularly with regard to agricultural development. The assumption has been that a single village constitutes the basic economic unit in rural life and that programmes for development must be split up to suit the level of operation of this basic unit. The assumption of the village as a basic unit for economic decisions has had unfortunate consequences since it is difficult to justify even the premises on which this assumption was made. The village concept has merely added to overheads and resulted in enormous time and effort going into the solution of innumerable problems of minor magnitude. Agricultural expansion effort has, if it is to be effective, to deal with large areas and should have some revolutionary content in it. Such programmes should not be allowed to lead to excessive administrative fragmentation even though the operative unit may be the individual farm. Some element of regimentation would be inevitable and this would point to the need to have a larger jurisdiction for operation. The reduction in terms of paper work with the assumption of larger areas for operation would be obvious. The success of a programme is not necessarily assured by having innumerable centres of contact with the rural community in a programme of common interest. The compulsion to have village level activities has resulted in small organisations being created in both the development sector and the co-operative sector with unfortunate results.

5.73 If this concept is given up and development conceived of as more efficiently operated in a larger area jurisdiction, the higher level of technical competence referred to earlier would be possible. With the village as the base, there is bound to be excessive fragmentation of not merely the organisational structure but also the quality of personnel. It is therefore suggested that in all programmes, a taluk be assumed as the basic development unit and that the fragmentation at the village level be avoided. If this is done, it would result in villages being treated only as local agencies and the programme being implemented uniformly in the taluk. This would also ensure that the Taluk Board functions more efficiently in the development programme.

5.74 If the village as the basic unit is no longer considered suitable, it would follow that the present emphasis on the primary co-operative society is also doubtful. The primary co-operative society is too small a unit to be able to operate efficiently and there should be no objection to organising larger-scale societies catering to groups of villages. In fact, so far as supplies are concerned it should be possible, with improvement in communications, to treat the village units only as godowns and stocking agents of the taluk societies. This is a matter which is beyond the terms of reference of this report but has been mentioned in passing as these organisations are so closely associated with the development organisation at the taluk level.

---

## CHAPTER-VI

### SUMMARY

6.1. This study is mainly concerned with the organisation of the Community Development Block as an agency for rural development. The ability of the Block to function as a development agency has been considered in the light of its organisation departments. The concept of the community Department Block is not new to this country and so far as Mysore State is concerned rural reorganisation has had a long history starting from 1961. The Block in Mysore, after re-organisation based on the Balvantrai Metha Committee Report now cover the entire State the financial and staffing patterns of the Blocks in this State follow All-India Patterns (Paras 1.1 to 1.24).

6.2. The Community Development Block was based on the concept of self-development of the rural community. Performance cannot be judged only in terms of financial or physical targets but the frame work in which this agency had to function has to be recalled at every stage (Paras 2.1, 2.2.)

6.3. The provision for a pre-extension stage Block for one year is Rs. 18,800, for Stage-I Block—Rs. 12 lakhs for five years, and Stage-II Block Rs. 5 lakhs for five years. Various items of expenditure including capital expenditure are covered by this allocation. Establishment charges claim nearly 30 to 35% of total allocations while about 40% is taken up by the amenities programme. In addition, a large part of the amount is meant for subsidies and loans under the agricultural programmes. It will be apparent that the allocations can only be considered as meant to create an infra-structure for development in the rural area. This view is strengthened by the fact that the average expenditure over a period of five years on an individual citizen in the rural area is only Rs. 18 in a Stage-I Block and Rs. 7 in Stage-II Block (Paras 2.3 to 2.7).

6.4. During the First Plan period only 79% of the annual requirements were made available to the Blocks. During the Second Plan period full allocations were made while during the Third Plan period only 88% of actual requirements were provided. The allocations therefore were below requirements specially during the Third Plan when tempo was stepped up in the agricultural sector. With increased pay scales during this period, the funds available for developments as such were therefore correspondingly less Para (2.8).

6.5. The emphasis on the creation of physical assets has often resulted in thinly spreading out available allocations (Para 2.9.)

6.6. The insistence on Stages in the establishment of Blocks and the introduction of Panchayatraj half-way through the Third Plan has considerably affected the working of the Blocks. Piecemeal changes in staff and chronic staffing difficulties including a slow process of reducing the control of the Block Development Officer over some of the staff has reduced the pace of development (Paras 2.10, 2.11).

6.7. The workload of the Block cannot be assessed only on the basis of the schematic budgets. The Block agency has always been actively involved in several programmes such as distribution of fertilizers, distribution of improved seeds, loans for wells etc., which involve a considerable workload. With increasing workload routine work has tended to often outstrip creative of the staff resulting in the system getting bogged down. The Statements and reports prescribed have to be revised. (Paras 2.12 to 2.14).

6.8. Though the intention was that all departmental schemes not of a special nature should be implemented through this agency, parallel hierarchies have developed in some Departments. This has reduced the influence of the Block and is undesirable. Some schemes now implemented by some departments can be transferred to this agency immediately (Para 2.15).

6.9. The system of inspections also casts a heavy workload on the Block staff. It would be desirable to prescribe a minimum scale of inspections specially on the technical side (Para 2.16).

6.10. It cannot be said that the Block has not resulted in development in the rural areas. The achievements are by no means insignificant and there has been around improvement in the economic condition of the rural community. Particularly in agriculture, there has been a major change not merely in terms of production but also attitudes. A similar trend is noticeable in other sectors of development also. The participation of women and youth which is likely to have a dynamic influence on the rural community has been increasing and this has been possible only because of the Block functioning as an agency of development. In considering the achievements of the Block, the limitations under which the programme has functioned have to be recognised. These range from lack of funds to chronic staffing difficulties and the loose connection of other departments with the Block (Paras 2.17 to 2.21).

6.11. One of the key elements in the Community Development programme is the quantum of peoples contribution for local work. Even making allowance for difficulties in computation, the quantum of peoples contribution is impressive. Due to a steady reduction in the tempo of the programme over the Third Plan, the quantum of peoples contribution has also tended to fall steadily. If these results of the programme are taken into consideration it would be difficult to assert that the system has not resulted in advantage to the rural community (Paras 2.22 to 2.24).

6.12. The technical content of the programme has been low. Consequently, there has not been an immediate and impressive impact on the rural economy particularly with regard to agriculture. The conservative approach has yielded only marginal results. Dynamic change has therefore not been assured (Paras 2.25 to 2.27).

6.13. The association of district organisations of development departments with the Block was never made strong. Consequently, co-ordination problems have tended to increase resulting in the Block being made ineffective in key sectors (Paras 2.28 to 2.30).

6.14. The Block Organisation was concerned with many activities outside its schematic budget. The Block team has functioned as part of the personnel of the Taluk Boards after their introduction. The workload cast on the Block office as part of the Taluk Board Organisation has been enormous and must be taken into consideration in assessing the workload of the Block. Apart from this major workload which tends to be overlooked, the Block agency has also been involved in programmes such as Applied Nutrition Programme, Rural Manpower Project, etc, the workload

under which must also be taken into consideration. It has to be recognised that the Block agency has functioned as the staff under all these programmes and in the absence of the Block office, staff would have had to be placed in position separately (Para 2.31).

6.15 There are at present 171 Block Development Officers. There has been no uniform system of recruitment and there has not been clear specification of career opportunities. There are at present 49 posts of Deputy Block Development Officers (Paras 3.1 to 3.4).

6.16 The Extension Officers concerned with agriculture, animal husbandry, rural engineering, co-operatives, rural industries and the Progress Assistant are all on deputation from their technical departments. The posts of Extension Officers for animal husbandry, rural industries have been abolished recently. (Para 3.5).

6.17 The posts of Social Education Organisers and Mukhya Sevikas were created as part of the Development Department. These posts have recently been transferred to the Education Department but a few Mukhyasevikas posts exist in Blocks where the Applied Nutrition Programme is in existence. (Paras 3.6 to 3.8).

6.18 The post of Extension Officers (Panchayat) was created in 1962 and he is part of the Development Department. No career opportunities have been specified for this post (Para 3.9).

6.19 The posts of Gramasevaks were created in the Development Department. The incumbents have recently been transferred to the Agriculture Department. There are at present 2232 Gramasevaks in position, as against the sanctioned strength of 2800. (Para 3.10).

6.20 The posts of Gramasevikas were all created as part of the Development Department and against the sanctioned strength of 550, 354 Gramasevikas in position have been retained. 196 posts have been abolished. The Gramasevikas retained function only in the Applied Nutrition Programme (Para 3.11).

6.21 The Block staff includes the Progress Assistant and clerical and other staff also at the District level. The District Development Assistant who is a Class I (Junior scale) officer functions as an Assistant to the Deputy Commissioner, so far as Development is concerned. (Paras 3.12 to 3.14).

6.22 Job Charts have been prescribed for all the staff members in the Block team. The Block Development Officer has to function as the administrative head of the Block Office. During the initial phase, the Block Development Officer was in a fairly strong position but over the years there have been tendencies which have weakened his control. The district heads of departments have increasingly tended to have direct control or association with their respective technical Extension Officers in the Block. The other factor has been the implementation of schemes which are not of special nature by the departments directly with independent staff. Apart from these factors, the field level worker, viz. the Village Worker, has recently been transferred to the Agriculture Department but in effect this has resulted in a shift in loyalty with a consequent reduction in the control which the Block Development Officer has over the Village Level Worker. The Block Development Officer has also a dual role to play since he is the Chief Executive Officer of the Taluk Board. Apart from certain inherent difficulties in such a dual role, a considerable burden regarding accounting and administrative matters is thrown on him. In Blocks where there are special programmes such as Applied Nutrition Programme or Rural Manpower Projects being implemented his workload is enhanced. Taken by and large it would be too difficult to argue that the post of Block Development Officer is not necessary since in any case he would have to continue as the Chief Executive Officer of the Taluk Board. His effectiveness as a Block Development Officer has not been maintained as it should have been done (Paras 4.1 to 4.10).

6.23 The posts of Deputy Block Development Officers were created with the intention of providing assistance to the Block Development Officers in multi-unit Blocks. Since these Officers were on the same grade there have been considerable problems of control and co-ordination. It would have been more functionally appropriate to have increased the number of Extension Officers in such Blocks rather than create officers of an equivalent level and place one under the control of the other. These posts appear to be unnecessary (Para 4.11).

6.24 The technical Extension Officer in the Block team have, by and large, functioned within the frame work of their job charts. The Agricultural Extension Officer has always had a key role particularly with the emphasis on agriculture. There have been certain cases where he has not been associated fully with schemes implemented by the Agriculture Department independently of the Block. The creation of separate staff for such schemes has been unfortunate and it would have been better to implement such schemes through the Block and strengthened the position of the Agricultural Extension Officer. The post of the Agricultural Extension Officer cannot be abolished and has to be continued (Paras 4.12 to 4.15).

6.25 With the importance attached to Co-operative Societies in the rural areas, the Extension Officers for co-operation was made a member of the Block team. To some extent in this Department also equivalent levels have been created outside, the Block office. The question whether the post of Co-operative Extension Officer should or should not continue as part of the Block team is one that cannot be decided in isolation. If as suggested, the Block is merged with the Taluk Board, it would appear undesirable to place the Co-operative Extension Officer under the jurisdiction of the Taluk Board, since this would amount to superimposing the Taluk Board, which is a political organisation, over the co-operative which is a voluntary organisation. If the co-operative movement has to be left free of such influences it would follow that the post of Co-operative Extension Officer in the Block set-up after merger with the Taluk Board would be unnecessary. The withdrawal of the Co-operative Extension Officer need not result in the lack of co-ordination between the Taluk Board and the Co-operative since some measure of common membership can be instituted to ensure such co-ordination (Paras 4.16 to 4.19).

6.26 The posts of Extension Officers for Industries have recently been abolished and these posts are not necessary since the Department of Industries would be in a better position to cater to this sector through its normal hierarchy. With regard to sectors of development such as Animal Husbandry, Fisheries etc., the need for an Extension Officer would have to be determined on the basis of the importance of the sector in the local economy. (Paras 4.20 to 4.22).

6.27 The post of Extension Officer, Rural Engineering cannot be abolished since it is extremely doubtful whether the Public Works Department can undertake the type of works involved. This is a post which is necessary in order to provide immediate technical support to the works in the Block or Taluk Board (Para 4.23).

6.28 The Extension Officer (Panchayats) cannot be equated with the other Extension Officers since his duties are of a special nature. This post would continue to be necessary in order to ensure an adequate level of supervision and guidance to the Panchayats (Para 4.24).

6.29 Social Education, as a concept, had an important place at the time of the inception of the Community Development programme. The creation of this frame work of social consciousness within which the technical extension officers could play their parts effectively, was assigned to the Social Education Organiser. The Social Education Organiser was expected to be the catalyst and his efficiency would often influence the entire working of the Block team. In actual practice, it is doubtful whether Social Education Organiser has been able to function in the manner expected due to various limiting circumstance. The choice of personnel has to a large extent been unfortunate in this extremely sensitive post. Considering the level of social consciousness that now generally prevails and the knowledge which the rural community now has regarding availability of services it

is doubtful whether a functionary such as Social Education Organiser is necessary. On a broad assessment of the type of work involved and the level of development that now prevails it would appear reasonable to conclude that social education need not form part of the activities of the Block any longer. The position is similar with regard to the Lady Social Education Organiser (Mukhya Sevika) also. Consequently these posts are necessary as part of the Block team and their duties may be assigned to departments such as Health, Education, and Information and Publicity. Under recent orders the present incumbents in these posts, except for some Mukhya Sevikas in Applied Nutrition Programme Blocks, have been transferred to the Education Department (Paras 4.25 to 4.35).

6.30. The posts of District Social Education Organisers are no longer necessary since normal departmental channels of control and supervision can now operate with the transfer of the Social Education Organisers and Mukhya Sevikas to the Education Department (Paras 4.36 to 4.37).

6.31 The Gramasevak has always been one of the most important functionaries in the Community Development Movement. With the reduction in the tempo of activity, the work of the gramasevak has also tended to decrease. The tendency to implement schemes without the association of the Block has also reduced his effectiveness. In certain areas where special problems or any irrigation projects exist the gramasevak is unable to provide sufficient technical guidance. The Gramasevak would have to be replaced by the Agricultural Extension Officer in these special areas as soon as possible and in all areas gradually. (Paras 4.38 to 4.44).

6.32 The post of Gramasevikas are no longer necessary and they may be transferred to associated departments as has been done in the case of the Mukhyasevaks. The Gramasevikas may be continued in Applied Nutrition Programme Blocks in view of the special nature of work (Paras 4.45).

6.33 The Progress Assistant in the Block is responsible for all statistical material and for the conduct of special surveys etc). He is on deputation from the Bureau of Economics and Statistics (formerly the Department of Statistics). If the reporting of administrative data can be systematised it should be possible to withdraw the Progress Assistant from the Block and to designate him as a Taluk Statistical Assistant directly under the District Statistical Officer. The internal reports of the Block or of the Taluk Boards would be compiled normally by clerical staff available and a separate statistically trained official for this limited purpose is not necessary (Paras 4.46 to 4.47).

6.34 All programmes relating to social welfare are implemented by the Block and for this purpose a Social Welfare Inspector is located in the Block. So long as such special programmes are implemented his post would be necessary (Paras 4.48).

6.35 Clerical and accounting staff would continue to be necessary even with the merger of the Block with the Taluk Board (Para 4.49).

6.36 The post of the District Development Assistant to the Deputy Commissioner at the District level, would continue to be necessary with the change in the designation as Head Quarters Assistant (Development) (Page 4.50).

6.37. It would be difficult to now revert to the departmental system of field control. From the point of view of the rural community it would be difficult to replace the Block Organisation by a pure departmental structure. The existence of a single organisation for elementary programmes of rural reconstruction provides great benefit to the rural community and avoids serious problems of co-ordination. The future of the Community Development Block has to be based on certain premises on which the entire movement has been built. It would be also difficult to disassociate the working of the Block from the Taluk Boards which at that level have been statutorily assigned the responsibility of local development. The linking of the Community Development Block with the Taluk Board would therefore, seem inevitable. If, however, the Block is considered in isolation

without due regard to the Taluk Board, it may be stated that an organisation of this type is not necessary due to the level of consciousness being fairly high in the rural areas. But, this would be a restricted point of view and in any case the fact that the Taluk Board exists as a statutorily, created agency for development cannot be overlooked. Rural development therefore, would have to be viewed in the context of the Panchayatraj system, and, viewed in this light, the Block need not exist as a separate entity but may be merged with the Taluk Board. The present system in Mysore State is only a half-way house since the Block is to some extent outside the Taluk Board. In this connection it may be stated that even such programmes such as Applied Nutrition Programme and Rural Manpower Project may be entrusted to the Taluk Boards in future (Paras 5.1 to 5.18).

6.38. The removal of the distinction between the Block and the Taluk Board is not contrary to the principle of retaining one agency for development at the local level. The Taluk Board would with the removal of the distinction function as this single agency. With the Taluk Board solely responsible for development it should be possible to create conditions for the growth of healthy leadership in the local area (Paras 5.19 to 5.20).

6.39. The choice of type of schemes which Taluk Board will be allowed to handle should be based on certain principles. The responsibility for implementing all schemes irrespective of content or outlay involved will not be possible. The schemes strictly of a local character which do not involve heavy investment or which do not have major economic implications can be entrusted to the Taluk Board. The periodic review of the type of schemes which can be assigned to the Taluk Boards should be made (Paras 5.21 to 5.22).

6.40. It is necessary to abolish the pattern of stages and to treat development as on continuous process (Para 5.23).

6.41. With the abolition of stages it is desirable that the Taluk Board receives an assured quantum of annual financial assistance so that an even tempo of development can be maintained. The Madras pattern may be adopted for this purpose with modification necessary. It is also necessary that departmental allocations for schemes which may be transferred should be placed at the disposal of the Taluk Board subject to restrictions regarding the type of schemes that may be taken up. But some degree of flexibility should be permitted. To improve the efficiency of operation it is suggested that in the distribution of funds, a system of selective grants can be introduced so as to develop public consciousness regarding the performance of the Taluk Boards (Paras 5.24 to 5.27).

6.42. The transfer of the responsibility for implementation of most of the development schemes to the Taluk Board and the abolition of the Block would not imply the total dissociation of the departments at the district and lower levels from development activity. Officers in these departments at the district and taluk levels must be made responsible for inspection and guidance. They may be charged with the responsibility of ensuring that so far as their subject matters are concerned the schemes are implemented on the lines laid down or those normally being taken up by the Taluk Boards are properly implemented. Specific duties regarding inspection should be laid down and periodic reports of these officers should form the basis for assessment of work of these bodies. (Paras 5.28 to 5.29).

6.43. As mentioned earlier, link would have to be developed between the co-operative and the Panchayatraj institutions both at the village and taluk levels. They may be done by a system of common membership (Para 5.30).

6.44. Rationalisation of procedures with sufficient delegation of authority is essential in order to avoid a heavy workload on mere procedures and reports (Para 5.31).

6.45. There is no reason why special schemes such as Applied Nutrition Programme, Rural Manpower Projects cannot be transferred to the Taluk Boards for implementation. These schemes cannot be considered to be of such a complicated nature as would require departmental control (Paras 5.32).

6.46 If developmental activity is made the responsibility of the Taluk Boards, it follows that there would be no multiple Blocks in any taluk. However, the workload involved in such areas would necessitate the provision of sufficient technical personnel and also executive assistance to the Chief Executive Offices. (Para 5.33)

6.47 The relationship with the revenue hierarchy has always been a vexed problem. It would have been more desirable if there could have been only one functionary of the level of the Tahsildar or Chief Executive Officer at the taluk level looking after both development and revenue work. However, the nature of duties which the Tahsildar performs does not permit such a common control due to the administrative difficulties that may arise. It follows, therefore, that the Tahsildar and the Chief Executive Officer, would exist at the taluk level independently. However, the association of the Tahsildar with the Taluk Board is desirable. Co-ordination at the taluk level may be achieved by the formation of a functional sub-committee for each taluk with the Assistant Commissioner as Chairman and consisting of the President of the Taluk Board, the Chief Executive Officer and the Tahsildar. Other officers such as the Assistant Engineer could be co-opted depending on the subjects under consideration. This committee may be charged with the responsibility of implementation of programmes decided upon by the Taluk Board (Paras 5.34 to 5.36).

6.48 The Assistant Commissioner at the Sub-divisional level could be associated with development by the institution of a Committee with him as chairman and consisting of all the Chief Executive Officers of the Taluk Boards and the Tahsildars within his Jurisdiction and also other officers of the departments at the sub-divisional level. At the district level it is presumed that the Deputy Commissioner would continue to be responsible for co-ordination as at present. (Paras 5.37 to 5.39)

6.49. With the Tahsildar and the Chief Executive Officer continuing separately at the taluk level it would be necessary to have the Village Accountant and the Panchayat Secretary as separate functionaries. The present proposal to combine these two officers in the same person would give rise to the situation of two departments controlling the same functionary for certain items of work. This is an undesirable situation (Paras 5.40).

6.50. The staff with the Taluk Board, now that it replaces the Block, will consist of two parts. The first would be its own staff paid out of its funds. The second part would consist of the present Extension Officers, Chief Executive Officer, Extension Officer (Panchayats) and the Village level Workers if they are continued. The technical officers including Village Level Worker may be considered as on deputation from their parent departments. This would imply that the main problem would relate to the type of organisation for development consisting of District Development Assistants, the Chief Executive Officers, and the Extension Officers (Panchayats). Considering the type of work at the taluk and other levels, a distinct development cadre as such would not appear to be necessary. The type of organisation which would be desirable for rural development in the context of Panchayatraj would also involve a consideration of the future of the present incumbents in the posts referred to above. However, this problem may be considered in two parts. The first would relate to the consideration of the desirable type of organisation for rural development and the second would relate to what can be done with regard to the existing incumbents (Paras 5.41 to 5.45).

6.51. The present organisation of the Development Department does not appear to be very suitable particularly in the context of the need for constant and intensive supervision of the Panchayatraj bodies. The association of the Secretariat Department of Government, however, slight it may be, has tended to result in a high degree of central which is not desirable. It is suggested that a Directorate of Panchayatraj be established with sufficient levels of authority in order to ensure an adequate level of guidance of control of Panchayatraj institutions particularly with regard to development functions. The Directorate, apart from the headquarters organisation,



would consist essentially of all the posts of Village Level Workers, Agricultural Extension Officers, Extension Officers (Panchayats), Chief Executive Officers, District Panchayat Officers, District Development Assistants. The posts of Agricultural Extension Officers and Village level Workers and similar posts which may be created later would be filled only by means of deputation of suitable officers (Paras 5.46 to 5.57).

6.52. The control which the Taluk Board would have over the staff should be very clearly specified. It is generally desirable to ensure that the staff is independent of the influences of the Taluk Board so far as disciplinary and administrative matters are concerned (Paras 5.61).

6.53. It would have been most desirable if the posts in the Directorate could have been filled only by deputations but the problem of the present incumbents in the department in the posts of District Development Assistants, Block Development Officers, and Extension Officers (Panchayats) has to be met. The present incumbents in these posts can no doubt be transferred to other departments and absorbed there. How far this can be done under the present rules regarding maintaining of liens is a matter for detailed consideration. However, if this cannot be done or if this is considered as extremely difficult, it would be necessary to accept, as an inevitable result, the retention of the present group of incumbent as part of the development cadre in the Directorate of Panchayatraj (Paras 5.58 to 5.74).

6.54. In connection with the organisation for development at the rural level one aspect is the level of operation. It would appear that the village as a unit for rural reconstruction is no longer a sufficient level and that the area of operation should be made bigger, preferably a taluk. The assumption of the village as the basic unit for economic decisions can no longer be justified. If the village is no longer a basic unit with regard to agriculture, the concept of the primary co-operative society would also need change (Paras 5.72 to 5.74).

---

## CHAPTER VII

### Recommendations

7.1. The Community Development Organisation should be associated only with agriculture and allied subjects such as Animal Husbandry, Minor Irrigation, Fisheries, and to some extent Village Roads. All other programmes should only be considered as incidental and should not form part of the normal workload of the Block. (Para 2.13).

7.2. The statements and *proformae* which have now been specified need rationalisation and reduction in numbers. Development Department in association with the Bureau of Economics and Statistics may consider this matter. (Paras 2.14 and 5.31).

7.3. Some programmes now being implemented by departments may be transferred to the Block agency since these programmes are not of such nature as would need a separate departmental agency (Para 2.15 and Appendix 4).

7.4. The system of inspections of the Blocks requires modification to reduce the burden of excessive inspections. Single points of inspection for each department may be specified (Para 2.16).

7.5. The orders transferring the Village Level Worker to the Agriculture Department require clarification to re-establish the administrative control of the Block Development Officer (Para 4.5).

7.6. The post of the Block Development Officer would have to continue in this capacity as Chief Executive Officer even with the abolition of the Block (Para 4.10).

7.7. The posts of Deputy Block Development Officers even in irrigated areas and special areas do not appear to be necessary. It is recommended that further technical support to the Block Development Officer be provided with necessary executive assistance at his headquarters rather than maintain the posts of Deputy Block Development Officers and their independent staff. (Para 4.11).

7.8. The post of Agricultural Extension Officer would continue to be necessary even with the abolition of the Block and its merger with the Taluk Boards (Para 4. 15).

7.9. It is recommended that with the merger of the Block with the Taluk Board the co-operative movement should have no relationship with the Taluk Board directly. It is recommended the Co-operative Extension Officer may therefore be withdrawn and need not form part of the staff of the Taluk Board. in future (Paras 4.16 to 4.19).

7.10. With regard to the post of Extension Officers for Animal Husbandry, Fisheries, etc., it is recommended that the need for such posts should be determined on the basis of the importance of that particular sector in the local economy. Generally speaking, these posts are not necessary (Paras 4.20 to 4.22).

7.11. The post of Extension Officer, Rural Engineering, would continue to be necessary and it is recommended that these posts be maintained even with the abolition of the Block (Para 4.23).

7.12. The post of Extension Officer, (Panchayats) would continue to be necessary even after the abolition of the Blocks. This may be maintained. (Paras 4.24).

7.13. It is recommended that the posts of Social Education Organiser and Mukhya Sevika (Lady Social Education Organiser) are no longer necessary. It is also recommended that the transfer of the present incumbents in these posts to the Education Department be reviewed to assess possibility of transferring some of them to the Publicity Department in view of their special training. It is also recommended that the orders retaining those Mukhya Sevikas who have been retained for work in the Applied Nutrition Programme Blocks needs the consideration and it may be investigated whether the present incumbents in such areas, cannot also be absorbed in the Education Department and redeputed to such Blocks if necessary (Paras 4.25 to 4.35).

7.14. Six posts of District Social Education Officers appear to be superfluous and may be abolished (Paras 4. 36 and 4. 37).

7.15. It is recommended that the Gramasevaks in special areas or in irrigation tracks be replaced by Agricultural Extension Officers with necessary adjustments in jurisdiction in order to raise the level of technical competence. It is also recommended that the post of Gramasevaks be converted into those of Agricultural Extension Officers ultimately with necessary adjustments in the jurisdiction. The area assigned to a gramasevak or the Agricultural Extension Officer in irrigation tracts or in special areas needs to be reduced to not more than two thousand acres for effective work (Paras 4. 38 to 4. 4)

7.16. The separate posts of gramsevikas appear superfluous and these functionaries in the Applied Nutrition programme areas may also be transferred to associated departments with redeputation to the Blocks (Para 4. 45).

7.17. The post of Progress Assistant may be withdrawn from the Block and converted into that of a Taluk Statistical Assistant directly under the District Statistical Officer. Such a post does not appear necessary with the transfer of the work to the Taluk Boards. (Paras 4. 46 and 4.47).

7.18. The post of Social Welfare Inspector) now attached to the Block would have to be continued till such time as special programmes are implemented for the weaker sections of the community. (Para 4. 48).

7.19. The post of the District Development Assistant would continue to be necessary, even with the merger of the Block. (Para 4. 50).

7.20 It is recommended that the concept of a single agency for development at the Taluk-level should not be given up. The single agency is considered necessary (Paras 5.1 to 5.3).

7.21 With the statutory stipulation that development would now be the responsibility of the Taluk Board at the taluk level, it is recommended that the distinction between the Block and Taluk Board be given up. The Block is no longer necessary as a distinct unit and it is recommended that the Block be merged with the Taluk Board. (Paras 5.4 to 5.20).

7.22 It is recommended that the type of schemes which are to be entrusted to the Taluk Board for implementation or transferred to the Taluk Board should be carefully considered by each Development Department. It is also recommended that as and when new schemes are introduced, a system of review be introduced in order to determine whether some of these schemes could be transferred after they have been worked for a few years to the Taluk Board. (Paras 5.21 and 5.22).

7.23 The system of financing based on stages such as Stage-I, Stage-II, Post-Stage II may be abolished. It is also recommended that with the abolition of stages, a system of financing to ensure immediate financial support be adopted as in Madras State. (Paras 5.23 and 5.24).

7.24 In the allocation of funds to the Taluk Board by Departments with the assignment of schemes to these Boards it is desirable that some degree of flexibility be allowed in order to permit special circumstances being taken into consideration. (Para 5.25).

7.25 To improve the efficiency of the Taluk Boards it is suggested that a system of selective grants based on performance be introduced in the distribution of funds among the Taluk Boards (Para 5.26 and 5.27).

7.26 With the transfer of responsibility for implementation of development schemes to the Taluk Board, it is recommended that responsibility for internal evaluation performance be placed on the departmental officers at the district and taluk levels (para 5.28).

7.27 It is recommended that effective links between the technical levels of the Development Department at the district and Taluk levels with the Taluk Boards be ensured by insistence on attendance at the meetings of the Taluk Boards at various levels (Para 5.29).

7.28 It is recommended that with the dissociation of the Taluk Board with the co-operative sector, some degree of common membership be provided in order to ensure co-ordination (Para 5.30).

7.29 It is recommended that schemes such as Applied Nutrition Programme and Rural Manpower Project also be transferred to the Taluk Boards for implementation (Para 5.29).

7.30 It is recommended that the concept of multiple units be abolished and that in those taluks where multiple units exist, sufficient technical help be provided to the Block Development Officer who would now function as Chief Executive Officer. It is also recommended that an Executive Assistant be provided in these taluks to the Chief Executive Officer (Para 5.33).

7.31 It is recommended that a functional sub-committee for each taluk with the Assistant Commissioner of the Sub-Division as Chairman be constituted consisting of the President of the Taluk Board, the Tahsildar, the Chief Executive Officer, and other Officers such as the Assistant Engineer (Para 5.34 to 5.37).

7.32 It is also recommended that a committee be constituted with the Assistant Commissioner of the Sub-Division concerned at sub-division level consisting of the Chief Executive Officers the Tahsildars, and other Executive Officers, the Tahsildars, and other officers for review of progress and for co-ordination of inter-departmental matters, if any (Para 5.38).

7.33. It is recommended that the Village Accountant and Panchayat Secretary should be separate functionaries with necessary adjustments in the jurisdiction of the Village Accountant (Para 5.40).

7.34. It is recommended that the technical support to the Taluk Boards for development programmes be provided by deputation of technical officers as is now in practice in relation to the Block (Paras 5.41 to 5.44).

7.35. It is recommended that a separate department designated as Directorate of Panchayatraj be created with a Director of Panchayatraj of a suitable grade which Government may decide. The Secretariat may be relieved of all routine work of the type now handled, leaving it free for efficiently advising the Government only on policy matters. (Para 5.45 to 5.50).

7.36. It is recommended that the matters relating to the Taluk Boards, Panchayats and District Development Councils be entrusted to the Directorate of Panchayatraj (Para 5.51).

7.37. It is recommended that the hierarchy of the Directorate of Panchayatraj would originate with the Director of Panchayatraj who would replace the Development Commissioner. Further it is recommended that he has to be assisted with 4 Joint Directors of M.A.S. cadre (sr. scale). Each Joint Director will be given assistance of one Deputy Director of Class I Jr. Scale with necessary clerical and other assistance (Para 5.52).

7.38. It is recommended that the special staff employed for Applied Nutrition, Rural Manpower projects and the Director of Training at the Secretariat level be absorbed in the proposed Directorate of Panchayatraj as follows:

(1) The Director of Training could be merged with the post of Joint Director (Administration).

(2) The work of Women Welfare Officer could be assigned to one of the Deputy Directors since it would appear superfluous to have a separate post.

(3) The work now handled by the Project Officer, Rural Manpower Project could be assigned to the Deputy Director dealing with Taluk Boards.

(4) The two posts of Asst. Development Commissioners at the Secretariat level could be merged with the two available posts of the Deputy Directors at headquarters of Directorate.

(5) Similarly the post of Deputy Development Commissioner in the Secretariat could be merged with one of the posts of Joint Directors. (Para 5.53).

7.39. It is recommended that the present post of District Development Assistant be continued in each district and redesignated as Headquarters Assistant (Devt.) (Para 5.54)

7.40. It is recommended that a post of District Panchayat Officer in Class II Cadre (equivalent to Block Development Officer) be created in each district to function under the Headquarters Assistant (Development). The District Panchayat Officer may be delegated with responsibility of supervision and inspection of the Panchayats and he may also function as Office Assistant to the Development Branch i. e., Headquarters Assistant (Development) (Para 5.55).

7.41. It is recommended that in taluks where the number of Panchayats exceeds 30 (a) proportionate increase in the number of Extension Officers (Panchayat) may be effected (5.56).

7.42. It is recommended that the posts of Agricultural Extension Officers and Gramasevaks (till replaced by Agricultural Extension Officer which is suggested earlier) constitute part of the Directorate except that they would all be filled only by deputation from the Department of Agriculture (Para 5.57).

7.43. It is suggested that with the proposed abolition of the Development Department in the Secretariat it would be necessary to designate the administrative secretariat for the Director of Panchayatraj from any one of the Departments *viz.* Planning Department, Agricultural Department, or General Administration Department. (Para 5. 58).

7.44. It is recommended that the technical staff of the Directorate of Panchayatraj though on deputation should have no claim to deputation or special allowances (5. 59).

7.45. It is recommended that sufficient executive assistance be provided to the Chief Executive Officer in respect of multiblocks by providing an officer in the grade of Extension Officer (Panchayat) in addition to the normal Extension Officer (Panchayat) (Para 5-60).

7.46. It is recommended that the annual confidential reports be initiated only by the Chief Executive Officer or the District Development Assistants depending on the level concerned (Para 5. 61).

7.47. It is recommended that the posts in the Directorate be filled as far as possible only by promotion from the lower cadres (Para 6. 71).

7.48. It is recommended that the village as a unit for planning may be replaced by a larger area in order to ensure effective use of resources and reduce excessive administrative fragmentation (Para 5.72 and 5.73).

7.49. If the area which is considered suitable for economic calculations is no longer the village as recommended above, it will be necessary to reorganise the structure of the primary co-operative societies (para 5. 74).

*Table of Contents of Appendices.*

Sl. No.	Appendix No.	Heading
1	1	Staffing pattern for different stage Blocks and their pay scales.
2	2-A	Schematic budget for the pre-extension period of one year.
3	2-B	Schematic budget for a Development Block during the first stage for pre-1st April 1961 Blocks.
4	2-C	Schematic budget for a Development Block during the first stage for post 1st April, 1961 Blocks.
5	2-D	Schematic budget for a Development Block during the second stage.
6	3-A	Statement showing the particulars of special schemes implemented by the Departments of Agriculture and Animal Husbandry.
7	3-B	Statement showing the particulars of special schemes implemented by the Departments of Animal Husbandry.
8	3-C	Statement showing the particulars of special staff employed by the Department of Co-operation.
9	4	Special Schemes operated directly by the Departments of Agriculture, Animal Husbandry and Horticulture with their own agencies and which could be transferred to the Block agency.
10	5-A	<i>Pro forma</i> form reporting monthly progress in agricultural programme of the Block.
11	5-B	Monthly progress report under green manuring.
12	5-C	Progress of work on the Japanese method of paddy cultivation.
13	5-D	Khariff Campaign Progress report.
14	5-E	Monthly progress report in respect of high yielding programme.Crop loan.
15	5-F	Monthly progress report of Short Term loan.
16	5-G	Monthly progress report under plant protection scheme.
17	5-H	Progress report of simple farm plan and crop loans for the year.

Sl. No.	Appendix No.	Heading
18	5-I	Monthly progress report under rural compost.
19	5-J	Monthly progress report of urban compost.
20	6-A	Comparative statement showing the progress achieved under important development fields during the period of Second and Third Five-Year Plan periods.
21	6-B	Achievements under minor irrigation and land reclamation during Second Five-Year Plan period.
22	6-C	Achievements under minor irrigation during Third Five-Year Plan period.
23	6-D	Achievements under animal husbandry during Second and Third Five-Year Plan periods.
24	6-E	Achievements under health and rural sanitation during Second and Third Five-Year Plan periods.
25	6-F	Achievements under social education during Second and Third Five-Year Plan periods.
26	6-G	Achievements under women's programme during Second and Third Five-Year Plan periods.
27	6-H	Achievements under education at the end of Second and Third Five-Year Plan periods.
28	6-I	People's contribution during Third Five-Year Plan periods.
29	7	Statement showing the income and expenditure for the year 1966-67, in respect of certain Taluk Boards taken up for detailed study under Taluk Board U.D.P. and other departmental Funds.
30	8	Government order No. DPC 165 EST 62 dated 16th October 1965 regarding 75% of the posts under certain categories of staff borne on the establishment of the State Service Cadres in respect of Development and Local Government branch of the Mysore General Service.
31	9	Statement showing the particulars of Social Education Organisers and Mukhyasevikas in the Development Department.
32	10	Government Order No. DPC 100 EGS 66, dated 5th July 1967 regarding transfer of Gramasevikas from the Development Department to the Department of Agriculture.
33	11	Government Order No. DPC 83 EDO 67, dated 8th September, 1967 regarding retention of certain posts in the Community Development Departments which were decided to be abolished in view of the sustained drive for economy in expenditure under all heads.
34	12	Provision of special staff for certain special schemes by applied Nutrition Programme, Rural Manpower Project and Amelioration schemes.
35	13	Government Order No. P and D(DPC) 434 EST 59, dated 22nd August 1964 regarding administrative control of social education in the State—transfer to the education Department—Orders—issue of—
36	14	Duties attached to the District Social Education Officers.
37	15-A	Statement at a glance showing the nature of 3 tier system prevailing in the States of Mysore, Madras, Maharashtra and Andhra Pradesh.
38	15-B	Note on patterns of association of Blocks with Panchayatraj institutions in Mysore, Madras, Maharashtra, Andhra Pradesh and Madhya Pradesh.
39	15-C	Copy of the report on reorganisation of District Administration submitted by a Committee under the Chairmanship of Sri N. T. Raju, First Member, Board of Revenue, Andhra Pradesh, (28th April, 1967). Annexure to Appendix 15-C—Government Order No. MS 944 General Administration (Special) Department dated 3rd November, 1967 of Andhra Pradesh.
40	16	Chart showing the proposed Directorate of Panchayatraj.
41	17	Chart showing existing staff of the Development Secretariat at the State Headquarters.

APPENDIX-I.

Staffing Pattern for different Stage Blocks and their Pay Scales.

Sl. No.	Officials	Pay Scale	Pre-extension Block	Single Unit Stage I Block at Headquarters of taluk.	Fractional Units of Blocks both in Stage I and II		Single Unit Stage II or Post-Stage II Blocks at H.Q. of the taluk.	2nd, 3rd, or 4th Units of Blocks in the Taluk whether in Stage I or II.
					Quarter Unit Blocks	Half Unit Blocks		
1	Block Development Officer	250-20-350-25-500	1	1			BDO-1	DY. BDO-1
2	Deputy Block Development Officer	250-20-350/E.B.-25-500	..					
3	Extension Officer (Agri.)	200-10-250-15-400 Graduates (B.Sc. Agri.) 140-10-320 others.	1	1	...	...	1	1
4	Extension Officer (A.H.)	225-10-275-15-425 (Degree holders)		1	...	...	1	1
5	Extension Officer (Rural Engg.)-(Supervisors/Jr. Engineers)	(i) Jr. Engr. 250-15-400 (ii) Supervisor. 150-8-190-10-320		1	...	...	(i) 1 ...	(ii) 1
6	Extension Officer (Co-operation)	(i) 120-5-150-8-190-10-240 (ii) 110-220		1	...	...	1	1
7	Extension Officer (Social Education) (Male)	(i) do		1	...	...	1	1
8	Extension Officer (Women's programme) (Mukhyasevika)	(i) 120-5-150-8-190-10-240	...	1	...	...	1	1
9	Extension Officer (Panchayat)	do	...	1	...	...	1	
10	do (Rural industries)	150-8-190-10-270	...	1	...	...	1	
11	Gramasevaks (Graduates : Non-Graduates :	110-5-150-8-190-10-220 100-5-150-6-180	5	10	2 or 3	5	10	10
12	Gramasevakas	100-5-150-6-180	...	2	...	...	2	2
13	Accountant-cum-Store Keeper	150-8-190-10-270	...	1	...	...	1	1
14	I Division Clerk	110-5-150-6-180-10-220	...	1	...	...	1	
15	Progress Assistant	do	...	1	...	...	1	
16	II Division Clerk	80-3-110-4-130-5-150 (Clerk-cum-Typist)	1	2 (*1 if there are more than 2 units	...	...	2 (*1 if there are more than 2 units	1
17	Typist II Division	80-3-110-4-130-5-180		1 of blocks in the	...	...	1 of blocks in the	1
18	Jeep Driver	70-2-80-3-110 or 70-1-80-2-100		1 same Taluk.)	...	1	1 taluk.)	1
19	Class IV Servants	50-1-60	1					2

## APPENDIX—2A

*Schematic Budget for the Pre-Extension Period of one year.*

	Estimated Cost Rs.
I. Personnel	
One Block Development Officer at Rs. 300 per mensem.	... 3,600
One Agricultural Extension Officer at Rs. 200 per mensem.	... 2,400
Five Gram Sevaks at Rs. 100 per mensem	... 6,000
One Office Clerk-Typist at Rs. 75 per mensem.	... 900
One Class IV employee at Rs. 50 per mensem.	... 600
Office furniture and fittings including one type writer,	.. 1,500
Rent for office at Rs. 50 per mensem.	... 600
Travelling Allowance for Staff and contingencies at Rs. 100 per mensem.	... 1,200
II. Lumpsum provision for Agricultural Demonstration, etc.,	... 2,000
Total	... <u>18,800</u>

The expenditure incurred during the pre-extension stage will be adjusted against the budget provision for the Stage I period, after the P- I Block is converted into Stage I.



APPENDIX 2-B

*Schematic Budget for a Development Block during the First Stage with a ceiling of Rs. 12 lakhs for pre-1st April 1961 Blocks.*

Estimated Expenditure on a Development Block for a period of five years.

(This Budget is only intended as a guide and is to be adjusted according to Local conditions)

(Figures in lakhs of rupees)

Heads	Total	Budget Schematic percentage	Recurring	Budget Schematic percentage	Non-recurring	Budget schematic %	Loan	Other than loan	Budget schematic percentage
<b>I Block Headquarters:—</b>									
(a) Personnel (Detail in Appendix-I) ...	2.60	21.66%	2.60	21.66%	...	...	...	2.60	21.66%
(b) Transport (1 Jeep) ...	0.15	1.25%	...	...	0.15	1.25%	...	0.15	1.25%
(c) Office equipment, furniture, etc. ...	0.15	1.25%	...	...	0.15	1.25%	...	0.15	1.25%
(d) Project Office, Seed Store, Information Centre. ...	0.25	2.08%	...	...	0.25	2.08%	...	0.25	2.25%
	<b>3.15</b>	<b>26.25%</b>	<b>2.60</b>	<b>21.66%</b>	<b>0.55</b>	<b>4.58%</b>	<b>...</b>	<b>3.15</b>	<b>26.25%</b>
<b>II Agriculture and Animal Husbandry-Extension Method and Demonstration of improved practices including equipment. ...</b>	0.50	4.1%	...	...	0.50	4.1%	...	0.50	4.1%
<b>III Irrigation</b>									
<b>IV Reclamation (including soil conservation, contour bunding, etc. ...)</b>	3.40	28.33	...	...	3.40	...	3.00*	0.40	..
<b>V Health and Rural Sanitation:—</b>									
1. (a) Dispensary recurring expenditure ...	0.20	1.66	0.20	1.66	...	...	...	0.20	1.66
(b) Dispensary Building ...	0.10	0.83	...	...	0.10	0.83	...	0.10	0.83
(c) Dispensary equipment ...	0.10	0.83	...	...	0.10	0.83	...	0.10	0.83
2. Drinking Water supply ...	0.50	4.16	...	...	0.50	4.16	...	0.50	4.16
3. Drainage and Sanitation ...	0.25	2.08	...	...	0.25	2.08	...	0.25	2.08
<b>Total</b> ...	<b>1.15</b>	<b>9.16</b>	<b>0.20</b>	<b>1.66</b>	<b>0.95</b>	<b>7.90</b>	<b>...</b>	<b>1.15</b>	<b>9.16</b>
<b>VI Education</b> ...	0.60	5.0	0.15	1.25	0.45	3.75	...	0.60	5.0
<b>VII Social Education (including audio-visual aids and women, youth and children's programme).</b> ...	0.70	5.83	0.40	3.33	0.30	2.50	..	0.70	5.83
<b>VIII Communications</b> ...	0.85	7.08	...	...	0.85	7.08	...	0.85	7.08
<b>IX Rural Arts, Crafts and Industries</b> ...	0.65	5.41	0.25	2.08	0.40	3.33	...	0.65	5.41
<b>X Housing for Project staff and Rural Housing</b> ...	1.00	8.33	...	...	1.00	8.33	1.00	..	8.33
<b>Grand Total</b> ...	<b>12.00</b>	<b>...</b>	<b>3.60</b>	<b>30.00</b>	<b>8.40</b>	<b>70.00</b>	<b>4.00</b>	<b>8.00</b>	<b>66.66</b>
							(33.33%)		

\*This includes provision for rural electrification or any other self-financing scheme connected with agriculture, animal husbandry and fisheries.

APPENDIX 2-C

*Schematic Budget for a Development Block during the First Stage with a ceiling of Rs. 12-00 lakhs. (for post-1st April 1961 Blocks).*

(Estimated Expenditure on a Development Block for a period of five years).

(This Budget is only intended as a guide and is to be adjusted according to local conditions).

(Figures in lakhs of rupees).

Group	Heads	Total	Percentage	Recurring	Percentage	Non-recur- ring	Percentage	Loan	Percentage	Other than loan	Percen- tage
1	2	3	4	5	6	7	8	9	10	11	12
<b>I Block Headquarters:—</b>											
	(a) Personnel	... 2.16	21.66	2.60	21.66	...	...	...	...	2.60	21.66
	(b) Transport (1 Jeep)	... 0.15	1.25	...	...	0.15	1.25	...	...	0.15	1.25
	(c) Office Equipment, Furniture, etc.	... 0.10	0.83	...	...	0.10	0.83	...	...	0.10	0.83
	(d) Project Office, seed store, Information Centre, etc.	... 0.25	2.08	...	...	0.25	2.08	...	...	0.25	2.08
	Total	... 3.10	25.83	2.60	21.66	0.50	4.16	...	...	3.10	25.83
<b>II Agricultural Development:— (Including Animal Husbandry and Fisheries, Minor Irrigation and Land Improvement):</b>											
	(a) Agriculture	... 0.55	4.58	...	...	0.55	4.58	...	...	0.55	4.58
	(b) Animal Husbandry and Fisheries	... 0.40	3.33	...	...	0.40	3.33	...	...	0.40	3.33
	(c) Minor Irrigation and Land Improvement	... 3.55	29.58	...	...	3.55	29.58	3.00	25.00	0.55	4.59
	Total	... 4.50	37.50	...	...	4.50	37.50	3.00	25.00	1.50	12.50
<b>III</b>	Rural Arts, Crafts and Industries	... 0.65	5.41	0.25	2.08	0.40	3.33	...	...	0.65	5.41
	Total	... 0.65	5.41	0.25	2.08	0.40	3.33	...	...	0.65	5.41

(Figures in lakhs of Rupees.)

1	2	3	4	5	6	7	8	9	10	11	12
<b>IV Amenities:—</b>											
<b>A) Health and Rural Sanitation:—</b>											
1	(a) Dispensary-recurring expenditure.	0.20	1.66	0.20	1.66	...	...	...	...	0.20	1.66
	(b) Dispensary Building	0.10	0.83	...	...	0.10	0.83	..	...	0.10	0.83
	(c) Dispensary Equipment	0.10	0.83	...	...	0.10	0.83	...	...	0.10	0.83
2	Drinking Water Supply.	0.50	4.16	...	...	0.50	4.66	...	...	0.50	4.16
3	Drainage and Sanitation.	0.20	1.66	...	...	0.20	1.66	...	...	0.20	1.16
	<b>Total</b>	<b>1.10</b>	<b>9.16</b>	<b>0.20</b>	<b>1.66</b>	<b>0.20</b>	<b>7.50</b>	...	...	<b>1.10</b>	<b>9.16</b>
	<b>B) Education :</b>	<b>0.60</b>	<b>5.0</b>	<b>0.15</b>	<b>1.25</b>	<b>0.45</b>	<b>3.75</b>	...	...	<b>0.60</b>	<b>5.00</b>
	<b>C) Social Education (including audio-visual aids and women, youth and children's programme).</b>	<b>0.60</b>	<b>5.0</b>	<b>0.40</b>	<b>3.33</b>	<b>0.20</b>	<b>1.66</b>	...	...	<b>0.60</b>	<b>5.00</b>
	<b>D) Communications.</b>	<b>0.45</b>	<b>3.75</b>	...	...	<b>0.45</b>	<b>3.75</b>	...	...	<b>0.45</b>	<b>3.75</b>
	<b>E) Housing for Project Staff and Housing,</b>	<b>1.00</b>	<b>8.33</b>	...	...	<b>1.00</b>	<b>8.33</b>	<b>1.00</b>	<b>8.33</b>	...	...
	<b>Total IV</b>	<b>3.75</b>	<b>31.25</b>	<b>0.75</b>	<b>6.25</b>	<b>3.00</b>	<b>25.00</b>	<b>1.00</b>	<b>8.33</b>	<b>2.75</b>	<b>22.91</b>
	<b>Group I</b>	<b>3.10</b>	<b>25.83</b>	<b>2.60</b>	<b>21.66</b>	<b>0.50</b>	<b>4.16</b>	...	...	<b>3.10</b>	<b>25.83</b>
	<b>Group II</b>	<b>4.50</b>	<b>37.50</b>	...	...	<b>4.50</b>	<b>37.50</b>	<b>3.00</b>	<b>25.00</b>	<b>1.50</b>	<b>12.51</b>
	<b>Group III</b>	<b>0.65</b>	<b>5.41</b>	<b>0.25</b>	<b>2.08</b>	<b>0.40</b>	<b>3.33</b>	...	...	<b>0.65</b>	<b>5.40</b>
	<b>Group IV</b>	<b>3.75</b>	<b>31.25</b>	<b>0.75</b>	<b>6.25</b>	<b>3.00</b>	<b>25.00</b>	<b>1.00</b>	<b>8.33</b>	<b>2.75</b>	<b>22.91</b>
	<b>Grand Total</b>	<b>12.00</b>		<b>3.60</b>	<b>30.00</b>	<b>8.40</b>	<b>70.00</b>	<b>4.00</b>	<b>33.33</b>	<b>8.00</b>	<b>66.66</b>

APPENDIX 2-D

*Schematic Budget for a Block during the Second Stage of Five Years with a ceiling of Rs. 5 lakhs. (This Budget is intended only as a guide and is to be adjusted according to local conditions).*

(Figures in lakhs of rupees)

Group	Heads	Total	Percentage	Recurring	Percentage	Non-recurring	Percentage	Loan	Percentage	Other than loan	Percentage	
1	2	3	4	5	6	7	8	9	10	11	12	
I.	Block Headquarters.	...	0.85	17	0.70	14	0.15	3	0-	...	0.85	17
	(a) Personnel (Details in Statement 3-A)	...	0.70	14	0.70	14	...	...	...	...	0.70	14
	(b) Transport (1 jeep)	...	0.15	3	...	...	0.15	3	...	...	0.15	3
II.	Agricultural Development including Animal Husbandry and Fisheries, Minor Irrigation and Land Improvement	...	1.35	27	...	...	1.35	27	0.75	15	0.60	12
III.	Rural Arts, Crafts & Industries	...	0.50	10	0.10	2	0.40	8	...	...	0.50	10
IV.	Amenities	...	2.30	46	0.35	7.0	1.95	39	0.30	6	2.00	40
	A. Health and Rural Sanitation	...	0.50	10	...	...	0.50	10	...	...	0.50	10
	B. Education	...	0.50	10	...	...	0.50	10	...	...	0.50	10
	C. Social Education (including audio-visual aids)	...	0.50	10	0.35	7.0	0.15	3	...	...	0.50	10
	D. Communications	...	0.50	10	...	...	0.50	10	...	...	0.50	10
	E. Rural Housing	...	0.30	6	...	...	0.30	6	0.30	6	...	...
	GRAND TOTAL	...	5.00		1.15	23	3.85	77	1.05	27	3.95	79

*Analysis of cost:—*

(i) Cost of one Development Block for 5 years.	<i>Rs. in lakhs</i>
(ii) Share of Centre 50% of non-loan recurring expenditure 75% of non-loan non-recurring expenditure and 100% of loans.	5-00
(iii) Share of State Government 50% of non-loan recurring expenditure and 25% of non-recurring expenditure.	3-73
	1-27

APPENDIX 3-A

Statement showing the particulars of Special Schemes implemented by the Department of Agriculture and Animal Husbandry.

Sl. No.	Full particulars of Schemes sanctioned	Staff sanctioned		Scale of pay	Jurisdiction	Nature and function	Programme of work for 1967-68	Progress of work till September 1967	
		Designation	No.					Acres	Crop
1	2	3	4	5	6	7	8	9	
1	Intensive Agril. Area Programme	1. Addl. A.E.O. at Block level	10	200-10-250 15-400	Half the block for each. Other half is looked after by the regular A.E.O.	Bring additional area under cultivation	<i>Target of coverage under:</i> Paddy 1,33,000 Ragi 29,000 Jowar 22,880 Groundnut 14,000	Paddy 97,132 Ragi 21,271 Jowar 14,009 Groundnut 10,969	
		2. Add. Village level workers	50	80-150	Not be to appointed	...	H.Y.V.P. Paddy T-65 2,000 TN-1 8,000 IR-8 ... Hy. Jowar 3,000 Hy. Maize 200	T. 65 904 T.N. 1 3,532 I.R. 8 194 Hy. Jowar 466 Hy. Maize 784	
2	Plant Protection	Assistant Agril. Officers	2	200-400	Sub-Division	Inspection of crops and arranging plant protection measures. Mass campaignseed Treatment	1. Seed Treatment	50,000	48,900
		Field Asst.	4	80-150	2 for each sub-division		2. Control of field rats	1,500	585
		Spraying attenders	2	50-60			3. Control of Poly Phagan	65,000	27,600
							4. Intensive Plant Protection measures	35,000	13,600
							5. Chemical weed control	500	14
Sugarcane	1. Asst. Agril. Officers.	1	200-400	Whole district	Introduction of hygienic yielding varieties and propagands.	1. Half Field Demonstration.	Acres 20	Acres 15	
	2. Field	4	80-150	Each Taluk	Laying of demonstration plots. Arranging Primary Secondary & Tertiary nurseries.	2. Manurial	...	70	4
						3. Propping of cane	...	40	86
						4. Plant protection	...	50	6
						5. Area ploughed	...	4,000	457
						6. Area under green manuring.	...	2,000	135
						7. Basal dressing	...	4,000	120
						8. Top dressing	...	8,000	2,680

1	2	3	4	5	6	7	8	9	10	11
4	Land Reclamation Scheme.	1. Asst. Agril. Officer.	1	200-400	District	Reclamation of alkaline and waste lands by manual labour.	1. Area under reclamation.	400	...	130
		2. Field Asst.	2	80-150	Taluk	Survey & preparing estimates for such land development drawing of soil samples for analysis.	2. Number of projects taken up in alkaline lands.	...	...	10
							3. Number of projects taken up in waste lands.	...	...	16
5	Tobacco Development Scheme.	1. Asst. Agril. Officers.	1	200-400	District	Extension of area under the crop.	1. New area to be brought.	100	...	110
		2. Field Asst.	3	80-150		Working in close coordination with Indian Leaf Tobacco Company Staff training of farmers.				
6	Sea Island Cotton Dev Scheme.	1. Asst. Agril. Officer.	1	200-400	District	Extension of area under the crop.	1. Area brought under crop.	2,250	...	332
		Field Man	2	80-120		Supply of seed, manure and plant protection chemicals loan facilities, demonstrations. Arranging marketing.	2. Seed distribution.	7,800 Kgs.	...	2,390 Kgs.
7	Central Scheme Sea Island Cotten Development in Irrigated area.	1. Asst. Agril. Officer.	1	200-400	Bhadravati	Extension of area under the crop.	1. Area brought under the crop.	1,000	—	103
		2. Field Asst./ Field Man.	5	80-150 80-120		Supply of seed, manure, Chemicals and equipment, Demonstrations. Arranging marketing.	2. Demonstration.	12	—	12

1	2	3	4	5	6	7	8	9		
8	Oil seeds Dev. Scheme.	1. Asst. Agril. Officer. 2. Field Asst.	1 2	200-400 80-150	District Taluk	Extension of area under groundnut & castor.  Laying out of demonstration plots supply of improved seeds etc.	1. Area to be brought under improved varieties.  2. Demonstration.	2,310 16	— —	2,119 5
9	Simple fertilizer scheme.	1. Asst. Agril. Officer. 2. Field Asst.	1 4	200-400 80-150	District Taluk	Layout of Trial plots on high yielding varieties of paddy & Jowar.	1. Simple fertilizer trials plots in 4 blocks at 15 per block.	60	—	60
10	Compost Dev. Scheme.	1. Field Asst.	2	80-150	Sub-Divisional level at	To Demonstrate rural composting and also urban compost to increase green manure crops.	1. Demstrate under Rural compost. 2. Area under Green Manuring. 3. Production of Rural compost 4. Production of urban compost.	800 No. 10,000 Acres. 2,65,000 tons, 18,250 tons.	— — — —	240 No 1,300 Acres. 91,253 tons. 5,748 tons.

<i>Department of Horticulture; (South Kanara).</i>		<i>For the District</i>	
1. Botanical and other Public Gardens-A. Direction	...	1. Horticultural Assistant	... 1
		2. Plant Propagator	... 1
		3. Fieldman	... 2
		4. Spraying-Attender	... 1
		5. Peon	... 1
2. Fruit Development Schemes	...	1. Horticulture Assistant	... 1
		2. Field Assistant	... 2
		3. Mali	... 2
3. Pepper Development Scheme :	...	1. Pepper Development Officer	... 1
		2. Horticultural Assistant	... 2
		3. I Division Clerk	... 1
		4. Typist	... 1
4. Cashew Development Scheme:	..	1. Horticultural Assistant	... 3
		2. Accountant	... 1
		3. Field Assistant	... 3
		4. Fieldmen	... 11
		5. Peon	... 2
		6. Watchman	... 4
5. Cocoa Development Scheme:	...	1. Horticultural Assistant	... 1
		2. Field Assistants	... 3
		3. Gardeners	... 4
		4. Watchmen	... 1
6. Coconut Development Scheme:	...	1. Field Assistants	... 4
		2. Watchmen	... 2
7. Arecanut Development Scheme:			
8. Vegetable Development Scheme :	...	1. Horticultural Assistant	... 1
		2. Village Level workers	... 10
9. Fruit Scheme under Crash Programme :	...	1. Horticultural Assistant	... 1
		2. Field Assistant	... 1
		3. Truck Driver	... 1
		4. Mali	... 2
10. Areca Refinance Corporation :	...	1. Graduate Assistant	... 1
		2. Filed Assistant	... 1
11. Model Orchard com Nursery Padil :	...	1. Fruit Assistant	... 1
		2. Fieldman	... 1
		3. Oil Engine Driver	... 1
		4. Peon	... 1
12. Vegetable Seed Farm, Mangalore :	...	1. Farm Superintendent	... 1
		2. Farm Manager	... 1
		3. Field Assistant	... 4
		4. Tractor Driver	... 1
		5. Mali	... 10
		6. Watchman	... 2
		7. Peon	... 1
		8. Sweeper	... 1



**APPENDIX 3 B**

*Statement showing the particulars of special schemes implemented by the Department of Animal Husbandry.*

(N. B. This *pro forma* is to be filled up only in respect of all schemes sanctioned under departmental funds other than these block funds or the Taluk Development Board Funds.)

Sl. No.	Full particulars of the Schemes sanctioned.	Staff sanctioned for the scheme at all levels	Jurisdiction of the Officials.	Scale of pay with all allowances.	Nature of duties and functions performed by the officer/officials.
1	2	3	4	5	6
1	Hill Cattle Development Scheme, Shimoga, Sanctioned <i>vide</i> G.O. No. RD 29 VLS 63, dated 11th March 1963.	1. Junior Technical Assistant. 1 2. Stockman 1 3. Attendant 1 Two sub-centres each sub-centre 1 Stockman. 1 Attendant. 1 Nidige	Six miles radius to Junior Technical Assistant. At sub-centres to Stockman at 3 miles radius	1. 225-420 2. 80-150 3. 50-1-60 with usual D.A. and conveyance allowance to stockman at Rs. 10 per month.	Intensive Breeding work to improve the local breeds by cross breeding policy. In addition disease control and examining and treating sterile animals and propaganda work pertaining to Animal Husbandry. Activities: Intensive Castration of Scrub bulls.
2	Artificial Insemination Centre. Shimoga : G.O. No. AF 1918/10-54, dated 2nd June 1954.	1. Stockmen 2 2. Lab. Attendant 1 3. Breeding bull caretaker. 3	The Veterinary Assistant Surgeon, Shimoga is in Charge of this Centre Shimoga Taluk :	...	Improve the local breed by introducing improved milch Breed or Halliker by Artificial Insemination.
3.	Poultry Extension Centre, Shimoga Sanctioned <i>vide</i> Government Order No. AFD 201 VIS 61, dated 17th November, 1961,	1. Poultry Assistant ... 1 2. Attendant ... 2 3. Additional Attendant 1	The Veterinary Assistant Surgeon, Shimoga is in charge of this Centre, Shimoga Taluk.	...	Development of Poultry in Shimoga <sup>a</sup> District by supplying improved exotic Breed, birds hatching eggs and supply birds for breeding purpose. Disease control and teaching modern methods of poultry keeping.
4.	Key Village Scheme, Honnali.	1. Veterinary Assistant Surgeon. ... 1 2. Stockman. ... 7 3. Messengers. ... 7	Six miles to the Veterinary Assistant Surgeon and 3 miles to the Stockmen.	1. Veterinary Assistant Surgeon 225-425 2. Stockman. 80-150 3. Messengers. 50-1-60	Artificial Insemination and Castration of Scrub bulls and treatment of Animals. Propaganda pertaining to the Fodder Development.

**APPENDIX 3-C**

*Statement of Staff sanctioned under the control of the Deputy Registrar of Co-operative Societies, Dharwar District.*

Sl. No.	Full particulars of the Scheme sanctioned.	Staff sanctioned for the scheme at all levels.	Jurisdiction of the Officer/ official.	Scale of pay with all allowance, etc.	Nature of duties and functions performed by the officer/official	
1	2	3	4	5	6	
1	Staff for supervision and inspection of Co-operative Societies at the District level (Perm.Est.)	Deputy Registrar Superintendent Auditor Dn. Clerk II Dn. Clerk Stenographer Gr. I Typist Grade-II Peons. Driver	... 1 ... 1 ... 1 ... 2 ... 2 ... 1 ... 1 ... 3 ... 1	Entire Dharwar District	600-40-1000 180-10-320 120-5-150-8-190-10-240 110-5-150-6-180-10-220 80-3-119-4-130-5-130 110-5-150-6-180-10-220 (Spl. Pay Rs. 30/p.m.) 80-3-110-4-130-5-150 (Spl. pay Rs. 10/p.m.) 50-1-60 70-110	Inspections and supervision of Co-operative Societies in the District.
2	Staff for Procurement of food grains (continued upto-30-6-1968)	District Co-op Officer. Peon do	... 1 ... 1	Dharwar District	250-10-320-15-440	Supervision and inspection of Marketing Societies engaged in procurement work.
3	Staff for Housing Scheme for Scheduled Caste and Scheduled Tribes Co-op House Building Societies (contd. upto 16-2-1968).	Senior Inspector, (Housing) Peon to do	... 1 ... 1	do	180-10-320	Organisation, supervision and inspection of housing societies of all types.
4	Staff for attending to Statistical work of the Department in the Dist (contd. upto IV Plan i.e. 31-3-1971).	Senior Inspector, Statistics.	... 1	do	180-10-320	Consolidation of District Statistical returns such as Annual Returns.
5	Staff for Inspection, supervision, etc., of Consumer Co-operative Stores. (contd. up to IV Plan end.)	Senior Inspector, CS, Consumers. Asst. Registrar, C.S. (Consumers)	... 1 ... 1	Dharwar Dist.	180-10-320 275-600	Organisation, Supervision and inspection of Co-operative Consumers, Stores.

1	2	3	4	5	6	
6	Staff for organisation and supervision and inspection of Co-operative Farming at Dharwar and Haveri. (continued upto IV Plan end).	Senior Inspectors Inspectors of C. S. Second Dn. Clerks. Peons	... 2 ... 2 ... 2 ... 2	Dharwar, Hubli, Gadag, Ron, Nargund, Navalgund, Kalaghatgi Mundargi Haveri, Kundgol, Byadagi, Ranebennur, Shirhatti, Hirekerur, Hangal and Shiggaon.	180-10-320 120-5-150-8-190-10-240 80-3-110-4-130-5-150 50-1-60	Organisation, Supervision and inspection of co-operative farming societies.
7	Staff for supervision, inspection and organisation of Co-operative Societies at Taluk Level : Gadag, Dharwar and Haveri.	Asst. Registrar, Gadag Inspector, C. S. II Dn. Clerk. Head Clerk Typist Sale Officer Process Server Peons	... 1 ... 2 ... 3 ... 1 ... 1 ... 1 ... 1 ... 3	Gadag, Mundargi, Shirhatti, Nargund and Ron.	275-600 120-5-150-8-190-10-240 80-3-110-4-130-5-150 150-8-190-10-270 80-3-110-4-130-5-150 180-10-320 60-70 50-1-60	Organisation, supervision and inspection of Co-operative Societies.  Execution of awards, recovery of overdue loan amount, etc.
8	Staff for organisation, supervision and inspection of Co-operatives at taluk level.	Asst. Registrar, C. S., Dharwar  Sale Officers.  Sr. Gr. Inspector  Dist. Co-op-Officer (G)	... 1  ... 4  ... 1  ... 1	Dharwar, Navalgund, Hubli, Kalaghatgi and Kundagol  do  do	275-600  180-10-320  180-10-320  120-5-150-8-190-10-240	Organisation, supervision and inspection of Co-operatives.  Execution of awards, recovery of overdue loan, etc.  Inspection and supervision of  Inspection and supervision, liquidation etc. of co-op-society.

8 Staff for organisation, supervision and inspection of Co-operatives at taluka level	Dist. Co-op Officer (P) Inspector	1	Dharwar, Navalgund, Hubli, Kalaghatgi and Kundagol.	120-5-150-8-190-10-240	do	Inspection and supervision, liquidation etc., of Co-operative Societies.
	Asst. Dist. Co-op Officer (G)	1	do	do	do	Work pertaining to Marketing Societies.
	Inspector (ABN)	1	do	do	do	Inspection and general Supervision of Co-operative Societies.
	do (L.M. Banks)	1	Dharwar and Gadag Sub-Divisions	do	do	Work pertaining to Arbitration.
	do (R.B.I.)	1	"	do	do	Work pertaining to Land Dev. Banks, sinking of wells etc.
	Jr. Supervisors (R.B.I.)	2	"	do	do	Work pertaining to Weavers & other Indl. do
	Jobber	1	Entire Dist.	180-320	do	Work pertaining to commissioning of power looms, etc.
	Head Clerk	1		150-8-190-10-270		
	Sr. Clerk.	1		120-5-150-8-190-10-240		
	Accountant.	1		do		
	II Dn. Clerks.	7		80-3-110-4-130-5-150		
	Typist.	1		do (Spl. Pay Rs. 10 p.m.)		
	Designer.	1	Entire Dist.	150-8-190-10-270.		Work reg. introduction of new designs handloom fabrics.
	Peons.	14	Dharwar Sub-Dn.	50-1-60.		
Naik.	1	"	60-70			
Process Servers	4	;	60-70			
9 Staff for organisation, supervision and inspection of Co-operatives at taluka level.	Asst. Registrar, Co-operative Societies, Haveri.	1	Haveri Sub-Dn. Byadagi, Ranibennur, Shiggaon, Hangal and Hirekerur.	275-600		Organisation, supervision and inspection of Co-operative Societies.

1	2	3	4	5	6
		Sale Officers, Dist. Co-op. ...	3	180-10-320	Execution of awards, recovery of overdue loan etc.
		Officer (G) ...	1	120-5-150-8-190-10-240	Inspection and supervision of Societies.
		Inspector (Mktg.) ...	-	do	Inspection and supervision of Marketing Societies.
		Ast. Dist. Co-op. Officer (G). ...	1	do	Inspection and supervision of Co-operative Societies.
		Ast. Dist. Co-op. Officer (L.I.) ...	1	do	Inspection and supervision of Lift Irrigation Societies.
		Inspector (ARN) ...	1	do	Work pertaining to Arbitration cases.
		do (L. M. Banks) ...	1	do	Work pertaining to Land Dev. Banks etc.
		do (R.B.I.) ...	1	do	Work pertaining to Weavers and other Incl. Co-op. Societies.
		Jr. Supervisors (R.B.I.) ...	2	do	do
		Head Clerk. ...	1	150-8-190-10-270	
		Second Dn. Clerks. ...	5	80-150	
		Typist. ...	1	80-150(SPL,PAY.Rs. 10 P.M.)	
		Process Servers. ...	3	60-70	
		Peons. ...	8	50-60	

310

.....  
Deputy Registrar of Co-operative Societies, Dharwar.

## APPENDIX 4

Special schemes which are being operated directly by the departments with their own agencies and which could be transferred to the block agency.

A. *Agriculture.*

- (1) Intensive Agricultural area programme
- (2) Plant protection programme
- (3) Sugarcane development programme
- (4) Land reclamation programme
- (5) Tobacco development programme
- (6) Sea island cotton development scheme
- (7) Oil seed development scheme
- (8) Simple fertilizers scheme
- (9) Compost development scheme

B. *Animal Husbandry.*

- (1) Hill cattle development scheme
- (2) Artificial insemination centres
- (3) Poultry extension centres
- (4) Key village schemes

C. *Horticulture.*

- (1) Development of fruits
- (2) Development of cashew
- (3) Development of cardamom
- (4) Areca development
- (5) Cocount development
- (6) Development of subsidiary foods crops

APPENDIX 5-A

PRO-FORMA FOR REPORTING PROGRESS IN AGRICULTURAL PROGRAMME OF THE BLOCK.

Name of the Block :—

Particulars	Target	Stock available at the Block level	Achievement upto end of previous month	Achievement during the month	Progressive Total	Remarks Reasons for short fall if any
1	2	3	4	5	6	7
(1) <i>I.A.A.P. Coverage Khariff/Summer:—</i>		...	...	...	...	...
(i) Paddy		...	...	...	...	...
(ii) Ragi		...	...	...	...	...
(iii) Jowar		...	...	...	...	...
(iv) Groundnut		...	...	...	...	...
(2) <i>Farm Plans :—</i>		...	...	...	...	...
(i) Area to be covered		...	...	...	...	...
(ii) No. of plans processed		...	...	...	...	...
(iii) Percentage of area covered		...	...	...	...	...
(iv) Total area covered under the processed plan		...	...	...	...	...
(v) Quantum of Credit disbursed		...	...	...	...	...
(vi) No. of families covered under farm plan processed		...	...	...	...	...
(3) <i>Short-term Credit loans under I.A.A.P. :—</i>		...	...	...	...	...
(i) No. of Credit Societies functioning		...	...	...	...	...
(ii) Quantum of short-term credit loans disbursed		...	...	...	...	...
(iii) No. of families covered		...	...	...	...	...
(4) <i>Fertilizers supplied in Tons:—</i>						
(i) Nitrogenous in terms of Ammonium sulphate		...	...	...	...	...
(ii) Phosphatic in terms of single superphosphate		...	...	...	...	...
(iii) Potash in terms of muriate of potash		...	...	...	...	...
(iv) Mixtures		...	...	...	...	...
(5) <i>Seeds Supplied in Qtls.—</i>						
(i) Paddy		...	...	...	...	...
(ii) Ragi		...	...	...	...	...
(iii) Jowar		...	...	...	...	...
(iv) Groundnut		...	...	...	...	...

(6) *Pesticides supplied:—*

(i) Parathian in Lts.	...	...	...	...	...
(ii) Malathian ,,	...	...	...	...	...
(iii) Enonin ,,	...	...	...	...	...
(iv) Systamic insecticides	...	...	...	...	...
(v) Other insecticides	...	...	...	...	...
(vi) Dusts and powers in Kgs.	...	...	...	...	...
(vii) Fungicides in Kgs.	...	...	...	...	...
(viii) Area covered under Seed treatment	...	...	...	...	...
(ix) Control of field rats in acres	...	...	...	...	...
(x) Control of soil and pnolyphagus pests in acres.	...	...	...	...	...
(xi) Intensive plant protection measures.	...	...	...	...	...
(xii) Chemical weed control in acres.	...	...	...	...	...
(xiii) Demonstration of equipment and preparation of chemicals.	...	...	...	...	...
(xiv) No. of Hand-operated Equipment supplied.	...	...	...	...	...
1. Sprayers.					
2. Dusters.					
(xv) No. of Power-operated Equipment supplied.	...	...	...	...	...
(xvi) area affected by pests and diseases.	...	...	...	...	...
Paddy.					
Ragi.					
Jowar.					
Groundnut.					

7. *Co-operation :—*

(i) Total amount of loan advanced by Primary Credit Societies.	...	...	...	...	...
(ii) Value of Agricultural Produce marketed by Primary Credit Societies.	...	...	...	...	...

II. 1. *H. V. P. Coverage Khariff/Summer :—*

(i) Paddy T. 65.	...	...	...	...	...
(ii) Paddy T. N. I.	...	...	...	...	...
(iii) Hy. Jowar.	...	...	...	...	...
(iv) Hy. Maize.	..	...	..	...	..

3. *Fertilizer Supply.*

(i) Nitrogenous	..	...	...	...	...
(ii) Phosphatic	...	...	...	...	...
(iii) Potassic	...	...	...	...	...
(iv) Others	...	...	...	...	...



1	2	3	4	5	6	7
<i>4. Pesticides Supply</i>		...	...	...	...	...
(i)	Parathian in lits.	...	...	...	...	...
(ii)	Malathian in "	...	...	...	...	...
(iii)	Emorium "	—	...	...	...	...
(iv)	Thimet Phorate	...	...	...	...	...
(v)	Streptocycline	...	...	...	...	...
(vi)	Other insecticides	...	...	...	...	...
(vii)	Other fungicides	...	...	...	...	...
<i>5. Finance from Co-operatives</i>		...	...	...	...	...
<i>III. Seed Programme.</i>		...	...	...	...	...
<i>1. Paddy</i>		...	...	...	...	...
(i)	Area covered by using Registered Seed	...	...	...	...	...
(ii)	Quantity of Registered seed procured	...	...	...	...	...
<i>2. Ragi</i>		...	...	...	...	...
(i)	Area covered by using Registered Seed	...	...	...	...	...
(ii)	Quantity of Registered Seed procured	...	...	...	...	...
(iii)	Area put under Regd. Seed-growers	...	...	...	...	...
<i>3. Jowar.</i>		...	...	...	...	...
(i)	Area covered by using Registered seed	...	...	...	...	...
(ii)	Quantity of Regd. Seed procured	...	...	...	...	...
(iii)	Area put under Regd. Seed-growers	...	...	...	...	...
<i>4. Groundnut.</i>		...	...	...	...	...
(i)	Area covered by using Regd. Seed	...	...	...	...	...
(ii)	Quantity of Regd. Seed procured	...	...	...	...	...
(iii)	Area put under Regd. Seed-grower	...	...	...	...	...
<i>IV. Manure Development:—</i>		...	...	...	...	...
(i)	Urban compost prepared in tons	...	...	...	...	...
(ii)	Transport subsidy paid	...	...	...	...	...
(iii)	Rural Compost prepared in tons	...	...	...	...	...
(iv)	Green Manuring in acres	...	...	...	...	...
<i>V. Impements of Tractor service:—</i>		...	...	...	...	...
(i)	Demonstration with improved implements	...	...	...	...	...
(ii)	Extent ploughed with tractors	...	...	...	...	...
(iii)	No. of hours bulldozed	...	...	...	...	...
(iv)	Extent of area bulldozed	...	...	...	...	...
(v)	Improved Implements supplied at 25% subsidy	...	...	...	...	...
(vi)	Tractors supplied on H. P. S.	...	...	...	...	...
(vii)	Power tillers supplied on H. P. S.	...	...	...	...	...

<i>VI. Field days conducted :—</i>						
<i>VII. Crop competitions conducted.—</i>						
(i) Paddy	...	...	...	...	...	...
(ii) Ragi	...	...	...	...	...	...
(iii) Jowar	...	...	...	...	...	...
<i>VIII. Demonstration Programme : From Block funds:—</i>						
(i) Paddy	...	...	...	...	...	...
(ii) Ragi	...	...	...	...	...	...
(iii) Jowar	...	...	...	...	...	...
(iv) Groundnut.	...	...	...	...	...	...
<i>I. A. A. P. Funds.</i>						
(i) T-65	...	...	...	...	...	...
(ii) T. N. I. Paddy	...	...	...	...	...	...
(iii) Hy. Jowar	...	...	...	...	...	...
(iv) Maize	...	...	...	...	...	...
<i>Others.—</i>						
<i>IX. Soil Samples sent:—</i>	...	...	...	...	...	...
<i>X. Training Programme conducted:—</i>	...	...	...	...	...	...
(i) Block level	...	...	...	...	...	...
(ii) Circle level	...	...	...	...	...	...
(iii) Others, if any	...	...	...	...	...	...
<i>XI. Pumpsets Supplied:—</i>	...	...	...	...	...	...
(i) Electrical	...	...	...	...	...	...
(ii) Diesel	...	...	...	...	...	...
<i>XII. Oil Seed Development Scheme:—</i>	...	...	...	...	...	...
Demonstrations laid	...	...	...	...	...	...
<i>XIII. Propaganda and Publicity:—</i>	...	...	...	...	...	...
Leaflets distributed	...	...	...	...	...	...
Exhibition conducted	...	...	...	...	...	...
Demonstrations conducted (specify)	...	...	...	...	...	...
<i>XVI. Seasonal conditions and stand of crops.</i>	...	...	...	...	...	...

## APPENDIX 5-B

*MONTHLY PROGRESS REPORT UNDER GREEN MANURING*

Name of Seeds, plants and cuttings	Quantity of seed materials distribu- ted by the Dept. for sowing and planting.	Seed materials obtained and used locally by ryots	Progressive total	Green manure in acres	
				Up to the end of the previous month	During the month
1	2	3	4	5	6

*GREEN MANURE FROM OUTSIDE*

Upto the end of the previous month	During the month	Progressive total	Remarks
7	8	9	10

## APPENDIX 5-C

Progress of work on the Japanese Method of Paddy Cultivation in.....Taluk.....for the month:

Sl. No.	Item of Work	Position at the beginning of the month/Quarter I	Achievement during the Month/Quarter II	Progressive at the end of the Month or Quarter III
1	2	3	4	5
<i>A. Cultivation Achievements:</i>				
1	Quantity of seed treated with fungicide.	...	...	..
2	Total area put under seed beds under J. P. C. (in acres)	...	...	...
3	Extent of Nursery sprayed against post & disease	...	...	...
4	Total area planted according to the J. P. C. (in acres)	...	...	...
5	Area covered under P. P. measures	...	...	...
6	Total No. of cultivators covered	...	...	...
7	Total No. of villages covered	...	...	...
8	Total No. of demonstration plots laid in the State	...	...	...
	(a) On cultivators field	...	...	...
	(b) On Government farms	...	...	...
	(c) Total	...	...	...
9	Total area in the State in which fertilisers have been applied according to prescribed doses	...	...	...
10	Total quantity of fertilisers distributed for J. P. C. in Tons	...	...	...
	(a) Nitrogenic	...	...	...
	(b) Phosphatic	...	...	...
	(c) Potash	...	...	...
<i>B. Intensification and Propaganda Work:</i>				
1	Total No. of propaganda meeting held	...	...	...
2	Total No. of Training centres in operation	...	...	...
3	Total No. of persons Trained	...	...	...
4	Total No. of seed depots	...	...	...
5	Total No. of fertilisers depot	...	...	...
6	Total quantities of improved paddy seed distributed	...	...	...
7	Total No. of paddy weaders distributed	...	...	...
8	Loans issued to cultivators for the purchase of improved paddy seeds	...	...	...
9	Loan issued to cultivators for the purchase of fertilisers	...	...	...
10	Total area under J. P. C. in the State in which the green manuring has been done (in acres)	...	...	...
<i>C. Experimentation &amp; Assessment :</i>				
1	No. of Experiments (with details) laid on the State to Study the economic of the J.P.C. method.	...	...	...
2	No. of crop cutting experiments conducted in the State and the results obtained thereof.	...	...	...

## APPENDIX 5-D.

*Khariff Campaign Progress Report.*

1	Training.	...	...	...
	(a) Block level	...	...	...
	(b) Circle level.	...	...	...
	(c) No. of farmers Trained.	...	...	...
	(d) No. of official Trained.	...	...	...
2	(a) Impliments distributed to farmers on subsidy.	...	...	...
	(b) Value.	...	...	...
3	Chemicals distributed free of cost.	...	...	...
	(a) Quantity distributed Kg.	...	...	...
	(b) Quantity distributed Liquids.	...	...	...
4	Publicity.	...	...	...
	(a) Literature published.	...	...	...
	(b) Amount spent.	...	...	...
5	Demonstrations (Crop-wise).	...	...	...
	(a) No. of half field demonstrations laid.	...	...	...
	(b) Correct Method of transplanting.	...	...	...
	(c) Correct Method application of fertilisers.	...	...	...
	(d) Seed treatment.	...	...	...
	(e) Drill sowing.	...	...	...
	(f) Use of improved impliments.	...	...	...
	RAGI			
	(a) Correct method of transplanting.	...	...	...
	(b) Correct method of application, of fertiliser.	...	...	...
	(c) Seed treatment.	...	...	...
	(d) Drill sowing.	...	...	...
	(e) Use of improved impliments.	...	...	...
	JOLA			
	(a) Dibbling.	...	...	...
	(b) Correct Method of application of fertiliser.	...	...	...
	GROUNDNUT			
	(a) Correct Method of Application of fertiliser.	...	...	...
	(b) Use of improved impliments.	...	...	...
6	Crop compitions.	...	...	...
	(i) State level.	...	...	...
	(ii) District level.	...	...	...
	(iii) Block level.	...	...	...
7	Area covered by better method of cultivation.	...	...	...
	Paddy.	...	...	...
	Ragi.	...	...	...
	Jola.	...	...	...
	Groundnut.	...	...	...
8	Inputs (1) Fertilisers.	...	...	...
	Nitrogenous.	...	...	...
	Phosphotic.	...	...	...
	Potash.	...	...	...
	Area covered by application of the above fertiliser.			
	II. Seeds seed treatment.			
	Paddy.	...	...	...
	Ragi.	...	...	...
	Jowar.	...	...	...
	Groundnut.	...	...	...
9	Plant protection.	...	...	...
	Area treated against.	...	...	...
10	Pest and disease.	...	...	...



APPENDIX 5 G.

Monthly Progress report under plant protection Scheme.

Sl. No.	Block	Name of the Crop	Locality	Area affected	Estimated loss	Treatment given	Area treated	Qty. used.	Name of the Chemical.
1	2	3	4	5	6	7	8	9	10

APPENDIX 5 H.

Progress Report of Single Farm Plans and Crop Loans.

No. of Farm Plans targetted for 1966-67	No. of Farm Plans proposed (Wet or Dry)	Percentage of the area covered	Total area covered under processed plans	Quantum of crop loan disbursed in single farm loans	No. of families covered under the Farm Plan processed	Percentage of the families covered
1	2	3	4	5	6	7

APPENDIX 5-I

Monthly Progress Report under Rural Compost.

Sl. No.	Name of the Block	Target	No. of standard size pits (20' x6' x3') existing at the beginning of the months.	No. of pits dug during the month	Progressive total	No. of pits actually filled at the end of the month	Qty. of compost prepared at the end of the month	Quantity prepared during the month	Progressive total
1	2	3	4	5	6	7	8	9	10

APPENDIX 5-J

Monthly Progress Report of Urban Compost

Sl. No.	Name of the Municipality of Town Panchayat	Target	No. of standard size (20' x6' x3') pits existing at the beginning	No. of pits dug during the month (20' x6' x 3')	Progressive total	No. of pits actually filled at the end of the month	Quantity compost prepared during the month	Progressive
1	2	3	4	5	6	7	8	9



## APPENDIX 6A

Comparative Statement showing the progress achieved under important developmental fields during the period of Second and Third Five-Year Plans.

Sl. Nos.	Items	Units	Cumulative achievements as at the end of II plan Period (upto 1960)	III Plan Period 1961-1966	Total
1	2	3	4	5	6
<i>Agriculture.</i>					
1.	Improved seeds distributed	Mds.	8,60,423	50,24,662	58,85,085
2.	Chemical fertilizers distributed	Mds.	57,01,398	3,16,16,811	3,73,18,209
3.	Improved Implements distributed	No.	95,350	2,19,252	3,14,002
4.	Agricultural demonstrations held	No.	3,20,336	6,93,762	10,14,098
5.	Compost pits dug	No.	2,21,022	4,85,461	7,06,486
<i>Animal Husbandry.</i>					
6.	Improved animals supplied	No.	3,329	22,482	25,811
7.	Improved birds supplied	No.	96,253	2,26,850	3,23,103
8.	Animals castrated	No.	5,90,287	14,07,116	19,97,403
<i>Health and Rural Sanitation.</i>					
9.	Rural latrines constructed	No.	25,819	18,402	44,221
10.	Village lanes paved	Sq. Yds.	3,58,597	5,22,476	8,81,073
11.	Drinking water wells constructed	No.	7,202	12,267	19,469
12.	Drinking water wells renovated	No.	11,867	13,319	25,186
<i>Social Education.</i>					
13.	Adult literacy centres started	No.	6,882	24,736	31,618
14.	Adults made literate	No.	1,73,534	1,91,045	3,64,579
15.	Reading rooms and libraries started	No.	3,534	8,143	11,677
16.	Youth clubs and farmers' unions started	No.	6,947	22,316	29,263
17.	Membership in (16 above)	No.	93,678	2,53,316	3,46,994
<i>Women's Programme.</i>					
18.	Mahila samithis started	No.	1,497	3,788	5,285
19.	Membership in (18 above)	No.	32,377	1,60,765	1,93,142
<i>Communications.</i>					
20.	New kacha roads constructed	Miles	10,022	6,835	16,857
21.	Existing kacha roads improved	"	7,676	8,711	16,387
22.	Culverts constructed	No.	4,227	6,573	10,800
<i>Co-operation.</i>					
23.	Co-operative societies started	No.	8,453	6,036	14,489
24.	Membership in (23 above)	No. thousands	977	N. A.	977

**APPENDIX 6-B**

*Achievements under Minor Irrigation and Land Reclamation' during IIInd Five-Year Plan period.*

Sl. No.	Items	During 1958-59		During 1958-59.		During 1960-61 upto Sept. 1960	
		No.	Area (acres)	No.	Area (acres)	No.	Area (acres)
1	2	3	4	5	6	7	8
	Net additional area likely to be irrigated by :						
1	Kacha and pacca wells constructed.	4,007	7,997	4,933	10,694	2,464	5,237
2	Kacha and pacca wells renovated or repaired.	1,919	8,426	2,569	4,814	1,200	1,525
3	Tanks constructed.	217	2,898	216	648	36	125
4	Tanks repaired or renovated.	261	4,948	398	2,138	187	936
5	Channels constructed (length in miles)	76	40	440	1,534	21	371
6	Channels repaired or renovated.	10	15	182	1,659	92	178
7	Tube wells constructed.	25	61	44	80	5	11
8	Pumpsets installed.	327	1,509	737	1,566	410	921
9	Land reclaimed.	...	29,575	...	57,461	...	33,690
10	Area bunded or terraced.	...	30,904	...	41,101	...	49,353

APPENDIX 6-C

A. Achievements under Minor Irrigation during Third Five-Year Plan period.

Sl. No.	Items	1961		1962		1963		1964		1965		1966		Total	
		No.	Area (acres)	No.	Area (acres)	No.	Area (acres)	No.	Area (acres)	No.	Area (acres)	No.	Area (acres)	No.	Area (acres)
1.	Kacha & pucca wells constructed.	6259	14113	7454	16302	6073	11769	9184	19119	10114	16600	9428	12337	48512	90240
2.	Kacha & pucca wells renovated & repaired.	2830	4076	2457	4426	3382	9219	2879	4925	4450	4228	4963	5547	20961	32421
3.	Tanks constructed	90	1630	122	3097	192	4211	284	1121	374	1730	239	1851	1301	13640
4.	Tanks repaired or renovated	480	2407	716	9790	1485	9028	802	3827	1205	3410	996	1089	5684	29551
5.	Channels constructed (length in miles)	49-1/4	439	52 3/4	5504	65	454	101	737	123	2818	643	330	1033	10282
6.	Channels repaired or renovated (length in miles).	145-1/8	581	156 3/4	457	346	2357	351	218	106	155	274	49	1378	3817
7.	Tubewells constructed.	14	34	29	78	102	87	49	73	53	608	428	956	675	1836
8.	Pumpsets installed	852	2271	856	2302	1811	4057	3657	5811	4323	7316	2860	5327	14359	27084
9.	Others.	—	—	—	—	208	2432	102	339	116	163	357	1020	783	3954
Total		10719	25551	11842	41956	13664	43614	17409	36170	20864	37028	20188	28506	94686	212825

324

B. Land Reclamation.

1.	Land reclaimed	...	49431	...	43585	...	44264	...	39230	...	65424	...	51943	..	293877
2.	Area bunded or terraced	...	67161	...	62768	...	57563	...	70087	...	92872	...	78446	...	428897

## APPENDIX 6-D

*Achievements under Animal Husbandry during the Second and Third Five-Year Plan Periods.*

Sl. No.	Items	Units	Supplied (1958-1961)	Supplied (1961-1966)
1.	<i>Improved animals supplied:—</i>			
	(a) Bulls	No.	1,560	3,626
	(b) Rams	No.	1,302	13,135
	(c) Bucks (he goats)	No.	173	3,441
	(d) Boar	No.	...	2,280
				22,482
2.	<i>Improved birds supplied:—</i>	No.	33,092	2,26,850
3.	Area of water surveyed for fisheries	Acres	Not available.	53,765
4.	Area of water staked	„	do	19,919
5.	Fingerlings supplied	No.	5,82,626	21,44,961
6.	Animals castrated	No.	6,35,484	14,07,116
7.	Animals artificially inseminated	No.	51,006	3,36,826
8.	Silage pits filled	No.	13,093	38,228

## APPENDIX 6-E

*Achievements under Health and Rural Sanitation during Second and Third Five-Year Plan Periods.*

Sl. No.	Items	Units	At the end of 1959-60	Total (1961-66)
1.	Primary health centres started	No.	654	459
2.	Rural latrines constructed	No.	25,819	18,492
3.	Pucca drains constructed	Yards	4,32,169	6,75,140
4.	Village lanes paved	Square Yards	1,81,807	5,22,476
5.	Drinking water wells constructed	No.	3,953	12,267
6.	Soakage pits constructed	No.	1,00,972	1,11,261
7.	Drinking water wells renovated	No.	9,359	13,319
8.	Disinfections of drinking water wells	No.	69,567	1,46,461
9.	Handpumps installed	No.	10,227	1,677

## APPENDIX 6-F

*Achievements under Social Education during Second and Third Five-Year Plan Periods.*

Sl. No.	Items	Units	At the end of Second Plan 1959-1960	At the end of Third Plan 1961-1966
1.	Literacy centres started.	No.	6,882	24,736
2.	Adults made literate :			
	(a) Men	No. ]	1,73,534	1,38,226
	(b) Women	No. ]		49,819
	Total	No.	1,73,534	1,88,045
3.	Reading rooms and libraries started	No.	3,534	8,143
4.	Cultural film shows started.	No.		73,338
5.	New Youth clubs started.	No.	6,947	19,581
6.	Membership in Sl. No. 5 (above)	No.	93,678	2,08,462
7.	New Farmer's Union started.	No.	2,418	2,735
8.	Membership in Sl. No. 7 (above)	No.	23,241	44,854
9.	Functional Gramsahayaks Camps organised.	No.	2,640	5,494
10.	Functional leaders trained in Sl. No. 9 (above)	No.	64,553	1,57,918

## APPENDIX 6-G

*Achievements under Women's Programme during Second and Third Five-Year Plan Periods.*

Sl. No.	Items	Units	At the end of Second Plan (1959-1960)	At the end of Third plan (1961-1966)
1.	Mahila samithis mandals started.	No.	1,477	3,788
2.	Membership in Sl. No. 1.	No.	22,424	1,60,765
3.	Women's camps held	No.	352	2,233
4.	Women participating in Sl. No. 3 (above).	No.	6,533	49,469
5.	Balwadies/nurseries started.	No.	773	2,780
6.	Children attending in Sl. No. 5 (above)	No.	22,318	61,508
7.	Smokeless chullahs installed.	No.	9,657	21,715

## APPENDIX 6-H.

*Education*

Sl. No.	Items	At the end of Second Plan (1961)	At the end of Third Plan (1966)
1.	Ordinary schools functioning	13,828	25,146
2.	Enrolment of Boys	6,14,707	11,10,860
	Girls	3,13,953	7,34,280
	Total:	8,28,660	18,45,140
3.	Teachers :		
	Men	22,875	51,555
	Women	4,099	8,621
	Total:	26,974	60,076

**APPENDIX 6-I**

**PEOPLES CONTRIBUTION DURING THE THIRD PLAN PERIOD FOR THE YEARS ENDING 31-3-1961 To 31-3-1966.**

Sl. No.	Items	1961	1962	1963	1964	1965	1966
1	2	3	4	5	6	7	8
1.	Total value of peoples' contribution (Rs).	35,54,294	31,74,782	25,80,635	21,47,663	13,85,844	13,20,255
2.	Average Contribution per block (Rs).	20,545	15,486	10,240	8,488	5,477	5,218
3.	Percentage of peoples' contribution to total expenditure.	13.13%	12.56%	10.55%	9.06%	6.35%	5.13%
Total value of peoples' contribution from 1962 to 1966—Rs.		1,41,63,473					

**APPENDIX—7**

*Statement showing the Income and Expenditure for 1966-67 in respect of the several taluk Blocks Taken up for the Study under Taluk Development Board, Community Development Programme and Other Departmental Funds.*

Sl. No.	Name of the Block	Income				Expenditure			
		Taluk Devt. Board.	Community Devt. Programme.	Other Deptl. grants.	Total	Taluk Devt. Board	Community Devt. Programme	Other Deptl. grants.	Total.
1	Mandya (1½ units) Stage II	8,27,365	29,331	1,26,461	9,83,157	7,43,797	27,131	1,20,169	6,91,097
2	Pavagada-Stage II Single Block	1,06,900	1,31,290	2,09,681	4,47,871	90,538	1,19,941	1,94,882	3,05,361
3	Shimoga-Stage II Single Block	1,97,729	53,850	1,11,745	3,63,324	1,87,556	50,961	82,042	3,20,559
4	Dharwar-Stage II (2 units) Prestage II	2,98,499	87,762	55,079	4,41,340	2,67,065	87,890	35,955	4,00,910
5	Gangavathi (1½ units) Ist unit-Post Stage I 1/2 unit-Second Stage	4,27,450	1,32,267	1,22,654	6,82,371	2,98,954	1,22,196	1,17,520	5,38,670
6	Alland-2 units Post-Stage II	3,21,708	1,37,671	3,62,559	8,21,938	1,82,117	1,24,488	3,63,632	6,70,237
7	Mangalore (2 units) Post-Stage II	5,06,794	82,701	81,643	6,71,138	4,23,322	82,701	80,621	5,91,644

## APPENDIX—8

*Subject* :—Community Development Programme—Personnel Permanency of.—

**PROCEEDINGS OF THE GOVERNMENT OF MYSORE**

*Order No. DPC/465/EST/1962, Dated Bangalore, 16th October, 1965.*

*Read :—G. O. No. DR 353 ESB 58, Dated 5th May 1961.*

**PREAMBLE**

The question of making permanent all the posts in the Community Development Programme was engaging the attention of Government for some time past. In the Government Order No. DRL. 353 ESB. 58, dated the 5th May 1961 orders were issued to treat 50 per cent of the posts in the Cadre of Gramsevaks, Gramsevikas, Social Education Organisers (Men) and Mukhyasevikas as permanent, the remaining 50 per cent being continued on a temporary basis. The question has once again been examined with a view to extending the benefit to other categories of officials employed in the C. D. Programme, and it is considered that at least 75 per cent of the posts of all the categories of officials employed in the Community Development Programme may be made permanent.

**ORDER**

In modification of the orders contained in Government order No. DRIL. 353 ESB. 1958, dated the 5th May 1961. it is hereby ordered that 75 per cent of the posts under the following categories of staff borne on the Establishment of the State Service Cadres in respect of the Development and Local Government Branch of the Mysore General Service, be treated as permanent :—

1. District Development Assistants.
2. Block Development Officers.
3. Extension Officers (Panchayats).
4. Gramsevaks,
5. Gramsevikas.
6. Accountants.
7. Accountants-cum-Store Keepers.
8. I Division Clerks
9. II Division Clerks.
10. II Grade Typists.
11. Drivers.
12. Peons.

By Order and in the name of the Governor of Mysore,

S. NAGESHA RAO,

*Under Secretary to Government,*

*Dev., Raj and Co-opn. Department.*

To

The Accountant General, Mysore, Bangalore through F. D.

All the Divisional Commissioners.

All the Deputy Commissioners.

All the Presidents of the Taluk Development Boards.

All Sections of the Development, Health, Panchayati Raj and Co-operation Department.

Private Secretary to the Minister for Development, Panchayati Raj and Municipal Administration Department.

Personal Assistant to the Dy. Minister for Dev. P. Raj and Munl. Ad.

Personal Assistant to Development Commissioner and Special Secretary for Planning and Agricultural Production.

Personal Assistant to the Secretary, Development, Health, P. Raj and Co-operation Department.

*Weekly Gazette.*

G. O. File.

## APPENDIX-9

*Statement showing the Particulars of Social Education Organisers and Mukhyasevikas in the Development Department.*

	Total Sanctioned Strength	No. In position	Graduates	Non-Graduates	Vacant
Social Education Organisers	275	164	121	43	111
Mukhyasevikas	275	97	47	52	178

## APPENDIX-10

## GOVERNMENT OF MYSORE

DEVELOPEMENT HOUSING, PANCHAYATHI RAJ AND CO-OPERATION DEPARTMENT

*G.O.No. DPC 100 EGS 66, dated 5th July 1967.*

Transfer of Gramsevaks from the Development to the Department of Agriculture.

Directs the :—

## PREAMBLE

The entire State is now covered by the Community Development Programme having a total number of 268 Blocks. As many as 2,603 Gramsevaks are now functioning in these Blocks. These Gramsevaks are at present engaged in multipurpose activities such as organising intensive agricultural production programme, assisting in the preparation of Panchayat Agricultural Production Plan arranging production of organic manures, propagating and assisting in implementation of measures for soil and water conservation and dry farming methods, inducing ryots to rear poultry, watching, the out-breaks of contagious diseases of animals, formation of Co-operative Societies publicising in the villages the various assistance, training and extension programme and various other programmes with the result that the Gramsevaks have not been able to devote their full time required to increase the agricultural production which is of utmost importance in the present economic condition of the nation.

The National Development Council has also felt that the Gramsevaks must be engaged only in the duties relating to agriculture and allied field in order to increase food production. To achieve this objective, Government has been considering for some time past the question of transferring to the Department of Agriculture, the Gramsevaks of the Development Department and whose cadre is now under the Development Branch of the Mysore General Service.

*Order No. DPC 100 EGS 66, Bangalore, dated the 5th July 1967.*

1. After examining all aspects of the case, Government are pleased to direct that the control over the Gramsevaks of the Development Department be transferred to the control of the Department of Agriculture with immediate effect so as to ensure that the Gramsevaks are used principally for Agriculture Extension Work.

2. As the Gramsevaks will now become part of the Agricultural Department, the Director of Agriculture should take necessary action in matters regarding their recruitment, training, transfers, promotions, disciplinary proceedings, and service matters. The Job Chart of the Gramsevak will be as indicated in the appended statement. He will devote his attention to tasks pertaining to agricultural production, which would include organisation of supplies and services through Co-operatives and also to schemes pertaining to Horticulture, Animal Husbandry, Poultry keeping etc.



3. The Gramsevakas will continue to work in the Blocks, as members of the block team, under the administrative supervision of the Block Development Officers and the general or special orders which may be issued by the Department of Agriculture will be effectivelly implemented by the Block Development Officers.

4. This Order issue with the concurrence of the Agriculture and Forest Department *vide* their U. O. Note No. 3538 dated 3rd July 1967.

By Order and in the name of the Governor of Mysore,

S. B. RIZA WASTI,

*Under Secretary to Government,  
Development, Housing Panchayathi Raj and  
Co-operation Department.*

To

The Compiler, Mysore Gazette.  
The Director of Agriculture in Mysore, Bangalore.  
The Divisional Commissioners.  
The Secretaries to Government, Agriculture and Forest Department.

Copy to :—

The Accountant General, Mysore, Bangalore.  
The Deputy Commissioners.  
The Assistant Commissioners.  
The Block Development Officers/Deputy Block Development Officers.  
The P. A. to the Development Commissioner  
The P. A. to Secretary, D. A. P. C. Department.  
The Presidents of the Taluk Development Boards.  
The Agriculture and Forest (Agricultural Branch).  
All the Sections of the D. H. P. C. Department.  
The Weekly Gazette.  
PRESS TABLE.

---

## ANNEXURE

*No. DPC 100 EGS 66, dated the 5th July 1967.*

Job chart of the Gramsevak in the C. D. Programme shall be as follows until further orders:—

1. Organising intensive agricultural production including the production of food crops and where applicable, production of cotton, oil seeds, fruits, vegetables and other agricultural produce and assisting in the preparation of the Panchayat Agricultural Production Plans in the prescribed manner.
2. Arranging intensive production of organic manures under the following:—
  - (i) Farmyard Manure.
  - (ii) Compost.
  - (iii) Green Manure.
3. Propagating and assisting in implementation of measures for soil and water conservation and dry farming methods, viz.,
  - (i) Repeated harrowing and frequent inter-cultivation ;
  - (ii) Wider and thinner sowing including dibbling ;
  - (iii) Timely and early sowing ;
  - (iv) Contour bunding and contour cultivation, where such a scheme is sanctioned, and
  - (v) Such other dry farming practices as may be prescribed.
4. Propagating the use of improved seed and assisting their production by registered seed-growers and Gramsayayaks by:—
  - (i) assisting the seed-growers in roguing operations and production of pure and viable seed for propagation ;
  - (ii) assisting Panchayat Committees in the selection of improved seed for distribution to cultivation ;
  - (iii) assisting in the storage, treatment and distribution of improved seeds by co-operative societies where assistance is asked for and through Gramsayayaks as the case may be where the co-operative selections are not available to take up the storage and distribution of improved seeds.
5. Propagating the use of fertilisers by:—
  - (i) educating the farmers in the proper method of application, time of application and use of balanced fertilisers ;
  - (ii) assisting the farmers to obtain the required fertilisers from alternative sources of supply fixed up in cases where the co-operative societies are non-existent or are not functioning satisfactorily.
6. Propagating plant protection measure by intimating the proper methods, the dosages and the applicances for insecticides and assisting the ryots by reporting to higher authorities for obtaining the adequate and timely supply of insecticides and pesticides.
7. Educating the farmers about the proper and timely use of water by irrigation either by tanks or wells wherever such facilities are available.
8. Laying out demonstration plots and holding of regular demonstrations of the various agricultural practices as per instructions of the District Agricultural Officers.

9. (i) Finding out requirements of breeding bulls in the rural areas and when breeding bulls are introduced, inspecting them regularly and checking up the services made by the bulls and following up the result of services by maintaining a record thereof;
- (ii) Giving extensive publicity to artificial insemination work wherever such facilities are available and directing cattle owners to get their cows and she-buffaloes to Artificial Insemination Centres for getting them inseminated by superior germ Plans and following up results of such insemination in their circles through regularly maintained records;
- (iii) Actively assisting the propagation and implementation of the programme of castration of scrub bulls.
10. Inducing a larger number of ryots to rear poultry and assisting them in securing the benefits of subsidies from block and departmental funds and the technical advice of the departmental officers in the matter.
11. (i) Watching the outbreaks of contagious diseases of animals and reporting them to concerned Veterinary Institutions.
- (ii) Arranging for inoculation in areas where cattle and poultry epidemics break out and also in surrounding villages, to prevent out-spread of diseases.
- (iii) Arranging preventive inoculation in his circle, by proper propagation in the area, particularly in respect of poultry birds against Ranikhet diseases.
- (iv) Advising villagers to take their birds for inoculation to the nearest Veterinary Institution on the days specified for that purpose by the institution.
12. Inducing poultry owners to remove all the country cockerels of breeding age by getting them replaced by superior cockerels from the departmental poultry farms; also informing the Block Development Officers to provide transport facilities where number of birds to be exchanged is sufficiently large.
13. Inducing bona-fide ryots to go in for subsidised, fertilised eggs and improved poultry eggs and assisting in the distribution of these when they are made available.
14. Watching closely and following up:—
- (a) the results of distribution of improved cockerels,
- (b) the results in respect of hatching eggs distributed,
- (c) the results of Ranikhet and Foul-pox vaccination when animal and poultry epidemics have broken out.
15. Giving adequate publicity in the villages in his circle, to the various assistance, training and extension programme included in the programme of his circle.
16. Assisting in the prescribed manner, the collection of proper estimates of increased production as a result of the implementation of the various agricultural schemes in his circle.

Emphasis shall not merely be on the carrying out of certain operations but definitely on achieving targets of increased agricultural production.

17. The Village Level Workers are also designated as Gramsevaks, Co-operative Supervisors (Development) and their duties will be as follows:--(9a)

- (a) They should assist (1) in the formation of Co-operative Societies.
  - (ii) in the campaign for increase of memberships, share capital and deposits,
  - (iii) in the preparation of loan records in respect of short-term, medium term and long-term loans.
- (b) They should supervise the utilisation of loans sanctioned for agricultural production and their timely recovery.

It should clearly be understood by the Village Level Workers that they are not empowered to register any Co-operative Societies. They are also not expected to discharge any statutory duties like the audit or inspection of Co-operative Societies. With regard to all activities carried out by the Block Development Officers in relation to Co-operation, they will be subordinate and carry out such instructions as may be issued from time to time by the Assistant Registrar of the Co-operative Societies concerned and also the higher officers of the Co-operative Department.

S. B. RIZA WASTI,  
*Under Secretary to Government,  
Development, Housing, Panchayathi Raj and  
Co-operatjon Department.*

## APPENDIX II

## GOVERNMENT OF MYSORE

## FINANCE DEPARTMENT

*G. O. No. DPC 83 EDO 67, dated 8th September 1967.*

Retention of certain posts in the Community Development Department which were decided to be abolished in the G. O. No. FD 52 BUD 67, dated 11th July 1967 regarding sustained drive for Economy in expenditure under all Heads.

Orders the—

READ:—

*G. O. No. FD 52 BUD 67, dated 11th July 1967.*

PREAMBLE:—

In the Government Order read above it has been ordered, amongst others, as follows:—

(a) Keeping 15 posts of Deputy Block Development Officers for Taluks, where there is Intensive Agricultural Programme, the remaining posts should be abolished;

(b) The posts of Extension Officers, Rural Industries and Animal Husbandry should be abolished. The Extension Officers of Animal Husbandry so released should be posted to Veterinary dispensaries. Special schemes like 'Key-Village] Schemes' should not be affected by retrenchment of Extension Officers. Present employees in regular Government service who become surplus should be absorbed in other departments, including the Excise Department in due course, retaining their liens in the present departments till then.

(c) Posts of gramsevaks should be transferred to Agricultural Department, where posts of Fieldmen or higher posts should be retrenched as a set off against posts of Gramsevaks;

(d) Posts of 'Gramsevikas' and 'Mukhya Sevikas' should be abolished and the existing incumbents absorbed in Education Department, retaining their liens in the present departments till then;

(e) Posts of 'Social Education Organisers' in Education or Community Development should be abolished and the persons absorbed in other vacancies retaining their liens in the present departments till then;

(f) One post of Deputy Development Commissioner should be abolished and his services utilised as Deputy Secretary to Government;

(g) One of the existing 'Gramsevikas' Training Centres should be closed.

Since there is scope for more substantial economy the Community Development and Revenue Departments should make a study and submit early proposals for further economy in this Department, for consideration of Government.

The entire position was reconsidered in view of the various programmes that are already undertaken by this Government and also in view of the commitments this Government have made with the UNICEF. Thus after considering all aspects of the case Government find that it is necessary to retain some of the posts which were decided to be abolished under the Government Order read above for the reasons indicated below :-

1. Deputy Block Development Officers :—In G.O. No. AF 513 BMI 65, dated 16th March 1965, the following Districts are declared as Intensive Agricultural Districts.

- |                 |                  |                 |
|-----------------|------------------|-----------------|
| 1. Kolar,       | 5. Mysore,       | 8. Karwar,      |
| 2. Tumkur,      | 6. South Kanara, | 9. Belgaum, and |
| 3. Shimoga,     | 7. Bellary,      | 10. Raichur.    |
| 4. Chitradurga, |                  |                 |

In addition, Mandya District is covered by Intensive Agricultural Development Programme and needs to be treated separately. The number of Deputy Block Development Officers sanctioned for the Intensive Agricultural Districts is 19 as per the statement indicated below :

Name of the District	No. of Blocks	No. of posts of Dy.B.D.O.'s sanctioned
1 Kolar	15	4
2 Tumkur	16½	5
3 Shimoga	10	1
4 Chitradurga	13½	4
5 Mysore	18	6
6 South Kanara	17	8
7 Belgaum	21	8
8 Karwar	11	Nil
9 Bellary	12	5
10 Raichur	15½	6
11 Mandya	10½	2
	159½	49

It is thus seen that there are 49 posts of Deputy Block Development Officers sanctioned for these Intensive Agricultural Districts. Besides, the Districts of Raichur, Bellary, Chitradurga, parts of Shimoga and Chickmagalur come under the ayacut of Major Irrigation Projects where there is bound to be more intensive agricultural work. In view of all these facts, it is necessary to continue all the 49 posts of Deputy Block Development Officers sanctioned for the Intensive Agriculture Programme Districts.

The total number of Deputy Block Development Officers sanctioned for the Blocks in the entire State is 90 and 42 Deputy Block Development Officers are in position. Since we require 49 Deputy Block Development Officers, 7 more Deputy Block Development Officers have to be posted to the Intensive Agriculture Programme Districts. Therefore, as against the retention of 15 posts of Deputy Block Development Officers as indicated in the Government Order read above, it is necessary to retain 49 posts. The remaining 41 posts of Deputy Block Development Officers may be abolished forthwith.

2. Extension Officers (Animal Husbandry, Mukhya Sevikas and Gramsevikas).—In the Government Order cited above, it has been ordered to abolish all the posts of Extension Officers (Animal Husbandry), Mukhya Sevikas and Gramsevikas.

The State has been participating in the Applied Nutrition Programme, one of the components of the same being Poultry Development in rural areas. There is an agreement with the Government of India and the UNICEF for implementation of the Applied Nutrition Programme in this State. In view of the commitments with the UNICEF, it is expected that 65 blocks would be covered by the Applied Nutrition Programme which is assisted by the International Agencies headed by the UNICEF by way of modern equipment and the State is expected to maintain the services and take steps necessary for the poultry development in rural areas. In view of all this, it is necessary to retain the Extension Officers (Animal Husbandry) Mukhyasevikas and Gramsevikas required for these Applied Nutrition Programme Blocks.

At present, 21 blocks are covered by the A. N. P. As per our agree programmes, 65 blocks will be covered by the A. N. P. One Extension Officer (Animal Husbandry), one Mukhyasevika and 5 Gramsevikas are required to be provided to each of the Applied Nutrition Programme Blocks as per the mutual agreement. That means, 65 Extension Officers (Animal Husbandry), 65 Mukhyasevikas and 325 Gramsevikas are required for these A. N. P. Blocks. As a result of this, the number in position and the number required for A.N.P. Blocks and the surplus to be surrendered in these categories of officials are indicated below:—

Designation	No of sanctioned posts	No. in position	No. required	Surplus
1. Extension Officer (A.H.)	258	148	65	78
2. Mukhyasevika	275	97	65	32
3. Gramsevika	550	354	325	29

Thus 65 Extension Officers (Animal Husbandry), 65 Mukhyasevikas and 325 Gramsevikas are required for the Applied Nutrition Programme Blocks.

78 surplus Extension Officers (Animal Husbandry) have to be replaced at the disposal of the Director of Animal Husbandry and Veterinary Services 32 Mukhyasevikas and 29 Gramsevikas who will be surplus will have to be utilised for the Blocks where Family Planning and Child Welfare Projects will be introduced. It has now been decided to introduce this Scheme in 50 blocks in the country

Therefore, at present, it is found necessary to retain 65 posts of Extension Officers (Animal Husbandry), 97 posts of Mukhyasevikas and 354 posts of Gramsevikas. The remaining 193 posts of Extension officers (Animal Husbandry), 78 posts of Mukhyasevikas and 196 posts of Gramsevikas may be abolished.

3. Extension Officer (Rural Industries):—In the Government Order dated 11th July, 1967, it has been ordered that the posts of Extension Officers (Rural Industries) should be abolished. Therefore 174 sanctioned posts of Extension Officers (Rural Industries) and 124 are in position. The salaries of these Extension Officers are paid from the funds of the Department of Industries and Commerce and they are also under the administrative control of that Department. Since their Liens have to be maintained in their posts until they are absorbed, they have to be continued until their absorption. Therefore, these posts will have to be abolished as soon as alternate arrangements are made to accommodate them in the Industries and Commerce Department. Till then, they will have to be continued in the blocks. Fifty posts of Extension Officers (Rural Industries) which are vacant at present could thus be abolished forthwith.

4. Social Education Organiser:—In the Government Order dated 11th July, 1967, it has been ordered to abolish the posts of social Education Organisers. There are 275 sanctioned posts of Social Educational Organisers and 164 Social Educational Organisers are in position. Among them 121 are graduates and 43 are non-graduates. The Graduate Social Education Officers can however be considered for absorption in the Education Department and the non-graduate Social Education Officers could be considered for absorption in the Development Department. Until these Social Educational Organisers are absorbed as indicated above, it would be necessary to retain them in the Blocks. However 111 vacant posts of Social Education Organisers could be abolished at present and the remaining 164 posts of Social Education Organisers could be abolished as soon as they are absorbed as mentioned above.

5. Deputy Development Commissioner :—In order to implement the Community Development Programmes effectively and also to have proper supervision control and guidance, it is very essential to retain the posts of Deputy Development Commissioner for the present. The Deputy Secretary of the Department is also overworked and in order to give him some relief it is necessary that the post of the Deputy Development Commissioner is continued till the end of the Fourth Five-Year Plan.

In the circumstances detailed in the Preamble to this order, it is hereby ordered that :

1. Forty-one posts of Deputy Block Development Officers are abolished and the remaining 49 posts of Deputy Block Development Officers are retained for Intensive Agriculture Program areas in the following districts at the rates mentioned against each district :—

Name of the District	No. of posts of Deputy Block Development Officers allotted.
1	2
(1) Kolar	4
(2) Tumkur	5
(3) Shimoga	1
(4) Chitradurga	4
(5) Mysore	6
(6) South Kanara	8
(7) Belgaum	8
(8) Bellary	5
(9) Raichur	6
(10) Mandya	2
	Total 49

The Divisional Commissioners should send proposals to Government for allotment of the Deputy Block Development Officers for the intensive Agriculture Programme areas in each District coming under their jurisdiction.

2. (a) One hundred and ninety-three posts of Extension Officers (Animal Husbandry) should be deemed to have been abolished with effect from the dates the incumbents holding these posts are relieved from the blocks. The Director of Animal Husbandry and Veterinary Services should take immediate action to give postings to these 193 Extension Officers. The Extension Officers (Animal Husbandry) so released should be posted to Veterinary Dispensaries. Special schemes like 'Key Village Scheme' should not be affected by the abolition of the posts of Extension Officers (Animal Husbandry).

(b) Sixty-five posts of Extension Officers (Animal Husbandry) are retained for Applied Nutrition Programme Blocks.

3. (a) One hundred and seventy-eight posts of Mukhyasevikas are abolished.

(b) Ninety-seven posts of Mukhyasevikas are retained for Applied Nutrition Programme, Child Welfare and Family Planning Programmes.

4. (a) One hundred and ninety-six posts of Gramsevikas are abolished.

(b) Three hundred and fifty-four posts of Gramasevikas are retained for Applied Nutrition Programme, Child Welfare and Family Planning Programmes.

5. (a) Fifty posts of Extension Officers (Rural Industries) are abolished.

(b) One hundred and twenty four posts of Extension Officers (Rural industries) are retained until they are absorbed in the industries and Commerce Department or in other Departments. These 124 posts of Extension Officers (Industries) should be deemed to have been abolished as and when the incumbents holding these posts are relieved from their Blocks and absorbed elsewhere. The Director of Industries and Commerce should take immediate action to absorb these Extension Officers (Industries) in his Department or in other Departments.



6. (a) One hundred and eleven posts of Social Education Organisers are abolished.

(b) One hundred and sixty-four posts of Social Education Organisers are retained until they are absorbed in Education Department, Development Department. These 164 posts of Social Extension Organisers should be deemed to have been abolished as and when the incumbents in these posts are absorbed in the Education Department.

7. The Post of Deputy Development Commissioner is continued till the end of the IV Five Year Plan.

This Order issued with the concurrence of the Finance Department.

By Order and in the name of the Governor of Mysore,

S. B. RIZA WASTI,

*Under Secretary to Government Development,  
Housing, Panchayati raj and Co-operation Department.*

To

The Compiler, Mysore Gazette.

Copy to :—

The Cabinet Section B.A.D.  
The Finance Department (Budget)  
The Accountant General, Mysore, Bangalore.  
The Education Department.  
The Agriculture and Forest Department.  
The Divisional Commissioners.  
The Heads of Development Departments.  
The Deputy Commissioners.  
The P.A. to the Hon'ble Minister for Community Development and Co-operation/  
Secretary to Government, D.H.P.C. Department Deputy Development  
Commissioner Deputy Secretary.  
The All Under Secretaries and Section Officers of D.H.P.C. Department.  
The Senior Officers/Accounts Officer, D.H.P.C. Department.  
The Block Development Officers/Deputy Block Development Officers.  
The Presidents of the Taluk Development Boards.  
All Section of the D.H.P.C. Department.  
Weekly Gazette.  
G.O. File.  
Spare Copies.

#### APPENDIX-12

##### Provision of special staff for certain special schemes

###### A. *Applied Nutrition Programme.*

Horticultural Inspector and Field Assistants, Fisheries Inspector and Field Assistant and Extension Officer Animal Husbandry, required for implementing the Horticultural, Fisheries and Poultry programmes under the Applied Nutrition programme in the Blocks, are provided by the respective departments to work under the Block Development Officer.

###### B. *Rural Manpower project.*

Depending upon the workload in the Block Agricultural Demonstrator and soil conservation Assistants are sanctioned for soil conservation Assistants. Similarly, depending upon the workload of Minor Irrigation Works and road works taken up under Rural Mining Power Projects Engineering Supervisor is sanctioned.

###### *Amelioration Schemes:—*

One Social Welfare Inspector is sanctioned for each taluk for attending to this work only.

## APPENDIX 13

## PROCEEDINGS OF THE GOVERNMENT OF MYSORE

*Subject* :—Administrative control of Social Education in the State—Transfer to the Education Department orders issue of—

*Order No.* P & D (DPC) 434 EST 59, Dated, Bangalore, 22nd August, 1964

*Read* :—Government Order No. 1 ED 41 MAS 59 dated 15th June 1959.

## PREAMBLE :—

Government in their order read above had directed the reorganisation of the set-up of Social Education and had ordered that the Social Education Organisers in the Development Blocks should form part of the Department of Public Instruction and be under the General control of the Director of Public Instruction who will be *Ex-Officio* Director of Social Education in the State, in the manner as other Extension Officers has under the control of their parent Departments.

At the meeting held in the Chambers of the Development Commissioner and Secretary to Government, Development and Rural Local Administration Department on 13th June 1961 to discuss the recommendations of the Srinagar Conference on Community Development was agreed in principle by the Heads of Departments that all the Extension Officers, Clerical and other staff borne on the cadre of the Development and Rural Local Administration Department should be integrated with the respective Development Departments and considered as on deputation to the Community Development blocks and Gramsevaks Training Centres.

## ORDER

Sanction is hereby accorded to the "transfer" of the shown below posts which were hitherto borne on the cadre of the Development, Panchayatiraj and Co-operation Department to the Department of Public Instruction with immediate effect. The incumbents will be considered as on deputation to the Community Development Blocks and the Gramsevaks Training Centres.

Designation of the posts :	Cadre strength
1. District Social Education Officers with their staff.	6
2. Chief Instructress of Home Science Wings.	3
3. Assistant Instructresses of Home Science Wings.	9
4. Social Education Organisers (Men)	275
5. Social Education Organisers (Women)	275
6. Drill-cum-Camp Officers	5

2. It is not necessary to provide for the salaries of District Social Education Officers during the current financial year as provisions has already been made under the head of account "37-CDP NES and LD Works (A) Supervision". The Director of Public Instruction will provide for the pay and allowances and contingencies of the posts of District Social Education Officers under the appropriate head of account from 1965-66 and onwards and Development, Panchayatiraj and Co-operation Department will drop this item from their Budget proposals.

3. The provision for the pay and allowances of the Social Education Organisers (Men) and the Social Education Organisers (Women) will continue to be made by the Development, Panchayatiraj and Co-operation Department under the head "87-CDP-NES and LD Works", even after the Stage II period.

4. Provision for the pay and allowances of Chief Instructresses Assistant Instructresses of the Home Science Wings and the Drill cum-camp Officers in the Gramasevak, Training Centres will continue to be made by the Director of Agriculture under the head "31-Agriculture".

By Order and in the name of the Governor of Mysore,

S. B. RIZA WASTI,

*Under Secretary to Government*  
*Dev. P. Raj. and Co-opn. Dept.*

## OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION IN MYSORE, BANGALORE.

No. SEN. 9317-49/63-64, Dated 7th September 1964.

Copy of the above Government Order is forwarded for information and necessary action to:—

- (1) All the Deputy Directors of Public Instruction in the State.
- (2) All the District Educational Officers Educational Inspectors in the State.
- (3) All the Assistant Educational Officers in the State.
- (4) Chief Accounts Officer to D.P.I.
- (5) All the District Social Education Officers in the State.
- (6) Joint Directors of Public Instruction (3)
- (7) Senior Assistant D.P.Is, Establishment, Home Science/Planning.
- (8) All the Assistant Directors of Public Instruction in this Office.
- (9) All the Sectional Superintendents in this Office.
- (10) E1, E2, E15, E 16, PL 2, PL 5, SEN 1, SEN 2.
- (11) Manager in this Office.
- (12) P. A. to D. P. I.

.....  
*Joint Director.*

The District Social Educational Officers are requested to furnish the details of the Budget provision to be provided in the Education Department Budget for the year 1965-66 to the Chief Accounts Officer to the Director of Public Instruction, and a copy to the Joint Director of Public Instruction (Shri T. V. Thimme Gowda). These details should be furnished by return post.

**APPENDIX-14.**

*The Duties attached to the District Social Education Officers are as follows:—*

The jurisdiction of the District Social Education Officer is one District. In the case of Bangalore District Social Education Officer, he has two Districts—Rural and Urban. It is now merged into one.

I. The District Social Education Officer has to guide, supervise and control the work of the Social Education Organisers and Mukyasevikas (Lady Social Education Organisers) on the following programmes of work.

- 1 Adult literacy programmes—Men and Women.
- 2 Literacy campaign.
- 3 Follow up work.
- 4 Rural libraries.
- 5 Reading rooms.
- 6 Block libraries.
- 7 Information centres.
- 8 Radio Rural Forums.
- 9 Youth Clubs—Regarding.
  - (a) Youth Projects.
  - (b) Sports and Recreation Clubs.
  - (c) Cultural Programmes.
  - (d) Community Development Work.

- 10 Youth pilot projects and conferences.
- 11 Leaders Training camps.
- 12 Seminars.
- 13 Film shows.
- 14 Demonstrations.
- 15 Teachers Training camps.
- 16 Exhibitions.
- 17 Melas.
- 18 Shramadan activity.
- 19 Supply of Radios and Musical Instruments and Shramadan.
- 20 Printing of Block Magazines.
- 21 Village Volunteer force.
- 22 Labour Banks.
- 23 Study tours.
- 24 National Day Celebrations.
- 25 Gramalakshmi Sibiras.
- 26 Muhila Mandals.
- 27 Craft and Tailoring Centres of Women.
- 28 Nursery Schools.
- 29 Children Clubs.
- 30 Applied Nutrition Programmes.
- 31 Child care.
- 32 Health Education.
- 33 Smokeless Chullas.
- 34 Competitions.
- 35 Vanamahostava—afforestation.
- 36 Field days.
- 37 Social Service Camps.
- 38 Physical activities.
- 39 Cultural Programmes.
- 40 Family Planning.

II. According technical and administrative sanction to the schemes of Social Education in the District.

III. Holding the meetings of the Social Education Organisers and Mukyasevikas for preparation of budget and programme in the District.

IV. As a member of the District Co-ordination Committee at the District level, the District Social Education Officer helps in integrating Social Education programmes with other Departmental Programmes.

V. Reviews the work done by the Social Education Organisers and Mukyasevikas every month and give necessary directions and guidance.

VI. Consolidates the monthly reports and statistics of Social Education Progress in the District and submit them to the Higher Officer.

VII. Countersign the T.A. Bills of all the Social Education Organisers and Mukhyasevikas of the District.

APPENDIX—15.A.

*Statement at a Glance Showing the Nature of Three Tier System Prevailing in the States of Mysore, Madras, Maharashtra, and Andhra Pradesh.*

System	Mysore	Madras	Maharashtra	Madhya Pradesh
1	2	3	4	5
1 Panchayats	Elected Body exists. Budget approved by Chief Executive Officer. Powers under the V.P. & L.B. Act vests with the Asst. Commissioner.	Elected Body exists. Panchayat Funds are maintained at the Panchayat Union Samiti level by the Commissioner for Panchayats. Union controlled by Panchayat Union Commissioner.	Elected body exists. Supervised and controlled by Government through the Collector assisted by the Revenue Divisional Officer.	Elected Body exists. Controlled by the Collector assisted the Revenue Divisional Officer.
2 Panchayat Samiti or Panchayat Union (Taluk Devt. Board)	Elected body exists. Chairman is elected from amongst members. He gets an Honorarium. Exercises statutory powers over Taluk Devt. Boards Funds. Acts as an Advisory body in respect of Block Funds. Block Devt. Officer <i>cum</i> Chief Executive Officer acts in dual capacity and there is dual control both by the Taluk Development Boards and the hierarchy of Govt. officials. All Community Development staff including Block Development Officer continue.	Constituted by Government as a governing body. Chairman of the Panchayat Union is elected from amongst the members of the Panchayat Union Council. He does not get any honorarium but gets T.A. only. Execution of Community Development Programmes is statutorily entrusted-No administrative powers over its staff-Staff are subordinate to the Panchayat Union Commissioner and to the Collector of Zilla Parishad. All Community Development Staff including Block Development Officer continue.	Constituted body gets all its funds from the Zilla Parishad Exercises all powers in respect of Block Funds-Acts as an agent of Zilla Parishad in respect of other grants received from Zilla Parishad Controlled by Zilla Parishad.	Does not exist at present. Block Development Committee nominated by Government exists. Respective Government Departments at the district level have taken over the developmental activities at the district level to their control. They are supervised by the Collector.

3. Zilla Parishad (Dist. Devt. Council.)	Nominated Advisory Body. Approves the budget of Taluk Development Board. No Control over Taluk Develop- ment Board and Panchayats. Deputy Commissioner is the Chairman of the District Development Council. District Development Assistant to the Deputy Commissioner is the Secretary.	Nominated Advisory Body. Collector controls the staff and has got all powers. Collector is the Chairman of the District Development Council.	Statutorily elected body. Chief Executive Officer of the Zilla Parishad controls the staff employed to work under the Zilla Parishad. District heads of development departments assist the Chief Executive Officer. President and Vice- President of the Zilla Parishad are elected from amongst the elected members of Zilla Parishad. They get honorarium and rent-free quarters and T.A. Deputy Chief Executive Officer is the Secretary of the Zilla Parishad.	Does not exist at present
--	---	--	---	---------------------------

---

## APPENDIX 15-B.

*Note on patterns of Associations of Blocks with Panchayat-Raj institutions (specially at taluk level).*

The organisation that now exists over the country does not present a uniform pattern. Briefly below the various systems that exist are indicated :

*Mysore :*

In Mysore State, the conventional pattern of the Community Development Block in its original form has been maintained. The Block Development Officer with his team of Extension Officers continues to exist. The Block Development Officer functions also as the Chief Executive Officer of the Taluk Development Board.

*Madras :*

In Madras, the Block as a unit of development administration continues almost on the same pattern as in Mysore State. The Block Development Officer functions in a dual capacity just as in this State. To some extent better co-ordination is achieved with the development departments due to the constitution of the Co-ordination Committee where the Revenue Divisional Officer, who corresponds to the Mysore Assistant Commissioner, functions as the Chairman with a membership consisting of the Block Development Officer, Sub-Division Assistant Engineer, District Agricultural Officer, etc. The funds for the block are placed at the disposal of the Panchayat Union Council which corresponds to the Mysore Taluk Development Board. But some element of rigidity is there also. The main advantage in the accounting system followed in Madras is at the State level where all funds are pooled and allocations are made to every Panchayat Union for five years with no distinction of the Stage-I, Stage-II or Post-Stage II character of the block. To that extent no block is starved of funds due to the mere fact that it falls within some stage or the other. In Madras also it would seem that the other development departments have certain schemes with their own staff as in this State.

*Maharashtra :*

In Maharashtra, the Panchayat Samithi which corresponds to Mysore Taluk Development Board has complete control over the Block budget but the type of schemes taken up are governed by the instructions governing the Block budget.

The other development activities even in the Samithi area are entirely under the control of the Zilla Parishad which, in the Panchayatraj system there, is the most powerful body. The Block Development Officer and his team of Officers are ultimately envisaged as being placed under the control of the Samithi but at present they function under the control of the Chief Executive Officer of the Zilla Parishad as Government servants. They can be considered at this stage only as on deputation but the local authorities have to direct control over them.

The finances of the Block are distinct from the general funds made available by the Government to the Zilla Parishad and to the Samithi. Therefore, the difficulty regarding the financing of the Community Development Movement by itself exists in this State also. But due to the larger development activity of the Panchayatraj institutions there, this particular difficulty is not of great importance. The Maharashtra pattern implies the virtual removal of the distinction between the Block and the local body.

*Andhra Pradesh :*

The pattern of Block administration is almost the same as in Madras. It is only with regard to agriculture and industrial development that recently a Zilla Development Board has been constituted. The copy of the report on the re-organisation of district administration in Andhra Pradesh so far as development is concerned, is enclosed as an annexure to this note. A copy of the Government Order is also enclosed for information.

In this State a new district level authority called the Zilla Development Board with the Collector as Chairman and the Non-Official Chairman of the Zilla Parishad as a member has been constituted in addition to the statutory Zilla Parishad.

The Secretary of the Zilla Parishad is the Secretary of this Development Board. The Zilla Development Board is made responsible for the economic development of the district and for the formulation of programmes designed to secure development with particular emphasis on agricultural and industrial production. In this pattern, the Collector has been made entirely responsible for the formulation of the programme in his district and the district level officers of development department have been placed under his control. The Collector is treated as the head of each of these departments in his district except in the case of major irrigation. Financial and other powers have been delegated to him for effective implementation. The Collector is relieved of routine revenue work by the appointment of Additional District Revenue Officer who would correspond to the Additional Deputy Commissioners or Special Deputy Commissioners in the State. The new set up in Andhra Pradesh has resulted in the abolition of Joint Registrars of Co-operatives and Joint Directors and Industries. Broadly, it would appear that the Andhra Pradesh pattern, after this recent reorganisation is in a sense a reversion to the official hierarchy providing the main impetus to development. However, the pattern does not result in the individual departments being placed separately in charge of the development, which the system before the introduction of Community Development. The Andhra Pradesh reorganisation pattern, in effect, results in the creation of a single high-level body in the district for agricultural and industrial Programmes. The responsibility of the Zilla Parishad, which is the political organisation, for implementation continues. The main advantage in the Andhra Pradesh pattern is that there is a single authority capable of taking decisions relating to the district without reference to the Head of the Department at the State level or to the Government for normal programmes. The fact that the district heads of other departments are placed under the control of the Collector and function as his technical assistants strengthens the administrative organisation, It is, however, too early to assess the impact of this reorganised system.

*Madhya Pradesh:*

In Madhya Pradesh the Block has been completely abolished recently. The post of Block Development Officer no longer exists (except in tribal areas) and the former Extension Officers work in independent capacities under their own departmental heads. The block officers at the headquarters of the sub-division officer is designated as head-quarters block office while the erstwhile Block Offices in the taluks of the sub-division are now referred to as Joint Blocks offices. In the latter, there is no element of co-ordination and the former extension officers appear to use the building only as a common office. The Progress Assistant located there is also independent and functions as Taluk Level Statistical Assistant. The Sub-Divisional Officer is responsible for compilation of such reports as are necessary but he cannot be said to function as a development officer at all because there is no element of co-ordination. Some ministerial staff has been provided to the Sub-Divisional Officer for compilation work. Block funds are split up at the divisional level and are placed at the disposal of the respective development officers in the district for different functions. The Collector of the district has no part at all to play in this development activity except for such matters as may come up in the Co-ordinating Committee. He, however, continues to be the Accounting Officer so far as the Block budget is concerned. This activity reduces itself to obtaining statement of accounts, compiling them and forwarding them to Government. It may be mentioned here that the Social Education Officer in Madhya Pradesh functions as an official of the Education Department. Lady Social Education Officer is attached to the District Panchayat and Welfare Officer to look after the Women's and Children's programmes.

The present pattern of each department being independent consequent on the abolition of the Block in Madhya Pradesh cannot be said to have resulted in an improvement over the previous system. In this State, the decision to abolish the Block appears to have some relationship with the delay in the constitution of local authorities, except for the Department of Agriculture, the other departments, including the Collectors appear to favour a revival of the Blocks.



## APPENDIX . 15 C.

COPY OF THE REPORT ON REORGANISATION OF DISTRICT ADMINISTRATION  
SUBMITTED BY A COMMITTEE UNDER THE CHAIRMANSHIP OF SHRI M. T. RAJU,  
FIRST MEMBER, BOARD OF REVENUE (28TH APRIL, 1967).

## PRESENT :

1. Shri M. T. Raju, I.C.S.,  
First Member, Board of Revenue. ... *Chairman*
2. Shri J. Chokka Rao,  
Chairman, Telangana Regional Committee.
3. Dr. D. Narasimha Reddy,  
Chairman, Zilla Parishad, Cuddapah.
4. Shri A. Krishnaswami Aiyangar, I.A.S.,  
Special Secretary to Government,  
Panchayati Raj Department.
5. Shri S. A. Quader, I.A.S.,  
Special Secretary to Government,  
Food and Agriculture Department.
6. Shri C. N. Sastry, I.A.S.,  
Joint Secretary to Government,  
Food and Agriculture Department.
7. Shri B. K. Rao, I.A.S.,  
Deputy Secretary to Government,  
Panchayati Raj Department.
8. Shri F. V. Rama Reddi, I.A.S.,  
Registrar of Co-operative Societies.
9. Shri K. Vasudeva Rao, I.A.S.,  
Collector, Hyderabad,
10. Dr. T. V. Reddy,  
Director of Agriculture.
11. Shri B. Pratap Reddi, I.A.S.,  
Director of Industries.
12. Shri S. Chakravarthy, I.A.S.,  
Joint Collector, Hyderabad.
13. Shri B. P. R. Vithal, I.A.S.,  
Joint Secretary to Government,  
Planning Department. ... *Convener*

At the recent Collectors' Conference held from 12th to 14th April, 1967, the question of reorganising District Administration with a view to seeing that there would be a single authority charged with the responsibility of securing economic growth of the District was discussed. A Committee was constituted to examine that changes in the Administrative set-up would be necessary for this purpose and the report of the Committee was also considered by the Collectors' Conference. The Chief Minister desired that the various implication of the proposals made by the Committee, as also any changes in the existing rules and regulations that would be necessary for implementing them should be considered in detail by the same Committee and that Dr. D. Narasimha Reddi, Chairman, Zilla Parishad, Cuddapah and Shri J. Chokka Rao Chairman, Telangana Regional Committee should also be requested to serve on this Committee for the purpose. Accordingly, the Committee met again on April 26, 1967. The Committee, after a detailed discussion of the various issues involved as well as the recommendations made earlier to the Collectors' Conference, submits the following recommendations.

I. 1. Seeing firstly that the Zilla Parishad is charged under the Andhra Pradesh Panchayat Samithis and Zilla Parishads Act 1959, with the responsibility of co-ordination and consolidation of the Plans prepared in respect of the Blocks in the District and preparation of Plans in respect of the entire District and secondly that the Zilla Parishad is best constituted to generate popular zeal and effort necessary for the successful implementation of the District Plan, the Committee considers that the responsibility for promoting the economic growth of the District should be shared by the Zilla Parishad with the Collector.

2. The Committee accordingly recommends that for each District a Zilla Development Board consisting of the following three members shall be constituted :—

1. District Collector. ... *Chairman*
2. Chairman, Zilla Parishad.
3. Vice-Chairman, Zilla Parishad.

For the present the Secretary, Zilla Parishad will serve as Secretary of the Board.

3. The Board shall be responsible for the economic growth of the District. It will be the task of the Board to formulate and implement programmes designed to secure the economic growth of the District and in particular programmes connected with agricultural and Industrial production. These programmes will include Irrigation, Power, Animal Husbandry, Fisheries, Co-operation and Marketing.

## II Formulation of the District Plan :

1. The Heads of Departments concerned with Schemes bearing on agricultural and industrial production shall, within fifteen days of the budget allotment being made for them, furnish to the Collector of each District a list of Schemes—both Plan and non-Plan intended to be taken up in that district during the year. The district Heads of Departments will simultaneously furnish to the Collector their proposals for utilisation of the growth potential available within the District for which no budgetary provision as much is necessary. The Panchayat Samithis shall also simultaneously furnish to the Collector plans pertaining to Agricultural and Industrial production which are to be financed from their own funds. The Collector shall thereupon convene a meeting of the Zilla Development Board to which the District Heads of Departments concerned shall also be invited. The Board will examine the production potentialities of each of these schemes and fix targets of production which are to be achieved under these Schemes during the year. The Board will thus prepare a draft integrated agricultural and industrial production plan for the year calculated to secure maximum production with the available resources (referred to as District Plan hereafter). For this purpose the Board shall have powers to reallocate the budgetary provisions under the same head exercising the power of a Head of Department.

2. The draft plan so prepared shall be placed before the Zilla Parishad for its approval.

3. Any new schemes of economic growth formulated by any Department shall contain an estimate of :

- (i) additional production of agricultural and industrial goods as the case may be :
- (ii) time schedule for the execution of the scheme : and
- (iii) the period within which the anticipated additional production will materialise.

Every such scheme shall be referred to the Zilla Development Board which will examine the estimate aforesaid of the additional production envisaged and the anticipated period of its materialisation. Only in the light of the commitment that the Board will undertake in regard to the prospects of additional production will the record of sanction for such schemes be considered.

### III Implementation :

1. It shall be the responsibility of the Zilla Development Board to implement the plan and achieve the targets envisaged under it. The Board shall meet once a month and often or as may be necessary to review the progress of implementation of the District Plan in the light of the inspection reports submitted by the District Officers and Revenue Divisional Officer (*vide* IV-C). The Board will report to the State Board of Development proposed to be constituted every quarter the progress of the execution of the plan, marking copies of relevant extracts to the concerned Heads of Departments. This progress report will also be laid before the Zilla Parishad. At the end of the year the Zilla Development Board shall submit a report to the State Board indicating the economic growth achieved and explaining the short-falls, if any, and the reasons therefor. The State Board will submit an annual report to Government reviewing the economic growth achieved in each of the districts.

### IV Administrative Changes:

In order to ensure efficient implementation of the integrated District Plans the following changes in the District Administration are recommended:—

A.1 *District Level.*—The basic Departments which are to participate in the programmes of economic growth are:

1. Agriculture
2. Irrigation
3. Co-operation
4. Panchayati Raj
5. Industries.

The Collector will be the head of each of these Departments for the district, except Irrigation. He will exercise all the administrative powers of the Registrar of Co-operative Societies, Director of Agriculture, Commissioner of Panchayati Raj and Director of Industries within his district. For this purpose the administrative powers of these Heads of Departments statutory as well as non-statutory will be delegated to the Collector. Where there is more than one District Head of a Department one of them may function as a P.A. to the Collector for that Department. In respect of Agriculture, however, the Committee feels that where there is at present only one District Agricultural Officer, it will be necessary to have another so that the Agricultural Development work would be intensified. Ultimately, question of having one Deputy Director of Agriculture for each district may also have to be considered.

A.2 In the case of Irrigation, the Executive Engineer (Irrigation) shall be under the administrative control of the Collector (a) in respect of the execution of sanctioned works included in the District Plan and (b) in respect of items which are within the competence of the Executive Engineer and for which the concurrence of the Collector is required under existing orders.

A.3 As regards other District Heads they shall carry out such directions as may be issued by the Collector from time to time in regard to the implementation of the schemes included in the District Plan.

A.4 In order that the Collector may devote himself almost entirely to the aforesaid development work, it will be necessary to relieve him of most of the Revenue and Civil Supplies work. For this purpose, a District Revenue Officer shall be appointed for each district. The District Revenue Officer will be a senior scale I.A.S. Officer and he will work under the direct control of the Collector.

**B. Parishad and Samithi level:**—Of the various fields of activity undertaken by the Zilla Parishad and the Panchayat Samithis, those relating to Education, Communications and amenities programmes like Health and Social Welfare account for the most of their Budget provisions. These subjects fall outside the purview of the Zilla Development Board. The only schemes which all within the purview of the District Plan will be schemes relating to agricultural and Industrial production. Even these will continue to be administered by them in the same manner as hithertofore. The Zilla Development Board will be concerned with these schemes only for the purpose of securing their integration in the District Plan and for their implementation according to the time schedule. The Zilla Parishad and the Panchayat Samithis will be responsible for implementation of the scheme included in the District plan falling within their purview.

**C. Divisional level:**—The Revenue Divisional Officer will be responsible for the supervision and effective implementation of the District Plan in respect of Blocks within his jurisdiction. He shall be the reviewing and evaluating authority in respect of schemes included in the plan which fall within his Division. He should make frequent field inspections, locate bottle-necks and see that action is taken for these being removed. He shall send inspection reports to the Collector so that the Zilla Development Board may be apprised of the progress of schemes. In order that the Revenue Divisional Officer may be able to discharge these functions, he shall exercise administrative control over the Block Development Officers and the Block staff of the Panchayat Samithis within his jurisdiction. For this purpose the disciplinary powers of the Collector under the existing rules should be delegated to the Revenue Divisional Officer. The Revenue Divisional Officer shall attend the meetings of the Panchayat Samithis and staff meetings of the Blocks in his jurisdiction. The District Heads will furnish to the Revenue Divisional Officer from time to time their notes of inspection of the work of their field staff in relation to their schemes within his Division.

**D. Village and Firka level:**—The question of integration of the Revenue establishment with the Panchayat at the Village level can be considered only when the new land revenue pattern is known. Only as and when the Revenue establishment and the Panchayat are integrated at the village level can the question of integration of the posts of Revenue Inspector and Village Level Workers at the firka level appropriately be considered.

**D.2.** The Committee would, however, like to state that in its view the Panchayat should be the instrument of development at the village level and for this purpose its revenues must be augmented. One way of doing this would be to make over to the Panchayats the land tax as apart from water rate, keeping the water rate with the Government. In such a case, there could be one Executive Officer at the village level who would be borne on the establishment of the District Collectrate and would be an agent of the Government at the village level for levy and collection of taxes, he would also be the Secretary of the Panchayat and function under the Panchayat for this purpose. The number of Panchayats could be reduced substantially by the merger of neighbouring villages within a convenient radius such as three miles, so that they may become financially viable.

**E. 1. State level:**—At the State level the Heads of Departments concerned with agricultural and industrial plans that is Director of Agriculture, Registrar of Co-operative Societies and the Director of Industries will also function as *ex-officio* Secretaries. Since as proposed above, the powers of the Heads of the Departments are being delegated to the Collectors, the workload of these Heads of Departments will be reduced and thereby their functioning as *ex-officio* Secretaries to Government will be facilitated. Their function will be one of general superintendence and control in so far as their work in the District is concerned. All specialist agencies with a state-wide jurisdiction will, however, be attached to their Directorates at the Headquarters. The District Collectors who will function as Heads of these Departments in the District will then function in respect of the concerned programmes under the general direction and supervision of these State Heads of Departments who would be exercising the powers of Government by virtue of their *ex-officio* status.

E. 2. These proposals will involve a complete reorganisation of these Departments and a separate Committee consisting of the Heads of the Departments concerned and select Collectors should be constituted to study the details of the set-up and recommend necessary measures for giving effect to these recommendations.

E. 3. There shall be a Development Board at the State level constituted as follows:

- |   |     |                      |
|---|-----|----------------------|
| 1. Chief Secretary and Development Commissioner                                       | ... | <i>Chairman</i>      |
| 2. Member, Board of Revenue and Commissioner for Irrigation and<br>Ayacut Development | ... | <i>Vice-Chairman</i> |
| 3. Secretary (Public Works Department)  | ... | Member               |
| 4. Secretary (Food and Agriculture)   | ... | Member               |
| 5. Secretary and Commissioner (Panchayati Raj)  | ... | Member               |
| 6. Director of Agriculture and <i>Ex-Officio</i> Secretary                            | ... | Member               |
| 7. Registrar of Co-operative Societies and <i>Ex-Officio</i> Secretary                | ... | Member               |
| 8. Director of Industries and <i>Ex-Officio</i> Secretary                             | ... | Member               |
| 9. Chief Engineer (General)   | ... | Member               |
| 10. Secretary (Planning)  | ... | <i>Secretary</i>     |

E. 4. The State Development Board will be responsible for supervising the proper implementation of the District Plans. It will also review the progress of the various District Plans. The member will tour intensively the districts and inspect as many works as possible. The Board itself could meet in different districts by turns.

E. 5. The State Development Board will be responsible not merely for the District Plans but also for other Plan schemes related to Agricultural and Industrial production.

B. P. R. VITHAL.

M. T. Raju,

J. Chokka Rao,

D. Narasimha Reddy,

E. V. Ram Beddi,

A. Krishnaswamy Aiyangar,

K. Vasudeva Rao,

C. N. Sastry,

B. P. R. Vithal and

B. K. Rao

ANNEXURE TO APPENDIX 15-C  
GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

*District Administration*:—Reorganisation of — Recommendation of the Committee under the Chairmanship of Shri M. T. Raju, Accepted—Orders—Issued.

GENERAL ADMINISTRATION (SPECIAL) DEPARTMENT

*G. O. Ms. No. 944 dated the 3rd November 1967.*

*Read: G.O. Ms. No. 31. Planning (IX) Dept. dated 3rd May 1967.*

ORDER

At the Collectors' Conference held from 12th to 14th April, 1967 the question of reorganising District Administration with a view to seeing that there would be a single authority charged in the responsibility of securing economic growth of the District was discussed. In order to examine in detail, the proposals made at the Conference, as also any changes in the existing rules and regulations that would be necessary for implementing them. Government constituted a Committee through the G. O. read above. After a detailed discussion of the various issues involved as well as of the recommendations made earlier to the Collectors' Conference, the Committee has submitted its recommendations to Government. The Government have examined these recommendations carefully and they have generally accepted the recommendations. The following orders are accordingly passed.—

2. There shall be a Zilla Development Board for each district which shall be constituted as follows:—

- |                               |          |
|-------------------------------|----------|
| (1) District Collector        | Chairman |
| (2) Chairman, Zilla Parishad. | —        |

For the present, the Secretary, Zilla Parishad shall serve as Secretary of the Board.

3. The Zilla Development Board shall be responsible for the economic growth of the district. It will be the task of the Board to formulate and implement programmes designed to secure the economic growth of the district and in particular programmes connected with Agricultural and Industrial Production. These Programmes will include Irrigation, Power, Animal Husbandry, Fisheries, Co-operation and Marketing.

*Formulation of the District Plan:*

The State Heads of Departments concerned with schemes relating to Agricultural and Industrial Production including Irrigation, Minor Irrigation and Rural Electrification shall within 15 days of the budget allotments being made for them, furnish to the Collector of each District a list of schemes both Plan and non-Plan intended to be taken up in that District during the Year. The District Heads of Departments will simultaneously furnish to the Collector their proposals for utilisation of the growth potential available within the District for which no budgetary provision as such is necessary. The Panchayat Samithis shall also simultaneously furnish to the Collector plans pertaining to Agricultural and Industrial Production which are to be financed from their own funds. The Collector shall convene a meeting of the Zilla Development Board to which the District Heads of Department concerned shall also be invited. The Board will examine the production potentialities of each of these Schemes and fix targets of production which are to be achieved under these schemes during the year. The Board will thus prepare a draft interalia Agricultural and Industrial Production Plan for the year calculated to secure maximum production with the available resources (referred to as the District Plan hereafter)—For this purpose, the Board shall have powers to re-allocate budgetary provisions under the same head exercising the power of a Head of Department.

The draft District plan so prepared shall be placed before the Zilla Parishad for its approval.

Any new scheme related to economic growth formulated hereafter by any Department shall contain an estimate of—

- (1) Additional production of agricultural and industrial products as the case may be;
- (2) time schedule for the execution of the scheme; and
- (3) the period within which the anticipated additional production will materialise.

Every such scheme shall be referred to the Zilla Development Board which will examine the estimate aforesaid of the additional production envisaged and the anticipated period of its materialisation. Only in the light of the commitment that the Board will undertake in regard to the prospects of additional production will accord of sanction for such schemes be considered.

#### *Implementation*

4. It shall be the responsibility of the Zilla Development to implement the District Plan and achieve the targets envisaged under it. The Board shall meet once a month and as often or as may be necessary to review the progress of implementation of the District Plan in the light of the inspection reports submitted by the District Officers and Revenue Divisional Officers.

The Board will report to the State Board of Development proposed to be constituted, every quarter the progress of the execution of the plan, marking copies of relevant extracts to the concerned Heads of Departments. This progress report will also be laid before the Zilla Parishad. At the end of the year the Zilla Development Board shall submit a report to the State Board indicating the economic growth achieved and explaining the short-falls if any, and the reasons therefore. The State Board will submit an annual report to Government reviewing the economic growth achieved in each of the Districts.

#### *Parishad and Samithi Level*

Of the various fields of activity undertaken by the Zilla Parishad and the Panchayat Samithis, those relating to Education, Communications and amenities programmes like Health and Social Welfare account for most of their Budget provisions. These subjects fall outside the purview of the Zilla Development Board. The only schemes which fall within the purview of the District plan will be schemes relating to Agricultural and Industrial production. Even these will continue to be administered by them in the same manner as hitherto. The Zilla Development Board will be concerned with these schemes only for the purpose of securing their integration in the District plan and for their implementation according to the time schedule. The parishads and the Panchayat Samithis will be responsible for implementation of the schemes included in the District plan falling within their purview.

#### *Administrative Changes:*

5. In order to ensure efficient implementation of integrated District Plans, the following Departments will be brought within the purview of these orders at the District level:

1. Agriculture.
2. Irrigation
3. Co-operation
4. Panchayatiraj
5. Industries

The Collector shall be the Head of each of these Departments in the district, except Irrigation; In order to enable the collector to discharge his duties effectively in the reorganised set-up, the committee has given its recommendations in its report dated 20th May 1967 about—

- (1) The financial and other powers to be delegated to the Collectors; and
- (2) The reorganised set-up of the departments at the district level.

The recommendations of the Committee on both these aspects have been accepted by the Government. Formal orders delegating the powers to the Collectors in accordance with (1) above will be issued by the concerned Departments of the Secretariat,

The following shall be the administrative set-up at the district level in respect of the departments mentioned above:-

(a) *Co-operative Department.*

One Additional post of Special Category Deputy Registrar in the scale of Rs. 600-50-1000 is sanctioned for each district. The Special category Deputy Registrar of Co-operative Societies will work under the administrative control of the Collector and will function as P. A. to Collector. The post of Regional Joint Registrars will be abolished with effect from the date the special Category Deputy Registrars of Co-operative Societies are appointed.

(b) *Agriculture Department.*

There shall be one Deputy Director of Agriculture for each district. At present there are already 11 Deputy Directors of Agriculture. 9 posts of Deputy Directors of Agriculture are therefore sanctioned to provide for the Posting of one Deputy Director of Agriculture for each district. The Deputy Director of Agriculture will also function as P. A. to the Collector. The expenditure on this account shall be met from the savings under the A. A. P. and I. A. D. P. Schemes.

(c) *Industries Department.*

The Assistant Director of Industries already existing in each District will work under the administrative control of the Collector. The Regional Offices of the Joint Directors of Industries will be abolished and the Joint Directors will be transferred to the Headquarters Directorate of Industries, and will function on a state-wide basis as subject-matter special lists.

(d) *Irrigation*

In the case of Irrigation, the Executive Engineer (Irrigation) shall be under the administrative control of the Collector (a) in respect of the execution of sanctioned works included in the District Plan; and (b) in respect of items which are within the competence of the Executive Engineer and for which concurrence of the Collector is required under existing orders.

(e) *Other Department.*

The other District Heads shall carry out such directions as may be issued by the Collector from time to time in regard to the implementation of the schemes included in the District Plan

(f) *Revenue Administration in the Districts.*---

In order to relieve the Collector of the Revenue and Civil Supplies Work, so as to enable him to devote himself entirely to development work, the Government agree with the recommendations of the committee and sanction one post of District Revenue Officer, in the senior time scale of the I.A.S. for each District. The District Revenue Officer will work under the Administrative control of the Collector.

Formal orders regarding the posting of Special Category Deputy Registrars and Deputy Directors of Agriculture will be issued by the Food and Agriculture Department. Separate orders will be issued by the General Administration (Special) Department regarding the posting of District Revenue Officers.

(g) *Divisional Level.*---

The Revenue Divisional Officer will be responsible for the supervision and effective implementation of the District Plan in respect of Block within his jurisdiction. He shall be the reviewing and evaluating authority in respect of schemes included in the Plan which fall within his division. He should make frequent field inspections locate bottle-necks and see that action is taken for these being removed. He shall send inspection reports to the Collector so that the Zilla Development Board may be apprised of the progress of the schemes. The Revenue Divisional Officer shall attend the meetings of the Panchayat Samithis and staff meetings of the Blocks in his jurisdiction. The District Heads will furnish to the Revenue Divisional Officer from time to time their notices of inspection on the work of their field staff in relation to their schemes within his Division.



*State Level.—*

6. There shall be a Development Board at the State Level which shall be constituted as follows:—

(1) Chief Secretary and Development Commissioner	...	Chairman
(2) Members, Board of Revenue for Irrigation and Ayacut Development	...	Member
(3) Special Secretary to Government, P.W.D	...	Member
(4) Special Secretary to Government, Food and Agriculture Department	...	Member
(5) Special Secretary to Government and Commissioner-Panchayatiraj	...	Member
(6) Secretary to Government, Industries Department	...	Member
(7) Secretary to Government, Finance Department	...	Member
(8) Director of Agriculture	...	Member
(9) Registrar of Co-operative Societies	...	Member
(10) Director of Industries	...	Member
(11) Chief Engineer (General)	...	Member
(12) Joint Secretary to Government, Planning Department	...	Member-Secretary.

The State Development Board will be responsible for supervising the proper implementation of the District Plans. It will also review the progress of the various District Plans. The members will tour intensively in the districts and inspect as many works as possible. The Board itself could meet in different districts by turns.

The State Development Board will be responsible not merely for the District Plans but also for other plan schemes relating to agricultural and industrial production.

The Departments of the Secretariat are requested to issue further instructions, if necessary to all the Heads of Departments, etc., under their administrative control to implement these orders with immediate effect.

By Order and in the name of the Governor of Andhra Pradesh.

M. T. RAJU,

*Chief Secretary to Government.*

To

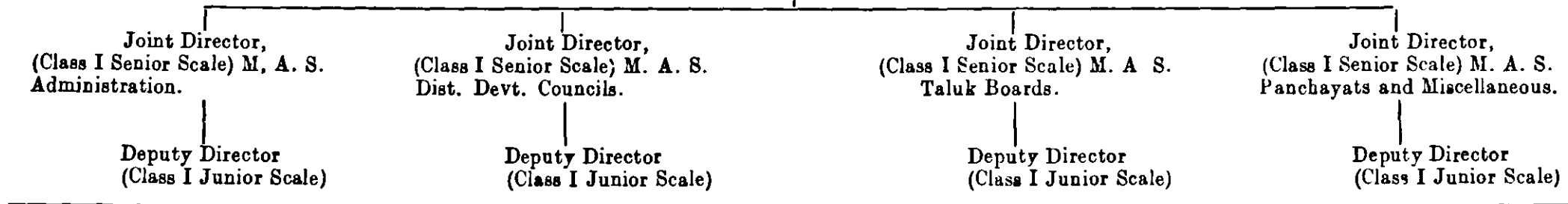
All Secretaries to Government  
 All Heads of Departments  
 All Departments of Secretariat  
 All Collectors  
 The Director of Printing, Hyderabad, for publication in Andhra Pradesh Gazette  
 The Board of Revenue, Hyderabad  
 The Registrar of Co-operative Societies, Hyderabad  
 The Director of Industries, Hyderabad  
 The Director of Agriculture Hyderabad  
 The Chief Engineer (General), Hyderabad  
 The Public Works Department  
 All Personal Assistants to Ministers  
 The Secretary to Governor, Raj Bhavan, Hyderabad  
 The Secretary to Government of India, Ministry of Home Affairs, New Delhi  
 The Director, Public Relations and Information, Hyderabad  
 Reporters' Board  
 All Zilla Parishads  
 The Accountant General, A. P. Hyderabad

APPENDIX 16

Chart showing the Proposed Directorate of Panchayatraj.

(State Headquarters)

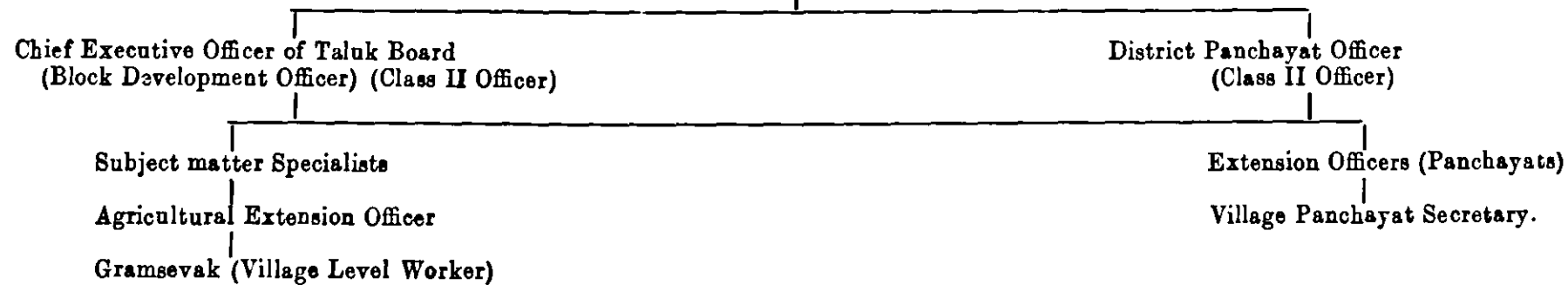
**DIRECTOR OF PANCHAYATRAJ**



(District level)

*Head Quarters Assistant (Development) (Formerly Dist. Devt. Assistant)*

(Class I Junior Scale)



*Initial Strength of Existing Staff:—*

Dist. Development Assistants	...	19
Block Development Officers	...	171
Deputy Block Devt. Officers	...	49
Extension Officers, Panchayats	...	170

*Additional Strength now proposed:—*

Director : 1, Joint Directors : 4, Dist. Devt. Assts. : 4  
 Dist. Panchayat Officers : 19,  
 Extension Officers (Panchayats)  
 One Extra post for every 30 village panchayats if it is more than  
 30 Village Panchayats in a Taluk.

*State Level.—*

6. There shall be a Development Board at the State Level which shall be constituted as follows:—

(1) Chief Secretary and Development Commissioner	...	Chairman
(2) Members, Board of Revenue for Irrigation and Ayacut Development	...	Member
(3) Special Secretary to Government, P.W.D	...	Member
(4) Special Secretary to Government, Food and Agriculture Department	...	Member
(5) Special Secretary to Government and Commissioner-Panchayatiraj	...	Member
(6) Secretary to Government, Industries Department	...	Member
(7) Secretary to Government, Finance Department	...	Member
(8) Director of Agriculture	...	Member
(9) Registrar of Co-operative Societies	...	Member
(10) Director of Industries	...	Member
(11) Chief Engineer (General)	...	Member
(12) Joint Secretary to Government, Planning Department	...	Member-Secretary.

The State Development Board will be responsible for supervising the proper implementation of the District Plans. It will also review the progress of the various District Plans. The members will tour intensively in the districts and inspect as many works as possible. The Board itself could meet in different districts by turns.

The State Development Board will be responsible not merely for the District Plans but also for other plan schemes relating to agricultural and industrial production.

The Departments of the Secretariat are requested to issue further instructions, if necessary to all the Heads of Departments, etc., under their administrative control to implement these orders with immediate effect.

By Order and in the name of the Governor of Andhra Pradesh.

M. T. RAJU,

*Chief Secretary to Government.*

To

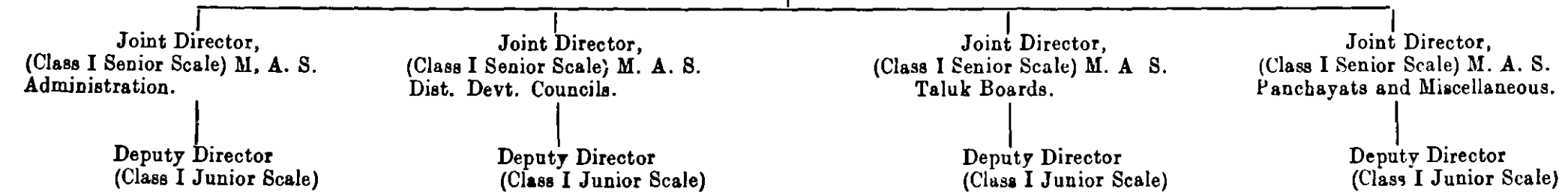
All Secretaries to Government  
 All Heads of Departments  
 All Departments of Secretariat  
 All Collectors  
 The Director of Printing, Hyderabad, for publication in Andhra Pradesh Gazette  
 The Board of Revenue, Hyderabad  
 The Registrar of Co-operative Societies, Hyderabad  
 The Director of Industries, Hyderabad  
 The Director of Agriculture Hyderabad  
 The Chief Engineer (General), Hyderabad  
 The Public Works Department  
 All Personal Assistants to Ministers  
 The Secretary to Governor, Raj Bhavan, Hyderabad  
 The Secretary to Government of India, Ministry of Home Affairs, New Delhi  
 The Director, Public Relations and Information, Hyderabad  
 Reporters' Board  
 All Zilla Parishads  
 The Accountant General, A. P. Hyderabad

APPENDIX 16

Chart showing the Proposed Directorate of Panchayatraj.

(State Headquarters)

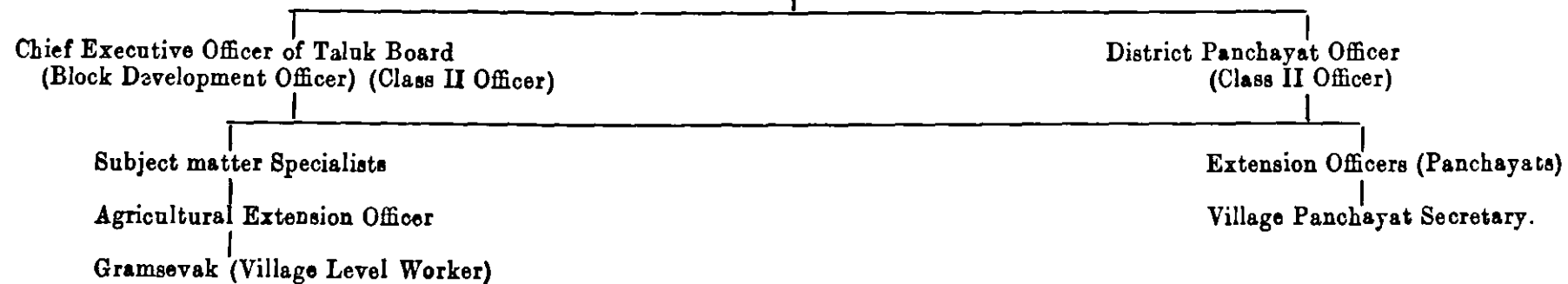
**DIRECTOR OF PANCHAYATRAJ**



(District level)

*Head Quarters Assistant (Development) (Formerly Dist. Devt. Assistant)*

(Class I Junior Scale)



*Initial Strength of Existing Staff:—*

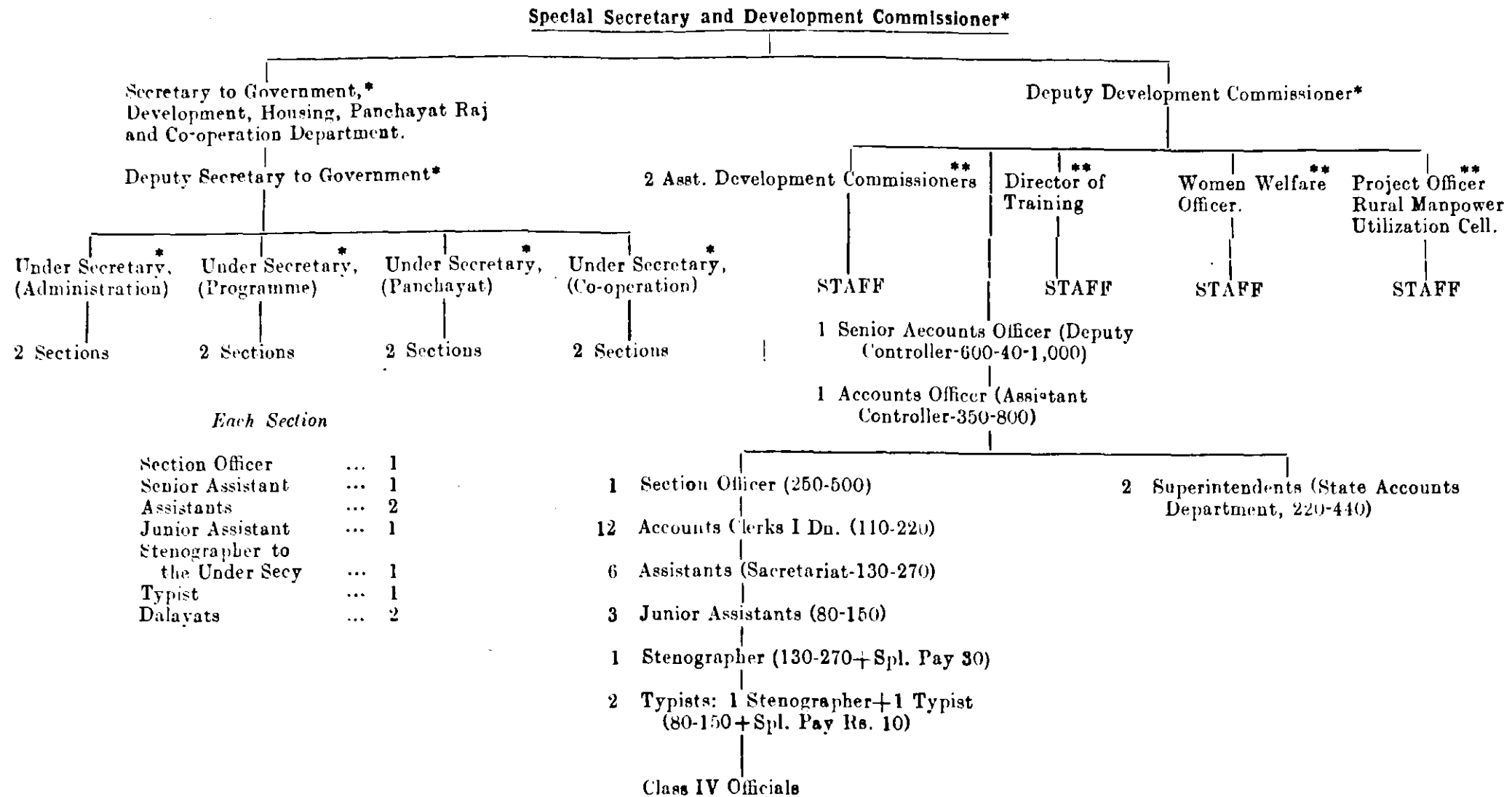
Dist. Development Assistants	...	19
Block Development Officers	...	171
Deputy Block Devt. Officers	...	49
Extension Officers, Panchayats	...	170

*Additional Strength now proposed:—*

Director : 1, Joint Directors : 4, Dist. Devt. Assts. : 4  
 Dist. Panchayat Officers : 19,  
 Extension Officers (Panchayats)  
 One Extra post for every 30 village panchayats if it is more than  
 30 Village Panchayats in a Taluk.

APPENDIX—17

Chart showing the Existing Staff of the Development Secretariat at the State Head Quarters.



N.B.:— \* Debitable to G.A.D. Head of Account. \*\* Debitable to 37. CDP Head of Account.

## GOVERNMENT OF MYSORE

MYSORE GOVERNMENT SECRETARIAT,  
"VIDHANA SOUDHA"

Bangalore, dated 27th May 1967.

No. FD 29 SRP (1) 67.

## CIRCULAR

It is noticed, that even after the appointment of a Pay Commission to enquire into the whole question of structure of emoluments and other service conditions of all category of Government servants, several proposals are being received from the Heads of Departments and Administrative Secretariats either for upward revision of the scales of pay of posts individually or otherwise or for structural alterations in the Administrative set-up of the Departments involving creation of posts on higher scales. The entire question regarding the structure of emoluments, workload of the different categories of staff and other service conditions are being reviewed by the Commission, and they are expected to submit the report by the end of March 1968. Government consider that it is not desirable to revise the scales of pay of individual posts or to sanction new posts on higher scales involving alterations in the structure or set-up of the Departments etc., at this stage, since this would create uncertainty regarding the existing scales of pay of the posts etc., rendering it difficult for the Commission to arrive at correct conclusions.

2. Government have, therefore, decided not to entertain any proposals involving revision of scale of pay of any of the posts or creation of new posts on higher scales of pay. Accordingly, the Administrative Departments are requested not to send such proposals to Finance Department but to refer all such cases with their views thereon to the Pay Commission for consideration, while giving replies to the questionnaire or in a separate memorandum. Since rationalisation of allowances, liberalisation of Travelling Allowances and Medical Concessions etc., come under the purview of the Pay Commission, these matters including the sanction of new allowances will not be considered, pending receipt of report of the Pay Commission.

N. S. BHARATH,  
*Deputy Secretary to Government*  
*Finance Department.*

To

1. The Secretaries to Government.
2. The All Heads of Departments.
3. The Compiler, *Mysore Gazette*
4. The Weekly Gazette.

## PROCEEDINGS OF THE GOVERNMENT OF MYSORE

*Subject:*—Creation of a small cell in the Secretariat of the Pay Commission for preparing a digest of the decisions of the High Court in respect of Writ Petitions, etc.

*Read:*— U.O. Note dated 10th November 1967 from the Secretary, Pay Commission.

## PREAMBLE:—

In his U. O. note cited above the Secretary, Pay Commission has stated that the Commission has been considering the desirability of getting a detailed analysis of the Judgements of the Mysore High Court in respect of Writ Petitions filed against the State under various classifications like (a) Land Grants; (b) Service Matters (c) Inter-State Seniority and to that end has proposed the creation of a small cell in the Secretariat of the Pay Commission consisting of the staff mentioned in the margin with a special pay at 20% of their pay, for the purpose of preparing a digest of the judgements passed by the High Court in the Writ Petitions filed against the State in the above matter.

1. One Special Officer in the grade of Munsiff.
2. One Section Officer.
3. One Stenographer.
4. One 1st Division Clerk.
5. Two Dalayats.

*Order No. FD 69 SRP (I) 67, Bangalore, dated the 30th December 1967.*

In view of the circumstances explained by the Secretary, Pay Commission, Government are pleased to sanction the creation of a cell in the Secretariat of the Pay Commission, consisting of posts mentioned in the margin with the scales of pay mentioned against them for a period upto 31st March 1968 in the first instance. The staff in question will be drafted from the High Court, Judicial Department of the Mysore Government Secretariat and will be paid a special pay at 20% of the mean between the minimum and maximum of their scales of pay rounded off to the immediate lower five or ten as the case may be, as in the case of the other staff posted to work in the Secretariat of the Pay Commission.

- |   |             |
|---|-------------|
| 1. Special Officer in the grade of Munsiff—One                              | Rs. 350-800 |
| 2. Section Officer—One.   | Rs. 250-500 |
| 3. Stenographer—One (with a grade-I, Spl. Pay of Steno Allowance of Rs. 30) | Rs. 130-270 |
| 4. I Divn. Clerk or Assistant—One   | Rs. 130-270 |
| 5. Dalayats—Two   | Rs. 50- 60  |

The Secretary, Pay Commission is requested to ensure that the work of preparing the digest is completed within the sanctioned time.

The expenditure involved will be debited to the same head of account to which the pay and allowances of the staff of the Secretariat of the Pay Commission is debited.

By Order and in the name of the Governor of Mysore,

N. S. BHARATH,  
*Deputy Secretary to Government*  
*Finance Department.*

To  
The Accountant General, Mysore, Bangalore.  
The Secretary, Pay Commission.  
The Law Department.  
The General Administration Department.  
The Registrar, High Court, Bangalore.  
Compiler, Mysore Gazette, Bangalore.  
Weekly Gazette.

A work-study of the Office of the Deputy Commissioner, Bangalore District, to suggest norms of work for Clerical and Supervisory Staff in that office.

1. *Purpose of the Study* :—The Mysore Pay Commission in its D. O. No. MPC 141 CEA 68 dated 13th June 1968, has requested that the work-study of the Office of the Deputy Commissioner Bangalore, may be undertaken by the Work-Study Team of the General Administration Department Mysore Government Secretariat, with a view to suggest suitable standards of workload for clerical and supervisory staff in that office. The Commission desires that the report of the Study Team may be made available to it within a fortnight at the latest.

2. *Preliminary Survey* :—A letter was sent to the Deputy Commissioner, Bangalore, District, on the 13th June 1968, informing him that the Study Team will visit his office on the 17th June 1968 and requesting him to keep certain personal data of every case worker ready on that day for reference of the Team. The Team visited the Office of the Deputy Commissioner on the 17th and 18th and after a preliminary survey of the work-involved it was decided that it would not be possible to undertake a through study within a short time allowed by the Commission. Therefore, out of the several sections of the Office of the Deputy Commissioner mentioned below, only those mentioned at Sl. No. 1 and 2 were chosen for a short but intensive study and other sections were left out for want of time :

1. Revenue, Judicial and Accounts Sections under the Office Assistant, who submits papers to two Headquarters Assistants for orders or for submission to the Deputy Commissioner.
2. Development Section with District Development Assistant (Class I) at the head.
3. Muzari Section with Muzari Assistant (Class II) at the head.
4. Food Section with Food Assistant (Class I) at the head.
5. Two District Social Welfare Officers, Urban and Rural each with District Social Welfare Officer (Class II) at the head.
6. Registration Section with Headquarters Assistant (Class I) at the head with Deputy Commissioner as the District Registrar.
7. District Excise Office.

3. *Methodology* :—The Team devised the following three *Proforma* for collection of material on three selected days, viz., 19th, 20th and 21st of June 1968, from the concerned Case Workers and Supervisory staff.

*Proforma-A*:—This proforma was distributed along with every receipt to be given to case workers on 19th, 20th and 21st June 1968. It required every case worker to note the time taken by him for all variable items of work like locating previous papers, examination of the paper including consulting rules, preparing a note or draft or both. The Section head would note the time taken for scrutiny, consulting rules, further notes made or draft corrected etc., in the lower-half of the proforma. This proforma with the dated initials of the Gazetted Officer receiving the paper would be returned to the Study Team for analysis.

*Proforma-B*:—This form is intended to assess the item of work, done by every case workers, other than those mentioned in Proforma-A. Such as time taken for filling up of W.S. Forms, Personal needs, comparison of fair copies and submission for signature of officers, review of sus cases and issue of reminders thereon wherever necessary and any other items of work not covered by any receipt.

*Proforma-C* :— This form is devised to measure the work devolving on supervisory staff such as perusal of daily dak, telephone calls, signing fair copies of letters, perusal of files on their return journey, visitors, discussions, meetings, visit to outside places on official duty such as Divisional Commissioner's Office, Secretariat etc., personal needs and any other items of work.



4. *Analysis of Pro forma A* :- 516 forms were distributed on 19th, 20th and 21st June 1968 and out of them 369 forms were collected and analysed. The results are tabulated below.

*Time taken by Case Workers in Minutes.*

5 or less.	Between 5 & 10	Between 10 & 15	Between 15 & 20	Between 20 & 30	Between 30 & 45	Between 45 & 60
86	100	57	60	37	29	3
Between		More than 60		Average time		
		2		11.5		

The following conclusions are drawn from the above analysis :-

1. About 25 percentage of receipt are routine receipts which can be disposed of in less than five minutes.
  2. More than 40 percentage of receipts can be disposed of between 5 and 15 minutes.
  3. Less than two percentage of receipts take more than 45 minutes for disposal.
5. But the above average represents the time required for variable items of work. There are other 'make ready' and 'put away' operations which must be attended to. The following are the constant items for all receipts and the time taken for each is given against each item:

1. Receipt and acknowledgment by Case Worker	0.5	Minute
2. Entering in the concerned Registers	1.0	"
3. Sending for typing (2 minutes for 10 letters).	0.2	"
4. Comparing and submission for signature	2.0	"
5. Sending for issue with enclosures etc.	1.0	"
6. Perusal on receipt after despatch (2 minutes for 10 cases).	0.2	"
	4.9	Minutes

Some time is actually taken for closing the file and sending it to the Records Room for safe custody. The observed timings for the various activities connected with this item of work are given below :

Paging	2	Minutes
Stitching	2	"
Abstracting	3	"
Preparation of Index Cards	2	"
	10	

Thus ten minutes are required for preparing a file for record. Taking on an average 5 receipts in every file, 2 minutes may be added to the above time content. The total time for every receipt is thus  $(11.5 + 4.9 + 2)$  18.4.

6. *Total working time* :- A total of seven hours from 10-30 to 5-30 constitute office working hours. Deducting the lunch time of 0.45 minutes, a total of 6 hours and 15 minutes should be available for office work. But in practice, the actual working time is much less than that as explained below.

A Government servant on an average spends about one hour for rest to overcome fatigue and for his personal needs, such as personal convenience, toilet, meeting friends and attending to his private work in or outside the office. This represents about 15 per cent of the total working hours and corresponds to the allowance upto 15% given on an overall basis for fatigue or personal needs by the Staff Inspection Unit of the Government of India, Ministry of Finance (Department of Expenditure) *vide* their O.M. No. S10/STDS1/5/64, dated, the 30th September 1964.

An analysis of *Pro forma-B* revealed that on an average every caseworker spend about 20 minutes for filling up Work Study Forms which was a special item of work for the days of study, and hence omitted for purposes of working out time spent on items of work unconnected with receipts, about 15 minutes for review of sus cases and issue of reminders thereon, about 20 minutes for discussion with Section Heads, Gazetted Officers etc. and another 20 minutes for such items of work as collection of information of pending cases, visit to outside offices, preparations for meetings etc.

This leaves a net four hours and twenty minutes time which may be considered as actual time available for disposal of receipts.

It is estimated that a total of 18.1 minutes is needed for attending to one receipt and at this rate, a case worker can dispose of about 14 receipts per day on an average for a composite office like the office of the Deputy Commissioner, Bangalore. The following are the items of work which are not covered by receipts :

<i>(a) Jamabandy</i>	<i>Man hours</i>
3 CWs for 5 days for 3 Taluks at 5-20 per day.	240
<i>b) Monthly abstracts :—</i>	
1 hour per case worker per month.	252
<i>(c) Time lost in furnishing business statistics.</i>	60
<i>(d) Quarterly lists of references pending in Government.</i>	
(10 cases per case worker)	
Search and write—45 } (4 times)	91
Compare —20 }	
<i>(e) Office Inspections :</i>	
6 Offices.	288
3 Members for 3 days.	
<i>(f) Answering Visitors making enquiries—average 30 minutes</i>	<i>2.625</i>
per case worker.	
<i>(g) General Elections :</i>	
2 Members for a month and	
6 Members for a week,	
once in 5 years.	
<b>Total</b>	<u>95</u> <u>3,651</u>

Total man-hours for the Office :  $32 \times 250 \times 5.15 = 42,000$ .

The man hours for these items of work constitute less than 10 per cent of the total man hours available for the Office of the Deputy Commissioner. Therefore, allowing a margin of 15 per cent for such items of work it is recommended that on an average 12 receipts per day may be prescribed as a standard work load for every Case Worker in a District Office.

*Actual Work load :—*Organisational chart of the Office of the Deputy Commissioner; Bangalore District, is attached to the note. It may be seen that 32 Case workers are working in the Revenue, Judicial and Accounts and Development Sections of the District Office. This office has received in all 78,920 receipts during the year 1967 (From 1st January to end of December 1967). These receipts included 6916 verification rolls and 785 reports relating to unnatural deaths. Assuming that there are 250 working days in a year, excluding Sundays, Second Saturdays, General Holidays, Casual Leave and Short leave during which period substitutes are usually not posted, average work load for every case worker per day works out to about 10 receipts.

The existing rate of disposal has to be stepped up by 20 per cent and this is possible if the case workers do not write elaborate notes to reproduce the contents of paper under disposal and records and copy of it in drafts. Actually the scope of noting in the District Office is generally very limited.

as officers dealing with cases are required to read the papers relating to the proposal. The guidelines indicated in paragraph 71 of the Manual of Office Procedure should be strictly enforced and unnecessary noting discouraged at all levels. Instead, standardised forms of communications should be evolved and used. For instance, use of printed reminder cards, printed acknowledgement cards, standard appeal forwarding letters would reduce considerable manuscript work.

8. *Work-load in terms of cases for selected Groups:*—In the preceding paragraphs an attempt is made to evolve a standard workload in terms of receipts. But it is also possible to assess the work load of an office in terms of time content of certain important jobs. This could be done by listing out the number of jobs in each compilation and assessing the time content of each by splitting the job into steps and sub-steps. For want of time, the jobs of case workers in Revenue, Accounts and Judicial Sections alone were selected by the study team for detailed analysis by this method.

By observation and discussion with Case Worker each job was split into simpler steps and time required to perform the particular step was noted. Generally there was agreement of the Case Worker to the time allotted for each step though some case workers felt that the total time allowed for a job fell short of the time actually taken in practice. However, the Revenue Head Munshi agreed to the time noted for each job of his section.

In the course of determining time for Land Acquisition, Land grants and confirmation of GMF grants etc., certain reasonable presumptions have been made even though every case has its own peculiarities and complexities. Certain cases like restoration of tanks, treasure trove, land revenue refunds, though simple, involve lot of correspondence. Such cases of all branches have been classified as routine cases and time worked out assuming that 5 reminders have to be issued to get reports and a second report is invariably obtained.

Thus time content for 78 jobs pertaining to 21 case workers has been worked out and details furnished separately *Vide* Annexure A. on these, time contents the workload of each Case Worker has been worked out and results indicated in two Groups. Group I are over-worked case workers and Group II are under-worked case workers.

<i>Group-I.</i>	<i>Over-work-time</i>
Land Grants-2 I Dn. and 1 II Dn. Clerks.	1350-42
Alienation-1 I Division Clerk.	483-05
Land Acquisition-1 I Dn. and 1 II Dn.	748-50
Village Accounts-1 I Division Clerk.	112-53
Licenses (Arms and Explosives)-1 I Dn. Clerk.	217-30
Verification of Character and Antecedents. 1 II Dn. Clerk.	930-30
Passports-1 I Division Clerk.	181-10
D.C.B.-1 II Dn. Clerk.	78-50
	4103-30

<i>Group II.</i>	<i>Under work time.</i>
Establishment—1 I Dn. and 1 II Dn. Clerks.	1137-25
Calamities and Tagavi-1 I Dn. Clerk.	534-32
Irrigation and R. R.-1 I Dn. Clerk.	608-45
Statistics and Inspection Notes-1 II Dn.	793-10
Recovery of Taxes-1 II Dn. Clerk.	211-30
Reconciliation and Stamp Refund-1 II Dn.	43-55
Cashier-1 I Dn. and 1 II Dn. Clerks.	500-45
Prisons and Lock-Ups.	888-10
	4718-12

Apart from the disposal of references, the Case workers in the Deputy Commissioners Office have to put up abstracts in their C. H. Rs. every month, prepare lists of references pending with Government for over three months and also attend to office Inspections and Huzur Jamabandy camps. After due allowances to the above items, it is found that, on the whole the Case workers in Deputy Commissioners Office are over-worked by 2%.

The 78 jobs referred to in the preceding para have been classified into 8 Groups to see whether work-load and average time content could be determined for each group of jobs. From Annexure B, it may be seen that it is possible to do so and the average time content could be safely adopted. Work-load for any Case worker can be determined by grouping the files opened by him into 8 groups and adopting average time content of those groups.

9. *Superintendent—Clearance Section*—The Superintendent, Clearance Section, like all other Section Heads is of the rank of a Sheristedar. He has Receipt and Despatch Sections, Typing Section and Records Room under his charge. While the Receipt Section is situated in the Chambers of the Office Assistant, the Typing Section is situated at the opposite corner of the District Office Building. The Despatch Section is located in the gangway at the entrance to the main hall on the first floor of the building. The record room is outside the building. The Superintendent sits along with the Typists. This arrangement is hardly conducive to effective supervision. While it is possible to keep the Typist's busy, it is not possible to keep the Receipt or Despatch Clerks suitably employed, as it was noticed that they had periodical enforced idleness for want of work. If the Receipt and Despatch Sections and Typing Section are located in the same room or at one place, it is possible for the Superintendent to supervise their work simultaneously and to make use of idle time of any of the clerks or Typists for other work. For example, a day's tappal is distributed to the Case Workers the next day. If all the clerks are asked to attend to registration work in the morning and despatch work in the evening, it is possible to distribute the day's tappal that very day and at the same time complete the despatch work. For this purpose, it would be advantageous to write the General Receipt Register in four volumes-section-wise simultaneously instead of in two volumes as is being done now. The Registry Clerk in the Development Section may be asked to work in the Clearance Section along with other Receipt and Despatch Clerks and the tappal of that Section registered in the General Registry itself. Food and Social Welfare Sections may continue to register their papers separately.

The work of the Superintendent, Clearance Section is quite routine. Therefore, it may be advantageous if some interesting work is entrusted to him. For instance, the establishment work of the Accounts Section may be transferred to the Superintendent, Clearance Section. This also gives some relief to the Head Accountant.

It is observed that about 1.5 minutes are required for registering a receipt and at this rate it is possible for one Registry Clerk to register in all 150 receipts per day. The daily intake of tappal of Deputy Commissioners Office is only 276 receipt's per day and that it is just enough for the existing two II Division Clerks for the whole day or four II Division Clerks attending to registration work for the first half of the day. The services of one II Division Clerk attending to registration work in the Development Section may be utilised for attending to rush of work either in the Registry or Despatch Sections.

The existing arrangement of one III Division Clerk receiving, acknowledging, opening tappal, affixing date stamp, marking the section on each receipt and passing on receipts for registration may continue.

At present the Registry Clerks go round the Sections and distribute tappal to each Case worker and obtain his acknowledgement. If the registers are written section-wise as suggested above, the register of the Section along with the tappal can be sent to the concerned Section Head who will arrange for the distribution of the tappal among the Case worker of his section obtain their acknowledgement and return the register to the Registry. In the new arrangement, it would not be necessary for the Registry Clerks to go round the Sections, and the Section Head would have an opportunity to go through all the tappal marked to his Section.

The figures furnished by the Superintendent, Clearance Section revealed that on an average 80 letters are despatched by post and another 50 by muddam every day by the two despatch clerks. Preparing Covers, weighing and affixing stamp and keeping stamp accounts are done by a Class IV servant.

It is observed that there is no uniform flow of work for the despatch section. With the result the despatchers have enforced idleness during the first half of the day and hard work during the afternoon, particularly during closing hours. This imbalance can be corrected if all the Clerks are put on registration work during the first half day and on despatch work during the second half of the day. It is estimated by observation that it is possible for one despatch clerk to despatch on an average 150 letters per day. The actual despatch work of the Deputy Commissioner's Office is much less than this average load.

10. *Supervisor—Caseworker ratio* : There is no uniformity in the number of supervisory posts to the number of clerical posts. In the Revenue Section, there are seven Caseworkers (five I Division Clerks and two II Division Clerks) in the Judicial Section, there are six (three I Division Clerks and three II Division Clerks) and in the Accounts Section there are ten (four I Dn. Clerks and six II Division Clerks). On an average every Section may consist of six Case workers although Accounts or Judicial Sections with routine and repetitive nature of work may have more Case workers. To ensure uniformity of work, load for every Section Head on this basis, the following adjustment of work is suggested :

- (i) One I Division Clerk dealing with Village Officers and Inams, etc., may be transferred to the Judicial Section.
- (ii) As stated earlier, the establishment work of the Accounts Section may be transferred to the Superintendent, Clearance Section.
- (iii) The work of the Case Section may be directly supervised by the Office Assistant.

11. *Designation of Section Heads* : The existing designation of Section Heads, viz., Revenue Head Munshi, Judicial Head Munshi, Revenue Head Accountant, N.E.S. Accountant, etc., are quite outmoded. They may be designated uniformly as Superintendents such as Revenue Superintendent, Accounts Superintendent, General Superintendent, Development Superintendent, etc. The existing Judicial Section may be designated as General Section.

12. *Allocation of work among Gazetted Officers* : There are two Headquarters Assistants to assist the Deputy Commissioner in Revenue work. One of the post of Headquarters Assistant has been sanctioned recently for a period of one year and the incumbent of the post has joined last month (June 1968). There has not been any allocation of work between the two Headquarters Assistants. The Office was formulating proposals of allocation. In the light of study and observation, an attempt has been made in the foregoing sub-para as to how the work between the two Headquarters Assistants may be allocated.

There is one Office Assistant of the rank of a Tahsildar to Headquarters Assistants. It was noticed that all work on the revenue side passed through him. There was, however, one exception. Although the work of Revenue Section passed through him, only cases in which his remarks were sought by higher officers or cases which had acquired importance on account of Writ Petition or interpellation in the Legislature, etc., were scrutinised by him and all other cases were scrutinised and approved at higher levels. He also disposed of at his own level work relating to Sales Tax and other Miscellaneous Recoveries and Verification Rolls and obtained Police Report under the Arms Act wherever necessary. Besides, the Office Assistant is called upon to attend to numerous other items of work such as arranging meetings, finalising meeting proceedings, preparing notes for the meetings to be attended by the Deputy Commissioner, meeting visitors and helping his higher officers in various other matters. With the result, the Office Assistant was found over-worked and it was thought necessary to give him some relief. Therefore, a revised allocation of work for the Office Assistant is also suggested.

The Office Assistant may be made directly responsible for the supervision of Cash Section. The work of Clearance Section may pass through the Office Assistant. He may continue to dispose of at his own level the work relating to Sales Tax and other Miscellaneous recoveries and Verification Rolls and obtain Police Reports under the Arms Act wherever necessary. All other work may be submitted to the concerned Headquarters Assistant by the Section Heads themselves and the Office Assistant would see these papers on their return journey.

The work between the two Headquarters Assistants may be allocated as shown below:—

One Headquarters Assistant may be in charge of the work of Judicial section and the work of Land Grants cases from the Revenue Section directly, and the work of the Clearance Section through the Office Assistant.

Another Headquarters Assistant may be in charge of the work of Accounts Section and the work of Land Acquisition and Alienation cases from the Revenue Section directly and the work of Cash Section through Office Assistant.

No change is suggested in the present charge of the Development Assistant.

13. *General Remarks.*—The present Bangalore District had been bifurcated into two Districts, Bangalore Urban and Bangalore Rural with separate Deputy Commissioners for each District. This arrangement was in vogue from 1st October 1962 to 31st August 1966, and from 1st September 1966 onwards the two Districts have been merged into one. The Capital City of Bangalore presents special problems for the Office of the Deputy Commissioner. Bangalore Races, Dasara Celebrations, Republic Day, Independence Day and other Day Celebrations and considerably to the work of the Bangalore District Office. Therefore the work-load of Bangalore District cannot be compared with the work-load of other District Office which may not have such special problems.

The following suggestions are made with a view to reduce the work-load in the Revenue Section of the Deputy Commissioners' Office without inconveniencing the public:—

(a) The Gomal lands now vest with Village Panchayats and they are no longer to be included in the lists of lands available for disposal, still, a number of applications for grant of gomal land are entertained and action taken to divest required portion of gomal land from Village Panchayat and grant it to applicants. If applications are not entertained for grant of such lands, the work in the Land Grants Section could be easily managed by a single case worker instead of three as at present.

(b) The Assistant Commissioner has sufficient powers for disposal of Land grant applications and dealing with encroachments. All the pending files have to be verified and such of the references within the competence of Assistant Commissioners may be closed in the Deputy Commissioner's Office with directions to the Assistant Commissioner to dispose of those references at their level.

(c) Even though the Deputy Commissioners, Assistant Commissioners and Tahsildars have ample powers to dispose of almost all Land grant applications, many individuals apply to Government for grant of land and Government in turn calls for records and reports, to consider sanction of land at Government level. It is desirable that such petitions should be forwarded to the authority competent to dispose of the requests within a specified time. This way the work in the Deputy Commissioners' Offices and Divisional Commissioners' Offices could be reduced considerably.

(d) Proposals for appropriation of reserved lands for cultivation and divesting of gomal lands are usually accompanied by records built up in favour of some individual and the Deputy Commissioners' Office scrutinises both appropriation and grant questions. This unnecessary work could be avoided (without the risk of creating an impression that the Deputy Commissioner has no objection to the grant) provided rules are rigidly followed. Appropriation proposals or divesting of gomal lands should be got sanctioned by Tahsildar, the Survey Number including in the list of lands available for disposal and then applications for grant of land entertained.

(e) Power of ordering constitution of a separate Survey Number even when the extent involved is less than the minimum fixed for the District vests with the Deputy Commissioner. In view of delegation of powers to the Assistant Commissioners under land grant rules, he should be delegated with this power also to avoid extra unnecessary work in the Deputy Commissioners' Office.

## 1. Alienation Applications :

Total Pendency : 76

Work-load ... 500 cases per year.

	<i>Minutes</i>	
Receive application, check enclosures, register in Special Register. ...		5
Check the S. No. with reference to Corporation Area list or Panchayat list...		5
Fill up Stencil form (either rejecting or forwarding the documents). ...		5
Compare, attach the documents and send for despatch. ...		3
		<hr/> 18
Receive reports from, Ac, MIADP, SP[. LAO, CITB, DSO—3×5. ...		15
Check the Preliminary Notification file in case CITB opinion is not received (from 1959).		(15)
Issue of 3 reminders—5×3 ...		15
Study and note on the file ...		40
Issue of sanction order ...		15
Rejection Order—10 minutes only.		
Sanction	103	Average
If CITB opinion is not received	+ 15 = 118	= 110 mts.
Rejected after all the formalities	93 or 108	
Returned in the beginning	18	
10% of the applications are returned to comply the formalities.	50 × 18 = 900	
	450 × 110 = 49500	
	<hr/> 50400	<hr/> 50400
	= 101 minutes on an average	
	500	<hr/> <hr/>

## 2. Writ Petitions on orders of Alienation.

Pending : 5

— Work-load — 2 per year

	Original Suits 25 per year	
	W.P.	O.S.
Receive affidavit, summons ...	3	3
Service and return ...	:	2
Call for records ..	5	5
Address Government to authorise Advocate-General. ...	15	15
Receive records ...	3	3
Study the record, put up note and draft letter with para-wise remarks with reference to rules, etc. ...	90	30
Visit to Advocate General's Office (waiting) ...	200	200
Scrutiny of Counter Affidavit and attesting ...	30	30
Receive the judgement ...	5	5
Scrutiny and issue of instructions ...	60	60
	<hr/> Total	<hr/> 513    453

Work-load 27 cases—Time : 513 or 500 minutes.

3. *Sending records to M. R. A. T. (Alienation).*

Pendency : 41	...	Work-load :	30	} 47
Receive communication from MRAT	...	...	2	
Get Old Records	...	...	5	
Forward records	...	...	5	
Receive judgement	...	...	5	
Study judgement — Allowed — 30	...	...	30	
Dismiss — 15 for default	...	...		
Get records, if necessary from the Office and Asst. Commissioner	...	...	10	} II
Study records with reference to judgement	...	...	30	
Note put up	...	...	15	
O. M.	...	...	15	
F. C.	...	...	10	
			127 or	
			130 mts	

II Stage is necessary in 50% case — Average —  $\frac{50 + 130}{2} = 90$

Average time required = 90 minute

4. *Routine Cases of Alienation.*

Work-load : 344 per year

Receive petition, study and register it in CHR	...	10
Call for report by putting up Memo on the petition	...	3
Make entries in despatch register, note in CHR	...	2
Reminders 5×3 minutes each	...	15
Entries in despatch register and CHR at 1 mt. each	...	5
Receive report and enter in CHR	...	2
Study the report, petition and put up note	...	15
Call for further report : drafting, sending for typing, comparing draft, enter in despatch book, receive sus, link it to file enter in CHR and lodge papers.	} ...	11
Receive further report, register it in CHR and study report	...	10
Continue note for orders	...	10
Draft orders according to decision	...	11
Arrange papers, stitch them, page them and send them for record.	...	6
	Total	100

5. *Orders regarding Constitution of separate Survey No. below the District minimum extent.*

Work-load; 182 per year

Receive proposal/with record and register	...	5
Study the record—		
Sanctioning authority, extent, date, kind of land	...	5
Validity of grant - whether appropriation was sanctioned, whether reservations ordered in the grant are shown as reservations in Survey, Comparing Survey Sketch and Revenue Sketch, study of Surveyors' report.	} ...	20
Prepare Office Note explaining the discrepancies	...	30
Draft O. M. (Manuscript) prepared	...	10
Comparison and arranging for despatch	...	5
		75



## 6. Regularisation of change of spot Excess area.

Additional factors to be seen - darkhast record, comparative valuation, malki, retentions, reasons for change of spot. } ...	20
Memo calling for further report ...	10
Comparing and despatch ...	3
Receive and register further report. ...	3
Continue note ...	5
Draft O. M. ...	10
	<hr/> 51 <hr/>

## 7. G.M.F. Grants Confirmation (3 individuals)

Receive proposals, register it. ...	5
Scrutinise proposal- 5 years pahani, ILR extract. Temp. S.C., grant order, Malazar, Rev. sketch and survey sketch, payment of temp. Asst. (15 documents). } ...	90
Put up Memo calling for further report-10 Receive report, scrutinise put up note-17 } 30x3 ...	90
Put up sanction order. ...	30
	<hr/> 215 <hr/>

## 8. Regularisation of encroachments.

Receive proposal	5
Scrutinise	
How he encroached, extent encroached, kind of land, reservations, opinion of villagers, Officers. Efforts made by him to improve land, TT Orders, (5 or 6) Pahani/TT/Local enquiry, Feasibility of confirm market value } ...	60 +15
Put up note explaining several factors (2-3 pages) ...	30
Get further report and scrutinise it 30 x 3 = 90	90
Issue of final orders ...	20
	<hr/> Total 220 <hr/>

## 9. Petitions for Land Grants :

	Work-load;	720 per year
Petitions from Government calling for reports do Divisional Commissioner do } ...	25%	180
Petitions on which D. C./HRA wants report		
Other petitions are sent for disposal	75%	540
Put up Memo to Tahsildar for disposal after registering it in CHR. and reading it. ...		12
Receive petitions, read it and register it ...		10
Put up draft Memo/letter to Call for report ...		10
Issue of 5 reminders in manuscript form ...		25
Receive report and register it ...		3
Study report and record as a precaution and to know whether the demand... is genuine, priority is observed, etc. ...		60
Receive report and register it ...		3
Study report and record as a precaution and to know whether the demand is genuine, priority is observed, etc. ...		60
Return file with observations after note. ...		30
Further reports. ...		90
Recommendation for devesting to Divisional Commissioner. ...		15
Communication of records, etc. ...		10
		<hr/> Total 253 <hr/>

## 10. Preparation of Gradation Lists.

1. Taluk Sheristedars	...	45	
2. I Division Clerks	...	210	
3. II Dn. Clerks	...	400	5 Lists
4. III Dn. Clerks	...	53	
5. II Gr. Typists	...	35	
Call for particulars of officials in several cadres from all Offices (54 Offices).	...	45	
Comparing and issuing the O.M.	...	10	
Issue of 3 Ordinary reminders—10×3.	...	30	
Issue of 2 D.O. reminders (20 Offices)—40×2.	...	80	
Receive 54 statements, register them in CHR. and note in check list.	...	60	
Checking the names for deletion of names of officials who have retired/deceased.	...	60	
Preparing the draft list from the Old list.	...	900	
Adding new names to the list by verifying the vacancy Register.	...	15	
Writing the particulars in the <i>pro forma</i> after locating it (3 mits.) in the office wise list and comparing it with the particulars of old list.	...	4000	
Put the Serial Numbers to the lists.	...	40	
Put up the note-preamble, Rules, cases where seniority is tilted, etc.	...	60	
Comparing the stencil forms.	...	2000	
Receive and file certificates.	...	108	
Receive objections (about 100).	...	200	
50 Factual error cases processing 25 get corroborated-verification-5 note-5.	...	250	
Forward the objection petition (25) to concerned offices for report with S.R. and arrange for despatch.	...	75	
Receive 25 reports with S.Rs.	...	50	
Verification and processing.	...	250	
Issue of (50) endorsement at 3 minutes.	...	150	
50. Complicated cases.			
(a) Requests clearly opposed to rules	...	10	
(b) Ranking up claims for promotion from an earlier date.	...	20	
(c) Pressing for similar treatment given to his juniors.	...	30	
(a) Study of request (10), Old G.Os. & Rules (60), and Note (30).	...	1000	
(b) Study of request (10), Get S.R. (15), Get Old File (20), Old Rules (60), and Note (30).	...	5800	
(c) Issue of endorsements (50).	...	150	
Incorporation of changes in the Provisional Gradation Lists—5×100.	...	500	
Put up note for publication of final Gradation Lists and O. M.	...	30	
Comparing the final lists.	...	2000	
	Total	...	17,863

## 11. Condonation of delay in claiming Pay.

	Workload—50 per year
Received proposals from Offices.	5
Scrutinise—copy of order, causes for delay, amount of delay, verification of Acquittance Rolls, Arithmetical checking.	30
Note for Orders.	20
Manuscript O.M. put up for approval.	15
Comparing.	5
Linking the documents and arrange for despatch.	5
	80
	Total ...

*12. Arrear increments.*

	Workload: 100 per year.	
Receive proposals from Offices.	...	5
Scrutinise—S.R. on back pay, interruptions, Tests, punishments.	...	20
Note and O.M.	...	15+10
Comparing and despatch	...	10
<b>Total</b>	...	<u>50</u>

*13. Sanction of leave for more than a month.*

	Workload: 150 per year.	
Receive proposals	...	5
Scrutinise—Reports, title, Rule, previously leave availed, Reasons for the leave. M.C.	...	30
Note and O.M.	—	25
Comparing and despatch.	...	10
<b>Total</b>	...	<u>60</u>

*14. Sanction of Charge Allowance*

	Workload : 20 per year.	
Receive proposals	...	5
Scrutinise—Orders, period, report, post	...	10
Note and O.M.	...	20
Comparing and despatch.	...	10
<b>Total</b>	...	<u>45</u>

*15 Sanction of Allocations*

	Workload : 15 per year	
Receive proposal	...	5
Scrutinise—S.R.—Option, Present pay, Total service, date of last increment, Revised Pay Rules, D.A., Total benefit, Part II, Reasons for not sanctioning it earlier.	...	60
Note explaining the allocation in words	...	20
O.M.	...	15
Comparing and despatch.	...	15
		<u>115 or</u>
		<u>120 mts.</u>

*16. Appointments*

	Workload : 45 per year	
Receive vacancy Report	...	5
Register the Vacancy caused, Classify it.	...	5
Note to address E.E.	...	5
Address E.E. by a form.	...	10
Receive the List.	...	2
Preparation of Interview Notices (5) and despatch	...	15
Preparation of Tabular Statement (name, date of birth, Qualifications).		15
Interview	...	10
Put up O.M. (3 pages-incorporating conditions)	...	20
Comparing and despatch	...	15
		<u>102</u>

## 17. Promotions

Workload : 10 per year

Verify Vacancy, Clarification, Gradation list, tests.	...	30
Note suggesting promotion	...	20
O.M. Promoting him	...	15
Comparing and despatch.	...	15
		<hr/>
	Total :	80
		<hr/>

## 18. Transfers

Workload : 5 per year.

Memo calling for particulars of officials after noting and opening of file.	...	15
Reminders (3)	...	20
Review the particulars (54)	...	108
Prepare the lists (5), (203) Names of calculations of Stay.	...	1664
List of cases where allegations are pending after scrutiny of register.	...	180
Note put up generally and explaining cases involving representations.	...	30
Preparing draft proposal—5 lists (140) after discussion with R.H.A.	...	700
Prepare O.M. according to decision.	...	800
Comparison/despatch.	...	120
Relief Memos receiving (140) (50 Applications for modification of orders).	...	200
Receive (2). Study (3), and note—50×20	...	1000
25 rejected-Endorsement.	...	125
25 granted-put up proposals in the form of O.M. at 15 minutes.	...	375
Compared and issued—50×5	...	250
(50 officials do not joint duty).		
Receive reports (50)	...	100
Study and put up draft directing the officers to refuse leave and serve • notice on the officials, etc.	...	250
Issue Reminder (2)—2×5×50	...	500
Receive report—25 join duty (2+2)	...	50
		50
25 do not joint duty-Note for action under CC&A.	...	500
O.M. initiating action under CC A Rules 25×25	...	500
		125
Comparison—10×25	...	250
		<hr/>
	Total	8162
		<hr/>

## 19. C. C. &amp; A. Cases

Workload 32 per year.

Receive report from officers—32×5	...	5
Note for orders to start enquiry—30×32	...	30
Draft Order appointing the E. O.—32×30	...	30
Comparing and despatch—10×32	...	10
Reminder (5) ×5×32	...	25
Receive E. O's reports—32×2	...	22
Study E. O's reports 10 pages)	...	60
Note:—(a) Charges framed (b) reply of the accused, (c) findings of the E. O., (d) facts of cases (e) whether the procedure has been correctly followed.	...	240
(The office is at present noting the facts (a) to (c) to help the D. C. to have at a glance the relevant points. Points (d) & (e) have inevitably to be noted (8 to 10 pages 4 hours).		Avoidable 200 mts.

Receive orders and study it	...	10
Put up Show Cause Notice in all cases even though it is not necessary (75%)	...	45
Receive reply	...	3
Continue Note traversing the reply	...	30
Receive orders and study	...	10
Draft O. M.—facts of the class (a), charges (b), framing, replies furnished ... (c), findings of the E. O. (f), recommendation of E. O. (d), issue of S. C. Notice (e), and its reply and order of D. O. (g)		180 avoidables 150 mts
(a) to (e) unnecessary, (f) (g) necessary		680 or 700-350

20. *Communication of Government Orders and Circulars to Asst. Commissioners, B. D. Os., Tahsildars, Municipalities, Section Head, etc. (70 Copies)*

	Workload 300 per year
Receive each reference, register it	... 5
Put up Memo	... 3
Send for Typing in refer book	... 1
Comparing	... 10
Send for despatch after ticking—ticking is not necessary	... 10 (8) wast
Receive sus paper, note in CRB and put in G. O. file and Index it	... 5
<b>Total</b>	<b>34</b>

21. *Periodicals*

Quarterly:—1. CC&A cases where accused is under suspension (prepare manuscript form as print forms are not supplied and write particulars of about 5)	...	120 per Qtr
2. E. E. Statistics (Form E. R-1)	...	30
Half-Yearly:—1. Dismissed Govt. Servants—20×4	...	80
2. Pre-mature transfers of officials (Not sent) 20×4	...	80
3. Govt. Servants due to retire on next half-year	...	60
Yearly:—1. Forecast of vacancies to P. S. C. (Not sent)	...	30
2. Annual census of Government Emplpyees (this is consolidated) Forward the forms received from Tahsildars & Asst. Commissioners	...	200

22. *Preparation of Salary bills of Non-gazetted Officers*

In the Deputy Commissioner's Office, for an establishment of 92 officials, 18 original bills are prepared every month. 52 L. R. Cs. have been issued in Calendar year 1967 and in selected two months 10 persons were on leave. On this basis the following calculations are made.

It is assumed that about 50% officials are transferred from one establishment to other either by promotion, or transfer or retrenchment of establishment, etc. These will be an additional work once every year for each official to note the sanction of increment, and another occasion to write the leave taken.

	<i>Work</i>	<i>Time</i>	<i>Total time per year</i>
Preparation of O/c of bill without change	12	4	48
. P. C. writing, copying.	½	25	12½

LPC copying, making consequential entries in Recovery registers etc.	17	8½
Leave Salary Calculation.	1	17
Fair-copying after preparing the inner-leaves, etc.	12	6
Totalling, 15 mts. per group in a large estt. and 15 mts. per bill in small estt. (both O/c & F. C.) and G. T. is taken a group.	12	4
7 groups × 15 = 105		
17 bills × 15 = 255		
per month 360		
Per individual : 360 = 4 mts.		
92		
Waiting Wrappers with Budget head, Form 62-A etc., Encashment register, link the schedules, etc.	12	3
15 mts. per bill-15 × 18 = 270		
270 — = 3 mts. per individual		
92		
Preparation of Schedules and recovery registers, assuming 5 persons on an average in each bill	12	2
GPF (18), OB (18), LIC (20), PB (20), FA (38), FA2 (9), Cy.Ad. (18), HBA (18)		
Adv. Pay (10) = 169-169 = 2 mts:		
92		
		24
		266

### 23. Preparation Supplemental Pay Bills.

On an average 5 bills are prepared every month. It is assumed that each bill be for an individual claim spreading over for 3 months.

Writing background (5), Pay drawn (6), Pay claimed (3), difference (3), ... 70 minutes.  
entries in previous bills (6), Total (5), Wrapper (5), 62-A(2), Schedules (24), Leave salary calculation (10).

### 24. Gazetted Officers Pay Bills

Preparation of Office Copy ... 15 (O/c to be revised)  
do ... 15  
Preparation of enclosure 5 mts/one Insurance (5), GPF (5), PB (5), ... 33-60 minutes  
LIC (5) IT (5), HRA (5).

### 25. Contingent Bills

	Work load 46 per year		
	No.	Time	Total
Vouchers: 352 per year			
Telephone rent bills.	20	15	300
Trunk call bills.	60	30	1800
Petrol Bills.	12	30	360
Govt. Pleaders Bills.	25	5	125
Water Bills.	24	10	240
Electricity Bills	72	10	720
Miscellaneous purchases.	127	5	635
Others.	12	10	120
Total ...	352	...	4300
Preparation of Bills.	46	5	230
Total ...			4530

26. *T. A. Bills of Gazetted Officers.*

Preparation	...	30 minutes
Countersignature	...	8

27. *T. A. Bills of Non-Gazetted Officers.*

(Assumed that a bill contains 8 persons performing 8 journeys)

Preparation. 73 entries at 2 minutes.	...	146
Enfacement of bill.	...	9

28. *Medical Re-imbusement Bills*

Verification of Medicines. 10 mts. per medicine.	...	60
Passing of bills.	...	10

29. *Festival Advance Bills*

Work load 80 per year.

Scrutiny of application (1), Note (2), Order ( $\frac{1}{2}$ ), 180 persons $\times$ 3—510		
Bills OC] & FC 180+180—360		
Enfacement of bills 80 $\times$ 5—400	...	1300

30. *Transfer Advance Bills.*

Scrutiny of application. (1), Note (5), Sanction Order (5), Bill (5+2), copy (5+5),	...	28
--	-----	----

31. *Land Acquisition Cases*

Direction/Petition for acquisition of land received, registered and forwarded.	...	5
About 10 reminders issued before proposal are expected (at 5 mts. each.)	...	50
Receive proposal, register it	...	2
Preliminary scrutiny :		
Contents of petition, mahazar, V. P. resolution, A. T. of persons wanting sites sketch, ILR, statement of khatedar, spot inspection report, Tahsildars report, A.Cs redort, agreement executed by the persons wanting acquisition, challan depositing the amount, special declaration statement, valuation by mahazar, R.I, Tahsildar, A.C. and S. R. O. Office statistics (17 items) Rly. opinion. DHOs opinion, Mty. opinion (20 items).	...	1000
Reconciliation of conflicting views of Mahazardars, V.Ps., Tahsildars and other different agencies.	...	20
Put up Office note explaining the position of several agencies, valuation of the proposed land, etc.	...	30
Issue Memo fixing Spot inspection.	...	2
Memo calling for further report in the light of the observation made by the D.C.	...	5
Receive further report	...	5
Scrutiny of further report, note	...	10
Draft letter with (4-1) Notfn. to Govt.	...	15
Comparison	...	5
Enter in Special Register	...	2
Receive directions from Govt. to proceed with acquisition	...	3
Memo to AUO	...	3
Receive report of A. C. after serving the Notices on interested persons and hearing the objections	...	3

## SCRUTINY :

(a) Dates of publication in the Gazette, (about 10) village and service on the interested persons ...	10
(b) Objections raised and opinion of LAO on each of the points raised by land owner (RDH 10 LVP 63 18-2-1963).	
Note put up stating objections and opinion of LAO and opinion of the office (10 in No.). ...	20
Recommendation to Govt. to over-rule objections and issue of directions under 6(1-A) ...	20
Receive directions and communicate to LAO ...	5
Receive draft final Notification ...	5

## SCRUTINY :

Preliminary Notification and final draft Notification difference between removal sketch and surveyors sketch (10 items for each S. No.). ...	60
Note pointing out the differences ...	10
Memo to rectify the defects ...	10
Second scrutiny of draft final Notification ...	30
Note and recommendation to Government (corrigenda, dropping, and final Notification fresh Notification.) ...	20
Receive the final sanction ...	5
Communicate final sanction ...	5
Total ...	510

32. *L. A. Awards*

Receive the proposal ...	2
Scrutiny—Ownership, Gazette Notification, Extent of Land, E. C., Sale deeds, released documents, I. L. R. Extract, other structures PWD, Mahazar, Surveyors report valuation; Tree growth, Mahazar, Forest Dept., valuation; valuation of land in Mahazar, Tahsildar's report, SRO statistics, LAOs opinion. ...	520
Note pointing out the discrepancies in award and seeking approval to rate. ...	20
Memo asking to explain the discrepancies ...	10
Receive corrected awards ...	10
Pass the awards ...	20
	600

33. *Disposal of Revenue Audit Notes and Inspection Notes.*

The notes contains observation pertaining to Procedural defects, non-booking of demands erroneous orders resulting in loss of Revenue and doubts about certain actions. The notes is sent directly to Tahsildar by the Divisional Commissioner for compliance. The Tahsildar send compliance through A.C. and D.C. to Divisional Commissioner.

## Work-load 55 notes.

Receive and enter in the register ...	5
Remind Tahsildar every month ...	5
Receive compliance reports through Assistant Commissioner ...	2
Scrutinise the reports and note against each item complied with as 'may be accepted' or further report may be awaited. (average 5 observations) ...	25
Send the compliance report to Divisional Commissioner under a covering letter ...	5
Receive Commissioner's Memo and note the closure of observations ...	10
Repeat the above steps for about 9 times to close the notes ..	423
	475



35. Checking of the passing of Petrol Bills	...	30
do Maintenance bills	...	30

34. *Business Statistics.*

Collection and Consolidation every month	...	300
--	-----	-----

36. *Officers' meeting Statistics (once in the months).*

Pending papers lists, Scarcity relief works, DCB under all Heads, Rainfall statement, Food procurement position, loans distribution, Collection of SSS, 1961 census disbursement clearance, Audit and Inspection Notes, Mutations disposal, Tanks Inspection etc.	...	600
---	-----	-----

37. *INTERPELLATIONS CO-ORDINATION.*

92 cases per year.

10 mts. per case spread over 4 or 5 days.

38. *Remission of half-wet assessment of lands.*

Work-load 4 per year.

Receive the report from AC, register it in special register, examination of rules.	...	22
Scrutiny and Memo seeking clarification as to the extent of S. No. and be extent for which remission is claimed.	...	30
Receive clarification report and note in register and link the paper to file	...	2
Scrutiny, draft letter to Divisional Commissioner recommending remission and deletion of S. Nos. from atchkat list	...	60
Letter from Divisional Commissioner directing examination of the case under Sec.33 of Irrigation Act, register	...	2
Memo to Tahsildar for further report	...	5
Reminder from Divisional Commissioner (2)	...	10
Receive report from Tahsildar	...	2
Scrutiny and note. (10 documents)	..	80
Report to Divisional Commissioner reiterating the earlier recommendation	...	20
Divisional Commissioner returns the file to obtain opinion of the Executive Engineer	...	2
Memo to E. E. to furnish report	...	5
Reminders issued to E. E. (5)	...	25
Reminders received from Divisional Commr. (3)	...	6
Interim replies to Divisional Commissioner (3)	...	15
Copy to reminder issued by A. C.	...	2
Report from E.E. saying that the record is missing and fresh records may be built	...	30
Note on EE's report	...	30
Draft to Tahsildar	...	15
Receive fresh records	...	2
Scrutiny	...	20
Memo to E. E.	...	15
Opinion from E. E. register	...	2
Scrutiny, Note (15) and report to Divnl. Commr. (15)	...	15
Orders of Divnl. Commissioner (received)	...	2
Scrutiny (10) and Memo (5)	...	5

39. *Seasonal Suspension Remissions of Land Revenue.*

	Amount involved 315248
Letters from MLAs., Government and Divnl. Commr. Seasona reports sent with DCs. diary.	
Collection Statistics.	
Relief measures.	
Rainfall statements from Tahsildar.	
Statistical Officer's report (CC expts. results) for each taluk for 2 crops.	
Report of ACS (3)	
Land Revenue Rules (Powers) Scope of relevant rules in the relevant period.	
Revision of assessment in between the period of suspension and the present proposal to remit the assessment.	
Change in the definition of dry assessment.	
Study of 11 Reports at 140 minutes each and Study of Dist. Survey Officers Reports (20 mts.)	... 1,560
Search old references and study Land Revenue Rules.	... 1,220
Due to interpretation of definition of dry assessment each statement scrutinised again at 160 minutes.	.. 1,760
Preliminary Report to the Divisional Commissioner.	... 80
Final Report to Divisional Commissioner.	... 120
Communication of G.O. with instructions.	... 60
Scrutiny and sanction of village wise and Khathawise remission statements.	1,400
Total	... <u>6,200</u>

40. *Land Revenue Assignment to Taluk Boards.*

Open a file, put up note and prepare draft bills for 11 Taluk Boards	... 110
Put up draft letter to Divisional Commissioner send for typing, compare letter and bills.	... +20
Enter the issue in register.	.. 2
Receive sanction order and note in the C.H.R.	... 2
Calculate $\frac{1}{2}$ year allotment of the assignment (11) and prepare triplicate bills for each Taluk Board-5 $\times$ 3 $\times$ 11.	... 165
Put up note and draft letters to A.G. and Treasury Officers.	... 55
Compare letters and arrange for despatch enter in CHR.	... 15
Put up O. M. allotting the 50% of assigned about the several Taluk Boards and compare it.	... 25
Receive Payees Receipts (11)	... +10
Scrutinise and pass them	... 22
Return the Payees receipts with a covering letter.	... 165
Re : second half year allotment.	... 110
	... 512
	<u>1,295</u>
	<u>= 1,300 mts,</u>

41. *L.R. Assignment to all Village Panchayats.*

General scrutiny of previous list with the amendments obtained from V. P. Br. 10×11	...	110
Open a file, put up note for orders, put up draft letter and draft bills (605 in items in all).	...	385
Compare letter and bills	...	210
Receive sanction order and verify it,	...	5
Put up note and O.M.	...	50
Comparing O.M. and despatch.	...	15
Receive 605 Payees Receipts	1,210—110=	1,100
Check the Payees receipt, make entries in sanction order, and write on two copies.	}	8,470
L.R. assignment of 30% to V.P. .... for the year.....		
Authority : Divisional Commissioner's O.M. No.....		
dated..... Read with our O.M. No. ....		
dated..... countersigned for Rs. ( ) in words.....		
Deputy Commissioner, Bangalore Dist.		
on all the 605 Payees' receipts 605×14		
Return the Countersigned Payees' receipts with Memo. 605×2	...	1,210
Enter in check register—1×605	...	605
	Total	12,160

42. *L. R. Assignment to Selected Village Panchayats and Taluk Boards :*

Receive Divisional Commissioner's letter and Register it.	...	2
Open a file. study, and put up letters to all Taluk Boards for specific proposals....	...	22
Get specific proposals from Tk. Bds, and V. Ps,—2×22	...	44
Scrutiny (check with other assignment, population, difference) at 2 hours per statement.	...	2,640
Put up Note (30) and two draft letters (20)	...	50
Send for typing	...	2
Comparing V. Ps. 3 pages at 10 mts. each +10 for 11 Tk. Bds.	...	440
Receive 82 payees' receipt.	...	164
Scrutinise the 82 pages receipt and pass it (14)	...	1,148
Return Countersigned payees' receipts with Memo 82×2	...	164
Enter in check register—1×82	...	82
Calculation of 5 years average collection 605 Vps, 5 years Colln. Figures totalled from Taluk statements, Grand total, average.	...	1,200
	Total :	5,980

43. *D. C. Bs. under all heads.*

23 Statements from 11 taluks, each with 21 columns posting in district statements, totalling and tallying is to be done.

(Posting for each statement 4 minutes per taluk—Total for District—20 minutes each statement).

Posting ...	$23 \times 11 \times 4$	=	1012
Totalling ...	$23 \times 20$	=	460
			1472

44. *Land Revenue monthly D. C. B.*

Checking 11 Taluk statements involving 100 totals in each statement,  
on an average 1 minute per total— $100 \times 11 \times 1$

... 1,100

Posting of Taluk figures in consolidation register— $11 \times 30$  minutes.

... 330

Arriving District totals.

... 100

Copying the District statement and sending it to Commissioner with a review.

... 70

---

 1,600
 

---

44(a). *Annual D. C. B.*

Because it is done along with the D. C. B. for June there will be less  
botheration about totals. But this involves totalling of 11 months  
D. C. B. at district level as it done in the level.

... 2,000

45. *Special D. C. B. of Land Revenue.*

Consolidation of 11 simple statements and review.

... 120

47. *Revenue Recovery Certificates.*

Work-load: 4164 certificates per year,

Entering in Special Register.

... 5

Countersignature with forwardal memo to Tahsilder (Rubber Stamp)

... 2

Recovery Report of Tahsildar with challan particulars received or objections  
for recovery-entered.

... 1

Fill up the Stencil form (1)

... 3

Close the entries in the Register.

... 3

---

 14 or 15 minutes

Pending cases reconciliation (twice a month) Bangalore North.

2 days for a month

48. *Expenditure Statements.*

Unit of work: 11 Statements into one.

Prepare check list.

... 5

Receive statements and tick in check list.

... 5

Prepare voucher-wise statements Note Vr. Nos. in the Taluk statements  
Reconcile the figures.

... 15

Total up the expenditure.

... 15

Post the taluk-wise total expenditure into forms.

... 5

Submit to Divisional Commissioner, Bangalore under a covering letter.

... 5

Issue of reminders.

... 10

---

 60
 

---

STL, TL & LT, Taluk Est. of 19 G. A. Statements contain more vouchers-10 to 12 vouchers per Taluk.

	48 Vrs.	X	11	=	528
19 GA 5 statements	4 Vrs. each	20	X	11	= 220
64 Fan	"	4	X	11	= 44
9 LR 3	"	12	X	11	= 132
71 Mis "	"	4	X	11	= 44
					<hr/> 968 <hr/>

30 Vrs. per hour.	33 hr.	X	60	=	1980	2040
					100 Vrs. per month	

49. *Refund of Court Fee on the orders of the Court.*

	Work-load	3132 cases per year
Receive the application and enter in Key Register.	...	1 ...
Check validity, over writings, Court Seal, signature of the officer,	...	2 ...
Take MFC 3 form, fill up budget head.	...	$\frac{1}{2}$ ...
Put rubber stamp on overleaf and in the book.	...	$\frac{1}{2}$ ...
Fill up the particulars at both places.	...	5 ...
Put up one consolidated Note for all the cases attended on the day (about 8 cases)	...	2 ...
Deliver refund order to claimants.	...	3 ...
Cancel the certificate issued by the Court.	..	$\frac{1}{2}$ ...
Send the certificates to Records in bundles-one for each month.	...	1 ..
		<hr/> 15 $\frac{1}{2}$ or 16 Mts. <hr/>

50. *Verification of Character and Antecedents.*

	Work-load:	7583/year.
Receive requisition from employer's check and enter in register.	...	5 ...
Put the stamp and send it to signature.	...	1 ...
Enter in despatch register.	...	$\frac{1}{2}$ ...
Receive report, make entries in the register put the rubber stamp and put up.	...	5 ...
Despatch register.	...	2 ...
		<hr/> 13 $\frac{1}{2}$ or 14 Mts. <hr/>

51. *Unnatural Death Reports.*

		781/year.
Receive and register.	...	2 ...
Scrutinise, note, draft 15,10,5,2, 10,5,3. 5,3.	..	60 ...
		<hr/> 62 minutes. <hr/>

52. *Pass Ports.*

	Work-load:	568 per year.
Note the M. O. particulars and deliver the form.	...	5 ...
Furnishing information.	...	5 ...
Receive the application, Check the enclosure and register in the special register and put up memo to Police.	...	30 ...
Receive the report from Police.	...	3 ...
Letter to Pass Port Officer (Manuscript) with the views of the DC., arrange documents for despatch.	...	15 ...
		<hr/> 58 or 60 minutes <hr/>

53. *Foreigner's (Extension of stay of Ceylonese Citizens).*

	Work-load: 60 per year.	
Receive report from Police along with papers.	...	5 ...
Scrutiny of report and documents.	...	15 ...
Note on the case.	...	15 ...
Receive orders of P. C. and address Police to get the pass port.	...	10 ...
Receive report with pass port.	...	3 ...
Make entries in the visa and continue Note.	...	10 ...
Draft on order to Police, Comparing.	...	15 ...
		73 minutes.

54. *Indian Citizenship cases.*

	Work-load: 31	
Attending to 50 enquiries 1 hour per person.	...	100 ...
Hand over application to the persons.	...	1 ...
Receive application, check generally.	...	5 ...
Send the application to Police after Study of Rules (1½ pagedraft)	...	50 ...
Receive reports from Police, check the documents enclosed.	...	15 ...
Scrutiny (40) Note (50)	...	90 ...
Call for further reports from Police (3 times)	...	45 ...
Receive reports and scrutinise (3)	...	25 ...
Note of address Government to get more particulars and clarifications from other States.	...	65 ...
Address the employer.	...	10 ...
Receive further particulars (2)	...	10 ...
Scrutinise and put up note.	...	15 ...
Memo to Police to get Affidavit or statement of facts.	...	30 ...
Receive affidavit.	...	5 ...
Final scrutiny of note.	...	45 ...
Issue Orders (O.M) and certificate.	...	30 ...
Comparing the above.	...	20 ...
Enter in the register.	...	10 ...
		571 or 575 minutes.

55. *Starting a Printing Press :—*

	Work-load : 200 per year.	
Filing declaration etc.	...	30
Register, and given a number.	...	10
Transmission of copies to concerned.	...	15
Delivering the copy to party on production of challan.	...	10
		65 minutes

56. *Applications in respect of newspaper title :—*

	200 per year.	
Receive the letter from intending applicants.	...	5 ...
Address letter to Registrar of newspapers for India.	...	15 ...
Receive reply from the Registrar.	...	3 ...
Endorse the party that the title is available.	...	5 ...
		28
		200 per year.

File seven copies, scrutiny.	5
Scrutiny.	60
Letter issued to 5 Officers.	30
Enter in declaration register, assign number.	10
Handover one copy to party on production of a challan.	10
Lodge in alphabetical group.	5
	<hr/>
	120
	<hr/>

57. *Modification of Printers/Publishers :—*

	40/50 per year.
Ceasing declaration	} 120 minutes
Fresh declaration.	

58. *Marriage Licenses I.C.M. (Act) :—*

	15 per year.
Show the specimen form of application	10
Receive application and check generally.	10
Refer the Application to C, P.	5
Receive report after reminding twice.	3
	+6
Scrutinise of Note.	30
Letter to Government (draft, comparing)	30
Receive Government letter and Supply omissions after getting further reference.	15
Receive information as to the license granted by Government.	10
	<hr/>
	112 or 120
	<hr/> Mts.

59. *Recruitment of Village Accountants and Training :—*

Applications: 820 Interviewed :75).Selected 414. Notification calling for applications drafted.	600
Letter to compiler with forms.	15
Receive spare copies from Press.	5
Send for publication in Taluk Office, B. D. Os. Office etc.	20
Applications received (828), checked and noted in the register ... (12cols.) at 3 Mts.	2484
Preliminary checking and elimination of unqualified and overaged persons (50)	300
Fresh lists prepared as by directed DDA and HQA. ...	300
Interview Notices prepared (750)(writing name and addresses) 2 mts. each....	1500
Getting the particulars typed and compared. ...	1500
Interview (13 days at 50 each day) .	650 × 60 = 39000
Total Nos. given by members for 3 items and post, the marks of each of 3 members (1½ mt. each candidate)	1125
Processed the certificates received (200) after the interviews 10 × 100, + 100 × 1	1100
Attended selection Committee meeting 3 × 50 × 60 (3 days)	900
Preparation of selected candidates (3 groups)	820
	410
With full addresses compared typed list.	200
Draft letter to Divisional Commissioner.	15
Returned by Divisional Commissioner for preparation of selected candidates list.	2
Preparation of lists in 3 groups after arranging the names according to merit, assistance of another, (5 days) with 5 × 5 × 60	3000

Comparing the typed lists.	200
Letter to Divisional Commissioner.	10
Receive application from Divisional Commissioner.	2
	<u>54336</u>
	<i>TRAINING</i>
Group the selected candidates according to Taluks (1 day)	300
Note to open training centres after study of circular file.	100+300
Preparation of names of selected candidates Taluk-wise (with the assistance of another 3 days 6×5×60)	1800
Draft circular about programme.	300
Communication allotment after candidates join the centre	15
General correspondence during the training (30 letters)	400
	<u>57551</u>
	<i>POSTINGS</i>
Writing the vacancy Register.	513
Note for posting the candidates.	30
O. M. posting the candidates.	600
	<u>58694</u>
60. Collection of Funds for Kittur Rani Chennamma Memorial Fund :	
Receive Government communication about the Scheme.	5
Issue letter to the committee, Belgaum.	10
Get the Ticket books (2 or 3 occasion) in 5 consignments.	50
Checking of books (8 lakhs of different denominations) 3 days, 5 mts. × 60×3	900
Stock Register entered 5×24	120
Note put up for formation of a Committee (54 minutes)	100
Preparation of draft distribution list	20
Proceedings and attending the meeting	250
Detailed distribution list (78 Offices 2 days or 10 hours.)	600
Bundling the ticket books, and entry in issue register. 70 items×15 mts	1410
Distribution by going round to each Office	
in B' lore   42   5 days   5×60	300
Outside     36           15×36	540
Receive collection reports and consolidate	90
Issue of reminders to (39)	75
Draft a review	15
Monthly review (5 times) 165×5	825
Acknowledging returned books. (Checking unused tickets, checking credit particulars) 30 mts each.	600
Letter to Divisional Commissioner, Belgaum and Chairman to ascertain what is to be done about the returned books.	30
Placing the subject before the committee communicating the resolution, returning the books, requesting them to co-operate for collections.	200
	<u>6410</u>
Maintaining counter cash book (72 items) 72×5	360
	<u>6770</u>



61. *Recommendation to grant loan for purchase of Tractors.*

Sanctioned-Loan : 20	Work load about 150+20 applications a year.	
Receive the paper and Register	...	3
Scrutiny of records-Vouchers		
Title		
Self cultivation	...	90
E. C.		
I. L. R.		
Noting defects and put up memo	...	10
II Scrutiny and Note	...	30
Recommendation	...	15
		148Mts. or 150
Rejection cases are 2 or 3 only.	— —	

62. *Fire Accidents.*

75 per year

Petitions for relief or Police report forwarded to Tahsildar	10
Receipt (3), Register (3), Memo (2), Despatch (2).	

63. *Countersignature N. D. C. Bills.—*

Receive the bill and enter in Special Register	...	5
Check voucher, signature, paid certificate, date of payment, date of accident, etc. 4×5.	...	20
(No Note) pass the bill after arithmetical check	...	5
Sent for despatch	...	2
		32

64. *Periodical-Loans DCB Quarterly.—*

Checking the statements and consolidating	...	300
Draft letter to Divisional Commissioner	...	5
Comparing the statements	...	20
		Total 325

65. *Work-Men's Compensation.—*

60 per year

Receive, register and forward to the Assistant Commissioner	...	5
---	-----	---

66. *Prize Competition Act.—*

100 per year

Receive, Register and Forward to Police	...	5
the Report and forward it to Commercial Tax Commissioner	...	5
		Total 10

67. *Explosives Licences. Arms.—*

Caseworker : One II Dn. Clerk	Work-load : 1,500 per year 362 Renewals	
Receive application and register it in Special Register	...	3
Put up a Memo for enquiry	...	2
Arrange for despatch	...	1
Receive and note in the Register	...	2
Prepare a note (consolidated)	...	2
Issue license	...	5
Delivery in person	...	2
		17

68. *Arms Licence.*

Receiving application	...	6
Recommendation and Note	...	2
Note	...	20
Endorsement to applicant by post	...	5
Receive challan, link it to file	...	2
Continue note and get orders	...	5
Prepare license book, note entries in Stock Register	...	20
Delivery.	...	2
		<hr/>
		62
		<hr/>

69. *Tracing Deserters*

		Work-load: 175 per year.
Receive information from Defence Organisation	...	5
Forward it to Police by Memo	...	3
Receive weekly reminders and issue reminders	...	10
Receive the Report from the Police	...	2
Draft letter	...	10
		<hr/>
	Total	30
		<hr/>

70. *D. C. R. G. Claims Verification*

		Work-load: 75 per year
Receive and forward to Tahsildar	...	8
Receive Report from Tahsildar	...	2
Study and note	...	20
Draft letter	...	15
Comparison, enclosing records and despatch	...	5
		<hr/>
	Total	50
		<hr/>

71. *Shops & Establishment Act.*

		Exemptions-20 Notifications per year
Representations from Merchants' Association, Issue Notification after note, study of Rules, etc.	...	30

72. *Habitual Offenders' Act*

		Work-load: 20 files per year
Receive Report From the Commissioner of Police and register it	...	5
Scrutinise Form 1, History sheet and report	...	10
Put up Note	...	10
Forward Form No. II under a covering letter	...	10
Receive served Notice, check and file	...	5
Issue reminder to <i>Mysore Gazette</i> (2)	...	10
Write to C. P. (if representation is not received in 15 days) to send Form IV	...	5
If representation received, open a case and fix hearing and serve Notice after noting	...	30
Receive served notice and link it to file. Send it to Appeal Section	...	5
Continue Note and get approval to Form No. IV	...	5
Send Form IV to Gazette publication (Stencil)	...	5
Reminder to Compiler	...	10
Intimate Publication in Gazette and send spare copies to C. P.	...	10
Send the papers to Records with table of contents	...	20
		<hr/>
	Total	140
		<hr/>

## 73. Independence Day and Republic Day Celebrations

(4 Sub-Committees).

Receive allotment orders, open file	...	5
Issue letters to all Heads of Departments to send names of Class I Officers	...	5
Address Govt. Press for Printing Invitations, Covers, Car passes, Programmes, Invitations for cultural programme (morning)	...	10
Address Divisional Commissioner for approval of plan and receive it	...	10
Address letters to DPI., Polytechnic, IAF., CP, Br. of P. E. PWD (6)	...	60
Receive letters and hand over to HQA	...	15
For discussion with P. C., Visits to several offices for approval of programme	...	120
Receive orders approving the programme		
Reading proof after discussions	...	30
Reminder by phone (10)	...	30
Bring Invitations	...	300
Get copies of lists typed and compared-5000	...	1,500
Supervise posting of addresses, bundle the invitations, insert the invitations, and wrap them with list of acknowledgements, send the bundles under a covering letters	... +	140
Check acknowledgements and file	...	60

*Furniture:*

Call for tender fixing the date with discussion	...	15
Despatch of stencil copies	...	20
Receive Opened tenders	...	5
Note on tenders.	...	10
Issue letter accepting tender.	...	10
Receive R.Is. report for compliance.	...	2
Receive Bill from the tenderer.	...	10
Address D. P. I.	...	10
Issue tender for sweets.	...	15
Despatch of copies.	...	20
Receive opened tenders.	..	5
Note on tender.	...	10
Issue letter accepting the tender.	...	10
Take delivery of sweets (500 Kgs.)	...	60
Issue packets to Inspector of Schools. (4).	...	120
Receive Bill and Check it.	...	5
PWD Bill for Ground levelling.	...	10
Requisition to polytechnic	...	10
Receive Bill.	...	5
Receive Bill of American Radio Co.	...	10
Receive 5 bills from R.I.	...	20
Receive bill from MSEB.	...	10
Note for paying bills, arranging payment.	...	80
Send expenditure statement to Divisional Commissioner along with paid vouchers.	...	30

Total	...	<u>4872</u>
-------	-----	-------------

## Taluk Level :

Receive acknowledgement, Note and prepare A.C. Bill.	...	30
Distribute the amount by RTR/RB.	...	15
Receive paid vouchers.	...	110
Prepare NLB Bill (35 Vrs.) O/c.	...	45
Note and get approval.	...	15
Prepare another copy and NPC Bill, tag paid vouchers and send it with a covering letter to Accountant General.	...	60
		<hr/>
		275
4872 + 275 =	...	5147
Send General report to Chief Secretary.	...	10
5147 + 10 + 203 =	...	5360
		<hr/>

74. *Treasure Trove.*

References Received — 33 × 3.	...	114
Reference issued — 33 × 5.	...	165
Note. — 33 × 5.	...	190
		<hr/>
Total	...	469
		<hr/>

75. *Parole Applications.*

Receive request from Jail.	...	5
Call for report of Police.	...	5
Receive report.	...	2
Note.	...	15
Draft letter to Government.	...	10
Receive orders of Government.	...	2
Receive further references (5 or 6).	...	15
		<hr/>
		54
		<hr/>

76. *Execution of Outside District Warrants.*

		Workload 60 per years.
Receive warrant from the Districts and register.	...	5
Note and draft letter to Police.	...	7
Receive compliance report.	...	3
		<hr/>
		15
		<hr/>

77. *Premature release of Prisoners.*

		Workload 15 per year.
Report from Police recommending premature release of a convict.	...	5
Scrutiny and note.	..	20
Further report called for and received.	...	15
Continue Note and seek orders.	...	5
Address Police.	...	5
		<hr/>
		50
		<hr/>

78. *Transfer of Prisoners from one State to the other.*

	Workload 15 per year.
Get requisition from the other State through T.G. of prisons or directly. ...	5
Call for Police Report. ...	5
Receive Report. ...	2
Scrutinise and Note ...	15
Draft letter. ...	10
	37

## ESTABLISHMENT

<i>Case Workers:</i>			<i>Work load</i>
One I Division Clerk	Transfers	...	5
One II Division Clerk	Sanction of Leave	...	150
	Arrears of pay	...	50
	Arrear increments	...	100
	Allocation Statements	...	15
	Appeals on seniority	...	19
	Gradation lists	...	1
	Appointments	...	45
	Charge Allowance	...	20
	Promotions	...	10
	Disciplinary Cases	...	32
	Communication of Government orders	...	300

	<i>Number of files</i>	<i>Time</i>	<i>Total time</i>
1. Transfers	5	8162.6	136-02
2. Leave	150	60	150-00
3. Arrears of pay	50	80	66-40
4. Arrears of increments	100	50	83-20
5. Allocation Statement	15	120	30-00
6. Appeals on seniority	19	(included under item 7)	
7. Gradation Lists	1 (5 lists)	17863	297-13
8. Appointments	45	102	76-30
9. Sanction of Charge Allowance	20	45	15-00
10. Promotions	10	80	13-20
11. Disciplinary Cases	32	680	368-00
12. Communication of Government Orders etc.	300	34	170-00
13. Periodicals	28	1080 (for all 28)	18-00
14. Sending records to Record Room.	775	5	63-00
			1,487-35

Man-hours available :  $2 \times 250 \times 5 - 15 = 2,625 - 00$

## ALIENATION OF LANDS

<i>Case Worker</i>	<i>Work load per year</i>			
One I Division Clerk	Alienation Applications returned	50		
	Alienation Applications sanctioned or rejected	450		
	Original Suits and Writ petitions	29		
	Appeals before M. R. A. T.	30		
	Routine Cases	369		
		Time Minutes	Cases	Total time
1.	Alienation Applications returned to supply documents	18	50	15-00
2.	Alienation Applications considered, rejected/sanctioned	110	450	825-00
3.	Processing Original Suits and Writ Petitions	453	29	219-00
4.	Sending records to M. R. A. T and studying Judgments	47	15	11-45
		130	15	32-30
5.	Routine Cases including preparation of Statistics	100	369	615-00
		Total	858	1,718-16
6.	Recording — 928 × 5			77-20
				1,795-35
	Man-hours available for work at present		1 × 250 × 5-15 =	1,312-30

## LAND REVENUE

<i>Case worker</i>	<i>Work load per year</i>			
One II Division Clerk	Monthly DCB Statements	...	13	
	Special DCB Statements	...	5	
	Remission of $\frac{1}{2}$ wet Asst.	...	4	
	Suspension and remission of Land Revenue	...	1	
	Land Revenue Assignment Bills	...	3	
	DCB under all heads	...	12	
	Routine Cases	...	123	
			Time taken	Number of cases
1.	Preparation of monthly Land Revenue DCB	1590	13	344-30
2.	Special DCB Statements	120	5	10-00
3.	Remission of $\frac{1}{2}$ Wet Asst.	444	4	29-30
4.	Suspension and Remission of land revenue in the district	6200	1	103-20
5.	Land Revenue Assignment to Taluk Boards	1300	1	21-40
	Land Revenue Assignment to Village Panchayats	12100	1	202-40
	Land Revenue Assignment to Village Panchayats	5936	1	99-00
6.	DCB under all heads	1472	12	194-40
7.	Routine cases of the Section including remission, refund, Khata restoration etc.	100	123	135-20
	Jamabancy Camps and Office Inspections	22 days		117-20
	Land Revenue Assignment proportionation time			33-20
				1,391-20

Man-hours available at present : 1,312-30

Note :— Monthly DCBs and Special DCBs are not yet sent in this year.

## LAND GRANTS

Case Workers: Two I Division Cases opened in a year One II Division		...	2,763		
		Work	Time	Total time	
1.	Ordering constitution of separate Survey Number when the area granted is less than minimum for District	...	182	75	227-30
2.	Regularisation of excess area occupied or change of spot	...	50	51	42-30
3.	G.M.F. Grants confirmation	...	3	118	10-39
4.	Encroachments	...	198	220	726-00
5.	Petitions for Land Grants Reports called for and processes.	...	674	265	2,976-50
6.	Petitions forwarded for action in subordinate Offices	...	1,654	12	330-48
7.	Dasara Sports	...	1	...	250-00
8.	Scrutiny of 76 darkhast records for information of Government and Divisional Commissioner I Scrutiny - 2 months II Scrutiny - 3 months	...	1	...	625-00
9.	Recording 1,107 at 5 minutes and 2 files at 200 minutes	...	1,107 2	5 200	92-15 6-4
			Total		5,288-12
Man-hours available: 1,312-30 X 3 =					3,937-30

## ABSTRACT

(Case Workers considered : 21 out of 23)

Total man-hours available in a year	27,562-30
<i>Time not accounted by cases :</i>	
(a) <i>Jamabandy :</i>	
3 for 5 days for 3 taluks at 5-30 per day	... 240
(b) <i>Monthly abstracts :</i>	
one hour per Case Worker per month	... 252
(c) Time lost in furnishing business statistics	... 60
(d) <i>Quarterly lists of references pending in Government :</i>	
(10 cases per Case Worker)	
Search and write -45	
Compare -20 } (4 times)	... 91
(e) <i>Offices Inspections :</i>	
6 Offices, 3 Members for 3 days	... 288
(f) Answering Visitors making enquiries—average 15 minutes/Case Worker	... 1,312
(g) <i>General Elections :</i>	
2 Members for a month and 6 Members for a week, once in five years.	... 95
<b>Total</b>	<b>... 2,338</b>
3. Net man-hours available	... 25,224-30
4. Time accounted for by work	... 26,320-00
5. Staff over-worked by	... 904-30
Over-work equal to 3/4 of a Case Worker at 1,312-30 per Case Worker per year.	

## LAND ACQUISITION

*Two Case Workers at present**Work load per year*

One I Division Clerk	Proposals	... 115
One II Division Clerk	Awards	... 140
	Appeals	... 63
	Miscellaneous	... 216
	Circulars	... 45

	<i>Time per case Minutes</i>	<i>Number of cases</i>	<i>Total time</i>
1. Land Acquisition proposals	510	115	969-10
2. Approval of Awards	600	140	1,400-00
3. To decide whether Appeal should be filed and processing it	513 300	43 20	367-45 100-00
4. Communication of Circulars after study	10	45	7-30
5. Routine and Miscellaneous files Recording—2033×5	100	216	360-00 169-25
<b>Total</b>		...	<b>3 373-50</b>

Man-hours available at present for this work  $2 \times 250 \times 5 - 20 = 2,625-00$

*Note* :—Time spent before preliminary Notification is sent by Land Acquisition Officer cannot be accurately assessed. The office feels that more time is spent than what we have taken.



## VILLAGE ACCOUNTANTS

<i>Case Worker</i>	<i>Work-load per year</i>		
One I Division Clerk	Recruitment	...	1
	Disciplinary cases	...	4
	Writ Petitions	...	3
	Arrears of Potgi, etc.	...	
	Collection of Memorial Kitturu Rani Chennamma Fund	...	172
		...	1
	<i>Time taken</i>	<i>Work</i>	<i>Total time</i>
1. Recruitment of 414 Village Accountants out of 820 applications	5869½	1	978—14
2. Routine cases	100	172	285—00
3. Writ Petitions	453	3	22—39
4. Disciplinary Cases	400	4	26—40
5. Collection of Kitturu Rani Chennamma Memorial Fund	6770	1	112—50
		Total	1,425—23
Man-hours available		...	1,312—30

## RECONCILIATION AND REFUND OF STAMP VALUE

<i>Case Worker</i>	<i>Work-load per year</i>		
One II Division Clerk	Reconciliation for 7 out of 10 statements		7
	Refunds	...	3132
	Issue of Destitute Certificates	...	38
	<i>Time taken</i>	<i>Work</i>	<i>Total time</i>
1. Reconciliation of Expenditure Statements	2040	12	408—00
2. Ordering refunds of excess Court Fee paid, as per orders of Courts	16	3132	835—15
3. Issue of Destitute Certificate	40	38	25—20
		Total	1268—35
Man-hours available at present		...	1312—30

## CALAMITIES AND LOANS

(CAL and TAC)

<i>Case Worker</i>	<i>Work-load</i>		
One I Division Clerk	Loans sanctioned <sup>*</sup> Tractor Loan recommended	...	20
	Countersigning NDC Bills	...	150
	Fire Accident cases	...	64
	Solvency Certificates	...	75
	Miscellaneous	...	10
	Petitions under 64 Famine and 32 Aids and Loans, etc.	...	50
	Loans periodicals (8) quarterly	...	80
		...	32
	<i>Cases</i>	<i>Time</i>	<i>Total time</i>
1. Loans sanctioned after scrutiny	...	20	150
2. Tractor loans recommended	...	150	150
3. Countersigning NDC Bills	...	64	32
4. Fire accident cases (Petitions for relief)	...	75	60
5. Solvency Certificate (Routine case)	...	10	60
6. Miscellaneous (Routine cases with correspondence)	...	50	100
7. Petitions under 64 Famine and 32 Aids and Loans	...	80	10
8. Quarterly Returns (8)	...	32	375
		Total	777—58
Man-hours available : 1×250×5—15			= 1,312—30

## IRRIGATION AND RECORD OF RIGHTS

<i>Case Worker</i>			
One I Division Clerk	Encroachments	52	(Routine)
	Restoration of Khatas	35	( ,, )
	Channel Repairs	29	( ,, )
	Representation for construction of new tanks	10	( ,, )
	R. R. Temporary Establishment	1	} 219 (Routine)
	Review of Mutation Cases disposal	2	
	R.R. Potgi Bills	8	
	Miscellaneous Petitions	76	
	Small Savings	52	
			<u>345</u>

The cases in this section are routine in nature and as such they may take about 100 minutes per case.

345 cases at 100 minutes each	...	575-00
Monthly DCB of water rate and contribution	... 12 } ... at 375 minutes	
Quarterly : R. R. and Mutation Fee	... 4 } ... each periodical	100-00
Recording 345 cases at 5 minutes each	...	28-45
		<u>703-45</u>
Man-hours available :	250 × 5.15 =	<u>1,314-30</u>

## STATISTICS AND NOTES OF INSPECTIONS

<i>Case Worker</i>		<i>Work-load per year</i>		
One II Division Clerk	Revenue Audit Notes	...	}	55
	Notes of Inspections	...		
	Petrol Bills and			
	Repair Bills	...		17
	Business statistics	...		12
	Interpellations —			
	Co-ordination	...		92
		<i>Time taken</i>	<i>Work</i>	<i>Total time</i>
1. Disposal of Revenue Audit Notes or Inspection Notes	...	475	55	435-30
2. Petrol Bills	—	30	17	8-30
3. Business Statistics	...	300	12	60-00
4. Interpellation (Co-ordination)	—	10	92	15-20
			<b>Total</b>	<u>519-20</u>
Man-hours available	—		...	<u>1,312-30</u>

## RECOVERY OF TAXES OF OTHER DEPARTMENTS

<i>Case Worker</i>		<i>Work-load per year</i>		
One II Division Clerk		4, 164 Certificates		
		<i>Time taken</i>	<i>Work</i>	<i>Total time</i>
Processing recovery Certificates	...	15	4164	1041-00
Reconciliation of Pendency	...	600	6	60-00
			<b>Total</b>	<u>1,101-00</u>
Man-hours available	...		...	<u>1,312-30</u>

**CASHIER**

*Case Workers :*            One I Division Clerk  
                                  One II Division Clerk

	<i>Work</i>	<i>Time</i>	<i>Total time</i>
1. Preparation of Gazetted Officers Bills	36	50	30-00
2. Preparation of bills (N. G. Os.) 18 bills per month for 92 Members	92	266	407-30
3. Preparation of supplemental bills	60	70	70-00
4. Contingent Bills	46	...	75-30
5. Preparation of T. A. Bills (Gazetted)	26	30	13-00
6. Preparation of T. A. Bills (N.G.Os.)	36	155	93-00
7. Medical reimbursement Bills	6	70	7-00
8. Festival Advance Bills	17+18		21-40
9. Transfer Advance Bills	10	30	5-00
10. G. P. F. Advance	2	20	0-40
11. Pension records	15 (1)	1200	300-00
12. H, B. A. Applications	20 (1)	180	60-00
13. Cycle Advance	20 (1)	15	5-00
14. Copy applications	415	15	104-00
15. Casual leave to Officials	...	...	25-00
16. Regular annual increments	80	10	13-20
17. Sanction of Earned Leave, etc.	5	30	2-30
18. S. R. Verifications (80)	80	30	40-00
19. Furnishing acquittance rolls	5	120	10-00
20. Pension periodicals (16 cases)	12	80	16-00
21. Writing Cash Book	275	120	550-00
	<b>Total</b>	...	1,848-10
	Wastage 15%	...	276-05
	<b>Grand Total</b>	...	<b>2,124-15</b>

Man-hours available: 2,625-00

**LICENCES**

(Explosives, Crackers and Arms)

<i>Case Worker :</i>	<i>Work-load</i>		
One I Division Clerk	Fresh Licences—Crackers	600	1500
	Explosives	900	
	Renewals	...	362
	Arms Licences	...	531
	Renewals (33%)	...	125
	Tracing deserters	...	175
	Ex-gratia payments cases	...	
	DCRD Claimants' verification	...	75
	Workmen's compensation petitions	...	60
	Licences under Prize Competition Act	...	100

	<i>Work</i>	<i>Time</i>	<i>Total time</i>
1. Licences and renewals of Arms and Explosives	1862	17	527-00
2. Arms licences	531	62	548-40
3. Arms licences renewals	125	20	41-40
4. Tracing deserters	175	50	87-30
5. Death-cum- Retirement Gratuity verification, etc.	75	50	62-30
6. Workmen's compensation petitions	60	10	10-00
7. Prize competitions	100	10	16-40
8. Notifications under Shops and Establishments Act.	20	30	10-00
9. Recording 1, 2, 3, 4 and 8, 2713 at 5 minutes	2713	5	226-00
Total	...	...	1,530-00

Man-hours available :  $1 \times 250 \times 5.15 = 1,312-30$

This Case Worker assists the other Case Worker in Dasara Sports Tournaments.

#### PRISONS AND LOCK-UPS

<i>Case Worker</i>	<i>Work-load</i>		
One I Division Clerk	Habitual Offenders' Act	...	20
	Independence Day and Republic Day	...	2
	Jawaharlal Nehru Memorial Fund	...	1
	Relief to Goldsmiths (Petitions)	...	60
	Treasure Trove	...	2
	Execution of outside district warrants	...	60
	Prisons and Lock-ups		
	<i>Work-load</i>	<i>Time</i>	<i>Total time</i>
1. Habitual Offenders' Act	20	140	46-40
2. Independence Day and Republic Day Celebrations.	2	5360	178-40
3. Jawaharlal Nehru Memorial Fund	1	6770	112-50
4. Relief to Goldsmiths	60	10	10-00
5. Treasure Troves	2	469	15-35
6. Execution of outside district warrants	60	15	15-00
7. Prisons and Lock-ups			
D. C. Bills	50	15	12-30
A.G. Audit Objections	2	55	1-50
Inspection Notes	1	15	0-15
Parole/release of prisoners	15	60	12-30
Transfer of prisoners	30	37	18-30
Total	...	...	424-20

Man-hours available : 1,312-30

#### VERIFICATION OF CHARACTER AND ANTECEDENTS

<i>Case Worker</i>	<i>Work-load per year</i>		
One II Division Clerk	Verification Rolls	...	7583
	Unnatural Death Reports	...	781

	<i>Time</i>	<i>Work</i>	<i>Total time</i>
1. Verification of Character and antecedents	14	7583	1,436-00
2. Processing Unnatural Death Reports	62	781	807-00
	<b>Total</b>	...	<b>2,243-00</b>

Man-hours available : 1,312-30

### PASSPORTS

<i>Case Worker</i>	<i>Work-load per year</i>		
One I Division Clerk	International and Pakistan Passports	---	568
	Extension of Stay of Ceylonese Citizens	...	60
	Indian Citizenship	...	31
	Declaration of Ownership of Press, etc.	...	200
	Title clearance of Newspapers	...	200

	<i>Time taken</i>	<i>Work</i>	<i>Total time</i>
1. Passports	58	568	549-00
2. Extension of Stay of Ceylonese	73	0	73-00
3. Grant of Citizenship	571	31	295-00
4. Declaration of Ownership of Press	65	200	220-00
5. Declaration of Editor/ Printer of Newspapers	120 +28	100	200-00 46-40
6. Modification of declarations	120	40	80-00
7. Marriage Licences (ICM Act)	120	15	30-00
	<b>Total</b>	...	<b>1,493-40</b>

Man-hours available : 1,312-30

### GROUP I

*References involving correspondence but having only one course of action to be taken.*

1. Issue of Destitute Certificates	...	...	40
2. Issue of Passport	...	...	58
3. Grant of extension of stay of Ceylonese	...	...	73
4. Declarations of ownership of Presses	...	...	65
5. Unnatural Death Reports	...	...	62
6. Solvency Certificates	...	...	60
7. Earned Leave for more than a month	...	...	60
8. Sanction of arrears of pay	...	...	80
9. Sanction of arrear increments	...	...	50
10. Ordering promotions (1 to 5 persons)	...	...	80
11. Listing habitual offenders	...	...	140
12. Grant of parole and its extension	...	...	50
13. Premature release of prisoners	...	...	50
14. Transfer of prisoners from one jail to other	...	...	37
15. Annual verification of Service Registers	...	...	30
16. Verification of claimants to Death-cum-Retirement Gratuity	...	...	50
17. Notifications issued under shops and Establishment Act	...	...	30
18. Confirmations of excess area occupied	...	...	50

## 19. Approving the change of spot

$$\text{Average : } \frac{1115}{19} = 59 \text{ Mts.}$$

$$\text{Annual work-load : } \frac{78750}{59} = 1,335 \text{ cases}$$

## G R O U P II

*Files which require examination of Records and the decision to be taken is guided by more than five factors of the case.*

1. Land Acquisition proposals	...	510
2. Approval of awards	...	600
3. To decide whether appeal is to be preferred or not	...	513 (300, if decided not to prefer appeal)
4. Alienation applications involving original suits or Writ Petitions	...	453
5. Remission of wet assessment	...	444
6. Disposal of Revenue Audit Notes or Office Inspection Notes	...	475
7. Writ Petitions by ex-Village Officers	...	453
8. Disciplinary Cases of ex-Village Officers	...	400
9. Grant of Indian Citizenship to foreigners	...	571
10. Disciplinary cases of Revenue Establishment	...	680 (out of this avoidable time) is 350 minutes)
11. Treasure Trove	...	469
12. Constitution of a separate Survey number when the extent is below the minimum fixed for the district	...	75
13. Confirmation of Grow More Food Grants	...	215
14. Regularisation of encroachments	...	220
15. Reports sent on petitions presented to Government for grant of lands	...	253
16. Sanction of appropriation of land, after scrutiny of the eligibility of the applicant	...	253

$$\text{Average : } \frac{6584}{16} = 412 \text{ minutes}$$

$$\text{Annual work load : } \frac{78750}{412} = 191 \text{ cases}$$

## G R O U P III

*Subjects requiring much of scriptory work or consolidation of particulars of more than 500 items.*

1. Land Revenue D.C.B. (monthly and annual)	...	1,590
2. Land Revenue Assignment to Taluk Boards	...	1,300
3. D.C.B. under all heads	...	1,472
4. Reconciliation of expenditure	...	2,040 (per year)
5. Annual transfers of officials in cadre	...	1,632

6. Preparation of gradation lists for each cadre, examination ... 3,011  
of objections pertaining to factual errors and incorporating  
changes

$$\text{Average: } \frac{11045}{6} = 1,841 \text{ minutes.}$$

$$\text{Annual work-load: } \frac{78750}{1841} = 43 \text{ cases.}$$

#### GROUP IV

*When meetings of more than 50 persons are to be arranged for the disposal of the subject.*

- |  |     |        |
|--|-----|--------|
| 1. Collection of Kittur Rani Chennamma Memorial Fund | ... | 6,770  |
| 2. Collection of Jawaharlal Nehru Memorial Fund      | ... | 6,770  |
| 3. Independence Day Celebrations                     | ... | 5,360  |
| 4. Republic Day Celebrations                         | ... | 5,360  |
| 5. Dasara Sports                                     | ... | 15,000 |

$$\text{Average: } \frac{39260}{5} = 7,852$$

$$\text{Annual work-load } \frac{78750}{7852} = 10 \text{ cases}$$

#### GROUP V

*Files which require examination of records and very close scrutiny of enclosures to the reports.*

- |   |     |        |
|---|-----|--------|
| 1. Suspension of Land Revenue                             | ... | 6,200  |
| 2. Land Revenue Assignment to all the Village Panchayats  | ... | 12,160 |
| 3. Land Revenue Assignment to selected Village Panchayats | ... | 5,936  |
| 4. Recruitment of 414 Village Accountants                 | ... | 58,694 |
| 5. Pension Records  | ... | 1,200  |

$$\text{Average: } \frac{84190}{5} = 16,838$$

$$\text{Annual work-load: } \frac{78750}{16838} = 5 \text{ cases}$$

#### GROUP VI

*References requiring action in other offices and the files in the Deputy Commissioner's office are treated as closed on receipt of report, after issue of a letter or order.*

- |   |     |    |                 |
|---|-----|----|-----------------|
| 1. Sending records to Mysore Revenue Appellate Tribunal | ... | 47 | (out of this 30 |
| 2. Tax recovery certificates                            | ... | 15 | mts. are meant  |
| 3. Verification of Character and, etc.                  | ... | 14 | for study of    |
| 4. Execution of Warrants from other Districts           | ... | 15 | judgment)       |
| 5. Grant/rejection of explosives licences               | ... | 17 |                 |
| 6. Arms licence renewals                                | ... | 20 |                 |
| 7. Tracing deserters                                    | ... | 30 |                 |
| 8. Licences under Prize Competition Act                 | ... | 10 |                 |

$$\text{Average: } \frac{168}{8} = 21 \text{ minutes}$$

$$\text{Annual work-load: } \frac{78750}{21} = 3,750 \text{ cases}$$

## G R O U P VII

*Files which require examination of records and the decision to be taken is guided by less than five factors of the case.*

1. Alienation applications	...	110
2. Action to be taken on judgments of Mysore Revenue Appellate Tribunal...		130
3. Irrigation loans sanctioned	...	150
4. Tractor loans recommended	...	150
5. Issue of marriage licences	...	120
6. Sanction of arrear allocation statement	..	120
7. Appointment of Clerks (one or five in a batch)	...	102
8. Audit Objections Reports (Prisons)	...	55
9. House Building Advance applications	...	180
Average	: 1117	
	— = 124 minutes	
	9	
Annual work-load	: 78750	
	— = 635 cases	
	124	

## G R O U P VIII

*Files involving correspondence and presenting more than one course of action at each stage (still routine)*

1. Miscellaneous references of ALN like, unauthorised constructions, encroachments of road margin, harassment by PUC staff	...	100
2. Complaints against the Land Acquisition Officers	...	100
3. Routine remissions not sanctioned in time	...	100
4. Land Revenue refunds	...	100
5. Restoration of Khata	...	100
6. Declaration of Editorship/Printer of Newspapers	...	148
7. Modifications of above declarations	...	120
8. Miscellaneous files of Loans Section	...	100
9. Routine cases of Irrigation Section	...	100
10. Furnishing acquittance rolls	...	120
Average	: 1088	
	— = 109 minutes	
	10	
Annual work-load	: 78750	
	— = 730 cases	
	109	



*LIST OF WITNESSES WHO GAVE ORAL EVIDENCE :*

Secretaries to Government. Heads of Department and other Officers.

*Agriculture and Forest Department :*

1. Mr. Mohammed Rahamatulla, Secretary to Government, Agriculture & Forest Department
2. Dr. H. R. Arakeri, Director of Agriculture, Bangalore.
3. Dr. D. Rudraiah, Director of Animal Husbandry and Veterinary Services, Bangalore.
4. Mr. G. H. Adirajaiah, Director, Bangalore Dairy, Bangalore.
5. Mr. G. L. Rao, Director of Fisheries, Bangalore.
6. Mr. D. Nanjundappa, Chief Conservator of Forests, Bangalore.
7. Mr. N. S. Kaikini, Chief Conservator of Forests (Development), Bangalore.
8. Dr. M. H. Mari Gowda, Director of Horticulture, Bangalore.
9. Dr. B. Chandrashekar, Indian Director, Indo-Danish Dairy Project, Hesaraghatta, Bangalore-10.
10. Mr. T. J. Ramakrishna, Director of Agriculture, Planning Cell. and *Ex-Officio* Deputy Secretary to Government, Vidhana Soudha, Bangalore.

*Commerce and Industries Department .*

11. Mr. D. J. Balaraj, Secretary to Government, Commerce and Industries Department.
12. Mr. T. Shamanna, Director, Industries and Commerce, Bangalore.
13. Dr. B. P. Radhakrishna, Director of Mines and Geology Bangalore.
14. Mr. V. R. Uthaman, Director of Sericulture, Bangalore.
15. Mr. Syed Habibudin Ahmed, Director, Stores Purchase Department, Bangalore.
16. Mr. M. A. Taher, Secretary, Board of Management for Industrial Concerns, Bangalore.
17. Mr. M. D. Shivananjappa, Director & Vice-Chairman, Mysore Iron & Steel Works, Bhadravathi.

*Development, Housing, Panchayati Raj and Co-operation Department.*

18. Mr. Bharanaiah, Secretary to Government, Development, Housing, Panchayati Raj and Co-operation Department.
19. Mr. C. A. Jamakhandimath, Registrar of Co-operative Societies, *Ex-Officio* Chief Marketing Officer and *Ex-Officio* Chief Controller of Weights and Measures, Bangalore.
20. Dr. H. L. Thimmegowda, Chairman, Mysore Housing Board, Bangalore.

*Education Department.*

21. Mr. T. R. Jayaraman, Secretary to Government, Education Department.
22. Dr. M. Seshadri, Director of Archaeology, Mysore.
23. Mrs. M. Jayalakshmmanni, Director of Collegiate Education, Bangalore.
24. Mr. S. V. Jevoor, Director of Public Instruction, Bangalore.
25. Mr. B. Sadasivaiah, Principal, Government Law College, Bangalore.
26. Mr. A. V. Mirza, Administrative Officer, National Cadet Corps Directorate, Bangalore.
27. Mr. N. D. Bagari, State Librarian, Bangalore.
28. Mr. M. A. Sri Rama, Director of Printing, Stationery and Publications, Bangalore.
29. Dr. B. L. Shanthamallappa, Director of Technical Education, Bangalore.
30. Mr. S. B. Shapedi, Acting Registrar, Karnatak University, Dharwar, and also on behalf of Shri D. M. Nanjundappa, Head of the Department of Economics, Karnatak University, Dharwar.

*Finance Department.*

31. Mr. Veeraraj Urs, Secretary to Government, Finance Department.
32. Mr. K. S. Srinivasan, Deputy Commissioner (Enforcement) of Commercial Taxes, Bangalore.
33. Mr. M. S. Subramanyam, Head Quarter Assistant to the Commissioner of Commercial Taxes, Bangalore.
34. Mr. T. Ramakrishna, Secretary, Mysore Government Insurance Department, Bangalore.
35. Mr. H. Chikhanna, Controller, State Accounts Department, Bangalore.
36. Mr. Pratap Singh Dardi, Director of Treasuries, Bangalore.

*Food, Civil Supplies and Labour Department.*

37. Mr. R. Anandakrishna, Secretary to Government, Food, Civil Supplies, and Labour Department.
38. Mr. R. Sampath Kumran, Director of Employment and Training, Bangalore.
39. Mr. A. P. Balakrishnan, Chief Inspector of Factories and Boilers, Bangalore.
40. Mr. Mani Narayana Swamy, Director of Food & Civil Supplies, Bangalore.
41. Mr. Mir Maqsood Ali Khan, Deputy Commissioner and Commissioner for Labour, Bangalore.

*General Administration Department.*

42. Mr. K. Narayanaswamy, Chief Secretary to Government, Vidhana Soudha, Bangalore.
43. Mr. P. Subramanyan, Registrar, High Court of Mysore, Bangalore.
44. Mr. K. Abhishankar, Chief Editor, Mysore Gazetteer, Bangalore.
45. Mr. Cecil Naronah, Secretary, Mysore Public Service Commission, Bangalore.
46. Mr. Mir Iqbal Hussain, Vigilance Commissioner, Bangalore.
47. Dr. B. V. Iyenger, Director of Vigilance, Bangalore.
48. Mr. A. S. Melkote, Deputy Director of Vigilance, Bangalore.

*Health and Municipal Administration Department.*

49. Mr. B. S. Srikantaiah, Secretary to Government, Health and Municipal Administration Department.
50. Mr. K. N. Shanbhogue, Drugs Controller, Bangalore.
51. Dr. H. Shama Sastry, Director of Health and Family Planning Services, Bangalore.
52. Mr. K. S. Rame Gowda, Director, Town Planning, Bangalore.
53. Dr. S. Ramachandra, Principal, Dental College, Bangalore.

*Home Department.*

54. Mr. N. Lakshman Rau, Secretary to Government, Home Department.
55. Mr. Nagarajan, Headquarters Assistant to the Commissioner for Excise, Bangalore.
56. Mr. R. A. Mundkur, Commandant General, Home Guards, and *Ex-Officio* Director of Civil Defence and Director of Fire Force, Bangalore.
57. Mr. D. N. Pallegar, Officer of Special Duty, Film Unit, Bangalore.
58. Mr. M. D. Mariputtanna, Director of Information and Tourism, Bangalore.
59. Mr. S. N. Hosali, Inspector-General of Police, Bangalore.
60. Mr. S. Ahmed, Inspector-General of Prisons, Bangalore.
61. Mr. Sridayya Puranik, Commissioner for Transport, Bangalore.
62. Mr. Jogindar Singh, Superintendent of Police, Bidar.
63. Mr. N. S. Vasudevan, Superintendent of Police, Raichur.
64. Mr. J. Puttaiah, Deputy Superintendent of Police, Raichur.
65. Mr. M. Hanumanthappa, Superintendent, Central Jail, Bangalore.
66. Mr. C. S. Mallaiab, Superintendent, Central Prisons, Belgaum.
67. Mr. G. M. Palakshaiab, Superintendent of Police, Wireless, Bangalore.

*Department of Law and Parliamentary Affairs.*

68. Mr. S. V. Papa Reddy, Secretary to Government, Department of Law & Parliamentary Affairs.
69. Mr. Te. Hanumanthappa, Secretary, Mysore Legislature Secretariat, Bangalore.
70. Mr. M. Keshava Bhat, Chief Translator, Bangalore.
71. Mr. V. S. Malimath, Advocate-General, High Court Building, Bangalore.

*Planning and Social Welfare Department.*

72. Mr. G. V. K. Rao, Development Commissioner, Commissioner for Agricultural Production, Special Secretary to Government, Agricultural Production and Secretary, Planning and Social Welfare Department.
73. Mr. K. Lakshman Rao, Director of Social Welfare, and *Ex-Officio* Chief Inspector of Certified Schools, Bangalore.
74. Mr. C. S. Seshadri, Director of Bureau of Economics and Statistics, Bangalore.
75. Mr. P. Padmanabha, Director of Evaluation, Bangalore.

*Public Works and Electricity Department.*

76. Mr. Chandappa Patel, Secretary to Government, Public Works & Electricity Department.
77. Mr. N. Narayanachar, Government Electrical Inspector, Electrical Inspectorate, Bangalore.
78. Mr. R. Mahadevan, Principal, Government Flying Training School, Jakkur Aerodrome, Bangalore.
79. Capt. K. K. S. Kumaran, State Port Officer, Mangalore, South Kanara District.

*Revenue Department.*

80. Mr. M. S. Swaminathan, Secretary to Government, Revenue Department.
81. Mr. V. Byrappa, Commissioner for Religious & Charitable Endowments, Inspector-General of Registration and Commissioner for Stamps & Commissioner for Survey, Settlement and Land Records, Bangalore.
82. Mr. M. Vasudeva Rao, Chairman, Mysore Revenue Appellate Tribunal, Bangalore.
83. Mr. Zafar Saifulla, Deputy Commissioner, Bellary District.
84. Mr. N. K. Prabhakar Rao, Deputy Commissioner, Bidar District.
85. Mr. Yadgiri, Head Quarter Assistant to the Deputy Commissioner Bijapur District.
86. Mr. S. Venkatesh, Deputy Commissioner, Chickmagalur District.
87. Mr. S. Obeidulla, Deputy Commissioner, Chitradurga District.
88. Mr. K. S. Mallegowda, Deputy Commissioner, Coorg District, Mercara.
89. Mr. S. H. Venkatesh, Deputy Commissioner, Dharwar.
90. Mr. M. S. Shankara Rao, Divisional Commissioner, Gulbarga Division, Gulbarga.
91. Mr. Ahmed Siddiqui, Deputy Commissioner, Gulbarga District.
92. Mr. Samuel Appaji, Deputy Commissioner, Hassan District.
93. Mr. Y. Rupla Naik, Deputy Commissioner, Kolar District.
94. Mr. S. Nanjundaiah, Deputy Commissioner, Mandya District.
95. Mr. S. Varadan, Deputy Commissioner, Mysore District.
96. Mr. M. V. Ullipradhan, Headquarters Assistant to the Deputy Commissioner, North Kanara District.
97. Mr. Jayakumar Anagol, Deputy Commissioner, Raichur District.
98. Mr. G. V. Viswanath, Deputy Commissioner, Shimoga District.
99. Dr. H. L. Nage Gowda, Deputy Commissioner, South Kanara District.
100. Mr. H. S. Mallaraja Urs, Deputy Commissioner, Tumkur District.

*Representatives of Local Bodies.*

101. Administrator, & the Commissioner, Corporation of City of Bangalore, Bangalore.
102. Administrator, Belgaum City Municipality, Belgaum.
103. Administrator, Town Municipal Council, Nippani.
104. Administrator, Town Municipality, Chitradurga.
105. Administrator, Ranebennur, Municipality, Ranebennur.
106. Administrator, Robertsonpet, Town Municipality, Robertsonpet.
107. Administrator, Town Municipal Council, Sirsi.
108. Block Development Officer, Taluk Development Board, Dharwar.
109. Chairman, City Improvement Trust Board, Bangalore.
110. Chairman, Town Panchayat Committee, Belgaum District.

111. Commissioner, City Municipal Council, Bellary.
112. Commissioner, City Municipal Council, Hospet.
113. Chairman, Group Panchayat, Ikkanur, Hiriya Taluk.
114. Chief Executive Officer, Taluk Development Board, Davanagere.
115. Chairman, Town Panchayat Committee, Alnavar, Dharwar District.
116. Chairman, Village Panchayat, Hudukula, Kolar District.
117. Chief Executive Officer, Taluk Development Board, Sreerangapatna.
118. Chief Executive Officer, Taluk Development Board, Krishnarajpet.
119. Chairman, Town Panchayat, Kollegal, Mysore District.
120. Chairman, City Improvement Trust Board, Mysore.
121. Chairman, Town Panchayat, Kuknoor, Yelburga Taluk.
122. Chief Officer, Town Municipal Council, Humnabad.
123. Chairman, Group Panchayat, Ayanur, Shimoga District.
124. Chairman, Haleangadi Panchayat, Mangalore.
125. Chief Officer, Town Municipal Council, Kunigal.
126. Deputy Mayor, & The Commissioner, Hubli-Dharwar Municipal Corporation, Hubli.
127. Head Master, Abdul Kalam Azad Municipal High School, Bellary.
128. Hon. Secretary, Silver Jubilee Maternity and Child Welfare Centre, Bijapur.
129. Head Master, Chinmuladri National High School, Chitradurga.
130. Head Master, Municipal High School, Hosadurga.
131. Head Master, Municipal High School, Hiriya, Chitradurga District.
132. Head Master, Basic Mission Higher Secondary School, Dharwar.
133. Head Master, Taluk Development Board High School, Ankola Jevargi Taluk.
134. Head Master, Taluk Development Board High School, Palachakkar, Yadgir Taluk.
135. Head Master, Municipal High School, Hassan.
136. Head Master, Hamdard High School, Raichur.
137. Head Master, Municipal High School, Sagar.
138. Head Master, S.M.S. High School, Udipi.
139. Head Master, Canara High School, (Main) Mangalore-3.
140. Head Master, Municipal Higher Secondary School, Gubbi.
141. Medical Officer, H. V. T. Dispensary, Salkod, Honnavar Tq.
142. Principal, Rural College, Kanakapura.
143. President, Town Municipal Council, Bidar.
144. President, Town Municipal Council, Basavakalyan.
145. President, Town Municipal Council, Chitaguppa.
146. President, Taluk Development Board, Bidari.
147. President, Taluk Development Board, Bhalki.
148. President, Taluk Development Board, Kudligi.
149. President, Town Municipal Council, Sringeri.
150. President, Town Municipal Council, Kadur.
151. President, Taluk Development Board, Chickmagalur.
152. President, Malnad Education Society, Chickmagalur.
153. President, Town Municipal Council, Hosadurga.
154. President, Taluk Development Board, Chitradurga.
155. President, Taluk Development Board, Hosadurga.
156. Physician, Taluk Development Board Dispensary, Begur, Chitradurga District.
157. President, Town Municipal Council, Mercara.
158. President, Town Municipal Council, Ponnampet.
159. President, Mahila Samaj, Kodlipet, Coorg Dt.
160. President, Town Municipal Council, Hassan.
161. President, Town Municipal Council, Arasikere.
162. President, Town Municipal Council, Kolar.
163. President, Taluk Development Board, Kolar.

164. President, Taluk Development Board, Bangarpet.
165. President, Taluk Development Board, Mandya.
166. President, Taluk Development Board, Paudavapura.
167. President, Town Municipal Council, Nanjanagud.
168. President, Mysore City Municipality, Mysore.
169. President, Taluk Development Board, Mysore.
170. President, Town Municipal Council, Karwar.
171. President, Taluk Development Board, Karwar.
172. Principal, Arts and Science College, Sirsi.
173. President, City Municipal Council, Raichur.
174. President, Taluk Development Board, Sindhuoor.
175. President, Taluk Development Board, Manvi.
176. President, L.V.D. College, Raichur.
177. President, Town Municipal Council, Bhadravati.
178. President, Town Municipal Council, Sagar.
179. President, Town Municipal Council, Udipi.
180. President, Town Municipal Council, Mangalore.
181. President, Taluk Development Board, Karkala.
182. President, Ayurvedic College, Udipi.
182. President, Town Municipal Council, Y. N. Hoskote
184. President, Town Municipal Council, Tumkur.
185. President, Town Municipal Council, Sira.
186. Pandit, Taluk Development Board Ayurvedic Dispensary, Alalaghatta, Gubbi Taluk.
187. Rev. Mother Superior, Aided Dispensary, Settihalli, Hassan District.
188. Secretary, Board of Management, K. L. E. Society, Belgaum.
189. Superintendent, St. Joseph's Convent Girls' high School, Chickmagalur.
190. Secretary, Co-operative Hospital Society, Hubli.
191. Secretary, M. V. N. Education Society High School, Keelara, Mandya Taluk.

*Association of Employees of Government.*

192. Chairman, Art Teachers Association G. A. Higher Secondary School, Belgaum.
193. Chairman, District Level Committee, Mysore Engineering Service Association, Chickmagalur.
194. District Organiser, Veterinary Stockmen Association, Bellary.
195. District Physical Education, Teachers, Association, Bellary.
196. Delegate, Mysore State Government Compounders Union, Bidar.
197. District Representative, Veterinary Stockmen Association, Bidar.
198. District Organiser, Veterinary Stockmen Association, Bijapur.
199. District Representative, Stockmen Association, Chickmagalur.
200. District Representative, Junior Engineers' Association, Chickmagalur.
201. District Representative, Junior Engineers' Association, Chickmagalur.
202. District Organiser, Veterinary Stockmen Association, Chitradurga.
203. District Organiser, Mysore State Veterinary Stockmen Association, Mercara.
204. Divisional Secretary, Mysore State Non-Gazetted Officers' Association, Gulbarga.
205. District Organiser, Veterinary Stockmen Association, Gulbarga.
206. District Representative, Junior Engineers Association, Gulbarga.
207. District Organiser, Veterinary Stockmen Association, Hassan.
208. District Representative, Junior Engineers Association, Hassan Branch, Hassan.
209. District Representative, Junior Engineers' Association, Kolar.
210. District Representative, Veterinary Stockmen Association, Kolar.
211. District Organiser, Veterinary Stockmen Association, Mandya.
212. District Organiser, Veterinary Stockmen Association, Shimoga.
213. District Organiser, Mysore State Veterinary Stockmen Association, Mangalore.

214. District Representative, Junior Engineers' Association, Mangalore.
215. District Representative, Junior Engineers' Association, Tumkur.
216. General Secretary, Primary School Teachers Association, Bangalore-1.
217. General Secretary, The Mysore State Health Inspectors Association, Bangalore-9.
218. General Secretary, Mysore Government Lower Grade Employees Association, Bangalore-1.
219. General Secretary, Mysore State Veterinary Stockmen Association, Bangalore-6.
220. General Secretary, Mysore State Range Forest Officers Association, Bangalore-3.
221. General Secretary, Mysore State Non-Gazetted Officers' Association, Bangalore-1.
222. General Secretary, District Non-Gazetted Officers' Association, Mercara.
223. General Secretary, Mysore State Arts Teachers Association, Sirsi.
224. Hon. Secretary, Mysore Government Secretariat Gazetted Officers' Association, Bangalore-1.
225. Hon. Secretary, S.K.S.J.T. Institute, Old Boys' Association, Bangalore-1.
226. Hon. Secretary, Mysore Medical Association, Fort, Bangalore-2.
226. (a) Hon. Secretary, The Mysore Administrative and Allied Service Association, Vidhana Soudha, Bangalore.
227. Hon. President, The Shorthand Writers Association of Mysore, District Office Compound, Bangalore.
228. Hon. Secretary, Mysore Government Secretariat Stenographers' Association, Vidhana Soudha, Bangalore.
229. Hon. Secretary, Mysore P.W.D. Typist and Stenographers, Association, K.R. Circle, Bangalore-1.
230. Hon. Secretary, Indian Medical Association, Tumkur Branch, Tumkur.
231. Joint Secretary, Mysore State Registration and Stamps Department Officials Association, Bangalore.
232. President, Sri Chamarajendra Sanskrit College Association, Bangalore.
233. President, Chief Police Office Association, Bangalore.
234. President, Mysore State Labour Inspectors' Association, Bangalore.
235. President, Assistant Geologists' Association, Department of Mines & Geology, Bangalore.
236. President, Mysore State X-Ray Technicians Association, Bangalore.
237. President, Mysore State Assistant Agricultural Officers' Association, Bangalore.
238. President, Bangalore Dairy Employees Union, Bangalore.
238. (a) President, Mysore State Education Federation, Bangalore.
238. (b) President, The Bangalore University College Teachers Association, University College of Engineering, Bangalore.
238. (c) President, Mysore P. W. D. Employees (Work-Charged) Establishment Association, Bangalore.
238. (d) President, The Mysore Engineering Services Association, Bangalore.
238. (e) President, Mysore State P. W. D. Junior Engineers Association, Bangalore.
239. President, Mysore State Panchayat Raj Officers' Association, Bangalore.
240. President, Veterinary Stockmen Association, Belgaum.
241. President, District Talati Sangh, Belgaum.
242. President, Mysore Engineering Service Association, Bellary.
243. President, District Non-Gazetted Officers Association, Bidar.
244. President, District Talaties Union, Bijapur.
245. President, District Non Gazetted Officers Association, Chikmagalur.
246. President, All-Coorg Teachers Association, Virarajapet, Coorg District.
247. President, Gramasevaks Association, Mercara.
248. President, Engineers' Association, Dharwar.
249. President, Mysore State Bailiffs, Amins and Process Servers' Association, Hubli Dharwar.
250. President, District Non-Gazetted Officers Association, Hassan.
251. President, Mysore State Panchayat Extension Officers' Association, Hassan.
252. President, District Non-Gazetted Officers Association, Kolar.
253. President, District Non-Gazetted Officers Association, Mandya.

254. President, Mysore Engineering Service Association, Mandya.
255. President, Gramasevaks' Association, Mandya.
256. President, Basic Health Workers' Association, Mandya.
257. President, Post Graduate Teachers' Association, Mysore.
258. President, District Non-Gazetted Officers Association, Mysore.
259. President, District Non-Gazetted Officers Association, Karwar Branch, Karwar.
260. President, North Kanara District Bailiffs Association, Karwar.
261. President, District Non-Gazetted Officers Association, Shimoga.
262. President, Samskrita Patashala Association, Shimoga.
263. President, Education Department Ministerial Association, Shimoga.
264. President, Mysore Engineering Service Association, Shimoga.
265. President, District Non-Gazetted Officers' Association, Mangalore.
266. President, Mysore Engineering Service Association, Mangalore.
267. President, South Kanara District Bhasha Pandits Sangha, Mangalore.
268. President, Primary Teachers' Union, Mangalore.
269. President, South Kanara Teachers Guild, Mangalore.
270. President, District Non-Gazetted Officers Association, Tumkur Branch, Tumkur.
271. Representative, Bailiffs Association, Belgaum.
272. Representative, Teacher Training Institute (Un-trained), Chikmagalur.
273. Representative, Chitradurga District Treasury Cadre Officials Association, Chitradurga.
274. Representative, Junior Engineers Association, Mercara.
275. Representative, Local Schools Teachers Association, Hassan.
276. Representative, Mysore State Pandit Association, Hassan.
277. Representative, Mysore Engineering Service Association, Kolar.
278. Representative, Health Inspectors' Association, Kolar.
279. Representative, Mysore P.W.D. Junior Engineers Association, Mysore.
280. Representative, Teachers Association (Trained) Mysore.
281. Representative, Teachers Association (Un-trained) Mysore.
282. Representative, District Bailiffs Association, Mysore.
283. Representative, Mysore State Probationary Officers' Association, Mysore.
284. Representative, District Teachers Union, Raichur.
285. Representative, District Compounders Association, Mangalore.
286. Representative, Polytechnic Teachers Association, Mangalore.
287. Representative, Survey Settlement & Land Records Department Association, Mangalore.
288. Secretary, Middle School Teachers' Association, Bangalore.
289. Secretary, Bangalore Art Teachers Association, Bangalore.
290. Secretary, Mysore State Vidyashala Panditha Mandala, Bangalore.
291. Secretary, Mysore State Survey Settlement & Land Records, Executive Officers Association, Bangalore.
292. Secretary, Sri Jayachamarajendra Polytechnic Teachers Association, Bangalore.
293. Secretary, Mysore State Revenue Inspectors Association, Nehrupuram, Bangalore.
294. Secretary, Mysore State Laboratory Technicians Association, Bangalore.
295. Secretary, Mysore State Printing Technologists Association, Bangalore.
296. Secretary, Bangalore Art Teachers Association, Bangalore.
297. Secretary, Mysore State Polytechnic Craftsmen's Association, S.J.P. Office, Bangalore.
298. Secretary, Mysore Government Press Employees' Association, Bangalore.
299. Secretary, The Mysore State Hon. Medical Officers' Association, Bangalore.
300. The Secretary, Mysore Government Secretariat Association, Vidhana Soudha, Bangalore.
301. Secretary, The Association of the State Accounts Department, Bangalore.
302. Secretary, Mysore State Treasury Cadre Officials Association, Bangalore.
303. Secretary, Trained Nurses Services Association of India, Mysore State Branch, Bangalore.
304. Secretary, Middle School Teachers Association, Chikmagalur.
305. Secretary, Primary School Teachers Services Association, Chickmagalur.

306. Secretary, Mysore Engineering Service Association, Chitradurga Branch, Chitradurga.
307. Secretary, Mysore State Survey Settlement and Land Records, Executive Officers Association, Chitradurga.
308. Secretary, Compounders Association, Mercara.
309. Secretary, Dhawar District Veterinary Stockmen Association, Dhawar.
310. Secretary, Primary School Teachers Association, Gulbarga.
311. Secretary, Secondary School Teachers Association, Gulbarga.
312. Secretary, Teachers Association, Konanur, Hassan District.
313. Secretary, Government College Staff Association, Hassan.
314. Secretary, Survey Settlement and Land Records Association, Hassan.
315. Secretary, Indian Medical Association, Hassan.
316. Secretary, Teachers' Associations, Government High School, Kolar.
317. Secretary, District Gramasevaks' Association, Kolar.
318. Secretary, Untrained Teachers Association, Kolar.
319. Secretary, District Teachers Association, Kolar.
320. Secretary, Compounders Association, Mysore.
321. Secretary, Krishnarajasagar Division (PWD)-Work-Charged Employees (Maintenance) Association, K. R. Sagar, Mysore.
322. Secretary, Mysore District Medical Licenciates' Association, Mysore.
323. Secretary, North Kanara District Shanbhogs' (Talati) Association, Kumta.
324. Secretary, Head Masters Association, Shimoga.
325. Secretary, Primary School Teachers Association, Shimoga.
326. Secretary, Taluk Non-Gazetted Officers' Association, Sagar, Shimoga District.
327. Secretary, South Kanara Last Grade Graduate Officials Association, Mangalore.
328. Secretary, Social Education Officers Association, Mangalore.
329. Vice-President, Gramasevaks' Association, Chickmagalur.

*Association of Employees of Local Bodies.*

330. Secretary, Madhavan Park Welfare Union, Bangalore-11.
331. Secretary, Village Accountants Association, Devarahalli, Bangalore District.
332. Hon. Secretary, Belgaum Divisional Panchayat Secretaries Sangha, Kagwad, Belgaum District.
333. President, Municipal Primary School Teachers Association, Bijapur.
334. Representative, Village Accountants/Village Panchayat Secretaries, Chikmagalur.
335. General Secretary, Belgaum and Gulbarga Division Employees Federation, Hubli.
336. General Secretary, Hubli-Dharwar Municipal Corporation Employees Association, Hubli.
337. President, The City Municipal Employees Association, Gadag-Betgeri, Gadag.
338. Secretary, North Karnatak Subsidised Medical Practitioners Association, Chebbi, Hubli Tq.
339. President, Taluk Board Integrated Medical Practitioners Association, Arsikere.
340. President, Village Panchayat Secretaries Union, Hassan.
341. President, Mysore State Aided High School Teachers Association, Mysore.
342. Secretary, The Employees' Association of Local Bodies High School, Gundipet, Mysore District.
343. Representotive, Mangalore Municipality Bill Collectors Association, Mangalore.
344. Representative, Municipal Employees Union, Udipi.

*Associations of Pensioners.*

345. Delegate, Sandur Taluk Pensioners Association, Sandur.
346. Hon. Secretary, Taluk Pensioners Association, Chintamani.
347. President, Mysore State Pensioners' Association, Govindappa Road, Bangalore.
348. President, Rajajinagar Pensioners' Association, Rajajinagar, Bangalore.
349. President, Chitradurga District Pensioners Association Chitradurga.



350. President, Davanagere Taluk Pensioners Association, Davanagere  
 351. President, Coorg Pensioners Association, Virarajapet.  
 352. President, Bharath Pensioners' Samaja, All India Federation of Pensioners Association, Gulbarga.  
 353. President, Hassan District Pensioners Association, Hassan.  
 354. President, District Pensioners Association, Kolar.  
 355. President, New Mysore State Pensioners Association, Mysore.  
 356. President, Karwar Pensioners Association, Karwar and on behalf of Haliyal Taluk Pensioners Association.  
 357. President, Tumkur District Pensioners Association, Tumkur.  
 358. Representative, Belgaum District Pensioners, Belgaum.  
 359. Representative, Bidar District Pensioners, Bidar.  
 360. Representative, Udipi Taluk Pensioners Association, Udipi.  
 361. Secretary, Channarayapatna Taluk Pensioners Association, Channarayapatna.  
 362. Secretary, Shimoga District Pensioners Association, Shimoga.

*Other Witnesses*

363. Mr. M. E. Annayappa & others, Attenders, Mysore Government Secretariat, Bangalore.  
 364. Mr. R. A. Agnihotri, Field Assistant, Plant Protection Scheme, Hospet.  
 365. Mr. H. P. Ananthapadmanabha, Headquarter Assistant to the District Registrar, Hassan.  
 366. Mr. M. Anantharamaiah & others, P. W. D. Accounts Staff Unit, Hassan.  
 367. Dr. H. G. Anantharamaiah & others, Assistant Surgeons, K. R. Hospital, Mysore.  
 368. Mr. Abdul Azeez, L. Ag. Gramasevak, Hebbal, K. R. Nagar Tq.  
 369. Dr. B. S. Basavaraj & others, Assistant Surgeons, Victoria Hospital, Bangalore.  
 370. Mr. S. N. Bagalkotkar & others, Bangalore-10.  
 371. Mr. Babar, Health Visitor, Lady Willingdon T. B. Demonstration & Training Centre, Bangalore.  
 372. Mr. G. V. Bharadwaj, Retired Head Master, Maruthi Extension, Bangalore.  
 373. Mr. H. H. Basavaraj, B.A., LL.B., Advocate & Part-time Professor, R. C. College of Commerce, Bangalore.  
 374. Mr. M. Bhaskara Menon, Draftsman, Survey & Land Records Department, Bellary.  
 375. Mr. Basavaraj & others, Govt. Basic Training Institute, Bellary.  
 376. Mr. H. Bhimasena Rao & others, Copyists, District Court, Bellary.  
 377. Mr. Bette Gowda, Executive Engineer, Bidar.  
 378. Mr. K. V. Bhat, Staff Secretary, Smt. L. V. Polytechnic, Hassan.  
 379. Mr. Bharathiramanachar & others, Govt. College, Kolar.  
 380. Mr. A. Brahmanya Thirtha, II Division Clerk, Health Department, Mysore.  
 381. Mr. K. K. Bhandari, Assistant Plant Protection Officer, Agriculture Department, Raichur.  
 382. Mr. K. T. Chikkavenkatappa, Personal Assistant to the Commissioner of Commercial Taxes in Mysore, Bangalore.  
 383. Dr. N. K. Channappa, Associate Professor in Medicine, Bangalore Medical Collage, Bangalore.  
 384. Mr. S. N. Chakkar, Office of the Deputy Commissioner, North Kanara District, Karwar.  
 385. Mr. E. Channabasappa & others, Clerks, District Court, Bellary.  
 386. Mr. K. Chandrashekarappa & others, Stenographers, Bellary.  
 387. Dr. A. R. Chaukar, Dean, Karnatak Medical Hospital, Hubli.  
 388. Mr. K. R. Chandrashekaraiiah & others, Gramasevak Training Centre, Kudige, Coorg District.  
 389. Mr. A. Chandrappa, L. Ag. Gramasevak, N. E. S. Block, Shimoga.  
 390. Dr. T. Chandrashekar, Assistant Surgeon, McGann. Hospital, Shimoga.  
 391. Mr. S. K. Chikkananjiah, McGann. Hospital, Shimoga.  
 392. Mr. J. Chandrashekar, Assistant Master, Basic Training School, Mangalore.  
 393. Mr. B. Datta, Circle Inspector of Police, Central Police Station, Fort, Bangalore-2.

394. Mr. B. S. Deshapande, Head Clerk & others, Agricultural Department, Belgaum.
395. Mr. Y. E. Desikar, Supervisor & others, Rural Water Supply Sub-Division, Gulbarga.
396. Mr. V. M. Desai & others, Representative, Police Radio Grid, Hassan.
397. Mr. Dhanapal, Typist, K. R. Hospital, Mysore.
398. Mr. D. Dyavasetty & others, Government Woodyard and Sandal Wood Koti, Mysore-4.
399. Deputy Director of Agriculture, Mangalore.
400. Mr. S. M. Eswarappa, Photographer, Agriculture Information Unit, Mandya.
401. Dr. S. Eswarappa, Assistant Surgeon, McGann Hospital, Shimoga.
- 401.(a) Mr. A. C. Devegowda, Retired Director of Public Instruction, Bangalore.
402. Mrs. R. G. Fernandis & others, Copyists, Judicial Department, Karwar.
403. Mr. S. Ganapathy, Typewriter Mechanic, Mysore Government Secretariat, Bangalore.
404. D. R. Govinda Rao & others, Assistant Surgeons, E. S. I. Hospital, Bangalore-10.
405. Mr. Gopal, Supervisor, High Court Press, Bangalore.
406. Mr. Gopal Rao Badseshi, Assistant Instructor & others, Government Polytechnic, Gulbarga.
407. Mr. T. Govinda Setty & others, Revenue Department, Mandya.
408. Mr. G. V. Gopaldaswamy, Radiographer, K. R. Hospital, Mysore.
409. Mr. S. Govardhan, Secretary, Village Panchayat, Debur, Nanjanagud Taluk.
410. Mr. Ganapati Kumbi & others, Ugranis, Karwar.
411. Mr. G. Gururaja Rao, Head Master, Paper Town High School, Bhadravathi Shimoga District.
412. Mr. Hanumanthappa, Government Clock Mechanic, Mysore Government Secretariat, Bangalore.
413. Mr. Hanumanthappa & others, Office of the Co-operation Department, Chickmagalur.
414. Mr. G. S. Hiremath, Stenographer, J. M. F. C. Hubli.
415. Mr. B. S. Halgeri, Senior Public Prosecutor, Dharwar.
416. Mr. Haffee Pasha, Cask Maistry, Distillery Factory, Mandya.
417. Mr. R. N. Hungund, Translator, District Court, Raichur.
418. Mr. Iythal, Cook, Government B. T. School, Mangalore.
419. Mr. V. Jaganath Rao, Ayurvedic Physician, E. S. I. Hospital, Bangalore-10.
420. Mr. D. S. Joshi, P. A. to the Minister for Information & Animal Husbandary, Bangalore.
421. Mr. G. S. Joshi & others, Rajajinagar, Bangalore-10.
422. Mr. Md. Jameel Ahamed & others, Laboratory Attenders, Medical College, Bellary.
423. Mr. S. Joshi, Munsiff-Magistrate and other Judicial Officers, Bijapur.
424. Mr. Jorapur, Assistant Registrar of Co-operative Societies, Chitradurga.
425. Mr. Jadeputtaswamy, Chemist, on behalf of Chemist of Health Department, Hassan.
426. Dr. Jayaram & others, Professor, Mysore Medical College, Mysore.
427. Mr. Jagannatha Alva, Revenue Inspector on behalf of Graduates, Mangalore.
428. Mr. A. V. Krishnamurthy, Assistant Master, Primary Boys School, Adigodanahalli, Bangalore.
428. (a) Mr. J. S. Gunjal, Retired District Judge, Bangalore.
429. Mr. Krishna Murthy, Circle Inspector, Office of the Commissioner of Police, Central Range Crime (Records Section), Bangalore.
430. Mr. C. S. Kundur & others, Junior Chemists, Public Health Institute, Bangalore.
431. Mr. K. T. Kulkarni, II Division Clerk, Statistics Department, Bangalore.
432. Mr. G. S. Kulkarni, Senior Assistant Public Prosecutor, Belgaum.
433. Mr. K. Kulkarni & others, Stenographers, Commercial Tax Department, Bellary.
434. Mr. S. A. Khadri & others, Judicial Department, Bidar.
435. Mr. S. V. Kalburgi, Stenographer, Judicial Department, Bidar.
436. Mr. G. P. Krishnappa, Stenographer, District & Sessions Court, Chikmagalur.
437. Mr. A. Krishna Murthy, District Social Education Officer, Chitradurga.
438. Mr. K. C. Krishnappa & others, Assistant Agricultural Officers, Mercara.
439. Mr. H. D. Kailaskumar, District Publicity Officer, Mercara.
440. Mr. R. Krishna Iyengar, Superintendent & others, Basic Training Institute, Hassan.

441. Mr. A. R. Krishna Setty, Store Keeper, Public Works Department, Hassan.
442. Mr. G. M. Kamat, Pensioner, Ankola, N. K. District.
443. Mr. Krishna Rao & others, Typist & Stenographers, Revenue Department, Mandya.
444. Dr. M. N. Krishna aachar, L.A.M.S. Medical Officer, Chamarahalli.
445. Mr. G. R. Krishna aachar, Representative, I Division Accounts Clerk of P.W.D. Unit, Kargal.
446. Mr. G. K. Kalibhat, Stenographer, Judicial Department, Mangalore.
447. Mr. M. S. Lakshmanaswamy, Head Munshi, District & Sessions Judge Court, Bangalore.
448. Mr. J. Lakshmanarayana Rao, Deputy Inspector of Schools, Mayo Hall, Civil Station, Bangalore.
449. Mr. P. G. Lakkannavar, Block Development Officer, Dharwar.
450. Mr. Lakshman Rao, Sheristedar, District Court, Mandya.
451. Mr. M. Lakshminarayana, Stenographer, Judicial Department, Shimoga.
452. Mr. Mir Maqsood Akhban, Deputy Labour Commissioner, Bangalore.
453. Mr. M. Mallikarjuniah, Helper, Government Polytechnic, Bellary.
454. Mr. K. S. Muthyalappa, Senior Technician, Bellary Medical College, Bellary.
455. Mr. J. Mylariaiah, Typist & others, R.T.O's Office, Hassan.
456. Mr. Munivenkataiah & others, Deputy Inspector of Schools, Kolar.
457. Mr. M. Manje Gowda, Extension Officer (Panchayat) Mandya Block, Mandya.
458. Mr. C. T. Muttanna, Agricultural Information Officer, Mandya.
459. Mr. M. Mariyappa, Radiographer, Medical College, Mysore.
460. Mr. G. J. Mannur, Draftsman, Agriculture Department, Mysore.
461. Mr. K. Mohanad Budhan, Chamaraja Government Urdu Primary Boys' School, Mysore.
462. Mr. K. Mallappa & others, Head Quarter Assistant to District Registrar, Shimoga.
463. Mr. K. H. Mylarappa, Clerk, Local Audit Circle, Shimoga.
464. Mr. U. Mahabala Shetty, Panchayat Extension Officer, Belthangadi, S. K. District.
465. Mr. N. Madhava Rao, Film Operator, Government College of Education, Mangalore.
466. Mr. G. N. Nagaraja Rao, Retired Excise Commissioner, Bangalore.
467. Mr. B. S. Narasimha Rao, Retired Chief Engineer, Bangalore.
468. Mr. T. Narayana, Foreman, Office of the Superintendent of Stamps, Bangalore.
469. Mr. K. V. Nagesh, Grading Inspector, Office of the Chief Marketing Officer, Bangalore.
470. Mr. K. R. Nagabhushan Rao & others, Personal Assistants, Judgement Writers & Stenographers of High Court of Mysore, Bangalore.
471. Mr. V. Nagabhushan & others, High Court Press, Bangalore.
472. Mr. D. S. Nanjappa, Professor & Head of Department of Pharmacology, Medical College, Bangalore.
473. Mr. K. Naik, Librarian, Department of Law & Parliamentary Affairs, Bangalore. (M.G.S.)
474. Mr. S. N. Nateshan, I Division Clerk, Administration Offices, Bellary.
475. Dr. A. Narayanaappa, Assistant Surgeon, Central Hospital, Chikmagalur.
476. Mr. R. M. Narayana Swamy & others, Office of the Regional Transport Officer, Chikmagalur.
477. Mr. M. Narayana Setty, Draftsman (P.W.D.) Chikmagalur.
478. Mr. H. N. Narayana Gowda & others, Tracers (P.W.D.) Chikmagalur.
479. Mr. K. Narayana Sastry, L.A.M.S., Bannur Camp, Kenanur, Hassan District.
480. Mr. B. N. Nanjundiah, District Publicity Officer, Hassan.
481. Mr. H. Narayana Rao, Representative, Deputy Inspector of Schools, Hassan.
482. Mr. K. B. Nanje Gowda, Pupil Teachers' Basic Training Institute, Hassan.
483. Mr. Nanjaiah, Driver, Deputy Commissioner's Office, Mandya.
484. Mr. M. S. Naik, 1st. Grade Clerk, State Accounts Department, Karwar.
485. Mr. B. K. Narayana Rao and others, Head Master, Deshiya Vidyalaya High School Shimoga.
486. Mr. B. K. Narasimha, Ayurvedic Physician, Taluk Board Dispensary, Kanle, Sagar.
487. Mr. K. Narayana Bhat, Lecturer, Government College of Education, Mangalore.
488. Mr. C. J. Puttaiah and others, Counter and Pressman, Office of the Superintendent of Stamps, Bangalore.

489. Mrs. Padma Embar, Psychologist, Mental Hospital, Bangalore.
490. Mr. P. V. Prabhu, Superintendent of Nursing Services, Health and Family Planning, Bangalore.
491. Mr. A. S. Pillai and others, Junior Assistant on behalf of Graduates, Bangalore. (M.G.S.)
492. Mr. T. A. Padmanabhan and others, M.S.P. Radio Grid, Bangalore.
493. Mr. B. Puttaramaiah, Gramasevak, Hoskote, Bangalore District.
494. Mr. S. R. Poojar, Representative, Fieldman and Field Assistant, Agriculture Department, Belgaum.
495. Mr. A. N. Patil, Forest Protector, Belgaum.
496. Mr. Pawar and others, Judicial Department, Belgaum.
497. Mr. V. H. Padki, Mechanic, Government Polytechnic, Bellary.
498. Mr. Poorna-chandraiah, Accounts Superintendent, (PWD) Bellary.
499. Principal, Government Polytechnic, Bidar.
500. Mr. D. R. Puttashamaiah, Amin, Munsiff's Court, Chikmagalur.
501. Mr. M.U.C. Pathy, Regional Transport Officer, Chikmagalur.
502. Principal, Sharanabava-sveswara College, Gulbarga.
503. Pandits, Sanskrit College, Melkote, Mandya District.
504. Pandits and Vidwans, Government Training College, Mysore.
505. Mr. B. Padmanabha Rai, Assistant Town Planning Officer, Mangalore.
506. Mr. K.A.N. Rao, Malleswaram, Bangalore-3.
507. Mr. R. J. Rego, Recidency Road, Bangalore.
508. Mr. V. K. Ramaswamy, Bangalore-18.
509. Mr. S. K. Ramanuja Iyengar, Malleswaram, Bangalore.
510. Mr. H. Raja Ram, Retired Head Master, Bangalore-1.
511. Mr. S. Rama Rao, Reporter, Mysore Legislature Secretariat, Bangalore-1.
512. Mr. M. Rajasekhar Reddy, Representative of the Gramasevaks, Bangalore-1.
513. Mr. Dr. M. Ramu, Professor and Head of Department of Medicine, Bangalore Medical College, Bangalore.
514. Mr. R. K. Rama Murthy, Head Munshi, Ist. Munsiff Court, Bangalore City.
515. Mr. M. Ramachandra Rao, Retired Tahsildar, Bellary.
516. Mr. K. Ramau, Compounder, Veterinary Hospital, Bellary.
517. Mr. S. Raghavendra Rao, Typist, Industries & Commerce Department, Bellary.
518. Mr. Rajashekaraiyah, Clerk, T. B. Sanatorium, Bellary.
519. Mr. S. Ranganatha Rao, Munsif Court, Chikmagalur.
520. Mr. Ranga Rao Badseshi, Stenographer, Revenue Department, Gulbarga.
521. Mr. G. L. Ramaswamy Iyengar, Representative, Veterinary Compounder, Alur, Hassan District.
522. Mr. G. R. Revaiyah & others, Technical Assistant, Office of the Sub-Divisional Soil Conservator, Kolar.
523. Mr. S. Ramaswamy L. A. M. S. Secretary, Taluk Board qualified Physicians, Kolar.
524. Mr. Rudraiah & others, Department of Agriculture, Mandya.
525. Mr. Rahman Shariff, Deputy Accountant, on behalf of the Treasury, Officials, Mandya.
526. Dr. S. A. Rahaman & others, Veterinary Assistant Surgeon, District Veterinary Hospital, Mandya.
527. Representative, Employees of Registration & Stamps Department, Mysore.
528. Mr. V. L. Revankar, on behalf of N. C. C. Ministerial staff, Karwar.
529. Mr. Roshan Ali & others, Travellers' Bungalow Watchmen, Raichur.
530. Mr. S. Ranga Rao, Teacher, Government Middle School, Sorab, Shimoga District.
531. Mr. K. N. Raja Igr., Stenographer, Office of the Assistant Controllor, Local Audit Circle, Shimoga.
532. Mr. Raghavendracharya, Representative of Bailiffs & Amins, Shimoga.
533. Mr. B. Rachaiah, Clerk & others, Department of Agriculture, Shimoga.
534. Mr. N. T. Radhakrishna Nambiar, Physical Director, Karnatak Polytechnic, Mangalore.
535. Mr. Raghunath Bhandari, Pepper Development Officer, Mangalore.
536. Mr. P. H. Seshagiri Rao, Retired Deputy Auditor-General of India, Bangalore-27.

537. Dr. S. Seshagiri Rau, Hon. General Secretary, The Indian Red Cross Society, Bangalore-4.
538. Mr. G. S. Shivakumar, Stenographer, Mysore Government Secretariat, Bangalore.
539. Mr. M. V. Shama Rao, Senior Assistant, Mysore Government Secretariat, Bangalore.
540. Mr. S. Srikantaiah, Engineer & Industrial Consultant, Bangalore-11.
541. Mr. B. S. Shivanna & others, Assistant Directors, Office of the Director of Statistics, Bangalore-1.
542. Mr. C. Shananna & others, Financial Assistant to the Director of Health Services, Bangalore.
543. Mrs. N. V. Shantha, Needle-Work Instructor, After-care & Rehabilitation Centre, Bangalore.
544. Dr. H. S. Subbanna, Medical Officer, Industrial Training Institute, Bangalore.
545. Mr. N. B. Shankarajande & others, Mysore Government Secretariat, Bangalore.
546. Mr. C. H. Sreepadachar, Chemist, Ghee Grading Laboratory, Belgaum.
547. Mr. A. S. Shivanna, Labour Inspector, Hospet.
548. Mr. Srinivas Gorthekar & others, Field Assistant of Agriculture Department (Soil Conservation Dept.) Bijapur.
549. Mr. R. H. Siddaiah & others, Basic Health Workers, Bijapur.
550. Mr. Srepat Kumar & others, Mechanic & Helpers, Polytechnic, Chikmagalur.
551. Mr. K. Shama Setty, Sheristedar, District & Sessions Court, Chikmagalur.
552. Mr. S. S. Satenahalli, Superintendent of Certified Schools, Hassan.
553. Mr. V. Sreenivasa Murthy & others, Basic Health Workers, Hassan.
554. Dr. T. R. Shivanna & others, Assistant Health Officers, Hassan.
555. Mr. Syed Ghouse, Senior Sericulture Inspector, Government Silk Farm, Kolar.
556. Mr. V. Subbranyam, Head Master, Municipal High School, Kolar.
557. Dr. D. M. Satyanarayana Setty & others, Assistant Surgeon, S. N. R. Hospital, Kolar.
558. Mr. N. Suryanarayana Rao, Technical Assistant, Agriculture Department, Kolar.
559. Mr. B. Siddappa & others, Survey, Settlement Department, Mandya.
560. Mr. B. T. Subramanya Swamy, Assistant Plant Protection Officer, Mysore.
561. Superintendent, School for Deaf & Blind, Mysore.
562. Mr. H. K. Sannappa, Field Assistant, Divisional Soil Conservation Office, Mysore.
563. Mr. Somasundar Murthy, Tracer, Public Works Department, Mysore.
564. Mr. G. G. Sawanth, & others, Land Records Department, Karwar.
565. Mr. Sastrimath, Assistant Public Prosecutor, Karwar.
566. Mr. A. V. Shetty, 1st Grade Stenographer, District & Sessions Court, Raichur.
567. Mr. A. Seshiah Shetty, Assistant Engineer, Minor Irrigation & Investigation Sub-Division, Raichur.
568. Mr. G. B. Siddappa, Surveyor, Department of Land Records, Channagiri.
569. Mr. K. Seetharama Rao, Laboratory Technician, McGann Hospital, Shimoga.
570. Mr. M. A. Sharma, Representative, Co-operative Departmental Employees, Mangalore.
571. Mr. A. Sundar, Representative, Mysore State Fire Service, Mangalore.
572. Mr. T. D. Shivarudrappa, Music Teacher, Girls High School, Tumkur.
573. Mr. H. Subbaraya & others, Post-Graduate Teachers, Tumkur.
574. Mr. T. Shivanna & others, on behalf of Lecturers, Government College, Tumkur.
575. Mr. C. L. Thippeswamy, District Social Education Officer, Office of the Director of Public Instruction, Bangalore.
576. Mr. B. Thimmaiah, Peon, Veterinary Hospital, Bellary.
577. Dr. M. M. Thahir, Associate Professor, Medical College, Hubli.
578. Mr. H. P. Thimmaraya Shetty, Regional Transport Officer, Karwar.
579. Mr. B. Thoppanna, Laboratory Attender, McGann Hospital, Shimoga.
580. Mr. M. S. Ullagaddi & others, Lecturers, Government Polytechnic, Raichur.
581. Mr. B. Venkatasubba Rao, Retired Director of Medical Services, Malleswaram, Bangalore-3.
582. Mrs. T. S. Vanajakshamma, Ayurvedic Lady Physician, Bangalore-9.
583. Mr. K. S. Venkata Rama Rao, Pharmacist, Bangalore-4.
584. Mr. S. Venkatachalapathy, Typist, Agriculture Department, Bellary.

585. Mr. G. Veeranna & others, Judicial Department, Bellary.
586. Mr. B. R. Vaidya; Lecturer, Bellary Medical College, Bellary
587. Mr. T. Yellappa, Representative, Headquarter Assistant to the Director, Registrar Chikmagalur.
588. Mr. M. V. Varadaraja Iyengar & others, Reader in Physics Government College Chikmagalur.
589. Mr. Vasudeo Rao, Tracer, J. T. I. Candidate, Gulbarga.
590. Mr. S. D. Viwanatha Rao, Judicial Department, Hassan.
591. Mr. Venkategowda & others, Assistant Engineers, P.W.D. Kolar.
592. Mr. H. Venkatappa, Supervisor, Malavalli, Mandya District.
593. Mr. M. N. Venkatachalaiah, I Dn. Clerk, PWD. Mandya.
594. Mr. M. R. Venkatasubba Sastry, Retired District Educational Officer, Mysore.
595. Mr. Venkatakrishna Bhat, Maharaja Sanskrit College, Mysore.
596. Mr. S. R. Varambally, Representative, Junior Technical School Staff, Mangalore.
597. Mr. S. K. Warrior, Regional Manager, Food Corporation of India, Bangalore.
598. Mr. N. S. Giri, Representative, Karnatak Sanitary & General Workers Union (INTUC), Mangalore.
599. Junior Microscopist, Public Health Department, Chitradurga.
600. Basic Health Workers, Chitradurga.
601. Officials of Judicial Department, Chitradurga District,
602. Court Fee Examiners and Indexers, High Court of Mysore, Bangalore.
603. Bailiffs of the Judicial Department, Bijapur.
604. Officials of the Judicial Department, Bijapur.
605. Staff of Karnatak Medical College, Hubli.
606. Officials of the Judicial Department, Gulbarga.
607. Staff of the K. R. Hospital, Mysore.
608. Officials of the Revenue Department, Mysore.
609. Stenographers of the Judicial Department, Mysore.
610. Head Munshi, District Court, Mercara.